



Hy-Ram
Engineering

ANNUAL REPORT
2025

OUR REPORT

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Introduction

This annual report provides a comprehensive overview of Hy-Ram Engineering's operations, achievements and ongoing initiatives over the past year. It is designed to offer transparency to our stakeholders while highlighting the values and strategies that drive our success. The report captures our performance across key areas, including sustainability, innovation and employee well-being.

Contents Overview

Within these pages, you will find detailed insights into the company's operations, our approach to environmental and social responsibility and the steps we're taking to adapt to a rapidly changing industry. From our commitment to sustainable practices to the partnerships that underpin our supply chain, this report reflects our dedication to delivering exceptional value to our customers and upholding the highest standards of quality and ethics.

Scope of the Business

Hy-Ram Engineering operates at the forefront of the pipeline equipment industry, serving the gas, water, and industrial sectors. Our expertise encompasses design, manufacturing, sales, hire and repair services, enabling us to offer tailored solutions to meet diverse client needs. This report encapsulates our journey, outlining where we've been, where we are and where we aim to go as we enter 50 years of industry leadership.

Message from the Managing Director

As we draw the curtain on 2025, I want to take the opportunity to reflect on a remarkable year for our business and to personally thank every one of you for your contributions.

In an industry that demands innovation, precision, reliability and integrity, we have continued to uphold the highest standards while strengthening our position within the market. This year, we have seen growth across all areas of the business – manufacturing, hire, and repair – and that progress is a direct result of the commitment and skill of our dedicated team.

Despite the worldwide challenges that have shaped the business landscape through 2025, we have shown the resilience, adaptability, and determination needed not only to withstand pressures but to turn them into opportunities. Whether it was supply-chain uncertainties, global economic shifts, or the demands of a shifting marketplace, our people responded with professionalism and ingenuity. The fact that we have continued to grow through uncertain times is something we can all be incredibly proud of.

Our design and manufacturing teams have pushed forward with efficiency and innovation, ensuring that our equipment remains both trusted and industry leading.

Our hire division has expanded its reach in terms of product offering and market share, supporting customers with the reliable service they have come to expect from us. Meanwhile, our repair teams continue to ensure that every tool and piece of equipment we handle is returned to the highest working standards, reinforcing our reputation for quality and dependability.

This year was also filled with moments that reminded us of the importance of community and social responsibility. Through a variety of fun and creative fundraising activities, we managed to raise money for charities that make a real difference. Thank you to everyone who took the time to participate, contribute ideas, or donate – your enthusiasm and generosity reflect the culture and values that make this company special.

Our commitment to supporting the environment has also remained at the forefront of our priorities, from reducing waste to improving resource efficiency, we have taken meaningful steps that contribute to a more sustainable future. These efforts will continue to shape the way we operate in the years ahead.

As we look toward 2026, we do so with confidence and optimism. With the foundations we have built, the improvements we have made, and the strength of the team we have in place, I believe the coming year will be our best yet.



Tim Hallam

Managing Director

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OUR BUSINESS

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Who We Are

Formed in 1976, Hy-Ram Engineering Co. Ltd has grown into a leader in the design, manufacture, sales, hire and repair of specialist tools and equipment for distribution pipelines. With nearly five decades of experience, we proudly serve the water, gas, wastewater, landfill and industrial sectors, offering solutions essential for the provision, installation and maintenance of utility networks.

Our reputation for excellence is founded on the quality and reliability of our products, developed through close collaboration with customers and partners. With a dedicated innovation and development team, we utilise advanced technologies such as 3D modelling, CAD, FEA, and CAM techniques to deliver cutting-edge solutions. This in-house capability allows us to create tools and equipment that improve safety, efficiency and reliability for installers and asset owners alike.

Within our headquarters in Nottinghamshire, England, we combine high quality manufacturing capabilities with a strong commitment to customer service. Our products, include Automated Butt Fusion and Electrofusion Equipment, Under-Pressure Drilling Tools and bespoke water valves, cater to a broad range of applications. Through partnerships with leading brands, we also supply a comprehensive utility tooling package to ensure that our customers' needs are met.

At Hy-Ram Engineering, we don't just deliver tools; we provide solutions. Our dedication to quality, the environment and safety, certified by ISO 9001, 14001, and 45001 management systems, ensures that every aspect of our business — from design to distribution — meets the highest standards. With an increased focus on sustainability and continuous improvement, we are proud to be a trusted partner to the UK utility sector and international markets.

Celebrating a History of Engineering Excellence



Looking to the Future

As Hy-Ram Engineering enters its 50th year of industry excellence, our focus remains firmly on delivering high-quality products and services to our customers, while building on and expanding the scope of our standards.

Our reputation has been built on quality, innovation, and reliability, and we are committed to upholding these principles as we continue to grow. We invest in new technology while refining our processes to ensure our tools and equipment remain industry-leading solutions for the water, gas, and industrial sectors. Internally, we are reviewing how we can further improve our procedures, with a particular focus on strengthening our data protection systems in the year ahead, ensuring customers and staff can continue to trust us with their information.

At the same time, we continue to shape our workplace culture by aligning our vision and values with clear, expected behaviours, fostering an environment that genuinely reflects these commitments. By nurturing a culture where employees feel valued, engaged, and empowered, we aim to position Hy-Ram Engineering as a sought-after place to work and develop. Promoting transparency and well-being across the business supports this goal of sustainable and responsible growth.

Sustainability remains a priority. We are actively recording our energy usage through carbon footprinting to better understand our environmental impact and identify opportunities for reduction. We are working towards our business objectives to improve energy efficiency, waste management, operations, transport, and supply chain practices. By embedding sustainable principles across all aspects of the business, we aim to support global efforts to address climate change, and operate responsibly. We also continue to explore how best to support the communities we serve and encourage charitable initiatives through our social responsibility activities.

By maintaining our dedication to excellence in products and services, while embracing sustainability and social responsibility, we are confidently shaping our future as a forward-thinking leader in the industry.

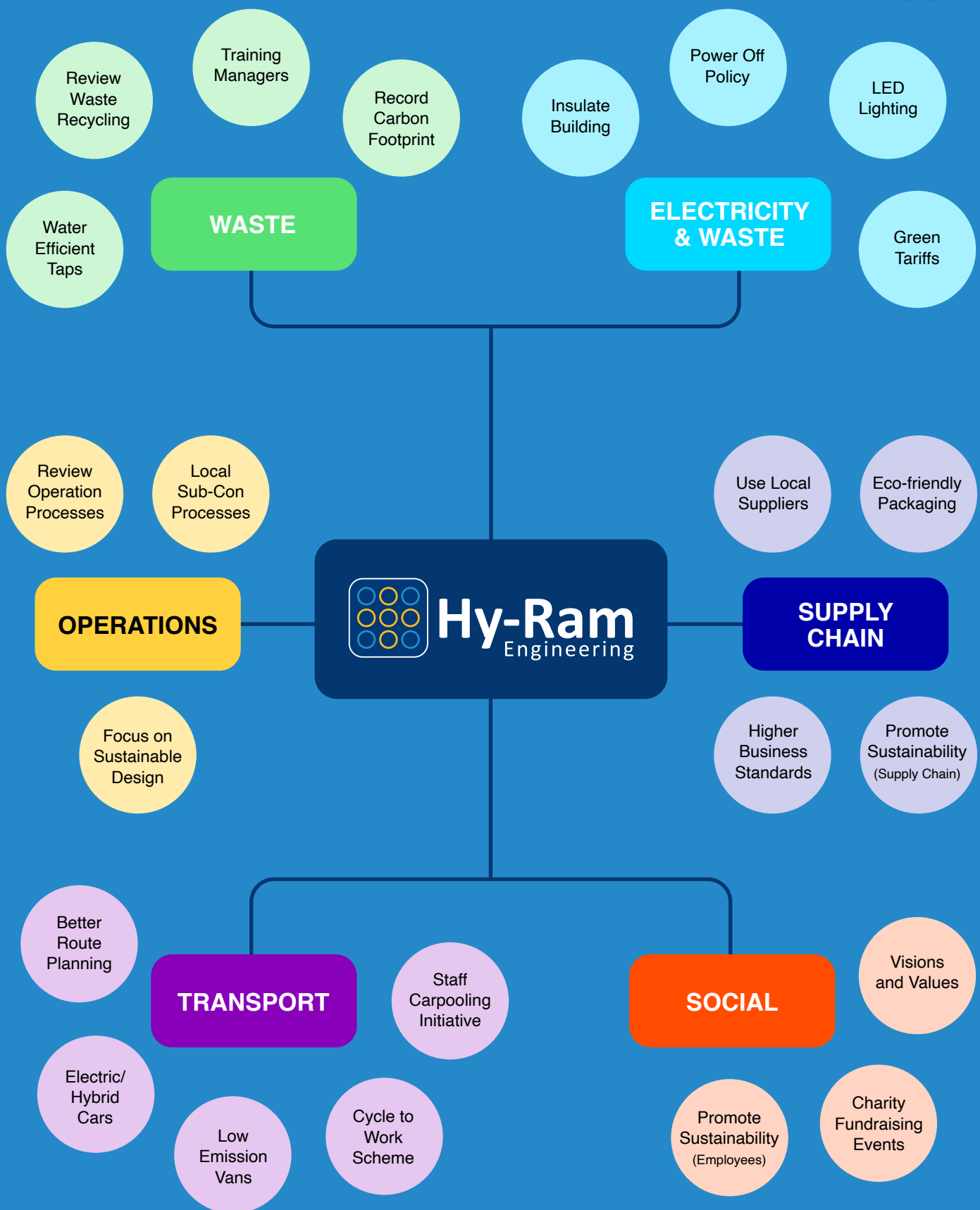
OUR SUSTAINABILITY GOALS

Commitment to Sustainability

Hy-Ram Engineering is committed to making sustainability central to our operations, with a focus on reducing environmental impact and promoting social responsibility.

As we work with critical sectors like water and gas, we are actively identifying opportunities to improve our practices and explore sustainable solutions. Sustainability has become a key factor in our decision-making and we are determined to continuously enhance our efficiency while building a strong foundation for long-term growth. By integrating sustainability into our culture, we aim to ensure it complements our reputation for quality and reliability, positioning us for a positive and responsible future.

Commitment to Sustainability



Sustainability Focus

Energy

Hy-Ram Engineering is committed to improving the energy efficiency of its facilities. In 2025, LED lighting was installed throughout the offices to reduce energy consumption and associated carbon emissions. In 2026, the focus will be on investigating sustainable energy solutions, such as solar panels or heat pumps, fully implementing policies that encourage employees to reduce energy use, and continuing to explore the adoption of green energy tariffs to further lower the company's carbon footprint.

Supply Chain

Hy-Ram Engineering is working to improve the sustainability of its supply chain. In 2025, a number of actions were implemented to promote sustainable practices, such as engaging with partners through the Ecologi Carbon Co-Op, and strengthening supplier review standards to better reflect ethical and sustainability considerations. In 2026, the focus will remain on further investigating and monitoring the supply chain to ensure continued improvement in sustainability. We also plan to continue exploring opportunities to expand the use of eco-friendly packaging across all areas of the business.

Waste

Reducing waste is a key focus for Hy-Ram Engineering. In 2025, we continued to maintain our zero-to-landfill targets across the business and improved water efficiency in welfare areas by installing water-saving devices on all taps at our head office. In 2026, we will review our waste streams and segregation processes to ensure full compliance with the new simpler recycling regulations across all sites. This will include the rationalisation of waste streams across the business and the provision of training for all staff.

Sustainability Focus

Operations

Sustainable design is becoming an integral part of our development process, from material selection through to product end-of-life planning. In 2025, we completed an extensive review of our design and development processes to enhance sustainability and began implementing the identified improvements. In 2026, we will continue to improve operational practices by reducing waste, enhancing energy efficiency, and supporting local subcontractors to minimise transport-related emissions, while exploring the implementation of the eight waste cycles. We have also provided all staff with an additional two days' holiday and implemented a holiday buy-back scheme to support a more sustainable work-life balance.

Transport

Hy-Ram Engineering is working to reduce its long-term transport emissions. We regularly review our fleet to ensure vehicles meet current fuel efficiency standards, and in 2025 we introduced multiple low-emission vans, replacing some older, higher-emission vehicles. In 2026, we will continue to explore further opportunities to reduce employee vehicle use, including the introduction of a Cycle to Work scheme.

Social

Hy-Ram Engineering is committed to fostering an inclusive workplace and supporting its local communities. In 2025, we organised a number of staff social events outside working hours and raised funds for several charities with strong connections to our community and workforce. These activities will continue into 2026 through fundraising events held throughout the year. 2025 also saw the company's first managers' team-building event, designed to strengthen collaboration and cohesion. In 2026, we plan to introduce sustainability training for all staff to further encourage the adoption of sustainable practices both at work and in everyday life.

OUR ENVIRONMENT

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Our Standards

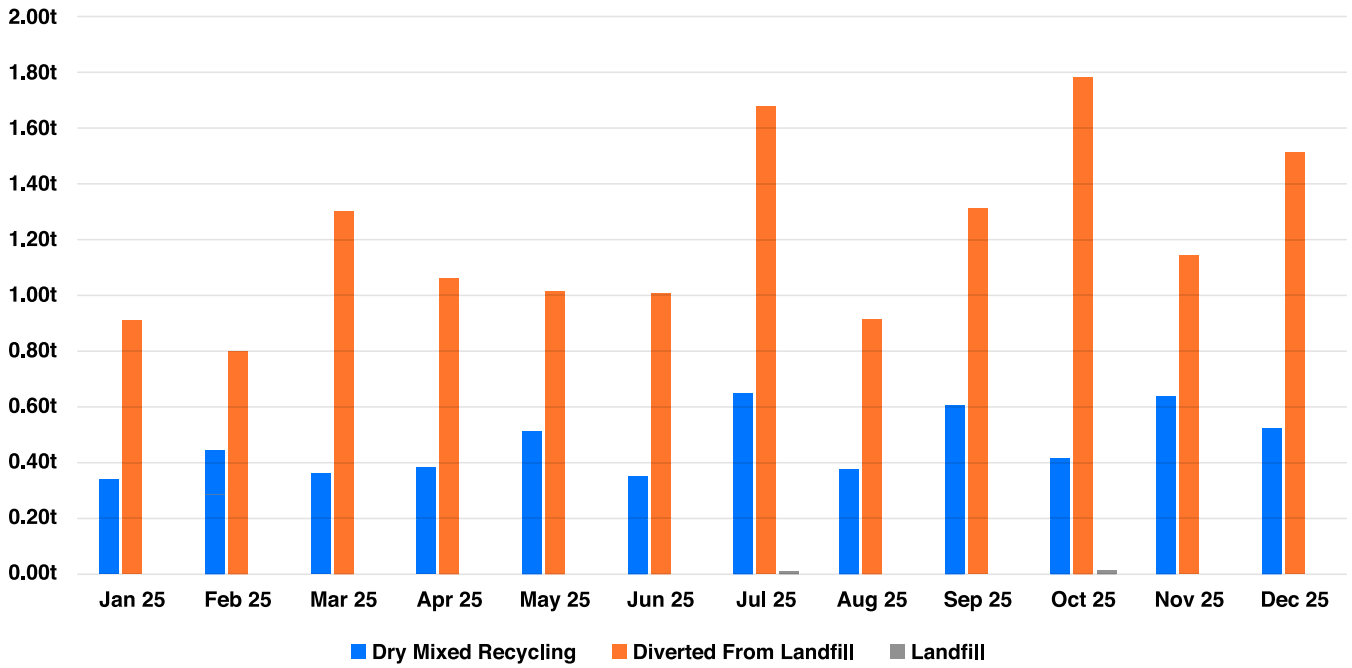
Hy-Ram Engineering is proud to work to an internationally accredited ISO 14001:2015 Environmental Management System, demonstrating our commitment to responsible environmental practices. This accreditation guides our policies and operational procedures, ensuring we systematically reduce our environmental impact. From product development to manufacturing, procurement and distribution, our adherence to ISO 14001 ensures that continuous environmental improvement is integrated across all aspects of the business.

Waste Management

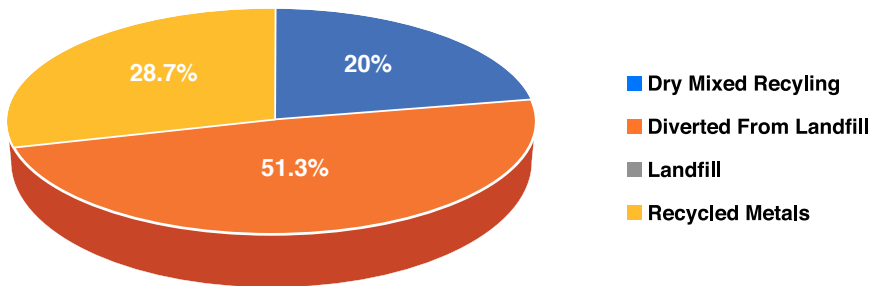
Managing waste responsibly is an essential part of Hy-Ram Engineering's environmental strategy. Our operations generate a variety of waste streams, including General Waste, Mixed Recycling, Metals, Hazardous Waste and WEEE Waste. We are committed to managing each waste stream in compliance with environmental regulations, working with specialist partners to maximise recycling, minimise landfill, and ensure the safe disposal of hazardous materials, while fully meeting our regulatory obligations.

We closely monitor the volume of each waste stream and track the percentage diverted from landfill, recycled and sent to landfill for general waste. This allows us to continuously improve our waste management practices and ensure that we are working with partners who align with our sustainability goals. In 2025 only 0.02t of our total waste went to landfill and we continue to work with our waste management partners to meet our 0% to landfill target for 2026.

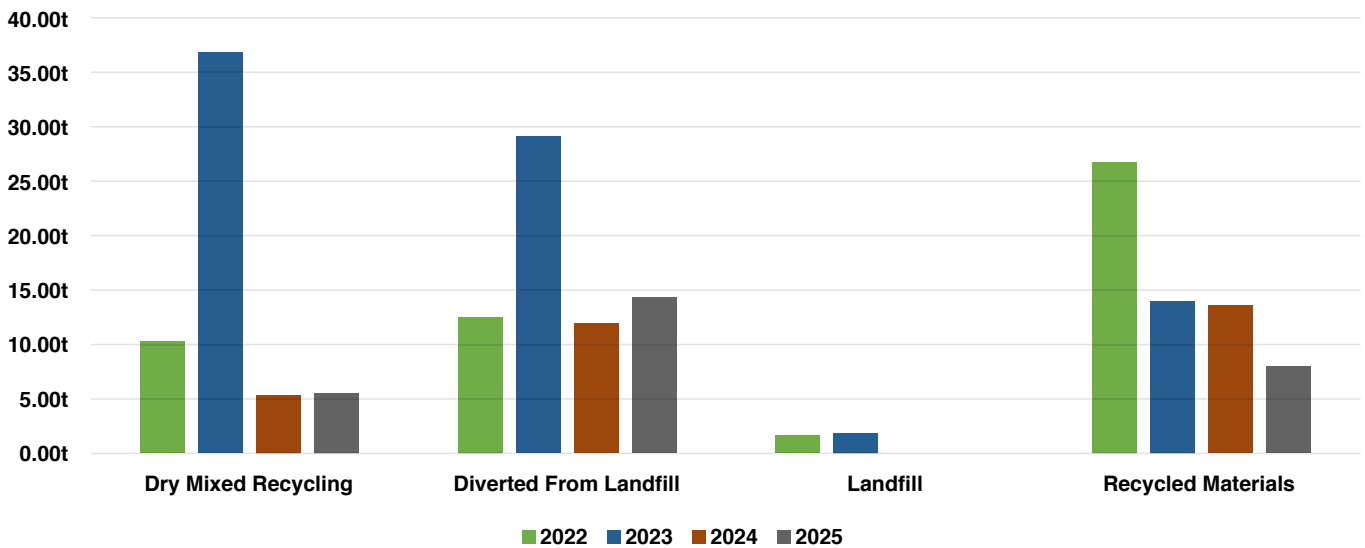
Monthly Non Hazardous Waste Comparison



2025 Non Hazardous Waste



Non Hazardous Waste Volumes (per Tonne)



Our Carbon Footprint

Understanding and reducing our carbon footprint is central to Hy-Ram Engineering's commitment to environmental sustainability.

To support this, we are prioritising more accurate and consistent recording and analysis of our Scope 1, Scope 2, and Scope 3 emissions. By strengthening our data collection and verification processes, we are better able to identify key sources of emissions across our operations and value chain, enabling informed decision-making and the development of targeted, proportionate actions to reduce our environmental impact.

This approach ensures our sustainability efforts are measurable, transparent, and aligned with recognised industry standards and our long-term environmental objectives.

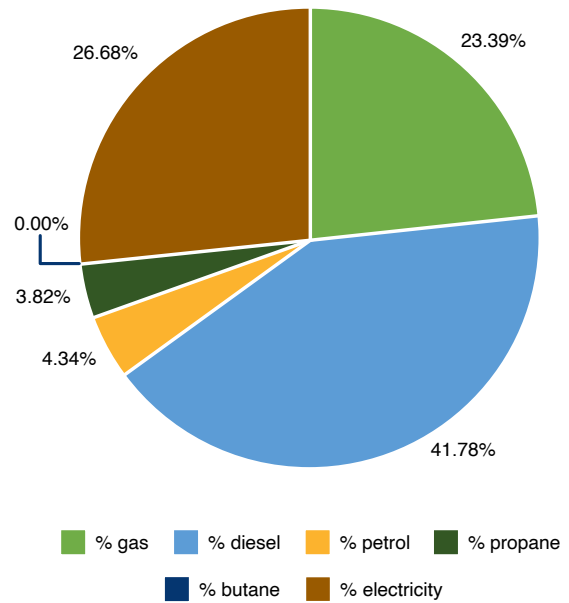
Our carbon footprinting period runs from April to March, and in 2025 we completed a full carbon footprint assessment covering data back to 2023. This has provided a robust baseline from which future improvements can be measured. Our Scope 3 reporting currently includes emissions associated with staff commuting, business travel, transmission and distribution electricity losses, water supply, and water treatment.

By capturing these indirect emissions, we are developing a more comprehensive understanding of our overall footprint and identifying areas where further efficiencies and reductions can be achieved.

2024

Total gas emissions (t CO2e)	40.8026123
Total diesel emissions (t CO2e)	72.88767031
Total petrol emissions (t CO2e)	7.563307932
Total propane emissions (t CO2e)	6.66373667
Total butane emissions (t CO2e)	0
Total electricity emissions (t CO2e)	46.53536436
Grand total emissions (t CO2e)	174.4526916
% gas	23.39%
% diesel	41.78%
% petrol	4.34
% propane	3.82%
% butane	0.00%
% electricity	26.68%

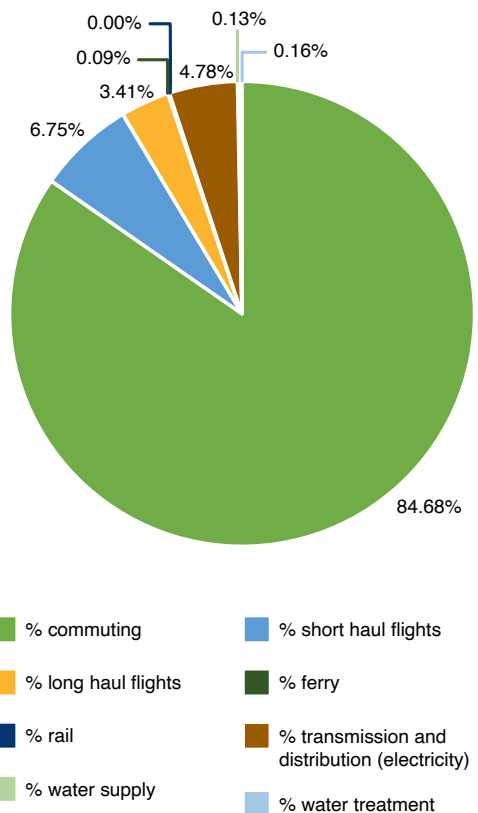
Proportional split of Scope 1 and Scope 2 emissions for 2024



2024

Total commuting emissions (t CO2e)	72.81326131
Total short haul flight emissions (t CO2e)	5.80033216
Total long haul flight emissions (t CO2e)	2.9315616
Total ferry emissions (t CO2e)	0.0786646
Total rail emissions (t CO2e)	0
Total transmission and distribution (electricity) emissions (t CO2e)	4.113002501
Total water supply emissions (t CO2e)	0.115176998
Total water treatment emissions (t CO2e)	0.137800506
Grand total emissions (t CO2e)	85.98979968
% commuting	84.68%
% short haul flights	6.75%
% long haul flights	3.41%
% ferry	0.09%
% rail	0.00%
% transmission and distribution (electricity)	4.78%
% water supply	0.13%
% water treatment	0.16%

Proportional split of Scope 3 emissions for 2024



OUR SUPPLY CHAIN

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Engaging Our Supply Chain

Hy-Ram Engineering recognises the importance of building strong partnerships within our supply chain to drive quality, sustainability and ethical business practices.

Every supplier we work with is expected to adhere to high standards of quality, environmental compliance, and ethical conduct, with preference given to those holding ISO 9001 and ISO 14001 certifications.

Our supply chain is categorised into key and non-key suppliers, all of whom are periodically reviewed to ensure we are working with the most suitable partners to support our operations. The primary tool for this review is our supplier evaluation questionnaire, which assesses compliance with our expectations across quality, environmental management, health and safety, sustainability, and business ethics. Suppliers who do not yet hold the relevant certifications must demonstrate that robust systems are in place before approval and may be subject to audits by our Quality or Purchasing teams.

We prioritise working with local suppliers, subcontractors, waste handlers and transport partners wherever feasible, supporting local economies and reducing emissions. However, we also source materials from wider markets to ensure availability, cost-effectiveness and continuity of essential components, striving to maintain a balance between operational needs and our sustainability goals.

In 2025, we amended our supplier evaluation questionnaires to include additional questions focused on ethics and sustainability. Building on this in 2026, we aim to deepen our engagement with our supply chain to foster closer collaboration and promote more sustainable practices as we seek to better align our operations with our commitment to responsible business conduct and environmental stewardship.

OUR CULTURE

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Vision and Values

Since the implementation of our Vision and Values initiative in 2023, Hy-Ram Engineering has gone from strength to strength in improving our business culture. This initiative marked a clear commitment to creating a more cohesive and positive working environment, where employees feel valued, engaged and supported to grow and excel.

Recognising the importance of aligning company objectives with individual behaviours, the programme was strengthened in 2024 with a renewed focus on embedding clear expected behaviours linked directly to our core values.

We continue to build on the successes of 2024 throughout 2025 by further reinforcing our commitment to inclusivity, collaboration and personal wellbeing. Our aim remains to foster a supportive environment in which employees feel empowered to share ideas, take on challenges and work effectively together across all areas of the business.

In 2025, this has included building on existing cultural initiatives while also introducing additional benefits for employees. These enhancements include more frequent food and team event days, the introduction of two additional company-wide holidays, and the development of a broader and more diverse range of social and team-building activities, both within and outside of working hours.

By continuing to embed trust, communication, teamwork, continuous improvement, engagement, fulfilment and family into our daily operations, we are strengthening our culture and ensuring our people remain at the heart of everything we do. This ongoing focus supports a skilled, unified and motivated workforce, reinforcing Hy-Ram Engineering's reputation as a business that delivers quality while genuinely valuing and supporting its team.

OUR VALUES



TRUST

COMMUNICATION

TEAMWORK

**CONTINUOUS
IMPROVEMENT**

ENGAGEMENT

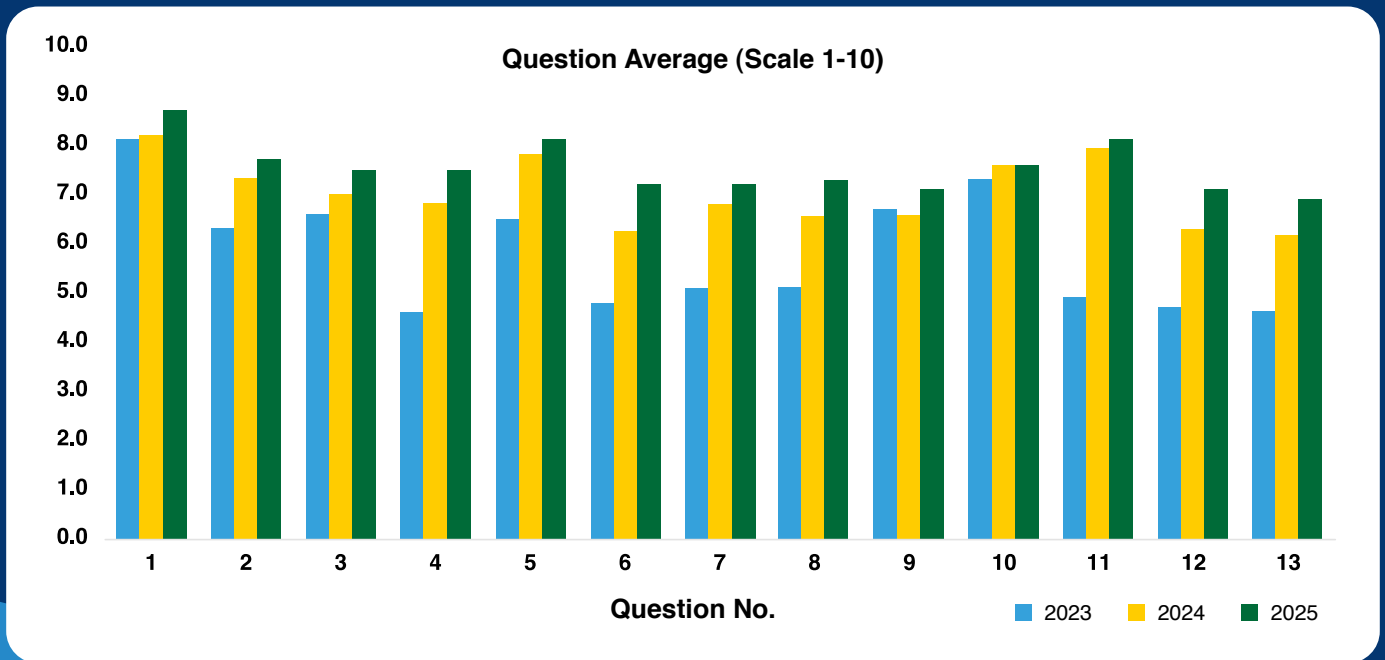
FULFILMENT

FAMILY

Employee Satisfaction

Launched alongside the Visions and Values initiative in 2023, the employee satisfaction survey provides valuable feedback to help us enhance our company culture. The 2024 and 2025 surveys, were compared to year on year to measure the impact of vision and value initiatives like Positive Impact Awards, suggestion boxes and increased social events.

No.	Question	Mean Average			
		Office	Operations	Hire	2025
1	I know what is expected of me at work.	9.3	7.6	9.5	8.7
2	I have the materials and equipment I need to do my work right.	9.0	6.6	7.5	7.7
3	At work I have the opportunity to do what I do best every day.	7.9	6.3	8.9	7.5
4	In the last month I have received recognition or praise for my work.	8.5	6.2	7.9	7.5
5	My supervisor, or someone at work, seems to care about me as a person.	8.8	7.0	8.6	8.1
6	There is someone at work who encourages my development.	8.6	5.2	8.1	7.2
7	At work my opinions seem to count.	8.5	5.5	7.6	7.2
8	The mission and purpose of my company makes me feel like my work is important.	9.0	5.3	7.9	7.3
9	My colleagues are committed to doing quality work.	7.0	6.0	9.0	7.1
10	I have someone at work I can talk to & I can trust.	8.4	6.0	8.9	7.6
11	In the last year, someone at work has talked to me about my progress.	9.1	6.6	8.8	8.1
12	This year I have had the opportunity at work to learn and grow.	8.6	5.0	8.4	7.1
13	I would recommend Hy-Ram Engineering as a great workplace to my friends and family.	8.4	4.8	8.0	6.9



Charity

In 2025, Hy-Ram Engineering supported a number of charitable causes throughout the year.

Once again we made a donation to Gardens of Giving, a local community interest company. Which we donated multiple van loads of wood, which the organisation used to build planters. This initiative helps teach young people how to grow their own food while also providing local residents with new skills. A portion of the food produced is then distributed to local food banks, and seeds will be collected from the vegetables and fruits to ensure the program's growth in the coming years.

Our team also participated in the Robin Hood Half Marathon, taking on the Nottingham run to raise funds for The Children's Hospital Charity and The Down's Syndrome Association. These charities both have particular meaning to us, as it has directly supported one of our CNC machinists, whose son was born with osteogenesis imperfecta and one of our directors whose son has Downs Syndrome. The participants' dedication in completing this challenge raised significant funds that will aid in providing critical care and support for children and adults in need.

We also supported charities through a range of 'dress down' days throughout the year, including Breast Cancer Now's 'Wear it Pink' day, Lots of Socks day, Children in Need's Christmas Jumper Day and Silly shirt day, in addition to Movember.

In total, our team raised over £4,500 for various causes in 2025, demonstrating our dedication to making a positive impact on both local and national levels. This is in addition to direct donations made by the business to organisations such as Reach UK. These efforts reflect our commitment to social responsibility and the importance of giving back to the communities we serve.

In 2026, we have various events, both internal and external planned to continue this good work.



Charity



OUR HEALTH & SAFETY

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Keeping People Safe

At Hy-Ram Engineering, the safety of our staff, customers and visitors is a top priority. We are committed to proactive risk management, training, and continuous improvement to maintain a safe working environment.

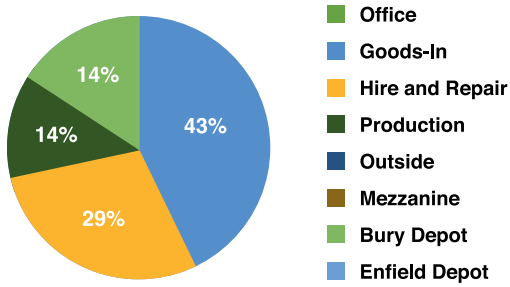
As an ISO 45001-certified business, we go beyond legal requirements to build a strong safety culture. Our Directors actively support safety initiatives and take part in weekly walkarounds of our production facility. We also conduct regular site visits to our hire depots, ensuring consistent safety standards across all locations. To further uphold best practices, we undergo independent external safety audits annually, which identified continuing improvements in safety across all sites in 2025, demonstrating our ongoing progress in workplace safety.

All new staff and contractors receive a comprehensive induction, including manual handling and fire awareness training, with periodic refreshers to maintain competency. Production teams also take part in regular toolbox talks covering key health and safety topics.

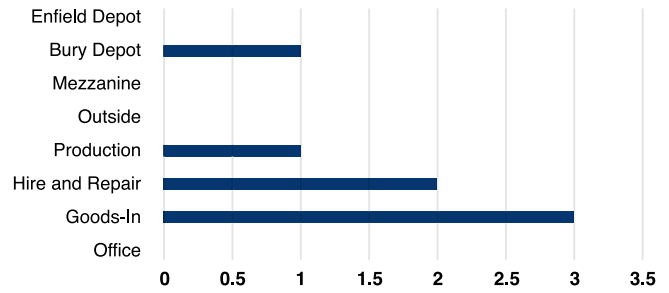
We actively involve our workforce in the risk assessment process, ensuring their insights help shape safer working practices. These assessments are regularly reviewed to address emerging risks and maintain the highest safety standards.

We foster a culture of openness where all accidents and near misses are reported, helping us identify trends and implement preventative measures. By continuously assessing and improving our approach, we work to reduce risks and create a safer workplace for everyone.

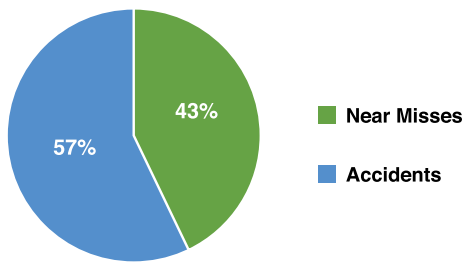
Percentage of Accidents / Location



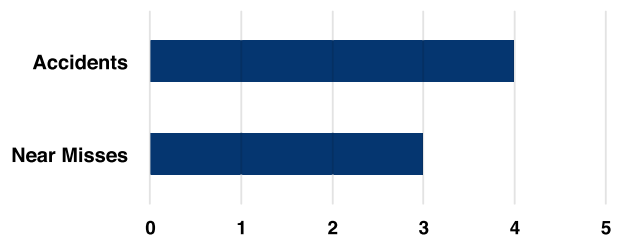
Number of Accidents / Location



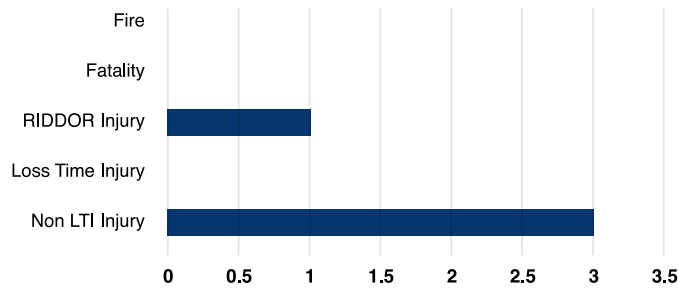
Percentage of Near Misses and Accidents



Number of Near Misses and Accidents / Year



Number of Accidents / Year / Accident Type



Incident Rate & Accident Frequency Rate / Year

	2025
Incident Rate	76.92
Accident Frequency Rate	3.92

Mental Health

At Hy-Ram Engineering, we recognise that mental health is just as important as physical well-being. We are committed to fostering a supportive workplace where employees feel valued and heard.

Our managers are encouraged to take an empathetic and understanding approach in all interactions with staff, promoting open conversations about mental health and well-being. To reinforce this commitment, we have developed a formal stress risk assessment, ensuring that potential workplace risks are identified and addressed proactively.

We have also invested in training a qualified Mental Health First Aider who regularly visits all our sites, offering support and checking in on employees' well-being. By prioritising both mental and physical health, we strive to create a positive and supportive working environment where our employees can thrive.

OUR BUSINESS ETHICS

Driving an Ethical Business

At Hy-Ram Engineering, ethical business practices are fundamental to our operations, driven by strong leadership and a commitment to our company values.

We continuously strive to enhance integrity, accountability and transparency across all levels of the business. Our leadership team sets the standard for responsible decision-making, ensuring that ethical considerations remain central to everything we do.

With top-down leadership, our Directors play an active role in shaping company policies, fostering a culture of ethical responsibility and ensuring compliance with legal and regulatory requirements. Management actively engages with employees, encouraging feedback and discussing staff suggestions for improvements, ensuring that good ideas are recognised and implemented where possible.



Kris Sharratt
Operations Director



Lee Bullock-Jones
Technical Director



Kerry Limer
Finance Director



James Thornton
Commercial Director

Our Policies

We uphold the highest standards through a robust framework of policies, all of which are outlined in our Company Handbook.

This includes our Whistleblower Policy, which provides a safe and confidential mechanism for employees to report concerns; our Anti-Bribery and Corruption Policy, reinforcing our zero-tolerance approach to unethical business practices; our Modern Slavery Policy, ensuring our supply chain operates in accordance with ethical labour standards; and our commitment to GDPR compliance, safeguarding personal data in line with the UK General Data Protection Regulation and the Data Protection Act 2018.

Our Company Handbook is reviewed and updated periodically to ensure we continue to comply with evolving regulations and best practices. Copies of all our key policy documents can be found on our website.

Contact us

If you need some assistance or just want to find out more about the products and services we provide, we'd love to hear from you!

Interested in supplying our equipment to your market?

[Talk to us today](#) about how you can become a Hy-Ram distributor.

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