

ESG data, metrics

and information

2025/26

ESG *data*

This ESG Databook details Cadent's Environmental, Social and Governance (ESG) data, metrics and disclosures. It should be read in conjunction with our other year-end publications, including the Annual Report and Accounts and Sustainability Report.

Cadent is continually evolving and enhancing its ESG reporting. For the 2025/26 reporting year, new ESG disclosures have been introduced. Where these disclosures are reported for the first time, comparative data for previous years has not been back-filled.

We are following the Global Reporting Initiative's (GRI) framework for disclosing information on sustainability related matters.

Environmental metrics

Energy

The data provided in this table covers 100% of operations.

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Energy consumption					
Energy purchased from biofuels (MWh)	-	-	-	-	258.85
Renewable electricity purchased (MWh)	-	-	-	-	17,520.62
Energy purchased from diesel (MWh)	-	-	-	-	46,495.93
Energy purchased from LPG, butane or propane (MWh)	-	-	-	-	13.91
Energy purchased from motor gasoline (MWh)	-	-	-	-	4,545.05
Energy purchased from natural gas (MWh)	-	-	-	-	29,385.07

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Energy consumption					
Energy purchased from non-renewable electricity (MWh)	-	-	-	-	1,295.67
Total renewable energy purchased/consumed (MWh)	-	-	-	-	17779.46
Total non-renewable energy purchased/consumed (MWh)	-	-	-	-	81735.62
Total energy purchased (MWh)	-	-	-	-	99515.08
Percentage of total that is renewable energy imported/purchased	-	-	-	-	17.87%
Energy intensity					
Energy consumption intensity (/GAV) (MWh/GBP)	-	-	-	-	0.000006
Energy consumption intensity (/revenue) (MWh/GBP)	-	-	-	-	0.000037
Energy consumption intensity (/output) (MWh/MWh)	-	-	-	-	0.000286

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Output and impact					
Capacity: Maximum energy distributed (GJ/day)	-	-	-	-	5,517,678
Output: energy distributed (MWh)	-	-	-	-	221,923,700
Onsite energy generation					
Solar (MWh)	-	-	-	-	150.55
Total energy generated onsite (MWh)	-	-	-	-	150.55
Energy exported / sold					
Renewable electricity (MWh)	-	-	-	-	95.22
Total energy exported / sold (MWh)	-	-	-	-	95.22
% Renewable electricity exported / sold	-	-	-	-	100%
External review					
Has all of the data above been reviewed by an independent third party?	Energy data above has not been reviewed by an independent third party.				

Methodology

For energy imported/purchased in our 2025/2026 year, data coverage is estimated based on the knowledge that it includes fleet vehicles, company vehicles, solar panels, own use gas, electricity and gas consumption.

ESG *data* continued

Greenhouse gas (GHG) emissions

The data provided in this table covers 100% of operations.

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Standards, methodologies, assumptions, and/or calculation tools used	Our Carbon Inventory Framework follows the guidance set out in the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard and The GHG Protocol Corporate Value Chain (Scopes 1,2 & 3) Accounting and Reporting Standard, which uses both location-based and market-based approaches to measure Business Carbon Footprint, under our Operational Control. Our Business Carbon Footprint also follows the requirements set out by Ofgem in their Regulatory Instructions and Guidance (RIGs).				
Consolidation approach for emissions	Operational Control				
Emissions from combustion of fuels tCO₂e	-	-	-	-	18,376.34
Fugitive emissions tCO₂e	-	-	-	-	1,056,751.7
Total direct (Scope 1) GHG emissions tCO₂e	1,270,800.80	1,223,337.78	1,185,008.95	1,134,525.55	1,075,128.04
Location-based electricity (Scope 2) GHG emissions tCO₂e	5,527.45	4,545.33	4,267.32	3871.12	3,102.45
Market-based electricity (Scope 2) GHG emissions tCO₂e	0*	0*	0*	0*	1.30*

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Purchased goods and services tCO ₂ e	9,881.51	5,060.82	6,960.41	15,398.63	11,799.79
Fuel and energy related activities tCO ₂ e	-	-	-	-	4,089.54
Upstream transportation & distribution tCO ₂ e	21,526.71	26,818.25	27,379.29	22,541.87	25,528.08
Waste generated in operations tCO ₂ e	-	-	367.41	869.47	603.98
Business travel tCO ₂ e	247.15	525.26	482.85	657.35	460.00
Total Scope 3 GHG emissions tCO ₂ e	31,655.37	32,263.77	35,189.97	39,467.32	42,481.39

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
The process used to determine the Scope 3 emission categories that are deemed material/relevant.	In 2021, Cadent conducted a screening exercise that highlighted scope 3 categories that are materially relevant to Cadent. A scope 3 category applicability matrix was used to determine, on both quantitative and qualitative bases, Cadent's scope 3 emission hotspots. The screening process follows the recommended screening approach outlined in the GHG Protocol Corporate Value Chain Accounting and Reporting Standard. Each category was assigned a weight to reflect its relative importance in determining scope 3 category hotspots. Size, influence, risk, stakeholders, and level of outsourcing were used to evaluate applicability				
Total Scope 1 and 2 (location-based) tCO₂e	1,276,328	1,227,883	1,189,093	1,138,397	1,078,230.49
Total Scope 1, 2 and 3 (location-based) tCO₂e	1,307,983.62	1,260,146.88	1,224,466.24	1,177,863.99	1,120,711.88
Total Scope 1, 2 and 3 (market-based) tCO₂e	1,307,983.62	1,260,146.88	1,224,466.24	1,177,863.99	1,117,610.73
On site offsets tCO₂e	-	-	-	-	0
Offsets purchased tCO₂e	-	-	-	-	0

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Emissions avoided (renew, energy export) tCO ₂ e	-	-	-	-	0
Gross emissions intensity (/GAV) in tCO ₂ e/GBP	-	-	-	-	0.000064
Gross emissions intensity (/revenue) in tCO ₂ e/GBP	-	-	-	-	0.000433
Gross emissions intensity (/output) in tCO ₂ e/MWh	-	-	-	-	0.004859
Net emissions intensity (/GAV) in tCO ₂ e/GBP	-	-	-	-	0.000064
Net emissions intensity (/revenue) in tCO ₂ e/GBP	-	-	-	-	0.000433
Net emissions intensity (/output) in tCO ₂ e/MWh	-	-	-	-	0.004859
GHG emissions reduction target aligned with Net Zero	-	-	-	-	Yes
Target baseline year	-	-	-	-	2019
Target end year	-	-	-	-	2050

Scope 1, Scope 2 and selected Scope 3 emissions have been independently assured in accordance with ISO 14064-3 by our external provider The Carbon Trust since 1st April 2020. Non-conformities were identified during the verification which we will be addressing over the next year. A modified opinion was issued due to non-conformities identified with reported Scope 2 and Scope 3 Category 4 emissions.

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Select the scope of the Net Zero target	Scope 1 + 2				
Scope 2 accounting method used in the Net Zero target	Location-Based				
'Metric' used for the Net Zero target	Absolute GHG tCO ₂ e				
Reporting Year Target tCO ₂ e	1,416,499.126				
Aligned with a Net Zero science-based target-setting framework	Yes, SBTi				

	Reporting Year	Target Reduction %	Metric Value
Base Year Target tCO ₂ e	2019	-	1,666,469.56
Short Term Year and target reduction (in %)	2026	-17.5	1,374,837.39
Medium Term Year and target reduction (in %)	2030	-27.5	1,208,190.43
Long Term Year and target reduction (in %)	2036	-42.5	9,582,20.00

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
If Yes, who was it validated by	The Carbon Trust				
Target publicly communicated	Yes – page 8: https://cadentgas.com/getmedia/7af613e5-6695-4fb1-b7b2-3b5f45fbe41c/Cadent-Environmental-Report-2025.pdf				
The methodology used to establish the target and communicate plans/intentions to achieve it.	For our 2025/2026 year, Scope 1 and 2 emissions for the 2019/20 base year were calculated in accordance with the GHG Corporate Accounting and Reporting Standard using an operational control approach. The Carbon Trust selected the Absolute Contraction (AC) methodology for target setting, aligned with both a well-below 2°C pathway and a 1.5°C trajectory. Cadent publishes a Business Plan for each Price Control period, setting out its Environmental Action Plan for the subsequent five years, including emissions reduction commitments. The RIIO-3 Business Plan outlines emissions reduction initiatives for 2027–2031. More than 90% of Cadent's Scope 1 and 2 emissions arise from gas leakage. Consequently, emissions reduction efforts are focused on the Iron Mains Replacement Programme, which aims to reduce leakage across the network. Additional initiatives include advanced leak detection technologies and a digital analytics platform that uses sensor data to monitor leakage in real time. These insights enable a more targeted and efficient approach to leakage reduction through mains replacement and other asset management interventions. Reduction initiatives for the rest of Cadent's BCF include maintaining our EV First responder fleet, exploring hybrid fleet options, hybrid working policy, EV and Hybrid company car fleet, installation of Solar PV during building refurbishments and continue to enhance sites with a key focus on sustainable savings. Note that, this year's market-based emissions have increased from 0 tCO₂e due to the addition of electric fleet emissions. These emissions cannot be backed by renewable energy contracts.				

**Market-based Scope 2 emissions for years 2021 to 2025 are 0 based on 100% renewable energy contracts. For 2025/2026 reporting year, market-based emissions have increased from 0 tCO₂e due to the addition of electric fleet emissions. These emissions cannot be backed by renewable energy contracts.*

ESG *data* continued

Water

The data provided in this table covers 100% of operations.

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year (1 st April 2025 - 31 st March 2026)
Water inflows / withdrawals					
Rainwater (Megaliters (ML))	-	-	-	-	1.591
Third-party potable water (Megaliters (ML))	-	-	-	-	168.798
Total water withdrawals (Megaliters (ML))	-	-	-	-	170.389
% Potable water (%)	-	-	-	-	99.066254

The methodology used for calculating data coverage.

For our 2025/2026 year, potable water usage is based on meter reads from our sites. These are collated by a third-party bill validator. There may be some unmetered sites, but these are expected to be very low consumption.

Water withdrawal intensities					
Water withdrawal intensity (/GAV) in ML/GBP	-	-	-	-	0.0
Water withdrawal intensity (/revenue) ML/GBP	-	-	-	-	0.0
Water withdrawal intensity (/output) in ML/MWh	-	-	-	-	0.000001

External review

The data reported above has not been reviewed by an independent third party.

ESG *data* continued

Waste

The data provided in this table covers 100% of operations.

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Waste generation and significant waste-related impacts					
Significant actual and potential waste-related impacts.	For our 2025/2026 year, waste generated at Cadent depots from operational activities is collected and segregated into appropriate waste streams using designated receptacles. Effective waste management is essential, as poor handling practices have the potential to cause harm to both people and the environment. Cadent works closely with its waste contractors to ensure that all waste is managed in accordance with the waste hierarchy, prioritising prevention, reuse, and recycling wherever possible. Failure to follow these practices could result in increased environmental impact, particularly through greater reliance on landfill and the associated effects on local surroundings.				
For our 2025/2026 year, waste impacts reported on are generated through Cadent's own activities					
Management of significant waste-related impacts					
Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated	For our 2025/2026 year, waste management at Cadent is undertaken in accordance with PM 03 – Control of Waste. Where appropriate, Cadent considers take back schemes for the refurbishment or reuse of technical products, including computers and mobile phones, as well as opportunities for charitable donation. Where disposal is the only viable option, Cadent works closely with its waste contractors to ensure that all waste is properly segregated and managed in line with the waste hierarchy, prioritising recycling and recovery over landfill. In areas where recycling opportunities exist—such as PE pipe, barriers, and PPE—Cadent adopts a circular economy approach, ensuring materials are returned to productive use wherever possible.				

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Management of waste by third party.	For our 2025/2026 year, local Delivery Partners generate and manage spoil arising from mains replacement activities. All spoil is handled in accordance with WM3 and the Street Works UK protocol, as referenced in PM03 – Control of Waste. Spoil related waste data is fully tracked through Action Sustainability and is monitored, targeted, and reported through established internal reporting processes. Regular contractor review meetings are held with waste management partners to ensure ongoing compliance with legislative requirements and adherence to the waste hierarchy. This approach ensures that the most environmentally responsible disposal methods are consistently applied.				
The processes used to collect and monitor waste-related data	For our 2025/2026 year, Cadent’s waste data is compiled from multiple sources and spoil related data captured through the Action Sustainability platform. Relevant waste contractors submit data on a monthly basis. This information is extracted from the appropriate dashboards and entered into the Carbon Inventory Tool for consolidation and reporting. Waste data is recorded in tonnes, categorised by waste type and disposal route, ensuring transparency and traceability across all waste streams. Internal assurance activities are undertaken on a six monthly basis to verify the quality, accuracy, and completeness of the data reported.				
Waste generated					
Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste (tonnes)	1,152,978	703,005	671,247	689,214	601,395

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Contextual information necessary to understand the data and how the data has been compiled	For our 2025/2026 year, Cadent's waste data is compiled from multiple sources and spoil related data captured through the Action Sustainability platform. Data from relevant waste contractors is submitted on a monthly basis. This information is extracted from the appropriate dashboards and entered into the Carbon Inventory Tool, where it is consolidated for reporting and analysis. Waste volumes are recorded in tonnes, categorised by waste type and disposal route, ensuring transparency and traceability across all waste streams. Internal assurance processes are conducted on a six monthly cycle to verify the quality, accuracy, and completeness of the data reported.				
Hazardous waste in tonnes	-	-	-	-	18,665.73
Non-hazardous waste in tonnes	-	-	-	-	582,729.28
Waste diverted from disposal					
Total weight of hazardous waste recycled in tonnes	-	-	-	-	0.05
Total weight of non-hazardous waste recycled in tonnes	-	-	-	-	561,764.40

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Total Recycling hazardous and non hazardous in tonnes	-	-	-	-	561,764.45
Total diverted from landfill/incineration (%)	-	-	-	-	96.65
Waste directed to disposal					
Total weight of hazardous waste directed to incineration (with energy recovery) in tonnes	-	-	-	-	18,665.68
Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations	-	-	-	-	20,964.88
Incineration (with energy recovery) - (General waste - non hazardous)	-	-	-	-	823.81
Landfilling	-	-	-	-	20,141.06

ESG *data* continued

Data	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Waste intensities					
Waste intensity (/GAV) in tonnes/GBP	-	-	-	-	0.000064
Waste intensity (/revenue) in tones/GBP	-	-	-	-	0.000387
Waste intensity (/output) in tonnes/MWh	-	-	-	-	0.003004
External review					
The data above has not been reviewed by an independent third party. It has been reviewed and signed off internally.					

ESG *data* continued

Social metrics

Employee figures

	1 st April 2021 - 31 st March 2022			1 st April 2022 - 31 st March 2023			1 st April 2023 - 31 st March 2024			1 st April 2024 - 31 st March 2025			Active within reporting period (1 st April 2025 - 31 st March 2026)		
Category	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total number of employees	1,263	4,738	6,001	1,348	4,871	6,219	1,411	4,978	6,389	1418	4879	6297	1,489	5,012	6,501
<i>Permanent</i>	1,215	4,699	5,914	1,300	4,827	6,127	1,372	4,938	6,310	1357	4711	6068	1,475	5,007	6,482
<i>Temporary</i>	48	39	87	48	44	92	39	40	79	22	16	38	14	5	19
<i>Non-guaranteed hours</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<i>Full Time</i>	1,067	4,696	5,763	1,134	4,811	5,945	1,208	4,914	6,122	1226	4816	6042	1283	4,934	6,217
<i>Part Time</i>	196	42	238	214	60	274	203	64	267	192	63	255	206	78	284
Total number of new employee hires	197	564	761	241	606	847	168	482	650	147	319	466	37	88	125
<i>Employee age under 30</i>	101	238	339	99	284	383	78	220	298	55	111	166	22	24	46
<i>Employee age 30-50 years</i>	65	248	313	104	247	351	78	220	298	67	139	206	13	52	65
<i>Employee age over 50</i>	31	78	109	38	75	113	12	42	54	25	69	94	2	12	14
Rate of new employee hires	15.60%	11.90%	12.68%	17.88%	12.44%	13.62%	12.14%	9.79%	10.30%	2.33%	5.07%	7.40%	0.62%	1.46%	2.08%
Total number of employee turnover	241	658	899	151	465	616	106	384	490	141	450	591	201	510	711
<i>Employee age under 30</i>	82	166	248	55	127	182	33	93	126	27	99	126	33	65	98
<i>Employee age 30-50 years</i>	115	296	411	68	195	263	45	171	216	74	182	256	87	239	326
<i>Employee age over 50</i>	44	196	240	28	143	171	28	120	148	40	169	209	81	206	287
Rate of employee turnover	19.08%	13.89%	14.98%	11.20%	9.55%	9.91%	7.66%	7.80%	7.77%	2.22%	7.09%	9.32%	3.34%	8.48%	11.82%
Number of workers who are not employees but whose work is controlled by the organisation	-	-	288	-	-	306	-	-	262	-	-	-	556	2701	3,257

ESG *data* continued

Training and career development

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Percentage of employees who received professional training	-	-	-	-	97.31%
Percentage of employees who received Sustainability-related training	-	-	-	-	99.79%*

* This figure is as of the 31st of March

ESG *data* continued

Diversity, equity and inclusion

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Cadent reports on:					
Diversity of governance bodies	-	-	-	-	Yes
Age group distribution	-	-	-	-	Yes
Board tenure	-	-	-	-	Yes
Gender pay gap	-	-	-	-	Yes
Gender ratio	-	-	-	-	Yes
Diversity of employees	-	-	-	-	Yes – see employee figures
Gender pay gap					
Gender pay gap (%)	24.27 %	19.44%	16.58%	15.29%	17.02%
Gender ratio*					
Percentage of employees that identify as women	-	-	-	-	22.80%
Percentage of employees that identify as men	-	-	-	-	76.67%
Percentage of employees that identify as non binary	-	-	-	-	0.09%
Percentage of employees that identify as unknown/undeclared	-	-	-	-	0.43%

ESG *data* continued

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Cadent report on:					
International background	-	-	-	-	No
Racial diversity	-	-	-	-	Yes
Socioeconomic background	-	-	-	-	No

** Note gender ratio figures don't add to exactly 100% due to rounding.*

ESG *data* continued

Health and safety

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
For our 2025/2026 year, the SHE MS - (Management System) applies to everyone employed by Cadent, or directly managed, such as Agency staff. We delegate some work to our partner organisations who go through robust pre-qualification and tender processes, before being permitted to work on our behalf. All employees and contractors working for these partners are protected by the partners safety management system.					
Work-related ill health					
For all employees: The number of fatalities as a result of work-related ill health	-	-	-	-	0
For all workers who are not employees but whose work and/or workplace is controlled by the organization: The number of fatalities as a result of work-related ill health	-	-	-	-	0
Overall health and safety performance - Employees					
Total fatalities	-	-	-	-	0
Total lost time due to injuries	-	-	-	-	2
Total recordable injuries	-	-	-	-	32 (Includes; restricted duty, lost time, treatment above first aid)
Total near miss incidents	-	-	-	-	392

ESG *data* continued

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Overall health and safety performance - Employees					
Total hours worked	-	-	15,575,109	13,604,826	12,764,837 (includes Agency staff)
Methodology used for calculating data coverage	For our 2025/2026 year, all employees and contractors are required to record injuries and incidents in the incident management system (Go Safe Management), there is no limit on groups required to report				
The data above has not been reviewed by an independent third party. It has been reviewed and signed off internally.					
Overall health and safety performance - Contractors					
Total fatalities	-	-	-	-	0
Total lost time due to injuries	-	-	-	-	1
Total recordable injuries	-	-	-	-	5 (Includes; restricted duty, lost time, treatment above first aid)
Total near miss incidents	-	-	-	-	41
Total hours worked	-	-	10,044,188	11,855,914	6,566,700

ESG *data* continued

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Overall health and safety performance - Contractors					
Methodology used for calculating data coverage	For our 2025/2026 year, all employees and contractors are required to record injuries and incidents in the Incident management system (Go Safe Management), there is no limit on groups required to report				

The data above has not been reviewed by an independent third party. It has been reviewed and signed off internally.

Overall health and safety performance - Users					
Total fatalities	-	-	-	-	0
Total recordable injuries	-	-	-	-	0
Methodology used for calculating data coverage	-	-	-	-	There are no users who directly interact with assets operated by Cadent
The data above has not been reviewed by an independent third party. It has been reviewed and signed off internally.					

ESG *data* continued

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Overall health and safety performance - Local community					
Total fatalities	-	-	-	-	0
Total recordable injuries	-	-	-	-	11 (Member of public Injuries of all severities attributable to Cadent)
Methodology used for calculating data coverage	For our 2025/2026 year, all employees and contractors are required to record injuries and incidents in the incident management system (Go Safe Management), there is no limit on groups required to report				

The data above has not been reviewed by an independent third party. It has been reviewed and signed off internally.

ESG *data* continued

Governance metrics

Economic performance

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Direct economic value generated and distributed					
Gross Asset Value (In Millions)	£14,779m	£14,753m	£15,700m	£15,889m	£16,191m
Direct economic value generated: revenue (In Millions)	-	£2,340m	£2,277m	£2,172m	£2,490m

Standards, ratings and certification

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
CDP (Climate Change)	Not assessed	B-	Not assessed	B	Pending reassessment
MSCI	AAA	AAA	AAA	AAA	AAA
Sustainalytics	19.58, Low risk	13.98, Low risk	15.66, Low risk	22.23, Medium risk*	Pending reassessment
Carbon Trust Accredited	Yes	Yes	Yes	Yes	Yes
Member of UN Global Compact	No	No	No	No	No

*Cadent has moved to Medium Risk due to a change in Sustainalytics methodology.

ESG *data* continued

General governance

Data requirement	1 st April 2021 - 31 st March 2022	1 st April 2022 - 31 st March 2023	1 st April 2023 - 31 st March 2024	1 st April 2024 - 31 st March 2025	Current reporting year response (1 st April 2025 - 31 st March 2026)
Number of board members	17	16	18	17	18
Number of male board members	14	14	15	14	14
Number of female board members	3	2	3	3	4
Number of board members from ethnic minority	-	-	-	-	-
Number of independent Directors on the board	3	3	3	3	4
Policies and procedures in place to mitigate the risk of corruption and bribery	For our 2025/2026 year, Cadent has a Counter-fraud, Bribery and Corruption Policy in place and states it takes a zero-tolerance approach and has effective systems to counter fraud, bribery and corruption.				