

CADMAN

CRANES LTD

2025 Sustainability Update

Background

Our sustainability journey started in 2021. The Covid pandemic afforded us a unique period of reflection and raised big questions about why we do what we do and who we wanted to be. And from there came a resolution to do things differently – to **get out of the corrosive cycle of chasing profit and treat profit as an enabler to achieve something more meaningful.**

When we started to unpack sustainability as a concept, we found we weren't in a bad place – that sustainability in business really means **being a good employer, a good neighbour and operating in a responsible and considerate way.** And these were values we had always strived for. But there was still much more we could do – in particular the impact we made on the planet. We were newcomers to this, and we had a lot to learn.

Fast forward nearly 4 years and we can no longer call ourselves beginners. In fact, we can consider ourselves experts in our industry. Proud to be **'Leading Sustainable Lifting'** we have achieved an enormous amount and it's a credit to the engagement and motivation of our people. But there is still more to do, and the following pages of this document will outline our plan for this year. Tangible, achievable, measurable goals and solid reasoning for why we need to achieve them.



Matthew Waddingham
Managing Director

What we've achieved



We can't, in good conscience, stake the claim to be **Leading Sustainable Lifting** without backing this up with action and progress.

But great strides have been made and some achievements that make us very proud.

Our people

Private Health Insurance

The only lifting company to offer private healthcare to every member of staff.

Development Plans

A clear development structure for all staff with progress, training and pay increase commitments set and reviewed annually.

Living Wage Accreditation

A commitment to pay the living wage to all staff and direct supply chain partners.

Youth Sport

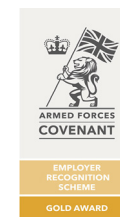
Sponsorship of three local youth sports teams.

Armed Forces Covenant

Accredited Gold for our commitment to support ex-service persons and their families.

Employee-led community contributions

Contributions to the local causes and national charities that are important to our staff.

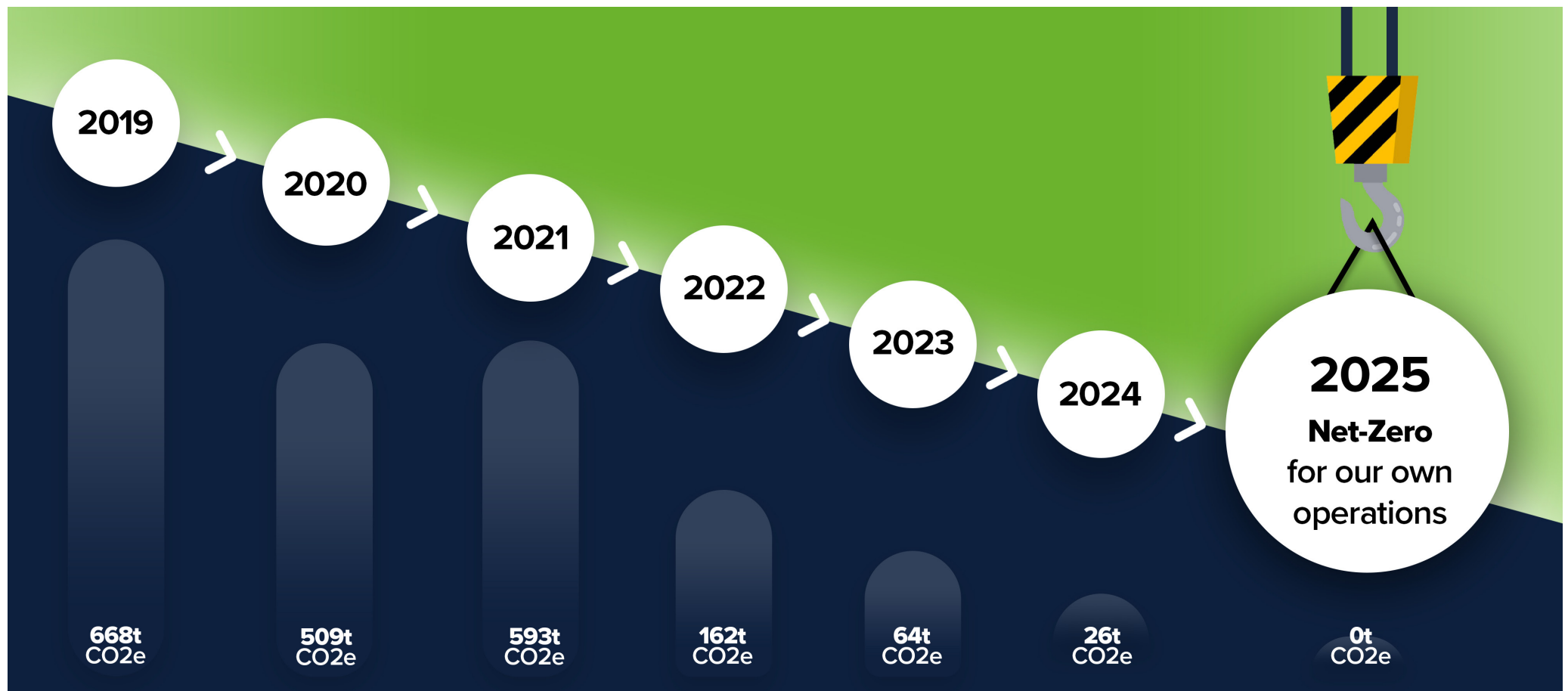


Our planet

CO₂e Reduction

Our aim is to be **the most sustainable mobile crane hire business in the UK**. We've overseen a 96% reduction in CO₂e since 2020 and we continue to push on, achieving a further 60% annual reduction in 2024.

Net zero for our scope 1 & 2 emissions by 2025



Our planet

Scope 3 Emissions Tracking

2024 was the first year we have analysed and tracked the trickier scope 3 emissions numbers. These account for the upstream impact of our supply chain and the downstream impact of our waste, disposals and the ongoing life of our sold equipment.

Recycled Workwear

We have replaced the workwear for all of our staff with the most sustainable alternatives. Recycled fabrics and responsible working practices are the key priorities.

Renewable Energy

We have covered half our HQ roof in solar panels and generate enough electricity to power most of our activities. And any surplus energy goes back into the grid.

Sustainable Travel

100% of cranes, lorries, work vehicles and equipment running on Hydro-Treated Vegetable Oil. All management company cars 100% electric from renewable solar energy.



Our planet



Industry Leadership

We see our biggest potential impact in influencing the rest of the industry. We have shared our knowledge, our research and our successes with our competitors and have already guided two other companies in the transition to renewable fuel alternatives.

Head of Sustainability

The group appointment of a dedicated sustainability lead to maintain momentum and innovation.

Anglian Water Supplier Award

Recognition from one of the biggest buyers in the country by winning their 2024 supplier award for carbon neutrality.

Impact Report

We're part of a wider group of businesses focusing on carbon reduction. Further information on what we've achieved can be found within the [Milbank Group Impact Report](#).

Our planet

The bold move to transition **all our cranes and support vehicles to HVO fuel** drastically reduced our carbon emissions.

In 2024, we used **41,271** gallons of fuel, producing just **6,666kg CO₂e**—an impressive **98.5%** reduction compared to the **453,981kg CO₂e** that would have been emitted with conventional diesel.



During 2025

Leading means leading so we can't rest on our achievements. It is more important than ever for us to identify where we can do better and make it happen. **Here are some of the changes we will make this year.**

Building Efficiency

New windows and cladding to ensure we don't use any more energy than we need to. New building services system so the gas supply can be removed, and our HQ can be heated with renewable solar energy.

Rainwater Harvesting

A new system to capture rain water for vehicle wash down and grey water supply.

Green Spaces

Not easy in a crane yard but we have identified space we carve out for plants and areas for outdoor seating.

Sustainability Accreditation

The identification of the right independent body to review what we're doing, provide clarity on the best next steps and potentially become the first lifting company with a recognised sustainability accreditation.



During 2025



Net Zero

We are close to net zero for our own operations, but those last 25 pesky tonnes are going to be a struggle to reduce further without reducing operations.

So, despite some scepticism we will be looking at carbon offset options. This may be formal carbon credits contributing to an international carbon reduction project or a less formal local contribution. **We are committed to being net zero by the end of the year.**

Employee Engagement

Currently this is being led from the top but if we want it to snowball then we need everyone on board. This starts with a Climate Fresk Workshop for the team and we will continue to start conversations and promote ideas.

2% Profit Contribution Commitment

The ring-fencing of 2% of our profits for structured contributions to local and national causes that are important to us and our people.

Beyond 2025

Who knows what's to come. There's a lot to be gloomy about but we choose to be positive, to see the opportunities as well as the threats, to believe in the ingenuity of our people, our industry, our country, our planet to find the solutions to the biggest problems.

We must push our supply chain – particularly crane manufacturers – to innovate and provide the most sustainable products and services possible. They must understand this is a priority for us, our competitors, and the people we work for.

We must be at the forefront of hydrogen technology. If this technology is what it seems to be then we need to support the transition and be early investors in the products and infrastructure.

We must influence our industry. We're far from the biggest player but we need to be the biggest voice. We need to sing about our achievements and share knowledge and experience with our competitors.

We must be bold, we must take big swings, we must lead.

