

Speedy

Speedy's "Decade to Deliver" is our sustainability approach to deliver sustainable hire to all. Our strategy aligns with;

- Our Ambition to "accelerate sustainable growth".
- Our Vision "to inspire and innovate the future of hire".
- Our Mission that Speedy "is the UK and Irelands leading provider of tools, specialist equipment and services. Providing exceptional customer experience and accelerating collective success towards a sustainable future".
- > Our values of being ambitious, innovative inclusive together, trusted and safe.

For over 45 years people have trusted us to deliver what they need to get the job done and we're not stopping now. Hire is already a sustainable business model, but it could be better. That's why Speedy is accelerating.

Our Decade to Deliver is our plan on how together we are going to start a "Hire Revolution" to make hire – and the services, solutions and equipment that make it all possible – even more sustainable than it already is.

That means less carbon, less waste, more innovation and meeting the needs of people, communities and the planet.

Working harder, as a Speedy family, together with our customers, suppliers and communities to have the biggest positive impact we can.

Doing our part for climate change and caring for the communities we're part of.

Continually reviewing and improving how well we deliver our plan.¹

We will inspire people to make Hire their First Choice through Accelerating Innovation, delivering Climate Solutions and working together by Including Everyone and being Part of the Community. Bringing great sustainable choices to more people, places and products than ever before.

THE DECADE **TO DELIVER**

A HIRE REVOLUTION:

ACCELERATING

INNOVATION

Inspiring People to Make Hire their First Choice

CLIMATE SOLUTIONS

Hire is built for sustainability. When it comes to climate This decade, we're going to change, we're all facing the heat. make hire even more We're going Net Zero Carbon, fast and we are helping our customers do the same. That sustainable than it already is by working even harder with our customers, suppliers and means accelerating towards low innovators to push for even carbon delivery vehicles and innovative products and better designed products: built to last, designed to be repaired and made to be recycled. services to help our customers respond rapidly.

WORKING TOGETHER

PART OF THE COMMUNITY

Speedy people are part of local communities all over the country. It's in our nature to join in, help solve the challenges we face today and get ready for the future. A decade of supporting our communities will help make a meaningful difference.

INCLUDING EVERYONE

Delivering on the promise of a sustainable Speedy requires great people working together on shared goals. At Speedy we look out for one another and help each other grow. By welcoming everyone into the Speedy family and helping them be the best they can be, we can really make this decade count.

The next ten years will define the next hundred. So we need to make this decade count. It's time to act. It's time to deliver sustainable hire to all.

Dan

Dan Evans Chief Executive Speedy Hire Plc

¹ In line with ISO14001:2015