



PREMIER MODULAR	Section 172 Statement		HRPOLPMG 005
Classification: Internal	Uncontrolled if printed		Rev No.1
The Owner/Author of this document is	This document has been approved for issue by:	Date of Issue	Reviewed Date
	David Harris 	June 2025	June 2025

PREMIER MODULAR LIMITED

Section 172 Statement

At Premier Modular Limited we believe in adopting an ethical and responsible approach to all our business activities and providing a working environment that reflects our principles of sustainability, safety, continuous improvement, transparency, honesty, and accountability.

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Premier Modular Limited ("Premier Modular") is committed to promoting the long-term success of the company for the benefit of its shareholders and stakeholders. In doing so, Premier Modular takes into consideration the broader impact of its activities, consistent with the principles set out in Section 172 of the Companies Act 2006.

These considerations include:


- the likely long-term consequences of decisions;
- the interests of employees;
- the need to foster positive business relationships with suppliers, customers, and others;
- the impact of the company's operations on the community and the environment;
- maintaining a reputation for high standards of business conduct; and
- acting fairly between members of the company.

Building strong, enduring relationships with stakeholders is critical to Premier Modular's long-term success and sustainability. The following section outlines how these factors have been reflected in the company's activities and decision-making during the reporting period.

1. Promoting Long-Term Success

Premier Modular's strategy focuses on sustainable growth as a market leader in modular construction solutions. Key actions during the period included:

- Investing in **modern manufacturing technology** to improve capacity, product quality, and energy efficiency.
 - Expanding project growth further in both public and private markets; growing healthcare, education, infrastructure and commercial markets to reduce sectoral dependency.
 - Growing the **rental fleet**, creating a more resilient and recurring revenue base.
 - Implementing digital systems and processes to enhance operational efficiency and transparency.
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2. Engaging with Key Stakeholders

Employees

Premier Modular recognises the importance of its workforce and strives to create a safe, inclusive, and supportive environment. Key initiatives included:

- Ongoing commitment to **health, safety, and wellbeing**, including mental health support programmes.
- Establishment of an **Employee Engagement Forum** to enable open dialogue between leadership and staff.
- Providing leadership and technical training to support personal and professional growth.
- Providing flexible and hybrid working arrangements where practical.
- Expanding diversity, equity, and inclusion programmes.

Customers


Delivering value and service quality to customers remains central to Premier Modular's operations. Engagement included:

- Close collaboration during design and construction phases to ensure tailored solutions.
- Post-project feedback processes to capture satisfaction and opportunities for improvement.
- Strengthening of aftercare and maintenance services to drive long-term relationships.
- Enabling clients to advance their sustainability agendas through net zero product innovation, circular economy principles designed in and our VAPS strategy.

Suppliers and Subcontractors

Reliable supply chain partnerships enable the company to deliver projects efficiently and responsibly. Premier Modular:

- Conducted supplier forums to address market challenges, such as material availability and cost volatility.
- Enhanced ethical sourcing and sustainability policies within the procurement framework.

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Communities & Environment

Premier Modular recognises its role in the wider community and environmental stewardship. Key contributions included:

- Supporting local employment and apprenticeship opportunities.
- Delivering modular solutions for schools, healthcare facilities, and community spaces.
- Comprehensive social value strategy to support our communities and charities identified
- Progressing environmental targets, including:
 - Reducing waste to landfill from manufacturing activities.
 - Improving the energy efficiency of modular units.
 - Transitioning to a lower-emission vehicle fleet.
 - Advancing towards ISO 14001 environmental certification.


Shareholders & Investors

As part of a private equity-backed group, Premier Modular engaged with shareholders through:

- Regular performance and strategy reviews.
- Transparent approval processes for major investments and strategic initiatives.
- Open dialogue on growth and sustainability plans.

3. Key Decisions and Their Stakeholder Impact

Key Decision	Stakeholders Engaged	Considerations
Manufacturing facility expansion	Employees, suppliers, investors	Long-term growth, job creation, environmental impact
Launch of sustainable product lines	Customers, regulators, communities	Compliance, market demand, ESG leadership
Digital transformation initiatives	Employees, suppliers, customers	Efficiency, collaboration, supply chain resilience
Employee wellbeing and engagement	Employees	Retention, productivity, employer brand
Strengthened governance	ESG Customers, communities, investors	Transparency, compliance, reputation management

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4. Commitment to Responsible Business Conduct

Premier Modular maintains a strong culture of integrity and compliance. This includes:

- Regular reviews of ethical policies, including anti-bribery measures and whistleblowing channels.
- A structured risk management framework covering operational, environmental, financial, and reputational risks.
- Compliance with relevant safety, environmental, and quality standards across all activities.

5. Balancing Interests Fairly

Premier Modular recognises the importance of balancing the interests of all stakeholder groups while acting fairly between company members. Business decisions are guided by comprehensive stakeholder impact assessments and align with the company's purpose and values.

Conclusion

Throughout the reporting period, Premier Modular has taken deliberate actions to promote sustainable growth and create value for shareholders, employees, customers, suppliers, and communities. By actively considering the factors set out in Section 172 of the Companies Act 2006, the company remains committed to responsible business practices and long-term success.