



Modern Slavery Statement

FY2026



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

Introduction

This statement covers the operations of Speedy Hire Plc, Speedy Asset Services Limited and Speedy Support Services Limited (together “**Speedy Hire**”).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year 1 April 2025 to 31 March 2026 (“**FY2026**”) and includes relevant key activities undertaken during that period.

Our commitment

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour, and human trafficking.

Speedy Hire is committed to acting ethically and with integrity in all our business relationships. We have systems and controls in place to help reduce the risk and support our efforts to prevent modern slavery in our operations and supply chains. We support the principles set out in the UN Universal Declaration of Human Rights, the ILO Fundamental Conventions and the UN Guiding Principles on Business and Human Rights. Our approach is aligned with the OECD Due Diligence Guidance for Responsible Business Conduct and continues to mature as part of our wider Environmental, Social and Governance (“**ESG**”) agenda.

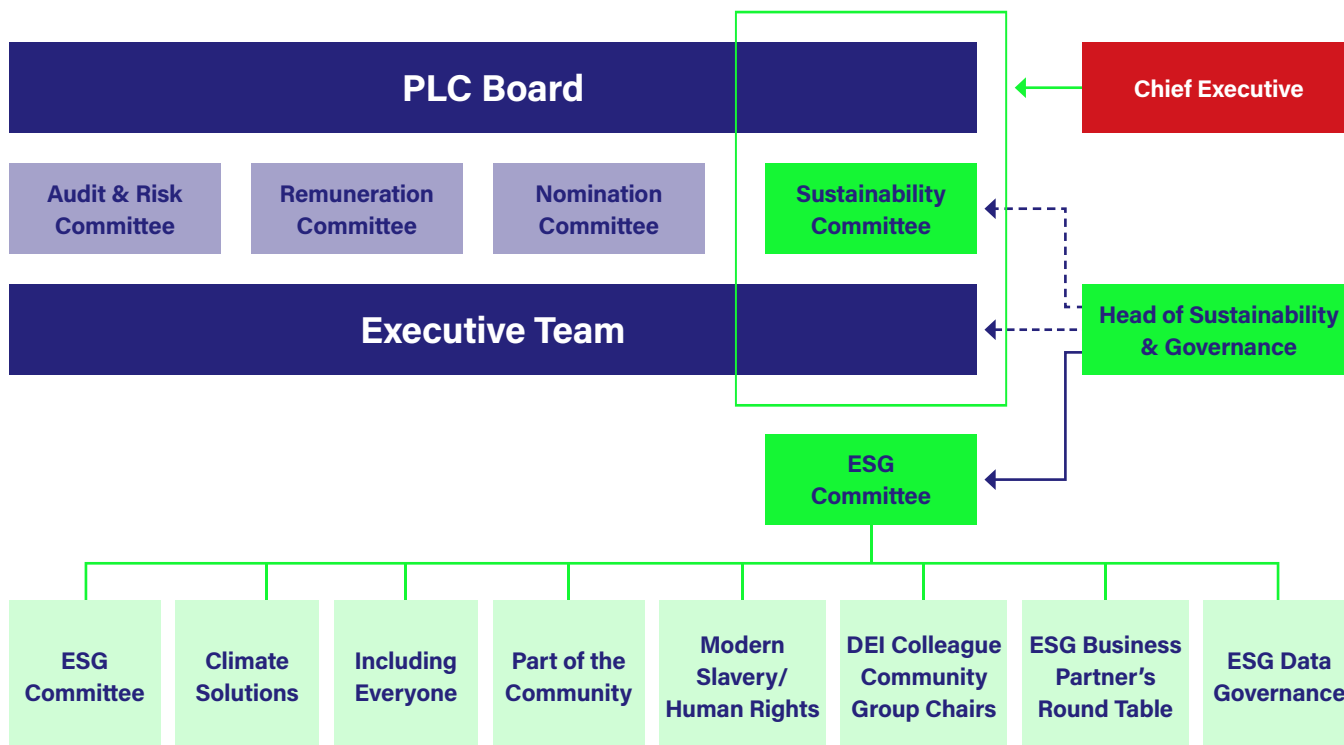
Leadership and Governance

Oversight of modern slavery and human rights at Speedy Hire sits at Board and Executive level. Our Head of Sustainability & Governance acts as a sponsor and chairs the Modern Slavery & Human Rights Working Group which met monthly during the period and operates against defined action plans.

The Head of Sustainability & Governance reports to a member of the Executive Team, ensuring clear escalation, accountability and alignment with wider business priorities.

Modern slavery considerations are embedded within ESG governance and are reported regularly through the ESG Committee, with escalation routes to the Executive Team and the Board’s Sustainability Committee where appropriate. Governance arrangements extend beyond policy oversight and are embedded in day-to-day business operations, with clear ownership, cadence and accountability.

Governance Framework



Structure, business and supply chain

Operating in the Construction Equipment Rental Market ('CERM'), Speedy Hire is the UK's leading provider of tools, equipment and specialist services to customers in the construction, infrastructure, industrial, utilities and energy sectors. Our c.44,000 customers range from National Tier 1 contractors to regional specialists, and local subcontractors to tradespeople and DIY enthusiasts.

Our integrated omni-channel model enables customers to hire via 128 national service centres and customer on-site facilities central Hire Direct operations and national trading desks, as well as via the Speedy Hire website and mobile app.

Customers can also access our hire proposition through our strategic partnerships with some of the UK's leading trade and retail brands, and via our recent commercial agreement with HSS ProService. Our supply chain includes c.1,700 suppliers, predominantly based in the UK and Ireland.

Modern slavery risk within our supply chain is influenced by sector specific factors including use of third party labour, construction activity, logistics, manufacturing and internationally sourced goods.

Policies, procedures and compliance

Speedy Hire completed the refresh and implementation of its key supply chain and people related policies. These are now approved, live and operational.

Key documents include:

- ▶ Supply Chain Policy
- ▶ Supplier Code of Conduct (including supplier grievance mechanism)
- ▶ Sustainability Requirements for Suppliers
- ▶ Procurement Procedure
- ▶ ESG Supplier Onboarding Questionnaire
- ▶ Supplier Auditing Policy
- ▶ Human Rights Policy and Anti Slavery & Human Trafficking Policy
- ▶ Remediation Protocol and process

Together, these set clear expectations on ethical labour standards, human rights, grievance mechanisms, and compliance across Speedy Hire and its supply chain.

Compliance is supported by twice yearly ESG horizon scanning and legal briefings, cascaded to all colleagues through our internal learning platform, ensuring awareness of emerging modern slavery and human rights obligations.

Roles, responsibilities and capability

Roles and responsibilities relating to modern slavery, sustainable procurement and human rights are clearly defined. Relevant job descriptions have been updated, formally approved and embedded.

Capability and competency reviews have been completed, and required training has been embedded within our learning framework. This ensures colleagues across procurement, product, people and operational functions are equipped to identify and manage modern slavery risks relevant to their roles.

Mandatory modern slavery and human rights training have been delivered across the Business, and this is an annual requirement.

Risk identification and management

Modern slavery is recognised as a material business risk and is embedded within departmental and corporate risk registers.

We completed Speedy Hire's first category level sustainability heatmapping exercise, incorporating modern slavery and human rights risks across all supply chain categories. This enables a clear, risk based prioritisation of supplier engagement, due diligence and assurance activity.

Due diligence, monitoring and assurance

Speedy Hire continues to strengthen its approach to due diligence and supplier assurance.

Coverage of high risk suppliers on the SEDEX platform increased to over 54%, exceeding the FY2025 baseline. In addition, SMETA audits have been completed across several Tier 1 suppliers operating in higher risk categories.

Modern slavery controls are increasingly embedded within procurement and systems transformation activity, supporting consistent application across the supply chain.

We have developed a targeted and meaningful suite of ESG and Modern Slavery questions for supplier onboarding to support ongoing monitoring, management and improvement.

Grievance, whistleblowing and remedy

Speedy Hire has strengthened its grievance and remedy framework.

The supplier grievance mechanism is now embedded within the Supplier Code of Conduct, providing clear routes for concerns to be raised by supplier personnel. Our enhanced whistleblowing process remains live and accessible to colleagues, suppliers and other stakeholders, with clear escalation and oversight arrangements.

A remediation protocol aligned with the UN Guiding Principles on Business and Human Rights has been developed, alongside a recruitment protocol addressing modern slavery risks associated with third party labour.

Training and awareness

Modern slavery and human rights training is embedded as part of mandatory annual training for all active colleagues.

Targeted upskilling has also been delivered to product leads and supply chain teams, strengthening internal capability to identify risk and manage supplier performance. Training coverage now extends across the business.

Collaborating with others

We actively collaborate with a range of external organisations and industry bodies to enhance collective efforts to prevent, identify and address modern slavery. By participating in cross industry initiatives and data sharing platforms, and by engaging in collaborative audits, we aim to strengthen both our own approach and wider supply chain standards.

Throughout the period, Speedy Hire continued to:

- ▶ play an active role in the Supply Chain Sustainability School ("SCSS") cross industry modern slavery working group, "Built Environment Against Slavery" sharing expertise, insight and good practice to raise awareness of emerging risks and to strengthen policies, processes and controls across the sector.
- ▶ collaborate with SEDEX, using its platform, risk intelligence tools and audit data to improve supply chain transparency, identify higher risk suppliers and support continuous improvement through ethical trade audits.
- ▶ undertake and support ethical audits within our supply chain, working with suppliers to address findings, remedy issues and strengthen labour standards; and
- ▶ partner with Bright Future Co op, a national initiative that supports survivors of modern slavery into secure employment, reinforcing Speedy Hire's commitment to victim remediation and long term social impact.

Effectiveness and continuous improvement

The effectiveness of our approach is monitored through internal risk management processes, audits, supplier assurance activities and progress tracking against action plans.

Progress against the recommendations of the independent modern slavery gap analysis has been reviewed, demonstrating a clear shift from policy development to embedded practice and measurable delivery.

Key Performance Indicators ('KPIs')

FY2026 - Performance summary

Performance during FY2026 demonstrates increased maturity, improved supplier coverage and stronger assurance mechanisms. Progress against our KPIs is summarised below:

Theme ¹	Priority	Progress (FY2026)
Governance, Policies & Capability	Deliver gap analysis actions; embed updated procurement and HR policies; align with ISO 20400 and strengthen policy framework	ACHIEVED
	Embed modern slavery responsibilities into relevant job descriptions and governance structures	ACHIEVED
Risk Management & Due Diligence	Strengthen risk assessment, supply chain mapping, and due diligence processes across supplier base (aligned to OECD & UNGPs)	ON TRACK
	Implement and embed category-level heatmapping and risk-based prioritisation	WORKING TOWARDS
	Monitor effectiveness of risk mitigation measures via Corporate Risk Register and assurance processes	ACHIEVED
Supply Chain Transparency & Assurance	60% of high-risk suppliers* for modern slavery to be signed up to SEDEX to obtain visibility of suppliers' performance on modern slavery and human rights risk (*following planned re baselining in FY2026)	ONGOING – Currently at 54%
	Undertake targeted due diligence in priority categories (e.g. eco technologies)	ON TRACK
Grievance, Remedy & Ethical Practices	Strengthen grievance mechanisms, supplier awareness, and remediation approaches	ACHIEVED
	Embed recruitment & remediation protocols	ONGOING
Training & Awareness	Deliver mandatory training across all colleagues and new starters	ACHIEVED
	Extend training to high-risk supply chain areas	ONGOING
Stakeholder Engagement & Collaboration	Develop partnerships (e.g. SCSS, Bright Future, SEDEX) to strengthen sector-wide response	ACHIEVED
Procurement & Supplier Commitments	90% of suppliers to confirm acceptance to Speedy Hire's modern slavery and human rights standards applicable to them by signing Speedy Hire's contractual requirements	ONGOING – Currently 74.6%
Effectiveness & Performance	Ensure customer audit issues are resolved within agreed timeframes	ACHIEVED

¹ Some of the themes have been merged for simplicity.

In FY2027 Speedy Hire is committed to achieving the following KPIs:

Theme	Priority KPI (FY2027)
Governance, Policies & Capability	Annual review of key policies relating to Modern Slavery
	Annual review and update of role accountabilities for modern slavery and human rights if necessary
Risk Management & Due Diligence	Risk-based due diligence processes applied consistently across high-risk suppliers
Supply Chain Transparency & Assurance	60% of high-risk suppliers onboarded to SEDEX (or equivalent solution)
Grievance, Remedy & Ethical Practices	All reported modern slavery related issues handled in line with remediation protocol
Training & Awareness	All colleagues to have completed mandatory modern slavery training
	All new starters trained within 3 months of joining
Stakeholder Engagement & Collaboration	Continue active participation in key industry initiatives (e.g. SCSS)
Procurement & Supplier Commitments	90% of suppliers to confirm compliance with human rights and modern slavery standards by accepting Speedy Hire's Human Rights and Modern Slavery requirements or operating to comparable requirements of their own.
Effectiveness & Outcomes	All material external audit findings addressed within agreed timeframes

Approval

This statement was approved by the Board of Directors on 10 September 2026 and signed by Dan Evans for and on behalf of Speedy Hire Plc, Speedy Asset Services Limited and Speedy Support Services Limited.



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Let's get it done

speedyhire.com