

OnPath Together

At heart we are a team which has been based on traditional values around caring for each other and the environment.

This has guided our approach for decades as we evolved into a leading renewable energy developer. We believe that to create a more sustainable future together we need to inspire people to embrace and play their part in creating a renewable energy system that is inclusive and fair for everyone.

OnPath Together is about doing the right thing for people and planet, and contains our commitments to the environment,

communities, our people and business partners.

Our core purpose is to help deliver 100% renewable energy for all of the UK, helping to tackle climate change and to provide safe, affordable energy for people living here.

OnPath Together aims to deliver this in tandem with leading practises in sustainable development, to help regenerate places by delivering a net-positive effect with our activities.



Think People & Planet

We place people and planet at the heart of what we do



Listen and care

We listen and care to understand



Creating a better way together

We believe in creating better projects through collaboration



Seeing the big picture

We consider how things are connected



Building community value

We believe in building value together with communities



Trust and integrity

We know trust and integrity are hard-earned

Our commitments



1

Climate and nature positive

- Embed sustainable design practices into our projects to deliver the highest environmental standards
- Use circular economic principles to design-out waste
- Protect and enhance the environment and its biodiversity
- Help tackle climate change and support the transition to net zero

2

Developing together

- Support an inclusive, diverse workplace where employees are valued, respected and listened to
- Provide you with fairly-paid and sustainable employment in an engaging environment
- Nurture and develop our employees talents and skills
- Create an environment where your health, safety and wellbeing is our priority

3

A just transition

- We deliver reliable, affordable renewable electricity for consumers across the country
- Listen to the needs of the community and deliver open, collaborative consultations with transparency & integrity
- Support your local community with investment, jobs, and skills
- Enable communities to lead change at a local level through sustainability and climate action
- Provide community benefits which reflect the priorities of the local community

4

Responsible business

- Advocate for the delivery of a fair, inclusive energy transition which restores nature and tackles climate change
- Uphold human rights and promote sustainability in our value chain with transparent reporting
- Maintain robust cybersecurity and data protection across our business



OnPath Together: A development approach that creates good green jobs, supports local businesses and establishes community partnerships.

Our Community

- To support the establishment and work of local community advisory panels
- £5k/MW of installed capacity as a baseline for new onshore wind sites
- Shared ownership with 1% free equity
- £500 per MW of installed capacity annually for solar projects as community benefit
- Every storage project to have a community benefit fund
- Deliver at least ten £500 OnPath education bursaries for every project
- Collaborate with schools, colleges and community groups to promote STEM education and renewable energy

Our Supply Chain

- Give priority to placing local businesses on tender lists
- Make local benefits & employment a material consideration for contracting
- Require tenders for work to include a statement of local economic benefits
- Obligate companies in our local supply chain to commit to delivering direct employment
- Target a local economic benefit of £1 million/MW for all onshore wind projects
- Ensure real living wage is paid for everyone working on our projects

Our People

- Guarantee a real living wage and benefits creating a beacon of excellence in renewable energy
- An OnPath apprenticeship and graduate programme
- Training and upskilling programme
- Local hiring approach with targeted recruitment for underrepresented groups
- Create partnerships with universities and local colleges
- Community outreach programmes, promoting STEM
- Flexible working policies for our team

