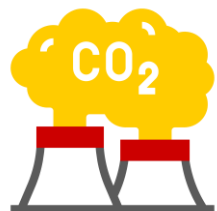


# Our Climate & Environment

May 2025

**Net Zero**

by 2040 target\*



**54.5%**

Reduction in CO<sub>2</sub>e emissions since 2019\*\*



**1.5 million kWh**

saved since 2019 through reduction measures



**Solar panels**

in 6 sites with another in planning

**Normative**

Now reporting Scope 1, 2 and 3 globally with Normative



**10 electric vehicles**

with 1 more on order



**EV charging points**  
at 8 sites



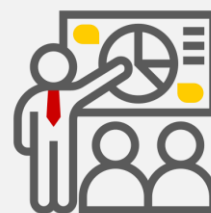
**Renewable electricity**

at 21 sites



**11 Carbon Champions**

appointed across EMEA



Now reporting all relevant

**Scope 3**  
categories

Use of locally sourced biodiesel in UAE vehicle fleet



\* For Scope 1 & 2

\*\* We have reduced our Scope 1 & 2 emissions by 54.5% compared with our 2019 baseline as of January 2025 in-line with our strategy for net zero by 2040

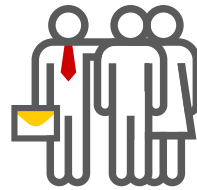
# Our People & Business

May 2025



## 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\*



## 412.5 hours

of sustainability-related training  
completed by staff in 2024



**Awarded Silver**  
**by the 5% club in 2024**  
for our commitment to  
professional development



## Average 16.1

hours of learning per  
person\*\*



INVESTORS  
IN PEOPLE | Silver

Awarded  
Investors in  
People Silver



**37 participants in  
Flexi Holiday  
Scheme**



launched permanently  
in 2024 for all staff



## 221 hours

of Code of Conduct training  
completed by staff in 2024



## DEI

New 2024 policy

## WE'RE ACCREDITED



INVESTORS  
IN PEOPLE



\* Based on our Employee Experience Survey of September 2024

\*\*in 2024 - including mandatory iLearn courses

# Our Partners & Community

May 2025



**800+**  
charity partners



**402**  
volunteering hours logged by EMEA staff as part of 60<sup>th</sup> anniversary Giving Back initiative\*



**6,160** items  
donated through our Giving Back Project in 2024



**\$5,900**  
raised for charity in 2024

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**

\*as of May 2025