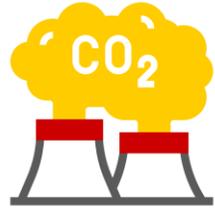
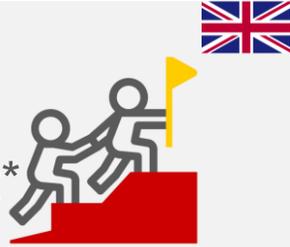


Our Climate & Environment

May 2025

Net Zero

by 2040 target*



54.5%

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

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

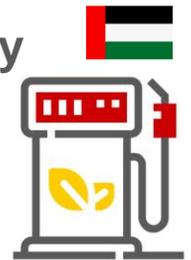
appointed across EMEA



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

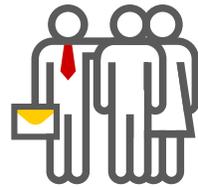
Our People & Business

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*

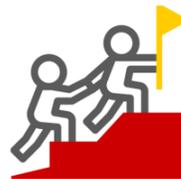


412.5 hours

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

BRONZE | Top 35%

ecovadis

Sustainability Rating

FEB 2025

* Based on our Employee Experience Survey of September 2024

**in 2024 - including mandatory iLearn courses

CROWN 
WORLDWIDE GROUP

Our Partners & Community

May 2025



800+
charity partners



402
volunteering hours logged by EMEA staff as part of 60th 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