

Introduction

Environmental Highlights

Environmental 2023 Plans

Social Highlights

Social 2023 Plans

Governance Highlights

Governance 2023 Plans

Contact Page





Prohire Group is a strong, innovative, inclusive and forward thinking business. Our team are driven by a shared ambition to deliver sustainable commercial vehicle fleet solutions to our customers each and every day so that we are leading the charge as the UK's most trusted provider of sustainable vehicle hire.

I am delighted to present our first annual Prohire Group ESG report. In 2021 we established a formal Environment, Social, and Governance (ESG) strategy, which, amongst other things, provides the framework to our ambition to reduce both our own and our customers carbon footprint through the deployment of highly efficient vehicle technology via our alternative fuels division, ProGreen. We have made strides by steadily adding electric, hybrid, and connected vehicles to our fleet with over 10% of our new vehicle orders being of an alternative technology in 2022 and more to come in 2023



Our people are at the heart of the organisation. We have a strong focus on ensuring that our teams are upskilled to support our customers through industry leading expertise. In 2022 we invested in an in-house training centre to ensure our teams have the learning experiences necessary to support customers in their commercial vehicle fleet plans, be it legislative or technological in nature. We're all about creating an environment where highly motivated teams with the right skills, operating in a business who cares passionately about respect, opportunity and community, work towards delivering our business ambitions.

The progress we have achieved to date in reducing the carbon and waste footprint of our business, as well as supporting our customers in their sustainability journeys has been significant but we recognise there is more to be done in achieving the stated government emissions reduction targets*. As a business our team have the skills and focus to continue to deliver our ESG plans and I look forward to working with them in 2023 and beyond in the achievement of our goals.

Pat Skelly CEO Prohire Group

^{*} Reduction in UK commercial vehicle C02 emissions of 15% \pm 30% by 2025 \pm 2030 respectively when compared to 2019.



Environmental

2022 Highlights



We continue to develop our ProGreen platform. ProGreen are Leading the Charge in advising our customers in their commercial fleet sustainability program. In 2022

ProGreen have supported over 450 businesses to develop their fleet ESG strategy

Operating sustainably is no longer a choice—it's an imperative. By leading the charge as the UK's most trusted provider of sustainable vehicle hire, Prohire are committed to reducing the carbon, water and waste footprints of ourselves and our customers.

We assist and support our clients to achieve their Net Zero ambitions by decarbonising fleets via the deployment of high-performing, reliable zero-emission vehicle technology.

Started the journey towards ISO 14001 accreditation - committed to

achieving by August 2023



of Prohire's new vehicle orders have been alternative technology, supported by our ProGreen Division



Transitioning to a Carbon
Literate organisation through
training of our colleagues
Creation and Development
of Recycling Program committed to reducing waste
to landfill and paper usage by
50% by the end of 2023

positive planet

Working towards
Net Zero, engaged
with Positive Planet*
to support our
road map

*Positive Planet is a 'profit with purpose', service focussed business, delivering solutions that help businesses make more sustainable choices, about how they run their businesses and their lives.

Environmental

2023 Plans



30%

of all new vehicles deployed to be alternative technology

Install new
efficient lighting
throughout HQ

Dispose of
electronic
equipment in a more
environmentally
friendly way

Obtain
ISO 14001
Environmental
certification

Re-engineer our vehicle tyre supplier base to eliminate waste and dispose of sustainably

Further
investment in
carbon literacy
training for
colleagues in
2023

Utilise technology to reduce business miles with the target to reduce business travel 25% by end of 2023

Environmental volunteering with the local communities



Increase charging infrastructure throughout locations in the UK

Elimination of physical media





2022 Highlights

Our colleagues mental health is important to us and during the year we have supported our people with training of mental health first aiders and providing colleagues with access to 3rd party support lines and the opportunities for colleagues to have open discussions

We depend on the people who work within our business and are committed to ensuring they are treated with dignity and respect each and every day. Prohire strive to be an employer of choice within the areas in which we choose to operate and we do this by being a place where colleagues can achieve, grow and excel in their careers. An empowering, inclusive business culture, combined with community engagement, is at the heart of what we do



Quarterly colleague surveys

Investor in
People
achieved
Silver and now
aiming for
Gold

Prohire has a partnered charity, which, in 2022 was



We have launched a number of incentives throughout 2022 for our colleagues. This includes a Reward Gateway (which provides discounts on goods and services), annual holiday allowance increases, Cycle2Work scheme, free fresh fruit for our team everyday



2022 saw us launch
our very first Values Awards
Night. Colleagues were
nominated and recognised
for demonstrating our values
of Trust, Accountability,
Success, Determination,
Knowledge, Feeling
Valued and Stay Safe
& Go Green

Our colleagues
have received over
330 days of training
- We aim to invest
0.5% of our working
time into colleague
development

Introduced a "Long Service Policy". We celebrate key colleague milestones to show we care

2023 Plans

The Community
Volunteering
project
will be launched

An Apprentice
Strategy
will be developed
and launched





Additional
colleagues to be
trained to become
Mental Health
First Aiders

Additional social events are scheduled to take place in 2023





Governance

2022 Highlights

Introduction of Prohire's ESG team

A team of key colleagues with a passion for the delivery of our ESG initiatives who meet regularly to drive forward our Environmental, Social and Governance agenda Prohires ESG mission is to elevate and embed strong ethical values and governance throughout the business to enable the ESG strategy. We are committed to a robust set of effective governance policies and practices that are designed to set clear expectations and hold the company accountable to high standards of oversight, integrity and ethics while delivering long-term financial growth and value creation.



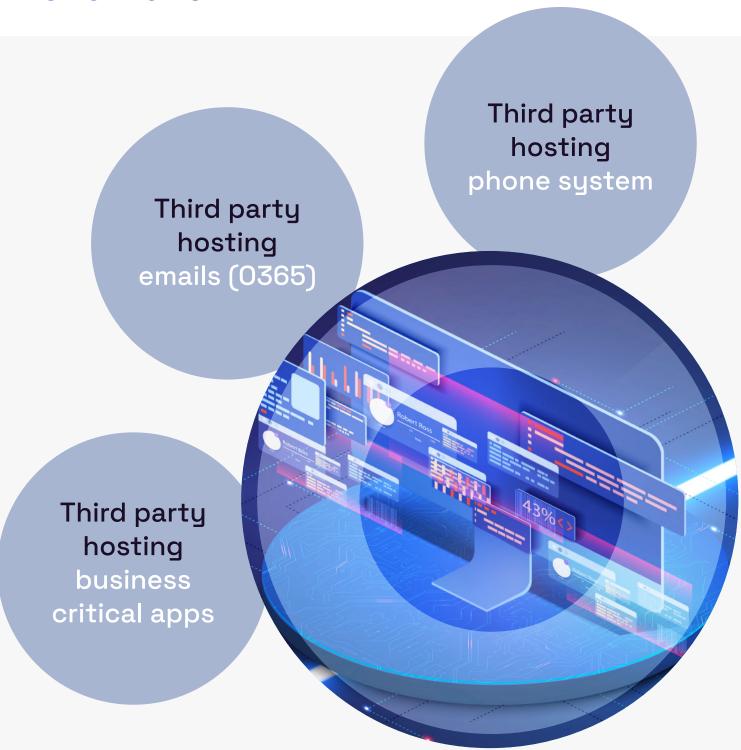
Increased Cyber Security Resilience:

- Introduced new network monitoring software system
- Deployed Cyber Security Awareness training for all Prohire colleagues
- Annual Disaster Recovery testing undertaken
- Annual & Quarterly network vulnerability testing
- Quarterly health checks via third party support



Governance

2023 Plans





















Head Office: Staffordshire, ST4 2ST

Company Registration: 01388495

Customer Support: 0870 850 1200

General Enquiries: 0843 290 9089

Email: hello@prohiregroup.co.uk