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Photo: Leaf in a pond, David Mulloch

## Welcome to the APEM Group ESG Report for 2024

In our fourth year of reporting on our Environmental, Social and Governance values, we have once again achieved Leading status for the ESG standards embedded in our ways of working.

In compiling this report, we have considered our social value, our accountability as part of the supply chain, and our role as environmental stewards. With an ethos of continuous improvement and ambitious targets, we strive to make a substantial and positive difference to our shared environment, for society, and for all of our stakeholders.

We expanded our global reach as Biosis and Attexo, two of Australia's leading environmental consultancies, joined the Group, with 215 new colleagues based across Eastern Australia. We also opened a new office in Melbourne and upgraded those in Dublin and Galway.

This report showcases some of the outstanding projects we have supported this year, adding tangible environmental benefits and developing nature-positive solutions. Our support for the renewables industry has accelerated global progress towards Net Zero while upholding the highest environmental standards. We are supporting the responsible construction of infrastructure that addresses the issues of energy supply, cost, and sustainability.

We are working with the water industry to maintain consistent supplies of clean water under the challenges of population growth and climate change. During their work, our teams are engaging with local communities as a trusted source of information. We are keeping abreast of policy and legislation across domestic and global landscapes, monitoring trends and making decisions in a changing landscape.

As we highlight our accomplishments, we also celebrate our exceptional teams. They are ecological and data scientists, planners and strategic partners to our clients. They provide technical and advisory services to help achieve the greatest environmental, societal and commercial outcomes possible. Their dedication to science, technology and innovation is leading the way to a brighter future for all.

The United Nations Sustainable Development Goals (SDGs) call for strategies to improve human lives and protect the environment. Throughout this report, you will find out how we have supported these goals in 2024, by bringing together the best minds, developing technology and building on decades of work.



Leah McGimpsey
Chief Executive Officer

"With ambitious targets and an ethos of continuous improvement, we are proud to lead with ESG standards embedded in everything we do."

Photo: Jason Murphy

# Contributing to the UN Sustainable Development Goals

Established in 2015 by the United Nations General Assembly, the Sustainable Development Goals (SDGs) outline a set of interlinked goals to tackle some of our biggest global issues - from reducing inequality and improving access to education, to tackling climate change. The goals provide a blueprint for nations, organisations and businesses to establish a more sustainable, peaceful and prosperous world for future generations.

As part of APEM Group's ESG strategy, all 17 goals are important to us, and we continue to align with those where we feel we are positioned to have the most impact, shown in the opposite infographic.





Summary of ESG Performance	Assessment Score in December 2021	Assessment Score in November 2023	Assessment Score in April 2024	Assessment Score in June 2025
Environmental	51%	65%	80%	85%
Social	70%	79%	89%	93%
Supply chain	67%	75%	79%	83%
Governance	65%	70%	76%	84%
ESG Integration	65%	73%	85%	92%
Total Score	63%	71%	82%	88%

## Key 2024 ESG Performance Highlights

The opposite tracks APEM Group's progress since we were first scored back in 2021. In the April 2024 review, APEM received recommended actions to achieve a target score, which were tracked using Sustainable Advantage's ESG Performance Tracker.

The scoring reflects UK & IRL performance with a view to integrate our Australian entities in 2025.



Photo: Solar farm, Alexander Mills, Unsplash

APEM Group ESG Impact Report 2024

## **ESG In Action**



We have **PPE** recycling provisions at identified sites



100% of the sites that APEM Group fully manage now use renewable electricity



**1005 hours** of paid volunteer leave taken by staff



New HRIS system
implemented,
enhancing demographic
data collection



Health & Safety leadership training implemented for Directors

Photo: Ladybower Reservoir, The Upper Derwent Valley in Derbyshire

## Introduction to ESG at APEM Group

Now in our fourth year of ESG reporting, we continue to embed these principles across every facet of our business, from strategic direction to everyday decision-making.

Since 2020, we've worked with Sustainable Advantage to conduct an independent annual assessment of our ESG performance. This rigorous evaluation spans all material areas of our operations: environmental impact, social value, governance, and supply chain integrity. In 2024, we achieved our highest score to date, evidence of the progress we've made and the depth of ESG integration across our organisation.

As a science-data led environmental consultancy, our work inherently supports biodiversity, conservation, and climate resilience. But our responsibility extends further. That's why we continue to take meaningful action to reduce our own emissions, enhance governance, and empower our people and partners to do the same.

#### **Highlights from FY2024 include:**

**Maintaining carbon neutrality** for Scope 1 and 2 emissions and completing a full Scope 3 emissions calculation.

**Launching a Global Supplier Code of Conduct** and screening over 800 suppliers for ESG compliance.

Strengthening governance infrastructure through a centralised Governance Hub, ISO certifications, and commenced the development and launch of our global policy and standards.

Implementing a new HRIS system to improve demographic data collection and support inclusive, evidence-based decision-making.

Our ESG strategy is underpinned by a commitment to continuous improvement. We're proud of our award-winning Environmental Committee, whose scientific leadership drives responsible growth. Through our formal Committees, we actively monitor progress, manage risk, and ensure that our actions today contribute to a thriving, shared natural environment tomorrow.



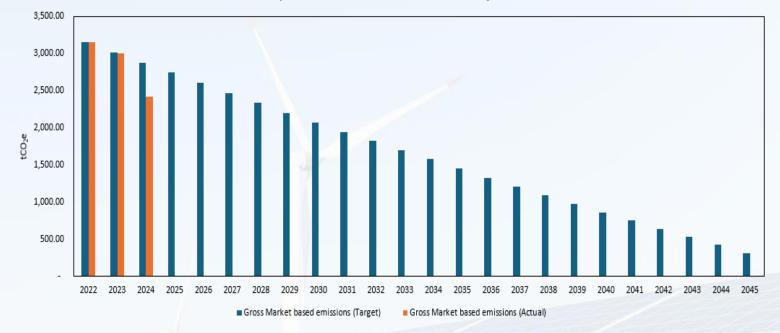
Kirsty Strannigan
Health, Safety, Environment,
Quality & Sustainability Director,
APEM Group

"We're especially proud of our award-winning Environmental Committee. Their work keeps us honest, focused, and science-led in our pursuit of responsible growth."

Photo: Owenduff-Nephin complex SAC, Co. Mayo, Ireland, Sophie Papczyk

## **Our Net Zero Progress**





#### 2024 Highlights

- Full Scope 1, 2, and 3 emissions calculated for FY2024.
- Significant reduction in our emissions based on previous year (21% reduction in Gross Market emissions) showing we remain on track to achieve our Net Zero 2045 target, aligned with SBTI.
- Reductions across all Scope 2 and 3 emission categories.
- Recognise an increase in our Scope 1 transport related emissions. This remains an area of focus as we consider and evaluate transition to EV.
- Continued landlord engagement to transition remaining brown energy contracts.





## Mapping Sewer Networks and Misconnections with Remote Sensing

Remote sensing has long been a cornerstone of APEM Group's technical capabilities. In a pioneering application, we have adapted our aerial survey technology to map Transferred Private Sewers and identify pollution sources, including misconnections, across entire towns and cities. This innovative approach enables water companies and local authorities to gain a comprehensive understanding of underground infrastructure without the need for intrusive ground surveys.

Using bespoke oblique camera systems and flight plans tailored for urban and suburban environments, our aerial surveys capture ultrahigh-resolution imagery, even in low light conditions and restricted airspace. These images are processed and analysed through refined workflows developed over years, allowing for rapid and accurate extraction of data on manholes, pipework, gullies, and potential misconnections.

This approach not only supports regulatory compliance and environmental protection but also enables targeted remediation efforts. With 100,000s of assets tagged, and categorised outputs integrated into GIS systems, APEM's aerial surveys are transforming how we manage urban water infrastructure.

This methodology is scalable, efficient, and costeffective, covering tens to hundreds of square kilometres per mission. It also supports broader environmental goals, including pollution mapping and identification of water loss sources.



#### The Value of Visibility

Uncovering these hidden assets unlocks real commercial value for the water sector. With a better understanding of the underground network, utilities can:

- · Target interventions more effectively, prioritising high-risk areas for maintenance or upgrades
- Reduce costs by avoiding unnecessary or misdirected call-outs and excavation work
- Support regulatory compliance with datadriven evidence of proactive asset management
- Improve network and environmental performance, helping to tackle misconnections and reduce sewer overflows
- Enhance customer service by limiting disruption and preventing incidents such as internal sewer flooding before they occur

100,000's of assets tagged







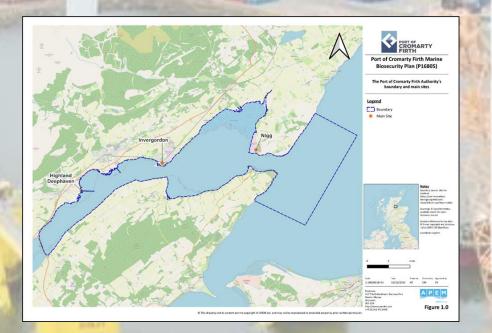
## Port of Cromarty Firth Biosecurity Plan

In 2024–2025, APEM's Marine and Invasive Non-Native Species (INNS) teams collaborated to deliver a comprehensive Biosecurity Plan for the Port of Cromarty Firth, Scotland; a busy, multi-user site undergoing expansion. This initiative exemplifies proactive environmental stewardship and operational resilience, aligning with ESG principles by mitigating ecological risks and supporting sustainable development.

The Biosecurity Plan was designed to address both routine port operations and an imminent construction project. APEM conducted a thorough review of activities and assessed pathways for INNS introduction and spread. The team developed practical mitigation measures, alongside robust monitoring, reporting, and contingency protocols. These were tailored to the port's unique operational context, ensuring feasibility and effectiveness.

The Biosecurity Plan now supports the Port's Environmental Impact Assessment and serves as a practical guide for port users, reinforcing awareness, engagement, and accountability. It reflects APEM's deep expertise in marine ecology, legislative frameworks, and best practice guidance.

This case study highlights how targeted environmental planning can deliver measurable ESG benefits, protecting natural assets, reducing financial risk, and enabling sustainable growth.



#### **Key outcomes**

#### **Environmental Protection**

The plan helps prevent the introduction and spread of marine INNS, which pose significant threhealthats to biodiversity and ecosystem.

#### **Regulatory Compliance**

Fast-tracked delivery enabled the Port to meet environmental regulatory requirements efficiently.

#### Stakeholder Engagement

Regular consultations ensured the plan reflected client needs and operational realities, fostering strong collaboration.

#### **Operational Continuity**

By integrating construction activities into the plan, APEM supported smooth project execution without compromising environmental safeguards.

Photo: © Port of Cromarty Firth www.pocf.co.uk





# From Abstraction to Action: Supporting Environmental Destination

As part of a pioneering collaboration, APEM Group partnered with WSP and HR Wallingford to develop an innovative assessment framework to guide the UK and Ireland's water sector towards a sustainable Environmental Destination for 2050 and beyond.

This initiative responds to the growing impact of climate change on water resources, aiming to secure long-term water supply while enhancing ecological health and biodiversity in low-flow catchments. Designed for use by regulators, water companies, and stakeholders, the framework offers a structured, science-based approach to setting sustainable abstraction regimes. It marks a shift from reactive water management to strategic, long-term planning aligned with climate resilience and ecological thresholds.

#### Tackling Complex Challenges

The project addressed two major challenges, first, the need to balance water security with environmental sustainability under future climate scenarios and second, the coordination of diverse stakeholders, each with differing priorities, technical knowledge, and regulatory frameworks. Existing methods were often inconsistent, limiting the ability to define catchment-specific environmental flow targets.

#### A Practical, Scalable Solution

APEM led the development of a flexible toolkit that integrates hydrological, ecological, and biodiversity data. This enables water companies to test different abstraction scenarios, assess trade-offs, and collaborate more effectively with regulators and communities. The result is a catchment-based approach to water management that prioritises ecosystem resilience alongside supply reliability.

A key component of this work is the Hydro-Ecology (HE) Toolkit, which processes environmental monitoring data to better understand the relationship between water flows and ecological health. This evidence-led method has directly informed environmental flow targets across several UK catchments.

#### **Enabling Sustainable Change**

By supporting informed decision-making and future-focused planning, this framework represents a significant advancement in the UK water sector's ability to adapt to climate pressures. It also helps meet national environmental goals, including those set out in Defra's 25-Year Environment Plan and the Water Industry National Environment Programme (WINEP).

#### **Key Stats**

- Project partners: APEM Group, WSP, HR Wallingford
- 34 stakeholders from the public, private and third sectors
- Supports environmental planning to 2050 and beyond
- Applicable to all UK and Republic of Ireland water companies and regulators

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## **Zero Emission Cross River Ferry**

In a major stride toward sustainable urban transport, NASH Maritime completed a Navigational Risk Assessment (NRA) for a fully electric, zero-emissions ferry route in March 2024.

The NRA, commissioned by
Uber Boat by Thames Clippers, supports the
development of a new cross-river service connecting
Canary Wharf and Rotherhithe. The service is a central
component of the Port of London Authority's' and
Thames Clippers' broader strategy to decarbonise
passenger transport along the River Thames.

The NRA addressed the full spectrum of navigational risks involved in launching the route, covering both construction and operational phases. This included an assessment of how the new service would interact with existing river traffic and infrastructure. It also examined innovative features such as semi-autonomous mooring systems and adapted pier designs.

The work was conducted under the Port of London Authority's NRA methodology. It built on a prior Navigational Impact Review completed during the project's concept stage, enabling a seamless, progressive navigation risk management approach from early design through to licensing.

NASH Maritime's team, led by Head of Ports & Harbours, Sam Anderson-Brown, collaborated closely with engineering partner Beckett Rankine to embed safety and sustainability into the consenting process. This close alignment ensured the project met regulatory standards while maintaining ambitious environmental goals.

This project demonstrates how thoughtful risk assessment can enable bold environmental progress without compromising safety. By helping launch the UK's first zero-emissions cross-river ferry, NASH Maritime has contributed directly to reducing urban carbon emissions, supporting green infrastructure development, and setting new standards for governance in maritime transport. It also highlights the value of cross-sector collaboration in achieving ESG goals, bringing together regulators, engineers, and operators in service of cleaner, safer waterways. As the Thames evolves to meet the challenges of climate change, projects like this one signal a promising direction for sustainable transport in the UK and beyond.



#### Sam Anderson-Brown said

"We were delighted to join the project delivery team being led by Beckett Rankine. Developing a zero-emissions ferry route aligns very much with our mission of developing a safe and sustainable maritime environment.

Photo: Canary Wharf, River Themes, London

**APEM Group ESG Impact Report 2024** 





## **APEM Supports FuturEnergy with Bird Surveys**

APEM Group was commissioned to support FuturEnergy Ireland, a leading Irish renewable energy developer, to design, report and advise on ornithology surveys for an onshore wind farm in Co. Waterford, Ireland.

APEM Group was commissioned by FuturEnergy Ireland to conduct bird surveys for the proposed Scart Mountain Wind Farm in Co. Waterford. The work involved managing a team of ornithologists to survey a sensitive site with diverse habitats and potential for protected bird species. Data analysis identified key species and development constraints, resulting in a Baseline Technical Report. Following the successful first year, APEM was commissioned to complete an additional year of surveys to update baseline data and support the planning process.

#### **Project Challenges**

Surveys had to be completed over a large, relatively remote area which required careful planning and timing to coincide with suitable weather conditions during specified survey windows in accordance with guidance.

The size and sensitivity of the site required assembly of a large, experienced survey team who were familiar with the local area and had excellent knowledge of potential species encountered, particularly protected raptor species.

The area was licensed for deer shooting – APEM Group ensured that work was carried out adhering to health and safety guidance and ensure our team wasn't open to elevated risks whilst working through implementation of site-specific risk assessments with input from our H&S team and close liaison with the client and landowners including Coillte.

APEM conducted Flight Activity Surveys (FAS) from eight carefully selected vantage points, alongside Breeding Distribution, Woodcock, and Raptor Surveys. Vantage points were chosen using in-house GIS expertise and verified in the field to ensure optimal coverage.

#### Survey periods included:

FAS: Breeding and non-breeding seasons

Breeding Distribution Surveys: April-July 2024

Woodcock Surveys: May–July 2024 Raptor Surveys: March–August 2024

APEM also provided technical advice, applying professional judgement and best practice to minimise impacts on key species. The team supported the client in refining survey scope, reducing costs while enhancing data quality, and delivered expert review and guidance for the Environmental Impact Assessment (EIA), ensuring a concise, high-quality planning submission.

#### **Project Context**

The main potential impacts upon birds arising from wind farms are direct habitat loss, disturbance and displacement, collision risk and barrier effects. The survey scope was designed by APEM Group in accordance with current NatureScot guidance and Irish legislation. The target species included Annex 1 listed birds, which are of conservation concern, and those that are more likely to be impacted by the proposed development.

#### **Key stats**

- · 22 months of client support to date.
- Surveys across the site and a surrounding 2km buffer up to and including September 2024.
- 864 hours of Flight Activity Surveys completed from eight vantage points.
- Over 80 days of breeding season distribution surveys, including nocturnal surveys.
- 528 flights recorded.

Photo: Microsoft stock



## Carbon Efficiency and Sustainability in Aerial Surveys

Aerial surveys are central to APEM Group's environmental services, and we are committed to making these operations as sustainable and carbonefficient as possible. Our approach combines strategic planning, technological innovation, and supplier collaboration to reduce emissions and enhance data quality.

#### **Optimising Our Aerial Fleet for Sustainability**

Our aerial fleet is diverse, designed to meet the specific needs of each project based on geography, airspace, and equipment requirements. This flexibility allows us to deliver high-quality data while minimising environmental impact.

**Fleet Diversity**: Aircraft are selected based on projectspecific criteria, ensuring operational efficiency and data accuracy.

**Meteorological Planning:** Surveys are scheduled with input from meteorologists to optimise weather conditions, improving fuel efficiency and safety.

**Fuel Choices:** We prioritise Jet A1 over Avgas due to its higher energy density and lower carbon emissions. While sustainable aviation fuels (SAFs) are not yet viable due to supply and certification constraints, we continue to monitor developments in this space.

#### **Evidence-Based Survey Planning**

Each aerial survey is assessed individually to determine its necessity, ensuring that we only fly when it adds clear value to the project and client outcomes.

**Case-by-Case Evaluation**: We avoid unnecessary flights by rigorously evaluating the need for aerial data collection.

**Supplier Engagement:** We work with aircraft providers to explore more fuel-efficient models and lower-emission technologies.

# G-JPEG

#### **Key Facts & Figures**

- •Aircraft Types Used: Vulcanair P-68 / Diamond DA-42
- •Survey Missions Conducted in 2024: 228
- •Geographical Coverage: UK, ROI, Europe, Australia, USA

#### **Exploring Uncrewed Aerial Systems**

While traditional aircraft remain essential, we are actively exploring the use of drones and other uncrewed systems to reduce carbon emissions and improve operational flexibility.

**Technology Investment:** We are investing in drone technology where viable, particularly for offshore wind and EIA projects.

**Al & Robotics:** These tools enhance data collection in challenging environments, improving safety and reducing the need for manned flights.

#### **Lifecycle Sustainability of Aircraft**

Sustainability goes beyond fuel use. We consider the full lifecycle of our aircraft, including materials and end-of-life impact.

**Material Selection:** Aluminium aircraft are preferred for their recyclability and longer lifespan compared to composite models.

**End-of-Life Considerations:** We are working to integrate lifecycle impact into procurement decisions and sustainability assessments.

Photo: APEM Group aerial survey aircraft



## Taking the APEM way, all the way to Australia

APEM Group's first combined aerial-vessel survey for Australia

In 2024, APEM's Offshore Environmental Team, Australia, was contracted for 2 years by a leading offshore wind developer in the Gippsland region of southeast Australia.

APEM's scope of work to undertake a combined programme of 28 Digital Aerial Survey (DAS) and Light Detection and Ranging (LiDAR) surveys of the Gippsland Skies feasibility area plus a 10 km buffer (the Survey Area).

Surveys were and continue to be undertaken monthly across the 24-month period, with an additional two surveys scheduled to take place across two months each year, where more effort of key species is deemed necessary across Gippsland coast, within the Bass Strait, southeast Australia.

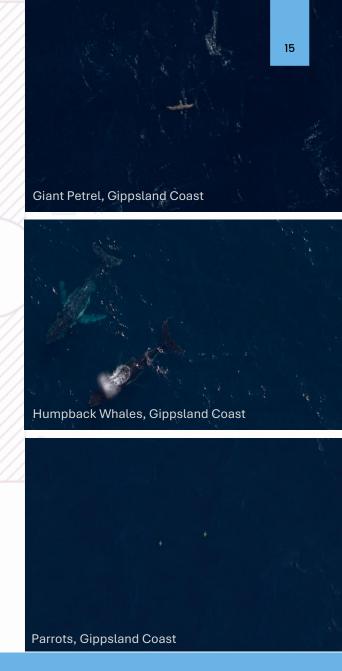
This project also marks the first APEM Group aerial-vessel survey offering in Australia, with Biosis conducting a programme of 24 vessel surveys and integrating the data into combined aerial-vessel reports for our client.

#### Pioneering methodology

The purpose of these surveys is to provide baseline information on the abundance, distribution and behaviour of birds and marine megafauna within the Survey Area. The combined DAS and LiDAR surveys will provide baseline information on the accurate flight height measurements of seabirds within the Survey Area, although the LiDAR data is currently being banked (collected and saved for analysis in the future).

#### Stronger together through collaboration

The programme of vessel surveys commenced in September 2024 and consists of 24 monthly vessel surveys of the development area plus a 4 km buffer. The surveys are scheduled to run alongside the aerial surveys and collect important supplementary information, which paired with the digital aerial survey data will provide more robust baseline information. The aerial survey data will undergo apportionment from the vessel surveys to perform more accurate conclusions of species presence in the Survey Area. The detailed data collected from the aerial and vessel surveys will feed into future Environmental Impact Assessments (EIA) for the proposed development.



## Liopholis aputja discovered in South Australia

In 2024, a new species of lizard, the Central Ranges rock skink (Liopholis aputja), was discovered in the Mann-Musgrave Ranges in northwestern South Australia. The species was identified by Jules Farquhar, of Monash University, alongside a team of researchers, including **Wyn Russell**, **Senior Zoologist at Biosis**, who played a key role in the fieldwork and mapping.

The name 'Aputja' comes from the Pitjantjatjara/Yankunytjatjara language spoken by the First Nations people of the region. It means 'of the hills,' reflecting the lizard's habitat, which contrasts with other Liopholis species in the area that inhabit the sandplains. The team collaborated closely with the local APY (Anangu Pitjantjatjara Yankunytjatjara) community and rangers during fieldwork and sought their input for the species name, acknowledging its endemic range within the APY lands.

After many long days of searching rock crevices, the team captured several individuals of the newly described species from the Central Ranges, including the Aliwanyiwanyinya and Alalkanya Hills. They also collected reference specimens of L. margaretae from the MacDonnell Ranges, including King's Canyon and Ormiston Gorge.

Using a combination of morphological examination, genetic analysis, and spatial distribution mapping, the researchers determined that Liopholis aputja is a distinct evolutionary lineage from its relatives. Genetic evidence suggests that Liopholis aputja diverged from its MacDonnell Ranges relatives during the aridification of the Miocene epoch, adapting to the changing environmental conditions of the region.

The discovery of Liopholis aputja underscores the Central Ranges as a hotspot for endemic herpetofauna and highlights the importance of further research in this unique region.



#### **Key distinguishing features**

- Moderately large size (up to 135 mm snout-to-vent length)
- A relatively pointed snout.
- · Smooth dorsal scales.
- Black, calloused subdigital lamellae (i.e. scales beneath the toes) and soles of feet and hands.
- Typically, six supraciliary scales and four enlarged ear lobules.

Photo: Liopholis aputja lizard, Biosis, APEM Group

## Sustainability in the supply chain

As global supply chains face growing scrutiny, stakeholders including clients, regulators, and investors, are demanding greater transparency and accountability. In response, APEM Group recognises that integrating ESG principles into supply chain management is both a strategic necessity and a core component of our procurement approach. This integration is vital to safeguarding our reputation, supporting long-term profitability, and fulfilling our sustainability commitments.

To achieve this, in 2024 APEM Group introduced its Global Supplier Code of Conduct, now distributed to all suppliers across the organisation. It sets clear expectations for suppliers to operate responsibly across environmental, ethical, and social dimensions. This comprehensive code sets clear ethical, social, and environmental expectations, aligning supplier practices with APEM's core values on human rights, anti-corruption, environmental stewardship, and workplace safety.

#### 819 APEM Group suppliers

were screened/due diligence checked either as a new supplier or annual renewals, throughout 2024. To support this rollout, APEM conducted an ESG materiality survey, which revealed that **33.9%** of suppliers sought additional ESG guidance, underscoring the growing need for support in sustainable practices. In parallel, supplier registration audits were completed across all acquired entities to ensure consistency and compliance with group standards.

Additionally, APEM implemented a centralised supplier database through Deltek, enhancing transparency, traceability, and supplier performance management.

Collectively, these initiatives mark a significant step forward in embedding ESG principles into APEM's sourcing strategy and strengthening long-term supplier engagement.

#### Launch of Sanctions Portal Enhances Compliance in 2024

The due diligence process includes a thorough screening against international sanctions lists to ensure compliance for any new or existing suppliers that we engage with. This is carried out using the Sanctions.io platform which has sanctions lists updated every hour and global coverage from 30+ jurisdictions.

Photo: Dunguaire Castle, Kinvara, Ireland, Mark Salisbury







## **Turning Science into Action**

**Environmental Stewardship** 

At APEM Group, we turn science into action through our commitment to environmental stewardship. In 2024, we deepened our commitment to embedding sustainability throughout our operations, through peer-to-peer learning, and delivering measurable impact through innovation and collaboration.

#### **Celebrating Change Makers**

We were honoured to be named the **PwC Business Post Sustainable Business Team of the Year 2025**, a recognition that reflects the strength of our collective efforts. Our submission highlighted the pivotal work of the Environmental Committee, which continues to drive meaningful change by integrating environmental principles into our standard procedures, developing decision-support tools, and fostering innovation that enables stakeholders to make better, more sustainable choices.

#### Peer to Peer Learning – Driving Impact

Knowledge-sharing is key to our impact. This year, colleagues **Peter Dennis** (Divisional Director, Field Operations), **Mike Redding** (Associate Director, Engineers), and **Paul Stebbing** (Associate Director, Invasive and Non-Native Species) hosted an internal webinar to share best practices across teams. Topics ranged from nature-based river restoration and low-carbon materials to the reuse of inert waste, initiatives that are driving sustainable, high-impact outcomes across our projects.

Our values come to life through grassroots initiatives like "Cash for Trash" and the Irwell Pride litter boat, which unite clients, volunteers, and communities. These programmes not only remove waste from local waterways but also raise funds for environmental charities and strengthen our ties with the places where we work.

#### Transparency continues to be a cornerstone of our ESG strategy.

In 2024, we introduced live dashboards in some offices across the business, displaying energy and water usage. These tools raise awareness and inspire action, fostering a culture of accountability and continuous improvement.

We are also making our fieldwork more sustainable by embracing and encouraging low-impact practices, including:

- Solar-powered bat detectors
- Electric boat motors
- · Reusable survey kits
- PPE repair schemes

Further, initiatives like car-sharing allowances and partnerships with local suppliers help reduce emissions and support community resilience.

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# **Environment** Photo: Trash taken from the Manchester ship canal

## Turning Trash into Community Impact

As part of our ongoing efforts to reduce environmental waste, APEM Group launched **Cash for Trash,** a not-for-profit initiative that integrates litter collection into field survey work. APEM field staff collect and recycle litter during surveys conducted across the UK's rivers, streams, canals, reservoirs, lakes, estuaries, and coastal areas, helping to intercept waste before it degrades and contributes to microplastic or ocean litter pollution.

This initiative reflects our commitment to our broader waste prevention goals.



Photo: APEM employees with volunteers collecting river trash

Key features of the programme include:

**Integration into project delivery**: Litter collection is embedded into survey workstreams.

Charity-linked incentive: For every bag of litter collected, the APEM Charity Fund donates a pre-agreed amount, which is then matchfunded by participating clients. Proceeds are donated to relevant local environmental charities.

**Client participation:** The programme is offered in tenders as an optional add-on, allowing clients to contribute to local impact.

Project uptake: The Mersey Tidal Project officially signed up in 2025.
This initiative not only helps reduce waste and support recycling efforts but also channels funds to community-based environmental organisations, strengthening our ESG contribution through

grassroots action.

**APEM Group ESG Impact Report 2024** 

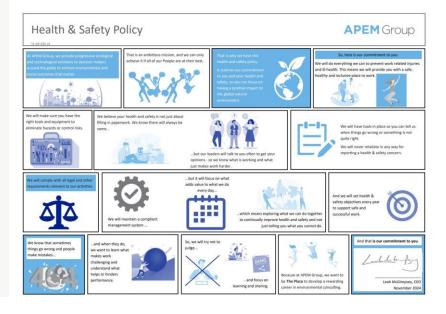
## Health, Safety & Wellbeing Highlights

At APEM Group, the health, safety, and wellbeing of our people is our priority and central to our ESG strategy. In 2024, we continued to evolve our strategy, develop new standards and review others to ensure continuous improvement and resilience in our systems. By doing so we deepened our commitment by fostering a culture where safety is not just a policy, but a shared responsibility and core value.

APEM Group recognises the importance of not just physical safety but overall well-being, and mental health too. We believe it is essential that employees feel supported in times of challenge. Therefore, we continue to review and where necessary develop further our strategies to ensure we have a workplace where individuals feel supported and protected.

Our health and safety performance has scored highly, when assessed through our annual ESG verification and other external audits, driven by rigorous annual policy reviews, role-specific training, and board-level oversight.

Looking ahead, we remain committed to ensuring every member of the APEM team thrives though the support the Group offers because we believe a safe, healthy workforce is the cornerstone of a sustainable future.



### Standout Improvements In 2024

287 hours	Driver training
8	Mental Health First Aiders in the UK & IRL
Over 55	Health, Safety and Wellbeing news articles published internally.

Established **Health & Safety Leadership Forum** to empower leaders through discussion of project risks, performance data, and the impact of leadership on safety outcomes.

In 2024 the Group invested £94,056 for **Health & Safety training**.

We launched **Health & Safety leadership training** for Directors, focusing on strategic policy, leadership responsibilities, performance measurement, and continuous improvement.

APEM partnered with **International SOS** to provide 24/7 global support, offering real-time Health, Safety, and security information to protect our internationally mobile workforce.

Developed team capability with **IOSH Managing Safely training**, equipping individuals to provide local Health & Safety support to frontline teams.

Photo: APEM Group's first Visual Health & Safety Policy, 2024

## Supporting Growth, Listening, Acting Together



Meriel de Lacey Chief People Officer

"Social and Environmental sustainability are at the heart of who APEM Group is.

We are a business where everyone genuinely cares for sustainability, with a culture where collaboration and expertise are valued.

I personally find that passion an energising environment to be in."

At APEM Group, the People Team are dedicated to making this not just a great place to be and work, but a great place to grow. As we expand our services and global presence, we're creating more opportunities for our people to broaden their experience, explore new paths, and shape meaningful and exciting careers.

We encourage curiosity and a proactive mindset, underpinned by conversations, training, tools and peer to peer learning opportunities to support and achieve their development goals. In 2024 we also upgraded our goal setting platform and process across the UK & IRL to bring clarity, alignment, and accountability to individual and team objectives, driving focus and measurable progress across the organisation.

We are passionate about creating a great employee experience. That starts with listening. As a high-growth organisation, it has been important to us to collect engagement data twice annually because we're deeply committed to hearing from our people as they navigate change. We consider the scores in the context of our strategic goals and benchmark our position against global data to identify the highest value actions.

In 2024, we improved how our people navigate our growing Group by redesigning our intranet to provide a simple, self-serve hub for questions, answers, career inspiration, health & safety resources and so much more. It's part of our commitment to making everyday experiences smoother and, critically, more accessible, whilst helping to connect us globally.

Our strategy is underpinned by our ethos of collaboration. We truly believe that we are at our best when we have conversations with different people, working towards a common aim with collective support and pride.

## Engagement Survey Results 2024



**64%** Feel like I belong at APEM Group.



88% Feel there are people across the APEM Group network I can learn a lot from.



**87%** My manager genuinely cares about my wellbeing.



**85%** I am treated with trust and respect by colleagues across the group.

**APEM Group ESG Impact Report 2024** 





## Living Our DE&I Values

At APEM Group, we believe belonging means every individual feels respected, valued, and empowered to thrive. In 2024, we strengthened our commitment to Diversity, Equity and Inclusion (DE&I) by embedding inclusive practices into daily operations and fostering a culture where everyone can bring their whole selves to work.

At APEM Group, our commitment to DE&I is unwavering. Diversity is a pillar of our strategy because we believe that when we bring different perspectives together and approach change with curiosity, we achieve more, together.

Our Gender pay gap report reflects our population based within the UK. As of the reporting period, our median Gender Pay Gap stands at 14.0%, compared to the UK national median of 13.1%. While our ambition is for each of our legal entities outperforms the average, it is our development as a Group that creates diversity of career paths to enable all employees to maximise their career and earning potential.

To tackle structural barriers, we implemented inclusive policies, including flexible working, updated our family friendly policy referencing the primary and secondary parent, gender-appropriate PPE, and accessible career development tools. Over 14% of our employees now benefit from formal flexible work arrangements, and 92% of women reported being able to take time off when needed.

Our Belonging Groups are empowered to lead meaningful change, influence policy development and foster a culture of continuous learning and accountability. Together, we are building a workplace where everyone feels they belong and where diversity is not only welcomed but celebrated.

APEM Group's Executive Team is deeply committed to fostering an inclusive culture. Their leadership and allyship drive our DE&I efforts, ensuring resources are allocated and inclusive practices are embedded across the Group. By actively engaging in public platforms, through internal news features and social media, they make it clear that inclusion is not a trend but a core organisational value.

Our Belonging Groups, focused on Gender, LGBTQ+, Race and Ethnicity, Working Families and Carers, and Neurodiversity, have grown in both reach and impact. Open to all employees, these groups help shape policy, raise awareness, and provide peer support, working closely with the People Team to align on priorities and drive meaningful change.

We've also enhanced our approach to inclusive recruitment. Anonymised CVs, inclusive job descriptions, and mandatory training for hiring managers help reduce bias and promote fairness. We've begun capturing DE&I data more consistently, with safeguards in place, to better understand and support our workforce.

Inclusive leadership is now a core competency for people managers. In 2024, we launched new training on allyship, inclusive communication, and neurodiversity, ensuring inclusion is not just a value, but a daily practice.

- In 2024, our Neurodiversity and Working Families and Carers groups, created dedicated intranet pages, providing targeted resources and guidance.
- The way we communicate across the Group has been made more accessible and inclusive, helping people to feel seen and heard.
- Conducted two dedicated surveys to gather insights on LGBTQ+ inclusion and Neurodiversity, helping identify support needs and inform future actions.
- 27 awareness news articles were published on Belonging Group topics.

Photo: Fish-Rescues-Relocation-Stock-Assessments







## Making a Difference To Our Communities

At APEM Group, community means more than just geography. It's about the communities where we work, the people around us and the causes that employees support.

We're proud to report that 2024 saw a significant increase in volunteer hours, with employees contributing over **1,005 hours** of their time, reflecting a deepening commitment to social impact across the Group.

This expansion was supported by an enhanced Community Investment Plan, which now includes initiatives from our newly acquired businesses, Macro Works, NASH Maritime, and Aspect Ecology. These additions have brought fresh energy and local connections, enabling us to broaden our reach and deepen our impact in the communities we serve.

From biodiversity education in schools to environmental restoration projects and community garden support, our people continue to make a difference. Volunteering not only enriches the communities around us but also strengthens our teams and reinforces our shared values.



APEM employees worked with the charity 'Plastic Shed' to create this wonderful wildlife mural in Stockport. The mural raises awareness of local wildlife and highlights the importance of correct waste disposal. The mural will be recycled at its end of life.

In addition to our volunteer leave contributions, APEM Group were proud to match fund over £6,500 of worthy causes throughout 2024.

## 2024 Inspiring Volunteer Highlights

- Brittany Arendse donated blood at her local centre.
- Macroworks, Dublin, spent day in Wicklow Hills with Hometree charity.
- **Ellie Watkins** volunteered at her local food bank, supporting Trussel.
- Marcus Hawkins cleared a local cycle route for Sustrans.
- Fern McCann with the Mourne Heritage Trust (MHT) to help them plan and develop a path from the Annalong valley to the North Torr of Slieve Binnian through heath habitats.
- Darren Craig ran a lead Whale Watch At Mullaghmore Head, Co. Sligo
- Marie McLaughlin and Tom Hawkins sorted through the donations at the central warehouse for St Lukes Hospice in Plymouth.



## Inspiring Future Scientists Through Girlguiding

With over 15 years of experience, Sarah is always looking at ways to share her passion of Science through her voluntary work with Girlguiding UK.

As a leader for both Brownies (ages 7–10) and Guides (10–14), she regularly integrated STEM-focused activities into the programme, from extracting DNA using household items to engineering egg-drop protection systems.

Sarah helped organise a day camp where Guides completed the Science and Technology Facilities Council RAL Space 'Science and Engineering Careers' challenge badge. The girls explored binary coding through bead bracelets, spelling out their names, and put their engineering skills to the test in a high-stakes (and often messy) egg-drop challenge.

To date, the Guides have engaged with astronomy demonstrations, participated in themed games about space, and even took part in a Halloween bat walk, led by a local expert. The group's findings during that walk contributed to the first confirmed bat record in the area, a major achievement for the young naturalists.

"The girls loved STEM, especially when it involved food!" she reflected, recalling a coding exercise in which the Guides wrote step-by-step instructions for making a sandwich. The resulting chaos highlighted the importance of detail in computer programming and provided plenty of laughs.

Together with a fellow leader with experience as a paramedic and veterinary nurse, she continually looked for ways to enrich the programme. They explored new challenge badges, including themes like motorsport and engineering, perfect for the group's aspiring lorry driver and future engineer.

The summer term also included outdoor activities such as beach cleans and bioblitzes, all contributing toward badge work and awards. By sharing her scientific knowledge and passion, she helped make STEM fun, accessible, and empowering for every girl in her unit.

This work exemplified how our people help foster a more inclusive and inspiring future in STEM, starting right in their own communities.



Sarah Atkinson,
Senior Non-Native Species
Consultant

"I hope by the work I do in Girlguiding,
I'm able to inspire the next generation of
girls in STEM and to show them that
anything is possible. Reach for the
stars!... or the trees...
or even the car engine..."

Photo: Brownie Group Activity, Sarah Atkinson

## **Supporting Career Growth**

At APEM Group, we believe that investing in our people is fundamental to our success. As we grew beyond 800 employees, our focus remains clear, to attract and retain the brightest minds by fostering a culture of continuous learning, collaboration and scientific excellence. In 2024, we continued to build on our commitment to learning and development, ensuring our teams are equipped with the skills, knowledge and confidence to thrive in our high-growth organisation.

#### **Strategic Growth Through Capability Building**

In 2024, we introduced a new behavioural competency matrix across the Group to underpin our performance and career development frameworks. This matrix enables individuals and managers to assess current capabilities, identify development needs, and align personal growth with business strategy.

Crucially, it supports the evolution of our Be My Best goal-setting and performance process. Developed in-house, Be My Best provides a more guided, reflective approach to goal setting, encouraging employees to design their own progress by linking organisational priorities with personal and professional aspirations.

#### **Secondments and Lateral Moves**

To support resource agility and career progression, we formalised secondment opportunities across the Group. These placements, ranging from three to twelve months, allow employees to explore new disciplines, contribute to priority projects, and develop cross-functional skills. Lateral career moves are also actively encouraged, helping to build a multiskilled, adaptable workforce.

#### **Leadership Development and Coaching**

We continued to invest in leadership development, with coaching support for new sector directors and emerging leaders. Our leadership framework, currently in development, will define the core behaviours and capabilities expected of people managers and will underpin future talent and succession planning.

Skills gaps are monitored monthly through Sector Boards and main board structures supported by our Talent Acquisition team who have introduced three measures - Hiring quality, hiring budget and hiring velocity.

## 2024 Learning & Development Highlights

Total training hours in 2024 (E-Learning & Instructor led)	11,766 hours
Number of employees who undertook training in 2024	785
Total spend on training and development in 2024	£382,883
% of vacancies filled through internal promotions	38%

Photo: APEM Group employees on an intertidal survey

## APEM Group Photo of the Year 2024

This year's ESG Impact Report features a selection of stunning photographs submitted by colleagues across the Group as part of our 2024 'Picture of the Year' competition. These images reflect not only their remarkable talent behind the lens but also their deep appreciation for the natural world. We received 122 inspiring entries, each capturing the rich and varied beauty of our environment. From the reflective tranquility of a leaf in a pond, an Echidna Plenty Gorge blowing bubbles and a stunning White Lipped Tree Frog. The winning photograph is proudly showcased on the cover of this report.









# Empowering Sustainable Growth Through Strong Governance

At APEM Group, strong governance is not just compliance, it's a strategic advantage. Our governance framework underpins our ESG commitments, ensuring we remain agile, transparent, and values-led as we grow. With clear structures, defined responsibilities, and strong oversight, we empower ethical, informed decisions that create lasting impact for our people, clients, and the environment.

#### Our approach is built on four key principles.

- Leadership accountability ensures all leaders have clear responsibilities and operate within a culture of collaboration and solution-focused thinking.
- Information sharing is embedded in regular meeting rhythms and centralised documentation, enabling clear alignment and visibility across the business.
- Agile decision-making by delegating authority appropriately, allowing timely, informed choices while maintaining oversight.
- Personal responsibility is championed across the senior leadership team (Assistant Director level and above), who are collectively responsible for upholding our governance standards and driving continuous improvement.

#### **Governance Infrastructure Supporting ESG**

Governance plays a critical role in embedding our Environmental, Social, and Governance (ESG) priorities into daily decision-making. Our centralised Governance Hub holds all key documentation, including action logs, decision records, and board reports. This reduces duplication and promotes transparency across teams and regions.

- We have integrated ESG risks and opportunities into our master risk register, which completes a quarterly review cycle through our governance board's structure to ensure we remain proactive and adaptive.
- Our strategic goals are aligned annually through a planning and key results cascade, ensuring we deliver measurable impact.

- Regular talent audits and budgeting cycles further align resource planning with ESG priorities.
- In 2024, we successfully completed all external audit certifications, and over 60 internal audits and inspections were carried out across health, safety, environment and quality (HSEQ), and facilities.
- Our ISO certifications, ISO 9001, ISO/IEC 17025, and ISO 14001 for APEM Limited, and ISO 9001 for GoBe, demonstrate our ongoing commitment to quality, environmental responsibility, and technical excellence

## **Leading with Integrity**

#### **Global Governance Model**

At APEM Group, we are committed to delivering progressive ecological and technological solutions that empower decision-makers worldwide to create meaningful environmental and social impact. To support this mission, our global policies and standards, which include HSEQ, Legal and Risk Management provide a strong framework for safe, sustainable, and compliant operations. This ensures that every member of our team, regardless of their role or skillset, can focus on being the brightest minds, lighting the way to a thriving shared natural environment and bringing the APEM way to the world.

As APEM Group expands globally, we face both opportunity and complexity. Our ability to attract and retain international talent brings valuable diversity and expertise, but it also introduces legal and regulatory challenges, especially around employment laws, taxation, and compliance.

To address this, our Global Governance Group has developed an International Working Standard, a key part of our new Global Governance Model. This framework helps managers navigate decisions related to hiring or relocating employees outside of APEM's established jurisdictions. It ensures we remain compliant while minimising risk, streamlining decisions, and enabling faster, more secure international expansion.

By following this process, we protect our people and our business ensuring local laws, tax implications, and corporate responsibilities are met in every country we operate. The model also supports quicker decision-making and better planning, helping our teams grow confidently and compliantly.

#### **Employee Engagement and Inclusion**

- We believe effective governance includes listening to and involving our people. The Staff Engagement Group gives junior and mid-level employees a platform for stakeholders to gather feedback and insights on new initiatives and continuous improvements across the Group.
- Regular quarterly leadership updates support cross-functional alignment and transparency at all levels of leadership.
- Our Environment Committee encourages employees across the business to contribute to sustainability initiatives, further reinforcing our ESG commitment.
- In 2024, we enhanced our whistleblowing policy with CEO messaging, visual communications, and a confidential third-party hotline, ensuring our people feel safe and supported in speaking up.

Photo: Yarra River, Melbourne, Henry Kirby

## Policy, Process and Governance

#### **Policy Development Committee**

New policies	13
Updated policies	5

#### **IMS Consultation Group**

New processes	26
Updated processes	21

Photo: Member of the APEM Group Field Survey Team

#### **Developments in 2024**

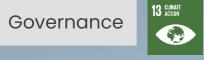
#### **Policy & Process Development**

In 2024, we launched or revised 18 group-wide policies through our Policy Development Committee (PDC), with input from a broad range of stakeholders. This approach ensures our policy framework remains relevant, practical, and aligned with both regulatory requirements and business needs. In parallel, 47 internal processes were introduced or updated to enhance consistency, accountability, and operational control across the Group. All of which were consulted upon through the Integrated Management System Group.

#### **Integrated ESG Oversight**

Our ESG Committee, meets bi-monthly to lead ESG strategy, monitor key risks, and ensure progress is communicated across all levels of the business. ESG risks and opportunities have been formally embedded into our master Risk Register, reviewed quarterly across Sector Boards, the Operational Board, and the Group Board to support proactive, integrated risk management.

These developments reflect our commitment to structured, transparent, and future-ready governance.



## **ESG** Integration

In 2024, we fully embedded our ESG strategy across the UK and Ireland, with ESG data independently verified and aligned to global frameworks including SBTi, GRI, and TCFD.

ESG performance directly contributed to the success of multiple tenders, reinforcing its strategic value. We actively engaged stakeholders, clients, staff, and suppliers through targeted surveys to guide ongoing improvement.

A major milestone in 2024 was the seamless integration of newly acquired entities, Nash, Macro, and Aspect, into our ESG framework. These businesses were brought into scope and rigorously assessed, demonstrating our capability to scale and apply our ESG strategy consistently.

This reinforces our commitment and ability to seamlessly integrate new acquisitions into our ESG framework, ensuring they meet the same high standards as the rest of the business for full ESG alignment.

Photo: DOCK90, WFA, Hookup

## **Stronger Together**

#### **APEM** Group

APEM Group are a leading global environment consultancy providing expert advice to clients in a wide range of industries including renewables, water, infrastructure, marine and ports, transport, construction, and development. The company provides digital aerial wildlife surveys, specialist marine, freshwater, terrestrial ecology and geospatial services to organisations across the world.



With offshore wind in its infancy in the US, the needs of our clients are ever-changing. APEM Inc offer bespoke solutions to our clients to deal with the evolution of technology, providing robust, accurate data and making the best use of it long term. With a shift in focus to sustainable and conscientious development, our clients need to balance the needs of society with rigorous and evolving regulations.



For over three decades, APEM Ltd have offered independent advice and guidance to support government and environmental regulatory guidelines. Our team can be found all around the UK: behind a microscope in our world-renowned laboratories, undertaking innovative desk studies and scoping protected species, grabbing freshwater samples and emergency fish rescue, flying our innovative high-resolution digital aerial surveys, or on the ground with eDNA and terrestrial ecology services. Our work has been cited as the benchmark for aerial survey design in the UK for offshore wind and our labs provide external quality assurance for the analysis of marine biological samples, delivering audit and training services to the highest standard.

## 2024 APEM Group External Awards & Recognition

**Winner:** Utility Week, Pollution Mitigation Initiative of the Year - 2024 Water Industry Awards

**Winner:** Maritime UK, Maritime UK Awards 2024 – SME of the Year

**Winner:** Business Post, 2024 Northern FD Awards - Best Northern Finance Director - Growth/Scale-up - Nicola Hunter

**Leading:** ESG status from Sustainable Advantage, with a rating of 88%.

**Shortlisted:** Environment Analyst, Sustainability Delivery Awards, Nature Positive Award

**Shortlisted:** PwC Business Post, Sustainable Business Awards, Sustainable Large Business of the Year.

**Shortlisted:** Water Industry Awards, Contractor of the Year

**Shortlisted**: Bat Conservation Ireland, The Bat Ball, Aoibheann Gaughran Award.

Photo: Wind farm, stock image

## Stronger Together - Continued



AQUAFACT are an established marine environmental consultancy based in Galway. AQUAFACT are firmly rooted in the scientific community in Ireland with close associations with the University of Galway, Atlantic Technological University (ATU), University College Dublin and Trinity College. We deliver professional and clear advice and guidance to clients from the state, semi-state and private sectors with the highest levels of accuracy, specialising in monitoring and managing resources and offering a multi-disciplinary approach to the investigation of problems in marine and freshwater environments.



Aspect Ecology specialise in ecological planning, providing a complete service for projects from prepurchase due diligence to surveys and assessment to inform planning or EIA including Biodiversity Net Gain, Habitats Regulations Assessments (HRAs) and presenting expert evidence at appeals. Post planning, Aspect Ecology address conditions and implement ecological mitigation schemes including through protected species licensing and monitoring. Class leading technical advice and a proven track record give our projects an edge, maximising the development opportunities attainable whilst delivering the best possible environmental solutions. We achieve this by our obsession with quality which serves to unlock 'difficult' sites through innovative design and imaginative thinking.



Attexo are one of Australia's leading providers of advisory and environmental consultancy services to the renewable energy sector, providing strategic advisory and environmental consultancy services that unlock the ability of asset developers and owners to deliver successful projects. Playing a key role in enabling Australia's energy transition, Attexo contributes to outstanding outcomes on some of the nation's highest profile renewable energy projects including wind farms, grid scale batteries, pumped hydro schemes, solar farms and hydrogen projects.



Since 1983 Biosis has been helping clients make better decisions about ecology, heritage and environmental approvals.

Our team is made up of experts in Aboriginal archaeology, botany, ecology, environmental approvals, historical archaeology, historical heritage, GIS, and zoology, with offices in Albury, Ballarat, Geelong, Gosford, Melbourne, Sydney, Newcastle, Wollongong and Wangaratta.

Our strong reputation is based on 40 years of experience and over 18,000 projects delivered to clients in infrastructure, energy, design, construction and government.

Photo: Australia, stock image

## Stronger Together - Continued



The future of the renewables industry is bright. And GoBe are meeting the demand for strategic solutions and project specific experts to support planning and environmental plans, for projects in offshore wind, marine renewables, marine aggregates, coastal infrastructure and subsea cabling. Working closely with developers in the UK, Europe and the US, we provide informed and accurate advice and technical expertise, sharing our in-depth knowledge and understanding of the consenting process for nationally significant infrastructure projects (NSIPs) and offshore wind developments.



Macro Works provide a full suite of Landscape & Visual Impact Assessment (LVIA) related tools and skills for a broad spectrum of energy, infrastructure and commercial developments. Macro Works' clients emanate from both the public and private sectors, in Ireland and abroad. Macro Works' expertise primarily covers the stages of development, from initial feasibility studies through to the completion of the planning process. Macro Works constantly undertake R&D and innovation that takes advantage of the latest technologies. This push for constant advancement has ensured that Macro Works have remained at the forefront of LVIA services in Ireland for the past 20 years and will continue to do so into the future.



NASH Maritime offers innovative solutions that empower clients to manage shipping and navigation risk, optimise design and enable safe co-existence with other marine users.

NASH Maritime have worked in the maritime environment, understand the commercial value of risk-based decision making and take an active role in driving new approaches to safety and cost reduction.



Woodrow is a long-standing and well-respected terrestrial ecology consultancy in Ireland. An expert team of ecologists work across a variety of specialist areas including habitats, birds, bats, terrestrial mammals and invertebrates, notably providing services to the renewables industry and recreation/ greenways, quarries, roads and other development areas as well as providing specialist input in national species and habitat surveys. With a long and successful history of providing environmental training and education, Woodrow see inclusion and knowledge as the key to positive environmental change.

Photo: Ben Clayton

