



2026

Code of Conduct

HIGH STANDARDS OF GOVERNANCE • SAFETY FOCUSED • POWERED BY PEOPLE

01 Our vision & values

02 Health & safety

03 Governance

04 Powered by people

05 Sustainability

A message from our President

Our standards set us apart

CES Power have been a global leader in temporary power solutions for over 25 years, operating on a global scale to deliver high stakes projects for our customers. During that time, the CES name has come to stand out, renowned for high standards of operation, the best quality solutions and the most experienced and passionate team in the industry. As we continue our growth across Europe and beyond, these standards are what set us apart.

This code of conduct sets out our values and ethics, and the standards we maintain every single day. Our people are the secret to our success, and we are committed to ensuring they are protected and safe at work, as well as given a rewarding career in a company that cares about them and helps to develop their skills and experience.

The core principles outlined in this document shape who we are as a business and how we work, and they are the foundation we are building on as we continue to grow and offer a truly global solution to our customers.

Ailsa Webb

President – CES Power Europe



Our ethos

Working to the highest possible standards of governance, safety and wellbeing to deliver for our global customer base

Our vision

To be a true partner to our customers, providing expert solutions and support services that add value and efficiencies to every project, all with an eye on sustainability and innovation.

At CES Power, we're more than just an equipment hire supplier, we're a true collaborator, working closely with you and your team to deliver powerful, sustainable solutions, with expert advice and support. We want to be your only choice for power, and we're committed to delivering the excellence needed to make that happen



Our values

Collaboration

We work closely alongside you to develop and refine the right solutions for your project or event.

Excellence

We strive for the highest possible standards across all our equipment and services, from sales and site set ups, to engineering and transport.

Sustainability

We're committed to positive improvement, continually investing in the latest technology and equipment to help reduce our environmental impacts, as well as yours.

Adaptability

We can flex our solutions to suit you and your project or event, adapting to changes and offering proactive problem solving along the way.

Technology

Our market leading telemetry and ongoing investment in the latest power equipment puts us at the forefront of the industry.



CES POWER

Health & safety

Robust processes & reviews – safety is everyone’s responsibility

Expert partners



We’re serious about safety, so we partner with a third-party consultant who provides impartial advice and support across our key health and safety areas.

- We ensure our health and safety policies and practices are regularly reviewed by an impartial third-party expert
- We conduct regular audits of our locations to identify improvements ensuring tools, equipment and PPE used.
- We build a culture where safety is prioritised at every level and in every function across our business
- We constantly review how we work, identify where we can do better, investing in regulatory and tailor-made training for our colleagues.

Simple risk reporting

Our colleagues are at the heart of our operations, and they are best placed to see where we can improve. Our Weaver reporting portal allows them to log accidents, near misses and safety observations so we can remove risks from our locations.

- We foster a culture of responsibility, where everyone plays a part in removing risks from our workplaces
- We encourage colleagues to speak up and protect each other
- We break the stigma around accident and near miss reporting



Driving the right behaviors

Our policies and processes are designed to keep our colleagues, customers and suppliers safe. Whether working within our own locations or out on sites or public areas, we uphold the highest standards that stick to our safe ways of working at all times. All policies are reviewed and revised annually.

- We ensure all colleagues understand the part they play in keeping each other safe
- We have all policies accessible 24/7 on our colleague HR portal
- We ensure every colleague is given the right tools, training and PPE for their role
- We regularly review and update our policies and working practices

ACCIDENT RATES

0 RIDDORS

Full year 2024

ACCIDENT RATES

0 RIDDORS

Full year 2025

Work safe, home safe

Everyone plays their part

CES POWER

Governance



Whistleblowing policy

We operate a transparent culture that actively encourages colleagues to raise any risk, misconduct or unethical behavior or threats to our business they may see. Any instances are dealt with by our management team and always safeguard the colleague raising the risk with us.

- We manage whistleblowing cases at senior management level to ensure a robust investigation
- We operate confidential and robust HR whistleblowing and grievance policies that protect colleagues
- We ensure all our colleagues understand the behaviours expected of them

GDPR & data protection

Our data protection committee meets monthly with our external DPO. This combination of internal and external stakeholders ensure we are managing our data security processes securely, with an ongoing focus on reviewing and adapting our approach to developing laws and regulatory practices.

- We implement regular training and upskilling to ensure ongoing compliance
- We have a clear complaints process which is managed at senior management level
- We ensure every colleague plays their part



Protecting our systems and data

Our people are key to our success, so we are committed to ensuring they are engaged and informed about our business, as well as celebrating our successes together.

- We ensure all colleagues receive ongoing training around cyber security threats and evolving risks
- We equip colleagues with the tools they need to stay cyber safe at work and at home
- We foster a culture where everyone understands the role they play in keeping our business safe and secure



SUPPLIER CODE OF CONDUCT

SUPPLIER CODE OF CONDUCT

Across CES Power we are committed to working to the highest possible standards of governance to ensure integrity and responsibility across all our business operations. We are dedicated to ensuring we have a positive impact on the communities we work in, minimising environmental impacts, whilst maximising value and opportunities for our colleagues and customers.

We work with a broad range of suppliers across multiple sectors, and we expect all our supply chain partners to share our commitments to responsible operations at all levels. Only by working together can we ensure a positive impact for our communities and planet.

Driving integrity in our supply chain

Our supplier code of conduct ensures that we extend our high standards of operation to our supply chain, selecting supply partners who operate responsibly at all levels. This code applies across our entire supply base, including everything from equipment manufacturers to promotional merchandise print houses.

- We ensure all suppliers are working in abidance with all relevant laws and regulatory practices
- We question our suppliers on their ways of working, ensuring we only select those operating responsibly
- We regularly review our supply chain partners to ensure we have the right procurement opportunities in place

Safeguarding our business

Protecting our business is something we take seriously at every level and within every function of our business.

Our risk register is owned by our senior management team and is regularly reviewed to ensure all potential risks are captured, and that we have robust mitigation plans in place to protect us should the worst happen.

These risk plans cover all areas of our business, including sales, operations, finance, IT, compliance, HR, communications and procurement. Our mitigation plans are supported by our external consultancy partners to ensure a thorough approach.





CES POWER

CES POWER

Powered by people

Welcoming workplaces for everyone

Inclusive policies that protect

Our workforce is one where everyone is made to feel welcome, and we take a zero-tolerance approach to anyone who does not embody that value. We encourage all our colleagues to show up as their true selves, believing our differences bring real world value to our business.

- We ensure every colleague is respected at work
- We do not tolerate discrimination of any kind
- We recruit and manage our workforce in compliance with all relevant laws and regulations
- We take care of our colleague's health and wellbeing

Recruitment and development

We want our colleagues to build lasting careers with us, so from the moment they join, we ensure they enter a workplace that is welcoming and rewarding and helps them to reach their full potential.

- We operate non-biased recruitment practices and regularly upskill our recruiting managers
- We ensure colleagues from a diverse range of backgrounds and experiences are welcomed
- We help colleagues earn and grow to build lasting careers

Engagement and communication



Colleague engagement & communication

Our people are key to our success, so we are committed to ensuring they are engaged and informed about our business, as well as celebrating our successes together.

- We drive communication from the top down, ensuring all colleagues are updated regularly
- We ensure colleagues are kept informed about our business, whether that's change programmes, performance updates or celebrating our wins
- We ensure colleagues are recognised and rewarded for a job well done
- We encourage feedback to ensure everyone's voice is heard promoting an inclusive environment

CES POWER

Sustainability



Environment, social & governance

Minimising environmental impacts

We have made big strides in the past few years to improve our ESG performance, ensuring our own operations are working responsibly, as well as collaborating with our customers to improve their impacts.

- We use technology to drive improvements and encourage proactive behaviours
- We strive for continuous improvement
- We work carefully to minimise our environmental impacts as much as we can
- We use our expertise to encourage our customers to make smart equipment selections

Adapting and improving

ESG is a constantly evolving set of regulations and behaviours, and we are committed to regularly reviewing our performance and identifying where we can improve. ESG workstreams are led by the senior management team and flow through every team in our business.

- We work with our supply chain partners to report on our impacts and utilise data to drive improvements
- We educate colleagues on their impacts their choices and behaviours have on our ESG performance
- We ensure compliance with all relevant regulations and working practices to minimise impact



Thank you