



PORTMEIRION GROUP PLC
Crafting a
better future



Portmeirion Group is a purpose-driven business with heritage and family at our core. We have a responsibility to our employees, customers, communities and the people that bring our products into their homes, and we work hard to reflect this in everything we do.

Our business and brands have a global footprint and strong history. They are grounded in family values, craft and a commitment to making beautiful products that bring people together and are passed from generation to generation. We must build our global business in a way that evolves this heritage to safeguard the next generation; combining the best of the past with today's innovations and designs to make our business as good as it possibly can be and create a positive legacy for the future - for our employees, communities, customers and the planet.

We believe that operating in a sustainable way across environment, people and communities is not only the right thing to do, but is critical to the long-term health of our business and the world we operate in. Following the baselining work completed in 2021, we are now at a pivotal stage in

developing and delivering a sustainability plan for our global business.

This document outlines our Crafting a Better Future sustainable business strategy and roadmap, with a clear and transparent set of commitments and goals. This creates the framework for our plans moving forward. It is aligned to our commercial strategy and will be embedded into operations and decision making over the coming months to ensure that sustainability sits at the core of our business model.

Underpinning this is a clear governance structure. We have set up a new Sustainable Business Board Committee, chaired by our Chief Executive, who with the Board is accountable for the sustainability commitments of the Group.

Our global purpose and sustainability strategy gives us a basis on which to move forward to address the environmental and social challenges we and others face. We will provide regular updates on our progress and will evolve our commitments as needed to deliver on our ambition to **Craft a Better Future.**



Key areas
of focus

Commit 2040

Become a positive force for change, reducing our emissions and environmental impact by addressing what we can fix now, and supporting transformation within our industry:

- Achieve Net Zero by 2040 across our Scope 1 and 2 emissions, defining a pathway that focuses on maximising the proportion of our energy use from renewable sources
 - All new company vehicles will be fully electric where possible
 - Work with our supply chain manufacturing partners to ensure they support our Commit 2040 plan
 - Develop the role of Global Energy Teams to drive energy reduction within our operations
- through innovation and 'green thinking' throughout our Group
- Achieve '0% to landfill' across entire UK business, building on target already achieved in our Stoke-on-Trent ceramic manufacturing site
 - Eliminate single use plastics throughout our operations
 - Understand our global nature footprint and develop a Group-wide biodiversity plan
 - Enhance our materiality assessment to understand more about our Scope 3 emissions



Nurturing the best

Develop as an inclusive, ambitious and inspirational global employer of choice, accessing the best talent and enabling all our people to thrive:

- Ensure equality, diversity, inclusion and opportunities for all colleagues across our global business, and equip all our managers with the development tools to promote this
 - Further improve supply chain transparency and support our suppliers in applying Portmeirion Group people principles across our value chain including opportunities for training and Health, Safety and Environment practices
 - Expand our NHS UK Wellbeing Charter accreditation throughout our UK businesses
- and increase our number of Mental Health First Aiders across the Group
- Retain our UK Investors in People Platinum accreditation by delivering excellent employee support programmes, and continuing to place colleague wellbeing and development at our core
 - Understand the aspirations of our colleagues and work on talent fulfilment plans



Our community family

Build on our heritage by supporting our local communities to nurture talent, collaborating with others to create positive futures

- Develop new community partnerships to address skills development and social mobility
- Introduce a Global 'Giving Back' programme, providing colleagues with paid leave to engage in local volunteering activities
- Support local families with employability skills development, including CV writing, interview techniques and provision of paid work experience opportunities
- Support community fundraising within our local areas





Governance

Our sustainability commitments are underpinned by a clear Governance structure. Initiatives deployed to ensure that we maintain sound Governance include:

Incorporate sustainability into responsibilities and accountabilities at all levels of the business

- Introduce new sustainability KPIs in personal development plans

Devolve accountability across the Group

- Develop business unit level environmental and social targets which align with the Group commitments
- Deliver engagement and training programme to ensure all of the Portmeirion Group community understand how our commitments relate to their own roles

Aligning our commitments with our risks

- Ensure all Crafting a Better Future commitments reflect and are reflected on our corporate risk register

Ensure our decision-making processes reflect our commitments

- Ensure all our policies, procedures and decision-making check points reflect our Crafting a Better Future commitments, including energy reduction
- Continuously review the external environment to ensure we fully understand how we can create the optimum value for the Group and wider society





Strategic Roadmap



Commit 2040

Strategic roadmap

Develop pathway to become Net Zero across Scope 1 and 2 emissions by 2040

- Significantly reduce energy usage through efficiencies
- Introduce Global Energy Teams to identify and implement measures
- Set targets and regularly report progress
- Increase use of renewable energy across sites
- Make energy reduction central to business decision making processes



Support change and innovation to address our sector's environmental challenges

- Identify solutions to the decarbonisation challenge and wider environmental impact of ceramics



Understand our impact on the natural environment

- Work towards developing a Group-wide nature plan



Reduce waste in all areas of our operations

- Identify and action opportunities to reduce waste
- Work to eliminate single-use plastics and reduce volume of plastics used



Work with our suppliers to find opportunities to reduce emissions across our value chain

- Work to understand our Scope 3 emissions
- Support our suppliers in achieving our environmental commitments and plans to decarbonise operations



Nurturing the best

Strategic roadmap



Further our work to ensure equality, diversity, inclusion and opportunities for all colleagues

- Explore additional ways that we can reach and support people of all types of diversity



Identify ways to further improve supply chain transparency and support our suppliers in applying Portmeirion Group Crafting a Better Future principles across our value chain

- Move beyond existing legal requirements for our supply chain, reviewing all our suppliers based on specified Portmeirion Group standards by 2025



Continue to place employee wellbeing at our core

- Extend our work to support the mental health and wellbeing of colleagues
- Support employees to complete mental health, safety and EDI training
- Continually review and implement health and safety standards



Deliver an excellent employee support programme

- Further develop our employee support programme
- Work collaboratively with others to avoid in-work-poverty



Our community family

Strategic roadmap



Collaborate with others to improve the social mobility of our communities, fostering local economies, talent and skills

- Working in partnership with community organisations to build employability skills in our local communities
- Identify and establish strategic partnerships to support skills and talent development



Build our commitment and develop a new community involvement strategy to help deliver across all areas of our Crafting a Better Future plan

- Create local community/charity programmes which reflect our local geographies



Work with our customers and brands to create further opportunities to deliver for our environment, people and communities

- Incorporate sustainable business principles into brand operations and marketing



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www.portmeiriongroup.com