



# ENVIRONMENTAL, SOCIAL & GOVERNANCE

## REPORT 2025



**SETTING THE STANDARD**  
FOR SUSTAINABLE ROAD PLANING IN THE UK



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*“ We understand the fundamental importance of a robust ESG strategy and long-term commitment to achieving the goals within. By managing our environmental impact, carefully considering the wellbeing of our people, and upholding high standards to governance, we are building a more resilient and efficient business for today, and into the future. Each statistic and sign of progress is a demonstration of this commitment from our entire team. ”*



**Simon Bithell**  
Managing Director

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Jet Plant Hire Ltd. continues to successfully implement its ESG strategy with meaningful and measurable progress across all pillars. Its dedicated ESG Committee oversee all deliverable and targets, with quarterly meetings to review risks, strategy and progress. The company's strategy aligns with recommendations from Task Force on Climate-related Financial Disclosures (TCFD) and a number of the United Nations Sustainable Development Goals (SDGs).

## ENVIRONMENT

The company achieved a **31.49% reduction in well-to-wheel CO<sub>2</sub> emissions** and **cut fossil fuel consumption by 45.10%**, compared to the 2021 baseline.

## SOCIAL

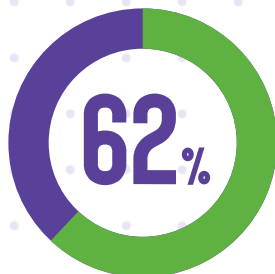
Jet Plant Hire has supported its people and community, receiving recognition as part of **Sunday Times Best Places to Work** and contributing **1% of net profit to local charities** each year. We support community engagement by offering employees one **paid volunteering day each year** to contribute to community initiatives of their choice.

## GOVERNANCE

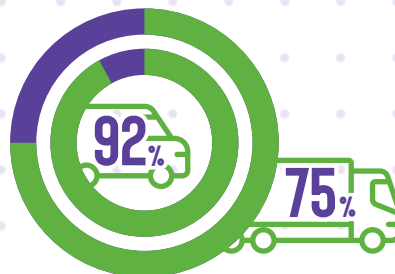
Company leadership continues to operate with integrity, achieving an **88% Customer Net Promoter Score** and **50% female representation across senior leadership**.

# ENVIRONMENT

## DRIVING EFFICIENCY AND REDUCING EMISSIONS



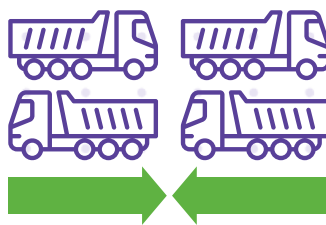
of drivers meet the target of **under 10 hours idling per month**.  
97% of drivers achieved less than 20 hours of idling per month



of drivers **achieve our target performance score**. (HGV drivers achieving a performance score of  $\geq 85$  / Van drivers achieving a performance score of  $< 1.2$  events per 100km, based on braking, acceleration, drive line utilisation, over revving, and more.)



Our lowest-performing drivers improved significantly following **SAFED (Safe and Fuel Efficient Driving) training** provided by internal SAFED driver trainers



**Acquired 8-wheel tridem lorries** resulting in **16% fewer trips** to the tip, which averages 5.6 miles each way

Objective	2025 Target	Progress
<b>Fuel consumption &amp; emissions reduction</b>	5% reduction	Analysis ongoing
<b>Well-to-wheel CO<sub>2</sub> emissions reduction</b>	50% reduction per shift (by the end of 2025, from 2021 baseline)	33.26% reduction achieved
<b>Fossil fuel usage reduction</b>	50% reduction (max 50% of total fuel)	45.1% reduction achieved (fossil fuels constitute 54.9% of usage)
<b>Company cars</b>	All new cars to be Electric Vehicles (EVs)	4 new company EVs for 2025 (exception for $> 20,000$ miles/year)
<b>Solar &amp; EVs</b>	Continue installing solar and EV charge points	Successful implementation
<b>Improve MPG</b>	5% improvement across the fleet	MPG targets set for each vehicle type, achieved through improved driver performance and utilisation
<b>Scope 3 reporting</b>	In place by end of 2025	Actions in place to achieve target
<b>ISO 14001 accreditation</b>	Maintain certification	Actions in place to retain certification
<b>ISO 14064 accreditation</b>	Achieved by end of 2025	Actions in place to achieve target

ENVIRONMENTAL

# SOCIAL

## FOCUS ON COMMUNITY, CHARITY & WELLBEING



Recognised in the  
**Sunday Times  
Best Places to Work 2025**



Shortlisted for an  
**Employee Benefits Award** for  
best mental health strategy



Shortlisted for  
**Highways Award** and  
**Sustainability Award**



Maintained **ROSPA H&S Achievement** and **Fleet Safety Awards** for **8 consecutive years**,  
received 2 Fleet Safety Trophies, achieved **FORS Silver accreditation**



Shortlisted for a  
**Motor Transport Award**  
for operational excellence



Established **employee forums**  
and increased management site  
visits to **improve engagement**



**Disability Confident  
Committed** employer

Objective	Goal	Progress
<b>Social</b>		
<b>Jet School</b>	Recruit and develop new talent for industry's aging workforce. Minimum 10 operators in next 5 years	Year 1: 1 successful graduate & 2 in training (at stage 1 of the 9 month programme). Currently planning intake for 3rd quarter
<b>Length of service</b>	Maintain team engagement, retain great people. Achieve 9-year average length of service	Current average 8.6 years. A couple of staff retired after long service
<b>Employee turnover rate</b>	Build a world-class recruitment process, to hire the best talent for the right positions. Target of less than 10% turnover	Due to restructuring, realignment and growth in 2025, we are currently working back toward 10% (2023 was 8.73% and 2024 was 15.70%)
<b>Celebrate wins &amp; success</b>	We want our teams to feel appreciated and recognised	Relaunch of the reward and recognition scheme, 'Jet Stars', through self and peer submission to celebrate achievements
<b>Health, safety, wellbeing &amp; inclusion</b>	We want all staff to feel safe and welcome	H&S objectives set and measured, maintaining ISO45001 certification. Working with external bodies & charities to ensure staff physical & mental wellbeing, supporting employees and their families too. Company provides both Employee Assistance Program and Employee benefit schemes
<b>Career development</b>	15% internal recruitment target	90% of roles advertised internally first, encouraging referrals and offering rewards where successful
<b>Training &amp; development</b>	To be recognised as a world class training provider	Recruit a trainer to the 'people team', revamp onboarding process with structured and clear programmes
<b>Social Wider Communities</b>		
<b>Volunteering &amp; supporting local projects</b>	Entire Jet team has opportunity to volunteer for our local community. Target 35% participation rate	Currently, 15% of staff have used their volunteering day in the first 6 months of 2025
<b>Charitable donations</b>	1% of Jet's profits to be donated to local charities	Staff to nominate charities that will receive donations
<b>Community engagement</b>	Attend minimum of 5 events in 2025, to raise awareness of Jet and possible impact	Attending school events, charity sporting matches, and a local fundraiser where our lorry will be pulled

# GOVERNANCE

## ETHICAL LEADERSHIP AND MANAGEMENT



of the **Senior Leadership Team**  
are **women**



**88%**  
NPS score highlights  
**customer satisfaction and retention**



Continued efforts to improve  
**KPIs and ESG reporting**

Objective	Goal	Progress
Diversity, Equity, and Inclusion		
<b>Ethnic diversity</b>	We recognise our responsibility to attract and grow a more diverse workforce	We are in conversations with community leaders and underrepresented groups. This will help us become recognised as a desirable workplace
<b>Neurodiversity</b>	Continue to change the perception of 'taboo' topics around neurodiversity in the workplace – creating an open and accepting environment	17% of our people have neurodiverse qualities and we are proud to support them. Workshops are planned for Q4 2025
<b>Female representation</b>	Our leadership team is now 50% female. Now, we need to achieve this across all levels of the organisation	Actively working with female training providers to break down any preconceptions women may have about driving and operating planers
Customers & Stakeholders		
<b>Customer satisfaction</b>	Maintain at least 80% for top customers	Achieved an NPS score of 88%
<b>Customer client engagement</b>	More structured reviews with key customers	KPI & client review meetings carried out. Introduction of pre-start meetings and maintain our ISO9001 certification
<b>ESG reporting</b>	Produce and publish an annual report	Complete

ENVIRONMENTAL  
GOVERNANCE



