



# SUSTAINABILITY PERFORMANCE REPORT

FY25



# INTRODUCTION

I am pleased to present the Select Plant Hire FY25 Sustainability Report, building on the strong foundations set out in our first report released in FY24. The inaugural report marked a significant milestone in our sustainability journey, and I am proud to see how far we have progressed in just one year.

FY25 has been a year of acceleration, collaboration, and tangible impact. We are especially proud of achieving Gold status with the Supply Chain Sustainability School for the third consecutive year. This is a testament to the strength of our partnerships and the shared values we hold with our suppliers. We have accelerated our Social Value Programme, expanding the ways we deliver lasting benefits for the communities in which we operate.

This year's report highlights our continued investment in our people, with a strong focus on their health, wellbeing and professional growth. Across the business, our teams have demonstrated exceptional commitment to developing and driving forward innovations that help us deliver on our commitments.

Our low-carbon offering has continued to grow, with ongoing investment in low-emission machinery and trials of renewable energy options. These advancements strengthen our role in helping the construction industry transition to a more sustainable future while meeting the needs of our customers in smarter, cleaner ways.

Looking ahead, we know the journey is far from complete. FY25 has reinforced our belief that sustainability is not just a goal but a continual process of improvement. We will keep challenging ourselves, innovating, collaborating, and embedding sustainability into every part of our business to ensure we deliver meaningful, measurable outcomes for our environment, our people, and our partners.

Sincerely,



**MARK HERLIHY**  
SELECT PLANT HIRE  
**BUSINESS UNIT LEADER**



## OUR OPERATIONS AND OUR SUSTAINABILITY APPROACH

Select continues to lead the way in delivering innovative equipment hire solutions across a wide range of sectors throughout the UK. Approaching four decades of industry expertise and a strong focus on emerging technologies, we remain committed to helping our clients operate more efficiently, sustainably, and cost-effectively.

Our strategic investment in sustainable plant and alternative fuel technologies reflects our dedication to driving positive environmental change within the construction industry. By offering low-emission machinery and pioneering solutions, we are actively contributing to the construction industry's transition toward greener practices. Collaboration remains central to this mission, and we are proud to work closely with our supply chain partners to accelerate progress and share best practices.

Innovation is embedded in everything we do - from the way we operate to the solutions we deliver. Guided by our Group sustainability strategy, we continue to push the boundaries of possibility to reduce environmental impact while creating lasting value for our people, clients, and the communities we serve.



## Deliver innovative, high performance sustainable solutions



### PUSHING THE BOUNDARIES FOR OUR CLIENTS

At Select Plant Hire, we are committed to helping our clients meet their sustainability ambitions by continuously trialling and developing innovative solutions that reduce environmental impact and enhance operational efficiency. Through strategic partnerships, cutting-edge technology, and a focus on low-carbon alternatives, we are delivering tangible results across a range of projects. From pioneering hybrid piling rigs and smarter site welfare facilities to advanced battery-powered energy systems, our initiatives demonstrate how thoughtful innovation and collaboration can accelerate progress toward a more sustainable built environment.

#### SUPPLY CHAIN SUSTAINABILITY SCHOOL (SCSS)

Select Plant Hire is proud to announce that we have once again been awarded gold status for the Supply Chain Sustainability School (UK) (SCSS) Plant Commitment Charter, marking our third consecutive year achieving this prestigious recognition! This achievement underscores our commitment to sustainability and highlights the outstanding efforts of our team in fostering an environmentally responsible operation. SCSS is an acclaimed programme that fosters a collaborative approach to advancing sustainability throughout supply chains. By signing the Charter, Select Plant Hire is committed to enhancing air quality and reducing greenhouse gas (GHG) emissions through the use of sustainable construction plant and equipment.



#### CLIENT COLLABORATION - PIONEERING SUSTAINABLE POWER SOLUTIONS

In FY25, Select Plant Hire continued to push the boundaries of sustainable innovation through the development and deployment of advanced battery-powered energy storage systems, including second-life battery technology. These solutions are designed to significantly reduce environmental impact by cutting diesel dependency and lowering emissions on construction sites.

Our specialist team worked closely with clients to deliver bespoke, low-carbon power solutions tailored to their operational needs. This collaborative approach not only supports sustainability goals but also unlocks substantial cost savings and operational efficiencies. A standout moment this year was our partnership with Zenobē, a collaboration that exemplifies our shared commitment to innovation and environmental responsibility. Together, we supported the world's first net-zero concert, headlined by Massive Attack - an event that showcased the transformative potential of clean energy in large-scale applications. This milestone not only demonstrated the capabilities of our technology but also reinforced the power of partnership in driving meaningful change.

## SMARTER, GREENER DRYING ROOMS FOR ENHANCED EFFICIENCY AND WELLBEING

In FY25, Select continued its commitment to innovation and sustainability through a successful collaboration with Innovate UK and Liverpool John Moores University, delivered via a Knowledge Transfer Partnership (KTP). This two-year initiative focused on developing a smarter, low-carbon drying room solution that not only reduces energy consumption and operational costs but also enhances welfare standards for site teams.

Launched in 2022, the project has undergone rigorous testing at Select's Wincham depot and major premier league stadium project, resulting in a system that delivers up to a 25% overall operational running cost, and an estimated 85.78% reduction in energy and carbon, compared to conventional drying rooms. These impressive results are driven by the integration of energy-efficient equipment and intelligent building management systems, which optimise performance through features such as timed operation, pre-heating, and pulsating heat cycles. The first installation at Wincham Depot has validated the concept, with a second installation planned at our St Neots site. The upgraded design includes improved space utilisation, enhanced aesthetics, and precision control, demonstrating how thoughtful innovation can improve both sustainability and user experience.

This project has strengthened collaboration across our supply chain and is now guiding the broader rollout of modular drying room solutions across client sites. It stands as a clear example of how partnership and innovation can deliver tangible environmental benefits while improving wellbeing for those working on the ground.

## CASAGRANDE HYBRID PILING RIG

In early 2025, Select, in collaboration with Expanded Piling and Casagrande, introduced the UK's first hybrid piling rig to a central London construction site, marking a significant milestone in sustainable engineering. This pioneering trial showcased Casagrande UK's advanced low-emission technology, designed to reduce environmental impact without compromising performance.

The hybrid rig delivered a 20% reduction in fuel consumption compared to conventional diesel models, resulting in lower carbon emissions and significantly reduced noise levels. Led by Expanded Piling (part of Laing O'Rourke), the initiative reflects our commitment to driving sustainability through innovation and setting new standards for responsible construction practices.

By embracing greener technologies and forging strong industry partnerships, we continue to lead the way in transforming how major infrastructure projects are delivered across the UK.





## Preserve our planet



### PUSHING BOUNDARIES FOR THE ENVIRONMENT

At Select Plant Hire, we continue to take decisive action to reduce our contribution to global warming by targeting emissions, reducing waste, and striving to deliver operations that create a positive ecological impact.

#### SCOPE 1 & 2 CARBON REDUCTION

In FY25, we achieved a 12.71% reduction in Scope 1 and Scope 2 emissions compared to FY24, representing a 32.9% reduction since the FY23 baseline. Our transition from white diesel to Hydro-treated Vegetable Oil (HVO) delivered 132.26 tonnes of CO2e savings. All electricity consumed across our depots continues to be 100% renewable and backed by Renewable Energy Guarantee of Origin (REGO) certification. Energy efficiency improvements were realised across key sites including Wincham (14% reduction), St Neots (14% reduction), and Grimsby (6.7% reduction) against FY24 performance.

Our investment in innovative technologies continues to deliver significant carbon reductions: AMPD Entertainer saved 1,795 tonnes of CO2e; Dumarey Flybrid delivered 1,150.88 tonnes of CO2e savings; Battery-powered crawler cranes achieved 116.35 tonnes of CO2e savings; Zenobe energy solution contributed 125.78 tonnes of CO2e savings.

To support our sustainability objectives and drive measurable improvements in energy efficiency, the implementation of energy monitoring systems is now mandated across all site accommodation offerings. These systems provide real-time visibility into energy consumption patterns, enabling project teams to identify inefficiencies, optimise usage, and make informed decisions that align with environmental and cost-saving goals. By embedding this technology into our standard accommodation setup, we empower sites to take proactive control of their energy footprint and contribute meaningfully to overall project performance.

The installed systems are designed with scalability in mind and can be seamlessly upgraded to a full Building Management System (BMS) through our valued partnership with Gaia. This enhanced capability unlocks further opportunities for automation, intelligent control, and deep analytics, allowing sites to achieve significant reductions in both energy use and carbon emissions. The collaboration with Gaia exemplifies our commitment to innovation and continuous improvement, ensuring that our accommodation strategy not only meets current standards but sets a benchmark for future sustainability in construction.

#### SCOPE 3 REDUCTION

Within the Scope 3 emissions category, a key area of focus has been the role of logistics in reducing site waste, improving resource efficiency, and supporting circular economy principles. Our logistics teams are actively working to minimise environmental impact by streamlining material flows, reducing unnecessary deliveries, and enhancing on-site waste management practices. These efforts contribute directly to our broader sustainability objectives and help ensure that construction activities are aligned with responsible resource use.

Select Logistics, in collaboration with Explore Transport, have developed in-house capabilities that support efficient and sustainable project delivery. Select Logistics provides end-to-end services including logistics planning, delivery management systems, site access control, traffic and gate operations, lifting teams, and waste and facilities management. For projects, our logistics professionals are deployed to establish effective logistics strategies, set up consolidation centres, and collaborate with local providers. This approach ensures that logistics operations consistently support project targets for productivity, efficiency, and environmental performance.

## BIODIVERSITY

We remain committed to delivering operations that leave a positive impact on the natural environment. Biodiversity action plans developed in previous years continue to guide enhancements across our depots. Initiatives such as the "No Mow May" campaign were maintained, promoting natural growth and supporting local wildlife while engaging staff in sustainable landscaping practices.

## COMPLIANCE

Our environmental management systems continue to demonstrate strength and reliability, with ISO14001 and ISO50001 certifications maintained throughout FY25. We prioritise continuous improvement in environmental performance, supported by rigorous monitoring of water usage, energy consumption, waste generation, and manufacturing operations. In line with our commitment to compliance and responsible practices, we recorded zero convictions for breaches related to air and water emissions in FY25, underscoring our robust governance and operational discipline.





# Make a positive, lasting impact for society



## PUSHING BOUNDARIES FOR SOCIETY

As part of the Laing O'Rourke group, our social value strategy is built around five key pillars aligned with the UK Government's Social Value Model. This framework enables us to focus on what matters most to the communities we serve: widening employment opportunities, supporting local businesses, promoting education, advancing health and wellbeing, and fostering community engagement.

Our approach is deeply collaborative. We work closely with local stakeholders from residents and schools to suppliers and charities to ensure our projects deliver long-term benefits and promote the construction industry in a positive and inclusive way. Whether it's through job creation, educational outreach, or charitable initiatives, we aim to leave a meaningful legacy in every region we operate.

Select contributes to Laing O'Rourke's ambitious goal of enriching the lives of 2 million people and generating £2 billion in social impact by 2030. To track our progress, we partner with social value specialists Thrive, whose platform enables us to measure and report the financial value of our social impact. This data-driven approach ensures transparency and accountability, helping us continuously improve and align our efforts with community needs.

In FY25, we strengthened our Social Value Programme, delivering initiatives that inspire, support, and connect people. Our teams championed projects that brought joy to children, promoted education, honoured veterans, and advanced inclusion. Across all five pillars of our strategy, we generated an impressive £73.55 million in social value a testament to the dedication of our people and the power of purposeful collaboration.

THEMES	 Inclusive employment	 Thriving local economies	 Healthy communities	 Inspiring future generations	 Environmental net gain
PRIORITY OUTCOMES	Offer equal opportunities Upskill a diverse construction workforce	Maximise local supply chain spend Develop diverse and resilient supply chains	Improve wellbeing of our people Contribute to thriving local communities	Inspire and attract future talent Embed STEM within the national curriculum	Achieve net zero carbon by 2050 Enhance community green spaces
2030 TARGETS	Enrich the lives of 2 million people Create £2bn of social impact				

## INSPIRING FUTURE GENERATIONS

Shaping a sustainable future means investing in people especially the next generation. Empowering young minds and opening pathways into the construction industry is a vital part of our social value strategy. By engaging with schools, supporting educational programmes, and offering hands-on experiences, we aim to spark curiosity, build confidence, and inspire future careers in engineering and construction. In FY25, we generated £549.51k in social value through education-focused initiatives, helping to create meaningful opportunities for young people across the UK.

One of our key partnerships is with the Mabey Hire STEM Education Programme, through which our teams visited schools to deliver interactive sessions that introduced students to real-world engineering challenges. These activities encouraged creativity, teamwork, and problem-solving, helping students to see the exciting possibilities of a career in construction and plant hire. By providing tangible experiences, we are nurturing the next generation of innovators and ensuring a diverse and skilled future workforce.

We also expanded our work experience and apprenticeship programmes, hosting over 18 students across office and workshop roles. These placements offered valuable exposure to the industry, allowing participants to develop both professional and personal skills. In addition, we welcomed new apprentices into the business, further strengthening our commitment to long-term talent development.

Our teams continued to build strong relationships with local schools, volunteering their time to deliver careers talks and STEM sessions. These engagements provided students with insights into the wide range of roles available in construction, helping to demystify the industry and inspire future aspirations.

In collaboration with the Rotary Club and a local secondary school, we sponsored and supported an engineering competition designed to challenge students with practical problem-solving tasks. Our colleagues mentored participants throughout the event, offering technical guidance and encouragement. We also donated prizes for the winning teams, celebrating their creativity and innovation and reinforcing the value of engineering in everyday life.

As part of our outreach efforts, we participated in a secondary school careers fair, engaging with students from Years 8 to 11. Our representatives shared their career journeys, discussed the skills and qualifications needed for various roles, and answered questions about the world of work. These conversations helped students explore their interests and gain confidence in their future choices.

Through these initiatives, Select continues to play an active role in shaping a more inclusive and dynamic construction industry. By investing in education and youth engagement, we are not only supporting our clients' social value goals but also helping to build a stronger, more sustainable workforce for the future.

## WOMEN INTO MANUFACTURING AND ENGINEERING (WiME)

WiME is a regional initiative led by Green Port Hull and supported by North Lincolnshire, North East Lincolnshire, East Riding, and Hull City Councils. Its mission is to inspire and encourage women to pursue careers in manufacturing and engineering, fields that are vital to the Humber region's economic and environmental sustainability. With a growing demand for STEM (Science, Technology, Engineering and Maths) skills across local industries, WiME plays a crucial role in bridging the gender gap and building a more inclusive and resilient workforce.

In FY25, Select provided financial sponsorship for a major WiME event in the Yorkshire and Humber region, contributing towards marketing, and event delivery. In addition, Select hosted an exhibition stand at the event, engaging directly with attendees to share the wide array of opportunities available within the industry.

For the past two years, Select has partnered with Vale Academy to support the "Raising Aspirations" programme. This initiative targets Year 9 female students and is designed to be hands-on and engaging, helping students explore career pathways in STEM. Select team members participate in these sessions, offering real-world insights and fostering meaningful connections between students and industry professionals.

The WiME Mentoring Programme, proposed and led by Tracy Westerby, Principal Engineer and WiME advocate, has grown steadily over the past two years. This programme now supports university students, career changers, and women already working in the sector. Two members of the Select team have now joined the network and successfully matched with mentors to support their professional development.

## HEALTHY COMMUNITIES

At Select, we believe that sustainability is about supporting the wellbeing of people and communities. By investing in charitable initiatives and encouraging employee volunteering, we help build healthier, more resilient societies. Our commitment to giving back is embedded in our culture, and we actively promote opportunities for our teams to engage in meaningful causes that make a real difference.

In FY25, our employees dedicated 570 hours to volunteering projects, generating £11,262.41 in community contributions. These efforts spanned a range of impactful initiatives, each aimed at supporting vulnerable groups, raising awareness, and fostering community spirit.

One of the standout moments was our participation in the KidsOut Giving Tree for the second consecutive year. Teams across our depots came together to purchase Christmas gifts for children in local refuge homes and those facing hardship. For many of these children, the presents represented more than toys, they were symbols of hope and belonging during a challenging time. We are incredibly proud of our teams for embracing the spirit of the season and helping to bring joy to hundreds of children across the UK.

We also championed health and wellbeing campaigns throughout the year, including Hearts & Minds, Breast Cancer Awareness, and Movember. These initiatives encouraged preventive health measures and fostered open conversations around physical and mental wellbeing. Activities ranged from table tennis tournaments to cycling challenges, creating engaging ways for our teams to connect and support important causes.

At our St Neots depot, the iconic Big Poppy continued to serve as a powerful tribute to those who served in the armed forces. Mounted on a 75-foot crane and measuring five feet across, it is believed to be the UK's largest permanent poppy. By day, it stands as a bold landmark; by night, it transforms into a radiant beacon of remembrance. Each December, the poppy is replaced with a festive display featuring Father Christmas and his sleigh, delighting passersby and bringing seasonal cheer to the community. In addition, our team supported the Royal British Legion's Poppy Appeal, volunteering at local supermarkets to raise funds and awareness for this vital cause.

During the festive season, our colleagues also supported a local foodbank initiative, volunteering their time to pack and distribute holiday hampers filled with essential items and festive treats. These hampers were delivered to families and individuals facing hardship, ensuring they could enjoy a warm and dignified celebration.

These initiatives reflect our deep-rooted commitment to social sustainability. By giving back and promoting healthier communities, we continue to build a culture of care, compassion, and collective impact, one that extends far beyond our project sites.

## THRIVING LOCAL ECONOMIES

At Select, we recognise that sustainability extends beyond environmental impact - it also encompasses economic and social responsibility. One of the most powerful ways we contribute to regional resilience is by investing in local businesses and small-to-medium enterprises (SMEs). These partnerships not only strengthen our supply chain but also stimulate local economic growth, create jobs, and foster long-term community development.

We are proud of our long-standing relationships with local suppliers and remain committed to nurturing these connections. By prioritising local procurement, we help ensure that the economic benefits of our projects are felt within the communities where we operate. This approach builds stronger, more self-sufficient local economies and supports the growth of innovative, agile businesses that are vital to the construction sector.

In the past year alone, we spent over £55 million with local supply chain businesses. This investment reflects our dedication to inclusive growth and our belief that SMEs play a critical role in driving innovation, flexibility, and sustainability across our operations. Whether through direct procurement or collaborative development, we actively seek opportunities to support small businesses and help them thrive within our supply chain.

By embedding local engagement into our procurement strategy, we are not only delivering value for our clients but also contributing to a more equitable and sustainable future for the communities we serve.



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## Engender an inclusive, healthy working environment



### PUSHING THE BOUNDARIES FOR OUR PEOPLE

Throughout FY25, our team has gone above and beyond, demonstrating unwavering dedication, innovation, and teamwork. From supporting key projects to engaging in community initiatives, every individual has played a vital role in our success. It's this passion and commitment that drives Select forward, making a real difference for our clients, communities, and the industry as a whole. Our people are at the heart of everything we do, and we're committed to supporting their mental health and wellbeing. This year, we've taken meaningful steps to create an inclusive, supportive workplace through the following activities and initiatives.

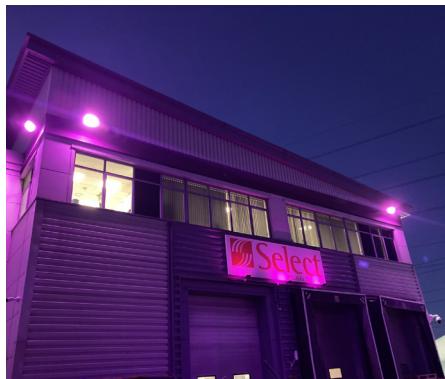
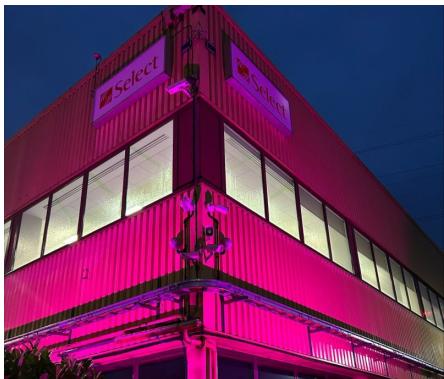
Throughout the year, over 300 team members took part in our Inclusion & Wellbeing Course, reflecting our strong commitment to fostering a supportive and inclusive workplace culture. The course was designed to equip employees with practical tools and strategies to promote mental wellbeing, embrace diversity, and create psychologically safe environments. This initiative marks a significant step in our ongoing efforts to prioritise employee wellbeing and cultivate a workplace where everyone feels respected, valued, and empowered to thrive.

In FY25, the Select Training Academy played a pivotal role in supporting the learning and continuous professional development of our workforce. Over the course of the year, 698 Select delegates successfully completed a course through the academy, reflecting our ongoing commitment to investing in people and fostering a culture of growth and capability. The academy continues to be a cornerstone of our sustainability strategy, equipping employees with the skills and knowledge needed to thrive in a dynamic and responsible business environment.

To mark World Mental Health Day, our St Neots depot welcomed guest speaker James Ford, who delivered an inspiring and thought-provoking talk on the importance of mental health awareness. His session sparked meaningful conversations among team members, encouraging open dialogue around mental wellbeing and breaking down stigmas often associated with mental health challenges. James shared personal insights and practical strategies for maintaining emotional resilience, fostering a supportive workplace culture, and recognising when colleagues may need help. The event was well-received, with many attendees expressing appreciation for the opportunity to reflect, learn, and connect. It served as a powerful reminder of our collective responsibility to prioritise mental health and support one another both in and outside of work.

To celebrate #PurpleLightUp - a global movement promoting inclusive working environments for disabled employees- we illuminated our depots in vibrant purple. Participating sites included Littlebrook, St Neots, Dartford Head Office, and Wincham, signalling our commitment to creating an inclusive workplace where everyone can thrive. This visual celebration reflects our ongoing efforts to ensure accessibility, representation, and equity for all colleagues.

As part of our ongoing commitment to mental health awareness and support, our Littlebrook depot welcomed the Make It Visible Van, an initiative led by the Lighthouse Charity. The visit helped raise awareness of mental wellbeing in the construction industry, and break down the stigma around mental health conversations. The event reinforced our dedication to creating a culture where mental health is prioritised and help is always within reach.



# SUMMARY

As we close our FY25 sustainability report, we celebrate a year defined by meaningful progress, innovation, and collaboration across every corner of our business. From empowering our people through the Select Training Academy, to delivering low-carbon products that support our clients in building a more sustainable industry, our commitment to sustainability has remained steadfast.

Throughout the year, we've deepened our engagement with communities through volunteering and school outreach, while also investing in health and wellbeing initiatives that support our colleagues. Our environmental efforts have included trials of sustainable technologies, strategic investment in greener plant, and participation in awareness campaigns such as No Mow May and Light It Up Purple.

We continue to align with ISO14001 and ISO50001 standards, reinforcing our structured approach to reducing emissions and improving operational efficiency. These actions reflect our broader contribution to Laing O'Rourke's long-term sustainability goals, including net-zero targets.

FY25 has shown that sustainability is not just a goal, it's a shared responsibility and a daily practice. With the support of our clients, communities, and passionate team, we remain committed to driving positive change and delivering solutions that benefit both people and the environment.