

Business Principle

eventhireGroup will conduct the business in an open and ethical manner, treat employees fairly, provide training, promote their talents and play an active role in supporting the community in which we operate. eventhireGroup is committed to building a sustainable business, which is measured in not only economic terms but also in the terms of environmental and social impact.

Product Availability, Reliability & Procurement

eventhireGroup has established its business nationally to ensure product availability and reliability for our customers. In order to maintain this, the Company has:

- A national depot network with some of the largest stocks of hire equipment in the industry.
- A modern fleet of delivery/collection vehicles to enable swift supply of products.
- In-house service staff to clean, service and test all powered equipment prior to every hire.
- Invested substantially in products that have been proven over many years in the industry.
- Products procured from long established, ethical suppliers.

Environmental Responsibility

eventhireGroup believes that it has a role to play in ensuring that it manages its environmental impacts to reduce any negative effects it may have. In order to achieve this, the Company and its employees will:

- Seek to integrate the identification and management of environmental issues within the Company's everyday business practices striving to ensure environmental improvements go hand-in-hand with reduced costs and increased efficiency.
- Give full consideration to the management of key environmental impacts and seek to reduce these by the use of waste management systems, and selection of products and suppliers.
- Promote good environmental practice through its products and services and its supply chain.

Reduction of Greenhouse Gas Emissions

- eventhireGroup has a policy of replacing older vehicles, when required, and replacing them with more efficient models, keeping emissions and fuel consumption to a minimum.
- All vehicles are maintained to the highest standard in order to keep emissions and fuel consumption to a minimum.
- All drivers are instructed to drive vehicles in a responsible manner in order to keep accidents, emissions and fuel consumption to a minimum.
- Warehouse and transport staff ensure order accuracy, loading and route planning are maintained to eliminate "second trips" and minimise vehicle mileages.

Energy Efficiency & Water Management

- In order to ensure that we are as energy efficient as possible, eventhireGroup have invested in state of the art, environmentally friendly ware-washing machines, supplied by Meiko for the London and Walsall depots and Hobart in the Bradford and Manchester depots.
- "MEIKO's Energy and Water Saving system (EWS) ensures outstanding cleaning results While significantly reducing the amount of water required per wash cycle. Efficient wash cycles combined with effective rinsing and active dirt removal keep the total operating costs of water, power and chemicals to a minimum."
- "The Hobart C-line series has ultra-low rinse water consumption (from just 160ltr per hour) saving water, energy and chemicals to achieve low running costs."

Waste Management

- eventhireGroup has established a stand-alone Refurb & Respray unit based in Rugeley, Staffordshire where all damaged/worn furniture is sent to be repaired / refurbished / resprayed enabling the furniture to be put back into hire stock. This system has virtually eliminated the need to "write-off" and dispose of hire furniture.
- All powered equipment is serviced after every hire so that it remains in good order, any damaged equipment is sent to the main warehouse in Walsall where it is assessed and damaged parts are replaced so that the equipment is able to be put back into the hire fleet. Disposal of any powered equipment is kept to an absolute minimum.
- Suppliers are encouraged to supply products with a minimum of packaging.
- Wherever possible all packaging, mainly cardboard and pallets, is re-used. When re-use is not possible, cardboard cartons generated from the new supply of glassware and chinaware is collected by a recognised re-cycling company.

Economic Responsibility

eventhireGroup will conduct its business in a straightforward, open manner honestly and in good faith. In order to achieve this, the Company and its employees will:

- Comply with all relevant laws and regulations that apply to the business.
- Seek to generate sufficient profit to meet the needs of a growing and developing Company.
- Seek mutually beneficial relationships with third parties that will benefit both eventhireGroup and our customers.
- Identify new products that will provide increased benefits for our customers and the environment throughout their life cycle.

Social Responsibility

eventhireGroup will create an environment which attracts and retains employees of the highest calibre and in which employees will feel valued for their contribution to the Company's performance. In order to achieve this, the Company and its employees will:

- Provide a safe working environment for its employees and ensure that employees fully understand their own responsibilities as regards health and safety matters
- Provide any necessary training, which will assist employees to develop their capabilities.
- Offer employment opportunities in a fair and equal manner regardless of race, colour, gender, sexual orientation or religious beliefs and observe codes of conduct, which are designed to protect employees from harassment or discrimination in any form, and provide equality of opportunity.

Signed:



Les Vipond
Managing Director

March 2023