



2026

## **Environmental, Social and Governance (ESG) at AX and Motor Assist.**

Greater visibility. Remarkable agility. Outstanding efficiency.

# 1 Our commitment.

***At AX, we believe that long-term business resilience and responsible environmental, social and governance practices go hand in hand. ESG is not a standalone initiative, it is embedded into how we operate, how we make decisions and how we support our customers.***

As we continue to grow and innovate, our commitment to sustainability guides us in building a business that contributes positively to society while delivering trusted, high-quality services.



Our Chief Executive Officer, Nick Williams, added:

*“A strong ESG framework is essential not only for the future of our planet but also for our customers, our people and our industry. By setting clear expectations for ourselves and our partners, we can deliver services that are responsible, transparent and resilient, ensuring that our customers can rely on us for decades to come.”*

As part of this commitment, AX expects all suppliers to uphold ambitious and credible environmental standards.

We encourage all suppliers to:

- Commit to achieving net zero emissions by 2050 or sooner;
- Establish interim, science-aligned greenhouse gas reduction targets by 2030 or sooner;
- Work towards disclosing Scope 1, 2 and 3 emissions, alongside wider sustainability performance metrics.

By aligning with suppliers who share our values, we strengthen our ability to meet our own targets and help speed up progress across our sector.



## **2** Aligning with global goals.

*AX's ESG strategy recognises the importance of contributing to global sustainability efforts. Many of our initiatives are aligned with the United Nations Sustainable Development Goals (SDGs), which provide a universal framework for tackling the world's most pressing environmental and social challenges.*

A key partnership supporting our environmental ambitions is our collaboration with B&M Waste Services, a provider committed to achieving a 0% waste-to-landfill operation. This partnership ensures that our waste is managed responsibly, with emphasis on recovery, recycling and energy-from-waste processes. By diverting waste from landfill, we significantly reduce environmental impact and contribute to a more circular economy.

## **3** Understanding what matters: our materiality matrix.

*To ensure our ESG efforts remain relevant, meaningful and aligned with the values of our customers, employees and wider stakeholders, AX conducted a comprehensive materiality assessment. This process allowed us to examine the environmental and social impacts of our business, as well as the potential risks and opportunities that ESG factors pose to our long-term financial performance and operational stability.*

This assessment centred on two questions:

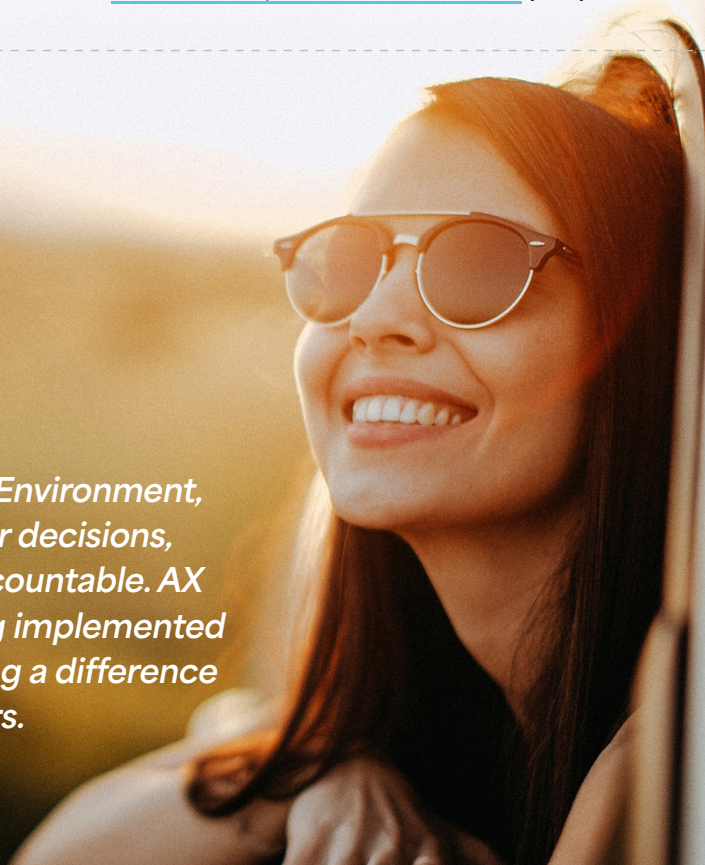
1. *How does AX impact the environment and society?*
2. *How might environmental, social or governance issues affect AX's future performance?*

Through surveys, interviews and analysis across stakeholder groups, we identified the areas of sustainability that matter most, both to those we provide services to and those who work with us as suppliers. The resulting Materiality Matrix highlights our priority focus areas and provides a structured foundation for our ESG strategy.

This matrix is not static. AX is committed to reviewing and updating its ESG policy regularly, ensuring that we are aware of evolving expectations, new regulations and stakeholder needs. By doing so, we can continually prioritise initiatives that have the greatest positive impact and deliver the most value.

## 4 Our approach.

*AX's approach is built around three core pillars: Environment, Societal and Governance. These pillars guide our decisions, and we aim to be ambitious while remaining accountable. AX is already several steps along the journey, having implemented various initiatives which are proving to be making a difference while reassuring our stakeholders and customers.*



## Environment/Planet.

***We are committed to minimising the environmental footprint of our operations. This includes reducing energy consumption, optimising fleet efficiency, cutting waste and encouraging responsible supply-chain behaviour. Through regular monitoring and investment in sustainable practices, we are supporting a cleaner and healthier environment.***

We were the first supplier to offer an EV for EV replacement guarantee, and we are making further commitments to EV adoption in our fleet procurement process. We also regularly review emerging technology, including alternatives like hydrogen and the use of synthetic fuels.

Key steps already taken include:

- Committed to matching the UK vehicle car parc of battery electric vehicles (BEV(s)) - if the vehicle parc is 5% BEV, AX will match that in terms of fleet composition and continue to as adoption grows moving forwards
- Continue to encourage BEV adoption within our own workforce via our Company Car Policies
- Reducing emissions across our operations and supply chain
- 0% to landfill. Improving waste management through recycling and recovery partnerships.

## Societal/Community.

*We recognise the important role we play within the community we serve. AX is dedicated to building positive social impact through charitable partnerships, volunteering initiatives and local engagement.*

Our approach currently includes:

- A Charity and Volunteering policy, enabling our colleagues to take 1-day paid leave annually to support an initiative of their choice
- Continue to build on our Charity and Volunteering Policy successes by raising the bar annually with new fund raising targets.



## Governance/Responsible Business.

*Our people are at the heart of our success. We strive to create a workplace where employees feel valued, supported and empowered to succeed. This means ensuring fairness, promoting safety and providing meaningful development opportunities.*

Our commitments include:

- Improve return to work policy for parents – to target retention of 100% of new parents in an employed role
- Increase representation of underrepresented groups in the workforce by 5% within 12 months – initially women in the logistics division
- Maintain a minimum of one female and one underrepresented group at senior management level
- We offer a structured work experience scheme for students, supporting future automotive industry career paths.

# Our long-term targets.

## Environment/Planet.

- Achieve fleet emissions reduction of 80% by end 2030 (compared to 2023 baseline)
- Ensure 90% of fleet has transitioned to BEV or plug-in hybrid by 2035
- 100% reduction in landfill waste by end of 2030.

## Societal.

- A recognised leader in charity work in our local communities by 2030
- Partner with an educational institution in under-represented areas of Birmingham to create career pathways, internships or a scholarship for future talent over the next 5 years.

## Governance/Responsible Business.

- Aim to increase the representation of women and under-represented groups in the senior leadership team to around 25% by 2030, where qualified candidates are available
- Continue working towards gender balance in management roles across the business
- Seek to ensure that at least 50% of final-stage interview shortlists include diverse candidates, while always selecting the best-qualified individuals for the role.

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