



GRI – INDEX SUPPLIMENT

HSS Hire Group plc

IMPACT REPORT 2024-25



GRI - REPORTING STANDARDS INDEX

We use external frameworks to help us implement good reporting practice, to ensure we are covering the topics of most interest to stakeholders and to aid comparison with other companies.

Our 2024 ESG Impact Report references selected Global Reporting Initiative's (GRI) Standards.

The index below shows which topics and disclosures are covered and their location in our reports.

This index also includes some metrics from: UN Sustainability Development Goals (SDG's, Carbon Disclosure Project CDP, Climate Related Financial Disclosures (CFD) Sustainability Accounting Standard Board (SASB).

We are proud signatories of the UNGC as of 2nd January, 2025, and are committed to its 10 principles covering the areas of human rights, labour, environment and anti-corruption. The 2024-25 ESG Impact report is our 4th communication on our progress towards Net Zero 2040, covering the year 2024-25. The tables within shows where our disclosures for each area can be found in our public reporting.

We have also indicated where our work on sustainability is supporting our progress on the UN Sustainable Development Goals (SDGs). For more information see pages 12-13 of our Impact Report 2024-25.

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GRI 2: General Disclosures		UN Global Compact Principles	UN SDGs (Bold Core)	Where to find it (where other documents are referenced <u>underlined></u>)	Where to find it (where other documents are referenced <u>underlined></u>)
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				2	-
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GRI 2: General Disclosures		UN Global Compact Principles		Where to find it (where other documents are referenced <u>underlined</u>)		Where to find it (where other documents are referenced <u>underlined</u>)		
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201: Economic Performance			UN Global Compact Principles		Where to find it (where other documents are referenced <u>underlined</u>)		Where to find it (where other documents are referenced <u>underlined</u>)	
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	201-2	Financial implications and other risks and opportunities due to climate change	8, 13		Climate Related Financial Disclosures Max Financial Impact (Scale) Column	80-105 94-97	Climate Related Financial Disclosures Max Financial Impact (Scale) Column	33-46 40-43
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	205-1	Operations assessed for risks related to corruption	16	10	Business Ethics - Assurance & Fraud Investigation Teams, Risks Management Training & Colleague Risks Training, Anti-Bribery and Corruption Code of Conduct	74-75	Risk Management to Key Risk 11 - ESG Chairman's Introduction to Corporate Governance - Legislative/Regulatory Matters and Related Training for Colleagues	
	205-2	Communication and training about anti-corruption policies & procedures	16	10	Business Ethics - Assurance & Fraud Investigation Teams, Risks Management Training & Colleague Risks Training, Anti-Bribery and Corruption Code of Conduct	74-75	Risk Management Training - Listed on pg. 76 of the Impact Report is Mandatory for All Colleagues in Group. The Ratios Listed are a Total % of HC	Declaration
	205-3	Confirmed incidents of corruption and actions taken	16	10	SV-PS-510a.2	108-109	During 2024 there were no incidents of corruption either reported or confirmed. No colleagues were dismissed or disciplined for corruption. No business partner or contracts were suspended, terminated or not reviewed due to violations related to corruption. No legal cases were brought against the HSS Group of companies for the reporting period of 2024.	Declaration
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201: Economic Performance		UN Global Compact		Principles		Where to find it (where other documents are referenced <u>underlined></u>)		Where to find it (where other documents are referenced <u>underlined></u>)	
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						Embedding ESG Governance & ESG-C	82-83	Definitions - Net Zero	132

301: Environmental Performance			UN SDGs (Bold Core)	UN Global Compact Principles	Where to find it (where other documents are referenced <u>underlined</u>)		Where to find it (where other documents are referenced <u>underlined</u>)		
(cont.)	Number	Disclosure			2024 ESG Impact Report		Page	2024 Annual Report	Page
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	305-3	Other indirect (Scope 3) GHG emissions	 7, 13	8	Carbon Footprint Assessment - Scope 3 Carbon Reduction Plan to Net Zero Timeline Waste Management to Tech-Enabled Decarbonisation CFD - GHG Emissions & Waste CFD - Metrics - GHG Reduction	22-23 24-27 34-43 100-101 104-105	-		
	305-4	GHG emissions intensity	 7, 13	8	CFD - GHG Intensity	100-101	-		
	305-5	Reduction of GHG emissions	 7, 13	8, 9	Our Business Model is Inherently Sustainable CFD - GHG Emissions CFD - Metrics - GHG Reduction	8-9 100-101 104-105	-		
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400: Social Performance Employment Occupational Health & Safety					2024 ESG Impact Report	Page	2024 Annual Report	Page
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	308-2	Negative environmental impacts in the supply chain and actions taken	12	8, 9	Engaging With Our Supply Chain & Partners Engaging With Our Suppliers, Advancing Our Suppliers' ESG Maturity, New Supplier Selection Supplier Tiering System, Assessing and Monitoring Higher Risk Suppliers	40-41	Supplier Auditing	8
	401 GRI 3-3	Management of Material Topics 2024	8		New hire and staff turnover rates we consider commercially sensitive information and do not publish. However, it is on a shared on a confidential basis in ratings audits. All colleagues are entitled to parental leave and benefits package	Declaration	-	
	403 GRI 3-3	Management of Material Topics 2024	3, 8		Vision, Values & Purpose - Make it Safe Colleague Health & Wellbeing Workforce Health & Safety Learning & Development	5 60-61 62-63 64-65	Chairman's Introduction to Corporate Governance Corporate Governance - Overview of Board's Work During FY25 Risk Management - Ownership, Identification and Assessment CFD - Metrics - Social CFD - Metrics vs. Targets - Our Colleagues	51 56 11 45 46
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400: Social Performance		UN SDGs	UN Global Compact Principles	Where to find it (where other documents are referenced <u>underlined></u>)		Where to find it (where other documents are referenced <u>underlined></u>)		
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	404 GRI 3-3	Management of Material Topics 2024	4, 8	Our People Strategy Learning & Development	54-55 64-65	ProService: Our People THSC: Our People	24-25 31-32	
	404-1	Average hours of training per year per employee	4, 8	CFD - Social - Training Courses, Hours, Hours/Colleague	102-103	ProService: Our People THSC: Our People CFD - Metrics - Social - Training Courses, Hours p/Colleague	24-25 31-32 45	
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400: Social Performance		UN SDGs (Bold Core)	UN Global Compact Principles	Where to find it (where other documents are referenced <u>underlined</u>)		Where to find it (where other documents are referenced <u>underlined</u>)	
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Marketing and Labelling	416-1	H&S Impacts Product & Services	3		Customer Safety	63	-
	416-2	H&S Incidents Non-Compliance	3		Customer Safety	63	-
	417 GRI 3-3	Management of Material Topics 2024	16		Vision, Values, Purpose - "Customers"	5	-
Customer Privacy	417-3	Incidents of non-compliance	12, 16		Business Ethics Data Ethics SV-PS-230a.3 - HSS Disclosure	74-75 76-77 108-109	No incidents were recorded, or fines or penalties levied in regard to non-compliance of company marketing communications or product labelling during the 2024 reporting period <i>Declaration</i>
	418 GRI 3-3	Management of Material Topics 2024		1	Board of Directors - Committee Oversight Data Ethics Materiality Issues Table SASB Matrics - Data Security	73 76-77 106 108-109	HSS Privacy Policy link
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	1	Data Ethics SV-PS-230a.3 - HSS Disclosure	76-77 108-109	HSS Privacy Policy link
Additional Non-GRI Indicators							
Additional Non-GRI Indicators	Water Consumption and water withdrawal in water-stressed regions		12, 13	8	Reducing Energy Consumption - Water Saving	33	-
	Absolute number of colleagues in employment		3, 8		CFD Metrics - Social	102-103	CFD Metrics - Social 45
	Financial investment contribution			7	-		Key Performance Indicators 3 Financial Review 4-6