

Aquila Green Group Staff Survey Key findings - July 2020



To kick off Aquila becoming carbon neutral, we asked all employees to complete this anonymous survey in July 2020. The objectives of the survey were to understand how employees view Aquila in terms of sustainability and what changes group employees would like to see, as well as what they would like from The Green Group.

Green Group

Getting you involved – Survey findings

Aquila

We had 54 responses which was great.

87%

would like to see Aquila
become carbon neutral

7%

would like to know
more

6%

are indifferent

Ranked ourselves 4.28 out of 5

for our commitment to helping Aquila become carbon neutral

Green Group

Getting you involved – Survey findings

Aquila

6.91
10

Average rating of individuals
environmental consciousness

5.24
10

Rating given to the subsidiaries for
being environmentally conscious

There's an immediate gap to bridge here.
What is holding the subsidiaries back?

Green Group

Getting you involved – Survey findings

Top reasons we are climate conscious:

- Taking responsibility to protect the world for future generations
- Positive culture and good level of staff wellbeing
- Working to support a cause you believe in
- Being a socially focused individual

Green Group

Getting you involved – Survey findings

Aquila

Main barriers holding us back from being more environmentally conscious:



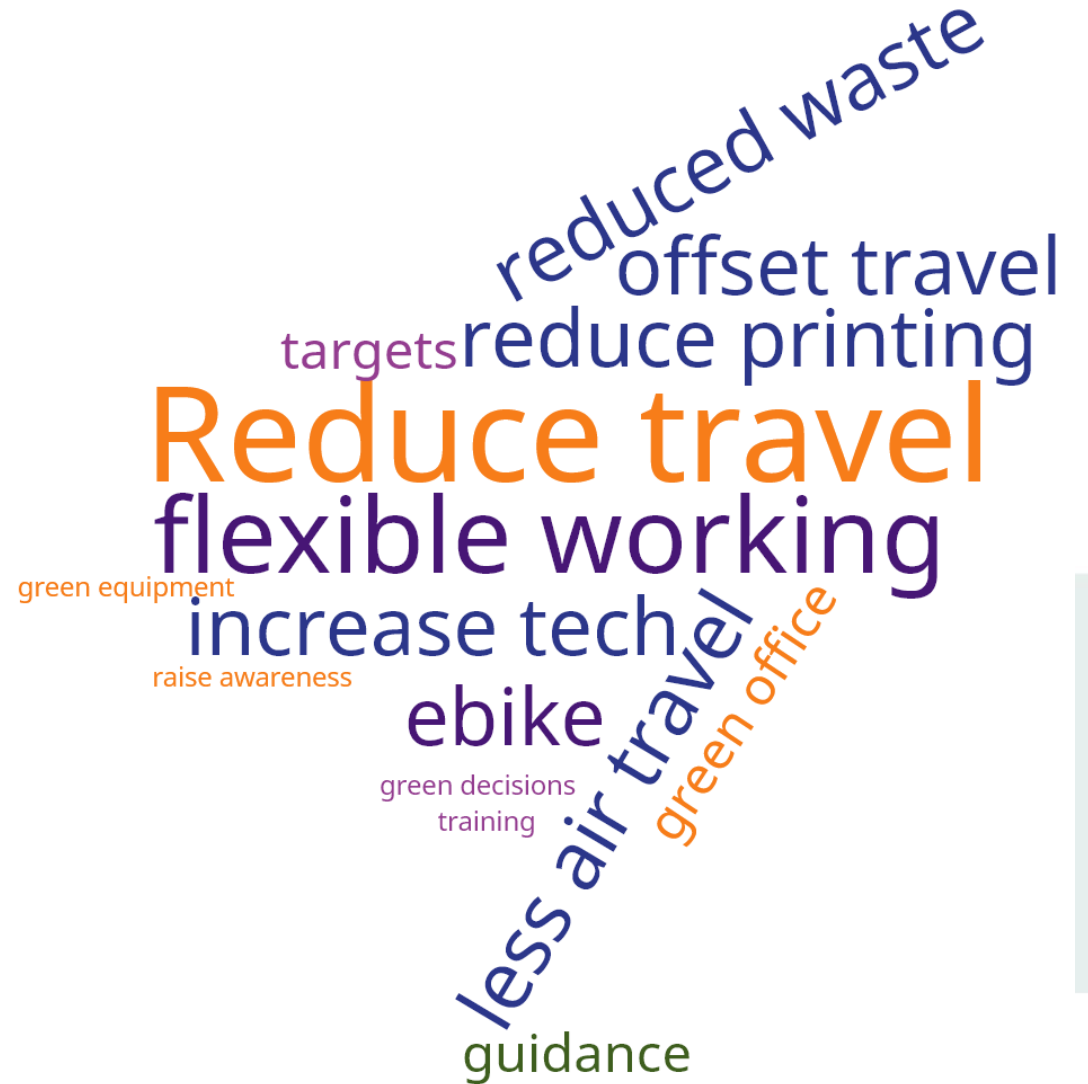
Green Group

Getting you involved – Survey findings

Aquila

What do you want to see Aquila change?

- These are all areas which the Green Group will look into in more detail



Green Group

Next steps

Key next steps for the Green Group are:

1. Map current carbon footprint – July to September 2020
2. Review environment and related policies – August 2020
3. Identify actions to reduce and mitigate identified impact – September 2020
4. Implement programme of activities – October 2020 onwards
5. Monitor and measure impact – October 2020 onwards
6. Review of first year of work – April – May 2020
7. Report on progress (as part of annual reporting) – June / July 2020