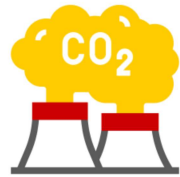
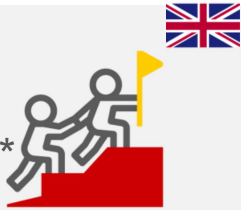


Environment

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



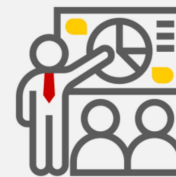
EV charging points
at 7 sites



Renewable electricity
at 21 sites

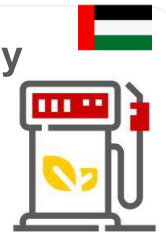


11 Carbon Champions
appointed across
EMEA



Now reporting 6
Scope 3
categories

Use of **locally sourced biodiesel** in
vehicle fleet

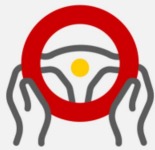


* For Scope 1 & 2


** 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

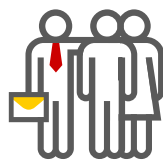
Social

November 2024



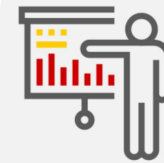
Electric vehicle

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

CROWN 
WORLDWIDE GROUP

Social

November 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