

**COMMIT**  
TODAY FOR TOMORROW

# 2022 CSR OVERVIEW

 **LOXAM**  
Much More than Rental



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// Thrive for a sustainable rental tomorrow – starting today //

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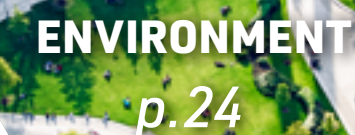


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This document is a summary of our Extra-Financial Performance Statement. It summarizes the main items of our policy and initiatives for the year 2022. If you wish to know more, please click here: <https://loxam.com/en/ou-publications/>



# EDITORIAL

## Commit for tomorrow

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It all starts with a wish, continues with the implementation of an action plan and ends with the measurement of what has been achieved. Because only by measuring progress on what was planned can we anticipate the efforts that still need to be made by everyone to achieve, and sometimes readjust, our objectives. In 2022, for example, like many others, we have prioritised energy sobriety as part of our CSR policy.

In any company, one would like to see visible progress quickly to encourage further efforts and stimulate initiatives. Unfortunately, the results always follow an exponential curve. Substantial organizational, communication and data collection efforts are required upstream, while the initial results remain disappointing in view of the initial expectations.

Today, we are still at the beginning of our approach and we are measuring the first progress made. This year we are only publishing our second activity report (NFPS). But this report perfectly illustrates the dynamic undertaken within all our subsidiaries and in all countries to include the Loxam Group in a sustainable development approach. The diversity and creativity of the initiatives described in the report are the best proof of this.

We are publishing very encouraging results that place us at the forefront of our profession and other industries to which we are compared, not only in terms of results achieved but also in terms of the maturity and commitment of our organisation.

We believe that we are already on the right track to achieve the ambitious objectives we have set ourselves in terms of social and societal responsibility.

I would therefore like to thank all those at Loxam who are breaking their routine and rethinking the way the company operates in the best interests of our community, our planet and our civilisation.

As uncertain as our economic and financial environment is, 2023 will be the next step on this path of progress as evidence of our contribution to a more sustainable world.

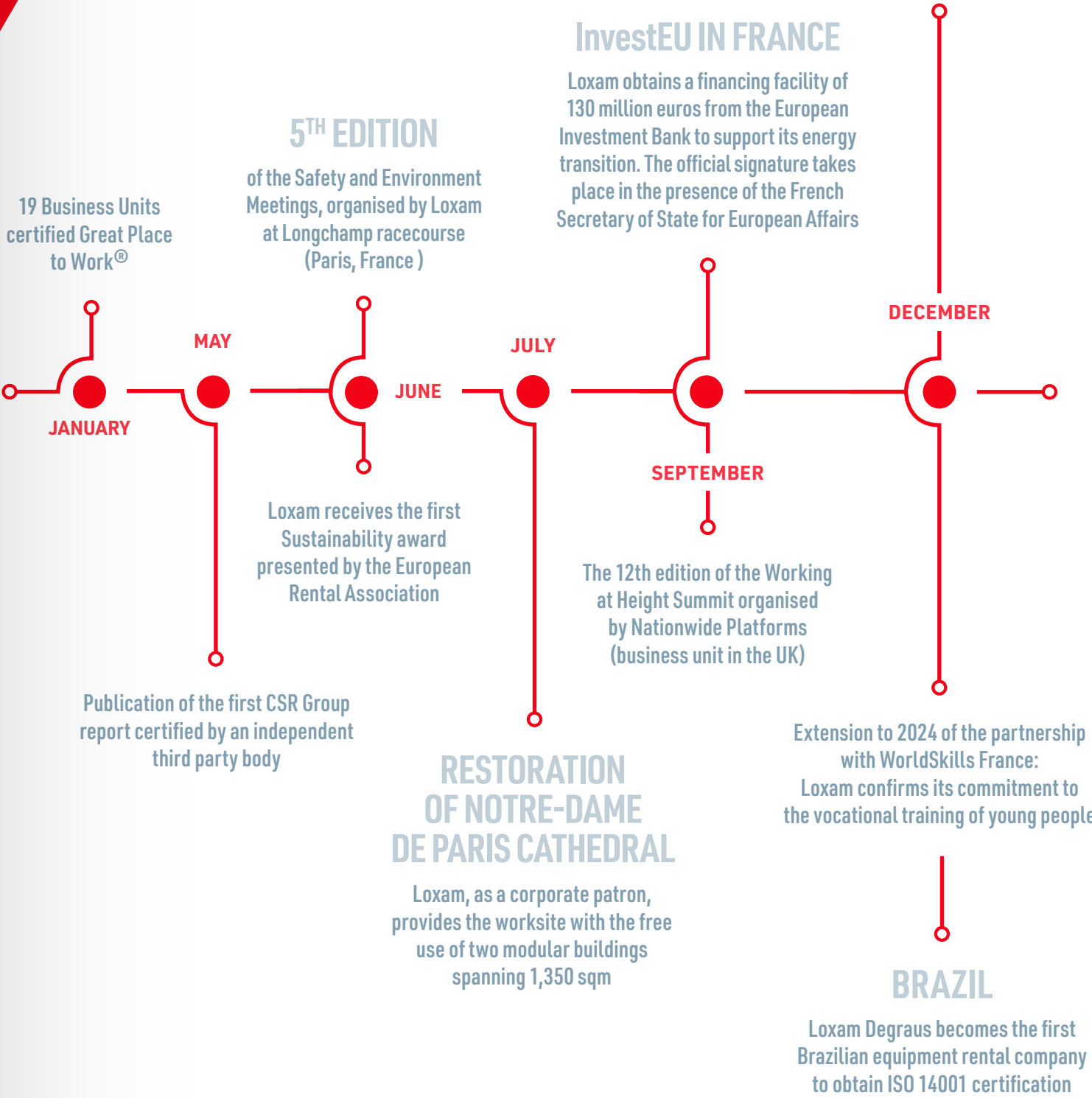
**GÉRARD DÉPREZ**  
President of the Loxam Group



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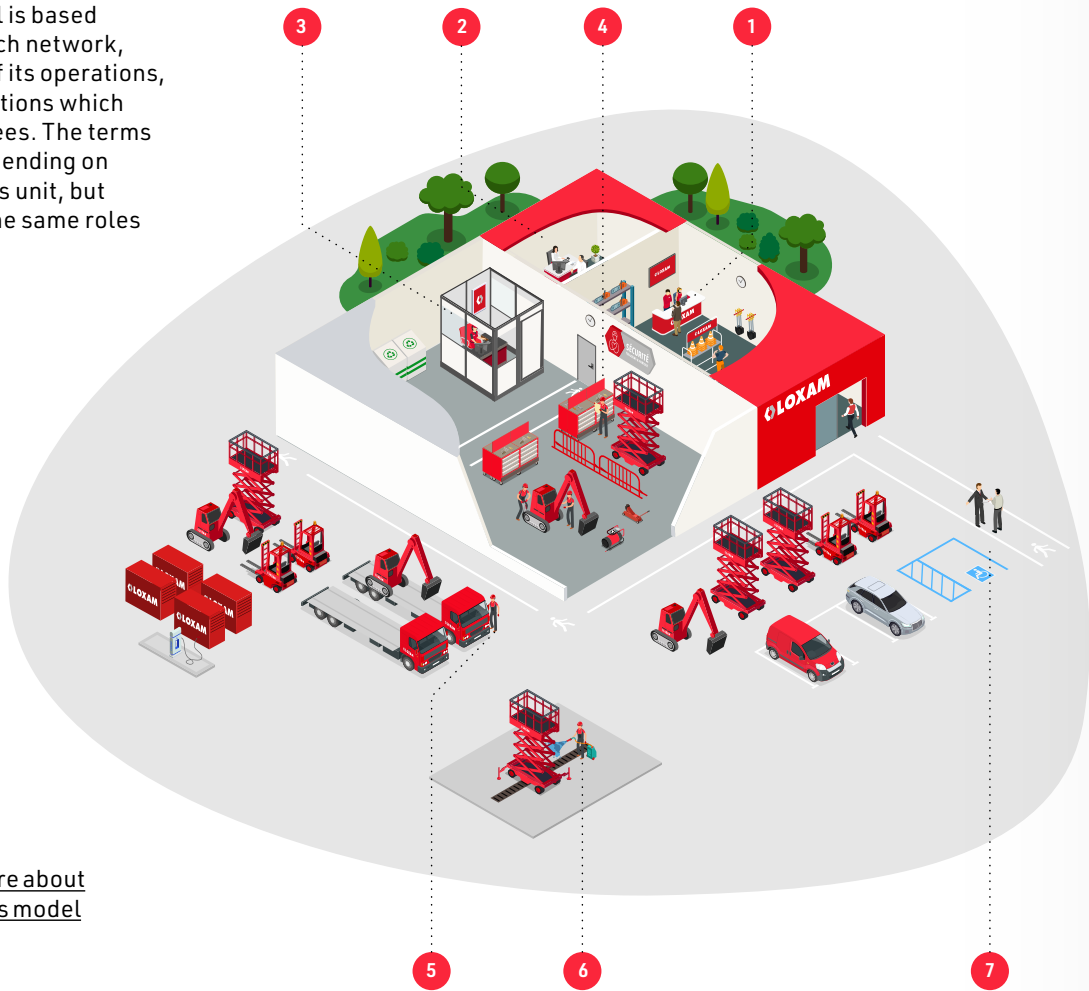
## FOCUS ON OUR MAIN CSR INITIATIVES IN 2022

The Loxam Group in France is certified ISO 20121 for its event management activities



# DIFFERENT ROLES OF OUR EMPLOYEES

Loxam's business model is based on a decentralised branch network, which forms the heart of its operations, and various central functions which support branch employees. The terms of organisation vary depending on the country and business unit, but are structured around the same roles detailed below.



Find out more about our business model



**Hire consultant**  
As the main point of contact for customers, organises the activity, answers phone calls, etc. Manages daily equipment transport, rental quotes, billing and aftersales services.



**Branch manager**  
Manages the profit centre, human resources and equipment with a view to developing business while meeting quantified and qualitative goals.



**Foreman**  
Ensures all rental equipment is in good condition (technical, safety, presentability). Manages their workshop (administration and maintenance budget) and technical teams, ensuring safety and regulatory compliance.



**Mechanic**  
Ensures equipment is in good condition (technical, safety, presentability), maintains the equipment fleet and carries out on-site repairs.



**Driver**  
Transports and handles equipment on clients' premises, in accordance with delivery times, service quality and safety standards.



**Fleet manager**  
Ensures equipment on offer is in good condition, hands over equipment to customers, and inspects, cleans and stores away equipment on return.

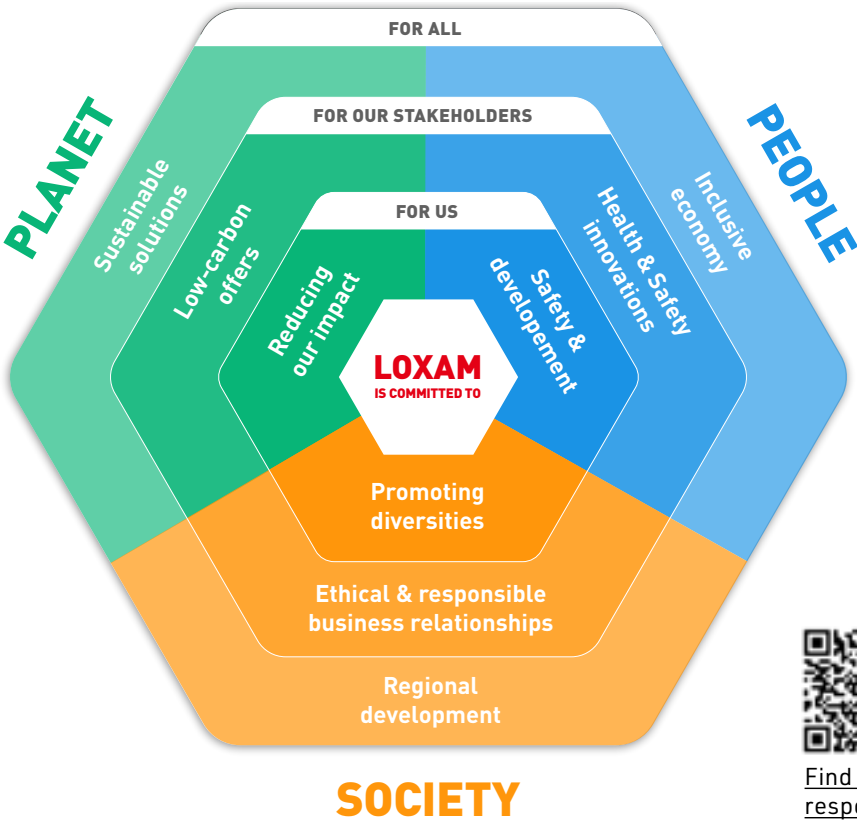


**Sales executive**  
Tasked with developing the branch by ensuring customer loyalty and diversifying the client base by prospecting for customers.

# OUR COMMITMENTS

Our commitment as a responsible rental company has always involved training, safety, well-being at work, preservation of the environment and relations with local communities.

In 2021, the Group stepped up the development of its CSR policy, with the common ambition of «Commit today for tomorrow», in order to strengthen its positive impact on people, the environment and society by 2025.



Find out more on our responsible commitments

## In practice, this means:

**FOR OUR EMPLOYEES,**  
There is no discrimination. Our people have possibility to grow. We guarantee their safety anytime and anywhere.

**FOR OUR PARTNERS,**  
Working for a common success built upon trust, collaboration and innovation enabled by safer and more sustainable equipment.

**FOR EVERYONE,**  
encouraging people to hire their equipment and capitalising on our local presence to foster the development of ecosystems



# 2022 IN A FEW FIGURES

## PEOPLE



**11,800**  
Employees



**19%**  
Female employees



**14.1**  
Workplace accident frequency rate



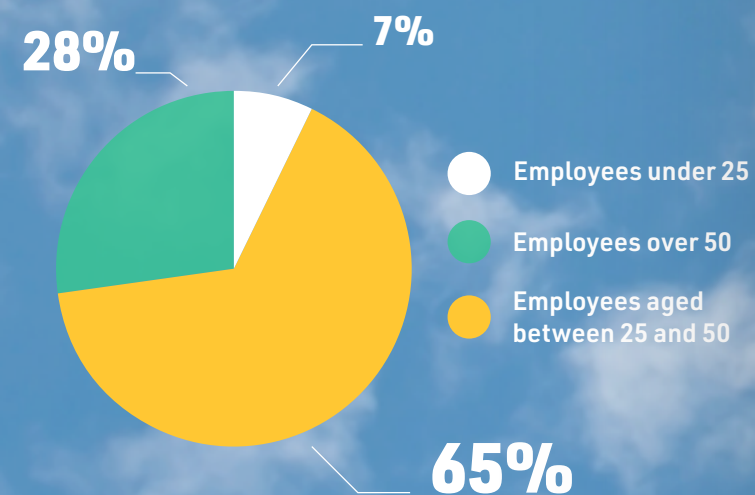
**0.54**  
Workplace accident severity rate



**19** Business units  
certified Great Place To Work®



**77%** employees  
having received at least  
one training



## SOCIETY

**100%** of our employees are  
trained for the Group code of ethics

**46%** of suppliers assessed  
by Ecovadis (by purchasing volume)

## FINANCIAL DATA

**€2.4 Bn**  
2022 Group  
turnover



**+10%**  
Growth in turnover  
between 2021  
and 2022

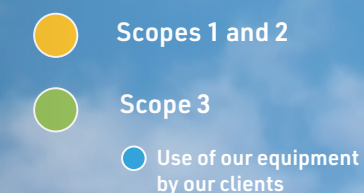
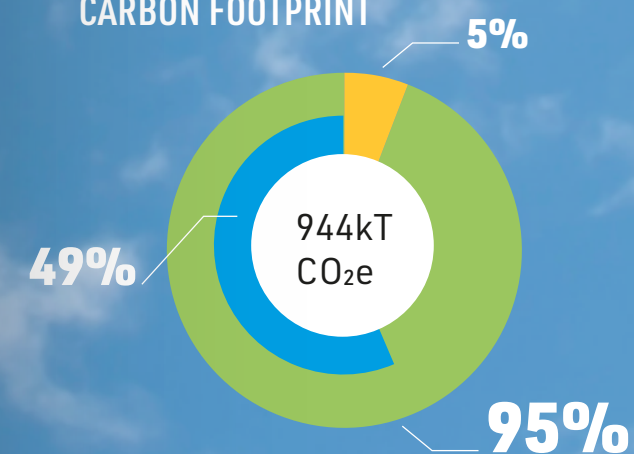


**650**  
Number of internal  
and QSE audits  
conducted in 2022

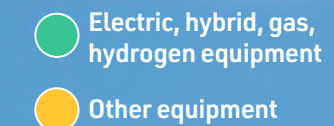
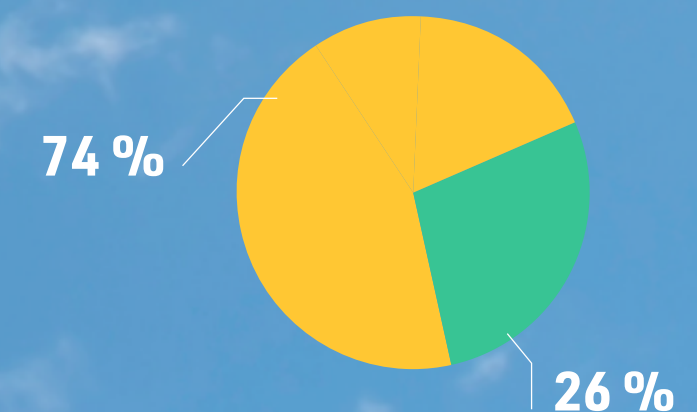


## ENVIRONMENT

### CARBON FOOTPRINT



### GROUP CAPEX 2022





# 2022, an award-packed year



## A dozen awards in 2022

### Topic Safety



Nationwide Platforms was distinguished at the International Powered Access Awards (IAPA) in two categories:

- **Contribution to Safe Working at Height**
- **IPAF Training Instructor of the Year (Phil Drayton)**

A worthy acknowledgement of our commitment and efforts made in the safety area.



Loxam won first **prize in the Innovation and Digital category** for its innovative and connected safety device LoxSafe, at the 4<sup>th</sup> edition of the Technical and Digital Meetings organised by the Paris IDF Construction division of the French Building Federation.



Loxam won the **Prevention & Safety Award** at the 2022 Rental Awards, organised by the DLR and BTP Magazine, recognising the company's commitment to prevention and safety.

### Topic Environment



At the 2022 European Rental Awards, Loxam won the Sustainability Award in the category **"Best carbon reduction initiative,"** for its contribution to a clean worksite at the very heart of Paris.

### Topic General



Rapid Access was distinguished **"Rental Company of the Year 2022"** at the Construction Machinery Middle East (CMME) Awards, a recognised mark of excellence amongst clients and peers.

### Topic Human



Loxam Denmark received the **"Effort Award"** at the Building Diversity Day organised by Byggeriets Diversitetsdag (Building Diversity Day Association): an award given to organisations that have made a special effort to attract women to the construction industry.



Ramirent Finland was awarded the **"Summer Job Employer 2022"** prize by Oikotie in the large company category. Ranked 3<sup>rd</sup> in its category, Ramirent stands out for the quality of the welcome given to summer workers, their integration into the company and the good working atmosphere.



Ramirent Estonia was awarded the gold level of the **"Family and Employee Friendly Employer"** label. This label is awarded by the Ministry of Social Affairs recognises family and employee-friendly employers value their employees who work to achieve a better work-life balance.



Loxam France was rated **"Socially Responsible Company 2023"** by Le Point and Statista.



For the sixth consecutive year, our business unit in France earned the **"Elu Service Client de l'Année"** ("Voted best customer service of the year") award in the equipment rental category.



Loxam received the **"Levelling Up" Award** at the Franco-British Trade & Investment Awards, organised by the Franco-British Chamber of Commerce & Industry. This award recognises the significant and lasting impact that our company has on communities that it supports, by addressing social challenges in particular.



# 1<sup>ST</sup> PILLAR PEOPLE, AT THE HEART OF OUR PRIORITIES

Supporting our talents, the safety of our employees and clients, and the development of partnerships to promote inclusion represent our profoundly people-first commitments.



"A highlight for me this year is the Loxam United Convention. The Loxam United Convention and its rollout in the countries is a great success. This event allowed us to share common values that are meaningful in all our geographies. This led to a real emulation of the Group's purpose and its values: a passion for customer service, a passion to learn and a passion to innovate."

**Olivier Grisez**

Managing Director,  
Loxam France- Generalists



"Safety has been, and still is, our priority in 2022. All employees are concerned about safety. A large part of our operation is based on our feedback system: our employees are encouraged to report any dangerous situations they encounter using an application, which contributes to prevention by making our employees active players in their own safety and that of their colleagues. Safety has become a real reflex for our employees."

**Erik Bengtsson**

Managing Director  
Ramirent  
(Norway, Sweden, Finland,  
Baltics, Eastern Europe)

## GUARANTEE SAFETY, ANYTIME AND ANYWHERE



### Our commitment in 3 words

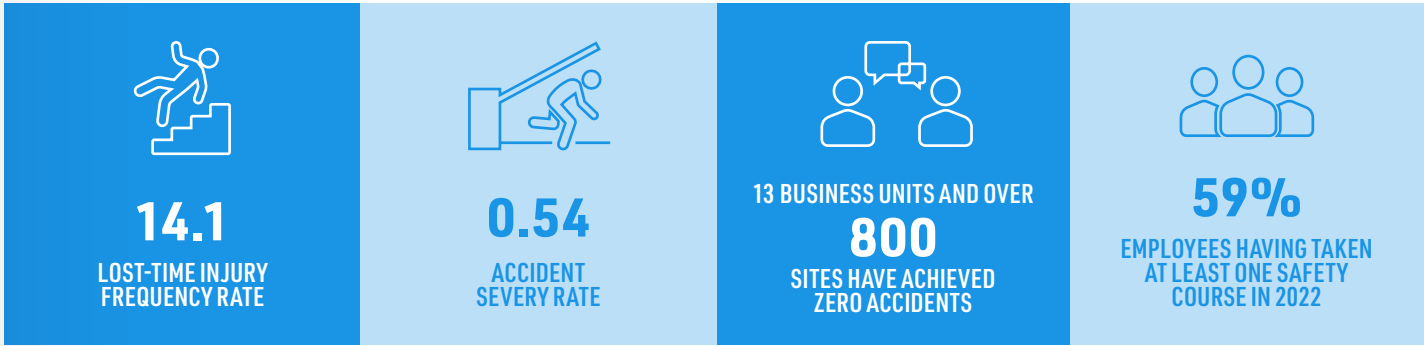
#### EXEMPLARITY RIGUOUR TRAINING

**Exemplarity** – All the safety basics must be known and shared by everyone. Following these principles is essential.

**Riguour** – Each business unit must have a management system in place that enables information and incidents to be reported and followed up.

**Training and equipment** – All our employees are receiving regular training in safety. We provide them with the necessary personal and collective protective equipment and adapt the workstations to their needs.

### Our results



We launched a program to transform our safety culture in 2022 in France. Our new safety culture places the human element at the center, changing the previous way of looking only at the technical aspect to resolve risky situations. Transforming the management style to integrate more safety, training our employees and implementing safety reflexes are all aspects that will enable us to guarantee safety anytime and anywhere.

"We strongly believe that thanks to impetus from our managers, we will transform the behaviour of our teams. We will durably influence the way they take decisions on the ground. We will unleash the full potential of our employees with a focus on safety and consideration. Our performance can only improve as a result!"

**Loubna Bonneroy**  
Supply Chain Director responsible for CSR  
Loxam France



#### And many other initiatives

- **Dedicated safety weeks** organized in several countries to raise employee awareness on these issues.
- **A day dedicated to our drivers**, organized in several business units, in order to promote this profession and better understand its risks. A driver's express guide reminding them of the rules to respect was distributed to our drivers on this occasion.



# CONTRIBUTE TO THE DEVELOPMENT OF OUR PEOPLE

## Our commitment in 3 words

EMPLOYABILITY  
SOCIAL DIALOGUE  
QUALITY LIFE

**Employability.** We support our employees from their onboarding and throughout their career, by deploying the appropriate appraisal and advancement processes and training curricula.

**Social dialogue.** We promote social dialogue and are constantly listening to them. We conduct a major independent Great Place To Work survey every two years, or every year in business units not yet certified.

**Quality life at work.** We care about the health and well-being of our employees and provide them with a caring work environment adapted to their needs.



### WHAT OUR PEOPLE SAY

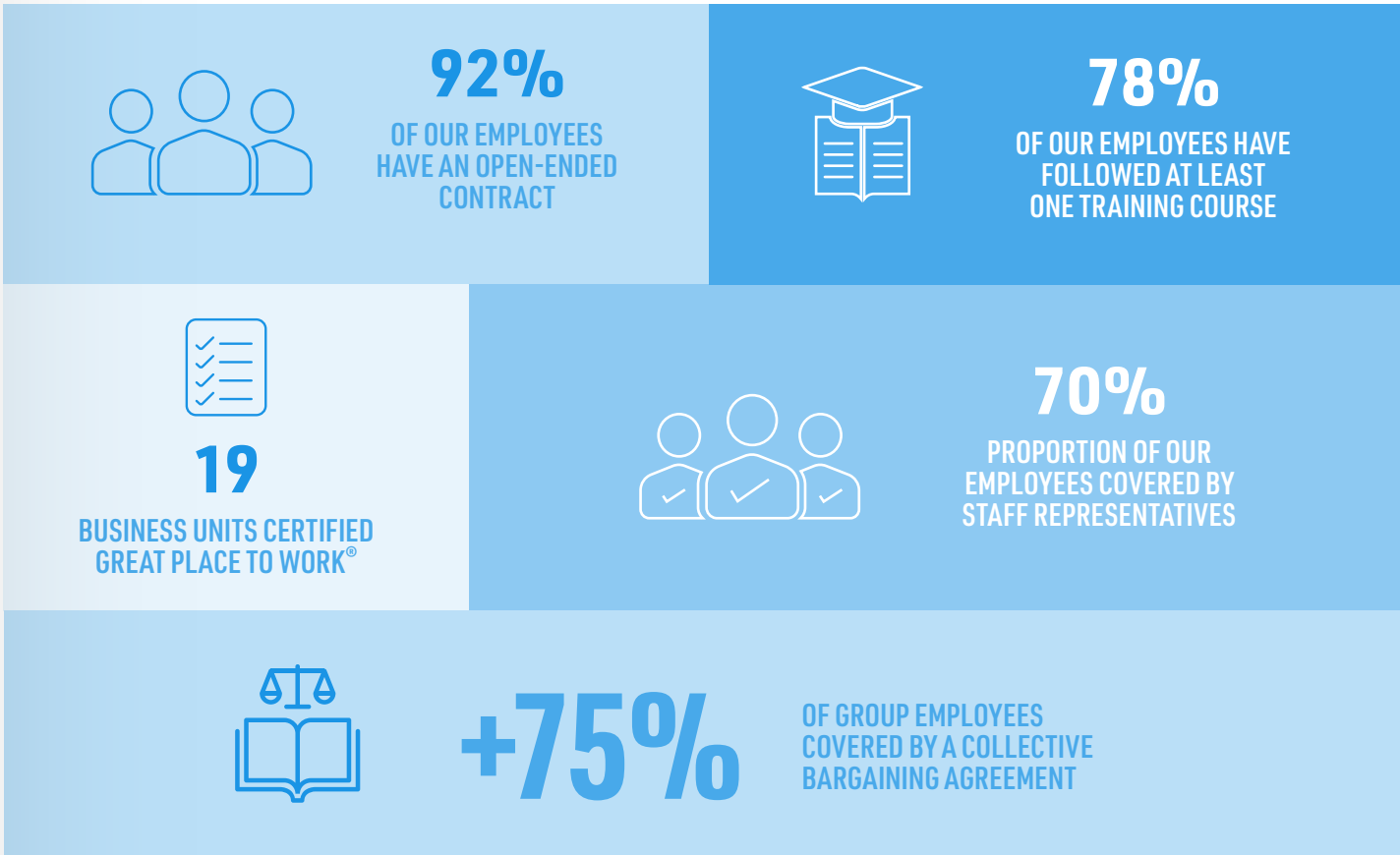
*"At Loxam Group, our people are our strongest asset. We employ a diverse range of individuals from every walk of life, and each of them bring something unique. As a progressive organisation, it is our role to nurture and develop this talent, ensuring that we provide opportunities for personal and professional growth. We are committed to promoting from within and supporting those people to progress and be an integral part of our Group's success."*

**Charlie Stanley**  
Human Resources Director  
Powered Access Division  
(United Kingdom, Middle-East)

### THE MOST-FOLLOWED TRAINING COURSES IN 2022

-  Information technology policy – Finland
-  Information security – Sweden
-  Ethics webseries (E-learning – France)
-  Driving, safety and regulations (in-person – France)
-  Managing stress and Welcoming a new employee (in-person – France)

## Our results



#### A network of ambassadors to promote social dialogue in Denmark

This network is made up of volunteer employees from different backgrounds and constitutes an ideal forum for discussion, since network members are close to the issues raised and experience them on a daily basis. By listening to employees, ambassadors facilitate dialogue, promote employee well-being and widely disseminate the company's projects and commitments. The dialogue is extremely valuable because it is informal and goes across silos.



#### Better consideration of employees' mental health: focus on our actions around the Group

In Sweden, our business unit conducted a wide-ranging survey of employees on array of themes including occupational health and safety. Following this survey, our business unit joined an association that helps companies to improve communication between their employees. Training modules on psychological well-being and work on management styles have also been launched. When employees feel good in the workplace, they are more creative and efficient.



# INNOVATE FOR OUR CLIENT'S HEALTH AND SAFETY

## Our commitment in 2 words

EDUCATION  
INNOVATION

**Education.** We raise our partners' awareness through the implementation of communication initiatives, training and meetings in all our countries.

**Innovation.** We work every year with our clients and suppliers to improve the safety of our equipment. We do so by testing new equipment, specifying certain requirements in a co-innovation approach, and supplying documented returns on experience.



### WHAT OUR PEOPLE SAY

*"Loxam continues to invest in the safety and health of its clients. Our main focus is to promote co-ideation with our equipment manufacturer partners. In particular, to develop driver assistance on equipment for which we observe the most accidents among our clients. As a result, following months of collaboration, we will soon be integrating a LoxSafe electric articulated aerial work platform into our fleets, with a device for preventing falls from height and man-machine collisions. These are real innovations in this type of equipment."*

**Thierry Lahuppe**  
Equipment Director,  
Loxam France

## Gatherings organized for our ecosystem all over the world.

**Working at Height Summit: a 12<sup>th</sup> edition with digital tech and sustainability at the heart of discussions**

The 12<sup>th</sup> edition of the annual Working at Height Summit, organised by our British business unit Nationwide Platforms, brought together more than 450 construction industry representatives in Newport, Wales. Nationwide Platforms used the opportunity to unveil the latest safety innovative: a connected safety harness device that reduces the risk of accident. Workshops were also held to collaborate, innovate, train and learn from all sectors for future improvements and innovations.

### Safety Meetings - France

Organised at the Paris Longchamp racecourse, for a fifth edition, the Safety and Environment Meetings ("Rencontres de la Sécurité et de l'Environnement") drew the entire construction ecosystem around talks, round tables and workshops aimed at triggering debate around key issues for the future of the profession and more specifically on zero accidents and zero emission equipment. The event also provided some suppliers with the opportunity of presenting previews of their new solutions.

*"Convinced as we are that a change was necessary to break away from fossil fuels, Loxam trusted us very early on, by making silent and non-polluting battery-powered equipment available for rent in its branches. Safety and respect for the environment are taken into account right from the design stage of Wacker Neuson's machines, as well as during the manufacturing process and right up to their use by the end customer. The watchword is: no concessions on productivity."*

**Marc Cavallo**  
Wacker Neuson



# PROMOTE AN INCLUSIVE ECONOMY

## Our commitment in 2 words

COLLABORATION  
SUPPORT

**Collaboration.** We collaborate with our ecosystem to bring about change in practices through partnerships with schools, vocational integration organisations and our trade associations.

**Support.** We also support organisations working in aid of social inclusion through employment and social development.

### Partnerships with Social and Solidarity Economy organisations to set up the French Open TV compound

In 2022, Loxam was involved in setting up a temporary structure for the TV compound of the French Open and installing an air-conditioning network throughout a modular structure spanning almost 3,500m<sup>2</sup>. Loxam worked with the NGO Les Ripeurs on the collection and recycling of waste related to the assembly of this site. Thanks to its employees working on a vocational integration programme, over 79% of the event's waste was recycled. The tons of wood recovered from the site were recycled into furniture by an ESAT, which employs people with disabilities.



### Loxam, a partner of Impact Tank to measure social impact

Launched in 2020, the Impact Tank is the first think-and-do tank in France and Europe dedicated to the positive impact economy. In 2022, Loxam joined two working groups of the Impact Tank. The first focuses on measuring the impact of urban planning projects on the scale of Greater Paris, and the second on measuring the social commitment of companies in local communities. Within the framework of the latter, a team of researchers and scientists will be mobilised to define a method for measuring the impact of a Loxam branch on a community and to produce a concrete case study with a branch.



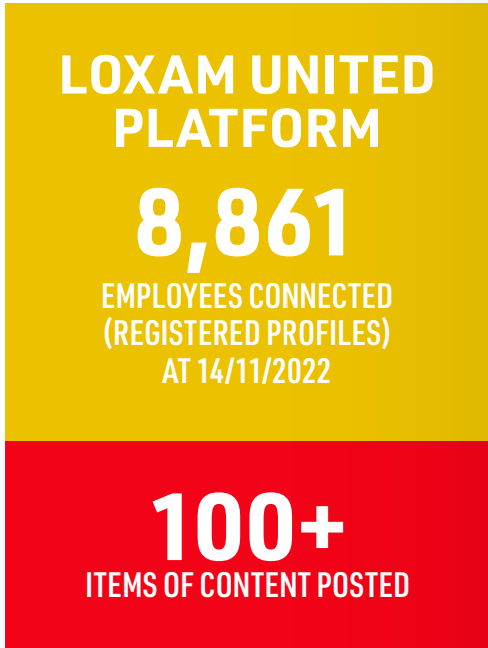
# Loxam United: a Convention for the entire Loxam Group!



Our Group Convention “Loxam United” took place from 13 to 25 October. Exceptional in its scale and hybrid format, this event aimed to be a festive and unifying occasion: starting in June, a dedicated online platform was launched to allow all Group employees to connect, exchange and share content as well as to get to know each other better. The convention then opened with an interactive show, broadcast live and simultaneously in the 19 languages spoken across the Group, on 13 October. From Brazil to Sweden via the Netherlands and Italy, nearly two thirds of our employees in 30 countries logged in at the same time for this moment of conviviality and exchange. Over the following ten days, employees were invited to continue their discussions in their own countries, with the organisation of national conventions. In France for example, nearly 1,000 people came together in the U-Arena in Nanterre. In addition Group awards and challenges tackled by employees from several countries on a digital app were organised. A true moment of cohesion in the Group.

### An anthem to unite us

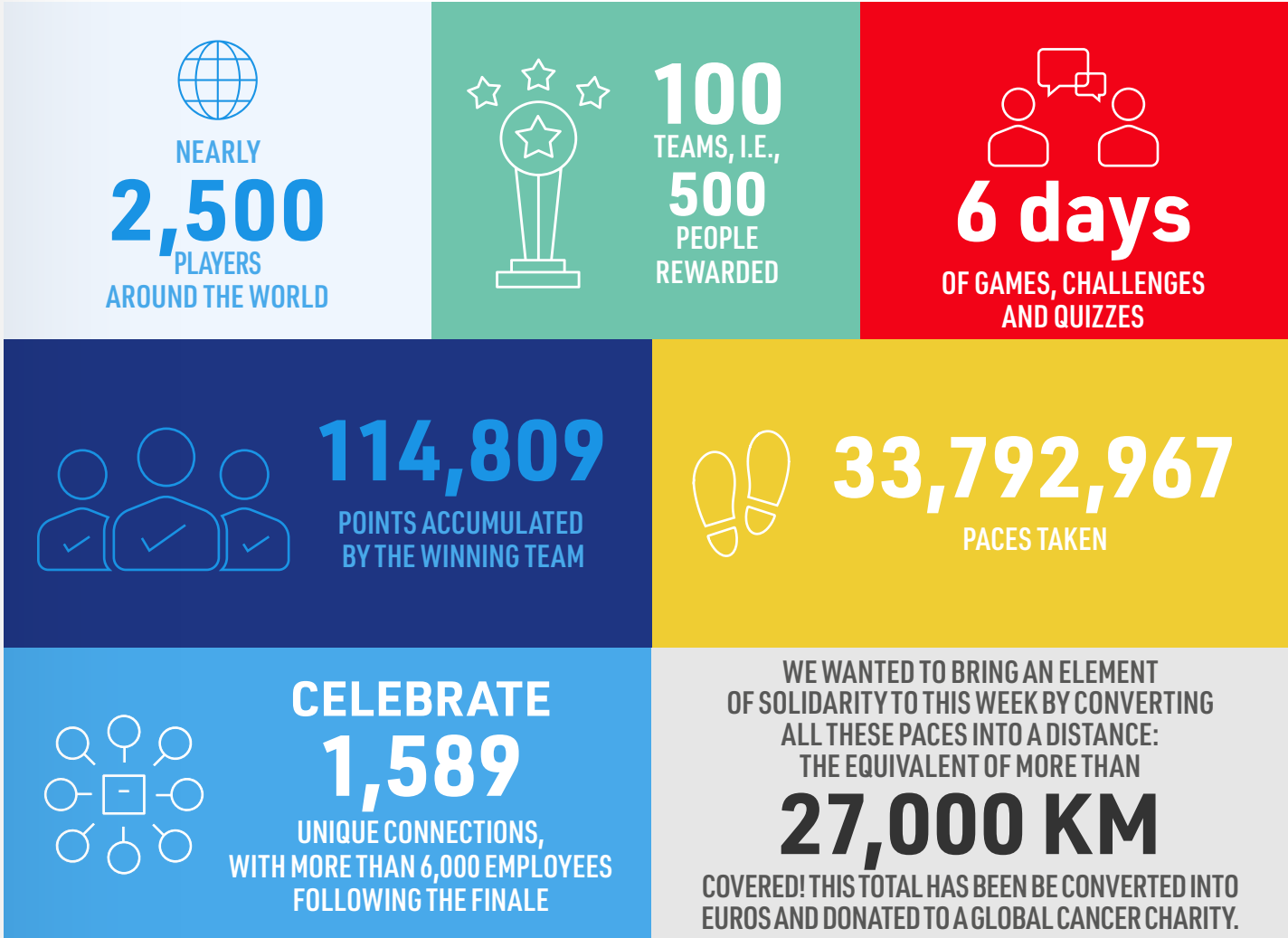
“Loxam, United, All of us together!” This anthem, created with the help of all Loxamians, was sung by **more than 200 teams** around the world to a tune specially written for us. This first contribution to our Convention kicked off this big gathering and united us in an original way with its dance routine.



### A livestream, size XXL

- **1h of live and simultaneous broadcast to 30 countries**
- **2,629 unique connections around the world representing** more than 8,000 employees in front of a screen
- **18 translating cabins** and 36 interpreters to translate the exchanges into the 19 languages in the Group
- **1,464 posts**
- **2,519 votes** (on 2 questions)
- **1,307 emojis** sent during the even

## An unprecedented week of challenges





# 2<sup>ND</sup> PILLAR LOXAM, A RESPONSIBLE COMPANY WITH LOCAL TIES

Opening the company to all profiles, professional ethics and the establishment of long-lasting relationships with our partners are indisputable assets to innovate, retain our talent and contribute to the development of the regions in which we operate.



"In 2022, we have opened new branches. Thanks to these various openings, our branch network is constantly expanding. From a CSR point of view, the advantage of our dense network is that we are as close as possible to our clients and their worksites. This allows us to provide a higher quality of service and to optimise the logistical flows associated with transport, but also to intervene quickly and efficiently when necessary. This stronger local presence also allows us to contribute to the local economy by creating jobs in our branches and using local subcontractors."

**Patrick Bourmaud**  
Chief Financial Officer,  
Loxam Group



"Non-financial risks are an integral part of our corporate strategy. For each of the themes, we implement actions to better control these risks. With regard to human rights, our human resources strategy has exceeded market demands for years, with employee appraisal systems, internal surveys, Great Place To Work® certification, the Responsible Family Business label and, of course, our safety awareness plan."

**Luis Angel Salas Manrique**  
Managing Director,  
Loxam Hune  
(Spain and Portugal)

# PROMOTE DIVERSITY

## Our commitment in 3 words

OBJECTIVITY  
PROMOTION  
INCLUSION

**Objectivity** in our recruiting and talent management.  
**Promotion** by offering the same advancement opportunities, irrespective of career path, age, origin or gender.  
**Inclusion** through work, by prioritising local new hires and helping fragile populations into work.

## Our results

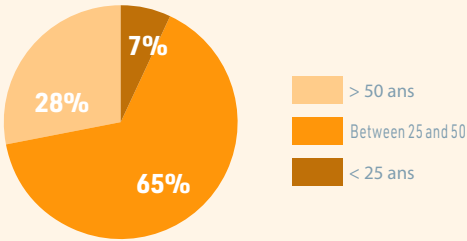


## WHAT OUR PEOPLE SAY

"Diversity is a focus area for us and last year we signed a Diversity pledge, where we committed to work dedicated to create better equality and greater gender diversity in Loxam Denmark. We work on the language in work ads, to send the signal that we include women, and it is not all about machines. Instead we focus on the people in the business, the values of the company and cooperation between our employees. We continue the fight for, women, young and old - and welcome everyone."

**Ulrika Hvelplund**  
Human Resources Director,  
Loxam Denmark

### Breakdown of workforce by age bracket



**359**  
APPRENTICES  
IN THE GROUP  
**3 %**  
AT GROUP LEVEL



**5 %**  
IN FRANCE



**19%**  
PROPORTION OF WOMEN EMPLOYEES  
**20%**  
PROPORTION OF WOMEN MANAGERS



**87**  
EU GENDER INDEX

### A partnership with Emmaüs, Pôle Emploi and Sheva – France

A partnership was thus developed with organisations that support people who are excluded (Emmaüs, Pôle Emploi, etc.) to train them in our fleet manager and mechanic jobs in the Ile-de-France region.

20 candidates, most of whom were technical self-starters, were selected to join a 400-hour training course, created specifically for Loxam by Sheva Formation. This led to 12 people ultimately being taken on at the end of the course, a great success!

### Work-study trainee days - France

In 2022, the work-study days made a comeback! After a two-year gap due to the pandemic, six sessions were organised, bringing together 130 out of 238 work-study apprentices and their tutors in our training school in Bagneux. Entirely dedicated to the work-study trainees, these days feature various presentations of the company's departments, personal accounts from employees, and moments of discussion and conviviality between work-study trainees and tutors.

# GUARANTEE ETHICAL AND RESPONSIBLE RELATIONS

## Our commitment in 3 words

HONESTY  
TRUST  
INTEGRITY



**Honesty, ethics and transparency** in our business relations, with the healthy management of our contracts, a code of ethics and ethics training common to all the Group and provided to all our employees.

**Relationship of trust** with our clients and suppliers to fully control our supply chain, without however dispensing with controls under legal provisions such as Sapin II in France and connected with the duty of care.

**Integrity**, notably in the management of commercial and personal data, in accordance with the General Data Protection Regulation (GDPR).

## Our results



### Stéphane Hénon, Group General Director appointed President of the European Rental Association (ERA)

*"I am very proud to be appointed President of the European Rental Association, which I know well and with which my team and I wish to continue to contribute as effectively as possible. I join the ERA determined to carry the voice of the industry, but also determined to promote our actions and businesses to as many people as possible."*

The European Rental Association (ERA) is the trade association for the equipment rental equipment rental industry in Europe. The ERA represents nearly 5,000 companies.

**Stéphane Hénon**  
Group General Director, Loxam



### A whistleblowing procedure revisited

To meet the new European requirements aimed at standardising whistleblower protection, Loxam has set up a protection of whistleblowers, Loxam has set up an online reporting platform called **"Loxam Speak Up"**. Deployed in all business units in France and abroad, this platform allows the whistleblower to communicate any document supporting the report and to access all the information for follow-up.

<http://loxamspeakup.integrityline.com>

## WHAT OUR PEOPLE SAY

*"The ethics and responsibility dimension at Loxam is a non-negotiable foundation that is part of the group's development model. So yes, our commitment is strong, but above all, as a market leader, the group gives itself the wherewithal to achieve its objectives: a clear discourse, performance indicators on all CSR issues, committees dedicated to the laws governing business ethics (CSR obligations, Sapin 2 law, duty of care, etc.). And the best indicator remains the support of employees, which reinforces the feeling of belonging and the attractiveness of the company."*

**Christophe Juge**  
Administrative Director,  
Loxam Group

# PROMOTE THE DEVELOPMENT OF OUR COMMUNITIES

## Our commitment in 3 words

ESTABLISHMENT  
CONTRIBUTION  
DIGITALIZATION



**Local establishment and proximity.** We make a point of offering our branches significant leeway for action.

**Contribution to the public interest.** We support associations, in particular in favor of the preservation of architectural heritage and major social causes.

**Digitalization.** We are working on the digitalization of our processes in order to offer a service that is increasingly adapted to the needs of our clients.

### Focus on our contribution to the reconstruction of Notre Dame de Paris Cathedral – France

Following the fire in 2019, the Loxam Group signalled its commitment to the restoration of Notre-Dame de Paris Cathedral. We continued our commitment in 2022 with the construction of two modular buildings with a total floor area of 1,350 m² which we provided free of charge to the site's personnel. These two temporary structures, house the offices of the public body tasked with the conservation and restoration of the cathedral.

## WHAT OUR PEOPLE SAY

*"Definitely, we can and we must support regional development. Our broad portfolio allows us to embrace an enormous quantity of customers, with hundreds of different needs. The same happens with assistance entities, which may need some of our equipment, but do not have resources to buy or even rent them. In such cases, when they do not generate profit on them, why should we? Therefore, we are in a privileged position to support selected entities by lending our equipment instead of renting. This is good for the community and for the motivation of our employees, making us happy to help."*

**Guilherme Boog**  
Managing Director,  
Loxam Degraus (Brazil)



### Partnerships throughout Brazil...and Loxam Group!

Our business unit has embarked on a project with high social impact: to make all its branches partners of an NGO defending a social cause. In 2022, Loxam Degraus was a partner of 8 different charities, all proposed by employees working in the branch in question. These associations provide support to vulnerable children, families in poverty and conduct projects to stimulate art and culture with children. All our business units in the Group are invited to do the same and to establish partnerships with this type of associations.



# 3<sup>RD</sup> PILLAR

## THE ENVIRONMENT:

### SETTING A COURSE FOR 2030

As a rental company, our business model offers us a prime position in the energy transition and the reduction of carbon emissions. To this end, we pursue a commitment every day: reduce our branches' resource consumption, support our clients in transforming their uses and in a co-innovation approach to progressively define tomorrow's worksites and events.



"In the last quarter of 2022, the Group's guidelines for reducing energy consumption were clear: reduce our consumption by 10% in one year. To do this, we launched a campaign to replace old lighting with LEDs, which consume less energy, and we continued to install electrical charging stations on our sites. In addition to these actions, we have noted a real collective awareness of the challenges of energy savings among our employees, some of whom have even proposed actions to reduce consumption in their branches."

**Philippe Simonnet**

Managing Director,  
Loxam France - Specialists



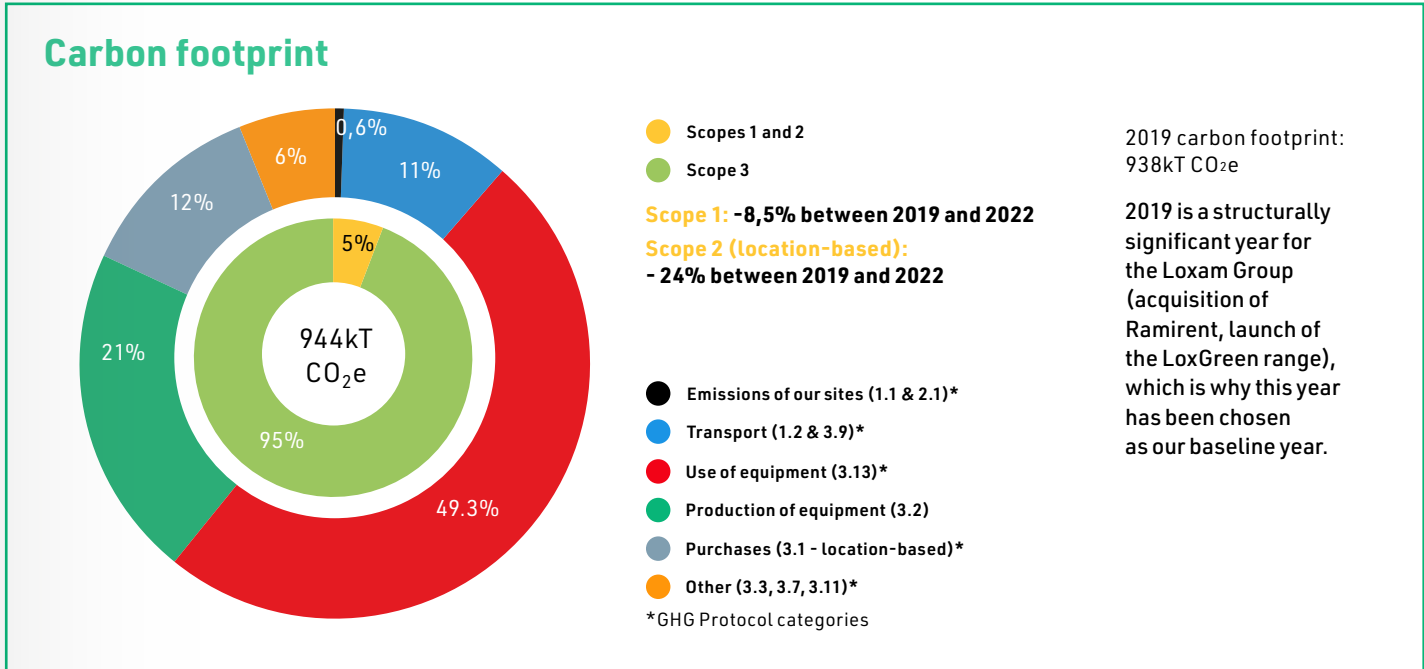
"In 2022, we continued our low-emissions investment strategy. The first challenge for us is the adaptation of our electrical infrastructures to be able to recharge the equipment. The upgrades of electric capacities cannot happen overnight, so we need to project demands at least two years ahead of today. We also have a plan B where timely upgrades are not possible or are unacceptably expensive. This involves storing capacity during night hours when our usage is low to be released during peak hours where capacity is not enough. This is becoming a cost-effective alternative to upgrades and can benefit from lower cost of electricity overnight."

**Paul Rankin**

Managing Director,  
Powered Access Division  
(United Kingdom, Middle-East)

## OUR ENVIRONMENTAL GOALS

1st step  
Measure : our carbon footprint



### DID YOU KNOW?

The carbon footprint of a rental company comes mainly (>50%) from the use of equipment by its customers (indirect emissions). Then comes the production and transport of this equipment (about 30%).

The direct emissions of a rental company are linked to the energy consumption of the branches, and to our own fleet of vehicles (commercial vehicles, maintenance vans, trucks for the delivery of equipment).

2nd step  
Reduce : our carbon reduction trajectory



**-50%**

REDUCTION IN ABSOLUTE  
TERMS OF OUR DIRECT EMISSIONS  
BETWEEN 2019 AND 2030



**-30%**

REDUCTION IN ABSOLUTE  
TERMS OF OUR INDIRECT EMISSIONS  
BETWEEN 2019 AND 2030

# REDUCE OUR DIRECT ENVIRONMENTAL IMPACT

## Our main actions to meet our energy transition targets

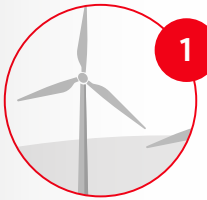
Although our direct emissions represent only 5% of our total carbon footprint, we have concrete measures to help reduce them. We are currently taking action on all our sites.

CONTROL  
DURABILITY  
REUSE  
OPTIMISATION



*"To reduce our direct environmental impact, it's vital to use less energy and the one we use to be renewable. So we improve the energy efficiency of our premises, optimize delivery rounds, aim for renewable energy contracts, but we also promote our personnel's involvement on energy saving actions."*

**Sampo Sipari**  
CSR and safety manager, Ramirent  
(Norway, Sweden, Finland, Baltics, Eastern Europe)



**1** **95%**  
OF OUR BRANCHES IN FRANCE  
are supplied with renewable  
gas and electricity.

**Use of renewable energy**  
We aim to be almost entirely supplied with renewable energy by 2030. Our Spanish, Finnish, British and French business units are at least partially supplied with renewable energy. Wherever possible, we connect to district heating networks. This is particularly the case in Sweden and Finland, but also at Loxam's headquarters in Paris La Défense.



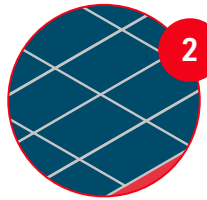
**3** **Natural ecosystems around our sites**  
Given the opportunity, we always preserve the natural spaces around our sites. In 2021, the gardens of our headquarters were landscaped, offering more than 2,000 m<sup>2</sup> of planted areas at the heart of the La Défense business district.



**5** **Adapting the electrical infrastructure of our branches**  
The energy transition, and the arrival of electric vehicles and equipment in our fleet, mean that we need to adapt our power supply infrastructure. Our branches now have at least two EV charging points and power supply units to charge our equipment.



**7** **Controlling water consumption in our wash bays**  
With a marked increase in the number of rainwater or wastewater recovery systems to operate in closed circuits, every year we conduct several innovative actions.



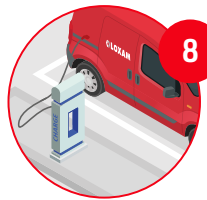
**2** **Deployment of solar farms on our buildings' roofs**  
The installation of solar panels in our branches has been stepped up, notably in the Netherlands, where every new branch is systematically fitted with them.



**4** **IN 2022, THE LOXAM GROUP HAD NEARLY 150 CHARGING POINTS**  
on its sites around the world  
**Improving the energy efficiency of our buildings**  
We systematically replace incandescent light bulbs with energy-efficient LEDs, optimising heating systems (heat pumps, etc.) and deploying movement sensors in low-footfall areas. We also deploy zonal monitoring systems to track our carbon emissions in detail. We also capitalise on the characteristics of the countries where we operate. In Spain, our business unit takes advantage of the strong sunlight in its branches by installing windows on the roofs of the workshops to reduce artificial lighting and thus reduce its electricity consumption.



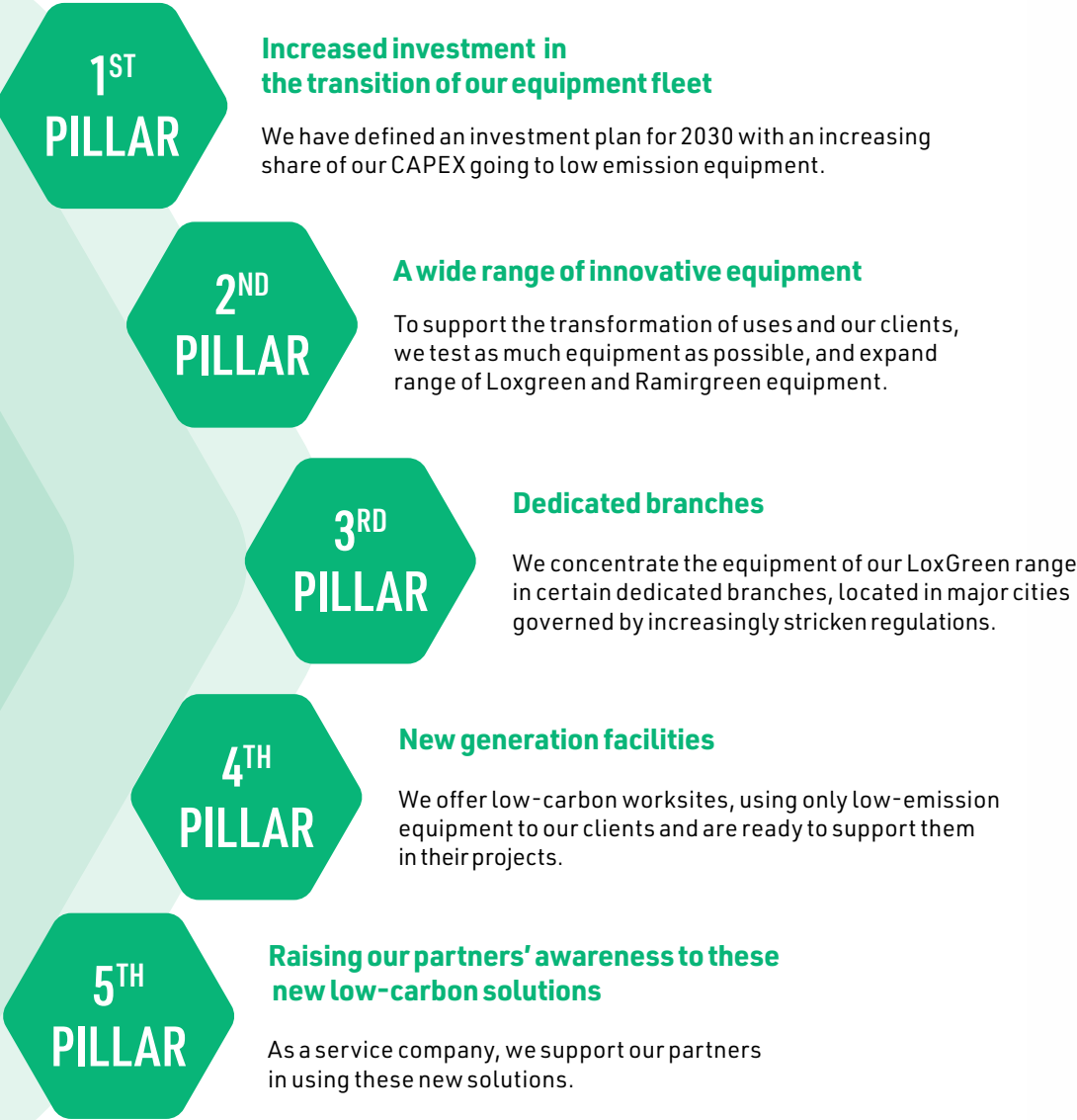
**6** **14 GAS-POWERED TRUCKS IN 2022**  
**A transition of our truck fleet**  
Throughout the Group we have 14 trucks that conduct equipment delivery rounds every day. This category represents 80% of our scope 1 emissions. We have therefore initiated a voluntary transition plan for our truck fleet. All alternatives are currently being studied, including gas, electric and hydrogen engines, as well as the use of biofuels



**8** **Electric and hybrid vehicles in our internal fleet**  
We have drawn up a plan to convert 100% of our light vehicle fleet to electric or at least plug-in hybrid alternatives by 2030. To date, all our countries except Brazil and those in the Middle East have begun to convert their company cars and commercial vehicles.



# OFFER LOW-CARBON OPTIONS

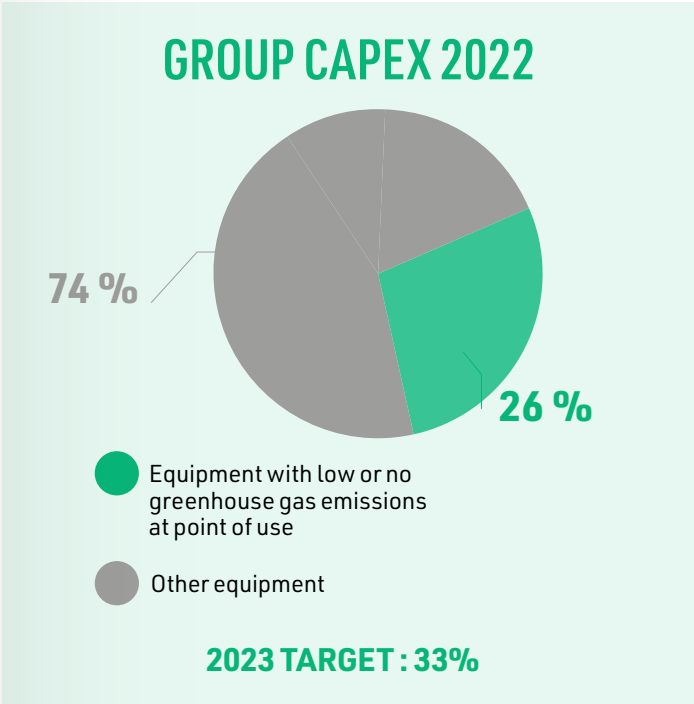


"It is important for us to work with all our partners. We are providing a complete service offering well-adapted to our customers' new needs. We are capitalizing on our numerous feedbacks to accelerate the transition. We are also involved with national and European professional federations to support this sustainable transition."

**Cédric Conrad**  
Sustainable Development Director, Loxam Group



## Key figure



**Loxam, the first French group to obtain a loan facility from the European Investment Bank under the INVESTEU programme**

With a budget of €372 billion between now and 2027, this programme will boost sustainable investment, innovation and job creation in Europe, based on three priorities: the environment, digital technology and support for SMEs. We are very proud to be the first French group to obtain a loan under this programme to finance our electric, hybrid, gas and hydrogen equipment. This loan is a double recognition for us: the credibility of our environmental approach, and the effectiveness of our business model to carry this sustainable recovery across all communities. Indeed, these equipment investments will enable us to make this low-carbon equipment available to a wide range of players across France, in order to accelerate the energy transition and sustain the economic dynamism of these regions.





# LOXAM, A PARTNER IN LOW-EMISSION INSTALLATIONS FOR ALL OUR CUSTOMERS

We are multiplying our initiatives with all our major clients, in most of the countries in which the Group operates. For us, a low-carbon facility is not just about hiring low-emission equipment. It's a whole range of services that we provide, including support in defining needs, energy procurement, team training, calculating the carbon footprint and collecting feedback to gradually build the models of tomorrow.

### Loxam, partner of the transition in event management

Because the Loxam Group does not only work with the construction industry, we also want to support our clients in other sectors in their energy transition. This is particularly true of the events sector, where we deployed equipment from our Loxgreen and Ramigreen ranges throughout the year. For example, we deployed our hydrogen power generator during the 24 Hours of Le Mans to power a screen broadcasting the competition, and for the Route du Rhum, where our generator was used to power an exhibition village and the big wheel. Finally, as an official supporter of the Paris 2024 Olympic and Paralympic Games, in a consortium with GL events for the supply of temporary

energy, we will propose innovative alternatives where relevant (solar panels, etc.) and are committed to supplying only renewable energy for the duration of the contract.



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*"The productivity of this hybrid tower light was outstanding and not to mention how simple the supply is: as it is fed by a solar panel, you just open the leaves, the batteries are charged. Very easy, very dynamic, practical, ecological, and sustainable, because it does not harm the environment as it is charged with clean solar power even in cloudy weather. My experience with this product was excellent and I recommend it."*

**Paulo Roberto Rodrigues**  
Event Producer, Brazil



### Construction of a new motorway near Rotterdam – The Netherlands

Our business unit in the Netherlands was involved in the construction of a section of the A16 motorway near Rotterdam. Dubbed the «green belt», this section of motorway is located close to residential areas. It will pass through a forest area, meaning that air pollution and noise pollution had to be contained during the construction period. Our Loxgreen equipment was used extensively for the construction of this tunnel, as 80% of the equipment used came from our low carbon range.

### Ramirent mobilised to rise to the ambitions of the City of Oslo

With a desire to reduce greenhouse gas emissions by 95% by 2030, and ambitious targets for 2025, Oslo is one of the pioneering cities in Europe in this area and our Ramirent business units are working is working to meet these demands. Our Norwegian business unit is involved in several low-emission construction sites, where even the logistics must be clean. To meet the needs of recharging equipment, our business unit can deploy high capacity energy supply solutions, with battery packs of several hundred kWh and fast chargers for heavy equipment (200kW chargers). These solutions provide an answer to an essential link in the energy transition: recharging equipment.



## A FAST-DEVELOPING SERVICE AND TRAINING OFFERING FOR EMPLOYEES AND CLIENTS ALIKE

To reach more clients and continue raising awareness among our partners as to the need to reduce emissions at point of use, we are expanding our service offering by developing carbon footprint calculation tools. This is the case in several of our business units, such as in Finland, Sweden and France, and France, where clients have access to a detailed carbon footprint of the equipment rented, as well as an estimate of the emissions avoided through the use of low-emission equipment. The carbon footprint calculation is a valuable educational tool and can act as a catalyst for some clients to test low-carbon equipment. Our business unit in Sweden has deployed the Ecosolv application, which calculates the emissions of our clients on site when using equipment. The aim is to offer them a comparison between the emissions linked to the use of fossil fuel equipment and the emissions avoided thanks to the use of low carbon equipment.

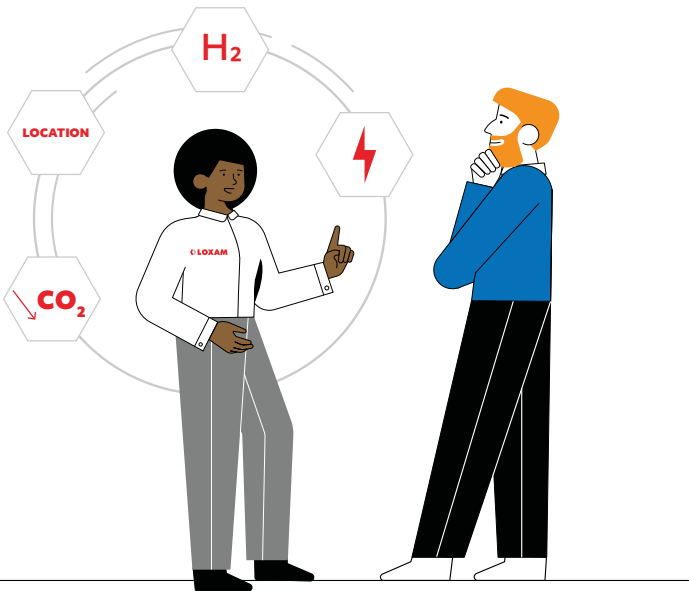
On a general level, we take particular care in training our employees and clients. To this end, we organise numerous awareness-raising sessions to explain the context of the transition (global warming, regulations, etc.), the services we provide and the new equipment.



## PROVIDE SUSTAINABLE SOLUTIONS

### SHARING PARTNERSHIPS

By pooling the use of the same equipment by a large number of customers, we make the most of the capacities of our equipment and work to make rental a responsible practice. And we want to get our entire ecosystem on board for this!



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### Active involvement of the Loxam Group in federations

Our approach has 3 objectives:


- **Promote the benefits of rental to official institutions.** We are working with the European Rental Association, for example, to draw up position papers on this subject.
- **Jointly build common reference systems.** Transparency in non-financial reporting is essential. This is why we are contributing to the development of benchmarks for our sector, in terms of CSR indicators or carbon footprint calculation (see <https://erarental.org/publications/csr-kpi-framework/>).
- **Share our experience within our federations or specialised working groups,** (France Hydrogène) to define the appropriate rules for the deployment of new energies (e.g. hydrogen).



# OUR GROUP-WIDE CERTIFICATIONS AND ASSESSMENTS

## Our evaluations

The Loxam Group is assessed by several non-financial rating bodies across the whole of its business scope. **On each occasion we rank among the best in our sector.**





In 2022, Loxam underwent the ESG assessment by S&P Global Ratings for the first time. Evaluating the way that companies address non-financial risks and the impact of their ESG commitments on their business, this assessment offers investors proof of the robustness of their CSR strategy.

**Grade:** Loxam ranks in the top 7% of companies in the Trade & Retail sector, scoring **44/100**.

Assessing the maturity of CSR strategy, governance, organisation and performance of a company on social, environmental and ethics-related topics, Moody's ESG awards a mark out of 100 to the companies it assesses.

**Mark: 47/100.** Equating to limited maturity in terms of CSR policy. It should be noted that very few companies have a maturity level qualified as high (>50/100).







Once again, we received EcoVadis Gold rating which demonstrates the relevance of our sustainability policy. The EcoVadis rating studies the impacts of our activities in the following areas: the environment, society & human rights, ethics and responsible procurement.

**With the Gold rating,** Loxam registers a score that is higher than 95% of the companies audited by EcoVadis. This reward recognises Loxam's ongoing efforts and its employees' commitment to all CSR issues.

This evaluation certifies the level of residual risk of a company on the social, environmental and ethical themes. Sustainalytics defines risk levels according to business sectors, and assesses the way in which a company manages these risks.

**Mark: 14.8/50.** Here, Loxam ranks among the best performances of all the companies assessed, and has the best performance in the sector.






Loxam responds to the full CDP questionnaire on the subject of climate change. A committee of experts assessed the company's governance, risk analysis methods, carbon footprint, emission reduction commitment and climate policy tracking system.

**Grade: B** on a scale from F to A.

19 of our business units are certified as a Great Place To Work®.



## Our certifications





Our corporate culture has always indisputably been focused on customer satisfaction. We backed this up by earning our first ISO 9001 certification in 1997.

**Perimeter certified: all business units in the reporting scope except Rapid Access (Middle-East)**

In 2010, we became the first rental firm in the world to demonstrate our ambition to enter into an ISO 14001-certified environmental approach. Following an in-depth environmental analysis of each of our branches, we conducted targeted actions to control our SEA (significant environmental aspects) such as improving the way we operate our wash bays, removing buried fuel oil tanks, dealing with emergencies, improving storage of hydrocarbons, etc. This commitment today remains at the heart of our sustainability strategy.

**Perimeter certified: all business units in the reporting scope except Rapid Access (Middle-East), Loxam Ireland, Loxam Piattaforme Aeree (Italy)**







In 2015, Loxam was the first rental company in the world to obtain level 3 in the ISO 26000 standard. This standard sets out the guidelines to help companies take responsibility for the impact of their decisions and operations on society and the environment. We obtained level 3, illustrating a high performance in terms of considering the impact of our activities on society, the environment, our ecosystem, and demonstrating our willingness to act to reduce this impact. This reassures stakeholders in terms of the company's transparency, ethical business behaviour and commitment to actively contribute to sustainable development.

**Perimeter certified: France**

At the end of 2019, we obtained ISO 45001 certification, illustrating the priority we give to safety. We were the first equipment rental company in the world to receive certification on this scale.

**Perimeter certified: all business units in the reporting scope except Rapid Access (Middle-East), Loxam Ireland, Degraus (Brazil), Loxam Piattaforme Aeree (Italy)**






This certification enables us to operate on high-risk sites, such as SEVESO sites.

**Perimeter certified: France Power business unit (power generators, air compressors, cooling generators, etc.), some Access branches, some Access branches (powered access equipment), and some branches in the generalist network**

At the end of 2021, we earned ISO 27001 certification. Obtaining this certification demonstrates that so-called sensitive data, such as financial data, intellectual property documents, personnel data or information from third parties, is treated securely.

**Perimeter certified: our Powered Access Division business units in the United Kingdom, the Middle East, and Italy**





In 2022, we obtained ISO 20121 certification for our event management activities. This certification acknowledges the sustainable management of these activities and an appropriate management system with a view to progressing towards the deployment of sustainable events. This standard aims to promote responsible consumption.

**Perimeter certified: event management activity of the entity Loxam SAS (France)**

# CONCLUSION FROM OUR CORPORATE STRATEGY AND DEVELOPMENT DIRECTOR

2023 will be marked by acceleration and adaptation to future European regulations.



Alice Henault  
Corporate Strategy & Development Director  
Loxam Group

After the structuring period in 2021, 2022 was the year in which our sustainable development approach was adopted throughout the Group. To be effective, the latter must be understood by all stakeholders and our employees, who must also be players in the process. We report in great detail on our actions and commitments in this report; we have set up an awareness-raising process for our employees and customers; we are testing our equipment with our customers; we are deploying concrete and realistic roadmaps supported by the relays within our business units; we are involving our suppliers in our approach...

We are aware that the success of our approach, particularly with regard to the environment, is a long-term process and that we must invest today to achieve ambitious results. We are nevertheless keen to obtain results now in order to anchor our approach in concrete terms and success. The improvement of all our environmental indicators is proof of this. We have also asked each of our branches to draw up a plan to immediately reduce their consumption. These energy-saving plans were mainly based on individual initiatives to adopt virtuous behaviour (lighting, heating, illuminated signs, etc.). And the results exceed our initial ambitions!

2023 will be marked by acceleration and adaptation to future European regulations. The acceleration concerns subjects that are essential for the Group:

- **Safety**, to further reduce the number of work-related accidents and achieve zero accident at all our sites;
- **The environment**, with increased work on energy efficiency, particularly in terms of eco-driving. We will also increase our investments in low-emission equipment - a target of 33% of our investments - a real challenge given the number of alternatives available and the cost of this technology;
- **Quality of life at work**: we will renew a major Great Place to Work survey in all our business units with the aim of increasing the number of certified business units.

We will also prepare for the arrival of the new European directives in 2023, namely the Corporate Sustainability Reporting Directive and the European taxonomy. Our current approach of publishing a Group-wide audited non-financial report from 2021 illustrates our desire to communicate our commitments and share best practices. We will therefore adapt our organisation, processes and tools to facilitate this new reporting and meet the new requirements. We will do this in collaboration with our peers and in support of our sector, through our investment in professional federations.

In this context, more than ever, the challenge for a Group like Loxam is to meet these increasingly complex external requirements, while simplifying their operational implementation so that the transition is as easy as possible for our employees and our entire ecosystem (concrete short-term action plan, turnkey service offers, training, etc.). This is how we will collectively adapt to the social and environmental changes to which we must respond, today and for tomorrow.

## Our commitment to the United Nations sustainable development goals

As a signatory of the United Nations Global Compact since 2015, our CSR / Sustainability policy fully adheres to the United Nations' Sustainable Development Goals for 2030.

Pillar	Commitment	SDG	
People	Contribute to the development of our people	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH
	Guarantee safety, anytime and anywhere	3 GOOD HEALTH AND WELL-BEING	17 PARTNERSHIPS FOR THE GOALS
	Innovate for our clients' safety	3 GOOD HEALTH AND WELL-BEING	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Promote an inclusive economy	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES
Environment	Reduce our direct environmental impact	6 CLEAN WATER AND SANITATION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Offer low-carbon options	7 AFFORDABLE AND CLEAN ENERGY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Provide sustainable solutions	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
Society	Promote diversity	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH
	Guarantee ethical and responsible relations	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	17 PARTNERSHIPS FOR THE GOALS
	Promote the development of communities	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES





**Much More than Rental**



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