

CADMAN

CRANES LTD

2026 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 5 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.

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.

Employee Engagement Survey

With high response rate and an overall satisfaction score of 82%

Quarterly Updates

Company wide comms highlighting financial performance, investment plans, safety and recruitment

New Pay Structure

A new skills banding system and significant pay increases.

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

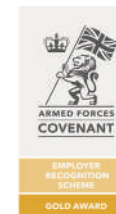
Accredited Gold for our commitment to support ex-service persons and their families.

2% of Profit to Good Causes

Employee-led contributions to local causes and national charities that are important to our staff

Solar Panels on a Children's Hospice

A significant donation to a project run by Sun-Lite to provide solar panels to two children's hospices allowing them to save tens of thousands of pound in energy bills with clean stable renewable solar power.

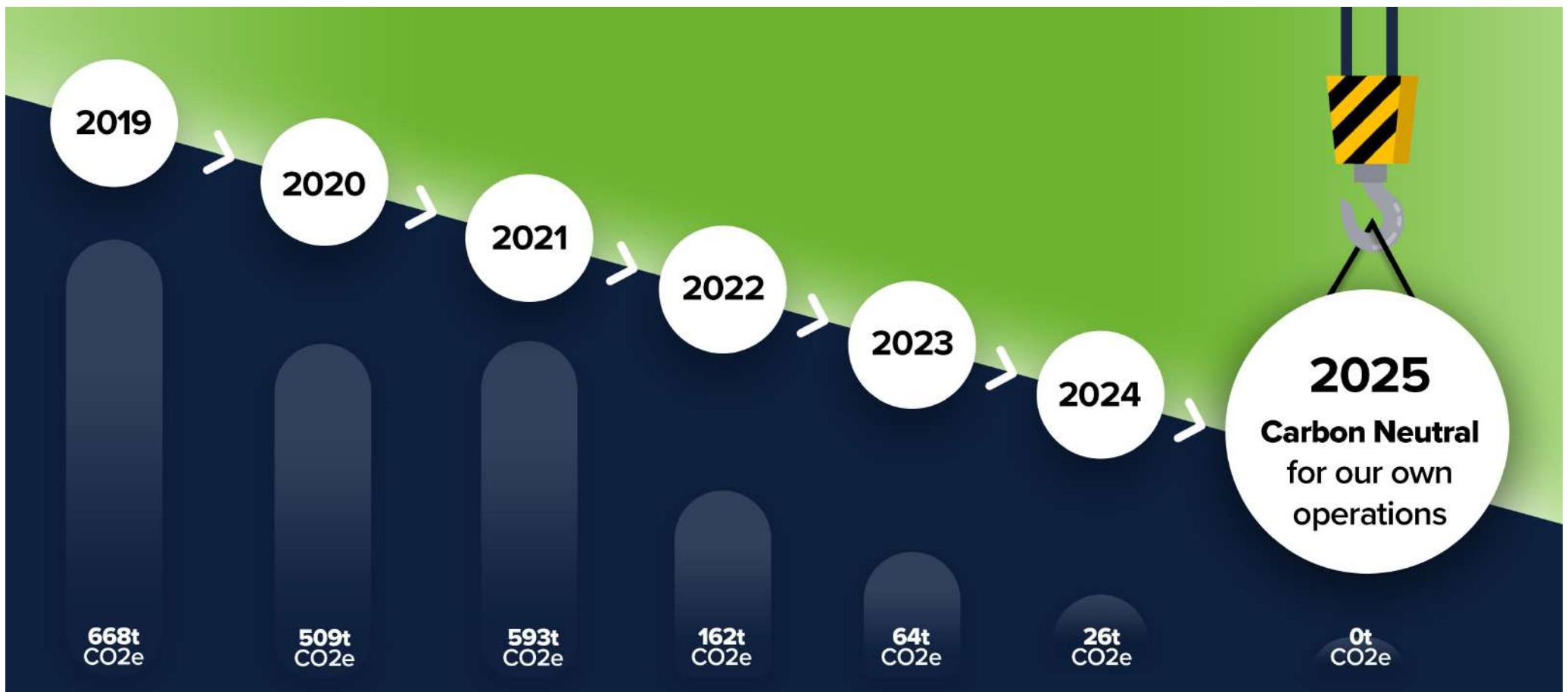


Our planet

CO₂e Reduction

Our aim is to be the most sustainable mobile crane hire business in the UK. We've overseen a 97% reduction in CO₂e for Scopes 1 and 2 since 2020 and we continue to push on, achieving a further 28% annual reduction in 2025.

Carbon Neutral for our scope 1 & 2 emissions in 2025.



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



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 managed to find spaces for planting outside and throughout the building.

Litter Picking on our estate

Regular litter picking across our estate helps keep our environment clean, safe, and welcoming, while supporting local biodiversity and reducing waste in the surrounding area.

Our planet

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

In 2025, we used **188,055** litres of fuel, producing just **8,039kg CO₂e**—an impressive **98.6%** reduction compared to the **567,769kg CO₂e** that would have been emitted with conventional diesel.



During 2026

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.**

Cadman Committee

A new forum that meets regularly with representation from all parts of the business to discuss and make decisions on improvements, investments culture.

Enhanced Benefits

New enhancements on parental leave, flexible working, bereavement, life insurance and many other things all collected in a new Community Booklet.

Engagement with School and Colleges

Deliver lifting awareness workshops to young people in the region.

Volunteering

Establish a formal volunteering scheme for all staff with local organisations where our time can make an impact.



During 2026



Partnership with a local good cause

Select key partner or partner that is doing great work locally and ensure our 2% is having the biggest impact possible.

B-Corp

Be the first in our industry to achieve this world-leading social and environmental accreditation.



Drainage Improvements

Before we can use the new washdown facility we need to make sure we are not diverting harmful chemicals into the surface water system.

ISO 14001

Our environmental management systems are robust and this accreditation will prove it. Along with 9001 for Quality and 25001 for Health and Safety.

During 2026

Supply Chain

Engage with our supply chain partners, visit manufacturing sites and work with them to realise their own purpose.

Waste Audit

Understand all of our waste streams, their journey after we dispose of them and how our waste can be reduced, removed, or repurposed.

Battery Storage

Installation of battery or batteries and an energy management system to make the most of the solar energy we are harnessing.

Electric Crane

The purchase of our first electrically operated mobile crane.



Beyond 2026

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 remain at the forefront of emerging renewable technologies. By identifying, investing in and supporting innovative solutions as they mature, we ensure Cadman Cranes is well positioned to meet the evolving needs of our customers while contributing to the transition to a low-carbon future.

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.

