

Beyond business as usual

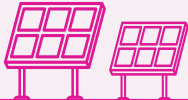
2021 SUSTAINABILITY REPORT

Contents

02

Introduction

Letter from the CEO	3
About Lightsource bp	4
Our Company	4
Solar Power for Our World	6
Focus Areas	7
Our Ambitions	9



10

Environmental Stewardship

Biodiversity	11
Greenhouse Gas Emissions	15
Circularity	18



19

Social Responsibility

People	20
Diversity, Equity, Inclusion.	21
Health and Safety	22
Human Rights	24
Local Communities	25



28

Governance

Corporate Governance	29
Business Conduct and Ethics	30
Risk Management	31
Sustainability Governance	32
Stakeholder Engagement	33

About this Report

GRI Standard Index	35
KPI Appendix	38



Introduction

Letter from the CEO	3
About Lightsource bp	4
Our Company	4
Solar Power for Our World	6
Focus Areas	7
Our Ambitions	9



Letter from the CEO

Sustainable solar power goes beyond the supply of renewable energy. It's about how we run a responsible business and respect our environment – all while responding to the climate crisis with the urgency and attention it demands.

Sustainability is a core value at Lightsource bp, it's foundational to how we do business, and our commitments to sustainability go beyond solar.

This document, our first annual sustainability report, is the result of more than a decade of hard work and dedication – from our first solar farms in the UK to the ~2GW of developed projects in 2021.

We are constantly looking at ways to do more than business as usual – delivering sustainable, affordable, reliable solar energy at scale. We're operating at the scale and pace that the world needs to combat climate change. Our industry-leading 25GW by 2025

target is more proof that Lightsource bp has left business as usual far behind.

As the climate emergency gathers pace, Lightsource bp's future and purpose becomes even greater. And I can't think of a better team to help change the world.

We're leading from the front, and with this comes a responsibility to support the sustainable growth of our sector. This report holds us accountable to that privilege.



Nick Boyle, Group CEO



About Lightsource bp

Our Company

Lightsource bp (LSbp) is an international solar business. We develop, finance, build and operate utility-scale solar power projects through smart and sustainable solutions. As a leading global solar developer and 50:50 joint venture with bp, we are rapidly scaling-up to help meet the rising demand for reliable electricity, while supporting the global energy transition.

We create value across the entire asset lifecycle by using an integrated approach to our business structure. From financing and development through to long-term maintenance, our in-house team provides a full-service experience to our customers. Lightsource bp does not provide any manufacturing services or supply raw materials; we build and maintain our solar power plants with parts, services and equipment purchased from the third-party supply chain. Lightsource bp sources solar panels, transformers, inverters, trackers and other related materials and services either directly from manufacturers, or indirectly through our engineering, procurement, and construction (EPC) partners or co-development partners.

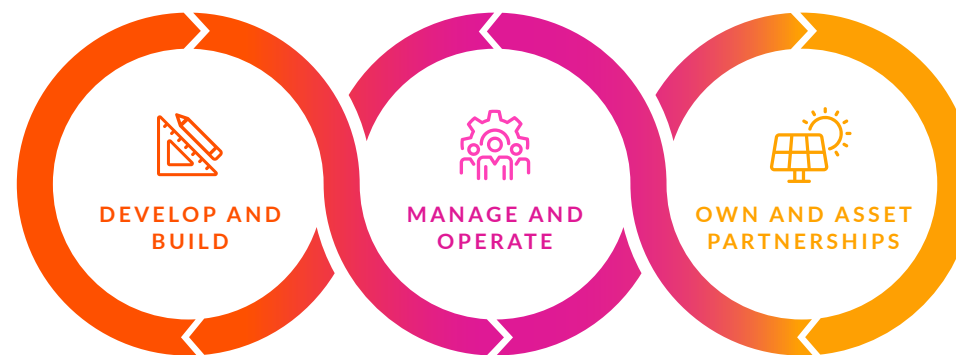
➤ lightsourcebp.com Find out more about our Company and Partners on our corporate website

WHAT WE DO

Lightsource bp develops, owns and operates utility-scale solar projects that deliver affordable and sustainable power across the world. We also work in partnership with third party investors to help build and grow renewable energy portfolios.

Our Strengths

Global reach and buying power; Financing capability; Track record in delivery and Investment in innovation



Underpinned by our core values:

Safety, Integrity, Respect, Sustainability and Drive



DEVELOP AND BUILD

Recently named largest solar developer in the world, we have established a track record in developing solar assets from early stage greenfield, through to late stage M&A and 'Ready to build' status.



MANAGE AND OPERATE

Our team are highly skilled in managing performance and operations of utility scale solar assets for over 12 years. This includes a mixed portfolio of Lightsource bp owned projects and third party assets.

We continue to invest in the latest AI technology to improve returns and performance.



OWN AND ASSET PARTNERSHIPS

As part of accelerating the energy transition we also provide opportunities around the world for utilities and investors looking to acquire and grow their own renewable portfolios.

About Lightsource bp continued

AT THE END OF 2021

5.4GW

of projects developed to-date

23GW

project pipeline

1.3TWh

of clean energy delivered from our owned assets

>600

people in our team

OUR CORE VALUES

Lightsource bp is a business underpinned by our core values:



SAFETY



SUSTAINABILITY



RESPECT



INTEGRITY



DRIVE

We place our core values at the centre of everything we do and aim to enact positive change through the development of our solar projects and business operations. Sustainability is how we do business.

lightsourcebp.com/about/our-culture
Find out more about our core values

A GLOBAL PLATFORM WITH A LOCAL IMPACT

Our activities expand across EMEA, APAC and the Americas. These markets feature strong fundamentals to deploy solar and capital at scale.

15

countries of operation as of end of 2021

16

offices



4

joint ventures & other businesses



European Government Affairs

AMERICAS

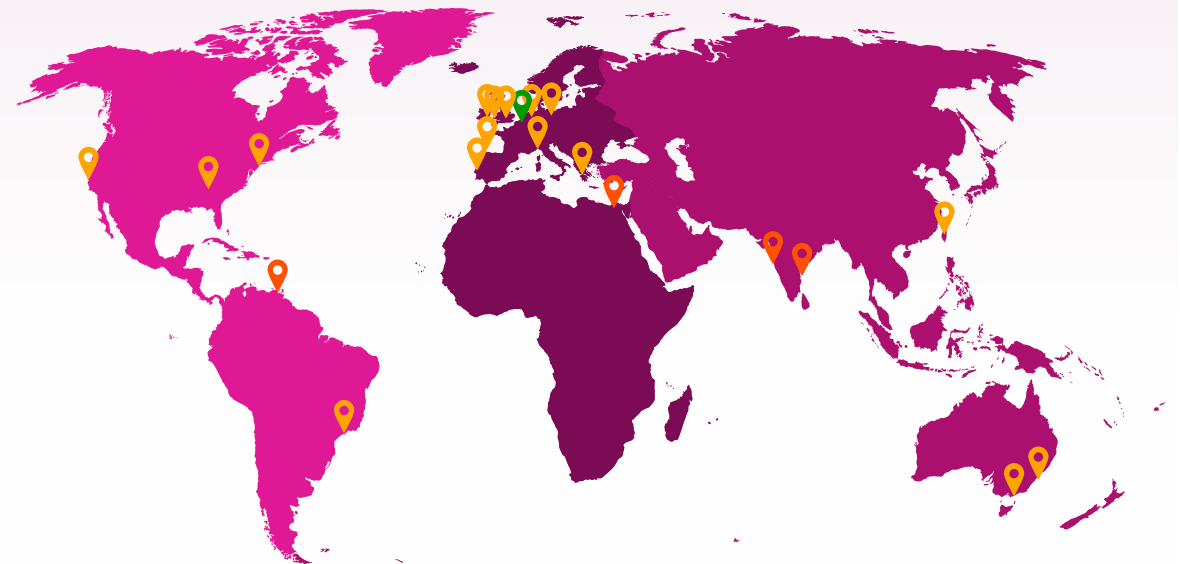
- Brazil
- Trinidad & Tobago
- United States of America

EMEA

- Greece
- Italy
- Netherlands
- Portugal
- Republic of Ireland
- Spain
- United Kingdom
- Belgium
- Egypt

APAC

- India
- Australia
- Taiwan



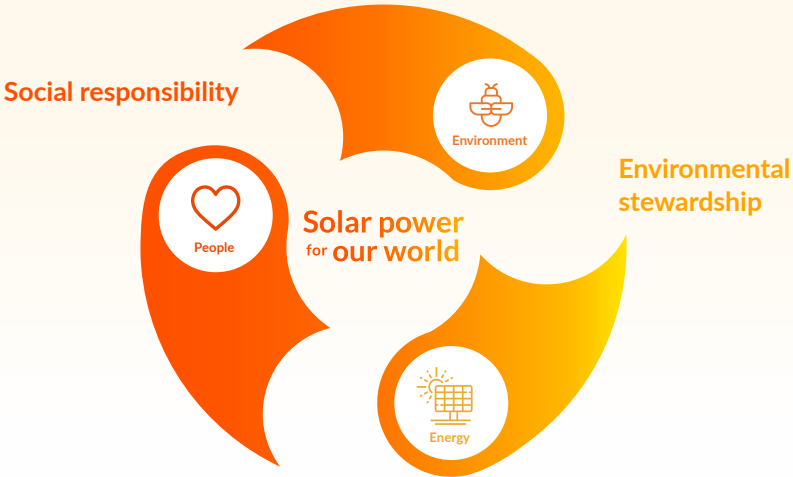
Solar Power for Our World

Climate change, decarbonising energy, and biodiversity loss are among the complex and interwoven global issues that we face today. These issues have serious environmental consequences directly impacting on both the natural world and people's lives and livelihoods. At Lightsource bp, we are taking action to respond to the urgent call to address these issues now.

Our core contribution to global sustainability is in decarbonising the world's energy landscape through responsibly developed solar projects. In 2021, we developed c.2GW of projects. Delivering these projects will provide clean energy and support the net zero goals of many governments, businesses, and communities. Our goal is to develop 25GW of solar projects by 2025, and to do so safely and sustainably.

OUR SUSTAINABILITY FRAMEWORK

In 2021, we shared our sustainability framework spanning three key pillars: Energy, Environment, and People.



People
Social responsibility
 for our people, partners
 and communities

Lightsource bp supports the Sustainable Development Goals:



Environment
Environmental stewardship
 going beyond business as usual

- Enhance ecosystems and biodiversity
- Take science-based climate action
- Improve circularity



Energy

Focus Areas

Sustainability has always been core to how we operate at Lightsource bp.

Over the past decade, we have made significant efforts to work with the land, partner with local communities and create an inclusive culture for our employees. Over the past few years, the broader impacts of the solar energy industry came into focus, with increasing stakeholder engagement on human rights, local communities, biodiversity, circularity, and greenhouse gas emissions. These are the areas that will be in focus as we set our ambitions, act, and measure our progress over the coming years.

BIODIVERSITY AND MULTIUSE SOLAR

The complex challenge of resourcing for a rapidly expanding global population can create land use conflicts. As the number and scale of solar projects grow to meet the growing demand for clean energy, so too does a perception that solar developments are competing with agricultural production or having a negative impact on existing ecosystems. This challenge also presents an opportunity for development and innovation. Lightsource bp continues to work to preserve or enhance biodiversity around our solar projects, and is increasingly active in the space of agrivoltaics, where the land is used for agricultural purposes and renewable energy generation.

➤ **Pages 11-14** See more on our ambition to be a leader in biodiversity and multi-use solar

GREENHOUSE GAS EMISSIONS

According to **Project Drawdown**, one of the top solutions to the climate change crisis is utility-scale photovoltaic solar energy. Across the lifecycle, photovoltaic solar farms emit over 95% less greenhouse gases than a coal fired power plant¹. However, there are still some emissions from the manufacturing and transportation of the equipment for the solar farm, which will become more material as the industry grows. That growth could also create demand for a lower carbon, more distributed supply chain. Delivering a lower carbon supply chain also requires work across the industry to optimise material and energy use in manufacturing.

➤ **Pages 15-17** See how we are working with others to measure and reduce our greenhouse gas emissions

¹ National Renewable Energy Lab (NREL). 2021. 'Life Cycle Greenhouse Gas Emissions from Electricity Generation: Update'. Accessed August 2022.



Focus Areas continued

CIRCULARITY

As more solar energy is developed and as projects near end-of-life, the International Energy Agency (IEA) predicts annual global waste from PV solar energy to increase to c.89% of annual installed capacity by 2050, from a relatively small base today¹. Addressing the management and re-use of this waste is a key issue for the solar industry. By weight, more than 80 percent of a typical solar panel is glass and aluminium¹ – common and easy to recycle materials. Further, there are companies working to recover the critical materials in some components, such as solar panels, so they can be re-used in future manufacturing. By working with the industry and supply chain to optimise equipment design, managing operations to maximise asset life, and implementing responsible end-of-life management practices, the amount of waste can be greatly reduced, and re-use of critical materials can be increased.

➤ **Page 18** See how Lightsource bp is committing to improving circularity and managing waste

¹ International Renewable Energy Agency (IRENA) and IEA International Energy Agency Photovoltaic Power Systems Programme (IEA-PVPS). 2016. 'End of Life Management: Solar Photovoltaic Panels', Pages 32 and 41. Accessed August 2022.

HUMAN RIGHTS

As supply chains have become increasingly global, internationally recognised protections for human rights have been developed to mitigate the risk of modern slavery. To implement these standards, multiple sectors have focused on greater levels of supply chain transparency. In the solar energy sector, both human rights protection and supply chain traceability have increased in relevance due to the complexity of the supply chain and recent allegations of forced labour. Lightsource bp is committed to respecting human rights, and we are continuously improving our supply chain due diligence processes to assess risk and inform business activities.

➤ **Page 24** See more on our policies and approach

LOCAL COMMUNITIES

Building solar energy at scale has the potential to impact communities in many ways. To deliver a just transition, community needs are factored into each project. At Lightsource bp we seek to work with our communities, by contributing to economic development, forming local partnerships and creating educational opportunities.

➤ **Pages 25-27** See some examples on how we work with communities

Our Ambitions

We are proud to share our ambitions that will guide our sustainability journey.

Environmental Stewardship

We aim to be a leader in biodiversity and multiuse solar by:

- Delivering biodiversity net gain on our operating assets, measured 5+ years post-construction
- Developing a biodiversity management plan for LSbp developed projects

We aim to improve the circularity of our solar assets by:

- Committing to reuse or recycle solar panels in our owned assets
- Measuring and reducing our waste footprint

We aim to take science-based climate action on greenhouse gas emissions by:

- Reducing our absolute Scope 1 and 2 emissions 26% by 2027, from a 2021 base year
- Reducing our Scope 3 emissions 52% per MW constructed by 2030, from a 2021 base year

SOLAR POWER FOR OUR WORLD

We are delivering renewable, affordable and reliable solar energy to power the energy transition. Our mid-term target is to develop

25GW
by 2025

Social Responsibility

We will respect human rights in alignment with international standards by:

- Adopting procedures to manage the risk of modern slavery in our operations and supply chains
- Performing supplier due diligence to inform supplier selection and management
- Collaborating with industry to improve supply chain transparency and traceability

We will invest in local communities including:

- Supporting economic development through local partnership and job creation
- Offering hands-on educational opportunities from academic research to solar training programmes

Environmental Stewardship

Biodiversity	11
Greenhouse Gas Emissions	15
Circularity	18

We must act now to fight climate change. As a business, Lightsource bp believes that it is our responsibility to continue to improve our business practices, prioritising improving biodiversity, reducing greenhouse gas emissions, and improving circularity. We are excited to share our commitments and progress to-date in these areas.

Biodiversity

The global loss of biodiversity is contributing to the acceleration of climate change through the loss of Earth's natural carbon sinks.

Our fragile ecosystems are required to support both human and animal life and are deteriorating at a rapid rate. As owners and tenants of large areas of land, Lightsource bp has a responsibility and an opportunity to support the replenishment of biodiversity.

In addition to contributing to the green energy transition, it is Lightsource bp's priority to ensure that our solar farms are developed in such a way that goes beyond avoiding adverse impacts on biodiversity, making a significant contribution to habitat creation and biodiversity enhancement. This is achieved initially through careful site selection, where sensitive and protected areas are avoided where possible. Throughout the development process, robust environmental impact assessments are undertaken to ensure the local environment is well protected and to identify opportunities for biodiversity enhancement. For many of our sites, a Biodiversity Management Plan (BMP) is prepared.

At Lightsource bp, we define a BMP as a plan that outlines measures to avoid or mitigate biodiversity impacts, details compensatory and enhancement measures, and sets out an ongoing monitoring and reporting regime.



Biodiversity continued

Our current and historical project pipeline already works to protect ecosystems and deliver biodiversity enhancements. Of our 2021 developed projects¹:

- 44% have, or are in the process of preparing, an associated BMP. 79% of the LSbp self-developed projects² have a BMP, whilst none of our co-developed projects³ do.
- Of the 56% of projects that do not have specific BMPs, 37% still include habitat creation measures in the project design, but do not have a defined monitoring scheme that is a requirement in the delivery of a biodiversity net gain.

Additionally, Lightsource bp is proud to have many sites where agrivoltaics plays a key role in supporting local communities through continuing the traditional agricultural use of the land. Typically, this involves beekeeping and sheep grazing, however the unique characteristics of a site and its local context is always taken into consideration when identifying the appropriate co-use.

1 Projects which have reached financial close within the calendar year.
 2 Projects where land agreements, permitting and grid connection agreements are developed by our in house teams, rather than external co-development partners.
 3 Projects where we work with co-development partners who lead on land agreements, permitting and grid connection agreements.

MULTIUSE SOLAR FARMS

Solar farms temporarily set aside land and protect it from permanent loss due to industrialisation and urbanisation – and they afford countless opportunities to layer on the benefits of solar since the land under and around the panels is protected for decades.

1 Ground-mounted solar panels sit on posts, several feet in the air. The posts themselves cover less than 10% of the ground.

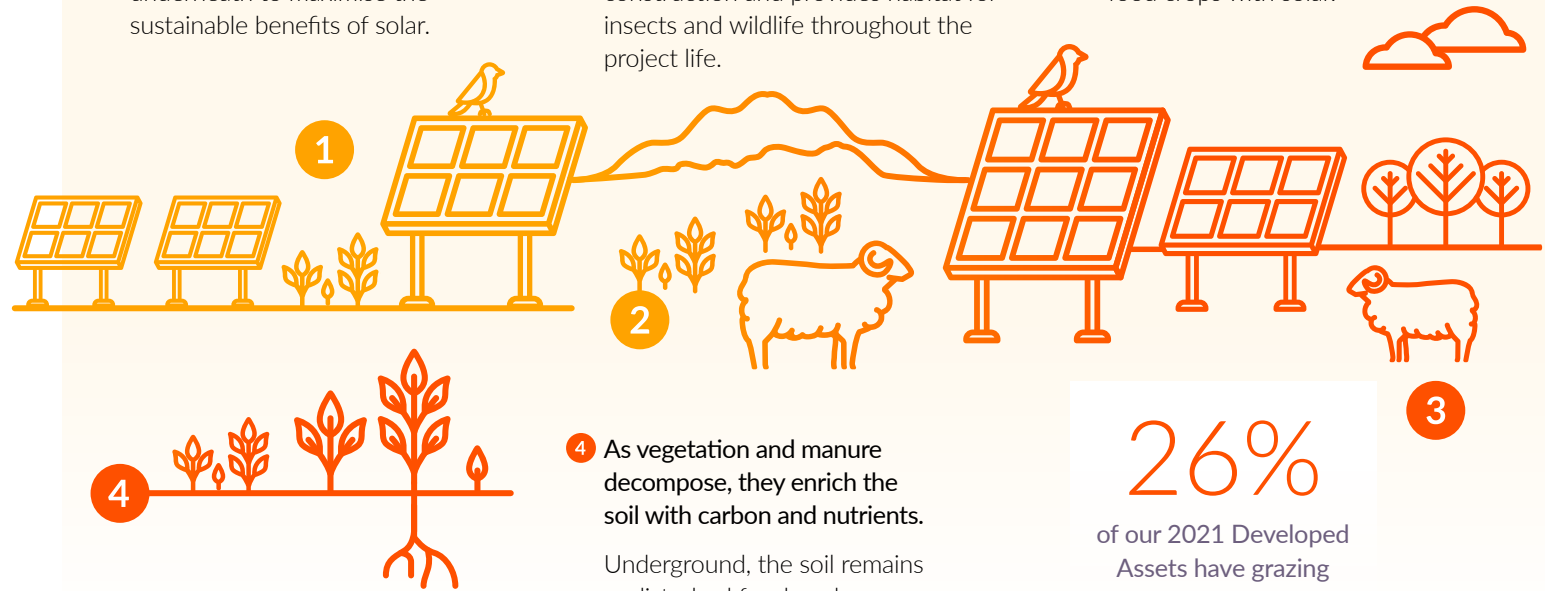
This leaves plenty of open space underneath to maximise the sustainable benefits of solar.

2 On many of our solar farms, the ground is seeded with grasses and pollinator-friendly flowers prior to construction.

This helps stabilise the soil during construction and provides habitat for insects and wildlife throughout the project life.

3 Agrivoltaics is the co-location of solar and agriculture. At some of the facilities, small livestock graze beneath the panels.

We are also working to co-locate food crops with solar.



4 As vegetation and manure decompose, they enrich the soil with carbon and nutrients.

Underground, the soil remains undisturbed for decades.

26%
 of our 2021 Developed Assets have grazing implemented or proposed

Biodiversity continued

To build on this work and strengthen our commitment, Lightsource bp aims to achieve a biodiversity net gain (BNG) on our ground-mount solar sites, beginning with our self-developed projects. The aim is to achieve a BNG following five years of operation or within an ecologically appropriate timeframe for more challenging climates or habitats. Initially, this aim applies to all Lightsource bp self-developed projects starting with our 2023 development pipeline, with a view to considering its application to co-developments and acquisitions in the future.

Our Biodiversity Management Plans will help deliver this goal and will be prepared for all Lightsource bp developed solar projects, designing a project-specific approach to biodiversity enhancement and the delivery of a BNG. In 2021, we also started work on our BNG Framework, which lays out the principles by which we develop these biodiversity management plans. This will underpin our commitments in our recently issued Biodiversity Policy.

[Read more Biodiversity policy](#)

As an example, on our 18MW UK Streetfield project, our BMP has an anticipated biodiversity net gain of over 20%. This is achieved through protecting and enhancing important wildlife corridors with new hedgerow tree planting and seeding the site with a species rich grassland meadow mix. It is recognised that establishing a wildflower meadow will take time due to the previous use as a heavily managed agricultural land, including the application of fertilizers. The Biodiversity Management Plan also sets out the monitoring and measurement of biodiversity impacts over time.

As part of understanding our historical impact on biodiversity, we are currently analysing a sample of our assets that have been operational for five or more years through a range of ecological surveys. Of our 49 ground-mount solar projects that have been operational for 5+ years, 55% of these have a BMP. Additionally, 18% are presently home to grazing sheep and 10% have beehives on site that are managed by a local beekeeper.



On our solar projects that have been in operation for 5+ years...

55%

have a Biodiversity Management Plan



18%

are home to grazing sheep



10%

have beehives on site that are managed by a local beekeeper



CASE STUDY

Researching biodiversity benefits at solar farms

Lightsource bp's Nittany 1, 2 and 3 solar farms in Pennsylvania, totalling 70MW, power 25% of Penn State University's state-wide electricity needs under a 25-year power purchase agreement. Yet these sites are living, breathing ecosystems complete with soil microbes, vegetation, insects, wildlife and, in some cases, domesticated livestock.

All three solar farms were designed to boost biodiversity and support pollinator populations. Lightsource bp seeded the sites with a mix specifically formulated by the American Solar Grazing Association (ASGA), in partnership with Ernst Conservation Seeds and Pollinator Service. The seed mix, aptly named "Fuzz and Buzz," was designed to support pollinator species at solar sites, in addition to flocks of sheep.

At Nittany 1, more than 700 sheep are managing vegetation through rotational grazing, an example of agrivoltaics, or co-located solar and agriculture.

A neighbouring farmer grazes almost 500 sheep among the solar panels, using a rotational system to feed the flock and maintain the land. As livestock digest vegetation, they spread manure, cycling nutrients, carbon and water back into the soil. As they chomp on vegetation, the sheep introduce helpful bacteria and attract beneficial insects as well.

These solar farms will contribute soil samples and other data to two research projects studying how sheep advance biodiversity at solar farms. Researchers from Shippensburg University's Geography & Earth Science Department are conducting research to learn how converting farmland to solar fields affects soil properties, carbon dynamics and biodiversity. The American Solar Grazing Association (ASGA) is examining both the environmental and economic impacts of sheep grazing on solar farms through a study sponsored by the New York State Energy Research and Development Authority (NYSERDA).

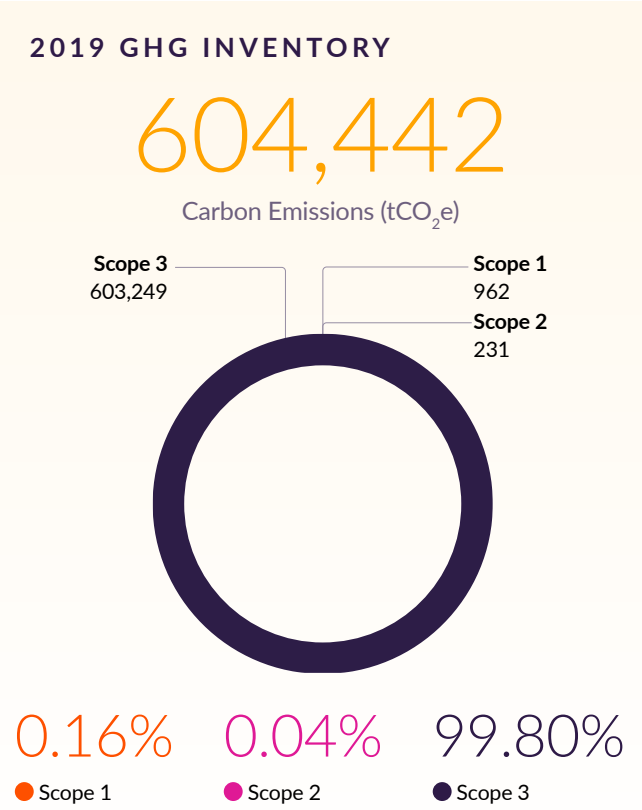


CASE STUDY

Protecting ecosystems through construction and operations

Lightsource bp's 250MW Vendemia solar farm in Zaragoza Spain was constructed in 2020 and 2021. Before construction, multiple surveys were performed including a field survey on natural vegetation, habitats of community interest, cultural heritage sites and fauna. Further, a Lesser Kestrel population field survey was carried out to check the population status around the solar farm location. These surveys resulted in specific protection actions including: avoidance of herbicides through construction and operations, planting of local herbaceous steppe flora species within the array, and construction of a Lesser Kestrel nesting tower alongside support for a Kestrel chick raising programme.

Greenhouse Gas Emissions



Through providing solar energy solutions, Lightsource bp is already providing a low-carbon alternative energy source, through our aim to develop 25GW of solar farms by 2025.

While this decarbonisation of the global energy landscape is imperative, Lightsource bp also recognise that there are additional efforts to be made to reduce emissions associated with our operational footprint and our supply chain.

In 2020, Lightsource bp joined the UN Race to Zero. Work on collecting Lightsource bp’s greenhouse gas (GHG) emissions data began in 2021, following the guidance by the GHG Protocol. Lightsource bp’s carbon equivalent emissions calculations followed the ‘operational control’ approach, accounting for all emissions from operations over which we have operational control.



Greenhouse Gas Emissions continued

GHG INVENTORY

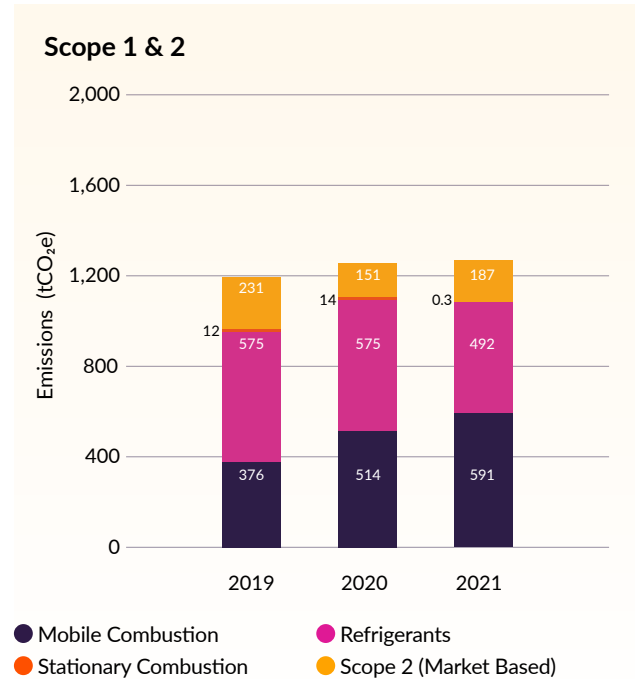
Our original inventory was based on 2019 to best represent the emissions from Lightsource bp operations and activities before any disruptions caused by the COVID-19 pandemic took place.

In 2019, our Scope 1 and Scope 2 emissions were primarily from mobile combustion in our operations and purchased electricity in our offices. Our estimated Scope 3 emissions comprised over 99% of the total GHG footprint, the large majority of which is from our supply chain, including the embodied carbon in the solar panels and other equipment purchased for the solar assets.

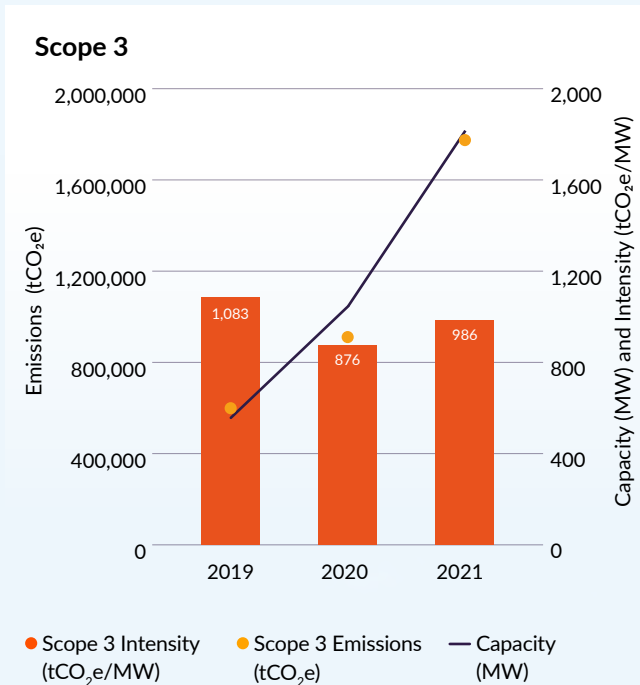
2021 DATA

Since 2019, emissions have increased in line with the growth of the business and activities. In addition, as the understanding of our sources of emissions and data collection improves, we are building a more complete view of our carbon impact.

For example, 2021 Scope 1 data now includes emissions from generator fuels used at our O&M sites, which was not included in 2019 or 2020 datasets. Additionally, we identified where our offices are powered by renewable energy. This led to a decrease in Scope 2 emissions from 2019.



Greenhouse Gas Emissions continued



Our Scope 3 calculations include estimated emissions from all categories that are relevant to Lightsource bp as outlined in the GHG Protocol Standard and is more fully detailed in the KPI appendix. Capital goods account for over 99% of emissions in 2021.

From 2019 to 2021, Scope 3 absolute emissions increased in line with the growth of our project delivery. To normalise this figure, we define our Scope 3 emissions intensity as tonnes of CO₂e per total MW of projects that started construction in that year. Our Scope 3 emissions intensity has decreased by over 8% from 2019, due to both project mix and utilisation of products with a lower emissions footprint. For our capital goods estimate, we use life cycle analysis data published by some of our suppliers at a component level, which more accurately reflects the manufacturing inputs than a raw material-based approach. However, this data is limited in availability. Engaging further with our supply chain to regularly provide and update these analyses will improve the accuracy of this information and help us map out reduction opportunities for our Scope 3 emissions.

We plan to improve data quality for other Scope 3 categories, such as waste generated. In 2021, we began to estimate construction waste impacts and as our data

collection methods improve over the coming years, we anticipate reporting measured data for both construction and operations activities.

EMISSIONS REDUCTION TARGETS

As Lightsource bp continues to deliver solar energy at scale, our absolute GHG impact would also increase. We will need to work collaboratively with the solar value chain to implement change and reduce emissions. To reduce the impact, we are setting GHG emissions targets including:

- Reducing our absolute Scope 1 and 2 emissions 26% by 2027, from a 2021 base year
- Reducing our Scope 3 emissions 52% per MW constructed by 2030, from a 2021 base year

We have developed these near-term targets utilising guidance from Science Based Targets initiative (SBTi), as part of our UN Race to Zero commitment. These targets have not yet been approved by SBTi, and we intend to undergo that process over the coming year.

Circularity

As a company that develops, constructs, and operates solar facilities, we can positively impact the waste footprint of our operations by working with our suppliers in design, construction, and operation.

Quality

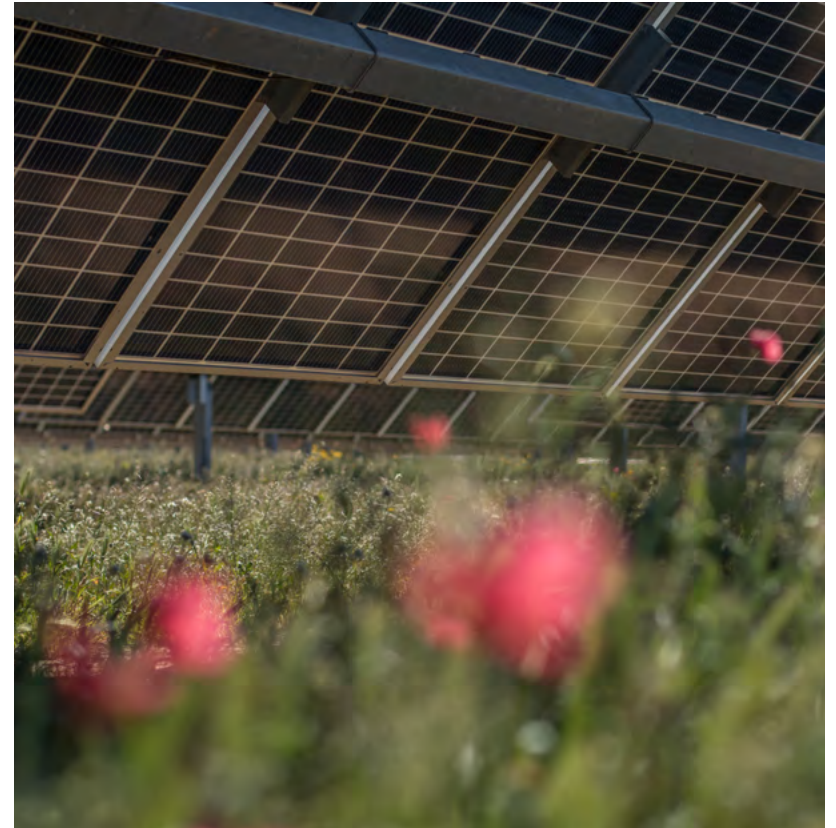
One of the most important actions we can take to reduce waste is to design and construct with quality, to extend the life of the asset. Manufacturing quality is a key part of our equipment supplier on-boarding process. Additionally, we require our construction suppliers to develop quality plans, and we provide oversight on this across the construction period. During operations, we are dedicated to continually ensuring the site runs to its intended life and maximum efficiency by cleaning the panels, testing the equipment, and managing the land.

Waste Management

We require our primary suppliers and contractors to adhere to applicable local and regional waste regulations. Further, we are working to increase the visibility of our construction and operations waste footprint. We intend to establish this in 2023, and will then work with contractors and suppliers to develop ways to reduce and recycle this waste.

Solar Panel Recycling

Through the course of regular construction and operation, solar panels can be damaged or can malfunction. We understand the concerns with sending solar panels to landfill. Though we ensure we procure panels that can be disposed of safely, we want to recover resources and materials where we can. To reduce waste to landfill, we commit to reuse, refurbish, or recycle solar panels from our assets. In the UK, we work with several organisations to first refurbish or reuse the panels, and then recycle where this is not possible. In the US, we are working with SEIA to identify and qualify recycling companies via their National PV Recycling Programme. We also signed a MoU with Lotus Energy in Australia to progress our recycling activities.



Social Responsibility

People	20
Diversity, Equity, Inclusion	21
Health and Safety	22
Human Rights	24
Local Communities	25

We are committed to creating an equitable business that creates a positive social impact for our people, partners, and communities. We do this through a focus on an inclusive and safe company culture, an ethical supply chain, and strong community engagement.

People

Our people are key to the success of Lightsource bp today, and the growth in the future.

Attracting and retaining talent is critical to our business. We encourage our people to 'be you', creating an inclusive, open culture that continues to attract talent from within and outside the solar energy sector. In 2021, we started the year with c.450 employees and finished the year with over 600 employees.

As we are growing, we are seeking new ways to make the most of our human talent and potential, creating a continuous learning culture where people are inspired to reach their professional goals. Our standards of leadership, core values and distinctive culture are powerful assets to attract and retain the best talent, as well as manage our business in a sustainable and successful way.

As an example, we partnered with Wilson Sloan Consulting to provide a series of transformational leadership development programmes designed to increase individual and collective leadership competence. These programmes support leading and developing teams, creating a culture of accountability, and contributing to the delivery of our strategic ambitions and global growth. The sessions also provide a valuable network of peers working at a senior level across the business. In 2021, 40 leaders overall attended the leadership development programmes. This investment supports our belief that it is the quality of our people and leadership which differentiate Lightsource bp.



Diversity. Equity. Inclusion.

They're more than just words for us. At Lightsource bp, they're the principles guiding how we build our teams, cultivate inclusive leadership, and create diversity in the workplace – where our people are comfortable bringing their authentic whole selves to work.

In 2021, we solidified our commitments to DE&I through our **DE&I mission statement and framework**, outlining our principles and near-term priorities. These inform our recruitment practices, employee onboarding, compensation, and general ways of working. These are living documents, rather than a fixed policy, with the intention of being ambitious and ever evolving. These build on our core value of Respect, and existing commitments in our **Code of Business Conduct and Ethics**, Employee Handbook, and Equal Opportunity Policy.

Internally, we promoted and embedded the DE&I mission statement through a multi-day company engagement session dedicated to diversity, equity, and inclusion respectively. Raising awareness of each topic and starting conversations with our colleagues helped build a foundation on which we continue to grow.

We also built our understanding of our DE&I data and developed a plan to improve our measurement of both DE&I and employee engagement. This will help to not only gather data but listen to our team members and act to maintain areas of success and make progress on areas for improvement.

These efforts were delivered by our vibes programme, which started in 2021. The programme concentrates on four main areas: Diversity, Equity and Inclusion (DE&I), Wellbeing, Philanthropy, and Events. Our vibes committee was formed to help safeguard and nurture our culture – our vibe. The committee is intended to represent our people as well as create value for our company. It is a committee run by our people, for our people. Made up of Lightsource bp employees from all areas of the business – empowered and endorsed by our leadership.

VIBES

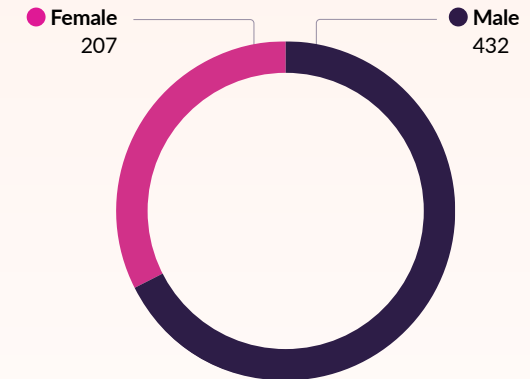
In 2021, we started our vibes programme – which stands for **v**olunteering, **i**nclusivity, **b**elonging, **e**quality, and **s**ociety. Our vibes committee was formed to help safeguard and nurture our culture – our vibe!

- [Read more DEI Framework](#)
- [Read more DEI Mission Statement](#)

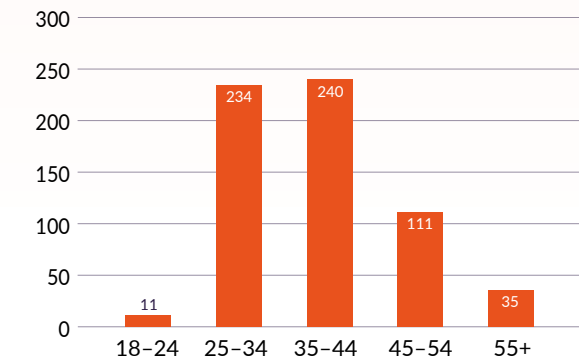


As of year-end 2021, our employee data is as follows:

Gender split 2021 – Permanent employees



Age split 2021 – Permanent employees



Health and Safety

We are committed to creating a safe and healthy working environment for everyone including employees, contractors, and visitors.

Strong, visible, and demonstrable leadership commitment to health and safety excellence is critical as we deliver high quality projects globally. Health and safety leadership starts at the top, underpins our reputation and is the responsibility of all.

> [Read more](#) Health, Safety, Security & the Environment Policy

Our Approach to Health and Safety

Lightsource bp has an established environmental health and safety management system, in accordance with ISO 14001 and ISO 45001, which covers the activities and supporting processes associated with the safe design, construction and operation of utility-scale solar plants.

THE GOLDEN RULES

The Golden Rules are one part of how we create a culture of safety and avoid work-related fatalities and serious injuries. These rules primarily address the high-risk activities that we're involved in and provide a framework and guidance for safe operations in the field, at work sites, in the office, and at home.

Personal Safety

Protect yourself and your colleagues against work hazards

Vehicle Safety

Practice safe driving, including driving defensively

Environment Safety

Protect yourself against outdoor and environmental hazards

Equipment Safety

Plan heavy equipment movements and clear area before moving

Electrical Safety

Protect yourself against shock and arc flash hazards

Working at Height Safety

Protect yourself against a fall when working at height



Figure 1: Lightsource bp Health, Safety, Environment Golden Rules

Health and Safety continued

Training is a key part of maintaining our safety culture. Over and above legally mandated health and safety training, Lightsource bp staff take regular refresher courses. Robust contractor prequalification and monitoring ensures we are only hiring and working with partners who have a record of delivering on their own strong health and safety commitments. We also benefit from our people's collective experience and the partnership with bp to mitigate risks throughout the entire lifecycle of our assets.

We encourage employees to raise health, safety and environment concerns, and have an Incident Escalation Procedure which defines how that information is shared, investigated, and resolved within the company and/or externally. We also empower anyone on our sites to stop the job if they perceive an unsafe condition. Strong health and safety reporting culture helps drive learning and improvement in our ways of working.



Safety Performance

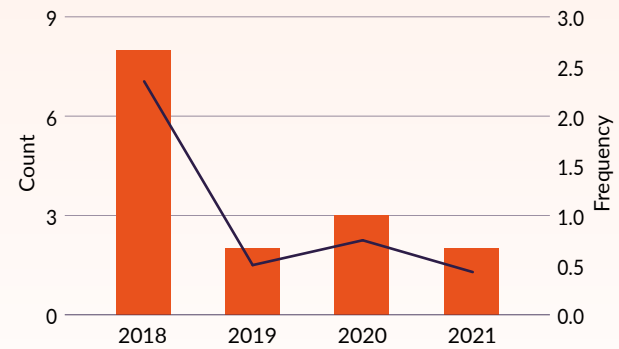
At Lightsource bp, our goal is to achieve an injury-free workplace. In 2021, Lightsource bp had a company recordable injury rate of 0.43 (0.53 for contractors) compared to an industry average of 1.5. 2021 was an exceptional year around health and safety performance considering some of the challenging headwinds around the COVID-19 pandemic and the growth the company experienced during this period. Lightsource bp was able to achieve this level of performance through establishing a strong safety culture throughout the company and ensuring an understanding of Lightsource bp's Safety Policies and Procedures.

In line with guidance from the World Health Organisation, and local authorities, Lightsource bp – and our contractors – took significant measures to inhibit the spread of COVID-19. As a result of the company's diligence we experienced no loss of life or impacts to the successful delivery of our projects in 2021 because of COVID-19.

Mental Health and Wellbeing

Lightsource bp provides employee assistance and wellbeing programmes to our employees around the globe. The vibes committee aims to identify opportunities to enhance employee wellbeing and health programmes globally.

Recordable Incident Rates within Operating boundaries



Lightsource bp 2021 Recordable Incident Rates within Operating boundaries (LSbp Staff and O&M – UK)



Human Rights

Lightsource bp is committed to acting ethically and with integrity in all our business dealings and relationships. We are implementing and enforcing effective systems and controls that aim to prevent modern slavery in our own business and in our supply chain.

Internally, we have a commitment to respect human rights in our Code of Business Conduct and Ethics. We provide employee training on the Code and have a Speak Up policy for employees and external parties to raise concerns. This programme is managed by our Chief Compliance Officer.

➤ **Page 30** See more on Business Conduct and Ethics

Working with our supply chain is key to our business. Lightsource bp has an annual procurement volume of over £600m. Lightsource bp sources solar panels, transformers, inverters, trackers and other equipment either directly from manufacturers, or indirectly through our engineering, procurement, and construction (EPC) partners or co-development partners. We have taken multiple steps across our procurement processes to communicate our expectations and perform supplier due diligence.

We communicate our expectations through our **Code of Conduct for Counterparties** and through the compliance protocol within our standard contractual clauses. These are based on the International Labour Organisation Core Conventions on Rights at Work and include prohibition of forced or compulsory labour, human trafficking, and child labour, as well as obligations to provide employees safe and healthy working conditions, freedom from discrimination, freedom of association and freedom of movement. Counterparties involved in the development, construction, and operation of a Lightsource bp solar plant are contractually required to comply with this code and pass down these obligations to sub-contractors.

Our selection and identification of suppliers is based on a qualification assessment. Findings from this process inform counterparty selection as well as ongoing oversight which



can include desktop and/or site-based audits as needed. We are taking steps both as a company, and through industry collaboration, to improve and enhance this supplier due diligence process, to include a broader Environmental, Social and Governance (ESG) scope and greater supply chain transparency.

Concerns or grievances can be raised via our Speak Up channels. If we identify instances of modern slavery or human trafficking, we will take suitable action which may include terminating discussions and/or existing relationships with the counterparty in question and notifying relevant authorities of the issues involved.

- **Read more** Human Rights policy
- **Read more** Modern Slavery statement
- **Read more** Code of Business Conduct and Ethics for Counterparties

Local Communities

Lightsource bp's solar projects are in place for the long-term with most projects having a lifespan of 25 years or more. We work with various stakeholders when developing and building our solar farms to make sure our projects benefit the local community. For each of our LSbp developed greenfield projects, we engage with the community as part of the planning process to share more about the project and understand any concerns or opportunities. We aim to construct our solar farms to strengthen economies, promote solar education, foster environmental sustainability, and create partnerships.

Economic Development

Solar farms can help strengthen local economies by creating jobs, contributing significant property tax revenue, providing dependable revenue to landowners to supplement their income, and bringing multi-million-dollar annual operations budgets that are primarily spent in the region.

We make efforts to identify opportunities to procure local services including construction, and areas like fencing or vegetation management. In the US alone, we created 850 direct construction jobs across our 2021 projects including Bighorn, Elm Branch and Briar Creek.

SOME OF THE SOLAR CONSTRUCTION JOBS WE CREATED IN 2021



Barrica solar cluster
Aragón, Spain



150
construction jobs



100MW



Bighorn solar project
Pueblo, Colorado, USA



300
construction jobs



300MW



West Wyalong solar farm
New South Wales, Australia



170
construction jobs



108MW

Local Communities continued

Empowering Education

Our solar farms provide educational opportunities for local schools and universities, with Lightsource bp providing curriculum support, research opportunities, internships, and site tours. We're also implementing programmes to offer solar job training opportunities to interested community members, including making apprenticeship programmes and solar jobs accessible to community members most in need.

Creating Partnerships

The benefits we're able to bring to communities are enhanced through collaborative initiatives with our partners. At Lightsource bp, we're excited to support and work with organisations that share our desire to create a more sustainable, resilient and equitable world for present and future generations.

In Australia, Lightsource bp partnered with **Clontarf Foundation**. The foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men. Across our Wellington, Woolonga and West Wyalong projects, we are committed to contributing \$30,000 annually through the lifespan of the project.

Lightsource bp is a sponsor of **Root and Rebound**, a US non-profit committed to restoring power and resources to families and communities most harmed by mass incarceration through legal advocacy, public education, policy reform and litigation.



CASE STUDY

Building new skills in Colorado

Working with Grid Alternatives, we sponsored a two-week training programme for underemployed workers in Pueblo, Colorado, the location of our Bighorn Solar project. The programme involved free training with industry-recognised certifications and offered one-on-one career planning sessions. Participants were also invited to interview for employment at the solar project.



CASE STUDY

Educational site visits in the UK

We worked with schools and universities to organise visits to our operational solar sites. Someone from our team explains how our sites operate on a day to day basis and how they are maintained. This gives students an insight to the technology and innovation used in solar energy and demonstrates the scale at which we operate.

Local Communities continued

LIGHTSOURCE FOUNDATION

Lightsource bp has always been about more than just profit. One of the key corporate responsibilities close to our heart is giving back. This is why we created the Lightsource Foundation in 2014, with an annual commitment to donate £100,000 to communities in desperate need of support. Working with **World Vision**, we have transformed thousands of lives, building strong bonds with the communities we support and bringing hope and better futures for the children who suffer most. As of the end of 2021, we raised over £700,000 via child sponsorship, payroll giving, and fundraising with some amazing events.

In 2021, fundraising included a global auction, raising nearly £10,000 in a little under three hours, by employees climbing their stairs the height of Mount Everest and a virtual pub quiz. We added US and Spain

to our countries which support by payroll giving and rolled out International Ambassadors in key jurisdictions. It was a big year for the foundation, as it also saw us say goodbye to Koh Krolor, Cambodia, our dedicated outreach community for the last 8 years. This was bittersweet; emotional saying farewell to familiar faces, but heart-warming to know we have made a hugely positive impact, with the community ready to thrive self-sufficiently – our long-term goal.

In 2021 we started working to help the most vulnerable children in Sarlahi, Nepal. We entered Sarlahi on Day One of its programme, with the focus in the first couple of years to acclimatise to the local needs, build relations with the community, and tackle the most urgent of crises – sanitation and child safety.

[Read more](#) Lightsource Foundation



£700,000

raised by the end of 2021 via
child sponsorship, payroll giving
and fundraising



Governance

Corporate Governance	29
Business Conduct and Ethics	30
Risk Management	31
Sustainability Governance	32
Stakeholder Engagement	33

Corporate Governance

Lightsource BP’s leadership and governance structure inspires an entrepreneurial spirit, upholds our values, and steers our policies and standards.

Lightsource bp Renewable Energy Investments Limited is the ultimate holding company of the Group and is owned by a combination of individual shareholders and BP Alternative Energy Investments Limited. The Group’s governance is prescribed in the shareholders’ agreement. The Group carries on its business in a manner consistent with relevant international industry practices for corporate governance, business ethics and corporate social responsibility. Further, the Group executes a risk management process, including internal assurance, to ensure continuous improvement.

The Board is responsible for the overall supervision and control of the affairs of the Group subject to delegation of any matters to committees of the Board in accordance with the shareholders’ agreement. The Board is cognisant of its duty to promote the success of the Company. It continues to carefully consider the interests of the Company’s employees and other stakeholders, including the impact of its activities on communities, the environment and the Company’s reputation, when making decisions.

The Board further recognises that it has an overall responsibility for ensuring that a satisfactory dialogue with stakeholders takes place.

In addition to the Executive Directors, the Board is comprised of an Independent Non-Executive Director and Non-Executive bp-nominated Directors to ensure that shareholder views on Lightsource bp matters are taken into consideration. In addition, the Board has established principal committees which support it in carrying out its duties. The terms of reference for each of the principal committees of the Board and the Group’s Delegated Operational Controls policy (DOC) articulate the internal approval requirements that have been delegated by the Board to ensure the appropriate operation of the business. The board routinely monitors the delegation of authority, ensuring that it is regularly updated, while retaining ultimate responsibility.



Business Conduct and Ethics



Our Policy Commitments

Lightsource bp is committed to upholding the highest standards of business ethics. **Our Code of Business Conduct and Ethics**, approved by the Board, is one of the ways we put our values into practice. It is a must-read and a must-follow for all employees. It sets out the basic expectations we have of each other, and our commitment to Lightsource bp's culture of safety and compliance. **Our Code of Business Conduct and Ethics for Counterparties**, also approved by the Board, sets out the expectations we have of all those with whom we do business. It is a public document available to our customers, consultants, contractors, suppliers, joint venture partners and other counterparties with which we do business. By being transparent and making our speak-up service available externally we make clear to stakeholders how they can expect to be treated when engaging with Lightsource bp, and how to contact us when we could do better.

Speak Up Programme

Lightsource bp's Speak Up Programme encourages those within Lightsource bp, its counterparties and any sub-contractors to speak up if they see any instances not aligned with any of our policies or Codes. The Speak Up Programme is codified in our Speak Up Policy and Procedure. We use a service called Speeki as one of several avenues for issues to be raised. Speeki includes a confidential and anonymous app and a secure web form. Guidance on how to speak up is included in our Codes. Lightsource bp has a zero-tolerance policy in respect of retaliation for concerns raised in good faith.

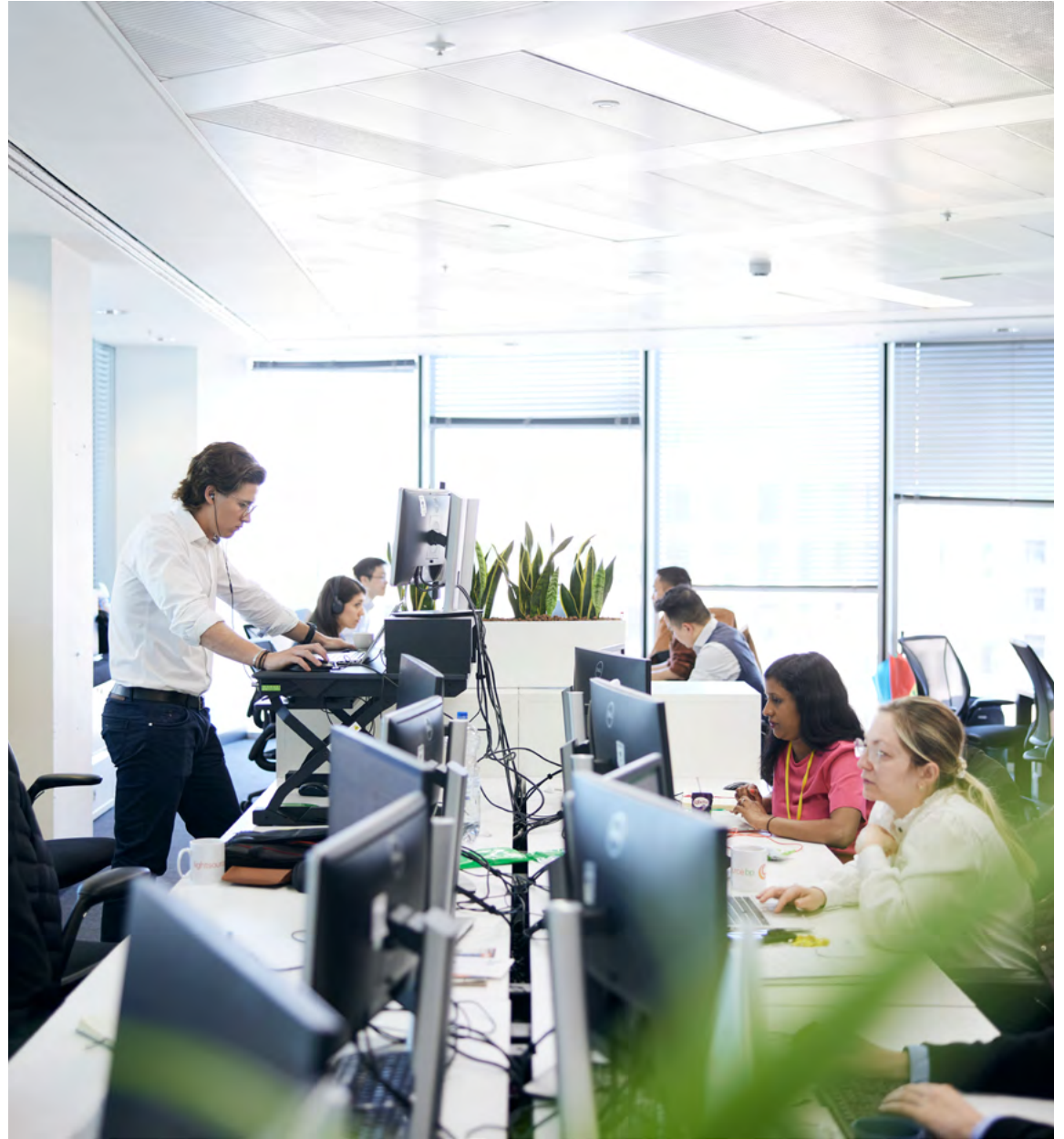
To bring our Codes and our external commitments into effect we also have specific internal policies that form key pillars of our Ethics and Compliance Programme. The Board approved the following: Anti-Bribery, Corruption and Anti-Financial Crimes, Competition Law Compliance and Privacy Compliance.

The CEO approved additional policies and procedures covering conflict of interest and counterparty risk management. Our counterparty risk management policy sets out the requirement to conduct due diligence on counterparties before engaging with them and describes a risk-based approach based on the type of relationship we are entering into.

Risk Management

A sub-committee of the Board, the Audit Committee has been established to assist the Board in the fulfilment of its corporate governance duties in the matters of risk management, internal control and financial reporting.

As part of the corporate risk management process, updates on existing risks and emerging risks are brought to this committee to highlight the likelihood and potential impact, as well as agree the mitigating actions to reduce the risk, or where possible, preventative actions to eliminate the risk. These updates are produced through gathering input from key stakeholders from across the business. Risk action plans are recommended to the Audit Committee and the committee reports on their implementation, including any external audits proposed. As it relates to sustainability, where there are key ESG related risks, these are raised via the risk management process and mitigation or prevention actions are agreed through the Audit Committee and the Board.



Sustainability Governance

BOARD OF DIRECTORS

- Sets sustainability strategy for Lightsource bp
- Approves sustainability report

Chair – Mike Roney, Non-Executive Chairman

EXECUTIVE COMMITTEE

- Approves key sustainability themes and targets
- Assigns accountability for implementation

Chair – Nick Boyle, CEO

ENVIRONMENT STEERING COMMITTEE

Sponsor – Ann Davies COO

PEOPLE STEERING COMMITTEE

Sponsor – Heather Hayes, Global HR Director

- Proposes themes and targets
- Monitors performance and implementation
- Approves relevant data

SUSTAINABILITY WORKING GROUPS

Biodiversity
Net Gain

GHG
Emissions

Circularity / Waste
Management

vibes

Supply Chain
Traceability

Stakeholder Engagement

We work with several industry, conservation and global organisations to accelerate progress on environmental and social issues.



About this Report

GRI Standard Index	35
KPI Appendix	38

This is Lightsource bp's first annual sustainability report. Unless otherwise identified, the data in this report applies to the entire company. The report describes the impacts of our operations on environment and society. To the extent possible, we utilised guidance from the Global Reporting Initiative (GRI) standards to develop the report. Not all metrics from the standards are included and unless otherwise noted, the information in this report is limited to the 2021 calendar year. The information contained in this report has been collected from what is currently available and reasonably verifiable at the time of publishing. The report and information contained in the report has not been independently reviewed or audited. Further, we have not undertaken a materiality analysis of our business but have been guided by the appropriate UN SDGs relevant to our business. Lightsource bp will update and publish sustainability reports on an annual basis. As part of this, we will review the standards and evaluate adding further measures to provide transparency and demonstrate year-over-year progress.

GRI Standard Index

Disclosure	Description	Reference Section
General Disclosures		
2-1	Organisational details	Our Company
2-2	Entities included in the sustainability reporting	About this Report
2-3	Reporting Period, frequency and contact point	About this Report; contact info@lightsourcebp.com
2-5	External assurance	This report was reviewed and approved by the Board of Directors for Lightsource bp.
2-6	Activities, value chain and other business relationships	Our Company
2-7	Employees	People; Diversity. Equity. Inclusion.
2-9	Governance structure and composition	Corporate Governance
2-11	Chair of the board	Lightsource bp has a non-executive chairman.
2-12	Role of the board in overseeing management of impacts	Corporate Governance; Risk Management
2-13	Delegation of responsibility for managing impacts	Corporate Governance; Risk Management
2-14	Role of the board in sustainability reporting	Sustainability Governance
2-15	Conflicts of interest	Business Conduct and Ethics
2-16	Communication of critical concerns	Business Conduct and Ethics
2-22	Statement on sustainable development strategy	Letter from CEO
2-23	Policy commitments	Code of Business Conduct and Ethics; Code of Business Conduct and Ethics for Counterparties; Health, Safety and Environment Policy; Human Rights Policy; Biodiversity Policy
2-24	Embedding policy commitments	Health and Safety; Human Rights
2-25	Processes to remediate negative impacts	Speak Up Programme
2-26	Mechanisms for seeking advice and raising concerns	Speak Up Programme

GRI Standard Index continued

Disclosure	Description	Reference Section
General Disclosures continued		
2-27	Compliance with laws and regulations	Lightsource bp had 1 material non-compliance event in 2021
2-28	Membership associations	Stakeholder Engagement
2-29	Approach to stakeholder engagement	Stakeholder Engagement
Material Topic Disclosures		
Disclosures on material topics		
3-1	Process to determine material topics	About Lightsource bp: Focus Areas
3-2	List of material topics	About Lightsource bp: Focus Areas
Biodiversity		
304-2	Significant impacts on biodiversity	Biodiversity
Emissions		
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions
305-4	GHG emissions intensity	Greenhouse Gas Emissions
Waste		
306-1	Waste generation and significant waste-related impacts	Circularity
306-2	Management of significant waste-related impacts	Circularity

GRI Standard Index continued

Disclosure	Description	Reference Section
Material Topic Disclosures continued		
Employment		
401-1	New employee hires	People
Health and Safety		
403-1	Health and safety management system	Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety
403-5	Worker training on health and safety	Health and Safety
403-6	Promotion of worker health	Health and Safety
403-9	Work-related injuries	Health and Safety
Training and Education		
404-2	Programmes for upgrading employee skills	People
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	KPI Appendix; Diversity. Equity. Inclusion.
Human Rights		
409-1	Operations and suppliers at significant risk for incidents of forced labour	Human Rights
Local Communities		
413-1	Operations with local community engagement and development programmes	Local Communities

KPI Appendix

This is our inaugural sustainability report. We expect to improve our reporting and data collection processes each year and expect to add additional measures in the future.

Environment Metrics

Biodiversity

Metric	Unit	2021
Developed Projects with BMP	%	44
LSbp Developed Projects with BMP	%	79
Co-Developed Projects with BMP	%	0
Operational Assets >5yrs with BMP	%	55
Developed Projects with Agrivoltaics	%	26
Operational Assets >5yrs with Agrivoltaics	%	18

Greenhouse Gas Emissions

Metric	Unit	2019	2020	2021
Scope 1: Direct Emissions	tCO ₂ e	962	1,102	1,084
Scope 2: Indirect Emissions (location)	tCO ₂ e	157	100	123
Scope 2: Indirect Emissions (market)	tCO ₂ e	231	151	187
Total Scope 1 and 2 (location) Emissions	tCO ₂ e	1,120	1,202	1,207
Total Scope 1 and 2 (market) Emissions	tCO₂e	1,194	1,253	1,271
Scope 3: Categories 1-5 Emissions	tCO ₂ e	598,209	911,136	1,784,135
Scope 3: Categories 6-7 Emissions	tCO ₂ e	3,121	976	649
Scope 3: Category 12 Emissions	tCO ₂ e	1,918	3,719	6,126
Total Scope 3 Emissions	tCO₂e	603,249	915,832	1,790,911
Scope 3 Emissions Intensity	tCO₂e/MW	1,083	876	986
Capacity of Projects Starting Construction	MW	557	1,046	1,816

People Metrics

People

Metric	Unit	2019	2020	2021
Total Employees	#	378	439	639
Female Employees	%			32

Health and Safety

Metric	Unit	2019	2020	2021
Recordable Incident Frequency	Per 200k hrs worked	0.50	0.75	0.43
Fatalities	#	0	0	0

Governance Metrics

2021 Board of Directors

Name	Position	Gender
Mike Roney	Non-Executive Chairman	Male
Nick Boyle	Group CEO	Male
Kareen Boutonnat	CEO Europe and International	Female
Paul McCartie	Group Chief Investment Officer	Male
Joaquin Oliveira	Non-Executive Director	Male
Felipe Arbelaez	Non-Executive Director	Male
Mikel Jauregi	Non-Executive Director	Male

Metric	Unit	2021
Female Board Members	%	14%