

RE:COGNISING SUSTAINABILITY SUCCESS

ESG Strategy | V2



We provide precision real-time structural monitoring, like on the Barton High Level Bridge jacking scheme in **Manchester**

We help shape the built environment – and the world around it.
That's why we're committed to acting responsibly in everything we do.
From protecting the planet to supporting people and communities,
our plan sets out how we build a positive, lasting impact.

mabeyhire
A PERI COMPANY

TAKING RE:SPONSIBLE ACTION



“We take pride in doing the right thing for our customers, our colleagues and the communities where we work. That’s why we’re taking action today for a better tomorrow, by reducing our impact to meet Net Zero by 2035 and becoming an even more responsible business.

Our short-term approach is practical; we’re investing in what we know works now, while also keeping an eye on developing technologies so we can stay flexible. We’re on a journey alongside our customers and supply chain, so come and learn about what we’ve done so far and our future plans for making our business and the temporary works industry more sustainable. Whether it’s above or below ground, we’re all in it together.”

**John Breen,
Mabey Hire Managing Director**



**“We’re all in
it together”**

RE:MINDER OF OUR ESG PILLARS

A lot has changed since our first Responsible Business Plan was published in 2023, but our commitment to all forms of sustainability remains the same, including our Net Zero 2035 target.

Our ESG strategy and action plan is part of our overall business strategy and is aligned to selected United Nations Sustainable Development Goals (SDGs).

There are 17 SDGs in total, launched by the UN to provide a clear blueprint for sustainable development around the world. Together, they aim to achieve environmental sustainability, economic sustainability and inclusive societies.

We're focusing on the SDGs that are most relevant to what we do as a business, as identified during our impact assessment on the Mabey Hire value chain providing strong foundations to our ESG goals.



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We're committed to being a Net Zero business by **2035** supporting the UK's 2050* target



PROTECTING THE PLANET

Taking action today to protect our planet's future:

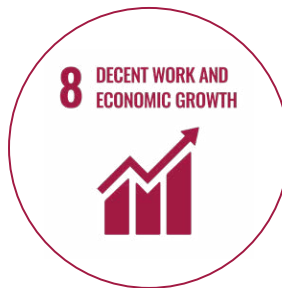
- Net Zero 2035
- Enhancing biodiversity
- Reducing waste to landfill
- Paper-lite business.



CARING FOR PEOPLE & COMMUNITY

Supporting a fair and inclusive society:

- Providing an inclusive workplace with equal opportunities
- Engaging with the communities we work in
- Early career engagement
- Supporting our people.



BEING A RESPONSIBLE BUSINESS

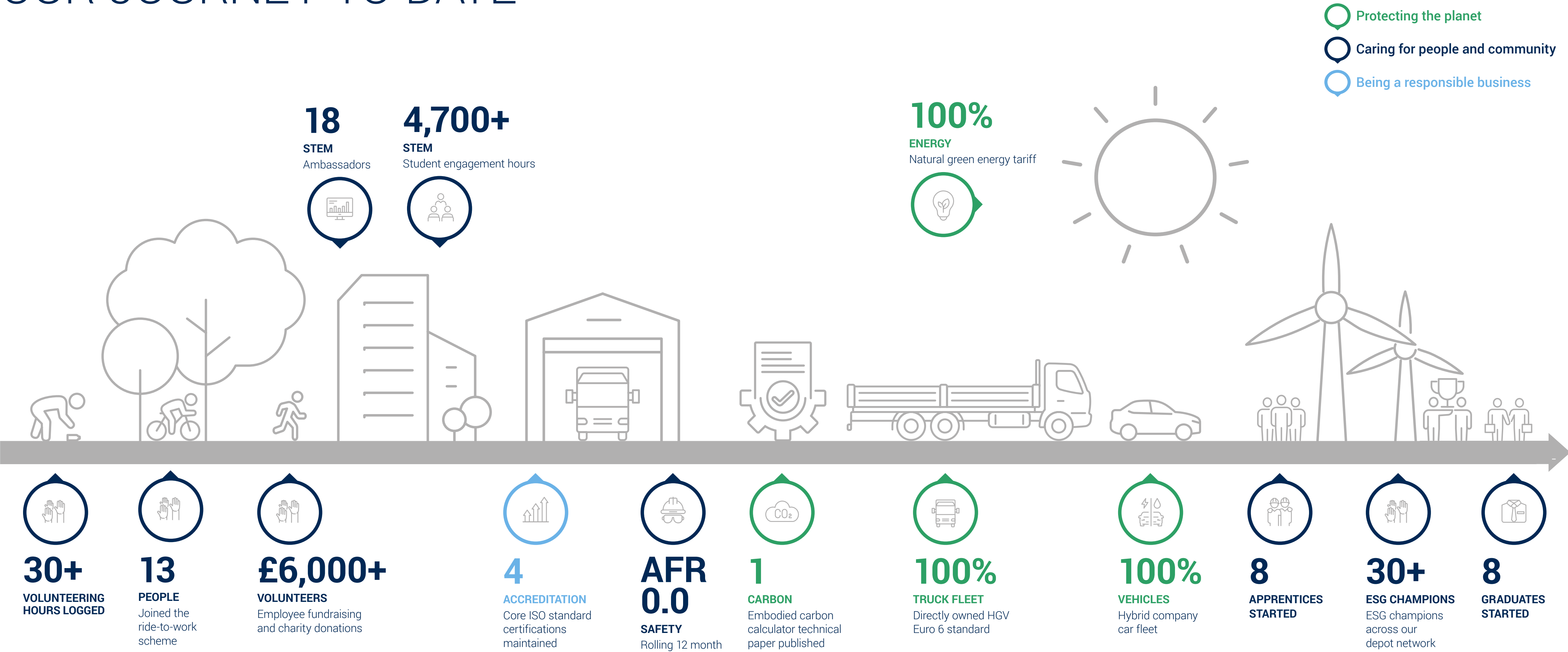
Doing the right thing:

- Fair and rewarding remuneration
- A compliant and responsible business
- Responsible procurement and supply chain management
- Transparent reporting.



*Supporting the UK's Build Back Greener 2050 target.

RE:VEALING OUR JOURNEY TO DATE



*AFR – Accident Frequency Rate: The reported Accident Frequency Rate measures the total number of injuries sustained by a Mabey Hire employee, reportable to HSE under the RIDDOR regulations, per 100,000 employee hours worked. Figure quoted is correct as of April 2025.

OUR JOURNEY SO FAR

RE:ENVIRONMENTAL

Sustainability is at the heart of our operations. From ESOS Phase 4 compliance and a fully Euro 6 fleet to renewable energy and hybrid vehicles, we're making measurable progress toward Net Zero 2035.

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From fleet upgrades to depot-level innovation, we're embedding sustainability into every layer of our operations.



Complete actions

- We've successfully transitioned to Phase 4 of the Energy Savings Opportunity Scheme (ESOS), reaffirming our commitment to the delivery of measurable energy reduction initiatives with the submission of at least annual progress reports
- **Euro 6 compliant fleet** – 100% of our directly owned HGV fleet is Euro 6 compliant, showcasing our dedication to cleaner and more efficient transportation
- **Renewable energy** – our purchased energy contract is now 100% renewable, ensuring the energy we use across our depot network comes from sustainable sources
- **Hybrid company cars** – we've swapped 55 company cars to petrol hybrid models. We're currently looking at feasibility of alternative fuels like HVO and CNG for operational vehicles and will develop a transition plan to phase out older, less efficient vehicles
- **Product lifecycle analysis** – we've conducted product lifecycle analysis and released an “embodies carbon calculation” technical paper. We now calculate the embodied carbon of our designed solutions and include this on all our quotes to bring awareness to and support our customers own carbon reduction journeys
- **Improving our products** – we've improved the energy consumption of our environmental monitoring solution, Enviroguard, while maintaining the same level of performance
- **Phasing out plastic** – We phased out the use of single use plastic cups at water coolers in October 2023 and now provide glasses for visitors and encourage employees to bring their own bottle to work.



On Track:

- **Reduced carbon intensity** – in 2023, we successfully reduced our carbon intensity by 11% compared to the previous year, and in 2024 we reduced our carbon intensity by 23% from our 2023 report, primarily from a reduction in Scope 1 direct transport related emissions and a slight reduction in Scope 2 indirect emissions related to purchased electricity. This reflects our ongoing commitment to the Streamlined Energy and Carbon Reporting standards and reducing our environmental impact year on year towards our Net Zero 2035 goal
- **Paper-lite initiative** – we're moving towards a paper-lite depot by digitising our core order process with the launch of Catalyst 2 and further development of the SHEQ portal to include all standard inspection and reporting forms
- **Depot level ESG actions** – we engaged with ESG champions to identify and log actions at depot level to reduce electricity usage, waste volume and increase recycling, as well as exploring the provision of green space. **Examples:**
 - We've invested in pallets made from recycled plastic that have a 10+ year life span for use around our depots for equipment storage, which contributed to a 11.4% reduction (24.4 tonnes) of wood across all categories (A,B,C) going into a skip in 2024 compared to 2023
 - We've distributed cardboard PPE recycling points to all depots, so that textiles and materials can be recycled into other products rather than going to landfill
 - We've upgraded lighting at our Dewsbury, Haydock and Garswood Bridge House offices for energy efficient LED units
 - We replaced the boiler at our Glasgow, Garswood, Bilston and Bury St Edmunds depots for energy efficient models.



Environmental overview

Mabey Hire is advancing its sustainability goals with the successful transition to ESOS Phase 4, a 100% Euro 6 HGV fleet, and a full switch to renewable electricity across depots. We've introduced hybrid company cars, embodied carbon data on quotes, and improved the efficiency of our Enviroguard system.

Single-use plastics have been phased out, and we've cut carbon intensity by 23% in 2024. Ongoing efforts include digitising depot processes, installing LED lighting and efficient boilers, using recycled plastic pallets, and expanding PPE recycling – moving us steadily toward our Net Zero 2035 target.

OUR JOURNEY SO FAR

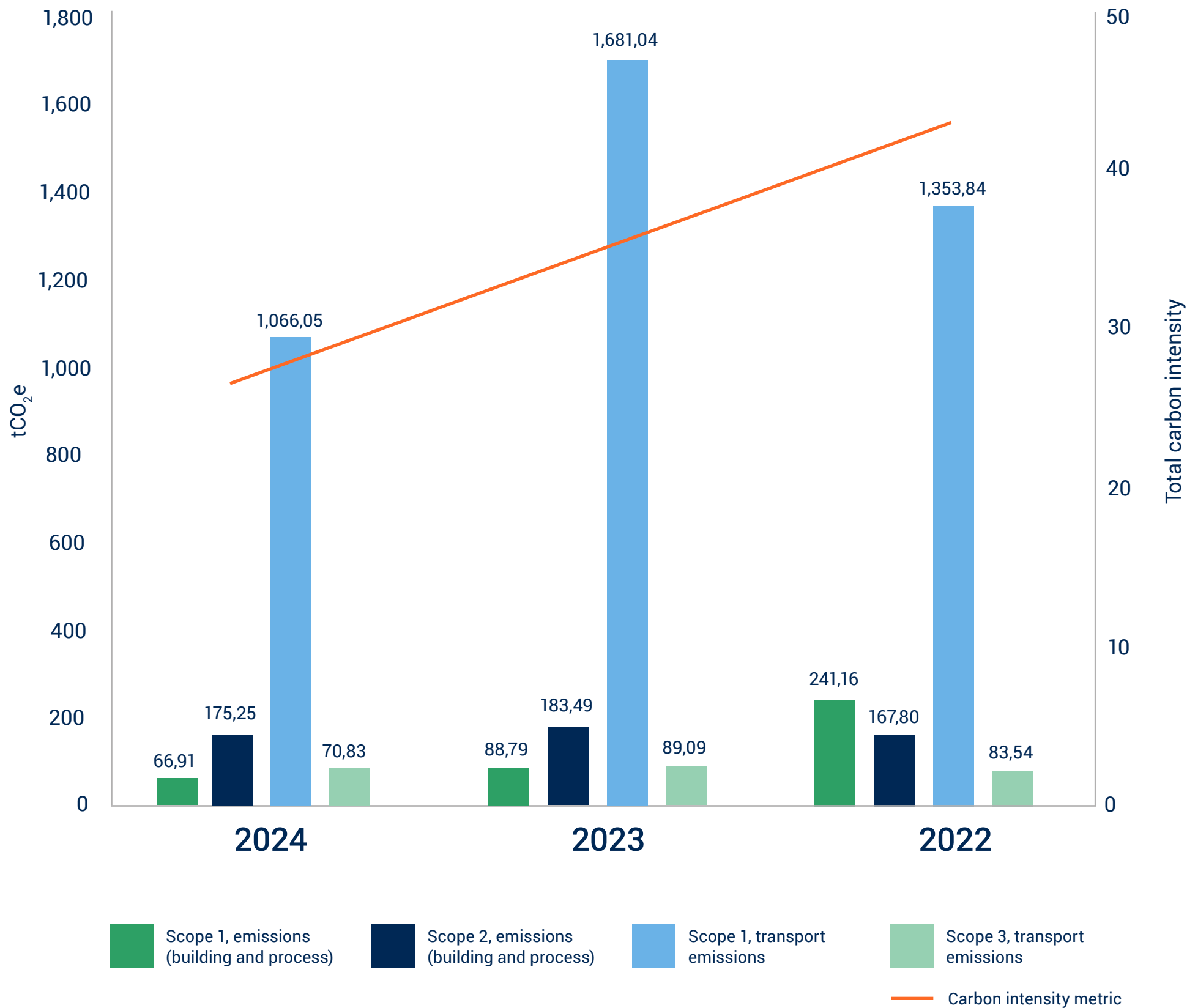
RE:ENVIRONMENTAL

From a 2022 baseline we have successfully reduced our carbon intensity year on year.

Carbon intensity is a relative measure providing tCO₂e per £m revenue generated in the same reporting period.

	Natural Gas & other fuels	Electricity	Transport	Total
Carbon intensity metric				
FY24 tCO ₂ e per revenue (£m)	1.38	3.61	23.60	28.59
FY23 tCO ₂ e per revenue (£m)	1.67	3.44	33.20	38.31
FY22 tCO ₂ e per revenue (£m)	5.64	3.81	33.61	43.06
YOY percentage change (tCO ₂ e per)	-17.25%	+4.88%	-28.92%	-25.37%

Scope 1, 2 and 3 emissions (tCO₂e) for this reporting period vs the previous reporting period.



“We’re committed to significantly reducing carbon emissions during transportation.”

OUR JOURNEY SO FAR

RE:SOCIAL

We're strengthening our culture through refreshed early careers programmes, expanded STEM outreach and a growing ESG Champions network.

With new policies, partnerships and wellbeing initiatives in place, we're creating a safer, more inclusive and community-focused workplace.



Complete actions

- **Graduate and apprenticeship programmes** – we've fully reviewed and refreshed both early careers programmes, with two successful years of graduate intake and we're fully utilising our apprenticeship levy to support both early careers and leadership development
- **STEM Ambassador growth** – we've more than doubled the number of STEM Ambassadors to 18. We've completed over 4,700 student hours of STEM engagement and refreshed our existing 16-week education programme into bitesize workshops so we can reach even more young people about STEM careers
- **Safety week participation 2024 and 2025** – we took part in Construction Safety Week to reinforce our SHEQ strategy, particularly key messages about "Everyone home safe and well, every day" and our Check Challenge Correct behavioural model
- **Volunteering policy** – we launched our Volunteering Policy, encouraging employees to engage with and support their local communities
- **Supporting the Armed Forces** – we've signed the Armed Forces Covenant and become a fundraising partner with Help for Heroes, demonstrating our support for veteran and the wider armed forces community
- **ESG Champions network** – we've established a dynamic ESG Champions community network with over 30 members across our 17 locations, fostering a culture of sustainability ownership around the business
- **Cycle to work scheme** – giving our people an affordable option to get a new bicycle on 12 month salary sacrifice plan, to encourage leaving the car at home
- **Partnerships** – We continue our partnership with AquAid to purchase our communal water and lease water stations, supporting clean water projects with The Africa Trust and Christian Aid.



On Track:

- **Mental health awareness** – we provided mental health awareness training to a new community of Mental Health First Contacts and have partnered with Mates in Mind to access their excellent campaign resources to give people the information and tools to look after their mental health and wellbeing
- **AFR of 0.0** (rolling 12 month as of April 2025) and RoSPA President's Award for 13 consecutive Golds.



Social overview

We've made strong progress across early careers, safety, wellbeing and sustainability. Our refreshed graduate and apprenticeship programmes are now fully supported by the apprenticeship levy. STEM outreach has expanded, delivering over 4,700 student hours with a growing team of Ambassadors.

We participated in Construction Safety Week (2024 and 2025), launched a Volunteering Policy, and signed the Armed Forces Covenant alongside a new fundraising partnership with Help for Heroes. Sustainability efforts include a new ESG Champions network, a cycle to work scheme, and continued support for clean water projects via AquAid.

Mental health awareness has advanced through new training and our partnership with Mates in Mind. We've also achieved a 0.0 AFR and our 13th consecutive RoSPA Gold Award.

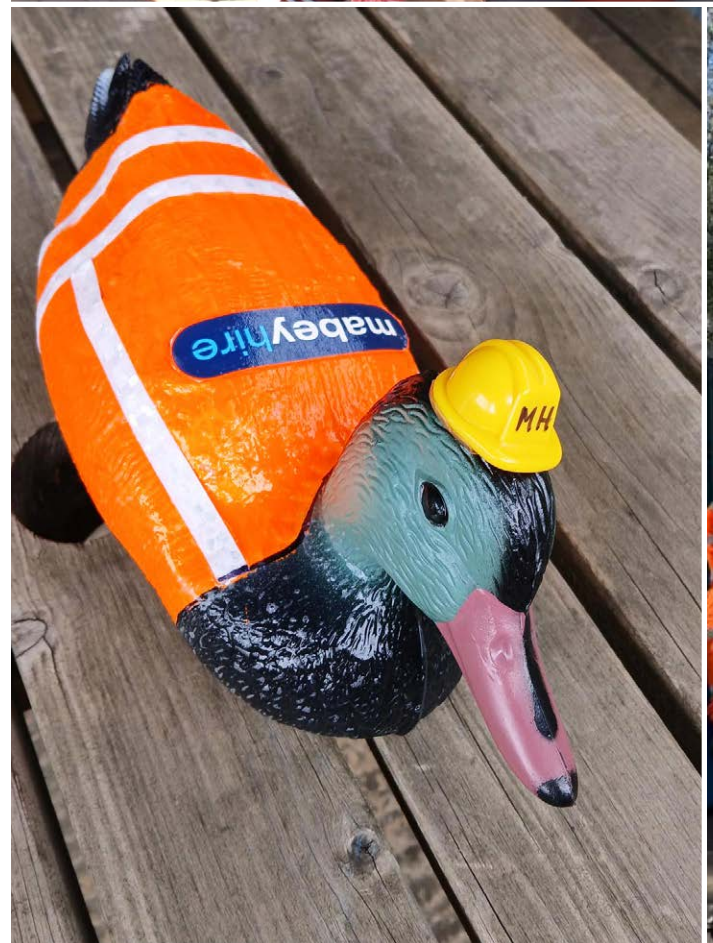
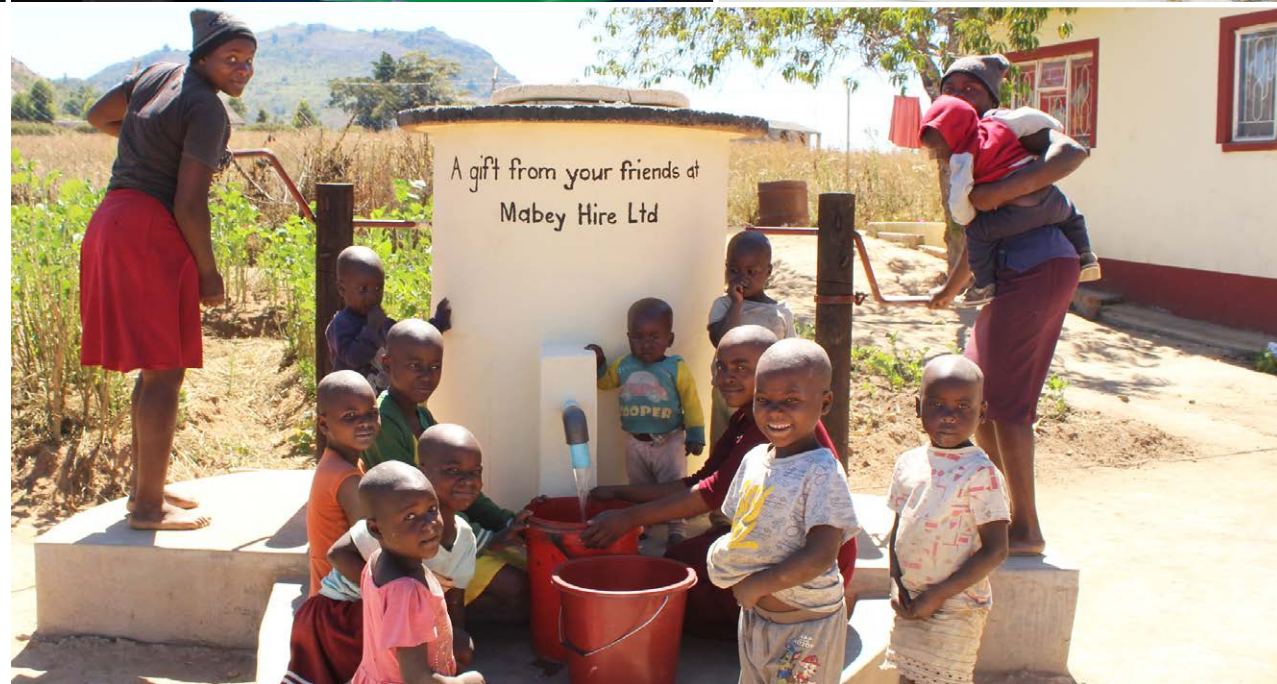


OUR JOURNEY SO FAR

RE:SOCIAL



“ Investing in people and purpose to build a safer, stronger, and more sustainable Mabey Hire.



OUR JOURNEY SO FAR

RE:GOVERNANCE

We've taken key steps to strengthen governance, ethics, and sustainability across the business – embedding ESG into our structure, enhancing transparency and promoting a values-led culture through improved reporting, systems and employee engagement.

“We're building a responsible, values-led business by embedding ESG into everything we do – from governance to everyday actions.



Complete actions

- **ESG Committee formation** – we've formed an ESG Committee and integrated it into our governance structure, providing clear accountability and leadership engagement to deliver our commitments
- **Compliant and responsible business** – we've maintained certifications ISO 37001 Anti-bribery management, ISO 9001 Quality management, ISO 45001 Health & safety and ISO 14001 Environment standards
- **Business Ethics Reporting System** – we've developed and launched a new online system to make it even easier for employees to report any concerns about the integrity or ethics of any of our activities. These are regularly reviewed and followed up by our Business Ethics Committee
- **ESG KPI's in our Annual Report** – we include a section on sustainability and include our SECR data within annual reports
- **Integrating our values** – we launched our employee recognition scheme, #HighFive, to further integrate our values into how we celebrate the everyday little wins and show appreciation for each other.



On Track:

- **Responsible supply chain management** – we've updated our Supplier Quality Assurance process including the implementation of a digital supply chain management platform, providing robust and effective supplier selection, enabling ongoing benchmarking of key ESG indicators and assessing sustainability maturity
- **Ethics, Bribery and Anti-Corruption Training** – we've completed six in-person training sessions with 72 employees who are at higher risk due to their role. All new starters must complete a Competition Law e-learning module and all employees are assigned this at a maximum three year interval. We include a basic introduction to all new starters during induction, including the mitigation tools available.



Governance overview

We've embedded ESG more deeply into our governance by establishing a dedicated committee and maintaining key certifications across quality, safety, environment and anti-bribery standards. A new online Business Ethics Reporting System now makes it easier for employees to raise concerns, supported by regular reviews.

Our Annual Report now includes ESG KPIs and SECR data, and our #HighFive recognition scheme helps embed company values through everyday appreciation. Ongoing efforts include improving supply chain oversight through a digital platform and delivering targeted ethics and anti-corruption training across the business.

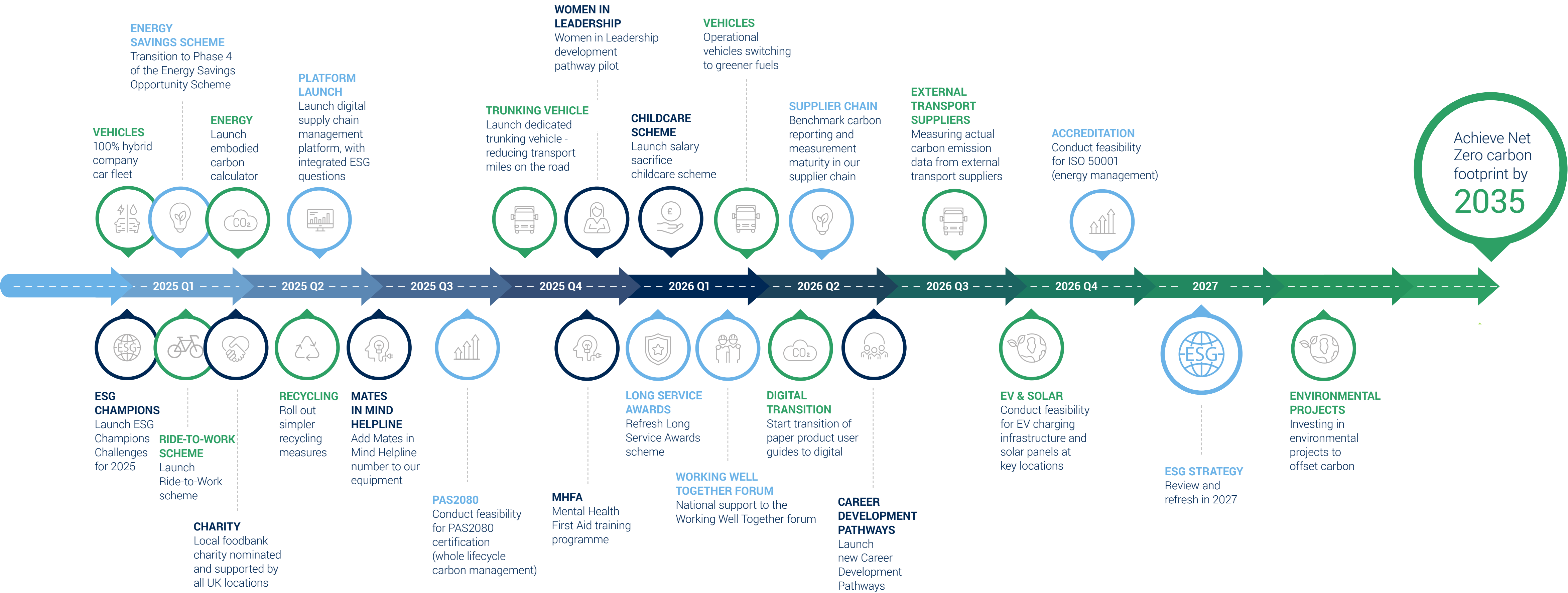


RE:FRESHING OUR GOALS

Journey to Net Zero – 2025-2035

Progress doesn't happen by chance and at Mabey Hire, we don't stand still waiting for it. We've outlined the key milestones that will drive our ESG commitments forward.

- Protecting the planet
- Caring for people and community
- Being a responsible business



WE'VE MADE A **RE:**SOLUTION

ESG can be a complex topic, but at its heart we know it's about doing the right thing for the environment and each other, including our colleagues, customers and communities.

The best solutions come when we combine all our skills and knowledge, inspiring and complementing each other to aim higher and do better. And that includes our customers and supply chain, as well as our teams. Together, we can go further and achieve the very best ESG outcomes.

While we've made significant progress in our ESG journey, we recognise that there's always room for improvement.

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I'm proud of how far we've come and grateful for everyone's commitment. With our Mabey Hire spirit, I'm confident we'll keep delivering on our ESG promises.

John Breen,
Mabey Hire Managing Director

We keep communities safe with environmental monitoring solutions, like the Fiddler's Ferry cooling tower demolition





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Please consider the environment before printing.
This document is intended to be read on screen and is helping us towards our goal of being a paper-lite business.

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