

Sustainable Site Solutions



Section 172(1) Statement

FOR THE YEAR ENDED
31 December
2024



Introduction

The Board of Directors of Garic consider in good faith, both individually and together, that during the year ended 31 December 2024 they acted in a way that promoted the success of the company for the benefit of its members as a whole (having regard to the stakeholders and matters set out in s.172 (1) (a-f) of the Companies Act).

The stakeholders the Board of Directors considers in this regard are the company's employees, customers, suppliers, funders, shareholders, and the local communities in which the company operates.

The Board of Directors recognises that building strong relationships with our stakeholders will help us deliver our strategy in line with our long term values and operate the business in a sustainable way. Project Compass reinforces our commitment to sustainable development. The directors' approach to considering the matters referred to in s.172 (1)(a-f) of the Companies Act is summarised opposite.

The likely consequences of any decision in the long-term.

The primary goal of the company is to enhance long-term value for its ultimate shareholders, while simultaneously minimising our environmental footprint.

The Board of Directors strives to ensure that day-to-day decisions look ahead and anticipate the future needs of all stakeholders. Long-term strategic opportunities are captured in the company's annual operating plan that covers a three-year horizon. A long-term incentive plan is in place for the executive directors of the company to assist in the delivery of long-term objectives. Investment decisions are evaluated using cash flow models that project future performance for at least five years.

The interests of the company's employees.

Developing colleagues, organisation and culture is a key enabler for the Group Vision and Garic's Board seeks to put colleagues at the heart of the business, working together to create safe and inclusive environments where colleagues can thrive, grow and make a difference.

The company holds a gold RoSPA award in recognition of its outstanding health and safety achievements. During the year the Company Executive held regular online and in person briefing meetings to provide colleagues with information relevant to them and to invite feedback from colleagues on matters of concern to them. The company also utilises Peakon to listen to our colleagues and act on feedback to deliver improvement. A quarterly newsletter, 'Garic Insight' is provided to all colleagues covering company initiatives, financial performance, and various ESG-related activities (Compass) and monthly performance updates from the CEO have now been introduced to improve transparency. Our Compass People vision is to keep our colleagues safe at work and celebrate, respect and value them for who they are and what they do.

The need to foster the company's business relationships with suppliers, customers and others.

Regular meetings are held with customers, suppliers, banks, and other stakeholders to ensure we understand what these stakeholders need from their relationships with the company and to provide them with information on our business. The company regularly captures formal and informal customer feedback to help maintain and enhance our strong service provision and recently utilised a third party to support a customer NPS exercise, surveying 500 customers and resulting in a positive score of +72. The company has a procurement and supply chain management policy that sets out how relationships should be fostered with suppliers. Our Compass Customer vision is to continually work to be our customer's partner of choice and support them to thrive.



The impact of the company's operations on the community and the environment.

The company is committed to minimising its environmental impact, creating safe places for our people to work, and supporting our communities. These commitments are set out in the company's sustainability policy. The Board of Directors considers the company's environmental impact through an annual report that sets out our environmental footprint and progress against carbon reduction targets. Progress on energy use and carbon emissions is summarised in the SECR on p.12.

Our compass Environment vision is we are committed to being an increasingly sustainable business minimising our environmental impact and influencing positive change. The company designs and manufactures environmentally friendly products to help customers minimise the environmental impact of their operations.

As mentioned above, Garic continues to hold gold accreditation from the Fleet Operator Recognition Scheme (FORS) and also holds commendations from the Royal Society for the Prevention of Accidents (RoSPA) demonstrating our commitment to following best practice and meeting the highest standards of safety.

Our Compass Community vision is to strive to improve the quality of life for all in the communities in which we work and live and we delivered 150 colleague days given to the community in 2024.

The desire of the company to maintain a reputation for high standards of business conduct.

The company's values provide the guiding framework for ensuring decisions and actions are safe, responsible, have integrity and consider those people and organisations that may be affected by them. Employee recruitment, training, development, and appraisals are all based on these values. The company's corporate governance and standards of business conduct are reviewed by the company's shareholders, both informally and through periodic internal audits.

The need to act fairly as between members of the company.

The company has one corporate shareholder that it engages with through regular discussions, monthly management information, formal Board meetings and the provision of ad hoc information as required.

Key decisions in the year

We consider the key decisions to be those decisions taken by the Board which should not be delegated to either management or a committee of the board and which may have a potentially material impact on the company's strategy, stakeholders or long term value creation, including material supplier and customer contracts, capital investment, M&A activity and review of the company's long term strategy and three year operating plan.

In 2024 key decisions included

- the decision in Q4 2024 to commit to a 10 year lease for the future Reading depot, which will underpin additional growth and allow the business to more easily access South and South West market opportunities;
- the decision to restructure the business in Q3 2024, for which exceptional costs impacted the 2024 P&L; and
- the decision to reduce capital investment during 2024 in light of market conditions and instead focus on maximising utilisation of existing fleet

This Statement was approved by the Board of Directors on 13 June 2025.

Brian Sherlock
Chief Executive Officer





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Kingfisher Park, Aviation Road,
Pilsworth, Bury, BL9 8GD

0330 094 8061
info@garic.co.uk
garic.co.uk

