# PERFORMANCE CHECKLIST

| People | NOT IN PLACE | IN PLACE |
|---|---|---|
| 1. Employee engagement / satisfaction | | |
| 2. Employee voluntary turnover | | |
| 3. % of workforce women | | |
| 4. % managers women | | |
| 5. Sick leave | | |
| 6. % of employees permanently employed | | |
| 7. Number of nationalities employed | | |
| 8. % of employees under 25 | | |
| 9. % of employees over 50 | | |
| 10. Gender pay gap | | |
| 11. Disability / disadvantaged employment % | | |
| 12. Time given to employees for volunteering | | |
| 13. Legal proceedings on human rights | | |
| **Health and Safety** | **NOT IN PLACE** | **IN PLACE** |
| 1. Number of accidents as measured by Lost Time Incident Rate (LTIR) | | |
| 2. Share of operations covered by OHSAS 18001 or similar (relative to sales) | | |
| 3. Safety offering as a % of sales | | |
| **Training** | **NOT IN PLACE** | **IN PLACE** |
| 1. % of employees receiving training | | |
| 2. Number of external individuals participating in safety training | | |
| **Environment** | **NOT IN PLACE** | **IN PLACE** |
| 1. Electric powered/low emission units in fleet | | |
| 2. Reduction in carbon emissions | | |
| 3. Reduction in waste | | |
| 4. Number of branches ISO 14001 certified | | |
| 5. Water consumption per € unit turnover | | |
| 6. Third party rating | | |
| 7. Legal proceedings – environment | | |
| 8. Environmental incident / near miss | | |
| **Supply chain** | **NOT IN PLACE** | **IN PLACE** |
| 1. % of suppliers signing up to sustainable supply chain Code of Conduct | | |
| 2. % of suppliers assessed on CSR | | |
| **Anti-Corruption and Bribery** | **NOT IN PLACE** | **IN PLACE** |
| 1. % of employees signing the business code of conduct | | |
| 2. % employees receiving business ethics/CoC training annually | | |
| 3. Violations of corruption or bribery | | |
| **Circularity** | **NOT IN PLACE** | **IN PLACE** |
| 1. % of equipment recycled by unit | | |
| 2. % of waste recycled by weight | | |
| **Other** | **NOT IN PLACE** | **IN PLACE** |
| 1. Fleet operator recognition scheme (FORS or local equivalent) certification per location | | |

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| Should implement and report against KPI as a **minimum** |
| Should implement and report against KPI as **good practice** |
| Should implement and report against KPI as **best practice** |