

Our Global Reporting Initiative (GRI) index has been prepared in accordance with the core option of the consolidated set of GRI Sustainability Reporting Standards 2018<sup>1</sup>. It supports the publication of our inaugural Sustainability Report (<https://www.coryenergy.com/sustainability/overview/>). The Sustainability Report outlines our sustainable business strategy focused on five priority areas to guide future activity: resource management and recovery, people, powering local communities, business integrity, and advocacy and partnerships. Each priority is covered in the report, accompanied by examples of how the strategy is already being put into action.

Our reporting against the GRI Sustainability Reporting Guidelines and is predominantly based on our reporting for the period 1st January to 31st December 2018. The assessment is divided into sections which follow the GRI Index:

### General Disclosures

- Organisational Profile
- Strategy and Analysis
- Ethics, Integrity, Governance
- Stakeholder engagement
- Report profile
- Management Approach

### Topic Specific Disclosures

- Economic
- Environmental
- Society
- Further material aspects - labour practices
- Further material aspects - human rights

INDEX	ANALYSIS	DESCRIPTION
<b>1. Organisational profile</b>		
102-1	Report the name of the organisation	Cory Riverside Energy

<sup>1</sup> <https://www.globalreporting.org/standards/gri-standards-download-center/>

102-2	Report the primary brands, products and services	Cory Riverside Energy (“Cory”) is a leading recycling, energy recovery and resource management company in London. Working closely with local authorities and commercial entities, Cory manage over 1 million tonnes of London’s waste and aggregates. We segregate and process recyclable materials and turn London’s non-recyclable waste into energy and useful materials.
102-3	Report the location of the headquarters	2 Coldbath Square, Farringdon, London, United Kingdom, EC1R 5HL
102-4	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	United Kingdom
102-5	Report the nature of ownership and legal form	The Cory Riverside Energy Group (Cory Topco Limited and its subsidiaries - [Cory Riverside (Holdings) Limited. Registered company number 6505376; Riverside Resource Recovery Limited. Registered company number 3723386; Riverside (Thames) Limited. Registered company number 6427503; Cory Environmental Limited. Registered company number 49722; Cory Ship Repair Services Limited. Registered company number 4087659; and Riverside Energy Park Limited. Registered company number 11536739 are limited liability entities owned by a consortium of long-term infrastructure investors: Dalmore Capital, Fiera Infrastructure, Semperian PPP Investment Partners and Swiss Life Asset Managers.

102-6	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Cory Riverside Energy primarily serves the UK market – more specifically London councils and a range of commercial customers by processing residual waste and recyclable materials in the locale of London and the south-east. Cory has historically focused on three key growth areas: developing recycling capacity to enable increased recycling in London; investment in river transport infrastructure, as a cleaner, more efficient way to transport London’s waste and recyclable materials; and developing energy recovery facilities, to treat London’s waste.
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102-7	Report the scale of the organisation	<p>The principal activity of the group is the provision of waste management services mainly through the operation of an energy from waste facility (EfW) in East London, in the London Borough of Bexley. This is supported by the group's River Thames waste transfer infrastructure that facilitates the transfer of residual waste from the waste transfer stations managed by the group throughout central London to the EfW facility in Belvedere. The group also manages a materials recycling facility at Smugglers Way in Wandsworth. In addition, the group owns Cory Ship Repair Services, a ship repair company, to service both its own fleet of tugs and barges and third-party commercial contracts.</p> <p>The group's market is Greater London and the surrounding counties, a market within which demand for waste treatment services continues to exceed treatment capacity. In addition, CRE has the highly attractive proposition of a river transport operation providing it with ability to transport waste from central London by river to the Riverside energy from waste facility.</p> <p>Cory operates across eight sites. The business handles approximately 17% of London's local authority collected waste (LACW). The 750,000 tonnes Cory can process at Riverside EfW each year is equivalent to a market share of 7.6% of the input tonnages for the UK energy from waste sector<sup>2</sup>, generating enough electricity to power the equivalent of 160,000 homes. Cory also processes around 70,000 tonnes of co-mingled recyclable materials which is analysed, separated and baled before being distributed to recycling and reprocessing centres across the UK and internationally.</p>
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<sup>2</sup> <http://www.tolvik.com/wp-content/uploads/UK-EfW-Statistics-2016-report-Tolvik-June-2017.pdf> (Page 5)

<p>102-8</p>	<p>Information on employees and other works</p> <p>Report the total number of employees by gender</p>	<p>309 in 2018</p> <p>Male: 274 Female: 34 (11% of Cory employees are women)</p> <p>See Gender Pay Gap Report <a href="https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf">https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf</a></p>
<p>102-9</p>	<p>Describe the organisation's supply chain</p>	<p>The quality of our suppliers is integral to the success of our operations and the long-term sustainability of our business. Multiple suppliers are engaged at Cory's Riverside facility and across our four waste transfer stations, river logistics infrastructure and head office functions. These suppliers range from SMEs to major multi-national businesses, and they serve the business in variety of ways. Suppliers include office equipment, engineering services, river logistics procurement of vessels and barges. Cory has an approved suppliers list, a database of all suppliers. Our sustainable procurement policy seeks to foster local manufacturing and supply. Our procurement procedures ensure our operations utilise suppliers effectively.</p> <p>See the policies section on our website: <a href="https://www.coryenergy.com/sustainability/policies/">https://www.coryenergy.com/sustainability/policies/</a></p>
<p>102-10</p>	<p>Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain</p>	<p>In February 2018, the Group acquired a Thames Ship Repair Services Limited. This strategically placed operation allows the group to service its own fleet of barges through the company's highly experience team, providing synergies with the group's current river operations. The business also generates revenue from the servicing of third-party vessels.</p> <p>Cory also incorporated an entity - Riverside Energy Park Limited, a special purpose vehicle for the purposes of its Riverside Energy Park project. Details of each entity can be found at Companies House.</p> <p>In June 2018, the Cory Riverside Energy Group was acquired by a consortium of infrastructure investors. This resulted in the addition of two entities into the Group - Cory Topco Limited and Cory Holdco Limited.</p>

102-11	Report whether and how the precautionary approach or principle is addressed by the organisation	<p>Cory apply the precautionary principle across all aspects of our operations, and more specifically through the health, safety, environment and quality functions.</p> <p>Our section on emissions is an example: <a href="https://www.coryenergy.com/about-us/emissions/">https://www.coryenergy.com/about-us/emissions/</a> with our approach to emissions control is an example of how we are applying the precautionary principle. Our sustainability report outlines how we apply the precautionary principle across the five key priority areas that make up our sustainable business strategy.</p> <p>See the policies section on our website: <a href="https://www.coryenergy.com/sustainability/policies/">https://www.coryenergy.com/sustainability/policies/</a></p>
102-12	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	<p>A list of externally developed charters to Cory is aligned to are:</p> <ul style="list-style-type: none"> <li>• United Nations Sustainable Development Goals - see <a href="#">here</a></li> <li>• Thames Skills Academy – see <a href="#">here</a></li> <li>• Environmental Services Association Accident Reduction Charter – see <a href="#">here</a></li> <li>• Port of London Clean Air Strategy – see <a href="#">here</a></li> </ul>
102-13	List memberships of associations (such as industry associations) and national or international advocacy organisations	<p>List of stakeholders we engaged with in 2018 on material issues that influence our sustainable business strategy is included on page 53 of Cory Sustainability Report. This includes but is not limited to the following organisations:</p> <ul style="list-style-type: none"> <li>• Confederation of British Industry</li> <li>• Institute of Civil Engineers</li> <li>• National Infrastructure Commission</li> <li>• London First</li> <li>• Environmental Services Association</li> <li>• Thames Skills Academy</li> <li>• Westminster Energy Forum</li> <li>• Environmental Industries Commission</li> <li>• Investors in People</li> <li>• Waste Industry Safety and Health (WISH)</li> <li>• Tolvik Consulting</li> <li>• Dieter Helm</li> <li>• Health and Safety Executive (HSE)</li> </ul>

		<ul style="list-style-type: none"> <li>• Port of London Authority (PLA)</li> <li>• DEFRA</li> <li>• HM Treasury</li> <li>• Environment Agency</li> <li>• Local authorities and commercial customers</li> <li>• Members of the public</li> </ul>
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## 2. Strategy and analysis

102-14	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	<p>See CEO and Chair statement in Cory Sustainability Report (page 9 and 10).</p> <p><a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-15	Provide a description of key impacts, risks and opportunities to the business	<p>The group's principal risks and uncertainties can broadly be defined as competition and market, legislative, planning and financial.</p> <p>See Governance and Materiality sections for a description of key impacts and risks and how we manage them - Cory Sustainability Report (page 14 and 15) in the material issues identified in our Materiality Assessment. The opportunity that sustainability creates for our business is underpinned by our value creation business model on page 7.</p> <p>Economic, environmental and social issues are captured in the Group's enterprise risk register. The register is reviewed every six months by the Audit &amp; Risk Committee of the Topco Board, and highest-level risks are reported to the Board. A description of the risks identified and managed through our enterprise risk management system include:</p> <ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Regulatory</li> <li>• Operational</li> <li>• Plant and equipment failure</li> <li>• Environmental</li> </ul>

		<ul style="list-style-type: none"> <li>• HR and personnel</li> </ul>
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3. Ethics and integrity, governance		
102-16	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<p>See 'Vision and Values' section of Cory Sustainability Report</p> <p><a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-17	<p>Mechanism for advice or concerns about ethics</p> <p>a) Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines</p> <p>b) Report the internal and external mechanisms for reporting concerns</p>	<p>a) Cory has the following internal mechanisms:</p> <ul style="list-style-type: none"> <li>• Confidential Reporting Policy and the supporting Confidential Reporting Procedure.</li> <li>• Gifts and hospitality register to prevent bribery and corruption.</li> <li>• Anti-bribery and corruption policy and procedure</li> <li>• The group operates a 'whistle blowing' system so that safety concerns might be raised by any person without fear of adverse reaction in the knowledge that they will be investigated independently of the operational management.</li> </ul> <p>b) Cory has the following external mechanisms:</p> <ul style="list-style-type: none"> <li>• External legal counsel is consulted as required.</li> </ul>

	<p>about unethical or unlawful behaviour and matters related to organisational integrity</p>	<ul style="list-style-type: none"> <li>Cory does not tolerate any form of illegal or unethical activity (such as modern slavery and human trafficking, fraud, bribery or tax evasion) within its supply chain. Cory Riverside Energy shall have appropriate mechanisms in place to identify and guard against illegal and unethical behaviour within its supply chain.</li> </ul> <p><a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-18	<p>The reporting organization shall report the following information: a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.</p>	<p>The Cory Topco Limited Board of Directors governs the Cory Riverside Energy Group. It has top level oversight of all matters relating to the group, including economic, environmental and social issues. Certain matters must be undertaken in accordance with the Cory Topco Limited Shareholders' Agreement, the Terms of Reference of the Board's Committees, and the Group's Delegated Authority Policy and processes, which include sign off at various levels depending on the financial or reputational impacts.</p> <p>Economic, environmental and social issues are captured in the Group's risk register. The register is reviewed every six months by the Audit &amp; Risk Committee of the Topco Board, and highest-level risks are reported to the Board.</p> <p>The governance of these issues is further described in the Governance section of our Sustainability Report:</p> <p><a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-19	<p>Delegating authority</p> <p>The reporting organization shall report the following information:</p> <p>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.</p> <p>b. Whether post holders report directly to the highest governance body.</p>	<p>The Executive Leadership Team (ELT), which reports to the Cory Topco Limited Board, takes collective responsibility for economic, environmental and social topics. The Executive Leadership reviews (which cover all operational, health and safety, and sustainability aspects of the company), independent audits, monthly reporting with performance measured and analysed against budgets and a comprehensive annual budget process which requires Board approval. In addition to the annual budget, a long-term plan is continuously updated to reflect current performance and strategic aspirations.</p>

102-20	<p>The reporting organization shall report the following information: a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.</p>	<p>The Executive Leadership Team (ELT) and other senior employees in the company regularly engage with stakeholders, including central government, local government, customers, suppliers, and members of the public. Such engagement covers economic, social and environmental topics such as consultation relating to new project developments (e.g. Riverside Energy Park), hosting of the Belvedere Community Forum, speaking and engaging at public and industry events, taking part in public awareness campaigns (e.g. BBC Unplugged documentary), consultation with unions, information displayed on our website and responding to government consultations and calls for evidence.</p>
102-21	<p>Consulting stakeholders on economic, environmental, and social topics. The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.</li> <li>b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.</li> </ul>	<p>All consultations are managed internally, and feedback is provided at monthly Cory Topco Limited board meetings, ensuring that the highest governance body is aware of, and can provide input into such engagement.</p>

<p>102-22</p>	<p>The reporting organization shall report the following information:</p> <p>a. Composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> <li>i. executive or non-executive;</li> <li>ii. independence;</li> <li>iii. tenure on the governance body;</li> <li>iv. number of each individual's other significant positions and commitments, and the nature of the commitments;</li> <li>v. gender;</li> <li>vi. membership of under-represented social groups;</li> <li>vii. competencies relating to economic, environmental, and social topics;</li> <li>viii. stakeholder representation.</li> </ul>	<p>The Board comprises an independent non-executive chairman, an independent non-executive director, seven shareholder directors and two executive directors from the company, being the chief executive officer and chief financial officer. The chief executive officer is responsible for the operations of the group and for the development of strategic plans and initiatives for consideration by the Board.</p> <p>The Cory Topco Limited Board comprises:</p> <ul style="list-style-type: none"> <li>i. 8 non-executive and 2 executive members</li> <li>ii. Two of the non-executives are independent directors</li> <li>iii. The board is permanent; the members change depending on the current shareholdings</li> <li>iv. See website bios</li> <li>v. 9 males and 1 female</li> <li>vi. none</li> <li>vii. see website bios</li> <li>viii. none (except shareholders)</li> </ul> <p>See the <b>Our People</b> section of our website for further information:</p> <p><a href="https://www.coryenergy.com/about-us/our-people/">https://www.coryenergy.com/about-us/our-people/</a></p>
<p>102-23</p>	<p>The reporting organization shall report the following information:</p> <p>a. Whether the chair of the highest governance body is also an executive officer in the organization.</p> <p>b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.</p>	<p>a) The chair of Cory Topco Limited is an independent non-executive appointee.</p> <p>b) Not applicable.</p>

102-24	<p>The reporting organization shall report the following information:</p> <p>a. Nomination and selection processes for the highest governance body and its committees.</p>	<p>The nomination and selection processes for the board and committees are governed by Cory Topco Limited's Shareholders' Agreement and the Terms of Reference of each of the relevant committees.</p>
102-25	<p>Conflict of interest</p> <p>The reporting organization shall report the following information:</p> <p>a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</p> <p>Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> <li>i. Cross-board membership;</li> <li>ii. Cross-shareholding with suppliers and other stakeholders</li> <li>iii. Existence of controlling shareholder;</li> <li>iv. Related party disclosures.</li> </ul>	<p>Each director is required to declare any new conflicts of interest at the beginning of their tenure and at each monthly board meeting. Such potential or actual conflicts are recorded and managed in accordance with good governance practices.</p>
102-26	<p>The reporting organization shall report the following information: a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.</p>	<p>The Executive Leadership Team and other senior leaders lead and manage the development, approval and updating of the Group's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics. All policies must be approved by the CEO and certain policies must be approved by the Cory Topco Board. CRE's vision, values and purpose statement were recently updated following extensive consultation with employees in the business and were ultimately signed off by the Board.</p> <p>See Cory Sustainability Report – Vision and Values section page 8:</p> <p><a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>

<p>102-27</p>	<p>The reporting organization shall report the following information: a. Measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental, and social topics.</p>	<p>The ELT ensures that the Cory Topco board are aware of the important issues, including those relating to economic, social and environmental issues affecting the company, through regular board and committee reporting. Board meetings are held monthly, with written and verbal updates provided more regularly if required. Cory engage extensively with the industry body Environmental Services Association (ESA) on all material aspects that influence the resource management sector, ensuring the collective knowledge is relevant and up to date.</p> <p>See Cory Sustainability Report – Governance section on page 14: <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
<p>102-28</p>	<p>The reporting organization shall report the following information: a. Processes for evaluating the highest governance body’s performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body’s performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.</p>	<p>The Cory Topco board has not undertaken such an evaluation.</p>

<p>102-29</p>	<p>The reporting organization shall report the following information:</p> <p>a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.</p> <p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.</p>	<p>a) The Cory Topco Board members take their duty as directors seriously. The members challenge the Executive Leadership Team strongly at board meetings and more generally, to identify and assist in the management of such issues. The Audit and Risk Committee further ensures that the executive team is properly identifying key risks and managing them appropriately.</p> <p>b) Stakeholder consultation is used to help inform and support the ELT and Board's identification of issues. Feedback from employees is sought through the dedicated staff feedback channels.</p>
<p>102-30</p>	<p>The reporting organization shall report the following information: a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.</p>	<p>The Audit and Risk Committee is responsible for reviewing the effectiveness of the group's risk management processes. Its reviews the risk register and processes every six months and reports its findings to the Cory Topco board.</p>
<p>102-31</p>	<p>The reporting organization shall report the following information: a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.</p>	<p>Cory Topco board meetings and ELT meetings are held monthly.</p>

102-32	The reporting organization shall report the following information: a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	Chief Executive Officer (CEO)
102-33	The reporting organization shall report the following information: a. Process for communicating critical concerns to the highest governance body.	Depends on the nature of the concern. If immediate reporting required, a senior member of the ELT (e.g. CEO, CFO, COO, GC) will report (either orally or in writing) to the Chair or another board member. If less critical or time sensitive, will fall under monthly board reporting processes.
102-34	<p>a. Total number and nature of critical concerns that were communicated to the highest governance body.</p> <p>b. Mechanism(s) used to address and resolve critical concerns.</p>	<p>a) None.</p> <p>b) See Cory Sustainability Report (Governance section, page 14)</p>

102-35	<p>a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:</p> <p>Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.</p> <p>b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.</p>	Cory has a remuneration committee which has a remuneration policy. The remuneration policy has regard to pay, diversity and employment conditions and performance criteria across the Group.
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102-36	<p>a. Process for determining remuneration.</p> <p>b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management.</p> <p>c. Any other relationships that the remuneration consultants have with the organization.</p>	<p>a) The remuneration committee has responsibility for setting the remuneration for all employees, other than for the Group Chair, CEO, CFO.</p> <p>b) To help it fulfil its obligations the Committee has full authority to appoint remuneration consultants and to commission or purchase any reports, surveys or information which it deems necessary at the expense of the Group but within any budgetary restraints imposed by the Board.</p> <p>c) None.</p>
102-37	<p>a. How stakeholders' views are sought and taken into account regarding remuneration.</p> <p>b. If applicable, the results of votes on remuneration policies and proposals.</p>	<p>a) Feedback to the remuneration committee is sought through dedicated staff feedback channels.</p> <p>b) Not applicable.</p>
102-38	<p>a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p>	<p>Cory does not currently record this information.</p>

102-39	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country	Cory does not currently record this information.
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#### 4. Stakeholder engagement

102-40	Provide a list of stakeholder groups engaged by the organisation	<ul style="list-style-type: none"> <li>• Investors</li> <li>• Employees</li> <li>• Customers – including Local Authorities</li> <li>• Governments and regulators</li> <li>• Industry and other peer companies</li> <li>• Key opinion leaders, experts and academics</li> <li>• Suppliers and contractors</li> <li>• NGOs, media and journalists</li> <li>• Local communities and the general public</li> </ul> <p>See Cory Sustainability Report – page 53  <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-41	Report the percentage of total employees covered by collective bargaining agreements	<p>51% of Cory employees are covered by collective bargaining agreements.</p> <ul style="list-style-type: none"> <li>• London Transfer Stations – circa 75 employees</li> <li>• Barge Yard and Lighterage – circa 80 employees</li> </ul>

102-42	Report the basis for identification and selection of stakeholders with whom to engage	<p>Through our stakeholder engagement we gain an understanding of issues material to our business. Furthermore, we periodically review social, environmental and ethical issues and use this analysis, together with our stakeholder engagement, to ensure our sustainable business strategy and future plans – such as the Riverside Energy Park – take into consideration material issues. Issues identified include: London’s recycling rates; maximising energy recovery from waste; environmental impact such as air quality; food waste and anaerobic digestion; affordable local heating; skills and training; and our approach to modern slavery.</p> <p>See Cory Sustainability Report 2018 – Page 14 and 15  <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-43	Report the organisation's approach to stakeholder engagement	<p>Legislation, public and political pressure is requiring the UK waste industry to adapt, become less dependent on landfill for the disposal of its waste and to develop alternative waste treatment solutions. Cory engages with key internal and external stakeholders to better understand what wider sustainability issues are most important to them. Through this engagement we gain an understanding of their concerns and can find ways to increase transparency around our activities which may impact them.</p> <p>See Cory Sustainability Report 2018 – Page 14  <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-44	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	<p>Examples of how Cory has addressed key stakeholder concerns:</p> <ul style="list-style-type: none"> <li>• United Kingdom Without Incineration Network (UKWIN) raised concerns around circular economy, carbon emissions and emissions levels from incineration. In response, Cory published a full rebuttal, which is available on our website: <a href="https://www.coryenergy.com/wp-content/uploads/2018/10/Cory-UKWIN-response_Final.pdf">https://www.coryenergy.com/wp-content/uploads/2018/10/Cory-UKWIN-response_Final.pdf</a></li> <li>• Cory regularly publish reports on key issues such as climate change and carbon, recycling rates, circular economy, air quality, and renewable energy. These reports are a response to stakeholders addressing the issues raised: <a href="https://www.coryenergy.com/wp-content/uploads/2018/09/CRE-Response_HMT-Consultation_Final-18_05-003.pdf">https://www.coryenergy.com/wp-content/uploads/2018/09/CRE-Response_HMT-Consultation_Final-18_05-003.pdf</a></li> </ul>

See also Cory Sustainability Report 2018 – Page 15  
<https://www.coryenergy.com/sustainability/2018-sustainability-report/>

## 5. Report profile

102-45	List all entities included in the organisation's consolidated financial statements or equivalent documents	<p>Cory Riverside Energy is the trading name for each of the Cory Riverside Energy Group of companies comprising Cory Environmental Holdings Limited (Registered company number 5360864) and its operating subsidiaries:</p> <ul style="list-style-type: none"> <li>• Cory Riverside (Holdings) Limited. Registered company number 6505376;</li> <li>• Riverside Resource Recovery Limited. Registered company number 3723386;</li> <li>• Riverside (Thames) Limited. Registered company number 6427503;</li> <li>• Cory Environmental Limited. Registered company number 49722;</li> <li>• Cory Ship Repair Services Limited. Registered company number 4087659; and</li> <li>• Riverside Energy Park Limited. Registered company number 11536739.</li> </ul>
102-46	<p>Defining report content and topic Boundaries. The reporting organization shall report the following information:</p> <p>a. An explanation of the process for defining the report content and the topic Boundaries.</p> <p>b. An explanation of how the organization has implemented the Reporting Principles for defining report content.</p>	<p>a. In our first sustainability report we present our performance against our sustainable business strategy, together with a focus on how we are helping London become a more sustainable city. Our sustainable business strategy defines the priority areas that we are set to focus on.</p> <p>b. Our materiality assessment demonstrates the stakeholders we engage with and our sustainable business strategy demonstrates our commitment to the United Nations Sustainable Development Goals.</p>

102-47	<p>List of material topics</p> <p>The reporting organization shall report the following information:</p> <p>a. A list of the <b>material topics</b> identified in the process for defining report content.</p>	<p>a. Our sustainability report identified five key priority areas which include the material topics relevant to our business:</p> <ul style="list-style-type: none"> <li>• Resource management and recovery</li> <li>• Powering local communities</li> <li>• Our people</li> <li>• Business integrity</li> <li>• Advocacy and partnerships</li> </ul> <p><a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p>
102-48	<p>Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements</p>	<p>This section is not applicable as this is our first report.</p>
102-49	<p>a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.</p>	<p>This section is not applicable as this is our first report.</p>
102-50	<p>Reporting period for the information provided.</p>	<p>2018.</p>
102-51	<p>Date of most recent previous report (if any)</p>	<p>None.</p>
102-52	<p>Reporting cycle (such as annual, biennial)</p>	<p>Annual.</p>
102-53	<p>Provide the contact point for questions regarding the report or its contents</p>	<p>Please respond by email to <a href="mailto:info@coryenergy.com">info@coryenergy.com</a></p> <p>Contact details are also provided in both our website and report.</p>

102-54	<p>Claims of reporting in accordance with the GRI standards</p> <p>Report the 'in accordance' option the organisation has chosen (Core or Comprehensive)</p>	Core option.
102-55	<p>The reporting organization shall report the following information:</p> <p>a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.</p> <p>b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</p>	<p>Cory choose topic-specific Standards to report on its material topics – economic (GRI 200), environmental (GRI 300) and social (GRI 400), as well as disclosing further information on labour practices and human rights.</p> <ul style="list-style-type: none"> <li>• <b>Universal Standards:</b> 1. Organisational Profile; 2. Strategy and Analysis; 3. Ethics, Integrity, Governance; 4. Stakeholder engagement; and 5. Report profile.</li> <li>• <b>Management Approach:</b> 6. Management Approach</li> <li>• <b>Topic Specific Disclosures:</b> 7. Economic; 8. Environmental; 9. Society; 10a. Further material aspects - labour practices, 10b. Further material aspects - human rights</li> </ul>
102-56	Report the organisation’s policy and current practice with regard to seeking external assurance for the report	Independently reviewed by Paul Toyne, a strategic sustainability advisor, who provided an independent limited assurance statement. This is included as an annex to this document.

## 6. Management Approach

<p>103-1</p>	<p>Explanation of the material topic and its Boundary</p> <p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization’s involvement with the impacts. For example, whether the organization has caused or contributed to the impacts or is directly linked to the impacts through its business relationships.</p> <p>c. Any specific limitation regarding the topic Boundary.</p>	<p>a) In 2018, we established our sustainable business strategy to help drive performance across our business in line with five key priority areas which have identified the material topics to our business. These are:</p> <ul style="list-style-type: none"> <li>• Resource management and recovery</li> <li>• Powering local communities</li> <li>• Our people</li> <li>• Business integrity</li> <li>• Advocacy and partnerships</li> </ul> <p>Our sustainable business strategy aims to improve our operations to support London’s aims of becoming a sustainable city, and the nine United Nations Sustainable Development Goals that we have identified as having the greatest ability to impact.</p> <p>b) See Cory Sustainability Report 2018 – Page 17 for a description of the boundaries for each material topic (key priority area): <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p> <p>c) There were areas in the strategy where availability of data resulted in limitations in reporting progress across the key priority areas. These include: supply chain, employee diversity, and recording of staff training.</p>
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<p>103-2</p>	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. An explanation of how the organization manages the topic.</li> <li>b. A statement of the purpose of the management approach.</li> <li>c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul> </li> </ul>	<p>See Cory Sustainability Report 2018 page 17 for a description of Cory’s sustainable business strategy. This covers our performance scorecard shows our five strategic sustainability priorities, and our progress measured where appropriate with indicators and targets, to address each of the priority areas.</p> <p>An example of a material topic in our sustainable business strategy is <b><u>health and safety</u></b>.</p> <p>It is the group's policy to ensure that all employees are aware that they have a legal and moral responsibility for their own safety, for the safety of those who might be affected by their actions, and to cooperate with their employer in health and safety matters. Employee consultation and involvement in safety related activities is ensured through safety committees, joint consultative committees and other similar bodies to which all employees have access.</p> <p>In 2003 CRE committed itself to the Environmental Services Association (ESA) Accident Reduction Charter as part of which it undertook to reduce the most severe accidents (those reported under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)) by 10% year-on-year for five years. In 2009 the company recommitted itself to a renewed ESA Reduction Charter to achieve a further 10% year-on-year reductions from 2009 to 2015. This scheme was subsequently extended by ESA to 2018. Since its inception this scheme has reduced RIDDOR accident rates by more than 80% of their 2004 levels.</p>
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103-3	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul>	<p>See Cory Sustainability Report 2018 page 17 for a description of Cory’s sustainable business strategy, including our performance against our five key priority areas:  <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p> <p>Cory Sustainability Report page 43: <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a></p> <p>This covers our performance scorecard shows our five strategic sustainability priorities, and our progress measured where appropriate with indicators and targets) to address each of the priority areas.</p>
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6. Economic		
201-1	Direct economic value generated and distributed	See Cory company accounts on Companies House for financial information: <a href="https://beta.companieshouse.gov.uk/company/10659741/filing-history">https://beta.companieshouse.gov.uk/company/10659741/filing-history</a>
201-2	Financial implications and other risks and opportunities for the organisation’s activities due to climate change	See Cory Sustainability Report 2018 – Page 15: <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a>
201-3	Coverage of the organisation's defined benefit plan obligations	The Cory Group participates in multiple defined contribution pension schemes.

201-4	<p>Financial assistance received from government</p> <p>The reporting organization shall report the following information: a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b.</p> <p>The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	This was not recorded for 2018.
202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<p>All standard entry jobs are paid the same regardless of gender.</p> <p>See Cory Gender Pay Report  <a href="https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf">https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf</a></p>
202-2	Proportion of senior management hired from the local community at significant locations of operation	45% of the Executive Leadership Team have been hired from the local community.

203-1	<p>Development and impact of infrastructure investments and services supported</p> <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> <li>a. Extent of development of significant infrastructure investments and services supported.</li> <li>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.</li> <li>c. Whether these investments and services are commercial, in-kind, or pro bono engagements.</li> </ul>	<p>Process underway for Riverside Energy Park <a href="https://riversideenergypark.com/">https://riversideenergypark.com/</a></p> <p>In 2018, Cory acquired Thames Ship Repair Service, an established shipping maintenance company based in Gravesend, Kent. With this acquisition Cory will take in-house the ability to maintain its fleet of barges and tugs, as well as continuing the provision of third-party services. The acquisition, which includes two slipways off the River Thames, will enable Cory to accommodate the expansion of its existing 55 vessel fleet in serving the planned Riverside Energy Park, as well as facilitating modal transfer of road-hauled retail goods to river lighterage, helping relieve London's road congestion. This underscores its commitment to improving London's environment and air quality.</p>
203-2	Significant indirect economic impacts, including the extent of impacts	<p>The plans for Riverside Energy Park involve 60 full time jobs, alongside several thousand construction jobs.</p> <p><a href="https://riversideenergypark.com/">https://riversideenergypark.com/</a></p>
204-1	Proportion of spending on local suppliers at significant locations of operation	Not currently possible to disclose this information. In 2019, Cory have taken an action to understand more about our supply chain.

## 7. Environmental

301-1	Materials used by weight or volume	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="3" style="background-color: #00AEEF; color: white;">Performance</th> </tr> <tr> <th style="background-color: #00AEEF; color: white;">Metrics</th> <th style="background-color: #00AEEF; color: white;">Units</th> <th style="background-color: #00AEEF; color: white;">2018</th> </tr> </thead> <tbody> <tr> <td>Re-use</td> <td>Tonnes</td> <td style="text-align: center;"><b>45</b></td> </tr> <tr> <td>Recycling</td> <td>Tonnes</td> <td style="text-align: center;"><b>66,878</b></td> </tr> </tbody> </table>	Performance			Metrics	Units	2018	Re-use	Tonnes	<b>45</b>	Recycling	Tonnes	<b>66,878</b>
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301-2	Percentage of materials that are recycled input materials	66,878 tonnes at Cory's Western Riverside MRF. Along with over 1,000 tonnes of at the household waste recycling centres the business operates.																																				
302-1	Energy consumption within the organisation	<p>Three main energy uses: electricity, transport fuels and natural gas.</p> <table border="1"> <thead> <tr> <th colspan="3">Performance data</th> </tr> <tr> <th>Metrics</th> <th>Units</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Energy imported (Total)</td> <td>MWh</td> <td><b>24,124</b></td> </tr> <tr> <td>Energy imported (renewable)</td> <td>MWh</td> <td><b>24,124</b></td> </tr> <tr> <td>Energy generated (Total)</td> <td>MWh</td> <td><b>383,607</b></td> </tr> <tr> <td>Energy generated (renewable)</td> <td>MWh</td> <td><b>199,475</b></td> </tr> <tr> <td>Energy consumed (Total)</td> <td>MWh</td> <td><b>98,624</b></td> </tr> <tr> <td>Energy exported (Total)</td> <td>MWh</td> <td><b>343,228</b></td> </tr> <tr> <td>Energy exported (renewable)</td> <td>MWh</td> <td><b>178,478</b></td> </tr> <tr> <td>Marine gas oil</td> <td>MWh</td> <td><b>15,256</b></td> </tr> <tr> <td>Gas oil</td> <td>MWh</td> <td><b>13,841</b></td> </tr> <tr> <td>Natural gas</td> <td>MWh</td> <td><b>819</b></td> </tr> </tbody> </table>	Performance data			Metrics	Units	2018	Energy imported (Total)	MWh	<b>24,124</b>	Energy imported (renewable)	MWh	<b>24,124</b>	Energy generated (Total)	MWh	<b>383,607</b>	Energy generated (renewable)	MWh	<b>199,475</b>	Energy consumed (Total)	MWh	<b>98,624</b>	Energy exported (Total)	MWh	<b>343,228</b>	Energy exported (renewable)	MWh	<b>178,478</b>	Marine gas oil	MWh	<b>15,256</b>	Gas oil	MWh	<b>13,841</b>	Natural gas	MWh	<b>819</b>
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302-2	Energy consumption outside of the organisation	Not measured.																																				
302-3	Energy intensity	Not measured.																																				
302-4	Reduction of energy consumption	This is the first report which provides a baseline against which to measure future reductions in energy consumption.																																				

302-5	Reductions in energy requirements of products and services	None.
303-1	Total volume of water withdrawn by source	211 Mega-litres across all facilities (ML).
303-2	Water sources significantly affected by withdrawal of water	None.
303-3	Percentage and total volume of water recycled and reused	None.
303-4	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	One. Riverside EfW facility is located next to Crossness Nature Reserve
304-1/2	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	None.
304-3	Habitats protected or restored	None.
304-4	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	None.
305-1	Direct greenhouse gas (GHG) emissions (scope 1)	368,615
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	0

305-3	Other indirect greenhouse gas (GHG) emissions (scope 3)	64 (partially reported)																														
305-4	Greenhouse gas (GHG) emissions intensity	Not measured in 2018, which represents the baseline year against which future performance will be measured.																														
305-5	Reduction of greenhouse gas (GHG) emissions	Not measured in 2018, which represents the baseline year against which future performance will be measured.																														
305-6	Emissions of ozone-depleting substances	<p>Our section on emissions: <a href="https://www.coryenergy.com/about-us/emissions/">https://www.coryenergy.com/about-us/emissions/</a></p> <table border="1" data-bbox="842 544 1404 906"> <thead> <tr> <th colspan="3">Performance</th> </tr> <tr> <th>Metrics</th> <th>Units</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>SO<sub>x</sub></td> <td>kg</td> <td>18274.7</td> </tr> <tr> <td>NO<sub>x</sub></td> <td>kg</td> <td>840730.1</td> </tr> <tr> <td>PM2.5</td> <td>kg</td> <td>3855.75</td> </tr> <tr> <td>PM10</td> <td>kg</td> <td>3855.75</td> </tr> <tr> <td>Ozone</td> <td>kg</td> <td>NA</td> </tr> <tr> <td>Other:</td> <td>kg</td> <td>NA</td> </tr> <tr> <td>Lead</td> <td>kg</td> <td>8.87</td> </tr> <tr> <td>Mercury</td> <td>kg</td> <td>2.25</td> </tr> </tbody> </table>	Performance			Metrics	Units	2018	SO <sub>x</sub>	kg	18274.7	NO <sub>x</sub>	kg	840730.1	PM2.5	kg	3855.75	PM10	kg	3855.75	Ozone	kg	NA	Other:	kg	NA	Lead	kg	8.87	Mercury	kg	2.25
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305-7	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	<p>Our section on emissions: <a href="https://www.coryenergy.com/about-us/emissions/">https://www.coryenergy.com/about-us/emissions/</a></p> <table border="1" data-bbox="864 1023 1417 1385"> <thead> <tr> <th colspan="3">Performance</th> </tr> <tr> <th>Metrics</th> <th>Units</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>SO<sub>x</sub></td> <td>kg</td> <td>18274.7</td> </tr> <tr> <td>NO<sub>x</sub></td> <td>kg</td> <td>840730.1</td> </tr> <tr> <td>PM2.5</td> <td>kg</td> <td>3855.75</td> </tr> <tr> <td>PM10</td> <td>kg</td> <td>3855.75</td> </tr> <tr> <td>Ozone</td> <td>kg</td> <td>NA</td> </tr> <tr> <td>Other:</td> <td>kg</td> <td>NA</td> </tr> <tr> <td>Lead</td> <td>kg</td> <td>8.87</td> </tr> <tr> <td>Mercury</td> <td>kg</td> <td>2.25</td> </tr> </tbody> </table>	Performance			Metrics	Units	2018	SO <sub>x</sub>	kg	18274.7	NO <sub>x</sub>	kg	840730.1	PM2.5	kg	3855.75	PM10	kg	3855.75	Ozone	kg	NA	Other:	kg	NA	Lead	kg	8.87	Mercury	kg	2.25
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306-1	Total water discharge by quality and destination	This data is currently not being collected by Cory.																											
306-2	Total weight of waste by type and disposal method	<table border="1"> <thead> <tr> <th colspan="3" data-bbox="864 507 1106 539">Performance</th> </tr> <tr> <th data-bbox="864 539 1144 600">Metrics</th> <th data-bbox="1144 539 1337 600">Units</th> <th data-bbox="1337 539 1576 600">2018</th> </tr> </thead> <tbody> <tr> <td data-bbox="864 600 1144 638">Re-use</td> <td data-bbox="1144 600 1337 638">Tonnes</td> <td data-bbox="1337 600 1576 638">45</td> </tr> <tr> <td data-bbox="864 638 1144 692">Recycling</td> <td data-bbox="1144 638 1337 692">Tonnes</td> <td data-bbox="1337 638 1576 692">66,878</td> </tr> <tr> <td data-bbox="864 692 1144 753">Waste to energy</td> <td data-bbox="1144 692 1337 753">Tonnes</td> <td data-bbox="1337 692 1576 753">735,100</td> </tr> <tr> <td data-bbox="864 753 1144 791">Incineration</td> <td data-bbox="1144 753 1337 791">Tonnes</td> <td data-bbox="1337 753 1576 791">NA</td> </tr> <tr> <td data-bbox="864 791 1144 829">Landfill</td> <td data-bbox="1144 791 1337 829">Tonnes</td> <td data-bbox="1337 791 1576 829">8,235</td> </tr> <tr> <td data-bbox="864 829 1144 868">Other:</td> <td data-bbox="1144 829 1337 868">Tonnes</td> <td data-bbox="1337 829 1576 868">29, 634</td> </tr> <tr> <td data-bbox="864 868 1144 906">Total</td> <td data-bbox="1144 868 1337 906">Tonnes</td> <td data-bbox="1337 868 1576 906">839,892</td> </tr> </tbody> </table>	Performance			Metrics	Units	2018	Re-use	Tonnes	45	Recycling	Tonnes	66,878	Waste to energy	Tonnes	735,100	Incineration	Tonnes	NA	Landfill	Tonnes	8,235	Other:	Tonnes	29, 634	Total	Tonnes	839,892
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306-3	Total number and volume of significant spills	None.																											
306-4	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ANNEX I, II, III, and VIII	None.																											
306-5	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	None																											

306-6	Extent of impact mitigation of environmental impacts of products and services	See Cory Sustainability Report – page 38: <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a>
306-7	Percentage of products sold and their packaging materials that are reclaimed by category	None.
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	No significant fines
307-2	Significant environmental impacts of transporting products and other goods and materials for the organisation’s operations, and transporting members of the workforce	The significant environmental impacts of the operations that Cory control are measured and monitored. See Sustainability Report page 30 ( <a href="https://www.coryenergy.com/sustainability/overview/">https://www.coryenergy.com/sustainability/overview/</a> ) for description of our main method of transporting goods and materials. The environmental impacts of our wider supply chain, including Scope 3 supply chain emissions is not currently captured by the organisation.
307-3	Total environmental protection expenditures and investments by type	Independent assurance confirmed that Cory’s Green Financing Framework (covering a £520million re-financing) aligned with the stated definitions of both green bonds (within the Green Bond Principles), and green loans (within the Green Loan Principles). Cory will use the bonds and loans to finance projects in four key categories: pollution prevention and control; clean transportation; energy efficiency; and other forms of renewable energy.  <a href="https://www.coryenergy.com/wp-content/uploads/2018/12/CRE-Green-Financing-Framework-and-DNV-assessment-2018.pdf">https://www.coryenergy.com/wp-content/uploads/2018/12/CRE-Green-Financing-Framework-and-DNV-assessment-2018.pdf</a>

308-1	Percentage of new suppliers that were screened using environmental criteria	A proportion of Cory's suppliers were screened using environmental criteria. This is currently not measured. We anticipate being able to measure this in 2019.
308-2	Significant actual and potential negative environmental impacts in the supply chain and actions taken	We anticipate being able to measure and report this in 2019.

## 8. Society

205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Anti-Bribery and Corruption procedure is on the enterprise risk register; however, it is not deemed a high risk. No significant risks were identified in 2018.
205-2	Communication and training on anti-corruption policies and procedures	Cory's Anti-Bribery and Corruption Policy was updated in 2018 and communicated to all employees, including guidance on processes to report on any suspicion of bribery and corruption and how to complete Gifts & Hospitality Register.
205-3	Confirmed incidents of corruption and actions taken	None in 2018.
206-1	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	None.

206-2	Monetary value of significant fines and total number of nonmonetary sanctions for non-compliance with laws and regulations	None.
414-1	Percentage of new suppliers that were screened using criteria for impacts on society	A proportion of Cory's suppliers were screened for their impacts on society. This is currently not measured. We anticipate being able to measure this in 2019.
414-2	Significant actual and potential negative impacts on society in the supply chain and actions taken	We anticipate being able to measure and report this in 2019.
414-3	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	None. We investigate all complaints if they were to arise.

### 9a. Further material aspects (Labour practices and decent work)

401-1	Total number and rates of new employee hires and employee turnover by age group, gender and religion	Average staff:	<b>310</b>
		Total leavers:	<b>44</b>
		Total female leavers	<b>5</b>
		Total male leavers	<b>39</b>
		Average age of leaver	<b>43.8</b>
		Religion	<b>No data</b>

		For further information see Cory Gender Pay Gap Reporting: <a href="https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf">https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	None.
401-3	Return to work and retention rates after parental leave, by gender:	100%.
402-1	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	12 weeks.
403-4	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on OH&S programs	100% of total workforce.
403-5	Workers with high incidence or high risk of diseases related to their occupation	None.

403-6	Health and safety topics covered in formal agreements with trade unions	No.
404-1	Average hours of training per year per employee by gender, and by employee category	Statistics on training hours have not been produced in this way. We anticipate being able to measure and report this in 2019.
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<p>In 2018 Cory achieved Investors in People status, which recognises that all of their three key indicators (Leading, Living the Organisation's Values and Empowering and Involving People) are at a mature level within Cory's business. This includes a programme for skills management, lifelong learning and continued support for employees. We run in-house and external training programme across the group depending on the issue at hand.</p> <p>Cory is aware of the importance of good communication in relationships with its staff. Through training and regular meetings with senior management the company seeks to maintain a common appreciation of the company's performance and encourage an open dialogue as to how to continue to improve operational performance and service delivery to its customers. In addition to this it has launched a programme of events and actions to improve staff engagement levels which includes newsletters, Town Hall meetings and dedicated staff feedback channels.</p>
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	100%

405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Cory does not record this information.
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	See Sustainability Report 2018 – Page 36.  See Gender Pay Gap Report  <a href="https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf">https://www.coryenergy.com/wp-content/uploads/2019/03/Gender-Pay-2017-18-vF-002.pdf</a>
405-3	Percentage of new suppliers that were screened using labour practices criteria	Modern slavery and anti-bribery and corruption, increasing awareness and understanding amongst employees and our suppliers. As an example, a full screening was completed in 2018 for Cory's barge building programme.
405-4	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Cory has a supplier screening process to identify labour practices in the supply chain and actions taken to improve it. Through its application in 2018 no actual or potential negative impacts were identified.
405-5	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	One. This was resolved through Cory's formal grievance mechanism.

#### 9b. Further material aspects (Human rights)

412-1	Total number of incidents of discrimination and corrective actions taken	None.
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407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	None.
412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	600 hours of employee training.
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	We are a UK based company, while we take human rights seriously, HSE risks (which can impact on human rights) are addressed more specifically and directly than addressing the more amorphous "human rights" in a general sense.
412-4	Percentage of new suppliers that were screened using human rights criteria	We do not screen using "human rights" criteria but rather competency, modern slavery, HSE, financial standing.
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development plans	100% for local community engagement plans
413-2	Operations with significant actual and potential negative impacts on local communities	None. We are a UK based company, while we take human rights seriously, HSE risks (which can impact on human rights) are addressed more specifically and directly than addressing the more amorphous "human rights" in a general sense.

## **Independent limited assurance report to the Directors of Cory Riverside Energy.**

### **Conclusions**

Based on the procedures I have performed and the evidence I have obtained, nothing has come to my attention that causes me to believe that the selected information reported in their GRI Standards assessment is not material and not prepared and reported in accordance with the GRI criteria.

### **Introduction**

The Directors of Cory Riverside Energy (Cory) engaged me to provide limited assurance on selected information provided to the Global Reporting Initiative (GRI) Standards (issued in July 2018) submission for the 52 weeks to 31 December 2018.

The GRI Standards represent global best practice for reporting publicly on a range of economic, environmental and social impacts. Sustainability reporting based on the Standards (GRI 102 and 103) provides information about an organization's positive or negative contributions to sustainable development. The modular, interrelated GRI Standards are designed primarily to be used as a set. Cory choose topic-specific Standards to report on its material topics – economic (GRI 200), environmental (GRI 300) and social (GRI 400), as well as disclosing further information on labour practices and human rights. Information relevant to the Standards is disclosed within the company's 2018 Sustainability Report.

### **Scope and work done**

In order to consider the risk of misstatement of the selected information reported in the Cory GRI submission I undertook the following tasks:

- made enquiries of the Cory management; evaluated the design of the key structures, systems and processes and controls for managing and recording and reporting the selected information. This included visiting Cory's Belvedere energy from waste facility;
- performed limited testing on a selective basis of selected information at the corporate head office to check that data had been appropriately measured, recorded, collated and reported. This included the review of internal company documentation, such as minutes of relevant committee meetings to check that governance and reporting processes were in place; and
- I also considered the disclosure and presentation of the selected information. Some of this information is presented in their 2018 Sustainability Report.

### **Findings and limitations**

This was Cory's first disclosure of selected information for the GRI Standards. In 2018 the company changed ownership and its general disclosure (GRI 102 and 103) was comprehensive in most areas. Selected information on certain aspects of ethics and governance were missing. Elsewhere, selected information disclosed under environment goes through the external scrutiny of third parties such as the Environment Agency, and mature systems and processes were in place. Areas where data were unavailable included labour practices (GRI 401-405) and supply chain (GRI 414), specifically the recording of staff training, composition of employees by employee category, and the screening of environmental and social impacts of suppliers.



Dr Paul Toyne<sup>3</sup>  
Independent sustainability adviser  
London  
20 May 2019

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