

An aerial photograph showing a long, white cylindrical section of a wind turbine tower lying horizontally on a dirt road. The road is flanked by dense green forests. A small blue car is parked on the right side of the road, and a white truck is at the left end of the tower section. The scene is brightly lit, suggesting a sunny day.

# Sustainability Snapshot 2025



**197k**

**In 2025, we restored or maintained more than 197,000 m<sup>2</sup> of land or freshwater ecosystems through our projects**

## **CEO message:**

**2025 was a busy year for OnPath! Having fully embraced our new company name, identity and sustainable headquarters in Sunderland, we doubled down on our mission to become the UK's leading renewable energy developer, putting our plans into full motion.**

Our ambition is to invest £1 billion in clean energy projects across the UK by 2030. Staying true to our core values, we are scaling our growth responsibly, going above and beyond for our communities and the local environment as we help to build the resilient, affordable, low-carbon energy system that the UK crucially needs.

Divesting seven of our operational wind farms during the year was a key part of our strategy, enabling us to re-invest the funds into new projects.

# Accelerating our progress towards a greener future

In doing so, we can leverage our deep expertise of building renewables projects from the ground up, expanding our strong pipeline. We will continue to manage the projects that we have sold, and all of the community benefits will remain in place for the projects' lifetimes.

In the pipeline is a diverse portfolio of new projects with a total capacity of over 3GW, including 383 MW in the planning system, over 500 MW with planning consent and over 200 MW under construction. Construction is now underway for our inaugural solar site, Barnsdale Solar Park near Leeds, and our first ever co-located solar and battery storage site at Common Farm Solar Park near Rotherham. Harnessing both sun and wind, as well as operating large-scale energy storage, will help to make the energy grid more efficient and support the long-term security of energy supplies to UK consumers.

Construction also began on our newest wind farm, Mill Rig in South Lanarkshire, where we're employing cutting-edge technology to maximise

the energy gains. We've installed the longest wind turbine blades ever used in the UK – at 80m, they cover 50% more area with each rotation, generating 33% more energy than our existing wind turbines. Mill Rig will start generating clean energy to power up to 45,000 homes by summer 2026. Combined with our other two key projects under construction (Barnsdale Solar Park and Common Farm Solar Park) these projects have a generation and storage capacity of approximately 206 MW, enough to power over 80,000 homes annually.

Alongside our continuous quest for innovation and technical excellence, communities sit at the heart of all of our projects. As featured in this report, our OnPath Together approach was in full swing for the consultations surrounding our proposed Glen Water Wind Farm in East Ayrshire. Extensive local engagement, including with local schools, ensures that local voices, of all ages and backgrounds, help to shape the plans. If approved, once up and running, the wind farm will generate £10.3 million in community funding over its lifetime.

Applying our responsible business approach internally, we fitted out our new Scottish office to a high level of sustainability credentials, including repurposing wind farm cables and using ground-breaking carbon negative materials. We've also made further steps into expanding our portfolio, opening an office in Cambridge to support new projects in the South of England.

We've built exciting momentum over the past year, adding even more expertise in key areas like construction and community engagement and continuing to invest in our people's development. Our deep-running foundations in the industry and a sharpened focus on growth positions us to deliver cutting-edge and community-led renewables projects that will accelerate the transition to net zero in a way that is fair and inclusive for everyone.



Richard Dunkley, CEO, OnPath Energy

# About this sustainability snapshot report

**This report covers the period 1 January – 31 December 2025 and serves as a snapshot of highlights, demonstrating a selection of our 16 ESG commitments in action. The metrics and proof points index at the end of the report details our progression across all ESG commitments.**

We are voluntarily reporting our environmental, social and governance (ESG) information, and used the European Sustainability Reporting Standards (ESRS)

to guide our double materiality assessment (DMA). We continue to apply the DMA results and resulting strategy developed in 2024 to guide our progress and reporting. By adopting processes from the rigorous ESRS framework, we not only align with evolving global expectations but also demonstrate our commitment to transparency and accountability, providing our stakeholders – including investors, customers and regulators – with reliable, comparable and comprehensive ESG data. This helps us to ensure our actions reflect the priorities and concerns of those most impacted by our operations.

We are committed to future-proofing our business strategy by embedding long-term resilience and adaptability into our core decision-making processes. Through

systematic identification, evaluation and mitigation of ESG risks, we strengthen our risk management capabilities, safeguarding OnPath against emerging environmental, social and regulatory challenges. This proactive approach not only reduces vulnerabilities but also unlocks new business opportunities, drives innovation and supports our ambitions for sustainable growth in the rapidly evolving renewable energy space.

The data in this report covers the year 2025. Where relevant, we also include forward-looking aspirations and projections, reflecting the long-term commitments we make and the long-lasting benefits that our renewables projects deliver to communities, local economies and the environment.



# Who we are, our values and how we work

**OnPath Energy is a leading UK renewable energy developer, providing green energy solutions for thousands of UK households, businesses and communities.**

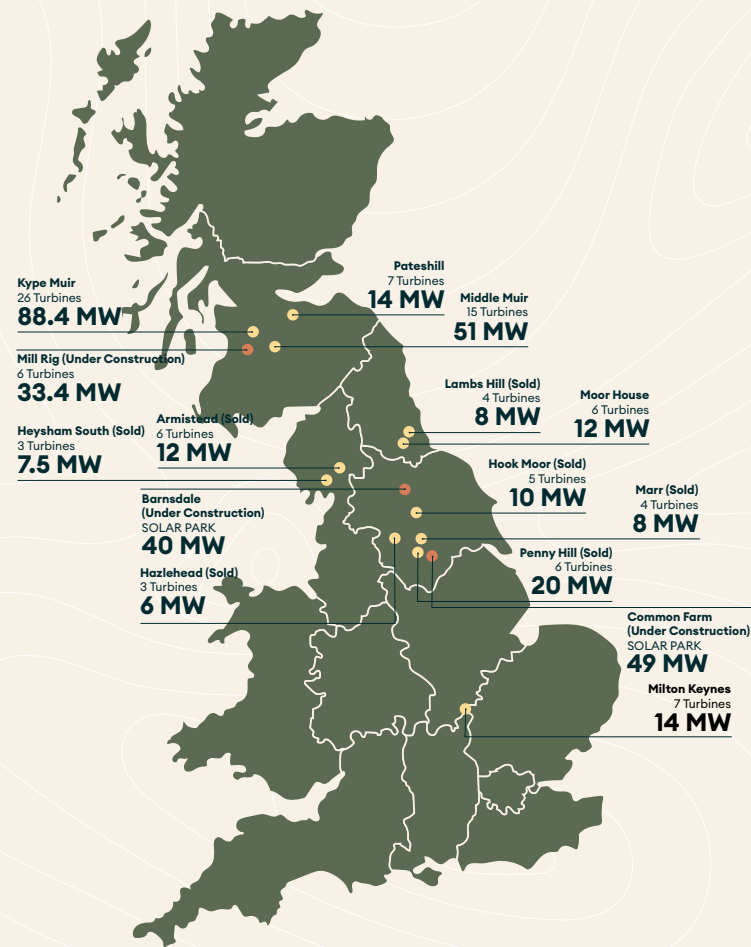
**Our vision is to create an energy system that delivers for people and planet.**

Our experience in the renewables sector spans 20 years, generating 100% green energy from 2006. Since then, we've produced enough renewable energy to meet the annual electricity demand of over 1.7 million homes.

Our deep expertise in developing onshore wind projects, together with our gold-standard approach to community engagement, has enabled us to bring forward wind farms across

Scotland and northern England over the past 20 years. Always evolving, in recent years we began applying our expertise and knowledge to harness solar energy and large-scale battery storage (BESS). These valuable additions to our portfolio will help us diversify and balance the renewable energy flowing into the grid.

Moving into the next phase of our growth strategy, we sold seven of our operational wind farms in 2025 and are reinvesting the proceeds to bring forward new renewables developments. We continue to manage the divested wind farms for the new owner, ERG, one of Europe's leading independent renewable energy producers. In this way, we can leverage our decades' long expertise to ensure the projects continue to operate to the highest environmental and safety standards, maximising the benefits they deliver to local communities and natural habitats. This is a core part of our OnPath Together approach.



# The OnPath Together approach

**We believe that better projects come through listening, collaborating and delivering with care and consideration. Our team delivers green, inclusive projects, integrating large-scale renewables with masterplanning centred on communities and nature.**

**This is the OnPath Together approach, and it is firmly rooted in sustainability.**

**Working to support a just transition that is fair and inclusive to all.**

We make long-term commitments to help ensure the communities surrounding our projects benefit socially, economically and environmentally from their presence. We go above and beyond to engage: our consultations are wide and inclusive, giving everyone the opportunity to have their say and help shape the direction of renewable energy projects near them. We prioritise local businesses in our supply chain, and we channel revenue from our projects into community benefit funds as well as offering shared ownership to local communities.

**Developing market-leading, innovative, large-scale renewables projects.**

We are problem solvers - innovating new ways to deliver affordable renewables projects which help tackle climate change, drive down energy bills - and improve the UK's long-term energy security. We bring leading renewable technology to market, such as introducing the longest wind turbine blades to date in the UK, which produce around 33% more energy than our largest operational turbines. We are also building out and expanding our portfolio with solar energy, and tackling the crucial issue of grid balancing with large scale battery storage solutions.

**Creating value for the environment and people through long-term partnerships.**

Together with our shareholder Brookfield, we ensure that ESG governance is integrated in to the business from board level to the projects within communities. Our OnPath values guide our approach to development and ensure that we apply the same principles to every person, project and community we interact with. This maintains industry-leading sustainable energy projects that deliver for people and planet.



# Our values



## Think People and 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 governance

## Statutory boards with shareholder

Oversight of strategy and ensures the long-term success of OnPath

## OnPath Management Board

Strategic group for ESG commitments including climate, non-financial risks and opportunities

## OnPath ESG working group

Led by sustainability function, responsible for developing strategies and integration

Project Management Framework

Business Planning

Functional Integration & Governance

# Assessing our impacts

**To determine the sustainability topics that are most significant to OnPath and its stakeholders, we conducted a double materiality assessment (DMA) in 2024 with independent consultants.**

This process enabled us to identify and prioritise the environmental and social topics on which OnPath's activities have the greatest impact, and to identify how sustainability-related risks and opportunities could affect OnPath's financial performance and long-term value.

Through peer benchmarking and internal and external stakeholder engagement – which included key business partners, community councils, primary contractors and political stakeholders – we developed a list of potentially material topics, using the ESRS for guidance. Gathering a broad range of stakeholder insights was crucial for making our DMA as objective and balanced as possible.

For each topic we identified relevant impacts, risks and opportunities, based on the following:



**Time horizon  
(short, medium or long-term)**



**Actual or potential**



**Positive or negative**



**Value chain location**



**Affected stakeholder**



**Human rights impact**



**Source of the impact,  
risk or opportunity**



We then prioritised the topics based on their likelihood of occurring and severity. The yellow section of the materiality matrix contains our material topics, categorised into:

**1) Priority issues**

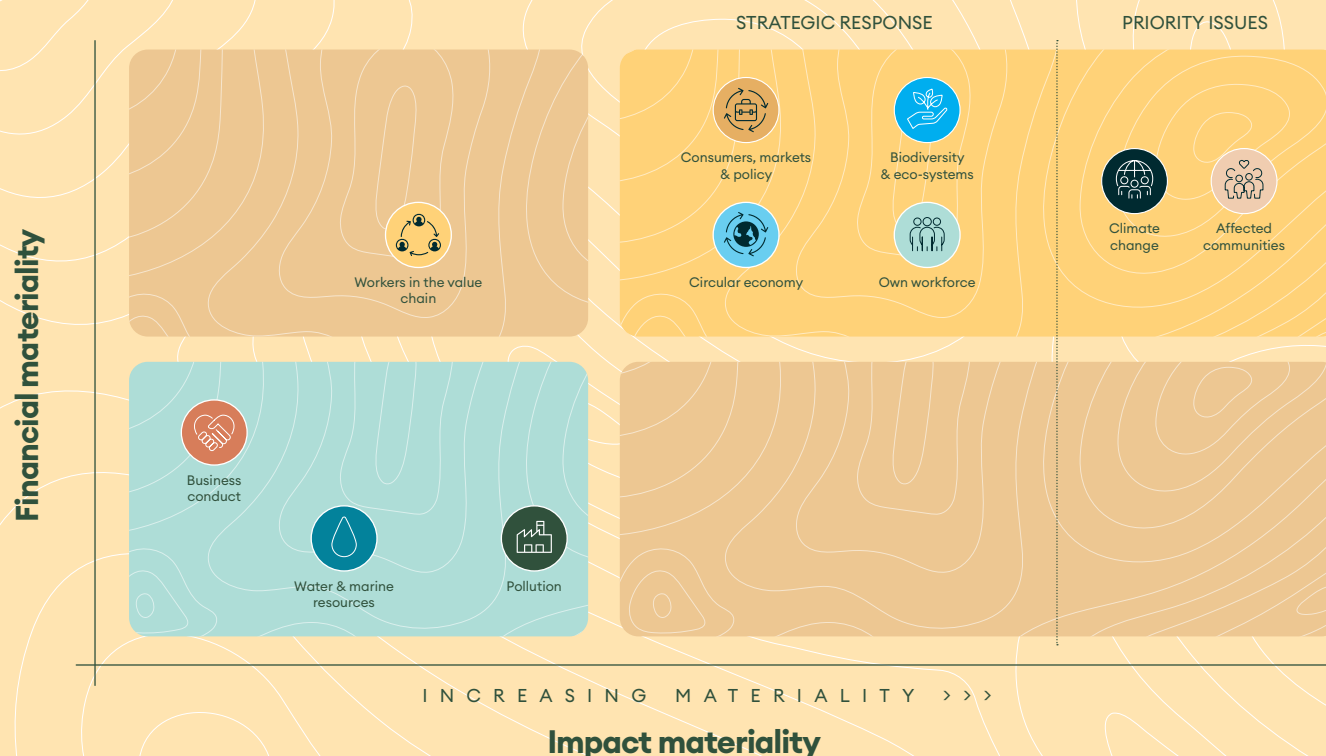
those on which we will report and for which targets have been set; and

**2) Strategic response topics**

those which are highly significant, but do not necessarily have targets assigned to them.

This distinction was made due to the priority issues having approximately double the number of identified impacts, risks and opportunities, therefore warranting an increased focus. The topics in the blue section were deemed as non-material for OnPath Energy at this point in time, therefore we do not report on these.

## Double materiality assessment



In total, we identified 122 impacts, risks and opportunities (IROs). We then assessed each impact based on its scale, scope, irremediability and likelihood of occurring; and each risk and opportunity based on financial, activity, reputational and legal implications, and likelihood of occurring. 50 IROs scored above the material threshold.

Lastly, we categorised our IROs under the following topics defined by the ESRS:

- **Climate change**
- **Biodiversity and ecosystems**
- **Circular economy**
- **Own workforce**
- **Affected communities**
- **Consumers, markets and policy**
- **Workers in the value chain**
- **Business conduct**
- **Water & marine resources**
- **Pollution**

The results of the DMA have shaped the development of our ESG commitments – a set of goals and targets that guide us in delivering the greatest positive impact for the environment, our people and society while managing any negative impacts, mitigating potential risks to the business, and highlighting potential opportunities to pursue. To view the full set of 16 OnPath Together commitments, please see the metrics and proof points index at the end of this report.

# Climate risk at OnPath Energy

**We routinely conduct a physical climate risk assessment to understand how our existing assets, pipeline of future projects and our business model may be affected by climate change under different warming scenarios.**

This process helps us identify the risks and opportunities posed by a changing climate to our day to day operations and to our long term success as a business. It is essential for developing effective strategies for managing climate risk and for ensuring the viability and sustainability of new projects. We align our approach with the Task Force on Climate-Related Financial Disclosures (TCFD) which provides recommendations to companies reporting on climate related risks and opportunities.

As part of the assessment, we look at physical risks early in the development phase, for example the effect that extreme weather events and temperature increases could have on our projects. All of our assets underwent a physical climate risk screening in 2025, utilising historical data and events to model future climate scenarios. This assessment will continue to be updated, and we assess all new projects early in their development to make sure we understand the long term impact of climate, and plan accordingly.

As part of this process we also consider transitional climate risks and opportunities, driven, for example, by shifts in policies and regulations, market pressures and supply chain volatility. As we mature in our approach, we aim to further integrate the full climate risk and opportunity assessment into our core processes for effective ongoing management and long-term resilience across the range of climate scenarios and pathways, including our company



# Climate risk screening

We use scenario analysis and specialist tools to understand climate risk and opportunity across our portfolio. We do this throughout the project lifecycle, long before operation.

For us, the most important climate risk to consider is posed by storms, which are predicted to become more frequent and more severe in the future due to climate change. Storms have the potential to increase maintenance costs and reduce operational output. By properly understanding and managing climate risks such as those highlighted below, we are building resilience into our business as we continue to grow.

## Identified climate risks

	Temperature-related	Wind-related	Water-related	Solid mass-related
Chronic	Changing air temperature	Changing wind patterns	Changing precipitation patterns	Soil erosion
			Water stress	Clay shrink-swell
			Sea level rise	
Acute	Extreme heat	Tropical cyclone	Drought	Landslide
	Extreme cold – Frost	Storm	Extreme precipitation	Earthquake
	Wildfire	Hailstorm	Flood	Subsidence
				Avalanche
				Volcanic eruption

1 High risks    
 3 Medium risks    
 17 Low risks

# Climate and nature positive

## We take a nature-positive approach to all we do.

Through our wind farms, solar energy parks and large-scale battery storage we are adding renewable generation and capacity to the national grid, reducing the country's carbon footprint, and helping to tackle climate change.

We design for nature, ensuring our projects improve local habitats and biodiversity. Sustainable design principles are embedded through continuous innovation, supported by circular economy approaches to waste management.

We extend these values and obligations into our supply chain, and expect high standards from not only our employees, but all of our contractors, sub-contractors and consultants as well.

In 2025, as we started construction on three complex projects, these expectations have been in action to ensure that nature and the environment are properly protected.

## Our 2025 Climate and Nature Positive highlights:

- Our operational wind farms have avoided an estimated 179,840 tCO<sub>2</sub>e by displacing high carbon electricity with renewable generation\*
- Our 2025 carbon emissions
  - **Scope 1:** 33 tCO<sub>2</sub>e
  - **Scope 2:** 472 tCO<sub>2</sub>e
  - **Scope 3:** 53 tCO<sub>2</sub>e
- Restored, managed or maintained over 197,480 m<sup>2</sup> of habitat as part of our operational portfolio
- Wildflower planting across 116 hectares at Common Farm Solar Park in South Yorkshire
- Started construction on over 200 MW of new renewable generation & storage capacity

## Greenhouse gas emissions explained

We report our greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. These are reported under three separate scopes:

**Scope 1** - Direct emissions eg company-owned/leased vehicles and stationary fuel consumption

**Scope 2** - Indirect emissions from the purchase of electricity

**Scope 3** - Indirect emissions from material categories relevant to OnPath's business model.

We report our scope 3 emissions from material sources relevant to us. This includes construction activities on completion, O&M relating to our operational sites, and applicable business travel. Due to how we record them, Scope 3 emissions will fluctuate year-to-year depending on construction activity and project lifecycle stage, with increases when construction projects complete.

\* Our avoided emissions have been estimated with our generation figures and the International Financial Institution (IFI) harmonised approach using the IFI Combined Margin for Intermittent Energy

# Our commitments

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

## Our targets and tracked metrics:

**Achieve net zero for Scope 1 and 2 by 2030**

**Achieve net zero for Scope 3 by 2050**

**Double our delivered generation and storage capacity by 2030**

**Achieve a biodiversity net-gain of at least 10% for all new projects**

**100% of new projects to have either an HMP or BAP in place**

**Track area of habitat (m2) maintained or enhanced**

**Divert 100% of major components (e.g. turbine blades, tower, rotor and hub) from landfill**

**Track waste data from our operational and construction sites**

# Embed sustainable design practices into our projects to deliver the highest environmental standards



## Sustainable design principles shine through in our latest developments

**As an experienced developer of onshore renewables, we recognise the profound impact our developments can have on the natural environment and the opportunity for enhancements that our projects can deliver.**

As such, we embed sustainable design principles across our projects. These commitments were on clear display in 2025 as we entered the construction phase of three key projects: Mill Rig Wind Farm, Common Farm Solar Park and Barnsdale Solar Park.

### Protecting and enhancing local habitats at Mill Rig Wind Farm

Our proposal for the Mill Rig Wind Farm, located south of Glasgow, has evolved over several years through a robust environmental impact assessment (EIA) process and public consultation, with the site layout carefully

refined to meet the needs of the local community and local habitats.

The site consists of predominantly coniferous plantation woodland, with bog habitats and marshy grassland. While the development area lies outside of any internationally designated areas for nature conservation, it is adjacent to Muirkirk & North Lowther Uplands Special Protection Area (SPA), designated for its internationally important populations of hen harrier, merlin, peregrine, short-eared owl and golden plover, and wintering population of hen harrier. The SPA is overlapped by a Site of Special Scientific interest (SSSI), designated for birds and habitats.

A wide range of pre-construction site investigations, environmental assessments and geotechnical surveys took place during the planning phase, with the outcomes embedded into the plans. Due to the sensitivity of nearby habitats and species, it was imperative that our design minimised any potential disturbance that could have occurred. No significant effects on bats, badgers, otters, birds or bog habitats during any phase of the proposed development are predicted. Proposed mitigation measures include the use of 'stand-off' zones to protect bats, avoidance of construction in some locations during the breeding bird season, the presence of an ecologist on-site during construction and the adoption of standard pollution prevention measures to protect ecological and ornithological features within the study area.

**A detailed Habitat Management Plan (HMP) was then created, establishing the following priorities for the site:**

- **Maximising opportunities for bog enhancement and restoration;**
- **Maximising opportunities for the creation**

**and strengthening of broad-leaved woodland;**

- **Aligning with the Conversation Management Plan for the CMA associated with the adjacent wind farm;**
- **Providing a framework for the delivery of post-construction monitoring for bats and birds.**

By creating new and strengthening existing woodlands, the development will contribute to the local habitat network, while the restoration of blanket bog and improving the quality of existing blanket bog habitats will help support a range of animal and plant life, help to retain water and crucially, increase carbon sequestration in the area.

Peat bogs contribute to climate regulation through the accumulation of carbon dioxide in the form of organic carbon (peat), a process which has been taking place for thousands of years. This has resulted in large stores of carbon of international importance – Scottish peatlands alone are estimated to store twenty-five times more carbon than all of the UK's vegetation.

Consequently, if the peat was to decompose, this carbon would be released as carbon dioxide and contribute to climate change. However, if blanket bogs are maintained and restored, existing stores will be preserved, and the bogs will continue to sequester more carbon dioxide. Peatlands are also important for the regulation of flooding as they slow down runoff rates during extreme rainfall events.

A dedicated Peat Management Plan sets out the aims, objectives, and steps to take to ensure we minimise the volume of peat disturbed during construction and mitigate potential direct adverse effects on the peat.



# 20ha

As part of Mill Rig's design, we included approx. 20ha peat bog restoration and 3ha broadleaved tree planting

## Leveraging cutting-edge technology for efficiency gains

Mill Rig Wind Farm features some of the UK's most advanced turbines, harnessing cutting-edge technology to maximise energy generation and efficiency. When operational in spring/summer 2026, the wind farm will have the capacity to generate clean energy for approximately 45,000 homes. We partnered with global turbine manufacturer, Nordex, to supply and manage the turbines for Mill Rig. At 80m, they are the longest onshore blades fitted in the UK to date. This enables them to sweep 50% more area, and produce around 33% more energy than the largest turbines at Kype Muir Extension Wind Farm which we developed and sold in 2024.

**“The start of construction marks the culmination of extensive planning, environmental assessments, and collaboration with local stakeholders to ensure the project is developed responsibly and builds community value for local people and businesses.”**

Alan Wells, Project Manager,  
OnPath Energy.



## Designing for extensive biodiversity gains at our new solar sites

Two of our first-ever solar sites are currently under development in Yorkshire, with biodiversity at the heart of their designs. New species-rich grassland has already been planted across the 116 hectares at Common Farm Solar Park in South Yorkshire to create a wildflower meadow prior to the construction phase.

The project's detailed ecology and biodiversity strategy will ensure it delivers a net benefit in biodiversity to the local community. Additional hedging has been planted to fill in the gaps in the existing hedgerow, with ten, eight-foot tall oak trees being added to provide additional screening in the longer term. A second phase of hedgerow planting is scheduled to follow the construction, along with the creation and safeguarding of habitats for skylarks and lapwings.

Also under development is Barnsdale Solar Park on the outskirts of Leeds, which will generate enough electricity to meet the average annual requirements of up to 13,000 family homes.

The project's detailed ecology and biodiversity strategy will see the biggest increase in biodiversity for any renewable energy project within Leeds to date: a 106% net gain, more than ten times the expected outcome for a project of this type.

Extensive wildflower meadows, wetland habitat, native trees, scrub and hedgerow planting will all play a crucial role in supporting the local wildlife and boosting biodiversity.





### Mill Rig snapshot:

- Up to 33.4 MW renewable energy, enough to power up to 45,000 homes annually.
- Will deliver £167,000 in annual community funds
- Six turbines with tip heights of 199.5 meters.
- 80m wind turbine blades, sweeping 50% more area than our largest current turbines and producing around 33% more energy.
- Turbines supplied and managed by leading global turbine manufacturer, Nordex, which has installed wind turbines with a total capacity of around 61 GW in over 40 countries worldwide.
- Extensive pre-construction site investigations, environmental assessments and geotechnical surveys including peatland assessments and seismic studies.
- Installation and commissioning scheduled for summer 2026.



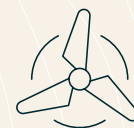
### Common Farm Solar Park snapshot:

- Approx. 68 MW of renewable energy generation capacity, enough to power up to 18,800 family homes annually.
- Includes a 50 MW battery storage facility.
- Includes 116 acres of species rich grassland to boost biodiversity.
- Will deliver an annual package of around £50,000 in community benefits, equating to around £2 million over its lifetime.
- Construction work is expected to finish in mid-2027

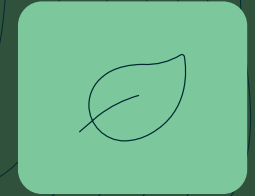


### Barnsdale Solar Park snapshot:

- Will generate enough electricity to meet the average annual requirements of up to 13,000 family homes.
- Will deliver 106% biodiversity net gain from wildflower meadows, wetland habitat, native trees, scrub and hedgerow planting across the 50-hectare site.
- Over £800,000 of the revenues generated by Barnsdale will be directed into a community fund over its lifetime.
- Due to be operational by December 2026.



# Protect and enhance the environment and its biodiversity



## Community owned ancient woodland is reaping the benefits for nature and local education – officially recognised as a Nature30 site

We design our projects with nature in mind, applying a nature-positive approach across all of our sites. This means not only mitigating negative environmental impacts, but working closely with communities to identify their environmental needs and drawing on the expertise of environmental specialists to enhance existing habitats and boost biodiversity. This enables us to develop bespoke habitat management plans tailored directly to the local area of each project.

In 2025, we restored or maintained over 197,480 m2 of habitat across our sites. We also support local environmental projects through

our community funding, with the projects providing long lasting benefits for local communities, wildlife and biodiversity.

Through an earlier Renewable Energy Fund grant, partially supported by OnPath Energy, we enabled a community group in South Lanarkshire to purchase Loch Wood, a 65-acre ancient woodland on Blackwood Estate. Following careful management since 2018, Loch Wood has become a thriving biodiversity hub and is now an integral feature of the local community.

“When we first took ownership, the woodland hadn’t seen any real management since the 1970s. It was overgrown and badly affected by fly tipping. It’s now a safe, thriving space for nature, learning and community. The support from the Renewable Energy Fund, including £82,000 from OnPath Energy’s Kype Muir Wind Farm Fund, was pivotal.” Vicki Connick, Blackwood Estate

Community Association (BECA) treasurer and resident of the Estate since 1989.

Loch Wood is one of only four sites in Scotland to be awarded Nature30 status by the Scottish Government. Nature30 sites aim to protect 30% of the planet by 2030 to restore biodiversity and combat climate change. Being awarded this status recognises effective stewardship of the country’s nature-rich areas. Along with a range of criteria, Nature30 sites require a long-term assurance (minimum of 25 years) that they will continue to be managed for biodiversity, helping to deliver key objectives of the Scottish Biodiversity Strategy to 2045.

With a thriving biodiversity ecosystem, Loch Wood has also become a living classroom for the next generation, with weekly learning sessions provided for local school children to help them reconnect with nature, among a range of other initiatives.

**“Loch Wood is the perfect example of the long-term, community-first legacy that renewable energy can help deliver. What began as a neglected and underused woodland has become a thriving biodiversity hub and a centre for outdoor learning. This is what the power of renewables looks like when it’s done right – not just generating renewable energy, but also helping to regenerate communities.”**

Aileen McCreadie,  
Community and  
Partnerships  
Manager,  
OnPath Energy.



## Mini case study: A second sustainable office move

**Following the successful move of our Sunderland headquarters to a new building with extensive sustainability credentials in 2024, we ensured that our Scottish office move in 2025 followed a similar path, hiring a contractor to fit out the office with sustainability front and centre of the plans.**

We reused as much furniture as possible from our former office, and almost all of the new furniture was locally sourced from the UK. With a strong nod to our industry, we repurposed wind farm cables and other site offcuts into display shelving supports, while upholstery choices centred on sustainable materials such as the world’s first carbon negative recycled yarn. A new filter tap in the kitchen will reduce the use of plastic bottles required at water coolers, enabling staff to use refillable OnPath Energy bottles, while an integrated, high quality coffee machine will reduce waste from takeaway coffee cups and packaging for instant coffee.



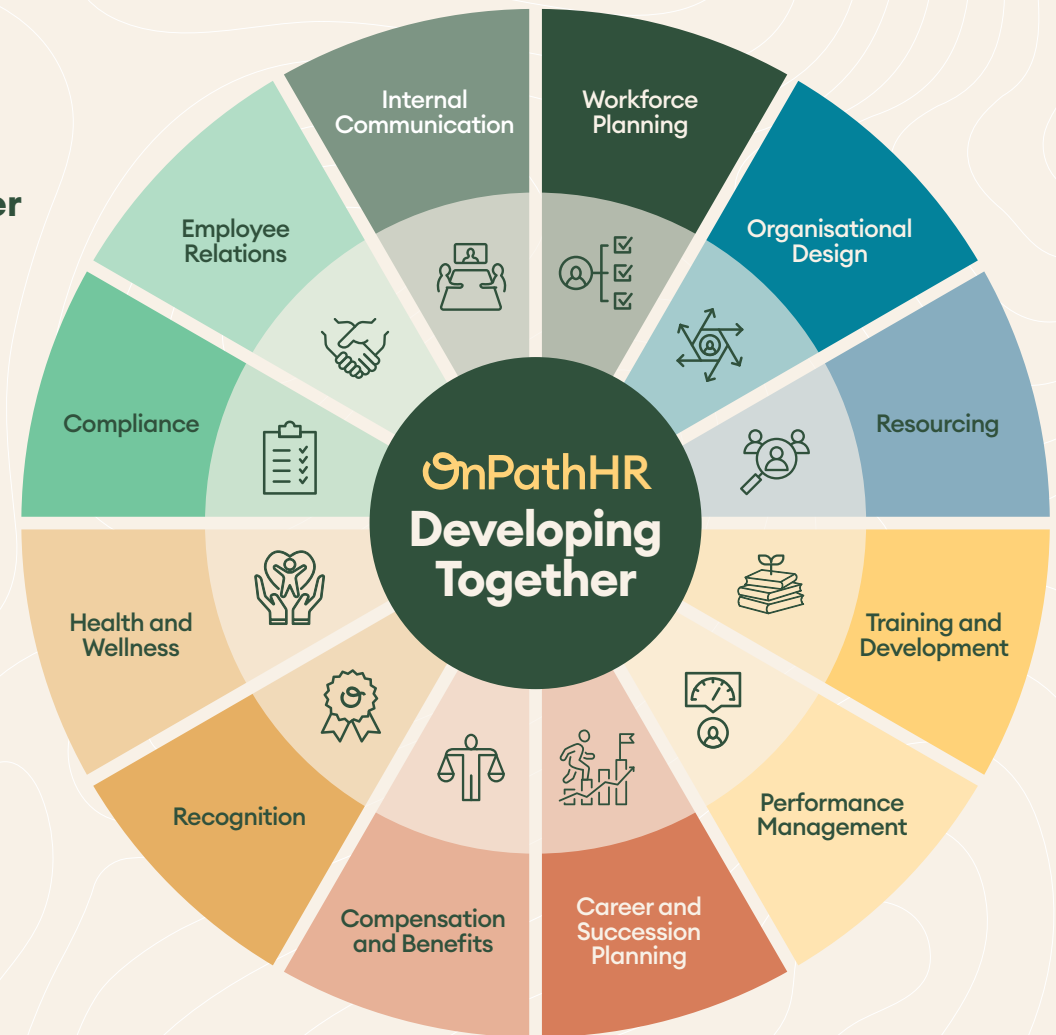
**100%**  
of construction waste  
was diverted from landfill

# Developing together

We aim to be a beacon of excellence in the renewable energy sector, fostering a culture of inclusivity, collaboration and growth, underpinned by leading health and safety standards. We empower our team through learning and development opportunities, providing the support they need to grow and thrive. This is our people promise, something that we call ‘Developing Together’.

## Our 2025 Developing Together highlights

- Total training hours across the workforce: 515
- Average training hours per employee: 6.1
- Launched our new 24-month Graduate Training Programme, welcoming two new participants
- Began working with an external training partner to professionalise and build out our training suite
- Following a comprehensive health and safety audit, we established a 16-point SAFEPATH Plan to further embed HSSE excellence across our all of our operations.



# Our commitments

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

## Our targets and tracked metrics:

Maintain gender diversity at the executive team and increase representation at director/senior level

Track total training hours across the workforce and average training hours per employee

Committed to maintaining living wage accreditation

To achieve 0 high risk HSSE incidents

New target

To achieve 100% completion of targeted safe work observations

New target

To achieve an average attendance at our All Hands safety briefings to be 90% or higher

New target

# Nurturing our people's talent and skills across all career stages



**At OnPath, we aim to foster a culture of continuous learning, equipping our employees with the skills, knowledge, and capabilities to thrive in their careers – at all stages.**

We believe in investing in our people for the long term, developing and empowering our internal talent for an inspired team, and building a pipeline of skilled professionals to support our long-term growth.

Acting on the OnPath people promise, we began working with external training partners this year, developing our first leadership development programme and expanding our early years and graduate training.

## **Stepping up: supporting our future leaders**

In September, we launched “Navigate”, our six-month Leadership Development

Programme, facilitated by our training partners, Jam Jar HR and Evoke People Development Ltd, and endorsed by the Institute of Leadership and Management. The first cohort was made up of 10 participants selected for their leadership responsibilities or potential, representing a diverse mix of functions and roles across the business. Designed for both simplicity and impact, Navigate’s interactive online sessions are supported by real life application and tailored one-on-one coaching by our external partner. Participants are also paired up with an internal buddy for additional guidance.

**“What we often see as people progress in their careers is that they can exceed technically in their roles, but they might not have the complex set of people skills to truly excel as leaders. The Navigate Leadership Essentials programme provides the key foundations they need to get the best from themselves and their teams.”**

Maddy Ryder FCIPD, Director, Jam Jar HR.

Personality profiling at the start of the programme helps the participants identify their strengths and leadership styles. They then develop an understanding of the unique direction and support required by their teams, before developing the practical skills to lead effectively and with confidence. Situational leadership, emotional intelligence, effective coaching and giving constructive feedback and are some of the skills explored in the programme. Setting personal goals at the start is crucial for tailoring the learning journey, while time for self-reflection at the end of each module and a final presentation given by each participant help to embed the skills and knowledge more deeply.



**“This programme has been a genuinely uplifting experience - I’ve grown in ways I didn’t expect.**

**I’ve gained a stronger sense of who I am, more confidence in my abilities, and a clearer vision of the kind of leader I want to be.”**

**Chelsea Thomason**  
Senior Grid Engineer

## **On the right path: early years’ talent development**

We nurture our early years’ talent through a range of training, including our new 24-month Graduate Training Programme. Two graduates joined the programme this year, and through a blend of structured training, hands-on experience and mentorship opportunities, combined with business department rotations, the graduates will gain the skills and knowledge to kick-start successful careers in renewable energy. In addition to the role-specific training, the graduates hone their people skills through a series of in-person modules facilitated by our training partner over 18 months. This training extends to our early careers cohort to encourage shared learning and collaboration. Similar to Navigate, there is a strong focus on understanding individual drivers and strengths, and learning how to be receptive to a range of different working styles. Communication skills, body language, team working, self-promotion, and time management are just some of the topics covered. Practical team exercises help to bring the learning to life, while one-on-one virtual coaching and time for monthly self-reflection help to further internalise the learning.

**“Over the course of 18 months, we can really build a rapport with the participants – it becomes a true partnership which helps us support them even more effectively. It is also wonderful to see how invested OnPath is in empowering their people to thrive through a clear focus on professional development.”**  
Maddy Ryder FCIPD, Director, Jam Jar HR.

**“Beginning my career within renewables at OnPath has been an absolute pleasure. The programme has helped me enhance both my technical knowledge and people skills, giving me the confidence to grow into a well-rounded team member. I’m looking forward to continuing to build on everything I’ve learned as I move forward in my career.”**  
Sophie Chapman, Graduate Analyst





# Create an environment where your health, safety and wellbeing is our priority

## Leading the way with our health and safety standards

**The renewables sector, particularly onshore wind, is a relatively young industry marked by dynamic growth and innovation.**

Standardised health and safety procedures are maturing in step with the sector's development. At OnPath, we see ourselves at the forefront of this space, drawing on our decades-long history as part of the Banks Group. We apply these core health and safety principles to our expanding renewables sites, while leveraging the vast expertise of Brookfield, drawing on evolving best practice from across its global portfolio to ensure we continuously apply the rigorous standards that keep our people safe.

**Our strategy to embed excellence**

Our ongoing ambition in this space is clear: driving a positive and engaging safety culture, moving from "great" to "excellent" as we continue to grow our project portfolio alongside our established assets. We are committed to embedding health, safety, security and environmental excellence into every aspect of our operations. Our vision is to foster a proactive and inclusive culture that strives for zero high-risk HSSE incidents across all projects and workplaces, ensuring the wellbeing of employees, contractors, communities and office-based teams. We aim to cultivate a resilient and lasting safety culture that supports a just and sustainable energy transition.

Following a very positive safety performance across all departments and activities in 2025, a comprehensive health and safety audit conducted during the year formed the basis of our new SAFEPath Plan, covering 16 headline improvement areas, striving for excellence through continuous improvement.

Our Strategic Plan outlines key objectives and initiatives within the following pillars:

- **Strengthening leadership accountability**
- **Managing operational risks**
- **Enhancing site and workplace security**
- **Ensuring regulatory compliance**
- **Promoting environmental stewardship**
- **Driving continuous improvement**



We implemented specific elements of the plan in 2025, some highlighted below, with completion expected in 2026. These targeted improvements will further formalise and embed our working processes, procedures and policies in pursuit of excellence.

## **Increasing engagement and visibility to drive progress**

Our aim is to keep health and safety uppermost in people's minds, embedding a proactive safety culture where everyone is empowered to take the initiative. Communication and engagement are vital for this. During the year, our leaders invested even more time on site visits, and we set a current minimum target of 32 Safe Work Observations (SWOs) for our senior leadership team. These SWOs, detailed in the 2024 Sustainability Report, are crucial to strengthening leadership through visibility and engagement, they set the tone from the top.

We also provided awareness training on risk assessments and method statements (RAMS) – crucial tools for creating safer operational and construction sites; and ensured everyone, both internally and all subcontractors, had access to clear and digestible information

on our 11 life saving rules to enhance frontline risk awareness. To further strengthen our communication and engagement on health and safety we hold bi-monthly All Hands safety meetings, targeting a minimum attendance rate across the organisation, of 90% per session.

## **Enhancing our reporting and progress measurement**

We fully digitalised our incident reporting system, simplifying the process and enabling anyone to report leading (positive) or lagging events/incidents, and we established new KPIs across our safety initiatives to monitor actions and progress in more granular detail.

## **Enhancing the physical security of our sites**

Our commitment to physical safety includes protecting the general public and anyone who may come into contact with one of our sites. We have installed enhanced CCTV systems to deter and prevent unauthorised access, particularly important as sites contain electrical apparatus, some of which is high

voltage. We also plan to strengthen community safety awareness through proactive engagement and feedback mechanisms including a minimum of two community engagement events per region each year.

## **Spearheading safety in onshore wind**

Leveraging the power of collaboration, we work closely with the Energy Institute and SafetyOn, attending board meetings and Technical Advisory Committee (TAC) meetings, with additional time committed to work programme improvement initiatives, driving discussions and progress on health and safety best practices, which make a significant difference for the UK's onshore wind industry. This ongoing collaboration reflects our commitment to ensuring the highest safety standards for our people, our contractors and our fast-paced sector.

As part of our evolving, best practice approach to health & safety, we have updated the metrics we used to reflect our high standards. They are:

- **Achieve 0 high risk HSSE incidents**
- **Achieve 100% completion of targeted safe work observations**
- **Average attendance at our All Hands safety briefings to be 90% or higher**

# Supporting a just transition

**At OnPath, we believe in a just transition to renewable energy which is fair, inclusive and benefits everyone, with nobody left behind. This means placing local communities and local businesses at the heart of a transition to a greener future.**

OnPath Together means showing respect and responsibility in the communities we work in. It comes from a deep sense of care for the people and environment nearby our projects and is guided by our values towards each.

## Our 2025 Just Transition highlights

- Generated 562,550 MWh electricity, powering over 208,000 homes with clean, renewable electricity
- Delivered over £1.2 million in grants and funding from our projects and community groups
- Delivered nearly £200,000 in climate action and sustainability funding
- Began construction on Mill Rig Wind Farm, Barnsdale Solar and Common Farm Solar & BESS, with a combined generation and storage capacity of approximately 206 MW
- Spent over £30 million in the Scottish economy\*
- Spent nearly £60 million in the English economy

\*This figure includes grid deposit payments, which were not requested returned in 2025 due to project progress, as well as actual spend



# Our commitments

- 1** Listen to the needs of the community and deliver open, collaborative consultations with transparency and integrity
- 2** Enable communities to lead change at a local level through sustainability and climate action
- 3** Provide community benefits which reflect the priorities of the local community
- 4** Supporting local communities with investment, jobs and skills
- 5** Deliver reliable, affordable renewable electricity for consumers across the country

## Our targets and tracked metrics:

**100% of projects to include a locally distributed community information leaflet with details of the consultation**

**100% of projects to have a dedicated website and feedback portal during construction**

**Tracked community funds spent on climate action and sustainability**

**Community ownership being offered on 100% of new wind projects**

**New wind projects to achieve £1million/MW local spend and target 65% lifetime spend within 60 km**

**Tracked contributions to our community benefit funds**

**Tracked total grant awards from our community funds**

**Tracked the energy generation from our projects**

# Listen to the needs of the community and deliver open, collaborative consultations with transparency and integrity

## How we collaborated to design Glen Water Wind Farm

### Our development approach is rooted in collaboration, inclusivity and shared values.

We believe in building trust and mutual respect with every community we work alongside. Enabling local people to influence our designs forms the very core of our OnPath Together approach – ensuring that our renewable energy projects are seen as long-term assets, embraced by our communities, leaving a positive economic and environmental legacy for generations.



We believe this approach sets us apart from other developers – our proven and genuine commitment to working hand-in-hand with our local communities, placing their needs at the centre of our plans.

Our 2025 consultation for Glen Water Wind Farm in Cumnock and Doon Valley in East Ayrshire is a prime example of our team going above and beyond planning requirements, ensuring wide access to our public consultations and maximum engagement with the process.

### Helping the community embrace clean energy.

The proposed site is situated on the restored Garleffan and Grievehill open-cast coal mine, operational from 1998 to 2013 and restored in 2022. Supporting the community in embracing the transition to renewables is crucial for the success of this project, which, if approved, could generate enough clean energy to power around 36,000 homes annually.



# 40k

Our online survey for Glen Water's consultation reached 40,000 people

“Our goal is to go beyond simply building a wind farm. We want to create a project that recognises the rich mining history of the local area and plays a part in the land’s transition to being a provider of clean energy. Our priority is to speak with as many people as possible, incorporating both concerns and positive feedback into our proposals before submitting a planning application.”

**Ewan Robertson,**  
Project Manager,  
OnPath Energy.



We used a wide range of tools across different mediums to maximise the reach of our consultation and generate valuable feedback. This included digital methods alongside the more traditional tactics like door-knocking, meetings, phone calls and public events.

**Our approach included the following:**

- **423 respondents to our online survey, reaching over 40,000 individuals**
- **Door-knocking homes within 2 km of the site boundary**
- **A social media campaign which reached over 4,500 unique users over four weeks**
- **Circulating 14,000 flyers across the two rounds of public events, distributed within 10 km of the site boundary**
- **Delivering an augmented reality experience, allowing consultation attendees to see a realistic impression of what the wind farm, and the site as a whole, will look like once completed**



We also worked with local primary schools to choose a name for the project that reflects the area’s rich history and tells a story for generations to come. The final shortlist was put to a public vote, with Glen Water the winner. Five turbines at the proposed site will also be named after pupils’ creative suggestions if planning permission is granted.

**“Seeing the enthusiasm from pupils and teachers across all three schools has been incredibly motivating. We believe renewable energy should be a force for good in local communities, not just a power source. That means investing in people, education and opportunity from the very beginning.**

**Calum Cais**  
Senior Development Engineer,  
OnPath Energy.



## Refining the plans based on local feedback

Early consultation highlighted that energy costs, history and heritage, and the environment were key considerations for local people. These findings led to a number of additions to the project proposal: a pilot decarbonisation project which aims to reduce household energy bills by funding energy efficiency improvements for local homes; the creation of a heritage trail telling the story of the site's mining history; and the protection of peat bogs surrounding the site to support vital carbon capture.

We also heard a strong ask that we create amenity onsite. Our plans incorporate over 15 km of new recreational paths for walkers, cyclists, and other users, including a 12 km nature and heritage trail complete with information boards explaining the history of the site, developed in partnership with the Cumnock History Group, the Heritage Centre, and local schools.

We will enhance and protect 53.21 ha of peatland and bog habitat onsite, reversing degradation and securing it against future damage. We will manage around 31 ha of existing woodland, enhancing native species and improving long-term biodiversity. We will also create nearly 3km riparian woodland corridor connecting to the Guelt young wood, supporting a habitat which has been severely degraded across Scotland and helping maximise the impact of nearby woodland.

A dedicated outdoor learning and community facility will support educational visits from local schools, helping teach young people about the area's heritage in energy generation and enabling children and young people to learn practical outdoors skills.

## Generating benefits throughout its lifetime

If consented, once up and running, the wind farm would deliver up to £6,000 per MW in annual community funding, equating to £258,000 a year and £10.3 million over its lifetime. This funding will be administered by the 9CC Group to support their ten-year strategic vision. We are also proposing to use the funds to support a wider rollout of our decarbonisation pilot to bring down energy costs and deliver warmer homes and this will be explored further in collaboration with the local community.

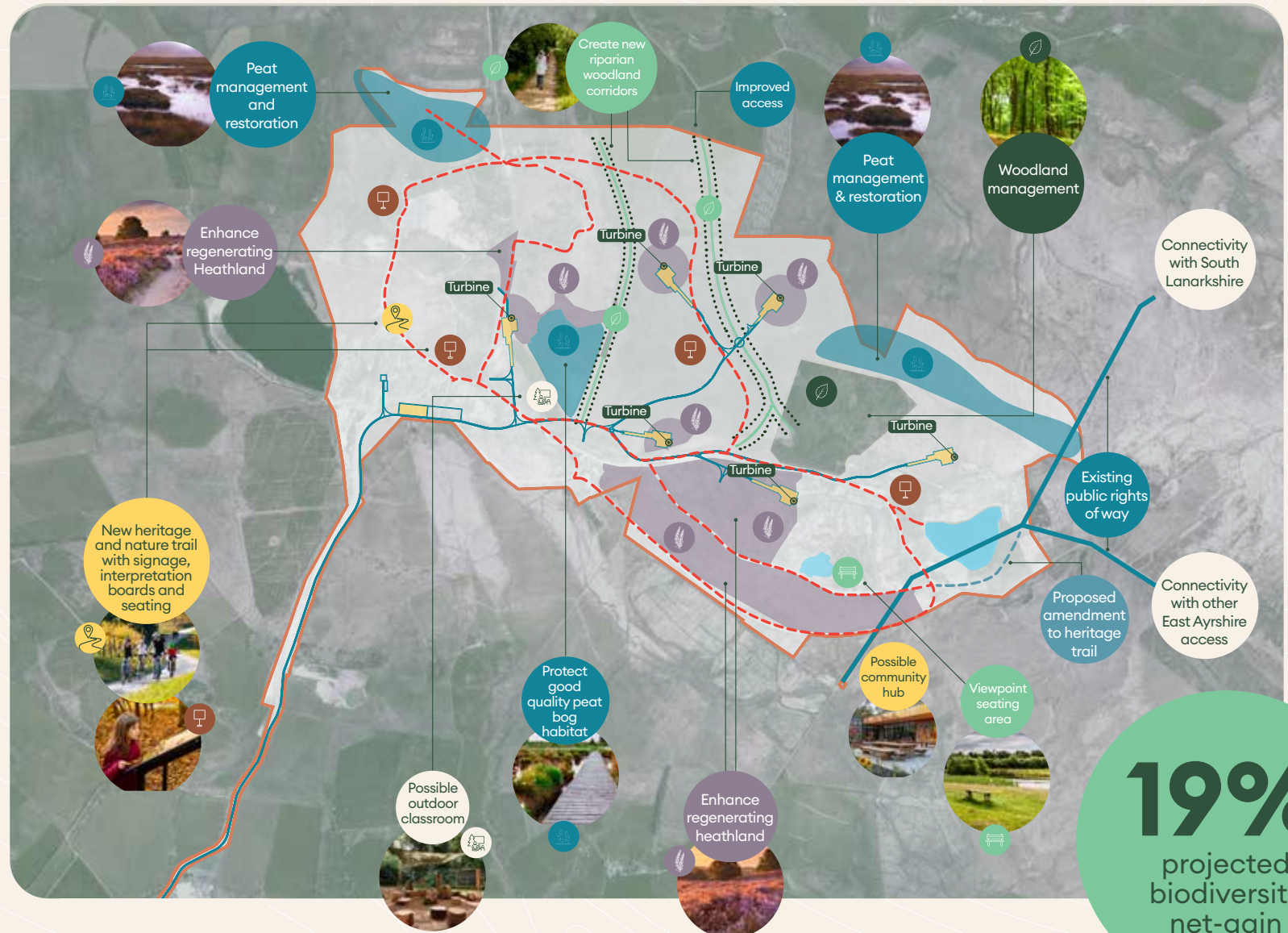
The community could also own a 1% share in the project free of charge, providing it with an additional revenue stream, with further shares (up to 10%) available to purchase.



**Glen Water Wind Farm augmented reality of the proposed site**



# The Glen Water Wind Farm masterplan



**19%**  
projected  
biodiversity  
net-gain

We collaborated with local stakeholders as well as expert consultants and statutory consultees to help design the Glen Water masterplan. It is designed to improve access, support nature and deliver amenity for local people to enjoy. With all of the measures combined on this plan, we expect to deliver approximately **19% biodiversity net-gain**.

# Empowering our communities to make healthy, money saving sustainable choices

**Central to OnPath Together is empowering individuals to adopt sustainable behaviours, supporting a fair and inclusive energy transition.**

Our approach helps local people take ownership of sustainability in their own homes and communities. We work collaboratively with residents, community groups, local authorities, and experts to identify priorities – like energy efficiency, biodiversity, and lifestyle changes – and integrate them into project delivery, to ensure everyone benefits directly from nearby developments.

In 2025 we launched our Healthy and Sustainable Living Pilot Programme, aiming

to gain a better understanding of the barriers people faced in reducing their energy costs. With bespoke workshops and peer to peer learning, we engaged and inspired over 70 households to make small changes and break down some of those barriers.

It's the small behavioural changes that over time, can make a significant difference to people's health, finances, general wellbeing, and the environment.

Through a range of workshops and behaviour programmes across South Lanarkshire, we are encouraging and empowering local communities to embrace healthier and more sustainable lives and feel a key part of the transition.

“We know people want to live more sustainably, but people often don't know where to start or perceive that it's too expensive. This programme is about making sustainable living easy, desirable and most importantly – affordable. It's about demonstrating that small and simple everyday changes really do add up and when we all work together, little changes can have a big impact.”

**Aileen McCreadie,**  
Partnerships and Community Manager.





We launched the programme internally at two of our offices before rolling it out to local communities, starting in South Lanarkshire. Through a variety of workshops, participants gain valuable guidance on activities like reducing food waste, growing their own produce, and creative upcycling of furniture. As part of the initial community rollout, we provided the 90 participating households with £100 worth of sustainable living products sourced from IKEA, representing a £9,000 investment.

The programme is supported by Middlesex University Associate Professor, Dr Patrick Elf, and also involves fifth-year pupils from Lesmahagow high school. The pupils are conducting research and data collection across six community council areas in South Lanarkshire to help us gain a deeper understanding of the social and environmental value we deliver through our renewables projects. The pupils will gain experience in leading a meaningful behaviour change programme while developing valuable enterprise and employability skills and working towards a Level 7 STEM Award.

**Workshop participants from Coalburn making a draft excluder in our energy reduction workshop.**

**“Supporting a just transition starts at home. Our projects may span several years, but the most meaningful change begins with early engagement – empowering individuals to take small, sustainable steps. When people feel seen, supported and part of something bigger, that’s where meaningful change begins.”**

**Aileen McCreadie**  
Partnership and Communities  
Manager, OnPath Energy.



# Enable communities to lead change at a local level through sustainability and climate action

## Olney Rugby Club powering towards lower energy bills thanks to solar energy system

**A Buckinghamshire community rugby club is celebrating a great result off the pitch after completing its second solar-powered season.**

As part of a long-term environmental and financial sustainability drive, Olney Rugby Football Club installed a solar energy and battery storage system at its East Street clubhouse after securing joint project funding from Milton Keynes City Council

and the community fund linked to renewable energy firm OnPath Energy's nearby Milton Keynes Wind Farm.

Since coming online in September 2024, the new system has enabled the club to both halve its energy use and reduce its monthly energy bills by around £600, which has in turn freed up more capital for investment in playing and training resources.

The project's success has also led the club's committee to rethink the way in which energy can be used and saved around the

venue, including timer switches being fitted to the fridges behind the bar and securing sponsorship to have new double glazing added.

It is also now looking at investing in more batteries and the heating/hot water systems to save even more money on future energy bills.

Olney RFC is run by a team of dedicated volunteers, for which it was awarded the Queen's award for Voluntary Service in 2020.



© Olney RFC - James Fishwick

The club has four senior men’s teams, as well as ladies, colts, vets and walking rugby teams. It also has over 400 mini and junior players on its books, with teams at every age group from U6s to U18s

Marcus Trott, chair of the sponsorship & fundraising committee at Olney RFC, says:

**“We replaced our old floodlights four years ago with a more energy efficient system and the cost and consumption savings that this brought about got us thinking about how we could operate more sustainably, from both an environmental and a financial point of view. Energy has always been one of our biggest expenses and the severe price rises that everyone has experienced over the last few**

**years were becoming a real issue for a small club like ours with many other running costs to cover.**

**Investing in a solar energy generation and storage system was the obvious way to address this and we saw an immediate and significant benefit to our finances once it came online, which has freed up money for us.**

**The funding that Milton Keynes City Council and OnPath Energy provided made this project possible and will have a massive positive impact on both our finances and our environmental impact for years to come.”**

**“This is a brilliant example of a forward-thinking community sports club taking a long-term view of its future and taking steps to make it a sustainable one.”**

**Will Smeeton**  
Partnerships and community manager at OnPath Energy.



# Support your local community with investment, jobs and skills

**Ensuring that local economies benefit from our projects is a foundational part of the way we work.**

This approach means awarding contracts to local businesses and creating new jobs in local communities, but the ripple effects go much further than this. We work with local businesses, trade bodies, and educational institutions to ensure that our projects contribute directly to economic opportunity and skills pipelines, inspiring young people to join the industry and empowering them with the skills and training to do so.

Our engagement with local schools and colleges, and the investment in STEM subjects that our community funding supports, has dual benefits: providing young people with meaningful, long-term career prospects while also sustaining the dynamic and growing renewables industry in South Lanarkshire with new talent.

## **Inspiring the next generation of engineers with long term local partnerships**

Our Mill Rig Wind Farm near Darvel, South Lanarkshire, is a prime example of how our projects inspire the next generation and deliver long term opportunities. Emilia, who now works as a site engineer at Mill Rig and was interested in STEM from an early age, was

inspired to start her journey into renewables after listening to a school talk from civil engineering firm RJ McLeod. That talk was delivered more than a decade ago by Christina, who still works at RJ McLeod, and goes to show the real world impacts that local outreach delivers, inspiring local pupils to embark on a career in engineering, and more specifically, in renewables.

*“At school, I got involved in many STEM projects. The first one I remember was constructing a bridge, which needed to hold a certain number of bottles without collapsing. It was projects like this that got me thinking in an engineering way, and now, I’m here at Mill Rig as a site engineer.”*

**Emilia, RJ McLeod**

*“It’s been a delight to see Emilia come full circle—from being inspired by RJ McLeod during her P7 STEM Project to not only delivering real renewable energy projects but now herself inspiring today’s P7s at their STEM Groups. For us, raising awareness and showcasing opportunities at primary school is just as important as creating clear pathways into the industry in the senior and further phases of education. Emilia’s journey shows the impact of those efforts within our communities – we are empowering local young people to pursue further education pathways like civil engineering, resulting in exciting careers in renewables right here on their doorstep”*

**Christina McKitrick, RJ McLeod**



# 70%

Over 70% of tier 1 contractor spend within 30 miles

RJ McLeod, a local firm headquartered in Glasgow, is our principal contractor at Mill Rig. We've partnered with RJ McLeod for many years, sharing the same values of working sustainably and ethically to the highest standards, and hiring locally wherever possible.

We worked closely with RJ McLeod, our tier one contractor at Mill Rig, to maximise local spend. Together, we helped ensure that over 70% of their spend was delivered within 30 miles of site.

By our internal estimates, approx £11.7 million will be spent with local contractors (within 60 km) of the Mill Rig site during the construction and ongoing maintenance of the wind farm, with around 300 direct jobs supported.

The six-turbine Mill Rig site, due to become operational in 2026, will deliver around £167,000 in community funding each year for local environmental and social projects, and an estimated £5 million over its 30-year expected lifespan. Beyond that, it will continue to inspire new generations to embark on careers in renewables, strengthening the local industry for decades to come.

# £167k

Mill Rig site will deliver around £167,000 a year in community funding

## Tackling energy affordability across the country

**Across our sustainability strategy, we look for ideas which deliver real, tangible benefits to local people.**

Energy affordability is consistently highlighted as a major issue for local communities and we have made addressing this a central part of our approach.

**Our commitment: We deliver reliable, affordable renewable electricity for consumers across the country.**

**How we took action in 2025:**

- **Healthy & sustainable living program** > We're running workshops to help teach people practical ways of saving energy and money. In 2025 we ran 24 workshops with the local community in South Lanarkshire, and funded products to help them lower their energy usage.
- **Decarbonisation and energy efficiency** > We have proposed an energy pilot project as part of Glen Water Wind Farm's community benefit proposals. This project will look at houses within 2km and fund things like insulation, windows and new heating systems to bring down their cost of energy.
- **Advocating for a better grid** > We have commissioned industry-wide work to identify recommendations to government aiming to improve the way our electricity grid operates. If implemented, these recommendations would help reduce overall grid costs and save carbon with a more efficient system.

# Being a responsible business

**As a responsible business, we are committed to supporting a transition to a clean, home grown energy system that tackles climate change, restores nature and leaves no community behind. We innovate to develop best practices and advocate for policy which places communities and local businesses at the heart of renewable energy decisions. We are prepared to push boundaries as we advocate and lead the way for a fair transition to a renewable economy.**

# Our commitments

1

Uphold human rights and promote sustainability in our value chain with transparent reporting

2

Maintain robust cybersecurity and data protection across our business

3

Advocate to support the delivery of a fair, inclusive energy transition which restores nature and tackles climate change

# Our targets:

**Target 50% of vendor spend with vendors who have an overarching sustainability policy**

**Train 100% of employees on cybersecurity annually**

**Achieve zero security breaches of personal identification information (PII)**

## Our 2025 Responsible Business highlights

- Launched a new forum to unite key actors in the renewables ecosystem to help channel more benefits to local businesses
- Contributed towards a national study on the impact of constraint costs to the national grid, helping to support a continued transition to clean power by 2030.

# Advocate for the delivery of a fair, inclusive energy system which restores nature and tackles climate change

## Developing partnerships to maximise the local supply chain and support local businesses

**We believe that by working together with the wider ecosystem involved in our renewables projects, we can deliver even greater benefits and drive responsible business practices across the board.**

In 2025, we pioneered the South Lanarkshire Developer Forum, bringing developers, local authorities and large contractors together to identify efficiencies and opportunities to maximise the positive impacts of our developments.

Co-chaired by OnPath Energy and South Lanarkshire Council, the Developer Forum aims to increase coordination and deliver a more cohesive approach to construction, promoting shared business ethics and raising awareness of supply chain opportunities for local businesses. The region is preparing for up to 1.8 GW of new onshore wind capacity by 2035 through an investment worth £3.6bn – positioning South Lanarkshire as a vital hub for Scotland’s green energy growth. We want local businesses and ethical business practices to be front and centre of this investment.

**“Our projects must do more than generate clean power; they must deliver real, lasting value to local communities and businesses. The Developer Forum was about making sure we collaborate early and often to maximise benefits for the local economy, deliver projects that have wide and lasting benefits for communities and listen to local voices when considering transport management plans.”**

**Robin Winstanley**  
Sustainability and Community  
Director, OnPath Energy.



# Local businesses in our supply chain

We always seek to prioritise the local area when awarding tenders for our projects, aiming for 65% of the total project spend within a 60 km radius of each wind farm, however we want to increase the benefits even further and we see exciting opportunities to raise the percentage of investment in South Lanarkshire by supporting the range of local suppliers who are able and ready to take part in upcoming projects. Through the Developer Forum, we aim to leverage these opportunities, ultimately delivering more local jobs and supporting more local businesses.

We are working closely with South Lanarkshire Council, Scottish Renewables, Biggar Economics, other local renewable energy developers and the Supplier Development Programme to ensure collaboration across the region. The initial meeting in August focused on three priority work streams: supply chain collaboration, skills and STEM engagement and transport management planning. Coordinating on construction timelines, arranging Meet-the-Buyer events and targeted communications were all discussed as ways to raise awareness among local businesses. If successful, the South Lanarkshire Developer Forum will serve as a blueprint for localised collaboration for future renewables projects across the UK.

**“With a series of projects in the pipeline, we hope that this Forum will serve as a practical first step in agreeing shared timelines, aligning procurement where we can, and creating an environment where local businesses are not only aware of opportunities but are ready and able to deliver. It’s about making sure this next decade of renewables brings real value to local people and the local economy.”**

Theo Philip, Development Director,  
at Lanark-based developer 3R Energy.



# Advocate for the delivery of a fair, inclusive energy transition which restores nature and tackles climate change

**As part of our commitment to a net-zero transition that leaves no community behind, we share our expertise to support industry research and guide government policies and transition plans.**

In 2025, together with 10 industry partners, we helped commission a study, conducted by LCP Delta, which explored measures to tackle increasing grid constraints as the UK transitions to renewable energy, with the key aim of making energy more affordable for consumers, reducing the UK's dependence on imported fossil fuels and strengthening the UK's energy security.

## **Constraints with the current electricity grid**

A full transition to clean energy in the UK requires a significant expansion of the electricity grid, as we move away from centralised power stations to a vast network of renewable energy sites, often located in remote areas. More pathways are needed to move the renewable energy to where it's needed across the UK, to match real-time demand and supply.

Currently, various levers are used to manage these constraints, including a 'Balancing Mechanism', which essentially 'turns down' renewable generation when there is a surplus

that can't be transported through the grid, and 'turns up' generation closer to where the demand is or when there is a shortfall in renewable energy. However, this introduces constraint costs and often increases emissions, since gas-fired power stations are typically used to make up the shortfall. As the growth in renewable energy generation outpaces network capacity, without intervention, constraint costs are expected to rise.



# Supporting efficiency and affordability of the future clean energy grid



## Proposals to help keep energy prices low for consumers

The study evaluated the potential impact of measures proposed under the government's Reformed National Pricing (RNP) – essentially, more adjustable electricity pricing to reflect grid constraints and location.

The feedback provided by OnPath helped shape six key recommendations to the government.

We believe these will help drive an efficient energy system, deliver carbon savings, and most importantly, reduce energy costs for consumers over the long term.

## Recommendations:

- **Ensure** timely delivery of network build: Consenting to and the timely delivery of grid upgrades across the UK to accommodate the increase in renewable energy.
- **Improve** utilisation of existing network: Using the existing network more efficiently to increase carrying capacity and reduce outages.
- **Increase** Balancing Mechanism participation for smaller assets: Incentivise smaller assets to take part in the Balancing Mechanism through policy levers as well as forward contracting outside of the mechanism.
- **Improve** interconnector redispatch: Enable better coordination and flexibility in cross-border electricity trading with EU countries to adjust flows based on actual demand and supply levels.
- **Understand** the optimal level of constraints: Determine the optimal balance between building out the network and the constraint costs incurred.
- **Improve** transparency on constraint cost drivers: Releasing more historic data of constraint costs and future projections (by the National Energy System Operator – NESO) would encourage greater industry engagement.

As well as supporting research to steer future policy, OnPath engages in industry initiatives such as the Fairer Energy Future campaign, a coalition of organisations seeking to protect consumers from higher energy costs as the UK targets clean power by 2030. These efforts demonstrate our responsible business promise in action and our active pursuit of a just transition to net zero that benefits all.

# £3.8bn

The study found that combining the first three key measures could reduce the 2030 constraint costs by up to 60% (£3.8bn), with further reductions expected as additional measures are implemented. These would also reduce the UK's reliance on importing gas for grid balancing, thereby helping increase national energy security, while cutting power sector emissions by an estimated 20%.

# Metrics and proof points index

## Climate and nature positive

Commitment	ESRS topic	Target / metrics to track	Performance
<b>We will help tackle climate change and support the transition to net zero</b>	ESRS E1 Climate Change - Climate Change Mitigation ESRS E1 Climate Change - Energy	Achieve net zero for Scope 1 and 2 by 2030	Our 2025 emissions Scope 1: 32.5 tCO <sub>2</sub> e Scope 2: 472 tCO <sub>2</sub> e
		Achieve net zero for Scope 3 by 2050	Our 2025 emissions Scope 3: 52.8 tCO <sub>2</sub> e
		Double our delivered generation capacity by 2030	In progress from a 2024 baseline of 252 MW
<b>We will protect and enhance the environment and its biodiversity</b>	ESRS E4 Biodiversity & Eco-systems - Land use change ESRS E4 Biodiversity & Eco-systems - Species population size	Achieve a biodiversity net-gain of at least 10% for all new projects	Most recently submitted project: Glen Water wind farm at 19% BNG
		Area of habitat (M2) maintained or enhanced	Achieved 197,000 m <sup>2</sup> of habitat maintained or enhanced
<b>Use circular economic principles to design out waste</b>	ESRS E5 Circular economy - Resource inflows & outflows ESRS E5 Circular Economy - Waste	Divert 100% of major components (e.g. turbine blades, tower, rotor and hub) from landfill  Track waste data from all our operational sites	Will be integrated into all new and existing projects  2025 data Total non-hazardous waste recycled or reused (all inorganic waste): 10.37 t Non-hazardous waste with unknown disposal method: 19.9 t Hazardous waste recycled: 16.4 t Hazardous waste (unknown disposal method): 2.4 t
<b>Embed sustainable design practices into our projects to deliver the highest environmental standards</b>	ESRS E4 Biodiversity & Eco-systems - Land Degradation	100% of new projects to have either a habitat management plan (HMP) or biodiversity action plan (BAP) in place as appropriate	Achieved in 2025

## Developing Together

Commitment	ESRS topic	Target / metrics to track	Performance
<b>Support an inclusive, diverse workplace where employees are valued, respected and listened to</b>	ESRS S1 Own workforce - Diversity	Maintain gender diversity at the executive team and increase representation at director/senior level	Overall: 58% male, 42% female At senior level: 75% male, 25% female
<b>Nurture and develop your talent and skills</b>	ESRS S1 Own Workforce - Training & skills development	Track total training hours across the workforce and average training hours per employee	515 hours of training delivered in 2025. Average of 6.1 hours per employee.
<b>Create a working environment where health, safety and wellbeing are our priority</b>	ESRS S1 Own workforce - Health & Safety	Achieve zero high risk HSSE incidents Achieve 100% completion of Safe Work Observation Achieve an average attendance at our all-hands safety briefings of 90% or higher	Newly launched targets, which will be assessed in our 2026 report
<b>Provide fairly-paid and sustainable employment in an engaging environment</b>	ESRS S1 Own Workforce - Adequate Wages	Committed to maintaining living wage accreditation	Achieved since 2024

## A just transition

Commitment	ESRS topic	Target / metrics to track	Performance
<b>We will listen to the needs of the community and deliver open, collaborative consultations with transparency and integrity</b>	ESRS S3 Affected Communities - Freedom of expression ESRS S4 Consumers & end users - Access to quality information	100% of projects to include a locally distributed community information leaflet with details of the consultation	Achieved for all existing projects
		100% of projects to have a dedicated website and feedback portal during construction	Achieved for all existing projects
<b>Enable communities to lead change at a local level through sustainability and climate action</b>	ESRS S3 Affected Communities - Land related impacts ESRS S4 Consumers & end users - Access to products and services	Community funds are spent on climate action and sustainability	£197,272 in 2025
		Offer community ownership on all new wind farms	Ongoing
<b>Provide community benefits which reflect the priorities of the local community</b>	ESRS S3 Affected Communities - Land related impacts	Track the total spend given to community benefit funds	£1,288,773.63 in 2025
		Track the total spend of grants given from our community funds	£1,241,529.68 in 2025
<b>Support your local community with investment, jobs and skills</b>	ESRS S3 Affected Communities - Land related impacts	We commit to £1 million per MW being spent in the local area of all new onshore wind projects	2025 submitted projects Glen Water wind farm: £2.2 million/MW projected
		We target 65% of the lifetime spend on a windfarm being spent locally	2025 submitted projects Glen Water Wind Farm: 63% projection
<b>Deliver reliable, affordable renewable electricity for consumers across the country</b>	ESRS S4 Consumers and end users - Access to products and services	Tracking the energy generation from our projects	562,550 MWh in 2025
		Tracking the percentage of new projects with local energy initiatives embedded into the planning application	100% since 2023

## Being a responsible business

Commitment	ESRS topic	Target / metrics to track	Performance
<b>Uphold human rights and promote sustainability in our value chain with transparent reporting</b>	ESRS S2 Workers in the value chain - Forced Labour ESRS E1 Climate change - Climate change mitigation ESRS G1 Business Conduct - Corporate Culture	Target 50% of vendor spend with vendors who have an overarching sustainability policy	Approx 80% in 2025
<b>Maintain robust cybersecurity and data protection across our business</b>	ESRS S4 Consumers and end users - Privacy	Train 100% of employees on cybersecurity annually	Achieved
		Achieve zero security breaches of personal identification information (PII)	Achieved
<b>Advocate for the delivery of a fair, inclusive energy transition which restores nature and tackles climate change</b>	ESRS G1 Business Conduct - Political Engagement ESRS ES - Policy	Track contributions to collaborative policy with trade bodies	Helped commission and supported delivery of LCP Delta constraint cost study.
		Track number of multi-stakeholder events organised or attended every year	27 workshops and events, targeting decarbonisation, sustainable living and local spending.

## Thank you.

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