

ENVIRONMENTAL SOCIAL GOVERNANCE

Working together as a responsible business



Contents

- 03** Welcome: Working together as a responsible business
- 05** Explaining our ESG programme
- 06** Environmental: Minimising our impact on the environment
- 12** Social: Focusing on safety and the wellbeing of our people and communities
- 18** Governance: Operating as an industry leading sustainable business
- 20** Our future ambitions



Responsibility and sustainability have always been at the heart of everything we do at Speedy

Russell Down, Chief Executive

We have developed an Environmental, Social and Governance (ESG) framework, in order to help us deliver sustainable growth.

The ESG framework aligns with our vision of being trusted to be the best company in our industry to do business with and the best to work for. The commitment to operating efficiently as an industry leading sustainable company builds on our strong track record of safety and carbon-saving innovation. It re-enforces our commitment to people and local communities, from looking after their wellbeing and boosting diversity, equality and inclusivity, to supporting charity and community projects wherever we operate.

It underpins our commitment to strong governance, trading safely and ethically, and supports our Code of Conduct, robust audit functions and processes. By harnessing the power of our culture, the Speedy Spirit, this comprehensive ESG framework will drive positive change not only across Speedy, but across the wider industry and supply chain.

This report outlines our commitment to reaching net zero emissions before 2050 and setting science-based targets to provide a clearly defined pathway on how we will achieve this. Our ESG programme encompasses our objectives to reduce environmental impacts, improve social responsibility and operate robust governance programmes.





“

The ESG framework aligns with our vision of being trusted to be the best company in our industry to do business with and the best to work for.

Russell Down, Chief Executive

”

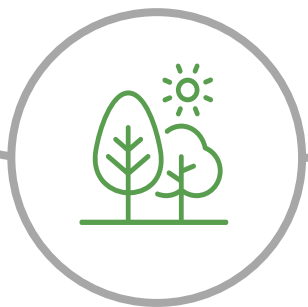


Working together as a responsible business

We conduct our business in a socially and environmentally responsible manner. We encourage creativity and diversity, respect the law and aim to benefit the communities we work in.

From the introduction of the first electric taxi van in the construction industry and joining the Supply Chain Sustainability School Board, to rolling out our Collective Responsibility safety programme, we're accelerating our approach by embracing new opportunities and leading ground-breaking initiatives.

Our ESG programme is sponsored by Chief Executive, Russell Down. We have appointed an ESG Committee made up of senior members from across the business, who meet regularly to drive continuous improvement in our ESG KPIs, which are aligned with the United Nations Sustainable Development Goals 2030 (UNSDGs).



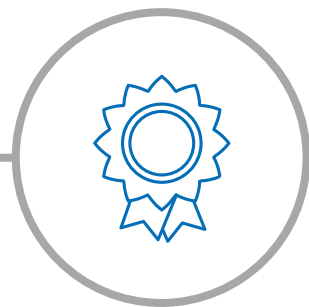
ENVIRONMENTAL

Minimising our impact on the environment



SOCIAL

Engaging with our people and communities



GOVERNANCE

Operating as an industry leading sustainable business

SUSTAINABLE DEVELOPMENT GOALS



Minimising our impact on the environment

We have long been committed to providing the energy efficient equipment, logistics and progressive ways of working to aid the construction industry in its quest for a net zero carbon built environment.

In line with the UK Government's commitment to achieve zero net carbon by 2050, we are focused on significantly reducing carbon emissions within our business and throughout the supply chain.

In FY2021, our key carbon reduction achievements include:

- A reduction in carbon output from 26,606 tonnes in 2015 to 19,388 tonnes in FY2021 which equates to an 8% reduction per employee.
- A carbon reduction on a per capita basis from approximately 11.00 tonnes in 2015 to 5.00 tonnes in FY2021.
- Accredited under the ESOS Government energy savings scheme.
- Attained ISO 50001:2018 for Energy Management in FY2021.
- Gold Standard Members of the Supply Chain Sustainability School.

Net zero carbon before 2050

At Speedy we recognise the part we play in supporting a transition to a zero-carbon world. As part of our commitment to significantly reduce our carbon emissions, in FY2022 we will set science-based targets to achieve net zero emissions before 2050.

A science-based target (SBT) provides a clearly defined pathway for Speedy to reduce its greenhouse gas emissions, in line with the Paris Agreement to limit climate warming by 1.5oC by 2050, thereby helping to prevent the impacts of climate change and ensuring sustainable business growth. Our SBT will be verified by the Science Based Targets Initiative and will be published over the coming year.

Our move to commit to a SBT reinforces our commitment to be a market leader in sustainability. The majority of our carbon footprint, at 79% is related to fuel consumption. We already have several initiatives in place to reduce these emissions, which include:

- We have switched our company car fleet list to be mostly Ultra Low Emission Vehicles (ULEVs), with the aim of being:
- 100% electric/hybrid company vehicles by 2026.
- Rolling out a low carbon commercial fleet with the majority of our vehicles being electric/hybrid by 2030.
- Switching from diesel to HVO D+, a standard low emission fuel, across parts of our business.

Our aim is for ECO products to account for the majority of our itemised equipment fleet by 2024.



Sustainable products and services

As a key supplier to the sector, we have long recognised the significant role we play in creating a greener supply chain.

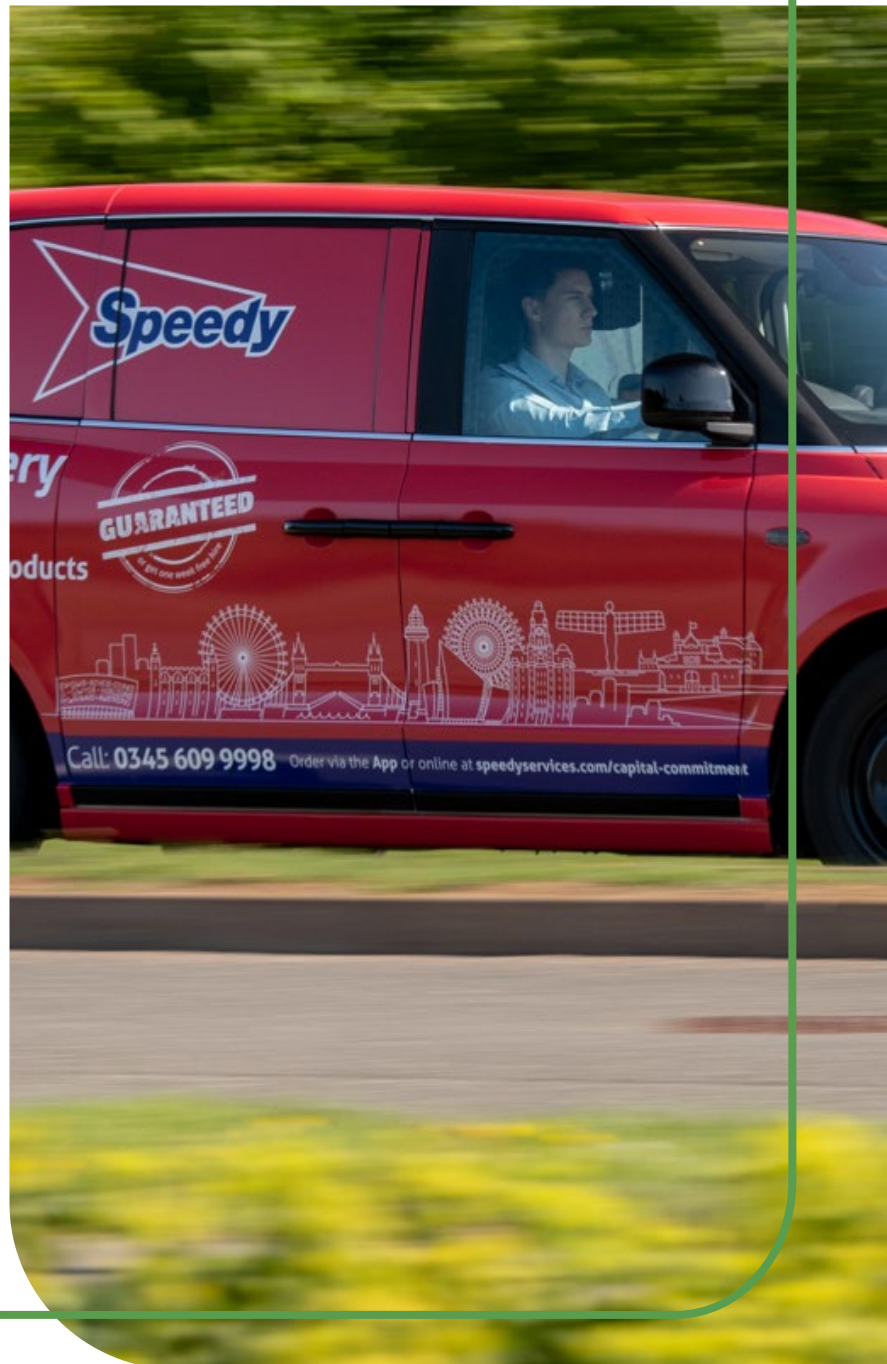
During the year, Speedy's Chief Operating Officer, Dan Evans, joined the Supply Chain Sustainability School Board to work with industry stakeholders on meeting challenging sustainability targets.

Like us, many of our major national and regional customers have committed to the United Nations Sustainability Development Goals 2030 (UNSDG's) and there is an increasing demand for energy efficient equipment. We are working with our supply chain to develop new cordless, hybrid, solar and hydrogen technologies to meet these needs, along with providing renewable fuel to minimise pollution.

In the last year, we have made significant progress in supporting our customers to meet this demand:

- All of our equipment has been classified according to its environmental (ECO) credentials.
- Our ECO products represent approximately 23% of our itemised equipment fleet, providing our customers with innovative solutions to reduce carbon. Our aim is for ECO products to account for the majority of our itemised equipment fleet by 2024.
- We have invested over £10m in new electric and hybrid powered access products including new mast booms, scissor lifts and hybrid boom lifts. These products can run for a full day on a single charge in electric-only mode and are suited to indoor or outdoor operation, noise-sensitive sites, or when ultra-low emissions are required.
- We added 200 new generators to create a 2,500-strong fleet, which are all compatible with Hydrotreated Vegetable Oil (HVO D+) fuel. Customers who choose to operate their equipment with HVO D+ fuel have the opportunity to reduce carbon emissions by up to 90% compared to using standard red diesel.
- HVO D+ fuel became our standard low emission fuel. For every 500 litres used, one tonne of CO₂ is saved compared to fossil fuels.

- We were the first UK hire company to launch a new line of high-performance outdoor battery powered lighting towers, which will help contractors reduce on-site emissions and make significant savings in fuel costs. The new Milwaukee fleet will enable customers to save up to £37,000 annually on fuel and repair costs, and up to 62 tonnes of CO₂, for every 20 standard diesel models they replace with these battery-powered tower light alternatives.
- We invested a further £2.5 million investment in our lighting fleet to boost our low emission offering, which now includes 300 solar-powered lighting towers.





Sustainable transport and logistics

We aim to lead the industry in running a low carbon fleet, with a target of ensuring that the majority of our vehicles are electric or hybrid by 2025. This commitment will play a key role in meeting our own carbon reduction targets, and our commitment to our customers as a key part of their supply chain.

During FY2021 we launched the first electric taxi van used in the construction industry to deliver products across London. We also invested in 64 new hybrid transit vans and are trialling a number of electric vehicles.

Our company car list now consists almost entirely of Ultra Low Emission Vehicles (ULEVs), up from 20% last year. We have a fleet of 450 company cars and estimate future savings of up to 260 tonnes of CO₂ annually from replacing diesel and petrol models. Our aim is for our company car fleet to be 100% hybrid/electric by 2025. To support the transition we are also rolling out electric vehicle charging points across our UK Regional Service Centre network.

We invested in 150 fuel pods (fPod®) that customers can use as temporary fuel stations on-site. The fPod® can hold 5,300 litres to 17,880 litres, depending on the model and is designed to support customers in cutting fuel deliveries and reducing the risk of spills. It uses an intelligent monitoring system that notifies the user and Speedy when refilling is required.

During the year we were awarded the first DVSA HS2 accreditation, recognising our commitment to sustainability in delivering major logistics operations.

Recycling and waste reduction

We reduce our waste generation through utilising the waste hierarchy of prevention, reduction, recycling and re-use for our key waste streams such as cardboard, wood, metal, plastic, paper, waste oils, and food waste.

We work with our suppliers to reduce or, in some cases, eliminate packaging which would otherwise be passed on to us to dispose of. We are also reducing our paper use across the Service Centre network through the introduction of electronic PDAs and transacting electronically. We also encourage customers to use the MySpeedy App for paperless transactions.

We participate in the circular economy, working with our suppliers to design out waste and pollution and keep products and materials in use thus reducing resource use, increasing reuse minimising waste disposal. Examples of circular economy approaches include:

- By segregating at source, hard plastics such as barriers, pump action bottles and damaged bowlers have been removed from our DMR (Dry Mixed Recycling) waste stream and are pelletised and sold on as a commodity, in partnership with our suppliers.
- Air filter cleaning enables us to wash and then reuse filters up to three times.

We are also committed to water conservation, working with suppliers to reduce water consumption throughout the business. In FY2022 we will implement measures to accurately measure and report our water consumption to establish a water baseline and therefore set water reduction targets in FY2023.





Speedy and Galliford Try partner to bypass emissions on highway scheme

During the year we partnered with Galliford Try Infrastructure to provide an environmentally friendly temporary power solution to a major highway improvement scheme in Leicester.

Speedy teamed up with hybrid power specialists Off-Grid Energy, to provide the contractor with a bespoke site power solution utilising two diesel generators each linked to a hybrid unit, to help reduce fuel consumption and CO2 emissions.

In the first 12 months the solution reduced fuel consumption by over 35,000 litres, and cut CO2 emissions by over 94 tonnes; the approximate annual emissions of 59 diesel cars in the UK.

Compared to using a standard generator the solution has also provided a net saving to Galliford Try of over £6,000 over the period.

The site can be powered without the need of a generator when fewer people are using the base. The bespoke configuration also allows the opportunity for at least one of the hybrid units to provide power when certain areas of the site offices are unoccupied.

The power solution provided by Speedy and Off-Grid Energy also benefits from remote monitoring, reducing travel to and from site by engineers to inspect and maintain equipment.

“

The system does everything promised by Speedy. We have found this an excellent solution to a generator based system. The product has allowed us to find a commercially viable, and environmentally sustainable alternative. We have been provided with excellent recommendations and service in maximising the product efficiency.

”

Shaun Beales

Senior Site Agent at Galliford Try Infrastructure

Hailing the first electric taxi delivery van

During August 2020 we partnered with The London Electric Vehicle Company (LEVC) to trial the first electric taxi delivery van to be used in the construction industry.

The prototype vehicle, which is based on LEVC's VN5 and TX Taxi models, delivers a range of products to customers at sites across London, from power tools and safety equipment to generators and concrete mixers.

The trial aims to prove the new electric taxi van can meet the growing demand for one-tonne, zero emission commercial vehicles across the construction industry, where the market is currently dominated by diesel models.

Speedy and LEVC developed the vehicle at the manufacturer's purpose-built factory in Coventry. The design incorporated a full interior van conversion to accommodate two Euro-sized pallets with a gross payload of over 800kg.

The new electric van will set a new standard for small electric commercial vehicles. LEVC's powertrain technology has already saved 36,000 tonnes of CO2 from entering the atmosphere through its use in the taxi and shuttle market.

“

We are pleased to be joining forces with Speedy, adding another high-profile name to our growing roster of VN5 trial partners. Speedy delivers tools and equipment to construction and infrastructure sites, often in and around large cities: the kind of working day our new flexible, zero-emission capable one-tonne van was built for. We are looking forward to developing our relationship with Speedy.

”

Joerg Hofmann
LEVC CEO





Carnell partner with Speedy

During the year, Speedy worked with highways maintenance contractor Carnell to trial Speedy HVO D+ fuel, to power lighting equipment and the site compound for a Highways England central reserve barrier upgrade project on the M6.

The scheme, which spans six kilometres between junction 42 and 43, used almost 7,000 litres of the renewable fuel between October 2020 and March 2021, emitting just 0.25 tonnes of CO2 compared to the 17.73 tonnes expected from standard diesel – the equivalent of three average cars running for a year.

Carnell now expects to increase the use of Speedy HVO D+ fuel on further projects as it works to protect air quality for communities near its schemes.

“

Our responsibility for safety extends beyond the physical infrastructure that we're contracted to build and maintain. Switching to low-emission renewable fuel will minimise the impact we have on the communities we build for by ensuring we contribute towards reducing local air pollution. The trial with Speedy has delivered a significant impact on reducing emissions output and we look forward to rolling it out across our project portfolio – powering us to build safer roads while contributing to cleaner air.

”

Lee Gill

Plant and Transport Director, Carnell

Safety and wellbeing of our people and communities



Our commitment to safety sits at the heart of our business.

Our Health and Safety Policy is constructed with the clear objective of eliminating accidents and injuries at work. This is critical to all of our stakeholders, from our people to our customers, which is why we adopt a 'collective responsibility' mind-set across our operations. This encompasses risk awareness, protocols and training, and making the safety of the workplace and our customers' sites our employees' responsibility.

Through our new Collective Responsibility safety programme, we are delivering effective risk management and leading the way in raising safety standards across the industry by:

- Collaborating with suppliers to develop safe, innovative products. This includes our new App functionality launched with tool manufacturer Hilti, which advises users of the most productive tool for specific tasks that would minimise exposure to harmful vibration levels.
- Increasing awareness of occupational hazards including dust inhalation, hand-arm vibration syndrome and musculoskeletal disorders, providing expert guidance in our Service Centres and through our on-site Toolbox Talks.
- Creating a new event management system 'AVA AIRSWEB', to manage safety incidents, accidents, environmental incidents and hazardous and near miss reporting. Alongside this, it enables us

to drive continual improvement through corrective action logging and root cause analysis, in addition to the ability to manage our carbon data and deliver reductions across the business.

- Rolling-out new bespoke training courses in Manual Handling and Certified Authorisation Professional (CAP) in powered access

Our safety standards have been recognised by:



Network Rail
– Route to Gold



RoSPA – Gold Award
for Occupational
Health and Safety for the
seventh consecutive year



We believe in providing fair and equal reward and recognition for our peoples' contribution – no matter what part of our business they work in.



Our people: Driving forward a progressive, inclusive culture

Our people are committed and highly trained colleagues who want to be part of a progressive, inclusive and sustainable organisation. We aim to provide a good work life balance and support the communities we work in.

Colleague engagement

As a people focused business, colleague engagement is central to our success. We conducted our colleague engagement survey 'People Matters' during March and April this year and were pleased to achieve a response rate of 74%. Our UK engagement score was 77% which is 5% higher than the external benchmark, significantly above the industry average in the UK of 61%, and a 1% improvement on our 2018 survey results.

Our highest areas of engagement versus the benchmark included: trust, performance monitoring, understanding expectations to complete the job and recommending Speedy's products and services.

We saw an increase in scores regarding: communication to the frontline, pay and reward, collaboration across businesses and career development, endorsing the delivery on commitments we made to our colleagues following the last survey in 2018.

Following this year's survey we have refreshed our action plan to further increase colleague engagement. Having launched our internal communications intranet site 'The Hub' in January 2020, we are refreshing the platform to improve content and the user experience. We have also invested in base pay, rolled out simpler incentive plans and have introduced a new talent management and succession planning process that is underpinned by a series of Career Line of Sight programmes.

The survey also captured equality, diversity and inclusivity (EDI) data which our EDI Committee and Speedy Ladies working group will be using to develop new initiatives, which includes our gender diversity commitment of 30% female by 2030.

Our regional employee forums enable an inclusive culture within our business. The forums meet regularly and consist of a representative cross section of colleagues. Meetings are held regularly with the Chief Executive, HR Director and the chairperson of each forum to discuss business performance and address any issues raised by each regional forum. Rob Barclay, the designated Non-Executive Director responsible for employee engagement, also periodically attends this meeting. His attendance ensures the employee voice is heard in the main boardroom.

In January 2020 we launched a brand new online internal communications platform 'The Hub' in order to provide a single destination for every colleague to access all the latest important Speedy company information, business updates and people news.

Throughout FY2021, as a secure, online cloud based platform, The Hub has enabled all Speedy colleagues, whether office, depot or field based to receive company news and information directly, via their work and/or personal mobile phones, laptops, desktops and tablets. The Hub has proved extremely valuable throughout the COVID-19 pandemic in ensuring essential safety information is communicated effectively and is easily accessible. It has also promoted the inspirational work undertaken by our colleagues to support their communities and customers.

During FY2021, nine in ten of our colleagues have logged on to The Hub (92%), with the average frequency reaching 11 visits per month.

Mental health and wellbeing

We recognise that mental health and wellbeing is a key issue within the construction industry, particularly as we continue to navigate our way through the COVID-19 pandemic.

Our people feel passionate about the mental health and wellbeing of their colleagues. We have over 50 volunteer Mental Health First Aiders throughout the business, trained to identify potential mental health issues in the workplace, and proactively promote strategies for positive mental health and wellbeing amongst our colleagues. Further support is available to colleagues through our Employee Assistance Programme.

We have set up a Wellbeing Committee which is Chaired by our HR Director and consists of colleagues from across the business to consider all aspects of employee welfare. During FY2021 the committee has developed a number of campaigns and initiatives promoting a healthy approach to mind and body. Here are just some of the initiatives we're delivering:

- Launching an easy-to-access Wellbeing Calendar.
- Providing guidance and coaching to employees and managers regarding coping with workload.
- Providing mental health and wellbeing training for managers.
- Creating fresh wellbeing content on our internal communications platform 'The Hub'.

In October 2020, we conducted our first wellbeing employee survey, receiving positive feedback on the work we are doing from colleagues. The recommendations resulted in an action plan designed to drive continuous improvement in each area of our company. Actions included:

- Providing mental health and wellbeing training for managers.
- Providing guidance and coaching to employees to help manage workloads and reduce stress.
- Launching an easy-to-access wellbeing events calendar for colleagues to participate in.
- Build on the success of our internal communications through The Hub.

In January 2021 we conducted a second wellbeing survey with resounding feedback from colleagues saying they had felt safe and supported throughout the pandemic.





Equality, Diversity and Inclusion

At Speedy, we believe in providing fair and equal reward and recognition for our peoples' contribution, no matter what part of our business they work in, and in promoting equality and diversity, to encourage inclusivity across every aspect of our business. Our recruitment team works to attract applicants from a wide variety of backgrounds, increasing diversity at all levels and in all roles.

During FY2021 we introduced a new Equality, Diversity and Inclusion (EDI) working group. We also introduced a range of EDI questions into our People Matters survey to help us identify how we can move this agenda forward during the coming year.

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we publish our Gender Pay Gap report. We are pleased to report that as a Group we have no significant gender pay bias. We will continue to ensure that employees are rewarded and recognised fairly for their contribution and that they have equal access to opportunities within all areas of the business.

Personal development

During FY2021 we developed and launched our new 'Career Line of Sight' scheme, which is supporting the learning and development of our people at all levels of seniority.

Career Line of Sight is our promise to colleagues that we will:

- Provide a framework to demonstrate what good looks like.

- Invest in people development through supporting colleagues in progressing their career at Speedy.
- Ensure colleagues who are happy in their current roles are able to continually develop their skills to attain maximum performance within their areas of responsibility.

By supporting and developing our people, we will further strengthen our strategy to Simplify, Standardise and Grow the business. The programme is already in place across our commercial teams, and is now being rolled out across operations.

“

Career Line of Sight allows internal progression which has always been close to my heart. As part of our Personal Development Review process, it helps me to support not only those who want to progress to other areas or levels within the business, but also team members to be the best in class in their current job role.

”

Tony Green
Regional Manager West London





Graduate and apprenticeship schemes

In January 2021 we joined the 5% Club, a group of employers working to create a shared prosperity across the UK, committing to raising the number of apprentices, graduates and sponsored students on formal programmes to 5% of the total workforce by 2026.

This commitment will help ensure that the business has a sustainable future, creating opportunities for young people with new skills that will become the leaders of tomorrow.

“

Joining the 5% Club gives us access to lots of fantastic learning and development material and a wealth of best practice from other businesses that share in our commitment to learning. Speedy's increasing pool of trainees, comprising of current colleagues, new recruits and future 'year in industry' students will all reap the benefits of this membership. In return they will support us in driving a culture of continuous learning so every colleague can reach their full potential.

”

Ellie Armour
Human Resources Director

During the year we have taken on new graduates on a two-year programme. This provides a range of training, personal development and experience to develop a thorough understanding of Speedy and our business in its entirety.

The aim for our graduates is to learn relevant skills, knowledge and behaviours to develop a successful career, assisting in effective succession planning for the future growth of the company. The scheme provides on the job training which includes:

- The chance to study for relevant qualifications where necessary.
- Completing business experience modules.
- A tailored learning and development programme.
- The opportunity to complete projects set by the Executive Board.
- Integration onto the High Potential Programme in year two to develop first time manager and leadership skills.

In March 2021 we recruited our first graduates onto our new Rotational Graduate Scheme. This three-year programme leads on a specialist area with graduates completing 6 x six month placements made up of core, mandatory placements and optional placements that the graduate themselves can select.

It includes all the benefits of the two-year programme, and through the exposure and experience of working across the business, identifies which area each participant can start building their Speedy career.

Additionally we have c.70 colleagues participating in apprenticeship schemes across the business made up of a mix of new apprentices, who are primarily in engineer-based roles, and existing colleagues who are using apprenticeships to up-skill and progress their careers.

Our apprentices range from 16-40+ years' old and follow various pathways; we don't have a one size fits all approach.



Above: Haydock JFC Rangers, one of the sports teams to receive a donation for new kits

Charity and community

With over 3,300 colleagues spread across 200 UK locations, we touch the lives of thousands of families and hundreds of local communities. It's a responsibility we don't take lightly, and we recognise our position as an opportunity to be a real force for good.

We are committed to supporting national causes alongside those important to the communities we work in.

Our Charity Committee was set up in 2015; during FY2021 we altered the scope and launched the Communities Committee, bringing together newly nominated 'Community Ambassadors' from across the business to shape our charity and community agenda moving forward. Speedy uses the HACT model, which provides a basic assessment of social impact and evidence of value for money to calculate the Social Value Impact (SVI) in the communities we work, employ and train. Our SVI for FY2021* is £3,028,634.24.

In addition, during FY2021 our people helped to raise more than £21,000 for more than 37 charities, while contributing time and manpower to a wide range of worthy community causes.

In December 2020 we supported the Cash for Kids Christmas appeal through raising c.£8,000 in employee and company donations for children across the UK.

During March 2021 we provided a further £12,000 of donations for colleagues to nominate local charities and community projects that were affected by the pandemic. Colleagues nominated their chosen charities or organisation, outlining how the donation would benefit the organisation. Submissions were reviewed by the Communities Committee and a total of 39 charities and community groups from across the UK shared in the donation sum.

We are proud to support three nominated charity partners; WellChild, The Light House Club and The British Heart Foundation. We support WellChild through its Helping Hands programme, which renovates homes and gardens for sick children, helping to make them fun and safe areas for the whole family to enjoy. To help tackle issues in the construction industry we support The Lighthouse Club, the only charity dedicated to providing financial and emotional support to the construction community and their families. We also give our support to the British Heart Foundation, who raise money to research cures and treatments for heart and circulatory diseases.

We have been active in the rehabilitation of prisoners since 2006. We currently run a training workshop at HMP Garth in Lancashire for up to 25 inmates with two full time engineers.

*Our SVI breakdown is detailed in the Speedy Hire plc Annual Report and Accounts 2021



Operating as an industry leading sustainable business

The United Nations' Sustainable Development Goals 2030 (UNSDGs) act as a blueprint to achieve a better and more sustainable future for all, with a view of addressing poverty, inequality, climate change, environmental degradation, peace and justice. For businesses, strong corporate governance plays a vital role in this agenda, which is something that Speedy are committed to.

As a business we strive to maintain high standards, reporting with accuracy and transparency and maintaining compliance with the laws, rules and regulations that govern our business, which is also of key importance to us as a publicly listed company.

We have been awarded "ISS ESG Prime Status" as an ESG leader in Support Services. This is awarded to companies with an ESG performance above the sector-specific Prime threshold, which means we are fulfilling ambitious absolute performance requirements.

Our business has robust governance controls and processes in place covering structure and oversight, code of conduct, reporting and the integrity and security of systems. This enables us to make effective decisions, comply with relevant law, rules and regulations whilst meeting the needs of our external stakeholders. We also believe in promoting equality and diversity within the workforce and we work hard to foster that culture within all areas of our business.



“

We are committed to delivery quality standards, and have the governance processes and protocols in place to ensure them.

Sam Westran
Group Head of Quality and Environment

”

We work to leading industry certifications and accreditations to ensure best practice, while maintaining the standards our people, customers and suppliers demand.

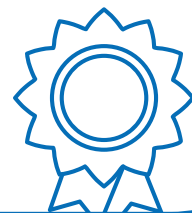
Our current certifications include:

- ISO 9001 for quality management
- ISO 17020* for the operation of various types of bodies performing inspections
- ISO 27001 for information security
- ISO 14001 for environmental management
- ISO 50001 for energy management
- OHSAS 18001 for health and safety management

*Lloyds British National Contracts

We also remain accredited to schemes that enable us to trade with specific clients and sectors, including:

- Achilles Building Confidence for the construction industry
- Achilles FPal for the oil and gas industry
- Achilles UVBD for the utilities sector
- RISQS for rail industry customers
- LEEA for lifting equipment engineers
- SafeHire for standards in tool and equipment hire





Integral to supporting good governance practices, all relevant colleagues are required to complete Speedy Code of Conduct and cyber security training to ensure working practices across the business are robust and secure. Similarly our practices regarding engagement with third parties maintain a zero tolerance approach to modern slavery and human trafficking. We have in place appropriate policies and procedures to support ethical trading and regularly monitor and audit our suppliers' network, whilst also producing a modern slavery statement each financial year in support of this.

Our Directors' Remuneration Policy was last approved at our 2020 Annual General Meeting with the intention that it operates for a three-year period. The primary objective of this policy is to promote the long-term success of the Group which is important for good governance, however, our Remuneration Committee continues to review the policy to ensure it takes due account of remuneration best practice and that it remains aligned with our shareholders' interests.

The business has a robust, independent internal audit function in place and its tax strategy is well publicised.

Visit www.speedyservices.com/investors to download our Annual Report which details our approach to robust governance.

Bringing our people, customers and suppliers together

This collaboration is celebrated at our annual Speedy Expo – the largest private exhibition of its kind in the UK and our biggest single stakeholder engagement initiative.

The event brings 1,500 customers, employees and suppliers together each year for networking, training, keynotes and expert panel discussions on the industry's top challenges and opportunities.

In 2019, more than 130 suppliers showcased their latest product innovations in the market to a record number of visitors at the Liverpool Exhibition Centre.

Representatives from Mace, the UN-recognised 2030 Hub and workplace equipment supplier Lyreco were among a panel analysing the steps businesses are putting in place to cut emissions and the importance for expediting a net zero carbon target.

Procurement experts from Laing O'Rourke and Costain joined Speedy representatives and equipment manufacturer Altrad Belle for a panel discussion on the shifts in procurement trends, as decision makers increasingly demand greater social-value and sustainability contributions from their contractors.

At the Speedy Expo Awards dinner, we recognised Dust Control UK as a business that is testing the boundaries of cutting carbon by awarding them with our Safety and ESG Award.

Focusing on our future ambitions

We are making significant progress in minimising our impact on the environment, creating a greener supply chain, building on our track record in safety and social responsibility and operating as an industry leading sustainable business.

The breadth of initiatives we have in place and the achievements we are making every day alongside our people, customers and suppliers demonstrate this. But the journey doesn't stop here. It's not a tick box exercise. We have ambitious targets in place and will strive to continue leading the way in ESG to build a more sustainable future for our business, our industry and the communities we work in.

During 2021 we will aim to reduce our overall carbon footprint and cut our CO₂e – our carbon dioxide equivalent per capita – from 5.4 to 4.6, by expanding our ECO product range and ensuring electric and hybrid vans make up 10 per cent of our vehicle fleet, while cutting the number of miles we travel collectively by the same margin; each is an important step towards meeting our ten-year ambitions. By removing plastic from general waste and re-granulating it to sell as a commodity, we'll remove up to 100 tonnes of waste from our operations and contribute to a circular economy.

Having a positive safety culture is crucial to delivering high levels of performance. And we are delivering a number of new initiatives over the next 12 months, from an industry leading lifting and handling training programme to a new workshop scheme for senior managers that reflect our joined-up approach to safety.

Improvement in health and wellbeing should never stop and we're committed to our regional employee forums, our Wellbeing Committee, our Mental Health First Aid team, our Employee Assistance Programme and our learning and development initiatives to continually better support our people.

Our Communities Committee and Communities Ambassadors will continue to support our fundraising schemes in our communities and the ESG Programme will connect our business, our suppliers and customers, to drive new product innovation.

Our ESG approach brings all of these moving parts together into a programme that we hope will inspire our people, customers and suppliers to take action. We're excited about the difference we can make, and we look forward to working together with you to drive positive change.



For further information please call **0800 500 3993**