



SUSTAINABILITY REPORT FY2026

Sustainability Report for FY2026



“ I’m pleased to introduce this year’s update on our ESG Strategy, Decade to Deliver. FY2026 has been a year of positive evolution for Speedy Hire, shaped by organisational growth and increasing customer engagement on sustainability, which reflects the resilience of our business and clarity of our long-term ambition. At Speedy Hire, sustainability sits at the heart of our strategy and governance, guiding how we create value and support our customers to navigate an increasingly complex and evolving environment. Despite significant change and external challenges this year, we have remained focused on aligning commercial performance with meaningful environmental and social progress. This report demonstrates our ongoing commitment to responsible growth, disciplined execution and transparency as we help drive a more sustainable future for our customers. ”

¹ On 6 October 2025 the Company’s subsidiary Speedy Asset Services Limited (‘SASL’) entered into a comprehensive commercial hire and services supply agreement with HSS ProService Limited (‘ProService’), a subsidiary of ProService Building Services Marketplace plc (‘ProService plc’) (‘Commercial Agreement’) and ProService plc’s subsidiary at that time, HSS Service Group Limited, agreed to sell certain assets to SASL, and ProService plc agreed to issue to the Company 79,368,711 of its shares (together the ‘ProService Transaction’).

About this report

This report provides an update on our ESG strategy: Decade to Deliver, launched in 2023. It covers activity during the financial year from 1 April 2025 to 31 March 2026 and outlines progress against the key targets that we set, provides insights across all four pillars of the strategy, including case studies, and sets out our Sustainability Dashboard performance scorecard.

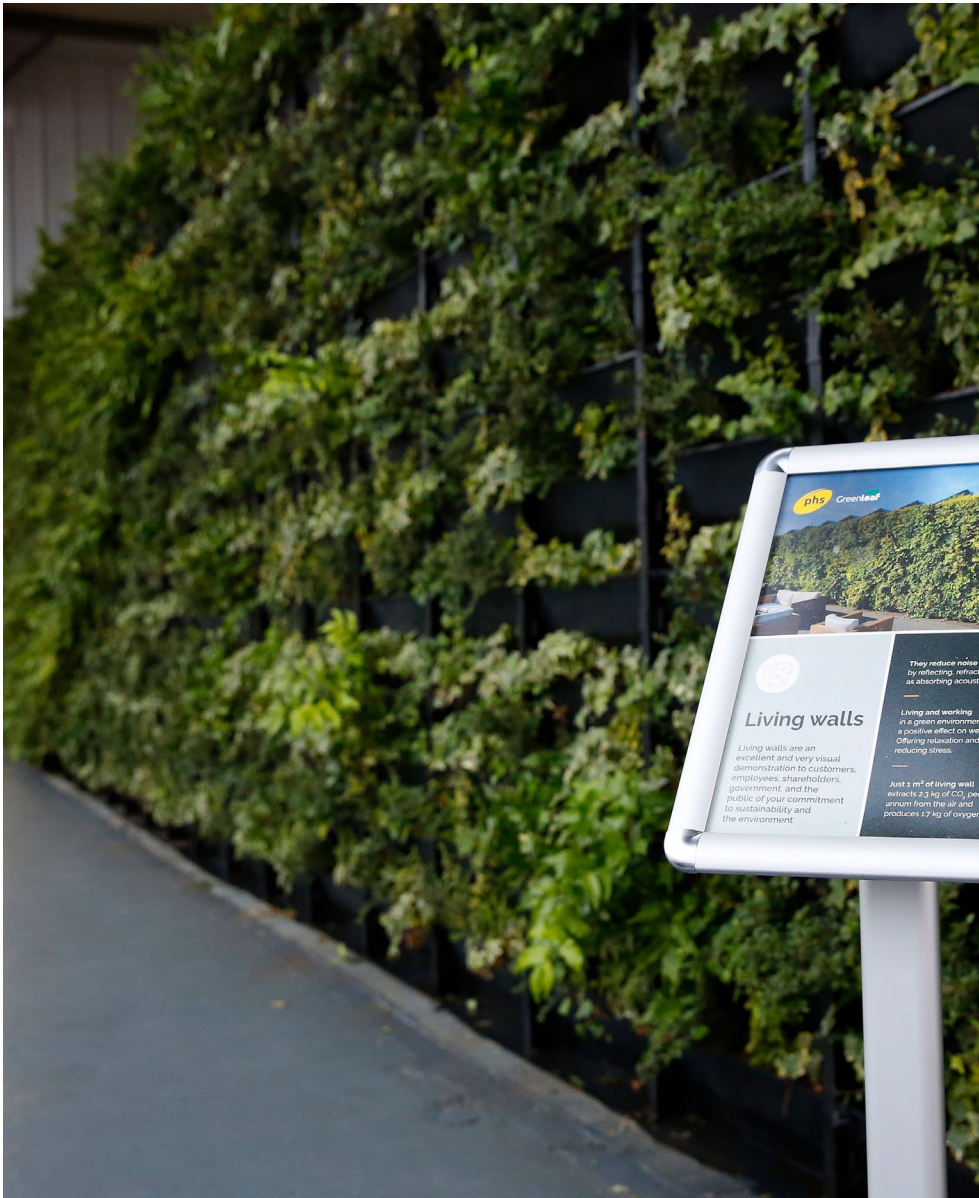
Overview

Sustainability remains a key focus for the business, as customers increasingly seek practical, lower carbon and data informed solutions. This is reflected in the continued transformation of our asset fleet, with

eco-products now representing 57% of itemised assets and contributing 57.9% of core hire revenue.

Our partnership with the ProService plc¹ has expanded our operational reach and strengthened our ability to support a wider range of customers with more efficient, lower carbon equipment. This broader platform enables us to share and promote best practice and sustainability more widely across our value chain.

We delivered a strong performance across our sustainability priorities, achieving EcoVadis Gold, maintaining a CDP A-rating for Carbon Disclosure, alongside an A for Supply Chain Engagement and



a C in our first CDP Water disclosure. We also advanced our Nature Positive roadmap, enhanced transparency in our environmental communications and became a signatory of the Anti Greenwash Charter. In parallel, we expanded our social value activity, generating £62.3 million², supporting 88 community initiatives and delivering 286 volunteering days across the UK.

A highlight of the year was winning the Making Core Award at the Social Value Awards 2025. The judges recognised our strong cultural and operational progress in embedding ESG and social value into daily decision-making. This success reflects the collective efforts across our business and the growth of our measured social value, from £6.3 million in FY2022 to £56.6 million in FY2025, delivered through early careers programmes, inclusive recruitment, supply chain engagement, volunteering and DEI activity.

To further enhance our contribution to nature positive outcomes, we introduced the Biodiversity Impact Score, an industry-first tool for customers, developed alongside Mott MacDonald and integrated into our MySpeedy App. This enables customers to

² This is versus the social value generated in the previous FY.

access clear insights into the biodiversity and carbon impacts of hired equipment, alongside lower impact alternatives.

Looking ahead to FY2027, we are focused on refreshing our long-term climate and nature targets, improving baseline data and continuing close collaboration with customers, colleagues and communities to deliver lasting impact. With strong foundations in place and growing demand for lower carbon solutions, Speedy Hire is well positioned to support our customers in achieving a low carbon, nature positive future.

Our ESG reporting

- ▶ **Annual Report and Accounts**, includes Task Force on Climate -Related Financial Disclosures (“TCFD”) statement; Streamlined Energy and Carbon Reporting (“SECR”); and Corporate Greenhouse Gas (“GHG”) Emissions Report [Read the report »](#)
- ▶ **Taskforce on Nature related Financial Disclosures** (“TNFD”) [Read the report »](#)
- ▶ **Gender Pay Report** [Read the report »](#)
- ▶ **Modern Slavery Statement** [Read our statement »](#)

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Our sustainability dashboard

Progress against our Decade to Deliver targets.

Pillar	Goal	Target	FY26 Progress	Status
Accelerating Innovation	To be the green innovator of hire	70% eco-products by volume by 2027	57%	■
		Zero waste to landfill	99.9%	■
		85% recycling by 2025	73.54%	■
Climate Solutions	Achieve Net Zero by 2040, and be nature positive by Including everyone 2030	50% reduction in scope 1 and 2 emissions by 2030	-45.44% (Market Based)	■
		42% reduction in scope 3 emissions by 2030 ³	+21.73%	■
		100% renewable electricity by 2027	99.24%	■
		30% natural gas replaced with alternative fuels and technologies by 2030	34.95%	■
		100% of company cars to be electric/ hybrid by 2025	98.76%	■
		15% HGVs transitioned to electric by 2030	3%	■
		25% of HGVs converted to HVO D+ by 2030	14%	■
		66% of LCVs will be electric by 2030	27%	■
		35% emission reduction in hotel use by 2030	-13.59% vs FY2025	■
		45% reduction in car use emissions by 2030 (Private & Company Car)	-58.67% vs FY2020	■
		40% reduction in air travel emissions by 2030	77.65% vs FY2020	■
		68% reduction in emissions associated with sold diesel by 2030 ⁴	+4.28% vs FY2020	■
		18% reduction in sold fossil fuel such as petrol by 2030 ⁵	+65.28% vs FY2020	■
Including Everyone	To be a Top 100 employer	25% women by 2030 ⁶	21.02%	■
		100% people receive DEI and sustainability training by 2025	100%	■
		5% of workforce in 'earn and learn' positions by 2026	5.6%	■
		80% people engagement score by 2027	74%	■
Part of the Community	To support local communities	1% profit invested in charitable and community programmes by 2025	>1%	■
		3,500+ volunteering days per annum	286	■
		Increase our social value year on year	£62.3m in FY2026 (FY2025: £56.6m)	■

Key: ■ target is achieved ■ target being worked towards ■ target being reviewed/re-baselined ■ target not achieved

³ Significant operational changes in the Group, from recent internal restructure and new partnership with ProService plc, require this to be re-baselined. ⁴ Target under review as intrinsically linked to our Net Zero pathway currently in review (see FN1).
⁵ See FN2. ⁶ Significant operational restructuring (incl. removing multiple concessions at customer sites and the ProService plc) necessitates re-baselining.

Accelerating Innovation

Our Accelerating Innovation pillar focuses on creating clear value for customers by expanding eco-product choices, supporting the circular economy and positioning hire as the default low-carbon option. Through robust eco-product classification and evidence-based green claims, we enable customers to confidently choose lower-impact equipment and drive more sustainable and efficient hire models.

Customer demand for low carbon equipment grew sharply throughout FY2026, with major clients requiring cordless or fossil-free solutions where operationally feasible. This shift has been supported by rapid innovation in cordless technology, allowing customers to replace fossil fuel-driven tools with cleaner, safer alternatives.

Hydrogen
Hydrogen technology also advanced meaningfully, we saw new developments such as green hydrogen-powered HR21 boom lifts, and the deployment of hydrogen fuel cell generators, enabling zero emission power generation on more complex sites.

Case Study
Hydrogen

This year we supported a National Highways project by trialling a green hydrogen fuel cell generator to replace a diesel unit powering a site compound.

The system combining a 30-kW fuel cell, battery storage and smart controls delivered zero operational emissions, saving around 2 tCO₂e per week while providing reliable, quieter power for offices, welfare units and EV charging.

Realtime telematics validated the performance and carbon savings. The trial demonstrated hydrogen's role as a practical alternative where grid access is limited, offering a scalable solution that supports National Highways' ambition for zero emission construction plant by 2030.

Delivering our eco roadmap

Strategic supply-chain partnerships drive innovation for Speedy Hire. This year collaborations with suppliers like Pramac stood out, with the V20 Lithium Pro lighting tower – exclusive to Speedy Hire – remaining a UK market leader as one of the safest and most environmentally advanced lighting towers available.

Pramac also delivered Stage V generators and provided our teams with in-depth servicing and equipment optimisation training.

In Powered Access, Dingli strengthened our future ready product portfolio with their hydraulic oil-free scissor lifts, reducing

pollution risk and introducing advanced safety features, such as the Overwatch secondary guarding system.

A key area of progress this year was the continued development of our people. As we introduced advanced technologies (particularly hydrogen systems, battery platforms and new generation electrical equipment) we complemented our existing expertise with targeted, co-ordinated training in supply chain, engineering and sales.

This investment in green skills bolsters our ability to deploy new technologies responsibly, whilst ensuring our teams can articulate the full benefits of eco-products, including improved safety, reduced emissions, lower operating costs and pollution prevention.

Circular economy: the final leg to 2027

As we move into the final stretch towards our 70% eco-product fleet target, circularity has emerged as the most important lever for progress. While manufacturers are already delivering advanced low carbon technologies, achieving the remaining uplift requires maximisation of the environmental value of existing assets.

FY2026 saw strong growth in circular practices within our supply chain with examples such as Hilti who now take back used tools for refurbishment and recycling providing detailed reporting on reused components, and Cusack who repurpose plastic barriers via UK recycling centres.

The next phase of our journey will prioritise:

- ▶ Take-back schemes aimed at refurbishing and recycling tools and equipment;
- ▶ Increasing recovery of parts and materials;
- ▶ Designing for reuse and extending asset lifecycles;
- ▶ Working with suppliers to return products into repair loops, rather than linear disposal.



Our roadmap to 70% eco products by 2027

Solar	Battery	Engine emissions	Hydrogen	Circularity
Solar lighting towers and generators	Cordless power tools Battery powered light equipment Battery Storage Units and generators ('BSUs')	Sustainable (HVO D+) alternative to diesel Research into future synthetic fuels Stage V engines (new and retrofit for stage IIIA)	Hydrogen fuel cell potential for powered access and generators Supporting infrastructure, manufacturing and distribution of hydrogen supply	Circular product design Retrofitting existing products Repairing and refurbishing products Recycling products Making hire the norm

Delivering progress against our eco-product roadmap

In FY2026, 57% of itemised assets within our core hire portfolio were classified as eco-products, up from 53% in FY2025, keeping us on a clear trajectory toward our 70% eco-product target by the end of 2027. Eco-products also accounted for a greater share of core hire revenue, highlighting stronger demand for low carbon solutions (57.9% in FY2026 compared to 56% in FY2025).

Delivering validated eco product classification

This year, we enhanced the robustness and credibility of our eco-product classification framework, which plays a central role in how we identify, communicate, and invest in products with positive environmental performance.

As customer expectations and regulatory scrutiny of environmental claims increase, it remains essential that our product sustainability claims are transparent, evidence-based and consistent across our portfolio.

Case Study Battery Storage Units

Our battery storage unit offering demonstrated how innovation can deliver tangible value for customers while reducing emissions.

Across the customer base this year, battery storage units displaced an estimated 5 million litres of fuel, supporting operational resilience, customers energy transition and delivering an estimated £7.3 million in circular fuel cost savings for customers by reducing reliance on fossil fuel-powered generation.



The eco-product classification framework, refined with support from Ricardo, guides capital investment and underpins our commitment to reach 70% eco-products within our core hire fleet by the end of 2027.

With no industry wide standard for assessing environmental performance in equipment hire, we undertook a full review, comparing against best practice and gathering feedback on operations and customer needs, to ensure our approach remains best in class.

Our approach is lifecycle focused, clear and credible including differentiating levels of environmental performance across product categories. The enhancements made this year reinforce our position as a sustainability leader and provide an even more rigorous, futureproofed framework to support customer decision-making and internal investment planning.

Strengthening the eco-product classification system will continue to support our circularity ambitions by embedding environmental performance into the core of our fleet strategy.



Case Study Going Green in Powered Access

Our Powered Access division accelerated its transition to a lower carbon fleet, reshaping its portfolio to meet rising customer demand for sustainable solutions while reducing Scope 3 emissions.

A clear roadmap was established to consolidate OEM partners, enabling closer collaboration and faster access to innovative, low carbon technologies.

This strategic focus has strengthened relationships with key manufacturers, such as Niftylift, whose hydrogen powered boom became the world's first of its kind and Dingli, providing early access to next generation electric and hybrid products.

The division repositioned its core fleet around high utilisation, long-life electric scissor lifts, while beginning to phase out high emission, low utilisation rough terrain and super boom units.

As a result, around 89% of the fleet is now electric or hybrid, with hydrogen powered booms offering a viable low carbon option for demanding outdoor environments.

Customer uptake continues to grow, driven by sustainability commitments and lower whole life operating costs. This transformation aligns directly with Speedy Hire's Decade to Deliver ambition to achieve a 70% eco fleet by the end of 2027, while strengthening both environmental performance and commercial resilience.

Anti Greenwash Charter

We have also strengthened our commitment to responsible marketing and environmental transparency through the launch of our industry-first Green Claims Policy.

As sustainability expectations and regulatory scrutiny continue to rise across the UK, the policy provides a clear framework on environmental claims made about our products, services and operations is accurate, evidence based and fully compliant with emerging guidance.

As a signatory to the Anti Greenwash Charter, we have taken a proactive approach to reinforcing trust and clarity in how we communicate our sustainability performance.

More information can be found on our website »

Case Study

Responsible Marketing

We introduced a Green Claims Policy to strengthen transparency, governance and compliance in our sustainability communications. Aligned to the Competition and Markets Authority's Green Claims Code and our commitment as a signatory of the Anti Greenwash Charter, the policy ensures that all environmental claims are accurate, evidence-based and consistently applied.

Our Green Claims Policy establishes consistent standards for validating and communicating environmental attributes across the business. It is supported by a verified claims database, ensuring that all statements are substantiated through credible evidence and aligned to lifecycle principles.

The policy also includes a comprehensive glossary of sustainability terminology and sets clear editorial and visual requirements for communications, helping to prevent misrepresentation and improve the consistency of our messaging

This is particularly important for our customers and stakeholders, who increasingly rely on credible sustainability information to inform procurement decisions, carbon reporting and wider environmental targets.

By embedding clear controls and approval processes into our existing governance framework, we ensure that all external communications containing environmental claims are reviewed, verified and supported by robust evidence, with a clear audit trail in place.

The result is greater confidence in the information we provide, strengthening our sustainability credentials and supporting customers with reliable, decision-useful data, while reinforcing our commitment to responsible, transparent business practices.



Racing ahead on recycling and water reduction

We have continued to reinforce our approach to waste reduction and recycling across our depot network. Building on the progress made in FY2025, where recycling rates increased from 57% to 69% - through improved segregation, waste audits, targeted communications and companywide training-ide training. Recycling performance has further improved, reaching 73.54%. We also expanded our circular partnerships, sending more than 75 tonnes of plastic waste for shredding and remanufacture into new traffic management products.

We maintained our strong performance on residual waste, with recycling remaining our primary disposal route. Progress against our yearly zero waste to landfill target was marginally missed at 99.9%, due to a small, unforeseen diversion to landfill by a broker outside of our control, and controls have since been strengthened.

This year we made strong progress in establishing our water baseline and improving consumption visibility. We've now installed 119 automated meters across 90 sites, enabling accurate, near real-time reporting and helping identify inefficiencies. Automated monitoring now allows leaks to

be identified within 24 hours, previously they could go unnoticed sometime, providing a vital step in establishing a reliable baseline and informing development of our first water reduction target in FY2027.

We remain committed to driving the Net Zero transition through investment in cleaner energy, efficient technology and enhanced asset utilisation to support long term carbon reduction across our operations and value chain. We advanced this ambition by strengthening the foundations of our Climate Transition Plan⁷.

Our Net Zero roadmap emphasises the development, governance and commercialisation of our lower carbon products and services, supported by an enhanced approach to managing Scope 1, 2 and 3 emissions with activity-based data sources.

Our Head of Net Zero leads our climate solutions strategy, supported by fleet and property teams. Together they periodically review emissions across Scopes 1, 2 and 3; assess risks and opportunities and monitor progress against our science-based trajectory.

Looking ahead, we are preparing for a step change in climate reporting and governance with the upcoming UK Sustainability Reporting Standards (UK SRS).

⁷ Our Climate Transition Plan will now be published in FY2027, allowing time to factor in operational changes arising from our new partnership with ProService plc.

FY2026 will form the new baseline year for revised Scope 1, 2 and 3 emissions targets, reflecting business changes from the ProService plc Transaction.

This recalibration will underpin an updated science-based target submission and ensure our decarbonisation plans remain credible, ambitious and reflect our operational footprint.

Together, these actions prove Speedy Hire’s commitment to delivering reliable, commercially grounded climate solutions, supporting customers, protecting against future transition risks and maintaining our industry leading position as the hire sector continues shifting towards a lower carbon, more circular economy.

Scope 1 greenhouse gas emissions – mitigation measures

Our Scope 1 emissions continue to be driven primarily by our commercial vehicle fleet which we continue to decarbonise. This accounts for 89% of Scope 1 and 2 emissions presenting a risk and opportunity to our current 2030 near term target.

This year, we continued to adapt our fleet strategy in response to operational demands and evolving market conditions.

While the use of transitional low carbon fuels, such as HVO, was more limited in some areas, our focus on supporting major contract mobilisations and service continuity led to a temporary increase in diesel use across parts of the fleet, slowing Scope 1 carbon reduction. These factors reinforce the importance of our long-term fleet transition strategy.

The addition of 28 vehicles, primarily diesel-powered to meet immediate needs following the ProService plc Transaction, provided essential short-term capacity as we continue progressing towards lower carbon alternatives. The sale of 11 tankers reduced emissions intensity within our HGV fleet, partially offset by the reduction of one electric HGV, leaving eight EV HGVs in operation.

We also advanced lower emission solutions, successfully trialling 29 plug-in hybrid Ford vans across Lloyds British. These delivered strong fuel efficiency (approximately 39 MPG), around 50% lower emissions and positive user feedback.

While charging infrastructure varies across sites, we maintain a balanced mix of EV, hybrid and HVO-capable vehicles, enabling us to meet customer needs while progressing our decarbonisation journey.



Scope 2 greenhouse gas emission – mitigation measures

We continued to modernise and rationalise our property estate to improve energy efficiency, lower environmental impact and align with evolving operational needs.

A key milestone was opening the new Sellafield depot, delivered to our latest design standard, including a Building Management System (BMS), dedicated 415V van charging, and front-of-house EV charging.

We further expanded onsite renewable capability, adding new rooftop solar PV at Ashford to increase solar coverage to 4.3% of our total estate.

EV infrastructure growth slowed compared to prior years due to electrical network capacity constraints. We installed eight 415V van chargers and twelve customer/ staff chargers, but many depots are now operating at or near their grid limit, making further installations technically or economically prohibitive without major network upgrades. To address this, we’re increasingly adopting a hybrid approach using upgraded Allstar cards for efficient use of offsite rapid charging where capacity is constrained.

In FY2026, eight depots closed, with sixteen more in progress, aligning with our Velocity strategy to have a depot network fit for growth. The units being disposed of typically hold poor energy performance and limited potential for cost-effective improvement.

We improved energy performance at several depots through agreements with landlords. At Bridgwater, Croydon and Trafford Park, gas fired heating systems were replaced with electric alternatives, improving EPC ratings to grade B. Similar upgrades are planned for Northampton and Peterborough, which will undergo heating system removal and efficiency upgrades to achieve higher EPC ratings.

We maintain our ongoing commitment to reduce reliance on fossil fuel heating across the estate. We continue to hedge electricity consumption under a 12-month renewable electricity contract, ensuring cost stability while maintaining renewable electricity across sites managed through Trident.

A few sites receive landlord provided electricity, with Newport supported by verified REGO certificates. Our long-term planning has identified some high consumption gas “hotspots” where we’re assessing the feasibility of alternative low carbon heating solutions, such as heat pumps. The property team continues to explore feasible options, business cases and funding, to guide future investments.



Scope 3 greenhouse gas emissions – mitigation measures

Scope 3 emissions remain our biggest decarbonisation challenge and opportunity, making up most of our total footprint. Scope 3 emissions increased by around 22.55% since FY2020⁸, primarily attributable to enhanced data coverage, improved activity-based methodologies and boundary refinements, rather than a material increase in underlying activity or demand.

Reducing these emissions is critical to meet our science-based targets and for staying competitive as customers demand better quality data. We’ve strengthened our inhouse Scope 3 model, developed in FY2025, to enhance data quality, governance and operational ownership across the business.

This year, we expanded our hybrid calculation approach, verified to ISO 14064-1, to increase the reliability, traceability and decision usefulness of our value chain data.

⁸ From 244,999.36 tCO₂e in FY2020 to 300,256.43 tCO₂e in FY2026.

Our bespoke Scope 3 calculator is now fully embedded, enabling more consistent activity-based reporting, better supplier engagement, and clearer identification of hotspots. Scope 3 category summaries showing significant change in FY2026 are seen below:

- ▶ Emissions from purchased goods and services increased substantially driven by expanded spend coverage, updated emissions factors and more accurate supplier classification. This reflects improved completeness rather than changes in procurement volumes. Furthermore, Capital goods emissions decreased sharply compared with FY2025. This reduction reflects a shift away from high level financial proxies towards more targeted modelling for tools and assets, including improved differentiation between capitalised items and consumables.
- ▶ Emissions associated with the use of sold products decreased modestly year on year. Largely the result of decrease fuel sales, it also follows significant methodological changes in earlier periods, FY2026 reflects a more stable lifecycle-based approach that model’s emissions over the remaining operational life of assets sold, improving consistency and comparability.

- ▶ Emissions from downstream leased assets increased significantly in FY2026, representing the largest single contributor to Scope 3. This reflects the first-time application of a more comprehensive, usage-based methodology underpinned by improved asset level and utilisation data. The resulting increase improves alignment with the GHG Protocol and provides a more accurate representation of customer side emissions. This emission hotspot is driven by how customers select, deploy and operate hired assets, rather than by our direct operational control. As a hire business, we retain asset ownership but do not control the carbon intensity of customer activities during the hire period. Increased customer familiarity and confidence in low carbon alternatives is expected to be a critical driver of sustained Scope 3 reduction.



⁹ The relevant percentage of ProService Plc’s annual emissions as relates to the Company’s equity investment in ProService Plc.

- ▶ Emissions associated with our investment related activities decreased in FY2026, largely due to reduced activity within our Joint Venture in Kazakhstan. However, FY2026 included new investment emissions from the ProService plc Transaction⁹. During the reporting period, limited availability of primary emissions data from the ProService plc required us to apply interim estimation approaches aligned with our ISO 14064-1 management system. In FY2027, we will focus on strengthening data-sharing arrangements, refining boundary and attribution approaches, and securing more complete emissions data from our investment activities.

See our Corporate GHG Emissions Report in our Annual Report and Accounts for a detailed breakdown.



Net Zero Leadership in Hire – PAS 2080

This year, we’ve built on the strong foundations established by our third-party validation of PAS 2080:2023, continuing to embed whole life carbon thinking into our operations and customer service model.

As customer expectations around carbon maturity rise, more customers require PAS 2080 aligned systems of suppliers. Our early adoption boosts our market position, demonstrating readiness to support customer transitions to lower carbon delivery.

PAS 2080 provides a recognised framework for whole life carbon management; driving transparency, collaboration and continuous improvement across the value chain.

Its integration into our services advances our ability to support customers to meet their Net Zero goals and deliver tangible carbon reduction in three key areas.

Our Carbon Management System in Action

1

Eco-product adoption

We continue to expand and promote low carbon and energy efficient alternatives across our hire fleet, ensuring customers can reduce emissions at the point of use.

Our eco-product range includes:

- ▶ Electrified and battery powered equipment
- ▶ Hybrid and fuel-efficient machinery
- ▶ Tools and technologies engineered to minimise energy consumption and material waste

By embedding sustainability performance considerations into product selection tools and marketing content, we enable customers to choose solutions that align with their sustainability targets.

This capability has been a major driver of eco-product adoption, supporting the steady increase in lower carbon product usage across our customer base.

Case Study

Renew Group – Amco Giffen Carbon Intelligence Delivery through our PAS 2080 Management System

AmcoGiffen, part of the Renew Group, is committed to achieving full value chain Net Zero by 2040 and is accelerating low carbon delivery across the UK rail and highways sectors.

Through its partnership with Speedy Hire, the business has rapidly expanded the use of cleaner technologies including battery storage units, cordless tools and low carbon logistics solutions to reduce emissions during construction and maintenance works.

Speedy Hire's PAS 2080 aligned carbon management system has been central to this progress, enabling transparent tracking of emissions and embedding carbon considerations into day-to-day delivery.

Quarterly workshops, access to the Speedy Hire Carbon Calculator and analysis of key metrics such as Eco

taxonomy, eco-product swap out cost, and carbon modelling have helped AmcoGiffen identify preferred low carbon assets and integrate them into project specific Carbon Management Plans.

Between December and January, AmcoGiffen achieved more than 1,400 kgCO₂e in verified savings through its cordless mobilisation programme, avoiding an estimated 812 litres of petrol from its Scope 1 footprint.

Looking ahead, the team will also adopt Speedy Hire's Biodiversity Impact Score to further strengthen its Nature Positive commitments and prepare for emerging tender requirements.

“ Our partnership with Speedy Hire has allowed meaningful reductions in our Scope 1 and 3 emissions to be realised - whereby such collaboration is a fundamental part of our respective carbon management systems (aligned through PAS 2080 certification) to unlock long-term decarbonisation.

As our partnership continues to grow, I look forward to working with the team to further evolve our approach to nature and the decisions that we make regarding our biodiversity impact – which are intrinsically linked to achieving net zero. ”

Stuart Mee Head of Sustainability.

AMCO·GIFFEN

2

Sustainability reporting and data transparency

To support credible decarbonisation planning, we provide customers with industry leading sustainability reporting across carbon, nature and eco-product frameworks, that quantify impact associated with the use of hired equipment by our customers.

These tools help our customers:

- ▶ Achieve carbon and nature accounting goals
- ▶ Compliance with regulatory reporting requirements
- ▶ Integration with wider organisational management systems

Aligned with PAS 2080 principles, our data driven reporting offers consistent, auditable emissions insights, helping customers benchmark performance and track progress against their climate commitments.

3

Diesel Free Matrix – driving continual improvement

This year, we rolled out the UK hire industry's first Diesel Free Matrix, a structured framework that supports customers in reducing and ultimately eliminating, the use of diesel-powered equipment.

The matrix:

- ▶ Identifies viable low emission alternatives across equipment types
- ▶ Provides hire equipment guidance for aligned to Net Zero pathways
- ▶ Helps improve local air quality and reduce fossil fuel dependency on site through eco-product opportunities.

Our commitment to PAS 2080 and whole life carbon management is not only essential to our customers, but it is critical to achieving our own net zero ambitions.

As a hire provider, a large portion of our carbon footprint sits within scope 3, particularly downstream leased assets.

These emissions are directly influenced by how customers use equipment on site. Through our commitment to PAS 2080, the expansion of carbon efficient product options and the introduction of industry leading tools such as the diesel free matrix, we continue to demonstrate meaningful leadership in Net Zero hire.

These initiatives strengthen our commercial advantage, support our customers’ climate ambitions and underpin the long-term transformation required to decarbonise the UK construction sector.

Case Study

RSK Group – MWH Treatment Carbon Intelligence Delivery through our PAS 2080 Management System

“ Speedy and MWH Treatment have been collaborating to reduce carbon and diesel usage across MWH's national small tools framework – this has helped both companies to continually improve their carbon management approaches in line with PAS 2080 standard and to support our journeys to Net Zero. The interactions with our site teams have been highly beneficial providing carbon literacy training and sharing innovation for trials in our working environment. ”

Catherine Price
Head of Sustainability and Environment

MWH
TREATMENT

Supporting our supply chain: Net Zero

We have deepened our commitment to supply chain decarbonisation with the launch of a pioneering Supplier Net Zero Recognition Scheme; the first initiative of its kind within the UK hire sector. Recognising that a significant proportion of our emissions lie within Scope 3, and that our suppliers play a critical role in enabling a low carbon, resilient value chain, the scheme establishes a new benchmark for climate accountability and transition readiness across our supplier network.

The framework is built around three progressive certification tiers, Bronze, Silver and Gold, designed to reflect the varying size, maturity and carbon impact of suppliers. This tiered model ensures expectations are both ambitious and achievable, while aligning supplier progress with Speedy Hire's wider climate priorities and risk management approach.

Following a successful pilot phase, 17 out of 25 participating organisations have already met or are actively delivering the scheme's requirements, demonstrating strong supplier appetite to transition and strengthen climate resilience. In FY2027, we plan to roll out the scheme more widely, embedding it as a core component of our procurement approach and enabling a more consistent and transparent method for managing Scope 3 emissions across our supply chain.

By empowering suppliers to measure, manage and reduce their emissions, the scheme not only accelerates our net zero ambitions but also supports suppliers in futureproofing their own businesses against changing customer expectations, regulatory requirements and market pressures.

It reinforces the well-established principle highlighted by CDP and global climate frameworks that supplier engagement is one of the most effective levers for value chain decarbonisation.



Case Study

Lister Wilder Net Zero Recognition Scheme Pilot

“ For Lister Wilder, Net Zero is about taking practical responsibility for the environmental impact of our operations while continuing to support the land-based industries we serve.

As a dealership operating across agriculture, ground care and construction, we recognise both our own footprint and the role we play in helping customers transition to lower-carbon equipment, practices and infrastructure.

One of the biggest challenges has simply been complexity – understanding where our emissions really sit, gathering consistent data across multiple sites, and balancing environmental ambition with commercial realities in a tough market.

Like many businesses in our sector, margins are tight, so investment decisions need to be carefully planned.

I think Speedy launching the Supplier Net Zero Recognition Scheme is a positive step. Collaboration across supply chains is essential if we're going to make meaningful progress, and schemes like this help create shared standards, momentum and accountability.”

Christia Killen
Health & Safety Manager



Supporting our supply chain: ISO 20400

Throughout FY2026, we continued to strengthen our approach to sustainable procurement by continuing to align our systems, policies and behaviours with ISO 20400, the internationally recognised standard for embedding sustainability into procurement governance, strategy and processes. This work ensures that our management of supply chain sustainability, risk, and supplier engagement is systematic, rigorous and consistent with global best practice.

Building on the findings of our FY2025 Sustainable Procurement Heatmap, we made significant progress in maturing the structures needed for long term responsible sourcing. During the year, we developed and launched our updated Supply Chain Policy and Supplier Code of Conduct, which form the foundation for more transparent and structured conversations with suppliers about sustainability expectations, ethical standards and climate readiness. We also strengthened our Modern Slavery Statement to reflect the work undertaken with third party human rights specialists and to integrate enhanced due diligence processes directly into procurement activity.

To support future reporting requirements and improve data quality, we have begun integrating sustainability criteria into our incoming procurement systems, drawing on lessons learned from existing systems, to ensure more consistent collection of environmental, social and governance data. This shift will enable greater alignment with ISO 20400 and improve the visibility of key supplier risks and opportunities.

This year was also a pivotal year for capability building within our supply chain function. Colleagues across procurement participated in dedicated sustainable procurement and supply chain training, supported by our partnerships with Action Sustainability and the Supply Chain Sustainability School.

Job descriptions were updated to reflect the evolving nature of procurement roles, transitioning from a traditional buying focus to one rooted in sustainability integration, supplier engagement and long-term value creation.

Looking forward, we are preparing for third party confirmation of conformity to ISO 20400 in FY2027, marking an important milestone in our journey to embed sustainability across every stage of our procurement lifecycle. By continuing to invest in governance, systems and people,



we are building a more resilient, transparent and responsible supply chain, supporting our broader sustainability ambitions and strengthening our contribution to a fair, sustainable, and Net Zero future.

Nature positive by 2030

We completed our first full Nature Baseline Assessment across all 183 locations¹⁰, advancing our Nature Positive roadmap and progressing the TNFD LEAP approach from 'Locate' to 'Evaluate.' Using GIS analysis and Mott MacDonald's in house platform, we assessed each site's proximity to sensitive habitats, flood zones, air quality management areas, climate hazards and vulnerable communities, establishing a robust evidence base for future action.

The assessment identified areas of higher ecological sensitivity and climate exposure, including 24 sites within 100 metres of designated conservation areas, 51 near strategic habitat networks, 45 within AQMA's and 112 exposed to elevated climate risks such as heatwaves, drought and increased rainfall. A detailed review at our Bishop's Stortford depot confirmed strong existing controls, including pollution prevention and closed-loop systems, while highlighting opportunities to further embed biodiversity practices and nature-based solutions.



This work provides our first consistent, UK-wide view of nature-related impacts and dependencies across our estate, including reliance on natural drainage, green buffers and local ecosystems. It forms the foundation of our Nature Positive Action Plan, guiding targeted interventions, climate resilience measures, biodiversity enhancements and community engagement, while enabling us to prioritise investment and track progress towards our commitment to be Nature Positive by 2030.

Nature reporting to our customers

Building on our work to understand and manage our own nature impacts, we strengthened our leadership in Nature Positive innovation with the launch of the hire sector's first Biodiversity Impact Score. Developed in partnership with Mott MacDonald, this reporting tool enables customers to better understand and reduce the biodiversity impacts associated with the equipment they hire, translating complex factors such as land use, water consumption and resource use into a clear, comparable metric.

Based on internationally recognised lifecycle assessment methods, the approach adapts biodiversity foot printing to the construction equipment sector. Combined with carbon

data, it gives customers a more complete view of environmental impact, supporting more informed decision-making.

Fully integrated into the MySpeedy digital platform, the tool allows customers to view both carbon and nature impacts in one place, alongside guidance on lower impact alternatives. This directly supports customers' Net Zero and Nature Positive ambitions.

The Biodiversity Impact Score builds on our first disclosure aligned to the Taskforce on Nature-related Financial Disclosures (TNFD), further strengthening transparency around our nature-related risks and opportunities.

Collaborating across the construction market

Throughout the year, we continued to play an active leadership role in accelerating decarbonisation across the construction sector by sharing our sustainability expertise with customers, suppliers and industry partners. As a committed supporter of the Construction Leadership Council's Construct Zero programme, we remain aligned with the UK Government's Net Zero ambitions and continue to champion its nine priority areas, contributing to the collaboration needed to deliver low carbon growth.

We maintained a strong presence at industry forums, including the Supply Chain Sustainability School's Sustainable Site Setup Conference and wider customer and professional engagements. These platforms support capability building, showcase emerging solutions and reinforce our role as a trusted partner in sustainable construction.

Building on our work in low carbon innovation, we partnered with H-Power PLC¹¹ to demonstrate the UK's first end to end "Ammonia to Power" hydrogen ecosystem in a live market briefing and technology

showcase. This highlighted practical, diesel-free power solutions for construction sites, including ammonia-to-hydrogen conversion, hydrogen fuel cell generation and integrated systems for EV charging, plant operations and off-grid energy supply.

Together, these collaborations demonstrate how emerging technologies can be scaled to deliver meaningful carbon reductions, while reinforcing our commitment to supporting customers in transitioning to cleaner, more efficient energy solutions.



Looking ahead to 2027

Looking ahead to FY2027, we will continue to refine and strengthen our Accelerating Innovation and Climate Solutions pillars, focusing on priority areas that underpin our transition alignment. We will reinforce our corporate and governance commitments through the development of a transparent Climate Transition Plan, serving as a bridging document to support our adoption of the forthcoming UK Sustainability Reporting Standards.

We will roll out our supplier Net Zero Recognition Scheme across the supply chain, supporting suppliers on their own climate transition journeys while unlocking shared value, resilience and innovation in response to climate change.

Finally, we will deepen our support for customers by building on our carbon management system and PAS 2080 capabilities, refining reporting tools, enhancing data quality and delivering expert services to help customers progress their decarbonisation goals.

Together, these actions will ensure we remain a credible, trusted and enabling partner in the transition to a low carbon economy.

¹⁰ Includes regional, local service centres, yards and ancillary sites.
¹¹ H-Power, previously known as AFC Energy.

Part of the Community

Making a meaningful difference to our communities

With 3,335 colleagues working across the UK and Ireland, Speedy Hire is committed to making a positive difference in the communities where we live and work.

We aim to ensure that we deliver lasting benefits by responding to local needs through job creation, skills development, charitable partnerships and environmental initiatives.

Our approach is collaborative: working closely with community groups, charities and local stakeholders to provide meaningful support that strengthens resilience and expands opportunity.

From grassroots projects to programmes addressing social inequalities, we prioritise creating lasting social, economic and environmental value.

Meaningfully contributing to our communities is a core element of our Decade to Deliver strategy and by taking a strategic, partnership-led approach, we align our community impact with the ambitions of our customers and stakeholders.

New social value strategy and governance

We have developed and launched a dedicated social value strategy fully aligned to PPN002. We recognised that to embed social value across our organisation, we needed clear strategic direction and strong governance.

Central to the strategy is our ‘Three C’s’ framework, Colleagues, Customers and Communities, supported by four operational pillars: Inclusive Economic Growth, Wellbeing Matters, Connected Supply Chain and Environmental Empowerment.

This structure ensures we take a consistent, measurable approach that supports our customers’ expectations, strengthens our bids and tenders, and enhances our ability to attract and retain talent. To oversee delivery, our Communities Committee brings together colleagues from across the business to ensure our activity and investment align with strategic priorities and create meaningful outcomes.

We also introduced a Social Impact Decision Matrix to ensure funding requests are evaluated against our social value objectives, encourage collaboration and support long-term, sustainable impact. This framework strengthens how we

deliver against our Part of the Community commitment while embedding social value considerations into decision-making across the business.

Calculating social value

At Speedy Hire, measuring social value is key to understanding our impact, ensuring transparency and driving continuous improvement. Using Thrive (IES), aligned with UK Government guidance, we capture both quantitative metrics and qualitative insights, including stories and lived experiences. This enables us to demonstrate scale, understand real world outcomes, and refine our approach, strengthening partnerships and maximising meaningful benefits for colleagues, customers and communities.

In FY26 we generated £62.3 million of social value (up from £56.6 million in FY25). Of this £50.1 million was created through our support for SMEs and VCSEs, reflecting the important role these organisations play in our supply chain and the wider economy. This year’s results demonstrate the progress we are making and provide a strong foundation for further improvement as we continue to embed social value across our operations.

Collaboration with our value chain to deliver social value

Social value is most powerful when it is created collaboratively. We recognise that we cannot deliver meaningful, lasting impact alone; it happens when businesses, charities, public bodies and communities work together with shared purpose.

By partnering with our suppliers, customers and wider industry, we help drive social mobility, support decarbonisation, and improve health, wellbeing and employability across the UK.

For many of our customers, particularly within public sector contracts, social value is a mandatory requirement. The UK Government’s PPN02 Social Value Model places a minimum 10% weighting on social value within procurement evaluations, meaning a clear and strategic approach can strengthen our competitiveness and help secure future work. We actively encourage all partners to join us on this journey.



Giving back to the community

We work closely with our customers and communities to ensure social value is embedded across everything we do. Through collaboration on local initiatives, financial and in-kind support, and colleague volunteering, we aim to deliver lasting impact whilst adding measurable value to every project.

Each colleague has the opportunity of one paid volunteering day per year, which can be used to support customer led initiatives, take part in internally promoted volunteering opportunities, or contribute to causes that matter personally. Our ambition is for every Speedy Hire colleague to make use of this opportunity to support their wellbeing and help strengthen local communities.

We dedicated at least 1% of annual profit to our Community Budget, supporting charities and local projects through donations, sponsorships and match funding. Alongside this, we provided essential equipment hire, often free or discounted, to help community partners thrive.

Guided by our Communities Committee, this support ensured both grassroots initiatives and larger partner programmes delivered meaningful, lasting impact. We are immensely proud to support our charity partners and communities, contributing £98,741.00 in donations and fundraising support this year.

Our collective effort benefited 88 charities, community causes and sponsorships, including our corporate charity partners as well as Ride for Freedom, Little Princess Trust, Macmillan Cancer Support, Help for Heroes and many others.

Colleagues completed 286 days of skilled and unskilled volunteering, a significant increase from FY25. This rise in participation followed the launch of a companywide volunteering campaign, which highlighted how volunteering strengthened relationships with customers and communities, reinforced our role as a trusted partner and helped embed a culture of giving back across the business.

Our corporate charity partners

In FY2026 we were proud to strengthen our Corporate Charity Partnerships, focusing on causes that reflected the priorities and lived experiences of our colleagues.

Our approach centred on themes that resonated across the business, health, wellbeing, safety, youth opportunity and support for families facing complex challenges.

We worked alongside the British Heart Foundation, WellChild, The Lighthouse Charity, Warrington Youth Zone, The Scouts, and Prostate Cancer UK to create meaningful opportunities for colleague involvement.

Through volunteering, fundraising and awareness activity, these partnerships enabled colleagues to contribute to causes they felt connected to while helping us promote healthier lifestyles, champion wellbeing in the construction sector and support young people across the UK.

Colleagues driving impact through fundraising and community action

Throughout the year, colleagues across Speedy Hire showed strong support for our charity partners through fundraising, volunteering and awareness raising.

Our partnership with the British Heart Foundation remained central, with initiatives like the Snowdon Challenge seeing nearly 30 colleagues climb Wales’ highest peak and raise almost £2,000, alongside Lunch and Learn sessions promoting heart health and prevention. Colleagues also took part in Prostate Cancer UK’s Run the Month challenge, with 26 participants raising over £6,400.

Supported by our Wellbeing Committee, this initiative encouraged physical activity, opened conversations around men’s health and united teams behind a shared purpose.

These efforts highlight our commitment to supporting colleagues in taking care of their health and raising awareness of the issues that matter.



Inspiring the next generation of DIYers and problem solvers

As part of our mission to inspire young people and develop future talent, we continued our partnership with The Scouts in FY2026 to encourage hands-on learning, technical skills and pathways into STEM, construction and engineering. Together, we helped young people build the confidence, resilience and practical abilities they need to thrive.

In FY2026, our partnership grew through the Speedy Hire sponsored DIY Activity Badge. More than 74,000 young people took part in Speedy supported activities, and 3,226 Scouts earned the badge, an increase on the previous year. The programme taught safe tool use, hazard awareness, appropriate protective equipment and basic DIY tasks, while encouraging participation in two major projects. These activities also supported Speedy’s commitment to RoSPA’s National Accident Prevention Strategy by reinforcing safety and accident prevention in homes and communities.

Our work with the Scouts empowered young people with essential life skills, encouraged curiosity and problem-solving, and helped them gain confidence through practical, hands-on learning.

Case Study
Closer to Our Charities and Communities

Strategic Initiative: Strengthening grassroots communities through kit sponsorship

Our ‘25 Kits for 2025’ initiative has entered its fifth year, continuing to boost grassroots participation by providing colleague nominated clubs with sponsored kits and essential resources.

Designed to deepen community engagement and ease financial pressures, the programme enables clubs to redirect limited funds towards facilities and equipment, keeping activities accessible and inclusive.

By removing barriers, we’re helping more young people take part in sport, performance and creative activities. In FY2027, the initiative will expand to support 26 clubs, extending its impact nationwide.

The programme is led by our Communities Committee and shaped by colleagues who understand local needs, ensuring support reaches where it makes the greatest impact.

By nominating their own or their children’s clubs, colleagues help direct funding to

a diverse range of grassroots activities, from sports teams to creative groups.

The sponsored kits not only provide a strong sense of identity and pride often for the first time but also free up vital funds, enabling clubs to invest in facilities, equipment and opportunities that keep participation accessible.

The initiative delivered tangible benefits across grassroots communities by reducing financial strain and widening access to local activities.

Feedback highlighted clubs were able to offer more opportunities to young people, improve affordability for families and strengthen their long-term sustainability.

The sense of identity created through the kits helped build more connected teams and encouraged greater community involvement. Through this programme, Speedy Hire continued to invest directly in colleague-nominated clubs, helping grassroots communities grow, thrive and remain accessible to all.

Creating accessible green space for those with complex needs

In FY2026, we continued our 18-year partnership with Well Child by delivering two Helping Hands garden transformation projects for families of seriously ill children.

Through colleague-led volunteering and free-of-charge equipment hire, we created safe, accessible and sensory-rich green spaces for Betty in Warrington and brothers Joshua and Oliver in Coventry, each living with complex medical and mobility needs.

Our teams levelled uneven ground, installed accessible surfaces and incorporated tailored sensory features to support outdoor play, independence and confidence. These bespoke adaptations eased daily pressures on families by removing physical barriers to spending time outside together. The projects demonstrated the impact of combining our people, skills and resources to create meaningful change in home environments where support is needed most.

Our work with Well Child reflected Speedy Hire’s commitment to practical, community-focused action that helps children experience joy, connection and independence in spaces designed specifically for them.

Strengthening communities through volunteering

Volunteering remained central to our social value strategy in FY2026, with colleagues embodying our Speedy Hire Spirit by giving their time, skills and energy to support local communities. Teams contributed to a wide range of initiatives, from environmental action, from removing plastic waste on the Thames foreshore, to restoring vital community assets like a cricket club roller in the Northeast. In the Northwest, colleagues supported Warrington Youth Zone's Christmas activities and a local hospice's festive outreach. These efforts reflect the generosity, teamwork and pride that define our Speedy Hire Spirit, showing how volunteering strengthens communities and supports the causes that matter most.



Case Study

Harnessing our Speedy Spirit, supporting sustainable education in under-served communities

Speedy Hire strengthened its global community investment efforts by partnering with Mellon Educate South Africa (Mellon Educate SA) and Business in the Community South Africa (BITA).

The initiative aimed to improve access to safe, permanent learning environments in socio-economically disadvantaged communities. Recognising education as a driver of long-term opportunity, the programme focused on building durable school infrastructure and supporting community-led development.

This partnership reflected Speedy Hire's commitment to responsible, international social impact aligned with the UN Sustainable Development Goals.

Colleagues took part in a structured volunteering programme, working alongside local teams to build and upgrade school facilities while engaging with students, educators and the wider community.

The experience deepened understanding of the challenges faced and the power of collective action. Alongside this, over £7,800 was raised, ensuring both practical and financial support delivered lasting impact.

The initiative contributed to the creation of safe, permanent educational facilities and improved access to stable learning environments for local children. It strengthened collaboration between

corporate partners, community organisations and non-profits, helping to build long-term capacity within the community.

For Speedy Hire, the programme reinforced a culture of responsibility, global awareness and cross-sector collaboration.

While our role formed one part of a wider community-driven effort, it demonstrated our commitment to meaningful, practical investment in education and community development.

Boosting local business

We are committed to supporting local communities through sustained investment in micro, small, and medium-sized enterprises, ensuring we help strengthen local economies and foster growth where it matters most.

As a customer, we actively champion local businesses, and over 85% of our supply chain is made up of SMEs and VCSEs, reflecting our support for small businesses.

We have also supported our supply chain on their sustainability journey by providing training on Net Zero, modern slavery and human rights, delivered in collaboration with industry experts such as Planet Mark and the Supply Chain Sustainability School.

This approach not only builds capability and resilience across our supplier base but also reinforces our commitment to responsible business practices and long term, inclusive economic development.

Unlocking new opportunities via Social Enterprise UK

As new members of Social Enterprise UK, we are strengthening our commitment to creating meaningful social value through the way we do business. This partnership

marks an important step in our ambition to work more closely with social enterprises that combine commercial excellence with positive social and environmental impact.

In FY27, we will deepen our engagement across the sector by exploring new procurement opportunities, collaborating on community focused initiatives and identifying innovative social enterprises that can complement our strategic priorities.

By integrating these mission driven organisations into our supply chain and broader operations, we aim to generate shared value, support inclusive economic growth, and contribute to a more resilient and equitable society.



Case Study

Boosting Local Businesses, strengthening UK woodlands through VCSE partnership

Speedy Hire partnered with GreenTheUK and the Royal Forestry Society to plant 4,000 climate resilient trees, supporting efforts to enhance woodland diversity and resilience in the UK, where coverage remains limited and native species face increasing pressure. Combining forestry expertise with a community-led approach, the programme focused on planting a diverse mix of native, non-native and naturalised species to help ecosystems better withstand climate impacts such as drought, flooding and storms.

Planting took place in carefully selected locations with established long-term management and monitoring to ensure lasting benefits. This was complemented by colleague engagement, with teams supporting conservation activities at

Batram Woods and gaining insight into ongoing woodland stewardship.

The partnership has contributed to more diverse, resilient woodlands capable of storing carbon, supporting biodiversity and adapting to future environmental pressures. It also strengthened our relationships with VCSE partners and reinforced our commitment to responsible, UK-based environmental action, creating a lasting positive impact for communities and ecosystems.

Including Everyone

At Speedy Hire we’re advancing a culture that champions inclusion, values every voice, and prepares our teams to lead in a low-carbon and sustainable economy, all guided by our People First strategy.

Aligned with our Decade to Deliver commitments, we continue to focus on three key areas: promoting diversity, equity, and inclusion (‘DEI’); improving wellbeing; and expanding learning opportunities.

In 2025 we were named as a global Top 100 and UK Top 50 Inspiring Workplaces business, improving our ranking by being placed 11th in the UK - clear evidence that our efforts to foster a positive, inclusive culture are making an impact.

In addition, Speedy Hire won Best Diversity and Inclusion Initiative at the Hire Awards of Excellence (HAE) and was a finalist at The Cadent Congratulates, recognising significant progress in our DEI credentials.

Diversity, equity and inclusion

Building an inclusive culture sits at the heart of our People First strategy. The equipment hire industry has historically faced significant diversity challenges and we’re keen to disrupt the status quo. We aim to create a workplace where everyone feels able to be their true selves at work and to make Speedy Hire a great career destination for all. This includes attracting and supporting diverse and underrepresented talent that reflects the communities we serve.

In FY2026, we launched and embedded our DEI strategy (Part of the Family: Our DEI Colleague Commitment), setting out how we will ensure every colleague, regardless of background or identity, feels welcome, supported and empowered to thrive whilst we build a future ready, diverse workforce. Ultimately, it reinforces our aspiration for Speedy Hire to be “a great place where I can be me”.

Our DEI community groups

To further embed inclusion, we launched four new DEI Community Groups: Gender Balance; LGBTQ+; Ability; and Race & Culture (all + Allies) bringing together colleagues across our network, each supported by an Executive Sponsor to

champion inclusion at every level of the organisation. These groups are key as a collective voice for colleagues to drive engagement and meaningful cultural change.

The groups have sparked engagement business-wide through initiatives such as a DEI calendar, free menstrual products, a DEI “Ask Me Anything” forum, partnership with White Ribbon UK, and support for Pride events.

Our Ability group led on establishing a partnership with Ascent Autism Specialist College, which has seen Speedy Hire raise funds at charity days and help introduce students to the world of work. In turn, colleagues have learnt more about neurodiversity in the workplace.

Reflecting the above, we were proud this year to become a Disability Confident Level 2 employer, a year ahead of target.

Driving gender equality in the construction sector

A key outcome from our Gender Community Group, was the improvement of our score against the UN’s Women’s Empowerment Principles (‘WEPs’) Gender Gap Analysis Tool. This diagnostic self-assessment helps us to understand how well we are performing on gender equality across the seven WEP principles.



We initially conducted this assessment in September 2023, receiving a preliminary score of 17% (Beginner). By February 2026, our score had increased to 74% (Achiever), a 10% increase from the prior year.

Key improvements were seen in leadership commitment, recruitment, professional development, equal pay, parental support and workplace safety, with initiatives moving from ad-hoc or absent practices to formal policies, measurable internal targets and increased Board-level oversight.

We are proud to have a thriving network of female colleagues who engage through our new EmpowerMe Viva Engage community. A group set up by women, for women, to chat, connect and share resources to inspire one another and help build confidence.



Case Study

Trailblazing Women in Leadership

As part of Speedy Hire’s commitment to increasing female representation across our workforce by 2030, we are proud to offer the Women in Leadership Development Programmes to female colleagues. A total of 15 female colleagues started the course with 19 women set to start in FY2027.

These programmes form a core part of our strategy to develop strong female leadership pipelines and create equitable progression opportunities across the organisation.

The programmes are designed to build confidence and leadership presence, strengthen decision-making and communication skills and equip women to navigate and overcome workplace barriers.

This initiative reflects our belief that women at every career stage should have the tools, support and opportunities needed to lead boldly - both today and in the future.

Case Study

Championing women's safety through the White Ribbon UK Partnership

Spearheaded by the Gender Group, Speedy Hire launched a powerful new partnership with White Ribbon UK, the leading organisation working to end men's violence against women. The partnership is built on a shared belief that the construction and hire industries can play a critical role in driving cultural change, by sparking conversations, challenging harmful attitudes, and promoting respectful behaviour.

Over the past year, Speedy Hire's White Ribbon ambassadors have delivered an impressive programme of activity including:

- ▶ Awareness sessions and toolbox talks at customer sites and depots
- ▶ Webinars and pledge sign-ups
- ▶ Engagement at major industry events
- ▶ Growing a network of ambassadors across multiple regions

This momentum will continue to accelerate into FY2027 as we deepen our commitment to creating safer, more respectful workplaces and communities.

Paul Jackson, Chief Strategy & Information Officer and Executive Chair of Speedy's Gender DEI Group, emphasised the importance of industry leadership in tackling this issue:

"Working within a male dominated industry, we have a unique responsibility to lead by example, and real progress starts with men challenging harmful attitudes, speaking out against unacceptable behaviour, and creating a culture of respect and safety. Together we can make a difference, not just within Speedy Hire, but across our industry and communities."



Creating a DEI culture shift

The most significant outcome of our increased focus on DEI has been the cultural shift it has created across our organisation. We have uncovered diversity in many forms, both visible and invisible and broadened our understanding beyond gender and ethnicity to include class, religion, ability, education, family composition and sexuality.

What truly demonstrates our progress are the personal stories colleagues now feel confident to share. One colleague joined our LGBTQ+ group after years of hiding who he was at work, explaining that finding this community gave him the confidence to be open about his identity:

"I felt it was holding me back. I'd rather people know who I am. I feel more at ease when people know the real me."

This is one of many powerful examples that highlight the real impact of inclusion at Speedy Hire.

Case Study

Workplace acceptance: Vince's Story

"I didn't want to be a girl."

That was Vince's first realisation at age 12. By 14, he discovered the transgender community, and by 16, he came out. At 18, he chose his name - and has proudly been Vince ever since.

Since joining Speedy Hire, Vince has felt more welcomed and respected than ever before. "I've faced discrimination at work before. What made the difference? Colleagues and customers stood up for me." Vince now chairs our DEI Community Group for LGBTQIA+ & allies.

In FY2026, Vince proudly led the charge to join the celebrations for the 10th anniversary of Wigan Pride.

With our very first Speedy Hire depot opening in Wigan in 1977, returning to our hometown 48 years later was a meaningful moment for us.

It was a fantastic opportunity for us to show our support for the LGBTQIA+ community and to share more about the welcoming, supportive culture we're proud to foster at Speedy Hire.

We were delighted to meet so many visitors at our stand during the day, and we're grateful to those who came along to connect with us.

DEI training and inclusive recruitment

As part of our commitment to building an inclusive culture, we refreshed our DEI training, with 100% of colleagues completing the updated programmes. In addition, 22 colleagues are currently taking part in our Women in Leadership Apprenticeship, with a further 33 applicants registered for the FY2027 cohort.

We also introduced new and enhanced inclusive recruitment practices, including anonymised CVs and the trial of alternative job titles to broaden the pool of applicants.

Unlocking talent, development and recruitment opportunities

Investing in skills, career progression and leadership development remains a priority as we continue building the workforce of the future.

In FY2026, total training time equated to 97,260 hours, with 248 colleagues taking part in formal Learning & Development programmes, including Women in Leadership, our Leadership Pathway programmes, and 'Earn to Learn' activities,

representing 5.6% of our Emerging Talent cohort and putting us 12 months ahead of our 5% Club target.

In response to colleague feedback, we expanded our offering with several new development pathways. This included a Coaching Development programme for operational colleagues, designed to strengthen coaching and mentoring capability, with ILM accreditations available at Levels 3 and 5. We also launched a new mentoring programme, pairing 50 mentors and mentees, with further growth planned for FY2027.

To support greater self-awareness and team collaboration, Insights Discovery Team Days were delivered to more than 25 colleagues. In addition, over 355 managers and senior leaders completed our 'Leading Your Team Through Change' and 'Leading Through Change' classroom sessions, equipping them with the tools to lead effectively in a rapidly evolving environment.

Furthermore, we strengthened our commitment to developing and nurturing young talent by refreshing our long-established Graduate Programme, rebranding it as RISE, whilst recruiting a new cohort of apprentices in various roles across the network.

Case Study

Celebrating National Apprenticeship Week

Career progression is a core element of our People First strategy, and we remain committed to supporting every colleague to reach their full potential. One of the most effective ways we deliver on this promise is through access to high-quality apprenticeships enabling colleagues to develop new skills while continuing in their roles.

Apprenticeships offer development pathways for people at every career stage, from entry-level roles to senior leadership. Programmes span a wide range of disciplines, with colleagues able to enhance technical and professional skills in areas such as operations, leadership, safety, engineering, digital and business management.

In FY2026 we recruited 20 new apprentice roles and supported upskilling of 125 colleagues via dedicated apprenticeship courses.

Speedy Hire were proud to celebrate National Apprenticeship Week 2026 by sharing video case studies and success stories that highlighted the impact of our apprenticeship pathways.

By investing in apprenticeships, we are strengthening our internal talent pipeline whilst helping colleagues gain industry-recognised qualifications and build skills that create long-term career mobility.

“ So far, the apprenticeship has been really beneficial. I’ve had long held beliefs around management and leadership which have been debunked by learning the most up to date techniques. ”

Craig Holland
Media & Communications Manager
(Cornel Leadership Pathway)

Strengthening our expertise in green skills

As part of our Decade to Deliver targets, we committed to training all employees in Sustainability.

As part of our ‘Building Sustainability Confidence’ programme, we completed the rollout of our employee-wide sustainability e-learning and offered additional modules for key stakeholders.

Topics included climate, carbon and net zero training, waste and social value and community engagement.

To gain deeper insight into colleagues’ understanding of ESG allowing us to tailor training accordingly – and to help shape our approach going forward – we conducted an ESG Culture survey in partnership with Purpose9, an external survey provider specialising in social value.

Following a deep dive with key stakeholders, a refreshed ESG communications campaign will be rolled out in FY2027 to further engage colleagues with our strategy and help them understand the important role they play in driving success.

By equipping our people with the skills and knowledge needed for a low-carbon and

sustainable economy, we are supporting their career development whilst preparing Speedy Hire to lead in a more sustainable future.

Wellbeing and workplace happiness

Wellbeing sits at the heart of our People First commitment. We continuously measure wellbeing and workplace happiness through surveys, helping us understand colleague sentiment and identify areas for further improvement.

Our most recent wellbeing score (January 2025) increased to 64% from the previous year, with 71% of employees expressing a strong sense of happiness at work. This score is above the industry benchmark and is testament to the ongoing prioritisation we place on colleague wellbeing.

This includes the support of colleagues through innovative initiatives, engaging campaigns and accessible health resources such as access to our free-to-use employee assistance programme through PAM Wellness.

We have continued to build strong industry partnerships and improve the effectiveness of our dedicated Wellbeing Committee.

This year, following colleague feedback, the Committee were instrumental in setting up the successful pilot of on-site therapeutic sessions to support those with deep-rooted issues relating to extreme anxiety, stress and emotional trauma.

With 40% of colleagues ‘deskless’ (drivers and engineers for example), ensuring everyone can easily access wellbeing support remains core to our approach.

Partnerships with purpose: making wellbeing visible

We are proud to be part of the construction industry’s #MakeItVisible taskforce, helping to make welfare and wellbeing support more visible and accessible across the sector.

Together with the Lighthouse Club, we delivered over 40 wellbeing roadshows at Speedy Hire locations, reaching 400+ colleagues. With further visits planned for FY2027, we remain committed to ensuring even our hardest to reach teams know that support is always available.

In June 2025, we launched a new partnership with Prostate Cancer UK. With 1 in 8 men affected and more than 85% of the construction workforce being male, we are focused on breaking the stigma around

prostate cancer and encouraging early action. Since launch, we have distributed awareness packs to all Speedy Hire locations and shared powerful colleague stories to spark conversations and increase awareness.

We also expanded practical wellbeing support alongside The British Heart Foundation, providing CPR training to 3,156 colleagues.

Dedicated wellbeing communications

We keep wellbeing front and centre all year round through regular communication including a Wellbeing Wednesday

newsletter, depot iBoards and our Wellbeing intranet Hub, which hosts campaigns, videos and resources.

Through our Time to Talk initiative, we continue to embed wellbeing into daily culture by encouraging open, supportive conversations on mental health, including menopause, suicide and cancer.

The importance of wellbeing is advocated by the Executive Team and Senior Leadership who position it as a priority in every leadership communications cascade and CEO quarterly business update.

People first, always

Our collective effort showcased over the past year demonstrates our commitment to building an inclusive culture and a class-leading colleague experience. Our aim is simple: to ensure Speedy Hire is a great place to work and an attractive career destination for everyone, especially those from under-represented groups.

Culture can be difficult to define, yet at Speedy Hire you can genuinely feel it, an energy we proudly call the Speedy Hire Spirit.

By harnessing this energy and continuing to put people first, we are strengthening colleague wellbeing, improving retention, and creating the foundation for sustainable growth and productivity.





Let's get it done

For more information contact
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