



COMMIT
TODAY FOR TOMORROW

2021
CSR OVERVIEW



LOXAM
Much More than Rental

An aerial photograph of St. Peter's Square in Rome, Italy, taken during the golden hour of sunset. The sun is low on the horizon, casting a warm, golden glow over the entire scene. The square is filled with people, and the long shadows of the palm trees and lampposts stretch across the pavement. The surrounding city of Rome is visible in the background, with its dense urban landscape and the dome of St. Peter's Basilica visible in the distance.

*// Make rental an ever
more sustainable model,
starting today
and for tomorrow. //*

CONTENTS



EDITORIAL

p.4



2021 IN A FEW FIGURES

P.8



COMMITMENTS

p.10



PEOPLE

p.12



SOCIETY

p.16



ENVIRONMENT

p.20

EDITORIAL



Commit today for tomorrow

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A company can no longer be judged solely by its commercial and financial performance. A company is expected to avoid a predatory attitude towards its environment and its stakeholders. Better still, it must be exemplary and contribute positively to improving the living conditions of its employees, promoting diversity as a factor of prosperity, and minimising the ecological footprint generated by its business activities.

This awareness of the role that each person can play in improving non-financial performance has accelerated in recent years, particularly during the Covid pandemic, which "destabilised" our previous references and practices. Today, within the Loxam Group, enthusiasm for the role that each person can play has spread to all our countries, all our departments and all our staff.

In a Group as decentralised as ours, safety initiatives, such as the organisation of conferences with third parties, have mushroomed in each country. Funding for projects to promote new energy or the use of new equipment has been encouraged. Initiatives to improve working conditions and the quality of life at work have spread throughout the Group.

Better still, everyone is keen to benchmark themselves against

best practice. This is how the Group can take pride in being at the top of the rankings of certification bodies.

Loxam is undergoing a transformation in the role of its employee-citizens on a scale equal to that of its digital transformation.

We still have a long way to go to achieve the ideal we aspire to. But as we measure our progress year after year, we will not lose sight of our objectives, which we have desired to be ambitious in order to be binding. This requirement that we have in terms of social and societal responsibility is ultimately a guarantee of the durability and attractiveness of our company.

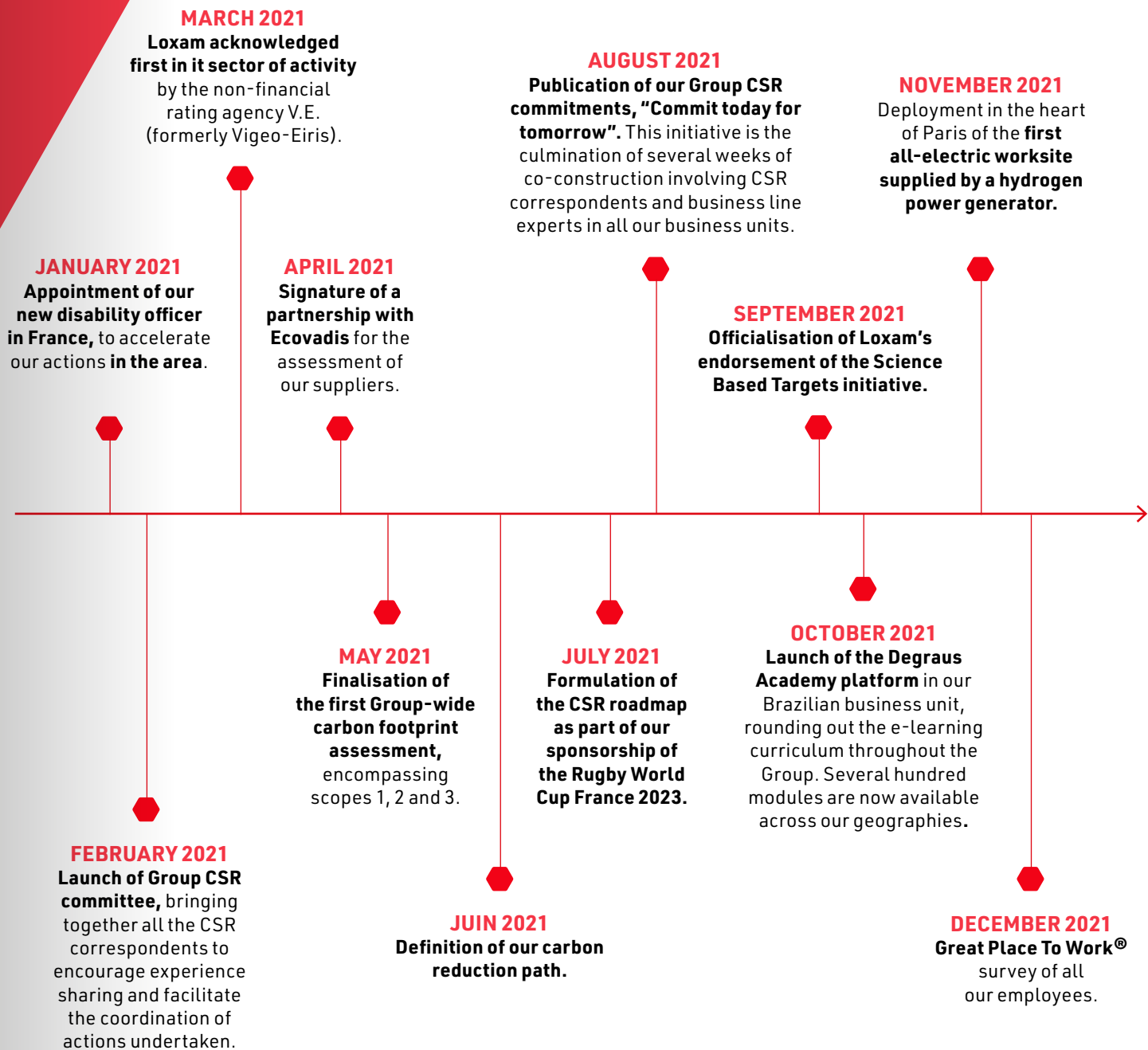
For 2022, we want to open up our Group more to cooperation with other companies, both to enrich our practices and for the benefits we can obtain collectively. The key moment for us internally will be our Group convention, which will highlight our CSR projects and achievements, as well as the work and dedication of our employees who are committing their energy today for a better world tomorrow.

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GÉRARD DÉPREZ

President of the Loxam Group

A LOOK BACK ON AN INITIATIVE-PACKED YEAR



The Loxam business

EUROPE'S LEADING RENTAL COMPANY

OUR DNA

VISION

Offer **safe, sustainable** and **efficient** solutions to make equipment rental a natural choice.

VALUES

Sense of **service**, desire for **continuous improvement**, ability to **innovate**



OUR ASSETS

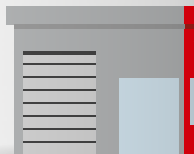
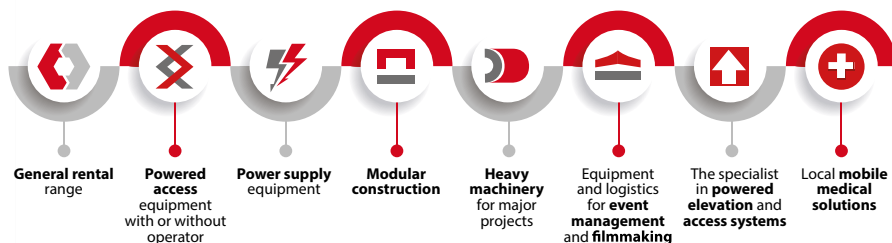
OUR ACTIVITIES

COMMITTED AND SKILLED TEAMS

- **11,000+** EMPLOYEES
- Training programme

AN EQUIPMENT FLEET OF 650,000 MACHINES

- Unrivalled depth and width of range
- Systematic check-up of all equipment between every rental
- Consideration for the entire life cycle of each machine (in-house equipment recycling centre)



Offer a service proposition
whatever the sector

GLOBAL PRESENCE, LOCAL PROXIMITY

4 CONTINENTS **30** COUNTRIES **1,000+** BRANCHES

RENOWNED BRANDS IN ALL GEOGRAPHIES



A PROVEN ORGANISATION

- Rigorous processes
- Trade-specific expertise



Business model

COMPANY AND **NO. 4 WORLDWIDE**

LOXAM 2021 GROUP CSR OVERVIEW

OUR CHALLENGES

Be the **leader** in sustainable rental

Decarbonise our activities

Accelerate in digital development

IES

VALUE CREATED IN 2021

PROPRIATE SERVICE

LOXAM



TEAMS



CORNERS

in catering to the needs of all clients,
factor or size of their company.



**LOCAL
THORITIES**



TRADESMEN



**PERSONAL
CUSTOMERS**

ECONOMIC AND FINANCIAL

€2Bn+ TURNOVER

SERVICE QUALITY

- Voted Customer Service of the Year (ESCDA) for 5th year running
- Net Promoter Score

HUMAN

- Annual employee training plan
- Career management
- Promotion of diversity

ENVIRONMENTAL

- Yearly increase of our CAPEX in low-emission equipment
- Committed to a carbon trajectory

SOCIETAL

- Responsible purchasing policy
- Ethical and responsible relations: training, supplier assessment
- Involvement in philanthropic initiatives (corporate patronage)



Find out more about
our business model

2021

IN A FEW FIGURES

PEOPLE



11,370
Employees



19%
Female employees



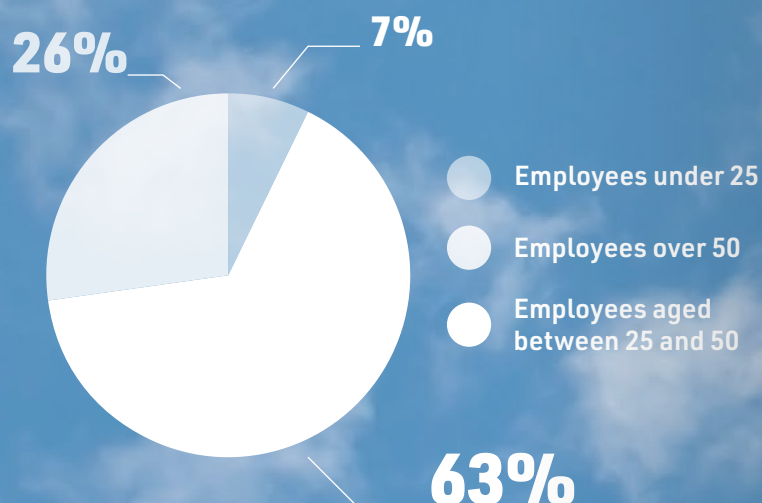
14.4
Workplace accident
frequency rate



100%
of our employees covered
by an employee survey



19 BUs
certified Great Place To Work®



SOCIETY

100% of our employees signed
up to the Group's code of ethics

70% of suppliers in
the France perimeter assessed by
Ecovadis (purchasing volume)

FINANCIAL DATA

€2.2 Bn
2021 Group
turnover



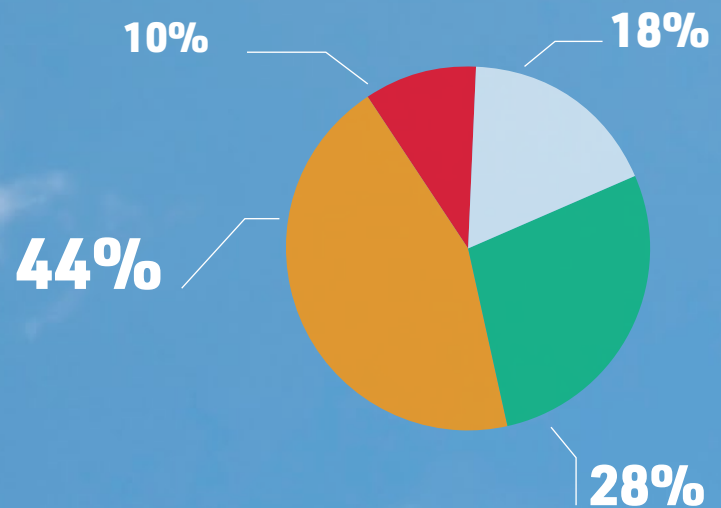
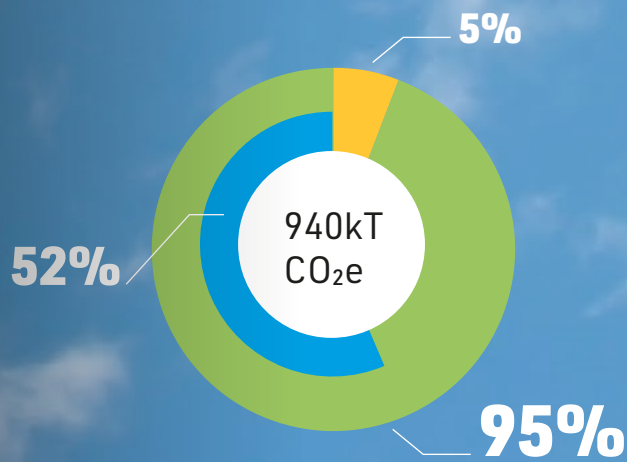
+10%
Growth in turnover
between 2020
and 2021



677
Number of internal
and QSE audits
conducted in 2021



ENVIRONMENT



- Scopes 1 and 2
- Scope 3
- Use of our equipment by our clients

- Equipment without an engine or motor
- Equipment with low or zero greenhouse gas emissions at point of use
- Equipment meeting the latest European standard, Stage V
- Equipment with petrol or diesel engines

COMMIT TODAY FOR TOMORROW

At the heart of the sharing economy,
our activity invites us permanently to
protect people and their environment.

Today, our CSR policy is championed
by more than 11,000 employees over than
1,000 branches across 30 countries.



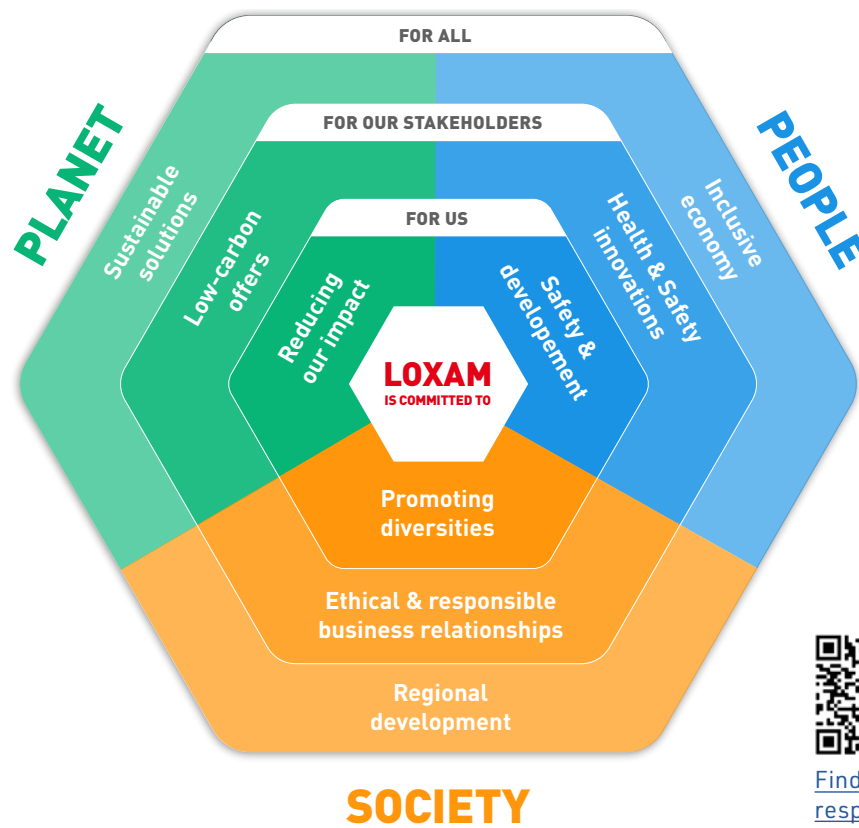
Our commitment as a responsible rental company has always involved training, safety, quality of life at work, preservation of the environment and relations with local communities.

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.

Values and actions

As an international Group operating in 30 countries on 4 continents, our CSR policy must embody a common ambition based on a sense of service, training, the sharing of our employees' experience and innovation. These principles form the basis of our corporate culture.

Our CSR approach is shared across all our geographies, based on three pillars - people, the environment, society - and on three levels of action, - for and with our employees, our partners and society as a whole.



[Find out more on our responsible commitments](#)

In practice, this means:

FOR OUR EMPLOYEES,

enabling every person to develop, objectively and without discrimination, while guaranteeing safety anytime and anywhere.

FOR OUR PARTNERS,

working to achieve shared success based on trust, collaboration, and innovation in favour of 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.

1ST PILLAR: PEOPLE

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



Guarantee safety, anytime and anywhere

Our commitment

Exemplarity by everyone and for everyone.

All the safety basics must be known and shared by everyone. Abiding by these principles is essential.

Rigour in our processes.

Our Group-wide ISO45001 certification offers evidence of our organisation. Each business unit must have a management system in place which enables information and incidents to be reported and followed up.

Training and equipment

All our employees must receive regular training in safety. We provide them with the necessary personal and collective protective equipment, and adapt the workstations to their needs.

A few initiatives

Zero workplace accidents in Finland and in Norway on a rolling year between 2020 and 2021

This is a significant achievement, given that Ramirent has more than 1,000 employees in these countries. The goal is clear: provide a safe working environment. We sincerely believe that all accidents can be avoided with the right attitude and competency.

Innovation at the heart of our approach for our employees' safety

To address a recurring accident - worksite barriers falling onto employees during their handling -, our technical and HSE teams and social partners in France invented a fall protection accessory fixed to the top of the barriers. The solution is now deployed in all French branches and is a worthy example of co-innovation.



"The safety of our own personnel, contractors, customers and equipment is a must – anytime and anywhere without compromises. In 2021 we launched a Group-wide safety project to support the long-term continuous safety improvement process in all our countries."

Sampo Sipari

Safety and CSR manager, Ramirent



Contribute to the development of our people

Our commitment

Employability

We support our employees from their onboarding until their departure from the company, by deploying the appropriate appraisal and advancement processes and training curricula.

Retention

We aim to guarantee a sustainable employment, to associate our employees to the financial results of the company and to promote the quality of life at work.

Attentiveness

We promote social dialogue in every country in which we operate, and

we make our managers aware of the importance of annual appraisals with each of our employees. We regularly conduct employee satisfaction and engagement surveys through the Great Place to Work® initiative.

A few initiatives

Increasingly digitalised training courses

Throughout the Loxam Group, employees now have access to digital training materials. Several hundred modules are available today. From Ramischool for our subsidiaries in the Nordic countries to Degraus University for our subsidiary in Brazil, these digital training courses, which can be accessed at any time, cover a variety of subjects, from management to ethics and safety. Offered in video and interactive formats, these courses provide every employee with the opportunity to develop independently and learn in an enjoyable way. Individual progress monitoring is also

available, allowing each person to adjust their training course and to go into greater depth on certain concepts.

Initiatives across our business units to promote quality of life at work

We encourage our teams to increase their actions to build and improve camaraderie, well-being and solidarity. Many initiatives have come out of this such as, for example, promoting sport and physical exercise. From games of football or touch rugby we organised near our offices in Paris to running sessions for our Danish colleagues, these moments of togetherness contribute to cooperation and a good working atmosphere in our teams.



Innovate for our clients' safety

Our commitment

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 by testing new equipment and specifying certain requirements in a co-innovation approach and by supplying documented returns on experience.

A few initiatives

Internet of Things (IoT) and digital technology to reinforce the safety of our equipment

We are currently deploying sensors on our equipment to capture accurate usage data to make our fleet more reliable. In the UK, our business unit has worked on the provision of a digital twin to supervise our clients' worksites: visibility of equipment, fuel levels, usage data, etc.

An agile solution to address public health issues: Loxamed

In 2021, with the ongoing spread of Covid 19, Loxamed continued its mission of providing medical and health support to people and companies. This was illustrated at Disneyland Paris through the opening of a screening centre open to 10 million visitors a year, and a Covid vaccination centre aimed at the 14,000 employees of the park. In 2022, Loxamed wishes to reinforce its commitment to combating medical deserts.

"We work closely with our ecosystem to ensure that those working on our equipment are as safe as they possibly can be. We sit on a number of industry groups, and we provide HSE related certified training courses and innovation days to our stakeholders."

Alana Paterson

Head of HSE, Loxam PAD



Promote an inclusive economy

Our commitment

Collaboration

We encourage each of our business units to build strong and lasting partnerships with schools, vocational integration organisations, trade organisations federations and non-profits to make the rental sector accessible to all (women, young people, people excluded from the job market, etc.).

A few initiatives

Branch visits to discover jobs in equipment rental at an early age

In Spain, Loxam Hune organised branch visits in 2021 to enable schoolchildren to come and discover Loxam's different jobs for a few hours – and why not spark off a vocation or two?

Support for apprentices, an investment in the future.

Offering our support to Worldskills France was an obvious choice for us. We continued our commitment in the field of job training based on harnessing know-how, promoting and supporting the talent of the future, in particular in construction professions.

19 BUSINESS UNITS CERTIFIED GREAT PLACE TO WORK®



All our 11,000 employees were given the chance to have their say through a "Trust Index" survey by "Great Place To Work", an acknowledged reference in quality of life at work. This consultation, comprising 71 questions divided into five main themes - credibility of management, respect from management, fairness, pride and camaraderie - delivered improved results compared to 2018. Ultimately, 19 of our business units were certified, with an approval rating above 65% in all the criteria assessed.

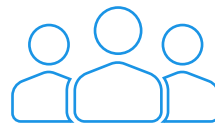
"I am proud to work for a company certified Great Place To Work®. What does that mean to me? That I come to work every day with a smile on my face. The company allows me to work in a friendly environment and I feel I can reach my goals with the support of my colleagues."

MAGDALENA KUREK

Branch manager,
Ramirent Poland

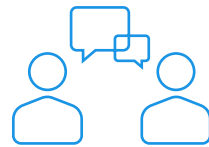


Our commitments in figures



79%

of employees
receiving training
every year (in France)



100%

of our employees
covered by an
employee survey



14.4

Workplace accident
frequency rate
(Group level)



1.15

Accident severity
rate in France



128

Number of prevention
initiatives held
with our clients



2ND PILLAR: SOCIETY

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.



"Diversity is an indisputable asset for Loxam. It promotes innovation, one of our strategic vectors as a leader. It reinforces the culture mix, so important for a Group operating in 30 countries and which continues to expand internationally. It creates a positive dynamic for our employees in our approach as a corporate citizen. So yes, every day we try to take diversity even further."

Nicolas Jonville
HR Director France



Promote diversity

Our commitment

We pay particular attention to cultivating inclusion and diversity. Differences are an asset, and we want to give everyone the opportunity to join the Group and develop alongside us. This commitment revolves around three values.

Objectivity in recruitment and talent management.

Promotion by offering the same progress opportunities, irrespective of career path, age, origin or gender.

Inclusion through work, by prioritising local new hires and helping fragile populations into work.

A few initiatives

Actions to promote apprentice training and youth employment

Whether through the organisation of a competition, the Roger Wickens Engineering Award, with all our apprentices in the United Kingdom, or the recruitment of summer workers in Finland brought together in a cooperation group to facilitate integration, mutual support, followed by their permanent recruitment, we wish to open our company to young people everywhere in the world.

Partnerships to help people back into work and employ people with disabilities

Through our business units, we work with social economy companies and official bodies to help people get back to work. This is illustrated by the initiative conducted in partnership with the Office du Travail of the canton of Fribourg (Switzerland) to welcome people excluded from the employment market or, or our agreement with local authorities in Denmark to employ people with disabilities.



Guarantee ethical and responsible relations

Our commitment

Demanding high ethical standards is part of our DNA. This revolves around the following three principles.

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

Relationships of trust with our clients and suppliers to allow the perfect control of our supply chain.

Integrity, in particular in managing commercial and personal data, in compliance with the General Data Protection Regulation.

A few initiatives

A vigilance plan now formalised

This exercise, which mobilised purchasing, environment and HR representatives from our main business units, was an opportunity to identify all the procedures and practices in place. The creation of a committee dedicated to monitoring our vigilance plan will enable us to multiply synergies in terms of responsible purchasing to get our entire value chain involved in transparent, responsible and sustainable practices.

A partnership deployed to assess our suppliers

By signing this partnership with Ecovadis, we are demonstrating our commitment to a responsible procurement strategy. The deployment of an evaluation plan based on our main identified risks and a questionnaire tailored to our sector have reinforced this strategy. Launched at the end of 2020, this partnership was deployed in 2021 and extended to our Ramirent business unit.



Our commitments in figures



100%
of our employees signed up to our code of ethics.



70%
of our suppliers assessed by our partner Ecovadis In France (purchasing volume).



3%
Percentage of apprentices in our workforce (France: 5%), equating to 343 young people.



Promote regional development

Our commitment

We strive to promote the development of communities through our network of branches open to all stakeholders. We have an important role to play, staying true to our values.

Local establishment and proximity to serve growth in communities.

Contribution to the public interest through corporate philanthropy and support to non-profits, in particular working for the preservation of architectural construction heritage and certain major causes in society.

A few initiatives

Loxam, supporting the preservation of architectural heritage

We continue to provide our support to the reconstruction of Notre Dame Cathedral Paris, whether through the provision of a warehouse for the storage of remnants, or through the upcoming deployment of a site accommodation centre.

A commitment to the fight against cancer

Several of our business units support cancer organisations. For example, in Denmark, a fundraising event is organised every year among employees. Our subsidiary then donates by doubling the amount collected. In France, a number of employees took part in the Odyssey, a race in aid of the Gustave Roussy Institute, Europe's leading centre for breast cancer.

"Our network of more than 1,000 branches heavily involved in the local economy naturally leads us to work with local stakeholders. Being local primarily means being in step with your economy. This provides us with legitimacy: we are there for our clients in the long-term, which makes our actions credible."

Patrick Bourmaud

Group Chief
Financial
Officer



INSPIRED BY THE RUGBY WORLD CUP

We share the values of cohesion, commitment, responsibility, inclusion and conviviality of the Rugby World Cup France 2023. Our partnership with this event is a great opportunity for us to federate our employees and become involved in CSR initiatives that are particularly close to our heart.

Participation in the Campus 2023 project by co-designing apprenticeship courses and welcoming apprentices into our teams.

Awareness raising among 100% of our employees of diversity and inclusion issues through speaking opportunities by elite sportspeople.

Launch of a recruitment channel dedicated to former elite athletes.

Opportunity offered to each employee to experience the Rugby World Cup and attend one or more matches.

Deployment of a social ticketing service, where 20% of our seats acquired through our partnership will be given to disadvantaged people.



Romain Ntamack, Loxam ambassador



3RD PILLAR: ENVIRONMENT

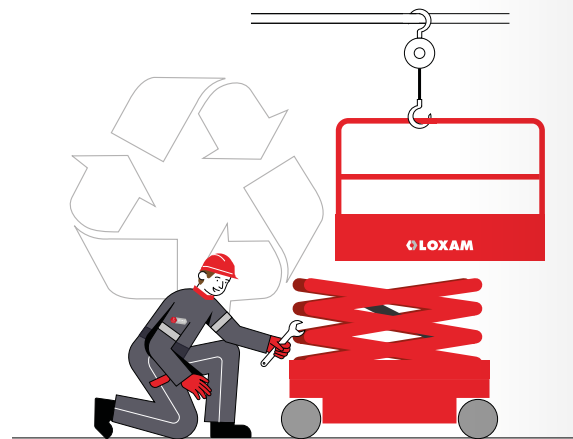
As a rental company, our business model offers us a prime position in the energy transition and the reduction of carbon emissions. To this end, we pursue a commitment every day: reduce our branches' resource consumption, support our clients in transforming their uses and in a co-innovation approach to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



"At Loxam Hune, we are fully aligned with the Group's ambitions. We are committed to raising the awareness of all our partners to the importance of the environment and reducing our impact. In 2020, we were the first company in our sector to calculate and offset our carbon footprint. We conduct many actions and work for the constant renewal of the fleet towards less polluting solutions."

Sara Andrade Garcia

Head of Marketing,
Loxam Hune



Reduce our direct environmental impact

We take action every day to reduce our environmental impact by reducing the resource consumption of our branches.

Our commitment

Our environment policy revolves around five pillars.

Controlled use of our resources through rational consumption.

Durability of equipment

by increasing its lifespan, made possible by the attention we pay to maintenance.

Optimisation of our transport logistics to limit the mileage travelled.

Reuse and recycling of resources, through our equipment recycling centre and the reuse of spare parts.

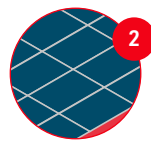
Promotion of individual initiatives, by making each employee an actor of change.

FOCUS ON THE ACTIONS WE IMPLEMENT TO REDUCE OUR ENVIRONMENTAL IMPACT



1 Use of renewable energy

We aim to be almost entirely supplied with renewable energy by 2030. In France, all our sites have been running on renewable energy since 1 January 2022.



2 Deployment of solar panels on our buildings' roofs

The installation of solar panels in our branches has been stepped up across all our business units. Each year we study several dozen projects.



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 m² of planted areas at the heart of the La Défense business district.



4 Improving the energy efficiency of our buildings

We are systematically replacing incandescent light bulbs with energy-efficient LEDs, optimising heating systems (heat pumps, etc.) and deploying movement sensors in low-footfall areas.



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. Several dozen branches are fitted out every year.



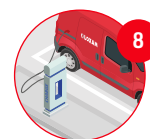
6 Gas-powered trucks

We purchase trucks running on gas, and are closely examining electric and hydrogen alternatives.



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.

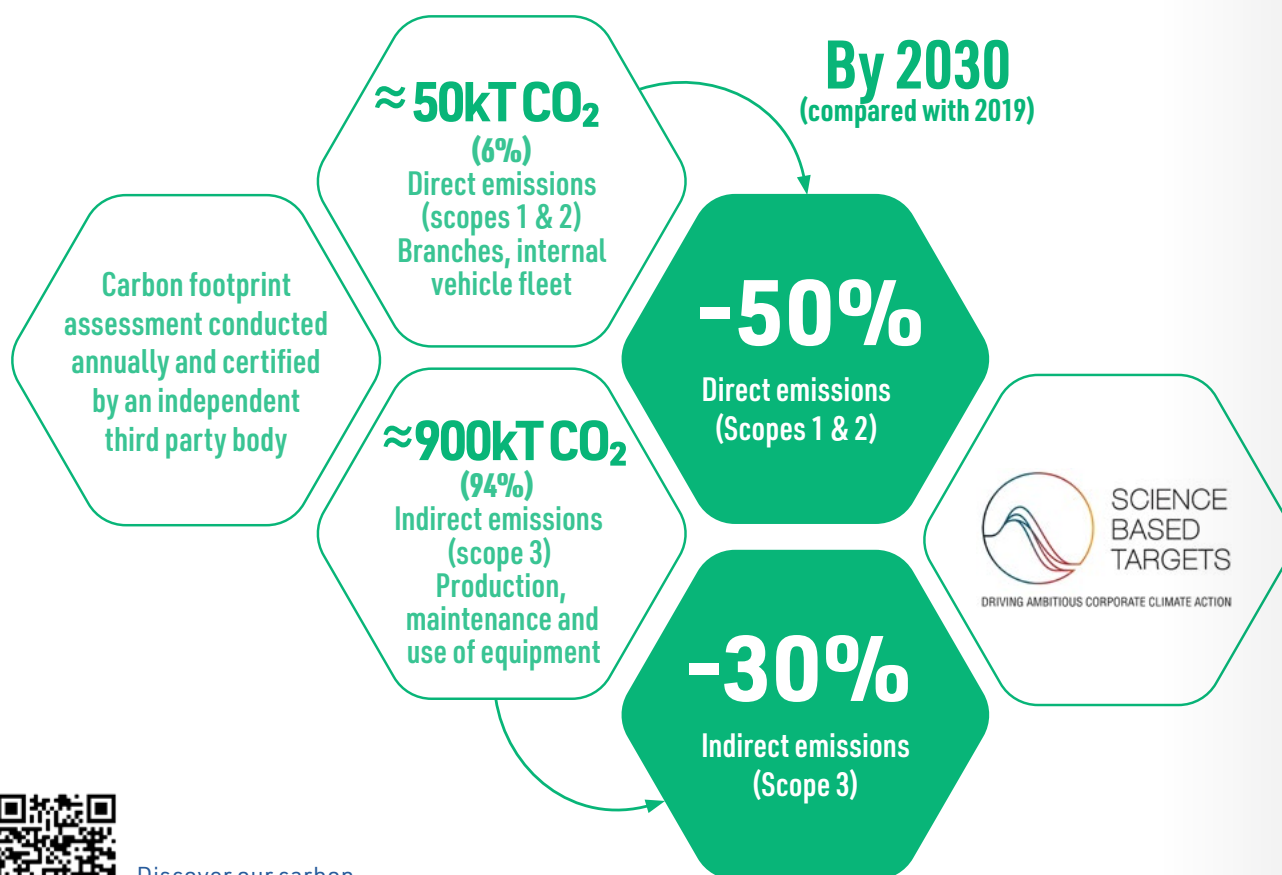


8 Electric and hybrid vehicles in our internal fleet

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.

A PROACTIVE ENVIRONMENTAL POLICY FOR THE LOXAM GROUP

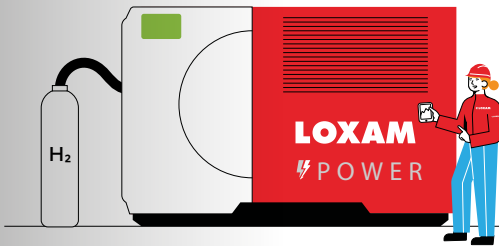
We took the decision in 2021 to step up our approach in aid of the energy transition by mapping out a voluntary greenhouse gas emissions reduction pathway, founded upon a Group carbon footprint assessment.



ENDORSEMENT FOR THE SCIENCE BASED TARGETS INITIATIVE



Jointly sponsored by the United Nations Global Compact, the Carbon Disclosure Project (the carbon impact body to which we have been reporting since 2020), the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), the Science Based Targets initiative promotes the establishment of ambitious climate action trajectories. Our support illustrates the rigour and credibility of our carbon trajectory, since each submission is reviewed by a committee of scientific experts.



Offer low-carbon options

Our commitment

More than half of our carbon footprint comes from emissions linked to the use of our equipment. As a rental company, we have a key role to play. We must support our clients in transforming their use patterns.

Our strategy is based on two foundations:

Anticipation to offer the most recent alternatives in terms of both equipment and services (LoxGreen and Ramigreen ranges).

Accompanying sustainable transformation by supporting research initiatives and contributing to awareness among our clients.

A few initiatives of clean worksites

We accompany our clients in deploying new-generation low-emission worksites. Through these actions, we aim to show them that new alternatives are now possible and that we are ready to support them in their projects. We can draw on several examples in Denmark, the Netherlands and France.

Focus on a worksite in France

At the end of 2021, we were the first rental company to offer a ready to use all-electric and hydrogen package in the heart of Paris. For the first time, power was supplied through the deployment of the E0Dev-GEH2® hydrogen power generator and the handling of the logistics of supplying low-carbon hydrogen by Loxam.



[Find out more](#)

Focus on a worksite in the Netherlands

To refurbish Europe's oldest parliament building, we supplied exclusively low-emission equipment. Lifting equipment, telehandlers, hybrid generators with photovoltaic panels, etc. were deployed for the next five years, much to the satisfaction of our clients.

Offer sustainable solutions

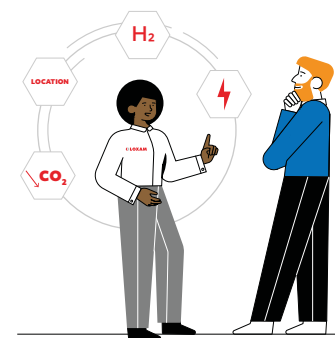
By pooling the use of the same piece of equipment by a large number of clients, we can make the most of our equipment's capacities, and work to this end to make equipment hire a responsible practice. We wish to strengthen our involvement with trade federations and national institutions to contribute to creating sustainable solutions for whole communities.

In France, we are members of the France Hydrogène association

where we share our concrete use cases to contribute to the drafting of regulations on the temporary use of hydrogen.

In Spain, we sit on the Green Building Council España (GBCe)

to transform the building sector into a circular and sustainable model. Through this partnership, our business unit is working on the publication on the state of sustainable construction in Spain.



"The commitment of a rental company as large as LOXAM to the decarbonisation of construction sites and major events is key to democratising the use of hydrogen. We are delighted that LOXAM has chosen our GEH2® hydrogen power generator solution to support its clients in all sectors in their energy transition."

Jérémie Lagarrigue
CEO, EoDev

OUR GROUP-WIDE CERTIFICATIONS AND EVALUATIONS

Our certifications



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



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 such as improving the way we operate our wash bays, removing buried fuel oil tanks, dealing with emergencies, improving storage of hydrocarbons, etc. These commitments today remain at the heart of our sustainability strategy.



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.



On the perimeter of France, our Power subsidiary (power generators, air compressors, cooling generators, etc.), some Access branches, our powered access business unit, and some branches in the generalist network are MASE certified. This certification enables us to operate on high-risk sites, such as SEVESO sites.



In 2015, Loxam was the first rental company in the world to obtain level 3 in the ISO 26000 standard, illustrating a high performance in sustainability. This reassures stakeholders in terms of the company's transparency, ethical business behaviour and its commitment to actively contribute to sustainable development.

Our evaluations

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



Once again this year, we received the EcoVadis Gold rating. 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.



Assessing the maturity of CSR strategy, governance, organisation and performance of a company on social, environmental and ethics-related topics, Vigeo Eiris awards a mark out of 100 to the companies it assesses.
Mark: 47/100 (NB: Very few companies have a maturity level >50/100).



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: 13.8/50. Loxam ranks among the best performances of all the companies assessed by Sustainalytics, and records the best performance in the sector.



For the first year, Loxam responded 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.

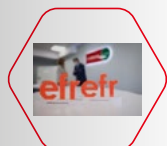


19 of our business units are certified as a Great Place To Work®

Our awards



For the fifth 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.



Our business unit in Spain earned "EFR" certification (responsible family enterprise) from the Spanish foundation "*más familia*". This label is based on an audit conducted on the general working conditions in the subsidiary, and interviews with 10% of the Loxam Hune workforce. It offers proof that Loxam Hune cares about the wellbeing of its employees.



For the 12th year running, our business unit in the United Kingdom received the "RoSPA President's Gold Award" for demonstrating outstanding standards in occupational health and safety.

Established in 1956 by the Royal Society for the Prevention of Accidents (RoSPA), the award scheme is designed to celebrate the achievements of businesses that show continuous commitment to accident and ill-health prevention. It is one of the most prestigious and highly-acclaimed schemes in the world, with nearly 2000 entrants each year, covering more than seven million employees. This accolade is the longest-running in the United Kingdom in the area of occupational health and safety.



Our British business unit and its training team were distinguished twice at the IAPA (International Awards for Powered Access) ceremony: Contribution to Safe Working at Height, and IPAF Training Instructor of the Year for our employee Phil Draydon.

CONCLUSION FROM OUR GROUP STRATEGY & DEVELOPMENT DIRECTOR



Alice Henault

**Group Strategy
& Development
Director**

2021 was a year of structure-building for Loxam. The creation of a Group CSR department, the formalisation of our CSR commitments at the heart of our "Commit today for tomorrow" approach, the calculation of the Group's carbon footprint, the launch of our carbon reduction path, which defines our commitments in terms of reducing our greenhouse gas emissions: our activities were many and diverse.

The desire to accelerate and formalise all these actions follows on from our structural acquisitions (Ramirent in 2019, Lavendon in 2017), with teams already committed to CSR initiatives. For Loxam, it is therefore an excellent opportunity to capitalise on the cultures and best practices of each company. It also comes in response to the increasing requests for disclosure from our stakeholders (investors, non-financial rating agencies).

This acceleration is also the result of a widely shared observation. The environmental, social and societal expectations of our stakeholders, and more broadly of civil society, are growing ever stronger. For us, embarking on a CSR approach today means, in line with our historical commitments, preparing a sustainable business model in step with the social and environmental contexts of the communities in which we operate. The challenge for Loxam is now to gain the commitment of its entire ecosystem, first and foremost its employees, in this movement which is no longer simply an option. This is the essence of our approach. It requires the participation of everyone: employees, clients, suppliers and partners, starting today.





















Our approach is agile, educational, realistic and credible. This is demonstrated by our support for the Science-Based Targets initiative. It is being built with our employees, on the ground, who are the most likely to find solutions to reduce greenhouse gas emissions on our clients' sites and in our activities, improve safety, and promote the development of an attractive working environment.

To achieve our goal, 2022 is the year for taking ownership. We will support all our business units in raising awareness among their employees and adjusting their own CSR roadmaps. These roadmaps will be in line with the principles set out at Group level. Nevertheless, our business units will retain full autonomy in the definition and deployment of these actions so as to adapt to the realities of each country and region, and yet retain the benefits of sharing best practices.

*" 2022 is the year
for everyone to take
ownership of our
Commit today for
tomorrow approach "*

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.

Axe	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 TRAVAIL DÉCENT ET CROISSANCE ÉCONOMIQUE 	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 
	Offer 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 regional development	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 



 **LOXAM**
Much More than Rental

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