



## SUSTAINABILITY POLICY

GAP Group Ltd. is a customer focused business that provides customers with hire solutions of the highest standard. This policy sets the standard for sustainability practices and expectations within our operations and collaborations. It applies to all employees and departments across our organisation, and extends to the valued customers and suppliers involved in our business ecosystem.

GAP Group is committed to develop and improve all aspects of sustainability within our business practices, envisioning a future where our operations contribute positively to society, the environment, and the economy. Through this commitment, we aspire to not only meet regulatory standards but to lead by example, fostering a culture of environmental responsibility and continual improvement, and to support our customers in achieving their goals. We will strive to achieve this through our commitment to:

### ENVIRONMENT

- Continually measure, monitor and manage our emissions to reach Net Zero in our operations by 2040, and across our full value chain by 2050, at the latest;
- Invest in technologies and measures across our buildings and operations to reduce energy and water consumption, and purchase and produce renewable electricity where possible;
- Embed circular economy principles within our business practices, and prioritise durability and reparability, to ensure efficient use of resources whilst promoting the waste hierarchy of “Reuse, Reduce and Recycle” to improve our waste diversion rates;
- Sustain diverse ecosystems in and around our depots by actively promoting and supporting biodiversity initiatives;

### SOCIAL

- Prioritise the health and well-being of our employees by providing a safe work environment, promoting work-life balance, and investing in employee wellness programs;
- Foster a diverse and inclusive workplace that ensures equal opportunities for all employees, and actively seek and support a diverse range of suppliers;
- Invest in employee training and skills development programs;
- Actively engage with local communities through sponsorship programs, volunteer initiatives and charitable donations to drive social value in the areas in which we operate;

- Invest in and promote innovative products to enhance safety and efficiency;
- Collaborate with suppliers and customers to develop sustainable practices, products, and services, including fostering sustainable procurement initiatives. We will work together on enhancing innovation and prioritising environmentally responsible sourcing and ethical supply chain practices;
- Embrace transparency in financial and sustainability performance reporting;
- Implement resource-efficient practices to minimise waste, reduce costs, and enhance overall operational efficiency, contributing to economic sustainability.

We will conduct regular reviews and assessments, aiming for a continual increase in the effectiveness and appropriateness of sustainability systems, policies, and processes.

The Board, together with senior management, will ensure the delivery against these objectives through the following measures:

- Integrate the principles into the day-to-day management of GAP Group from the Board to the regional disciplines.
- Develop active partnerships with our supply chain, including clients, suppliers, and trade associations, to challenge and improve the well-being and seek opportunities to minimise our future impacts across the industry.
- Ensure all resources and infrastructure necessary for implementing this statement are provided.

Pursuant to GAP's ISO 14001 Certification, we will periodically review our environmental management system (EMS) to ensure its continuing suitability, adequacy, and effectiveness.



**Douglas Anderson**  
Joint Managing Director



**Iain Anderson**  
Joint Managing Director

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