



ESG Report FY2025

GRI Content Index

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GRI Content Index

Speedy Hire PLC presents its reporting against the Global Reporting Initiative (GRI) content index. We have reported with reference to the GRI Universal Standards 2021 for the period April 1, 2024 – March 31, 2025. Our content index provides information and data for topics that are material to our operations, supply chain and business activities. We present performance data wherever possible. We will continue to refine our reporting and establish a robust approach to GRI disclosures.

To report with reference to the GRI Standards, Speedy Hire has endeavoured to disclose as many of the GRI standards as possible in line with its material topics and available information. The following topics have been deemed non-material to the business and, therefore, have been excluded:

- GRI 201: Economic Performance
- GRI 203: Indirect Economic Impacts
- GRI 205: Anti-corruption
- GRI 206: Anti-competitive behaviour
- GRI 207: Tax
- GRI 301: Materials
- GRI 303: Water and effluents
- GRI 401: Employment
- GRI 402: Labour/management relations
- GRI 406: Non-discrimination
- GRI 407: Freedom of Association and Collective Bargaining
- GRI 410: Security Practices
- GRI 411: Rights of Indigenous Peoples
- GRI 415: Public Policy
- GRI 416: Customer health and safety
- GRI 417: Marketing and Labelling
- GRI 418: Customer Privacy

With Speedy Hire updating its materiality assessment in FY2026, we will refresh the topics within the next annual reporting cycle. Should any of the topics above be deemed material from these assessments, details will be disclosed accordingly.

Disclosure	Reference	
3 month probation period		
--	Statement of intent	GRI 1: Foundation 2021 was used to determine how Speedy Hire Plc reports using the GRI Standards.
GRI 2: General disclosures		
2-1	Organisational details	<p>A. Speedy Hire Plc</p> <p>B. Public limited company</p> <p>C. Haydock, UK</p> <p>D. United Kingdom, Ireland, Kazakhstan</p>
2-2	Entities included in the organisation's sustainability report	A. Speedy Hire Plc
2-3	Reporting period and frequency of sustainability reporting	<p>A. 1 April 2024 to 31 March 2025</p> <p>B. All data within this report is aligned with our financial reporting unless otherwise stated.</p> <p>C. July</p> <p>D. investor.relations@speedyhire.com</p>
2-4	Restatements of information	No restatements of information within this report.
2-5	External assurance	PwC assure the report. In regard to the highest governance body, the report is reviewed and ultimately approved by the Board and Committees at different stages. For example, the Sustainability Committee reviews the Sustainability Report in May, and the Board approves the report in June.
GRI 2: Activities and workers		
2-6	Activities, value chain, and other business relationships	<p>A. Hire operates in the construction, infrastructure and industrial markets, including regional housebuilders, SMEs, tradespeople, and retail consumers.</p> <p>B. Speedy Hire Strategic Report FY2025, p. 07.</p> <p>C. We have a joint venture in Kazakhstan that provides asset management and equipment rental services to the oil and gas sector.</p>
2-7	Employees	<p>Total employees at the end of FY25: 3301</p> <p>See 'Appendix A: People data' for breakdowns.</p> <p>Speedy Hire does not currently have any workers on zero hour or non-guaranteed hours contracts.</p>
2-8	Entities included in the organisation's sustainability report	A. One

GRI 2: Governance		
2-9	Governance structure and composition	Speedy Hire ESG Report FY2025, Sustainability governance, p. 31 Speedy Hire Corporate Governance
2-10	Nominating and selecting the highest governance body	Speedy Hire Governance Report FY2025, p. 86 When recruitment opportunities arise on the Board and its Committees, the recruitment process and the Recruitment, Selection and Equal Opportunities Policy will be followed. The Board will always prioritise appointing the best candidate, ensuring that the Board and its Committees have a sufficient range of experience and expertise, to maximise Board effectiveness, whilst at all times considering the targets detailed within the Listing Rules and Disclosure Guidance and Transparency Rules regarding gender/gender identity and minority ethnic background representation.
2-11	Chair of the highest governance body	Speedy Hire Corporate Governance
2-12	Role of the highest governance body in setting purpose, values, and strategy	Speedy Hire ESG Report FY2025, Sustainability governance, p. 31 Speedy Hire S172 statement FY2025, p. 75
2-13	Delegation of responsibility for managing impacts	Speedy Hire ESG Report FY2025, Sustainability governance, p. 43
2-14	Role of the highest governance body in sustainability reporting	Speedy Hire ESG Report FY2025, Sustainability governance, p. 31 Plc Board has established the Sustainability Committee for this purpose.
2-15	Conflicts of interest	Speedy Hire Governance Report FY2025, p. 76. The Board's conflicts of interest are reviewed annually. Speedy Hire Corporate Governance
2-16	Communication of critical concerns	Speedy Hire ESG Report FY2025, Sustainability governance, p. 31
2-17	The collective knowledge of the highest governance body	Speedy Hire ESG Report FY2025, Sustainability governance, p. 31.
2-18	Evaluating the highest governance body's performance	Speedy Hire Governance Report FY2025, p. 75.
2-19	Remuneration policies	Speedy Hire Governance Report FY2025, p. 89.
2-20	The process to determine the remuneration	Speedy Hire Governance Report FY2025, p. 90-92.
2-21	Annual total compensation ratio	Speedy Hire Governance Report FY2025, p. 105.

GRI 2: Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Speedy Hire ESG Report FY2025, p. 28.
2-23	Policy commitments	Speedy Hire Policies and documents
2-24	Embedding policy commitments	Speedy Hire Policies and documents
2-25	Processes to remediate negative impacts	Human Rights Policy
2-26	Mechanisms for seeking advice and raising concerns	Speak Up Whistleblowing Policy
2-27	Compliance with laws and regulations	Speedy Hire Governance Report FY2025, p. 75.
2-28	Membership associations	Speedy Hire ESG Report FY2025, p. 15, 22, 29, 59.
GRI 2: Stakeholder engagement		
2-29	Approach to stakeholder engagement	Speedy Hire S172 statement FY2025, p. 58
2-30	Collective bargaining agreements	No collective bargaining agreements are in place across the Speedy Hire network. Conditions are based on legal requirements, employment law, ACAS, etc. Robust reviews of all policies and procedures against guidelines are taking place. Pay benchmarking exercises are taking place through the Reward Department. Pay is in line with what we can afford, ensuring always paying 'Speedy Minimum'—adhering to the 'Real Living Wage,' although not accredited at the time of the report publication.
GRI 3: Material topics 2021		
3-1	Process to determine material topics	Speedy Hire ESG Report FY2025, Materiality assessment, p. 29
3-2	List of material topics	Speedy Hire ESG Report FY2025, Materiality assessment, p. 29
GRI 204: Procurement Practices		
3-3	Management approach	Speedy Hire ESG Report FY2025, Responsible Sourcing – Know Your Chain, p. 32
204-1	Proportion of spending on local suppliers	A. 99.65% spend on suppliers in UK&I

GRI 302: Energys		
3-3	Management approach	Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 53
302-1	Energy consumption within the organisation	Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 54
302-2	Energy consumption outside the organisation	Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 54-55
302-3	Energy intensity	Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 54
302-4	Reduction of energy consumption	Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 54
GRI 304: Biodiversity		
3-3	Management approach	Speedy Hire ESG Report FY2025, Climate solutions, p. 38
304-1	Operational sites owned, leased, managed, or adjacent to protected areas.	<p>A. Aberdeen, Bedworth, Bury St Edmunds (Anglia Fence), Crawley (Gatwick), Galashiels, Maidstone, Merthyr Tydfil, Milford Haven (Haverfordwest), Peterlee, Stansted (Bishops Stortford), Barrow in Furness, and the Isle of Wight. Additional sites are Newport NSC, Walthamstow, Carlisle, Chester, Colchester, Cowdenbeath (Yard), Hereford, Newport, Roche, Rosyth (Inverkeithing) Lifting, Salisbury, and Whitehaven (Lloyds British).</p> <p>B. Offices, transport logistics, manufacturing (Lloyds British), tool maintenance, engineering, fuel storage</p> <p>C. Ecosystem services, species diversity</p>
304-2	Significant impacts of activities, products, and services.	<p>A. Our sites create some direct and indirect impacts on biodiversity, including vehicle use in areas surrounding protected nature sites; dust, odour, litter, liquids and leachate from depot activities; transport emissions from commercial fleet, private and company cars; pests attracted to poorly maintained disposal units. This may lead to harm or mortality of native species, habitat degradation, and the creation of sub-optimal or inhospitable environments. It can also result in the displacement of native species, loss of habitat cover, and increased vulnerability to external pressures. Competition from non-native species for resources may further contribute to a decline in native populations. Additionally, the reduction in ecosystem services from protected sites, such as natural cooling and flood regulation, may exacerbate the impacts of climate change, including higher local temperatures and increased flooding.</p>
304-3	Habitats protected or restored.	Speedy Hire ESG Report FY2025, Climate solutions, p. 38

GRI 305: Emissions		
3-3	Management approach	Speedy Hire ESG Report FY2025, Climate solutions, p. 36
305-1	Direct (Scope 1) GHG emissions	A. 11,967.39 tCO ₂ e Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 54
305-2	Energy indirect (Scope 2) GHG emissions	A. 176.09 tCO ₂ e Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 54
305-3	Other indirect (Scope 3) GHG	A. 270,545.14 tCO ₂ e Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 54
305-4	GHG Emissions intensity	Speedy Hire ESG Report FY2025, Streamlined Energy and Carbon Reporting, p. 56 A. 5.76 (kgCO ₂ e/sqft) for scope 1 and 2 (market-based)
305-5	Reduction of GHG emissions	Speedy Hire ESG Report FY2025, Climate solutions, p. 36-39 Speedy Hire ESG Report FY2025, Corporate GHG Emissions Report, p. 55
GRI 306: Waste		
3-3	Management approach	Speedy Hire ESG Report FY2025, Accelerating innovation, p. 34
306-1	Waste generation and significant waste-related impacts	Speedy Hire ESG Report FY2025, Accelerating innovation, p. 35
306-2	Management of significant waste-related impacts	Speedy Hire ESG Report FY2025, Accelerating innovation, p. 35
306-3	Waste generated	A. Total waste: 2936.71 tonnes Hazardous waste: 694.51 tonnes Non-hazardous waste: 2242.20 tonnes. B. The data has been compiled as part of Speedy's annual data collection directly from the sites.
306-4	Waste diverted from disposal.	A. Total: 2036.05 tonnes A. Hazardous waste: 614.76 tonnes ii. Recycling: 614.76 B. Non-hazardous: 1421.29 tonnes ii. Recycling: 1421.29 tonnes
306-5	Waste directed to disposal	A. Total: 900.66 tonnes B. Hazardous waste: 79.75 tonnes i. Incineration (with energy recovery): 79.75 tonnes C. Non-hazardous: 820.92 tonnes i. Incineration (with energy recovery): 820.65 iii. Landfilling: 0.27 tonnes

GRI 308: Supplier Environmental Assessment

3-3	Management approach	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain, p. 32
308-1	New suppliers that were screened using environmental criteria	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain, p. 32
308-2	Negative environmental impacts in the supply chain and actions taken	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain, p. 32

GRI 403: Occupational health and safety

3-3	Management approach	Speedy Hire Annual Report and Accounts, p. 21
403-1	Occupational health and safety management system	<p>Speedy Hire has implemented an occupational health and safety management system in line with legal duties under the Health and Safety at Work Act 1974 and relevant industry standards. The system is supported by a retained Occupational Health Service provider and includes mandatory new starter health assessments, with follow-up screenings or risk assessments triggered by disclosed health issues. Periodic health checks are arranged when required, such as after illness or when a colleague discloses a change in health that could affect workplace safety.</p> <p>The system is risk-based, with proactive hazard identification and control measures forming part of ongoing occupational monitoring. It is designed to ensure all workers, especially those in safety-sensitive roles, are medically fit and supported in both returning to work and continuing in their roles. Coverage extends across all operational roles and locations, including specific medicals for plant operatives, drivers, and employees exposed to particular hazards such as noise or vibration.</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>Speedy operates a consistent, company-wide approach to hazard identification and risk assessment using standardized templates and risk scoring. Risk assessments are reviewed regularly and updated as needed, incorporating hazard-specific controls and references to supporting documentation like COSHH and safe systems of work. Point of Work Risk Assessments complement these by enabling workers to assess situational hazards in real time.</p> <p>Higher-risk activities are reviewed by safety advisors and operational leads to ensure risk levels are minimized. Findings feed back into the occupational health framework to support continuous improvement. Hazard reporting is enabled via mobile-accessible QR codes linked to EcoOnline, allowing all colleagues to report risks or near misses in real time. Reports are reviewed monthly and are a valued input into improving site safety.</p> <p>Accident and incident investigations are carried out by SHE Advisors using a structured methodology. Investigations include witness interviews, evidence review (including CCTV and technical input), and identification of root causes. Corrective actions are assigned via EcoOnline and only signed off once complete. Investigations inform updates to risk controls and safety practices across the business.</p>

403-3	Occupational health services	<p>Speedy Hire ESG Report FY2025, Including Everyone – Building the Workforce of the Future p. 40</p> <p>Occupational health services are provided by PAM Wellness and include health surveillance, medical screening, and wellbeing support. Access is available to all colleagues, with services tailored to role-specific risks and personal needs. Quality is ensured through central coordination, and support is offered confidentially via multiple channels including a wellbeing app, phone line, live chat, and email.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety.	<p>Worker participation is facilitated through structured forums, including the Colleague Consultative Committee and the Speedy Safety Committee. These platforms provide opportunities for colleagues to raise concerns, offer feedback, and influence decision-making around health and safety. Initiatives like the “Big Idea” and monthly STOP awards further encourage open dialogue and proactive engagement. Committee meetings are held regularly and include senior leaders, ensuring that ideas and concerns are addressed promptly and transparently.</p>
403-5	Worker training on occupational health and safety.	<p>All colleagues receive occupational health and safety training relevant to their role, including mandatory modules on topics such as manual handling, COSHH, working at height, and DSE assessments. Training is delivered via a central management system (People Fluent), which tracks completion and escalates non-compliance to senior leadership. Additional role-specific training is provided where risks are higher, and refresher training is scheduled to maintain competency.</p>
403-6	Promotion of worker health	<p>Speedy Hire ESG Report FY2025, Including Everyone – Building the Workforce of the Future p. 40</p> <p>Speedy promotes holistic wellbeing through its Employee Assistance Programme, delivered by PAM Wellness, and a comprehensive Wellbeing Hub. These platforms offer 24/7 support, mental health tools, wellbeing campaigns, and access to trained mental health first aiders. Monthly themes, ranging from heart health to suicide prevention, guide proactive outreach, and campaigns are aligned to a wellbeing calendar supported by senior leadership.</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	<p>Speedy’s Health and Safety Policy, endorsed by the CEO, sets out a commitment to preventing harm across all operations, including those involving third parties. The business meets ISO 45001:2018 requirements, with controls in place to manage risks associated with its equipment, services, and customer operations. Colleagues and external users receive appropriate training and information to ensure safe use of equipment. Safety responsibilities are embedded in business processes, with oversight from competent personnel and a strong culture of consultation, engagement, and continual improvement.</p>
403-8	An occupational health and safety management system covers workers.	<p>100% Employees are covered by our Health & Safety Management System and anyone working for Speedy/at speedy location not directly employed by Speedy, this percentage is not available.</p>

403-9	Work-related injuries.	A. Employees 0 Fatalities 2 High-consequence work-related injuries (per 100,000 hours worked) 14 Recordable work-related injuries (per 100,000 hours worked) Total number of hours worked = 6,045,000
403-10	Work-related ill health.	A. Employees 0 Fatalities (numbers and rates) 0 Recordable work-related illness (number and rate) Total number of hours worked = 6,045,000 Main types of ill health = N/A
GRI 404: Training and education		
3-3	Management approach	Speedy Hire ESG Report FY2025, Including Everyone – Building the Workforce of the Future p. 39
404-1	Average hours of training per year per employee	Speedy Hire ESG Report FY2025, Including Everyone – Building the Workforce of the Future p. 39 A. See <i>Appendix A: People data</i> for data on this disclosure.
404-2	Programs for upgrading employee skills and transition assistance programs	Speedy Hire ESG Report FY2025, Including Everyone – Building the Workforce of the Future p. 40
GRI 405: Diversity and equal opportunity		
3-3	Management approach	Speedy Hire ESG Report FY2025, Including Everyone – Building the Workforce of the Future, p. 39
405-1	Diversity of governance bodies and employees	A. Speedy Hire ESG Report FY2025, Including Everyone – Building the Workforce of the Future, p. 39 See <i>Appendix A: People data</i> for breakdowns specified in this disclosure.
405-2	Ratio of basic salary and remuneration of women to men	A. Speedy Hire Plc – Gender Pay 2024 * * This data pertains to FY2024 data. FY2025 data will be produced following the publication of the Annual Report and Accounts FY2025.
GRI 408: Child labor		
3-3	Management approach	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain p. 32
408-1	Operations and suppliers at significant risk for incidents of child labor	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain p. 32 Modern Slavery Statement

GRI 409: Forced and compulsory labor		
3-3	Management approach	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain p. 32
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain p. 32 Modern Slavery Statement
GRI 413: Local Communities		
3-3	Management approach	Speedy Hire ESG Report FY2025, Part of the Community, p. 41
413-1	Operations with local community engagement, impact assessments, and development programs	Speedy Hire ESG Report FY2025, Part of the Community, p. 41 Speedy Hire integrates local community engagement, impact assessments, and development programs across its operations by using the Thrive Impact Evaluation Standard Framework to measure social value, including volunteering, donations, and community project outcomes. Thrive supports participatory social impact assessments and environmental monitoring through localized needs analyses based on national statistics and deprivation indices. These insights guide the development of community programs aligned with local needs. The company applies stakeholder mapping to inform engagement plans and uses structured workshops with stakeholders—including customers, supply chains, charities, and vulnerable groups—to co-design initiatives. Public disclosure, consultation processes, and formal grievance mechanisms, including human rights and whistleblowing policy, ensure transparency and accountability.
GRI 414: Supplier social assessment		
3-3	Management approach	Speedy Hire ESG Report FY2025, Responsible sourcing - Know Your Chain, p. 32
414-1	New suppliers that were screened using social criteria	As the business has recently become registered to SEDEX, we are working to utilise the tools and resources available to assess, manage and mitigate any risk across the supply chain in this area. High risk suppliers will be required to be audited on a bi-annual basis dependent upon the findings of the audit and close out of any non-conformances if found which may lead to audits being more frequent than bi-annual to address the non-conformities.

Appendix A: People data

Employees by gender, region and employment status

Region / employment status	Male	Female	Prefer not to say	Non-binary	Other	Transgender	Intersex
ROI: Total	20	2	1	–	–	–	–
ROI: Permanent	20	2	1	–	–	–	–
ROI: Fixed Term	–	–	–	–	–	–	–
ROI: Full Time	19	2	1	–	–	–	–
ROI: Part Time	1	–	–	–	–	–	–
UK: Total	2513	713	40	6	3	2	1
UK: Permanent	2506	707	40	6	3	2	1
UK: Fixed Term	7	6	–	–	–	–	–
UK: Full Time	2479	624	37	6	2	2	1
UK: Part Time	34	89	3	–	1	–	–
Total	2533	715	41	6	3	2	1
Total: Permanent	2526	709	41	6	3	2	1
Total: Fixed Term	7	6	–	–	–	–	–
Total: Full Time	2498	626	38	6	2	2	1
Total: Part Time	35	89	3	–	1	–	–
% of Total Employees	76.73%	21.66%	1.24%	0.18%	0.09%	0.06%	0.03%

PLC Board gender and ethnic diversity breakdown

	Gender Identity	Number of board members	Percentage of the Board
Gender Diversity	Male	6	75.0%
	Female	2	25.0%
Ethnic Diversity	White British or other White	7	87.5%
	Asian/Asian British	1	12.5%

Employee ethnic diversity breakdown

	White British	Prefer Not to Say	Other Ethnic Groups	Mixed / Multiple Ethnic	Black / African / Caribbean / Black British	Asian / Asian British	Total
% of Total Employees	92.79%	2.15%	0.24%	0.94%	2.27%	1.61%	100.00%
Employee Count	3,063	71	8	31	75	53	3,301

Employee age breakdown

	Under 18	18–25	26–49	50–65	66 and over	Total
% of Total Employees	0.33%	9.45%	51.68%	35.81%	2.73%	100.00%
Employee Count	11	312	1706	1182	90	3,301

Average training hours for employees by gender and employee category

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 7+	Total
Female	356	456	6,853	2,691	1,523	526	105	18	—	29	12,557
Male	1,944	23,562	44,640	13,170	3,395	2,176	302	47	16	129	89,381
Total Employees	2,300	24,018	51,493	15,861	4,918	2,702	407	65	16	158	101,938