



CARBON REDUCTION PLAN

2024



*OUR COMMITMENT TO ACHIEVING **NET ZERO***

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. Our Decade to Deliver strategy was released in FY2023 and sets the Strategic Ambition of our company. Our strategy is designed to accelerate a transition within our industry and within our business.

The Climate Solution and Accelerating Innovation pillars of our Decade to Deliver strategy focus on delivering Net Zero within our target years. 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. Accelerating our timeline for decarbonisation provides a significant opportunity for us, to grow the market for low carbon hire equipment whilst also helping our clients to reach their own decarbonisation goals with speed and confidence.

Speedy Hire's science-based net zero target – the first in UK hire to be validated to the most ambitious designation available through the SBTi ('Science Based Target initiative') process – is focused on prioritising 'deep decarbonisation' of direct emissions, with residual emissions being 'neutralised' in line with the SBTi criteria to reach net zero emissions by 2040.

EMISSIONS REDUCTION TARGETS

(SCIENCE BASED TARGETS)

Speedy Hire is the first UK Hire Company to commit to Science Based Targets (SBTs) and one of less than 100 companies globally to align to the Corporate Net Zero Standard setting near term and long term SBTs across Scope 1, 2 and 3.

The SBTi (Science Based Target Initiative) is a global body enabling businesses to set ambitious carbon emissions reductions targets in line with the latest climate science. We are committed to climate leadership therefore we have aligned our near and long term SBTs to a 1.5C reduction pathway, as a minimum.

Speedy Hire has adopted a climate leadership approach to our Scope 1 and 2 near term SBTs by going beyond a 1.5C reduction pathway committing to reduce absolute emissions by 51.6% by 2030 (versus a FY2020 baseline).

For our Scope 3 near term SBT we have also adopted a climate leadership approach by reducing our emissions in line with a 1.5C reduction pathway to achieve a 42% reduction by 2030 (versus a FY2020 baseline). Our scope 3 near term SBT includes full value chain emissions – purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, use of sold goods and downstream leased assets.

We have set ourselves a target of 2040 to achieve net zero. As a minimum we will achieve a 90% emissions reduction by 2040. Residual emissions (10%) will then be removed via high quality third party verified carbon removal programmes.



OUR ROADMAP TO NET ZERO BY 2040

SCOPE 1

Replace **100% of petrol and diesel cars** within fleet with EVs

Transition **25% of UK-based vans and HGVs** to low carbon alternatives like **HVO**

Transition 66% of diesel vans and **15%** of UK-based HGVs to EV

Reduce refrigerant leakage by **14%** and natural gas emissions by **30%**

SCOPE 2

100% renewable electricity by FY2027 in UK and Ireland

SCOPE 3

Reduce hotel use by 35% and car use by 45% by encouraging use of online capability and rail transport/EVs from hire car providers

Utilise policy, engagement and booking process to **reduce travel by economy flights by 40%**

Engage with **top 30 suppliers** to set their own science-based targets

49% reduction in fossil fuel driven equipment hired to customers

17% reduction in sold propane

68% reduction in sold diesel

18% reduction in sold fossil fuels such as petrol

2% YOY waste reduction from FY2023 via staff engagement

SCOPE 1 & 2 EMISSIONS REDUCED BY 51.6% BY 2030

SCOPE 3 EMISSIONS REDUCED BY 42% BY 2030

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

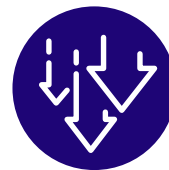
In order to continue our progress to achieving Net Zero, we project that carbon emissions will:



Reduce our Scope 1 and 2 emissions by **51.6%** by 2030 against the FY2020 baseline.



Achieve Net Zero Carbon by **2040** against the FY2020 baseline.



Reduce our Scope 3 emissions by **42%** by 2030 against the FY2020 baseline.

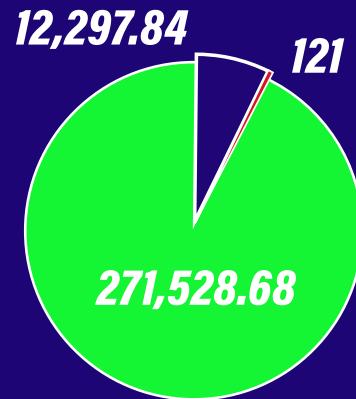


EMISSIONS MONITORING & REPORTING

(SCOPE 1, 2 & 3)

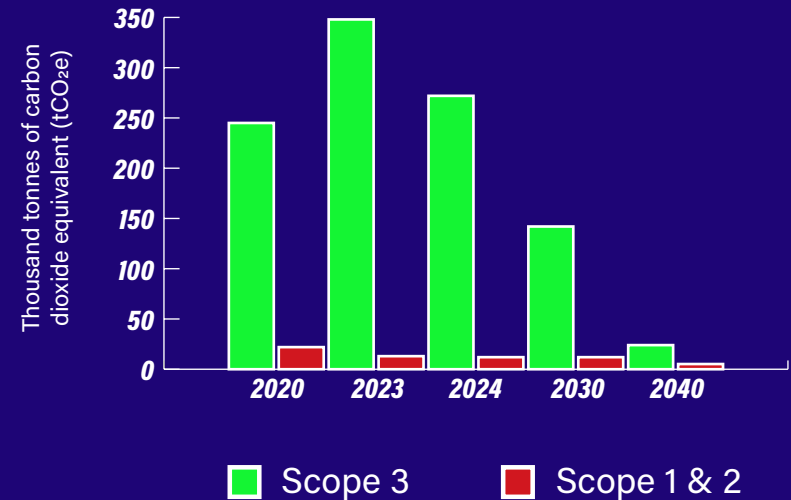
For the last two financial years (FY2023, FY2024), we have quantified our full value chain emissions – purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, use of sold goods and downstream leased assets along with our own operations. We account for our emissions under operational control as defined by ISO14064-1:2018 and the Green House Gas Protocol.

SCOPED EMISSIONS FY2024



- Scope 1
- Scope 2
- Scope 3

CARBON EMISSIONS PROJECTION



EMISSIONS MONITORING & REPORTING (SCOPE 1, 2 & 3)



EMISSIONS SCOPE	EMISSIONS SOURCE	TONNES OF CO ₂ E		
		CURRENT REPORTING YEAR FY2024	LAST REPORTING YEAR FY2023	BASELINE FY2020
SCOPE 1	Combustion of Fuel and Operation of Facilities	12,297.84	12,768.80	19,841.43
SCOPE 1	Refrigerants	0	0	13.17
SCOPE 2	Electricity, Heat, Steam and Cooling Purchased for Own Use (market-based)	121.00	225.30	4,411.68
	Electricity, Heat, Steam and Cooling Purchased for Own Use (location-based)	1,716.08	1,745.48	
TOTAL SCOPE 1 AND 2 EMISSIONS (MARKET-BASED)		12,418.84	12,994.10	24,266.28

SCOPE 3

* Category 8 (upstream leased assets), 10 (processing of sold products), 12 (end of life treatment of sold products), 14 (franchises) are scoped out due to Speedy Hire's business operations consistent with the GHG Protocol definitions (The Corporate Value Chain (Scope 3) Standard).

* The acquisition of Green Power Hire in FY2024 and its impact has been incorporated into the emissions reporting and contributes a total of 31.22 tCO₂e in scope 3 (category 2, 3, 4, 6 and 7), representing [0.01]% of our total emissions.

* Speedy Hire's financial dates and emissions reporting run from April 1st to March 31st.

<i>Category 1:</i> Purchased Goods and Services	13,699.33	41,824.89	16,281.00
<i>Category 2:</i> Capital Goods	64,752.95	70,357.00	58,275.85
<i>Category 3:</i> FERA	3,429.05	3,582.07	1,290.37
<i>Category 4:</i> Upstream Transportation and Distribution	1,916.97	3,743.91	6,701.16
<i>Category 5:</i> Waste Generated in Operations	139.31	55.45	91.94
<i>Category 6:</i> Business Travel (inc. all WTT emissions)	189.27	184.11	392.91
<i>Category 7:</i> Employee Commuting	3,019.97	4,049.35	3,398.94
<i>Category 8:</i> Upstream Leased Assets	Scoped out	Scoped out	Scoped out
<i>Category 9:</i> Downstream Transportation and Distribution	3,156.00	2,761.43	3,698.41
<i>Category 10:</i> Processing of Sold Products	Scoped out	Scoped out	Scoped out
<i>Category 11:</i> Use of Sold Products	98,950.36	85,948.64	66,237.66
<i>Category 12:</i> End of Life Treatment of Sold Products	Scoped out	Scoped out	Scoped out
<i>Category 13:</i> Downstream Leased Assets	81,620.98	134,467.14	87,479.56
<i>Category 14:</i> Franchises	Scoped out	Scoped out	Scoped out
<i>Category 15:</i> Investments	654.49	1,393.33	1,151.56
TOTAL SCOPE 3 EMISSIONS	271,528.68	348,367.32	244,999.36
TOTAL SCOPE 1, 2 AND 3 EMISSIONS (MARKET-BASED)	283,947.52	361,361.42	269,265.64

NARRATIVE OF OUR FINANCIAL YEAR 2024 PERFORMANCE

SCOPE 1



We have seen a continued reduction in commercial use of fossil fuels, uptake of EV's within the commercial fleet and use of transition fuels.

SCOPE 2



We have continued the transition our electricity consumption to renewable tariffs. Within FY2024 we now have 94.2% of our needs backed by REGO certification schemes.

SCOPE 3

Category 1:
Purchased Goods and Services



Within FY2023 the overall cost of vehicle-related procurement increased significantly comparative to the baseline, along with increased price of leased EV's due to the historic semiconductor shortage, IT services also saw a huge rise with prices driven up by inflation coupled with annual price increases. These factors, coupled with an increase in the number of products purchased (such as new and replacement laptops), had a compounded impact on FY2023 emissions compared to FY2024.

Category 2:
Capital Goods



We have seen our spend within capital goods align to current market conditions and business growth.

Category 3:
FERA



Our FERA emissions now include well to tank emissions previously unrecorded within our baseline.

Category 4:
Upstream Transportation and Distribution



We have seen a reduction in spend within third party haulage positively impacting our upstream transportation and distribution.

Category 5:
Waste Generated in Operations



Emissions have increased with the inclusion of water and waste water treatment now been included.

Category 6:
Business Travel
(inc. all WTT emissions)



We have seen a decrease in overall business travel across rail, air, ferry and hotel stays from our baseline.

Category 7:
Employee Commuting



Employee commuting has reduced due to the reduction in our headcount from last financial year.

Category 9:
Downstream Transportation and Distribution



We have seen our emissions within downstream transportation and distribution align to current market conditions.

Category 11:
Use of Sold Products



We now have more granular data of the use of sold products which has impacted our emissions reporting. We also acknowledge the decrease in sales for transitional fuels and the sale of fossil fuels due to market conditions.

Category 13:
Downstream Leased Assets



Our reported emissions are based on a robust sampling methodology which excludes the identification of eco products. We anticipate these emissions to continue in a downtrend as we refine our data sampling practices.

Category 15:
Investments



We have seen our activity-based data within our investments align to current market conditions.

Our carbon reduction progress are reported in accordance with ISO 14064-1:2018 as part of our commitment to data accuracy and transparency. We are the first in UK hire to publish full value chain emissions verified against this standard. Third party verification assurance statements can be provided on request.



MAKING PROMISING PROGRESS ON REDUCING CARBON

Having reduced scope 1 and 2 emissions by 49% compared with our FY2020 baseline, we have made significant progress against our 2030 goal. Our scope 3 emissions have increased by 11% compared to our FY2020 baseline, driven by business growth, increased spend and improved scope 3 supply chain data.

Our scope 3 figures to date have been calculated on a blend of spend and activity related data, but we are now working with third parties to migrate to activity-based data across capital goods and purchased good and services, which will provide a more accurate representation of our Scope 3 emissions on an absolute basis.

MAKING PROMISING PROGRESS ON **REDUCING CARBON**

To support our scope 1 emission reduction (7% of our carbon footprint in FY2020 reduced to 4% in FY2024) we have:

- Continued replacing diesel commercial vehicles with sustainable fuels ('HVO D+') and rolling out electric vehicles across our commercial fleet. In FY2024 we replaced 1 million litres of diesel with HVOD+ reducing emissions by 2,454tCO₂ e and have 601 electric and hybrid vehicles, including 154 Ford e-transits and the first ever 27T Electra HGV.
- Continued replacing 99% of diesel and petrol company cars with electric/hybrid technologies and the installation of electric vehicle charging points across our property estate.
- We have Invested in low emissions technologies across our hire fleet such as solar, battery and hydrogen to support our customers to reduce their carbon emissions.
- We are increased the replacement of diesel in our hire fleet with alternative clean technologies and sustainable fuels such as HVO D+.
- We used double deck trailers across our trunking routes to reduce the number of vehicles needed to move assets, removing underutilised vehicles, and optimising deliveries and collections. We also use vehicle telematics to monitor vehicle usage and fuel consumption.

To support our scope 2 emission reduction (2% of our carbon footprint in FY2020 reduced to 0.04% in FY2024) we have:

- Sourced 94% of our electricity from renewable sources, with a goal of achieving 100% by 2027.
- Reduced our natural gas by 41.9% versus our 2030 target of 30%.
- Achieved our 14% F gas emission reduction target ahead of 2030.
- Continued consolidation of our property estate and investing in new sustainable buildings incorporating energy efficient measures such as LED lighting, Building Management Systems ('BMS') to control heating and cooling, smart working bays and renewable technologies such as solar photovoltaics ('solar PV'). Our Milton Keynes Innovation Centre has a rare EPC rating of A+ and is a net zero carbon building. In FY2024 we opened three new sustainable low-carbon Service Centres at Hull, Southampton and London Gateway, adding to the two opened in FY2023. We also integrated Building Management Systems at our National Service Centres in Tamworth, Erith, Glasgow and Newport reducing energy use by between 50-73%.



MAKING PROMISING PROGRESS ON **REDUCING CARBON**

To support our scope 3 emission reduction (91% of our carbon footprint in FY2020 increasing to 96% in FY2024) we have:

- Continued implementing the ISO 20400 sustainable procurement standard to reduce emissions across the value chain, including the adoption of a supplier sustainability standard mandating all suppliers to commit to SBTs by 2025.
- Continued investing in eco kit. 51% of our itemised assets are now defined as eco. Eco products also represent over half of our revenue demonstrating our customers increasing demand for eco products and our commitment to reducing carbon emissions. To support our expanding eco fleet we continue our spend on new low emission powered access scissor lifts to replenish and expand our powered access fleet and have continued our multi-million-pound investment in new battery powered assets from Milwaukee's MX Fuel range which is exclusive to Speedy Hire, expanding our fleet of low and zero carbon equipment.
- Embedded our innovation philosophy not only looks at eco investment in hire products and sustainable fuels but also the circularity of products. We work with our people and suppliers to repair, refurbish, retrofit and/or recycle our products, where possible to extend their life and reduce their environmental impact and collaborating with suppliers to design products that contain recycled materials and can be recycled again.
- Continue to trial innovative solutions such as the industry-first retrofitted Stage V emission compliant generator, as part of a trial to help boost the availability of greener generators to the construction industry. Working with exhaust systems specialist EminoX, a global leader in the design of aftermarket retrofit technology, we became the first in the industry to retrofit Stage IIIa generators to Stage V emission compliant standards. This enables us to support our customers to meet London NRMM (Non-Road Mobile Machinery) LEZ (Low Emission Zone) for and Clean Air Zones, which are enforceable for pioneering projects such as HS2.
- Invested in a supplier engagement platform to engage key suppliers to calculate scope 3 emissions across our value chain so we can further focus on our carbon hotspots – capital goods and purchased goods and services. This will include our top 200 suppliers, who account for 90% of the emissions in our supply chain. We will actively work with them to reduce their emissions and improve their carbon data sets, from spend analysis to product specific data.
- Adopted a sustainable travel policy to encourage tele-conferencing and sustainable models of travel reducing our scope 3 emissions associated with car and air travel ahead of our 2030 target.
- Made mandatory energy efficiency training for all staff to support behavioural change campaigns.



FUTURE CARBON REDUCTION INITIATIVES

Over the next financial year, supported by our Decade to Deliver, Velocity Strategy and continued actions from last financial year, we plan to accelerate our carbon reduction initiatives through:

Customer Focus, Technology and Data Led and Innovative Growth:

The introduction of cloud-based systems and an ERP presents a series of opportunities to support our carbon management system and decarbonisation goals. The system will be able to ingest, store and retrieve a whole range of data, enabling data-led decision making and efficiencies across Speedy Hire's operations. Over time this will enable more granular and accurate GHG accountancy. It will be easier for customers to find and hire ECO assets. Improving customer visibility of Speedy Hire's sustainable offerings will help increase their share of utilised assets. It will be easier to label and track the utilisation of ECO assets and help us reduce our scope 3 footprint.

Strategic Approach to Training:

To develop a comprehensive training program aimed at enhancing our workforce's ESG skills, competencies, and knowledge. In the year ahead, we plan to conduct a skills gap analysis in alignment with the elements of our upcoming Climate Transition Plan. This will enable us to adopt a top-down strategy for building out our ESG training programme further.

Future Depot Operations:

We have an ongoing property consolidation workstream under the Velocity strategy that is owned by the Operational Support and Property Team. The workstream is seeking to reduce the number of sites Speedy Hire operates from the 147 it currently has. A reduced portfolio footprint will help reduce GHG emissions via divestment and capital investments.

Logistics Management:

We have an ongoing logistics management workstream under the Velocity strategy. The workstream is seeking to optimise the routes taken by our fleet and increase the overall efficiency of logistics.

Route optimisation will: reduce the distance travelled by our fleet; allow for more efficient delivery of assets; facilitate a decrease in the size of our fleet due to more efficient vehicle utilisation.

Fleet Transformation:

We are transforming our fleet to become electric and have progressed in this area by ordering 150 electric vehicles, with a target of increasing this number by 66 per year. We have made significant progress this year by already meeting this target.

Nature Positive Roadmap:

In 2025 we have assessed the impact of our business and supply chain on nature and published our Nature Positive roadmap. By 2030 we will become a Nature Positive business helping to halt and reduce biodiversity loss for the benefit of people and the planet.

Circular Economy:

In the next year we will focus more on a circular economy strategy for our products to bring us up to meeting the 70% target for ECO-Products by 2027. This will reduce our scope 3 footprint by reducing the need to buy more kit.

INDUSTRY RECOGNITION

At Speedy Hire, we believe in being open and transparent in relation to our Net Zero commitments and journey through implementing strong carbon governance.

- Achieved A- in our CDP rating, placing Speedy Hire in the Leadership band.
- Continue to hold environmental certification schemes such as ISO14001 and ISO5001.
- Named as a Financial Times European Climate Leader for 2023 and 2024.
- Gold Member of the Sustainability Supply Chain School (SSCS) and corporate partner of IEMA. Our CEO is also a board member of the SSCS.
- HAE ('Hire Association Europe') Winners of the CSR and Sustainability award for our Decade to Deliver Strategy and Best Use of Media award for our Net Zero 2023 Virtual Conference.
- Awarded Prime status by Institutional Shareholder Services (ISS)
- Awarded EcoVadis Platinum rating in this year's assessment, placing us in the top 1% of businesses in our sector for Sustainability.
- Support the UN SDGs (Sustainable Development Goals), the Race to Zero and the Business Ambition to 1.5.
- Aligned to the TCFD (Taskforce for Climate Related Financial Disclosures) Regulations.
- Accepted by the Exponential Roadmap Initiative and the United Nations Global Compact.



STRATEGY IN ACTION



ELECTRA AND FORD LOW CARBON DELIVERY VEHICLES

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.

View the full story video [here](#).



NIFTY LIFT 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.



SPEEDY HIRE AND SUPPLY CHAIN SUSTAINABILITY SCHOOL FORUMS

We work with the Supply Chain Sustainability School to share best practice and lessons learned, and participate in and host forums for suppliers to present their innovations and new developments, culminating in the annual Speedy Live Expo event.



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%**.

View the full story video [here](#).



DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Amelia Woodley - ESG Director

Date: September 2024



RESOURCES

The Greenhouse Gas Protocol - Corporate Standard

Government Conversion Factors for Company Reporting of Greenhouse Gas Emissions

The Greenhouse Gas Protocol - Corporate Value Chain (Scope 3) Standard

[speedyhire.com](https://www.speedyhire.com)