

# APCOA UK ESG Goals

## ENVIRONMENTAL

- Maintain recycling at 100% of operational bases by the end of 2025.

## SOCIAL

- Reduce slips and trips by 5% by December 2025 compared to 2024, among members of the public (customers)
  - 48 slips and trips incidents were recorded in 2024 among customers
- Roll out employee slips and trips campaign to 100% of the UK office by the end of 2025
- Target 12% of Young Talent (<25 years old) across UK by Mid 2026
- Target 24% of Women in parking across UK by Mid 2026
- Drive LTIFR to less than 4 by the end of 2025.

## GOVERNANCE

- Reduce failure rate on the phishing tests from repeat offenders, employees who have failed a phishing test more than once, by 25% by the end of 2025.
- 100% of colleagues in management roles (circa 120 FTEs) to receive anti-corruption training by mid 2026.
- 100% of management teams trained in Code of Conduct by mid 2026.

## SUSTAINABLE PROCUREMENT

- Ensure all suppliers sign the Supplier Code of Conduct by the end 2025.