

SUSTAIN

MESSAGE FROM MICHAEL ROSS

Taking care of our world

Over the last 12 months, our primary focus within the environment pillar of our Environment, Social and Governance ('ESG') strategy has been to continue driving both our net zero and Textiles 2030 commitment.

We have submitted our commitment letter to the Science Based Target initiative setting out our intent to drive progress towards our commitment to reduce Scope 1, 2 and 3 emissions.

During our first year of membership with Textiles 2030 we have measured our baseline on textile material use and developed a Textiles 2030 pathway that will support integrating circular practices into our long-term strategy. This year we increased the mix of own brand designed products with sustainable attributes to 41.2%, which increased from 30% last year.

Our design and buying teams have embraced that this is a change we need to make and are keen to drive the ambitious targets for FY24.

We held our first supplier funded Charity Ball in December which raised over £52,000 for Maggie's Manchester and Maggie's Oldham and marked the end of our four year partnership with the charity.

Simply Be is committed to a long term patronage with The Prince's Trust which includes supporting the charity with their Mosaic Mentoring programme and also developing a scheme helping young people get into retail. I'm also delighted that the 2022 International Women's Day Edit raised £37,000 for The Prince's Trust.

We launched our DE&I strategy EMBRACE and became proud signatories of the British Retail Consortium ('BRC') D&I Charter as we continue to build a diverse and inclusive workforce.

We have ensured that our focus on colleague wellbeing remains our upmost priority by launching Bloom, our wellbeing programme to support all colleagues, and have included a specific focus on financial wellbeing as colleagues navigate the cost-of-living challenges.

Within our emerging talent pipelines, we have welcomed 13 graduates and 15 Industrial Placement students this year. Our focus for FY24 will include increasing the visibility and significance of all of our emerging talent pipelines as we continue to support young people with their careers.

I am available to speak with shareholders at any time via the Company Secretary and shall be available at the Annual General Meeting on 10 July 2023 to answer any questions you may have on this report.

#SUSTAIN



We are seeing clear progress with our SUSTAIN strategy as we focus on the stretching targets within our roadmap. SUSTAIN is now fully embedded within our business as we drive forward with our commitments."

Michael Ross
Chair of the ESG Committee



SUSTAIN

OUR STRATEGY

SUSTAIN

IMPACT AREAS

KEY TARGETS

LONG-TERM COMMITMENTS

Environment

**ACHIEVE NET ZERO EMISSIONS BY 2040**

We are committed to reducing our environmental impact by becoming net zero by 2040. Through key partnerships, we will drive a greater long-term impact, which is why we are working in collaboration with the BRC.

ALL OWN BRAND PRODUCTS RESPONSIBLY SOURCED BY 2030

We are aware that as a fashion retailer this is one of the biggest impacts on our environment. We have partnered with Textiles 2030 because it supports our goals to make all our own brand products sustainable by 2030 runs across the long-term objectives.

Natural Resources Zero deforestation from major commodities by 2025.

Water Reduction of aggregate water footprint of new products of 30% by 2030.

Circularity Ensure that all waste is reduced throughout our operations, waste to landfill remains zero and recycling is the primary objective.

Climate Change Introduce science based targets to reduce our carbon footprint and achieve net zero.

Responsibly Sourced Products

All own brand designed products to be sustainably sourced by 2030, supporting best practice from design through to end of life (waste).

Social

**BRINGING POSITIVE BENEFITS TO OUR PEOPLE AND OUR COMMUNITIES**

We understand the impact we can have on our people and communities which is why we're committed to ensuring it's as positive as can be, as together we can support a brighter future.

Diversity, Equity & Inclusion Building a diverse workforce and creating an inclusive environment which values equality for all.

Wellbeing Curating a culture centred on our colleagues' wellbeing.

Emerging Talent Giving young people the best possible start to their careers by offering an inclusive programme with opportunities for all.

Ethical Workplace Full visibility to Tier 2 own brands Strategic and Significant suppliers by end 2023.

Charity and Our Community

Give back to our communities through working with collaborative charity partners who align with our values, colleagues and customers.

Governance

**SUSTAIN**

Aims to align our ethical policies with our commercial activities, achieving tangible results and benefits for our stakeholders.

Data Led Reporting suite to be optimised.

Ethical Principles of Responsible AI

Ensure that our approach to building models does not contain hidden biases and considers the impact of these models on the people who use them.

Partnerships Collaborate with key partners to ensure that we validate all areas of strategy and performance; ensuring we do the right thing, for our planet, people, customer and communities.

SUSTAIN CONTINUED

KEY PERFORMANCE METRICS

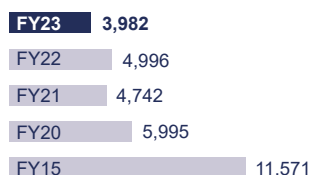
Environment



ABSOLUTE EMISSION REDUCTION (S1+2)

3,982

Change: -66%

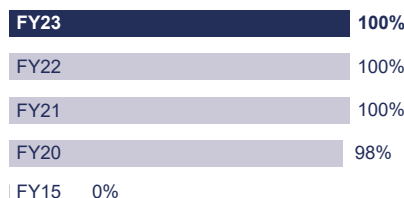


DEFINITION

Total GHG Scope 1 and Location-based Scope 2 emissions (GHG tCO₂e).

SOURCED 100% RENEWABLE ELECTRICITY

100%



DEFINITION

All electricity consumed across the Group is backed with renewable energy certification or from on-site solar PV.

RESPONSIBLY SOURCED PRODUCTS

SUSTAINABLE OWN BRAND PRODUCTS

Of own brand products with sustainable properties – see page 45

41.2%

ABSOLUTE EMISSION REDUCTION (S1,2+3)

470,121

Change: -9%



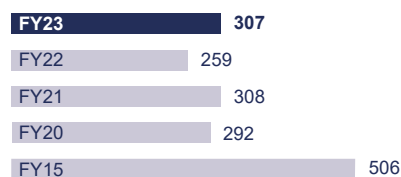
DEFINITION

Total GHG Scope 1, 2 and 3 emissions (GHG tCO₂e).

RELATIVE EMISSION REDUCTION (S1+2+ SELECT S3)

307

Change: -39%



DEFINITION

Total GHG Scope 1, Location-based Scope 2 and select Scope 3 emissions per million items shipped (GHG tCO₂e).

BETTER COTTON INITIATIVE

Own brand product cotton mix

61.8%

Social



ETHICAL WORKPLACE

Tier 2 suppliers mapped for own brand

66%

Workers in our Tier 1 factories (48% men 52% women)

77,502

Countries sourced from. Top three are China, India and Bangladesh

13

EMERGING TALENT

Welcomed 13 new graduates and supported 56 colleagues through apprenticeship programmes across the Group

69

DIVERSITY, EQUITY AND INCLUSION

Female Band 5 colleagues

33%

CHARITY

Amount donated to Maggie's throughout our 4 year partnership

£180k



¹ Scope 3 emissions in scope of target are: business travel, employee commuting, waste, water use and fuel- and energy-related activities not reported in Scope 1 and 2.

SUSTAIN CONTINUED

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ('UN SDG')

This year we have enhanced our ambitions by aligning the UN SDGs to focus on each pillar and streamline priorities.

Environment



Through our ESG strategy SUSTAIN, we are determined to find smarter and more sustainable ways of working for our environment.

This involves collaborating with suppliers who share our standards and working together to source, produce, and transport products in a more responsible and sustainable manner. N Brown Group aligns its environmental objectives to the following three pillars in order to reduce its impact on the planet and actively reach its sustainability goals. By prioritising these key areas, we demonstrate our commitment to responsible and sustainable business practices and make a positive impact for the planet and future generations.

CLIMATE CHANGE

N Brown Group recognises the critical importance of addressing climate change and its impact on the environment, which is why we are committed to actively reducing our carbon footprint, promoting the use of renewable energy and implementing measures to reduce greenhouse gas emissions. N Brown Group is also working to raise awareness around the need for businesses to take action on climate change and to encourage others to join in the effort.

NATURAL RESOURCES

The industry's impact on natural resources is a concern that N Brown is constantly monitoring. Through promoting sustainable land use practices, reducing deforestation, protecting biodiversity, and promoting sustainable agriculture practices, N Brown Group aims to work with its suppliers to promote sustainable land use practices and to support the conservation and restoration of natural habitats and ecosystems.

CIRCULARITY

N Brown Group recognises the negative impact that waste and pollution can have on the environment and is taking action to reduce its waste footprint. Our focus is on reducing and removing the use of harmful materials and chemicals, promoting energy efficiency, and ensuring that the products and materials used in production are responsibly sourced.

N Brown Group is also working to promote responsible production and consumption practices and to support the transition to a circular economy. Prioritising these key areas, we demonstrate our commitment to responsible business practices and models to make products that don't negatively impact the planet for future generations.

Social



These pillars play a critical role in creating a positive social environment for all stakeholders involved with N Brown Group.

DIVERSITY, EQUITY & INCLUSION AND WELLBEING

Prioritising the wellbeing of employees, we continue to invest in their development and training, ensuring fair pay and benefits, and equality whilst championing diversity and inclusion in the workplace.

ETHICAL WORKPLACE

Ensuring that the health and safety of workers involved in the production of products are protected, N Brown delivers training, essential equipment, and safety procedures to minimise the risk of injury or harm to workers. By promoting a safe work environment, the Group is taking steps to protect the health and wellbeing of its workers.

CHARITY AND OUR COMMUNITY

Focusing on our relationship with our stakeholders, we want to understand their needs and concerns and make changes to the Company's operations to align with their values and priorities. N Brown Group is building positive relationships, promoting sustainable development, and contributing to a more equitable future for all.

By engaging more with our valued customers and supply base, N Brown Group is building positive relationships, promoting sustainable development, and contributing to a more equitable future for all.

These pillars are essential for creating a positive social environment for all stakeholders involved with the Company. Continuing to align with our commitments and initiatives, N Brown Group is taking steps to promote a more sustainable and equitable future for all.

SUSTAIN CONTINUED

OUR STORY SO FAR

Environment



Over the past year, we have prioritised developing a comprehensive understanding of the impacts on our entire value chain. With this foundation in place, we are now better positioned to strategically plan and implement actions that can make a significant contribution to mitigating the worst effects of climate change and preserving the environment.

Our commitment to sustainability is now aligned with the United Nations Sustainable Development Goals ('SDGs'), helping us further align our ESG strategy.

CLIMATE CHANGE

BRC CLIMATE ACTION ROADMAP



Scope 1

Net zero direct emissions from operations including from fleet vehicles, heating fuels and refrigeration by 2035



Scope 2

Net zero emissions from purchased electricity by 2030



Scope 3

Ambition for net zero emissions embodied in product supply chain, both upstream (from suppliers) and downstream (from customers by 2040)

- 1 Placing GHG data at the core of business decisions
- 2 Operating efficient sites powered by renewable energy
- 3 Moving to low carbon logistics
- 4 Sourcing sustainably
- 5 Helping our employees and customers live a low carbon lifestyle

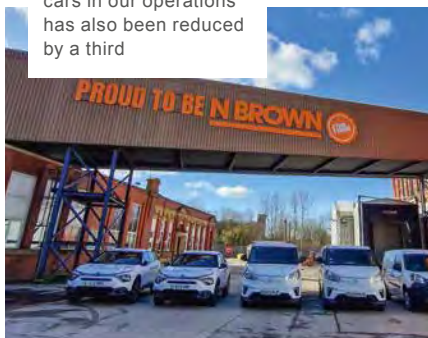
During FY23 we have continued to drive progress along the British Retail Consortium's Climate Action Roadmap towards achieving net zero by 2040 and the five pathways.

We have measured and publicly reported our full GHG inventory for the second year running. As part of our efforts to engage with key suppliers, we have developed our Supplier Sustainability Questionnaire ('SSQ') to get a better understanding of where our suppliers are on their journey towards net zero, ahead of a more targeted programme of engagement to obtain their GHG emissions data and encourage practices to reduce emissions across our value chain.

Although our operations represent a small proportion of our GHG emissions, we value the importance of operating our estate as efficiently as possible. We have completed a major LED lighting project at our main distribution centre and continue to focus on making sure heating and lighting schedules match occupancy times to minimise our energy usage.

FULLY ELECTRIC POOL CARS

The number of pool cars in our operations has also been reduced by a third



As a result, our Scope 1 and location-based Scope 2 emissions have fallen by 19% compared to last year. In addition to this, we've achieved our 2030 Scope 2 Target for the third year running, resulting in net zero emissions from purchased electricity. We recognise the importance of continually procuring energy from renewable energy sources, which is why we are aligning our near-term science-based target to continue sourcing 100% renewable electricity for our operations.

We are also taking action to reduce the impact of our logistics operations, both directly and through our partners. Our commercial vans fleet reduced from six to four vehicles, now comprising of three electric vans and one diesel. The number of pool cars in our operations has also been reduced by a third (from 14 to 5) and are now all completely electric, charged onsite with 100% renewable electricity. In addition to this, we have been focusing on gathering more detailed information for inbound and outbound logistics partners to build a more accurate GHG inventory to inform and drive decision-making.



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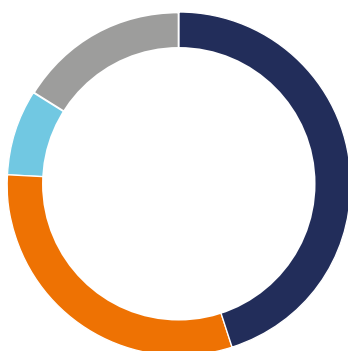
READ MORE ABOUT EMISSIONS MANAGEMENT IN THE FUTURE

CIRCULARITY

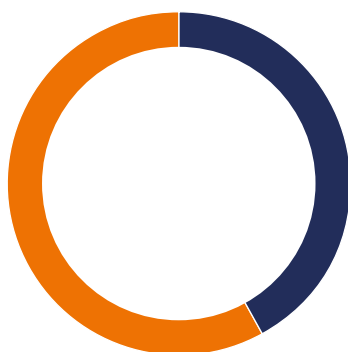
TEXTILES 2030

In our first year of membership, we measured our baseline on textile material use for own brand products, and through this, we evaluated the impact change based on our improvement actions on fibre use. Through developing our Textiles 2030 pathway we have created a roadmap to reach our targets and integrate circular business practices into our long-term strategy. Working more on circular business models and closing the loop on materials will allow us to further reduce our footprint on carbon and water, replacing virgin feedstocks and increasing longevity within products. As a result, our carbon and water-related emissions for our own-brand products decreased by 0.1% and 12.4% compared to our Textiles 2030 baseline year.

OWN BRAND TEXTILE PRODUCTS FIBRE COMPOSITION



| Fibre composition | | % |
|-------------------------------------|--|-----|
| Polyester | | 45% |
| Cotton | | 31% |
| Viscose & manmade cellulosic fibres | | 8% |
| Other | | 16% |



| Fibre composition | | % |
|------------------------|--|-------|
| Sustainable properties | | 41.2% |
| Other | | 58.8% |

RESPONSIBLY SOURCED PRODUCTS

By 2030, all own-brand products will have sustainable properties and we have an ambitious plan to deliver this commitment. We have developed a fibre tiering system using objective and industry accepted scoring mechanisms to rank fibres based on their environmental and social impacts.

To date, 41.2% (increased from 30% in FY22) of our brand products have sustainable properties. From our baseline data, we have identified our three main fibre types on textile and apparel goods, polyester (44.6%) cotton (31.4%) viscose and man-made cellulosic fibres (8%). We will look to increase the use of alternative fibres with reduced carbon and water impacts using certified and traceable sources as much as possible. Over FY24 we aim to increase our own brand sustainable properties to 52%.

Although sustainability can be defined in many ways, to act as a guide for our progress, we have created minimum standards for improved and recycled fibres across our products.

FOR RECYCLED POLYESTER (E.G. REPREEVE™)

30%

FOR GRS STANDARD RECYCLED POLYESTER

50%

FOR IMPROVED MMCFS (LENZING™ ECOVERO™, TENCEL™, REFIBRE™)

30%

FOR IMPROVED COTTON FIBRES ORGANIC BLEND / BCI / RECYCLED COTTON

50%

We are currently sourcing fibres that are certified through the following schemes:

Better Cotton Initiative ('BCI') – BCI works on a mass balance system, so while not all cotton may be from BCI, the commitment ensures a demand for better practices across cotton agriculture. This mission is to help cotton communities survive and thrive while protecting and restoring the environment. We have now covered 62% across our ranges with the aim of making all our cotton BCI.

REPREEVE™ – Recycling plastic bottles into polyester fibre. Compared to virgin fibre, REPREEVE™ offsets using new petroleum, emitting fewer greenhouse gases, and conserving water and energy in the process.

The Global Recycled Standard ('GRS')

– It is a voluntary product standard for tracking and verifying the content of recycled materials in a final product. Recycled synthetics offset using new petroleum, emitting fewer greenhouse gases, and conserving water and energy in the process.

LENZING™ – Derived from certified renewable wood sources using an eco-responsible production process that meets high environmental standards, LENZING™ fibres are tailored to a sustainable lifestyle, contributing to a cleaner environment. Under the LENZING™ umbrella we use ECOVERO™ TENCEL™ Lyocell, TENCEL™ Modal.

Organic cotton – Organic cotton is produced and certified to organic agricultural standards. Its production sustains the health of soils, ecosystems, and people by using natural processes rather than artificial inputs, eliminating toxic chemicals or GMOs (genetically modified organisms).

Recycled Cotton Standard ('RCS') – RCS, like GRS, is an international, voluntary standard that sets the requirements for third-party certification of recycled material. The standards are set through the Textile Exchange, which is a non-profit organisation.

SUSTAIN CONTINUED

OUR STORY SO FAR CONTINUED

CIRCULARITY

SDG ALIGNMENT (UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS)



HIRESTREET

Recognising the significant environmental impact that the production of clothing, home, and tech products can have, we are committed to move away from the make-use-dispose culture and move towards more sustainable practices for our products. In August 2022, we partnered with Hirestreet, the UK's leading accessible fashion rental platform, to introduce a rental edit which allows customers to rent clothes and extend the lifespan of the products we offer. This is another important milestone in our strategy and reinforces our determination to embrace circularity.

DIGITAL SAMPLING

We have embraced digital technology to enable 3D sampling of products during the design phase. We would typically receive three physical samples from suppliers when designing new products that would be sent via air freight. 3D sampling has enabled us to remove the need for suppliers to send us up to two of the three samples. This helps to speed up the design process as well as lower the environmental impact. We estimate that around 4,000 sample pieces have been prevented over FY23 and we are starting to work with a key supplier to roll out digital sampling across our jersey collection.

COLLEAGUE ENGAGEMENT

SDG ALIGNMENT



At the core of our responsible sourcing commitments is the engagement of our colleagues. We recognise that raising awareness, particularly across our product teams, is crucial to reducing the environmental impact of our goods. To this end, we have implemented regular training sessions and provided toolkits to help our teams drive the use of less impactful and recycled fibres throughout our product offerings. One of our key tools is the "How We Use Materials" guide, which helps our product teams navigate the complexities of different material choices and understand how less harmful production processes can reduce their impact. We also prioritise education and training to improve visibility around our efforts to address sustainability and wider ESG matters. To date, we have provided training to over 150 colleagues across eight sessions, empowering them with the knowledge and tools to make a positive impact. By engaging our colleagues and equipping them with the necessary tools and knowledge, we are making strides towards awareness on consumption impacts while also ensuring that our products meet the highest standards of quality and responsibility.



**READ MORE ABOUT
CIRCULARITY IN THE FUTURE**

NATURAL RESOURCES

WATER

SDG ALIGNMENT



IMPROVING WATER MANAGEMENT

During FY23, we have worked to improve our water stewardship with a large focus on identifying and assessing water risk within our Tier One of our own brand value chain. The assessment takes into consideration the importance of the supplier to N Brown and the underlying water risk across physical, regulatory, and reputational indicators. In total, 7.2% of our Tier One supplier factories were identified as high risk. We are now starting to engage with these factories to understand their reliance on water and what actions they are taking to improve water stewardship.

TEXTILES 2030

As part of our commitment to Textiles 2030, we've set a target to reduce the aggregate water footprint of new products sold by 30% by 2030. We have made good progress and reduced our indirect water usage by 12.3%. We have achieved this by identifying and moving away from fibres and processes with a high-water impact and continuing through our fibre roadmap we can stay ahead of our 30% target.

NON-CHEMICAL CLEANING

Across our head office and main distribution centres, we have been working with our facilities management provider to implement sustainable cleaning solutions. We have installed a filtration system which converts tap water into Stabilised Aqueous Ozone (SAO). SAO is a highly effective natural cleaner, which uses no additives, toxins or artificial scents and reverts back into water. This is a more sustainable, cheaper, and effective alternative to traditional cleaning chemicals.



**READ MORE ABOUT
WATER IN THE FUTURE**



FORESTRY POLICY

SDG ALIGNMENT



During FY23, we have updated and published our forestry policy, setting out our position on the procurement of products containing forest-based raw materials. We stand in agreement with the Forest Stewardship Council ('FSC') principles in their commitment to protecting the world's forests and encouraging responsible sourcing practices. As part of the BRC Climate Action Roadmap, we are working towards zero deforestation from major commodities by 2030.

ANIMAL WELFARE POLICY

We have set out our position on the use of animal derived materials regarding ethical sourcing and material specific requirements. We firmly believe that it is not acceptable for animals to suffer in the name of fashion and/or beauty. We believe our customers should be able to purchase our products with confidence and assure that there is no involvement of cruelty in the development and manufacturing of our products.



READ MORE ABOUT NATURAL RESOURCES IN THE FUTURE



Social



Bringing positive benefits to our people and our communities.

Our Vision – Championing, inclusion, we'll become the most loved and trusted fashion retailer. This means building a diverse workforce and creating an inclusive environment which values equality for all.

DIVERSITY, EQUITY & INCLUSION AND WELLBEING

SDG ALIGNMENT



In FY23 we launched our DE&I strategy, EMBRACE, which sets out our ambition to build a truly diverse workforce, where our colleagues have equal opportunity to succeed, fulfil their potential at work and feel empowered by a true sense of belonging. We became signatories of the British Retail Consortium ('BRC') D&I Charter, demonstrating our commitment to challenging culture and supporting the aspiration for retail to be a leader in diversity, equity, and inclusion. We also partnered with the Retail Trust, a charity that has been protecting the lives of those working in retail and aiming to create a more sustainable and successful future for retail.

We're proud to have established five communities that represent core strands of diversity that exist within our business: LGBTQ+ & Allies, Multicultural & Allies, Intergenerational & Allies, Women & Allies and Accessibility & Allies. These are responsible for sharing our colleagues' experiences within our organisation and advising us on actions the business can take as we continue to build equitable foundations through our people, processes, and policies. Each member of our Executive Board and our Director of Data have been appointed to an area of diversity to sponsor, to improve the experience of the community members and to be visible and active internally and externally to raise awareness and drive progress.

Alongside our communities, EMBRACE remains a key consideration for our Culture Group, a group of colleague representatives from around the business who come together on a monthly basis to discuss and steer our culture and policies.

56% of our colleagues are women. Our 2022 gender pay gap report reveals that our mean pay gap has increased from 16.4% to 18.9% which can be, in part, attributed to the ratio of men to women in senior roles and the gender make-up of some of our teams. We are focusing on several initiatives to address the gender pay gap within our data reporting, recruitment, retention and progression whilst engaging with our Women & Allies community.

COLLEAGUES THAT ARE WOMEN

56%

SUSTAIN CONTINUED

OUR STORY SO FAR CONTINUED

WELLBEING
SDG ALIGNMENT

Curating a culture centred on our colleagues' wellbeing. Ensuring that our colleagues feel safe, well and supported in bringing their best selves to work is one of our top priorities.

This year we launched Bloom, our wellbeing programme, which focuses on supporting colleagues in their financial, physical, mental and nutritional wellbeing.

This included a dedicated area on our communications hub, Fabric, and the publishing of a Bloom guide and launch of initiatives, pulling together all wellbeing resources and support for colleagues into a central and accessible tool.

We made January a Bloom focus, with activity centred around physical, mental, financial and nutritional health. This included free mental wellbeing sessions with a trained Cognitive Behavioural Therapist, healthy eating cookery demonstrations, pensions guidance and more.

In addition, a key theme of The Producer, our leadership development programme, is the role of the manager in promoting the wellbeing of their team. Leaders are equipped with skills and behaviours to understand their team members, look for changes in their wellbeing, facilitate conversations around wellbeing and support their team with strategies to thrive.

With the cost-of-living crisis, FY23 was a year in which many colleagues felt the impact of wider economic challenges. Financial wellbeing has therefore also been a focus for us this year, with activities including financial health seminars and online pension workshops to support colleagues in managing and optimising their finances.

OUR WELLBEING
OFFERING INCLUDES:

Employee Assistance Programme

Colleague Support Fund

Retail Trust financial aid and advice programme

We Care 24/7 GP access, mental health counselling and financial guidance

AXA Occupational Health

Discounted gym membership

Make a Difference (MAD) days

Cycle to Work scheme

Financial planning tools

Wellbeing hours

Walking meetings

The Menopause Café

Pilates

Yoga

Life drawing classes

Massage sessions

Sound baths

Free fruit drops

Free breakfasts

EMERGING TALENT
SDG ALIGNMENT

Giving young people the best possible start to their careers by offering inclusive programmes with opportunities for all.

We have four pipelines that support growing our talent and invest in the next generation to kickstart their careers: Graduates, Apprenticeships, Industrial Placements, and Work Experience.

In FY23, we were proud to welcome 13 graduates from 11 universities on our two-to-three-year scheme. We now have 15 graduates who are fully immersed in our business, learning about how our divisions operate and contributing to the work we do to continue to delight our customers. We were also proud to recruit 15 Industrial Placement students for 12-month opportunities, equipping them with practical experience that will complement the theory and knowledge they are learning at university.

Investing in apprenticeships provides an important pathway to upskilling individuals through their combination of education and paid, on-the-job training. As debt-free, quality routes into careers, they help close opportunity gaps and provide the skills our business needs to succeed. We offer apprenticeships from Level 3 (equivalent to two A Level passes) up to Level 7 (equivalent to a Master's degree) for those who have left school or college entering the world of work, and for existing colleagues who wish to specialise or progress further within their careers. We supported 56 colleagues across 15 apprenticeship programmes and 25% successfully achieved their qualifications in FY23; the remainder are still in study. Two of our programmes relate to our Data Academy; unique opportunities for colleagues to become Level 3 Data Technicians and Level 4 Data Analysts, enabling us to drive a data culture and support our ambition of establishing data as an asset to win. 18 colleagues have completed the Level 4 Data Analyst programme, 29 colleagues are currently in study, and six colleagues have just started their Level 3 Data Technician journey.

We also hosted 28 work experience students in FY23, partnering with local schools and colleges to bridge the gap between education and employment. Of 11 eligible students (18+) 27% secured permanent employment with us.



BLOOM

Our wellbeing programme, focuses on supporting colleagues in their financial, physical, mental and nutritional wellbeing.



ETHICAL WORKPLACE

Full visibility to Tier 2 Own Brand Strategic and Significant suppliers by end 2023.

This year we have made significant progress with our transparency commitment by;

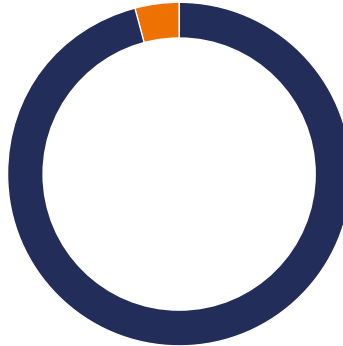
Re-onboarding all our Tier 1 suppliers to ensure that all data is refreshed and updated. The total number for suppliers for both branded and own brand products is 670.

We have mapped out, to date, 66% of our own brand Tier 2 suppliers.

96% Supply base has had an ethical audit assessment.

Published both Tier 1 and 2 factory list on our website (July 22 and January 23).

SUPPLY BASE AUDITED



| Supply Base Audited | % |
|---------------------|-----|
| Globally audited | 96% |
| Under review | 4% |

We currently have 290 active factories

96% of these are audited globally

100% of all BD factories are audited

TIER 2 MAPPED



| Tier 2 Mapping | % |
|----------------|-----|
| Mapped | 66% |
| To be mapped | 34% |

365 tier 2 factories mapped to date

GRADUATES WHO ARE FULLY IMMERSSED IN OUR BUSINESS

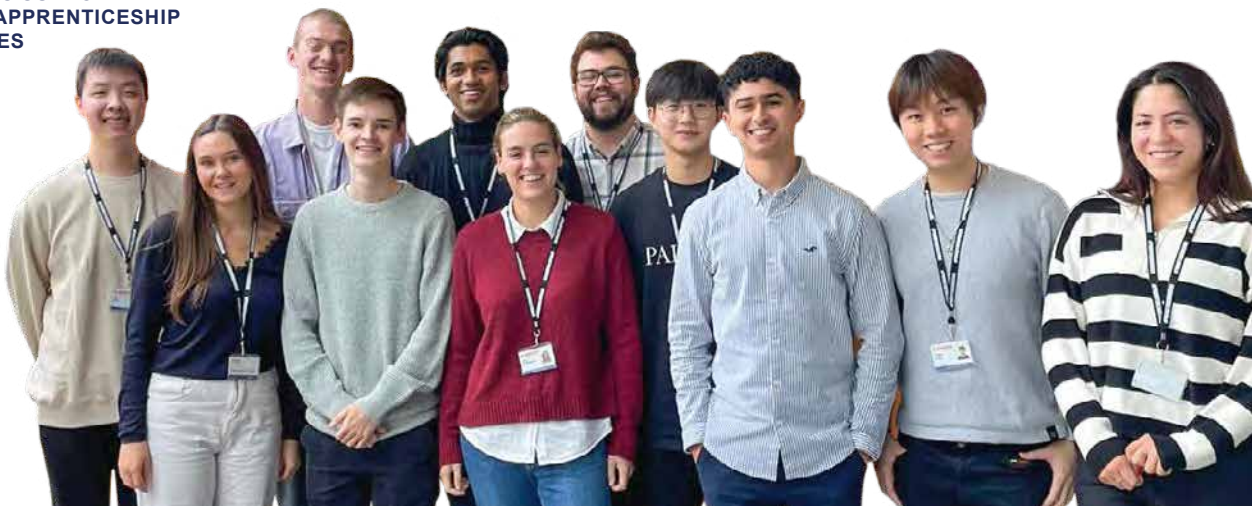
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INDUSTRIAL PLACEMENT STUDENTS FOR 12-MONTH OPPORTUNITIES

15

COLLEAGUES SUPPORTED ACROSS 15 APPRENTICESHIP PROGRAMMES

56



SUSTAIN CONTINUED

OUR STORY SO FAR CONTINUED

CHARITY AND OUR COMMUNITY

Give back to our communities through working with collaborative charity partners who align with our values, colleagues and customers.

Our colleague-led charity partnership with Maggie's Manchester and Maggie's Oldham came to an end in FY23, raising over £180,000 during the four-year partnership. In December, we held our first ever supplier funded charity ball in aid of Maggie's, which was an opportunity to celebrate the end of the partnership and raise a final donation for both local Maggie's centres.

With our Maggie's partnership coming to an end, we took the opportunity to review our corporate charity strategy and it was decided that we would partner with two new charities: the Retail Trust, to align with our industry and strategic vision, and FareShare Greater Manchester, nominated by our colleagues to allow us to continue to support a charity in our immediate community.

Our Retail brands also continue to support charities aligned to our customers. Simply Be is committed to a long-term patronage with The Prince's Trust, which involves supporting the charity with their Mosaic Mentoring programme and also developing a scheme helping young people get into retail. Simply Be also launched their second International Women's Day edit this year where £1 from each item sold in the collection will be donated to The Prince's Trust, having raised £37,000 for the cause through their 2022 campaign. Jacamo continue to work in collaboration with men's mental health charity Campaign Against Living Miserably ('CALM') to help raise mental health awareness with the hope that it will empower men to have open conversations about their mental wellbeing. In September 2022, Jacamo launched a limited edition t-shirt with 100% of the profits going to CALM which will go towards funding their life-saving work.

**RAISED FOR THE
PRINCE'S TRUST
THROUGH SIMPLYBE'S
INTERNATIONAL WOMEN'S
DAY CAMPAIGN**

£37,000



**MAGGIE'S
MANCHESTER
AND OLDHAM**

£180k

Raised during the four-year partnership



CHARITY SUPPORT IN OUR COMMUNITY

FareShare Greater Manchester, was nominated by our colleagues as one of our new charity partners



LOOKING FORWARD TO FY24

Environment



To reflect our commitment to deliver meaningful change towards reducing the impact of our operations and supply chain emissions, we recognise the importance of aligning our short-term objectives with our long-term commitments. We have set a clear strategy, aligned with the Paris Climate Agreement, to deliver against these goals.

SCIENCE BASED TARGETS INITIATIVE

Our target submission has been made to the SBTi and we are awaiting target validation in October 2023. Our proposed target is to reduce our Scope 1, 2 and 3 emissions by 42% by FY30 against an FY22 base year. Our target is aligned with the 1.5°C pathway of the Paris Agreement. In addition to this, we are also committing to sourcing 100% renewable electricity across our direct operations to FY30.

The SBTi continues to evolve its requirements to ensure targets are aligned with the latest climate science. As a result, the SBTi have introduced a requisite for certain companies to set additional targets to quantify and reduce their Forest, Land and Agriculture ('FLAG') emissions. FLAG emissions account for around 22% of global greenhouse gas emissions. We are currently working towards quantifying our FLAG emissions and are aiming to set our FLAG target by the end of FY24.

REDUCING OUR EMISSIONS

SDG ALIGNMENT



To achieve our science based target, we are focusing on improving our engagement with our supplier base. Building on our Supplier Sustainability Questionnaire ('SSQ'), we aim to develop a supplier standard to align suppliers' operations with our commitments and targets. We are going to start with our strategic suppliers to build momentum and start delivering progress against our target.

INDIRECT USE OF SOLD PRODUCT

We have estimated the indirect emissions associated with the use of our products, such as the washing and drying of textile and apparel products and the use of cookware such as pots and pans over their useful life. Under the GHG protocol, the reporting of indirect-use phase emissions is optional, and they are excluded from our proposed science-based target. We have not included these emissions within our overall inventory as there are limitations on what we can do to drive emissions reductions in this area. We do, however, plan to engage with our customers on how they can use and care for our products more effectively so we can reduce the in-use emissions and increase the lifespan of our products.

| | FY23 | FY22 | Change | (%) |
|---|--------|---------|---------|------|
| Indirect Use Emissions (tCO ₂ e) | 98,347 | 124,333 | -25,986 | -21% |

SUSTAIN CONTINUED

LOOKING FORWARD TO FY24 CONTINUED

RESPONSIBLY SOURCED PRODUCTS

MAN-MADE CELLULOSIC FIBRES ('MMCF')

We are taking steps to improve our sourcing capabilities, particularly concerning improved MMCF fibre use. One way we are doing this is through licensing fibres from LivaEco, which allows us to utilise improved MMCFs across our Southeast Asian supply base and support the use of regenerative processes. By sourcing raw materials closer to our manufacturing base, we can reduce the distances that raw materials are transported over.

BETTER COTTON

As part of our commitment to cotton sourcing, we continue to review our responsible sourcing policy and increase our transparency across our cotton supply chain. Our goal is to increase our use of BCI 100% across cotton-based products. This move reflects our commitment to creating a new baseline for cotton standards, intending to improve working conditions and reduce the environmental impact in regions where resources are scarce and over-sourcing is a concern.

RECYCLED POLYESTER

While we recognise that current technologies for recycled polyester fibres are not a long-term solution, we understand that they play a role in reducing GHG emissions. As such, we aim to contribute to building a solution for addressing water pollution and microfibres. We are dedicated to improving our sourcing practices and minimising our environmental impacts while maintaining the high-quality standards our customers expect.

MATERIAL MIX

We recognise that the use of polyester in our products has an impact on the environment, and we are committed to reducing our reliance on this material. Moving forward, our approach to fibres will focus on circular solutions within regenerative cellulose. This means we will prioritise the use of natural, plant-based renewables that can be grown and processed sustainably. By using regenerative cellulose, we can help mitigate the environmental impact of our products and support a circular economy, where waste is minimised, and materials are reused or recycled.

CIRCULARITY

EMBRACING CIRCULAR DESIGN

Through the development of our Textiles 2030 pathway and action plan, we are exploring opportunities for circular design and business models, which will help us to reduce waste, conserve resources, and minimise our carbon footprint. Our aim going forward is to generate solutions with our partners on end-of-life solutions, durability, and to develop a framework for circular design that will guide our design and production processes in a less impactful and more resourceful direction.

WORKING WITHIN THE INDUSTRY

Our push towards circularity and innovation has led us to collaborate with Leeds University's Institute of Textile and Colour ('LITAC') and Textiles 2030. The aim of the project is to explore the complex nature of garment durability and how this influences opportunities for circular fashion.

WATER

IMPROVING WATER MANAGEMENT

Over FY24, we are continuing to improve our water stewardship and increasing the scope of our water risk assessment. We have been mapping Tier 2 and parts of Tier 3 supply chain for own brand products and we are going to include these within our supplier water risk assessment. We are also exploring improved manufacturing processes that help reduce water consumption and pollution across our supply chain.

MANUFACTURING PROCESSES: DENIM

Wet processing is a critical part of textile production. This is particularly important for denim, which traditionally requires significant amounts of water in the manufacturing process. To ensure we are actively reducing our impacts through improved production processing, we have already collaborated with industry partners such as Jeanologia to introduce low-impact washes on our Simply Be denim. This is just the beginning of our efforts to expand this approach across our denim product line. We believe that a focus on chemical use and wet processing will be key to reducing our overall environmental impact, particularly concerning water consumption and pollution.

NATURAL RESOURCES

CANOPY PARTNERSHIP

FY24 will initiate the beginning of our partnership with Canopy, an initiative set up to remove the use of endangered and ancient forests within the textiles and packaging industry by 2025. Through this commitment, we aim to engage a clear visual on our use of MMCF across the business, enabling us to have better transparency within our MMCF supply chain, evaluating their impact, and reducing our timber risk across the business.

FSC PARTNERSHIP

As we look to reach zero deforestation by 2030, we are partnering with the Forest Stewardship Council ('FSC') to support certification across packaging and timber-based products. The FSC standards ensure the protection of water quality, prohibit the harvest of rare old-growth forest and use of highly hazardous chemicals, as well as prevent the loss of natural forest cover. This move supports our forestry policy and will help manage risk and reduce our environmental impacts.

Social



By introducing more structure to our activities within our social pillar, we have made clear progress throughout FY23 against our commitment to deliver social value across our focus areas. We'll continue to build on these successes through the following areas:

ENGAGEMENT

CUSTOMER ENGAGEMENT

As we begin to build our digital experience for our customers, we also want to develop their experience on product and sustainability. By developing the user experience and customer journey through our front-end and corporate website, we can provide our customers with accurate information for any sustainability claims made on our products. We also want to improve their understanding of our journey. By utilising the new digital experience capabilities, we also aim to become more transparent with customers.

DIVERSITY, EQUITY & INCLUSION AND WELLBEING

Our focus for FY24 will be defining what we mean by "inclusion" for our colleagues, increasing our colleague diversity data and embedding the BRC D&I Charter within EMBRACE to ensure our actions remain relevant, impactful, and aligned to our vision for the future of the business. Our communities will also continue to shape our EMBRACE strategy and define their objectives for FY24.

To drive continued momentum in our colleague wellbeing activity we will work to embed our wellbeing proposition, Bloom, furthering the activity undertaken in FY23 to launch this. Our focus will be on both building awareness and uptake of our current offering amongst colleagues, as well as increasing the scope of our wellbeing initiatives. This will include looking at how we can better support parents, as well as focusing on wellbeing initiatives that tie in with our Embrace communities and their aims.

EMERGING TALENT

Our focus for FY24 will be to build on our existing outreach initiatives, partnerships with the Prince's Trust and grow our newest partnership with the University Academy 92, an Old Trafford based university that encourages students from a diverse range of backgrounds to set foot in and flourish in higher education. We will continue to increase the visibility and significance of all emerging talent pipelines.

ETHICAL WORKPLACE

SDG ALIGNMENT



Our focus remains to complete Tier 2 mapping for all own brand suppliers by end 2023. We will then review next steps in line with our transparency pledge.

CHARITY AND OUR COMMUNITY

SDG ALIGNMENT



We will further engage colleagues with our two new charity partners, Retail Trust and FareShare Greater Manchester, through a series of fundraising and engagement events throughout the year. We will also continue to work with The Prince's Trust in our long-term patronage through our Simply Be brand.

We will continue to encourage colleagues to take part in volunteering through our Make A Difference Day volunteering scheme which we relaunched this year. This will help us to further support our local communities and give our colleagues the opportunity to volunteer with a charity or cause close to their heart.

SUSTAIN CONTINUED

GOVERNANCE

Governance



Climate-related matters are being embedded appropriately within our governance structure to improve visibility and accountability across the organisation to drive progress towards our net zero target.

CLIMATE RELATED FINANCIAL DISCLOSURES

We recognise that climate change is one of the greatest challenges facing our planet today. We are currently working towards aligning our strategy with the Task Force on Climate-related Financial Disclosures ('TCFD') recommendations during FY24. This will enable us to assess, manage and disclose climate-related risks and opportunities across our business models and operations. The recommendations are structured around four core elements: Governance, Strategy, Risk Management and Metrics & Targets.

GOVERNANCE

SUSTAIN is sponsored by the Executive Board and led by Christian Wells (Company Secretary), Sarah Welsh (Retail CEO) and Aly Fadil (Chief People Officer). The ESG Committee meets at least twice a year and is chaired by Non-Executive Director Michael Ross. A SUSTAIN Steering group, comprised by the Exec Board representatives and other senior leadership team members, supports the ESG Committee and reviews the sustainability roadmap by keeping on track with its objectives. This forum also reviews any market trends, potential issues or risks across the Our People and Our Planet pillars of the strategy.

Reports are provided to the Executive Board team and up through to the Group Board via the ESG Committee in line with the meeting schedule. Progress against our sustainability targets is reported quarterly within the Retail Operating Committee ('ROC').

In line with our transformation roadmap, a review of our wider governance framework is being carried out by the Company Secretary. One objective of the review is to ensure that climate-related matters are embedded appropriately within our governance structure to improve visibility and accountability across the organisation to drive progress towards our net zero target.

RISK MANAGEMENT

The Group has continued to enhance and embed risk management practices in support of the N Brown Enterprise Risk Management Framework ('RMF'). The RMF enables the Group to maintain robust governance and oversight across the business and underpin a standardised approach to managing risks. ESG matters, including climate-related risks, are incorporated within our principal risks and uncertainties, ensuring that climate risks are assessed and considered alongside other risks.

Over FY24, we are going to review and strengthen our approach to identifying, assessing, and evaluating climate-related risks and opportunities.

STRATEGY

Our ESG strategy 'SUSTAIN', aims to align our ethical policies with our commercial activities, achieving tangible results and benefits for our stakeholders. Fully embracing the values of our business, SUSTAIN is our overarching strategy across our sustainability pillars – Our People and Our Planet. To address our impacts, we have made a series of challenging public commitments and are working across a range of different frameworks and external reporting obligations to ensure our approach is transparent and aligned with best practice.

To deliver on our Textile 2030 commitment, we have established our Textiles 2030 Pathway. This plan sets out how we are going to deliver on this commitment, breaking the journey down into the short (2022-2024), medium (2025-2027) and long-term (2028-2030). Our plan includes seven pillars ranging from low carbon energy across our supply chain and direct operations, using improved and recycled fibres, introducing lower impact production processes, embracing circular business models and designing for sustainability. The implementation of this pathway will also help deliver progress against our proposed science-based targets and the BRC climate action roadmap. In FY24, we will look to build upon our Textile Pathway to develop a similar plan for other areas of the business such as domestic goods and electrical items, supplier engagement, and logistics.

In addition to this, we will conduct scenario analysis to evaluate the resilience of our strategy, taking into consideration a range of different climate scenarios, including the 1.5°C scenario.

METRICS AND TARGETS

We have quantified our GHG emissions across all relevant Scope 1, 2 and 3 emission sources in accordance with the GHG Protocol. We will continue to evolve our methodology to improve accuracy and reduce uncertainty within future inventories.

To track our progress, we have established a series of Key Performance Indicators. During FY24 we will be reviewing our KPIs and ensuring they are fully aligned with our principal climate-related risks and opportunities.

In FY23, we submitted our commitment letter to the Science Based Targets initiative ('SBTi') setting out our intent to establish near-term science-based targets to drive progress towards our net zero commitment. Our target submission was made in March 2023, and we are awaiting the formal target validation process. The SBTi continue to evolve their requirements to ensure targets are aligned with the latest climate science. As a result, the SBTi have introduced a requirement for certain companies to set additional requirements to quantify and reduce their Forest, Land and Agriculture ('FLAG') emissions. FLAG emissions account for around 22% of global greenhouse gas emissions. During FY24, we are working towards quantifying our FLAG emissions and starting the process for setting a FLAG emissions target through the SBTi.

ESG DISCLOSURE SCORE

As part of SUSTAIN, we will use the ESG Disclosure Score outlined by the London Stock Exchange to provide stakeholders with a comprehensive assessment of our ESG progress. The ESG Disclosure Score is intended as a tool for companies to consider good practice in disclosure of key quantitative ESG metrics. The London Stock Exchange has commented that the "ESG disclosure score is calculated based upon the level of disclosure against the metrics considered by FTSE Russell to be the most material to investors for different industries. This is drawn from existing ESG standards including: the Global Reporting Initiative ('GRI'); Sustainability Accounting Standards Board ('SASB'); and the Carbon Disclosure Project and based upon expertise built over 18 years of commercial activity in ESG data and indexes, working with investors and other market participants."

Based on our business being in the "Consumer Goods, Customer Services & Healthcare" sector, the ESG Disclosure Score assesses the following criteria and more information can be found on the pages indicated:

Carbon emissions page 51 and 56

Energy use page 56

Social and Community investment page 50

Share of temporary employees 124

Independent Directors page 60

Female Directors page 68

In addition, we also consider employee training hours, employee turnover rates, share of human rights, supply chain, sustainability clothing and waste and recycling to be central to our ESG strategy.

EMISSIONS PROFILE

The Companies Act 2006 (Strategic Report and Directors' Report) Regulation 2018 requires the Group to disclose global greenhouse gas ('GHG') emissions and underlying energy use for all Scope 1 and 2 emission sources. Our energy and GHG emissions have been independently calculated in accordance with the GHG Protocol, using the operational control approach for the period 1 March 2022 to 28 February 2023. Emission factors published by the UK Government and the International Energy Agency ('IEA') have been used. In addition to calculating mandatory Scope 1 and 2 emissions, we have quantified our relevant Scope 3 emissions in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard.

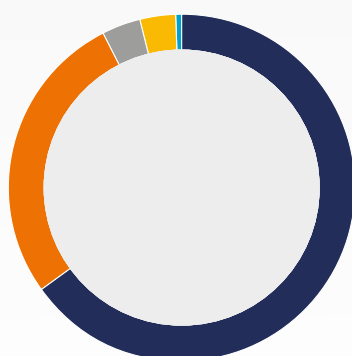
TOTAL GHG TCO₂E

| Scope | Source | FY23 | FY22 | tCO ₂ e change from previous year | % change from previous year |
|--|--|-----------|-----------|--|-----------------------------|
| Scope 1 | Natural Gas | 1,640.3 | 1,876.2 | -235.9 | -13% |
| | Diesel | 193.7 | 227.8 | -34.1 | -15% |
| | HFCs | 37.0 | 151.7 | -114.7 | -76% |
| | Gas oil | 46.6 | 47.4 | -0.7 | -2% |
| | Company Vehicles | 11.7 | 12.8 | -1.0 | -8% |
| Scope 2 | Electricity (Location Based) | 2,052.3 | 2,680.2 | -627.9 | -23% |
| | Electricity (Market Based) | — | — | — | —% |
| Total Scope 1 and 2 ¹ | | 1,929.3 | 2,315.7 | 386.4 | -17% |
| Scope 3 | Purchased Goods & Services | 306,582.5 | 329,807.9 | -23,225.4 | -7% |
| | Capital Goods | 5,225.0 | 2,244.4 | 2,980.6 | 133% |
| | Fuel & Energy-Related Activities | 1,352.4 | 1,827.0 | -474.6 | -26% |
| | Upstream Transportation & Distribution | 17,652.0 | 22,752.8 | -5,100.7 | -22% |
| | Waste Generated in Operations | 39.4 | 79.4 | -40.0 | -50% |
| | Business Travel | 51.7 | 7.3 | 44.4 | 609% |
| | Employee Commuting | 1,115.1 | 1,778.3 | -663.2 | -37% |
| | Upstream Leased Assets | 6.7 | 18.7 | -12.0 | -64% |
| | Downstream Transportation & Distribution | 2.5 | 41.3 | -38.7 | -94% |
| | Use of Sold Products | 128,460.6 | 143,320.3 | -14,859.7 | -10% |
| | End-of-Life Treatment of Sold Products | 7,703.3 | 10,150.1 | -2,446.8 | -24% |
| Total scope 1, 2 ² and 3 | | 470,120.6 | 514,343.0 | -44,222.4 | -9% |
| Outside scopes- Biogenic element- Diesel | | 14.1 | 8.0 | 6.1 | 76% |

¹ Total Scope 1 and 2 emissions have been calculated using the market-based methodology for Scope 2 emissions to reflect our purchase of renewable electricity.

² Total Scope 1, 2 and 3 emissions have been calculated using the market-based methodology for Scope 2 emissions to reflect our purchase of renewable electricity.

EMISSIONS PROFILE FY23 (tCO₂e)



| | |
|---|-------|
| Scope 3 – Purchased Goods & Services | 65.2% |
| Scope 3 – Use of Sold Products | 27.3% |
| Scope 3 – Logistics (Upstream & Downstream) | 3.8% |
| All other Scope 3 | 3.3% |
| Scope 1 and 2 (MBM) | 0.4% |

SUSTAIN CONTINUED

LOOKING FORWARD TO FY24

Total emissions for our direct emissions (Scope 1 and 2) have decreased by 17% compared to last year. Our natural gas consumption has decreased by 13% as we have focused on the effective management of our heating systems so that they match building occupancy to minimise energy usage. We have also invested in refurbishing our offices and facilities with low-emitting alternatives (such as LED lights), as seen in the increase of emissions relating to capital goods. These measures, along with the improvement of the UK's electricity grid factor, have contributed to the 23% reduction in our location-based Scope 2 emissions. Our market-based Scope 2 emissions are zero as we continue to source 100% renewable electricity. Our energy use across the Group has decreased by a total of 15% compared to FY22 levels.

We continue to effectively monitor and reduce our operations' impact by also carrying out regular checks on our air conditioning units. As a result, we were able to reduce our FY23 fugitive emissions from our air conditioning systems by 76% compared to last year. Improvements in the way we manage and test these systems allow us to not only obtain better data, but also more effectively manage leakage and, hence, reduce emissions. Emissions from company vehicles also reduced (8% compared to FY23) due to the introduction of electric vehicles ('EVs'). Our fleet is now comprised of a total of eight EVs (five pool cars and three commercial vans), compared to one electric commercial van in FY22.

Business travel emissions have seen an increase compared to last year. With the easing of Covid-19 restrictions, our employees have been able to travel more compared to last year, resulting in higher air, rail, and road journeys, and, consequently, higher emissions. We expect these emissions to increase in FY24 as business travel picks up.

Compared to last year, we have sold less products to customers which has seen our emissions reduce across Scope 1 and scope 3 emissions. Across Scope 1, there has been less activity across our haulage fleet and the use of shunter trucks which has reduced our diesel and gas oil emissions. Within our biggest emission source, purchased goods and services, we have seen a reduction of 7% as we have purchased less stock compared to last year. As we have brought less product into the business, our inbound logistic emissions have also fallen. As we have sold less during the year, our outbound logistics, use of sold products and end of life treatment emission have also fallen. In total, our emissions for FY23 have fallen by 9% compared to last year.

EMISSIONS INTENSITY

We track the emissions intensity of our operations by tracking emissions against the number of items shipped, using FY15 as a baseline. Compared to last year, our emissions intensity across Scope 1 and 2 has increased by 15% compared to last year and it has decreased by 42% against the FY15 baseline. Whilst our absolute emissions have reduced compared to last year, the number of items shipped has decreased, leading to an increase in our emissions intensity.

| Emissions Intensity Ratio | FY15 | FY21 | FY22 |
|--|-------|-------|-------|
| tCO ₂ e per mil. Items shipped ¹ | 323.6 | 162.4 | 187.0 |
| % Change against FY15 baseline | – | -50% | -42% |

We have also compared our Scope 1, 2 and part of our Scope 3 emissions² against FY22 and our baseline year. Our results show that, due to a lower number of items shipped during FY23, our emissions intensity has increased by 19% compared to last year. However, when comparing it with our FY15 baseline year, we have achieved a 39% reduction. This tracks our performance against our emissions intensity target that will be superseded by our science-based target once it has been validated.

| Emissions Intensity Ratio | FY15 | FY21 | FY22 |
|--|-------|-------|-------|
| tCO ₂ e per mil. Items shipped ² | 505.6 | 259.1 | 307.2 |
| % Change against FY15 baseline | – | -49% | -39% |

GLOBAL ENERGY USE AND EMISSIONS

The tables below show the proportion of energy use and Scope 1 and 2 GHG emissions that occurred within the UK and non-UK countries. In FY23, 99.2% of the Group's energy consumption arose from UK operations. Our overall energy usage has decreased by 15% compared to last year. Emissions have dropped by 20% compared to FY22.

| Energy | FY23 kWh | % | FY22 kWh | % |
|-------------------------|-------------------|-------|-------------------|-------|
| UK | 20,389,789 | 99.2% | 24,006,583 | 99.1% |
| Non-UK | 165,093 | 0.8% | 230,176 | 0.9% |
| Total energy use | 20,554,882 | | 24,236,759 | |

| Emissions | FY23 tCO ₂ e | % | FY22 tCO ₂ e | % |
|--|-------------------------|-------|-------------------------|-------|
| UK | 3,953 | 99.3% | 4,926 | 98.6% |
| Non-UK | 28 | 0.7% | 70 | 1.4% |
| Total Scope 1 and 2 GHG emissions | 3,982 | | 4,996 | |

¹ tCO₂e includes Scope 1 and Scope 2 location-based emissions.

² tCO₂e includes Scope 1, Scope 2 location-based emissions and the following Scope 3 categories: business travel, employee commuting, waste, water use and fuel- and energy-related activities not reported in Scope 1 + 2.

MANDATORY GHG REPORTING NOTES

The data disclosed is in conformance with the Companies Act 2006 (Strategic Report and Directors' Report Regulations). GHG emissions disclosed under the required reporting categories fall within the Group's consolidated financial statement. Scope 1 and 2 emissions have been calculated using the operational control approach in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. The quantified emissions are for the reporting period 1 March 2022 to 28 February 2023. GHG emissions factors published by the UK Government and International Energy Agency for 2022 have been used to calculate GHG emissions.

NOTED CHANGE IN EMISSIONS FOR FY22

We have restated aspects of our FY22 GHG inventory to improve the robustness and accuracy of our emissions statement. There have been updates to our Scope 1 and 2 emissions including the movement of our Bangladesh sourcing office from Scope 1 and 2 to Scope 3 (upstream leased assets) as we no longer have operational control of this leased office. Our up and downstream logistics emissions have been restated as more detailed emission factors have been made available by our logistics partners as well as improvements to the calculation methodology. Purchased goods and services has been restated to account for additional datapoints and refinements to the emission classification of certain product lines; this has also impacted our use of sold product calculations. The calculation methodology for end-of-life treatment has been improved so that actual product weight data has been used moving away from assumed weights derived from the inbound logistics dataset. We will continue to review and improve our calculation methodology over time.

DATA RECORDS

NATURAL GAS AND ELECTRICITY

Emissions are primarily calculated based on actual or estimated metered consumption from invoices, meter readings or half hourly consumption data. Where actual metered data is not available, energy consumption has been estimated using floor areas and published benchmarks. Some data has been estimated from previous periods of consumption where quarterly bills have not yet been published.

GAS OIL

Fuel is used in stand-by generators and onsite transport such as forklifts and shunter trucks. Data for onsite transport is calculated using actual fuel usage from invoices and internal records of gas oil deliveries. Generator fuel usage has been estimated using generator fuel demand per hour and activation information.

DIESEL

Data is calculated based on actual fuel consumption taken from fuel card invoices.

COMPANY CARS / VANS

There has been no company car business travel during the latest reporting period. Pool cars and pool vans (used to transport items between logistics sites) emissions are calculated based on the annual mileage recorded for the vehicles.

HFCS

Refrigeration emissions have been calculated from the F-Gas register or services records where the volume of refrigerant gas lost to the atmosphere during the reporting period is known. Where service records were not available, emissions have been estimated using the screening methodology and an assumed average leakage rate.

WASTE

Most of the Group's waste (Head Office and logistics sites) is managed by Viridor. Viridor provide a breakdown of weight of waste disposed of by N Brown split by waste type and disposal method. For the sites which are not managed by Viridor, waste audits are completed over a week as a sample and figures are annualised. There are a few closed stores which are included within the scope of reporting due to them still being leased to N Brown. As the stores were closed for the duration of the reporting period, it has been assumed that there has been no waste from these stores.

EMPLOYEE COMMUTING

Employee commuting habits are captured using an annual colleague survey.

The results are taken as a sample of all employees and the results are uplifted by the total number of employees to approximate total emissions.

HOME WORKING

Some colleagues have continued to work from home during the reporting period as per our Hybrid Working model. The emissions associated with home working (e.g. as a result of lighting, heating and IT equipment) has been captured using a staff survey. For this year changes to the methodology were made to capture information relating to green electricity contracts at home as well as refinements to the modelling of space heating usage.

SUPPLY CHAIN LOGISTICS

Internal data and data provided by third party service providers has been used to calculate the supply chain emissions associated with the movement of goods from the factory door through to deliveries to our customers. High level estimates have been used where primary or secondary data was unavailable. UK Government emission factors and supplier specific emission factors, where available, have been utilised.

Business travel (air, rail): There are two types of air travel carried out by N Brown: traditional business travel and travel for photoshoots. There were no photoshoot or business journeys by air during the latest reporting period due to Covid-19 restrictions. Rail figures are provided by Clarity who provide a breakdown, by journey, including distance travelled and journey type (underground / national rail).

Business travel (private cars): Data is calculated for the Group using data logged in our internal Concur system which records distance travelled, and vehicle information for each business travel expense claimed.

Water: Emissions are primarily calculated based on invoiced water consumption and volume sent for treatment. Where invoices are not available, water consumption and treatment is estimated based on a standard benchmark against full-time staff equivalent. There are a few closed stores which are included within the scope of reporting due to them still being leased to N Brown. As the stores were closed for the duration of the reporting period, it has been assumed that there has been no water usage on site.