

# ESG STRATEGIC POLICY REPORT

### Driving Sustainable Mobility Forward

#### 1. Executive Summary

Grosvenor Leasing is proud to present our ESG Strategic Policy, a comprehensive framework that defines our environmental, social, and governance commitments for the next decade. As one of the UK's leading providers of contract hire, fleet management, and total mobility solutions, we recognise our responsibility to deliver mobility solutions that are not only dependable and cost-effective, but also sustainable, inclusive, and ethically governed.

This strategy is not a checklist; it's a blueprint for impact. It reflects our belief that ESG is not a department, but a mindset embedded in every vehicle we lease, every partnership we build, and every mile our clients drive.



#### **Environmental Leadership**

Grosvenor Leasing is committed to achieving net-zero emissions across both our internal operations and the fleets we manage by 2035. This ambition reflects our role as a mobility partner in a rapidly evolving landscape, where environmental stewardship is no longer optional, it's essential.

While we do not manufacture vehicles, we work closely with clients and suppliers to source low-emission options and support sustainable fleet transitions. Our strategy includes electrifying our internal fleet, evaluating the viability of a used EV programme, and helping clients navigate their own low-emission journeys.

We're embedding carbon reduction targets based on a 2023 baseline and adopting circular economy principles — such as reuse, recycling, and sustainable sourcing — in procurement and maintenance. Operational efficiency is a key focus, with initiatives to reduce waste, water usage, and energy consumption across our facilities.

We've already achieved 100% renewable electricity sourcing and continue to invest in eco-driving training and telematics to optimise fuel efficiency and reduce emissions. By conducting lifecycle emissions analysis, we ensure that vehicle procurement decisions are informed by the full environmental impact, from production to disposal. Our maintenance practices are evolving too, with increased use of eco-friendly lubricants and recycled parts to minimise waste.

## **Social Responsibility**

At Grosvenor, we believe that a thriving business is built on a healthy, inclusive, and engaged workforce. Our social responsibility strategy is designed to foster a diverse and supportive workplace while actively contributing to the communities we serve.

We've established dedicated teams for employee engagement and mental health and wellbeing, and offer flexible benefits such as an annual leave purchase scheme and employee perks through our *Perks of My Job* programme.

We cultivate a vibrant internal culture through regular social events, including our Christmas party, summer BBQ, and interdepartmental socials, and encourage staff to participate in monthly Mufti Days (non-uniform charity dress-down days), with donations matched by the company.

Our commitment to community extends beyond the workplace. We support local charities such as SERVE and Lakeland Hospice, sponsor grassroots football and cricket teams, and take part in national initiatives like Macmillan's Mighty Hikes and Save the Children's Christmas Jumper Day. Notably, our senior board members personally prepare and serve Christmas dinner for residents of a warden-controlled housing scheme — a tradition that reflects our values in action.

## **Governance Excellence**

Strong governance is the foundation of trust and long-term success. Grosvenor Leasing upholds the highest standards of ethics, compliance, and stakeholder accountability through a comprehensive governance framework.

We commission independent ESG audits annually under the ISAE3000 standard and maintain BSI certifications for ISO 9001:2015 and ISO 14001:2015. Our risk management processes are robust and regularly reviewed, with ESG considerations integrated into enterprise-level decision-making.

Data privacy and cyber resilience are critical in today's digital landscape. We are Cyber Essentials Plus certified and fully compliant with GDPR, conducting regular penetration testing and staff training to safeguard sensitive information.

Our Supply Chain Charter reflects our commitment to ethical sourcing, even where we do not control vehicle manufacturing. All partners are expected to meet our sustainability standards, with annual audits and ESG screening embedded into procurement.

Governance is overseen by our ESG Steering Committee, which ensures that policies are reviewed annually and that ESG metrics are embedded into executive performance reviews.

## 2. Vision & Purpose

### Mission Statement

“At Grosvenor, we empower businesses with bespoke mobility solutions in a changing world. We consistently deliver high quality and dependable services designed to drive business forward.”

### Purpose

To lead the transition to sustainable, intelligent mobility — enabling businesses and communities to thrive while reducing environmental impact, enhancing wellbeing, and building long-term resilience.

### Guiding Philosophy

We believe in People, Planet, and Progress. Every decision we make must benefit our clients, communities, and the environment. We measure success by outcomes, not just actions. We innovate through partnership, and we embed sustainability into the core mechanics of our business model, from procurement and fleet composition to client engagement and operational delivery.

## 3. Sector Relevance: ESG in Fleet & Mobility

As a provider of contract hire, fleet management, and total mobility solutions, Grosvenor Leasing’s ESG commitments are deeply embedded in the way we operate, advise, and deliver value to our clients. Our strategy reflects the realities of the UK mobility sector — where sustainability, inclusion, and governance are no longer optional, but essential to long-term success.

### Our ESG commitments directly influence:

- **Fleet composition:** Supporting the transition to electric and ultra-low emission vehicles across business and Motability fleets.
- **Client advisory:** Helping organisations meet their ESG goals through tailored mobility planning, carbon reporting, and fleet optimisation.
- **Supply chain:** Partnering with manufacturers and service providers who align with our sustainability and ethical sourcing standards.
- **Operational footprint:** Reducing emissions and resource consumption across our own facilities and internal fleet.
- **Community access:** Promoting inclusive mobility and transport equity, including accessible vehicle options and Motability solutions.
- **Data & reporting:** Providing ESG-aligned metrics, lifecycle emissions analysis, and transparent impact reporting for clients.
- **Funder relations:** Meeting green finance criteria and supporting ESG-aligned investment strategies through credible reporting and performance.

## 4. Strategic Drivers of Change

Our ESG strategy is shaped by ten key drivers:

| Driver                     | Why It Matters                                                         |
|----------------------------|------------------------------------------------------------------------|
| Fleet Growth               | Expanding responsibly with low-emission, future-ready vehicles         |
| Tender Success             | Clients and funders demand sustainable sourcing and reporting          |
| Supply Chain Pressure      | Compliance with UK Net Zero, SECR, and ESG disclosure frameworks       |
| Government Regulation      | Compliance with UK Net Zero, SECR, and ESG disclosure frameworks       |
| Community Impact           | Supporting mobility access and local engagement                        |
| Employee Relations         | Attracting and retaining talent through wellbeing and purpose          |
| Sustainability Performance | Reducing emissions, improving efficiency, and accessing green finance  |
| Funder Expectations        | Meeting ESG criteria for leasing, investment, and growth capital       |
| Technology & Data          | Leveraging digital tools for ESG tracking, reporting, and optimisation |
| Brand & Reputation         | Being recognised as a trusted, responsible mobility leader             |

## 5. ESG Pillars & Objectives

### Environmental Leadership

**Objective:** Achieve net-zero emissions across our operations and client fleets by 2035.

#### Key Initiatives:

- **Low-emission Vehicle Transition**  
Continue delivering bespoke consultancy through Vista EV Transition Services, helping clients shift to electric and ultra-low emission vehicles.
- **Fleet Carbon Footprint Reduction**  
Measure, monitor, and reduce emissions across our operations using data-driven strategies and ESG-aligned reporting.
- **Internal Fleet Electrification**  
Accelerate the adoption of electric and low-emission vehicles within our own fleet. Our target is a fully emission-free fleet by 2030 — currently 85% electrified and 63% fully electric.

- **Used EV Programme Evaluate**  
Explore flexible leasing options for used EVs to support circular economy principles and broaden access to sustainable mobility.
- **Carbon Reduction Targets**  
Prioritise suppliers and processes that promote resource efficiency, waste minimisation, and sustainability across our value chain.
- **Waste Reduction**  
Commit to minimal waste production and zero waste to landfill through responsible waste management providers.
- **Water Consumption**  
Reduce water usage wherever possible, including the installation of rainwater harvesting systems.
- **Energy Consumption & Production**  
Use 100% renewable electricity across sites. Install solar panels and battery storage to power offices and return surplus energy to the grid
- **Lifecycle Emissions Analysis**  
Assess the full environmental impact of vehicles, from production to disposal, to inform sustainable procurement decisions.
- **Eco-Driving & Telematics**  
Implement training and telematics to optimise fuel efficiency and reduce emissions across client fleets.
- **Sustainable Maintenance Practices**  
Use eco-friendly lubricants and recycled parts to reduce waste in vehicle servicing and maintenance.

## **Social Responsibility**

**Objective:** Foster a diverse, inclusive, and supportive workplace while actively contributing to the communities we serve.

### **Key Initiatives:**

- **Diversity, Equity & Inclusion:**  
Advance gender balance and equal opportunity through inclusive recruitment, training, and leadership development.
- **Employee Wellbeing and Development:**  
Provide a supportive work environment with access to mental health resources, flexible working, and career progression opportunities.
- **Community Engagement:**  
Build meaningful partnerships, encourage volunteering, and support local charities and national campaigns.

## Current Initiatives:

- **Employee Engagement Team**

Monthly meet-ups to share ideas, highlight opportunities, and shape positive change, with 'wish lists' capturing staff-led suggestions for improvement.

- **Mental Health Wellbeing Team**

Three trained mental health first aiders, two wellbeing days annually, and access to a local psychotherapist for 1:1 support and group sessions.

- **Annual Leave Flexibility**

Staff can purchase up to one additional week of leave per year via our 'Leave Plus' scheme.

- **Employee Perks:**

Access to the Perks of my Job platform offering discounts across retail, leisure, travel, and wellbeing.

- **Charity Dress Down Fridays**

Monthly fundraising through staff donations matched by the company, supporting rotating charities.

- **Social Events**

Minimum of four events annually, Christmas Party, Summer BBQ, and two interdepartmental socials.

- **Volunteering & Local Charity Support**

We have proudly supported **SERVE**, a local charity that provides essential transport for elderly and vulnerable residents to attend medical appointments and community activities. In addition to fundraising, our staff volunteered their time to carry out painting, decorating, and gardening projects, helping to improve living environments and promote wellbeing.

We also contributed to **Lakeland Hospice**, supporting their work through both donations and practical volunteering — including outdoor maintenance and facility improvements.

Our team completed **Macmillan's Mighty Hikes** in the Peak District, raising funds for cancer support and demonstrating our commitment to resilience, community care, and walking alongside those facing life's toughest challenges.

- **Notable Dates**

We mark key wellbeing and inclusion dates such as Mental Health Awareness Week; World Suicide Prevention Day; International Friendship Day; Baby Loss Awareness Week; Christmas Jumper Day (Save the Children); International Women's Day and World Kindness Day.

- **Service Awards**

Quarterly recognition scheme and long-service awards to celebrate staff contributions.

- **Community Sponsorship**  
Support for local football and cricket clubs. Senior board members personally prepare and serve Christmas dinner for residents of a warden-controlled housing scheme. Staff also participate in Macmillan Coffee Mornings, showcasing their baking skills for charity.

## **Governance Excellence**

**Objective:** Uphold the highest standards of ethics, compliance, and stakeholder accountability.

### **Key Initiatives:**

- **Independent ESG Audits**  
Commission regular annual ESG audits under ISAE3000 to ensure transparency performance transparency and continuous improvement.
- **BSI Certifications**  
Maintain ISO9001:2015 and ISO14001:2015 certifications for quality and environmental management.
- **Risk Management and Compliance**  
Proactively manage risks and ensure full compliance with UK regulations and industry standards.
- **Data Privacy and Cyber Resilience**  
Safeguard company and client data through robust IT infrastructure, Cyber Essentials Plus certification, and GDPR compliance.
- **Supply Chain Charter**  
Set clear ESG expectations for suppliers, focusing on sustainability, fair labour, and responsible sourcing, including accessibility and Motability standards.
- **Policy Framework:**  
Maintain and enforce policies covering anti-corruption, data protection, whistleblowing, and ethical conduct, reviewed annually by the ESG Steering Committee.

## **6. ESG KPIs, Metrics & Targets**

To ensure transparency, accountability, and continuous improvement, Grosvenor Leasing tracks a comprehensive set of ESG Key Performance Indicators (KPIs) across environmental, social, and governance domains. These metrics are reviewed quarterly by our ESG Steering Committee and integrated into executive performance frameworks.

### **Environmental KPIs**

- Achieve net-zero Scope 1 & 2 emissions by **2035**
- Reduce average CO<sub>2</sub> emissions across all leased vehicles by **X%** from 2023 baseline

- Transition **80%** of managed fleet to EV/ULEV by **2035**
- Maintain 100% renewable electricity sourcing
- Reduce non-recyclable waste by **25%** by **2030**
- Reduce water consumption by **15%**
- Apply lifecycle emissions analysis to **100%** of procurement decisions by
- by **X**
- Increase use of recycled parts and eco-friendly lubricants in maintenance by **X**

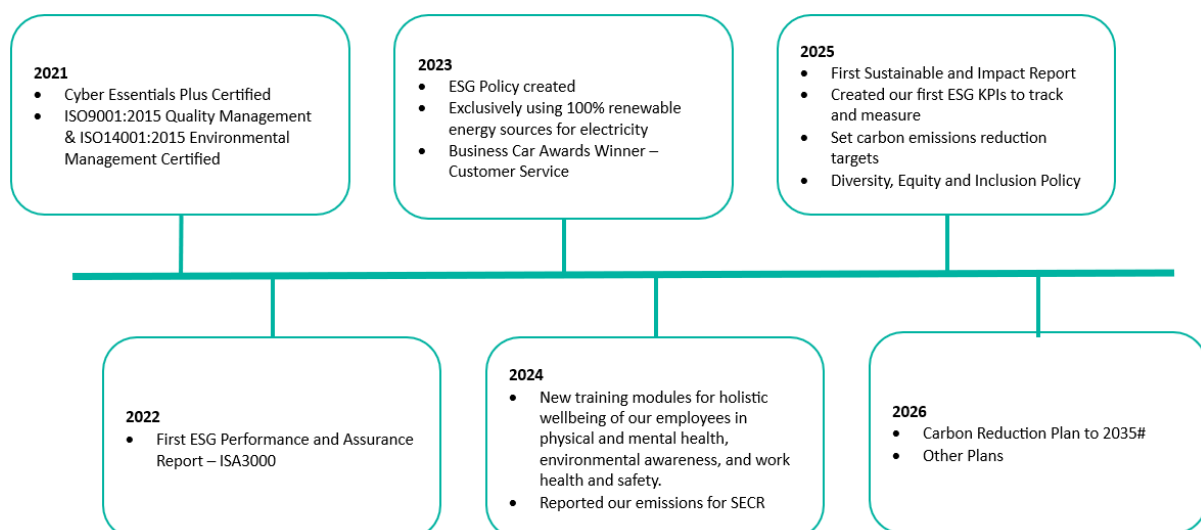
### Social KPIs

- Monitor & improve employee turnover & retention rates
- Track employee attendance, including absence days such as 'Sick Leave'
- Achieve ≥85% employee satisfaction score through annual surveys
- Ensure 90% participation in wellbeing programmes
- Deliver 1,000+ volunteer hours annually across staff-led initiatives
- Support a minimum of two local charities each year
- Achieve 80% staff attendance at annual social events
- Maintain high engagement in fundraising and community campaigns

### Governance KPIs

- Achieve 100% compliance with ESG audit recommendations
- Maintain zero data breaches annually
- Conduct annual review of all ESG-related policies
- Retain Cyber Essentials Plus certification annually
- Publish ESG reports on time and in full
- Integrate ESG metrics into executive performance reviews
- Pass annual audits for BSI ISO9001:2015 and 14001:2015
- Ensure quarterly oversight by ESG Steering Committee

## 7. Roadmap



## 8. Next 6 Months: Action Plan

| Month         | Action                                                           |
|---------------|------------------------------------------------------------------|
| October 2025  | ESG Reporting for FY ending 31 Dec 2024                          |
| November 2025 | Overarching Sustainability Strategy finalised at Grosvenor level |
| December 2025 | ESG Policies and Documents created and approved                  |
| December 2025 | Entity-level ESG KPIs, Metrics, and Targets defined              |
| December 2025 | First Sustainability & Impact Report published                   |

## 9. Strategic Planning Framework

To ensure clarity, accountability, and effective delivery, Grosvenor Leasing applies a structured planning approach to embed ESG across all areas of the business.

We will:

- **Define ESG priorities** aligned with our business model and stakeholder expectations.
- **Sequence initiatives** for delivery, review, and sign-off.
- **Apply ESG strategies** consistently across our integrated services, from fleet consultancy and procurement to client engagement and maintenance, ensuring each function contributes meaningfully to our overall goals.
- **Work in partnership with clients, funders, and employees** to develop ESG initiatives that reflect real-world needs and deliver lasting impact.
- **Report progress** using impact-led metrics and transparent disclosures, aligned with recognised frameworks.

## 10. Conclusion

Grosvenor Leasing's ESG Strategic Policy is more than a document — it's a living commitment to lead responsibly, innovate boldly, and serve sustainably. It reflects who we are, how we operate, and the legacy we aim to build.

We believe that mobility should empower, not exclude. That sustainability must be practical, not performative. And that governance is not just about compliance — it's about trust.

We invite our clients, partners, and stakeholders to join us in driving mobility forward with purpose, integrity, and measurable impact — creating a future that's cleaner, fairer, and more resilient for everyone.