

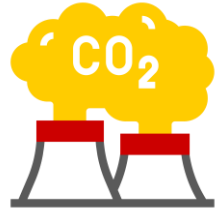
Our Climate & Environment

April 2026



Net zero target

Scopes 1&2 by 2040
Scope 3 by 2050



56%

Reduction in CO₂e emissions since 2019*

1.8 million kWh

saved since 2019 through reduction measures



Solar panels
at 6 sites



270,000
items of furniture & IT refurbished since 2015



11 electric vehicles



EV charging points
at 11 sites



100%
renewable electricity
at all 18 sites

Maintained
CDP's B-List



NHS Evergreen Level 1



Achieved for **CWS** and **CIM**



* We have reduced our Scope 1 & 2 emissions by 56.1% compared with our 2019 baseline as of January 2026 in-line with our strategy for net zero by 2040

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Our People & Business

April 2026



88% ^{+5%}

employees recommend Crown as a great place to work*



186

employees received training on carbon & climate change

16

formally accredited

Mental Health First Aiders



90%

pass rate for class of 2024 apprentices

20



Early Careers Aspire apprentices employed

16



delegates studying whilst working full-time

INVESTORS IN PEOPLE®
We invest in people Gold

INVESTORS IN PEOPLE®
We invest in wellbeing Silver



24 of 80

participants in an EV salary sacrifice scheme for staff with a car allowance



28.5

Average training hours per employee in 2025



40

participants in flexi holiday scheme



* Based on our Employee Experience Survey of September 2025

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Our Partners & Community

April 2026



Launched our **Social Impact Strategy in 2025**, focused on employment and skills



900+
charity partners
Up by 200 in 2025



148
volunteering hours
logged so far in 2026



1135 items
donated through our
Giving Back Project in
2026 so far



£3.5k
raised for charity
in 2025

Working closely with **4+ industry bodies** to drive the agenda

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



GCC

iwfm



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