

## Strategic Report (continued)

### Stakeholder Engagement and Section 172 (1) Statement

This section describes how the directors have considered the interests of key stakeholders when performing their duty to promote the success of the Company as set out in section 172(1)(a) to (f) Companies Act 2006. The Group undertakes continual improvement activities to ensure that customer needs are satisfied efficiently and in the most effective manner and maintains a diverse supplier base to minimise operational disruption. The company makes its Supplier Payment Practices report publicly available twice yearly and strives for best practise in this area. Due diligence is followed with both customers and supplier checks, mitigating risk to the business and its connected parties.

Whittan's global code of conduct which covers its social and environmental responsibility, modern slavery, information security, anti-bribery and anti-corruption policies is available from the [www.whittan.com](http://www.whittan.com) website.

There is a process of continual engagement with the ultimate parent company to ensure its awareness of the shareholder value, developments and performance of the company.

The company has a diverse workforce and facilitates changes to working environments and, where business requirements allow, to working hours to accommodate the needs of its employees. Gender Pay Gap reporting is carried out and reviewed annually. The company will recruit disabled workers for those vacancies they are able to fill with all necessary assistance with initial training given. Once employed, a career plan is developed so as to ensure suitable opportunities are open for each disabled person. Arrangements are made, wherever possible, for retraining employees who become disabled, to enable them to perform work identified as appropriate for their aptitude and ability.

The company recognises that businesses have a critical role to play in the transition to a low-carbon future and is developing its own ESG (Environmental, Social, Governance) plan to reduce its carbon emissions and make other changes that will have positive impacts on the environment. In accordance with streamlined energy and carbon reporting requirements, during the 6 month period ended 31 March 2021, the company's energy usage was as follows:

UK GHG Emission and Energy Data		
	2021	2020
Energy consumption used to calculate emissions (kWh)	24,278,289.22	59,373,681.50
Emissions from combustion of gas tCO <sub>2</sub> e (Scope 1)	3,432.38	7,668.24
Emissions from combustion of fuel for transport purposes tCO <sub>2</sub> e (Scope 1)	412.84	1,730.48
Emissions from business travel in employee-owned vehicles where company repaid mileage claims tCO <sub>2</sub> e (Scope 3)	1.76	12.21
Emissions from purchased electricity tCO <sub>2</sub> e (Scope 2, location based)	872.01	2,659.29
Total gross CO <sub>2</sub> e based on above (tCO <sub>2</sub> e)	4,718.99	12,070.22
Intensity ratio: total tCO <sub>2</sub> e / £m turnover	0.08 tCO <sub>2</sub> e/£m turnover	0.07 tCO <sub>2</sub> e/£m turnover