

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

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.

**9,000+**

Total employees

**91%**

% female

### ATTRACTION AND RETENTION

At the end of the financial year, Premier employed approximately 9,000 staff across eight countries. By Christmas 2019, Premier will employ over 10,400 staff.

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 FY19, 91% of our total team members are women, who held 78% 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 internet and 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 comprehensive Just Getting Started Induction Program. Leadership and Management Development training is provided for our leaders and this year 192 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 recognised our best performing Retail Leaders and salespeople for their excellent performance and contribution to achieving our FY19 goals. The top performing Regional Managers, Store Managers and Visual Merchandisers for each of our brands were rewarded publicly amongst their peers for their great leadership and delivery of the FY19 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.

# PREMIER INVESTMENTS LIMITED

## Our Commitment to the Community

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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 13 years with the RSPCA in Australia, and for the last five 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 \$984,000 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 five years have raised over \$109,710.

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 2018, 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 \$149,000 to the RSPCA and \$15,200 to Paw Justice.

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

# \$1 million



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### 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 addition, in FY19 Smiggle partnered 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 \$60,000 (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. Smiggle campaigned for the charity in the month of May, encouraging Smiggle team members and Smiggle customers to write a kind note to children affected by violence and bullying. Nearly 7,000 notes were written in Smiggle stores nationally over the 7 week period, and each note will now be included in the Buddy Bags distributed to children in 2019 by the Alannah & Madeline Foundation.

In the same period, Smiggle also partnered with two children's charities across the UK and Ireland: The Rainbow Trust (UK) who supports families with life threatening or terminal illnesses, and Temple Street Children's University Hospital Foundation (IRELAND) who raises funds to provide world class paediatric equipment and facilities for the hospital. Smiggle donated over £65,000 (\$113,000 AUD) worth of Smiggle products to these charities. Smiggle also encouraged customers to write a kind note to go alongside the goodies distributed to children in the care of both charities, helping them to smile and giggle during an extremely difficult time.



# PREMIER INVESTMENTS LIMITED

## Our Commitment to the Environment

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### PACKAGING STEWARDSHIP

Premier is committed to managing and reducing the impact our business operations have on the environment. Premier 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. Premier has submitted its Action Plan outlining its objectives in relation to:

1. Optimising packaging to reduce environmental impact;
2. Increasing the collection and recycling of packaging;
3. Commitment to product stewardship; and
4. Implementation of Sustainable Packaging Guidelines.

### 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 369 stores to LED lighting, all of the DC high bay lighting to LED, and converting over 80% of our head office lighting to LED. 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.

With the active participation of our employees, we believe that our focus on environmental issues will make our business more efficient, drive customer and employee connection, and have a positive impact in the communities in which we operate.