



Environmental, Social and Governance

We care about our people, their development and how we conduct ourselves as a business.

We support equal opportunities for all, a diverse workplace, and an environment where colleagues are encouraged to thrive and fulfil their potential. Doing things the right way is wired into our Proserv FRESH values and we adhere to high standards of governance, integrity and regulatory compliance.

Proserv is committed to utilising its controls technologies to optimise the reliability and performance of energy assets, reducing the carbon emissions of our customers and supply chain, and supporting sustainable energy generation. We aim to be a net zero emissions company by 2040.



ENVIRONMENTAL

Our Vision

Proserv will help to protect the planet's future by ensuring we remove more greenhouse gases from the atmosphere than we emit.

Our mission

To be a carbon net zero company by 2040.

How will we become net zero?

REDUCE emissions through increased efficiencies
BALANCE the remainder through carbon offsetting programmes
SUPPORT our supply chain to show evidence of the same

Proserv's strategy aims to reduce, balance and support across all three emissions scopes. control.

GOVERNANCE

Corporate structure and governance

As an organisation, we ensure our corporate structure and governance are fit for purpose for delivering our goals.

Business and personal integrity

Proserv personnel are expected to perform and work with honesty and integrity and comply with all applicable laws.

Protecting Proserv employees

We are committed to ensuring our workplace is a safe and ethical place to work for all employees, contractors and stakeholders.

Protecting Proserv assets

We are committed to ensuring that our assets are not at risk from fraudulent activity, or exposure from data and confidentiality breaches.

SOCIAL

People policies

Proserv will ensure that its personnel are able to work in a professional, safe and discrimination free environment.

Learning and development

Supported by our FRESH values, our mission is to allow our people to continually develop, thrive and reach their full potential.

Employee engagement

We are committed to giving our employees a voice through employee representative forums, employee engagement surveys and regular town hall meetings.

Community

We ensure that the Group remains a healthy, happy and environmentally conscious place to work.

Pay and conditions

We provide a fair and cost-effective pay and reward structure that motivates and retains our employees.