



## Our Family

By taking care of our Johnsons family and ensuring everyone feels that they belong we will deliver a first-class employee experience every day.

An effective  
**EDI**  
programme



**25%** female representation at management levels and above



Developed the Academy to provide life long learning and career paths



## Our World

By reducing our natural resource consumption and completing the transition to a fully circular approach for our operations, we will protect and enhance our environment.

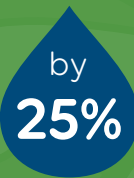
Reduced our scope  
**1 and 2**  
carbon emissions  
intensity by



Transitioned  
company car  
fleet to EV



Reduced water  
consumption  
intensity



Reduced  
waste to  
landfill by  
**75%**



Eliminated  
all single  
use plastics



Introduced a  
process to recycle  
our end of life  
textiles



## Our Integrity

By continuing to demonstrate our integrity and commitment to responsible business practices we will position the organisation for future stability and growth.



Fully sustainable  
core products as  
preferred options



Implemented  
Supplier Framework  
and Code of Conduct  
for customers

Created  
JSG Code of Conduct  
training and ethical  
business training



## Our Communities

By further understanding the communities impacted by what we do, we can form better collaborative partnerships to support them as they grow and develop.

Continued to support  
our colleagues in  
fundraising



Increased our social  
value spend as a  
% of revenue

Developed collaborative  
partnerships with our  
communities

