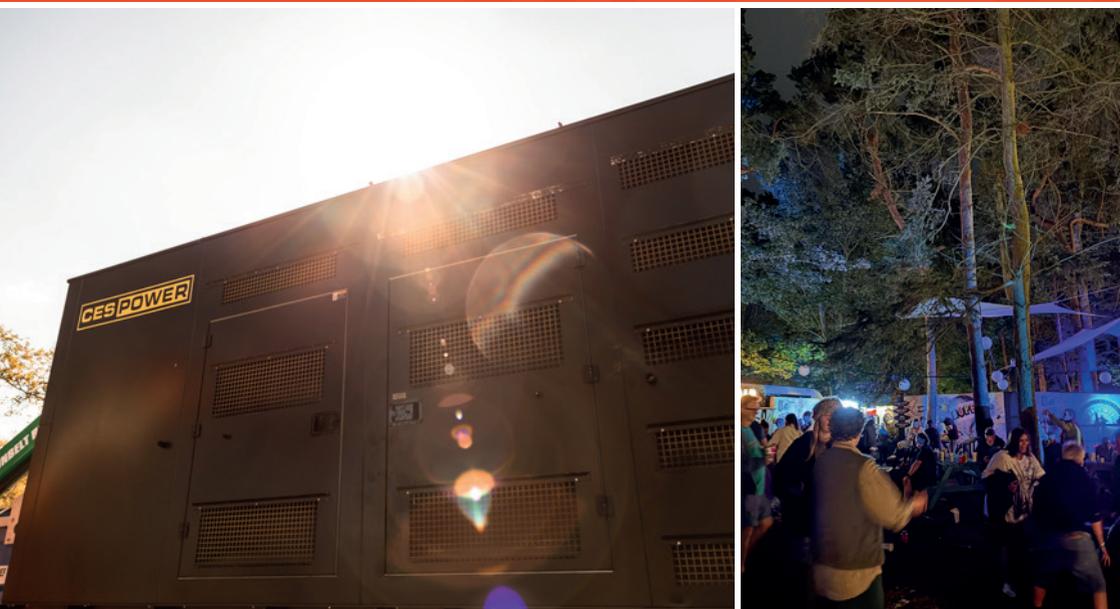


CES POWER UK AND EUROPE

Your Sustainable Power Partner



CES Power are the global leader in temporary power solutions, collaborating with customers across the UK, Europe, USA and beyond. Our innovative and sustainable solutions are utilised by a broad range of customers across industrial industries, as well as high profile events, sporting tournaments and music tours. We pride ourselves on offering an expert service, with high quality implementation that delivers for our customers every time.



CES POWER – YOUR SUSTAINABLE POWER PARTNER

Our ESG strategy

We are committed to operating our business in a responsible manner which adds value for our customers, colleagues and the communities we operate in. Our ESG action plan is evolving as our business grows, and we are always looking for opportunities to improve further. Our progress is reviewed and managed at a senior leadership level, ensuring it is driven from the top down within all departments and teams across our business.

Our goals & our actions

	ENVIRONMENT	SOCIAL	GOVERNANCE
OUR GOALS	We are committed to supporting our customers in making more sustainable choices when it comes to their temporary power requirements, as well as striving for continuous reduction of our own environmental impacts	People are at the heart of our business and we prioritise creating rewarding careers, upskilling the next generation and having a positive impact within the many communities we operate in	Robust governance processes ensure we operate responsibility across all areas of our business, striving for continuous improvement in line with our wider business strategy
OUR ACTIONS	Champion innovation in power generation technology, showcasing to our customers more sustainable options which deliver the same results	Create rewarding career paths, offering training, upskilling and progression opportunities	Complete a full policy review and update programme by H2 2026, with an eye on key ESG areas
	Operate robust supplier standards and guidelines to ensure responsible procurement practices	Build award winning apprenticeship and graduate programs to support the next generation in career building	ESG progress and updates to be on the agenda for every senior leadership meeting
	Responsible depot operations which minimise our environmental impact, including waste, transport and local ecology protections	Foster a zero RIDDOR health and safety environment across all our locations	Continue driving progress on our accreditation pathway, aiming to complete ISO by YE 2026

As a high value investor in equipment and accessories, we are able to work collaboratively with our supply chain partners to drive innovation and progress from the development and build stage, right through to delivery and fulfilment.

ENVIRONMENT

Hire – an inherently sustainable model

Hire is an inherently sustainable equipment procurement model, which supports customers across a broad range of industries in reducing their emissions, whilst procuring equipment on a project by project basis. Rather than buying equipment outright and taking on all the production implications for it to sit idle for periods of time, customers can simply hire equipment as and when they need it, and they don't have to worry about maintenance, servicing or storage during downtime.

Hire specification equipment is built to much higher standards to ensure robustness, so its usable life is longer to cope with repeated use, low levels of downtime, regular transport, and multiple customer usage. Hire equipment is also serviced and maintained on a more regular basis, which keeps it running at optimum levels, identifying and rectifying any issues early, minimising emissions and extending its usable life.

Driving change through our supply chain

As a high value investor in equipment and accessories, we are able to work collaboratively with our supply chain partners to drive innovation and progress from the development and build stage, right through to delivery and fulfilment. This ensures that sustainability is kept front of mind through every stage of the development and production process, and we can help to drive positive change for our industry and the industries our customers operate in.

Innovation through telematics

All our generators are fitted with the latest remote fleet management technology, which provides a huge number of benefits to our customers in meeting their own sustainability goals.

The remote reporting shows the key performance metrics of the equipment, identifying how it's performing, what the fuel levels are, and where we could potentially create efficiencies. We have often been able to utilise this data to suggest swap outs or more efficient ways of working that can help to reduce emissions and noise levels.



Our team have over 35 years' experience in power generation practices, and they utilise this knowledge to help our customers minimise the environmental impacts of their events and projects, even if it means reducing the overall cost of the hire.

ENVIRONMENT

The latest in power innovation

We understand the important part reducing emissions plays in most events and projects, so we have been investing heavily in growing our fleet of Battery Energy Storage Solutions (BESS), so we can provide more sustainable options which offer the same power capabilities, without the associated emissions and noise levels.

Throughout 2025, we were able to demonstrate to our customers the significant emission and fuel savings that can be achieved by utilising battery solutions as part of their power set up. One of our customers, a residential construction company, utilised battery solutions as part of their site power at one of their developments. Powering multiple site cabins, crew welfare and working areas, we were able to help them significantly reduce their environmental impacts, as well as those towards the local community.

Final reporting on the project demonstrated:



Emissions savings of **19,000kg's** of CO2



83% reduction in run time and fuel consumption



Fuel cost savings over **£9,000**

We also have a full range of silent generators which are equipped with soundproof enclosures and advanced technology to provide the same levels of power, without the usual noise levels associated with Diesel machines, making them perfect for events, film or TV shoots, and sites in residential areas.

Expert led consultancy

We see one of our key responsibilities as helping our customers to make informed choices when it comes to their power requirements. Most customers will typically select the same equipment they've used in the past, however our expert teams are often able to suggest more sustainable options which provide the same level of power supply whilst minimising emissions, costs and other environmental impacts such as noise. For example, building out a site distribution model utilising additional cabling, which can reduce the number of generators required, whilst still getting power where it's needed on site. Less generators, means less emissions.

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Our owned fleet of flat bed lorries, trucks and vans, operated with smart routing software, ensures our deliveries and collections are completed in the most efficient way possible, maximising jobs completed for each journey, whilst minimising emissions and distance travelled.

ENVIRONMENT

Minimising operational impacts

We have robust action plans in place to manage workstreams such as waste management and recycling, as well as protecting local ecology around our depot and office locations.

We partner with Biffa to manage our waste and recycling removals, working with our colleagues to minimise waste to landfill and maximise recycling. Any hazardous waste is safely managed and disposed of by our specialist partners.

Many of our depots are situated outside busy city centres, however they are often on industrial estates close to residential areas or natural places such as parks or fields. This makes it especially important for us to have protections in place to minimise any impacts from our operations.

Transport

Whether in the UK, USA or Europe, we strategically plan the locations of our depots to ensure we offer the broadest geographical coverage, whilst reducing miles travelled to our customers sites and locations. Our equipment holdings are continually assessed and revised, to ensure we can service customers within each region effectively, without the need to transport equipment hundreds of miles unless absolutely necessary.

Our owned fleet of flat bed lorries, trucks and vans, operated with smart routing software, ensures our deliveries and collections are completed in the most efficient way possible, maximising jobs completed for each journey, whilst minimising emissions and distance travelled. We also work with a selected number of third party transport providers where needed to ensure we minimise the miles travelled to fulfil our customer requirements.



We don't operate the same way as everyone else, so we want people who will challenge the status quo and look to do things differently, always focused on delivering the best possible experience for our customers, whilst driving our business forward.

SOCIAL

Powered up for a bright future – careers at CES

We're an ambitious business with continuing plans for global growth, and our people are key to driving this. Our success comes from collaboration, innovation, a strong common mission and embedded values that make us stand out from the rest. Our people deliver the best possible power solutions for our customers, and in return, we offer a workplace that is supportive and encouraging, where our people can thrive and grow long term careers with us.

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OUR FOUR PILLARS:



WE'RE FOCUSED ON GROWTH

The growth of our business is key, but so is the growth of our people. We want to ensure that every single colleague has a rewarding job role and opportunities to continue learning and progressing to build a lasting career with us.



WE'RE SUPPORTIVE

We get stuck in, working across teams, departments and locations, not rigidly sticking to job descriptions or area lines, but doing what we need to do to help and support each other, and get the job done.



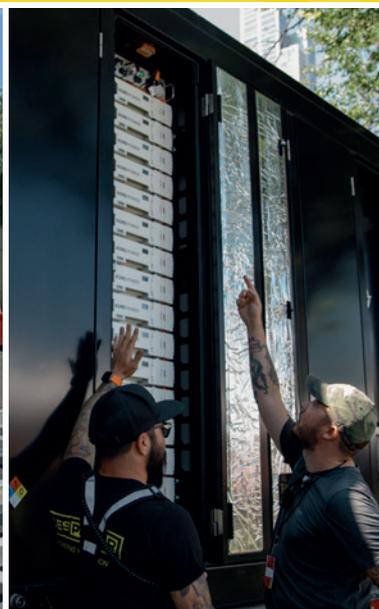
WE HAVE HIGH STANDARDS

Our customers need expert solutions, delivered on time, within budget, and to the highest possible standards of safety and sustainability, and that's what we deliver, every time. We call out issues early, and we work together to rectify and build better.



WE RECOGNISE TALENT

We ensure every colleague is rewarded fairly for the job they do for us and our customers. We offer a competitive benefits package, as well as regular recognition schemes and activities to reward those going above and beyond to help us reach our goals.



We build out bespoke induction training programmes to ensure every colleague joining our business gets a strong start from day one. Our various departments run ongoing training programmes to ensure our colleagues keep improving their skills, as well as working to the highest possible standards of safety, compliance and governance.

SOCIAL

Equal opportunities for all

Diversity creates high performing teams, so we ensure that throughout our recruitment practices we're attracting a broad range of candidates from a variety of backgrounds. We've taken steps to review our job adverts and specifications to ensure the language used isn't biased in any way and welcomes anyone who is interested in the role to apply.

We will always take reasonable steps to accommodate any adjustments people might need when they come to interview with us, and our management teams are always happy to interview a diverse range of applicants who meet the job role criteria.

Training and development

We build out bespoke induction training programmes to ensure every colleague joining our business gets a strong start from day one. Our various departments run ongoing training programmes to ensure our colleagues keep improving their skills, as well as working to the highest possible standards of safety, compliance and governance. This training is delivered via in person sessions and e-learning modules, covering everything from safe working practices in depots, to GDPR and cyber security.

Nurturing the next generation

In the UK, we partner with a number of colleges to offer apprenticeship programmes to help train and guide the next generation of specialist engineers. Apprentices complete a mix of in-college teaching sessions alongside practical work in our depots, learning from our experienced engineering teams. This gives them an industry recognised qualification, as well as practical working experience to help them build their engineering career.

In 2025 we won Best New Employer from Newcastle and Stafford Colleges Group (NSCG) for our training programme. Due to the overwhelming success of the engineering apprenticeship scheme, we're looking to expand into other roles and departments such as finance and sales, and we have since welcomed a number of graduates into various departmental roles to help them build their skills and experience.

We truly believe it's our responsibility to help foster and develop the next generation of talent for the global power industry, sharing the knowledge of our expert workforce.



Our Operational teams in the UK and Europe work closely with the US teams to share best practice and new ideas across divisions and locations. Colleagues can see their suggestions leading to positive change and ensuring that everyone goes home safe at the end of each day.

SOCIAL

Health and safety

Safe working practices are at the forefront of everything we do, and we've worked hard to build a culture of safety across our group business where everyone is empowered to take ownership and report anything they believe we could improve.

OUR TARGET - 0 RIDDOR WORKING ENVIRONMENT EVERY YEAR.



2024
0 RIDDOR's



2025
0 RIDDOR's

All our colleagues have access to a safety observation reporting portal where they can log accidents, near misses and safety observations. These reports are reviewed monthly by the safety and compliance team, regional management, and the senior leadership teams, and they directly drive improvement programmes across our locations.

Our Operational teams in the UK and Europe work closely with the US teams to share best practice and new ideas across divisions and locations. Colleagues can see their suggestions leading to positive change and ensuring that everyone goes home safe at the end of each day.



ESG forms part of the agenda at every monthly senior management meeting, led by our European President, to ensure continuing progress and that ESG areas and action plans are filtered through every team and department across our business.

GOVERNANCE

ESG forms part of the agenda at every monthly senior management meeting, led by our European President, to ensure continuing progress and that ESG areas and action plans are filtered through every team and department across our business.

Prioritising quality

We are continually reviewing our working practices to ensure we are working to the highest possible standards of quality, and we are regularly assessed by some of the industry's leading accreditation bodies. We also hold a number of key industry memberships which recognise our commitment to quality, service and continuous improvement.



GDPR and cyber security

Our Data Protection Office comprises a group of senior colleagues within our business across marketing, IT, finance, compliance and HR, as well as our external partners who ensure we are compliant and unbiased in our approach to data security. They also supported us in developing a robust data breach management plan which ensures we act promptly to investigate and address any potential breach.

All our colleagues have completed at least two comprehensive training modules around GDPR and data security, with many teams completing additional modules tailored to their own roles and the data sets they come into contact with in their roles.

We partner with Arctic Wolf on our cyber security training for colleagues, providing regular shortform video training pieces and quizzes around key topics such as phishing, staying safe when shopping online, cyber security when working remotely, and many more. These modules ensure we can react quickly to deliver training around key cyber security trends, keeping our colleagues informed and aware.

As a business we are committed to working to the highest standards of data protection and cyber security, and this flows through all our data, IT and systems projects.



CES POWER