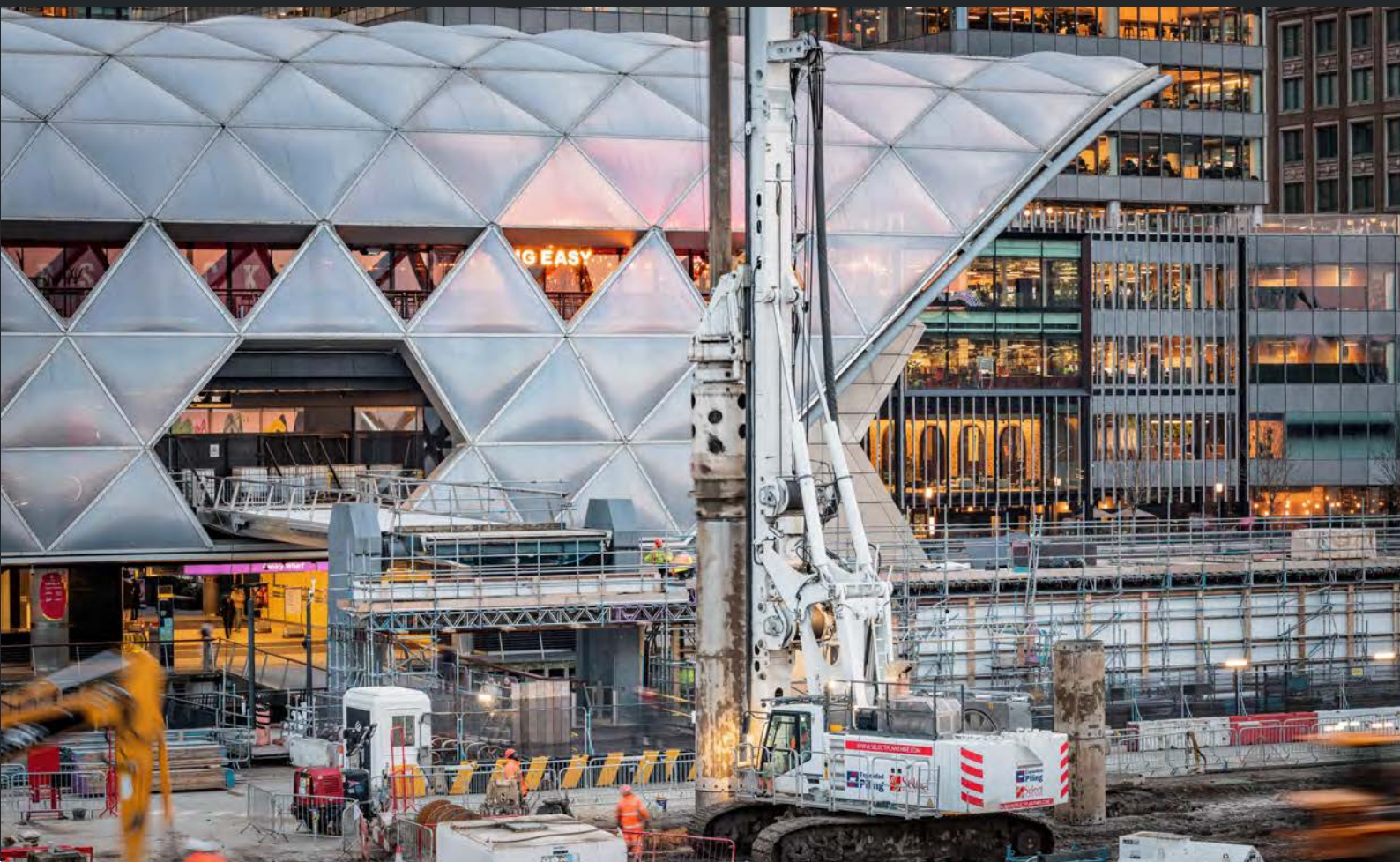




# SUSTAINABILITY PERFORMANCE REPORT

FY24



# INTRODUCTION

I am pleased to present the Select Plant Hire FY24 Sustainability Report, outlining our progress and commitment to building a more sustainable future. At Select, we understand the significant role we play within the construction industry, not only in delivering innovative solutions but also in driving sustainable practices that align with our broader environmental and social responsibilities.

Throughout FY24 we have made significant improvements in reducing our carbon footprint, advancing our circular economy initiatives to foster an inclusive and safe working environment. This report highlights our key achievements as we continue to push the boundaries of sustainable plant hire.

Our journey towards net zero remains at the core of our sustainability strategy. In FY24, we expanded our fleet of low-emission machinery, invested in renewable energy solutions across our operations, and strengthened our partnerships with suppliers who share our values. These steps bring us closer to achieving our ambitious corporate targets while ensuring we provide our customers with the most sustainable and efficient solutions on the market.

Looking ahead, we remain committed to delivering on our sustainability promises. FY24 has laid a strong foundation, but we recognise that there is more work to be done. We will continue to innovate, collaborate, and challenge ourselves to deliver positive impacts across our entire value chain.

Sincerely,



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

# OUR OPERATIONS AND OUR SUSTAINABILITY APPROACH



Select strives to be at the forefront of innovation in our industry by providing cutting-edge solutions and equipment hire services to a variety of sectors across the UK. With over 40 years of experience and a commitment to cutting-edge technology, we offer our clients more efficient, innovative, and cost-effective solutions to shape their operations.

Our investment in sustainable plant hire and alternative fuel technologies underlines our commitment to supporting a more sustainable future for the construction industry. By offering low-emission machinery and innovative site solutions, we aim to be the driving force for transformation in how the sector approaches sustainability. We recognise that collaboration is essential to achieving this goal, and we are proud to work closely with our supply chain partners to drive positive change.

Pushing the boundaries of possibility is fundamental to our operations and guides every aspect of our business. Our Group sustainability strategy is the foundation of our efforts to minimise environmental impact while making a positive contribution to our people, clients, and the communities in which we operate.



Deliver innovative,  
high performance  
sustainable solutions



## PUSHING THE BOUNDARIES FOR OUR CLIENTS

At Select Plant Hire we understand that our clients want products and solutions that minimise environmental impacts and better serve the community. Our commitment to innovation and low-carbon products enables us to help clients meet their sustainability ambitions.

We have a collective responsibility to procure, engineer and deliver more sustainable plant and equipment and we're proud to help our clients to deliver better outcomes for people and the planet. Experience shows us that the earlier we engage, the deeper our client partnerships run, laying the foundations for far more sustainable outcomes. We know there's a long way to go, but we're determined to play our part.

Authenticity, innovation and targeted action are central to our strategy. Across our business we're working with clients, academic partners and industry to develop, trial and implement the technologies, designs and programmes that will enable societies to thrive, sustainably.

Select Plant Hire demonstrates its commitment to clients by maintaining membership in the Supply Chain Sustainability School (SCSS). In Spring 2023, we submitted our evidence for assessment against the Plant Category Group Minimum Standards. We are proud to announce that, for the second consecutive year, we achieved Gold Status, scoring full marks across all assessed categories.

Additionally, we have made significant strides in upskilling our staff on sustainability topics by utilising resources from the Supply Chain Sustainability School. Over the past year, we accumulated nearly 200 training hours on critical topics, including on-site sustainability awareness and air quality management for plant and equipment.

In 2022, Select Plant Hire collaborated with Laing O'Rourke and Liverpool John Moores University to establish a Knowledge Transfer Partnership aimed at developing a low-carbon, energy-efficient, and cost-effective drying room solution. This initiative, sponsored by Innovate UK, was successfully completed in March 2024.

Throughout the past two years, a comprehensive literature review was conducted, and extensive trials were carried out at our Wincham Depot and the Everton People's Stadium project.

The finalised solution, which is set to be marketed in 2025 has achieved a remarkable energy cost reduction of up to 92%, alongside an overall energy saving of 58%. Such great savings have been achieved as a result of energy efficient equipment being selected to form part of the new drying room infrastructure. The designated drying room area operating on a SMART building management system resulting in the room only operating during certain hours and the drying process stopped once sensors had reached the optimum relative humidity and temperature point.

To drive innovative sustainable change across the industry we acknowledge that as a business we cannot do this in isolation. It is essential for us to continue partnering with academic institutions and participate actively in industry working groups.



# Preserve our planet



## PUSHING THE BOUNDARIES FOR THE ENVIRONMENT

Significant irreversible change to the earth's natural environment is one of the greatest threats faced by humanity. We are reducing our contribution to global warming by taking targeted action on our emissions, reducing waste and aiming to deliver ecological positives operations.

### SCOPE 1 & 2 CARBON REDUCTION

To continue reducing our Scope 1 emissions, we transitioned from white diesel to Hydro-treated Vegetable Oil (HVO) in 2022. Our HVO is derived from waste, sourced from ISCC certified providers, and has a fully traceable supply chain, ensuring no contribution to negative indirect land use change (ILUC), such as deforestation. Throughout FY24, this switch from diesel to HVO has resulted in a reduction of 211 tCO<sub>2</sub>e from our depot operations.

All electricity (Scope 2 emissions) utilised across our depots is 100% renewable and backed by Renewable Energy Guarantee of Origin (REGO) certification. By purchasing REGO-backed electricity in FY24, we have achieved a saving of 342.65 tCO<sub>2</sub>e.

In our efforts to reduce energy consumption across depot operations, we achieved an 33.81% reduction in energy usage compared with FY23.

In reducing carbon dioxide emissions across our depot operations, we have achieved an 30.12% CO<sub>2</sub> reduction against our FY23 energy usage.

As part of our decarbonisation strategy, the company made a significant investment in innovative low carbon products and we are proud to state that the business invested £45m in FY24 towards green assets.

Select Plant Hire works continually with manufacturers and the wider industry to seek and support in developing the latest plant innovations.

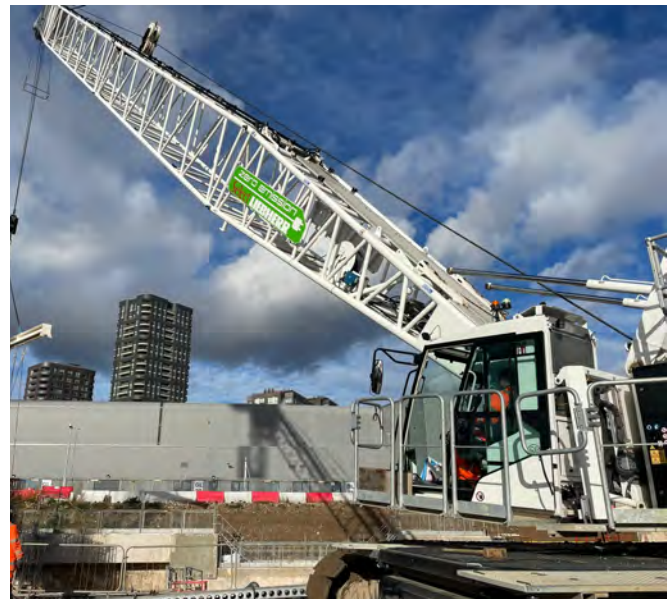
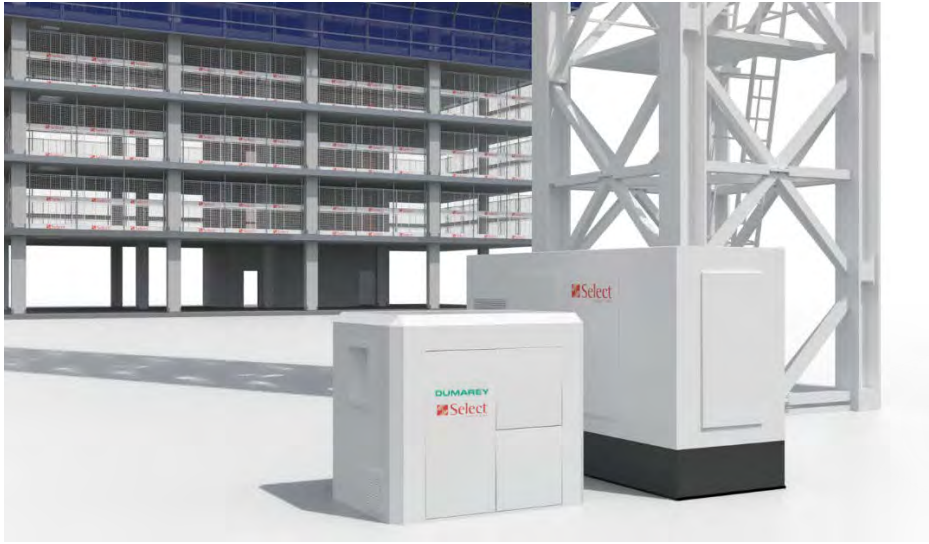
### INNOVATIONS DELIVERING SCOPE 1 & 2 CARBON REDUCTIONS

The AMPD Enerainer is a plug-and-play device designed for the electrification of construction. Select Plant Hire introduced AMPD to the UK market in 2022, providing a clean, quiet, and fully automated energy solution that enables construction sites to transition away from fossil fuels. Over the past year, the use of our AMPD product has resulted in a reduction of nearly 1,200 tCO<sub>2</sub>e across our client sites.

In addition to its environmental benefits, the AMPD Enerainer operates thirty times quieter than traditional diesel generators, making it particularly advantageous for projects situated in local communities and sensitive environments.

In 2021, Select Plant Hire partnered with Dumarey Flybrid (formerly Punch Flybrid) to implement a flywheel-based energy storage system. This innovative technology plays a crucial role in managing peak demands on dynamic electrical loads, consuming minimal energy to spin a flywheel that stores energy for immediate release. This capability significantly reduces power supply requirements, allowing for the use of smaller generators or mains power supplies. We now have 29 Flybrid units in our fleet, and their deployment has enabled our clients to save 590.1 tCO<sub>2</sub>e.

Since Select introduced the first battery-powered crawler crane to the UK in 2021, our fleet has expanded to seven crawlers. Over the past year, the use of these cranes has resulted in a reduction of 116.35 tCO<sub>2</sub>e compared to their diesel counterparts across client sites.



## SCOPE 3 REDUCTION

Supply chain excellence is an area in which we have invested a lot of energy and resource, including supply chain traceability. It is only in understanding where our materials and services come from and how they are managed that we can truly determine our wider environmental and societal impact. And with Scope 3 emissions representing over 90% of Laing O'Rourke's carbon footprint – that is to say, our indirect emissions – developing supply chain partnerships that are transparent, progressive, and hold integrity is crucial.

## CIRCULAR ECONOMY

We are developing our approach to circularity, focusing on key materials and identifying opportunities to pilot products with circular economy benefits across our operations, as well as working with clients that are demobilising to find ways to redeploy and reuse products and materials either onto a new site or back to suppliers for recycling or reuse. Cross-functional working groups have been established to lend circular economy focus, recognising that it's an area we expect to mature rapidly. Working with supply chain partners that share our values is an important aspect of this approach, providing opportunities to reduce waste together.

Total waste produced across our depot operations increased by 7.51%. However St Neots achieved a 22% waste reduction against FY23 performance; Grimsby achieved 32% waste reduction against FY23 performance and Littlebrook achieved 3.6% waste reduction against FY23 performance.

Moving into FY25 we plan for our Logistics team to have further involvement and engagement driving clients to adopt circular economy principles with the aim of further supporting our clients achieve their reuse and waste reduction targets.

## BIODIVERSITY

We aim to deliver operations that leaves a positive impact on the natural environment. We have worked with a specialist partner to determine the biodiversity risks, impacts and opportunities across our depots. This understanding is helping us to make responsible decisions based on the needs of the natural environment.

The business engaged an ecological consultant in FY23 to undertake initial biodiversity baseline assessment across all our depots; Grimsby, Littlebrook, St Neots and Wincham, to better understand the biodiversity landscape, including identification of plant and animal species. Following this a biodiversity action plan has been developed, documenting key actions that can be undertaken to enhance the site's biodiversity, enabling existing wildlife and environments to further flourish. To further monitor the performance of our depots we will then continue to monitor.

We embraced the "No Mow May" campaign, allowing areas of our grounds to grow naturally without mowing. This initiative not only supports local wildlife but also raises awareness about the importance of sustainable landscaping practices. It has been well-received by our staff, who have shown great enthusiasm in observing the wildlife in and around our depots.

## COMPLIANCE

Careful management of our environmental aspects and impacts is paramount, and we are proud to be ISO14001 and ISO50001 accredited. These systems enable us to thoroughly understand our impacts on natural resources. We conduct regular reviews across our operations which include focusing on water and energy usage, and waste generation throughout our processes.

Our operations recorded zero convictions for air and water emissions in FY24.

Within each product area of the business we have implemented specific sustainability action plans with a key focus on operational carbon emissions reduction, adopting circular economy principles and driving continual improvement with the aim to enhance our environmental performance. These initiatives have fostered greater engagement with product teams and identified key sustainability opportunities, addressed by relevant experts in each area which is key to delivering sustainable success.





# Make a positive, lasting impact for society



## PUSHING THE BOUNDARIES FOR SOCIETY

As part of the Laing O'Rourke group, we have a social value strategy which focuses on key five areas, aligned to the government's Social Value Model. This framework allows our team to focus on what communities need most. We have programmes to widen employment opportunities, prioritise local supply chain partners during procurement, and engage with local students to inform them about the wide range of careers in construction.

We work hard to engage deeply with our local stakeholders, whether they be part of our workforce or nearby residents and business, to enable a deeper understanding of the long-term benefits of our work and promote the industry in a positive manner.

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

Select, as part of the Laing O'Rourke group, contributes to the strategic goal of enriching the lives of 2 million people and creating £2 billion of social impact by 2030.

We work in partnership with social value specialists, Thrive, to record and monitor progress towards our social value targets. By attributing a financial metric to social impact, the Thrive platform enables use to report the progress we're making and quantify its value.

FY24 has been a landmark year for our social value efforts, reflecting our unwavering commitment to sustainability and community engagement. The total social value recorded on Thrive reached an astounding £100 million this financial year. This rapid and substantial growth reflects the depth and breadth of our efforts to support local communities through various initiatives such as volunteering, donations, fundraising, and educational programmes.



## INSPIRING FUTURE GENERATIONS

Empowering and inspiring future generations is a core element of our social value strategy. In FY24, we created £14,850 in social value through education-focused initiatives. Key activities included:

- **LEGO Programme Initiative:** Introducing students to creative problem-solving and STEM education. This hands-on initiative encouraged young people to explore engineering and technology, inspiring the next generation of innovators.
- **Work Experience and Apprenticeship Programmes:** We offered local students valuable opportunities to enhance practical skills and career insights. These programmes have been instrumental in preparing young people for the workforce and enhancing their future prospects.
- **Volunteering:** Our employees further contributed to inspiring future generations through volunteering, by sharing their expertise and knowledge, they helped equip young people with the confidence and tools needed to pursue their career aspirations.

## THRIVING LOCAL ECONOMIES

As a business we are proud of our long-standing relationships with local suppliers. We recognise we can, and do, play a crucial role in stimulating regional economic growth, creating jobs, and fostering community development. By supporting local businesses and encouraging local spending, communities can build a stronger and more resilient economy.

Over the last year we spent over £24.5 million with local supply chain businesses. We are keen to support small and medium-sized businesses wherever within our supply chain.

## HEALTHY COMMUNITIES

In FY24, our employees engaged in numerous volunteering projects that contributed to healthier communities. Through these efforts, we generated £27,300 in contributions for the community include:

- **Donating a Select van for the St. Neots Santa visit:** To support a local tradition, we provided a van that facilitated Santa's visits throughout December, spreading holiday cheer and engaging with the community.
- **Giving Tree for children's christmas present donations:** Our giving tree initiative collected Christmas presents for underprivileged children, ensuring they received gifts during the holiday season.
- **Litter picking:** Our teams supported environmental cleanup initiatives in Hammersmith, helping to restore public spaces and create cleaner, safer neighbourhoods.
- **Hammersmith Garden clearances and school painting:** Our volunteers revitalised community spaces by clearing community and school gardens and repainting local school playgrounds, enhancing both the appearance and functionality of these spaces.
- **Health campaigns:** Promoting health and wellbeing through various campaigns, such as Hearts & Minds, Breast Cancer Awareness and Movember, raising awareness and encouraging preventive health measures both physically and mentally across our depots.

These activities not only improved the physical environment but also strengthened community relationships, contributing to the overall health and wellbeing of local residents.



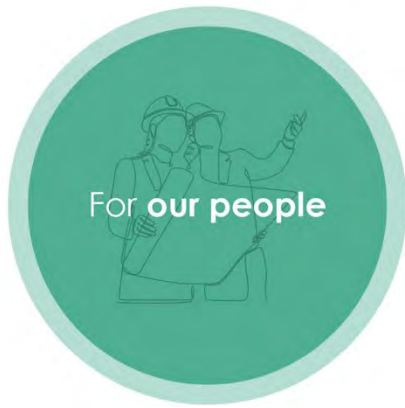
Littlebrook Depot lit up in support of the Positively Purple campaign



Local Garden Clearance



St Neots Family Football Day



# Engender an inclusive, healthy working environment



## PUSHING THE BOUNDARIES FOR OUR PEOPLE

We know that a more diverse workforce will help us to innovate and make better decisions, and we continue to explore new approaches to ensuring we create an inclusive culture where all people feel welcome.

In addition to the Laing O'Rourke target of a 50-50 gender balance among staff by 2033, we are working with other partners to identify and eliminate unconscious biases, and help us make progress in reducing the barriers many face in accessing the workplace.

Laing O'Rourke has been awarded Level 3: Disability Confident Leader, the highest level in the UK Government's Disability Confident scheme, which supports employers to make the most of the talents that people with disabilities can bring to the workplace. It is among the first tier one contractors to attain Level 3.

Additionally, every year Select provides employees with opportunities to think how we can best support everyone in our business to have the opportunity to thrive by participating in the Positively Purple initiative. This global movement promotes inclusive working environments for disabled employees. Traditionally we light up our building in purple, run awareness campaigns and hold workforce briefings.

As part of our ongoing commitment to the growth, development, and wellbeing of our workforce, Select has invested significantly in training, development programmes, and wellbeing initiatives that enhance both personal and professional lives. In FY24 we are proud to report the following achievements:

- 12,500 hours of training opportunities through our dedicated Training Academy, equipping our people with the knowledge and skills to excel in their roles and adapt to an ever-evolving industry.
- 32 weeks of apprenticeships were successfully delivered, giving new talent the chance to learn, grow, and forge meaningful careers with Select. These programmes provide hands-on experience, mentorship, and the opportunity to develop specialised skills.
- Facilitated 4 weeks of work experience, offering individuals the opportunity to gain valuable insights into our operations, fostering career exploration and practical skill development.
- Conducted 2,500 hours of toolbox talks, ensuring that vital safety knowledge, best practices, and new industry standards are consistently shared and understood by our workforce.
- Supporting the mental health of our teams remains a priority, with 385 hours of mental health initiatives delivered across our depots. These sessions have helped create a culture where emotional wellbeing is openly discussed and supported.
- Physical wellbeing is equally important, and we are proud to have provided 695 hours of physical wellbeing activities, encouraging our workforce to maintain healthy, active lifestyles and promoting long-term health.

These efforts underscore our belief that investing in the people behind our success is the foundation of sustainable growth. By pushing the boundaries in training and wellbeing, we are fostering a work environment where every individual can thrive.



Training Academy in St Neots



Apprenticeship Programme



Littlebrook Team

# SUMMARY

As we conclude our sustainability report, we reflect on a year of significant achievements and unwavering commitment to our sustainability goals. Our efforts have spanned multiple areas, from reducing our carbon footprint and protecting natural resources to fostering a diverse and inclusive workplace and supporting our communities.

We are proud to offer low carbon products to the industry through implementing energy-efficient technologies. Our initiatives, including Light It Up Purple, No Mow May, and the LEGO STEM Programme have all enabled our staff and workforce to be a part of our sustainable journey.

Our adherence to ISO14001 and ISO50001 standards underscores our dedication to managing our environmental impacts which exemplifies our strategic approach to reducing emissions and enhancing operational efficiency.

Looking ahead, we remain focused on Laing O'Rourke's long-term sustainability objectives, including achieving net-zero emissions by 2050, operational net zero by 2030, and gender parity among our global staff by 2033.

We recognise that our sustainability journey is ongoing, and we are committed to driving continuous improvement, innovation, and collaboration. By leveraging advanced technologies, fostering strong partnerships, and engaging our passionate team, we are confident in our ability to build a more sustainable and resilient future.

As a business we are grateful to all our stakeholders for their support and collaboration on our sustainability journey. Together, we will continue to pioneer solutions that deliver industry-leading products, ensuring a positive impact on our environment and society for generations to come.