

Our 2025 Environmental, Social and Governance report



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About Taylor Hopkinson

We believe that good energy starts with good people.

Here at Taylor Hopkinson, we're proud to be the most unusually normal recruiters in the renewables sector.

What do we mean by that? Well, the careers we recruit for in renewables aren't normal. The specialists who fill them aren't normal. And the pioneering projects we support are very far from normal. But our people are simply too normal to be normal recruiters. Too normal to ghost, hound or pester, and much too normal to put our own needs before those of the candidates and clients we work with. It's what we call the power of normal people – and in an industry this important, we think it matters.

Since we were founded in 2009, we've been 100% dedicated to renewables. Working exclusively on good energy projects, and doing it with good energy, has been our purpose from day one – and it still is.

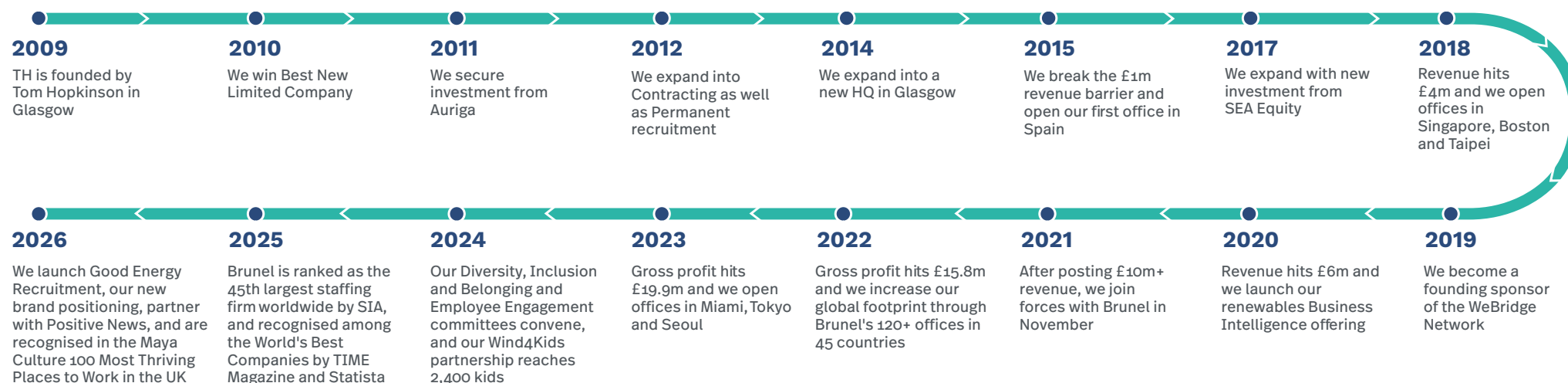
We started out as one person – our founder, Tom – and a laptop in his house, with a focus on onshore wind executive search. From there, we've grown into a global consultancy, working with the world's leading

developers, operators, manufacturers and investors to find the good people powering the energy transition across wind, solar, storage, green hydrogen, data centres, bioenergy, cleantech and beyond.

Our multi-lingual teams deliver permanent and contract recruitment across the full project lifecycle, from early development through to O&M, across every major renewables market globally. We do it honestly, putting our clients and candidates first, and with genuine care for the people we work with.

In 2021 we joined forces with Brunel, a powerful global network of more than 12,000 specialists across 120+ offices in 45 countries. Together we combine TH's deep renewables expertise and sector focus with Brunel's unmatched global reach, compliance capability and workforce solutions – giving our clients a partner that can find the right people and get them working anywhere in the world, fast.

The energy transition is too important for bad recruitment. It always has been. So that's why we've always done it differently.



Statement from our Managing Director

Good energy starts with good people.
That's always been true for us.

Taylor Hopkinson was founded in 2009 with a simple belief: that the energy transition would need exceptional people to deliver it, and that finding those people deserved to be done differently. Seventeen years later, that belief hasn't changed. If anything, the urgency has grown.

The scale of what the world needs to achieve in the coming decade is extraordinary. Global renewables capacity needs to triple by 2030. Hundreds of thousands of new specialists need to be trained, placed and retained across every technology and every market. The stakes – for the climate, for energy security, and for communities – could not be higher. We feel the weight of that context every day, and it motivates everything we do.

This is our second annual ESG report, and I want to use it to honestly assess how we did against the commitments we made last year – and to set out where we're going next.

On the Global Goals contributions we set for 2025, I'm proud to say we achieved all of them. We targeted 1,000 expert placements on renewables projects globally and delivered over 1,400. We targeted Wind4Kids sessions for 500 school-aged children and reached 570. We aimed to create five new jobs and created seven full-time roles, alongside nine replacement hires across the business. And we submitted to the CSRD for the first time, following through on our commitment to improve the rigour of our environmental reporting.



STATEMENT FROM OUR MANAGING DIRECTOR

On emissions, we made progress. Our 2024 report overestimated our emissions – the corrected figure was 32 tCO₂eq – and in 2025 we reduced that further to 29 tCO₂eq, through our move to a bigger, greener, 100% renewables-powered Glasgow headquarters, more sustainable travel programmes with Gray Dawes and our global travel partners, and a thorough supplier audit. These are real reductions and we intend to keep making them.

Elsewhere in the business, we've made genuine progress since our last report. Our people used 30 volunteering days supporting causes from child food poverty to litter picking to the Coast-to-Coast challenge across the Scottish Highlands. The Brunel Forest Foundation has now planted 20,000 trees. We launched Good Energy Recruitment – the brand positioning that finally gives a name to the way we have always tried to work. And we partnered with Positive News on Alternative Currents, a series celebrating the innovators, communities and specialists – including our own Contractors – shaping the future of renewables. Good energy starts with good people, and that means our own people too. This series, and the recognition we give to the extraordinary individuals in our team and across our industry, is our way of making sure that the people behind the energy transition feel seen and valued.

We also listened to our team. Across our global offices we've invested in employee wellbeing and benefits platforms that support our people's mental and physical health – from access to professional therapists and confidential mental health support, to wellness tools, fitness resources and financial wellbeing programmes. We know that good energy at work requires people to feel genuinely supported as whole human beings. Our DIB and Social Committees have also continued to bring our global teams together through cultural awareness initiatives and celebrations throughout the year – recognising that a team spanning multiple nationalities and backgrounds is one of our greatest strengths. Zero safety incidents. Zero whistleblower reports. These are not small things.

Of course, there's more to do. We want to keep reducing our emissions. We want more of our people volunteering. We want to reach over 1,500 placements in 2026 and help the Brunel Foundation launch a new Green Hydrogen workshop, spotlighting job opportunities in pioneering technologies for young people. We want to keep deepening our partnership with Brunel – expanding our combined capabilities across global mobility, workforce solutions and specialist recruitment to give our clients a truly global offer. And we want to keep improving the quality and honesty of this report year on year.

Spreading good energy is what we were built for.
And we intend to keep proving it.

Fiona McRae
Managing Director, Taylor Hopkinson

+1,400
placements

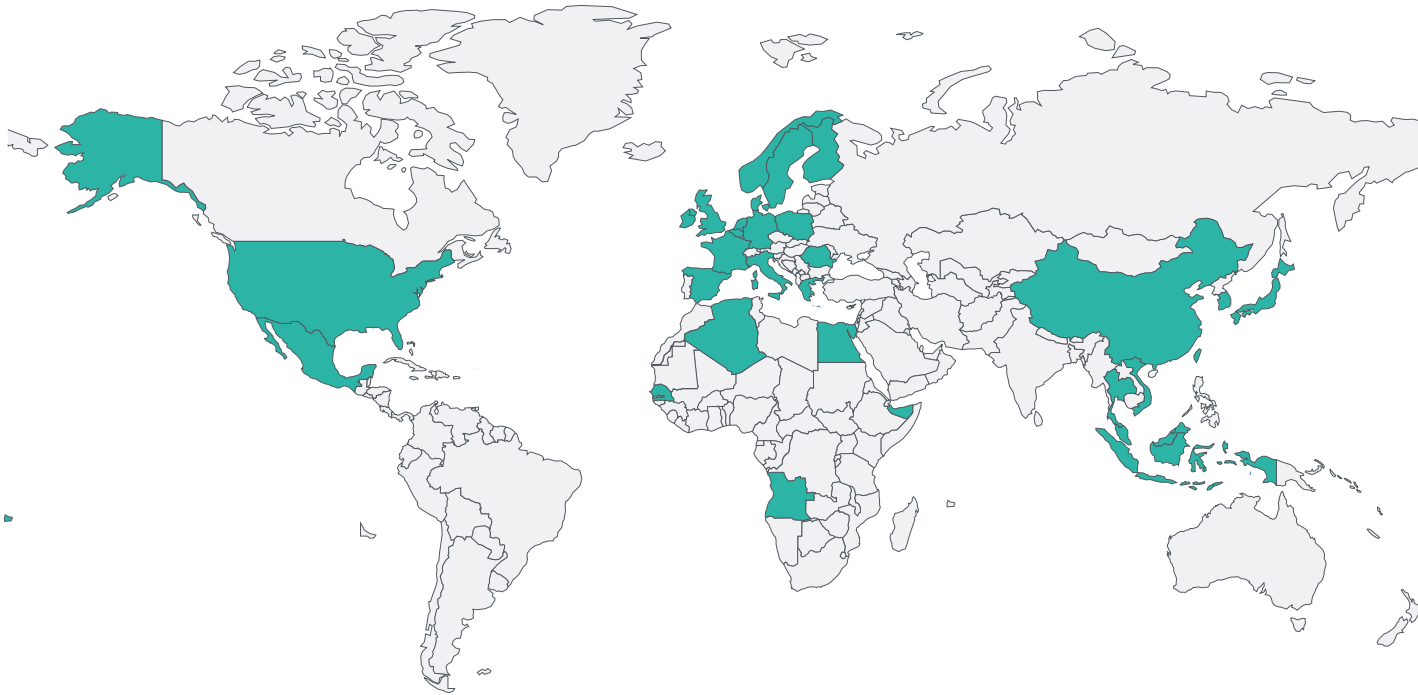
7
jobs created

570
children reached

0
safety incidents

At a glance

In the last year we've placed renewables specialists in over 50 countries globally.



49

volunteering days

29 tCO₂eq

our estimated carbon footprint for the last year

We are a disability confident employer



Our audit certification standards:



Our 2025 progress

We have chosen to use the UN Sustainable Development Goals framework in our goal setting.



In 2025 we wanted to...

... understand our Scope 3 carbon emissions by submitting data to the Corporate Sustainability Reporting Directive through our parent company Brunel and identify actions we can take to reduce these.

And...

... we submitted to CSRD for the first time and followed through with our plans for reductions, reducing our emissions from 32 tCO₂eq in 2025 to 29 tCO₂eq in 2026.



In 2025 we wanted to...

... create 5 full time jobs.

And...

... we created 7 new jobs as well as hiring 9 replacements.



In 2025 we wanted to...

... deliver workshops to 500 school aged children across the USA, the UK and Spain in partnership with Wind4Kids and the Brunel Foundation to teach children about renewable energy and the jobs they can do in the industry.

And...

We delivered workshops to 570 school aged children at Taylor Hopkinson. You can get more info on Taylor Hopkinson and Brunel's activities on the [Brunel global impact map](#).



In 2025 we wanted to...

... place 1000 experts on renewable energy projects globally.

And...

... we placed over 1400 experts.

Our 2026 goals

We are building on our 2025 goals and what is important to us as a company.

In 2026 we want to...



... see a reduction in our total carbon emissions in 2026 from our emissions in 2025.



...help the Brunel Foundation launch a new Green Hydrogen workshop to teach people about Green Hydrogen and its applications.



... raise £5000 and have our people use 10% of their volunteering days for charities that promote social, economic and political inclusion for all.



... place 1500 experts on renewable energy projects globally.

Enviromental

- Emissions
- Sustainable Data and AI
- Waste
- Nature





Emissions

Taylor Hopkinson measures our emissions in line with CSRD.



Scope 1: we do not produce any emissions from sources we own or control directly.

Scope 2: we do not have operational control of our leased properties, so emissions associated with purchased utilities do not fall under scope 2.

We recognise that while in terms of Scope 1 and 2 our company would be classed as Net Zero, Scope 3 emissions are the most important scope as these have always been the largest contributor to our carbon footprint.



We reduced our emissions from
32 tCO₂eq in 2025 to
29 tCO₂eq in 2026

We reduced our emissions in 2025 by:

Head office move: we moved our HQ to a new building using electricity from 100% renewables sources. Our Spanish office moved to a more energy efficient building with better public transport links for the team.

Switch of travel partner: we have worked with Gray Dawes to have all travel booked by us be as sustainable as possible.

Supplier audit: we performed an internal audit of our suppliers and ensured that they met our Code of Conduct.

Employee benefits: we continued to run both our cycle to work and salary sacrifice for EV schemes in the UK to encourage greener methods of transport for our employees both commuting to work and in their everyday lives.

In 2026 we want to reduce our emissions further by continuing to look towards sustainable travel options and only taking on new suppliers that meet our standards and show commitment to sustainability.



ENVIRONMENTAL

Sustainable Data and AI

In 2026 we will be migrating our data to a new CRM. We are taking steps to ensure that only needed data is carried over and we are not transferring and storing unnecessary amounts of data.

Artificial Intelligence can help us increase the value and quality of our services, but we intend to be mindful of how we use this. As we look to integrate AI solutions, we will be carefully monitoring the sustainability of proposed solutions. AI will never be used without human oversight in Taylor Hopkinson, and we will always carefully consider the environmental impact of any AI solutions we intend to implement.

We have ensured our new CRM has a comprehensive sustainability statement regarding their use of AI.

Nature

Taylor Hopkinson contributes to the Brunel Forest Foundation in partnership with EcoMatcher. To date the Brunel Foundation has planted 20,000 trees with 1,798.3 tonnes of Co2 sequestered.

We also had employees who uses their paid volunteering day to embark on litter picking initiatives around our head office and in their own communities to remove litter from nature with equipment provided by the Brunel Foundation.

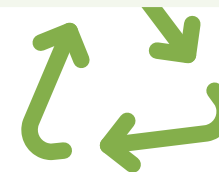
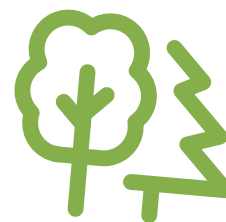
Waste

We aim to improve our recycling in our offices and encourage employees to reduce their single use plastic usage. Our coffee machines use aluminium pods which are collected and sent back to the manufacturer to be recycled. We work with local schools to help re-use electrical equipment that has been refurbished with a full data clean to help students that do not have access to this resource, this includes laptops, mobile phones and monitors.

We operate as paper free as possible by using digital documents unless it is necessary to print. In 2025 we used DocuSign to issue documents for signature which saved 35,392 pages of paper, eliminated 336 lbs of waste and reduced carbon emissions by 4.864kgs.

For the paper we do use, we partner with Change Waste Recycling in our head office. They removed 360kg of confidential paper in 2025 with 196.93kg carbon diverted.

In 2025 we used DocuSign to issue over 5000 documents for signature which saved 35,392 pages of paper, 336 lbs of waste and reduced carbon emissions by 4.864kgs



Health and Safety

- Our safety culture





Health and Safety

Taylor Hopkinson has continuously held ISO45001 for several years. We operate within a **just safety culture**, focusing on understanding what happened and the underlying reasons rather than assigning blame. By reporting incidents, we can identify patterns, make meaningful improvements, and ensure a safe and healthy environment for everyone. That's why we actively encourage all employees to report incidents and near misses.

In 2025, we had zero incidents within our offices, and we remain committed to maintaining a safe workplace for all employees. Our Health and Safety representative joined Brunel's Global Health and Safety Committee and completed their NEBOSH Level 6 qualification.

In 2026, Taylor Hopkinson will adopt Donesafe as a platform to improve our Health and Safety assessment and reporting functionalities. This will be rolled out globally across Brunel to help all regions can learn from one another and ensure that we are doing everything we can to maintain the highest possible standards.

We will also implement the Crisis24 platform for travel risk management for both our employees and any contractors who work with us.



A just safety culture isn't about having zero incidents... it's about creating an environment where people feel safe to report them. The moment someone stays silent about a near miss because they're worried about blame, you've lost visibility of a risk that could hurt someone. That's why we invest heavily in making sure every person in our business knows how to report, why we report, and what happens when they do. When people understand that reporting exists to identify trends and address issues immediately, not to assign blame, they engage with it properly. Zero incidents only means something when it sits alongside a culture where people genuinely feel they can speak up. That's what we're building.



Leanne Law
Head of Business Operations & Quality



Social



- Employee Wellbeing
- Volunteering
- Wind4Kids
- DIB



Employee Wellbeing

Health and Wellbeing



Mental Health support

The importance of mental health in the workplace cannot be overstated. We're proud to partner with award winning Plumm Health, a global online platform that offers professional confidential support to all our employees across the world. As well as a self-help resource hub on a range of topics, from meditation to topical courses and webinars, the platform provides access to professional therapists and coaches for when our employees need additional support. We also provide access to an Employee Assistance Programme which provides 24/7 mental health support and access to practical advice to address a wide range of challenges individuals can face from financial to caring responsibilities to self-help.



Holidays

We offer a holiday package that starts at 35 days and increases with length of service. In the UK, since 2025, we have acted on feedback to not have mandatory closures on bank holidays and public holidays and instead allow people to have control over their holiday entitlement, which has been well received.



Wellness support

We recognise that not just mental health, but physical health is crucial to overall wellbeing and we support our employees in this from taking part in organised events and supporting those who pursue fitness goals. Our employee benefits platform includes a wellness centre that offers a range of wellbeing tools from online workout sessions to hypnotherapy to give our employees immediate access to activities that enhance their all-round wellbeing.



Flexible Working

We believe our people are our most valuable asset and are committed to attracting and retaining the best talent. We recognise the importance of helping our people balance their work and home lives by offering hybrid working. Our Flexible Working policy also allows for anybody to request a wide range of flexible working patterns.

SOCIAL: EMPLOYEE WELLBEING

Social



Team Building

Our team managers recognise the value of taking time out of the normal working day to reflect, plan and prioritise as a team and also develop as a team. We recognise that high performing teams also know each other well too and see social activity as playing an important part in team building. Our teams have taken part in activities from bowling to cookery classes to golf as well as volunteering days with charities close to our hearts.



Office Visits

With offices around the globe we are mindful that in-person meetings between international colleagues, while beneficial, must be done with consideration to the environmental impact of travel. In 2024 we held more digital meetings than ever before, making visits to international offices more intentional to ensure maximum impact.

Incentives



Annual Incentive Trip

Each year that we hit targets, we run an annual incentive trip for the employees who have performed best throughout the year. Previous trips have included winter weekends in France, a weekend in the sun in Barcelona, and a city trip weekend to Amsterdam.



Lunch Club

Each quarter that we hit targets, we run a lunch club for employees who demonstrate excellence in their KPIs or their behaviours. Previous lunch clubs have included spa afternoons, dinners and tickets to music festivals.

Lifestyle



EV Scheme

We are partnered with Octopus Electric Vehicles in the UK to offer a salary sacrifice scheme for EVs. In 2025, 9% of our employees used this scheme and used a fully electric car.



Cycle to Work Scheme

We take part in the UK cycle to work scheme, partnering with Salary Extras and the Green Commute Initiative to allow our UK employees up to 42% off the cost of a new bike if used for commuting. Both our current office and the office we plan to move to in 2025 have bike storage facilities. In 2025, 4% of our employees used this scheme to ride a bicycle.



Employee discounts & wellbeing platform

In 2024, we launched Perkbox for our employees. This gives our people access to perks and discounts with a wide range of retailers as well as the ability give peer-to-peer recognition and comprehensive wellbeing support.

Where we cannot offer the exact same benefit in all of our regions, we strive to provide benefits that are as similar and comparable as possible. In 2025, 93% of our employees used Perkbox, saving a total of over £10,000.

SOCIAL: EMPLOYEE WELLBEING

Development



Training

We want our people to be motivated and enabled to develop, so we have a comprehensive Performance Review process in which every employee sets annual SMART goals and a personal development plan with their manager. This is reviewed regularly through the year in recorded meetings to help people achieve their work and personal development goals. We also have a structured monthly one-to-one meeting for all employees with their manager to give them time to review progress, successes and challenges so that support is always timely.

Every year we provide all people managers with a calendar of planned training sessions to allow them to identify who on their team they would like to attend. In addition, we ask them to submit requests for other training they would like their teams to attend, offering over 60 internal and external courses with the opportunity to suggest others. By year end 2025, the following had been achieved:

- 250+ hours were spent on internal training
- 7 people completed CMI level 3 in leadership
- 8 people received online language classes
- 5 people were supported through professional certification



Sponsored Education

We have a Sponsored Education Policy that outlines our commitment to supporting employees' education pursuits through financial assistance, workplace flexibility and other resources to enhance their skills and knowledge. In 2025, 5 employees were accepted for financial assistance and workplace flexibility under this policy and this included courses under NEBOSH, ACCA and CIPD.



Pursuing Passions

We want to empower people to pursue their passions. In 2025, we helped 4 people transfer to new departments within Taylor Hopkinson to allow them to develop in a different role that excited them. We also supported 1 person with a secondment from Glasgow to Taiwan.



Volunteering

In 2024 Taylor Hopkinson implemented a volunteering policy that encouraged our employees to use one paid day of volunteering a year. In 2025, 30 employees used their volunteering day across a variety of worthy causes including:



[A workshop run by THers in schools](#) around Scotland in partnership with OffshoreWind4Kids and the Brunel Foundation. Through hands-on activities, we empower kids to discover the science and technology behind clean energy solutions.



An annual fundraising run in Scotland, covering 100 miles over 2 days of running, cycling and kayaking across the Scottish Highlands. 13 of our [Glasgow TH team participated](#) and raised over £5350 for 2 charities - Children with Cancer UK and Beatson Cancer Charity.



Using litter picking equipment provided by the Brunel foundation [to clear litter from local areas](#).

Based on our employee survey at the end of 2025, we have identified what causes are important to our people and how we can support them to volunteer for these causes. In 2026 we want to increase the number of employees that use their volunteering days by 15%.

Wind4Kids



In 2025 we had a target to reach 500 school aged children with Wind4Kids session. We went over target, ending the year with 570 kids reached.

In 2026 we want to help the Brunel Foundation launch their new Green Hydrogen workshop to teach people about Green Hydrogen and its applications.

To date we've delivered sessions to **+3000 kids globally**

DIB

All Taylor Hopkinson employees undertake mandatory Diversity, Inclusion and Belonging training with a focus on unconscious bias within their first 3 months of working with us and we also provide supplementary training and refresher training when appropriate.

Taylor Hopkinson has a Diversity, Inclusion and Belonging committee who meet monthly to organise internal education and celebrations. DIB also makes up part of the agenda for our Senior Leadership meetings. In 2025, we continued running initiatives throughout the year including Lunar New Year Celebrations, LGBTQ+ history sessions, Eid celebrations, International Women's Day celebrations and fundraising for Men's Mental Health.

Corporate Governance

- Our Leadership Team
- Corruption and Bribery Prevention
- CSRD Reporting
- Driven by Standards



Our Leadership Team

At Taylor Hopkinson, our Leadership Team (LT) holds ultimate accountability for driving key initiatives, including sustainability, climate change, and diversity and inclusion, ensuring strategic progress and long-term impact. They are responsible for integrating responsible business practices into every aspect of our operations, keeping sustainability and climate action at the core of decision-making while fostering a diverse and inclusive workplace. As leaders of our long-term vision, the LT actively drives progress, identifies opportunities for improvement, and ensures alignment with industry best practices and global standards. Through strong leadership and accountability, we remain committed to making a meaningful and lasting difference for our employees, clients, communities, and the environment.

At Taylor Hopkinson, our team represents 8 nationalities and is made up of 51% women. Employee movements in our leadership team have seen 2 new female appointments, 1 in the Senior Leadership Team (SLT) and another in the Senior Management Team (SMT).

The LT guides the company's direction and makes strategic decisions, considering all stakeholders, including employees, clients, and shareholders. They also review feedback from employee committees and Meyer monitor to make informed choices.

The LT and the Board of Directors meet monthly to discuss topics, challenges, opportunities and potential risks. Following the meetings, the LT shares the discussed topics and decisions with department heads and managers, ensuring the information reaches all levels of the organisation. This communication process ensures transparency and aligns everyone with the company's goals.

We regularly gather feedback from employees through company surveys, which provide valuable insights and help us set priorities. By listening to employee feedback, we understand what drives positive change and ensure voices are heard in our decision-making processes.

Our commitment to employee engagement is supported by active committees:

- **Diversity, Inclusion, and Belonging (DIB) Committee:** Promotes a diverse and inclusive workplace.
- **Social & Employee Engagement Committee:** Organises events and activities to foster team spirit and enhances employee satisfaction and engagement by addressing concerns.

These committees help align our company strategies with employee needs and aspirations. In 2026 they will work closely together to implement actions based on feedback from our end of year survey.

We also review our benefits packages annually based on employee feedback from our company surveys. This year, we introduced the following:

New Working Hours: We're empowering our people in the UK to work "smarter, not harder" by trialling a move from a 39-hour to a 35-hour working week. The aim is to offer more flexibility and support a healthier work-life balance.

We believe that happy and engaged employees are the key to our overall success, and we strive to create a supportive and inclusive work environment for all.

Corruption and Bribery Prevention

We have a commitment to uphold high standards of integrity and transparency. Our internal policies are aligned with the UK Bribery Act, ensuring background checks and continuous monitoring of all new Clients and suppliers.

We conduct regular internal training sessions for all employees and follow our internal company policies ensuring they are well-versed in identifying, reporting, and mitigating risks associated with corrupt practices.

Additionally, we have an active, internal whistleblower policy that guarantees anonymity and protection for employees who report unethical behaviour. Our internal audit team regularly reviews and audits our operations to ensure we follow our anti-corruption policies and to spot any potential weaknesses.

We promote ethical behaviour, accountability, and continuous improvement to protect our operations, company reputation, and stakeholder trust. Our stance on preventing corruption and bribery helps us manage risks and shows our dedication to sustainable and responsible business practices.

In 2025, we had zero reports from whistleblowers, zero corruption incidents and zero Information Security incidents.



CSRD Reporting

As part of Brunel, Taylor Hopkinson follows the Corporate Sustainability Reporting Directive (CSRD) and aligns with the European Sustainability Reporting Standards (ESRS) to ensure transparency and accountability in our sustainability efforts.

We calculate our carbon footprint based on these standards, focusing on Taylor Hopkinson's environmental impact. This helps us manage our carbon emissions and meet our sustainability goals.

Brunel, our parent company, combines and publishes sustainability data for all its subsidiaries, including Taylor Hopkinson. This gives a complete view of Brunel's environmental impact and shows our shared commitment to sustainability and responsible business practices.

Driven by Standards

We are accredited for ISO 9001, ISO 14001 and ISO 45001 and Maritime Labour Convention (MLC), certifying our contracts and policies for the supply of offshore personnel. In addition, our Achilles accreditation verifies our commitment to Safety, Health, Environment, Quality (SHEQ) management systems and Corporate Social Responsibility (CSR).

Through the EcoVadis rating platform, we are dedicated to advancing our sustainability efforts and look to improve our score every year.

We prioritise our security and have obtained certification through the Cyber Essentials program. We are committed to continuously enhancing our systems to ensure the highest level of protection.

Contact us



Visit **tayhop.co/esg**.

To find out more or to speak to
one of our experts please contact:

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