

**SUSTAINABILITY
DELIVERING A HIRE
REVOLUTION**

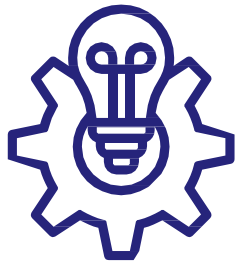
OUR SUSTAINABILITY STRATEGY: **DECADE TO DELIVER**



THE DECADE TO DELIVER

A HIRE REVOLUTION

WORKING TOGETHER



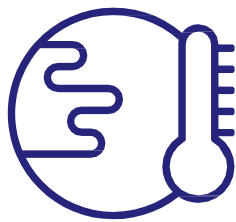
Accelerating Innovation

Hire is already built for sustainability. But this decade, we're going to make hire even more sustainable than it already is by working even harder with our customers, suppliers and innovators to push for even better designed products; built to last, designed to be repaired and made to be recycled.



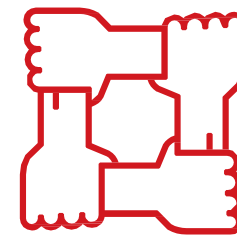
Part of the Community

Speedy Hire people are part of local communities all over the country. It is in our nature to join in, help solve the challenges we face today and get ready for the future. A decade of supporting our communities will help make a meaningful difference.



Climate Solutions

When it comes to climate change, we're all facing the heat. We're going net zero carbon fast and we are helping our customers do the same. That means accelerating towards low carbon delivery vehicles and innovative products and services to help our customers respond rapidly.



Including Everyone

Delivering on the promise of a sustainable future, Speedy Hire requires great people working together on shared goals. At Speedy Hire we look out for one another and help each other grow. By welcoming everyone into the Speedy Hire family and helping them be the best they can be, we can really make this decade count.

Sustainability compliance

Sustainability governance

Climate change risks and opportunities

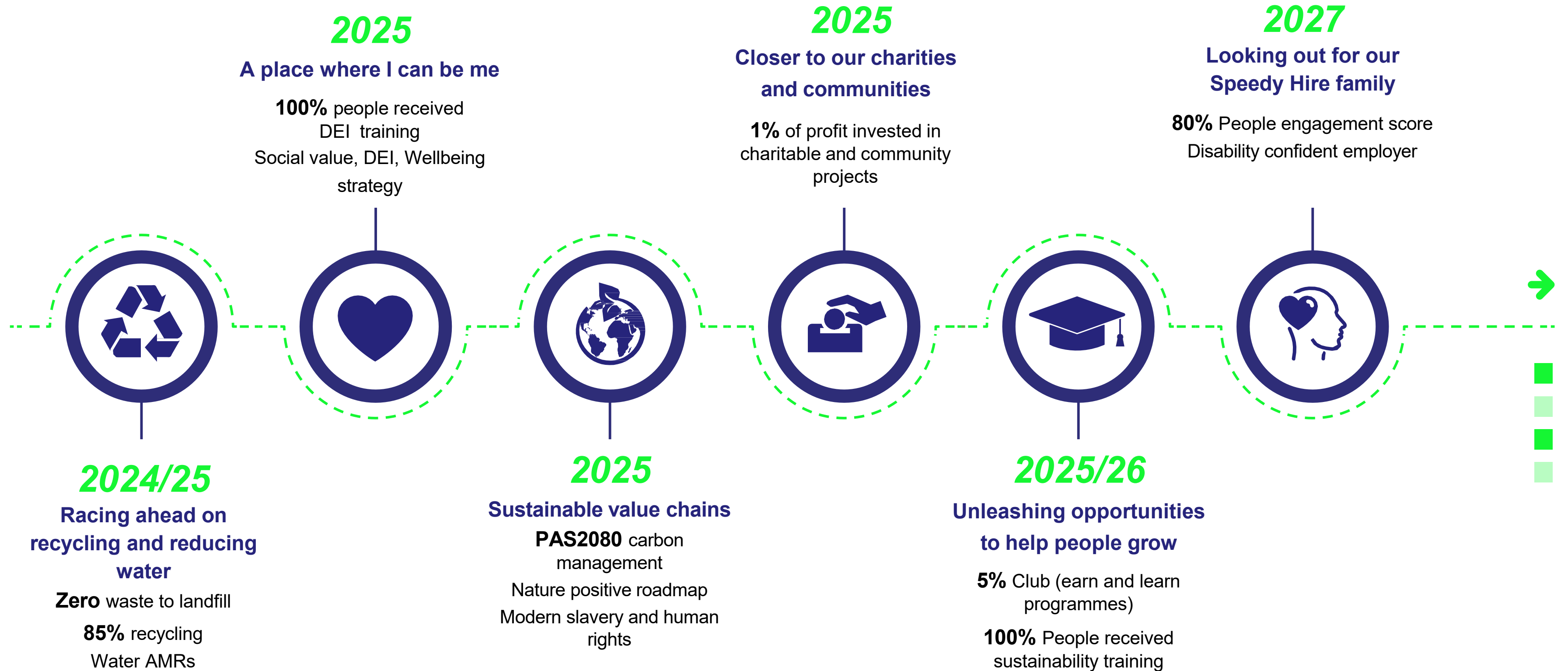
Our Values

Sustainable products and responsible supply chains

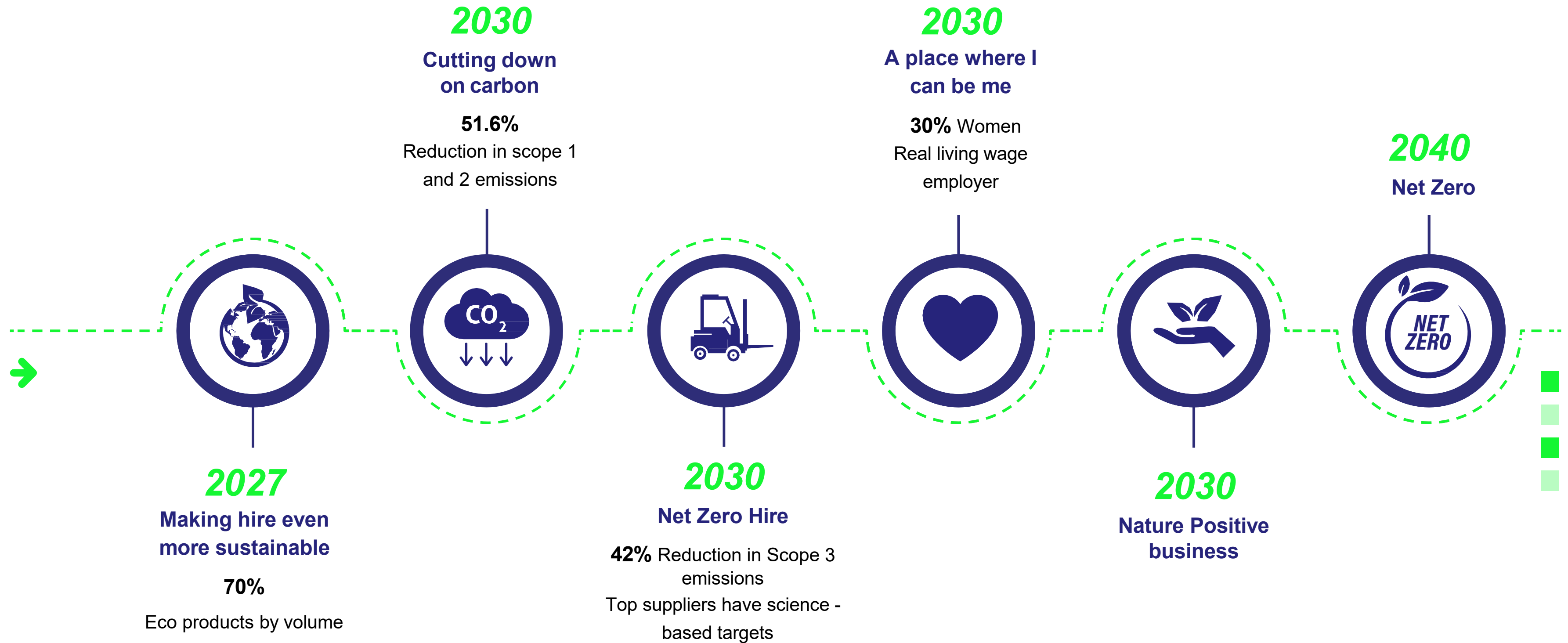
Sustainability data and KPIs

Transparent sustainability reporting and disclosures

SPEEDY HIRE'S SUSTAINABILITY ROADMAP



SPEEDY HIRE'S SUSTAINABILITY ROADMAP



LEADING THE WAY ON SUSTAINABILITY



- United Nations Sustainable Development Goals
- United Nations Global Compact
- 1 of 187 companies signed to the United Nations Women Empowerment Programme
- Financial Time European Climate Leader 2023/2024
- Ecovadis Platinum, top 1% for sustainability
- Carbon Disclosure Programme A- Rated
- First UK to have fully validated Science Based Targets
- Only Hire company globally accepted into the Exponential Roadmap Initiative
- ISS Prime ESG Leader, FTSE4Good, Moodys
- Supply Chain Sustainability School Plant Charter Gold
- Supply Chain Sustainability School Gold Member
- IEMA Corporate Partner
- 5% club Silver Award
- Social Recruitment Covenant Gold member
- Investors in People Gold for Apprenticeships
- ISO14064 verified carbon data
- Construction News Carbon Reduction Champion Winner
- HAE CSR Winner



WE'RE ON PACE TO BE THE GREEN ICON OF HIRE



Accelerating Innovation

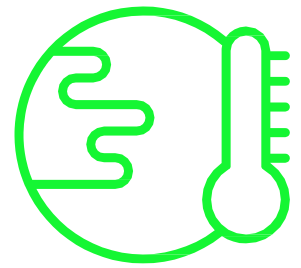
- **51%** of our itemised hire products are eco
- **55%** of revenue from eco products
- **ZERO** waste to landfill
- **57%** recycling



- We formed a three-year exclusive partnership with NiftyLift to create the world's first hydrogen-electric powered access platform. Now operating 100 machines with positive customer feedback.
- We acquired Green Power Hire, securing leadership in the low-carbon battery storage segment.
- Speedy Hydrogen Solutions launched with AFC Energy, providing hydrogen-powered generator plant hire.
- Introduced Q-Fence, a 100% recyclable temporary fencing with superior benefits: non-conductive, unbreakable, reflective, and easy to install.



WE'RE ON PACE TO BE NATURE POSITIVE BY 2030 AND NET ZERO BY 2040



Climate Solutions

- **Net Zero** First in UK Hire to commit to and have validated science-based Net Zero targets
- **49%** reduction in Scope 1 and 2 emissions
- **94.2%** renewable electricity
- **99%** company cars are electric/hybrid and largest electric commercial vehicle fleet

- 99% of diesel and petrol company cars with electric/hybrid technologies and the installation of electric vehicle charging points across our property estate.
- We consolidated our property estate and invested in sustainable buildings featuring energy-efficient measures like LED lighting, Building Management Systems (BMS) for heating and cooling, smart working bays, and solar photovoltaics (solar PV). The Milton Keynes Innovation Centre, with its rare A+ EPC rating, is a net zero carbon building. In FY2024, we opened three new sustainable low-carbon Service Centres in Hull, Southampton, and London Gateway, adding to the two opened in FY2023. We also integrated BMS at our National Service Centres in Tamworth, Erith, Glasgow, and Newport, reducing energy use by 50–73%

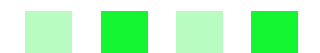


WE'RE ON PACE TO BE A LOCAL COMMUNITY SUPPORTER

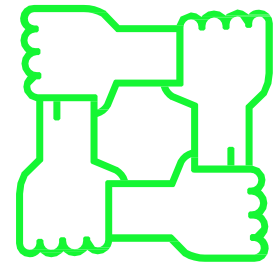


Part of the Community

- **£29M** in social value generated
- **£16M** social value generated with SME suppliers
- **1%** of profit donated to Charity and Community Initiatives (£168,000)
- **876** volunteering hours



WE'RE ON PACE TO BE A TOP 100 EMPLOYER



Including Everyone

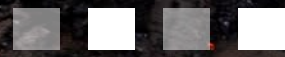
- **22%** females in the workforce
- **95%** of people received DEI training
- **ESG business partner** programme launched
- **3.3%** of our workforce in 'earn and learn' positions



Strategy in action Embedding sustainability through industry-first programme We are delighted that the 30 ESG Business Partners selected from across our organisation completed the green skills training they began in FY2023, becoming associate members of IEMA.

Our industry-leading 'Building Sustainability Confidence' programme, launched in collaboration with IEMA and the Green Careers Hub, was designed to further embed sustainability throughout our business and culture, and demonstrates the opportunities available to colleagues.





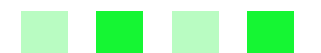
CUSTOMER FOCUS

ESG proposition

HOW WE CAN HELP YOU.... OUR CUSTOMER SUSTAINABILITY WHEEL



- Carbon Intelligence Services to help you reach Net Zero
- Low carbon and circular product innovation
- Carbon reporting
- Social Value Initiatives
- Social Value reporting





THANK YOU
ANY QUESTIONS