

*GRI & SASB  
Report 2023*

## *Table of contents*

2	General Disclosures
7	Material Topics
22	Topic Specific Disclosures
29	SASB Disclosures
33	Appendix

*This ESG Reporting Index aims to complement our integrated Annual Report by providing a broader range of ESG disclosures.*

*Our Annual Report explains the wider context in which we operate and presents our ESG performance. Our ESG Reporting Index supplements the information provided in our Annual Report by providing information about how we manage our most material issues.*

*We use two ESG reporting frameworks: the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). Throughout this ESG Reporting Index we often refer to our [Annual Report](#) and [website](#), where more information on our strategy, standards and policies can be found.*

*In our materiality assessment, which was conducted in accordance with GRI 3, the following four GRI topics were identified as not material for Babcock as a Group in FY23 and have not been used to select disclosures for inclusion in the GRI index: Security Practices, Customer Health and Safety, Marketing and Labelling, Materials.*

# GRI Index

*Babcock is committed to providing transparent and meaningful sustainability information to our employees, clients, communities, and shareholders.*

*As required by the GRI Universal Standards, we provide an index that specifies each of the GRI Standards and disclosures included in the report.*

SUPPLEMENTAL INFORMATION | GRI INDEX

**Statement of use:** Babcock International Group PLC has reported the information cited in this GRI content index for the period 1 April 2022 to 31 March 2023 (and 1 January to 31 December 2022 where applicable) with reference to the GRI Standards

**GRI 1 used:** GRI 1 Foundation 2021

Applicable GRI Standard(s): No sector guidelines apply



# GRI 2: General Disclosures 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Page <a href="#">258</a>	<p>Babcock International Group PLC 33 Wigmore Street London W1U 1QX UK</p> <p>Babcock International Group PLC, registered in England and Wales number 02342138 as a public limited company and listed on the London Stock Exchange</p> <p>Babcock is an international defence company operating in our focus countries of the UK, Australasia, Canada, France and South Africa, with exports to additional markets. We meet our customers' key requirements of affordability, availability, and capability. We help our customers around the world to cost effectively improve the capability, reliability and availability of their most critical assets.</p>
	2-2 Entities included in the organization's sustainability reporting	Pages <a href="#">159-255</a>	The Group's Financial statements for the year ended 31 March 2023 can be found in our Annual Report. Please refer to the Group entities listed in note 34 of the Annual Report on page 246.
	2-3 Reporting period, frequency and contact point	Pages <a href="#">107, 258</a>	<p>Year ended: 31 March 2023</p> <p>Annual General Meeting: 28 September 2023</p> <p>Babcock International Group PLC 33 Wigmore Street London W1U 1QX UK</p> <p>BabcockIR@babcockinternational.com</p>
	2-4 Restatements of information	Page <a href="#">25</a>	<p>If required, management would restate environmental data for the baseline year and intervening years to reflect any changes in the Group structure arising from mergers and acquisitions, changes to the base year, the nature of the business or measurement methods to ensure accuracy, consistency, and relevance of the reported information to enable a full and accurate year-on-year comparison.</p> <p>No restatements have been required for the year ended 31 March 2023. Figures for the year ended 31 March 2023 include an element of estimated data.</p>
	2-5 External assurance	Page <a href="#">86</a>	The Group is committed to reporting accurate and reliable non-financial information, and the information reported is subject to detailed and thorough internal review. For the year ended 31 March 2023 the Group has not sought external assurance for the Sustainable Business section of the Annual Report.

# GRI 2: General Disclosures 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	2-6 Activities, value chain and other business relationships	<p>Page <a href="#">83</a>  <a href="#">Modern Slavery Transparency Statement 2023</a></p>	<p>Babcock's supply chain is a critical component of our business, comprising various elements that support our core activities, primary brands, products, and services. To achieve consistent long-term value creation for our stakeholders, we have established a robust and reliable supply chain that delivers exceptional products, goods, and services.</p> <p>We have primarily aligned our supplier geographic concentration strategically with our core business activities to create a globally diverse supply chain that mitigates economic, social, and environmental risks and enhances our overall resilience. We recognise that our suppliers operate in different geographic and economic environments, and we remain committed to ensuring that all products and services are ethically and socially responsibly delivered to maintain our high standards and bolster the reputation of both Babcock and our customers.</p> <p>We recognise the crucial role that our suppliers play in our supply chain and strive to maintain strong and long-lasting relationships with them. To achieve this, we conduct frequent audits and assessments of our suppliers to ensure their compliance with our policies, standards, and industry-specific regulations. These evaluations encompass essential factors such as environmental and labour laws, as well as quality management systems. By prioritising these critical factors, we aim to enhance the success and resilience of our supply chain and foster enduring supplier relationships.</p> <p>We also understand our responsibilities in the value chain and take them seriously. To ensure that we maintain the highest ethical and social standards, we have implemented several initiatives that continually monitor all key risk categories within our supply chain. By doing so, we identify and mitigate potential risks and safeguard the integrity of our business and the broader community we serve.</p> <p>We acknowledge the importance of consolidating our Procurement and Supply Chain risk identification, assessment, and management processes into a single, transparent system across Babcock. To achieve this, we are implementing a unified risk register to enhance visibility and track all identified supplier risks including but not restricted to risks related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria as well as mitigate them effectively for all our sectors in a transparent, efficient, and cohesive manner.</p> <p>Our AI Risk monitoring solution enables us to comprehensively map our supply chain ecosystem, monitor activities, and proactively identify hidden risks in our sub-tier supply chain. This tool is accessible to all our sector procurement teams and monitors a range of ESG risks, including but not limited to, human rights, environmental and social risks.</p> <p>Overall, our supply chain is designed to support our key themes of social value, sustainability, regulatory compliance, and technical assurance, which are crucial to our success in the marketplace. Due to the unique characteristics of our multiple sectors, we rely on our suppliers' flexibility to support our evolving requirements and maintain our position as a leading provider of exceptional products and services.</p> <p>Business divestures during 2022, resulted in an overall reduction of our supply base. This supplier reduction had the benefit of decreasing our supply chain footprint in the politically unstable regions of Russia and Belarus, who carried the highest geopolitical risks in our supply chain. By removing these suppliers, we are reinforcing our commitment to responsible sourcing practices and our efforts to mitigate risks associated with our supply chain. This decision aligns with our business objectives and reflects our dedication to ethical and sustainable practices.</p> <p>While we experienced some natural changes in our supplier relationships in 2022, our overall supply chain structure has remained stable. However, the geographic distribution of our supplier network has shifted, with a higher concentration of suppliers now based in the UK. This change is a result of the reduction in European suppliers associated with our divested business units. As of now, our supplier network consists of approximately 12,000 partners spread across 37 countries, with over 5,400 based in the UK.</p>
	2-7 Employees	<p>Page <a href="#">76</a>            Table 1</p>	<p>Our total workforce is 26,480, which includes 21,302 men, 4,813 women, 10 individuals identifying as non-binary, 290 who did not specify, and 65 who chose to prefer not to say.</p>

## GRI 2: General Disclosures 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	2-8 Workers who are not employees	Table 2	<p>The most common type of worker who are not employees are agency supplied workers. Agency supplied workers have a contractual relationship with the agency through which they are supplied to Babcock.</p> <p>For most part, agency workers are utilised within the fields of Production / Constructive, Design &amp; Technical, and Project Management. There were no significant fluctuations during and between the reporting periods.</p> <p>Interns and apprentices are not included in this data as Babcock classifies them as employees. Sub-contracted labour is omitted from the data.</p>
	2-9 Governance structure and composition	Pages <a href="#">108-109</a>	
	2-10 Nomination and selection of the highest governance body	Pages <a href="#">122-123</a>	The Nominations Committee of the Board, which comprises all the independent non-executive directors and the Chair of the Company, is responsible for keeping the composition of the Board under review and succession planning for the Board and senior leadership of the Group. Criteria for selecting candidates for Board appointments include skills, knowledge, experience, diversity and independence.
	2-11 Chair of the highest governance body	Pages <a href="#">108-109</a>	The Board chair is a non-executive director and, in accordance with the UK Corporate Governance Code, was independent on appointment. The division of responsibilities between Non-Executive and Executive is shown on page 116 of the Annual Report and also on our website.
	2-12 Role of the highest governance body in overseeing the management of impacts	Page <a href="#">110</a>	<p>The Board's role is to lead the Group with a view to the creation of strong, sustainable financial performance and long-term shareholder value, to review and approve the Group's strategic plan and to supervise the conduct of the Group's activities within a framework of prudent and effective internal controls. This is underpinned by a clear purpose and principles by which we do business, enshrined in our Code of Conduct, all kept under review by the Board.</p> <p>Further information on the Board's role in developing the purpose, values, strategies, policies and goals related to economic, environmental and social topics can be found throughout the Strategic report on pages 1 to 105 of our Annual Report and in the Governance section on pages 106 to 158.</p>
	2-13 Delegation of responsibility for managing impacts	Page <a href="#">110</a>	The Board delegates to management by way of a delegation of authority matrix, most often to the Executive Directors who in turn delegate to management committees or managers.
	2-14 Role of the highest governance body in sustainability reporting	Pages <a href="#">1-105</a> , <a href="#">106-158</a>	Further information on the Board's role in developing the purpose, values, strategies, policies and goals related to economic, environmental and social topics can be found throughout the Strategic report on pages 1 to 105 of our Annual Report and in the Governance section on pages 106 to 158.
	2-15 Conflicts of interest	Page <a href="#">117</a>	<p>Our Code of Conduct references how potential conflicts of interests are to be managed. The Board has adopted a formal procedure for the disclosure, review, authorisation, and management of Directors' actual and potential conflicts of interest.</p> <p>External interests of the Directors are provided on pages 108-109. Major shareholders as of 31 March 2023, none of whom have an interest in more than 10% of the Company, are detailed on page 154 of our Annual Report and Related Party disclosures on page 117.</p>
	2-16 Communication of critical concerns	Pages <a href="#">87-103</a>	See Principal Risks and Management Controls

# GRI 2: General Disclosures 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	2-17 Collective knowledge of the highest governance body	Page <a href="#">112</a>	<p>The Group Head of Sustainability regularly reports to Board meetings and ESG matters are an integral part of Board strategic discussions. The Group Head of Environment has also presented to the Board including updates in connection with the net zero 40 target.</p> <p>Our Chair, Ruth Cairnie, is Patron of Women in Defence Charter, an initiative to advance gender diversity within the defence sector.</p> <p>Non-Executive Director responsible for workforce engagement, Lord Parker, has visited a number of operations meeting with employees and has reported his learnings back to the Board after each visit. The Board has also had People updates from the Chief HR Officer including review of the Global employee survey and Inclusion and Diversity initiatives.</p>
	2-18 Evaluation of the performance of the highest governance body	Page <a href="#">120</a>	<p>During the year ending 31 March 2023, having undergone an independent, externally led evaluation of its performance in the prior year, the Board's performance review was undertaken by Carl-Peter Forster, the Senior Independent Director. This assessment of the skills, experience, independence and knowledge of the Board included economic, environmental and social topics integral to our Strategy.</p>
	2-19 Remuneration policies	Pages <a href="#">131-152</a>	<p>The Remuneration Committee report in our Annual Report includes our remuneration policy. As explained in that report, remuneration is driven by both financial and non-financial metrics, which in some cases include environmental as well as economic goals.</p>
	2-20 Process to determine remuneration	Pages <a href="#">131-152</a>	<p>Remuneration is determined by the Remuneration Committee as per the Remuneration Policy, which is approved by the shareholders. The Remuneration policy for Executive Directors is considered with the remuneration philosophy and principles that underpin remuneration for the wider group in mind.</p> <p>When determining remuneration, the Committee takes into account views of leading shareholders and best practice guidelines issues by institutional shareholder bodies. The Committee welcomes feedback from shareholders on the Remuneration policy and arrangements and commits to undertaking consultation with leading shareholders in advance of any significant changes to the remuneration policy.</p> <p>Ellason are the appointed advisors to the Remuneration Committee. Ellason reports directly to the committee Chair and provides objective and independent analysis, information and advice on all aspects of executive remuneration and market practice, within the contact of the objectives and policy set by the committee.</p> <p>More information is available in the Remuneration Committee report on pages 113 to 133 of our Annual Report. Details of independent third-party remuneration consultants are on page 125.</p> <p>The last shareholder vote on the Directors Remuneration Policy saw 94.45% approval rate at the <a href="#">Annual General Meeting</a> (2022).</p> <p>Our policy regarding consideration of employee and shareholder views in connection with Executive Directors' remuneration can be found on pages 112 to 113 of our Annual Report.</p>
	2-21 Annual total compensation ratio	Pages <a href="#">149-150</a>	<p>We disclose the ratio between the CEO's salary and total remuneration and that of the UK-based employees at the 25th, median (50th) and 75th percentile in our Annual Report on page 149.</p> <p>We are unable to provide a ratio due to the following factors:</p> <ol style="list-style-type: none"> <li>i. The annual total compensation for the organisations highest paid individuals has reduced for FY23. As the remuneration of the CEO has a significant weighting towards variable pay to align his remuneration with Company performance, there is variability in his pay year to year.</li> <li>ii. There are reporting limitations with obtaining the percentage increase in annual total compensation for all employees globally, due to the size and complexity of the organisation."</li> </ol>
	2-22 Statement on sustainable development strategy	Pages <a href="#">12-16</a>	<p>See CEO Statement</p>
	2-23 Policy commitments	Page <a href="#">86</a>	<p>See non-financial information statement for details of our policies and standards</p>

## GRI 2: General Disclosures 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	2-24 Embedding policy commitments	Pages <a href="#">82-85</a>	Our <a href="#">Code of Conduct</a> and <a href="#">Supplier Code of Conduct</a> and related guidance provide practical guidance to our employees and others connected to our business on how to conduct business in an ethically sound way in line with our purpose and principles. Compliance with this policy is compulsory for our employees, business advisors and business partners. This is supported by employee training.
	2-25 Processes to remediate negative impacts	Pages <a href="#">83-85</a>	See ESG Governance section
	2-26 Mechanisms for seeking advice and raising concerns	Page <a href="#">83</a> , <a href="#">89</a> <a href="#">Whistleblowing Policy</a>	Where any employee or person connected to our business has any concern that our <a href="#">Code of Conduct</a> or associated guidance are not being followed, they can contact a confidential <a href="#">whistleblowing hotline</a> , without fear of unfavourable consequences for themselves. This service is available 24 hours a day, 365 days a year, in local languages and is accessible by telephone or at <a href="http://babcockinternational.ethicspoint.com">babcockinternational.ethicspoint.com</a> . It is managed by an external company, independent of Babcock, with staff trained to deal with reports. The hotline sends all reports received to the Company Secretary, who sends it to the person with the appropriate experience and training to investigate the report properly. The Company Secretary submits a report to the Board of all the investigations and their result.
	2-27 Compliance with laws and regulations	Pages <a href="#">172-173</a>	This year there were no material charges in respect of non-compliance with laws and regulations in the social economic area.  A few environmentally related non-compliances have been identified across Babcock's operations. Environmental improvement plans have been developed and appropriate remediation measures are being implemented to address the non-compliances.
	2-28 Membership associations	Table 3	We are members of several associations, see table in appendix for further details.
	2-29 Approach to stakeholder engagement	Pages <a href="#">56-57</a>	We engage with internal and external stakeholders on a regular basis, ranging from customers, investors, employees, regulators, suppliers and communities. A list of key stakeholders is included on our website and in the Stakeholder engagement section, on pages 112-113 of our Annual Report.
	2-30 Collective bargaining agreements	Page <a href="#">85</a> Table 4	Globally 62% of Babcock's employees are covered by collective bargaining agreements.  The working conditions and terms of employment for employees who are not covered by collective bargaining agreements are determined separately to those who are subject to those who are subject to collective bargaining agreements.



# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	3-1 Process to determine material topics	Page <a href="#">61</a>	
	3-2 List of material topics	Page <a href="#">61</a>	
	3-3 Management of material topics	<a href="#">Throughout</a>	For each material topic, Babcock has disclosed information relating to any policies, commitments and targets and actions taken to achieve targets.
<b>LOCAL ECONOMIC CONTRIBUTION</b>			
Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Page <a href="#">64</a>	<p>The Phase 2 office development in Bristol was completed ahead of programme on 12 December 2022. Both buildings provide BREEAM Excellent, Grade 1 office accommodation. Due to revision of the Babcock Property strategy, Building 3 has now been wholly sub-let to Boeing and Tesco. These transactions have provided derivative benefit to both sub-tenants and their business operations. Building 2 is currently subject to further, specific security related work and will now be occupied by staff relocating from the Keynsham facility during November 2023. The relocation is also part of the revised Babcock Property strategy and will provide a significant improvement in working environment for the Babcock staff involved. No negative impacts are forecast within our strategy from these property developments in Bristol.</p> <p>The RN3 multi-story car park at Devonport is nearing completion, with the derived benefit of consolidated parking provision at Camels Head Gate for the 10 Dock project and further support to the overarching site transport plan, along with a new Occupational Health facility and Dockyard Pass office. This development will have a significant beneficial impact on the main 10 Dock civil works package.</p>
	203-2 Significant indirect economic impacts	Page <a href="#">78-81</a>	<p>Babcock contribution to the UK economy</p> <p>Oxford Economics Report, pages 8, 24-29</p>
<b>SUSTAINABLE SUPPLY CHAINS</b>			
Procurement Practices &	204-1 Proportion of spending on local suppliers	Pages <a href="#">83-85</a>	<p>We are deeply committed to creating value for our stakeholders and supporting local communities by utilising local supply chain opportunities wherever feasible. While our sourcing practices vary across sectors and business units, we define "local" as UK-based suppliers, which currently account for 68% of our spend. By operating in the community, we create significant growth opportunities for local suppliers of our products, goods, and services.</p> <p>Small and medium enterprises (SMEs) play a critical role in our supply chain, and we are dedicated to supporting their growth and promoting continued sourcing of local suppliers to enhance our overall social value proposition. By partnering with SMEs, we can promote innovation, create jobs, and contribute to the growth of local economies. As such, we strive to foster long-term relationships with our SME suppliers, providing them with the resources and support they need to succeed, while also delivering high-quality products, goods, and services to our customers. Currently, 24% of our suppliers are SMEs, with approximately 2.6 thousand based in the UK. Through these partnerships, we can support a stable local economy and maintain positive community relations, all while working towards our broader business objectives.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Pages <a href="#">83-85</a>	<p>Within the Defence &amp; Aerospace sectors, we take a comprehensive risk-based approach to segment and evaluate new suppliers based on their activities, to establish the appropriate level of due diligence required. Our supplier segmentation process is designed to assess risk and determine the level of support, engagement, and development required for each supplier. By prioritising risk-based segmentation, we can effectively allocate resources and cultivate relationships that drive mutual success.</p> <p>We recognise the crucial role that our suppliers play in our supply chain and strive to maintain strong and long-lasting relationships with them. To achieve this, we conduct frequent audits and assessments of our suppliers to ensure their compliance with our policies, standards, and industry-specific regulations. These evaluations encompass essential factors such as environmental and labour laws, as well as quality management systems. By prioritising these critical factors, we aim to enhance the success and resilience of our supply chain and foster enduring supplier relationships.</p> <p>To enhance our commitment to sustainable procurement, we have established a rigorous self-assessment process for our strategic, key, and preferred suppliers. This process includes a comprehensive evaluation of their compliance with our human rights, environmental, and social criteria, which are key components of our procurement policy. Furthermore, to ensure the integrity of the process, we conduct a thorough review and verification of their submission. Our supplier evaluation and due diligence process is regularly refreshed throughout the supplier relationship to ensure ongoing compliance and identify any potential risks or areas for improvement. This rigorous approach helps to ensure that we work only with suppliers who share our commitment to upholding high standards of quality, safety, and ethical business practices.</p> <p>As part of our unwavering commitment to Environment, Social, and Governance (ESG) sustainability, we have integrated human rights, environmental, and social criteria into our supplier self-assessment process. This approach allows us to uphold the highest standards of responsible sourcing practices and ensure that our suppliers meet our stringent requirements regarding sustainability, thus contributing to a more ethical and sustainable supply chain.</p> <p>As of March 2023, over 2,400 suppliers have participated in this assessment process, which includes a comprehensive review of their practices and policies. By evaluating our suppliers' environmental performance, we aim to identify opportunities for improvement and promote sustainable business practices throughout our supply chain.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	308-2 Negative environmental impacts in the supply chain and actions taken	Pages <a href="#">83-85</a>	<p>The due diligence processes adopted by our business units, including supplier onboarding, supplier audits, and supplier performance reports, have been effective in identifying and mitigating risks. As a result, no significant or potential child labour, exposure to hazardous work, forced or compulsory labour, environmental or social impacts have been identified through these processes. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.</p> <p>At Babcock, our Sustainable Procurement Policy identifies key sustainability themes, including requirements related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria. The Sustainable Procurement Supplier Guide outlines detailed requirements for suppliers to ensure alignment with our company's values and objectives.</p> <p>We recognise the importance of consolidating our Procurement and Supply Chain risk identification, assessment, and management processes into a single, transparent system across Babcock. To achieve this, we are implementing a unified risk register to enhance visibility and track all identified supplier risks including but not restricted to risks related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria as well as mitigate them effectively for all our sectors in a transparent, efficient, and cohesive manner.</p> <p>Our AI Risk monitoring solution enables us to comprehensively map our supply chain ecosystem, monitor activities, and proactively identify hidden risks in our sub-tier supply chain. This tool is accessible to all our sector procurement teams and monitors a range of ESG risks, including but not limited to, human rights, environmental and social risks.</p> <p>Our business units are dedicated to upholding the highest standards of ethical conduct and social responsibility. To ensure our suppliers share these values, we have implemented a comprehensive due diligence process, including supplier onboarding, audits, and performance reports. These measures have been effective in identifying and mitigating risks. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.</p> <p>No significant negative environmental impacts have been identified within our supply chain, and no supplier relationships have been terminated. We continuously monitor and assess the supply chain for potential environmental risks.</p>
<b>BUSINESS ETHICS AND INTEGRITY</b>			
Anti-Corruption &	205-1 Operations assessed for risks related to corruption	Pages <a href="#">87-103</a>	<p>Anti-bribery and corruption risks are assessed and mitigated within our risk register process which is applied across the Group. Our business units, Sectors and Group highlight their specific risks for this topic and comment on how they manage them and mitigate against them. All risks that are identified from the business units upwards are then reviewed on a quarterly basis by their management teams, then the Group risk function and the Group Risk Committee.</p> <p>On a bi-annual basis Sector and Function heads issue Letters of Representation which includes compliance with policies and procedures connected to the <a href="#">Anti-bribery and corruption/Ethical risks</a>.</p> <p>No significant risks related to corruption were identified through the risk assessment.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
Anti-Competitive Behaviour	205-2 Communication and training about anti-corruption policies and procedures	Page <a href="#">83</a>	<p>All employees must complete training, including training on anti-corruption policies and procedures, before they are given access to the Babcock network on joining the company, after which annual refresher training is compulsory. For employees of those operation not on our network we make sure that we identify the more at-risk groups and train them accordingly on an annual basis.</p> <p>Our <a href="#">Code of Conduct</a> and details of our Whistleblowing lines, for reporting breaches of the <a href="#">Code of Conduct</a>, are widely displayed across Babcock sites and on our intranet and website together with our <a href="#">Anti-Bribery and Corruption/Ethical Policy</a>.</p> <p>Compliance with our <a href="#">Code of Conduct</a> / <a href="#">Supplier Code of Conduct</a> is also compulsory for our business advisors and partners and suppliers.</p>
	205-3 Confirmed incidents of corruption and actions taken	Page <a href="#">83</a>	There were no confirmed incidents of corruption in the period.
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page <a href="#">83</a>	There is one legal case pending regarding an allegation of anti-competitive behaviors. We do not disclose information about ongoing cases.
<b>BIODIVERSITY AND ECOLOGICAL IMPACT</b>			
Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page <a href="#">66</a> Table 5	
	304-2 Significant impacts of activities, products and services on biodiversity	Page <a href="#">66</a>	<p>No disclosure.</p> <p>Our environmental aspects and impacts are managed at a local level through our Environmental Management Systems. We have identified 15 sites across the organisation where our interaction with and impact on local ecosystems has been considered to potentially be significant and are working to conduct biodiversity assessments across all these sites and are on track to complete this by 2024.</p>
	304-3 Habitats protected or restored	Page <a href="#">66</a>	<p>No disclosure.</p> <p>Our environmental aspects and impacts are managed at a local level through our Environmental Management Systems. We have identified 15 sites across the organisation where our interaction with and impact on local ecosystems has been considered to potentially be significant and are working to conduct biodiversity assessments across all these sites and are on track to complete this by 2024.</p>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page <a href="#">66</a>	<p>No disclosure.</p> <p>Our environmental aspects and impacts are managed at a local level through our Environmental Management Systems. We have identified 15 sites across the organisation where our interaction with and impact on local ecosystems has been considered to potentially be significant and are working to conduct biodiversity assessments across all these sites and are on track to complete this by 2024.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
Emissions	305-1 Direct (Scope 1) GHG emissions	Page <a href="#">63-65</a>	<p>Figures for UK operations follow conversion factors published by BEIS. Non-UK operations utilise emission factors applicable to the location. The reporting period is the calendar year (01 January to 31 December).</p> <p>Emission figures for this year include an element of estimated data and certain data, estimated to be immaterial to the Group's emissions, has been omitted as it has not been practical to obtain (including operations in Oman, South Korea and USA). Metering and monitoring improvements are being implemented to capture these data streams</p>
	305-2 Energy indirect (Scope 2) GHG emissions	Page <a href="#">63</a>	<p>Emission figures for this year include an element of estimated data and certain data, estimated to be immaterial to the Group's emissions, has been omitted as it has not been practical to obtain (including operations in Oman, South Korea and USA). Metering and monitoring improvements are being implemented to capture these data streams</p>
	305-3 Other indirect (Scope 3) GHG emissions	Page <a href="#">63</a>	<p>Utilising a hybrid spend and revenue-based approach, we have commenced work to calculate our Scope 3 downstream footprint. Over the coming 18 months we have committed to conducting detailed carbon assessments of our products and services and developing Net Zero roadmaps.</p>
	305-4 GHG emissions intensity	Page <a href="#">63</a>	<p>Emission figures for this year include an element of estimated data and certain data, estimated to be immaterial to the Group's emissions, has been omitted as it has not been practical to obtain (including operations in Oman, South Korea and USA).</p>
	305-5 Reduction of GHG emissions	Page <a href="#">63-65</a>	<p>In line with our approach under Plan Zero 40, we are developing a range of targeted carbon reduction plans across our operations at local site level.</p> <p>During the reporting period a range of initiatives and activities resulted in a year-on-year reduction in carbon emissions, including estate rationalisation, strategic divestments, 'low-hanging fruit' energy conservation measures, reduced use of diesel, reduced aviation operations and improvements to our energy management practices. We do not have the data maturity to report quantitative reductions generated through energy efficiency measures for the current or previous years.</p>
	305-6 Emissions of ozone-depleting substances (ODS)	Pages <a href="#">63-66</a>	<p>No disclosure. We do not currently measure the emissions of ODS across our operations. We are working to identify where ODS are emitted across our operations and shall develop improvement plans where ODS emissions are identified.</p>
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Table 7	<p>The emissions relate to site where Babcock has permit which requires air monitoring.</p> <p>The current air emission data is associated with sites where we are permitted to monitor air quality and emissions. We are working to implement measures to calculate and report significant air emissions across our operations.</p>
<b>WASTE</b>			
Waste	306-1 Waste generation and significant waste-related impacts	Page <a href="#">66</a>	<p>Due to the sensitive nature of our operations, we are unable to fully disclose the inputs, activities, and outputs of our potential waste-related impacts in line with security and confidentiality obligations. As requested in the guidance for disclosure 306-01, we have reported on the quantity of waste outputs generated in the organisation's own activities categorised by waste type and disposal route, including hazardous waste.</p>
	306-2 Management of significant waste-related impacts	Page <a href="#">66</a>	<p>Waste is managed at a local level within our Environmental Management Systems. Data was collected from sites where Babcock International Group plc have operational control.</p> <p>We have identified 'significant' sites based on multiple selection criteria associated with waste types and quantity generated. We are working to develop waste management plans across the significant sites by 2024</p>
	306-3 Waste generated	Table 8	<p>All operations to be captured within an Environmental Management System by 2024</p>

## GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	306-4 Waste diverted from disposal	Table 8	All operations to be captured within an Environmental Management System by 2024
	306-5 Waste directed to disposal	Table 8	All operations to be captured within an Environmental Management System by 2024
<b>WATER CONSUMPTION</b>			
Water and Effluents	303-1 Interactions with water as a shared resource	Page <a href="#">66</a> Table 6	Interactions with water are managed at a local level within our Environmental Management Systems. We have identified 'significant' sites across our operations based on multiple selection criteria associated with location, water consumption and water extraction/discharges. We are working to develop water management plans across the significant sites by 2024
	303-2 Management of water discharge-related impacts	Page <a href="#">66</a>	<p>Minimum standards set for the quality of effluent discharge vary dependent on the discharge and permit. Babcock International operate within various discharge licences with different requirements. Where it is not a standard rule permit a MCERT level test is required.</p> <p>Though each permit is different there are some common themes e.g., temperature, Chemical Oxygen Demand, Biological Oxygen Demand and suspended solids plus ph. Other permits will require MCERT testing on specifics, for example heavy metals or radionuclides.</p> <p>Babcock Rosyth has a Controlled Activities Licence, water is tested from a number of outfall points across the site. This testing is undertaken every three months and sent to SEPA annually. Furthermore, sample testing of the water in the Non-Tidal Basin is undertaken on a monthly basis as an additional control measure.</p> <p>All operations to be captured within an Environmental Management System by 2024</p>
	303-3 Water withdrawal	Table 6	<p>Data was collected from sites where Babcock International Group plc have operational control.</p> <p>All operations to be captured within an Environmental Management System by 2024</p>
	303-4 Water discharge	Table 6	<p>Data was collected from sites where Babcock International Group plc have operational control.</p> <p>All operations to be captured within an Environmental Management System by 2024</p>
	303-5 Water consumption	Table 6	<p>Data was collected from sites where Babcock International Group plc have operational control.</p> <p>All operations to be captured within an Environmental Management System by 2024</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
Occupational Health and Safety	403-1 Occupational health and safety management system	Pages <a href="#">74-75</a>	<p>Babcock Safety, Health and Environmental Protection (SH&amp;EP) Standards form an integral part of Babcock International Group's Occupational Health &amp; Safety Management System and are applicable across all Babcock activities. These set the minimum standard expected of each Sector and Direct Reporting Country with regard to key elements of managing health and safety and include requirements for suitable arrangements for event management, recording, reporting and investigation, control of work and effective supervision, risk management, training and competency management, and assurance and monitoring.</p> <p>These standards were developed in collaboration across Babcock to drive consistency of process across the wide range of activities undertaken. Babcock has a legal obligation to record accidents, incidents and near misses at work and work-related illnesses. Due to the international nature of the business, there are differing legal requirements in countries, so the Babcock standards have been developed in accordance with ISO 45001 (OH&amp;S) and ISO 31001 (Risk) as an internationally recognised standard.</p> <p>To support the business to meet these requirements and provide consistency of data, Babcock has mandated the use of the Synergi Life safety information management system for all SH&amp;EP event and audit reporting. In order to prevent the recurrence of similar events or findings, it is essential that a proportionate investigation is completed to identify the root causes, treat people fairly and implement actions to address underlying issues. Reporting of near miss events and safety observations is a vital component of the Safety Management System and developments in Synergi Life to enable this have been implemented. A Balanced Scorecard that monitors Safety Performance Indicators relating to Leadership, Event Management, Learning and Communications and Assurance has been implemented. This Balanced Scorecard includes leading and lagging indicators to provide information on the safety performance of each Sector and Direct Reporting Country and highlight any potential area for development. The standardised reporting has brought greater coherence of processes.</p> <p>Additional capability in Synergi Life to deliver a common risk management tool that will support risk assessments and risk profiling has been developed and is in the process of being rolled out across the Business Units.</p> <p>Activities conducted by Babcock range from repair and maintenance on warships, submarines, aircraft and vehicles in support of defence; maintenance and operation of aircraft conducting aerial emergency services; design, engineering and maintenance in support of nuclear power plants and provision of technical support services and asset management to other customers.</p> <p>All Babcock activities and workplaces are within scope of the Babcock Occupational Health and Safety Management System. These include the office environment, dockyards, aircraft hangars, onboard vessels, aircraft, and vehicles.</p> <p>At times, when working on customer sites or vessels these remain under the control of the customer, there is therefore a requirement to work within the customer's Occupational Health and Safety Management Systems. On these occasions, the customer systems have been reviewed and if Babcock requirements are of a higher standard, then Babcock standards are to be met. No areas of Babcock's activity are excluded.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	403-2 Hazard identification, risk assessment, and incident investigation	Pages <a href="#">74-75</a>	<p>All business units/operations/functions have a duty to identify risks, produce risk assessments and implement mitigations to control the risk to an acceptable level. Risk assessments are reviewed regularly and when the situation or activity changes.</p> <p>Quality and safety assurance activities are in place to monitor the quality of risk assessments conducted with findings raised where corrective actions are required. Areas for improvement are shared between Sectors and Direct Reporting Countries (DRC) SH&amp;EP Leads to identify any trends and share learning. Local HR processes ensure that only appropriate personnel carry out the risk assessment and those who conduct the task being assessed are encouraged to participate in the assessment and review.</p> <p>Babcock has an alert system used to assist with sharing all hazardous events of significance, the alerts are discussed and communicated with all Business Unit organizations through a Learning and Culture working group held monthly with HSE lead representatives.</p> <p>Hazard awareness is also discussed at a Safety Representative Working Group where all alerts and significant events are shared for onward communications to all levels of workforce on Babcock facilities. A Babcock SH&amp;EP standard for Risk Management and Control and Supervision of Work has been issued and applies across all Babcock activity. Risk Management capability has been developed within Synergi Life to enable risk assessments and bowties to be generated, including connecting event reports and assurance findings to evidence the effectiveness of the risk controls. This standardised system will be rolled-out across Babcock by FY 23/24 to replace the existing systems.</p> <p>All Babcock employees can access Synergi Life as the incident reporting system, either directly through Babcock intranet (which includes anonymous reporting) or via Union representatives or health and safety teams. Safety observations have been developed within Synergi Life to enable reporting of hazard observations, unsafe acts, or conditions.</p> <p>The Babcock safety policy highlights a: STOP WORK AUTHORITY – All employees are empowered through this policy to stop work if considered unsafe. The Babcock “Safety starts with me” programme alongside the engaged safety culture building blocks (Learning, Reporting, Questioning, Just and Fair and Flexible) encourage employees to ‘Never walk on by’ and ‘to stop and review’ the situation if they feel unsafe. These key messages have been reinforced through safety communications from the CEO and senior leaders across Babcock.</p> <p>The Babcock SH&amp;EP standard for Event Management, Recording, Reporting, and Investigation requires assessment of all events and a proportionate investigation to be conducted. The level of investigation is proportionate to the risk exposure. Investigations should be conducted by a suitably qualified individual which was previously defined locally.</p> <p>Babcock have initiated corporate adoption of the Kelvin TOPSET methodology for investigations with standardised training at all levels. Investigations are recorded on Synergi Life where immediate and underlying causes should be identified in order to identify the implement interventions to prevent or at least reduce the probability of re-occurrence.</p> <p>The size and scope of the investigation should be commensurate with the severity and scale of the event, the anticipated safety outcomes and follow a structured process.</p> <ul style="list-style-type: none"> <li>• To be effective the investigation should be methodical, with a structured approach to information gathering, collation and analysis</li> <li>• The findings of the investigation should form the basis of an action plan to prevent the event from happening again and for improving overall management of risk, which should include review of existing controls and processes.</li> </ul>
	403-3 Occupational health services	<a href="#">Safety policy</a>	Babcock is committed to protecting the health of its workforce from all work-related hazards whether physical or psychological in nature, across all its operations in a systematic/evidence-based manner. Babcock is equally committed to ensuring all workers are



# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
			<p>equipped with the physical, mental and any specific medical capabilities/attributes required to undertake challenging and diverse roles safely.</p> <p>These health aspects are summarised in the Babcock Occupational Health strategic approach the 4Ws and summarised as:</p> <ul style="list-style-type: none"> <li>• Workers are fit for task</li> <li>• Workplace' health exposures are identified and mitigated</li> <li>• Wellbeing' needs that underpin fitness for task and susceptibility to occupational disease are supported through a wide range of interventions including lifestyle risk management</li> <li>• Workplace Community' health impacts are identified and managed through environmental impact programmes</li> </ul> <p>The organisational health risk assessment is the fulcrum of health hazard identification which categorises health hazards in terms of physical, chemical, biological, ergonomic, psychological, and geographical exposures encountered during work activity in each Sector or Direct Reporting Country (DRC).</p> <p>The Sector/DRC health risk assessment in turn informs the necessary mitigation against Sector role families and further translates into the local Occupational Health Surveillance programme, assurance of fitness for task medical assessments programme, and the occupational hygiene workplace health exposure monitoring programme.</p> <p>In a similar manner, the health risk assessment identifies the framework of health surveillance and fitness for task interventions to be undertaken by the outsourced Occupational Health Service provider through agreement.</p> <p>Occupational Health services are generally outsourced, and, in the UK, this is to Health Partners, with dedicated service streams also identified for sickness/absence management and new starter assurance onboarding.</p> <p>Noting the complexities and influence of personal health in ill health presentation, OH services integrate with the wider support of local public health capabilities such as the NHS and GP services as well as the Employee Assistance Programme (Lifeworks) which incorporates a wider element of lifestyle risk management, psychological wellbeing and mental health support capabilities.</p> <p>In order to provide proactive management of work-related health risks, greater coherence, sharing good practice and assurance across Babcock, the cross sector Occupational Health Working Group continues to review and implement best practice against the Occupational health risk profile encountered through the development of requirements within the BMS.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Safety policy</a>	<p>Babcock is committed to worker engagement in Safety, Health and Environmental Protection (SH&amp;EP) matters and the Visible Leadership Standard outlines the requirements for leadership engagement. These include a programme of visible leadership tours which are monitored in the Balanced Scorecard.</p> <p>Within the Sectors and DRCs, Safety Forums are conducted (usually monthly) with management and employees from within the business units. Adherence to the schedule of these Forums is monitored in the Balanced Scorecard. Where trade unions are active, they are represented at the Safety Forums and play an integral role in engaging with the workforce. Many sites have dedicated safety management meetings with the Trade Unions to enable the flow of information to and from the workers.</p> <p>The CEO's Safety Forum has been established and is held quarterly with the Babcock International Group CEO and Global Safety Director discussing safety and health matters with representatives at all levels from across the Sectors and Direct Reporting Country (DRC).</p> <p>Babcock runs a quarterly employee safety representatives meeting. This meeting provides employees the opportunity to raise effective safety communications through their allocated representatives, and also ensures any alerts, safety campaigns or working group information is relayed across all Babcock levels of the organisation. This ensures full transparency with our communications at all levels.</p> <p>An annual Safety Summit is held across all Babcock sites globally. The purpose of the Safety Summit is to communicate to all employees our top risks, and through a set of campaign materials along with other interactive media, to raise hazard awareness, risk awareness, and to support a positive safety culture. It also provides useful information for front line leaders using previous events and lessons learned as practical examples to help managing safety in the workplace.</p> <p>An annual Babcock wide safety stand-down is conducted in January and enables discussions with workers from across the organisation with their local management on safety and health topics relevant to their working environment and the activities they undertake.</p> <p>Babcock Synergi life reporting system also comes with a confidential reporting element, this allows any employees or contractors to file any communications on safety to a defined nominated person, giving extra confidence that a form of confidentiality can be maintained. The system also has a guest reporting capability making it easier for contractors and visitors to file any safety concerns or positive observations they may have witnessed whilst on a Babcock site.</p> <p>Across Babcock we utilise the intranet system (Connect) to communicate health and safety information and provide access to Standards etc. There is a 'Monday Message' programme for SH&amp;EP news and information that can include vlog's or celebrating the success of our colleagues. In addition to Connect, a mobile application, is used to communicate via push notifications and makes available information and videos from across Babcock to both Babcock provided and personal mobile devices.</p> <p>The Babcock app and use of a HomeSafeEveryday mailbox, which is monitored by the central SH&amp;EP team, enable workers to make suggestions and provide feedback on activities and initiatives. In addition to this, Babcock operates a BIG ideas system where ideas for improvements to the business can be submitted by anyone and SH&amp;EP improvements are often suggested via this communication channel.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	403-5 Worker training on occupational health and safety	Page <a href="#">74</a>	<p>For our own employees all appropriate task-based training is available, provided and renewed as appropriate. Certain activities or tasks mandate competency, which has to be demonstrated and, in some cases, certified before individuals are allowed to undertake the task – for example the use of forklift trucks; drivers need to be suitably trained and licensed. Risk assessments for the tasks identify the competency requirements of the operators and others involved in the task.</p> <p>Babcock employee managements system, Success Factors captures some of this training, but in most cases, records are held locally in a mixture of electronic and hardcopy records that can be audited.</p> <p>The Babcock global annual Safety summit (see GRI 403-04) which is held across all Babcock sites to communicate to all employees, contractors and suppliers our top risks is an integral part of the annual training programme. The Summit sets the context for the Safety Stand down and provides training material for all of the workforce to use.</p> <p>Babcock has created a series of Front-Line Leadership (FLL) training courses. These courses are delivered specifically to FLL's to provide the skill sets needed to lead the workforce and to encourage a positive safety culture within our organisation. This interactive, practical and theory-based training provides us with the capability to provide good leadership, supervision and decision making at the shop floor level.</p> <p>Other Occupational Health and Safety training includes training for Display Screen Equipment assessment and use of Synergi Life reporting system. As above, standardised investigator training has recently been introduced. All records are used and retained in accordance with GDPR guidelines.</p> <p>Babcock HSE personnel undergo CPD training twice a year to increase awareness and share best practice with a recent focus on risk management training.</p> <p>The training of non-Babcock personnel is the responsibility of the individual's employer but dependent on the tasks they carry out they will need to prove that they are appropriately trained and certified to carry out tasks on Babcock premises.</p>

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
	403-6 Promotion of worker health	<a href="#">Safety policy</a>	<p>As identified in response to GRI 403-03, within the Babcock Strategic 4W's approach to Workplace Occupational Health needs, there is clear recognition as to the importance of wider non-occupational health and wellbeing employee interventions.</p> <p>The access, awareness and engagement of non-occupational health and wellbeing interventions is also recognised as a key part of our Babcock Wellbeing Strategy. Our data driven action plans focus on improving our peoples experience through looking at the gaps and making improvements in our current health and wellbeing support and systemic culture.</p> <p>These plans have resulted in more localized communications regarding our whole wellbeing portfolio of non-occupational medical and healthcare services. Leveraging health promotion via local channels and our mental health first aid network, leading to an increase in intervention use.</p> <p>All of our wellbeing provision, including financial, social, physical, and mental wellbeing interventions have been launched in one space, allowing easy access to both our offline and online worker populations. This approach is looking positive, with increased access to wellbeing resources by employees over recent months.</p> <p>Our wellbeing provision scopes across all four wellbeing pillars outlined in the above, offering employees a holistic opportunity to manage or improve their wellbeing needs. Services or wellbeing programmes offered include EAP, Salary Finance solutions, Electrical Vehicle Financial schemes, corporate physical and social challenges and much more holistic wellbeing services. An integral part of our strategy is collaboration within our Occupational Health working group, ensuring wellbeing service integration, including between our OH and EAP providers ensuring we identify the right support efficiently for our employees.</p> <p>Such services/offerings differ across Babcock, but most areas have Mental Health First Aiders who are available within the workplace and can signpost people to additional services offered. (Any personal information is subject to GDPR and handled and stored accordingly). In some areas and to some employees, private health care and gym membership is provided.</p> <p>Any findings from Occupational Health surveys are treated confidentially and there are processes for managing any issues or concerns that may arise. Before offer of employment certain roles will require a fitness to work exam to ensure that if any concerns are raised that the worker can be protected. If concerns are raised then we work with the employee to support them in terms of PPE, work aids, access to an employee assistance programme etc.</p> <p>With regards to non-Babcock workers first aid and emergency medical service will be made available following incidents, but wider occupational/voluntary health services would be provided by their own employers</p>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages <a href="#">74-75</a>	Refer to GRI 403-02 above.
	403-8 Workers covered by an occupational health and safety management system	Pages <a href="#">74-75</a>	<p>All Babcock employees and contracted staff that are working on Babcock property are covered by the occupational health and safety management system. This system was implemented in April 2020 and whilst yet to be audited in full, was subject to an external audit focused on Event Management in Oct 2022, many elements of Babcock are subject to ongoing internal audits and external audits by customers and regulators.</p> <p>Some Babcock sites and business units have actively sought and achieved accreditation to the ISO 45001 Occupational Health and Safety Management System Standard and are regularly audited against this standard by a third party.</p> <p>No employees or workers are excluded from the occupational health and safety management system.</p>
	403-9 Work-related injuries	Pages <a href="#">74-75</a>	There have been two work-related fatalities in Babcock during the 22/23 financial reporting period, this was as a result of a fatal aircraft accident whilst performing a firefighting mission in Italy.

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
			<p>We recorded 218 OSHA recordable accidents (rate per 200,000 hrs worked = 0.73), of these 147 were injuries or illnesses that required days away from work (rate per 200,000 hrs worked = 0.49).</p> <p>The figures above include the injuries recorded by contractors and consultants working on Babcock property. Only 6% of all injuries within our Babcock operations have involved contractors or visitors. There were 16 recordable injuries to contractors and consultants and of those 12 injuries that required days away from work.</p> <p>Type of injuries: Generally, our incidents result from manual handling, slips and trips, and injuries to hands due to use of tooling which are usually minor in nature. Working at height activities present the risk with the high consequence of work-related injuries. 56% of reported injuries required no treatment or first aid only but some events with minor injuries could have resulted in more serious consequences.</p> <p>The total number of hours worked is 59,809,250. Our rates are currently calculated per 200,000 hrs worked and categorised in accordance with the Occupational Safety and Health Administration guidelines.</p> <p>No workers were specifically excluded.</p> <p>Refer to GRI 403-02 for how these hazards have been determined, what actions were taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls. Also, for any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls.</p>
	403-10 Work-related ill health	Pages <a href="#">74-75</a>	<p>There have been no fatalities due to work-related ill health in Babcock this year. Refer to GRI 403-09 for number of cases of work-related ill health.</p> <p>Refer to GRI 403-02 for how these hazards have been determined; what actions were taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls and for any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls.</p> <p>We pro-actively identify hazards to health and all known hazards are mitigated with appropriate arrangements. These include appropriate processes in place and adequate personal protective equipment available and used.</p> <p>No workers were specifically excluded.</p> <p>Comprehensive Occupational Health service provider data in regard to occupational disease occurrence, outcomes of health surveillance and fitness for task medical assessments is provided by the suppliers. This data integrates with Babcock's Synergi incident/accident reporting system and allows for proactive mapping of any occupational related disease.</p> <p>Other occupational health service provider data identifies nonwork and work-related disease that is presenting through sickness/absence streams and again informs programmes for health promotion and wellbeing interventions.</p>

## TALENT AND DEVELOPMENT

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
Training and Education	404-1 Average hours of training per year per employee	Pages <a href="#">78</a> , <a href="#">82</a>	Increased use is being made of a central Learning and Competency Management System using functionality embedded in our Group ERP (SAP). In addition to corporate compliance training, we are increasing the Learning and Development offering to enhance the competence and confidence of our current workforce across all functional disciplines. This includes the tracking of a proportional investment in training hours per employee category dependent on the complexity of the role they undertake. Our system is not set up to record number of hours of training, or gender of those completing training.
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">82</a> , <a href="#">102</a>	<p>The range of learning interventions to support employees through various upskilling programmes continues to increase. This includes a significant ongoing focus on Early Career Development including Apprentices and graduates with our performance in this area recognised by several National awards. In addition, significant success has been achieved in developing functional competence with the most notable developments in Project Management (see detail below). The approaches adopted are biased towards on the job learning but, where appropriate, also include more structured training and education interventions. Examples are provided below.</p> <p>We continue to offer various Management Development Programmes including our bespoke MBA with Strathclyde University and a senior leadership apprenticeship with Aston University. Work is ongoing to implement more bespoke leadership programmes targeted at the specific behavioural development needed within the complex environments in which our staff work. We also started a First Line Management (FLM) pilot programme across various sectors within the business which touched on 250 FLMs. The first "learning retention" and "confidence to implement" results are encouraging. Babcock will continue with this programme throughout FY24 and beyond.</p> <p>Project Management – A new competency linked learning approach has been implemented for all PM disciplines with a variety of new innovative approaches enacted to accelerate the time for our staff to be fully skilled. The "Train to Fit" element of this programme supports professionals who would like to either transfer or return back into the industry. This programme provides a mentoring scheme for advice and encouragement, along with ongoing training and soft skill development to enhance confidence in their career.</p> <p>Out placement support was provided to help employees transition into new careers and opportunities through a combination of facilitated workshops, career coaching, self-directed learning and upskilling opportunities.</p>
	404-3 Percentage of employees receiving regular performance and career development reviews	Table 17	14,381 employees receive a performance and development review through our HR system. In addition, a paper-based version is provided for all other employees who cannot access the electronic system. For further details please go to appendix table 404-3. Africa and offline completion rates not included.
<b>EMPLOYEE INCLUSION AND DIVERSITY</b>			
Diversity and Equal Opportunity and	405-1 Diversity of governance bodies and employees	Page <a href="#">76</a> Table 18	

# GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
Non-discrimination	405-2 Ratio of basic salary and remuneration of women to men	Page <a href="#">75</a> , <a href="#">Gender Pay Gap Report 2022</a>	<p>We are determined to provide a fair, equal, and inclusive environment for all of our people. As well as taking action at a Group level to address the historic under-representation of women, each of our businesses are developing specific plans to help us close their gender pay gap. As at 5th April 2022 our UK median gender pay gap was 9.6%, down from 11.8% in 2021.</p> <p>Our updated approach to inclusion and diversity has enabled us to create the right foundations to deliver gender balance and drive greater diversity more broadly through strategic and evidence led action across three key pillars of focus:</p> <ol style="list-style-type: none"> <li>1. Enhanced insight and data on our workforce</li> <li>2. Policies, programmes and mentoring that drive greater talent engagement and representation</li> <li>3. Education, training and awareness raising to demonstrate the value of an inclusive and more diverse organisation</li> </ol> <p>As an award-winning signatory to the Women in Defence UK Charter we have met all our commitments, including setting and publishing targets, appointing an Executive Committee (ExCo) member to be accountable for gender-balance and inclusion &amp; diversity, and linking executive objectives to the achievement of gender diversity targets.</p>
	406-1 Incidents of discrimination and corrective actions taken	Pages <a href="#">78</a> , <a href="#">85</a> Table 19	<p>Discrimination in the workplace is not tolerated at Babcock.</p> <p>Over the reporting period we had 3 cases of alleged discrimination reported through Babcock's Whistleblowing line. All cases have been investigated and appropriate remediation plans implemented.</p>
<b>COMMUNITY ENGAGEMENT</b>			
Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Page <a href="#">78-80</a>	<p>At Babcock we focus on making a positive impact on the communities in which we operate, as well as ensuring the safety and wellbeing of our people.</p> <p>Our community engagement ensures that the regions and locations in which we operate are supported through volunteering, donations, sponsorships, careers possibilities and further opportunity generation. As a global business, Babcock also actively engages and supports indigenous people in multiple countries at both a program and people-centric level.</p> <p>For community engagement case studies, our quantified UK impact assessment, and further information across our full international business, please refer to both the Oxford Economics Report on our website and the Social Section of our 2023 Annual Report, page 79.</p>
	413-2 Operations with significant actual and potential negative impacts on local communities	Page <a href="#">78</a>	<p>No actual or potential negative, socio-economic impacts have been recognised through our engagement with local communities and standard operations.</p> <p>Potential negative impacts caused by poor biodiversity management have been recognised through our transition planning and climate risk management procedures. Therefore, we have made the protection of ecosystems at and around our sites a priority within our Environmental Strategy and Business Continuity Planning.</p> <p>Over the past year we have invested significant efforts and resource to further our understand of our nature-related impacts, risks, and opportunities, and are continuing to work towards the following biodiversity targets:</p> <ul style="list-style-type: none"> <li>• Conduct biodiversity assessments across all significant sites by 2024</li> <li>• Deliver a 10% biodiversity increase across the estate by 2030</li> </ul> <p>For further information, please refer to the Biodiversity Section of our 2023 Annual Report, page 66</p>

# Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page <a href="#">63</a>	The reporting period is the calendar year (01 January to 31 December).
	302-2 Energy consumption outside of the organization	Page <a href="#">66</a>	No disclosure. We are working to develop our data management system to collect data associated with our materials moving forward.
	302-3 Energy intensity	Page <a href="#">63</a>	Scope 1, 2 and 3 sources have been divided by the annual revenue to provide the intensity ratio (tCO <sub>2</sub> e per £m). Energy data for this year include an element of estimated data and certain data, estimated to be immaterial to the Group's emissions, has been omitted as it has not been practical to obtain (including operations in Oman, South Korea and USA).
	302-4 Reduction of energy consumption	Page <a href="#">63</a>	In line with our approach under Plan Zero 40, we are developing a range of targeted energy and carbon reduction plans across our operations at local site level. We are also developing a centralised Environmental Data Management System across all operations, which will aid in providing a strong evidence base for further targeted energy reduction schemes and enable detailed KPI monitoring. We do not currently collate information on all the energy conservation measures taking place across the organisation. We are developing an Environmental Data Management System which shall support such data collection moving forward.
	302-5 Reductions in energy requirements of products and services	Page <a href="#">64</a>	No disclosure. We are working to develop our data management system to collect data associated with our materials moving forward.



# Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Table 9, * Includes other countries not reported separately Table 10, Table 11, * Includes other countries not reported separately	Babcock employs 26,480 individuals globally, 5,667 of which joined during FY22/23. Employee turnover in FY22/23 was 15.0% this includes voluntary and involuntary redundancies.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Table 12 Page <a href="#">82</a>	Across its operations Babcock offers consistent benefits packages to full and part time employees, there may however be variation based on employee job grade and employing entity. Babcock has included all locations within the definition of 'significant locations of operation'.
	401-3 Parental leave	Table 13, Table 14, Table 15, <b>Error! Reference source not found.</b>	There is a legal requirement for all employees to be entitled to parental leave (either full, Statutory or Nil pay) Babcock's Return to Work Rate following parental leave is 97% Male, 68% Female.
402: Labor / Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Table 4	62% of our global workforce are covered by collective bargaining agreements and as such have notices periods and provisions for consultation and negotiations aligned to these agreements, for all other employees we would revert to the statutory requirements as minimum. The relevant notice period and provisions for consultation and negotiation are specified in our collective agreements.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page <a href="#">85</a> , <a href="#">Sustainable Procurement Policy</a>	Our business units are dedicated to upholding the highest standards of ethical conduct and social responsibility. To ensure our suppliers share these values, we have implemented a comprehensive due diligence process, including supplier onboarding, audits, and performance reports. These measures have been effective in identifying and mitigating risks. As a result, no significant or potential child labour, exposure to hazardous work, forced or compulsory labour, environmental or social impacts have been identified through these processes. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.  At Babcock, we prioritise upholding the strictest standards, and we work closely with our suppliers to ensure that these standards are consistently applied throughout our supply chain. Our Supplier Code of Conduct clearly outlines our expectations including but not restricted to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria. We have taken active measures to ensure that our suppliers understand our expectations and have established adequate policies, controls, and objective evidence to demonstrate their compliance. We share our Code of Conduct with all our suppliers, and we have made it a key feature of our onboarding process to ensure that we verify objective evidence of control at our suppliers.  No significant risks related to workers' rights to exercise freedom of association or collective bargaining have been identified in the supplier onboarding, audits, and performance reports. Our Supplier Code of Conduct prohibits such practices, and it is shared with all suppliers and integrated into the onboarding processes.  To ensure that we uphold our commitment to Human Rights, we conduct a comprehensive assessment of our mapped supplier footprint and cross-reference it against Global Slavery indexes, which helps us identify geographic areas where human rights

# Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Sustainable Procurement Policy</a>	<p>violations are more prevalent in our supply chain. This information helps us take proactive measures to mitigate the risk of such incidents occurring and promote ethical business practices throughout our supply chain.</p> <p>Our business units are dedicated to upholding the highest standards of ethical conduct and social responsibility. To ensure our suppliers share these values, we have implemented a comprehensive due diligence process, including supplier onboarding, audits, and performance reports. These measures have been effective in identifying and mitigating risks. As a result, no significant or potential child labour, exposure to hazardous work, forced or compulsory labour, environmental or social impacts have been identified through these processes. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.</p> <p>The due diligence processes adopted by our business units, including supplier onboarding, supplier audits, and supplier performance reports, have been effective in identifying and mitigating risks. As a result, no significant or potential child labour, exposure to hazardous work, forced or compulsory labour, environmental or social impacts have been identified through these processes. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.</p> <p>At Babcock, our Sustainable Procurement Policy identifies key sustainability themes, including requirements related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria. The Sustainable Procurement Supplier Guide outlines detailed requirements for suppliers to ensure alignment with our company's values and objectives.</p> <p>We recognise the importance of consolidating our Procurement and Supply Chain risk identification, assessment, and management processes into a single, transparent system across Babcock. To achieve this, we are implementing a unified risk register to enhance visibility and track all identified supplier risks including but not restricted to risks related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria as well as mitigate them effectively for all our sectors in a transparent, efficient, and cohesive manner.</p> <p>Our AI Risk monitoring solution enables us to comprehensively map our supply chain ecosystem, monitor activities, and proactively identify hidden risks in our sub-tier supply chain. This tool is accessible to all our sector procurement teams and monitors a range of ESG risks, including but not limited to, human rights, environmental and social risks.</p> <p>Based on our analysis of our supply chain and the nature of our business operations, we have determined that the risk of incidents related to child labour, young workers exposed to hazardous work, and forced or compulsory labour is low. Nevertheless, we remain vigilant in monitoring and enforcing our strict Supplier Code of Conduct, which prohibits such practices, to ensure the highest level of human rights protection.</p> <p>No child labour or young workers exposed to hazardous work have been identified within our supply chain. We remain committed to continuously monitoring and assessing our supply chain for potential risks and taking appropriate actions to mitigate them.</p>

# Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Sustainable Procurement Policy</a>	<p>Our business units are dedicated to upholding the highest standards of ethical conduct and social responsibility. To ensure our suppliers share these values, we have implemented a comprehensive due diligence process, including supplier onboarding, audits, and performance reports. These measures have been effective in identifying and mitigating risks. As a result, no significant or potential child labour, exposure to hazardous work, forced or compulsory labour, environmental or social impacts have been identified through these processes. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.</p> <p>The due diligence processes adopted by our business units, including supplier onboarding, supplier audits, and supplier performance reports, have been effective in identifying and mitigating risks. As a result, no significant or potential child labour, exposure to hazardous work, forced or compulsory labour, environmental or social impacts have been identified through these processes. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.</p> <p>At Babcock, our Sustainable Procurement Policy identifies key sustainability themes, including requirements related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria. The Sustainable Procurement Supplier Guide outlines detailed requirements for suppliers to ensure alignment with our company's values and objectives.</p> <p>We recognise the importance of consolidating our Procurement and Supply Chain risk identification, assessment, and management processes into a single, transparent system across Babcock. To achieve this, we are implementing a unified risk register to enhance visibility and track all identified supplier risks including but not restricted to risks related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria as well as mitigate them effectively for all our sectors in a transparent, efficient, and cohesive manner.</p> <p>Our AI Risk monitoring solution enables us to comprehensively map our supply chain ecosystem, monitor activities, and proactively identify hidden risks in our sub-tier supply chain. This tool is accessible to all our sector procurement teams and monitors a range of ESG risks, including but not limited to, human rights, environmental and social risks.</p> <p>Based on our analysis of our supply chain and the nature of our business operations, we have determined that the risk of incidents related to child labour, young workers exposed to hazardous work, and forced or compulsory labour is low. Nevertheless, we remain vigilant in monitoring and enforcing our strict Supplier Code of Conduct, which prohibits such practices, to ensure the highest level of human rights protection.</p> <p>No forced or compulsory labour has been identified within our supply chain. We remain committed to continuously monitoring and assessing our supply chain for potential risks and taking appropriate actions to mitigate them.</p>
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Page <a href="#">80</a>	There are no confirmed incidents of violations involving the rights of indigenous peoples during the reporting period.

# Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Pages <a href="#">84-85</a> , <a href="#">Sustainable Procurement Policy</a>	<p>The due diligence processes adopted by our business units, including supplier onboarding, supplier audits, and supplier performance reports, have been effective in identifying and mitigating risks. As a result, no significant or potential child labour, exposure to hazardous work, forced or compulsory labour, environmental or social impacts have been identified through these processes. We remain committed to continuously improving our due diligence processes to ensure that we operate in a sustainable and environmentally responsible manner.</p> <p>At Babcock, our <a href="#">Sustainable Procurement Policy</a> identifies key sustainability themes, including requirements related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria. The <a href="#">Sustainable Procurement Supplier Guide</a> outlines detailed requirements for suppliers to ensure alignment with our company's values and objectives.</p> <p>We recognise the importance of consolidating our Procurement and Supply Chain risk identification, assessment, and management processes into a single, transparent system across Babcock. To achieve this, we are implementing a unified risk register to enhance visibility and track all identified supplier risks including but not restricted to risks related to child labour, exposure to hazardous work, forced or compulsory labour, environmental and social criteria as well as mitigate them effectively for all our sectors in a transparent, efficient, and cohesive manner.</p> <p>Our AI Risk monitoring solution enables us to comprehensively map our supply chain ecosystem, monitor activities, and proactively identify hidden risks in our sub-tier supply chain. This tool is accessible to all our sector procurement teams and monitors a range of ESG risks, including but not limited to, human rights, environmental and social risks.</p> <p>Our business units are dedicated to upholding the highest standards of ethical conduct and social responsibility. To ensure our suppliers share these values, we have implemented a comprehensive due diligence process, including supplier onboarding, audits, and performance reports. These measures have been effective in identifying and mitigating risks.</p> <p>No significant negative social impacts have been identified within our supply chain and no supplier relationships have been terminated. We remain committed to continuously monitoring and assessing our supply chain for potential risks and taking appropriate actions to mitigate them.</p>
	414-2 Negative social impacts in the supply chain and actions taken	Pages <a href="#">84-85</a> , <a href="#">Sustainable Procurement Policy</a>	See response to GRI 414-1
GRI 415: Public Policy 2016	415-1 Political contributions	Page <a href="#">154</a>	Our <a href="#">Anti-Bribery and Corruption/Ethical Policy</a> mandates that no political contributions are to be made and none have been made in the period.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page <a href="#">95</a>	Due to the confidential nature of this data, we do not publicly disclose this information

# Governance Disclosures

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page <a href="#">25</a> , <a href="#">200-201</a>	Our revenue this year totaled £4,438.6 million. Economic value distributed contains operating costs (£2,748.6 million), employee salaries and benefits (£1,567.1 million) and tax cost (£39.5 million). This information is not presented by country.
	201-2 Financial implications and other risks and opportunities due to climate change	Pages <a href="#">58-86</a> , <a href="#">101</a>	<p>Climate change will impact on our business in a variety of ways and present both risks and opportunities. This is explained in more detail in the ESG Strategy section of our Annual Report on page 58 onwards.</p> <p>We have highlighted climate-related risk within our Principal risks and management controls section of the annual report. Please see page 101 of our Annual Report for more information.</p> <p>We are taking steps to better understand the direct and indirect impacts of climate change on our business, so that we can develop plans to ensure that our business activities remain robust and are affected by climate change as minimally as possible. We recognise the importance of considering climate-related risks and opportunities in business decisions and strategic planning. For the year ending 31 March 2023 we have continued to adopt the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to enable us to identify and address physical and transitional risks and quantify the impact of climate change on the Group.</p>
	201-3 Defined benefit plan obligations and other retirement plans	Pages <a href="#">233-236</a> (Note 26)	<p>All of the Group's UK retirement plans (other than the Additional Compensation Program) are either established under Trust (which are at arm's length to the Company and administered by the appropriate Board of Trustees) or by way of a direct contract between the employee and the provider (such as a personal pension plan). The Additional Compensation Program provides certain categories of ex-employees with additional pensions, the costs of which for many of these amounts are met by other parties through contractual agreements. The estimated value of the liabilities for Additional Compensation Payments not reimbursed by other parties is £2m.</p> <p>Outside of the UK, the Group's employing entities participate in pension programs as appropriate to the relevant country. No defined benefit programs are in place whereby liabilities are met from Group's general resources.</p> <p>As of 31 March 2023, the Group's Trust based defined benefit pension schemes assets covered 98.1% of the liabilities as calculated for IAS19 purposes.</p> <p>The full basis is given within the Group' Report and Accounts for the year ending 31 March 2023. As of 31 March 2023, the discount rate assumption used was 4.8% and the CPI inflation assumption used was between 2.5% and 2.9%, depending on scheme.</p> <p>In recent years, the Group has agreed revised strategies with both the trustees of the Babcock International Group Pension Scheme and the Rosyth Royal Dockyard Pension Scheme designed to target these schemes being self-sufficient by 2026.</p> <p>The level of participation in retirement plans is approximately 95% for the UK.</p> <p>Babcock do not disclose the percentage of salary contributed by employer and employee.</p>
	201-4 Financial assistance received from government	Page <a href="#">201</a>	<p>Babcock is a publicly listed company and is not part-owned by any government.</p> <p>Tax credits are included in Note 7 on page 201 of our Annual Report. Government grants received during the year are immaterial and therefore are not disclosed in an individual note.</p> <p>This information is not broken down by country.</p>
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">Gender Pay Gap Report 2022</a>	Workers across all of our operations are paid at or above the relevant statutory minimum wage.

# Governance Disclosures

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION
			To ensure that workers who are not employees are not being underpaid, the Central Supplier Management Team within our managed service supplier of agency workers conducts an annual review of suppliers. This review includes a check to verify that workers are receiving wages in accordance with agreed rates and are not being paid below the minimum wage requirements.
	202-2 Proportion of senior management hired from the local community	<a href="#">Pages 59-61</a>	Given the complexity of our operations we do not currently collate data on the proportion of senior management hired from the local community.
GRI 207: Tax 2019	207-1 Approach to tax	Page <a href="#">190</a> , <a href="#">Group Tax Strategy</a>	The Board of Directors of Babcock International Group PLC has ultimate responsibility for the tax strategy of the Group. Responsibility for implementation of / continued compliance with this strategy lies with the Group CFO, who is supported by the Group Head of Treasury and Tax, who assumes day to day responsibility in this area.  The Group meets the legal obligation to make its tax strategy publicly available on our website.
	207-2 Tax governance, control, and risk management	Page <a href="#">190</a> , <a href="#">Group Tax Strategy</a>	The Board of Directors of Babcock International Group PLC has ultimate responsibility for the tax strategy of the Group. Responsibility for implementation of / continued compliance with this strategy lies with the Group CFO, who is supported by the Group Head of Treasury and Tax, who assumes day to day responsibility in this area.  On an annual basis, the Group Head of Treasury and Tax presents all relevant tax matters to the Board, including: <ul style="list-style-type: none"> <li>• A summary of the Group's tax strategy</li> <li>• A summary of the Group's level of compliance with tax laws in all relevant jurisdictions (including timely tax filings and tax payment processes).</li> </ul> At the end of the second quarter of the accounting period, in the UK the Group submits its annual SAO (Senior Accounting Officer) self-certification, in respect of Tax Controls Frameworks and ensures its tax controls and processes are as good as possible in order to help it achieve the highest levels of tax compliance.
	207-3 Stakeholder engagement and management of concerns related to tax	Page <a href="#">190</a> , <a href="#">Group Tax Strategy</a>	At Babcock, we strive to have an open and collaborative dialogue with tax authorities. This includes a regular dialogue with HM Revenue & Customs in the UK in respect of all relevant tax matters, including the Group's HMRC risk rating, which is assessed annually.  As set out in the Group's tax strategy document, the Group ensures compliance with UK Government Contractor Guidelines.
	207-4 Country-by-country reporting	Page <a href="#">199</a> , <a href="#">Group Tax Strategy</a>	Babcock is supportive of tax compliance and disclosure regimes within the UK and elsewhere, for example Country-by-Country-Reporting and enhanced Transfer Pricing documentation.  Since 2016 we have completed Country-by-Country-Reporting and supplied this to the UK HMRC, who can then supply it to other tax authorities under exchange of information protocols. This information is not publicly disclosed as it is commercially confidential and, from a practical perspective, voluminous and complex.

# *Our response to the Sustainability Accounting Standards Board (SASB)*

The Sustainability Accounting Standards Board (SASB) guidance for Aerospace & Defense helps inform the content, narrative and data included in this report.

The following table highlights sections of the report and other public disclosures that include information in line with SASB's metrics, as of the year ending December 31, 2022 / Fiscal Year ending March, 31 2023.

Babcock is committed to providing transparent and meaningful sustainability information to our employees, clients, communities and shareholders.



# Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	METRIC	UNIT	OUR RESPONSE
Energy Management	RT-AE-130a.1	a. Total energy consumed, b. percentage grid electricity, c. percentage renewable	Gigajoules (GJ), Percentage (%)	Full details of Babcock's energy consumptions are included within our <a href="#">Annual Report</a> .  During the calendar year 2022 Babcock consumed 2,704,838 GJ of energy. Grid supplied electricity equates to 23.5% of Babcock's energy consumption.  Approximately 7.5% of Babcock's energy consumed is from renewable energy sources.
Hazardous Waste Management	RT-AE-150a.1	a. Amount of hazardous waste generated, b. percentage recycled	Metric tons (t), Percentage (%)	During the calendar year 2022, 1407.2 tonnes of hazardous waste was generated across our organisation. We recycled 4% of the hazardous waste.  Our operations located in Europe fall under the jurisdiction of the EU Waste Framework Directive and our wider international operations comply with regulations specific to their region.
	RT-AE-150a.2	a. Number and aggregate quantity of reportable spills b. Quantity recovered	Number, Kilograms (kg)	Zero reportable spills have occurred in 2022 in any jurisdictions we operate in.
Data Security	RT-AE-230a.1	a. Number of data breaches b. Percentage involving confidential information	Number, Percentage (%)	There were no data breaches for the reporting period
	RT-AE-230a.2	Description of approach to identifying and addressing data security risks in:  a. Company operations and b. Products	n/a	a. Babcock has a governance structure in place to ensure data security risks are identified, impact assessed and that necessary mitigating actions are recorded and implemented. Records of all information assets are held in a central register and asset owners (IAOs) are assigned with responsibility for assessment and management of associated risks in alignment with Babcock's overall risk appetite. Senior Information Risk Owners (SIROs) are responsible for data security within their respective areas and this includes escalation of data security risks to the overall business risk register. Babcock holds ISO27001 certification and has company-wide policies and procedures for information security. Employees are required to undergo annual cyber security training and a supply chain security process is in place for assessment and monitoring. As well as rigid technical controls to protect information there are technical checks including regular vulnerability scanning, penetration testing and compliance audits, the results (and corrective actions) of which are recorded in the audit system.  b. Products generated by Babcock are required to go through a robust accreditation process to ensure risk assessments have been carried out and that necessary standards are met. There are information security controls at all stages of the process including controlled access to design information, multiple checks and approvals, classification of designs and documents and control of information distribution.
Product Safety	RT-AE-250a.1	a. Number of recalls issues, b. total units recalled	Number	We do not believe this is material to our business.
	RT-AE-250a.2	a. Number of counterfeit parts detected, b. percentage avoided	Number, Percentage (%)	We do not believe this is material to our business.
	RT-AE-250a.3	a. Number of Airworthiness Directives received, b. total units affected	Number	We do not believe this is material to our business.
	RT-AE-250a.4	Total amount of monetary losses as a result of legal proceedings associated with product safety	Reporting currency	We do not believe this is material to our business.



# Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	METRIC	UNIT	OUR RESPONSE
Fuel Economy & Emissions in Usephase	RT-AE-410a.1	Revenue from alternative energy-related products	Reporting currency	No disclosure. We are working develop our data management system to allow us to report our revenue from alternative energy-related products moving forward.
	RT-AE-410a.2	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	n/a	We are working to develop Climate Transition Plans across our global operations which shall map the journey to Net Zero and incorporate the strategy to eliminate emissions across our products and services.
Materials Sourcing	RT-AE-440a.1	Description of the management of risks associated with the use of critical materials	n/a	Risks associated with the use of critical materials are managed through the organisations risk management strategy, processes, and procedures. Due to security restrictions, we are not able to disclose further on our use of critical materials.
Business Ethics	RT-AE-510a.1	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	Reporting currency	None
	RT-AE-510a.2	Revenue from countries ranked in the "E" or "F" Band of Transparency International's Government Defence Anti-Corruption Index	Reporting currency	The Group has not disclosed revenue earning from countries in Band E and F due to confidentiality reasons.
	RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	n/a	Anti-bribery and corruption risks are assessed and mitigated within our risk register process which is applied across the Group. Our business units, Sectors and Group highlight their specific risks for this topic and comment on how they manage them and mitigate against them. All risks that are identified from the business units upwards are then reviewed on a quarterly basis by their management teams, then the Group risk function with consolidated reports going to the Group Risk Committee, a committee of the Group Executive Committee. Twice a year Sector and Function heads issue Letters of Representation which includes compliance with policies and procedures connected to Ethical risks. More information on Group risk management and risk assurance can be found in our Annual Report on pages 87 to 103.

TOPIC	CODE	METRIC	UNIT	OUR RESPONSE
	RT-AE-000.A	Production by reportable segment	Number	See “Our business today”, on page 3 of our <a href="#">Annual Report</a>
Activity Metrics	RT-AE-000.B	Number of employees	Number	See Table 2 in the appendix

## 2-7 Employees

**Table 1**

Total headcount 1st April 2022 - 31st March 2023	Total
Male	21,302
Female	4,813
Non binary	10
Not specified	290
Prefer not to say	65
<b>Total</b>	<b>26,480</b>

## 2-8 Workers who are not employees

**Table 2**

	UK	Germany	France	Australasia	South Africa	Canada	Total
Full time	1,643	0	1	112	0	16	1,772
Part time	49	0	0	0	0	0	49
<b>Total</b>	<b>1,692</b>	<b>0</b>	<b>1</b>	<b>112</b>	<b>0</b>	<b>16</b>	<b>1,821</b>

## GRI 2-28 Membership associations

**Table 3**

- 5% Club
- ADS
- Canada UK Chamber of Commerce
- CBI
- Defence Growth Partnership
- French Chamber of Commerce in Great Britain
- Institute of Student Employers
- Make UK
- Mari-UK
- RAeS – UK
- Scottish Engineering
- Society of Maritime Industries
- South Australia Club – UK
- Stonewall
- Team Defence Information
- Tech UK
- Whitehall and Industry Group
- Women in Science and Engineering

## GRI 2-30 Collective Bargaining Agreements

**Table 4**

	UK	Germany	France	Australasia	South Africa	Canada
Number of employees covered by collective bargaining agreements	15,064	8	459	336	499	0
Percentage of employees covered by collective bargaining agreements	67.00%	12.70%	100.00%	19.00%	62.00%	0.00%
Total number of employees covered by collective bargaining agreements					16,366	
Total percentage of employees covered by collective bargaining agreements					62,00%	

## GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

The reporting period is the calendar year (01 January to 31 December)

**Table 5**

Region	Position in relation to protected area	Type of operation	Size km2	Biodiversity value by attribute	Biodiversity value by status
				(Terrestrial, freshwater, or maritime ecosystem)	
North West	adjacent to area	Light Industrial	< 1km2	Maritime (Ribble estuary)	Sites_of_Special_Scientific_Interest_England
North West	in the area, adjacent to area	Light Industrial	< 1km2	Terrestrial, Maritime	Special_Protection_Areas_England, Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England, Ramsar_England, Areas_of_Outstanding_Natural_Beauty_England, Marine_Conservation_Zones_England, Wetlands of International Importance Ramsar (Scotland), Special Protection Areas (Scotland), Special Areas of Conservation (Scotland)
South West	adjacent to area	Light Industrial	< 1km2	Maritime	Special_Protection_Areas_England, Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England, Ramsar_England, Ramsar Sites - Wetlands of International Importance (Wales), Special Areas of Conservation (SACs) (Wales)
South West	adjacent to area	Light Industrial	< 1km2	Maritime	Special_Protection_Areas_England, Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England, Ramsar_England, Ramsar Sites - Wetlands of International Importance (Wales), Special Areas of Conservation (SACs) (Wales)
South West	adjacent to area	Light Industrial and Office	< 1km2	Terrestrial	Sites_of_Special_Scientific_Interest_England
Scotland	adjacent to area	Light Industrial	< 1km2	Terrestrial, Freshwater	Wetlands of International Importance Ramsar (Scotland), Sites of Special Scientific Interest (Scotland), Special Protection Areas (Scotland), Geological Conservation Review sites (Scotland)
Yorkshire and the Humber	in the area	Light Industrial	< 1km2	Terrestrial	Areas_of_Outstanding_Natural_Beauty_England
South East	adjacent to area	Office	< 1km2	Maritime	Special_Protection_Areas_England, Sites_of_Special_Scientific_Interest_England, Ramsar_England
Scotland	adjacent to area	Office	< 1km2	Terrestrial	Local Nature Reserves (Scotland)
South West	adjacent to area	Office	< 1km2	Terrestrial	Sites_of_Special_Scientific_Interest_England
South West	in the area, adjacent to area	Light Industrial	< 1km2	Terrestrial, Maritime	Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England, Special Areas of Conservation (SACs) (Wales)

Region	Position in relation to protected area	Type of operation	Size km2	Biodiversity value by attribute	
				(Terrestrial, freshwater, or maritime ecosystem)	Biodiversity value by status
North West	adjacent to area	Light Industrial	< 1km2	Terrestrial	Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England
Scotland	adjacent to area	Dockyard	> 1km2	Terrestrial	Wetlands of International Importance Ramsar (Scotland), Sites of Special Scientific Interest (Scotland), Special Protection Areas (Scotland)
South West	adjacent to area	Dockyard	> 1km2	Maritime	Special_Areas_of_Conservation_England
South West	adjacent to area	Light Industrial	< 1km2	Terrestrial	Sites_of_Special_Scientific_Interest_England
South East	adjacent to area	Office	< 1km2	Freshwater	Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England
South West	in the area	Office	< 1km2	Terrestrial	Biosphere_Reserves_England
South East	adjacent to area	Light Industrial	< 1km2	Terrestrial	Special_Protection_Areas_England, Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England, Ramsar_England
Wales	adjacent to area	Light Industrial	< 1km2	Terrestrial, Freshwater	Special Areas of Conservation (SACs) (Wales), Site of Special Scientific Interest (SSSI) (Wales)
South East	in the area, adjacent to area	Light Industrial	< 1km2	Terrestrial	Special_Areas_of_Conservation_England, Sites_of_Special_Scientific_Interest_England, Areas_of_Outstanding_Natural_Beauty_England
Northern Ireland	adjacent to area	Office	< 1km2	Terrestrial	Sites_of_Special_Scientific_Interest_England
South East	adjacent to area	Office	< 1km2	Maritime	Special_Protection_Areas_England, Sites_of_Special_Scientific_Interest_England, Ramsar_England, Ramsar_England
North West	adjacent to area	Laboratory	< 1km2	Maritime	Marine_Conservation_Zones_England
South West	adjacent to area	Light Industrial	< 1km2	Terrestrial	Local_Nature_Reserves_(England)

## GRI Disclosures 303-3, 303-4 and 303-5

The reporting period is the calendar year (01 January to 31 December)

**Table 6**

	2020	2021	2022
Water and Effluents			
Water Consumption	702.2	726.7	<b>728.6</b>
Water Consumption in known water stress areas	30.8	29.6	<b>43.9</b>
Total	733.1	756.3	<b>772.5</b>
Water Discharge - Sea Water	–	–	–
Water Discharge - Surface Water	2.1	2.1	<b>3.0</b>
Water Discharge - Third Party Water	273.5	314.8	<b>419.8</b>
Water Discharge - Groundwater	–	–	–
Total	275.6	316.9	<b>422.8</b>
Water Withdrawal - Sea Water	269.0	269.0	<b>2,917.3</b>
Water Withdrawal - Surface Water	–	–	–
Total	269.0	269.0	<b>2,917.3</b>

## GRI 305-7 Significant air emissions, in kilograms or multiples, for each of the following:

The reporting period is the calendar year (01 January to 31 December)

**Table 7**

Emission Type	2020	2021	2022
NOX	7,818	7,750	<b>5,372</b>
PM	1,150	1,190	<b>590</b>
VOC	21,867	32,610	<b>23,784</b>
Total	30,835	41,550	<b>29,746</b>

## GRI Disclosures 306-3, 306-4 and 306-5

The reporting period is the calendar year (01 January to 31 December)

**Table 8**

Waste Type	Disposal Route	2020	2021	2022
Agricultural and animal waste	Composting	–	–	–
	Deep well injection	–	–	–
	Incineration	–	–	–
	Landfill	–	–	<b>33.9</b>
	On-site storage	–	–	–
	Other	–	–	–
	Recovery	–	0.5	<b>0.5</b>
	Recycling	–	1.1	–
	Reuse	–	–	–
<b>Agricultural and animal waste Total</b>		–	<b>1.6</b>	<b>34.3</b>
Confidential	Composting	–	–	–
	Deep well injection	–	–	–
	Incineration	–	–	–
	Landfill	0.8	0.6	–
	On-site storage	–	–	–
	Other	–	–	–
	Recovery	–	–	–
	Recycling	18.2	16.0	<b>130.7</b>
	Reuse	–	–	–
<b>Confidential Total</b>		<b>18.9</b>	<b>16.6</b>	<b>130.7</b>
Construction and demolition	Composting	–	–	–
	Deep well injection	–	–	–
	Incineration	–	–	–
	Landfill	–	–	<b>41.8</b>
	On-site storage	–	–	–
	Other	–	–	–
	Recovery	–	–	–
	Recycling	99.2	70.5	<b>453.8</b>
	Reuse	–	13,230.3	<b>0.6</b>
<b>Construction and demolition Total</b>		<b>99.2</b>	<b>13,300.8</b>	<b>496.2</b>
Electronic and electrical equipment	Composting	–	–	–
	Deep well injection	–	–	–
	Incineration	–	–	–
	Landfill	–	–	–
	On-site storage	–	–	–

Waste Type	Disposal Route	2020	2021	2022
	Other	–	–	–
	Recovery	3.9	1.6	0.0
	Recycling	65.6	55.8	9.7
	Reuse	–	–	–
<b>Electronic and electrical equipment Total</b>		<b>69.5</b>	<b>57.4</b>	<b>9.7</b>
<b>Fossil fuel combustion waste</b>	Composting	–	–	–
	Deep well injection	–	–	–
	Incineration	3.0	8.0	–
	Landfill	5.0	–	–
	On-site storage	–	–	–
	Other	–	–	–
	Recovery	–	–	–
	Recycling	–	–	–
	Reuse	0.2	1.8	–
<b>Fossil fuel combustion waste Total</b>		<b>8.2</b>	<b>9.8</b>	<b>–</b>
<b>Hazardous</b>	Composting	–	–	–
	Deep well injection	0.3	0.6	–
	Incineration	190.9	189.6	214.1
	Landfill	49.9	40.0	64.3
	On-site storage	48.9	46.6	56.2
	Other	18.4	14.8	38.8
	Other - Treatment	363.0	565.2	407.9
	Recovery	662.6	537.5	525.2
	Recycling	63.2	86.2	56.4
	Reuse	30.1	36.1	44.4
<b>Hazardous Total</b>		<b>1,427.5</b>	<b>1,516.8</b>	<b>1,407.2</b>
<b>Industrial non-hazardous</b>	Composting	0.3	0.8	0.6
	Deep well injection	–	–	–
	Incineration	–	–	0.1
	Landfill	190.8	108.6	84.1
	On-site storage	–	–	–
	Other	4.1	4.1	166.2
	Recovery	0.2	0.0	3.5
	Recycling	830.0	862.6	1,347.6
	Reuse	207.1	52.0	28.1
<b>Industrial non-hazardous Total</b>		<b>1,232.6</b>	<b>1,028.2</b>	<b>1,630.1</b>
<b>Medical waste</b>	Composting	–	–	–
	Deep well injection	–	–	–
	Incineration	0.1	0.1	0.1
	Landfill	1.4	0.8	0.1
	On-site storage	–	–	–



Waste Type	Disposal Route	2020	2021	2022
	Other	-	-	-
	Recovery	0.2	0.1	0.0
	Recycling	-	-	-
	Reuse	-	-	-
<b>Medical waste Total</b>		<b>1.7</b>	<b>1.0</b>	<b>0.2</b>
<b>Municipal</b>	Composting (T)	3.4	3.3	0.2
	Composting (m^3)	12.2	11.1	-
	Deep well injection	-	-	-
	Incineration	1.0	2.4	1,589.4
	Landfill (T)	313.6	269.3	293.3
	Landfill (m^3)	158.4	156.2	-
	On-site storage	-	-	-
	Other	-	-	0.4
	Other - Treatment	7,490.6	10,344.6	7,040.9
	Other - Organic converted into energy AD	-	0.5	-
	Recovery	5,516.8	3,269.0	147.5
	Recycling (T)	6,251.5	7,067.5	4,759.0
	Recycling (m^3)	88.0	107.8	-
	Reuse	173.9	118.3	18.5
<b>Municipal Total</b>		<b>19,750.8</b>	<b>21,074.9</b>	<b>13,849.2</b>
<b>Other</b>	Composting	-	-	-
	Deep well injection	-	-	-
	Incineration	-	-	-
	Landfill	265.1	237.5	28,419.8
	On-site storage	-	-	-
	Other	4.1	0.1	17.9
	Other - Treatment	4.7	4.3	33.3
	Recovery	-	-	10.8
	Recycling (T)	57.4	34.9	1,259.6
	Reuse	-	-	51.0
<b>Other Total</b>		<b>331.4</b>	<b>276.9</b>	<b>29,792.4</b>
<b>Persistent organic pollutant waste</b>	Composting	-	-	-
	Deep well injection	-	-	-
	Incineration	0.0	-	0.2
	Landfill	-	-	-
	On-site storage	-	-	-
	Other	-	-	-
	Recovery	-	-	-
	Recycling	-	-	-
	Reuse	-	-	-
<b>Persistent organic pollutant waste Total</b>		<b>0.0</b>	<b>-</b>	<b>0.2</b>

Waste Type	Disposal Route	2020	2021	2022
Radioactive waste	Composting	-	-	-
	Deep well injection	-	-	-
	Incineration (T)	1.5	1.6	0.0
	Incineration (m <sup>3</sup> )	23.0	4.0	-
	Landfill (T)	-	-	8.3
	Landfill (m <sup>3</sup> )	142.0	176.0	-
	On-site storage	-	-	-
	Other (T)	-	-	1.2
	Other (m <sup>3</sup> )	-	-	10.3
	Recovery	-	-	-
	Recycling	-	-	-
	Reuse	0.6	-	-
<b>Radioactive waste Total</b>		<b>2.0</b>	<b>1.6</b>	<b>9.5</b>
Vehicle and oily wastes	Composting	-	-	-
	Deep well injection	-	-	-
	Incineration	-	-	-
	Landfill	-	-	-
	On-site storage	-	-	-
	Other (T)	-	-	1.8
	Other (m <sup>3</sup> )	-	-	0.4
	Recovery (T)	10.1	0.9	1.3
	Recovery (m <sup>3</sup> )	-	-	1.6
	Recycling	8.1	6.4	441.9
Reuse	-	-	-	
<b>Vehicle and oily wastes Total</b>		<b>18.2</b>	<b>7.3</b>	<b>447.0</b>
<b>Grand Total (Tonnes)</b>		<b>22,960.1</b>	<b>37,292.7</b>	<b>47,806.7</b>

## GRI 401-1 New Employee Hires and Employee Turnover

The Reporting period is 1st April 2022 to 31st March 2023

**Table 9**

New hires by region by age	UK*	Germany	France	Australasia	South Africa	Canada	Total
Under 30	1,412	3	49	124	95	62	1,745
30-50	1,976	6	128	292	168	60	2,630
Over 50	1,009	2	120	115	19	24	1,289
N/A	3	0	0	0	0	0	3
<b>Total</b>	<b>4,400</b>	<b>11</b>	<b>297</b>	<b>531</b>	<b>282</b>	<b>146</b>	<b>5,667</b>

\* Includes other countries not reported separately

**Table 10**

New hires by gender	UK*	Germany	France	Australasia	South Africa	Canada	Total
Female	1,181	5	50	165	54	36	1,491
Male	3,212	6	247	363	228	98	4,154
Non-binary	3	0	0	1	n/a	0	4
Not specified	2	0	0	0	n/a	12	14
Prefer not to say	2	0	0	2	n/a	0	4
<b>Total</b>	<b>4,400</b>	<b>11</b>	<b>297</b>	<b>531</b>	<b>282</b>	<b>146</b>	<b>5,667</b>

\* Includes other countries not reported separately

**Table 11**

Leavers by region by age	UK*	Germany	France	Australasia	South Africa	Canada	Total
Under 30	654	3	31	52	38	44	822
30-50	1,333	4	81	177	247	44	1,886
Over 50	1,171	3	116	77	41	25	1,433
N/A	4	0	0	0	0	0	4
<b>Total</b>	<b>3,162</b>	<b>10</b>	<b>228</b>	<b>306</b>	<b>326</b>	<b>113</b>	<b>4,145</b>

\* Includes other countries not reported separately

**Table 12**

Leavers by region by gender	UK*	Germany	France	Australasia	South Africa	Canada	Total
Female	740	3	35	75	61	31	945
Male	2,417	7	193	231	265	65	3,178
Non-binary	1	0	0	0	n/a	1	2
Not specified	4	0	0	0	n/a	14	18
Prefer not to say	0	0	0	0	n/a	2	2
<b>Total</b>	<b>3,162</b>	<b>10</b>	<b>228</b>	<b>306</b>	<b>326</b>	<b>113</b>	<b>4,145</b>

\* Includes other countries not reported separately

## GRI 401-3 Parental Leave

Reporting period 1st April 2022 - 31st March 2023

**Table 13**

Employees taking parental leave and number of days taken by gender

	UK	Germany	France	Australasia	South Africa	Canada	Total
Male	345	0	5	35	6	6	397
Female	267	0	1	19	14	4	305
<b>Total</b>	<b>612</b>	<b>0</b>	<b>6</b>	<b>54</b>	<b>20</b>	<b>10</b>	<b>702</b>

**Table 14**

Total number of days taken for parental leave

	UK	Germany	France	Australasia	South Africa	Canada	Total
Male	4,768	0	67	350	5	2,413	7,603
Female	40,821	0	37	1,717	11	324	42,910
<b>Total</b>	<b>45,589</b>	<b>0</b>	<b>104</b>	<b>2,067</b>	<b>16</b>	<b>2,737</b>	<b>50,513</b>

**Table 15**

Employees that RTW after parental leave by gender

	UK	Germany	France	Australasia	South Africa	Canada	Total
Male	343	0	5	26	6	5	385
Female	173	0	0	15	14	6	208
<b>Total</b>	<b>516</b>	<b>0</b>	<b>5</b>	<b>41</b>	<b>20</b>	<b>11</b>	<b>593</b>

**Table 16**

Employees that RTW after parental leave and remained employed after 12 months by gender

	UK	Germany	France	Australasia	South Africa	Canada	Total
Male	313	0	1	13	6	9	342
Female	247	0	0	5	14	3	269
<b>Total</b>	<b>560</b>	<b>0</b>	<b>1</b>	<b>18</b>	<b>20</b>	<b>12</b>	<b>611</b>

	Male	Female
Return to work rate	97%	68%
Retention rate	99%	100%

## GRI 404-3 Percentage of employees receiving regular performance and career development reviews

**Table 17**

	SuccessFactors	% Total HR Gender Figures
Male	10,871	51%
Female	3,465	72%
Prefer not to say	13	20%
Not Specified	23	8%
Non binary	9	0%
<b>Total</b>	<b>14,381</b>	<b>54.3%</b>

## GRI 405-1 Diversity of governance bodies and employees

**Table 18**

Diversity of governance bodies and employees as of 31 March 2022 - 01 April 2023	Under 30	30-50	Over 50	Not Available	Men	Women	LGBTQ+	BAME	Total
Senior leaders by age	0	101	95	17					213
Senior leaders by diverse groups					163	50			213
Senior leaders by diverse groups*							0	0	0
All employees by age	4,655	11,220	9,259	1,346					26,480
All employees by diverse groups					21302	4812			26,115**
All employees by diverse groups***							149	130	

\* no senior leaders have disclosed they are LGBTQ+ or BAME

\*\* as Per 401-01, this is excluding 10 non binary, 290 not specified, and 65 prefer not to say

\*\*\*number of employees who have disclosed they are LGBTQ+ or BAME

## GRI 406-1 Incidents of Discrimination and Corrective Action Taken

**Table 19**

Whistleblowing Line (Global)	Total
3	3

**babcock**<sup>TM</sup>

[babcockinternational.com](http://babcockinternational.com)

Babcock International Group PLC  
33 Wigmore Street  
London  
W1U 1QX  
United Kingdom