



PUNCH

PUBS & CO

Our Punch Promise



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HIGHLIGHTS OF THE YEAR

We formulated our internal Environmental, Social and Governance (ESG) working group - Pineapples with Purpose - comprising of team members from across all business departments.



We established our carbon baseline to help us begin our journey to Net Zero.



To tackle the energy crisis, we have undertaken an estate-wide energy audit and implemented behaviour change support to help our Publicans and Management Partners improve their energy efficiency.



Punch was awarded Mind's Workplace Well-being Silver Award, reflecting our ongoing commitment to supporting the well-being of our teams and ensuring everybody across the business feels safe and comfortable talking about mental health and is empowered to seek help when needed.



Punch launched Push the Pineapple - an evolution of a development programme which combines technical skills, health and well-being, equipping our people to feel good and thrive within their roles and in their homelives. By doing this, we are actively encouraging a safer, happier working environment.



We have formed an exciting biodiversity partnership with The Eden Project to help indirectly mitigate our residual carbon emissions by supporting projects to rebuild habitats and eco systems.



To improve product quality and reduce their carbon footprint while enhancing their sustainability credentials, Laine acquired Redchurch Brewery.



A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER



Clive Chesser
Chief Executive Officer,
Punch Pubs & Co

OUR PUNCH PROMISE

Welcome to our inaugural ESG report, highlighting the fantastic work we've undertaken so far and exploring what is yet to come.

For Punch Pubs & Co, ESG has become an area of increasing focus. It forms a part of our 'Doing Well, By Doing Good' programme that sits at the core of our strategy. It underpins the way we do business and reflects our position as a modern, progressive pub company.

Together with our partners Laine Pub Company, we're on an exciting journey. Ongoing collaboration with our employees, Management Partners, Publicans and suppliers is helping to make our business and, in turn, their businesses, more ethical and environmentally friendly for the benefit of our guests and the communities we serve.

Over the last year, we have made it our mission to improve sustainable development from the ground up. We have addressed employee mental health and introduced diversity and inclusion initiatives with relevant strategic partners, we've carried out energy audits and rolled out electric vehicle charging points across our pub estate, to name but a few.

Our strategy contributes to the world's global action plan - the 17 United Nations Sustainable Development Goals (SDGs). By aligning our commitment with the SDGs, we are able to be part of this movement on a global scale. We lead by example, with board-level ownership of our commitments and targets.

We do what we do because we care, not just as a box-ticking exercise.

As key players in society, the hospitality industry possesses a unique ability to impact every aspect of change. It is our aspiration that Punch Pubs & Co leads the sector into a better future, using our position to inspire others into action through a positive and intentional shift in direction.

To achieve that level of transformation, we are offering better opportunities to the public, improving our sustainable practices, and advocating for change on a national scale, achieving tangible, meaningful results not only for our employees and customers, but for the planet too.

As we look to the future, it is my personal aim that we continue to make tangible progress and prove that sustainable development and good business practice go hand in hand.

We have many exciting industry-leading projects already underway, and positive engagement across the business continues to grow.

We hope this report proves our dedication to you, and our commitment to a better world.

Clive

WELCOME TO

PUNCH

PUBS & CO

An independent pub company with around 1,300 pubs across the UK, Punch Pubs is committed to empowering and working together with the very best Publicans and Management Partners to build and grow best-in-class community pubs.

In both 2020 and 2022, we were recognised as the Best Leased and Tenanted Pub Company by the Morning Advertiser's Publican Awards, proving our passion for pubs, and demonstrating the hard work put in by our teams daily.

Over the last five years we have invested in excess of £160m into our pub estate. We offer award-winning training programmes delivered out of a state-of-the-art training academy, an industry-leading training space with two fully working bars and a cellar, alongside a development kitchen. This enables Management Partners and Publicans to learn in a classroom, a pub and a kitchen at the same time.

Punch Pubs works collaboratively with our sister company Laine Pub Company, allowing us to cultivate an exciting and innovative partnership.



[CLICK HERE](#)
for our Punch
Overview video





CLICK HERE for the Laine Overview video



Founded in 1996 in the colourful, diverse and creative city of Brighton, Laine Pub Company has pushed the boundaries of the pub environment, becoming one of the most dynamic and original hospitality businesses in the country.

Operating an estate of 57 highly individual venues located across Brighton, London and Birmingham, the company seeks to create inviting, indulgent and inspiring pub experiences that provide its customers with a platform to ignite an enthusiasm for life.

Laine Brew Co began producing beer in 2012 at the North Laine in Brighton, originally for consumption in Laine's own pubs. Following its 2016 move to a larger production facility in the Sussex Downs, the company developed an exciting range of delicious craft beers including Source, Rippa! and Mangolicious pale ales - that can now be found in pubs, bars and restaurants throughout the UK.



OUR ESTATE IN NUMBERS

Leased & Tenanted (L&T)	936
Management Partnerships (MP)	271
Laine	57
TOTAL	1,264



WHAT WE DO

Our 'Doing Well, By Doing Good' programme is embedded at the heart of our strategy, with a four-pillar focus.

CLICK HERE for our 'Doing Well, By Doing Good' video



Heart of Communities

The public house is a British institution. It's the heart and soul of our nation, a place where everyone is welcome. We promise to create hubs of the community that are the crossroads of connection, fostering well-being, community cohesion and access to community services.



People and Culture

We promise to play an instrumental role in the economic recovery of the nation through job creation and progression, attracting and retaining a truly diverse workforce, and achieving equality, diversity and inclusion in their purest forms.



Patrons of the Local

We promise to ensure that the Great British pub remains an attractive proposition at the centre of the UK hospitality consumer offering, supported by investment and industry-leading support and innovation.



Modern, Progressive Pub Company

As a sustainable company, we promise to work with diverse communities to build an inclusive, resourceful, responsible and environmentally friendly business, enriched by local identities.

AWARDS AND ACCREDITATIONS



Publican Awards 2020 and 2022 - Best Tenanted/Leased Pub Company (501+ sites)



Mind Workplace Well-being 'Silver' Accreditation



Green Mark accreditation at Jubilee House (Head Office)



Support the Goals (four-star rated)



The Oculist, Brighton: Best Newcomer Award 2022 - BNBA (Brighton Bartenders Association)
The Prince Albert, Camden: Hitched Wedding Awards 2023 Winner (wedding venues category)

Redchurch:

- Winner of nine World Beer Awards 2019 - 2022
- Winner of seven Great Taste Awards 2021 - 2022
- Rate Beer 2020 - Best Brewery in Essex and Best Beer in Essex
- Tap Room Champion 2021



ENVIRONMENTAL, SOCIAL & GOVERNANCE

OUR COMMITMENT

Employees want their companies to be sustainable, and at Punch Pubs & Co our people are no different. We passionately believe that making our ESG commitments visible helps motivate and inspire our people, creating a deeper sense of belonging, engagement and purpose.

We have a responsibility not only to manage our own impact on the economy, society, and environment, but also to lead the way in understanding, improving, and innovating our Publicans and Management Partners towards achieving sustainable hospitality.

OUR PINEAPPLES WITH PURPOSE

Our Pineapples with Purpose (PWP) Working Group is a cross-functional team within our business which supports activities relating to our ESG strategy.



The group typically meets quarterly and is chaired by our Strategic Corporate Affairs & ESG Lead. Its terms of reference are:



Structure - to explore the specific work of the ESG management team, including Executive Sustainable Development Goal (SDG) Sponsors.



Cross-Functional - to represent teams from across the business including Finance, Commercial, Property, Human Resources, Marketing, Operations, Legal & Governance to name but a few.



Objectives - to help formulate and implement specific work plans based on our agreed SDG commitments and targets.



Delivery - to help shape activities based on representatives' areas of expertise and contribute to the delivery of the wider plan.



Best Practice - to ensure PWP members take best practice back into their functional areas with the aim of making it part of everyday business activity.

The working group continues to help develop our credentials as an environmentally and socially conscious business with high standards of governance, transparently disclosing our progress and performance to all key internal and external stakeholders.



MEET OUR PINEAPPLES WITH PURPOSE TEAM



Jon Dale
Strategic Corporate Affairs & ESG Lead



Robert Luckwell
National Gaming Manager



James Gilbert
Head of Insight, Projects & Strategy



Jon Aston
Sustainability Manager



Barry Chainey
Operations Manager



Katy Miller
Head of Marketing



Jessica Nicklin
Sustainability Specialist



Charmian Ransby
Facilities & Academy Manager



Sophie Cox
Marketing Manager



Kim Wiper
Head of Property (Laine Pub Company)



Jayne Kite
Business Support Team Leader



Aislinn McDonnell
Senior HR Business Partner



Andy Nash
Operations Manager



Tracey Bell
Head of Food Operations (Central) Compliance & Reporting



Tom Harvey
Head of Legal & Compliance



Lucy Barker
Operations Director



Jessica Ford
Distribution Operations Manager



Amy Sennitt
Senior Projects Co-ordinator



Lyle Hayes
Financial Reporting Manager



Jamie Moore
Investment Manager



Paul Durrant
Technical Services Co-ordinator



Paul Hutchinson
Operations Manager



Miles Chapman
Property Manager



Sophie Farrell
PR & Brand Communications Manager

GOVERNANCE

Punch Pubs & Co conducts governance activities consistent with the United Nations (UN) Global Compact, a non-binding UN pact to encourage businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.

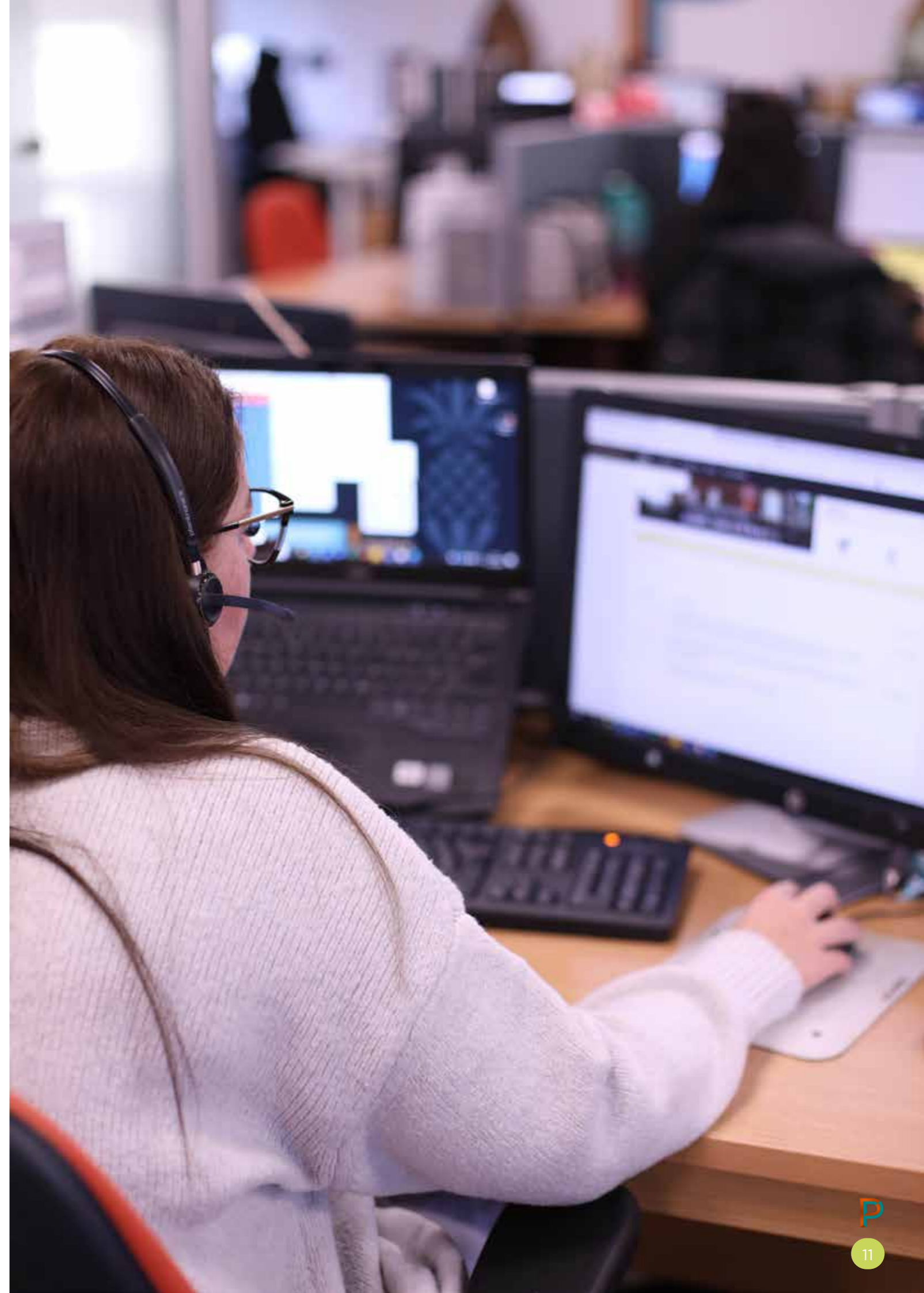
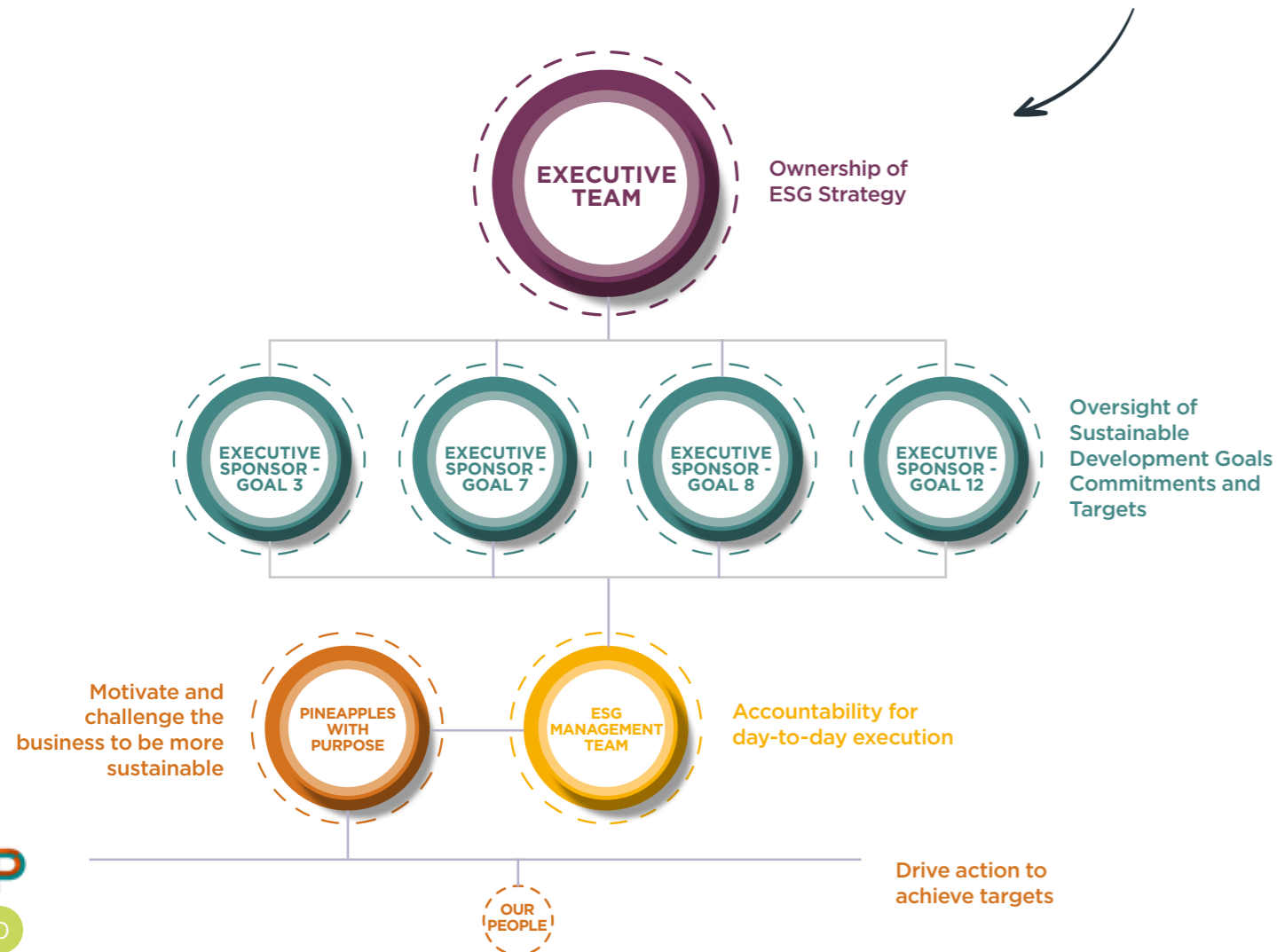
These principles establish targets that ensure our business operates in a way that meets fundamental responsibilities in the areas of human rights, people, environment, and anti-corruption.

By incorporating the SDGs into our strategy, we are upholding basic responsibilities to people and the planet, as well as ensuring our long-term success.

To implement a successful ESG strategy, we also considered it vital to put in place board level ownership of our commitments and targets.

Each SDG is sponsored by a member of the Executive Team who oversees progress made towards achieving our targets.

Our Pineapples with Purpose are responsible for delivering projects and initiatives that will steer this progress whilst our people will drive action to achieve the goals.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Sustainable Development Goals Video - [CLICK HERE](#)



In 2015, the United Nations launched the 2030 Agenda for Sustainable Development.

These SDGs form the foundation of our strategy, as we want our pubs to contribute to the world's goals, albeit at a local community level.

It calls for a partnership between all countries to tackle some of the world's most pressing issues including poverty, hunger, and the climate crisis. At the heart of the 2030 Agenda are the 17 Sustainable Development Goals (SDGs) which aim to build a better and more sustainable future for all.

We must also remember that the pub and wider hospitality sector will be crucial in the medium and long term not only for our economic recovery, but also the social resilience of communities across the UK.



OUR PRIORITY GOALS

We have identified four of the 17 goals that we believe are particularly relevant to our business and to which we have the ability to contribute.

3 GOOD HEALTH AND WELL-BEING



Executive Sponsor
HR Director
- **Laura Cavendish**

Executive Sponsor
Property Director
- **Stephen Allen**



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



Executive Sponsor
Chief Operating Officer
- **Andy Spencer**

Executive Sponsor
Commercial Services & Procurement Director
- **Danny Hawkins**



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SUPPORT THE GOALS - FOUR-STAR RATING

In 2022, we were awarded a four-star rating from Support the Goals. This recognises our contributions to the SDGs through our ESG strategy. Specifically, it credits our identification of priority goals and sharing of targets, actions and data to advance the Goals.

SDG Rating - [CLICK HERE](#)



OUR COMMITMENTS AND TARGETS

Goal 3



COMMITMENT: We will promote and enable positive mental health and physical well-being for all in our business and the communities we serve.

- **TARGET 1**
Punch Pubs & Co will form five strategic partnerships that promote physical and mental health initiatives, culminating in every Punch pub in every community taking part in at least one of these programmes by 2025.
- **TARGET 2**
Every employee, Publican and Management Partner will receive innovative training and resources to ensure that we provide safe and inclusive spaces for our guests by the end of 2024.
- **TARGET 3**
As a responsible retailer, we will more than double sales of low and no-alcohol by the end of 2025*.
*Low and no-alcohol products include beer, cider, lager, spirits and wines.

Goal 7



COMMITMENT: We are committed to driving energy efficiency across our business and supply chain to address our impacts on climate change.

- **TARGET 1**
All our pubs will have a minimum EPC rating of C or above by the end of 2026*
*Unless listed under the PRS Exemption Register at the time of goal setting.
- **TARGET 2**
We will reduce our energy consumption* in our Management Partnerships (MP) pubs, and at our Head Office by 30% by the end of 2026**.
*Leased and Tenanted energy consumption will be captured in our Scope 3 emissions.
**Baseline of 2022. Additional MP pubs will use baseline data from the year the pub transfers to MP.
- **TARGET 3**
We aspire to procure the majority of the electricity, in our Management Partnerships pubs, from certified renewable sources by the end of 2027*.
*The UK Government has committed to decarbonising the electricity system by 2035.

Goal 8



COMMITMENT: We commit to safe and inclusive working conditions, fair pay and responsible growth within our business and across our supplier network.

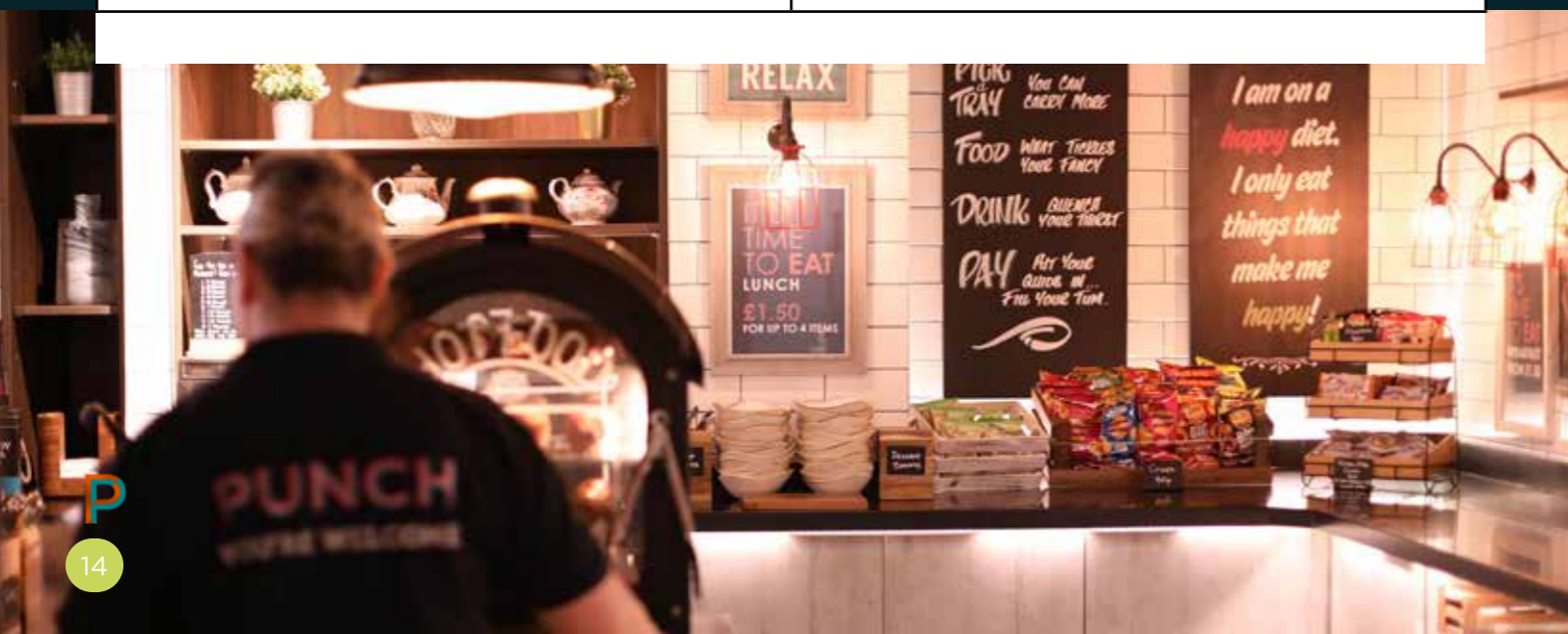
- **TARGET 1**
Working with our industry partners, by the end of 2024 we will develop eight regional partnerships with schools and colleges to proactively support hospitality as a long-term career of choice.
- **TARGET 2**
Punch is a Living Wage employer and to recognise this commitment, we aim to achieve an official accreditation by the end of 2024*.
*Relates to fully employed Punch personnel.
- **TARGET 3**
We will grow sales by at least 30% in any new and invested Management Partnerships pub by 2025, benefitting local communities through the creation of an expected additional six to eight skilled hospitality roles per pub.

Goal 12



COMMITMENT: We commit to reducing our impact on our people and the planet through ambitious targets to reduce greenhouse gas emissions, waste and the sourcing of our food and drink from suppliers.

- **TARGET 1**
We will send zero waste to landfill by the end of 2028, faster if we can.
- **TARGET 2**
We will work with suppliers that support our bold vision for our people and planet. To achieve this, we will have an ambitious Supplier Charter and industry-accredited framework by 2024.
- **TARGET 3**
Our aspiring goal is to reduce our direct emissions (Scopes 1 & 2) by 80% by 2032. We will also be Net Zero by the end of 2040.





OUR STRATEGY

GOOD HEALTH AND WELL-BEING

Commitment: *We will promote and enable positive mental health and physical well-being for all in our business and the communities we serve.*



TARGET 1:

Punch Pubs & Co will form five strategic partnerships that promote physical and mental health initiatives, culminating in every Punch pub in every community taking part in at least one of these programmes by 2025.

TAKING CARE OF YOUR HEALTH

We believe you only get out what you put in. By investing in our people, they become better colleagues and can better serve their

communities, helping both the business and our people thrive.

PROGRESS UPDATE:

Four out of five strategic partnerships are now formed, meaning we are 80% of the way to completing this target.



People's Captain

People's Captain, through the social power of craft beer, are bringing communities together to talk about mental health.



Mind

For over 60 years, Mind has worked to improve the lives of all people with experience of mental health problems.



Licensed Trade Charity

The Licensed Trade Charity helps pubs, bar, brewery, wine and spirits people to overcome their personal challenges and reach their full potential.



Eden Project

The Eden Project is about transforming negatives into positives for nature, people and places. Our partnership is focused on our environmental impact as well as the social well-being of local communities (see page 53).

80%

OUR ACTIONS

PEOPLE'S CAPTAIN



Punch and Laine have partnered with People's Captain legend and former professional rugby union player Greg Bateman (pictured, right), to brew positivity in the name of favourable mental health for all. People's Captain promotes pubs as safe talking spaces and, by raising money through beer sales and fundraising, the organisation has set up a mental health foundation to promote meaningful and valuable conversation.

As well as stocking Legend APA – a session American Pale Ale, 10% of the proceeds from which go to the People's Captain Foundation – Punch and Laine pubs have hosted fundraisers for mental health charities and taken part in the Local Legend campaign, designed to celebrate those that make a profound difference in their communities.

Punch supported the launch of the partnership through a live webinar for employees. They tasted the beers and learned more about People's Captain's message of brewing positivity and empowering people to ask better questions about mental health. The webinar also linked with the Licensed Trade Charity to promote its mental health training sessions.



MIND AWARD

Leading mental health charity Mind presented Punch Pubs & Co with the Silver Award in their Workplace Well-being Awards 2021-22. We participated in the Mind Well-being Index Survey as part of our ongoing commitment to supporting the well-being of our teams, ensuring everybody feels safe and comfortable talking about mental health and is empowered to seek help when needed.

This Silver Award demonstrates our collective achievement in proactively promoting mental health and contributing to Mind's cutting-edge research. Punch is now working hard with the Workplace Well-being Index to achieve the next level of accreditation.





The team at the Square Tavern, Euston

LICENSED TRADE CHARITY

We support the Licensed Trade Charity (LTC) by advocating their support services with our employees, Publicans and Management Partners.

From hosting mental health workshops to undergoing telephone befriending service training sessions, we're proud to be in partnership with the LTC which helps pub, bar, and brewery people when they're in need of help. They support hundreds of people facing a crisis with practical, emotional, and financial support each year.

We are also a keen supporter of 'Pedalling for Pubs', a charity bike ride with hospitality at its heart. Our Chief Operating Officer, Andy Spencer was one of 26 riders who rode 335km across Jordan in 2022. Andy and the other riders raised awareness and £274,000 for the LTC and Only

CHARITY CASK CAMPAIGN

The Charity Cask Campaign enables participating pubs to raise money for a chosen charity via their house cask ale sales (pale or amber), providing them with a pump clip and supporting point of sale (POS) pack. Punch then gives the pub 10p from every pint sold to donate to their chosen charity. Following our recent campaign, we had over 50 pubs order

a Pavement Away, which helps people who are facing or are at risk of homelessness by offering career opportunities within the industry.

Andy was joined by Chief Executive Officer, Clive Chesser (both pictured below), this year as the team cycled 450km from the east to the west coast of Sri Lanka, raising £320,000 in the process.

Strategic Corporate Affairs & ESG Lead Jon Dale also took part in a 240km 'Pedalling 2 Pubs' ride across the Yorkshire Wolds in June.



both the charity POS kit and house cask ale, raising £2,800 for local charities.

We have a unique opportunity to make a widespread difference and by raising awareness in pubs across the country, we can foster a stronger community connection.

PROGRESS UPDATE:

PUSH THE PINEAPPLE

Our people and our culture are our biggest asset. We've launched our Push the Pineapple initiative, which is the evolution of a development programme combining technical skills and well-being.



Why do it: When people are emotionally happier and physically healthier, they engage in positive relationships and are generally more cheerful. When we neglect ourselves, we are more likely to suffer from stress and illness. Humans are social creatures too, so having good social connections is also a contributing factor to being in a good state of wellbeing.

Theory: The Happiness Equation: $\text{Physical Wellbeing} + \text{Emotional Wellbeing} = \text{Happiness}$

Three parts make up our overall happiness:

- Physical Wellbeing:** People who successfully manage their wellbeing understand the importance of taking care of their physical self. They make time for exercise, eat a healthy diet, and make sure they get enough sleep, all factors which contribute to a good physical wellbeing.
- Emotional Wellbeing:** People who manage their emotional wellbeing understand that it is important to take time out from the daily stresses of life. This may be by taking time to enjoy the things that they love, whether it be reading a book, enjoying a hobby, taking a relaxing bath.

People who have a support network where they can trust their views and opinions will be more resilient, suffer less anxiety and have a sense of belonging and purpose.

Let's talk how to Prioritise & maybe stop doing some stuff...
A great tool to help prioritise your tasks visually based on their scale.

Theory: Important v Urgent - Eisenhower Matrix

DO	SCHEDULE
URGENT	NOT URGENT
DELEGATE	DELETE

Box 1 - tasks need to be done today
Box 2 - important tasks that can wait
Box 3 - Not important tasks that can be delegated
Box 4 - tasks that are not positive and can be deleted

Happiness Equation
Looking after yourself when...

Why do it: Fight or flight - as humans we can't really unwire this reaction (it has been thousands of years making!) But you can minimise the chance that you will say something you regret in these moments or that you will 'freeze' and say nothing, or say yes when you mean no 'appease' - and regret.

Theory:

1) When we experience a **THREAT** to our **SCARF** areas we can go into Fight, Flight, Freeze or Appear Mode.

In this mode, we are unable to think straight because simplistically, the blood and oxygen that powers the clever part of our brain responsible for logical problem solving (the pre-frontal cortex) is lowered. This is because the blood and oxygen usually powering that bit of the brain is instead directed to the parts of our body that get us ready for 'Fight or Flight'.

2) The inconvenient truth is that when you experience that churning stomach or tension in your chest when someone has threatened your Status, Certainty, Autonomy, Relationship or Progression, it's because you think about the best solution to the problem that triggered the reaction in the first place.

PUNCH



TARGET 2:

Every employee, Publican and Management Partner will receive innovative training and resources to ensure that we provide safe and inclusive spaces for our guests by the end of 2024.

PROVIDING INCLUSIVE SPACES FOR ALL

We believe in giving our Publicans and MPs the right foundation to develop and support their people.

It is important to us that this training is up-to-date and progressive, and that everyone feels involved. We also



encourage our operators to consider the role their pub businesses can play in the local community.

We partner with Pub is the Hub which inspires Publicans and local communities to work together to support, retain and locate services within the pub as



well as PubAid, a working party dedicated to promoting pubs as a force for good.

Our customers are as much a key to our success as our employees, so it is vital that we provide them with pubs where they feel safe, included and supported.



TOOL CARDS

To make key training accessible to our employees, we have produced over ten Tool Cards to date. These cards detail well-being tips from 'HabitStacking' to the 'Pineappledoro' method, a popular time

management tool (known as Pomodoro in the real world!) to the Wheel of Life. Everyone works differently, and it is beneficial to all for us to be mindful and accommodating of that.



WELL-BEING CHAMPIONS

Punch has established Well-being Champions who provide financial, social and mental health support, including specific health, equity, diversity and inclusion and

wellness expertise. We strive to create an open environment where people feel comfortable speaking openly about how they are feeling.



MENOPAUSE

Over the last 12 months, we've been breaking down barriers and raising understanding of the menopause by educating our people and pubs on the effects menopause can have and providing practical support and advice. We have written and implemented our own menopause guidelines - available to all our employees to help recognise when support is needed and facilitate open conversations

about experiences and feelings. We are also proud to announce that we have signed the Workplace Pledge as part of our commitment to actively support and inform employees affected by menopause.



PINEAPPLE PODCAST

We have launched our Pineapple Podcast, which aims to open up the conversation on topics you might not think you would have at work.

The podcast harnesses personal experiences and expert advice to encourage our people to join the conversation and share their stories.

By introducing a podcast, we've created a dedicated space for employees to feel heard and learn more dynamically about the company they work for. The first pod's theme is 'Being Present', embodying

our target of boosting community by encouraging people to play an active role in their circles.

Presented by passionate Punch employees, the episode explores themes of time management, prioritising, and being authentic, available and accessible.

The second pod opens up the conversation on mental health and how we can all get to know ourselves a little bit better, whilst the third explores the importance of living with 'purpose' #OurBestSelf.



VULNERABILITY AWARENESS

We've made Drinkaware's (in association with National Pubwatch) vulnerability awareness course available to everyone connected with the business via our Punch Console. The e-learning course equips

staff with the ability to identify alcohol related vulnerability, including how to spot harassment and take steps to help prevent customers from coming to harm.

OUR ACTIONS

PROGRESS WITH PUNCH

We provide a week-long, free-of-charge, 'Progress with Punch' training programme presented by industry professionals. As part of our commitment to ensuring our Publicans and Management Partners are given the best start to their journey with Punch, every operator completes this course before taking on their pub business. During the course, all the key essentials associated with running a sustainable pub business

PROGRESS WITH PUNCH

are discussed. These include: legislative compliance, stock management, and maximising sales. This ensures a baseline of quality across the business and ensures all our Publicans and Management Partners are sufficiently trained and supported. At the time of writing, over 150 Publicans and MPs had taken part in our programme this year.

DIVERSITY CHARTER

We are a signatory to the first sector-wide Diversity and Inclusion Charter created to ensure breweries and pubs are #Opentoall.

Developed by the British Beer & Pub Association, the Charter encourages businesses from across the sector to ensure a commitment to diversity and inclusion is at the heart of operations across all their sites.



The 13-point pledge includes placing diversity and inclusion on board-level agendas, creating inclusive venues and spaces, and taking a zero-tolerance approach to harassment or discrimination of any kind.

Each quarter focuses on a different theme to help members engage with and share ideas. Key themes include recruitment,

culture spaces and environment, leadership and equal opportunities.

As part of our Push the Pineapple initiative, we are developing an Equity, Diversity & Inclusion (ED&I) Charter.

The Charter centres on empowering a growth mindset that brings together and celebrates the most diverse personalities and backgrounds in a forward-looking way so all our people can thrive, and where #everyoneiswelcome.

We have also recently signed The Hospitality Well-being and Development Promise, which has been developed by the Hospitality & Tourism Skills Board.

This sector-backed initiative aims to raise the working standards within hospitality, for businesses of all sizes. The Promise provides an accessible one-stop shop of guidance covering employee well-being, fair treatment, and EDI, to name a few.

BALANCE THE BOARD



Balance the Board

We are a founding sponsor of Balance the Board (formerly Plan B).

Last year's 'Accelerating Change' Conference allowed some important debates to begin in a sector where we still have significant challenges around equity, diversity and inclusion.

We are focused on working together in driving progress and positive change for the future.

WALKSAFE

WalkSafe is the only personal safety app to utilise official police crimes statistics with a unique live map so users can see the most recent crimes wherever they are, helping them to avoid crime hotspots. We encourage the use of WalkSafe and actively promote it to our Publicans and Management Partners via our Operations Managers, social media, Round magazine and Punch Buying Club. This ensures our work to promote the safety of our customers goes far beyond the pub doors, helping them make safe journeys on foot at any time of day or night. Over 20 pubs have signed up so far and Laine has also had conversations about coming onboard.



ASK FOR CLIVE

We've partnered with Ask for Clive, the LGBTQ+ charity, since 2021, working together to raise awareness and promote our pubs as safe and inclusive spaces. Participating pubs display the Ask for Clive sticker on their doors to let people know that 'everyone is welcome here' and that discrimination will not be tolerated. We also provide a briefing pack to enable venues to train staff how to respond should they observe or receive reports of discrimination or hate crime.



More than 100 of our pubs took part in and hosted events during Pub Pride 2022, including flagship pub, The Goose, in Manchester's Gay Village.

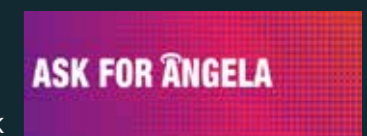
We hosted an internal immersion day in support of the campaign at our Head Office.

Pub Pride is a nationwide campaign, locally activated and organised by Ask for Clive, which aims to unite LGBTQ+ communities and celebrate the start of pride season at a grassroots level.

In 2021 police recorded the highest number of homophobic and transphobic hate crimes since the beginning of the Covid pandemic: 14,670 sexual orientation hate crime offences were reported from January to August 2021, a 35%+ increase on the same period in 2019. That's why it's more important than ever that we stand together against hate in all its manifestations.

ASK FOR ANGELA

The entire Laine cohort has completed Welfare and Vulnerability Engagement (WAVE) training, making it the first pub company in the UK to do so. Following its conclusion, the Ask for Angela scheme has been implemented in every Laine pub, allowing anyone who feels unsafe to "ask for 'Angela'" at the bar, alerting staff to their unsafe situation.



In every pub, on every shift, there is a dedicated welfare officer, meaning pubs always have the facilities to support their community and keep people safe.



There's no place like home



SANCTUARY FOUNDATION

In 2022, we partnered with Budweiser Brewing Group UK&I to bring the Ukraine's most-loved beer brand, Chernigivske, to our participating pubs across the UK.

This continued our support of humanitarian relief efforts in Ukraine. We donated £2,000 from the sale of the beer to the Sanctuary Foundation (Dr Krish Kandiah, pictured above) who is continuing to support potential sponsors in the Government's 'Homes for Ukraine' scheme, and resourcing individuals, community groups, churches, schools, and businesses to build this vital provision for Ukrainian refugees.



TARGET 3:

As a responsible retailer, we will more than double sales of low and no-alcohol by the end of 2025. *Low and no-alcohol products include beer, cider, lager, spirits, and wines.

AN OPEN COMMUNITY FOR ALL

We believe that pubs should be an open community for all. Alcohol consumption should not be the only option available to those who rely on the social environment provided by our pubs.

Through this target, we are fostering an inclusive environment and encouraging the health benefits gained from reducing alcohol intake.

3 GOOD HEALTH AND WELL-BEING



PROGRESS UPDATE

In 2022, we established our baseline sales figures for our Low and No range. These will drive our target and enable us to update our progress in next year's report.

The current breakdown of total Low and No serves by drinks category is as follows:



Low and No spirits are still considered to be relatively niche. As we expand our listings in this space, we expect to see the percentage of sales for this category increase.

OUR ACTIONS

HEINEKEN ZERO TRIAL



We are trialling Heineken Zero on draught in several of our Management Partnerships pubs. Having these Low and No options available on draught means that our customers no longer have to compromise on a canned or bottled alternative when they are craving a pint (or half) of draught beer.

DRINKAWARE

drinkaware.co.uk
for the facts

We are aware of the impact excessive drinking can have on people's physical and mental well-being. We are also aware that this affects everyone, from guests visiting our pubs, to our Publicans and Management Partners. We partner with Drinkaware to help spread advice, information, and tools to support people choosing to make better choices about their drinking. Our employees, Publicans and Management Partners are all made aware of the MyDrinkaware app, designed to help users enjoy a healthy, balanced lifestyle. The app allows the user to track units of alcohol, calories per measure of alcohol, and sleep quality.

THE ROUND

This quarterly magazine provides helpful information for our Publicans on upcoming seasonal trends, licensing support, and marketing opportunities to increase guest experiences. It also updates them on the latest news in the world of ESG. The magazine includes special offers from our drinks suppliers on all ranges including Low and No. Overall, the magazine supports our Publicans in creating a successful business.





1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS



AFFORDABLE AND CLEAN ENERGY

Commitment: *We are committed to driving energy efficiency across our business and supply chain to address our impacts on climate change.*



TARGET 1:

All our pubs will have a minimum EPC rating of C or above by the end of 2026*.
*Unless listed under the PRS Exemption Register at the time of goal setting.

LONG LASTING BUSINESS

The variation in age and corresponding construction standards of our properties leads to energy inefficiencies. These, combined with wide-ranging use of our properties in providing services for the local communities, contributes significantly to our emissions total.

This has an impact upon the environment and is a major part of each pub's operating costs, something which has never been more relevant than during the current energy crisis. The work undertaken to deliver on this target will ensure our pubs are around for many years to come and can be enjoyed by future generations.



PROGRESS UPDATE

Through our partnership with Compliance365, we identified that the Energy Performance Certificate (EPC) target would impact 50% of our pubs. All our pubs in England and Wales must hold an EPC and have a current rating with a programme of works underway to improve it.

Our EPC ratings breakdown:

100%
OF OUR PUBS ARE RATED A TO E

50%
OF PUBS HAVE AN EPC RATING OF C OR ABOVE

OUR ACTIONS

IMPROVE EPC RATINGS ACROSS OUR PUBS



Although listed buildings are exempt from the regulations, we are working to have these certified to show their energy performance. While these pubs will have restrictions on the improvements we can make, we will consider any recommendation that can be implemented without compromising the character of the building.

Any newly acquired properties without a suitable EPC rating will also undergo an EPC

certification process, with improvements to meet C rating planned as required.

We will focus on improving all EPC ratings across our portfolio, with a specific drive to bring those below our targeted EPC rating to a C or above. Some of the actions considered include enhancing our building fabric to reduce heat loss, installing LED lighting and upgrading appliances.

ROLL OUT AN ESTATE-WIDE BOILER REPLACEMENT SCHEME



Outdated boilers increase costs and are less efficient than new boilers. We are replacing old and inefficient boilers within our pub portfolio to help improve the property's EPC rating, cutting emissions and reducing

costs. Our Property Services team are listing and advising on site-specific appropriateness for replacing boilers.

TARGET 2:

We will reduce our energy consumption* in our Management Partnerships (MP) pubs, and at our Head Office, by 30% by the end of 2026**.

*Leased & Tenanted energy consumption will be captured in our Scope 3 emissions.

**Baseline of 2022. Additional MP pubs will use baseline data from the year the pub transfers to MP.



LOWERING OUR ENERGY CONSUMPTION

With over 300 MP pubs across the UK, we are committed to reducing our energy consumption through the ongoing implementation of energy-saving measures. We aim to lower our energy costs and safeguard the future of our pubs, while helping the environment.

PROGRESS UPDATE

In 2021-22 our total energy consumption was **50,259,809 kWh** across our portfolio. This includes consumption associated with gas fuels, liquid heating fuels, grid electricity and transport fuels. Across our MP estate specifically, our total energy consumption is **45,039,979 kWh** for gas and electricity from the grid, equating to 89.6% of our overall usage.

OUR ACTIONS



BEHAVIOUR CHANGE

Reducing our energy consumption is a collaborative effort between employees, Publicans and MPs. Energy consumption within a pub is heavily reliant on pub management and use. We aim to reduce our consumption and improve energy awareness by encouraging energy-conscious behaviour.

For our MP pubs, we have created a booklet showing how they can begin to implement money-saving ideas and good practices to save energy.

We have already implemented a range of actions to encourage behaviour change, including educational resources, promoting a switch-off policy and providing energy-saving ideas.

Across our estate, we have completed a comprehensive energy audit to track usage and identify areas for implementing energy-saving measures. This survey highlighted the need for technology and property fabrication upgrades as well as opportunities for behavioural change, which we will use to guide our improvement works and ongoing training.

We have also developed guides and videos on energy-saving recommendations, including hints and tips to improve energy efficiency across our kitchens and accommodation. Included within the resources is a checklist to help implement energy-conscious behaviours.

There is also a 'Green Fund' available for Publicans who are keen to work in partnership with us to improve their energy efficiency.

GREEN MARK ACCREDITATION

In 2022, we were proud to receive Green Mark accreditation at our Head Office in Burton-on-Trent. Green Mark assessed and audited our environmental impact, reviewing the energy performance of our building and operations to help us establish

an environmental policy that can be used to ensure future business decisions consider our people and the planet.



SMART METERS

To better manage and monitor our energy consumption, we have rolled out a metering improvement programme across our MP estate. So far, over 100 smart meters are installed, with full roll-out predicted by May/June/July 2023.

This smart meter installation ensures we can consolidate our usage data into one single software platform. Currently in development, this plan aims to reduce energy consumption through appropriate investment in buildings and technology and tackle behavioural habits.





PROGRESS UPDATE

As we are at the early stages of our transition to renewable energy, we are working with suppliers to find a suitable agreement for its procurement. We are exploring the possibility of a Power Purchase Agreement (PPA), a long-term arrangement to supply renewable electricity to our pubs.

OUR ACTIONS

GREEN ENERGY GENERATION

Although not directly linked to our target to procure renewable electricity, we are exploring our solar panel options at Head Office and across the estate.

This project could ensure 26% of annual electricity will be generated by renewable sources within the first year, at Head Office alone.

By increasing the proportion of self-generated renewables, we can become less reliant on the procurement of green energy and close the gap on reaching our target.

TARGET 3:



We aspire to procure the majority of the electricity, in our Management Partnerships pubs, from certified renewable sources by the end of 2027*.

*The UK Government has committed to decarbonising the electricity system by 2035.

TRANSITIONING TO RENEWABLES

The UK Government has pledged to decarbonise the electricity grid by 2035 to meet the rising need for renewable energy.

Through purchasing electricity from certified renewable sources, we will reduce our reliance on fossil fuels, ensuring our MP pubs use clean energy.





1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

8 DECENT WORK AND ECONOMIC GROWTH



DECENT WORK AND ECONOMIC GROWTH

COMMITMENT: *We commit to safe and inclusive working conditions, fair pay and responsible growth within our business and across our supplier network.*



TARGET 1: Working with our industry partners, by the end of 2024 we will develop eight regional partnerships with schools and colleges to proactively support hospitality as a long-term career of choice.

ENCOURAGING CAREERS IN HOSPITALITY

The hospitality recruitment crisis is threatening businesses across the UK. The CGA Business Confidence Survey reports that 11% of roles are currently vacant. It is becoming more difficult to recruit and retain employees within the industry, partly due to the lack of understanding and awareness of the longevity of a career in the sector.

According to the Hospitality Workforce Report, for example, the staff turnover rate in September 2022 alone was 8.3%. By partnering with schools and colleges, we can provide insight into the pub industry and more specifically, a career in hospitality.



PROGRESS UPDATE

CAREER READY



Punch has partnered with Career Ready, a nationally recognised social mobility charity which supports the training and mentoring of young people and ensures every young person can have a successful career.

We share this ambition and are delighted to support the charity in a mentoring and training capacity each year. Punch employees act as mentors to help young people unlock their true potential and discover the right career path for them as well as delivering workshops focusing on employability and interviewing skills.

This national initiative provides an amazing network of opportunities for students to explore. Since joining

the initiative, Punch has mentored 16 individuals predominantly across the Midlands, North East and South West, who have gained a valuable insight into the world of work and developed their professional skills.

Students from Paget High School in Burton, a school associated with the Career Ready programme, visited our Head Office, where they met a number of employees across the business who helped them understand their specific roles and responsibilities.

Two of these employees were former Paget High School students, indicating that by supporting Career Ready we could also be supporting our employees of the future.

OUR ACTIONS

HOSPITALITY WORKSHOPS

We are passionate about inspiring the next generation of talent to fulfil a career in hospitality. Eight heads of department recently attended John Taylor School, near Burton-on-Trent, to facilitate workshops for students aged 14-18. During these interactive workshops, students had the opportunity to hear about the industry directly from those at the coalface and learn

how they too could have a rewarding career within the sector. We will continue to host these workshops at schools to inspire and educate young people.



MEDaL

Our sponsorship of Meet, Eat, Drink and Learn (MEDaL) over the past five years has helped equip over 100 students from John Taylor High School with vital life skills by providing a series of innovative employability skills workshops.

The workshops are designed to arm school leavers with the key skills needed to be successful as they enter the world of work.

The weekly sessions at our state-of-the-art training academy include communication and presentations, team building and leadership, and managing projects and events. They also offer support with constructing a personal statement, CV building and interviewing for success.

HOSPITALITY RISING

Hospitality Rising is a game-changing initiative to address the industry's recruitment crisis. In the UK currently, only one in five people consider a career in the sector. Hospitality Rising is helping to redress outdated public opinions and attract top talent. By supporting this initiative, we hope to inspire and attract people into the pub industry, showing them the benefits and the progression opportunities of a job in hospitality.

We are actively encouraging our Management Partners and Publicans to use the platform and post vacancies on the site's jobs board. To date, over 100 have been uploaded with a healthy success rate. The Black Horse in Rugby received 11 applicants for one back of house role.





TARGET 2:

Punch is a Living Wage employer and to recognise this commitment, we aim to achieve an official accreditation by the end of 2024*.

*Relates to fully employed Punch personnel.

ADDRESSING THE COST-OF-LIVING CRISIS

The cost-of-living crisis is threatening livelihoods across the UK, with the Office of National Statistics reporting that 87% of adults are experiencing an increase in costs. Now more than ever, it is vital to ensure

employees are paid a fair wage that reflects their living expenses, providing them with peace of mind and ensuring they continue to feel appreciated in the workplace.

PROGRESS UPDATE

We are researching the necessary steps to become officially accredited.

OUR ACTIONS

YEARLY PAY AND BENCHMARKING PROCESS

We are continuing our yearly pay benchmarking exercise across all roles at all levels of the business within Punch. This ensures that our employees are fairly and appropriately remunerated for their

contribution to the business and are paid in line with the wider market and industry.



GENDER PAY

To ensure we do not have any pay disparity on any grounds, we complete an annual review of gender pay calculations as required by the Government. We continue to review our internal policies, overall employee offering and

remuneration package, ensuring that they support our employees to achieve their personal and professional aspirations.



TARGET 3:

We will grow sales by at least 30% in any new and invested Management Partnerships (MP) pub by 2025, benefitting local communities through the creation of an expected additional six to eight skilled hospitality roles per pub.

GROWING OUR PUBS

We want to invest in our MP pubs to maximise sustainable economic growth and widen our community impact. Creating new jobs within the industry ensures our pubs can continue to develop, flourish and grow.

PROGRESS UPDATE

For the financial year ended 14 August 2022, Punch Pubs & Co spent **£34.3 million** on expansionary and maintenance capital, which included **64 transformational investments**, converting Leased & Tenanted pubs to our MP estate. This resulted in a **54% sales uplift**.

OUR ACTIONS

INVESTING IN OUR PUBS

Earlier this year, we invested £260k into the Railway Tavern, Mill Hill, one of our MP pubs, to help transform and deliver a classic pub back to the community.

The popular pub has received a complete internal and external refurbishment, including brand new external signage to enhance the pub's kerb appeal and improved facilities including multiple large screen televisions to maximise the guest experience and enjoyment of future sporting spectacles.



In a concerted effort to continue meaningful expansion, Laine completed its acquisition of Redchurch Brewery in late 2022. This brewery is a community-favoured hub for social events, and their craft beers have become a local staple. By utilising Laine's well-established distribution network there is a real opportunity to boost the visibility of Redchurch's products and promote solid development and growth of both teams.





GRAND IDEA

A Grand Idea is a new, fun, weekly competition to reward our MPs for the fantastic work they carry out creating events in their local community pubs. Be it quirky quizzes, cracking karaoke, an awe-inspiring open mic night or the best Pub-Fest!, Punch showcases our MPs' Grand Ideas to inspire others. A team of judges select a winner, who receives £1,000 to spend on whatever they like.

One of our MP pubs, The Lamb Inn, Eastcombe, was awarded the Grand Idea prize for providing a 'warm space' for their local community. The pub offered a designated day of the week for the community to come together, enjoy a hot beverage and stay warm. The community supported the initiative, and the pub was able to collect enough donations to provide Christmas meals for those in need.

BIG COMMUNITY SWITCH ON

Launched in May 2022, the Big Community Switch On scheme set out to maximise trading opportunities for our Publicans by investing in their pubs.

We wanted to highlight all the great activities and initiatives our Publicans were implementing and reward them for giving back to their communities and making positive, long-lasting impacts.

Our Publicans worked closely with our Operations Team to provide advice, marketing support and investment into community projects including litter picks, fun runs and dog walks.

Big Community Switch ON



Big Community Switch ON

At the Mallard in Ilkeston, the MP and team held a fundraising summer fayre for a local girl with cerebral palsy. The fayre was a huge success, raising almost £1,400.

The Mallard (Ilkeston)
 Posted by Lesley Davis
 23 Aug 2022 · 🌐
 A huge thank you everyone that came to Peyton's fundraiser so far we have raised an incredible £1378.27. Still some more to come this week

RESPONSIBLE CONSUMPTION AND PRODUCTION

Commitment: *We commit to reducing our impact on our people and the planet through ambitious targets to reduce emissions, waste and the sourcing of our food and drink from suppliers.*



TARGET 1:

We will send zero waste to landfill by the end of 2028, faster if we can.

TACKLING PUB WASTE

The hospitality industry has a pivotal role to play when it comes to waste reduction. Tonnes of waste produced by the industry is sent directly to landfill each year. Through improved waste management processes and best practice, we will encourage reduction, reuse and recycling of our waste.

PROGRESS UPDATE

PUNCH

All Laine pubs partner with The Recycling Partnership and Reccora to manage their waste collection across their sites in Brighton, London and Birmingham.

Next year, we plan to work with these companies to establish the breakdown of our waste disposal at these sites.

To date, 94.7% of our trade waste is diverted from landfill. In 2022, our total waste collected and deposited by Biffa totalled 3,297.031 tonnes (including general, glass, mixed recycling and organic waste). We are proud to say 51% was recycled and only 5.3% of waste was sent to landfill. We will continue to drive consistent improvement within our waste management systems to reach our target.

L A I N E

Biffa

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



OUR ACTIONS

PINEAPPLE PARCELS

In a commitment to reduce food waste at our Head Office, we have set up the Pineapple Parcels initiative. Our staff can buy a bag of surplus food to take home for their families to enjoy.



PORTION SIZE

To tackle food waste within our kitchens, our in-house food team advises and provides tools to our MP pubs to control food portions. All Operations Managers are briefed and can spot-check that our pubs are producing food to specification. This ensures we avoid unnecessary food production and subsequent waste.

RECYCLE WEEK

Punch has taken part in Recycle Week. We created our own 'Recycling Do's and Don'ts' flyer to educate our Publicans, MPs and employees. Large amounts of waste are inappropriately sent to landfill. This often stems from the lack of awareness surrounding the appropriate disposal method and whether a product is recyclable.

We want these resources to inform Publicans and MPs on the meaning of each recycling symbol to raise awareness of the correct method of disposal. In turn, this will reduce waste sent to landfill and give operators a deeper understanding of the products within their pubs.



WORKING WITH BIFFA

Punch continues to work with Biffa, a leading waste management company, to ensure our waste collection is sustainably managed and recycled wherever possible. 253 sites, including our Head Office, currently use Biffa for waste management services, who provide a cost-effective way to properly dispose of our waste. At their flagship plant, our food waste is transferred to an anaerobic digestion facility, then converted into electricity.

This generates around 143,000 kWh per year, enough to power five pubs!

To ensure waste is properly segregated, we have a selection of general, mixed recycling, cardboard, and glass bins to ensure the right waste is disposed of correctly. All our recyclable and glass waste are transferred to a Biffa-verified recycling centre for processing.



DEPOSIT RETURN SCHEME

We are working to implement the Deposit Return Scheme within our Scottish pubs. Through this scheme, due to go live from March 1 2024, when our Publicans buy drinks in a single-use container they will pay a 20p deposit, which they will get back when they return their empty bottle or cans through the scheme administrator (closed loop). We anticipate this scheme

will encourage our Publicans to return containers so we can reduce our plastic and glass waste and incorporate circular economy principles within our business.

The introduction of a deposit return scheme for drinks containers in England, Wales and Northern Ireland is planned to start in October 2025.



TARGET 2:

We will work with suppliers that support our bold vision for our people and planet. To achieve this, we will have an ambitious Supplier Charter and industry-accredited framework by 2024.

WIDENING OUR IMPACT

Sustainable best practice extends past our direct operations. We understand that our supply chain is a significant contributor to both our environmental and social impact. Although daunting in scale, there is considerable opportunity to drive positive change.

PROGRESS UPDATE

We have developed our Supplier Charter, which is set to be released across our supply chain in due course.

OUR ACTIONS

SUPPLIER CHARTER

The Supplier Charter will outline topics such as human rights, environmental expectations, labour rights and business ethics to help suppliers evolve their own ESG journey.

The Charter will allow us to assess supplier performance, identify risks within our supply chain and set corrective action plans.

We will engage with and reward suppliers that continue to follow the Charter and



support actions towards the Sustainable Development Goals. We also plan to provide high-level educational materials to our suppliers to further encourage best practice.

The Charter is aligned with our core ESG strategy and we will revise it regularly to ensure it remains relevant to Punch and our suppliers.

MARINE STEWARDSHIP COUNCIL

We want to ensure the food we serve across our pubs is as sustainably sourced as it is tasty. As a main item on our menu, we will look to ensure our fish fillets are sourced and certified by the Marine Stewardship Council (MSC).

This ensures that the fish products we buy come from suppliers who look after our oceans and support local fisheries.



CERTIFIED SUSTAINABLE SEAFOOD



TARGET 3:

Our aspiring goal is to reduce our direct emissions (Scopes 1 & 2) by **80%** by 2032. We will also be Net Zero by the end of 2040.

ROAD TO NET ZERO

The UK Government has set targets for all businesses to be Net Zero by 2050.

We have set a target to achieve Net Zero by the end of 2040.

PROGRESS UPDATE

OUR CARBON ROADMAP

To support our journey to Net Zero we have developed our own carbon roadmap. With a target deadline of 2040, these steps will act as a guide for us to reduce emissions across our business operations and supply chain.

OUR ACTIONS

CARBON FOOTPRINT

With the support of Carbon Architecture, we established our baseline carbon footprint in 2022. This has given us insight into where we need to focus our emissions reduction efforts.



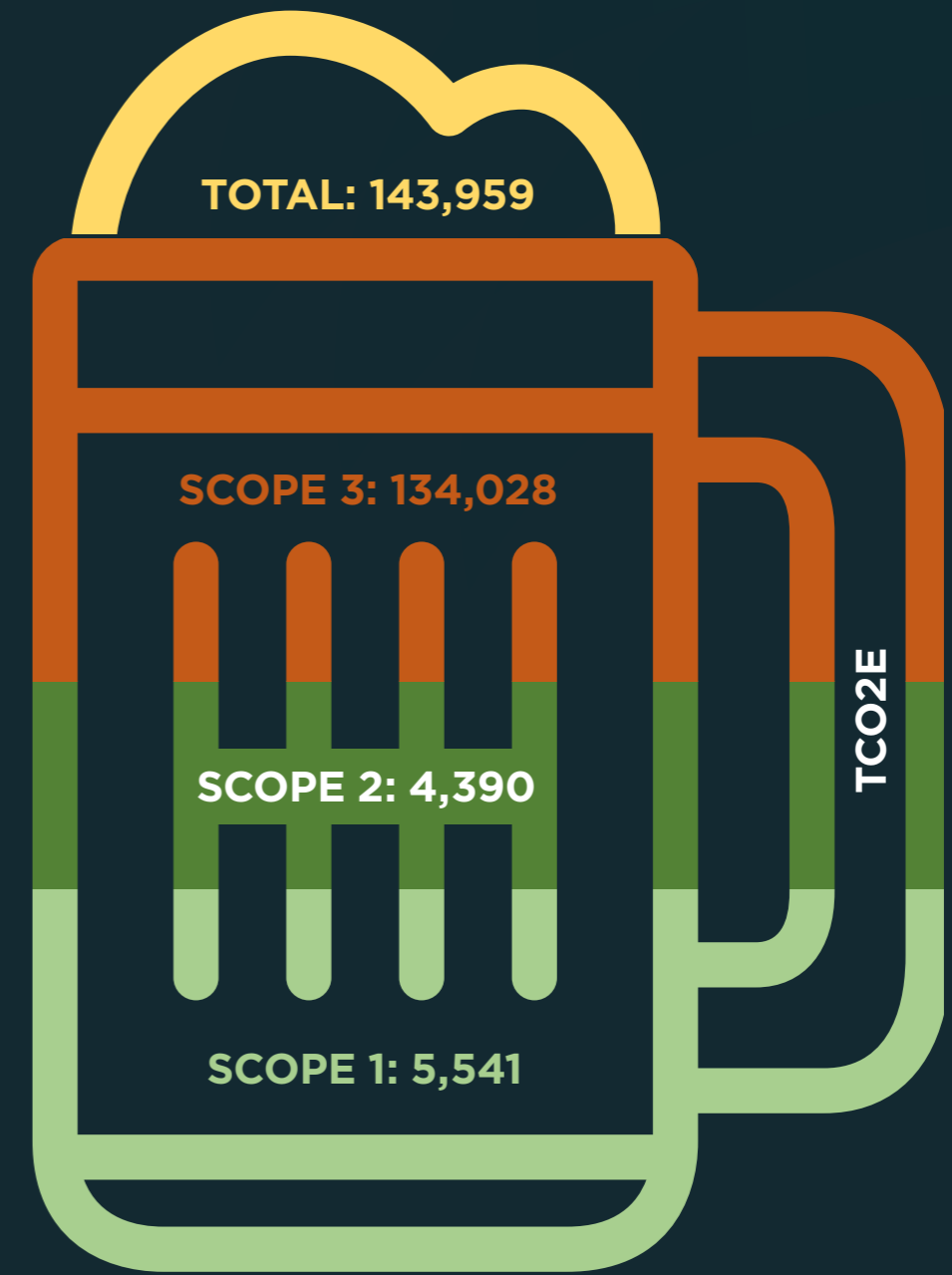
Our total carbon emissions for FY21/22 were **143,959 TCO2E** (tonnes of Carbon Dioxide equivalent)

With our direct emissions (Scopes 1 and 2) accounting for **7%**

Our indirect emissions (Scope 3) **93%**

We will continue to measure, monitor and manage our emissions year-on-year to ensure we remain accountable for our progress.

Our full carbon roadmap is **coming soon**.



TOTAL EMISSIONS	143,959 TCO2E
SCOPE 1	5,541 TCO2E
SCOPE 2	4,390 TCO2E
SCOPE 3	134,028 TCO2E

The most significant proportion of our emissions are found within our Purchased Goods and Services, representing **33%** of our total footprint. The second highest component being Leased Assets, contributing to **31.1%**.

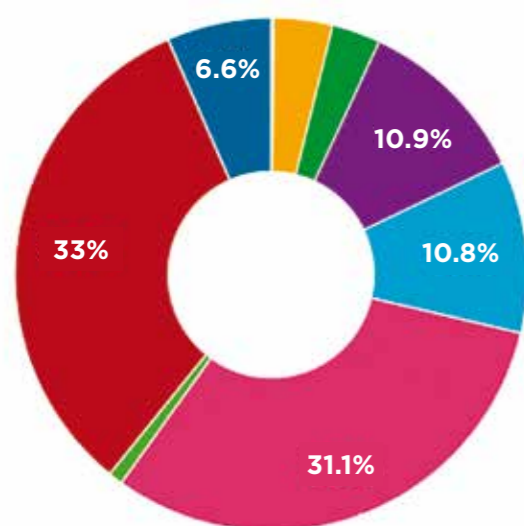


LEASED ASSETS
31.1%



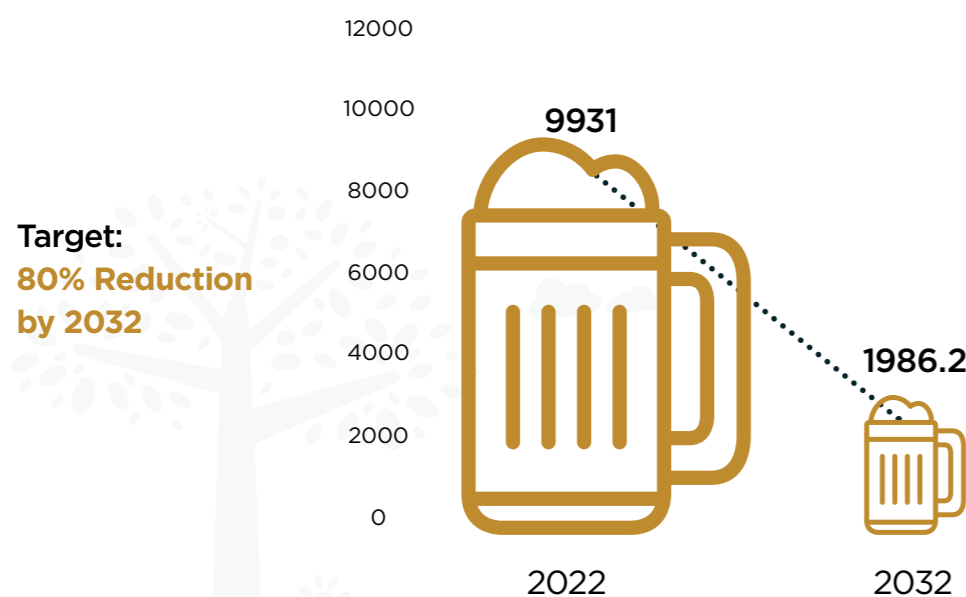
PURCHASED GOODS & SERVICES
33%

CARBON BASELINE



- Scope 1 - Company Owned Vehicles
- Scope 1 - Fugitive Gases
- Scope 1 - Gas
- Scope 2 - Electricity Market Based Total
- Scope 3 - Business Investment & Capital Goods
- Scope 3 - Supporting Services
- Scope 3 - (Downstream) - Leased Assets
- Scope 3 - (Upstream) - Business Travel & Commuting
- Scope 3 - (Upstream) - Purchased Goods & Services
- Scope 3 - (Upstream) - Waste from Operations

As part of our target to reduce emissions, we have committed to reducing direct emissions (Scopes 1 and 2) by **80%**, as shown in the graph below. To achieve this by **2032**, we are implementing several projects and initiatives to accelerate the reduction of emissions.



OUR ACTIONS (CONTINUED)

ZERO CARBON FORUM



ZERO CARBON FORUM

Punch Pubs & Co. is proud to be a member of the Zero Carbon Forum, a non-profit organisation, supported by UKHospitality and the British Beer and Pub Association, which helps the hospitality industry take meaningful steps to reduce its carbon footprint. As a member of the forum, we continue to share our journey with industry peers, access guidance and resources and work collaboratively towards achieving our own targets.



[CLICK HERE for video](#)

SUPPLY CHAIN ENGAGEMENT

We understand that most, if not all, our emissions from Scope 3, occur within our supply chain. Engaging with our suppliers to lower their emissions is important to our own Net Zero journey. Developing our own Supplier Charter and industry-accredited framework encourages our

suppliers to consider their own Net Zero pathway and the actions they can take to reduce emissions. If a supplier fails to sign our Charter or has not measured or set targets to reduce their carbon footprint, we will work with them to establish a plan or signpost them to further support.

ELECTRIC VEHICLE CHARGING POINTS INSTALLATION

As part of our Electric Vehicle Charging Point Pilot Scheme, we have installed rapid charging points across a number of pubs as well as at our Head Office.

Installing charging points provides an invaluable service for our guests and local communities and helps to further decarbonise our company car fleet.

This ensures we not only continue to reduce our own emissions and electricity consumption related to business travel, but support our customers in doing the same.



CEO Clive Chesser with Minister Stuart Andrew MP and Management Partner Tom Naylor at the Woolpack, Yeadon.

INVESTMENT IN LOW CARBON TECHNOLOGY

Our long-term goal is to decarbonise our operations by investing in low-carbon technology. Future investments in heat pumps, solar electricity panels

(photovoltaics), and cellar heat recovery will support and accelerate progress on our carbon roadmap.

KITCHEN ELECTRIFICATION

Around 16% of our total carbon footprint is from electricity used across our estate, which includes pub kitchens. Investment in more efficient electrical equipment will

help us replace gas powered appliances, modernise our pubs, and reduce our energy consumption.

SELF-SERVICE PARCEL LOCKERS

We have installed an InPost Locker at our Head Office as well as over 100 other self-service parcel lockers across our estate. As a result, picking up and dropping off parcels

has got a lot easier and more convenient, saving our people and customers time and fuel, and further helping to cut emissions.



OTHER ACTIONS TO SUPPORT GOAL 12

SKY OCEAN RESCUE

With help from Sky through their Ocean Rescue campaign, Punch was one of over 300 companies participating in local beach clean-ups to remove litter from our beloved beaches.

Meanwhile, Sky Ocean Rescue also partnered with Laine to provide 40,000 reusable plastic cups for use in the bars they operated at Brighton Spiegeltent at the Brighton Fringe Festival. After the festival the cups were transferred to Laine's seafront premises – The Tempest and Fortune of War – as the next step towards a solution for removing single use plastics from Brighton's beaches.

Through collaborations with our suppliers, we can work together to protect our planet and keep plastics out of our oceans.



BIODIVERSITY

We are collaborating with Eden Project to develop a purpose-driven partnership centring on three core pillars to reduce environmental harm:



- Indirectly mitigating residual carbon emissions through biodiversity
- Greening gardens; and
- Community hubs

The pillars will provide a core focus for potential actions and initiatives we implement in the future, such as nature-based investments, becoming a 'Pollinator Pub' and hosting a series of fundraising events. We look forward to growing our partnership with Eden to drive forward positive environmental and social change.



A POSITIVE OUTLOOK CREATES POSITIVE CHANGE

Our Publicans and MPs are invaluable assets in engineering positive change. Their passion and commitment mean our pubs and the planet are in safe hands.

We're grateful to every one of our pubs for joining us on our wider ESG journey and implementing well-being measures, sharing energy-saving best practice, installing EV charging points and much more.

By creating a bank of knowledge, best practice, innovation and inspiration (as demonstrated by the pubs below) we can leverage the power of our network and ensure that our pubs continue to be the crossroads of connection.

THREE COTTAGES, CHESTERFIELD

Pub closing routines can enhance efficiency without compromising excellent customer experience.

MP Nicky Lee says: "Closing time for us is probably when we are most efficient."

My team are good at closing the kitchen down during the quieter periods.

We switch lights off if a room isn't occupied with guests, and we ensure all technology that can be switched off is turned off after every shift."



"Closing time for us is probably when we are most efficient"



REGENT BAR, EDINBURGH

Publican Alan Nicholls is celebrating his 20th year at The Regent, and with a happy boss comes a happy team.

He says: "I am so lucky to have a fantastically dedicated and loyal team, but we take care of them too. We support and subscribe to the Living Wage Foundation, meaning every staff member is paid a living wage."

We have also moved to a four-day week, meaning all of our full-timers have slightly increased hours on working days (to ensure they don't lose out on any hours and money), and they get three days off a week.

This is really progressive and is working well."



"We have also moved to a four-day week, meaning all of our full-timers have slightly increased hours on working days"



THE WHEATSHEAF, OAKHAM

Gastropub The Wheatsheaf, near Oakham makes every effort to ensure it is one of the most sustainable pubs in the area.

Carol and Scott Craddock have run the pub for more than a decade and continue to strive to use local suppliers.

The couple featured in the Green Pub Guide 2022. You can read more [HERE](#)



DOVE & RAINBOW, SHEFFIELD

Publican Dawn Gunther, who has been running the Dove and Rainbow, her quirky rock and alternative pub in Sheffield City Centre for 15 years, is always looking for new ways to operate more sustainably.

She says: "Recycling is relatively easy and "every little helps" as they say, but the recycling process uses lots of energy.

It's better than landfill, of course, but wouldn't it be better, for example, if reusable glass bottles were delivered in a sturdy reusable plastic crate (like they used to be,

long before my time in the industry) and then just washed and re-used?

And how much paperwork, and single use packaging, do we all get with our deliveries?"



"Recycling is relatively easy and "every little helps" as they say, but the recycling process uses lots of energy."

FAMOUS CROWN, DIDSBURY

We want all our staff teams and customers to be able to head home safely from our pubs and bars, no matter what time they're leaving or how long their journey.

Dionne Blackshaw, MP at The Famous Crown, Didsbury has signed up to WalkSafe (the app designed to help everyone plan safer journeys home following nights out) and is delighted: "It's a fabulous app, the perfect solution to ensure peace of mind when out and about in the city.

My favourite thing about it is that I can set up notifications to alert me when my team arrive home safely following their shifts, I've been sure to spread the word to all 21 of the other pubs in my local Publicans' group so they can do the same."



"My favourite thing about it (the app) is that I can set up notifications to alert me when my team arrive home safely following their shifts"



MEET MORE OF OUR PUBLICANS WHO ARE GOING ABOVE AND BEYOND TO MAKE A POSITIVE CHANGE. SCAN THE LINKS BELOW:



Paul Crisp - Anchor Inn, Burton Bradstock



Abbie Marshall - Buck Inn, Thornton-le-Dale



Angie Uren - Coach & Horses, Crewe



CLOSING STATEMENT



We Promise to Keep 'Doing Well, By Doing Good'

There's a huge amount we can feel justly proud of in our Punch Promise. Our active support of the mental health and well-being of our people and customers. Our work to keep everyone safe, whether that's through the Low and No products they drink, the way we ensure they get home safely at night or the safeguarding measures we put in place to ensure every member of our community can enjoy their experience with us.

Through recycling and portion control we're reducing waste (and making more productive use of the waste we do generate). We're reducing our carbon emissions and encouraging our supply chain partners to do likewise. We're supporting our teams with the cost of living and helping the next generation see opportunity in hospitality.

Doing Well, By Doing Good sits at the core of the Punch Pubs & Co ethos. Through this report, we hope we have demonstrated that this is not an empty slogan. We know ESG is a journey, not a destination. That's why we continue to change. We change for the sake of our business, but more importantly we change for the benefit of our people and the communities we serve.

Every day, our Publicans and MPs and their teams 'do good' in countless ways. We are entirely reliant on their passion, energy and commitment and each year, we will report on our - and their - activities and initiatives in support of our targets.

And together, we will keep 'doing good'.

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Our weekly company 'Huddle'.



#Welovepubs

#WeWinTogether



Global Reporting Initiative

Punch Pubs & Co has reported the information cited in this GRI content index for the period up to and including May 2023 with reference to the GRI Standards. This report is published on an annual basis.

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Disclosure 2-2	Entities included in the organisation sustainability reporting	Page 5,6
Disclosure 2-3	Reporting period, frequency and contact point	Page 58, 62
Disclosure 2-6	Activities, value chain and other business relationships	Page 5,6
Disclosure 2-9	Governance structure and composition	Page 8 to 13
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GRI Standard	Disclosure	Page Number
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Disclosure 403-6	Promotion of worker health	Page 18-25



