



24-7 Group
ESG Strategy



24-7 ESG Strategy

Starting with Simple Steps

2026 MARKS A LINE IN THE SAND.

This is the year we formally launch the 24-7 Group ESG Strategy.

WHY NOW?

Firstly, we now have a **legal obligation to report**, having reached **large company status**.

Secondly, when bidding for and delivering **larger-scale contracts**, clients increasingly expect clear, credible evidence of **sustainability, social value and community impact**.

But most importantly, **ESG already sits at the heart of who we are** — reflected in our core values: **Credibility, Capability and Culture**.

THE “E” – ENVIRONMENTAL RESPONSIBILITY

Sustainability has long been part of our story.

We've delivered **hundreds of decarbonisation projects** for clients.

Our headquarters, **The Fuse Box**, is powered predominantly by solar energy.

Every **24-7 hub provides EV charging**, supporting our growing **electric and hybrid fleet**.

But this is only the beginning.

Our focus now is sharper than ever:

- **Smarter procurement**
- **Better work planning to reduce carbon**
- **Embedding the Waste Hierarchy across the business**

THE “S” – SOCIAL VALUE

Our people and communities matter just as much.

The senior leadership team is committed to **locally sourced labour across all hubs**, strengthening the communities we operate in.

We stand by our **People's Charter**, which sets the minimum commitment every employee can expect from the business.

And we will continue to **support the communities around us**, actively helping those who need it most.

THE “G” – GOVERNANCE

Governance keeps us accountable.

Our **KPIs, reporting and oversight** ensure we track progress, measure impact and stay aligned with the targets we set.

EVERYONE PLAYS A PART

Our ESG strategy will become part of our **everyday narrative**.

Every member of the 24-7 team will play a role in delivering the plan and driving **more sustainable behaviours in everything we do**.

Thank you in advance for supporting us as we begin this journey.



CHIEF OPERATING OFFICER



24-7 Group ESG Strategy



ENVIRONMENTAL

- Company wide Carbon Minimisation Plan roll out - **2026**
- Establish carbon baseline measurement KPI's - **2026**
- Implement full fleet electrification / hybrid transition, targeting full transition by 2030. Replacing inefficient high-carbon vehicles
- Achieve a 15% reduction in travel emissions through route optimisation and improved journey planning - **2027**
- Introduce vehicle-level carbon reporting by **2027**
- Install EV charging at all offices – **Complete**
- Develop on-site solar electricity generation across all offices (work in progress) - **2027**



SOCIAL

- Implement the Peoples Charter **2027**
- Continue full utilisation of the Apprenticeship Levy to support workforce development - **ongoing**
- Maintain a commitment to locally sourced labour across all projects and business divisions – **ongoing**
- Target and maintain a 95% employee retention rate – **2026/2027**
- Support two partner charities: Claire House and Mind – **ongoing**
- 10% of 24-7 Workforce to be Apprentices - **2026**



GOVERNANCE

- Review and strengthen business objectives aligned with ESG goals by **2026**
- Introduce quarterly ESG reporting starting **2026**
- Conduct SMT audits of key supply chain partners twice per year – **2026**
- Undertake quarterly SMT site audits to ensure social standards are understood and continuously improved - **2026**
- Link executive pay and incentives to ESG performance and long-term sustainability goals - **2026**
- Maintain independent and diverse board composition - **ongoing**