

Principles of Net Zero Culture for the Offshore UKCS Energy Industry

The North Sea Transition Deal committed the UK Energy Industry to a reduction of greenhouse gas emissions and furthering the decarbonisation of the UK energy system. Achieving Net Zero and reducing our environmental impact is central to our efforts as an industry. Our responsibility to drive the industry through a transition towards a sustainable future requires a strong enabling culture. To guide us in this mission, we have outlined the following Principles of Net Zero Culture for our industry.

PRINCIPLES



Leadership Commitment to Net Zero: We are fully committed to achieving Net Zero and we demonstrate that through strong and active leadership. We integrate expectations for reduction of greenhouse gas emissions, investment in renewable energy, and increasing energy efficiency into our existing operations. We embed decarbonisation and achieving Net Zero objectives into our business processes and investment decisions.



Workforce Engagement and Transformation: We engage our workforce to understand their Net Zero needs and concerns and how they can benefit from the energy transition. We empower our workforce with the information, tools, resources and support needed to foster a culture of Net Zero. We commit to ensuring that every employee has the opportunity and knowledge to actively contribute to our journey towards a lower carbon future.



Collaboration and Partnerships: We actively collaborate in the industry, with governments, industry organisations, regulators, supply chains and partners to reach our common goals. We promote sharing and learning to accelerate the energy transition and cultural change. Working together, we aim to be leaders in climate action and a driving force for positive change.



Sustainability and Responsibility: We are committed to responsible oil and gas production seeking alternative low carbon options for all operating and investment decisions in improving our emissions performance. We support local economic growth and supply chains, creating jobs and investing in a low carbon UK energy industry. We promote a decarbonised domestic oil and gas sector that sustains the UK energy industry and achieves Net Zero targets.



Transparency and Accountability: We are committed to being transparent and accountable for reaching Net Zero goals. We will measure and report on our emissions performance and track our progress. We seek independent review to ensure credibility of our performance and alignment with Net Zero ambitions and targets.



Innovation and Technology: We encourage and embrace innovation and technology to support Net Zero ambitions. This includes adopting alternative and low-carbon energy solutions to improve efficiency of our operations and using advanced tools and technologies to measure and reduce emissions. We seek continuous improvement and progress in decarbonising our business.

These principles are essential to the successful cultural transition within our industry to ensure a sustainable decarbonised UK Energy Industry. We will establish these as the foundation for effectively managing our environmental impact through the following cultural commitments:

NET ZERO CULTURE DELIVERY COMMITMENTS



Leadership Commitment to Net Zero:

We clearly define Net Zero and decarbonisation accountabilities at the senior leadership level, with policies and strategies in place to ensure that key decisions are made with consideration of their impact on emissions reduction and overall environmental sustainability and ensuring senior leaders actively champion these efforts.

We set credible annual Net Zero targets alongside safety and production metrics to ensure a balanced focus achieving Net Zero targets and driving the transition to a low-carbon future. Energy industry leaders embed fair and responsible decarbonisation and Net Zero objectives into the organisation's strategic goals, business processes and investment decisions.



Workforce Engagement and Transformation:

We allocate appropriate resources to ensure the successful delivery of Net Zero initiatives and develop the necessary competence to drive transformation. We engage our workforce to ensure they are informed, equipped and motivated to meet targets effectively.

We empower the workforce to actively contribute to the design and implementation of Net Zero strategies, such as through involvement in the selection of technologies, reduction initiatives, and feedback on how the organisation can improve. Industry leadership conducts regular review and consultation with employees to promote alignment between the workforce and Net Zero objectives.



Collaboration and Partnerships:

We engage actively with other energy sectors, governments, regulators and external stakeholders to share good practices, lessons learnt and data on emission reduction performance. Collaboration on Net Zero enables the sharing of resources, research and technology, promoting progress and the acceleration of the transition. We promote learning and sharing across organisations on new technology, innovation, operational performance improvement, success and failures.



Sustainability and Responsibility:

We develop integrated strategies to implement a sustainable low-emissions energy industry that meets Net Zero targets. We promote the importance and urgency of meeting Net Zero targets for the future success of the energy industry to support domestic oil and gas production within the energy transition. Energy industry leadership actively engage their organisations, industry and external stakeholders, visibly promoting Net Zero and performance improvement at cultural, strategic and local levels. We embed the principle of making responsible decisions to achieve Net Zero targets, maintaining a positive culture of industry sustainability, and promoting socioeconomic benefits for the energy transition.



Transparency and Accountability:

Industry leaders actively participate and promote performance measurement and reporting both internally and externally as required, to promote a deeper understanding of the performance of their assets, business and organisations in the transition to Net Zero. Senior leadership reviews these indicators regularly to ensure they align with business objectives and promote continuous improvement. Relevant information is shared and reviewed with stakeholders and regulatory bodies as part of transparency and accountability efforts.



Innovation and Technology:

We embrace innovation and technology to solve a wide range of technical, operational, cultural, societal, and economic challenges. We equally assess business risks and opportunities related to decarbonisation and the transition to Net Zero, including evaluating the positive and negative impact of operational, financial and regulatory options related to emission reductions, technological adoption and investment in renewable energy.

We have systems in place to ensure that Net Zero initiatives capture insights from across the industry, assess the environmental impact of different technologies and learn from both successes and challenges collectively. This sustains improvements and ensures that each step towards Net Zero builds on previous progress.

CALL TO ACTION

The implementation of these Net Zero Culture Principles and arrangements may vary in both detail and timeline across different organisations, yet we recognise the critical role these principles and commitments play in achieving a sustainable, low-carbon future. We commit to establish these Net Zero culture principles in our industry as foundational elements in the transition to Net Zero. We will drive a reduction of emissions, ensure the long-term sustainability of the industry and contribute to the global effort to mitigate climate change.