



# ***THE DECADE TO DELIVER***

*OUR SUSTAINABILITY STRATEGY TO  
**MAKE THIS DECADE COUNT***



## *SUSTAINABILITY AT **SPEEDY HIRE***

*The next ten years will define the next hundred.  
So we need to make this decade count. It's time to  
act. It's time to deliver sustainable hire to all.*

*This is it, the **Decade to Deliver**, so that's what  
we've called our plan.*











## DELIVERING A **HIRE REVOLUTION**

**“** Up and down the nation we're trusted for our promise to deliver the tools and equipment people need on time and on site. To keep our promise, not just today but tomorrow too, we need to make hire an even more sustainable choice than it already is.

*Decade to Deliver is our strategy to deliver on sustainability for our customers, people, communities and our planet. A big focus is on helping every project, big or small to use less carbon and more efficient products.*

*Decade to Deliver is also about accelerating change at Speedy. People here love to get things done but we can't do this alone. We've learnt that you go furthest, fastest when you go together. That's why we'll be working even closer with our partners to have the biggest positive impact we can.*

*Sustainability is a great way to grow our business too. For households and DIYers, too many tools spend their time in sheds, warehouses and garages getting old instead of getting used. It's the same for equipment too. But hire can be a sustainable way to solve that problem. We want to spark a revolution that changes the way people see hire, bringing this great sustainable choice to more people, places and products than ever before.*

*The faster we can make that happen, the sooner we can make this the decade of sustainable hire. ”*

**AMELIA WOODLEY**  
ESG DIRECTOR - SPEEDY PLC





# WHY CHOOSE SPEEDY HIRE? **WE'RE ALREADY DELIVERING**



## **WE'RE HIGHLY RATED**

We're rated as a Carbon Leader by Ecovadis placing us in the top 2% and listed as a Financial Times European Climate Leader 2023.



## **WE WALK THE TALK**

Our unique Innovation Centre in Milton Keynes is A+ Energy rated, carbon negative, and even gives energy back to the grid.



## **WE ADD VALUE**

In FY22 we generated £9.2million in positive social value for our people, communities and society including donating £75,000 to over 80 charities.



## WHY CHOOSE SPEEDY HIRE? **WE'RE FAST MOVERS**



### THE LARGEST **ELECTRIC FLEET IN UK HIRE**

We have the largest electric delivery fleet in the UK Hire sector.



### OVER HALF OUR REVENUE IS **GENERATED FROM ECO PRODUCTS**

52% of our revenue generated from ECO products including new battery, solar and hydrogen offerings.



### MAKING EVERY JOB A **GREEN JOB BY 2025**

By 2025 all our people will be trained in sustainability to support the green skills transition.



# OUR STRATEGY

Our strategy is designed to accelerate a transition within our industry and within our business.

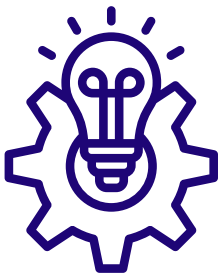
A Hire Revolution (blue) focuses on the actions we can take to make hire an even more sustainable choice than it already is. We will further reduce the impact of our products before, during and after use. We will deliver solutions that support the sector’s journey to Net Zero. Together, these two areas will drive demand for hire and position Speedy Hire as the first choice for our customers.

The Working Together pillars (red) of our strategy help us drive change within our business and local communities. They’re about upskilling our colleagues, welcoming everyone into the Speedy Hire family and maintaining our long tradition of supporting local charities and causes.

Both our Hire Revolution and Working Together pillars are underpinned by our foundations ensuring that our Net Zero transition is just and fair to society and communities.

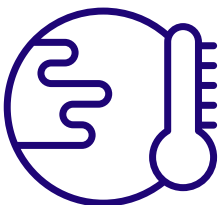
## THE DECADE TO DELIVER

### A HIRE REVOLUTION



#### 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.



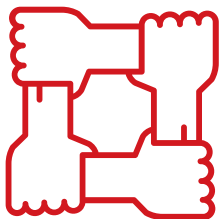
#### CLIMATE SOLUTIONS

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.



#### 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.



#### 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
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# MOVING FASTER *WITH OUR CUSTOMERS*



## AMCO GIFFEN DELIVERING BETTER AIR QUALITY

Collaborating with AMCO Giffen to reduce carbon emissions by 90% through our hybrid power solutions.



## GALLIFORD TRY GREENER POWER SOLUTIONS

Reducing carbon emissions with Galliford Try through our hybrid power solutions.



## BALFOUR BEATTY PARTICIPATING TOGETHER AT COP26

Lighting up COP26 with sustainable lighting to reduce carbon emissions for Balfour Beatty.



## SPEEDY HIRE AND TILBURY DOUGLAS CARBON REDUCTION INITIATIVE

Working collaboratively, Tilbury Douglas has moved to HVO fuel across all sites, replacing red diesel, and lowering its carbon footprint. In fact carbon emissions are reduced by as much as 90%.



# MOVING FASTER **WITH OUR PEOPLE**

## 5% CLUB **HELPING OUR PEOPLE GROW**

### **Helping people grow**

We're committed to supporting 5% of our workforce to learn while they earn, enabling people of all backgrounds to get ahead.

## WOMEN IN CONSTRUCTION **30% WOMEN BY 2030**

### **Diversifying our industry**

Only 15% of the construction industry workforce are women. We're supporting the push to 30% by 2030, starting with Speedy Hire.

## IEMA AND **GREEN CAREERS HUB**

### **Supporting the green skills transition**

New jobs and skills will be needed to transition to a green economy. We're supporting the government by training up all our people.

## LIGHTHOUSE CLUB **MAKE IT VISIBLE CAMPAIGN**

### **Building mental health**

Construction is the number one industry for male suicides. We're supporting the 'Make It Visible' campaign to improve mental wellbeing.





# MOVING FASTER *WITH OUR SUPPLIERS*



## ELECTRA AND FORD LOW CARBON DELIVERY VEHICLES

### *Racing to electric*

In partnership with Electra and Ford we've brought in the first ever 27t all-electric beavertail powered access vehicle and are rolling out Ford E-Transit vans.



## NIFTYLIFT AND MILWAUKEE LOW CARBON KIT

### *Providing exclusive access*

Through partnerships with Niftylift and Milwaukee we are bringing fuel cell and low emissions technology to our customers.



## GLOBAL ASSOCIATES LOW CARBON PROPERTY ESTATE

### *Retrofitting our Innovation Centre*

We've worked with Global Associates to install new systems and technology to reduce emissions across our estate.



## OXFORD PLASTICS REPAIRABLE AND RECYCLABLE

### *Advancing plastic sustainability*

With Oxford Plastics, we're working on making plastic ramps, covers and barriers long lasting, repairable, and recyclable.



# MOVING FASTER *WITH OUR CHARITIES AND COMMUNITIES*

## WELLCHILD *HELPING HANDS PROGRAMME*

Transforming homes and garden spaces with Wellchild so children and young people with serious and complex health needs can be cared for at home.

## BRITISH HEART FOUNDATION *HEART HEALTH*

Raising awareness of heart related issues, life-saving CRP training and fundraising campaigns to research cures and treatment for heart and circulatory diseases.

## LIGHTHOUSE CLUB *WELLBEING SUPPORT*

Providing emotional, physical and financial wellbeing support to the construction community and their families.

## WARRINGTON YOUTH ZONE *INSPIRING YOUNG PEOPLE TO ACHIEVE*

Founder patron providing thousands of young people somewhere to go, something to do and someone to talk to.





# DELIVERING NET ZERO BY 2040

As a major source of carbon emissions, at nearly 40% globally, construction has a major transition to make if it is to thrive in a low carbon economy.

The vehicles we use, the buildings we work in and the products and services we hire and sell to our customers all contribute to our own and our customers carbon footprint.

We're used to delivering nationwide in under four hours, so you won't be surprised to hear that we're the first in UK Hire to set science-based Net Zero targets and have committed to deliver Net Zero by 2040, ten years earlier than the government 2050 target.

Accelerating our timeline means we can help our customers move with speed and confidence towards their goals.

## OUR HEADLINE TARGETS

Reduce our Scope 1 and 2 emissions by

↓ 50%

by 2030 (compared to 2020)

Reduce our total Scope 3 emissions by

↓ 42%

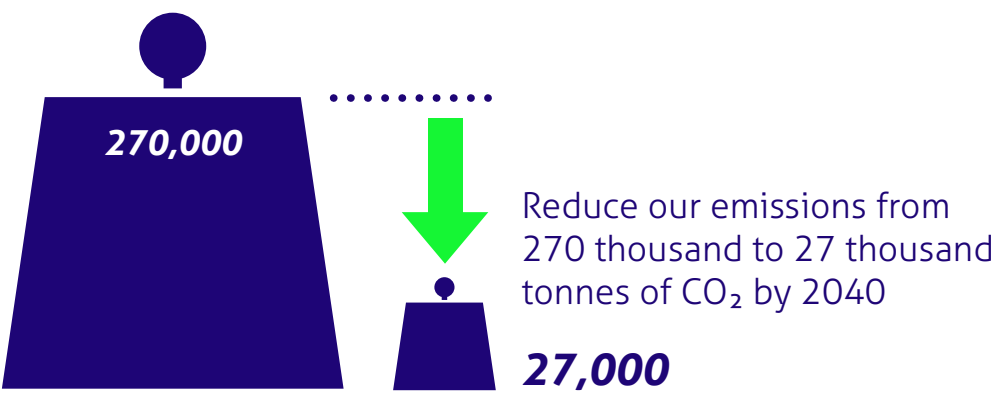
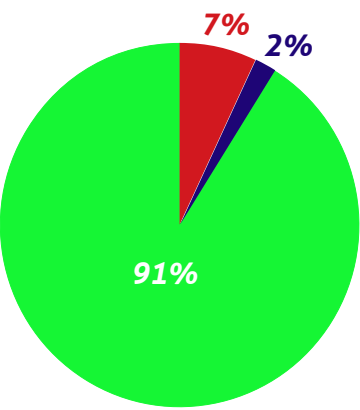
by 2030 (compared to 2020)

Reduce our total Scope 1, 2 and 3 emissions by

↓ 90%

by 2040 (compared to 2020)

## OUR CARBON FOOTPRINT



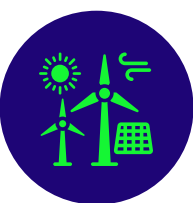
## UNDERSTANDING THE CARBON LINGO



**Scope 1:**  
Emissions we make from running boilers and vehicles



**Scope 3:**  
Emissions we're indirectly responsible for from the products we purchase from our suppliers and the way they are used by our customers



**Scope 2:**  
Emissions we make indirectly from buying electricity to power our buildings



**Net zero:**  
Carbon emissions are greenhouse gases. To minimise global warming, they need to be eliminated.  
Net zero means reducing these emissions to as close to zero as possible with any remaining emissions re-absorbed from the atmosphere by oceans and forests for instance



# THE *DETAIL*

*Take a closer look at the goals, targets and commitments we plan to deliver on this decade.*

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# ACCELERATING INNOVATION

**Our Goal**  
To be the Green Icon of Hire

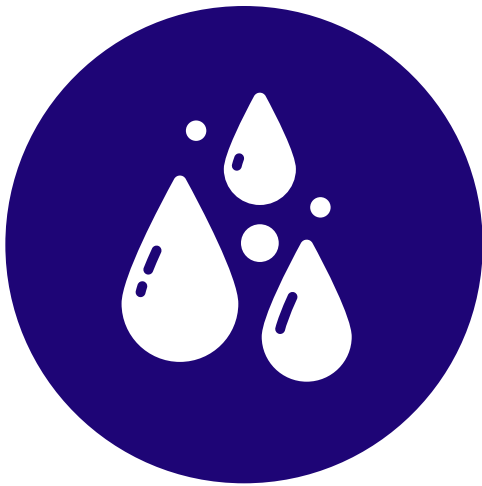
*Hire is built for sustainability. This decade, we're going to make hire even more sustainable than it already is by working even harder with our customers, suppliers and innovators to push for even better designed products: built to last, designed to be repaired and made to be recycled.*



*Making hire even more sustainable*



*Racing ahead on recycling*



*Reducing water*

**70%**

*Eco products by volume by 2027*

**ZERO**

*Waste to landfill*

**85%**

*Recycling by 2025*

TARGETS



MORE



## OUR COMMITMENTS *IN DETAIL*



### *MAKING HIRE EVEN **MORE SUSTAINABLE***

Sharing - we will promote hire as an alternative to ownership to help reduce our own and our customers' environmental impact.

Repairing and refurbishing— we will work with our people and suppliers to repair and refurbish our products extending their life to reduce their environmental impact.

Recycling – we will work with suppliers to design products that contain recycled materials and can be recycled.

Zero emission – we will work with our suppliers to reduce tailpipe carbon emissions through eco technologies such as battery, solar and hydrogen. By 2027 70% of our itemised products will be eco technologies.

Sustainable supply chains - by 2025 we will achieve the ISO20400 sustainable supply chain standard meaning all our goods, products and services will be sustainably sourced and uphold fair labour practices.

By 2030 all our suppliers will meet our sustainability standard.

By 2025 we will increase the awareness and due diligence of modern slavery, forced labour and human rights across our supply chain to protect people from slavery.





## OUR COMMITMENTS *IN DETAIL*

### *RACING AHEAD ON RECYCLING*

We will continue to divert 100% of our waste from landfill.

By 2025 we will we will reuse, recycle or compost at least 85% of our waste. Any remaining waste will be used to generate energy.

We will work with suppliers to remove or reduce all packaging.

A minimum of 30% of plastic packaging will contain recycled content and by 2030 all packaging will be reusable, recyclable or compostable. We will eliminate all single use plastics.

### *REDUCING WATER*

From 2023 we will install automatic water meter readers and water efficient technologies across our properties so we can measure and set targets to reduce our water use.

We will work with our suppliers to reduce water use across our products and services.



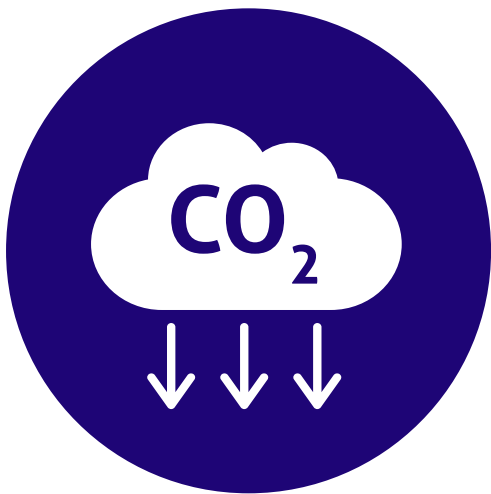


# CLIMATE SOLUTIONS

## Our Goal

Net Zero by 2040  
Nature Positive by 2030

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.



Cutting down carbon



Net Zero hire



Nurturing nature

50%

Reduction in scope 1 and 2 emissions by 2030

42%

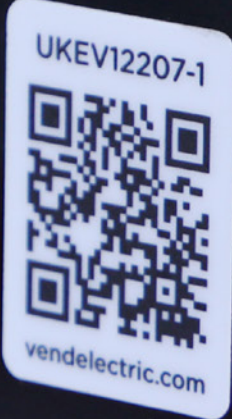
Reduction in scope 3 emissions by 2030

90%

Reduction in scopes 1, 2 and 3 by 2040

TARGETS

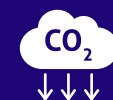
22kW (32A)  
PLEASE DISCONNECT LEAD FROM THE VEHICLE  
BEFORE DISCONNECTING FROM CHARGING  
STATION TO ALLOW THE CABLE LOCK TO RELEASE



MORE



## OUR COMMITMENTS *IN DETAIL*



### *CUTTING DOWN ON* **CARBON**

By 2030 we will reduce our Scope 1 and 2 carbon emissions by 50% and Scope 3 carbon emissions by 42% compared to 2020.

By 2040 we will reduce our emissions by at least 90% (compared to 2020) to be Net Zero across Scopes 1, 2 and 3. We will only offset the remaining 10% of emissions.

We will ask our suppliers to join the Net Zero Carbon journey by committing to set their own science-based targets aligned to a 1.5 degrees Celsius pathway by 2025.

In our transition towards Net Zero we will also ensure that our decision making is fair and just to society and communities.



### *NURTURING* **NATURE**

By 2030 we will become a Nature Positive business helping to halt and reduce biodiversity loss for the benefit of people and the planet.

By 2025 we will assess the impact of our business and supply chain on nature and will publish our Nature Positive roadmap.



### *NET ZERO* **HIRE**

We will reduce carbon emissions and improve local air quality from the products we hire by replacing petrol and diesel products with eco alternatives such as solar, battery, hydrogen and sustainable fuels.

We will offer Net Zero Carbon services to our customers to help them understand the environmental impact of their hire choices to help reduce carbon emissions and costs.

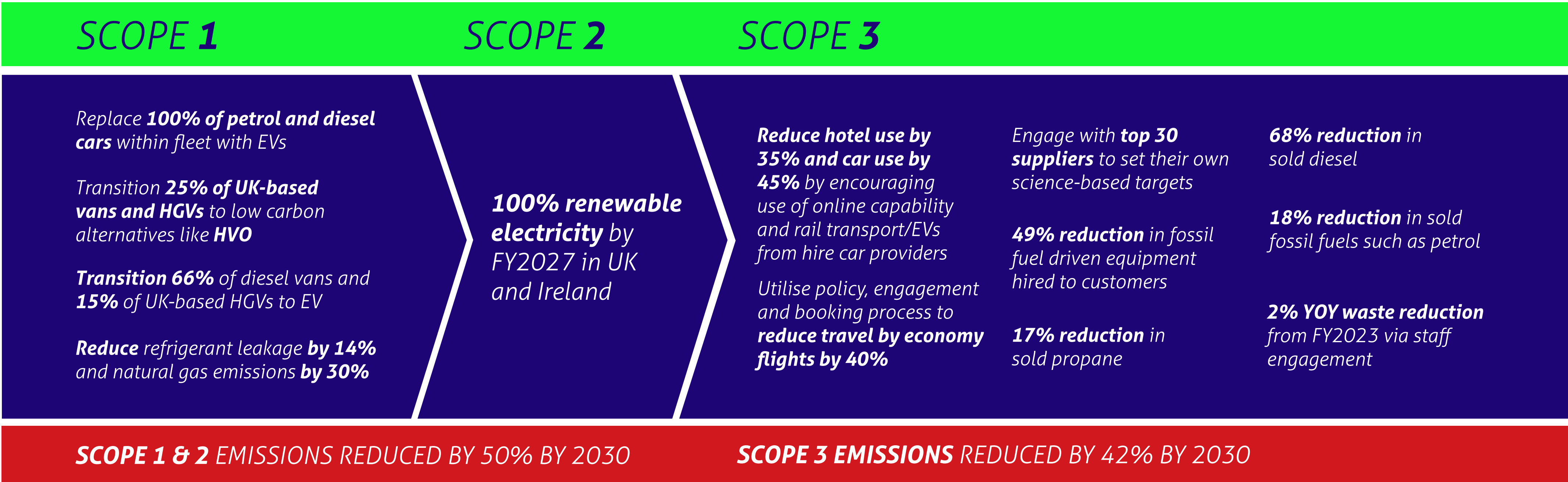
We will work with our customers and suppliers to calculate and reduce the carbon emissions of the products we hire.

We will reduce carbon emissions and cost across our value chain (customers and suppliers) through implementing the PAS 2080 carbon management standard.





# OUR ROADMAP TO **NET ZERO BY 2040**



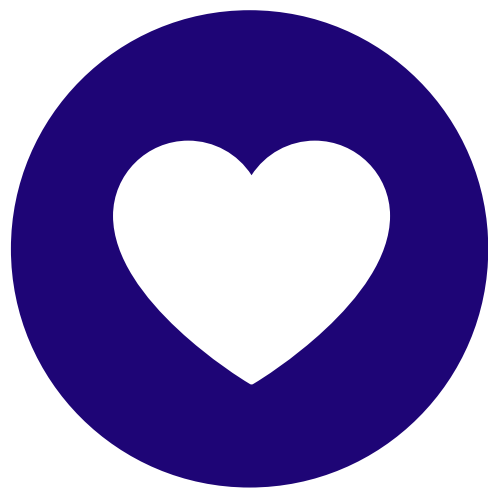
Our Scope 1, 2 and 3 targets are aligned to a 1.5 degrees Celsius pathway in line with the Paris Agreement.



INCLUDING *EVERYONE*

**Our Goal**  
To be a Top 100 Employer

*Delivering on the promise of a sustainable 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.*



A place where I can  
be me



Looking out for our  
Speedy Hire family



Unleashing opportunities  
to help people grow

TARGETS

**30%**  
Women by 2030

**100%**  
People received DEI and  
sustainability training by 2025

**5%**  
Club by 2026 (earn  
and learn programs)

**80%**  
People engagement  
score by 2027



MORE





## OUR COMMITMENTS *IN DETAIL*

### ♥ *A PLACE WHERE I CAN BE ME*

By 2024 we will collect and report on our Diversity, Equity and Inclusion (DEI) data and will develop our Social Value, DEI and Wellbeing strategy to build a diverse and inclusive workplace, that better reflects the communities we serve.

By 2025 all our people will have completed DEI training.

By 2030 30% of our workforce will be women.

We will continue to work towards closing the gender and ethnicity pay gap.

We will understand and support people with visible and non-visible disabilities and will become a disability confident employer by 2027.

### 🧠 *LOOKING OUT FOR OUR SPEEDY HIRE FAMILY*

We will continue to run our annual health and wellbeing survey and physical, mental and emotional wellbeing programmes to continually support our Speedy Hire family.

We will roll out agile working and family friendly policies to help our Speedy Hire family balance their work and home life.

We will continue to run our annual People First surveys so we understand and can act upon what matters the most to our Speedy Hire family. By 2027 we aim to achieve an 80% colleague engagement score.

We will continue to improve our people pay and benefits towards becoming an accredited Real Living Wage employer by 2030.

By 2025 we will increase the awareness and due diligence of modern slavery, forced labour and human rights across our operations to protect people from slavery.





## OUR COMMITMENTS *IN DETAIL*

### *UNLEASHING OPPORTUNITIES TO HELP OUR PEOPLE GROW*

By 2026 5% of our talent will be apprentices, graduates and sponsored students.

We will help young people into jobs by working together with industry partners such as the Youth Group and Not Going to Uni.

We will help marginalised and under-represented groups such as the unemployed, Armed Forces, ex-offenders and victims of modern slavery into jobs.

We will continue to nurture our talent and support lifelong learning through our Career Line of Sight programme.

By 2025 all our people will have received sustainability training as part of our green skills transition.



PART OF THE COMMUNITY

Our Goal  
To support local communities

Speedy Hire people are part of local communities all over the country. It's in our nature to join in, help solve the challenges we face today and get ready for the future. That's why this decade we will continue to harness our 'Speedy spirit' supporting our communities to help make a meaningful difference.



Closer to our charities and communities



Harnessing our Speedy spirit



Boosting local businesses

TARGETS

1%

Profit invested in charitable and community programmes by 2025

3,500+

Volunteering days per annum. An average of 1 day per employee



MORE





## OUR COMMITMENTS *IN DETAIL*



### *CLOSER TO OUR* **CHARITIES AND COMMUNITIES**

We will continue to support our corporate charity partners and local charities that mean the most to our Speedy Hire family.

We will work closer with community groups to support vulnerable people and help make communities a better place to live, work and play.



### *HARNESSING OUR* **SPEEDY SPIRIT**

We will continue to support volunteering leave for charity and community projects that are meaningful to our Speedy Hire family.



### *BOOSTING* **LOCAL BUSINESS**

From one family to another we will continue to support local businesses such as Small, Medium Enterprises (SMEs) and Voluntary, Community, Social Enterprises (VCSEs) and jobs for local people.



# GOVERNANCE: OUR FOUNDATIONS

## Being brilliant at the basics

Delivering a great sustainability strategy needs great foundations. Being brilliant at the basics enables Speedy Hire to actively deliver sustainability leadership across our four Decade to Deliver pillars – Accelerating Innovation, Climate Solutions, Including Everyone and Part of the Community.

### OUR PLAN - BRILLIANT AT THE BASICS

SUSTAINABILITY COMPLIANCE	We will ensure our sustainability efforts continue to meet current and emerging legal and compliance requirements and will strive for best practice.
SUSTAINABILITY GOVERNANCE	We will embed sustainability into how we operate and will regularly monitor and report performance to continually improve and ensure that our approach ensures a Just Transition.
CLIMATE CHANGE	We will continue to disclose our climate risks and opportunities under current and future climate regulation and standards and ensure that our net zero transition is fair and just to society and communities.
OUR VALUES	Our values of Ambitious, Innovative, Inclusive, Safe, Together and Trusted will help our strategy come to life.
SUSTAINABLE SUPPLY CHAINS	We will embed sustainability through our supply chain so our products, goods and services are sustainably sourced and will raise awareness of modern slavery to meet current and future legislation and standards.
SUSTAINABLE DATA AND KPIs	We will automate and digitise our sustainability data across our operations and supply chain to support sustainable decision making and reporting.
SUSTAINABILITY REPORTING AND DISCLOSURES	We will publicly report our sustainability performance annually and will benchmark our performance against current and emerging sustainability frameworks and disclosures.





# GOVERNANCE: OUR STRUCTURE

**Fast, informed decision making**

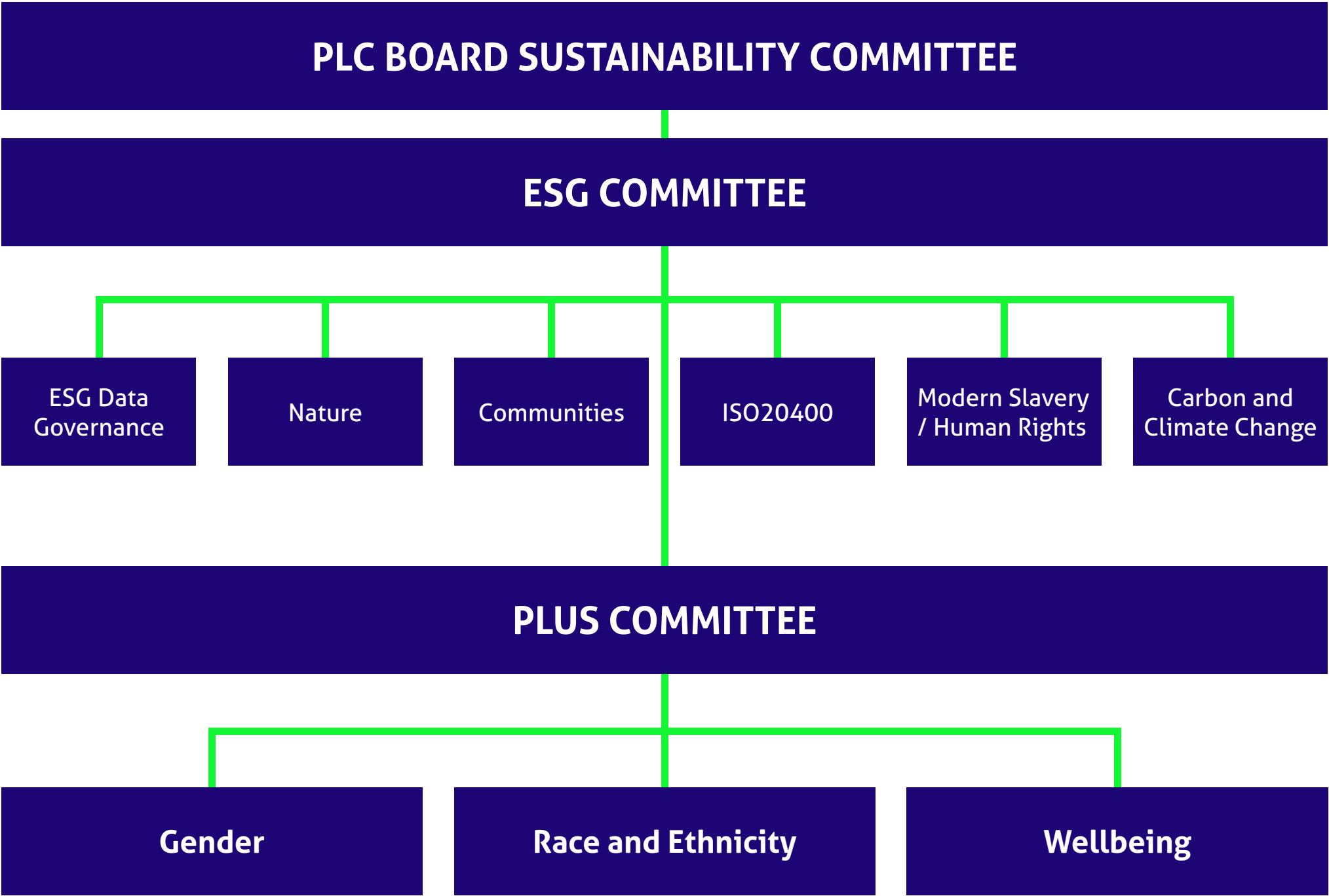
Strong governance is an essential foundation of our Decade to Deliver strategy. Integrated decision making, senior leadership oversight and the expertise of our sustainability committee allow for rapid decision making that remains robust and informed.

**PLC Board sustainability committee** - Sponsored by a PLC Board Non Executive Director (NED) and attended by the Chief Executive the Sustainability Committee meets three times a year to drive the sustainability vision and monitor the delivery of the sustainability Key Performance Indicators (KPIs).

**Environmental, Social and Governance (ESG) Committee** - Sponsored by the ESG Director the ESG Committee sets the sustainability vision, sustainability strategy actions and KPIs and meets monthly to drive delivery.

**People Like Us (PLUS) Committee** - Sponsored by the Chief People Officer the PLUS Committee meets monthly to drive delivery of the gender, race and ethnicity and wellbeing strategy actions and KPIs.

**Sustainability Groups** - Represented by people from across the Speedy Hire family and supported by ESG experts the sustainability groups meet monthly to offer ideas and support to the delivery of the sustainability strategy and KPIs.





## SUSTAINABILITY RATINGS AND ACCREDITATIONS



## SUSTAINABILITY MEMBERSHIPS AND PARTNERSHIPS



