



SUSTAINABLE ADVANTAGE ESG REVIEW

As one of the UK's leading ESG consultancies, SA has developed an ESG scoring review covering 41 ESG areas. Each area is scored 0-4 with each section's score rebased to 100% with a score out of 100% overall. The assessment covers the following areas:

ENVIRONMENTAL	
E1	Renewable energy
E2	Energy reporting
E3	Energy consumption reduction
E4	Energy awareness
E5	Waste reporting
E6	Waste recycling
E7	Waste to landfill targets
E8	Waste awareness training
E9	Pollution (manufacturing only)
E10	Biodiversity
E11	Company vehicle driver training
E12	Company vehicle telematics
E13	Company vehicles - hybrid and electric
E14	Staff vehicles - hybrid and electric
E15	Carbon emissions calculated
E16	Carbon emissions reduction plan
E17	Carbon offset

SOCIAL	
S1	Diversity, equity & Inclusion programme
S2	Developing Line Managers
S3	Health and Wellbeing
S4	Skills and Career Development
S5	Employee engagement
S6	Pay Fairness
S7	Pay levels
S8	Grievances procedures
S9	ESG and the Role of HR
S10	Health & Safety
S11	Supply Chain Management
S12	Customer engagement
S13	Community engagement

ESG INTEGRATION	
ESG1	Benchmarking ESG performance
ESG2	Independent data verification
ESG3	Board level engagement in ESG programme
ESG4	Track SDG contribution
ESG5	Annual ESG reporting
ESG6	ESG goal setting and tracking
ESG7	Making your product / service more sustainable
ESG8	Providing your ESG info to the client
ESG9	Stakeholder ESG Materiality Assessment
ESG10	ESG for Business Development
ESG11	Influencing clients sustainability performance

cygnia

Cygnia Maintenance Limited has undergone the Sustainable Advantage ESG Review Program covering the above areas. A tailored ESG action plan has been created and shared with the ESG committee for implementation.



**SUSTAINABLE
ADVANTAGE**

James Stander

James Stander, Managing Director