

PREMIER INVESTMENTS LIMITED

Our Commitment To Business Sustainability

Premier acknowledges the importance of respecting our stakeholders, including employees, shareholders, customers and suppliers.

PEOPLE	COMMUNITY	ENVIRONMENT	ETHICAL SOURCING
<ul style="list-style-type: none"> • Attraction and retention • Development • Reward and recognition • Workplace Safety 	<ul style="list-style-type: none"> • Peter Alexander and RSPCA/PAW JUSTICE • Smiggle Community Partnerships 	<ul style="list-style-type: none"> • Packaging Stewardship • Waste and Recycling • Energy efficiency 	<ul style="list-style-type: none"> • Our sourcing models, principles & policies • Our Assurances • Membership of the Accord for Bangladesh Worker Safety • Our activities in Bangladesh • Ethical Raw Material Procurement

We are committed to a long term goal of delivering sustainable value through the effective use of our resources and relationships. This goal influences how we behave and impacts everything we do.

OUR COMMITMENT TO OUR PEOPLE

Our goal is for Premier to attract, retain and motivate high calibre employees. Our outstanding leadership team have developed and nurtured a culture that supports our success. We value speed, integrity, energy, and results. We have a 'can do' culture in which employees see the difference they make.

% FEMALE EMPLOYEES

91%

ATTRACTION AND RETENTION

By Christmas 2020, Premier will employ over 10,200 staff in seven countries.

Premier believes that it is important to ensure that all team members enjoy a workplace which is free from discrimination; we believe our staff perform the best when they can be themselves at work and so we strongly support gender, age, sexual orientation, disability and cultural diversity at work. In FY20, 91% of our total team members are women, who held 75% of the positions at management level internationally. We have continued our focus on the development and career trajectory of our very strong team of female executives. Female leaders spearheaded ecommerce, marketing, human resources, and five out of our seven brands, to deliver exceptional results. We rely on the passion and commitment of our employees to achieve the results we do.

DEVELOPMENT

Premier provides ongoing and regular training throughout the year to support and develop all team members. Upon commencement, all new team members complete our 3 Stage Just Getting Started Induction Program. All existing team members complete sales training seasonally online and participate in regular instore H&S training. Leadership and Management Development training is provided for our leaders, and this year 176 workshops were led by our People & Culture and Senior Leadership Teams.

REWARD AND RECOGNITION

We recognise and reward outstanding contributions to our Group results, both individually and for team performance. Our annual Just Excellence Awards recognise our best performing Retail Leaders and salespeople for their excellent performance and contribution to achieving our financial goals. The top performing Regional Managers, Store Managers and Visual Merchandisers for each of our brands are rewarded publicly amongst their peers for their great leadership and delivery of their results.

WORKPLACE SAFETY

Premier is committed to the prevention of workplace injury and lost time. We want to create a culture where all employees feel responsible for all aspects of health and safety. 'Play it Safe' is part of our culture. Workplace safety is considered in all our business decisions, including workplace design and development, supply chain, visual merchandising and store planning. We have clear and measurable performance targets. However, in the event that a work related injury or illness occurs, we are also committed to fully supporting affected employees to return to work and continuing their career.

We will continue to develop Premier as a great place to work, and a great company in which our team build their careers.

Our Commitment to the Community

Premier has a long history of philanthropic support, particularly with our Peter Alexander and Smiggle brands.

PETER ALEXANDER AND THE RSPCA

As much as Peter Alexander has become famous for his pyjamas, he has also become known for his dogs, and is a huge supporter of animal welfare organisations. Peter Alexander has worked closely for the last 14 years with the RSPCA in Australia, and for the last six years with Paw Justice in New Zealand. Our work has included a variety of fundraising activities which raise awareness for animal charities.

Working with the RSPCA, Peter has raised over \$1,141,000 contributing to RSPCA shelters, which care for more than 140,000 animals every year supporting rescue, rehabilitation and rehoming unwanted, stray and injured animals. Peter has been awarded the status of RSPCA Ambassador in recognition of his efforts.

PETER ALEXANDER AND PAW JUSTICE

In 2014, aligned with the growing presence of Peter Alexander in New Zealand, we partnered with the NZ animal charity Paw Justice, and over the last six years have raised almost \$125,000.

Paw Justice works to stop violent animal abuse; and they have been instrumental in focusing the New Zealand public's attention on the need for reform of animal welfare laws through youth education and advocacy for pets.

During the year Peter Alexander continued its commitment to the prevention of cruelty to animals. The involvement with the RSPCA in Australia and Paw Justice in New Zealand continues to be the key charity supported by the brand. Each year, Peter develops a special product to be made available in store in the lead up to Christmas. In 2019, a range of chocolate bars featuring Peter Alexander prints were sold with 100% of all proceeds donated to these charities. During the year we donated \$157,274 to the RSPCA and \$15,147 to Paw Justice.



Peter Alexander
Founder and Creative Director

Since we've been working with RSPCA shelters in Australia and Paw Justice in New Zealand, Peter has raised over

\$1.2 Million

Our Commitment to the Community continued

SMIGGLE COMMUNITY PARTNERSHIPS

Premier and our Smiggle brand regularly support a number of children's charities, organisations and educational programs. Plus countless community fundraising initiatives both locally and abroad, for schools and educational events.

In FY20 Smiggle continued to partner with the **Alannah & Madeline Foundation** in Australia, an organisation committed to the safety and well-being of children who have experienced or witnessed violence, including cyber bullying and bullying in schools. Smiggle donated \$10,000 AUD (RRP) worth of products for inclusion in the charity's "Buddy Bag" programme; which provides 10,000 vulnerable children per year with backpacks full of essential home and school supplies.



In the same period, Smiggle also partnered with the **Jonathan Thurston Academy**, an organisation which provides outstanding initiatives and community programs throughout Australia. Smiggle is proud to sponsor the JTBelieve Kowanyama program, donating \$12,000 AUD (RRP) worth of school supplies and prizes for the JTBelieve program awards. The JTBelieve program supports young Australians in Indigenous communities to reach their full potential by providing educational and wellbeing support. The program helps improve kids' self-belief, confidence and courage in their future abilities and opportunities.



Children in the Jonathan Thurston JT Believe Kowanyama program.

Our Commitment to the Environment

PACKAGING STEWARDSHIP

Premier and Just Group are committed to managing and reducing the impact our business operations have on the environment. Just Group is a signatory to the Australian Packaging Covenant, a voluntary agreement between government and industry which provides companies with tools to be more involved in reducing their impact on the environment through sustainable packaging design, recycling and product stewardship. Just Group has submitted its Action Plan outlining its objectives in relation to:

1. Having a strategy to improve packaging sustainability;
2. Preparing a procedure that requires the use of the Sustainable Packaging Guidelines or equivalent to evaluate packaging during design or procurement;
3. Developing a documented plan to optimise material efficiency;
4. Investigating opportunities to increase the use of recycled and/or renewable materials in packaging; and
5. Investigating opportunities to improve recoverability in packaging and amount of single use business-to-business packaging

WASTE AND RECYCLING

Premier has extensive recycling and sustainability practices across our network of Stores, Distribution Centres and Support Centre. Our Distribution Centres execute on-site recovery systems for recycling used packaging, following Sustainable Packaging Guidelines. All carton packaging uses recycled content. Cartons are reused to facilitate the replenishment of stock, and where necessary waste packaging is compacted and collected for recycling. We have partnered with Orora, a signatory to the Australian Packaging Covenant, to collect and process waste in line with their recycling procedures. Orora's recycling waste business specialises in paper and cardboard, among others, which is the major input for their recycled paper mill that produces 100% recycled paper.

Our Support Centre recycles all paper and has a continuing co-mingled recycling program for glass and plastics on every floor in our entire building. All paper purchased for our Support Centre is accredited from The Forest Stewardship Council sources, an international network which promotes responsible management of the world's forests. All necessary printing at our support centre is activated by personalised swipe access only to release print. This initiative has seen a significant reduction in waste paper printing, as it removes non-collection of printouts. All weekly retail reporting, forms, reference and administrative material is stored and accessible via mobile technology, where possible.

Across our network of stores, reuse is always our first option. Specific initiatives relate to plastic hangers and carton packaging. In store, plastic hangers are first reused, and if there is an oversupply our supplier collects and repackages hangers for reuse or 100% recycling. Additionally, cartons are reused to facilitate movement of stock between our stores. In the balance of instances we will utilise our shopping centre recycling facilities.

ENERGY EFFICIENCY

Premier recognises the importance of energy efficient, low environmental impact lighting systems and since 2012 have adhered to new improved lighting standards to efficiently manage our energy consumption in all of our stores. This has resulted in an investment to our store network, Distribution Centre and Support Centre, upgrading 372 stores to LED lighting, all of the DC high bay lighting to LED, and converting over 80% of our support office lighting to LED. In addition to the Support office lighting upgrade the lights are controlled by timers and motion sensors to ensure that they are on only when required. This initiative has subsequently meant less heat, thereby reducing the overall heat load on our stores and reduced investment in cooling requirements. In addition this has led to a dramatic reduction in ongoing maintenance and light bulb replacement. This standard has been implemented for all new store fit-outs.