








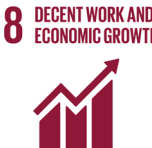





Progress against UN Sustainable Development Goals

Environmental	Sustainability at Babcock	SDG	Illustrative examples during FY22
	Affordable and Green Energy	7 AFFORDABLE AND CLEAN ENERGY 	<ul style="list-style-type: none"> › Cavendish Nuclear launched a full-scale model of an advanced modular reactor pressure vessel which demonstrates efficiencies of advanced nuclear technology and will make a valuable contribution to UK's decarbonisation efforts › As part of our partnership with EDF, we are supporting the existing generating fleet and providing engineering support to critical assets on their seven Advance Gas Reactor sites
	Clean Water and Sanitation	6 CLEAN WATER AND SANITATION 	<ul style="list-style-type: none"> › On World Water Day, we highlighted innovative solutions and shared advice with employees across the group on what can we all do to conserve water
	Responsible Consumption and Production	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<ul style="list-style-type: none"> › We received a highly commended award at the 2021 MoD Sanctuary awards in the "Net Zero and Resource Efficiency" category for diverting waste from landfill by finding a sustainable solution for shot blast material at Devonport site › At Rosyth's new Venturer Building 99.71% of demolition material was recycled
	Climate Action	13 CLIMATE ACTION 	<ul style="list-style-type: none"> › We are collaborating cross-industry and working with academia on several programmes such as the MarRI-UK hydrogen Fuel Cell-BATTERY Ship Advanced Power-Energy Management Solution for Zero Emission Marine Propulsion Systems. › Our Liquid Gas Equipment business has successfully delivered three LPG Fuel Gas Supply Systems into operational service for ships in Korea and China. LPG is recognised as a potential bridging fuel towards zero carbon fuels, including ammonia.
	Life Below Water	14 LIFE BELOW WATER 	<ul style="list-style-type: none"> › In Plymouth, we are an active member of the Britain's Ocean City Plastic Task Force. We have purchased a Wasteshark which will be helping to collect plastic waste from waters around Devonport Dockyard, thereby helping to cut plastic pollution
	Life on Land	15 LIFE ON LAND 	<ul style="list-style-type: none"> › In Australia, we have volunteered at the Forktree Project which supports land regeneration in the Fleurieu Peninsula of South Australia › In Spain, we have signed a two-year collaboration agreement with The University of Cordoba, to share our knowledge on how to fight forest fires with students on the Geoforest Masters degree course

Social	Sustainability at Babcock	SDG	Illustrative examples during FY22
	Good Health and Wellbeing		<ul style="list-style-type: none"> › We have introduced Mental Health First Aiders who are trained to identify, understand and respond to signs of mental illness. We also ran a Group-wide campaign during Mental Health Awareness week to encourage our employees to look after their own wellbeing and reconnect with nature › In January 2022, we ran a Group-wide Safety stand down to reinforce our safety messaging, spark conversation and engage in a dialogue with colleagues on safety issues
	Quality Education		<ul style="list-style-type: none"> › Our Apprentice Early Careers Team won the 'Apprenticeship Development' category the Plymouth Live Business Awards 2021 › We trained 160 new STEM ambassadors bringing the total to 738 across the business and engaged 30,000 students in STEM activities › Over the past year we engaged with our workforce and wider stakeholder groups to educate and raise awareness of environment and sustainability issues. We also rolled out a Group company-wide Sustainability eLearning module
	Gender Equality		<ul style="list-style-type: none"> › We are supporting the Women in Defence Charter with their target of a minimum of 30% female representation at all levels across the defence sector by 2030 › Work to reduce our gender pay gap has seen year-on-year progress and the median pay gap has decreased from 12.5% to 11.8% › Babcock employees from around the globe made pledges on International Women's Day 2022 to #BreakTheBias including challenging stereotypes and maintaining a gender equal mindset
	Decent Work and Economic Growth		<ul style="list-style-type: none"> › We are creating a culture in which women can progress their careers, by designing policies to support women at work, through our Returners approach and through an overarching STEM returners programme.
	Reduced Inequalities		<ul style="list-style-type: none"> › In Canada, we renewed our commitment to the Phase II stage of the Canadian Council for Aboriginal Business' Progressive Aboriginal Relations program › Our dedicated network to support neurodiverse conditions was a joint winner of the "Inclusion Project of the Year" award at the 2022 Celebrating Neurodiversity Awards.
Governance	Responsible Consumption and Production		<ul style="list-style-type: none"> › We updated and re-issued our Group-wide Donations and Sponsorship guidelines to align with our Corporate purpose › We have introduced a new supplier policy and guidelines Babcock-Sustainable-Procurement-Policy_Nov21.pdf (babcockinternational.com) with supporting guidance for suppliers
	Peace, Justice and Strong Institutions		<ul style="list-style-type: none"> › We recognise the value of SMEs and encourage them to engage with us. This year we hosted 70+ suppliers at the Engineering and Technology Solutions Exhibition held at our Devonport site. › As part of the wider Group procurement and supply chain strategy, we expanded key performance indicators in FY22 to measure and monitor our percentage spend with SMEs.