



GRIDSERVE Electric Forecourt®

Annual review
2020/21

regen 
transforming energy

From Ambition to Action



In recent months, heatwaves, wildfires and droughts have brought home the consequences of climate chaos and the critical importance of turning emission reduction targets into credible action.

In the run up to the COP26 climate conference in Glasgow, the UK has set ambitious targets to cut emissions. In some areas this has translated into plans and action. In too many areas, however, difficult decisions are being kicked down the road.

Regen's focus this year has been working with you, our members, on the detailed actions needed to turn ambition into action. We have published a series of 'a decade to make a difference' papers on key areas of the energy transition and provided a strong expert voice with government and regulators. Our pioneering projects on ensuring our energy system is ready for net zero and on local energy plans to achieve net zero aim to address barriers and unlock billions of pounds of investment in clean energy. We have been contributing our collective clean energy expertise through secondment into the COP Unit in the Cabinet Office.

In the face of the scale of the climate challenge, your achievements in transforming the energy sector are a source of hope and inspiration. Our commitment is to work tirelessly with you to drive forward the decarbonisation of the whole energy system and help put us on course to avoid climate chaos.

A handwritten signature in blue ink, appearing to read 'M. Hyman', with a stylized flourish at the end.

Merlin Hyman

Chief executive, Regen

Our mission

Regen is a not-for-profit centre of energy expertise and market insight whose mission is to transform the energy system for a zero carbon future.

Energy is the beating heart of our communities, an unseen web that binds us together. Radical change in such a critical system is not going to be easy.

Our strategy is to accelerate the transition to a decarbonised, decentralised and democratic energy system by working in three ways:



Pioneering new energy models at the cutting edge of the energy transformation



Transforming policy and regulation



Championing a diverse, engaged and democratic renewable energy sector

We know we can't deliver this mission alone, so we want to work with you, our members, to be a strong, informed and independent force for change.

THE GREEN JOBS OPPORTUNITY

There are currently 200,000 full-time equivalent employees working in the low carbon and renewable energy sector in the UK¹...

WHERE DO
CURRENT
SKILLS BEST
ALIGN WITH
GREEN JOBS?

... which will significantly increase with investment in clean energy projects...

... providing a net increase in UK employment, compensating for the decline in high-polluting industries...

... and supporting a green recovery by providing future-proof jobs in the places that would benefit most.

The Local Government Association estimates there could be 700,000 direct low carbon and renewable energy jobs by 2030 in England alone².

The UK government is aiming to support 2 million green jobs by 2030, having launched the Green Jobs Taskforce in 2020³.

UKERC modelling shows that the long-term employment impact of renewable technologies dwarfs nuclear and fossil fuel impacts⁴.

Analysis shows clear net job creation from a transition to a low carbon economy⁵.

These new green jobs are likely to be created where there are the skilled people to do them. Regen has used ONS data to analyse where the workforce with the right skills for low carbon and renewable jobs is located^{1,6}.

In many cases, this aligns with high levels of deprivation or unemployment, where **levelling-up** must be targeted⁷.

¹ Low carbon and renewable energy economy, UK ; ² Local green jobs – acceleration a sustainable economic recovery
³ UK government launches taskforce to support drive for 2 million green jobs by 2030 ; ⁴ “Green Industrial Revolution” and the long-term effect... ; ⁵ Low carbon jobs: The evidence for net job creation ; ⁶ Business Register and Employment Survey ;
⁷ Unemployment – Office for National Statistics

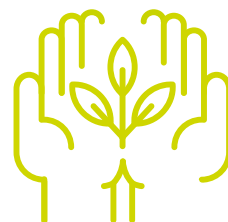
Leading the energy transition

We have the technologies, expertise and innovation to decarbonise our energy system. We have investors ready to deploy capital at speed and scale. Increasingly, we have public support and recognition of the need for radical change.

However, we know that we are moving too slowly to address the scale of the challenge.

Regen has been working tirelessly with its members and in partnership with key players in the energy system to accelerate progress by addressing the critical challenges to decarbonisation:

- We are pioneering innovative approaches to a decarbonised, decentralised and democratic energy system and sharing learning with policy and decision makers.
- We are using our expertise to work with local government, devolved administrations and key energy utilities to chart a bottom-up path to zero carbon power, heat and transport.
- And we are bringing industry, policy makers and communities together to enable us all to rise to the net zero challenge by sharing ideas and building partnerships.



“It was a great & informative session today, and really inspiring to be among so many women working in the energy transition.”

CATE LYON, DELTA-EE

Democratic and diverse clean energy sector

With our mission to decarbonise the energy system comes a responsibility to do so in a just way. An ongoing focus of our work is therefore making sure the clean energy sector is diverse, engaged with communities, and part of a broader movement for change. We published an **Equality, Diversity and Inclusion statement** this year to keep us accountable.

Our **Women in Renewable Energy Network** has continued to address gender imbalance in the clean energy sector through mentoring, thought leadership and events, providing a space for women to contribute their expertise to issues at the cutting-edge of the energy transition.

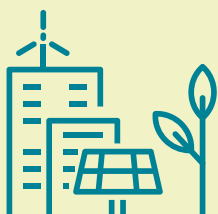
We continue to make sure the voice of community energy groups is heard as an important and unique local stakeholder. This year, we delivered the **Community Energy State of the Sector** reports, having surveyed 424 community energy groups nationally. We also worked with network operators across the whole of the UK to run community energy training sessions and to develop engagement strategies.



Smart and local

A locally-led energy transition can bring the jobs, investment and resilience needed for a green recovery and to put the country on course for net zero. With the majority of local authorities having declared climate emergencies, we have relaunched our **Local Authorities, Cities and Regions membership** to support local net zero action planning and we have developed the annual **Net Zero Dashboard** to track progress. Our **projects** have involved working with local authorities across the UK to develop innovative models to source and support local renewable electricity.

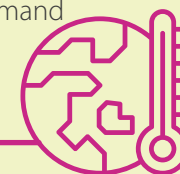
Smart uses of data can also support the local green recovery by enabling greater innovation in local energy systems. Our **Local Energy Data Innovation project** involved engaging with stakeholders to identify challenges in local energy systems that data applications could help solve, from supporting developers of renewable generation to identify sites, to providing services that facilitate bill reductions for the vulnerable.



Future energy infrastructure

Regen has developed a bottom-up, stakeholder-led approach to **future energy scenarios** at a regional level to provide robust, evidence-based data that can be used for network planning and inform investment appraisal and business planning.

This year, we worked with Western Power Distribution to consult with over 125 local authorities, project developers, asset owners and community energy groups to directly influence the models and assumptions made in the future energy analysis. We also worked alongside Scottish and Southern Electricity Networks (SSEN) to take an industry-first step in forecasting how the roll out of energy efficiency measures is likely to offset expected increases in electricity demand at a regional level. Our findings illustrate what meeting national net zero targets will mean for the homes, businesses and communities in SSEN's licence areas.



“ I have been reviewing Regen's DFES and I wanted to highlight the fantastic level of detail that has gone into these scenarios. I am very impressed by the work.

SIMON GILL, HEAD OF WHOLE SYSTEM AND TECHNICAL POLICY, SCOTTISH GOVERNMENT

Innovation

Finding new and better ways to decarbonise our energy system, and creating scalable solutions across local, regional, and national levels, is a key area of our work. Working with Western Power Distribution, Wales and West Utilities and West of England Combined Authority, we are trialling a new integrated way of developing local energy plans to enable network investment that facilitates local decarbonisation targets. At a regional level, we have been developing investment-ready business models for the Greater Manchester Local Energy Market under Innovate UK's 'Prospering the Energy Revolution' challenge to enable a radical change in the way energy is generated, transported and consumed in the region.

We also worked on a leading international smart grid innovation project, DEMOCRASI, which involved developing new products to give greater visibility to distributed energy resources. By combining products from Great Britain and Canada into a joint solution, the project delivers better outcomes for the network and system operators, and lower costs for consumers.

Shaping public policy

As a membership organisation, we form our policy responses from our 200 business, local authority and community energy members that support our mission to transform the whole energy system. We have extensive experience of guiding the sector through shifts in the energy system over the last decade and influencing change at the heart of government.

In times of rapid change, like those we face now, our mission becomes even more important. We are looking forward to working with you, our members, to transform energy and build a decarbonised, decentralised and democratic future.

We have been working towards six policy priorities this year.

1 Local energy planning and investment

Aim: A new model for local governance of energy which allows local bodies to plan for and invest in energy policies which can deliver their ambitious climate goals.

Building on our **paper** launched last year which sets out a major programme to devolve powers and funding on energy, we have continued to push for better support from national government to unleash the full potential of local energy leadership. Through our relaunched **Local Authorities,**

Cities and Regions membership and regular interactive forums, we have ensured that the views of local authorities on localism in energy are clearly communicated to policymakers and regulators.

Regen's work in collaboration with members and stakeholders has helped inform a number of policy wins this year, including preventing the local authority ceiling for energy efficiency standards, significant overtures in the National Infrastructure

Strategy to greater devolved powers and leadership for local bodies, removing the 50 MW planning threshold for storage projects meaning all sized projects will be decided at the local level and the roll-out of the locally-delivered arm of the Green Homes Grant.



2 Creating a fair, regulatory framework for low carbon generation and technologies

Aim: A regulatory and market framework that has net zero at its core. Ofgem and the network operators must have clearly defined statutory remits to prioritise decarbonisation.

Through pressure from Regen and across the industry, carbon is increasingly raised as an issue at all Ofgem engagement events, and the policy limitations constraining networks' progress towards decarbonisation an increasing concern. We have been continuing to press for net zero to be at the forefront of Ofgem's strategic decisions, including through our position on Ofgem's new Full Chain Flexibility Forum. The announcement in the Energy White Paper to clarify Ofgem's remit in a Strategy and Policy Statement from BEIS was a positive culmination of our campaigning.

Through the Charging Futures Forum and Challenge Group, we have closely shaped the future of network charging arrangements and their impact on decarbonisation, as documented through regular **blogs, reports** and **member updates**. Some of the positives we have been calling for to help electricity networks enable net zero came to fruition in Ofgem's minded-to decision on Access and Forward-looking Charges reform.

“With a focus on making things happen, I have seen first-hand the industry changes that have been implemented thanks to Regen and the Electricity Storage Network's work. This has undoubtedly led to even more rapid growth of the storage sector.”

MIKE RYAN, HABITAT ENERGY

3 Decarbonisation of heat and energy efficiency

Aim: Tangible, ambitious action on the decarbonisation of heat and the roll out of new and retrofit energy efficiency measures.

Closing the gap between policy commitments and delivery has been an area of focus for Regen's heat decarbonisation work this year. We have been feeding members' views through meetings with BEIS to inform the rollout of the Green Homes Grant and the Heat and Buildings Strategy and we ran a campaign calling for the implementation of key policies set out in our **letter** to the energy minister. We also joined leading energy sector organisations in calling for a **Fair Heat Deal** from government and stepped up our work on building consumer perspectives into future policy.



Our **Rethinking Heat** paper published this year challenges policymakers to apply whole system thinking to ensure that increasing heat pump deployment delivers value for consumers and an energy system that values flexibility and reduction in peak demand.

4 Electricity markets for a net zero electricity system

Aim: Markets that function effectively in a net zero system, incentivising the right kind of assets in the right places.

BEIS is now taking positive steps to enable the shifts needed to build a net zero electricity system, such as Contracts for Difference being extended to solar and onshore wind assets, and consultations to map out a future market in a renewable world. We worked closely with members and the sector to provide input into the **Enabling a high renewable, net zero electricity system** call for evidence, including our **event with industry leaders**, the outputs of which we are now developing into a thought leadership paper.

Working with the Electricity Storage Network, we have informed the development of the new **Smart Systems and Flexibility Plan**, with many of the recommendations set out

in our letter to the energy minister coming to fruition in the Plan, including our work on valuing carbon in electricity markets.

5 Hydrogen – costs, feasibility, applications and funding

Aim: We are stepping up our research on hydrogen, following our successful research, modelling and thought leadership papers.

With hydrogen increasingly appearing in energy and net zero discussions, we have been looking into the role that hydrogen can play within a low carbon energy system. As part of our '**hydrogen insight series**', we've produced a thought leadership **paper** on the development of the hydrogen value chain, a **podcast** on the opportunities and challenges of integrating hydrogen into the energy system, **analysis** of hydrogen production projects in Great Britain and a **blog** on the role of hydrogen in decarbonising industry. This work has informed our policy asks as we've worked closely with BEIS to input into the Hydrogen Strategy.



6 EV charging and its impacts on the electricity network

Aim: Understanding, analysing and communicating the impacts of EV charging on the electricity network.

With the government having brought forward the phase-out date for the sale of new petrol and diesel cars and vans to 2030, we have been stepping up our work to help enable this target, focusing particularly on the impacts on the electricity system through our EV and Electricity System Forum. The release of the **Transport Decarbonisation Plan** and associated consultations provides important opportunities which we will be using to influence government policy.

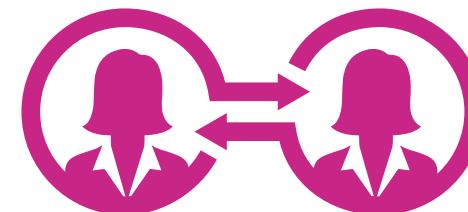
 **13** THOUGHT LEADERSHIP PAPERS & EVIDENCE-BASED PUBLICATIONS 

53

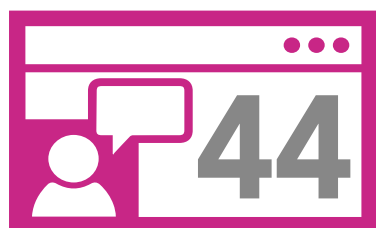
cutting-edge blogs shaping the debate on energy transformation



WORKING GROUPS
SETTING THE
POLICY AGENDA



51 MENTEES
MATCHED WITH
MENTORS
THROUGH ReWiRE



WEBINARS
& EVENTS

 **5,296**
DELEGATES



7 POLICY RESPONSES



70 MEMBER
NEWSLETTERS AND
MEMBER UPDATES

**COMMITMENT
TO NET ZERO**

by 2030 under
the Race To Zero
campaign



**NET
ZERO**

8

'Women Like Me'
podcast conversations with
pioneering women in clean energy



5

podcast episodes covering
hotly debated topics

Priority areas for 2021/22

In 2021/22, we will focus our work on turning ambition into action. The Climate Change Committee has called out the government's habit of kicking the can down the road on key decisions. We will be pressing for transformational policies on heat, power and transport to drive the shift to net zero energy, supporting devolved and local government to put in place net zero action plans, and transforming our critical energy system infrastructure so that these action plans can be delivered.

We will do this by engaging closely with our membership, using Regen's detailed knowledge of the whole energy system and continuing our evidence-backed approach.

Shape zero carbon policy

The UK hosting the international climate conference, COP26, creates a window of opportunity for action to address key challenges on the journey to net zero. We will be pressing for measures to phase out fossil fuel heating and achieve a net zero power system by 2035.

Heat and buildings

The UK desperately needs to tackle the decarbonisation of buildings and the provision of low-cost to run, efficient homes. We will focus on radical rather than incremental improvements to the building stock.

Zero carbon smart power

We will press for policy, regulation and system operation to support a decentralised and flexible power system, with very high levels of renewables. We will be shaping the design of the markets and system operation that a net zero power system will require.

Fair and local

We will be pressing for policies that devolve energy powers and funding to localities to engage diverse communities in a just transition that supports local jobs. We will work with local authorities and groups, cities, and regions to shape an energy transition that works for their communities.



I have been reviewing Regen's DFES and I wanted to highlight the fantastic level of detail that has gone into these scenarios. I am very impressed by the work.

Simon Gill, head of whole system and technical policy, Scottish Government



Regen bring the right people together – you work with Whitehall, you work with local and community groups, and you have the ability to speak both those languages and bridge the gap.

Alison Sleightholm, resources and external affairs director, Western Power Distribution



Regen is consistently the best at bringing together practitioners, policymakers and researchers. Its meetings are where I come to get ideas about what's happening next in renewables.

Jonathan Thompson, Green Nation

Key partners

We would like to thank all our members, partners and clients.



Join us

Together with our members, we provide an expert and highly influential combined industry voice for the transformation of the whole energy system – guiding shifts across power, heat and transport. Get plugged in through our policy and market insights, sector knowledge and extensive network developed through ground-breaking research and pioneering projects.

Membership benefits

Have influence

- ▶ Set the agenda by joining our **working groups and forums**, working closely with BEIS, Ofgem, National Grid, DNOs and local authorities, with annual opportunities to become chair
- ▶ Collaborate on Regen **policy documents** and provide input into written responses to government consultations
- ▶ Connect with the sector by attending Regen's **events** and have the first option to sponsor or exhibit, plus receive discount on selected third-party events

If you aren't yet a member please contact Hannah Stanley, events manager, hstanley@regen.co.uk

Stay informed

- ▶ Receive **timely updates** on sector developments, fortnightly newsletters with the latest policy activity, and monthly market insight reports
- ▶ Gain support from our unique and talented team, whose **technical expertise** covers all aspects of sustainable energy delivery

Raise your profile

- ▶ Partner with us on **thought leadership** projects, such as our recent Decade to Make a Difference series
- ▶ Develop business relationships by featuring in our members' directory and reach industry talent by **advertising job vacancies** on the Regen website
- ▶ Join Regen's network for women in renewable energy to take action on **gender diversity** and inclusion in our sector

“Being a member of Regen provides us with an invaluable opportunity to network with key stakeholders from across the whole sector, which we've found really beneficial to inform the transition to Distribution System Operation. Their detailed market insight keep us up to date with key changes happening across the fast-moving sector and helps us understand the impacts of those changes for our network planning.”
STEVE ATKINS, DSO TRANSITION MANAGER, SSEN



Our members

Otter Energy
Gore Street Capital
Ampersand Partners
Tewdric Energy
Cragside Energy
Susgen
VEST Energy
Wiltshire Wildlife Community Energy
Devon Energy Collective
B3 New Energy
Amp X Limited
One Planet
Energy Law Unlimited
StorTera
Royds Withy King
Prevera
Low Carbon Estates
Eden Geothermal Limited
Mentone Energy
Energy & Power Tech
GA Solicitors
The Microgrid Foundry
Valda Energy Limited

Modo Energy
Envirotech Energy Solution Limited
Conrad Energy
OM-3
Schneider Electric
Low Carbon Alliance
Gresham House
Votalia UK
Habitat Energy
National Grid
Zenobe Energy
GridIMP
Fluence Energy, LLC
Aura Power
RNA Energy
Renewable Exchange
Dale Power Solutions
Enso Energy
ESB Energy
Awel Aman Tawe
Newcastle University
Moixa
GRIDSERVE

Andigestion Ltd
Engie
Gemserv
South Dartmoor Community Energy
ZLC Energy
Sembcorp
TRESOC
University of Bristol
Storelectric Ltd
South Brent Community Energy Society
Solarsense UK Ltd
Scottish Power Renewables
The Quarry Battery Company Limited
Open Energi
Low Carbon Contracts Company
Immersa Ltd
Highview Power
Freeths
Frazer Nash Consultancy
Flexitricity
Ethical Power Ltd
ElectraLink

EDF Energy
Denchi Group
Community Power Cornwall
Clarke Energy UK/Clarke Energy UK
Brook Green Innovation
Banks Renewables
Arenko Cleantech Limited
Electricity North West Ltd
Sustainability Practice
Scottish and Southern Electricity Networks
Energy Systems Catapult
Thrive Renewables
The Holme Estate
Carlton Power
Zero Carbon Marine Ltd
Yealm Energy Community
Windcluster 2000 Ltd
West Solent Solar Cooperative
Wales & West Utilities Ltd
University of Plymouth
TLT LLP
Triodos Bank



The Landmark Practice
 Teign Energy Communities
 Swanbarton Energy Storage
 Consultants
 Solar Trade Association
 Solar South West Ltd
 RWE Innogy Renewables UK Ltd
 Roadnight Taylor
 Renewables First Ltd
 Renewable Energy Association (REA)
 Renew Legal
 Pure Planet Limited
 Pure Energy Professionals Ltd
 Public Power Solutions
 Powervault
 Portland Harbour Authority
 Pegasus Planning Group
 Osborne Clarke
 Opus Energy
 Naturesave Insurance and The
 Naturesave Trust
 Nadder Community Energy
 Mypower
 Michelmores LLP

Low Carbon Gordano
 Laurence Associates
 Keynvor Morlift Ltd
 Jonathan Packer & Associates
 Infinergy Ltd
 Harrison Clark Rickerbys
 Greenshop Solar Ltd
 Green Nation
 Good Energy Ltd
 GoBe Consultants Ltd
 GJ Renewables Ltd
 Geneco
 G2 Energy
 Foot Anstey
 Energymyway (UK) Ltd
 Energy4All Ltd
 Energy-Tec Ltd
 Energy Saving Trust
 Empire Engineering Limited
 EDF Energy Renewables
 EDEN Sustainable Ltd
 Dunster Heat Ltd
 Dunster Biomass Heating

Dorset Community Energy Ltd
 DNV GL
 Cooks Plumbing and Heating Ltd
 (Cooks Energy)
 Community Energy Scotland
 Communities for Renewables CIC
 Clean Energy Prospector
 Chelwood Community Energy
 Cenin Renewables Ltd
 Burges Salmon LLP
 Bristol Energy Coop
 Bristol City Council
 Brendon Hill Tree Services Ltd
 Bath and West Community Energy
 (BWCE)
 Association of Decentralised Energy
 (ADE)
 Ashfords
 Alfen
 South West Water
 Federation of Master Builders (FMB)
 Argand Solutions Ltd
 Midas Group Ltd. - Midas Energy
 Devon County Council

Community Energy England
 Stephens Scown
 Somerset County Council
 Bath & North East Somerset Council
 (B&NES)
 South Gloucestershire Council
 Plymouth Energy Community
 Exeter Community Energy
 Tamar Energy Community
 Solar PV Tech
 Eco Nrg Ltd
 Sungift Energy Ltd

THE ELECTRICITY STORAGE
NETWORK

member
regen
 transforming energy

Regen accounts summary

Profit and loss account for the year ended 31 December 2020		
	2020	2019
	£	£
Turnover	1,493,079	1,474,368
Cost of sales	(733,375)	(824,220)
Gross profit	759,704	650,148
Administrative expenses	(612,124)	(494,655)
Exceptional item	5,744	0
Operating surplus	153,324	155,493
Interest receivable and similar income	1,659	2,452
Surplus on ordinary activities before taxation	154,983	157,945
Tax on ordinary activities	(29,497)	(29,813)
Surplus on financial year after taxation	125,486	128,132

Balance Sheet for the year ended 31 December 2020			
	2020	2019	
	£	£	
Fixed assets			
Tangible assets	45,974	59,425	
Current assets			
Debtors	306,270	490,061	
Cash at bank	966,066	611,217	
	1,272,336	1,101,278	
Creditors			
Amounts falling due within one year	(326,319)	(291,673)	
Net current assets	946,017	809,605	
Provisions for liabilities		(8,659)	(11,184)
Net assets		983,332	857,846
Capital and reserves			
Profit and loss reserves		983,332	857,846

The information on this page has been taken from the company's financial statements for the year ended 31 December 2020, audited by Simpkins Edwards and approved by the Regen board in May 2021. Full copies of the accounts can be obtained from Regen.

Regen team

Ray Arrell	head of technical development	rarrell@regen.co.uk
Bruce Bardsley	graduate intern	bbardsley@regen.co.uk
Tamar Bourne	head of smart energy strategy	tbourne@regen.co.uk
Christine Chapter	head of innovation	cchapter@regen.co.uk
Tim Crook	senior project manager	tcrook@regen.co.uk
Olly Frankland	project manager	ofrankland@regen.co.uk
Jodie Giles	head of community and local energy	jgiles@regen.co.uk
Johnny Gowdy	director	jgowdy@regen.co.uk
Madeleine Greenhalgh	policy and advocacy manager and ESN policy lead	mgreenhalgh@regen.co.uk
Rachel Hayes	associate director	rhayes@regen.co.uk
Jonty Haynes	senior analyst	jhaynes@regen.co.uk
Ky Hoare	local energy coordinator	khoare@regen.co.uk
Mark Howard	project manager	mhoward@regen.co.uk
Ian Hutchcroft	innovation director (ZEB CAT project)	ihutchcroft@regen.co.uk
Merlin Hyman	chief executive	mhyman@regen.co.uk
Katrina Jackson	professional development manager	kjackson@regen.co.uk
Donna Langdon	financial controller	dlangdon@regen.co.uk
Estelle Limon	policy and impact coordinator	elimon@regen.co.uk
Tamsyn Lonsdale-Smith	graduate intern	tlonsdalesmith@regen.co.uk
Poppy Maltby	head of cities & regions	pmaltby@regen.co.uk
Frankie Mayo	senior analyst	fmayo@regen.co.uk
Grace Millman	energy analyst	gmillman@regen.co.uk
Helen Robb	finance assistant	hrobb@regen.co.uk

Paula Scott	finance & commercial manager	pscott@regen.co.uk
Hannah Stanley	events manager	hstanley@regen.co.uk
Prina Sumaria	local energy coordinator	psumaria@regen.co.uk
Joel Venn	head analyst	jvenn@regen.co.uk
Sophie Whinney	energy analyst	swhinney@regen.co.uk
Hazel Williams	associate director	hwilliams@regen.co.uk

Board of directors

Sonya Bedford	partner, Stephens Scown Solicitors
Philippa Eddie	commercial finance specialist, Infrastructure and Projects Authority
Johnny Gowdy	Regen
Michael Huntingford	chairman, Regen; Director, Zero Carbon Marine Ltd
Merlin Hyman	Regen
Alan John	consultant, Osborne Clarke
Jonathan Johns	director and principal, Climatechangematters Ltd
Cathy McClay	director of strategy, Policy and Regulation, Sembcorp Energy UK
Kayte O'Neill	head of markets, National Grid ESO
James Vaccaro	associate director, Cambridge Institute for Sustainable Leadership; Senior Advisor, Triodos Bank

Regen, Bradninch Court, Castle Street, Exeter EX4 3PL

+44 (0)1392 494399 www.regen.co.uk

Regen is a trading name of the company Regen SW registered number: 04554636