Sustainability & Impact Summary

A short overview of how the Group approaches environmental, social and governance commitments across its subsidiaries.

Environment	Energy-efficient operations across our properties, with a mandate that every new build targets measurable reductions in footprint. Carbon-aware by design.
People	Fair pay, structured development and hiring pipelines that bring local talent into global roles across the Group. Talent grown from within.
Community	Group companies commit time and capital to education, enterprise and cultural initiatives in the markets they operate in. Local reinvestment.
Governance	One standard of reporting, risk and ethics applied to every subsidiary, independent of its size or stage. Group-wide standards.

How we report

Each subsidiary reports against the same set of group-level indicators, reviewed annually by the Group board. Findings inform capital allocation, not just disclosure.

Priorities ahead

- Baseline energy and emissions data across all operating companies.
- Formalise supplier standards covering labour, ethics and environmental practice.
- Publish an annual Group impact report alongside financial reporting.
- Expand community programmes in Cheyenne, Wyoming and other operating markets.

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This summary is provided for information only and does not constitute assured or audited ESG disclosure.