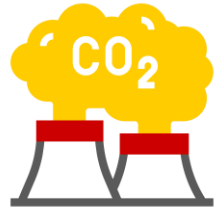


Environment

November 2024

Net Zero

by 2040 target*



52%

Reduction in CO₂e emissions since 2019**



1.5 million kWh

saved since 2019 through reduction measures



Solar panels

in 6 sites with another in planning

Normative

Normative partnership to measure global carbon footprint



10 electric vehicles

with 1 more on order



EV charging points
at 7 sites



Renewable electricity

at 21 sites



11 Carbon Champions

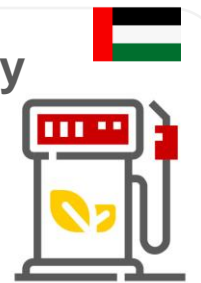
appointed across EMEA



Now reporting 6

Scope 3
categories

Use of locally sourced biodiesel in vehicle fleet



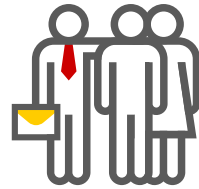
* For Scope 1 & 2

** We have reduced our Scope 1 & 2 emissions by 52% compared with our 2019 baseline as of January 2024 in-line with our strategy for net zero by 2040



Electric vehicle

salary sacrifice scheme launched for UK staff with a car allowance in 2024



84%

employees recommend Crown as a good place to work*



193

employees received full/half day training on carbon & climate change**




Awarded Silver  by the 5% club in 2023 for our commitment to professional development



Average 9.5


 hours of voluntary training hours per person**

INVESTORS IN PEOPLE | Silver

Awarded Investors in People Silver 



Flexi Holiday Scheme

launched permanently in 2024 for all staff 



60%

of recent apprentices have secured permanent post-training positions



DEI

New 2024 policy



* Based on our Employee Experience Survey of September 2024

**Period January - September 2024



750+
charity partners



814
volunteering hours
used by staff in 2024



4,700 items
donated through our
Giving Back Project
so far



\$5,900
raised for charity
in 2023

Working closely with **5+ industry bodies**
to drive the agenda

The Coalition for Greener Mobility (CGM), British Association of Removers (BAR), Gallery Climate Coalition (GCC), Institute of Workplace and Facilities Management (IWFM), Business in the Community (BITC)



GCC



iwfm