

COMPANY PROFILE



GHG
GROUP

HIRE SOLUTIONS

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*G*enuine,
*A*stute,
*P*rofessional



Managing Directors' Introduction

GAP Hire Solutions is the UK's largest independent equipment hirer. Founded by our father, Gordon Anderson in 1969, the company has grown from one depot focusing on plant hire to 10 divisions and over 200 locations nationwide. Remaining privately owned has allowed us to be flexible to the specific needs of our customers, ensuring the business is resilient in an ever-changing landscape.

Traditional family values, including trust, integrity and honesty, underpin our operations, and our people are committed to the 'GAP CODE' – a set of values which embody all we do and represent communication, one team, dedication and efficiency.

We are extremely proud to be the market leader in our level of capital investment in new equipment relative to turnover. As a result, GAP has some of the newest, most reliable and environmentally friendly equipment available in the industry. As GAP continues to grow and develop, we look forward to being the national hire partner of choice for customers throughout the UK for many more generations to come.

Douglas and Iain Anderson

Vision

*To be the UK's most
innovative hire
solutions provider*

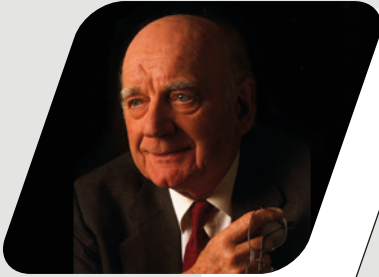
Mission

- *To grow and adapt in partnership with our customers*
- *To recruit, retain and develop the most talented people*
- *To deliver market-leading investment year on year*



Growing. Adapting. Progressing.

1969



GAP

Gordon Anderson - Founder

1970



Gordon Anderson Plant (GAP) established.
Acquisition of Clyde Diesel.
Large operated plant fleet such as: Excavators,
JCB 3CX's and 25 Ton Dump Trucks.

1975



1978
Douglas Anderson joins GAP.

1995



1997 - Acquisition of Ace Hire & Sales in Isle of Man (3 depots).
1998 - Moved into new HQ on Carrick Street, Glasgow.

2000



2003
Creation of GAP one for Major Accounts.

2005



2006 - Introduction of Top 50 Tools.
2009 - Establishment of Non-Mechanical Plant division.

1980



1984
Iain Anderson joins GAP.

1985



1986 - Acquisition of Henderson Plant. Disposal of operated plant hire. £3m turnover.
1988 - Douglas and Iain, become joint Managing Directors of GAP.

1990



1990
Depot count up to 15.

2010



2011 - Establishment of Lifting division.
2014 - Establishment of 3 new divisions: Survey & Safety Hire, Event Services, Welfare Services.

2015



2015 - Established GAP Vehicle Hire and the London Tools & Access division.
2016 - GAP's Charitable Foundation – GAP Giving was launched (1% of all profits to charity).
2017 - Depot count up to 140.

2020

The Future
The UK's most innovative hire solutions provider





150 CLUB

Delivering solutions with GAP's 150 Club! Explore our exclusive selection of the most-hired products across our divisions, all available precisely when you need them. At GAP, we don't just talk excellence, we live it.

With an unlimited budget to manage this stock, our depots ensure all equipment is cutting edge and ready for hire. Efficiency matters! 150 Club products can be yours within 4 hours! Get in touch for a personalised quote on our 150 Club products.

Quality. Reliability. Efficiency.

Plant

With over 50 years' experience, plant hire is ingrained in our DNA. Supplying items such as excavators, rollers, dumpers, telehandlers and lighting towers.

GAP has a nationwide network of depots with skilled fitters to complement our elite machines. Continual reinvestment ensures we offer one of the newest and most innovative fleets in the industry.



Tools

Having supplied tools since 1987, GAP continues to show an ongoing commitment to being the leading tool hirer in the UK. With an exclusive partnership deal with Hilti, we are able to offer our customers the best tools in the hire industry, including cut off saws, floor sanders, breakers, drills and consumables.



Pump Services

GAP Pump Services primarily handles enquiries for specialist fluid movement, from basic dewatering to dedicated system design.

Diesel, hydraulic and electric submersible and surface-mounted pumps are available. GAP's pumps include Stage V engines, fitted solar panels and telematics contained within the pump sets. The equipment is designed to be split into drainage and sewage product groups.





Lifting & TIC

GAP Lifting has over 29 stand-alone depots nationwide, with highly skilled engineers and technical sales staff available regionally. Safety is of paramount importance. As a member of the Lifting Equipment Engineers Association (LEEA), we make sure all the equipment we supply complies fully with both the Lifting Operations and Lifting Equipment Regulations (LOLER) and the Provision and Use of Work Equipment Regulations (PUWER).

Test, Inspect & Certify

Our dedicated Test, Inspect and Certify (TIC) team of LEEA qualified engineers can assess your equipment, either in our depot or at your site, to ensure it's safe and legal. GAP's online TIC service enables you to access all test certificates (Reports of Thorough Examination) at any time, from anywhere, allowing us to fully manage your own assets for you if required.



Non-Mechanical

Our full network of specialised Non-Mechanical depots offers a full range of on-site security and infrastructure products, such as fencing and barriers to ground protection, traffic separation, road cones and signs. With a vehicle fleet designed specifically for our products, we can ensure delivery to your site with no fuss and minimal disruption.



Survey & Safety

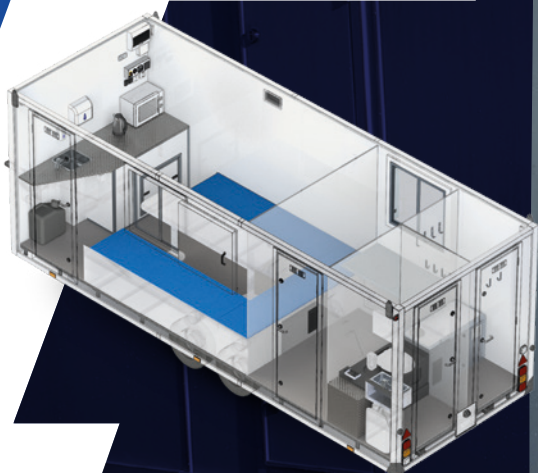
We offer top-quality equipment from leading manufacturers like Trimble, Leica, and Topcon. Our Technical Services tailor solutions to your site's needs, from basic levels to advanced robotic and GPS equipment. Our experts guarantee the latest gear for your site and offer nationwide repair and calibration services suited to any engineer's preferences.



Welfare

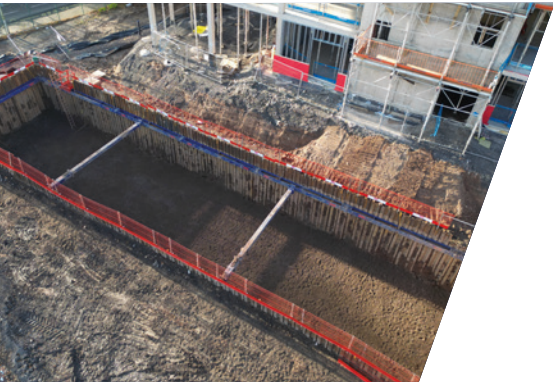
Providing on-site comfort, our Welfare Services division offers innovative products to keep on-site staff well looked after. We have portable toilets for small sites and events, as well as auto-hybrid welfare units offering hot water, a canteen area, office and drying area. GAP can also supply hydrogen and solar powered welfare units nationally.

To ensure that our welfare equipment meets the latest health, safety and environmental regulations, GAP is a full member of PSE (Portable Sanitation Europe Ltd), and all welfare staff are fully trained with RoSPA-accredited National Sanitation Qualifications.



Trenching & Shoring

Trenching & Shoring offers a range of trench boxes, trench sheets and ancillaries to ensure our customers are kept safe from trench collapses. With specialist staff available nationwide, we can guide you through a full trenching support solution, from initial consultation and design, to delivery and support. We offer a temporary works design service which is available on all trenching and shoring products. We work closely with our customers to supply the relevant equipment required by site.



Tanker Services

GAP Tanker Services offers a full complement of vacuum tankers on vehicles ranging from 4x4, 3.5t, 7.5t and 26t. All of our tankers can remove various types of waste, from standard effluent to hazardous waste, and deliver fresh water at the same time if required.

With over 120 tankers in our fleet, our services are available nationwide. This division is constantly growing, with new tankers purchased annually, ensuring our fleet is kept modern, safe and compliant with environmental standards.

No matter your tanker service requirement, we have the solution for you.



Event Services

From large scale sporting events and festivals, to concerts and film production, our Event Services division offers standard product hire to fully serviced installations. With our industry experts on hand, combining experience with the expertise of other GAP divisions, we can develop bespoke solutions, ensuring your event runs effortlessly.



GAP Digital

Our GAP Digital team comprises highly skilled and seasoned professionals with a diverse array of technological expertise. This diversity empowers us to craft tailored solutions for any business challenge, ensuring seamless operations for our clients.

We prioritise staying abreast of the latest IT trends and advancements, enabling us to deliver innovative solutions that propel our clients ahead of the competition, while ensuring flawless system operations. With a proactive approach to IT management, we pre-emptively identify and address potential issues, ensuring uninterrupted functionality.

Thanks to our continual growth, our solutions are inherently scalable and adaptable, liberating our clients from concerns about infrastructure constraints as they expand their business operations.

Our team is dedicated to providing swift and dependable support, prioritising prompt response times to swiftly resolve any concerns. Transparent communication is at the core of our approach, ensuring all stakeholders are kept informed every step of the way.

Above all, our focus remains steadfastly on customer satisfaction, as we tirelessly strive to meet and exceed our clients' needs, ensuring a mutually fulfilling partnership.

Training Solutions

Did you know that GAP offers an extensive range of training courses at very competitive rates? We use our trusted preferred training suppliers to cover a wide range of courses at their nationwide branches, some courses can also take place at your own premises. GAP's Training Team arranges training on your behalf, saving you time and effort.

Our commitment to providing top quality training ensures that our customers have flexibility and access to industry recognised standards. Ensuring health and safety, skills and knowledge are at the forefront of everything we do. GAP will arrange a wide range of accredited courses, including IPAF, PASMA and First Aid, all at preferential rates exclusive to GAP. We also offer a selection of online courses as quick, bite sized learning solutions when a classroom course isn't required.

For more information, or if you have a specific training need, please contact us at Training@gap-group.co.uk.

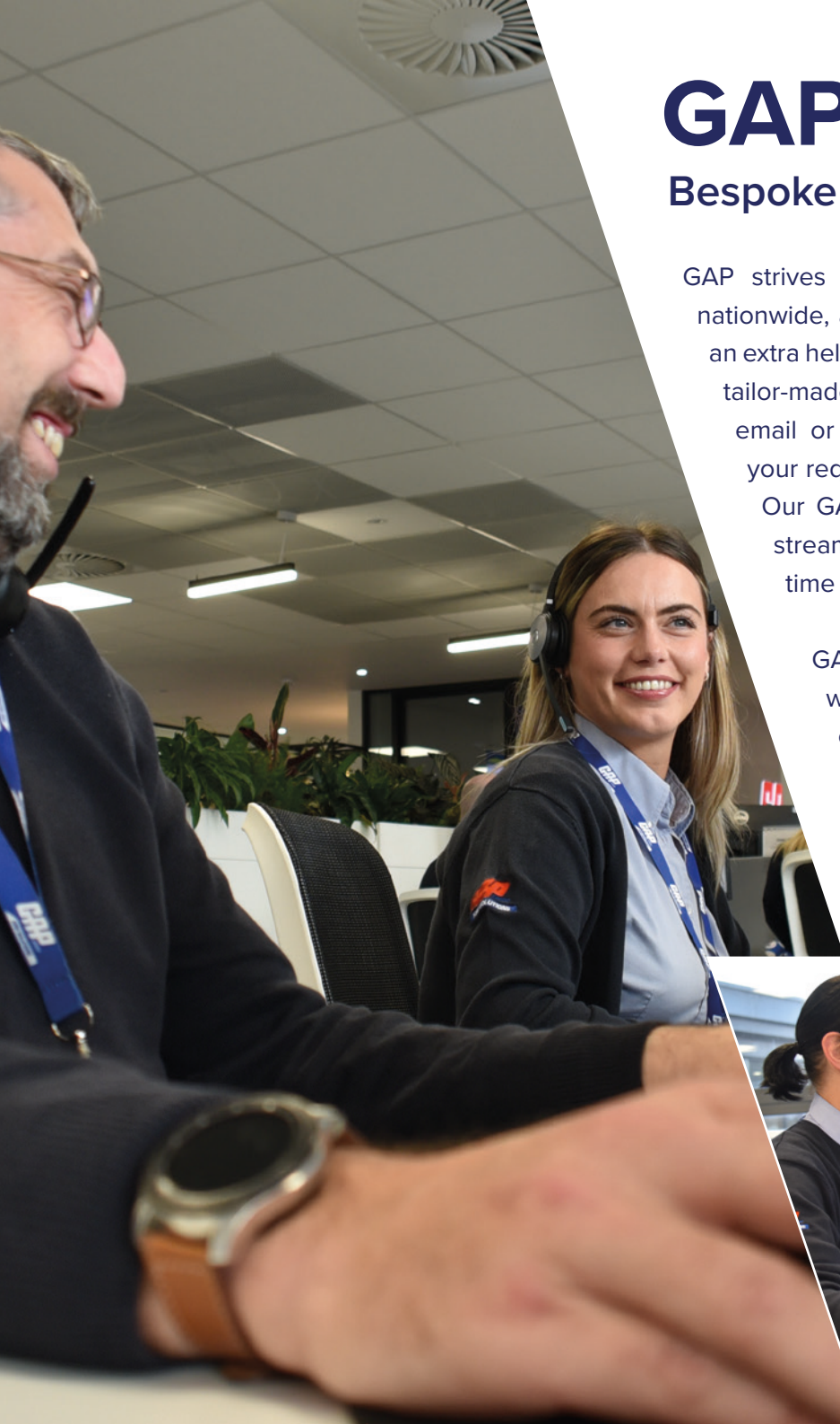


GAP one

Bespoke Managed Service

GAP strives to make life easy for all our customers nationwide, and our dedicated staff at Head Office offer an extra helping hand. GAP one offers our large accounts tailor-made services suited to their needs. Simply call, email or use our online ordering facility to specify your requests and GAP one will organise everything. Our GAP one team provides a total hire solution, streamlining your procurement process to save time and money.

GAP one Managed Services operates both within our head office and at multiple customer locations nationwide. Our bespoke service includes a specialist team managing customers in London and major projects across the UK.



GAP People

Our company's dedication to training and developing our staff, fostering supportive work environments, and embodying our core values throughout the organisation has been fundamental to our success. Our employees stand as GAP's most valuable asset, serving as the primary catalyst for our continuous growth.

When you engage with any member of our team, you'll encounter a 'can-do' attitude paired with the expertise needed to swiftly address your equipment and solution requirements.

We are committed to continuously developing and training our staff across all our locations, ensuring they remain updated on the latest products and industry insights while excelling in customer care. Whether you interact with our field sales team, depot staff, or our Head Office personnel, you can rest assured that you will receive unparalleled service and support.

**GAP have
over 2,000
staff**



“After 23 years as workshop foreman at GAP, I still love my role. The team camaraderie and sense of belonging are what make GAP special. Despite changes, I've always felt valued and part of the family. GAP isn't just a company; it's a family-run national hire company.”

Trevor Young, Workshop Foreman, Hull P&T



THE **GAP** CODE

CTYPE Nike
meta http-equiv=
<html> **C**ommunication
<head> **O**ne team
<meta> **D**edication
ink> **E**fficiency
src="style.c
="



“ My time at GAP has been immensely enjoyable and rewarding. With our diverse product range, each day brings new and exciting challenges. Personally, I am driven to stay ahead of the competition and take pride in being a key member of such a successful and industry-leading company.”

Steve Cooper, Business Development Director



“ GAP truly values its employees and the contribution they make. This is demonstrated in many ways, some big, some small, but all with the greatest of thought and respect. The opportunities to progress are endless – my career here spans 32 years and I look forward to GAP’s continued success.”

Catriona Dunning, Head of HR

“ I’m currently in my 23rd year with GAP, having started as an apprentice HSC. It’s been amazing to witness the company’s growth during this time. GAP’s expansion and ambition are evident throughout the organisation, offering numerous exciting opportunities for progression.”

Craig Young, Regional Operations Manager, Survey Division





Health & Safety

GAP has a deep rooted passion for health and safety excellence, where nothing within the business is more important than maintaining safe and operationally reliable services. We maintain a strong, dynamic and robust risk management framework that is backed up by an integrated Safety, Health, Environment (SHE), Risk and Compliance service.

We recruit qualified and experienced health and safety professionals to make sure we provide the best service and support possible for our staff and customers. GAP's safety trends demonstrate continued improved performance in operational safety events, recordable injury frequency and other key safety and environmental metrics.

GAP has also developed various educational and safety campaigns to increase awareness, help change unsafe behaviour and promote health and safety in the workplace. GAP's 'Interactive Toolbox Talks' campaign offers comprehensive safety information available free of charge to anyone.



The Environment and Innovation



GAP has a long-term goal to ensure our growth keeps our environmental impacts as low as possible. With the challenges our planet faces, we are deeply committed to creating a sustainable future and positively impacting generations to come. We have engaged extensively with our customers, staff, suppliers and stakeholders. This has enabled us to gain a refined understanding of the environmental issues impacting our business and the industry.

We believe in transparency and are committed to addressing these challenges. We heavily invest in the latest innovative equipment, technologies and vehicles to ensure we have the most efficient products available.

REACHING NET ZERO

We have set the target of reaching Net Zero carbon emissions in our operations by 2040 (Scopes 1 and 2) and have extended this goal to our entire value chain by 2050.

In 2022, we established our baseline carbon footprint in line with the Greenhouse Gas Protocol. This allowed us to identify emission hotspots, plan future emission reduction actions, and regularly monitor our progress against our goals.

GAP works closely with internationally renowned manufacturers and introduces the latest in innovation to our customers through our pilot initiatives. From new eco products* that reduce carbon emissions, state-of-the-art equipment and processes that enhance on-site safety, to new technologies and processes that improve efficiency for your operation.

**Discover our “Eco Products,” a selection designed to minimise environmental impact compared to their conventional counterparts. Embracing cutting-edge technologies, our range includes electric, solar, hydrogen, and hybrid alternatives that effortlessly replace their fossil fuel-reliant counterparts.*

Meet the Board



Douglas Anderson - Joint MD

“Since I was about 14, I’ve loved work and doing deals, and that’s not changed over the years. Both Iain and I get a real buzz out of creating something bigger and better, but at GAP, it’s all about fairness. As a family business, we create our own culture and make our own decisions. We believe in trust and transparency and are not driven purely by profit. Instead, we’re building something for the future, and so we make decisions that are right for the long-term development of our business.”



Iain Anderson - Joint MD

“Douglas and I are deeply involved in the day-to-day operations, and we take pride in the fact that each of our 2,000 staff members feels comfortable reaching out to us at any time. This open communication extends to our customers; they know they can contact us directly if any issues arise, allowing us to address them promptly. While the third generation of our family is now active in the company, neither Douglas nor I have any plans to step away. There’s still much to accomplish, and we’re thoroughly enjoying ourselves. Over my four decades at GAP, I’ve always cherished the opportunity to visit our depots, from those nearby to locations as far south as Bodmin and everywhere in between.”



Chris Parr - Chief Operating Officer

“As the Chief Operating Officer at GAP, I bring a wealth of experience and expertise to our team. A Chartered Accountant by profession, I joined GAP in 2016 after spending 21 years at Tullis Russell, where I served as CEO. Throughout my career, I’ve been dedicated to working in family and employee-owned businesses, making my transition to GAP a natural fit. I am committed to leading our operations with excellence and driving our company towards continued success.”



Mark Anderson - Managing Director - North

“I joined GAP in October 2008, transitioning from a career in the personal financial services industry. Over the years, I’ve taken on roles ranging from overseeing the Commercial Team and Major Accounts to various operational responsibilities. Currently, I serve as the Managing Director for the North and oversee Pumps and Power Services. My Head Office team encompasses Asset Management and Supply Chain. It’s an honour to contribute to the GAP Group Board, continuing my grandfather’s legacy.”



Karen Greenshields, Managing Director – Technical and Environmental Services

“Being involved in various roles since 2009 has been incredibly rewarding. It has afforded me the opportunity to immerse myself in different facets of GAP and collaborate with increasingly specialised and motivated teams as we’ve expanded our business. GAP’s success is deeply rooted in our people and core values. Despite competing against industry giants, we’ve maintained the unique values inherent in a family business. As a member of the third generation of GAP, I am grateful for Douglas and Iain’s ongoing commitment to instilling a competitive spirit within us all, driving us to be the premier hire solutions provider in the UK.”



Andrew Telfer - Finance Director

“Since joining GAP in 2019, I’ve witnessed remarkable progress within the business. Overseeing the Finance, Commercial, and Data Analytics teams provides me with a comprehensive understanding of our operations. Each team comprises exceptional talent, driving GAP’s continued growth. I’m deeply passionate about nurturing our internal talent and providing career opportunities, mirroring the opportunities I’ve been fortunate to receive. My daily focus is on maintaining excellence across all functions I oversee, ensuring the highest standards are upheld. These principles are shared by the Board, positioning GAP to lead the hire industry in the UK.”



Douglas Gordon - Group Major Accounts Director

“With a career spanning construction, energy, and oil and gas, I’ve gained a wealth of experience prior to joining GAP in 2020. As I oversee Major Accounts, Internal Sales, and Marketing, my primary goal is to drive strategic initiatives that propel us forward in an ever-changing landscape. Deeply committed to promoting sustainability and supporting youth sponsorships, I prioritise ESG principles to drive meaningful change and foster a culture of responsibility and innovation within our organisation. It is imperative that GAP remain at the forefront of industry innovation, positioning us for sustained success and positive impact.”



Richard Dey, Managing Director – South East

“I joined GAP in July 2020 during the first COVID lockdown, a challenging time for everyone. What became immediately apparent to me was the importance of people and their impact. Throughout my career with various organisations, I’ve always prioritised working with quality individuals who are committed to delivering exceptional customer service. Additionally, I strongly believe in nurturing talent within the company, regardless of division, and providing opportunities for career advancement within GAP.”



Wayne Linter, Managing Director – Midlands & South-West

“Since joining GAP in January 2021, it has been a pleasure to witness the expansion of our product portfolio and property assets, benefiting both our customers and employees. As we embark on the next phase of our journey, we anticipate further growth in these areas. Our commitment to supporting young talent is evident in the addition of new apprentices across various sectors of our business this year. I eagerly anticipate watching them evolve into integral members of our team.”



HIRE SOLUTIONS

Plant | Tool | Lifting & TIC
Survey & Safety | Welfare Services
Tanker Services | Non-Mechanical
Trenching & Shoring | Pump Services

*Event Services
available nationwide*

**200+ LOCATIONS
10 DIVISIONS
1 HIRE SOLUTION**





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