



# Molson Group Social Value Policy

Department: Human Resources

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## **Molson Group – doing good business**

At Molson Group we know that doing good business is about far more than making money.

There is now increasing pressure, from government, policy makers and the public, for businesses to do more good – to create social value. But Molson Group has been doing this since the very beginning – it's built into how we do everything.

Molson Group is a values-led business with a long-standing dedication to delivering social value as alongside commercial success. Social value measures the positive value businesses create for the economy, communities, and society. From the very beginning, we have made this part of our way of doing business, and alongside our excellent product range, great team and unbeatable service, it's what our people, and our customers, like about us.

Led from the top by managing director, Robin Powell, an active philanthropist in both his private and business lives, Molson Group has a structured programme of initiatives, partnerships and policies which ensure that our company delivers positive outcomes for our people, the communities in which we operate (and beyond), for selected charities, and for the environment, both directly and through extensive customer base.

Molson has a multi strand approach to giving back to society, our local communities, and to supporting sustainability.

## **Community and partnerships**

Molson Group is committed to supporting its local communities and to working with key national charities to deliver positive impact.

## **Community Champions**

At service centre level, we have established a network of regional Community Champions, who identify where Molson could add the most value, supporting causes put forward by other members of the team, and organising local fundraising, volunteering, donations and awareness raising activities. They work to engage their local colleagues to maximise impact and reach into the local community.

We are proud of our community initiatives and will consistently strive to have a positive impact.

## **National charities**

Molson is committed to partnering with key national charities, providing resources, awareness and funds to support their work.

Current charities include:

### **FrankWater**

Over the last year Molson Group has supported FrankWater, helping to provide the most vulnerable people in the world with safe water, for life.

### **Bristol Bears Community Foundation HITZ programme**

We also fund and support the Bristol Bears Community Foundation HITZ programme - Premiership Rugby's flagship education and employability programme, working with over 2,000 14-to-23-year-olds across England every year. Molson helps students navigate the pathway from education into meaningful employment and social inclusion.

### **Macmillan Cancer**

Molson have been actively involved for a number of years in supporting Macmillan Cancer by hosting coffee mornings across all UK service centres.

### **Ukraine support**

Molson Group has responded to the invasion of Ukraine by organising and delivering a number of articulated vehicles loaded with essential supplies direct to Ukraine, and we have pledged to continue this support.

### **Sustainability**

#### **At Molson:**

As the UK's leading provider of plant and equipment to major industries including construction, recycling, waste, we recognise that our biggest opportunity make a difference to sustainability is by working with our customers to streamline their fleets and improve efficiency.

But as a major employer, operating a network of 13 sales service locations, we are very aware of our own carbon footprint. We are addressing our own environmental impact, by reviewing every aspect of how we operate, from head office to each and every location, and in everything we do as a business.

Key examples of action taken include:

- We have installed over 500m<sup>2</sup> of solar panels to our workshops and installed a bio-mass boiler system, fuelled by renewable energy (wood) meaning that our head office and depot at Avonmouth is now largely self-sufficient in energy usage.

- We have put in place the infrastructure required to accommodate an increase in electricity demand when more of the machines we work on switch to being electrically driven (planning ahead).
- We are in the process of planning further alterations to our infrastructure to allow us to store and work with hydrogen powered machines safely and efficiently, as and when they become a viable option.
- We are actively encouraging staff to take on electric vehicles, both for company cars and by planning to promote the salary sacrifice scheme.
- We have adopted a paperless office approach (where possible) across all of our locations.
- We have engaged the services of a leading sustainability consultancy to carry out a full review and provide recommendations to enable us to be even more effective in planning and implementing sustainability measures.

### **Shaping our industry:**

Molson Group is committed to shaping a sustainable future by helping our customers to optimise their machinery and equipment use. Through the expertise of our people, and our own technology solutions, we help customers to achieve maximum efficiency by providing plant equipment solutions that support both their commercial and environmental objectives.

We do this by providing ever more carbon-efficient plant equipment solutions, using our relationships with global leaders in equipment manufacture, ensuring we source cutting-edge machines and are always ahead of the latest and future developments in energy technology, including electric and hydrogen.

We have developed our own technology platform to measure and rationalise customers' plant stock, analysing data on utilisation and fuel consumption to identify opportunities for efficiency (in the type and combination of machines in operation).

Our focus is on achieving optimum efficiency until viable alternatives become readily available.

### **People Policies**

Anti-Slavery policy: [Link](#)

Equal Opportunities policy: [Link](#)

Anti-bribery and Corruption policy: [Link](#)

