
RENROD HOLDINGS LIMITED

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Engagement with employees

The Group has continued its practice of keeping employees informed of matters affecting them as employees and the financial and economic factors affecting the performance of the Group.

This is achieved through regular meetings with employees' representatives to inform them of the development of the business.

Disabled employees

The Group gives full consideration to applications for employment from disabled persons where the requirements of the job can be adequately fulfilled by a handicapped person. Where existing employees become disabled, it is the Group's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training, career development and promotion to disabled employees wherever appropriate.

Greenhouse gas emissions, energy consumption and energy efficiency action**Streamlined Energy and Carbon Reporting**

In accordance with the Companies (Directors' Report) Regulations 2018, Renrod Limited has prepared the following energy and carbon declaration. The data has been reported for all entities which operate under Renrod Limited without exclusion. Renrod Limited is not responsible for any energy consumption or emissions outside of the UK.

UK Greenhouse gas emissions and energy use data for the period 1st January 2020 to 31st December 2020

Energy consumption used to calculate emissions (kWh)	3,133,994
Energy consumption used to calculate emissions (kWh):	
Natural Gas	450,011
Electricity	994,894
Transport fuel	1,415,945
Additional fuels	273,144
Scope 1 emissions in metric tonnes CO ₂ e	
Natural Gas consumption	83
Business mileage	333
Additional fuels	70
Total Scope 1	486
Scope 2 emissions in metric tonnes CO ₂ e	
Purchased electricity	232
Total gross emissions in metric tonnes CO ₂ e	718
Intensity ratio Tonnes CO ₂ e per £million(revenue)	10

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Methodology used in the calculation of disclosures

The following standards are used in the calculation the above disclosures:

- 2019 HM Government Environmental Reporting Guidelines
- GHG Reporting Protocol – Corporate Standard
- 2020 UK Government's Conversion Factors for Company Reporting

Energy efficiency action

With the UK Government recently bringing forward it's end to the sale of new petrol and diesel cars to 2030, Renrod continues with its push towards a sustainable transport future. 2020 saw Renrod considerably increase the number of electric vehicles sold and offered by our brands, a number that is set to increase continually over the next few years. Our dealerships are now home to over 20 EV charging points to facilitate the sales of such vehicles and the usage of them by our staff.

Renrod's energy conscious maintenance and procurement policies have led to continuous replacement of existing light fittings with LED installations. As strong lighting is one of the major contributors to our Carbon footprint, this goes a long way to increasing efficiency at our sites. We also installed a high efficiency combi boiler at our Frome dealership.

Also to further save renewable energy, our wash bays use up to 95% recycled water.

Post balance sheet events

The Covid-19 pandemic continued affecting the UK throughout 2021, resulting in a third national lockdown from January to April, followed by a gradual easing of restrictions. During this period we were able to operate our Aftersales departments of Service and Parts relatively normally, but were unable to fully open our Sales Departments due Government instruction; in this case, we operated on a "physically closed, digitally open" basis.

Since being able to fully re-open in April, the businesses have been able to trade more normally, but have been severely affected by the supply of new vehicles due to disruptions at a manufacturing level.

The Directors chose to continue utilising the Government backed Furlough Scheme in order to protect itself and its' employees during 2021 up to the close of the scheme in September.

In terms of operating the businesses, the Directors always adhered to Government guidelines as set out. From the re-opening dates going forwards, the Directors monitored the levels of demand carefully (assessing this in weekly Board meetings) and gradually brought team members back to the workplace to coincide with that demand.

Disclosure of information to auditor

The directors confirm that:

- so far as each director is aware, there is no relevant audit information of which the company and the Group's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to be make themselves aware of any relevant audit information and to establish that the company and the Group's auditor is aware of that information.