

**PREMIER  
MODULAR  
GROUP**

# Our **FY24** ESG Report

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# About this report

The Premier Modular Group and its subsidiaries, headquartered in the UK, are proud to deliver high quality modular buildings for public and private sector organisations across the UK and Europe. With over 65 years of experience and excellence, our modular buildings are an innovative and sustainable infrastructure solution with unique benefits to the client and end user.

This is our fourth annual Environment, Social, Governance (ESG) report, which shares our priorities, actions, and progress from **1 July 2023 to 30 June 2024** (unless otherwise stated).

The focus areas are informed by our materiality assessment with all of our key stakeholders (internal and external) and aligned with our business strategy. We undergo a formal ESG certification accreditation audit with SGS annually and commit to sharing this information with our stakeholders through a number of communication channels.

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David Harris

## Message from our Chief Executive Officer

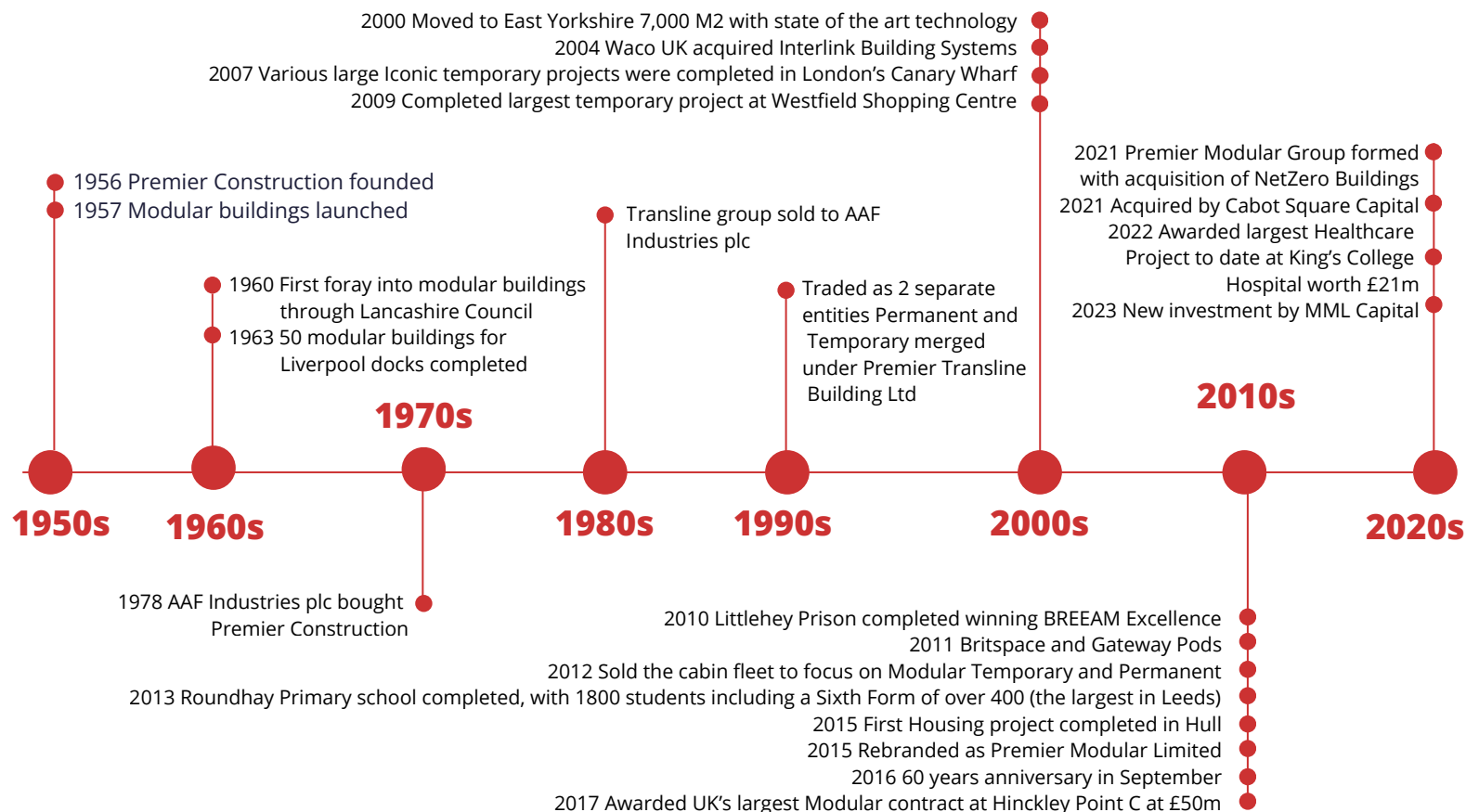
“Welcome to our Sustainability and ESG report for our 2024 financial year. We have worked hard to continue making significant contributions in the pursuit of a more sustainable world with a low carbon economy. To make progressive contributions to the communities we serve in the UK and Europe requires us to continue to act as industry leaders, innovating and positively contributing to the significant societal challenges we face. Our modular solutions whether temporary, semi permanent or permanent are fully aligned with the support of a circular economy which reinforces a more sustainable future for the next generation.”

# PMG at a Glance

Premier Modular is one of the UK's leading providers of modular and offsite building solutions. Established in 1956, offering exceptional service, innovative products and an unrivalled build quality for both temporary and permanent solutions .

Working alongside the world's biggest construction companies on some of the country's most prestigious projects, we have a proven track record in delivering a high standard of modular buildings quickly and efficiently across many market sectors.

See below key milestones in our rich history.





# Our Purpose

“Enabling a better tomorrow, every day” articulates how as a company, our purpose is to make it possible for people, companies, communities and environments to thrive.

This common purpose informs our vision and drives every decision, every action and every interaction with all stakeholders across our business – from employees and investors to customers and the communities we operate in.



Enabling a  
**better**  
tomorrow,  
every day

# Our Values

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



## **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 another to make the remarkable happen. None of us is stronger than the all of us.

# Who we are and what we do



Healthcare



Education



Commercial  
/Industrial



MOD/MOJ



Retail



Infrastructure



Nuclear



Residential



Custodial



Leisure

# 335

Employees

# £104m

Revenue

# 3

European Locations



Temporary Modular Buildings



Permanent Modular Buildings



Panelised Solutions



# Our Leadership Team

As the leadership team we realise that culture at the heart of the company has an impact on the quality of service we provide, that's why it's important to us.

We want to ensure our companies are a great place to work. We believe our people would attest to that being the case. Teamwork, reward, and challenge are at the core of what we do.



David Harris  
CEO

Dan Allison  
Permanent Space  
Divisional Director

Chris Brighton  
Manufacturing  
Director

Annelee Roscoe  
ESG & HR Director

Craig Glover  
Finance Director

Lee Young  
Corporate Strategy  
Director

Mark Rooney  
Rental Space  
Divisional Director



# Our Sustainability Journey

We've got a plan to ensure our companies reduce emissions from all operations and get us to net zero by 2035. As demonstrated by the ticked off items on the pathway shown below we are on track to achieve this target.

A dedicated team are looking at the development of net zero products for clients as well as significantly reducing carbon emission statistics within our supply chain.

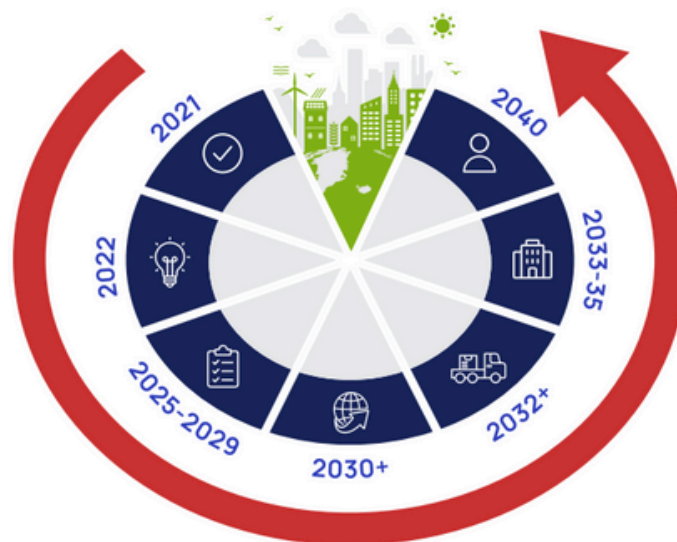
## Carbon Zero 2040<sup>†</sup>

### 2021+

- ESG Benchmarking Completed
- ESG Roles & Responsibilities Allocated
- ESG Committee Established
- Sustainability Added as a 'Core' strategic pillar to 'Group' policy and a way of working
- Scope 3 emissions identified
- Contract to use of 'Green Energy'

### 2022+

- Installation of Solar PV Panel Arrays
- Commence trials of Electric FLT's
- Independent ESG Certification Accreditation Achieved (SGS)
- Sustainability Added as a 'Core' Net Zero in Operations Building Solutions offered to the market



### 2025-2029

- ALL company journeys / hotel stays – carbon offset
- Annual programme of replacement of FLT to Electric FLT's to commence
- Install EV charging points (2027)

### 2040

- ALL company premises, processes and operations to be net zero

### 2033+

- Achieve 75% reduction against baseline (2033)
- Strategic Review of 'Net Zero' position to be conducted;

### 2032+

- Infrastructure / Technology Dependant\* - ALL Mechanical Handling Fleet to be Electric

\*iGCO to confirm that sufficient power is available to the site to ensure we can operate electric FLT's > 12 Tonnes.  
\*WMMH to confirm Amps required 2030+ to power larger eFLT's

### 2030+

- All fossil fuel heating to be decommissioned and changed to alternative zero carbon solution

# FY24 ESG Key Achievements

## Leadership Training Programme



16 modules delivered over 18 months to our leaders within the business

Over **3.5%** of the workforce was internally promoted during FY24, reflecting the organisation's commitment to employee development, talent retention, and career progression.



## Introduced a new Travel Management System

Reports associated carbon emissions generated from business travel and hotel stays to enable accurate offsetting



Solar panels installed on factory rooves, covering an area of over **1,700m<sup>2</sup>** – will produce an expected annual yield of **822kW**



Over **36%** of FY24 new hires were female (**12.44%** increase from FY23) and we had an increase of **100%** of female hires in the factory



Hull Live Business Awards **Winners** for Environmental & Sustainability 2023



Quarterly **ESG** Committee meetings held



**47** Trees Planted  
**3.6kg** Plastic Removed  
**6** Meals Donated  
**8K** Litres Drinking Water Donated

Processed an order for two NL Series Lithium Battery Counterbalance Forklifts with a **2,000 – 3,500kg** capacity. This is the first phase of our transition to an electric modular movements fleet.



# FY24 ESG

## Driving our ESG Credentials Forward

### Awards and Recognitions

#### International Safety Award

Premier Modular are the proud recipients of a British Safety Council International Safety Award.

This Award celebrates organisations from around the world that have shown a true dedication to keeping their workers and workplaces healthy and safe over the last year



#### Unlock Net Zero Awards

The ESG team was recognised as finalists for ESG team of the year.



#### Hull Live Business Awards

Premier Modular has been officially recognised for its ESG efforts after securing the esteemed Environmental and Sustainability Award at the Hull Live Business Awards last week.

#### National Building & Construction Awards

Premier Modular were also a finalist in the Sustainability category for the National Building & Construction awards.

#### Construction Apprenticeship Awards

Premier Modular were the winners of the Low Carbon Innovator of the Year award 2024.



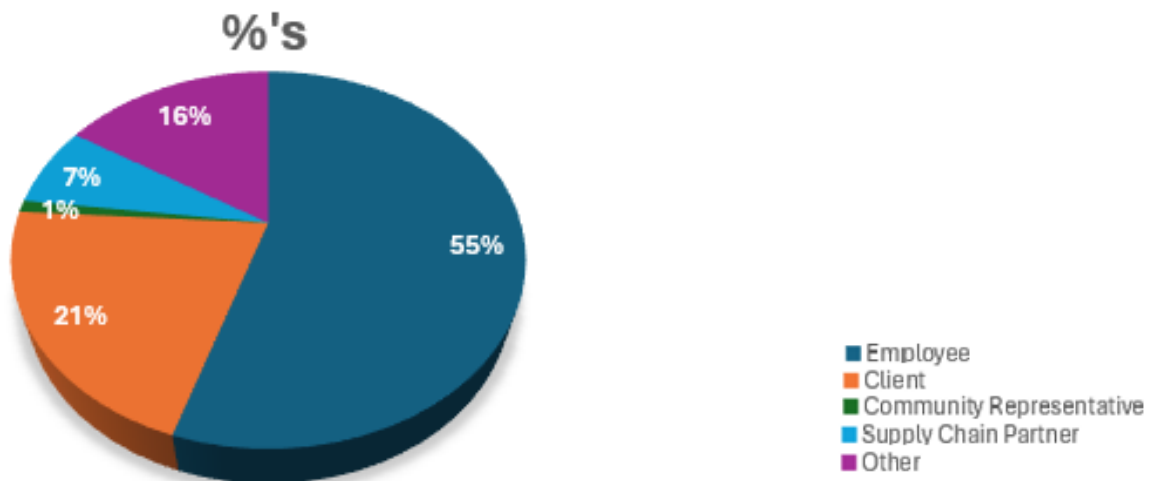
# Our ESG Approach

We undertake an annual stakeholder engagement materiality survey to identify those environmental, social and governance (ESG) issues that are considered material to our business by our stakeholders and to ensure that our ESG strategy remains relevant.

In FY24, the survey included an online questionnaire for all participants. In addition, workshops were held with the management team, as well as the board separately to analyse the outcomes and finalise the top 10 material issues for the business which were then aligned with the UN Sustainable Development Goals.

The results have contributed to our understanding and allowed us to analyse how different stakeholder groups view different issues as being material and how best to drive positive ESG outcomes through our strategy.

## Materiality stakeholder response





# Our **ESG** Approach

## Environmental

Pursuing a sustainable world

## ESG Outcomes

- Carbon Reduction Product
- Carbon Reduction in Operations

## Alignment to UN Sustainable Development Goals



## Social

Growing Together

## ESG Outcomes

- Health, Safety & Wellbeing
- Human Capital (Talent Management, Training & Development)
- Product Quality & Safety
- Employee Wellbeing
- Customer Welfare
- Recruitment & Retention incl. Cost of Living

## Alignment to UN Sustainable Development Goals



## Governance

Delivering Distinctive Value

## ESG Outcomes

- Corporate Governance & Ethics
- Cyber Security

## Alignment to UN Sustainable Development Goals



# ESG Highlights for 2024

## Environmental

Partnered with **Turning Corners**, by donating our waste timber, which they use to help people with mental health challenges or brain injuries gain skills and return to work.



PM achieved **Zero waste** to landfill in 2024



We're proud to have achieved Gold Membership with the **Supply Chain Sustainability School**, recognising our commitment to sustainable practices and continuous improvement.



Solar panels installed on factory buildings in Brandesburton, covering an area of over **1,700m<sup>2</sup>** – will produce an expected annual yield of **822 kW**



Processed an order for two NL Series Lithium Battery Counterbalance Forklift trucks with a **2,000 – 3,500kg** capacity

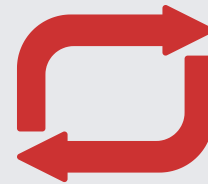


### Introduced a new Travel Management System



Reports associated carbon emissions generated from business travel and hotel stays to enable accurate offsetting

**Hull Live Business Awards Winners** for Environmental & Sustainability 2023



BG (plasterboard) closed loop system implemented (waste plasterboard goes back into BG production)



Travel & accommodation emissions (**48.48 t CO<sub>2</sub>e**) offset via the Woodland fund

# Environmental

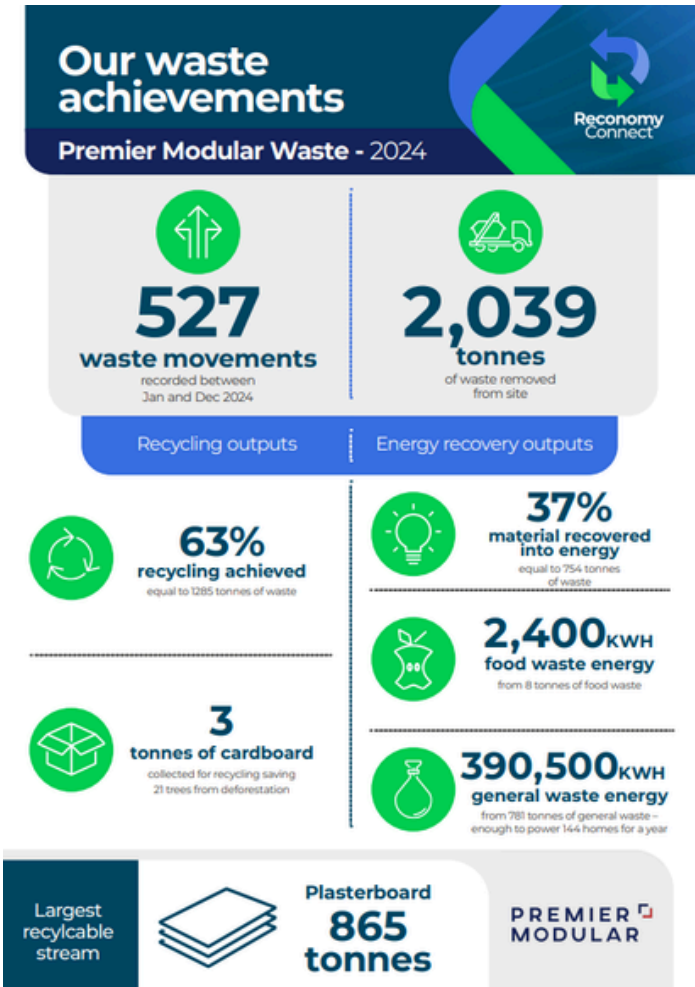
## Creating a Positive Change

### Water & Effluents

It is generally recognised best practice that we are to report on relevant (or 'material') issues that have a direct or indirect impact on our ability to create, maintain or erode economic, environmental or social value for the organisation, our stakeholders, the environment, and society at large. In this context, water is not a materiality issue, it is not involved within a process, and thus our overall management of it is for the welfare of our employees, whether that be for cooking, sanitary or hygiene purposes. In FY24 7851 cubic metres of water were consumed;

Under the Water Resources Act we hold a consent to discharge (monitored by the Environment Agency), which is to Chubley's Mere, an inland drain. Under the consent we are to periodically sample for Biological Oxygen Demand (BOD), Suspended Solids (SS) and Ammonia (N), reporting any exceedances to the Environment Agency, along with any corrective / preventative actions. All remaining wastes are pumped from our tanks quarterly for disposal. We have a full schedule for the servicing of the tanks in line with the consent.

### Waste



# Environmental

## Creating a Positive Change

### Energy & Emissions

As part of our commitment to transparency and continual improvement under the Streamlined Energy and Carbon Reporting (SECR) framework, we are pleased to share the progress we've made in understanding and reducing our greenhouse gas (GHG) emissions across Scopes 1, 2, and 3 for the financial year 2024 (FY24).

During FY24, we achieved a significant reduction in our Scope 1 emissions, which are direct emissions from sources we own or control, such as gas consumption and company vehicles. Scope 1 energy use decreased to 685.23 MWh, a marked improvement from 869.9 MWh in FY23. This 21% reduction is the result of ongoing efforts to improve operational efficiency across our manufacturing and modular construction processes, invest in more energy-efficient plant and equipment, and promote behavioural changes across our workforce.

Our Scope 2 emissions, which relate to purchased electricity, continue to reflect our proactive approach to sustainable sourcing. In FY24, 100% of our electricity consumption was derived from renewable sources. This includes our 383kW solar array, which provides a significant proportion of our site electricity demand and exemplifies our long-term investment in onsite renewable energy generation. This transition to clean electricity underscores our commitment to reducing emissions intensity and our reliance on fossil fuels.

Scope 3 emissions, covering indirect emissions from our value chain (including procurement, transportation, and waste), increased in FY24 to 1,014.1 MWh, up from 914.87 MWh the previous year. While this increase reflects higher reported energy use, it is primarily due to improved data collection and expanded reporting boundaries. As we strengthen the robustness and accuracy of our Scope 3 assessments, we gain greater visibility into our upstream and downstream impacts, enabling more targeted interventions for carbon reduction within our supply chain. We view this increase not as a step backwards, but as essential progress in accounting more comprehensively for our environmental footprint.

	2024	2023	2024	2023
Combustion of Fuel Oil	17.54	22.62	4.70	6.06
Combustion of Liquefied Petroleum Gas	13.07	2.18	2.80	0.47
Combustion of Diesel	21.03	-	5.03	-
Combustion of HVO fuel	1.79	-	0.01	-
Combustion of Petrol	0.21	-	0.05	-
Combustion of Fuel in Company Vehicles	467.40	845.10	111.72	202.04
Solar Generation	164.20	-	-	-
<b>Scope 1 Total</b>	<b>685.23</b>	<b>869.90</b>	<b>124.30</b>	<b>208.58</b>
Generation of Purchased Electricity	667.68	822.50	138.24	170.32
Of Which from renewable sources	667.68	822.50	138.24	170.32
<b>Scope 2 Total</b>	<b>667.68</b>	<b>822.50</b>	<b>-</b>	<b>-</b>
Combustion of Fuel in Staff Vehicles	1,014.10	914.87	250.12	225.56
Mixed Waste	-	-	13.01	46.09
Train Journeys	-	-	0.04	0.02
<b>Scope 3 Total</b>	<b>1,014.10</b>	<b>914.87</b>	<b>263.17</b>	<b>271.67</b>
<b>Grand Total</b>	<b>2,367.01</b>	<b>2,607.27</b>	<b>387.47</b>	<b>480.25</b>
Group: Intensity per '000 Employee Hours	2.48	2.88	0.41	0.53
PML: Intensity per '000 Employee Hours	2.46	2.72	0.41	0.51
NZB: Intensity per '000 Employee Hours Worked	2.69	8.13	0.40	1.11



# Environmental

## Creating a Positive Change

### Energy & Emissions

The metric we use to benchmark our energy performance is our energy intensity ratio, which normalises energy use relative to operational activity. In FY24, our energy intensity reduced to 2.48 MWh per 1,000 employee hours, down from 2.88 MWh in the previous year. This reduction reflects the combined effect of our direct energy-saving initiatives and the decarbonisation of our electricity supply. It also highlights the effectiveness of our wider ESG strategy in embedding energy efficiency and low-carbon thinking into the way we operate.

As we look ahead, we will continue to build on these results by exploring further opportunities to reduce Scope 1 emissions through alternative fuels, electrification, and collaborating with our supply chain to reduce Scope 3 emissions. Transparency, accountability, and data-led decision-making will remain central to our approach as we work toward our net zero ambitions.

Source of Energy & Emissions	Energy Consumption (MWh)		GHG Emissions (tCO <sub>2</sub> e)	
	2024	2023	2024	2023
Combustion of Fuel Oil	17.54	22.62	4.70	6.06
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# Environmental

## Creating a Positive Change

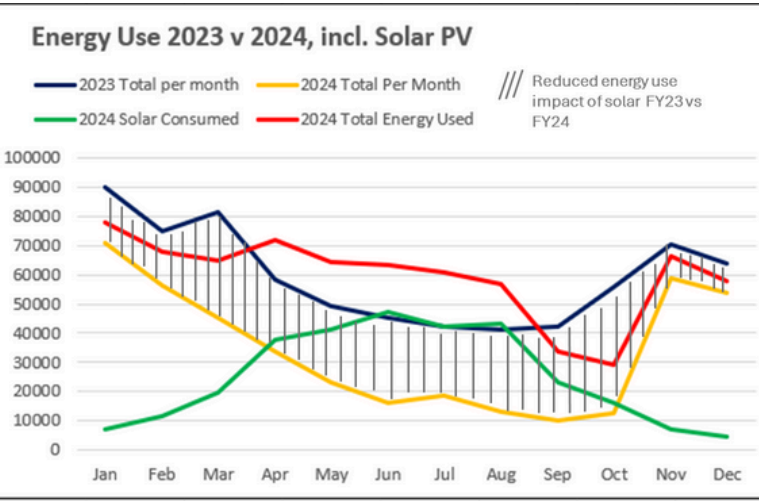
### Energy & Emissions

During this financial period, Premier Modular reviewed the availability and trialled several models of electrical trucks to reduce our reliance on our aging fossil fuels fleet. We managed to scope potentially a full fleet replacement and hope to have commenced rolling out replacement commencing FY24. Additionally, financial contracts were exchanged for solar arrays to be installed on our production facilities, and these were installed in the 2nd quarter of FY2024 and have commenced to generate energy for the site.

This is a very positive step in developing our sustainability, whilst providing the business with our own generated energy. We're also continuing to drive efficiencies in energy use with our transition to PIR lighting in areas where available. In production areas we have looked to address our extraction units and ensure they engage at the same time the saw becomes operational.

### Effect of the solar panel installation on our emissions:

As part of Premier Modular's ongoing commitment to achieving net zero and reducing our operational carbon footprint, the installation of solar panels at our Brandesburton manufacturing site has marked a significant milestone in our sustainability journey. The generation of energy from our Solar PV arrays, coupled with our Renewable Energy Contract ensures we have Zero Greenhouse Gas Scope 2 Emissions (see GHG Emission Scope 2 Totals).



# Environmental

## Creating a Positive Change

### Electric Forklift Trucks

In moving towards our goal of Net Zero by 2035, we conducted a series of trials of electric forklift trucks from manufacturers like BYD, Toshiba and Linde, whilst also asking our supplier Windsor Material Handling to source. In electrifying our fleet, there are a series of issues that need to be overcome, so in the trials aspects such as performance, durability, manoeuvrability, lifting capacity, comfort and charging were deemed as key.

Results varied from manufacturer to manufacturer, and it was two UN Captain LI-ION V35 Battery Technology driven trucks, with a 3 tonne Safe Working Load (SWL), that emerged as the leading truck, and these were received in June 2024, following a 16-week lead time. This is the first step in a proposed programme of prolonged replacement, with work to be done on ensuring the infrastructure can meet with charging demands of the fleet, and the need to operate the site.

### Solar Panel Installation

As part of our goal to become net zero by 2035, we have committed to generating renewable energy through the installation of solar panels. The panels are being installed on two of the factory buildings, covering an area of over 1,700m<sup>2</sup> – equal to six and a half tennis courts and will produce an expected annual yield of 822 kW, with the remaining energy required for the facility exported from the grid. In line with the company's net zero commitment, Premier has a contract with the national grid to receive only 100% of its power from renewable sources.



# ESG Highlights for 2024

## Social



### Leadership Training Programme

16 modules delivered over 18 months to our leaders within the business

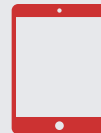
The various modules included:

1. Inductions & Onboarding
2. Time Management
3. Performance Management
4. Positive Communication
5. Team Training & Development
6. Strategic Vision
7. Managing Disciplinaries
8. Managing Fatigue
9. Recruitment & Interviewing
10. Delegation
11. Internal Communication
12. Difficult Conversations
13. Self & Team
14. Change Management
15. Absence Management
16. Managing Staff Virtually

Over **36%** of FY24 new hires were female (**12.44%** increase from FY23) and we had an increase of **100%** of female hires in the factory



We donated **12 iPads** to a local primary school. This contribution will help enhance digital learning in the classroom, providing students with greater access to educational resources and technology



Over **3.5%** of the workforce was internally promoted during FY24, reflecting the organisation's commitment to employee development, talent retention, and career progression. This upward mobility underscores our focus on recognizing internal potential and investing in long-term growth opportunities for our team members.

ESG Awareness Induction created for all staff to complete



**135** CI suggestions received and 68 approved for the year





# Social

## Making a Positive Impact

### Employee Wellbeing

47

Trees Planted



3.6kg

Plastic Removed

6

Meals Donated



8K L

Drinking Water Donated

144,179,250

Steps completed by  
our employees in  
the first four  
months of  
implementing the  
app



1344 hrs

Meditation sessions  
completed



4479

Yudoku Puzzles  
Completed



21K km

Total distance cycled by  
our employees within  
the first four months



### YuLife Implementation

As part of our ongoing commitment to employee wellbeing and engagement, we introduced the YuLife wellbeing app during FY24.

YuLife is a gamified digital platform designed to promote healthy habits and support both physical and mental wellness. Through the app, employees are encouraged to complete daily activities such as walking, meditating, and practicing mindfulness. In return, they earn YuCoin, which can be redeemed for rewards from a range of well-known brands.

The wellbeing features alone have proven to be a valuable addition. Since the launch, we've seen strong engagement across the team, with many employees regularly participating in the app's challenges and activities. Feedback so far has been very positive, indicating that YuLife is helping to boost motivation, support wellness goals, and contribute to a positive workplace culture.

# Social

## Employee Engagement in CSR Activity

As a business we are about more than just revenue generation. We are truly committed to supporting our employees and local communities and ensure the decisions we make create and inspire positive opportunities and environments



### BEACH CLEAN-UPS

Premier Modular prides itself with leading on sustainability in the modular industry and has ambitious targets to reach net zero by 2035. The company's approach to sustainability spans more than its operations and since May 2024 has arranged and carried out a beach cleans for its employees. The cleans take place at Hornsea and Fraisthorpe beaches, which are local to the Premier Modular site.

With equipment provided by East Riding Council for every beach clean, the our team accumulate bags of waste including disregarded plastic items, drink cans and dog waste.

All the waste collected is sorted and recycled at the Premier Modular site. The Initiative gives our employees the opportunity to be involved in our CSR activity and incites the drive to connect to our communities.

# Social

## Supporting sport in our community

Premier Modular has launched several community initiatives as part of its commitment to make a positive impact on the local area. All initiatives undertaken are designed to deliver lasting value and foster ongoing engagement. For example, support provided to local teams aims to encourage opportunities such as work experience placements and apprenticeships, contributing to long-term community and workforce development. This includes the sponsorship of local football and rugby clubs.



### KINGSWOOD UNITED CYCLONES

At Kingswood United, Premier Modular has provided shirt, pitch, banner and goal flag sponsorship for the summer tournaments and 2024/5 season. This sponsorship has been instrumental to provide team kits and support the Cyclones to foster an inclusive and active community by encouraging young people to get involved in the sport. To build a strong connection with the team, Premier Modular Group CEO, David Harris, participated in pre-match training as a stand in goalkeeper.

### MYTON WARRIORS RUGBY CLUB

Premier Modular are also proudly sponsoring Myton Warriors U14s rugby team and further supporting individual player development through the sponsorship of rising rugby star, Jack Burton, helping to fund his training kit for the season.

### TWILIGHT FOOTBALL SESSIONS

As part of Premier Modular's commitment, we were pleased to support this valuable initiative, which has contributed to reducing anti-social behaviour. Twilight at Hornsea School is a supervised evening football session, which provides a safe and informal environment for young people aged 11 to 18. The initiative was originally set up as part of the Positive Lifestyles Programme run by East Riding of Yorkshire Council, but severe funding issues have left the future of Twilight in jeopardy.



"As a business we are about more than just revenue generation. We are truly committed to supporting our employees and local communities and ensure the decisions we make create and inspire positive opportunities and environments. It's great to be able to support Kingswood United and Myton Warriors and help players get involved in a sport that they are passionate about."

DAVID HARRIS, GROUP CEO,  
PREMIER MODULAR

"Massive thanks to Premier Modular. There is huge interest in the area for a scheme like Twilight, built up over the last 10 years. Donations and help like this will keep the sessions going, interest high and anti-social crime down."

TOM CONNOR, HEAD COACH AT  
HORNSEA SCHOOL



# Social

## Making a Positive Impact



## Living our Values Campaign

We launched Living our Values, a campaign to harness the importance of our core values and champion our fantastic employees who're demonstrating them day-to-day.

Each month, from July to December we celebrated each of our values by getting employees to nominate a fellow employee whom they had seen behaved in a way that epitomised that value.

Prizes were awarded to first and second place, and a final overall grand prize for the 5 categories was awarded in December.

A panel of judges comprising of a representative from each of the areas of the business, namely: Sites/Remote Workers; Corporate; NZB; Permanent Space; Factory Office; Factory Floor ; Rental Space ; and HR were responsible for making the tough decisions on the fantastic submissions received.



# Social

## Making a Positive Impact

### Health and Safety Performance

We remain firmly committed to ensuring a safe and healthy working environment for all our employees, supply chain partners, contractors, and visitors. In 2024, we continued to strengthen our safety culture through proactive risk management, training, introduction of behavioural safety observations, and open reporting, which has resulted in stronger engagement and improved awareness across our operations.

Over the reporting period, we recorded one RIDDOR-reportable incident, translating to an Accident Frequency Rate (AFR) of 0.176 per 100,000 man-hours. While any reportable incident is taken seriously, we are encouraged that this rate remains low, is considerably lower than both the construction and manufacturing sector averages and reflects our ongoing focus on incident prevention, investigation and management.

Additionally, there were five Lost Time Incidents (LTIs) of fewer than seven days, equating to a frequency rate of 0.475 per 100,000 man-hours. All LTIs were managed efficiently, and we ensured appropriate medical care and follow-up support was provided.

In terms of minor incidents, we reported:  
16 cases requiring first aid or medical treatment  
10 injuries requiring no treatment

These incidents were used as learning opportunities, helping us refine our controls and improve our incident prevention strategies.

Incident Type	Jul - Sep (FY24/Qtr 1)	Oct - Dec (FY24/Qtr 2)	Jan - Mar (FY24/Qtr 3)	Apr - Jun (FY24/Qtr 4)	YTD
Man hours worked	237795.4	455828.35	211052.15	234442.70	1139118.60
Fatality	0	0	0	0	0
Injury - RIDDOR	0	0	1	0	1
Injury - RIDDOR (Reportable by Other Party)	0	1	0	0	1
Injury - 1st Aid / MTC	5	5	3	3	16
Injury - no treatment	4	1	2	3	10
Dangerous Occurrence - RIDDOR	0	0	0	0	0
Environmental Incident	0	1	0	0	1
Near Miss	0	7	6	2	15
Illness	0	0	0	0	0
Material Damage	0	0	3	1	4
Production Loss	0	0	0	0	0
Financial Loss	0	0	0	0	0
Criminal Damage	0	0	0	1	1
Safety Concern	2	0	1	2	5
LTI < 7 days	1	0	1	3	5
LTI Frequency Rate (AFR) per 100,000 hours	0.000	0.000	0.948	1.280	0.425
RIDDOR (AFR) per 100,000 hours	0.000	0.219	0.474	0.000	0.176
Accident Frequency Rate (AFR) per 100,000 hours	4.98	1.54	3.79	4.69	3.32
HSE Enforcement - Improvement Notices	0	0	0	0	0
HSE Enforcement - Prohibition Notices	0	0	0	0	0
HSE / EA Enforcement - Prosecutions	0	0	0	0	0

We also captured and responded to 15 near-miss events, a critical indicator of a strong safety culture where hazards are identified and addressed before harm occurs. This openness has allowed us to implement corrective actions swiftly and reinforce best practices across the organisation.

Our performance in 2024 highlights the continued success of our proactive safety initiatives, such as regular safety briefings, hazard identification training, and the new behavioural safety observation initiative. Moving forward, we remain focused on continuous improvement and achieving our goal of zero harm through leadership engagement, innovation, and employee empowerment.

# ESG Highlights for 2024

## Governance

New **CCO**  
Policy  
developed &  
CCO risk  
assessment  
completed



**Supply Chain  
Code of Conduct**  
Updated and  
rolled out to key  
suppliers



**ESG Committee**  
continue to  
have quarterly  
meetings to  
support and  
drive our ESG  
journey

**Annual ESG &  
Compliance  
Training  
Programme**



Over 85 hrs of ABC  
training completed

**Honeypot Testing**  
completed - Sample  
testing of employee  
responses to simulated  
cyber threats



Successful **Cyber Essentials Plus**  
accreditation renewal to ensure  
continued compliance with updated  
security standards and protect  
sensitive information



**ABC Champion**  
appointed and  
made responsible  
for driving best  
practice



# Governance

## Delivering Distinctive Value

Premier Modular's governance framework ensures that the company operates ethically, responsibly and in the best interest of its stakeholders and employees. By promoting transparency, accountability and compliance, Premier Modular strives to maintain the trust and confidence of our stakeholders while driving sustainable growth and success.

Our commitment to sustainability is championed by all, from our shareholders, our board, and senior leaders through to all our manufacturing and site teams. There is cross functional collaboration at every level of the business and sustainability is integrated into the overall business goals and agenda.



The Premier Modular Executive Board is responsible for setting and delivering the Group's strategy. The collective wealth of experience and expertise that resides in this team allows them to navigate and quickly respond to environmental and economic change whilst ensuring that we consistently apply our policies, values, and standards.

All of our decisions are considered within the context of opportunities to be explored and the risks involved. Effective risk management is central to achieving our strategic objectives and this comes from both individual responsibility and oversight from the Board and Committees.

Our ESG committee holds the organisation to account and reviews current performance, shares learnings and best practices, and ensures that progress is being made against the targets and objectives across our focus areas.

# Governance

## Delivering Distinctive Value



### Anti Bribery and Corruption

The Premier Modular Group is committed to conducting all aspects of its business in keeping with the highest legal and ethical standards and expects all employees to uphold this commitment. In accordance with this commitment, the Premier Modular Group has conducted an ABC risk assessment, have a robust Anti-Bribery and Corruption policy in place and appointed an ABC Lead with responsibility for keeping the gifts and hospitality register updated, monthly reminder emails to staff, biannual webinar attendance and keeping abreast of current legislation and best practice. ABC training was completed by 90% of staff.



### Modern Slavery

Premier Modular is committed to upholding ethical practices and human rights throughout our operations, including addressing the issue of modern slavery. We take a zero-tolerance approach towards slavery, human trafficking, and forced labour.

Premier Modular has policies in place that outline our commitment to combating modern slavery within our organisation and supply chains. We also have a comprehensive Code of Conduct that sets out the expected behaviour and ethical standards for our employees, suppliers, and contractors.

Premier Modular provides training and awareness programs to its employees on IHASCO to ensure they understand the signs of modern slavery and are equipped to respond appropriately. This includes training on identifying and reporting any suspicions or concerns related to modern slavery.



# Governance

## Delivering Distinctive Value

### A Focus on Compliance and Governance

#### Whistleblowing



The Premier Modular Group prides itself on an open and transparent culture that is underpinned by the whistleblowing policy.

We encourage our people and other stakeholders to step forward and report any suspected wrongdoing, and to do so as soon as possible without fear of detrimental treatment for raising the concern. All concerns reported are treated in the utmost confidence.

We conduct annual training on whistleblowing and make use of an external service provided by SeeHearSpeakUp, which gives several advantages, including increased accountability, impartiality, and protection for whistleblowers. A link for this can be found on our website home page.

#### Data Privacy



We view the privacy of the data and information of those with whom we work as hugely important. We ensure that the risks around data protection are considered and monitored regularly.

The Premier Modular Group has in place a data protection policy that we use to inform individuals of our approach to gathering, sharing and using personal data and highlight what can be done to help the group remain safe from incidents and non-compliance with applicable legislation.

Our data protection policy promotes best practice around data privacy and our staff are trained on data protection as part of our ESG training calendar.

#### Corporate Criminal Policy



A Corporate Criminal Offence (CCO) risk assessment was conducted, a list of associated persons identified and a CCO policy developed and put in place demonstrating a commitment to compliance and prevention of tax evasion by those acting on our behalf.



# Governance

## Delivering Distinctive Value

### A Focus on Compliance and Governance

#### Our Supply Chain

The Premier Modular Group has a large and diverse supply chain that operate nationally. We have close relationships with our suppliers, enabling us to closely monitor and manage practices within our value chain.

We visit suppliers to do inspections and audits, including ESG, and hold them to account with our Supply Chain Code of Conduct.

We take active steps to manage risk and vulnerabilities within our supply chain. Category buying and multiple sourcing options are key to managing recent global disruptions experienced in procurement.



#### Cyber Security



At the Premier Modular Group are Cyber Essentials Plus accredited and we have in place a robust framework to prevent cyber attacks and respond to a scenario where our systems do come under attack.

In order to reduce our cyber risk, we have a dedicated IT department and have expanded the IT team to provide additional focus on both cyber security and helpdesk support. The additional bench strength in the team ensures that we minimise risk through working with external third parties and undertake regular penetration testing. Cyber security awareness campaigns were run across the business and all personnel trained.

In the event of any cyber incidents, we have in place a detailed and robust Security Incident Response Plan, which outlines how Premier Modular detect and respond to unauthorised access or disclosures of company information. It includes roles and responsibilities in relation to identification, isolation, and repair of data security breaches.

# Premier Modular Group -

## GRI Index FY24 Public Disclosures

### Mapping

GRI Standard / GRI2	Topic	Public Document	Document Name	Document Location / URL	Notes
	General Disclosures	Yes	Annual Report,  Company Website, ESG Policy	Pages 1-8 <a href="https://find-and-update.company-information.service.gov.uk/company/02487565/filing-history">https://find-and-update.company-information.service.gov.uk/company/02487565/filing-history</a>  <a href="https://www.premiermodular.co.uk">https://www.premiermodular.co.uk</a>  <a href="https://premiermodulargroup.co.uk/governance/">https://premiermodulargroup.co.uk/governance/</a>	Organisation & reporting practices; Activities & Workers; Governance; Strategy, policies and practices and Stakeholder engagement
GRI302	Energy	Yes	Annual Report  ESG Report FY24	Pages 9-10 <a href="https://find-and-update.company-information.service.gov.uk/company/02487565/filing-history">https://find-and-update.company-information.service.gov.uk/company/02487565/filing-history</a>  Pages 16-21 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Energy consumption and solar panel installations detailed under "Energy & Emissions."
GRI305	Emissions, Greenhouse Gas Emissions	Yes	Annual Report  ESG Report FY24	Pages 9-10 <a href="https://find-and-update.company-information.service.gov.uk/company/02487565/filing-history">https://find-and-update.company-information.service.gov.uk/company/02487565/filing-history</a>  Pages 16-21 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Scope 1, 2, and 3 emissions disclosed; includes SECR reporting and energy intensity metrics.
GRI3	Material Topics	Partial	Premier Modular Group Website Sustainability section  ESG Report FY24	<a href="https://premiermodulargroup.co.uk/our-approach/">https://premiermodulargroup.co.uk/our-approach/</a>  Pages 12-13 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Material topics identified ESG Report 2024 - Materiality assessment discussed, aligned with UN SDGs.
GRI205	Anti-Corruption	Yes	ESG Report FY24	Pages 26-27 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Anti-Bribery & Corruption (ABC) policy, training, and risk assessments covered
GRI303	Water & Effluents	Yes	ESG Report FY24	Pages 14-16 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Water consumption disclosed, including compliance with Water Resources Act discharge consent.
GRI306	Waste	Yes	ESG Report 2024	Pages 14-16 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Zero waste to landfill reported, waste recycling partnerships described, waste metrics reported.
GRI401	Employment	Partial	Careers Page  ESG Report	<a href="https://www.premiermodular.co.uk/careers">https://www.premiermodular.co.uk/careers</a>  <a href="https://www.flipstack.com/E55578BBD31/premier-modular-handbook-2022/full-view.html">https://www.flipstack.com/E55578BBD31/premier-modular-handbook-2022/full-view.html</a>  <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Careers Page - Basic info on employee training and retention.  Culture Handbook - lists employee benefits  ESG Report - Some diversity and hiring data disclosed, but limited quantitative employment data.
GRI403	Occupational Health & Safety	Partial	ESG Report 2024	Pages 25 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	RIDDOR rates, safety initiatives, and near-miss reporting discussed.
GRI404	Training & Education	Partial	Careers Page  ESG Report	<a href="https://www.premiermodular.co.uk/careers">https://www.premiermodular.co.uk/careers</a>  Pages 22 - 23 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Training programme outlines.
GRI405	Diversity & Equal Opportunity	Partial	Gov.uk Gender Pay Gap report  ESG Report FY24	<a href="https://gender-pay-gap.service.gov.uk/employers/22436">https://gender-pay-gap.service.gov.uk/employers/22436</a>  Pages 22 - 23 <a href="https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf">https://premiermodulargroup.co.uk/wp-content/uploads/2025/07/FY24-ESG-Report.pdf</a>	Female hire % disclosed, but no full diversity breakdown.
GRI406	Non-Discrimination	No			No incidents or corrective actions disclosed.
GRI407	Freedom of Association & Collective Bargaining	No			Not publicly disclosed.

STAY POSITIVE. WORK HARD. MAKE IT HAPPEN.



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[premiermodular.co.uk](http://premiermodular.co.uk)

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