

Sustainability Policy

SCOPE

Through our commitment to sustainable undertaking within all our activities, (meeting the needs of the present without compromising the ability of future generations to meet their own needs), this policy has been developed between the Directors and Management team of Pickering's Hire Limited t/a Pickering's as an integral part of our business. The implementation of this policy is the responsibility of top management supported by the Integrated Management systems.

Pickering's Hire Limited are committed to combat climate crisis, and limit warming to no more than 2°C, ideally 1.5°C, radically reduce GHG emissions immediately and achieve Net Zero 2050.

This policy relates to how the products, services, and operations within our company and across our supply chain will be continually reviewed and improved, so that we can integrate environmental and social considerations into our everyday practices and make a positive contribution to society.

PURPOSE

We acknowledge that our company has potential impacts on people and the environment through our operations and will assess these impacts and set objectives to improve our sustainable performance.

Through this policy we will:

- Comply with applicable law in all our operations.
- Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country.
- Promote responsibility for sustainability within our organisation and communicate and implement this policy at all levels within the workforce.
- minimise risks and impacts through processes and systems to implement, measure, and monitor environmental and social performance.
- Commit to increase communication and awareness of our efforts.

PRINCIPLES

PEOPLE

We will:

- comply with legislation such as the Modern Slavery Act 2018 and Bribery Act 2010.
- provide a safe and healthy workplace.
- support diversity and inclusion.
- support the surrounding community by looking to employ local people where possible.
- create useful opportunities for development of skilled local workers.
- engage early and meaningfully with stakeholders, including indigenous organisations, communities, industry, and government.
- avoid harming the lives of local people.
- support local businesses to ensure they are prepared for and provided with opportunities to participate.
- encourage our employees to volunteer via programs organised internally or externally.
- support local charities by donating time e.g. staff participation in volunteering days.
- look to provide sponsorship or monetary donations to local charities, sports clubs, societies, youth groups, community centres, or other.
- promote long-term economic benefits within communities.
- Identify and provide appropriate training, advice and information for employees and encourage them to develop new ideas and initiatives.

Sustainability Policy continued

ENVIRONMENTAL

We will:

- comply with all laws governing the environment.
- strive to better understand both the direct and indirect impact that our practices may have on the environment.
- minimise or offset our impact on the environment.
- work towards the conservation of energy, water, and resources in all our operations.
- dispose of waste thoughtfully, and follow the 5 R's of circular economy, 'Refuse, Reduce, Reuse, Repurpose & Recycle'.
- lessen our environmental impact by purchasing environmentally friendly products and services.
- take steps to continually improve environmental performance.
- protect and support biodiversity.
- conduct audits, evaluations, and self-assessments of the implementation of this policy.
- work with our entire supply chain to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- be an environmentally responsible neighbour in our community.
- promote environmental awareness throughout all operations of the company.
- foster a sustainably aware culture, where responsibility is assigned and understood.
- strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

ECONOMIC

We will:

- consider and support sustainability initiatives with a strong business case.
- integrate sustainability into our existing business models, accounting, and reporting.
- add value to our products and services to support sustainability markets.
- reduce operating costs through improved resource management e.g., water, waste, energy, carbon, employee engagement.
- manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.
- reduce reputation risks and communicate actions.

The Directors and Management Team will enforce this policy in our duty to ensure that sustainable operations are practiced at all our locations and through our undertakings.

Signed:



Neil Moss
Managing Director

20/01/2025