



Sustainability Policy Statement

At Hire2K, we are committed to integrating sustainability into every aspect of our operations. Our goal is to operate in a manner that is environmentally responsible, socially equitable, and economically viable, ensuring a sustainable future for our staff, customers, and the communities we serve.

Environmental Sustainability

Our commitment to environmental stewardship is central to our business strategy. We are dedicated to achieving Zero Waste and Zero Carbon across our operations. We continually monitor and optimise our environmental impact by:

- **Waste Management:** We adopt a comprehensive recycling program that includes the recycling of all waste materials generated on and off-site. We also implement water conservation measures, such as rainwater harvesting for washing vehicles and equipment, and use interceptors for greywater management to separate oil residues before reuse.
- **Biodiversity:** Our site management practices are designed to support and enhance local biodiversity. We maintain hedgerows and site boundaries with environmental sensitivity, promoting habitats for local wildlife and plant species.

Social Sustainability

We believe in contributing positively to the social fabric of the communities where we operate. Our social sustainability initiatives include:

- **Local Employment:** We prioritise hiring locally, supporting job creation in the communities surrounding our operations.
- **Community Engagement:** We actively engage in and sponsor local recreational activities, sporting events, and heritage projects, fostering community spirit and well-being.
- **Fair Labor Practices:** We uphold responsible business practices, ensuring compliance with all national and EU labor laws. We are committed to promoting gender equality and fostering a diverse and inclusive workplace.

Supply Chain and Economic Sustainability

Our approach to sustainability extends to our global and local supply chains. We partner with companies that share our commitment to sustainability, ensuring that our supply chain is as environmentally and socially responsible as our own operations.

- **Sustainable Sourcing:** We collaborate with suppliers like Bosch, Honda, and Stihl, who are leaders in sustainable technology, providing electric and low-emission machinery that supports our environmental goals.
- **Product Innovation:** We offer a full range of equipment and products that are either electric or compatible with HVO fuels, promoting carbon efficiency for our customers and contributing to a carbon-neutral future.
- **Digital Transformation:** To minimise our environmental footprint, we embrace digital solutions, including paperless accounting and invoicing systems. This not only reduces waste but also enhances operational efficiency.

Commitment to Continuous Improvement

At Hire2K, sustainability is an ongoing journey. We are committed to continually reviewing and improving our sustainability practices to meet the evolving needs of our business, customers, and the environment. Through these efforts, we aim to lead by example and contribute to a sustainable future for all.

We are proud of the progress we have made so far, and we remain dedicated to achieving our sustainability goals, ensuring that our operations benefit not only our business but also the world around us.

A handwritten signature in black ink, appearing to read "Rory O'Connor". The signature is fluid and cursive, with a long horizontal stroke at the end.

Rory O'Connor, Managing Director