

# Key sustainability metrics

Environment						
Material factors	Indicator	Unit of measurement	2019	2020	2021	Standard Alignment
<b>Emissions</b>	Total Scope 1 emissions (80% WI)	ktCO <sub>2</sub> e	342	407	<b>505</b>	SECR, TCFD
	Total Scope 2 emissions (80% WI)	ktCO <sub>2</sub> e	10	8	<b>13</b>	SECR, TCFD
	Emission intensity	kgCO <sub>2</sub> e per barrel	35.7	37.9	<b>40.8</b>	SECR, IPIECA
	Total SO <sub>2</sub> emissions (80% WI)	ktSO <sub>2</sub> e	65	71	<b>82</b>	SASB
<b>Water and wastewater management<sup>(1)</sup></b>	Total water withdrawn (80% WI)	m <sup>3</sup>	22,944	11,467	<b>88,432</b>	SASB, IPIECA
<b>Waste management</b>	Recycled solid non-hazardous waste	% of total waste	86	92	<b>86</b>	IPIECA
	Recycled solid hazardous waste	% of total waste	5	6	<b>28</b>	IPIECA
	Recycled liquid non-hazardous waste	% of total waste	100	100	<b>100</b>	IPIECA
	Recycled liquid hazardous waste	% of total waste	100	100	<b>100</b>	IPIECA
<b>Spills</b>	Total number	Incidents	8	1	<b>9</b>	SASB
	Total volume	Litres	756	25	<b>836</b>	SASB

Social						
Material factors	Indicator	Unit of measurement	2019	2020	2021	Standard Alignment
<b>Workforce health and safety</b>	Total recordable incident rate ("TRIR")	Incidents per million man-hours	2.61	0.71	<b>1.37</b>	SASB
	Lost time incident rate ("LTIR")	Incidents per million man-hours	0.52	0.00	<b>0.68</b>	IPIECA, GRI
	Total number of workforce fatalities	Number of fatalities	0	0	<b>0</b>	SASB, IPIECA
<b>Gender diversity</b>	Proportion of female staff in workforce (as at 31 December)	%	9	10	<b>7</b>	GRI, WEF
<b>Economic value generation in Kurdistan</b>	Proportion of local staff in workforce (as at 31 December)	%	74	84	<b>74</b>	IPIECA
	Local supplier purchasing & contracting (80% WI)	\$m	40	21	<b>49</b>	GRI
	Proportion of total purchasing and contracting with local suppliers (80% WI)	%	27	42	<b>58</b>	IPIECA
	Payments to host government	\$m	221.6	120.6	<b>335.8</b>	GRI
<b>Local community investment</b>	Total value of contributions to communities (80% WI)	\$	504,000	209,000	<b>640,000</b>	SASB

## Governance

Material factors	Indicator	Unit of measurement	2019	2020	2021	Standard Alignment
<b>Board oversight</b>	Proportion of independent Directors on Board <sup>(2)</sup>	%	67%	57%	<b>57%</b>	UK Corporate Governance Code
	Proportion of independent Directors on Nomination Committee	%	100%	100%	<b>100%</b>	UK Corporate Governance Code
	Proportion of independent Directors on Audit & Risk Committee	%	100%	67%	<b>100%</b>	UK Corporate Governance Code
	Proportion of independent Directors on Remuneration Committee	%	100%	100%	<b>100%</b>	UK Corporate Governance Code
	Proportion of female Directors on Board	%	17%	14%	<b>14%</b>	UK Corporate Governance Code
	Director Board meeting attendance	%	96%	98%	<b>100%</b>	UK Corporate Governance Code

### References

SECR – Streamlined Energy and Carbon Reporting  
TCFD – Taskforce on Climate Related Financial Disclosures  
SASB – Sustainability Accounting Standards Board  
IPIECA – International Petroleum Industry Environmental Conservation Association  
GRI – Global Reporting Initiative  
WEF – Water Environment Federation

- (1) 2019 and 2020 data are estimates, with the installation of water metering devices in 2021 to better understand the amount of water withdrawn.  
(2) Includes independent Non-Executive Chairman.

