



Corporate Responsibility Report

2015

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Our Corporate Responsibility Vision

Responsible, sustainable growth

Strategic Objectives

- Being serious about safety
- Championing innovation and providing industry leading solutions
- Making a positive contribution to the environment by being more efficient
- Investing in our people's future
- Supporting our communities with positive social action



Introduction from the Chief Executive

At Speedy we have been leading the corporate responsibility agenda in our sector for many years, with safety and sustainability underpinning our business model.

Our priorities are to keep our people and customers safe, and to understand the rigours our customers face on environmental excellence, so that we can work with them to provide solutions to these challenges.

Innovation is one of the key strategic pillars within our business model. We are dedicated to constantly challenging ourselves to innovate in product development and more efficient processes. By doing this we are able to improve service levels, and bring the benefits of our sustainability programme to our people, customers and communities.

A clear focus on safety and sustainability isn't a nice to have in our industry. It is a key component in cultivating strong client relationships and our reputation depends on it. It is also something we expect of ourselves, our customers expect of us, and is an essential ingredient in delivering sustainable profitable growth for our business.

I am extremely proud of the great work being done within the business to ensure that Speedy remain at the forefront of the corporate responsibility agenda. I hope you enjoy reading the report.

Russell Down
Chief Executive



Our Purpose

Speedy is the UK's leading tools, equipment and plant services company operating across the construction, infrastructure and industrial markets.

Our aim is to be the best company in our sector to do business with, and the best to work for.

Our strategy is to deliver sustainable profitable growth through:

- Providing first class customer service so that everything we do is focussed on the customer
- Innovating and doing things differently, and better than our competitors
- Cultivating strong client relationships

Underpinning our path to sustainable profitable growth is a commitment to safety and sustainability, and creating an empowered culture where everyone is valued.



Speedy at a Glance

Our Vision

Our vision is simply to be the best company to do business with, and the best company to work for.

Our Spirit

The values which reflect our spirit are:

- As one
- Safe
- Innovative
- Driven

In order for us to provide our customers with unrivalled service, we recognise the need to engage and support all our employees to ensure that they have the necessary skills to do what is being asked of them.

Our people share our vision and our spirit

Key figures (March 2015)

Revenue
£375m

Hire assets
£212m

Employees
c.3,800

Customers
50,000+

Trading locations
220+

Equipment
availability
24/7

Leading the industry in Safety and Sustainability

Placing safety and sustainability at the heart of our operations.

 **Intelligent Environment**



CARBON FOOTPRINT
6.85 TONNES
PER PERSON - PER YEAR
OUR BEST EVER!




OVER 100
PRODUCTS
IN OUR GREEN OPTION RANGE



WE PROTECT OUR
ENVIRONMENT



29%
REDUCTION
CO² REDUCED
OVER LAST
3 YEARS

 **Intelligent Safety**



53%
REDUCTION
IN ACCIDENTS
BETWEEN 2014 & 2015

MAJOR ACCIDENT
FREQUENCY RATE
OUR LOWEST EVER
*measure per 100,000 hours worked



0.07*

AWARD
WINNING



Safety and Sustainability at the Core of Our Operations



UK company's have made significant progress on both safety and sustainability over the last 20 years, but construction remains the UK's most dangerous industry.

We must not only continue to be ever vigilant but we need to increase innovation and continually improve our safe working practices. At Speedy over the last 5 years we have seen our major accident frequency rate halve. This is an achievement we are proud of but we also realise that any accident is one too many.

We are industry leading on supporting our customers in reducing their CO₂ emissions during the construction process. We are working hard to continue to reduce our own environmental impact and this sits comfortably with our drive towards operational efficiency and excellence. We have seen our carbon footprint reduce by 30% since we began measuring it in 2007.

My vision for safety and sustainability within the Group is one of continuous improvement. For our safety record to be the envy of the industry, for our approach to sustainability to be innovative and creative, and to develop partnerships with our customers and suppliers which deliver tangible value to all.

However, that will not be achieved and maintained without much hard work and commitment. I am delighted to say that at Speedy we have that in abundance!

Steve Giblin
Group HSSEQ Director

Intelligent Safety

Launched this year, Intelligent Safety builds on our track record of excellence in the health and safety arena. Our multi award winning 'Safety From The Ground Up' campaign helped address key areas of concern in our industries.

Intelligent Safety takes this to a new level, not only addressing major safety issues within our customer base , but also providing the context of current industry performance in relation to specific issues.

Intelligent Safety does not just suggest potential product ranges to further assist in safe working, but also focuses on behavioural issues and outlines best practice ways of working.

intelligentsafety.speedyservices.com

"The dust module of Speedy's Intelligent Safety campaign has proved invaluable I have advised my site management to make use of this source and the material as often as they need".

**Terry Meadows - Senior Safety Health and Environmental Manager Transport & Highways
Morgan Sindall**

Our campaigns include:

Dust

More than a nuisance, dust can lead to a whole series of illnesses and health concerns. According to the Health and Safety Executive (HSE) statistics, approximately 8,000 people a year die from dust related illnesses. Further to this the HSE estimate that since 2003 a further 42,110 people have suffered from work related breathing or lung problems.

At Speedy we want to help address dust related issues, which in many cases are wholly avoidable. Our eye catching posters and information material are supported by on-site toolbox talks. A Dust Centre of Excellence has also been opened at our Hackney depot where customer events are held regularly. The feedback has been excellent.



Working at Height

Just released, our Working at Height Intelligent Safety campaign brings back into focus an area where the construction industry has made major strides forward, but which still remains the major cause of fatalities in the industry.

According to HSE statistics for 2013/14 (the most recent statistics available at time of going to print), there were 42 fatalities in the construction industry of which 19 were caused by falls from height. In many cases this was from falls from head height or less. Speedy's literature covers a full range of new and innovative products for safe working at height and draws attention to avoiding complacency when working at modest heights.

Going Forward

A number of campaigns are in the pipeline: Hand Arm Vibration, Slips Trips and Falls, Noise, as well as general health and wellbeing advice. Working closely with our customers and industry bodies such as the Health and Safety Executive, Speedy will continue to champion the crucial role of health and safety in the industries which we serve.



"The inability to properly plan working at height continues to be a major issue, despite well-known safety measures being straightforward to implement. It is just not acceptable that Inspectors had to order work to stop immediately on over 200 occasions because of dangerous practices."

Philip White
HSE's Chief of Construction



Championing Innovation

Speedy is the number one tool and equipment hire company in the UK and has been for the past 10 years. Prior to that the number one position in the market had changed regularly. So how did we stay there and how do we plan to remain there. In a word, innovation.

At Speedy we have a track record of innovation that is second to none including:

- First to change from a hire company into an integrated services provider
- First to trial electric vehicles in London
- First to offer an environmental product range
- First to create a partner collaboration programme with our suppliers to develop 'next generation' solutions
- Introduced the Speedy Expo: A two day event with 150 supplier stands and industry presentations
- The appointment of an Innovation and Client Experience Director

It is a track record that we are proud of, but more importantly it is a track record which encourages us to innovate further, to challenge 'business as usual' and raise the bar on performance in our industry.

Bio-fuel, a reliable and innovative solution for our customers

Working in conjunction with our partners Convert2Green (C2G), Speedy has already fully tested C2G's bio-fuel mix in a range of our generators. C2G has developed a bio-fuel using used cooking oil, which would otherwise be poured away or sent to landfill with the associated negative impacts on the environment. By using this waste product as a fuel source, C2G allows Speedy to offer our customers a fully sustainable and auditable fuel, typically with an 85-97% reduction in carbon emissions against mineral diesel.

Innovation creating real opportunity!



Products Providing our Customers with Solutions and Tangible Results

Speedy is confident that a number of our products, many exclusive to Speedy can significantly benefit our customers. Here are just a few examples:



The ePod®

The ePod® is a revolutionary, self service hire portal which can be housed on virtually any customer's site. Developed in response to customers requirements for tools and equipment 24 hours a day the ePod is a convenient, cost effective and flexible solution to our customers requirements.

Benefits

- Easier to 'on' and 'off' hire
- Reduces losses and thefts on site
- Less deliveries resulting in less cost, noise and carbon
- Easier administration
- 'Real time' information for customers 24/7



The fPod®

The fPod® is a single refuelling point solution for any large site, servicing every fuel user and contractor. The service reduces vehicle movements and fuel containers on-site, with environmental, safety and cost benefits for all users.

Benefits

- Reduction in spills, noise and traffic on-site
- Constant fuel supply
- Quality control of fuel
- Complete site fuel usage reporting
- Auditable monitoring of fuel usage
- Sustainability management information



VT Hybrid Lighting Tower

The lighting tower now has the potential additional feature of CCTV application for enhanced site safety. Joined up working in action!

Benefits

- LED light heads
- Reduced running costs
- Reduced noise output
- Auto light sensing technology
- Auto charging technology
- Runs at 90% battery and 10% fuel

Sustainable Construction

The Construction Industry is only moving in one direction, towards a future of low carbon sustainable development. The Government demands it, therefore our customers require it as do the contractors working on their behalf. So at Speedy we supply it!

We supply sustainable solutions on a number of levels, from the products we offer, to our transport logistics and increasingly on collaborative working, bringing customers and suppliers together and sharing knowledge capital.



Intelligent Environment

This 'greener' product range created initially by Speedy and independently assessed, is made up of the latest models of our suppliers products created with sustainability in mind. Assessed against five areas of performance, Speedy's GO (Green Option) product range is a simple and transparent way to choose products with better environmental performance, some of which are exclusive to Speedy.

Green Option



Energy Efficient

Significantly more energy efficient products, that also show how much money and carbon you will save.



Resource Efficient

Products that use less material and/or water, because they are designed more efficiently or they help you to use less.



High Recycled Content

Given to products made using significantly more recycled material than normally expected.



Reduces Pollution

These products help to prevent pollution, unlike others that just help you clean up after a spill.



Reduces Waste

Products that are most likely to be recycled or reused at the end of their normal working life.

Using manufacturers information the assessment establishes:

- That the product has better environmental credentials than its predecessor
- That performance is over and above legislative requirements
- Where appropriate, what the estimated cost and carbon benefits are

Speedy has also established a carbon calculator for energy efficient products, which provides our customers with the detail they require to make informed decisions about our product range, taking into account factors such as average daily use on site and length of hire.

Building Information Modelling

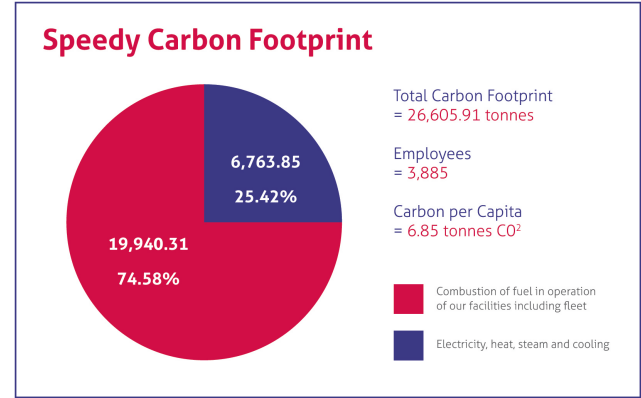


Due to come into operation during 2016 Building Information Modelling (BIM) will transform the process for the construction and operation of the built environment in the UK. Computer modelling will allow best use of assets and time by allowing everyone to know at what point during the construction process different types of plant and equipment will be required.

Speedy are planning on loading information for all our tools and equipment into BIM to assist planning of the construction process. This will give contractors an immediate overview of the capability and relevance of our fleet at all stages of construction.

Our Internal Carbon Management

Speedy's 'duty of care' for the environment is not simply about our customers and suppliers. We have measured our own carbon footprint for 8 years and in that period have seen over a significant reduction in carbon emissions per capita within the business.



Key areas for the business remain vehicle fuel and to a lesser extent electricity, and therefore these are the two areas where we focus our main efforts. Currently we are investigating bio fuels as a potential future option. Following a number of years of improved performance we are now looking for the next step change in our carbon evolution.



Our Communities

A commitment to our communities

Speedy holds close links with the communities in which we operate. We take our social responsibilities seriously and are committed to having a positive impact in our local communities.

Speedy are actively involved in the Young Enterprise Scheme at St Edmund Arrowsmith Catholic School located near head office. This work aims to educate young people about running a real business and starting their own company. This year, the children decided to set up a publishing business, and are producing a book for nursery age children, ready for sale for Christmas 2015.

We look to build long term partnerships with our community partners and support issues and causes that reflect the industry we serve and the views of our people.

Our investment in the community is based on long term strategic partnerships with charity partners that are close to the heart of our people, and who deliver a measureable impact in the communities they serve.

Speedy support two nominated charities with corporate donations and fundraising support.

At our national conference, the Speedy Expo, we help them both raise their profile amongst employees, suppliers and customers that attend, and also raise money for the great work they do.

As well as charity partners, we also support our employees up and down the country in their own individual fundraising efforts within their local communities.



Young Enterprise Scheme at Speedy Head Office



A shining beacon in our industry, Speedy supports The Lighthouse Club due to their exceptional work with those who have suffered injury or worse in the construction sector.

We help the Lighthouse Club through fundraising activities and smaller interventions, including funding their members' newsletter.



Helping seriously ill children and their families across the UK, Speedy is delighted to have supported WellChild for over 5 years. The work WellChild do in supporting children and their families is truly exceptional, and Speedy work hard to support this through a range of interventions:

- The loan of free tools and equipment for 'Helping Hands' challenges
- Employee volunteering on 'Helping Hands' challenges
- A range of other fundraising activities including the London Marathon, Ride London and the Three Peaks Challenge

A Helping Hand for Robert

A team of Speedy volunteers were delighted to give their time and effort to support a very deserving teenager.

Robert 16, who lives in St Helens has Down's Syndrome as well as limited mobility, learning difficulties and partial hearing and sight. Our team of volunteers spent two days transforming his overgrown and inaccessible garden space into a fun soft play and sensory area.

Robert has also recently taken a keen interest in horticulture, so the team also installed raised beds where Robert can grow the fruit and vegetables he loves and the team revamped the family shed into a perfect store for his gardening tools.



Russell cycles his way to £3,000 for WellChild

Speedy Chief Executive, Russell Down took part in the 100 mile Ride London cycle event, raising over £3,200 for our charity partner WellChild. Completing the course in 5 hours 37 minutes, an average speed of almost 18 mph, Russell commented:

"It was a tough but extremely enjoyable day and the atmosphere was inspiring."

A huge thank you to all Russell's many sponsors.

Our People

Organisations often say their people are their greatest asset, at Speedy we don't just say it we live it. Speedy has the most comprehensive training programmes in the industry, taking all our people on the journey to operational excellence and our reward and recognition process is well established throughout the company.

Health and Wellbeing



In addition to training our people to be the best in their job roles we are also committed to supporting them in maintaining and improving their health and wellbeing. Discounted gym memberships, cycle to work schemes and free eye tests have been part of the package for some time, but this year Speedy has also signed up to Britain's Healthiest Company 2015.

The initiative aims to find out how healthy the British workforce is, and more importantly help it to become healthier! Speedy has agreed to take part and we hope our people can benefit from a 10 minute on-line survey which will then assess the information entered and give advice and guidance on areas including diet and exercise. All information and feedback will be confidential.

As a company we will get an overview of the results which will help us in shaping the advice, guidance and training we give our people as a result of any trends and issues that may be identified.

The Next Generation of Excellence

Speedy are currently recruiting 20 apprentices for our well established apprenticeship programme run in conjunction with Construction Skills and Askham Bryan College, who have a fantastic environment of specialist plant machinery workshops.

Following a 4 year NVQ Level 3 in Plant Maintenance the students will progress to being qualified service engineers within the Speedy business, with opportunities to work in diverse engineering divisions including, Power, Plant, Rail, Survey and Lifting.

Our award winning apprenticeship programme was established as part of our legacy programme for the construction of the Olympic Park in East London and has gone from strength to strength.



Speedy Excellence Awards

Held annually, the Speedy Excellence Awards celebrate all that is good about Speedy people. 17 awards were given out in 2015, recognising an array of skills from leadership and teamwork, through to innovation and safety and sustainability. There is also a 'Community Champion' award, recognising employees who work hard in their personal lives to raise money for charitable causes in their local communities.

The event this year was attended by over 50 employees and their partners, along with customers and suppliers. It was a truly spectacular evening, enjoyed by all.

The roll of honour is as follows:

Safety and Sustainability

Safety Ambassador of the Year - James Speirs, Regional Account Manager

Community Champion of the Year - Meg Wray, AX Support Analyst

Unsung Hero of the Year - Gary Rowland, Training Administration Manager

Service Excellence

Support Service Team of the Year - Communications Team

Customer Service Award - Morgan Sindall Desk
Driver of the Year - John Teesdale, Chester Depot

Efficiency

NDC, MSC & Workshop of the Year - MSC Erith

Superstore of the Year - Belfast

Express of the Year - Greenwich

Growth

Innovation Award - Mark Tomlin, Service Manager

Sales Team of the Year - Construction Majors

Solutions and Services Team of the Year - Partnered Services

Sales Person of the Year - Ryan Capitano

Own City Team of the Year - Manchester

Special Awards

Manager of the Year - Dan Evans, Contract Director & Lisa Parry, Head of Payment Services





















Leader of the Year - Bill Bowie, Regional Services Director, Scotland & Ireland

Outstanding Contribution of the Year - The NOP Team



Our Roadmap

Top 10 KPIs and Speedy performance over the 5 year road map period.

 Number of products in GO (Green Options) product range Target 2014-15 of 150 products	 Target Achieved 150 products	 Reduction in 'major accident frequency rate' (MAFR) Target 2014-15 0.08	 Target Achieved 0.07
 CO₂e tonnes per capita Target 2014-15 7.25 tonnes	 Target Achieved 7.05 tonnes	 Number of rehabilitation training places provided by Speedy Target 2014-15 225 places	 Target Achieved 235 places provided
 Reducing waste to landfill. Increase percentage of waste recycled Target 2014-15 95% of waste recycled	 Target Missed 64% waste recycled	 Water consumption litres per capita Historical figures are inaccurate. Need to re-establish baseline.	 Under Review
 Percentage of strategic and preferred suppliers compliant with the Supplier Charter Target 2014-15 90%	 Target Achieved 97% compliant	 Delivery of toolbox talks (H&S and Environmental) Audit trail being reviewed, as data for measurement is unavailable.	 Under Review
 Training days delivered to employees Target 2014-15 14,500	 Target Achieved 21,181 days (including e-learning)	 Employee engagement percentage score index The employee engagement survey 'People Matters' was not undertaken in the period as we have explored alternative ways to measure engagement.	 Under Review

Currently under discussion with key stakeholders across the business our new Roadmap KPIs will help to shape the business over the next three years covering impacts which are key to both Speedy and our customers. We will outline our targets, baseline figures and aspiration for achievement in next year's report.

Awards

RoSPA



Speedy was delighted to achieve a gold award in the RoSPA Occupational Health and Safety Awards 2015.

As the UK's family safety charity, the Royal Society for the Prevention of Accidents, mission is to save lives and reduce injuries covering all ages and stages of life. In support of this mission, the RoSPA Awards recognise commitment to continuous improvement in accident and ill health prevention at work.

FTSE 4 Good



Speedy has made it into the prestigious FTSE 4 Good index for meeting strict criteria around environmental, social and governance practices. In order to reach this standard

Speedy had to demonstrate our performance against globally recognised standards.

This accolade places the Group as a leader in environmental, social and governance practices and clearly shows our ongoing commitment to excellence in these areas.

Fleet Safety recognition



In 2014 Speedy became the first tool and equipment hire company in the UK to have its entire national depot portfolio accredited 'silver' under the Fleet Operator Recognition Scheme (FORS).

The company has proved once again that it is leading the way in fleet safety after all its 264 operational sites, located across UK and Ireland, surpassed all safety requirements and achieved FORS silver certification.

While other companies in the UK construction sector are FORS silver certified, Speedy has achieved an industry first by being the first tool and equipment hire company to implement these standards across its entire depot network.

ISO 50001 Energy accreditation



Speedy received ISO 50001 in September 2015, an important energy saving accreditation. We are the first company in our sector to achieve this accreditation which demonstrates our commitment to managing and reducing our energy usage.



Fleet News Safe Fleet of the Year



Brake Fleet Safety Award



Fleet Van Awards Safe Van Fleet of the Year



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