

Welcome to our 2023 sustainability report.

This year's report highlights how we are driving sustainable growth as a business: from working with our customers to address global issues, to the way we interact with and support our communities.

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Introducing our fourth annual sustainability report

I'm pleased to introduce our fourth annual sustainability report. This year has seen BMT take more action and achieve greater impact than ever before as we help our customers negotiate some of the most important technical challenges of our time.

This is real progress built on the foundations set over the past three years of our sustainability strategy.

In the face of the climate emergency, increasing pressure on resources and our natural environment, and need to create enduring social value, we remain steadfast in our commitment to building a more sustainable business that creates value for our customers, our people and the planet.

BMT is privileged to be in the frontline of many global issues with our customers and this report showcases some of that work, from investigating energy-saving technologies in support of the energy transition to protecting our ecosystem through habitat rehabilitation. We are unwavering in pursuit of our roadmap to Net Zero, supported by validated science-based targets for Greenhouse Gas (GHG) emissions. This year, the carbon reporting data presented in this report is underpinned by our increasingly sophisticated approach to data gathering across the business.

From work with Engineers Without Borders (EWB) in Australia to school STEM projects in the UK, we have continued to develop the way we interact with and support the communities on which the future of our business depends.

You will also see highlights of the way we are fulfilling our commitment to our employees across DE&I, wellbeing, and talent development.

As a member of the board, I see first hand the commitment to effective corporate governance and integrating sustainable and responsible practices at all levels throughout the business, and how that is integral to our strategic decision-making process. I'm delighted to share with you, in this report, how all that comes together as we successfully grow our business and achieve ever-greater alignment with the United Nations Sustainable Development Goals (SDGs).



Sue Mackenzie
Non Executive Director, BMT
Designated board ESG Lead



Our performance



Our commitment

Promoting responsible and ethical business practices.

Statement of ethics, with a **commitment to the energy transition**.

Supplier code of conduct, supplier onboarding questionnaire and manual due diligence checks.

A Non-Executive Director representative for environmental, social, and governance matters.



Our impact

Reducing GHG emissions and delivering projects to address social and environmental challenges.

Validated **Net Zero targets** with Science Based Targets initiative.

20% reduction in discretionary travel.

Introduction of Global Innovation Hub: A central platform where employees can share and develop sustainability ideas and projects in support of our SDGs.

Growing revenue from professional services that help customers mitigate and adapt to climate change.



Our people

We encourage creativity and nurture a workforce that contributes to our sustainability goals.

Appointment of Sustainability Director.

Sustainability induction for new employees.

Energy Industries Council (EIC) National Awards Ceremony 2023, securing the Culture Award and earning a finalist spot in the Sustainability category.

Sustainability Action Team.



Our communities

Engaging with our communities through volunteering, charitable giving, and partnerships.

Active corporate citizens in the communities we affect and rely on.

Donated over
£100,000
(GBP) to our communities.

Commitment to **improving water security for indigenous communities** in North Queensland, Australia.

Features

Restoring the foreshore

BMT owns 2.4 hectares of foreshore land in Southampton Water, Hythe. This land has been left untouched since 1998. In alignment with Sustainable Development Goal 9, we are committed to using the site to foster innovation in biodiversity conservation and restoration.

Science-based targets

Our science-based emission reduction targets have been validated by the Science Based Targets initiative.

Hydrogen powering of vessels

“Strategic Marine’s collaboration with BMT is proving successful once again with the latest version of the increasingly popular StratCat 27 Crew Transfer Vessel. It’s the latest example of how we are working with specialist partners to build ever-expanding fleets of low-carbon vessels.”

Chang Eng Yew Chief Executive Officer, Strategic Marine

Port of Brisbane

BMT in conjunction with the Port of Brisbane and contractor B4C, has developed a concept rehabilitation plan for Whyte Island, Port of Brisbane. The work commenced in 2023 and has resulted in the protection of more than 15 hectares of habitat, which includes important habitat for critically endangered bird populations.

Where are we in reaching our Science-based targets?

Pages 25-27 illustrate our global GHG emissions for 2023 and how we are performing against our 2019 base-year inventory.

BMT Giveback - Drops for Change

Employees were asked to vote for a project that could support one of our local communities. This year employees voted for ‘Drops for change’, an initiative to improve water security for Indigenous communities in Australia, North Queensland. See page 37 in ‘Our communities’ section for more information about our winning project!

Turkey and Syria Earthquake Appeal

To support victims of the earthquake in Syria and Turkey, BMT donated £21,810 to the Turkey and Syria earthquake relief effort.

10



11



15



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25



37



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1

1: Our commitment

The standards and policies we set as a business to promote responsible and ethical business practices throughout our organisation.



Materiality

In 2023, BMT identified five material topics. These were endorsed by the board and were prioritised for the governance and application of our sustainability strategy. Each topic is material from a financial, social, and environmental perspective.

A materiality assessment is reviewed annually by the board. This prioritisation provides regular opportunities for us to discuss the most important sustainability topics, ensuring our commitment to society and the environment is reflected across BMT's overall strategy and culture.

This means we focus on global challenges:

- Where we have the greatest impact;
- That have the greatest impact on us;
- That impact our stakeholders.

Our materiality assessment process reflects industry best practices and global standards by performing a double materiality assessment, which considers financial materiality, as well as environmental and social materiality.

Financial materiality prioritises the social and environmental factors that most impact the value of BMT as perceived by the market, such as climate impacts, future regulation or customer demand. Environment and social materiality prioritises those topics that enable us to have the greatest impact on societies, economies, and environments around the world in which we operate.

Five material topics

- 1 Purpose**

Our purpose puts us in a wider context of intentionally creating environmental and social value through the work we undertake for our customers. We use that purpose to direct and communicate our actions.
- 2 United Nations Sustainable Development Goals**

We've chosen to align to those SDGs that have the greatest relevance to our business in terms of the way these topics impact us and our ability to impact them.
- 3 Net Zero**

We have a target of Net Zero by 2035. To help us get there we have an interim target of reducing our scope 1, 2 and 3 GHG emissions by **65% by 2030**, measured against our 2019 baseline year. These targets have been independently validated by the Science Based Targets initiative.
- 4 Climate risk and resilience**

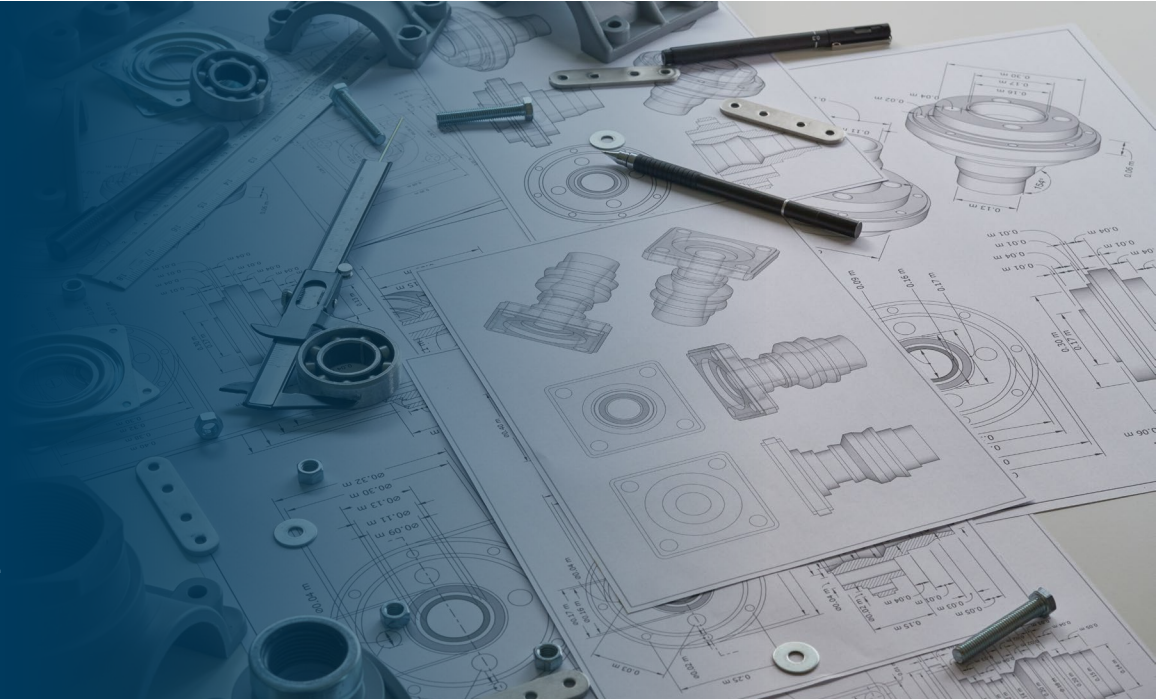
We're adhering to the globally recognised Taskforce on Climate-related Financial Disclosure (TCFD) framework to understand financial implications and integrate climate risks and opportunities into our strategy and decision-making.
- 5 Ethics**

We have developed an ethical statement, created through feedback from both our board and employees. This statement addresses our position on climate change, which is widely considered the most significant ethical issue across the work that we deliver. Before accepting projects, our statement enables us to assess whether it supports the energy transition and aligns with our values of sustainability.

Materiality highlights

Our purpose

To help navigate some of the most important and impactful engineering challenges of our time, creating an environment where people with outstanding technical knowledge strive to deliver a safer, more efficient, more effective, and sustainable future.



- We have our biggest impact in the world through the work we do for our customers. We can help them create a more sustainable future.
- We believe that by making sustainability a fundamental part of our thinking and our delivery, we create more value for our customers, more opportunities for our people, and we grow our business. But above all, we ensure we have a positive impact on things that matter in the world.



Materiality highlights *continued*

Driving progress through innovation

We are devoted to sustainable and responsible practices in all aspects of our business, including innovation and research. Innovation is crucial for sustainability. It helps us make improvements to our operations and come up with new ideas for driving sustainable growth.

To focus our efforts, we are prioritising two SDGs.



Taking urgent action to control climate change and its impact



Building resilient infrastructure, promoting inclusive and sustainable industrialisation and fostering innovation

42%

of our research and development projects included elements that supported these sustainable development goals.

By 2025 we aim to increase this to

60%

showing our ongoing commitment to sustainability through innovation.



SDG 13

Climate Action

We are committed to supporting the energy transition. This is achieved by using our expertise to play a more active role in helping our customers and communities shift from fossil fuel-based energy sources, such as coal, oil and natural gas, to cleaner and more sustainable energy or less energy-intensive alternatives. We are also committed to reaching Net Zero by 2035, to minimise the environmental and social impact of our business.

2024 priorities

Methanol-ready Crew Transfer Vessel (CTV)

We are always looking for new approaches to improve the sustainability of our ship designs. While energy-saving technologies and improved hull forms have a positive impact, achieving Net Zero requires transitioning our designs to alternative, renewable generated fuels. This drive is most evident in our crew transfer vessels for the offshore wind support market. Hybrid designs are now considered the standard, and alternative fuels are actively being explored. To support this effort, we are developing a methanol-ready CTV design and a 48-metre Service Operation Vehicle.



Materiality highlights *continued*

Across the projects we deliver to our customers and communities, we are innovating to add value to society and the environment.



SDG 9

Industry, Innovation and Infrastructure

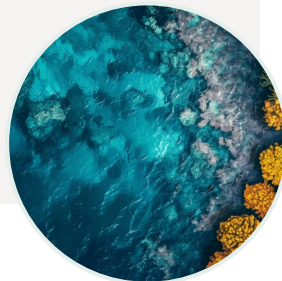
The focus is to build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation. Acknowledging the private sector’s vital role in research and development and our experience with customers having complex supply chains, we are focused on promoting innovative technologies and more sustainable business models.

Our team of consultants is supporting our customers to improve coral cover by conducting research and using a range of rehabilitation tools.

Project Refresh is a five-year reef rehabilitation initiative at Bait Reef within the Great Barrier Reef Marine Park, Australia. Our contribution focuses on the research, implementation, and monitoring of advanced rehabilitation tools, such as reef bags, which we first introduced to the Great Barrier Reef in 2019.

This project exemplifies the importance of collaboration and innovative infrastructure in environmental conservation. Supported by key funding from the Queensland Government’s ‘Reef Trails’ programme and involving various stakeholders, the initiative aims to stabilise coral rubble and enhance coral growth, in the face of environmental stressors like coral bleaching and cyclone damage. By developing and deploying these innovative tools, BMT is contributing to building resilient ecosystems, which is integral to fostering sustainable development.

Regular site management and detailed monitoring will continue until 2026 to evaluate the effectiveness of these rehabilitation techniques. This ongoing effort not only strengthens the resilience of marine infrastructure but also advances the broader understanding of reef restoration, showcasing how industry-led innovation can play a critical role in environmental sustainability.

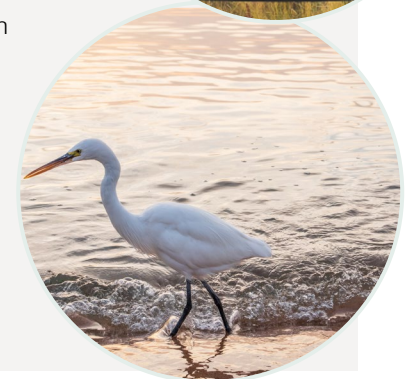


Driving innovation to restore the foreshore

BMT owns 2.4 hectares of foreshore land in Southampton Water, Hythe. This land has been left untouched since 1998. It is located within Hythe to Calshot Marshes Site of Special Scientific Interest (SSSI) and Solent and Southampton Special Protection Area (SPA). These wildlife designations have been established to support the estuarine sediments within the sites, which in turn support rich populations of invertebrates that provide an important food source for wintering birds.

A shoreline survey by the Hampshire and Isle of Wight Wildlife Trust found that the site has a rich baseline level of biodiversity, including mud burrowing anemones, white egrets, oysters, and long-clawed porcelain crabs. The survey also highlighted the site’s potential for research and development. For example, it could be used to trial seagrass restoration methodologies to support projects in Southampton Water.

In alignment with Sustainable Development Goal 9, we are committed to using the site to foster innovation in biodiversity conservation and restoration. This commitment involves restricting development activities, implementing sustainable management practices, and collaborating with partners to ensure the long-term health and resilience of the ecosystem. The programme will serve as an educational resource for local stakeholders, informing them about the importance of seagrass restoration. It will also help us explore new ways of collaborating, to increase our impact on local ecosystems and communities.



Materiality highlights *continued*

Net Zero

Our science-based emissions reduction targets have been validated by the Science Based Targets initiative.

Reducing GHG emissions has become extremely important for our business. We understand the urgency of the climate emergency and the challenges our customers are facing.

Our goal is to achieve Net Zero emissions by

2035

with an interim target to reduce our scope 1, 2, and 3 emissions by **65% by 2030** compared to our 2019 baseline.

These targets have been approved by the Science Based Targets initiative. Our challenging yet credible targets motivate us to stay ahead of our customers in addressing climate change and earning their trust.

See pages **25-29** for more information on GHG inventory and the measures we are taking to reduce our GHG emissions.



Global carbon reporting | base year inventory

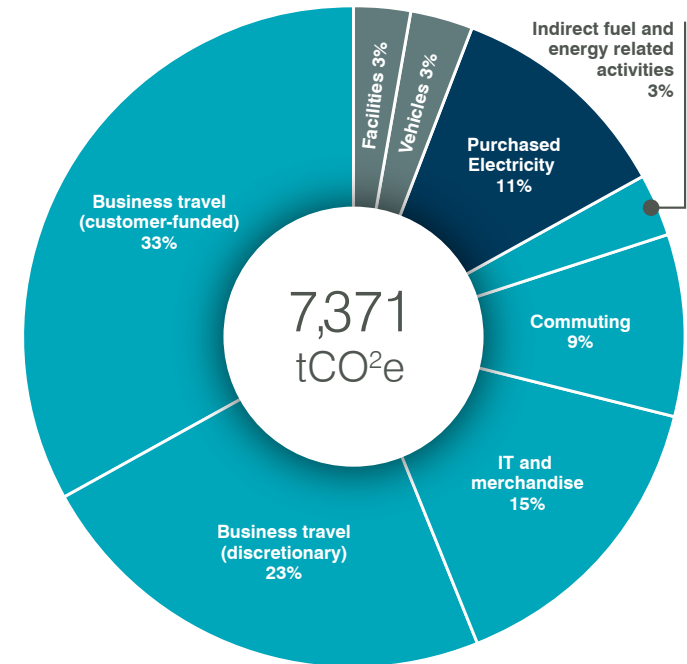
As part of our Net Zero roadmap, we have established a 2019 base year inventory of our GHG emissions (FY Oct 2018 - Sep 2019). Our total base year GHG emissions were 7,371 tonnes of CO² equivalent (tCO²e), with scope 1 and 2 representing 17% of total GHG emissions and scope 3 representing 83%.

Our approach aligns with the GHG Protocol, which provides the most widely recognised accounting standards globally for GHG emissions. Scope 1, 2 and 3 categorises the GHG emissions we are responsible for across our operations, and in our wider processes and activities.

Scope 1	<p>Facilities and vehicles GHG emissions from the gas used to heat our offices, and GHG emissions from the combustion of fuel from pool cars we own.</p>
Scope 2	<p>Purchased electricity GHG emissions from purchased electricity used to run our offices. Our approach means GHG emissions are specific to the energy grids in the locations where we operate.</p>
Scope 3	<p>Indirect fuel and energy related activities GHG emissions from the gas used to heat our offices, and purchased electricity used to run our offices, that are not included in scope 1 or 2. This includes the extraction, production and transportation of the gas and electricity we use, as well as grid losses from electricity transmission.</p>
	<p>Commuting Estimated GHG emissions from employees commuting between their homes and most regular place of work.</p>
	<p>ICT and merchandise GHG emissions from Information and Communications Technology (ICT) and merchandise, that we purchased in 2019, including GHG emissions from the delivery of these products to our offices. ICT makes up 99% of this category, and includes our IT equipment, cloud-based services, mobile phones, printing and photocopying costs, cyber security, as well as storage of our digital products.</p>
	<p>Business travel (discretionary and customer-funded) GHG emissions from the journeys taken by our employees for business purposes. This includes both discretionary and customer-funded travel by air, private car, hire car, taxi and rail. This is the largest source of our emissions.</p>

BMT's 2019 base year inventory

(% of overall GHG emissions)



● Scope 1 ● Scope 2 ● Scope 3

In accordance with Science Based Targets initiative recommendations, we have excluded water, stationery and food from our base year inventory.

Net Zero targets

Transformational

Growing revenue from professional services that help customers mitigate and adapt to climate change.

2030
Science-Based Targets achieved.

2035
Net Zero.

Transitional (shorter term targets)

10%
absolute reduction in office energy emissions from 2022 to 2025.

Transfer of on-premises storage to a cloud-based system with good sustainability credentials.

20%
reduction in discretionary travel compared with 2019 base year.

Read our impact report, pages **14 – 29** on how we are achieving our Net Zero targets.

2

2: Our impact

This section showcases projects we are taking ownership of with our customers worldwide to address social and environmental challenges.

It also highlights our progress in reducing our GHG emissions since our base year of 2019.



Supporting the energy transition

Hybrid propulsion

BMT has collaborated with Strategic Marine to design a Crew Transfer Vessel. The vessel is designed to transport service teams to offshore wind farms using hybrid propulsion. This involves integrating various power sources, such as battery-storage electric motors and diesel engines, to create a more versatile and efficient energy system.

The vessel operates in two distinct modes:

Green mode: Utilises a hybrid propulsion system.

Power mode: Uses diesel engines.

“Strategic Marine’s collaboration with BMT is proving successful once again with the latest version of the increasingly popular StratCat 27 Crew Transfer Vessel. It’s the latest example of how we are working with specialist partners to build ever-expanding fleets of low-carbon vessels”.

Chang Eng Yew

Chief Executive Officer, Strategic Marine



Supporting the energy transition *continued*

Using methanol-powered propulsion

Service Operation Vessels (SOVs) are essential for maintaining offshore wind turbines, serving as home bases for workers at sea for two to four weeks.

We are proud to have designed a **48m Service Operation Vessel** that prioritises safety, comfort and efficiency while making a more positive impact on the environment. Building on our extensive experience with over 70 successful Crew Transfer Vessels operating worldwide, this new SOV is designed to handle longer and more intricate operations and maintenance tasks.

Our design is equipped with a diesel-electric system that can be configured for methanol propulsion, further minimising environmental impact. Methanol, a biodegradable organic compound, significantly reduces CO₂ emissions compared to diesel. This innovative approach underscores our dedication to advancing cleaner maritime operations.

“Working on a platform which will directly generate significant emission reductions has been a highly rewarding experience. The vessel enables an operator to maintain typical wind farm support operations with a significant reduction in its environmental impact. Furthermore, the system architecture has been designed so that the SOV can adopt future technologies as and when they’re available. Not only does this reduce vessel emissions but provides the foundation for technological enhancements in a rapidly evolving industry.”

Toby Freeman

Senior Naval Architect, BMT



Supporting the energy transition *continued*

Wind propulsion

BMT actively supports the adoption of other energy-saving technologies such as wind propulsion across a range of commercial vessels.

In collaboration with Bristol-based maritime engineering start-up WingTek, the National Composites Centre and the University of Bristol, BMT is contributing to the development of the innovative WingTek wingsail. The project, backed by a £2.2million Innovate UK grant, aims to create an innovative wingsail that can be easily retrofitted to both existing and newly built vessels.

What is a wingsail?

A wingsail is a structure that utilises wind power to reduce fuel consumption. It can be used as an alternative to conventional sails, requires no manual handling, and is suitable for a wide range of wind conditions.

BMT's role includes predicting the performance of the wingsail, conducting an independent assessment, and ensuring that the structure can be safely installed on ships. This helps our customers mitigate the risks associated with adopting the technology, comply with regulatory requirements, and contribute to the maritime industry's transition to sustainable practices.



**AUSTRALIA
WIND ENERGY
2023**

We were sponsors of the Australian Wind Energy Conference 2023, which brought together industry experts, innovators, and thought leaders to discuss the latest advancements in wind energy technology, sustainability practices, and the future of clean energy.

Employee Spotlight: Centre of future clean mobility

We are a member of the University of Exeter's Centre for Future Clean Mobility, who specialise in developing low-emission power systems in the transport sector. Our Head of Innovation and Research, Jake Rigby, sits on the board of advisors and is an honorary professor. His research includes increasing vessel efficiency and alternative low-carbon power systems, both existing vessels and new builds.

“As a developing technology, there are risks to implementing wind propulsion, such as dependence on weather conditions and regulatory concerns, which can hinder adoption by ship owners. It is incredibly rewarding to see our work helping to reduce those risks and enabling wider adoption.”

Jake Rigby
Head of Innovation and Research, BMT



Supporting the energy transition *continued*

The maritime industry accounts for **2.5% of global GHG**. By adopting green fuel alternatives like hydrogen, the industry aims to launch the **first zero-emission fleet by 2030**.

Hydrogen-powered vessels

BMT is leading a two-year initiative on hydrogen-powered vessels for the Blue Economy Cooperative Research Centre. This project aims to pave the way for Australia and New Zealand’s transition to innovative hydrogen technology. Our partners include the University of Tasmania and the Maritime Safety Authority in Australia.

The initial phase of this visionary project involved conducting a comprehensive survey of vessels worldwide to assess the potential adoption of hydrogen-powered vessels. Our findings indicate that the majority of these vessels are small domestic commercial units, with many exceeding 20 years in service. There is a significant market demand for replacement vessels, although challenges persist, particularly regarding hydrogen fuel storage.

Moving into the second phase, we are dedicated to integrating hydrogen technology into vessels and exploring various technology and storage solutions. As part of this phase, we are evaluating the feasibility of converting diesel-powered vessels to hydrogen propulsion. Our research extends to assessing applications such as the conversion of Wind-Farm Support Vessels, serving as a case study.

The final phase of our project will delve into the cost implications of hydrogen-powered vessels and analyse how they will stack up against traditional diesel-powered designs in the future.

“The Blue Economy Cooperative Research Centre has provided a great opportunity for BMT to work with Australian industry and academia in the field of marine decarbonisation. The carbon emissions from domestic commercial vessels can be greatly reduced by a transition to alternative fuels, and the project helps to highlight global developments in hydrogen propulsion technology.”

Andy Harris

Technical Lead – Naval Architecture, BMT

The outcomes of this pioneering research could support in facilitating a seamless shift for the Australian and New Zealand shipping industries towards a net-zero emissions future, propelled by hydrogen-powered vessels.



Supporting the energy transition *continued*

Engineering, logistics, and management support

In Canada, BMT are providing engineering, logistics, and management support relating to environmental legislation and sustainability action plans. These projects align with the latest directions on climate, sustainability, and environmental protection from the Government of Canada.

Environmental management, Canadian Surface Combatant

In support of the Canadian Surface Combatant (CSC) Project Management Office, we are developing a strategy for a climate and environmental sustainability management program. The CSC, a specialised division within the Department of National Defence of Canada, oversees the acquisition, development, and management of the CSC.

The strategy we are developing aims to integrate environmental performance with through-life capability, cost performance, and government environmental regulations. This will ensure the operational effectiveness and efficiency of the vessels throughout their entire lifecycle.



The Royal Canadian Navy

Decarbonisation plan

We are supporting the navy with decarbonisation, which includes developing strategies for reducing the carbon footprint of the Royal Canadian Navy Fleet. These strategies involve a combination of energy efficiency programs, the use of lower-carbon fuels, and the implementation of future technologies.

Environmental policy, maritime equipment program

BMT is committed to advancing the development of policies and guidelines for the environmental management of materials used in Royal Canadian Navy vessels. Our focus is on driving climate action and implementing comprehensive guidelines that will have a more positive impact on the environment and ensure regulatory compliance across the board.

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This program is a part of Canada's broader National Shipbuilding Strategy (NSS), which seeks to renew the country's naval and Coast Guard fleets while also revitalising its shipbuilding industry.

Supporting the energy transition *continued*

Viking carbon capture and storage

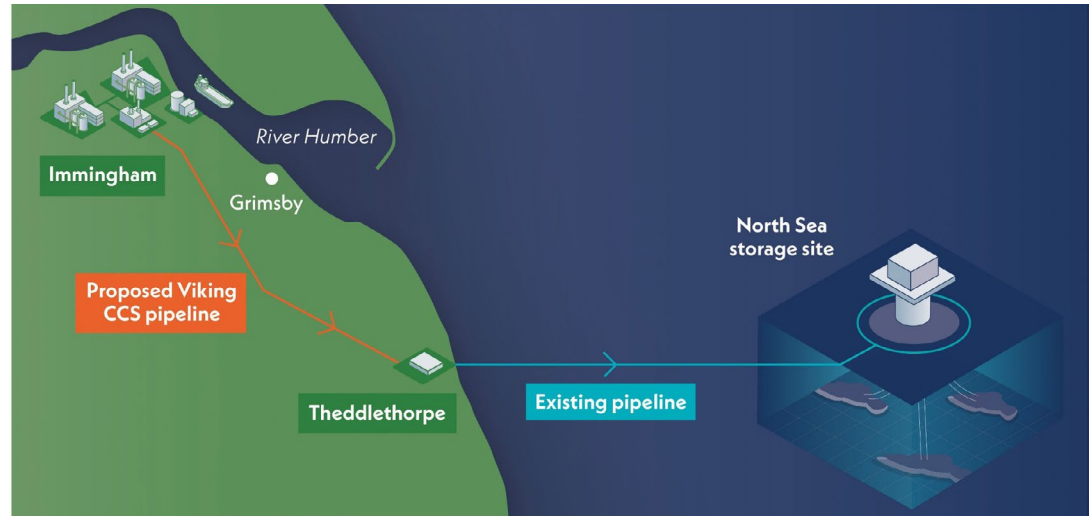
As the UK strives to reduce GHG emissions, BMT is leading the environmental aspects of the Viking Carbon Capture and Storage project.

In collaboration with Harbour Energy and BP, the facility looks to **capture over 50% of carbon dioxide emissions** from the industrialised South Humber, North-East England, the largest emitting region in the UK. The project will transport the captured carbon dioxide via a pipeline to a storage site deep beneath the seabed.

BMT's role includes:

- **Evaluating the impact of the facility on the environment.**
- **Identifying health risks associated with exposure to environmental contaminants at the site.**
- **Assessing whether the development could negatively affect local habitat conservation.**
- **Analysing the benefits of the project.**
- **Engaging with stakeholders who could be affected by the development.**

The facility will repurpose existing infrastructure in the southern North Sea, to create reliable, low-carbon facilities. It aims to safeguard jobs in the area, deliver economic value across the region, and **store 15 million tonnes of CO2 per year by 2035**, which is equivalent to one-third of the UK Government's 2030 carbon dioxide storage target. The project is progressing, and it is expected to commence operations by 2027.



“We are proud to have played a role in the development of carbon capture and storage technology in the UK through offering environmental support. This innovative project represents a significant step towards achieving Net Zero emissions targets in the short-term and ensuring a long-term, sustainable future in the UK as the energy transition continues.”

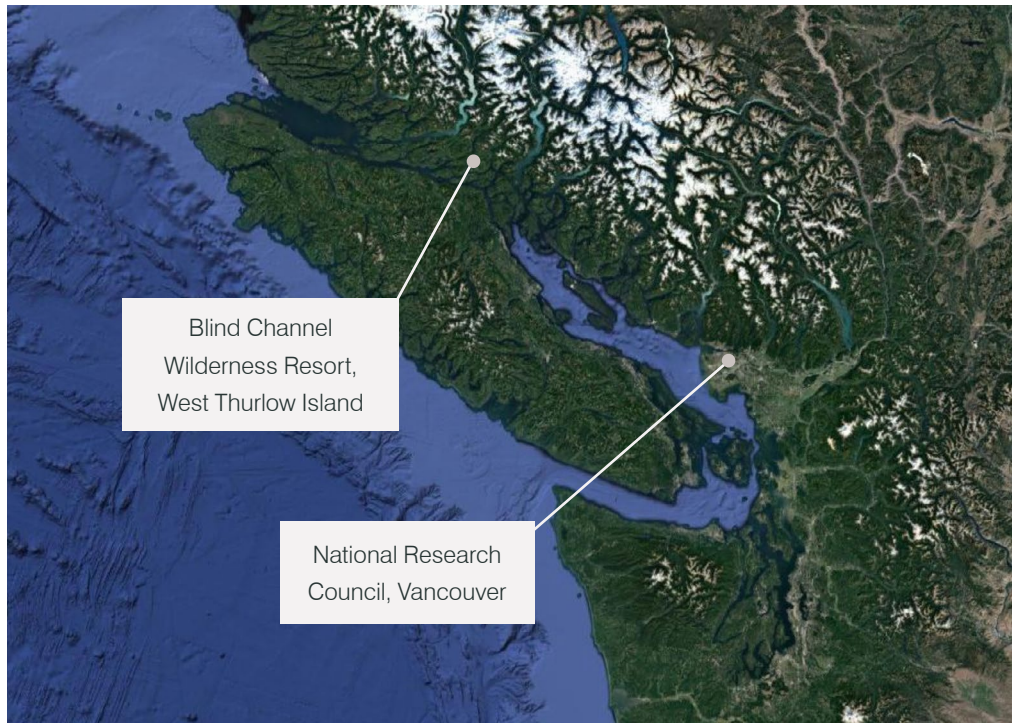
Brooke McCluskey
Environmental Consultant, BMT

Supporting the energy transition *continued*

Ocean energy smart grid integration

Many remote communities throughout Canada and the world are not connected to electrical grids and are dependent on diesel generators for their electricity. Diesel fuel is more expensive and causes higher GHG emissions.

In the last year, BMT has continued the development of smart grid solutions for remote communities to reduce their dependence on diesel, through standardised integration, control, and distribution of batteries and renewable energy sources.



Map of smart grid project sites in British Columbia, Canada

BMT has contributed to two main smart grid projects this year:

Blind Channel Wilderness Resort

We supported the University of Victoria in developing an engineering design study for a smart grid at Blind Channel on West Thurlow Island, Canada. This involved conducting various studies to address technical issues and estimate approximate investment costs. Subsequently, we finished a detailed design of a battery energy storage system, which is now ready for the next phase involving construction, installation and commissioning of the system.

Microgrid Test Centre for the National Research Council

Our team is developing a smart grid test centre for the National Research Council in Vancouver. One of the aims of the site is to test technologies for deployment in Northern and Arctic sites to reduce diesel use and emissions.



“It’s exciting to be part of the team contributing to the ocean energy smart grid integration project, supporting a more sustainable future. The technology has the potential to benefit many of the remote communities where it will be used. It’s also a privilege to collaborate with the National Research Council of Canada and the University of Victoria, sharing BMT’s expertise while gaining valuable insights from our partners.”

Ron Halka

Team Lead, Program Services, BMT

Sustainable solutions

Flood and risk modelling

Our flood and risk modelling services are used to inform planning and development strategies. We help mitigate the risk of flooding by directing new development to lower-risk areas and building resilience in regions prone to a reduced flood risk.

Isle of Man

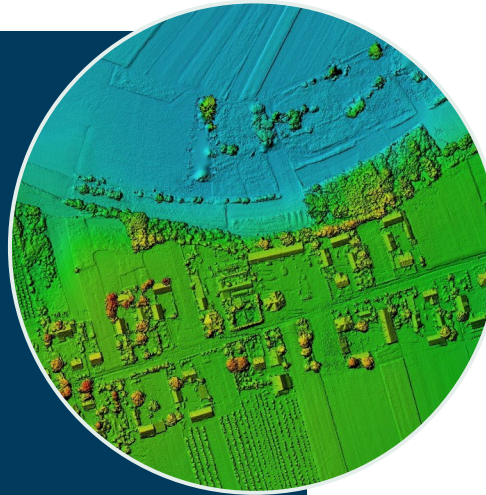
We are completing a Flood Risk Management project with the Isle of Man Government, Department of Infrastructure. This involves providing hydraulic modelling and flood mapping services to update the island's current flood risk and hazard maps, whilst also standardising fluvial and coastal models.

The outputs from this project will be fed into a wider Isle of Man programme which will lead to the introduction of a new planning policy for the island concerning flood risk and development.

“Working on the Isle of Man project provided tangible benefits to the customers. The modelling results matched known flooding areas and provided insight into unseen flooding mechanisms, including the benefit of leaving tidal flood gates open during a fluvial flood.”

Richard Brook

Senior Consultant, BMT



Low embodied carbon in construction materials

In Australia, infrastructure must withstand the increasing occurrence of natural disasters; which currently costs the economy **\$38 billion annually** - a figure projected to double by 2060 due to escalating emissions.

We have supported the Institute of Public Works Engineering Australasia in developing guidance on climate-resilient materials. While many new construction materials are emerging on the market, we need to balance reducing GHG emissions with ensuring that materials can withstand the harsh realities of climate change; from extreme weather events to rising sea levels, which this research supports.

You can find out more [here](#) on our website.



Sustainable solutions *continued*

Supporting aquaculture through environmental modelling

We are undertaking robust modelling in aquaculture to support the industry minimise ecosystem impacts and optimise aquaculture production.

Aquaculture is the cultivation of aquatic organisms and is increasingly relied upon to meet the growing demand for seafood and reduce harmful fishing practices. Despite offering significant potential for food security and economic growth, there are still several industry challenges that need addressing. These include promoting responsible practices such as waste management, disease control through monitoring and detection systems, and establishing effective regulations.

To support the industry, our work in Australia, UAE and Canada includes:

- **Using aquaculture modelling to simulate scenarios and optimise farm operations, to ensure minimal environmental impact.**
- **Conducting modelling studies to evaluate fish waste and its impact on water and sediment quality, as well as light penetration.**
- **Partnering with leading fish farming companies to secure approval from the Environmental Protection Agency for new coastal aquaculture sites.**

“I enjoy using numerical tools and cutting-edge science in aquaculture modelling. It’s incredibly rewarding to know that I’m contributing to marine environment protection while supporting sustainable food production. Working alongside a talented and dedicated team makes the experience even better.”

Gayan Gunaratne

Associate Principal Consultant, BMT



Supporting the industry to tackle sea lice infestations

In Scotland, we are collaborating with salmon farming companies to manage sea lice. Sea lice are parasites that are harmful to fish stocks and infestations can cause economic losses and environmental degradation.

Our work involves using advanced technology to model the risks presented by sea lice in various environmental, geographical, and treatment scenarios. This helps ensure the effective and sustainable use of antibiotics.

This follows our innovative collaboration with industry, regulators, and researchers, to develop modelling packages capable of predicting the trajectory and spread of sea lice in the North Sea. This was funded by the UK Government’s Seafood Innovation Fund.

Sustainable solutions *continued*

Our teams are increasingly supporting our customers in managing climate risk through projects such as blue carbon accounting and habitat rehabilitation.

BMT assessed the Port of Brisbane's land and its suitability for carbon reduction projects. This included an investigation to determine whether such projects in the region could support local biodiversity and water quality.

From this, Whyte Island was selected as the priority rehabilitation site. BMT in conjunction with the Port of Brisbane and contractor B4C, has developed a concept rehabilitation plan for the site.

The ecosystems of Whyte Island include one of the largest strongholds of mangrove forest in the proximity of Brisbane, mudflats, native grasslands, and a coastal forest that supports native plants and provides connectivity for neighbouring animals. The area is threatened by unauthorised access, weeds, and surrounding industrial land.

The work commenced in 2023 and has resulted in the protection of more than 15 hectares of habitat, which includes important habitat for critically endangered bird populations. Future stages of the project will involve mass replanting, removal of weeds, and further biodiversity enhancement measures. Furthermore, access to the site will be improved and facilities will be installed to create a range of education opportunities.

“My role at BMT allows me to pursue my passion for habitat restoration, which I have pursued since childhood. With hands-on experience in plantings and public sector projects and an appreciation of the challenges faced across the environmental sector, I was empowered to offer unique perspectives and identify solutions to Whyte Island’s rehabilitation project.”

Dean Philpot

Senior Consultant, BMT



Global carbon reporting

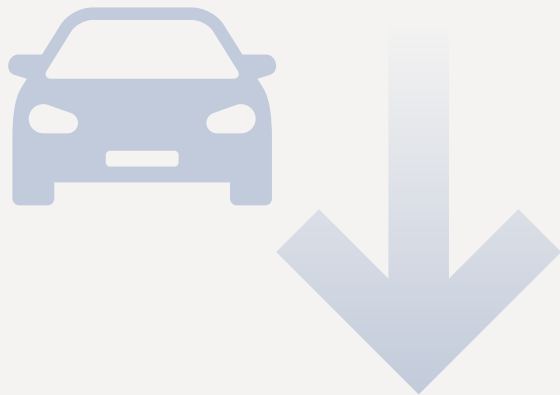
Where are we in reaching our science-based targets?

We have a **5.63% annual emission reduction target** which we are achieving to date. Our global **GHG emissions have decreased by 34%**, from over 7,000 tCO₂e, to under 5,000 tCO₂e since 2019. To support us on our journey to achieving Net Zero, we also have a target of a 10% absolute reduction in office energy emissions from 2022 to 2025.

The next two pages illustrate our global GHG emissions for 2023 (FY Oct 2022 – Sep 2023) and how we are performing against our 2019 base year inventory.

Scope 1 focus - pool cars

In the Netherlands and Belgium, scope 1 emissions decreased due to a reduction in the number of available pool cars and the conversion of 54% of the remaining fleet to plug-in hybrid vehicles.



Scope 2 focus - energy usage

This year, there has been an increased number of employees returning to offices. To maintain a reduced energy consumption in our offices, we have:

- Reduced office footprint in Calgary, Canada and Teddington, UK.
- Completed installation of LED lighting throughout our UK offices.
- Reviewed sustainability strategies and commitment to Net Zero of our serviced offices.
- We are making considerable changes to how we store digital data by closing on-premises data centres and moving to a single-tenant cloud solution. This shift will streamline operations and significantly reduce office energy consumption.

No. of offices

2019: 30

2023: 32

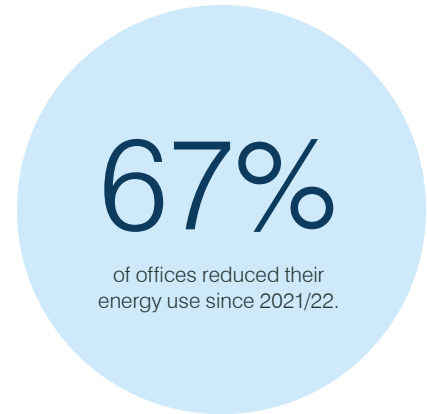


No. of employees

2019: 1,185

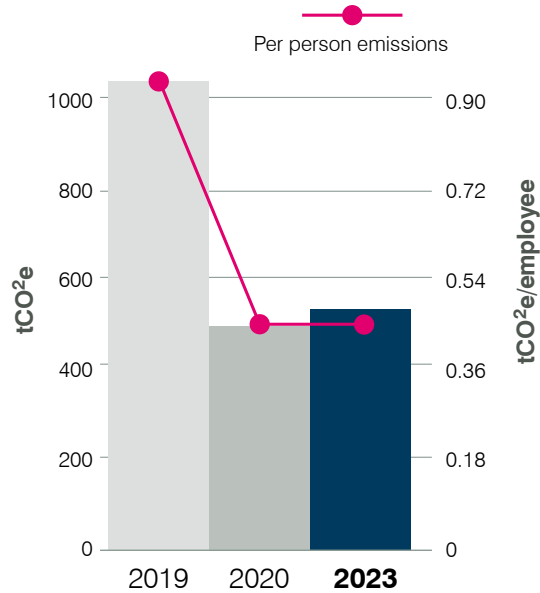
2023: 1,335

This no. excludes employees from discontinued business in our portfolio.



Global carbon reporting *continued*

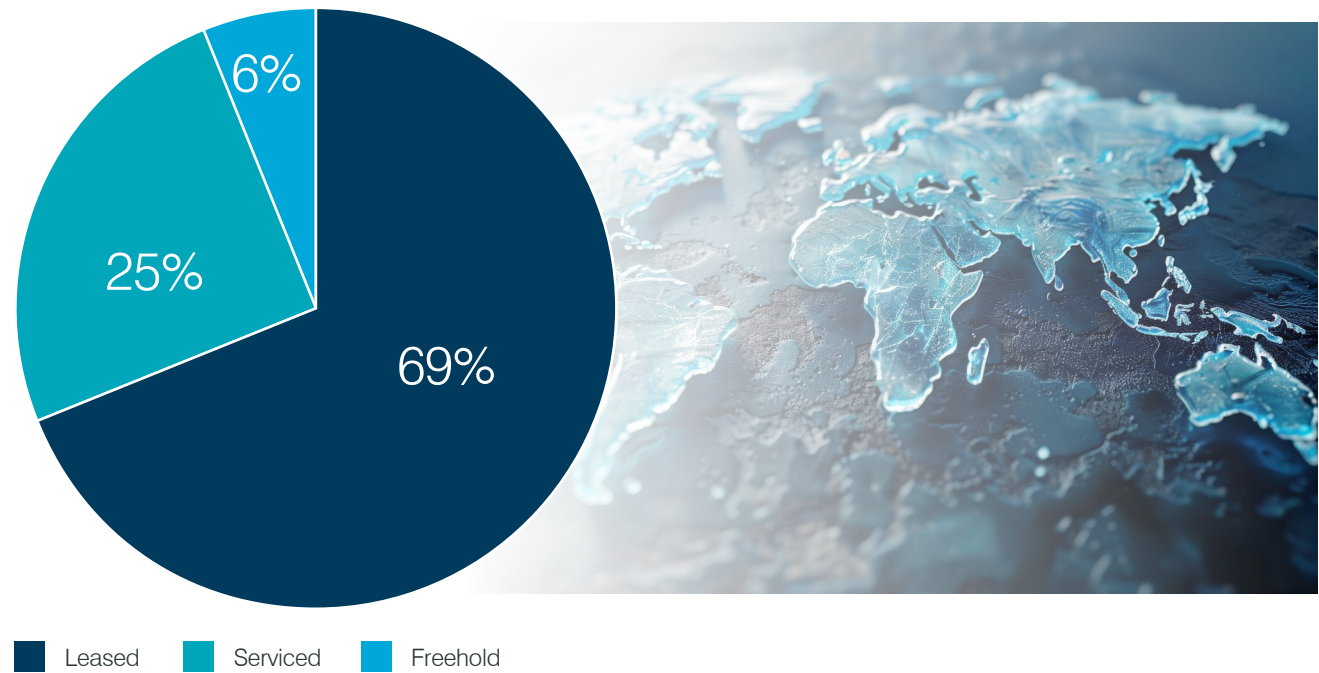
Global GHG emissions from energy use



Globally, our GHG emissions from energy use have increased slightly overall but have remained consistent per employee. The increase in emissions is due to employees increasingly working from our offices, and unexpected maintenance to local air conditioning, which required energy-intensive alternatives to keep the office cool in Brisbane.

- As part of our ongoing journey to achieving Net Zero, we prioritise leased offices, with an energy rating of B or higher, wherever possible. These spaces give us good control over sustainability initiatives, allowing for optimised energy use and effective waste management systems.
- The centralised locations of our leased offices play a crucial role in reducing commuting-related emissions, supporting our broader sustainability objectives. To remain adaptable and aligned with our Net Zero targets, each office lease includes an option to terminate after five years. This flexibility allows us to transition to offices with higher energy efficiency ratings and Net Zero capabilities as they become more readily available. By incorporating this strategic approach, we ensure that our operational footprint continues to evolve with the latest advancements in sustainable building practices.

Proportion of global offices



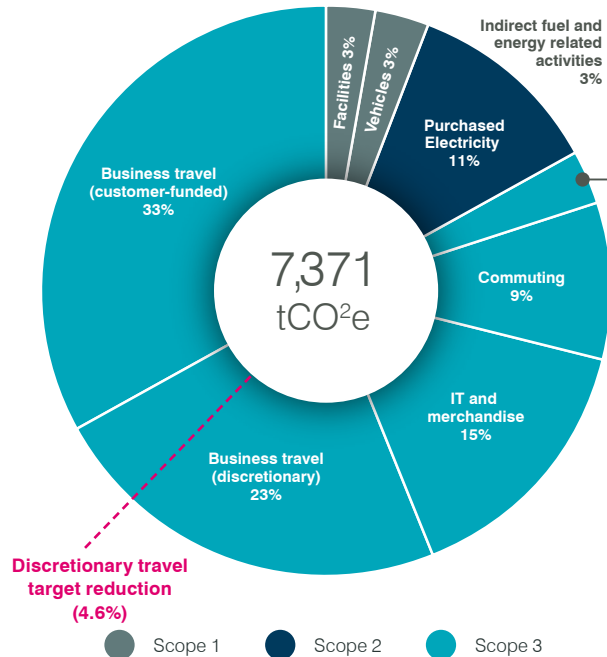
Global carbon reporting *continued*

Scope 3

Overall, our 2023 scope 3 GHG emissions are below pre-pandemic levels.

Business travel (discretionary)

By introducing travel management plans and making updates to the global travel policy by restricting business class flights, we achieved our target of a 20% reduction in discretionary travel compared with our 2019 base year GHG emissions. This accounts for approximately **5% of overall GHG emissions**.



ISO14001 certification

We have updated our Environmental Aspects Register to reflect our progress in carbon reporting, enhancing our environmental management efforts. While carbon reporting remains material, our environmental management efforts also extend to resource consumption and waste management, ensuring that these critical areas are not overlooked.

For example, the procurement of ICT equipment relies on finite resources and could result in hazardous electronic waste. To mitigate these impacts, several initiatives have been introduced, such as diverting electronic waste from landfills by gifting used equipment to employees, participating in local recycling and reuse programs, and returning devices to providers.

Commuting

To decrease GHG emissions from employee commuting we:

- Continue collaborating with landlords to provide the appropriate infrastructure that enables our employees to walk or cycle into work.
- Encourage employees to walk, cycle or use public transport. Our recently opened office in Bristol, UK has no parking facilities. Employees and visitors are encouraged to use public transport links near the office.
- Conduct an annual employee commuting survey.

ICT

Along with reducing our data centres and moving to a single-tenant cloud solution, we are exploring the integration of sustainability criteria into our ICT equipment procurement process.

We are improving data collection with the introduction of a new management information system.

2024 priorities

- Update BMT's property standards to support Net Zero for 2035.
- Energy Saving Opportunity Scheme audit.
- Collection of quarterly energy use data.
- Carbon offsetting in the Asia Pacific region.
- Move to a single cloud service in the UK.
- Close Newcastle and Canberra offices in Australia.

UK carbon reporting | scopes 1, 2

This year, we've achieved a 4% reduction in energy-related emissions compared to 2023 and have maintained GHG emissions significantly below our baseline.

Electricity

Compared to last year, our electricity use has increased slightly due to an increase in the number of employees using the offices. Next year, we will explore alternative locations for our Bath offices, which are among our most energy-intensive sites in the UK.

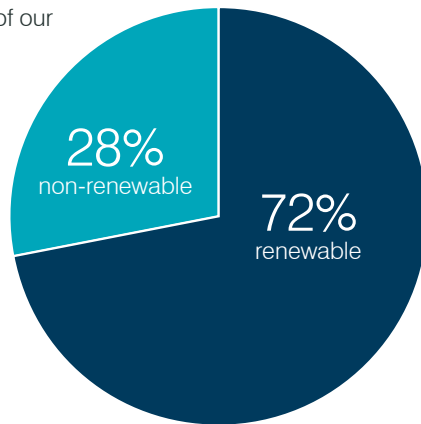
Gas

We have achieved a 31% reduction in gas use emissions. This is due to an overall decrease in gas use in buildings.

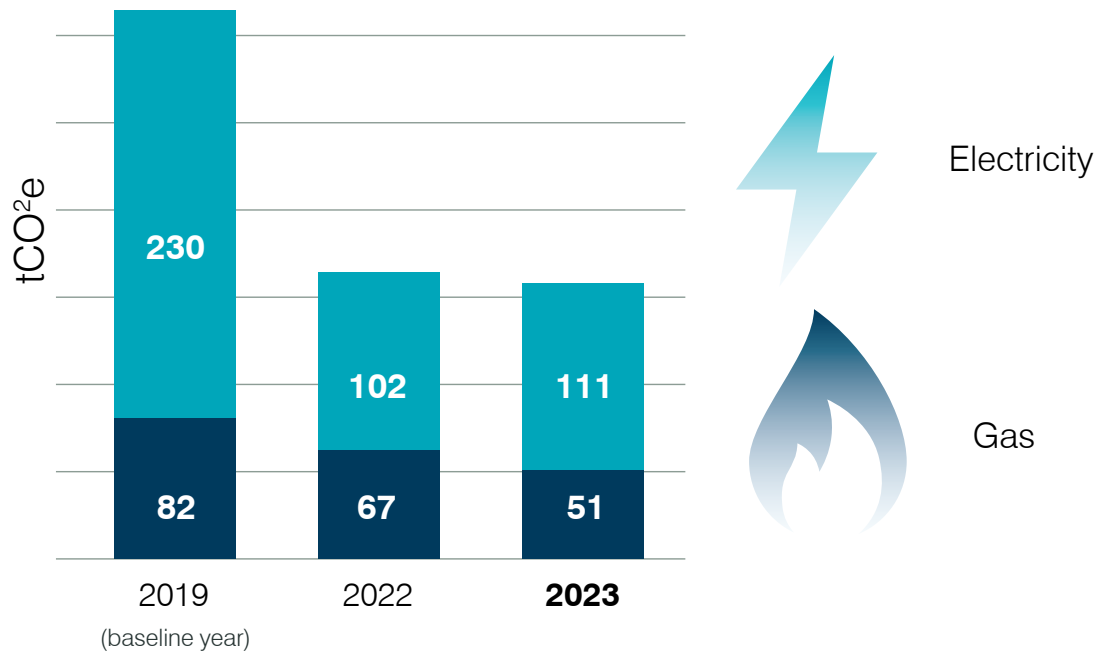
Renewable energy

Those offices on a renewable or part-renewable tariff have been included in our GHG emissions reporting. This year, we have moved 22% of our UK offices to a renewable energy tariff.

UK renewable versus non-renewable office spaces (square footage).



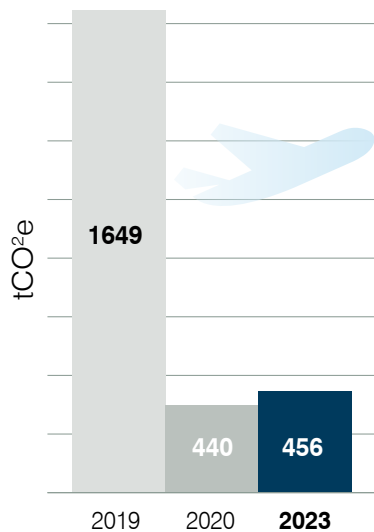
UK GHG emissions from energy use



UK carbon reporting | scope 3

This year, our GHG emissions from business travel have increased, however, we have kept emissions well below our baseline.

UK Travel GHG emissions



(Baseline year)

For consistency with previous reports, we have excluded well-to-tank GHG emissions (from the production, processing and delivery of gas and electricity) from this graph, which make up roughly 10% of our scope 3 business travel emissions.

Compared to 2022, our UK travel emissions have not changed significantly. This is despite our UK headcount increasing by 6%. A slight increase in total travel emissions is due to an increase in projects requiring customer travel.

To reach our Net Zero commitments, we are prioritising less carbon-intensive, more innovative ways of working. This requires us to challenge ourselves more frequently on the need, frequency, and mode of travel.

Air travel

Compared to 2022, our air travel GHG emissions have decreased by 7% due to a reduction in the number of business-class flights.

93% of flights taken by UK employees in 2023 were economy class, 5% were premium economy and 2% were business class.

Car use and public transport

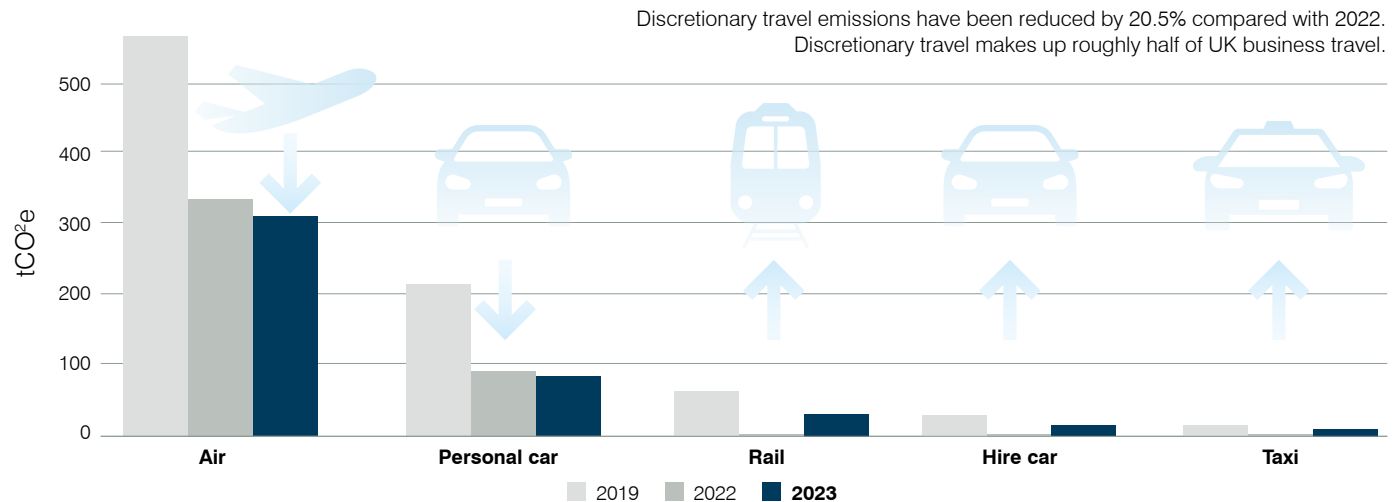
Compared to 2022, our rail travel emissions have increased 5-fold, due to employees increasingly prioritising public transport.

Hire car, taxi and personal mileage have changed marginally and remain below baseline levels.

Travel providers

We streamlined our travel providers. Those prioritised provided distance travelled, and the option to choose less carbon-intensive travel. These changes support a reduction in GHG emissions, provide more user-friendly online booking facilities, and reduce costs associated with travel.

As part of this process, we created a travel hub on our corporate intranet where employees can seek further information and guidance from UK travel support contacts.



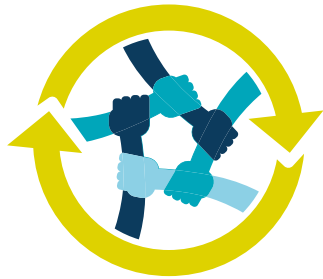
3

3: Our people

We are building a culture where our people are empowered to actively contribute to our sustainability goals.

As well as environmental goals these also include our societal goals such as mental health and well-being, DE&I and responsible business practice.

Sustainability Action Team



Sustainability Action Team

Our Sustainability Action Team brings together a community of dedicated individuals committed to promoting sustainable practices, from reducing our carbon footprint to promoting social responsibility within our communities.

This year, the Sustainability Action Team relaunched our flagship philanthropic programme, BMT Giveback.

Supporting BMT giveback

Our Sustainability Action Team encouraged employees to submit ideas for a philanthropic project and partnership with a charity relevant to the societal and environmental challenges that matter to BMT.

After a careful due diligence process engaging with employees and charity partners, representatives shortlisted the submissions to four projects that encompassed BMT’s values and purpose. This decision was guided by a set of criteria, which included:

- Enabling us to have a meaningful societal or environmental impact in a region where we operate.
- Supporting BMT’s focus on United Nations SDGs: Climate Action and Industry, Innovation, and Infrastructure.
- Within BMT regions, to benefit local communities and minimise the need for additional travel and carbon emissions.

Employees were asked to vote for the project they wanted BMT to support. This year employees voted for ‘Drops for Change’, an initiative to improve water security for Indigenous communities in North Queensland, Australia.

See page 37 in ‘our communities’ section for more information about our winning project!

“The BMT Giveback project has allowed me to work with EWB Australia to deliver fresh, clean, and reliable water to the Lama Lama community. One of the most important considerations was to partner with a charity that would continue supporting the community after the project was delivered. Too often, infrastructure is installed without ongoing support to maintain the equipment. EWB’s ongoing relationship with the Lama Lama community ensures sustained support and maintenance will continue after the BMT Giveback project has been delivered.”

Giveback project manager

Emma McCall

Senior Consultant,
BMT



Mental health and wellbeing

We are committed to breaking the stigma surrounding mental health by creating a safe and supportive workplace. We encourage employees to speak openly about their challenges and to voice concerns about the wellbeing of others.

Our Health and Safety Management Policy ensures the safety of both employees and contractors as they perform their roles. In addition, we run various initiatives throughout the year, designed to promote overall wellbeing.

2023 highlights

● Mental health support network

We have a network of Mental Health First Aiders and Mental Health Champions who are ready to support employees and have been trained by Mental Health First Aid England. This year, we ran another successful mental health first aider course.

● Mental health and wellbeing resources

Financial, mental, and physical wellbeing advice is available to our employees. Our Employee Assistance Programme (EAP) provides support and guidance on personal or professional concerns that may affect overall health and wellbeing.

● Employee forums

We engage with our employees through a variety of forums such as the Employee Engagement Group (EEG), who have regular meetings and feedback sessions.

● Health and wellbeing sessions

One of the best ways to support and engage with our employees is through panel events. This year we have held several webinar sessions to support employees with their health and wellbeing.

We had over 180 employees join us for a Mental Health in the Workplace panel event, where several employees shared their experiences of mental health challenges. Furthermore, to honour World Mental Health Day, we also invited employees to attend a panel discussion on the topic of 'burnout'. The panel was made up of employees who wished to share their personal experiences.

To raise awareness of World Suicide Prevention Day, we partnered with Everymind, who hosted crisis intervention webinars for our employees. Everymind provides education and advocacy to empower individuals to reach optimal mental wellness.



Gathering in our Perth office for BMT's mental health and wellbeing initiative, **'Are You Okay'**, dedicated to reminding each other to ask, **"Are you okay?"** and start meaningful conversations.

Diversity, equity and inclusion

We are dedicated to building more diverse teams and creating an environment where employees are engaged and feel a sense of belonging.

Prism LGBTQ+ and allies

Prism is our network for LGBTQ+ colleagues and their allies, run by dedicated employee volunteers. They meet regularly to support both employees and leaders by providing advice, resources, and feedback on LGBTQ+ matters. They also positively influence BMT's behaviours, policies, and processes to advocate LGBTQ+ inclusion.



Consulting women

BMT is committed to helping develop our employees and leaders to succeed. To support this, we have partnered with Consulting Women to increase the presence and representation of women in leadership positions within our organisation.

This year, we welcomed a new cohort into our Consulting Women Programme in Australia, Singapore, and the UK. The program is designed to equip employees with the skills and competencies needed to proceed into leadership roles.

Several employees have also undertaken The Next Level Leadership Development Course from Consulting Women. This unique course is tailored towards helping women take the next significant step in their careers.

“As a woman in engineering, it has been challenging at times, to be vulnerable. This fantastic course allowed me to explore my strengths in a safe environment and come away feeling empowered as a leader. Learning from an incredible group of supportive women was inspiring and I am grateful that BMT sees the benefit of investing in courses like this.”

Laura Symonds
Head of Strategy, BMT

Women in defence

As a signatory of the Women in Defence Charter in the UK, we are committed to driving diversity and inclusion and providing opportunities for women to succeed at all levels. The charter was launched to make the defence industry a better place for women and has grown into a community that celebrates and recognises the achievement of individuals, teams and organisations.

BMT are also a sponsor of Women in Defence and Security (WiDS) Annual Awards in Canada, a national not-for-profit organisation that aims to promote and support the advancement of women in careers related to Canadian defence and security. Leah Chaudhari was nominated for the Emerging Leader Award at this year's ceremony in Ottawa.

Leah joined us as a Junior Engineer and is now actively involved in growing an advanced team of electrical engineers and technologists. She is also part of the Engineer-in-Residence program that's run by Engineers of Tomorrow. This initiative pairs engineers with schools to facilitate STEM activities and inspires young people to consider careers in engineering.

Leah Chaudhari,
Capability Manager,
BMT



Learning and development

To address the world’s greatest challenges, we are dedicated to bringing in top talent from a variety of backgrounds. With this in mind, we continue to develop and update our talent attraction and retention initiatives.

Induction process

We have updated our employee induction programme for new employees joining BMT. The induction process includes a workshop on sustainability, where new joiners are encouraged to think about global challenges and how they impact our stakeholders.

Learning and development

Our learning and development service within our performance portal has been updated and provides personalised e-learning modules for employees, which are tailored to their goals, and objectives. The modules include training on business sustainability and environmental management.

Talent acquisition

Our Talent Acquisition team in the UK has been recognised as a winner of The Talent Labs Awards 2023, established to celebrate the best of in-house recruitment excellence, innovation, and best practice.

“We are overjoyed to win this award. It’s not just a win for us in the UK but is recognition of the talent acquisition work undertaken by our regional teams globally. We know we have achieved a lot over the past year, but to be recognised by our industry peers for our work is fantastic.”

Jo Cattini and **Martina Beatty**
Talent Acquisition Managers, BMT

Graduate programme

We continue to improve our graduate programme, to equip our graduates with the skills they need for today’s projects. The programme is delivered through a combination of shared learning, mentoring and on-the-job training.



Camilla Blakesley

Naval Architect, BMT

Employee spotlight:

Exploring opportunities in maritime as a Naval Architect Graduate

Camilla has been part of BMT since 2021. Having joined the Naval Architect team as a graduate, she is now providing valuable support to our customers. As well as applying her wealth of technical skills, Camilla is at the forefront of BMT’s outreach programmes, supporting STEM activities in schools and inspiring young people to take up science-based careers.

How has BMT allowed you to explore your passion?

“BMT provides opportunities to explore your interests through research projects, training, and attending conferences. I enjoyed going to the RINA Warship conference, which provided a great opportunity to network and allowed me to board a ship, which put a lot of the work I have done so far into context.”

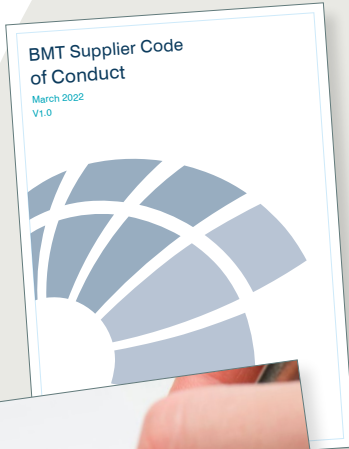
What valuable experiences gained at BMT will impact your future career?

“Having the chance to work on a wide variety of projects, as well as rotating through different teams means that you are exposed to lots of new software and ways of working. This has allowed me to develop new skills, gain a wider appreciation of how the business works, and helped inform decisions about what I would like to work on in the future.”

Responsible business practice

Modern slavery and our supply chain.

We have policies and procedures that mitigate the risk of modern slavery occurring across our day-to-day operations. However, we have less control over our extended supply chains where there is a greater risk of modern slavery. We take responsibility by considering modern slavery and other ethical issues when we choose a supplier, product or service.



Supplier Code of Conduct

Upholds levels of integrity and ethical standards where we operate. All new suppliers (and existing suppliers when entering new contracts) are required to sign up to our Code, to verify that their working practices align with our values. They are required to communicate the Code principles down the supply chain to supplier subcontractors and other business partners involved in supplying products and services to BMT.

Onboarding questionnaire

Verifies that our supply chain has the necessary skills, qualifications, and working practices to trade with us. Manual due diligence checks including financial and background searches are also conducted on our larger suppliers to avoid trading with businesses that participate in unethical practices.

Modern Slavery and Human Trafficking

Includes the measures we take to prevent slavery and human trafficking within our business and supply chains. It can be viewed on our [website here](#). It is issued under section 54 of the Modern Slavery Act 2015 in the UK and in accordance with the modern slavery laws of other locations in which we operate.

4

4: Our communities

We actively engage with our communities through volunteering, charitable giving, and partnerships. It is our individual and collective responsibility to make a positive difference for all of our stakeholders.



BMT Giveback

BMT Giveback is a philanthropic project and partnership with a charity that aims to contribute towards tackling social or environmental challenges that are relevant to BMT.

2024 priorities

BMT Giveback project - Drops for change

We will collaborate with EWB, a nonprofit organisation, to improve water security for Indigenous communities throughout Australia. The project will ensure the Lama Lama community in Port Stewart, far North Queensland, has improved access to a safe, clean, reliable, and resilient water supply.

We have contributed £70,000 (over AUD\$135,000) towards the implementation of the project. EWB shared:

“It is unthinkable that in Australia, First Nations people living in remote areas are drinking, bathing, and irrigating with water that is not fit for human consumption, and even where it is drinkable, is increasingly irregular. To everyone at BMT who voted to change this – thank you! BMT’s commitment means our team can work alongside these communities deeply and sustainably. We’re thrilled to work with you on this life-changing project.”



Our Giveback project supports BMT’s SDGs...

13 CLIMATE ACTION



Resilience to climate change

Improving water security helps Indigenous communities adapt to climate change. Access to a reliable and clean water supply is critical as climate change can lead to more extreme weather events that could intensify water-related issues.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

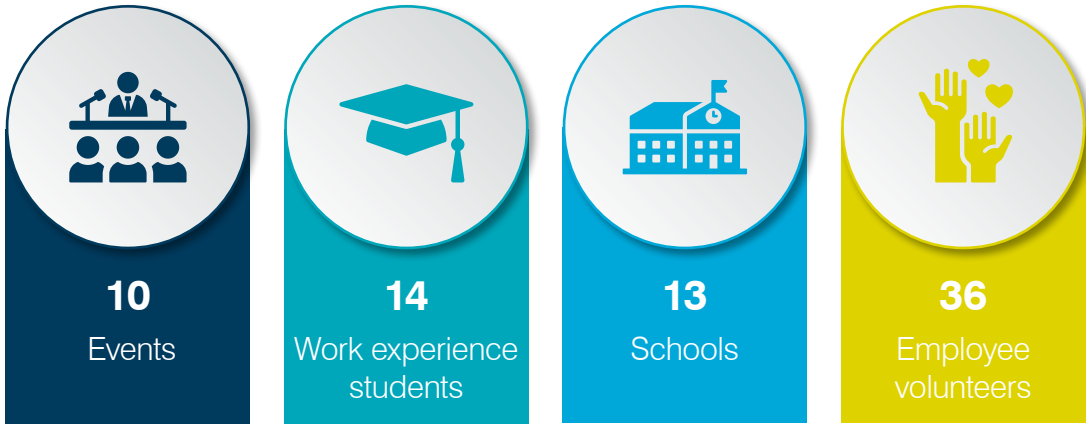


Infrastructure for local communities

The initiative enhances the capacity of Indigenous communities to manage their water resources effectively, contributing to inclusive and sustainable industrial development.

STEM

We engage with schools and colleges to promote STEM subjects and participate in STEM events such as career and activity days. We also support targeted STEM initiatives that provide opportunities for underrepresented groups to engage with STEM subjects.



Subs in schools challenge

BMT sponsored an all-female team (Team ORCA-207) at Wilderness School, Adelaide, to participate in the 'Subs in Schools' annual challenge, an initiative coordinated by the Re-Engineering Australia Foundation (REA). REA facilitates career intervention activities that encourage students to engage with STEM.

The teams were asked to design a remotely operated underwater vehicle or a submarine to operate. This challenge required the students to think creatively and to learn and understand complex engineering principles, that could be applied in the real world. Our BMT mentors provided the students with valuable insights into submarine design and engineering.



"As the team engineer, the discussions with the BMT team sparked an interest for me in engineering and influenced my career aspirations to go down the path of engineering, design, and architecture, with a focus towards submarines."

Elena Reu
Student, Wilderness School

"Working with BMT was the best industry collaboration I have been involved with. During this mentoring session, the girls obtained valuable information to help their team succeed in the competition. This shifted their thinking into ideas and designs they had not considered. This guidance was pivotal, not just for the competition, but as a foundation to build upon in their future careers."

Liam Sloan
Head of Technology and Enterprise, Wilderness School

STEM *continued*

Bristol Harbour Festival, UK

The BMT team took first place in the giant cardboard boat race at Bristol Harbour Festival. The event was organised by My Future My Choice, who collaborate with businesses to design learning activities to help students explore different industry sectors. This event brought together businesses and community groups to raise awareness of Bristol waterways and to promote engineering.

Our team used their engineering skills to build a giant cardboard yellow submarine. The boat successfully floated, supported a crew of five, and was propelled by cardboard guitar oars!



Engineered in Bath Exhibition, UK

We also took part in the Engineered in Bath Exhibition, where we hosted a workshop where attendees had the opportunity to create origami paper boats. Participants tested the buoyancy of the boats and displayed their designs on BMT's seascape-themed exhibition stand. The activity demonstrated the variety of design features used in maritime vessels.

Over four days, the exhibition drew over 200 visitors and raised awareness of engineering opportunities, such as innovative work being carried out by BMT and other organisations.

“STEM Outreach helps to showcase the fantastic opportunities offered by a STEM career. Bath Royal Literary and Scientific Institution’s Engineered event highlighted opportunities available in the Bath and Bristol region.”

Laura Star

Naval Architect and
Regional STEM Manager,
BMT



Supporting our communities



Turkey and Syria Earthquake Appeal

To support victims of the earthquake in Syria and Turkey, **BMT donated £21,810** to the Turkey and Syria earthquake relief effort.

BMT held a one-day global fundraiser to support the Disasters Emergency Committee's (DEC) earthquake relief fund. During the fundraiser, BMT donated £10 per kilometre walked during each employee's lunch hour.



Employees in Victoria, Canada participating in BMT fundraiser to support the Disasters Emergency Committee's (DEC) earthquake relief fund.



Blue Marine Foundation

BMT donated £3,000 to The Blue Marine Foundation, one of the runners-up for BMT Giveback. The Blue Marine Foundation is a global marine conservation organisation, aiming to restore the ocean to health by addressing overfishing, one of the world's biggest environmental problems.



Cancer Research

We donated £4,000 to Cancer Research UK and held a raffle and hosted our annual bake-off competition. Several signed Bath Rugby items were donated by BMT for the raffle.



Supporting our communities *continued*

SS Freshspring Trust

The Steamship Freshspring is a historic steamship, recognized as a vessel of national importance in the UK. BMT has worked with the SS Freshspring Trust on STEM projects, virtual reality experiences, and supporting the trust's long-term aim of returning the ship to operation. This year, a group of BMT employees volunteered with the Trust by carrying out cleaning and maintenance of the steamship.



share *the* dignity

It's in the bag

In Australia, employees put together bags of essential items to be distributed to women in need by Share the Dignity, a charity supporting those experiencing period poverty, homelessness and domestic violence.

Charity tournament

In Ottawa, Canada, 12 employees took part in a charity volleyball tournament for H.O.P.E., a not-for-profit organisation that raises funds for community-based charities. The event has grown into the world's largest one day volleyball tournament. BMT participated in the corporate division where the registration for the event raises funds for community-based charities.



Metropolitan Police Choir

For several years, employees have performed alongside serving and retired officers and police staff, for the Metropolitan Police Choir, in London, of which we are a sponsor.



Alan Hodgson (Senior Business Development Manager, BMT) and Christian Ellis (Head of Government and Security Consultancy Program, BMT) at the **Metropolitan Police Choir's annual summer concert.**

Supporting our communities *continued*

BMT Cleans

The BMT Cleans initiative went beyond beaches in 2023, with our UK employees combating pollution in local canals, oceans, and rivers.

In celebration of World Ocean Day, employees took part in a series of river and beach cleans across our Weymouth, Plymouth, Aberdeen, Glasgow, and Bristol offices. BMT donated £10 per employee who attended a clean, to Project Seagrass, a charity committed to restoring and conserving seagrass ecosystems both within the UK and around the world.



93kg of waste

was removed from **beaches** and **riverbanks**.

42 Employees

collected waste across **five locations**.



Veterans' Employment Commitment

We have signed up to be a supporter of the 'Veterans Employment Commitment' scheme in Australia. We have a proud history of working with the military by supporting ex-service personnel in making the transition into civilian life. We also support reservists, both for ongoing training commitments and operational deployment. We recognise the skills and value that veterans can bring to an organisation and aim to help veterans with employment opportunities within the business.

Integrated sport

In Halifax, Canada, BMT volunteered at an integrated social and sporting event for MotionBall, a national non-profit that raises funding and awareness for Special Olympics, the world's largest sports movement for people with intellectual disabilities.

In Singapore, we celebrated **Racial Harmony Day**, a reminder that our diversity is a source of strength, highlighting the importance of establishing and maintaining harmony.



Awards



BMT triumphs with Culture award and earns finalist status for Sustainability at the EIC National Awards Ceremony 2023.

National Award for culture

This award for culture recognises our progress towards sustainability, notably for raising awareness of it across the organisation, and instigating the start of an internal cultural shift. Our Future Business Director and Sustainability Manager were interviewed for the EIC's 2023 Insight report, 'Survive and Thrive', through which nominations were submitted.

"The progress we have made in setting Net Zero and science-based targets is encouraging. Despite the unknowns ahead, our executive team has taken the necessary time to understand what we must do to reach our targets and position our business to play a more positive role in addressing societal and environmental challenges."

Laura Blake, Head of Sustainability, BMT



Best Catamaran Patrol Boat of 2022 at BAIRD Maritime Awards.

This award recognises our hybrid-powered catamaran patrol craft in Singapore. This vessel employs a hybrid propulsion that significantly reduces its carbon footprint.

It features an advanced hybrid-electric system. In full-electric, zero-emission mode, it can cruise silently at six knots for up to three hours. In diesel-electric mode, it can achieve continuous medium speed operation.

"In the latter mode, power is drawn from one of the main engines to propel both shafts while recharging the batteries. This mode offers significant emissions reductions as well as reduced wear and tear on the engines. In conventional diesel-mechanical mode, the vessel can run at a top speed of close to 27 knots to fulfil operational needs, such as search and rescue (SAR) capability requirements."

Martin Bissuel

Head of Sales, Commercial Maritime, BMT



Awards *continued*



Social Value recognition at the Management Consultancies Association Awards (MCA)

In October, we were shortlisted as Finalists at MCA in recognition of our collaboration with the Addiction Recovery Agency (Ara) to improve their digital capability and ability to engage with young adults.

Our solution included streamlining the referral process, integrating social media into the charity's business strategy, and enhancing social media reporting and website analytics to ensure the charity can continue to make improvements.

Since presenting our solutions, ARA has been able to implement our recommendations, leading directly to an increase in customers using their service and therefore supporting more people suffering from gambling harms.



“SME charities like ARA can benefit immensely from the business acumen that consultancies like BMT can offer. With funding envelopes for services to support vulnerable people at the mercy of wider societal and political factors, optimising internal processes is essential.”

Robbie Thornhill

Director of Recovery and Resettlement, ARA

BMT's 2023 Sustainability Award Winners

Dr Thomas Beard

Clean Shipping Service Lead, BMT



Thomas is our Clean Shipping Lead in the UK and globally the lead for alternative energy sources. He is also the BMT fellow for Clean Maritime. He is an expert in future fuels, involved in numerous external committees, adding significant contributions to the clean maritime initiative. His efforts have accelerated BMT's adoption and understanding of future fuels and the wider clean maritime agenda. With a unique skill set, including a PhD in hydrogen safety, and a sociable personality, Thomas is pushing boundaries and has established himself as a thought leader in the field - making a real impact in the maritime industry.

Jasmine Bedford

Senior Sustainability and Environmental Consultant, BMT



Jasmine's active commitment to driving change and awareness in aid of the environment has significantly contributed to our progress towards sustainability. She voluntarily organises and runs fundraising events and encourages positive change within the company. Along with her role on the Environmental Committee, she worked with the Sustainability Action Team to kickstart the BMT giveback project.

Please view our annual review 23 report on our [website](#), this review provides an overview of our performance during the reporting year and includes highlights of major wins such as the Fleet Solid Support (FSS) ship programme, and our role in the energy sector, environmental modelling, and innovations like SPARO.



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