

Environmental, social and governance

Our ESG Strategy at a glance

We recognise that we can only achieve our business ambitions by continuing to operate responsibly, sustainably and ethically. Our robust Environmental, Social and Governance (ESG) Strategy helps us do this, by providing a clear framework and helping us focus on the main outcomes we want to achieve. We focus our efforts in three main areas - People, Planet and Places - identified through engagement with our stakeholders. Our approach also helps our customers achieve their ESG goals.

ESG activity benefits our stakeholders



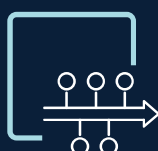
Colleagues

We aim to empower our colleagues to perform at their best while creating opportunities for them to make meaningful contributions. Our focus remains on what truly matters, ensuring all voices are sought out and heard through continuous engagement.



Customers

Working with customers to provide high-quality equipment while reducing the need to purchase, minimising waste and production for temporary use, and helping customers lower their greenhouse gas emissions.



Supply chain

Collaborating with our supply chain to support, challenge and engage on ESG matters. Supporting our supply chain is integral to our success and the pursuit of shared goals.



Investors

Our ESG activities instil confidence for our investors by ensuring effective risk mitigation, enhancing resilience to evolving market conditions and driving sustainable long-term value.



Communities

We are committed to minimising environmental impacts both locally and globally by addressing the full lifecycle of our operations. Through thoughtful action and engagement, we support initiatives that enhance the environmental wellbeing of the communities we serve, helping to protect the planet for future generations.

Highlights of our ESG journey so far:

✓ SBTi validated net zero targets

✓ Supply Chain Sustainability School & BITC memberships

✓ ISO50001, ISO45001, ISO9001 & ISO14001 accreditation

✓ 100% renewable energy in the UK

✓ Launch of our carbon literacy programme

Our approach and alignment to UN Sustainable Development Goals



Objectives



Themes



Ambitions



People

Investing in our people

- Everyone home safe and healthy
- Trust and autonomy
- Sustainable supply chain

- Eliminate harm
- Continually improve engagement
- Reduce attrition



Planet

Safeguarding the environment

- Climate action
- Resource efficiency
- Circularity

- Reduce carbon emissions
- Fleet transition to support our customers
- Improve resource efficiency



Places

Making a positive social impact

- Social mobility
- Social impact
- Nature and biodiversity

- Delivery of our social value plan

