

# ENVIRONMENTAL SOCIAL GOVERNANCE MANIFESTO

2025

There is so much talk in the merchandise industry of 'sustainability' it's easy to get caught up in the noise and forget what's actually being done. For us, it's different.

Our ESG manifesto clearly sets out our principles, priorities and promises. Below you will find how ESG has embedded itself within our culture and how we work.

## Executive Summary

- **Achieve net-zero by 2050**, reducing Scope 1, 2 and 3 emissions through efficiency, innovation and collaboration with our supply chain.
- **Champion employee wellbeing and inclusion**, maintaining happiness levels 15%+ above the national average and supporting personal growth through education and EOT ownership.
- **Give back to our communities**, donating at least 1% of annual profit and providing paid time for volunteering and charity work.
- **Uphold world-class standards**, maintaining ISO 9001, ISO 14001, B Corp and EcoVadis Platinum certifications to ensure accountability and continuous improvement.
- **Increase transparency and ethical governance** across our operations and value chain, ensuring fairness, integrity and responsible business practices.

# Environmental



A key part of our Environmental Approach is measuring our scope 1,2 and 3 emissions in line with our targets and commitments for 2030. These follow the internationally recognised Greenhouse Gas Protocol, which defines how organisations should account for and report their emissions.

Scope 1 & 2 cover our direct and indirect operational emissions. This includes emissions from company vehicles, on-site energy use and purchased electricity. To reduce these, we are:

- **Transitioning company vehicles to electric and hybrid vehicles**
- **Improving the energy efficiency of our facilities**
- **Increasing hybrid working**
- **Investigating renewable energy methods**

Scope 3 represents our indirect value chain emissions. These are all other emissions that occur outside our direct operations, such as business travel, purchased goods and services and waste.

While Scope 3 emissions are harder to control, they account for much of our carbon footprint. We are working to better understand these impacts and to collaborate with suppliers and partners to drive reductions.

Reducing our Scope 3 emissions will require a collaborative effort across our value chain. We are focusing on:

- **Engaging suppliers to measure and reduce their own carbon footprints**
- **Selecting lower carbon materials and products**
- **Reducing travel emissions through virtual working using 2023 as our baseline year**
- **Minimising waste through responsible disposal and circular economy principles**
- **Increasing staff engagement and environmental training**

These near-term targets will act as the foundation for our longer-term ambition to achieve net-zero emissions by **2050**.

We are continually improving our systems to meet recognised international standards, with our recent ISO 14001 re-certification, B-Corp certification and Ecovadis Platinum standard, certifications that underpin our aligned SDGs.

We will continue to report annually on progress, ensuring transparency and accountability.



# Social



People form the backbone of our organisation and it's no secret that we care deeply about those we work with and the communities we're part of. We are proud to boast an **8.25** year average service amongst our team, a reflection of the loyalty, trust and sense of belonging that defines our culture. Our people choose to grow with us and that continuity strengthens everything we do.

As an Employee Ownership Trust (EOT), our people don't just work for Premier, they're part of it. Employee ownership gives everyone a real voice, a shared purpose and a stake in our success. It helps build a culture of collaboration, inclusion and wellbeing where every individual feels valued and heard.

Our focus on wellbeing and a positive working environment is reflected in our team's feedback, with Worker Happiness Index (WHI™) levels sitting around **20%** higher than the national average. It's something we're incredibly proud of because it's a real sign that our people first approach is more than just talk.

We take health seriously. Every team member has access to annual health check-ups and we're committed to creating a safe, clean and supportive workplace where wellbeing always comes first.

We've built inclusive hiring practices and will maintain to set Diversity, Equity and Inclusion goals to make sure everyone feels welcome and respected.

It doesn't stop at the office either. We are continuing to give back through financial donations to those who need it more. Our team also gets paid time off work every year to take part in community projects or fundraising for charities.

Our goals/pledges:

- **To remain more than 15% above the national average on the WHI™**
- **Donate at least 1% of annual profit to charitable causes**
- **To continue to donate our merch extras through A Good Thing**
- **To keep at least 10% of our employees in some form of education**



# Governance



We are committed to the highest standards of ethical, transparent and purpose-driven governance. As a certified B Corporation, EcoVadis Platinum-rated company and Employee Ownership Trust (EOT), our governance model ensures that sustainability, integrity and shared value are embedded in everything we do.

Our governance framework balances purpose and profit through a stakeholder-led approach aligned with our B Corp mission. As an EOT, our employees are the beneficial owners of the business, giving them a real voice in shaping Premier's direction and long-term success. Oversight is provided by our Board of Directors: the Managing Director, Sales Director, Finance Director and Office Manager, who ensure that every strategic decision reflects our commitment to people, customers, community and the environment.

Our Goals:

- **To maintain ISO 9001 to uphold accountability and standards of quality**
- **To increase transparency across our value chain by improving reporting**
- **To regularly review and strengthen our policies**

We actively support UN SDG 9 by encouraging sustainable innovation in the merchandise sector and applying circular design and responsible sourcing principles. We also align with UN SDG 17 by collaborating with suppliers, clients and industry partners to raise sustainability standards and share best practice.

Governance performance is tracked through recognised frameworks such as the B Impact Assessment and EcoVadis evaluations. Maintaining EcoVadis Platinum status reflects our ongoing commitment to ethical leadership and continuous improvement.

Looking ahead, we will continue to build strong, transparent customer relationships. Additionally, we plan to work even more closely with our suppliers to ensure good governance runs right through our value chain, so that doing business responsibly isn't just our standard, it's everyone's.



## Future focused

“Being a B Corp and EcoVadis Platinum company sets the bar high, and that's exactly how it should be.

We'll keep holding ourselves accountable, keep asking the hard questions, and keep striving to make Premier a force for good in our industry and beyond”

- Ryan Askew, Managing Director