

SUSTAINABILITY REPORT



We are committed to working collaboratively with our **people, communities, customers**, and supply chain to drive positive change and shape the future of our industry. As we journey towards **Net Zero Carbon**, we are focused on delivering **social impact**, ensuring supply chain integrity, and championing **fairness, inclusion, and respect** in all that we do.

LIAM LYNCH
CHAIRMAN & FOUNDER

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SUSTAINABILITY AT HEART

We champion
eco-friendly
practices, social
impact, fairness &
integrity throughout
everything we do.

INTRODUCTION

In 2024, as a global community, we continue to face unprecedented challenges, from the escalating climate crisis and ongoing humanitarian issues driven by war, systemic poverty, and racism. As an industry leader, we understand our critical responsibility to not only confront these challenges but to lead by example. We believe it is imperative that we, along with other organisations, take proactive ownership of our social, environmental, and economic impacts. Our goal is to drive positive change that will benefit our future generations.

At Lynch, we have committed to achieving **Net Zero Carbon by 2040** (Scopes 1 & 2) - **Scope 3 by 2050**, in line with government targets, with an ambitious interim target of reducing our carbon footprint by **40%** by 2035. Our approach includes a series of comprehensive departmental and supply chain-focused carbon action plans. However, our commitment to sustainability extends beyond carbon reduction. We understand the importance of community and social impact in everything we do.

We are proud of the progress we've made, such as becoming the first plant hire company in the UK to earn a Gold CSR Accreditation from CSR-A Ltd. But our efforts go deeper. We committed to our local-first approach to employment, adding value to the local area, and engaging with schools, colleges and training providers, sparking passion in the next generation of emerging talent. This strengthens our business and contributes to the resilience and prosperity of the communities we serve.

Our offices have undergone significant improvements, including the installation of solar panels, which have reduced our overall CO2 emissions by over **260,000kgs**. We've also introduced award-winning training programs, such as our plant Eco Operator training, which has led to significant fuel savings for our customers. A recent case study showed a **46%** reduction in daily CO2 emissions. These initiatives are part of our broader strategy to integrate sustainable practices across our operations and supply chain.

Looking ahead, we aim to set the benchmark for positive industry change. We will continue to accelerate our carbon reduction commitments while expanding our focus on social impact initiatives. By prioritising local employment, ensuring supply chain integrity, and combating modern slavery, we are dedicated to leaving a lasting legacy of sustainability and social responsibility. As one team, we are confident that our efforts will drive meaningful change within our industry, paving the way for a sustainable and equitable future for all.

ABOUT US

Welcome to Lynch, a leading provider of Operated and Self-Drive Plant Hire, Haulage and Transport Services to the UK construction industry.

We are guided by our clear vision of **'being the best'**, providing a **Right First Time** service across all that we do. We are more than just the machinery - we are a united team of skilled operators, HGV drivers, engineers and professionals, living by the values that define us. Our purpose is to support our customers by creating essential infrastructure and delivering projects across various sectors, including highways, energy, utilities, defence, aviation, and rail. With over 40 years of experience, we're building for the future - creating economic, environmental and social value for all.



PLANT HIRE



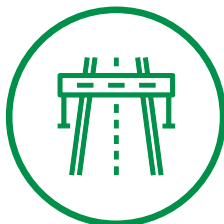
TRANSPORT



**DIRECT
SOLUTIONS**



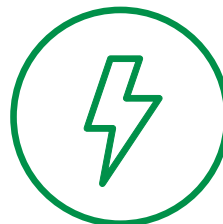
**EXTERNAL
TRAINING**



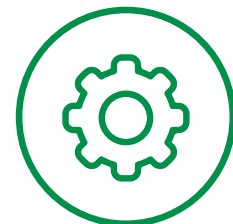
HIGHWAYS



AVIATION



**POWER &
ENERGY**



**WATER &
UTILITIES**



RAIL



EARTHWORKS



QUARRYING



TUNNELING

SUSTAINABILITY AT HEART

We protect the planet and enhance lives as we reduce our carbon footprint, deliver social impact and uphold supply chain integrity.

At Lynch, we are passionate about our sustainability journey, delivering real social value for all, promoting fairness, inclusion and integrity in our operations and reaching Net Zero Carbon by 2040 (Scopes 1 & 2) - Scope 3 by 2050, in line with government targets. We recognise the need to change the way we engage with our people, consume resources and work within local communities to be sustainable for the future.

We are proud Gold Members of the Supply Chain Sustainability School - sharing our best practices, learning from others, and supporting those who need help. All our employees have individualised Sustainability Education Plans, with an aim to increase education on sustainability matters across the business while embedding responsibility into all job roles. Our commitment to using the most innovative technologies, driving behavioural change and investing in people and communities, will help us to achieve our sustainability goals whilst encouraging others to do the same.

As a socially responsible Plant Hire company, we understand the importance of embedding environmental, social and governance (ESG) factors into our business approach. We create positive change by focusing on the following:

ENVIRONMENT: Reducing our carbon emissions through innovation, embracing digital working and adopting new technologies

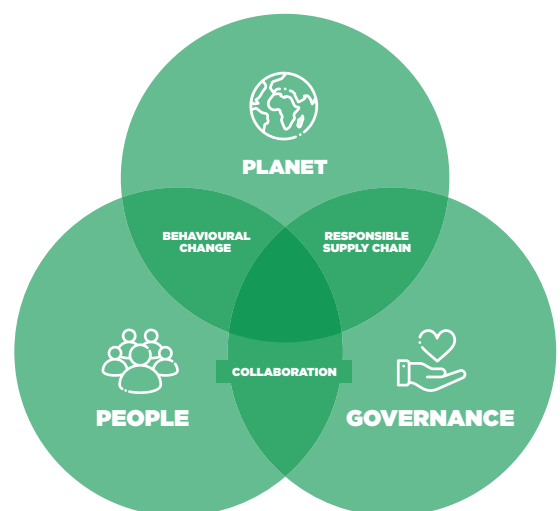
SOCIAL: Leaving a positive legacy for people in our teams, our stakeholders and the local communities in which we operate

GOVERNANCE: Creating a fair and transparent workplace and championing our behaviours throughout the entire company

These pillars cover a holistic view of sustainability, capturing what is important to Lynch, **our communities, and our planet.**

Our sustainability strategy supports the UN Sustainable Development Goals, a global agenda with an aim to achieve peace and prosperity for people and the planet. These include:

- **Goal 9:** Building resilient infrastructure, promoting sustainable industrialization and fostering innovation
- **Goal 17:** Revitalizing the global partnership for sustainable development



OUR
PEOPLE
ARE OUR
GREATEST
ASSET.

LIAM LYNCH

OUR PEOPLE

We aim to create an engaging, supportive and inclusive work environment where our employees are empowered to use their voices, collaborate and experiment to maximise their full potential. We respect individual differences and believe in supporting our employees to succeed by providing the right resources and environment to enable them to flourish within their professional careers.

- **8/10** Employees rate Lynch as a great employer
- **7/10** Employees often get valuable feedback and are recognised by their manager often
- **78%** of Employees feel connected to the company and see a career pathway
- **19%** improvement in employee retention year on year

OUR ACTIVITY

Attracting Top Talent: We have partnered with an exclusive recruitment agency that aligns with our culture and values, prioritising a diverse and inclusive hiring process. Each year, we invest in the development of our people by selecting and nurturing future leaders from various backgrounds and experiences. Our Lynch Leadership Cohort program is designed to cultivate leaders who possess the skills to be inclusive and inspiring, while also providing valuable development opportunities. Additionally, we are signatories of the Apprenticeship Decent Wage Pledge, further highlighting our commitment to attracting the best talent to our team.

Employee engagement: We deliver annual 'Reality Check' engagement surveys to give employees a venue to provide open feedback whilst enabling them to become actively involved in the development and future direction of the organisation. The feedback and collaboration from our latest engagement survey saw the creation of our brand new company values.

Employee voice: We have introduced suggestions emails, QR codes and a physical box, all are responded to. We have reinforced the confidential critical incident reporting and widened the recognition schemes to all.

Training & awareness: We deliver People Leadership, Inclusive Coaching and EDI training for employees at all levels of the organisation. All our employees have individualised Sustainability Education Plans through the Supply Chain Sustainability School, of which we have Gold membership. We have introduced an FIR annual Calendar of activities and external speakers, including World Menopause Day, Black History Month and World Mental Health Day.

Fairness, inclusion and respect: We promote an inclusive culture to maximise talent, skills, and diversity. As part of this commitment, we are currently being accredited for the CITB & Supply Chain Sustainability School (SCSS) FIRGA Accreditation. On completion, we will be the first plant hire company in the UK to have achieved this.



Health and Wellbeing: We have invested in a new People Experience System, allowing us to make data-driven and informed decisions around people and culture to ensure we remain an agile, inclusive and high performing business. We are proud to be signatories of the Building Mental Health Charter, an industry-wide framework which aims to tackle mental health issues, encouraging all our colleagues to engage with and embrace the mental health agenda. We have set an ambitious target for a 10% year-on-year increase in Mental Health First Aiders across our business, with an in-house MHFA accredited instructor.



Building Equality: We are proud members of Building Equality, an alliance of construction workers and institutions passionate about collaboration and harnessing their collective power to drive LGBTQ+ inclusion in construction, engineering, and built environment industry.



Disability Confident: As a disability confident employer, we have committed to creating an accessible recruitment process that promotes our vacancies to all people, providing reasonable adjustments and supporting our employees with any disabilities or long-term health conditions, and more.



Armed Forces Covenant: We are signatories of the Armed Forces Covenant which allows us to provide opportunities, training, and support for those who have served our country. We regularly attend Build Force recruitment events nationwide.



Inspiring Women in Construction Pledge: Signing this pledge outlines our commitment to attracting and retaining women into our business, increasing the number of women in management positions in a fair way, closing the gender pay gap and creating a welcoming environment in which women can thrive.



Employee Recognition: We deliver weekly 'Wow Awards' in recognition of employees who go above and beyond for our customers and colleagues. Last year saw the launch of our first ever 'Lynch Awards' to recognise and reward our employees' contributions and performances throughout the year.



Annual Family Fun Day: Every year, we host a free of charge fun day for over 800 team members and their families to enjoy. We hope to provide our people with a memorable day and to inspire the next generation.



Love to Learn Scheme: Lynch has introduced an exciting new employee benefit beyond professional development, offering to fund any training course our people are passionate about, even if it's unrelated to their job. This initiative fosters a culture of curiosity and continuous learning, empowering employees to pursue personal interests and own their development.



OUR COMMUNITY

At Lynch, we believe in giving back, building close relationships within the communities that we work in to make a positive and lasting contribution to social and economic progress. We actively seek opportunities to use our skills and resources to support local communities: donating money, supporting local businesses and institutions, and assisting groups driving positive change.

OUR ACTIVITY

Throughout the past year, our employees contributed to several community focused projects and initiatives. Some of our stand-out accomplishments include:

ENVIRONMENTAL

Extending a Community Allotment: Providing support to extend a community allotment in Coleshill for community use, in collaboration with BBV.

Restoring Wetlands: Providing operated plant to the Warwickshire Wildlife Trust to assist their Love Your River Cole project, in collaboration with BBV.

Supporting Local Projects: Supporting The Iver Environment Centre (Groundwork South) in the next phase of their Regeneration Project, building an accessible playground, in collaboration with SCS JV.

Supporting Local Schools: Assisting Woolavington School, a school local to Hinkley Point, with their Garden Regeneration Project, in collaboration with Balfour Beatty, & Soil Science.

ECONOMIC

Building the Future of Plant Hire: Participating in school and college career events, talking to students about the possibilities and opportunities available in our industry.

Helping the Homeless: Supporting the homeless community by donating to Signposts, a charity local to Balfour Beatty's M1 J9-13 project.

Supporting Local SMEs: Purchasing essential furniture for Cobham Mill Museum in Surrey, alongside the Balfour Beatty.

Protecting Cyclists: Supporting the Met Police and City of London Police in creating a safer environment on congested roads by taking part in live demonstrations in Exchanging Places Events.

Hosting Events: Hosting operator recruitment events in areas local to major projects, such as Penrith and Leiston, allowing local people to explore opportunities on these projects.

SOCIAL

Transportation: Assisting Balfour Beatty with movement of a Diving Bell for Chedgrave Oxygen Therapy Centre, local to their sea defence projects in Norfolk.

Food Bank Donations: Supporting AmcoGiffen and Balfour Beatty with foodbank donations in Barnsley and Dunstable, helping some of society's most vulnerable people.

Supporting Local Clubs: Sponsoring local sports teams and tournaments, including Hemel Hempstead Town Football Club as front shirt sponsors and with venue hire, injecting money back into the local community.

Supporting Local Charities: Collaborating with EKFB / Hillstreet to support Men in Sheds Charity with material movement, and Skanska on the A428 supporting the Angels Foundation Charity. Purchased a Road Sweeper at auction, giving a charitable donation to the Children's Trust, The Brigitte Trust, and Dorking BE Attitudes raising over £150,000 combined.

Volunteering: Facilitating one paid working day per employee to support or volunteer towards a social impact initiative.

£14M+

SOCIAL VALUE SPENT



“Lynch have been an incredible support to the M25 J10 scheme. This year alone, Lynch have so far made over £1,200 in donations to local charities and committed to 21 hours of volunteering. One particular project that stands out for me is Lynch’s kind donation of two benches to a local charity who were sadly going through a bereavement. Following Lynch’s donation, plaques were placed on the benches to create a space for employees and their service users to reflect.
Thank you Lynch!”

ELLIE CHAPMAN, SOCIAL IMPACT ADVISOR
BALFOUR BEATTY

“Lynch has proven to be an invaluable supply chain partner for Skanska on the A428 project. They proactively support us in delivering our social value targets, including attending local job fairs and careers events, and schools engagement events.

Lynch have also supported us with work experience programmes for NEETS, care leavers and asylum seekers and also provided plant and labour for other projects at local schools.

Additionally, they have launched a training facility at HMP Highpoint, a local prison, providing training opportunities for prison leavers to equip them with skills to gain employment in construction. Skanska and the A428 project are proud to have them as a valued supply chain partner.”

NINA CHIREA, SOCIAL IMPACT MANAGER
SKANSKA

CHARITY PARTNERSHIPS

For over **two decades**, Lynch has proudly supported the **Lighthouse Club**, the only charity that is 100% dedicated to the emotional, physical and financial wellbeing of the construction workforce and their families.

We actively engage in initiatives to make a difference, hosting charity golf days to raise essential funds and organising team-building events like Tough Mudder and the Thames Bridge Trek, where all sponsorship proceeds **go directly to the charity**. These activities build rapport for our people while raising awareness for this vital cause. We've hosted the MakeltVisible vans at our London Service area and facilitated visits to customer sites, ensuring that **mental well-being remains at the forefront of conversations within the construction sector**. Through these efforts, we continue to champion the health and wellbeing of our workforce, promoting a culture of care and support.

Every year, Rob, Merrill, and their brother Darren take on a personal challenge in memory of their mother, Celia Lynch, with the aim of raising additional funds for the Lighthouse Club. Their tribute is a powerful reminder of the importance of supporting the well-being of those in our industry.

Throughout the year, we actively support a range of initiatives across our depots. From taking part in Comic Relief's "Do Something Funny for Money" campaigns to hosting Coffee Mornings for Macmillan Cancer Support and donning Christmas jumpers for Save the Children, there's always something happening.

Our team members also step up for individual challenges, such as a 400-mile motorcycle ride raising money for ADD-Vance and a 100km walk in support of Ovarian Cancer Action. Lynch proudly pledges to sponsor every one of these efforts.

Since 2020, we've donated over **£250k** to charity, showing our ongoing commitment to making a difference.



MACMILLAN
CANCER SUPPORT

COMIC
RELIEF



Save the Children

SEE - SKILLS FOR EMPLOYMENT AND EDUCATION

Training sits at the heart of our business, and we are committed to the development of everyone who works at Lynch or represents Lynch on-site and on the road. We offer a wide range on plant qualifications as well and office-based apprenticeships as part of the careers in plant programme.

FUNDED UPSKILLING

Training sits at the heart of what we do, and we're proud to partner with City & Guilds Training to offer some fully funded training - **helping to bridge the skills gap in our industry.**

New Entrant Dumper - Careers in Plant: Ideal for operators that have site experience in other plant, but need upskilling in CPCS Dumper

Enhanced Excavator - Careers in Plant: Ideal for operators that have site experience in other plant, but need upskilling in CPCS Excavator

Enhanced Dozer - Careers in Plant: Ideal for operators that have site experience in other plant, but need upskilling in CPCS Dozer.

APPRENTICESHIPS

With Apprenticeships, learners gain experience, and a wide range of valuable skills required to excel in your career. With a blended approach to theory and practice, our apprenticeship programme provides all learners with the opportunity to work with the very latest technology on exciting construction projects all over the country.

- 6 current apprentices
- Signatories of the 5% club
- Winner of Founders Pledge
- CPA Young Plant Operator of the Year for 2 consecutive years
- CPA Group Mentor of the Year for 2 consecutive years
- Signatories of The Apprenticeship Decent Wage Pledge



LYNCH CAREERS IN PLANT

Our Lynch Careers in Plant Scheme is accessible to everyone **regardless of skill set**. We are looking for people who are inspired by plant, and who want to make working in construction a successful career. Our candidates have access to our trainers and dedicated support team and receive continual mentoring and guidance throughout.

Our apprentices will gain the skills, and the experience needed to advance their careers in construction.



RECRUITS



SUCCESS RATE

FUTURE SKILLS

Lynch have partnered with CITB and City & Guilds Training to help us get more Operators trained using the very latest GPS Machine Control Technology. We understand the importance of training and development of Operators, ensuring they have the capability to get the job done right first time. We take pride in delivering quality training, that is new and innovative in the industry.

Our Award-Winning training centres nationwide gives Operators the chance to use and embrace this technology. They receive classroom training, which is then supported by practical learning which further assists operators to increase their skills within the industry.

STEM

We regularly support schools and colleges to attract new talent into the industry. Our STEM ambassadors attend schools local to the project areas to showcase construction and the career opportunities that are available to them across the industry. Ambassadors often provide the first introduction to the construction industry for young people, delivering a life-changing impact on their future career decisions. We engage through school events and workplaces to careers fairs and events, sharing the fantastic career opportunities available in the construction industry.

WORKING WITH UNDER REPRESENTED GROUPS:

We work with many organisations across the UK to tackle local unemployment, especially for diverse / underrepresented groups through:

- **Women into Construction & Inspiring Women into Construction**
- **BAME - Online Cross-sector Employability Programme**
- **Ex-Military Personnel**
- **Ex-Offender Programmes**
- **Modern Slavery Programmes**
- **Disability – Lynch are a Disability Confident employer**
- **Homelessness**
- **Unemployed, Redundant Workers**

We attend numerous job fairs and **create equal opportunity** recruitment campaigns to promote opportunities within the construction industry. We have also supported our customers with setting up pre-employment programmes to help new entrants to acquire the required skills to start their careers in construction.

OUR NEW DEPOTS

Lynch have opened new Depots in **Birmingham, Carlisle, Ipswich, Manchester, Leeds and Bristol**, to help us support our customers who are working on major projects in these key geographic locations. Our local first approach to recruitment means this has created 25+ new jobs for the local area. For example, in Birmingham, we have employed circa **200 people** local to the **HS2 route**.

- **LONDON**
Head Office & Servicing the South
- **NORTHAMPTON**
Servicing the East Midlands
- **BIRMINGHAM**
Servicing HS2 & The Midlands
- **MANCHESTER**
Servicing the Northwest
- **BRADFORD**
Servicing the Northeast
- **CARLISLE**
Servicing the North & Scotland
- **IPSWICH**
Servicing the East
- **BRISTOL**
Servicing the Southwest
- **SCOTLAND**
Opening in Q2



A TOTAL OF
£14M+
SOCIAL VALUE SPEND IN 2024

This is growing donation year-on-year, and we only expect to see more **social engagement**.

OUR ENVIRONMENT

Our journey to **Net Zero Carbon by 2040** (Scopes 1 & 2) - Scope 3 by 2050, in line with government targets.

As a plant hire company with purchasing power, we recognise our role to drive sustainable solutions within our industry. As well as reducing waste, water and increasing our renewable energy generation, our key objective is to reduce carbon. Using innovative technologies, supported by investing in driver behaviour change, helps us to achieve our goal while increasing onsite productivity and customer satisfaction to our clients.

“Lynch have been instrumental in producing substantial fuel cost and carbon reductions within Delta for BBV, using Eco Operator training. This is a huge benefit for us and is scalable to all Lynch plant machinery on the whole project.”

ANDREW CHANCELLOR, SENIOR WORKS MANAGER
BALFOUR BEATTY VINCI

DELIVERING IMPACT THROUGH RESEARCH AND DIGITALISATION

The construction industry is facing a critical challenge in its journey towards decarbonisation. While we await advancements in electric and hybrid machinery, technology, and infrastructure, we recognise the need to address carbon reduction with our existing fleet. As a solution, we leveraged our two greatest assets - **OUR PEOPLE** and **OUR DATA** - in a comprehensive initiative.

We have significantly expanded and developed our Eco Operator training scheme, which is now NOCN SiteRight approved, endorsed by the Construction Plant-hire Association (CPA), and implemented across the industry nationwide. At present, Lynch have the only physical NOCN approved centre in the UK. This program aims to:

- **Reduce idling, fuel consumption, and CO2 emissions on-site**, while also lowering costs for our customers
- Educate operators on their **carbon footprint** and **environmental impact**
- Enhance data transparency by providing clients with actionable insights to help them reduce costs and accelerate their journey towards net zero.

A RECENT CASE STUDY

In a recent case study, our customers maintained green idling at **35.27%** over **2,083** machines and **960,000** operated hours. This yielded significant savings of:



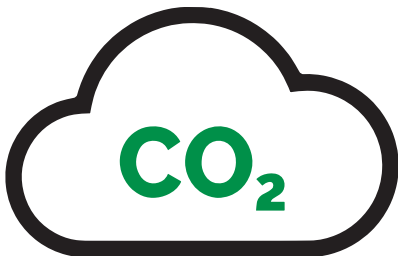
FUEL SAVING OF:

158,506L



FUEL COST SAVINGS OF:

£186,671 (£690 PER MACHINE)



CO² EMISSIONS SAVING OF:

411,000KG

ULTIMATE CELL - HYDROGEN ROLL OUT

We are proud to introduce the Ultimate Cell V3.0 Truck Engine, which we are rolling out across our fleet. Over the past year, we have collaborated closely with Ultimate Cell to demonstrate significant cost savings and a marked reduction in carbon emissions, utilising groundbreaking hydrogen-on-demand technology.

We proactively sought out the latest technology to reduce carbon emissions in the Calvert Area, alongside Kier Transportation.

Through biweekly workshops we identified the Ultimate Cell Truck Engine V3.0 as an innovative technology suitable for application in Calvert. Our goal was to retrofit this to a heavy excavator and run it alongside a standard Tier V diesel engine, gather data, and demonstrate any significant benefits. We worked with Caterpillar, the OEM, to ensure the install would not void any machinery warranties.

We assessed the impact of **Ultimate Cell** on fuel consumption and emissions over a four-month testing period. One machine was equipped with a Triple Cell Unit while a similar machine had standard OEM specifications, serving as a control machine. Both machines had the same workload to accurately compare savings. We collected data and utilised statistical methods to compare performance metrics. This innovative approach has resulted in significant carbon and cost savings.

“I am inspired to bring this innovative edge technology to life on the HS2 project. By promoting collaboration and supporting our supply chain, we can achieve outstanding results with potentially immense cost and carbon savings. We are shaping a sustainable future for everyone.”

JOHNATHAN PEARCE, PROJECT DIRECTOR

KIER

The test machine that was equipped with **Ultimate Cell technology** showed a significant reduction in fuel burn, consuming only **8 L p/h** compared to **12 L p/h** for the control machine without the technology, representing a **31%** reduction in fuel usage. Over the four-month testing period, this resulted in a decrease in total fuel consumption from **1,329.6L to 868.8L**. This indicates that the innovative technology meant that the test machine operates more efficiently, using less fuel to perform the same amount of work, leading to cost savings and reduced emissions.

CO2 emissions were significantly reduced. The CO2 emissions of the machine with the Ultimate Cell were reduced from **3,576.6 kg** to **2,337.1 kg**, marking a **31%** reduction. The projected annual fuel savings for one machine amount to **£11.4k**, demonstrating substantial cost benefits for the project.

Hydrogen-on-demand technology helps our excavators operate with greater fuel efficiency, achieving a **31%** reduction in fuel usage, which represents a cost saving of **£11.4k** per machine per annum. This lowers operational costs and minimises environmental impact, supporting HS2's sustainability goals. This initiative exemplifies a proactive approach to innovation, with the adoption of solutions offering tangible benefits.

This step change is a significant leap towards more sustainable and efficient construction practices. We plan to integrate Ultimate Cell devices into all Lynch machines. This implementation is projected to result in cost savings of over **£500,000** and a reduction of over **60,000kg** of carbon emissions.



**REDUCTION
IN CO2**



**REDUCTION
IN FUEL USAGE**



**REDUCTION
IN FUEL USAGE**



ULTIMATE CELL

OUR ACCOMPLISHMENTS

Here are some of our stand-out achievements in our sustainability journey so far:

Environmentally Friendly Workspaces:

- We have introduced several improvements to our depots to minimise our impact on the planet:
- The installation of 406 Solar panels at our London Depot - these generate enough energy to power the entire buildings lighting output and supply power back to the main grid (**262,049kg saved since installation**), with more solar panels to be installed in our head office and other regional depots.
- We promote paperless working – including electronic invoicing and handheld devices for all drivers. All paper we do use is recycled.
- We've planted over **150 pine trees** on site and introduced live plants to our indoor workspace.
- We've installed **350 LED Units** and **76 sensor units** above working areas, ensuring it's switched off when not in use.
- We have opened **6 new depots to reduce transport distances**.

Growing our Electric and Hybrid Fleet:

- We are committed to continually upgrading our plant machinery, with a goal to make our fleet more environmentally friendly, fuel-efficient and encompass the very latest technology.
- We have introduced electric and plug-in Hybrid vehicles to our fleet, including telehandlers, excavators and sweepers.

Sustainability Fund:

We have invested **£5m+** into sustainable initiatives at Lynch – a figure that continues to grow...



ELECTRIC READY HGV

We are bringing two state-of-the-art full electric HGVs to our fleet for transporting heavy plant up to 40T, with a range of 250 miles. We are proud to be first national operated plant hire company to trial this concept in the UK.

BEHAVIOURAL CHANGE

We have had an **80%** year on year increase on our electric and hybrid company car fleet, with **58%** of our company cars being electric.

For our customers carbon footprint: operators have maintained **35.27%** green idling on average.

For our carbon footprint: Our HGV drivers MPG has increased from **7.3MPG** to **8.4MPG**, and each driver has their own individual carbon reduction target.

BUILDING A CARBON NEUTRAL FUTURE

Scope 1 and 2: Although we are working hard to embed a culture of carbon reduction into the business through each department having carbon literacy training and carbon reduction workshops every 6 months - overall absolute carbon has increased.

This has been due to a significant geographical expansion of the business, which has dwarfed some of our carbon reducing initiatives. We are opening new depots in the north and east of England to reduce travel. These depots are electric ready for our increasing electric fleet and plant which we have invested over **£4 million** into.

As well as improved technology, we continue to invest in heavily alternative fuels to improve fuel efficiency and in eco-driver training which can reduce CO2 by **42%** for our customers and our own fleet.

We believe the collaborations with our supply chain and the fleet changes we have made in the last 6 months will start to show in next year's results and we can start to drive down our carbon in earnest.

Scope 3: We currently measure waste generated in operations, business travel and employee commuting and are in the process of measuring the other Scope 3 categories.

We have made a **45%** reduction in carbon from business travel and a very slight reduction in carbon from employee commuting in the last year. Since then, we have made an **80%** switch to electric company cars and therefore anticipate a huge reduction in next year's carbon measurements.

GOVERNANCE

We create a fair and transparent workplace, championing **our behaviours** throughout the entire company & our Supply Chain:



CAN DO



PASSION



ONE TEAM



RESPECT

ETHICS

ISO 9001:2015 – Quality Management System

Demonstrating our ability to consistently provide a service that meets our customers' needs as well as regulatory requirements

ISO 14001:2015 – Environmental Management System

Helping us to identify, manage and monitor environmental processes, comply with legal requirements and improve resource efficiency

ISO 27001:2013 – Information Management System

Standardising the way we securely manage information, ensuring data protection, cyber security and risk mitigation

ISO 45001:2018 – Health & Safety Management System

Allowing us to raise awareness amongst our workforce of health & safety risks, and implementing controls that mitigate these risks



CYBER SECURITY

We are dedicated to maintaining high standards of cyber security and GDPR compliance, demonstrated by our Cyber Essentials and ISO:27001 certifications. Our ISMS includes comprehensive policies ensuring data confidentiality, integrity, and availability, guiding our actions on data handling, storage, and deletion. Our GDPR policies outline our procedures for lawful processing, transparency, and robust data storage and deletion.

We value our staff and customer data and ensure its security through a comprehensive Information Security Management System (ISMS). The ISMS integrates policies, procedures, and technologies to safeguard data. We classify all data as confidential, restricted, internal use, and public, ensuring appropriate handling and protection. Access to data and company facilities is strictly controlled through unique user identifiers and passwords, with third-party access managed to mitigate risks. All staff undergo regular awareness training on best practices and behavioural changes necessary for data security. We use many robust technical controls, including anti-virus software, firewalls, and measures against malicious code. Patches and upgrades for third-party software are installed immediately to address vulnerabilities. Data is securely stored and protected with encryption, and we maintain a robust backup and recovery process to ensure data integrity and availability.

Physical security is enforced through clear desk and screen policies, ensuring that physical and digital information is locked away and secured when not in use. Company-issued devices and controlled assets are strictly managed, with all assets returned upon employee exit. We have a robust incident response process to handle any security breaches or incidents quickly and effectively. Our leadership team is committed to data protection, providing the necessary support and resources to uphold these security measures.

MODERN SLAVERY

We have implemented robust processes and procedures to minimise the risk of modern slavery across our business. This includes conducting checks for potential markers such as duplicate bank account details and home addresses. We vet suppliers through our PQQ system and avoid sourcing from "high-risk" countries. We fully comply with auditors and have not received any "major concerns". We update our Modern Slavery statement annually, provide eLearning on Modern Slavery for office-based employees, and discuss this topic at Board Meetings. Furthermore, our People & Culture manager contributes to the Supply Chain Sustainability School Modern Slavery Leadership Group, allowing us to stay informed about industry advancements.

RESPONSIBLE SUPPLY CHAIN

Collaboration is the new leadership and Lynch are perfectly placed to engage, facilitate, and drive change.

We are proud of upholding supply chain integrity in everything that we do. All our valued supply chain partners complete PQQ's and work to SLA's, ensuring we are best placed to meet our customers' needs in the most sustainable way.

We believe we are a catalyst between our customers' wanting a more sustainable offer, the infrastructure sector who are critical to servicing and powering a more sustainable offer and to a supply chain who want to manufacture it.

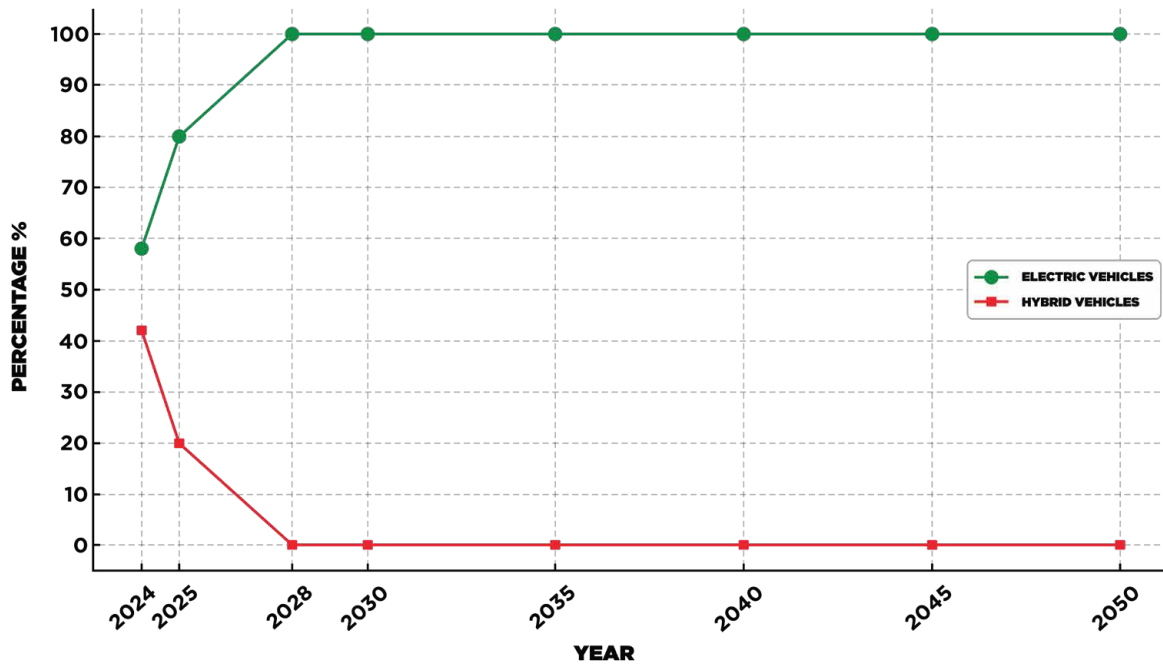
We see our role as leaders through collaborating. We organise supply chain workshops with all our stakeholder to innovate a new way of working, to learn from each other and share the pain and gain for a better businesses and society.

To meet this challenge Lynch have spent time and energy internally to upskill all jobs roles and knowledge through the Supply Chain Sustainability School of which we are a gold member and partner. We are signatories of the People Matter Charter and Plant Charter, and our teams have completed **985+ hours** of learning time.

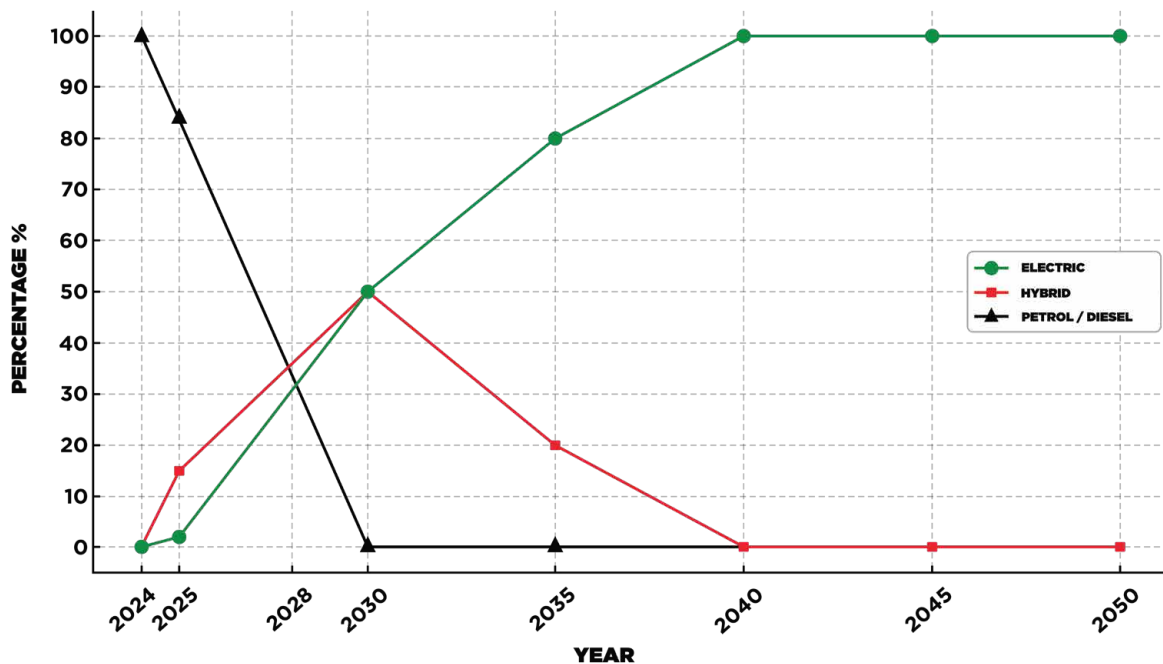
APPENDICES

OUR LOW CARBON FLEET TARGETS:

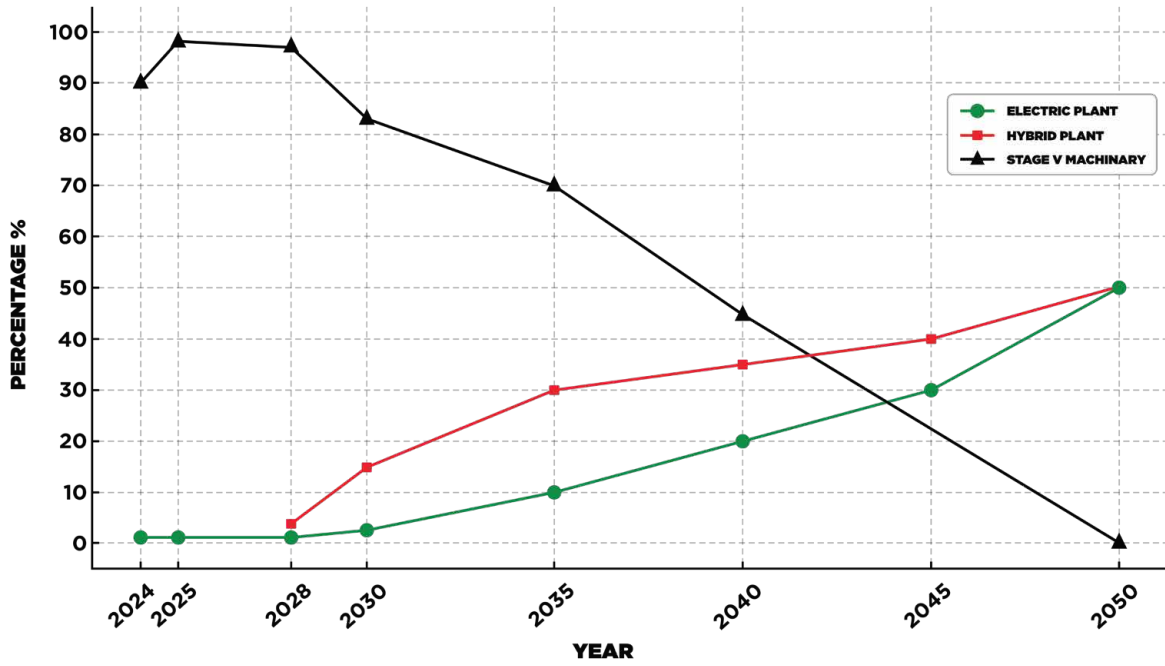
COMPANY CARS



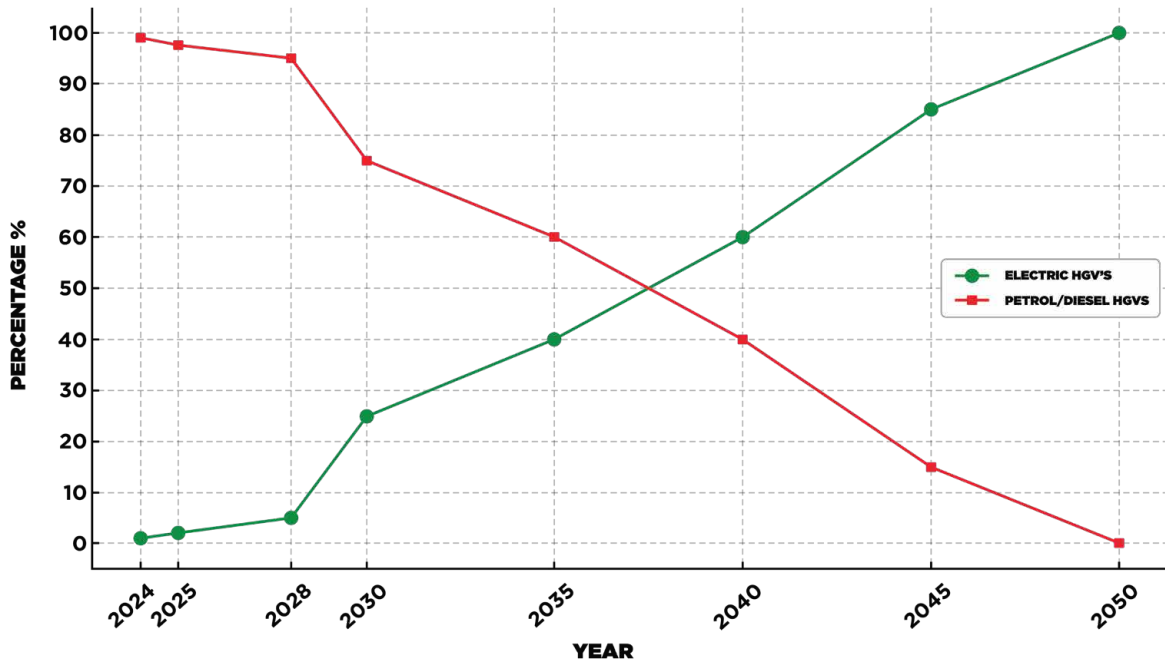
VANS & 4X4S



PLANT



HGVs



OUR AWARDS & ACCREDITATIONS



MEET THE TEAM



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**HELPING OUR
CUSTOMERS BUILD
BRITAINS INFRASTRUCTURE**

