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ESG +
Sustainability
Report
2021

Reporting Year | 1 January 2019 - 31 December 2019

Content Sustainability Report 2021

Reporting Year | 1 January 2019 - 31 December 2019

Veracity

Veracity
Welcome to our Sustainability Report

INTEGRITY | INCLUSION | INSIGHT

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Welcome
Words from the CEO

> Veracity champions ethical behaviour, pursues positive social impact, and develops energy efficient and energy saving products.

The Veracity group of companies has a reputation for innovation. In a climate where sustainability and making the world a better place for future generations is of increasing importance, it's essential that we meet and exceed the same expectations our customers have of us in quality, performance and reliability; in our environmental, social and corporate governance. Environmental, Social and Corporate Governance (ESG) not only aims to reduce our impact on the environment but addresses employee relations and working conditions, the relationships companies have with the communities where they do business and promotes transparent governance.

In 2020, the Coronavirus pandemic and the resulting restrictions brought in across the world had a major impact on various aspects of society and the economy globally. It had a significant impact on greenhouse gas emissions, in particular from transport and businesses. For this reason, Veracity has defined 2019 as its baseline reporting year to ensure that future annual disclosures are measured on an equivalent basis as far as possible.

Veracity champions ethical behaviour, pursues positive social impact, and develops energy efficient and energy saving products to reduce our impact on the environment. This complies with, and exceeds where practicable, all applicable legislation, regulations and codes of practice.

Our objectives for the year 2022 are to reduce Veracity's greenhouse gas emissions, improve employee environmental awareness, implement company charity initiatives, improve employee wellbeing and satisfaction, and engage Veracity's supply chain to reduce their impact on the environment. We will report on our progress in Q1 2023.

I am delighted to present Veracity's first annual Sustainability Report which is based on our 2019 performance and sets targets for the year ahead. I am confident that the initiatives presented herein will help us pursue positive change for our employees and communities whilst reducing our impact on the environment.

Alastair McLeod,
CEO & ESG Committee Chair

Champion
ethical
behaviour

Positive social
impact

Better place
for future
generations

Introduction
Our Values

IMAGINATION

Our business attitude and success is only possible by the recruitment of first-class colleagues. We reward talent and sheer hard work, alongside radical thinking and debate. We challenge the status quo and continue to develop solutions which benefit our customers and reduce the impact on the environment.

INTEGRATION

Our aim is to support the evolution and deployment of IP video surveillance and security systems for a safer and more secure environment, designing products and software which solve real-world integration problems, maintaining legacy equipment wherever possible.

INCLUSION

We aim for our workforce to be truly representative of all sections of society and for our customers, and for each employee to feel respected and able to give their best. We encourage equality, diversity and inclusion among our entire workforce.

ESG
ENVIRONMENTAL, SOCIAL & GOVERNANCE

INNOVATION

We aim to build an enduring enterprise of high value and enviable reputation. To do this we create innovative products and software which challenge conventional thinking and set new standards for environmental performance within the industries we serve.

INTEGRITY

Our strategic vision embodies a cooperative approach, which has enabled us to develop and maintain enduring and productive relationships in the security industry. We have transparent governance and encourage our people to enjoy their work whilst giving the highest standards of consideration to customers, colleagues, partners and suppliers.

SUSTAINABLE DEVELOPMENT GOALS

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Sustainable Development Goals
GOAL NUMBER 8

8 DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth

Developed by the United Nations, the Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals designed to be a blueprint to achieve 'a better and more sustainable future for all', intended to be achieved by the year 2030.

We have adopted three of the SDGs which are aligned with our business operations and have integrated these into our sustainability framework in order to drive improvements and embody the key areas of focus that have been identified by world leaders.

Goal Number 8: Decent Work and Economic Growth

OBJECTIVE
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Relevant Targets and Indicators

| Promote development-oriented policies that support decent job creation, entrepreneurship, creativity and innovation.

| Improve global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation.

| Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking.

SUSTAINABLE DEVELOPMENT GOALS

| Protect labour rights and promote safe and secure working environments for all workers.

Our contribution
The Veracity group of companies has developed an enviable reputation for innovation in the security market and has grown since its inception in 2005 to employ 120 people in 8 countries and a turnover of over £16 million. Throughout the Coronavirus pandemic the business continued to remain profitable with healthy cash liquidity, demonstrating business resilience and customer retention.

Veracity provides role-specific training to employees to further their knowledge and upskill, aiming to provide development opportunities and promote from within.

Veracity also works with Modern Apprenticeship and development schemes to offer opportunities to young people with an interest in pursuing a career in the industry.

Veracity aims to pay on or above the market rate to each employee for the role they are employed in and there are no employees below the Living Wage.

Veracity also offers a benefits package including sick pay, paid annual leave and life insurance.

Veracity's products are designed with sustainability in mind. Most reduce the need to replace existing infrastructure, have lower energy consumption, or have extended lifecycles, reducing the frequency with which products need to be replaced.

Veracity's Code Of Conduct prohibits the use of forced labour, modern slavery and human trafficking and is supported by supply chain vetting.

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Industry, Innovation and Infrastructure

GOAL NUMBER 9

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Goal Number 9: Industry, Innovation and Infrastructure

OBJECTIVE
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Relevant Targets and Indicators

| Develop quality, reliable, sustainable and resilient infrastructure to support economic development and human well-being, with a focus on affordable and equitable access for all.

| Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.

Our contribution
Veracity's development process aims to develop energy-efficient products and innovative software which reduce the need to replace existing infrastructure. Our devices have a greater lifespan compared to equivalent products on the market.
The environmental benefits of some of our product lines are outlined below:

COLDSTORE utilises a unique and and patented technology to deliver highly reliable, powerfully simple video storage systems, specifically designed to triple the useable life of hard disks to 10 years. COLDSTORE reduces energy consumption by 90% compared to industry standards, eliminates air-con cooling requirements and reduces the cost and complexity of backup power.

HIGHWIRE enables the transmission of modern high-speed Ethernet signals over legacy coaxial cabling originally installed for analogue cameras. The re-use of such cable for IP video saves many tons of copper, plastic and associated production energy costs on an annual basis.

POE - All of Veracity's POE (Power Over Ethernet) products allow power to be delivered to network devices over the network cable itself, thereby eliminating the need for separate power cabling with its associated materials and production energy costs.

VIEWSCAPE CORE is a security management software platform which integrates multiple disparate third-party and legacy security systems into a single Command & Control interface. This provides 360º situational awareness in control rooms, security operations and alarm receiving centres for safe cities, stadia, airports and sites of critical national infrastructure.

Integration of legacy security systems to extend their useful life massively reduces environmental impact compared to system replacement.

SUSTAINABLE DEVELOPMENT GOALS

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Responsible Consumption & Production

GOAL NUMBER 12

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Veracity focuses on responsible procurement and purchase with environmental impact in mind.

Goal Number 12: Responsible Consumption and Production

OBJECTIVE
Ensure sustainable consumption and production patterns.

Relevant Targets and Indicators

| Achieve the sustainable management and efficient use of natural resources.

| Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks.

| Reduce waste generation through prevention, reduction, recycling and reuse.

| Adopt sustainable practices and integrate sustainability information into reporting cycles.

| Ensure that people have the relevant information and awareness for sustainable development.

Our contribution
The Veracity group of companies ensures compliance with all relevant legislation including the management of chemicals and wastes. The RoHS directive and EU REACH regulations with which Veracity are fully compliant, contribute to environmental protection with the restriction of hazardous substances to reduce the environmental impact of products. Regular reviews take place to identify legislative change specific to the industry with help from the Silicon Expert platform. Both Veracity and our supply chain ensures that all components comply with restricted substance legislation and are conflict mineral free.

Veracity focuses on responsible procurement and purchase with environmental impact in mind. Veracity ensures due diligence is completed on the supply chain and purchase from suppliers with environmental management systems in place wherever possible. Manufacturing partners are required to maintain ISO14001 certification and are subject to annual review.

Veracity works with an approved WEEE compliance scheme provider to ensure our electrical and electronic equipment waste is correctly processed and declared at the end of its lifecycle.

Veracity operates a takeback solution to end-users and businesses to ensure that end-of-life products are processed in a way which reduces the amount of this waste going to landfill and improves recovery and recycling rates.

Environmental awareness forms part of Veracity's induction training programme, and all UK locations hold ISO 14001 Environmental Management System certification. All offices follow the principles of the management system, and each location separates recyclable wastes to be processed separately.

SUSTAINABLE
DEVELOPMENT GOALS

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Environment, Social & Governance
Our Goals

01

ENVIRONMENT

Reduce carbon emissions
by 20% by 2025 against
2019 baseline

02

ENVIRONMENT

Train 100% of employees on
sustainable practices

03

ENVIRONMENT

Procure energy from at least 70%
renewable sources by 2025

04

SOCIAL

Implement one local community or charity initiative for each office

05

SOCIAL

Achieve employee satisfaction of >80% in employee survey

06

SOCIAL

Train 100% of employees on equality, diversity & inclusion

07

GOVERNANCE

Establish an ESG Committee and produce annual Sustainability Report

08

GOVERNANCE

Engage and assess all key supply chain partners and top 10 suppliers

09

GOVERNANCE

Maintain bill of materials for all products to ensure compliance with applicable legislation

Energy Use, Transportation, Water Consumption, Waste Disposal and Recycling

Scopes 1, 2 and 3
Emission Reporting

SCOPE 1

Greenhouse gases (GHGs) can be measured by recording emissions at source, or by estimating the amount emitted using activity data such as the amount of fuel used and applying relevant emission factors. These allow organisations to calculate GHG emissions from a range of activities, including energy use, water consumption, waste disposal and recycling, and transport activities.

Carbon emissions data within this report is presented as CO_2e, which is a measure of the equivalent global warming impact of the Kyoto 'basket' of seven gases: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulphur hexafluoride (SF_6) and nitrogen trifluoride (NF_3). In accordance with international reporting and carbon trading protocols, emissions from each of the gases are weighted by their global warming potential, so that emissions can be reported on a consistent basis, as carbon dioxide equivalent units (CO_2e).

Carbon emissions are separated into Scopes, as defined as follows

Scope 1 (direct) emissions are those from sources owned or controlled by the organisation e.g. emissions associated with fuel combustion in boilers, furnaces and vehicles. Veracity's Scope 1 emissions account for emissions from company vehicles and the emissions from gas combustion on properties supplied by natural gas.

CO₂ CH₄ N₂O HFCs PFCs SF₆
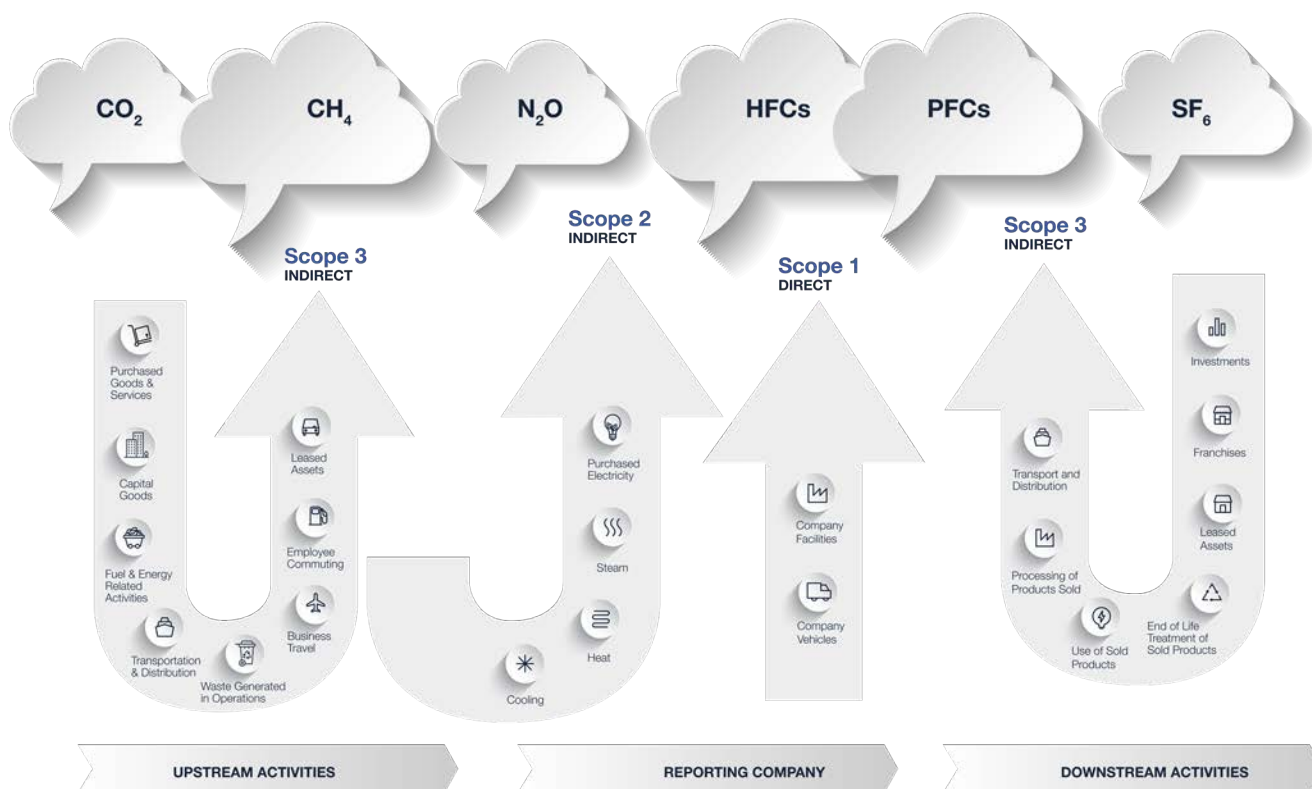
SCOPE 2   SCOPE 3

Scope 2 (energy indirect) emissions are those released into the atmosphere that are associated with the consumption of purchased electricity, heat and cooling. These indirect emissions are a consequence of an organisation's energy use but occur at sources the organisation does not own or control. Veracity's Scope 2 emissions are those from purchased electricity. Heat and cooling are powered by electricity at Veracity locations.
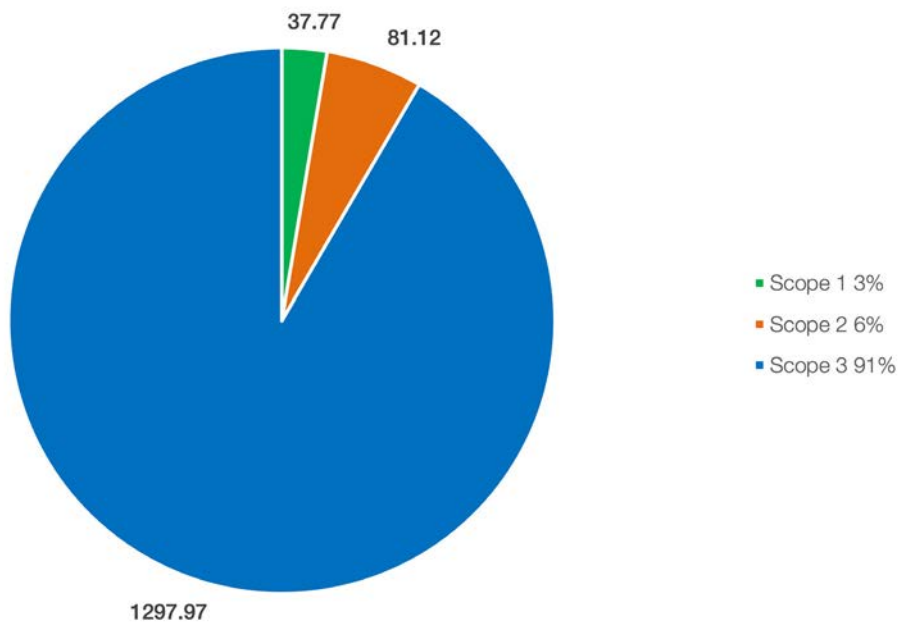
Scope 3 (other indirect) emissions are a consequence of our actions that occur at sources an organisation does not own or control, sometimes referred to as emissions that are 'embodied' in a product or service. Examples of Scope 3 emissions are business travel, waste disposal or materials that an organisation purchases. Scope 3 emissions can be from activities that are upstream or downstream. Veracity's Scope 3 emissions are examined further in the following graphs.
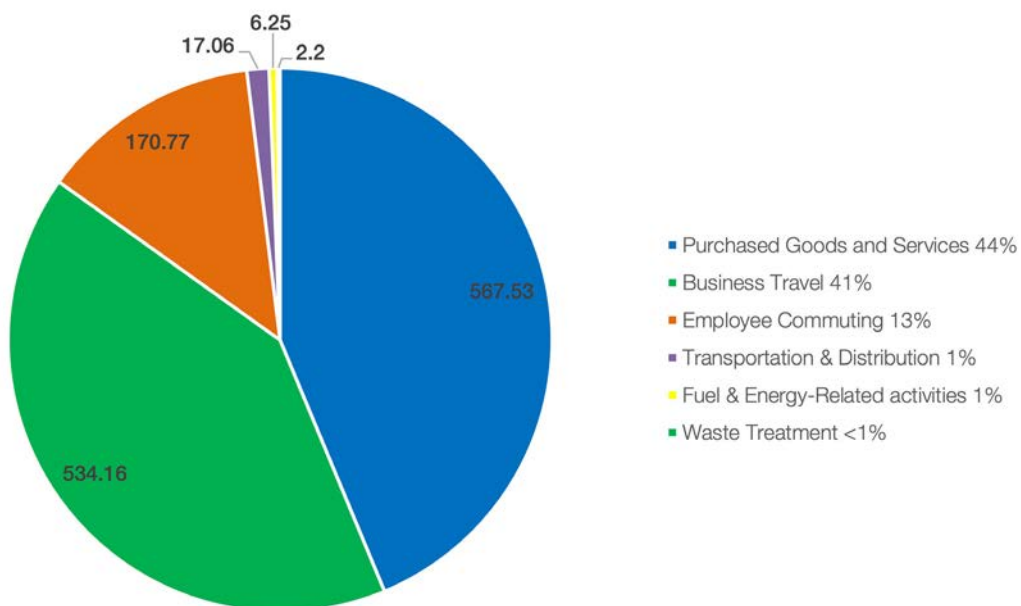
Veracity reports on Scope 1, Scope 2 and upstream Scope 3 emissions, also referred to as 'cradle to gate' emissions.

Scope 1, 2, and 3
Emissions

Total Carbon Emissions (t CO_2e)

37.77   81.12

1297.97

- Scope 1 3%
- Scope 2 6%
- Scope 3 91%

Scope 3 Emissions (t CO_2e)

6.25
17.06   2.2

170.77

567.53

534.16

- Purchased Goods and Services 44%
- Business Travel 41%
- Employee Commuting 13%
- Transportation & Distribution 1%
- Fuel & Energy-Related activities 1%
- Waste Treatment <1%

Reducing our impact
Environment

Veracity recognises that its day-to-day operations cause inevitable impact on the environment in several ways. We are committed to reducing this impact by assessing and improving our environmental performance using a documented, maintained, monitored and reviewed Environmental Management System. Education is key to reducing our energy consumption and waste generation, therefore Veracity trains all employees on responsible consumption and production, and protecting the environment.

Sustainability considerations are fully integrated into our business decision making, and we purchase with this in mind. The largest contributor to our Scope 3 emissions are the upstream emissions of the products and services purchased by the company. With no direct influence on these emissions, Veracity works with our suppliers through our supplier vetting and onboarding processes to encourage the adoption of an Environmental Management System and lower impact operations, and thereby passing this pressure down the supply chain.

Manufacturing partners are required to maintain ISO 14001 certification and are subject to annual review.

Product Lifecycle
Our products are developed to reduce energy and resource consumption by using low power electronics, having a longer lifespan and avoiding the need to replace existing infrastructure. Overall, Veracity's products greatly minimise environmental impact by greatly extending the useful lifetime of expensive storage media, reuse of legacy cabling and critically, by integrating, rather than replacing, existing third-party security equipment. Our research and development team continue to work towards extending the lifecycle of our products by designing durable hardware and releasing software updates to extend functionality. Veracity provides access to repair services where practical for products within warranty. It also repurposes unsaleable returned equipment as demo or test equipment.

Energy Consumption
Our approach to energy management includes a commitment to maximise efficiency and increase the use of renewable energy across our facilities.

Veracity are exploring the feasibility of a ground or roof-mounted solar energy system to generate power for the HQ site, and will switch to renewable energy suppliers for each site wherever possible. Our offices have undergone energy efficiency audits to identify any opportunities for improvement and low-consumption LED lighting is implemented wherever possible both internally and externally. Due to the nature of our business, many IT devices are required to run continuously and are clearly labelled. All other devices are routinely switched off except when in use.

Waste
We continue to work on waste management by engaging with our employees and suppliers on recycled and recyclable packaging. Our offices have a robust waste management program, and where possible, waste management partners are selected who guarantee zero waste to landfill. This is the case for all of our UK operations. Verified WEEE recycling partners are used to ensure the responsible treatment of electronic waste. Veracity recorded only a marginal increase of 3% in waste production from 2017-2021, despite business growth of around 20% in turnover.

An opportunity to reduce waste
Packaging

Veracity will undergo a packaging audit in the coming year. We aim to remove any unnecessary plastics from our products and ensure product cardboard packaging contains minimum 70% recycled fibres. We carry out environmental supply chain management to encourage suppliers to adopt environmentally sound practices.

Transport and Distribution

We aim to continually identify and assess opportunities for improvement across transport and distribution and preferentially work with distribution partners who share our environmental ethos, with DHL being our preferred partner who have committed to reducing all logistics-related emissions to zero by the year 2050.

In 2020, Veracity identified the opportunity to reduce carbon emissions associated with shipping of products manufactured in Taiwan and shipped to the US. Previously, product would be shipped from Taiwan to the UK for quality inspection before being shipped to the US to fulfil orders. We discovered that shipping a quantity directly from Taiwan to the US would cut carbon emissions by 40% in this instance, therefore the improved process was rapidly implemented.

Employee Commuting and Business Travel

The move to hybrid working alone has had the impact of an 18.9% reduction on emissions from employee commuting as compared to 2019, avoiding ~34.75 tonnes CO_2e. Veracity has implemented hybrid working across the company subject to business needs. This will continue indefinitely in support of our environmental agenda and the improved employee wellbeing widely reported as a result of improved flexibility.

Veracity promotes virtual meetings, over in-person to avoid unnecessary travel. Where is it deemed necessary, we encourage our employees to car-share or use public transport, consider the emissions associated with their journey and choose with the environment in mind.

The United States Environmental Protection Agency presents guidance to calculate indirect emissions from travel to and from an event or conference, emissions from hotel stays by attendees, and emissions from the event or conference venue. The carbon footprint of a company exhibiting at a trade show is substantial. Veracity commits to reduce this and present improvements next year. Veracity measures the emissions associated with hotel stays as part of business travel. We anticipate that more than 10 tonnes of CO_2e could be avoided in hotel stays alone by reducing the number of trade events we attend, and by choosing carefully how and where we do exhibit or attend.

Emissions Reporting

Emissions reduction is a key commitment of our sustainability strategy, and we aim to reduce our carbon footprint by 20%, compared to our 2019 baseline, by 2025. We aim to achieve this reduction through a combination of improved energy and lighting efficiency, reduced company travel, hybrid working and supplier engagement to achieve a reduction in upstream emissions and increased adoption of lower-carbon footprint shipping methods.

Values & Wellbeing
Social

Development

Veracity recognises that our employees are our most valuable resource and values the input of every member of staff.

We actively work to upskill members of staff with role-specific training and endeavour to promote from within to create meaningful employment opportunities. Veracity also works with apprenticeship programmes to offer opportunities to young people with an interest in the electronics industry.

Equality, Diversity & Inclusion

We provide our managers with training and support on diversity, equality and inclusion to ensure they understand their obligations, allowing them to manage their team fairly and equally in all areas of employment. We ensure all employees are aware of the company's policies and procedures relating to the provision of Equal Opportunities, Diversity and Inclusion and provide training for all Veracity employees.

Employee Wellbeing

In 2022, Veracity will launch its first annual Employee Satisfaction Survey with the aim to measure employee satisfaction and identify opportunities for improvement across a number of topics such as teamwork, training & career progression, leadership & management and employee wellbeing.

In 2022, Veracity launched the global Employee Assistance Plan (EAP), facilitated by Health Assured, the only British Association for Counselling and Psychotherapy - accredited EAP provider in the UK. Health Assured offer online resources to help with a variety of challenges which may affect our people in addition to a 24-hour helpline staffed by fully-qualified counsellors.

Our employees and their immediate family members have access to these resources, and referral counselling services, which can be facilitated via phone, video call or face-to-face.

Human Rights

Organisational policies and practices ensure human rights and labour laws are adhered to in each of our operational territories, alongside our Code of Conduct which covers business ethics for both employees and suppliers and aims to remove any exploitative practices from our supply chain.

Charity

Veracity aims to have a positive impact on the communities it operates in, not just in providing meaningful employment but in promoting community links and supporting local charity causes. In support of this, each Veracity office will select one charity or local community initiative to support for the year ahead.

Conflict Minerals

Veracity takes all steps possible to prevent the use of conflict minerals in our products. Veracity acknowledges the importance of conflict mineral reporting and engages in ongoing dialogue with suppliers about sustainable business

practices and transparency of material use. Our Supplier Code of Conduct requires our suppliers to comply with all applicable laws and regulations, commitment to ethical conduct and respect for human rights in the spirit of internationally recognised standards.

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Fair & Proper
Governance

Conduct business in a fair, proper and consistent manner

Our approach to governance depends on robust policies that are consistently applied across our offices and business divisions.

To support this, Veracity has established an ESG committee responsible for implementing change and monitoring progress. Veracity ensures compliance with all relevant legislation, with regular reviews to identify changes to environmental, health & safety, information security and other compliance requirements. We utilise the Silicon Expert platform to maintain a bill of materials for all

products, and to ensure compliance with RoHS, REACH and conflict minerals regulations.

The Veracity group of companies hold ISO certification for Quality Management (ISO 9001: 2015), Environmental Management (ISO 14001: 2015), Occupational Health & Safety Management (ISO 45001: 2018) and Information Security Management (ISO 27001: 2013), appropriate to the operations performed at each location. These are audited on an annual basis.

Information Security
Furthering Veracity's commitment to maintaining the confidentiality, integrity and availability of our information systems, Veracity will expand the scope of the UK-government backed Cyber Essentials scheme to cover all UK locations, with best practice employed across the group of companies. Veracity's UK offices are registered with the Information Commissioner's office, and all employees are trained in data protection as part of the induction process. Although an equivalent legislative body does not exist in all

of our operating territories, the requirements of the Data Protection act are adhered to throughout the organisation.

Integrity

Veracity strives to do business in a fair, proper and consistent manner and maintains high expectations of our own conduct and that of our supply chain. All suppliers are required to conform with Veracity's Code of Conduct which covers labour standards and human rights, health & safety, environment, fair trading and ethics. Manufacturing partners and key suppliers are subject to assessment before purchasing goods or services and, in the coming year, we will re-engage tier-1 suppliers in our enhanced supplier assessment process.

Whistleblowing

Veracity expects the highest level of conduct and behaviour from its employees and partners, and encourages any stakeholders with concerns to contact the CEO. Any reporting or whistleblowing is treated confidentially and with the full protection of the law as outlined by the UK government.

POLICY DOCUMENTS

Data Protection Policy

Code of Conduct

Anti-Bribery and Corruption Policy

Equal Opportunities & Diversity Policy

Anti-Modern Slavery Policy

Conflict Minerals Declaration
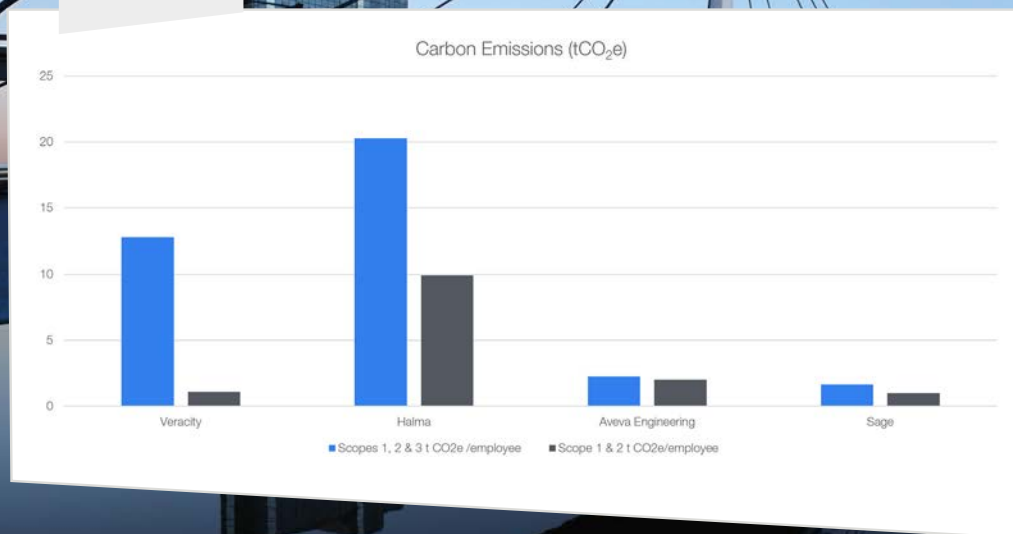
ROHS Statement

Environmental Policy

Quality Policy

Health & Safety Policy

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Carbon Emissions (tCO₂e)

A workable filter

Methodology

Materiality

Veracity has determined which emissions are material in the context of overall company emissions.

Materiality has been determined, taking into account the size and nature of the business operations with the aim that omissions do not exceed 2-5% of overall emissions. Materiality assessment allows us to provide a workable filter on information.

Scope 3 Reporting

Veracity's Scope 3 emissions have been accounted for covering the following categories:

Purchased goods - production & transportation emissions e.g. purchase of components & parts. For Veracity UK, the 60 top-selling products were selected, therefore emissions are presented on a consumption basis rather than production. For Veracity subsidiaries, Veracity Solutions and Veracity Systems, a total spend was calculated, weight of IT products estimated, and an emissions factor applied. Purchased services were not accounted for.

| Fuel and energy-related activities not in Scope 1 or 2 e.g. Upstream emissions from purchased energy.

| Transportation & Distribution-in-&-outbound logistics purchased by the company.

| Waste Generation in operations e.g. disposal & treatment of waste generated.

| Business Travel not including vehicles owned by the company.

| Employee Commuting not including vehicles owned by the company.

| Capital goods are not reported on, as these are deemed immaterial for the reporting year.

| Veracity have no upstream leased assets to report on, therefore these are excluded.

Benchmarking

Globally, there is limited legislation on mandatory emissions disclosure. Of those companies within comparable industries who do voluntarily report, the majority only report on Scope 1 and 2 emissions which may be misleading given that for Veracity (91%) and other similar companies, Scope 3 emissions account for the vast majority of the total company carbon footprint.

For these reasons, finding comparable companies is very challenging. However in an effort to provide some context to our carbon footprint, Veracity have compared their carbon footprint to those of three similar UK-headquartered global group companies reporting for the year 2019. Halma PLC are a technology businesses encompassing hardware and software operating in the safety, environmental and healthcare markets; Aveva Engineering are an engineering software company which operate across various processing and manufacturing industries. Sage are an accounting, payroll and CRM software provider which serves various industries.

Guidance & Emissions Resources

Sources

Where possible, Veracity has used the UK government department for environment, food and rural affairs (DEFRA) greenhouse gas conversion factors for carbon accounting, and has been guided on Scope reporting by the Greenhouse Gas Protocol Corporate Value Chain Accounting & Reporting Standard. Additional sources have been consulted where emission factors or data was insufficient in the preferred guidance.

DEFRA 2021 Government Greenhouse Gas Conversion Factors for Company Reporting Methodology Paper for Conversion factors.

Greenhouse Gas Protocol Corporate Value Chain Accounting & Reporting Standard.

United States Environmental Protection Agency Centre for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories.

PAS 2050:2008 Specification for the assessment of the lifecycle greenhouse gas emissions of goods and services.

European Standard EN 16258 (GHG emissions of transport services (freight and passengers).

United States Environmental Protection Agency Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities, July 2020.

United States Environmental Protection Agency Greenhouse Gas Inventory Guidance for Indirect Emissions from Events and Conferences.

In certain instances where exact data was not available, average figures may have been extrapolated, however these instances will reduce as sustainability reporting criteria and data collection becomes embedded into the company.

Veracity will report using the same accounting methods in the following years to ensure a fair comparison. However, as guidance and emissions factors are updated yearly, commentary will be provided to explain any variance.

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Sustainability
Report
2021

Contact

Veracity UK Ltd.,
Prestwick International
Aerospace Park,
4 Dow Road,
Prestwick.
UK
KA9 2TU

info@veracityglobal.com
www.veracityglobal**.com**