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# GRI – INDEX SUPPLEMENT

HSS Hire Group plc

IMPACT REPORT 2023-24



## GRI - REPORTING STANDARDS INDEX

We use a range of reporting frameworks to ensure we are following good reporting practices that cover the topics of most interest to all stakeholders, whilst also offering easy comparison to other companies.

This index lists the topics and disclosures we publish and their location in our public reports. This document references Global Reporting Initiative (GRI) standards, alongside other metrics such as; UN Sustainable Development Goals (SDG), Carbon Disclosure Project (CDP), Climate Related Financial Disclosures (CFD) and Sustainability Accounts Standard Board (SASB).

Our 2023 ESG Impact Report is our third annual publication of the progress we have made towards our Net Zero target date of 2040, this edition specifically covers our progress in 2023. At the time of publication, we are submitting our request to join the United Nations Global Compact given that we are already committed to its ten principles in the fields of human rights, labour, environment and anti-corruption.

The tables within this document list where our disclosures for each area can be found in our public reporting documents.

We have also indicated where our commitments, progress and focus are supporting particular SDGs. For more information, please see pages 12-13 of our ESG Impact Report 2023.

### Notes

The 2023 ARA & ESG Impact reports are public documents published on our corporate website :- <https://www.hsshiregroup.com/sustainability/reports/>

All hyper-links referenced in this document are all public documents

Declarations have been made in this report to clarify our company position or policies in 2023

This document was published June 2024 – All data refers to full year 2023

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Number	Disclosure	UN SDGs	UN Global Compact Principles	Where to find it (where other documents are referenced <u>underlined&gt;</u> )	Page	Where to find it (where other documents are referenced <u>underlined&gt;</u> )	Page
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			(Bold Core)					
301: Environmental performance	302	Management of Material Topics	<b>7, 12, 13</b>	8	<u>2023 ESG Impact Report</u> SDG's - 6 Core SDG's - Goal 7,12 & 13 Our Responsible ESG Strategy Governance, Board Leadership, Committees, Mgt Level Oversight, Embedding ESG Governance & ESG-C	<u>Page</u> 12-13 16-17 82-85	<u>2023 Annual Report</u> Market Drivers Chairmans Statement - Our Board	<u>Page</u> 7 10
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			(Bold Core)					
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400: Social Performance	GRI 3-3	Management of Material Topics	8	2023 ESG Impact Report New Hire & turnover rates we consider this commercially sensitive information & do not publish. However it is shared on a confidential basis in ratings audits All Colleagues are Intitled to Parental Leave	Page	2023 Annual Report	Page				
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