

HIS NEWS

AUGUST EDITION  **Hargreaves | S&B Utilities**

Hargreaves Industrial Services

It's been a busy month across the business, and we've got some great updates to share. In this issue, we take a look back at the NWG Innovation Festival, attended by our S&B Utilities team, plus highlights from our bi-yearly Safety Conference—including the announcement of this year's well-deserved Safety Award winners. Stay connected with our community and receive firsthand details about recent events, and more.

Safety Awards Success - 2025 Award Winners Revealed



Last month we hosted our biyearly Safety Conference, bringing together teams from across the business to focus on safety in the workplace and other business updates. Ben Van der Merwe (who heads up our South Africa business) also joined us to share an update on our operations there.

We explored how positive influences drive safe behaviours, create accountability, and ultimately protect our people.

🎉 To close the day, we proudly recognised contributions across the business with our Hargreaves Awards:

- 🏆 Best Safety Week – Killingholme Transport & Warehousing
- 🏆 Individual Contribution – Tom Brown
- 🏆 Individual Contribution – Kerry Fletcher
- 🏆 Site Performance – Port Talbot
- 🏆 Site Performance – LPL POT
- 🏆 ESG Award – Yorkshire Water Contract
- 🏆 Site Innovation – Engineering & S&B Utilities

👏 A huge congratulations to all of our award winners.



S&B Utilities at the NWG Innovation Festival 2025 💧

Earlier this month, S&B Utilities proudly attended the Northumbrian Water Group's Innovation Festival, held at Newcastle Racecourse. This week-long event brought together industry leaders, innovators, and changemakers to explore bold ideas shaping the future of the UK water industry.

As one of this year's festival sponsors, S&B Utilities hosted the Outdoor Games Area, branded as "Brought to you by S&B Utilities". The space became a lively space for informal networking.

We also had a presence in the main Exhibition Area, where our stand showcased who we are, what we do, and the expertise we bring to the utilities sector.

One of the event's highlights was the four-day Sprint Challenge, hosted by Avoe and Costain, which focused on designing systems to eliminate waste and achieve true sustainability across the water sector. We were proud to have two of our team members, Gavin Williams & Neil Lumb, involved throughout the challenge, contributing ideas and insights alongside peers from across the industry.

Ahead of S&B Utilities commencing the NWG's AMP8 Capital Delivery Framework, the Festival was a great opportunity to share knowledge, strengthen partnerships, and represent the S&B Utilities brand on a national platform. A huge thank you to everyone at HIS & S&B Utilities involved in making our presence a success.

Employee Spotlight: Shaun Straw steps into the Water Industry 💧

This month we are shining the spotlight on Shaun Straw, who spent 27 years in the power industry before joining us in 2018 as a Coal & FGD operations supervisor on the West Burton O&M contract and in 2023 was appointed to operations supervisor on our Yorkshire Water sludge handling and dewatering operations contract.

“After many years of my career in the power industry, recently stepping into the water industry, I have discovered a new world of challenges and opportunities. The favourite part of my role is travelling to various Yorkshire Water sites and interacting with our staff on the front line and making sure that everything is running smoothly. I also have been building relationships with the client, and each visit is an opportunity to connect with the dedicated staff who keep our operations thriving. I am looking forward to continuing my role and pushing the Hargreaves brand to our client and all of the different skills that HIS has to offer, such as engineering, fabrication, and electrical installations. I hope in the future that this contract will expand into something bigger for our division.”

Thank you for your efforts, Shaun, and we look forward to seeing the positive impact you'll continue to make in your role.

Disability Confident Employer Certification ✓



We are pleased to share that Hargreaves Industrial Services is now certified as a Disability Confident Employer. We have recently undertaken and completed the Disability Confident self-assessment, and we exemplify all of the core actions required to be a Disability Confident employer.

Employee of the Year: Congratulations Tom Brown 🏆



Congratulations to this year's Employee of the Year, Tom Brown. Tom, Plant Operator at Yorkshire Water - Blackburn Meadows was nominated for going above and beyond for his team, by being instrumental in supporting our new contract with Yorkshire Water by offering his help to train and support the new management team as well as new starters at HIS. He has provided telehandler support & HACCP (Hazard Analysis and Critical Control Points) advice on how the Yorkshire Water systems operate.

Tom has also helped out by moving polymer cubes around site which was greatly appreciated. Tom has recently been promoted to Site Supervisor as well as winning an award at our safety conference for his 'Individual Contribution'.

2025 has clearly been a remarkable year for Tom, filled with well-deserved recognition and opportunities. Thank you for your hard work and best of luck for the rest of the year.

Happy Retirement! 🎉



Last month, we bid farewell to 2 valued team members of the HIS division, Engineering Project Manager Alan Bird & Site Administrator Christine Kilmore.

Both plan on spending quality time with family. Wishing you both a happy and well-deserved retirement.

🌟 Reward & Recognition 🌟

We're proud to share that Simon Baker has been nominated for a Reward & Recognition award for his outstanding innovation and forward-thinking approach. Simon is an HIS fitter based at Scunthorpe and he supports all our locations where we deploy mobile plant. Simon is one of our longstanding fitters with over 27 years' service with Hargreaves. Simon consistently goes above and beyond in everything he does, and his most recent achievement truly stands out. Simon has been instrumental in the design, ordering, building, and deployment of a brand-new dust suppression cannon for the water bowser at West Burton.

From concept to completion, Simon ensured it worked efficiently and took the initiative to train others on its correct use. His hands-on approach, creativity, and technical expertise are a brilliant example of how passion and skill can come together to produce great results.

👏 **A huge well done, Simon—and thank you for your continued commitment.**



Strong Results for Hargreaves PLC – Year Ending 31

May 2025 

Hargreaves Services PLC has delivered another strong year, with solid growth and exciting progress across the business.

For the year ending 31 May 2025, the group achieved:

- 1. Double-digit growth in both revenue and EBITDA**
- 2. A return to profitability for our HRMS joint venture**
- 3. An increased proposed final dividend of 18.5p**

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We are pleased to share that hargreaves industrial services have welcomed nine new customers in the industrial and engineering sector over the last financial year. These partnerships reflect our commitment to delivering exceptional service and innovative solutions tailored to the unique needs of each client. By expanding our client base, we are able to bring our expertise in operations and maintenance to a wider range of industries, fostering growth and collaboration. Our team is dedicated to ensuring that all projects are executed with the highest standards of safety and efficiency. We look forward to building strong, long-lasting relationships with our new customers and continuing to support their operational goals.