

**PREMIER
MODULAR
GROUP** 

2022



**ESG
REPORT**



CONTENTS

- **Group CEO's Welcome**
- **About this Report**
- **Who WE are**
 - Our Purpose
 - Our Values
 - External Recognition
- **Vision and Strategy**
 - Our Sustainability Journey
 - Materiality Assessment
 - Sustainability Development Goals
- **Environment**
 - Pathway to Net Zero
 - FY22 Highlights
- **Social**
 - Making a Positive Impact
 - FY22 Highlights
- **Governance**
 - Our Corporate Governance Approach to Sustainability
 - FY22 Highlights

GROUP CEO'S WELCOME



Welcome to our first dedicated sustainability and ESG report for 2022. Our journey towards the pursuit of a more sustainable world, with a low carbon economy has begun. To make progressive contributions to our communities requires us to act as industry leaders supporting, not hindering, the big societal challenges we face. Our modular solutions fully support a circular economy reinforcing a more sustainable future.

David Harris
Group CEO

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ABOUT THIS REPORT

Our focus on ESG means our business can focus on doing its part for the planet while also improving employee engagement and productivity, enabling employees to have a clear connection to something so important – a purpose bigger than their job role. The sense of inclusion and community makes people feel valued for their contribution to the overall goals of our business.



WHO **WE** ARE, **OUR** PURPOSE

OUR PURPOSE

Enabling a better tomorrow, every day, for our people, companies, communities, and environments to thrive for generations to come

OUR GOALS

- To be a growing and profitable, top-three modular leasing company, supported by cash and profit generating, low-risk, modular, and offsite sales business
- To be recognised as a leader in sustainable solutions, whilst remaining demonstrably agile and flexible in our approach to markets, customers and solutions

OUR STRATEGIC PILLARS



Customer Centric
Keeping the customer at the heart of what we do



Operational Excellence
Relentless focus on ongoing improvement across all operations



Leader in Sustainability
Commitment to sustainability across products and operations, including offering low and net zero carbon options to our clients



Investment in OUR People
Success depends on our people and culture

OUR VALUES



FAMILY

Like a family, everyone's welcome. Everything is built on loyalty, trust, compassion and a deep understanding of one another.

PRIDE

We take pride in all we do, delivering on every promise.

AGILE

In an ever-changing world, we have all the know-how, scale, resources and resilience to create buildings that flex to future needs.

CHALLENGE

We love progress and making things happen at pace. We continually challenge ourselves and the norm.

TOGETHER

Teamwork is paramount. We rely on, respect and trust one and another to make the remarkable happen. None of us is stronger than all of us.

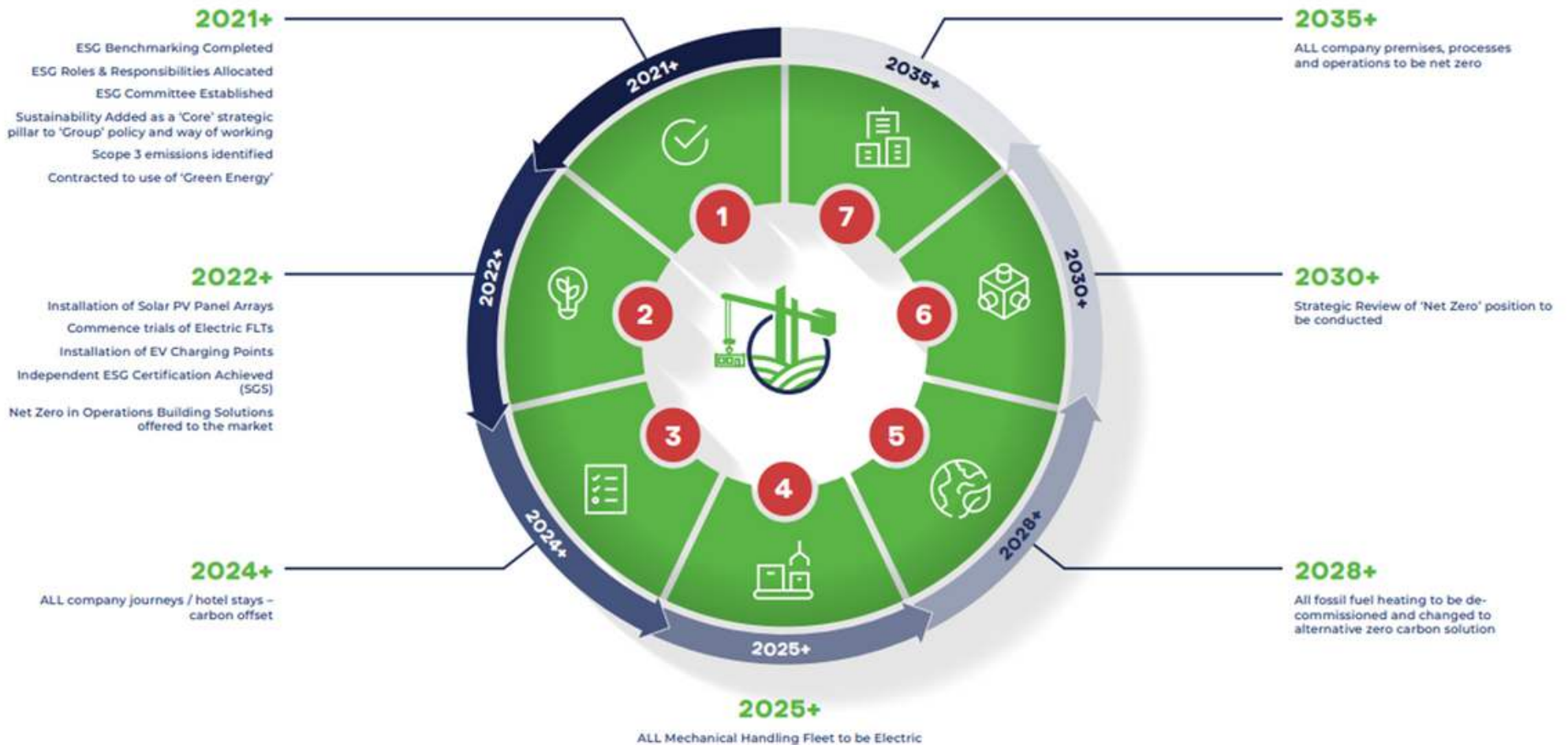
'As a **FAMILY** we **Pride** ourselves on being **Agile** and continually rise to any **Challenge** by working **Together**'

EXTERNAL RECOGNITION

- Building Better Healthcare Awards – NHS Nightingale, Exeter Hospital – highly commended for Best Covid19 Building Design Project;
- Building Better Healthcare Awards – COVID19 test site team – highly commended for Best Covid project team;
- NHS Nightingale, Exeter – shortlisted for Institution of Civil Engineers People’s Choice Award;
- Sunday Times Profit Track 100 Ones to Watch;
- British Safety Council International Health & Safety Award 2022;
- Shortlisted – Constructing Excellence Health Safety & Wellbeing Awards (Yorkshire & Humber) 2022;
- Shortlisted for ‘Employer of the Year’ at the Yorkshire Business Masters 2022



OUR SUSTAINABILITY JOURNEY



MATERIALITY ASSESSMENT

The business undertook an assessment of the organisation's resilience to environmental, social and governance issues, and we looked to 're-calibrate' our findings on an annual basis on data research and input from our wide range of stakeholders and investors, whilst aligning our outcomes to the UN Sustainable Development Goals.



PMG'S ANNUAL SDG FOCUS

Pursue a Sustainable World



Grow Together



Deliver Distinctive Value



ENVIRONMENT - CREATING POSITIVE CHANGE

The Premier Modular Group is committed to making a positive difference to the environment. Some of the ways that we do this are through:

- Development of net zero products for our clients;
- Providing bolt on modular solutions such as solar heating systems, air and ground source heat pumps, passive ventilation, rain water harvesting modules and more;
- Our in-house design teams can also provide mechanical cooling systems, photovoltaics to generate electricity, green roofs, low-energy lighting, and daylight sensors;
- Our modular building systems are precision manufactured to exceed industry standards for air permeability with proven enhanced thermal efficiency, reduced heat loss, lower running costs, and reduced carbon emissions;
- Offering our clients more longer term rental options, supporting a natural circularity of product reuse.



ENVIRONMENT HIGHLIGHTS - PATHWAY TO NET ZERO

Installation of Solar PV

Climate Change Risk Assessment completed

Commenced trials of Electric FLTs

Installation of EV Charging Points

Carbon calculator developed for Rental quotes

Net Zero in Operation Building Solutions offered to market

Zero Waste to Landfill target

Reduction in Carbon Intensity Ratio ('000 employees)

Smart metering analysis of Head Office site

100% Green Energy Contract signed



SOCIAL - MAKING A POSITIVE IMPACT

The Premier Modular Group has been on a rapid but sustainable growth trajectory over the last few years. As a purpose-driven and forward-thinking business we are conscious that the work that we do has a significant impact on the communities we operate in.

We get involved in a number of initiatives annually, and in FY22 we had the great privilege to be involved in a big community project with the Reach Foundation that supports people with learning difficulties in Newark. The new building provides a great facility for people to learn, have fun and live well.

We also contributed to this year's DIY SOS BBC Children in Need Special who supported St Michael's Youth project in Hull with a purpose-designed adventure camping site for the children. We supported the project through the provision of modular project offices and staff facilities for use during the build.

Another notable achievement was being awarded the International Safety Award 2022 (Merit) by the British Safety Council.



FY 2022 - SOCIAL HIGHLIGHTS

- Expansion of our EDI approach with targeted recruitment campaigns
- Enhanced online induction process for employees and contractors
- Premier Modular Academy launched tripling factory apprentice intake
- Revamp of Mission, Vision and Values through stakeholder engagement
- Human Rights policy developed
- Quality healthcare solutions provided to support Covid-19 crisis
- ESG training calendar with monthly key topics
- Executive development programme completed for key managers
- Onsite face to face employee wellbeing support brought in to complement existing online programme



GOVERNANCE

An ESG Committee was formed, this forming an integral part of the development, implementation and reviewing process of the 'Groups' ESG Policy. The CEO holds ultimate responsibility to the shareholders for managing key strategic decisions, though the ESG Committee engages to support our ESG framework in:

- Developing, implementing and supporting on the combined ESG strategy and annual plan;
- Oversee ESG activities across the business, encouraging 'continual improvement' in the integration of ESG factors in decision making;
- Work closely with the Senior Management Team on ESG reporting;
- Support collaboration with stakeholders to drive the integration of ESG factors;
- Evaluate and monitor ESG factors within the organisation;
- Provide regular ESG training and guidance for all employees; and
- Support in the preparation of the annual ESG report.



FY 2022 - GOVERNANCE HIGHLIGHTS

Develop ESG policy and ESG plan with annual review

Completion of Governance Audits

Establish ESG committee with quarterly meeting schedule

Materiality assessment and Board review of key ESG risks

ESG reporting software platform put in place

Supply Chain Code of Conduct developed and rolled out

ESG Stakeholder engagement plan

Internal Audit Committee established to audit and review key metrics

Anti- Bribery and Corruption risk assessment completed

External whistleblowing mechanism put in place

