

Our Second Sustainability Report

TOMORROW BEGINS TODAY



JOHNSON
Service Group PLC



The
Johnsons
way

Change today. Change the future.

Our Second Sustainability Report

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“
With all the
changes we’re
making today,
we’re changing
the future.”

Peter Egan
Chief Executive Officer
Johnson Service Group PLC

WELCOME FROM OUR CEO

Change today, change the future

Welcome to our second Sustainability Report. I’m proud to share the progress we’ve made in 2022 on The Johnsons Way, our strategic framework around sustainability. Alongside this Report, we also publish a performance update in our Annual Report and on our social channels.

LOOKING BACK ON 2022

The extreme temperatures and drought conditions across the United Kingdom and Republic of Ireland in 2022 underscored our continued need to step up our action on climate and environment. The cost of living crisis experienced as a result of inflation-driven price rises (particularly in energy) affected the business as well as all our colleagues. More than ever, we’ve been giving back to our local communities in response.

INNOVATION IN ACTION

As a leading textile services business, we are committed to innovation in our business, service and products. I’m extremely impressed with the focus on innovation included in this Report: from pilots around water savings to the use of digital technology to support mental health and encourage team volunteering. We can only tackle some of the major challenges facing us by coming together and innovating.

UNLOCKING COLLABORATION

The sustainability agenda gives us an opportunity to do just that: coming together. As part of The Johnsons Way we stimulate internal collaboration and there is plenty of evidence of that this year: from reviewing our purpose and values to establishing our first waste baseline. We are better able to meet our clients’ needs when collaboration is at the heart of how we do things.

INVESTING IN TOMORROW

We’re investing in tomorrow at JSG. Our focus on sustainability delivers a more efficient company, with cost savings, less waste and better products such as the Flex-Collection introduced by Workwear with 100% sustainable fabric. That’s because we’re embedding sustainability in everything that we do: The Johnsons Way helps us lead to create a better, more resilient textile services industry.

With all the changes we’re making today, we’re changing the future. I’m excited to see what this holds at JSG and am convinced it’s better because of the progress we’re making on The Johnsons Way.

Peter Egan



ABOUT US & HIGHLIGHTS

First impressions are lasting impressions

At Johnson Service Group, we provide textile rental and related services across a range of sectors throughout the United Kingdom and Republic of Ireland. Our ability to clean, maintain and care for textiles means that we are fundamental to the everyday operations of our clients.

OUR BRANDS

Headquartered in Preston Brook, Cheshire, we employ over 6,500 people and are listed on the AIM market of the London Stock Exchange.

We are the leading supplier of workwear and protective wear, offering these services through our Johnsons Workwear brand. We also provide premium linen services for the hotel, catering and hospitality markets, and high volume hotel linen services, through a number of different brands under the Johnsons Hotel Linen and Johnsons Hotel, Restaurant & Catering Linen names.

We acquired Regency in February 2023 and Celtic Linen, based in the Republic of Ireland, in August 2023. Whilst this report doesn't include data for those businesses we will incorporate their performance data in future reporting.



2022 HIGHLIGHTS



INCREASED OUR
EMPLOYEE ENGAGEMENT
SCORE TO 83%



REDUCED SCOPE 1 AND
SCOPE 2 EMISSIONS
INTENSITY BY 24%



COMPLETED **FIRST**
DIVERSITY SURVEY



SENT 26% OF
OUR WASTE TO
LANDFILL



LAUNCHED UPDATED
EMPLOYEE CODE
OF CONDUCT



ACHIEVED **10% WATER**
CONSUMPTION
INTENSITY REDUCTION



COMPLETED
SUSTAINABILITY
AUDIT OF 76% OF
TIER 1 SUPPLIERS



INVESTED
ALMOST £80,000
INTO LOCAL
COMMUNITIES



DOUBLED BETTER
COTTON **SOURCED**
TEXTILE TO 52%



SUPPORTED OUR
STAFF TO FUNDRAISE
£21,618 FOR LOCAL
ORGANISATIONS

OUR SUSTAINABILITY
FRAMEWORK



Launched in Q1 2022, The Johnsons Way sustainability strategy reflects the material issues [link](#) identified by our stakeholders [link](#). It sets out our vision for a better future, our key ambitions and targets across four focus areas for the business. You can read more about the strategy in our Sustainability Launch booklet [link](#).

Performance and progress on our sustainability journey is overseen by the JSG Group Management Board and involves both management and a range of sustainability champions across the business. You can find out more about the governance of sustainability at JSG here [link](#).



THE JOHNSONS WAY SUSTAINABILITY FRAMEWORK AND 2023 TARGETS



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.

- Create a comprehensive approach to deliver a diverse business and an inclusive culture
- Achieve 25% female representation at senior management level and above
- Develop the Academy to provide lifelong 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.

- Reduce our emissions intensity by 40%
- Reduce water consumption intensity by 25%
- Reduce waste to landfill by 75%
- Transition company cars to electric
- Eliminate all single-use plastic on our sites
- Provide means to recycle 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.

- Create fully circular and sustainable core products as the default option for our customers
- Launch ethical business training to support the Code of Conduct
- Develop a Supplier Sustainability framework and compliance programme



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.

- Support fundraising at our sites for local charity partners
- Develop innovative and collaborative community partnerships
- Increase our social value spend as a % of revenue



OUR FAMILY

Building an engaged & diverse team starts today



In 2022 we invested in understanding the diversity of our Johnsons family which will stand us in good stead."

Steve McKeever, Pillar Sponsor

Group IT Director

Johnson Service Group PLC



2022 HIGHLIGHTS



INCREASED OUR
employee engagement
score to 83%



COMPLETED
first diversity
survey

OUR FAMILY

Developing highly effective teams

The success of every business depends on the ability of its workforce to work together to pursue a common objective. The key that unlocks highly effective teams is a high level of employee engagement so that's where we focused in 2022 as part of The Johnsons Way.

OUR APPROACH TO EMPLOYEE ENGAGEMENT

We want to be the employer of choice in our industry and recognise that purpose, values and culture are important elements in driving employee engagement. Equally important are opportunities to develop a fulfilling career. Our 2030 vision is to deliver life-long learning and career paths through The Academy.

OUR PERFORMANCE IN 2022

- Refreshed our purpose and values
- Employee engagement 83%
- Invested in learning & development capability and capacity

UNLOCKING COLLABORATION: REFRESHING OUR PURPOSE

In 2022, we conducted an internal consultation to review our purpose, vision, mission and values. Drawn from every part of JSG and including a number of sustainability champions, a group-wide working group worked together to propose 'an evolution not a revolution' on our purpose and values: to refresh the language and translate existing behaviours into clear and concise values [link](#). Our next step is to develop the materials to launch this internally.

OUR VALUES...



Delivering exceptional service

- We take pride in providing a professional, efficient, reliable and friendly service to our customers.
- We are committed to disciplined management of our operations to deliver consistent standards of exceptional quality and to provide a service that our customers can trust.



Championing our people

- We embody a culture that recognises and respects the diversity and contribution of all our people and where everyone feels valued.
- We promote a work environment where the health, safety and wellbeing of our people is a priority and which provides opportunities and support for everyone to grow and succeed.



Caring for our environment

- We care about our impact on the environment and consider ways to protect and enhance it.
- We minimise the use of natural resources where possible and make sustainable purchasing choices so that we can leave a positive legacy.



Acting in a responsible way

- Operating from a resilient financial platform, we act with professionalism, integrity and the highest ethical standards in everything that we do.
- We expect all our relationships to be based on honesty, respect, fairness and a commitment to openness and transparency.



Supporting our communities

- We collaborate with our neighbours and wider communities to create strong, long-lasting relationships. We take part in programmes and activities that directly and indirectly support our communities to grow and thrive.



INVESTING IN TOMORROW:

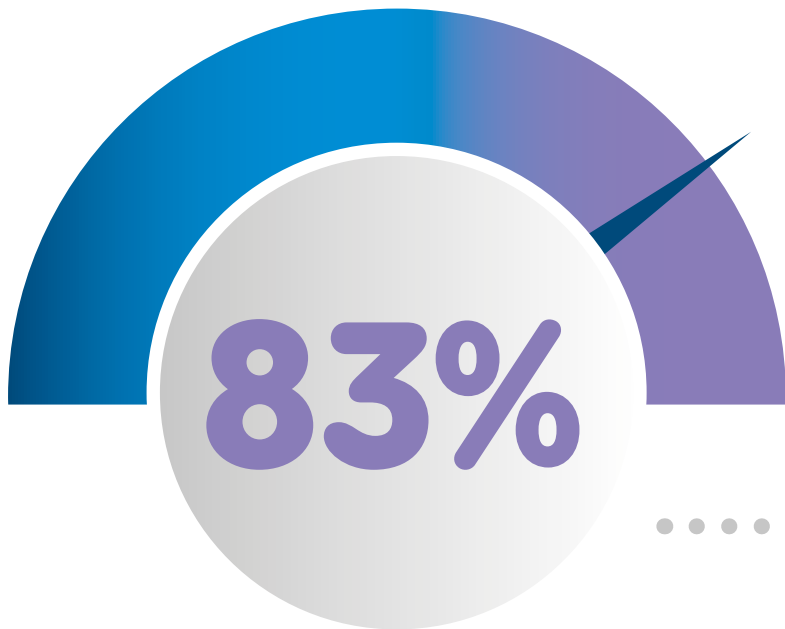
Strengthening learning & development

JSG has a long track record of providing training on technical and business skills to equip people for their roles and responsibilities. With demand for training growing, particularly after the pandemic, we saw an opportunity to improve the way we support the development of our teams and people.

The Workwear L&D team developed a refreshed approach which puts the learner in the driving seat: self-selecting their training based on performance conversations with their line manager. This allowed us to support our people at scale.



OUR L&D TEAM IN 2022



OUR EMPLOYEE
ENGAGEMENT
SCORE IN 2022

Being the best we can be

As the next generation enters the workforce, their expectations of business are evolving. Increasingly, it is recognised that safe, diverse and inclusive environments deliver better business outcomes. As part of The Johnsons Way, we want to make sure everyone experiences a workplace that welcomes and respects them.

We want to create the conditions in which everyone can bring their whole selves to work and develop into the best version of themselves. That means delivering a physically and mentally safe place to work with diverse teams and an inclusive culture. A key indicator for us is our 2030 vision to achieve a minimum of 25% female representation at management level and above.

OUR PERFORMANCE IN 2022

- Established first diversity baseline through the diversity survey
- 30% of supervisory roles are filled by women
- Created new role of Group Head of Health & Safety

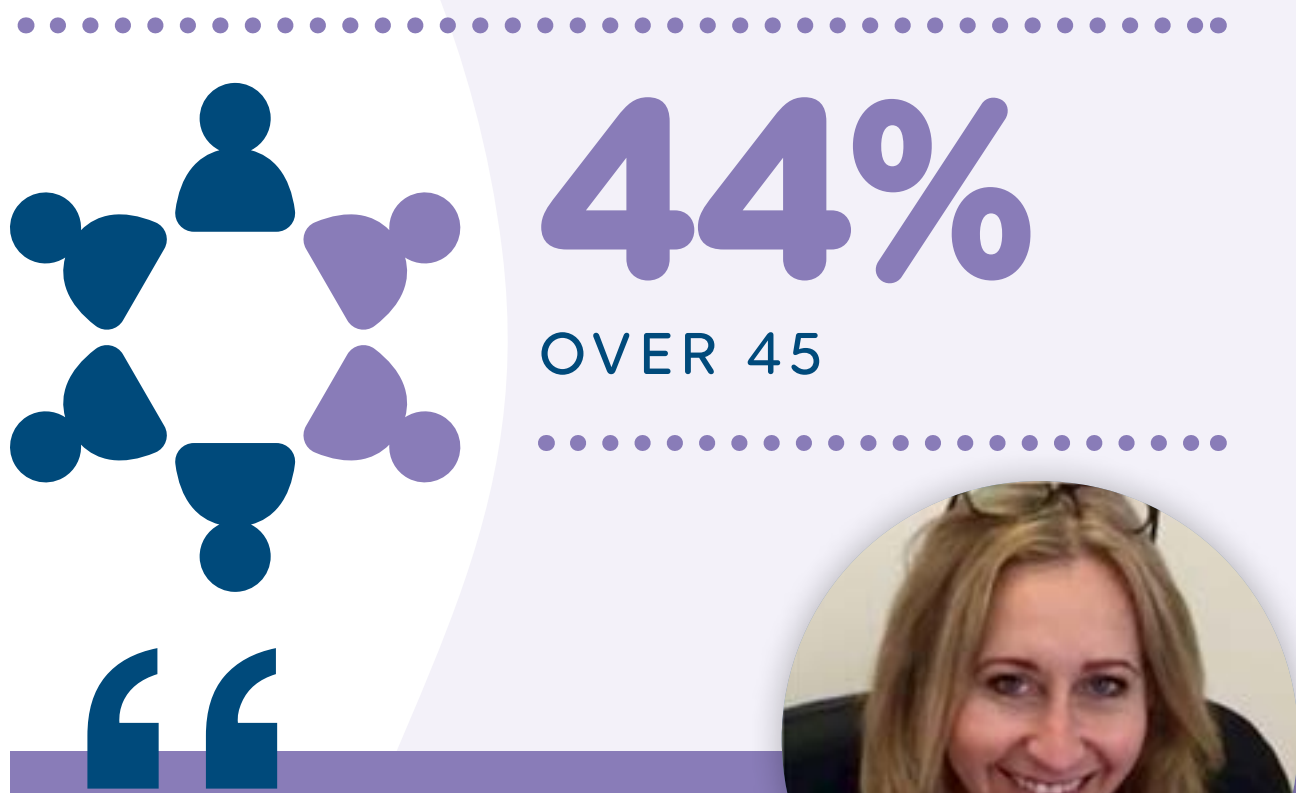


INNOVATION IN ACTION: ADDRESSING THE MENOPAUSE

As our scientific understanding of the menopause has advanced, the realisation has grown at a business level that it is important to support those experiencing it in continuing to execute their roles and responsibilities. A large part of the introduction of a Menopause Policy at Johnsons Hotel Linen is, in the first instance, raising awareness and creating sensitivity towards people undergoing the menopause. Making it easier to discuss the condition helps in adjusting the workplace to accommodate different ways and patterns of working and this is the second aim of the Policy.

INVESTING IN TOMORROW: THE YULIFE PLATFORM

The health, safety and wellbeing of our people as well as our visitors, customers and suppliers is a priority for JSG. The Group created the new role of Head of Health & Safety to drive further improvements. Last year, our Johnsons Hotel Linen brand piloted YuLife, a digital programme that focuses on providing wellbeing support for our employees. This helps our people to become more resilient in the face of a range of workplace and wider societal stresses.



The first step towards addressing the impacts of menopause is acknowledging that it happens."

Rebecca Morgan
Head of Human Resources, Johnsons Hotel Linen



OUR WORLD

Protecting our environment starts today



I'm proud that we accelerated our action on carbon, water and electric vehicles in 2022."

Paul Carr, Pillar Sponsor
Managing Director
Johnsons Workwear



2022 HIGHLIGHTS



REDUCED SCOPE 1
and scope 2 emissions
intensity by 24%



ACHIEVED 10%
water consumption
intensity reduction



SENT 26%
of waste to
landfill



Tackling our climate change impacts

Against the backdrop of 2022 being the hottest year on this planet recorded to date, the pressure for business to take action to mitigate climate change has not stopped growing. Finding opportunities to minimise our negative-impacts is now a business imperative. As part of The Johnsons Way we accelerated our action on climate and carbon.

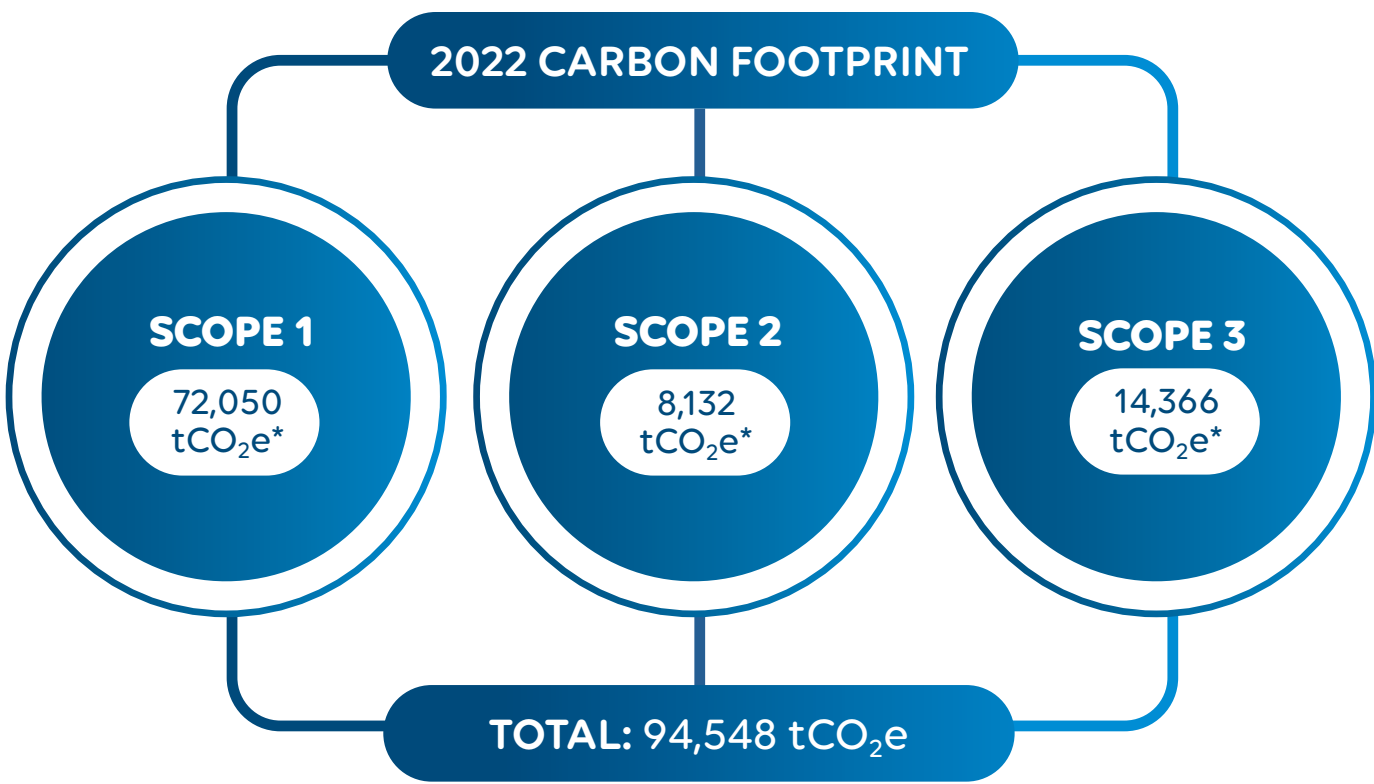
OUR APPROACH TO CLIMATE CHANGE

We know that we have a significant environmental footprint and we recognise that the emissions from our operations contribute to climate change. Following the Precautionary Principle, addressing our emissions from gas, electricity and vehicle fuel consumption depends on reducing our use of limited resources such as fossil fuels. This will contribute to achieving our 2030 vision to reduce our emissions intensity by 40% (against our 2021 baseline).

OUR PERFORMANCE IN 2022

- Total energy consumption increased 26%
- Proportion of our company car fleet that is electric 20%
- Carbon intensity decreased 24% per tonnes of weight processed

Our Carbon Inventory				
Greenhouse Gas Emissions by Scope	2022	2021	Share (%)	YoY Variance (%)
Scope 1	72,050	57,755	76	+25
Scope 2	8,132	6,078	9	+34
Scope 3	14,366	11,720	15	+23
Total emissions (t Co2e)	94,548	75,553	100	+25



Innovation In Action:
DELIVERING GREENER FUELS

Based at one of our sites in the south west of the United Kingdom, we launched a pilot with two heavy goods vehicles that can be fuelled by both diesel and hydrogenated vegetable oil (HVO). This biofuel is a circular product, created predominantly from leftover oils, and reduces tailpipe emissions significantly. Our initial findings from the pilot indicate that delivery, range and fuel efficiency remains the same but the price and availability of HVO remain a stumbling block.



One of our heavy goods vehicles included in the HVO pilot.



OUR WORLD: CLIMATE & CARBON

Tackling our climate change impacts

**INVESTING IN TOMORROW:
DECOUPLING GROWTH FROM EMISSIONS**

For many companies, including JSG, it has been traditional that business growth leads to bigger environmental impacts. Providing more products or services depends on increasing energy requirements, which leads to greater direct or indirect emissions and other impacts such as water consumption or waste production. In 2022, we developed a detailed asset register from which we identify investment opportunities to upgrade our facilities which will allow us to make more energy efficient informed maintenance and procurement decisions in the future. This investment will mean that we will be now able to grow capacity whilst reducing our impacts.



.....

24%

REDUCTION OF
SCOPE 1 AND
SCOPE 2 EMISSIONS
INTENSITY PER
TONNES WEIGHT
PROCESSED

.....



Based on our progress to date, I believe we can decouple growth from emissions in our industry"

Brett Shannon
Operations Director, Johnsons Workwear



Protecting our natural environment

As all life on the planet depends on healthy and biodiverse ecosystems, it is not surprising that businesses are increasingly expected to minimise their negative environmental impacts. As part of The Johnsons Way we focused our efforts on reducing our water and waste impacts.

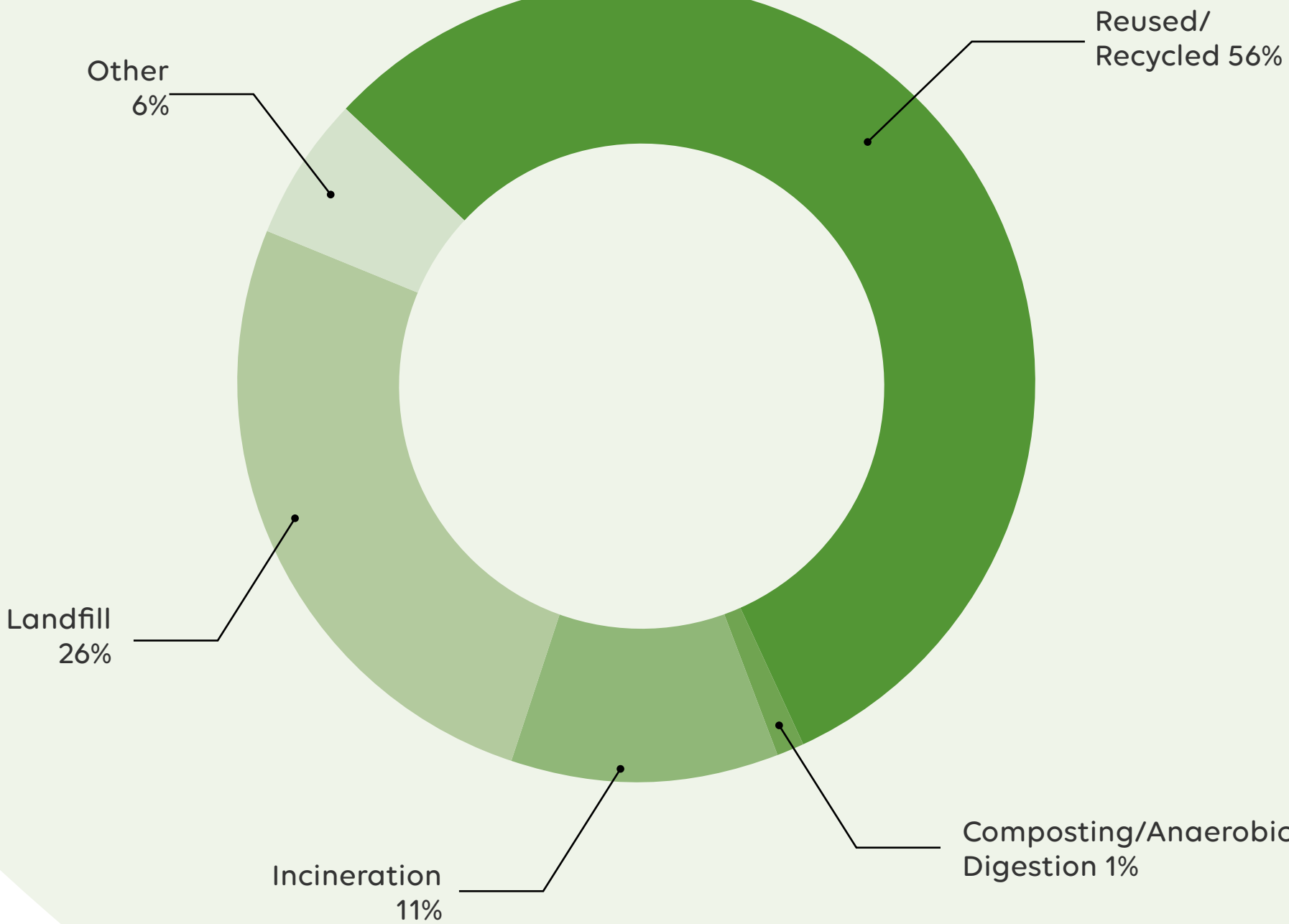
OUR APPROACH TO ENVIRONMENTAL IMPACTS

Our business relies on water being available to wash textiles for our customers. In order to reduce our water consumption, we are targeting a reduction in our water consumption intensity by 2030 (against our 2021 baseline). We are also mindful of the waste we produce and, accordingly, our 2030 vision is to reduce waste to landfill by 75% (against our 2022 baseline) and eliminate all single use plastics.

OUR PERFORMANCE IN 2022

- Reduced water intensity by 10% per tonnes weight processed
- Established our first waste baseline
- 74% of waste is currently diverted from landfill

Our Waste Disposal In 2022





Protecting our natural environment

**INNOVATION IN ACTION:
MAKING WATER MORE CIRCULAR**

Following an earlier successful pilot project, in 2022 we finalised the permanent installation of innovative technology to reduce water consumption and discharge at our Shaftesbury site. Working in close collaboration with our partner, we established that it is possible to re-use up to 95% of water throughout the laundry process. In addition, the system allows us to capture the energy in used water (the heat) to reduce our gas consumption. We have also experienced that fewer chemicals are required for the same standard of clean product at the end, ensuring that our water discharge is more environmentally friendly than before. Since deployment we consistently achieve 70-75% recycling of process water at the site. We have commissioned a second system to be installed at another site during 2023 and are actively considering other opportunities to install this technology elsewhere in our group.



The water recycling system installed at our Shaftesbury site.



**26% OF OUR TOTAL
WASTE SENT TO
LANDFILL IN 2022**

**Unlocking Collaboration:
BUILDING OUR WASTE
BASELINE**

Like many businesses, getting to grips with our waste production and disposal is a complex and time-intensive process. In 2022, teams from across the Group came together to roll out a standardised method of measuring waste categories and volumes. This produced more reliable data than initially available and led to the confidence to set a waste reduction target as part of The Johnsons Way. The collaboration identified best practices across the Group and is leading to alignment on waste processes with cost reductions as a result. In addition, it is leading to pilots to reduce waste further, such as using paper packaging instead of plastic or the introduction of compostable plastic.



An example of our greener packaging



OUR INTEGRITY

Driving sustainability starts today in the Textile Services Industry



As market leader we are committed to collaborating with customers and suppliers to create a better industry"

Helen Wood, Pillar Sponsor
Managing Director
Johnsons Hotel Linen



2022 HIGHLIGHTS



LAUNCHED REVISED
employee code
of conduct



COMPLETED
sustainability audit
of 76% of tier 1 suppliers



DOUBLED
Better Cotton sourced
textile to 52%

Creating a culture of ethical behaviour

The expectations of external stakeholders, such as customers and regulators, of business conduct are growing. This means that our ethical behaviour is crucial to us remaining a partner of choice to our stakeholders. As part of The Johnsons Way, we took action in Our Integrity pillar on ensuring that we behave responsibly.

OUR APPROACH TO RESPONSIBLE BUSINESS

Encouraging ethical behaviour starts with an effective compliance environment, in which values and culture work hand-in-hand with clearly defined codes, policies and procedures. This will help us achieve our 2030 vision of ethical internal and external business conduct.

OUR PERFORMANCE IN 2022

- Refreshed and launched our Employee Code of Conduct
- Reviewed and revised, where required, our compliance environment documents
- Further embedded sustainability considerations in our financial processes

REFRESHED OUR EMPLOYEE CODE OF CONDUCT



COLLABORATION IN ACTION: REVISED CODE OF CONDUCT

At the heart of our compliance environment sits our Employee Code of Conduct [link](#), setting out the standards of behaviour we expect our employees to meet. In 2022, teams from across JSG came together to review the existing document, make recommendations and refresh the Code. Through close collaboration with management and communication teams in the division, the Code was communicated to everyone in 2022, reinforced by our values [link](#) and underpinned by the JSG culture.



OUR REVISED CODE OF CONDUCT



ENERGY EFFICIENT FACILITIES, NEWLY INSTALLED IN 2022, IN BOURNE



INVESTING IN TOMORROW: INTEGRATING SUSTAINABILITY CONSIDERATIONS IN CAPITAL EXPENDITURE

Our business support functions, such as human resources, finance, and information technology, form an integral part of achieving the ambitions of The Johnsons Way. In 2022, these teams started to think about how they could embed sustainability considerations in their ways of working. The Finance team, for instance, is looking at the Group's capital expenditure processes. The goal is to ensure that the environmental and social positive and negative impacts of our capital expenditure are considered when making investment decisions made across the Group.



We further embedded sustainability in our culture, codes and processes in 2022"



Tim Morris
Group Financial Controller
Johnson Service Group



OUR INTEGRITY: SOURCING

Creating a better textile services industry

The textile services industry has an extensive supply chain. Working in partnership can spark collaboration and innovation. As part of The Johnsons Way, we deployed initiatives with our customers and suppliers to improve circularity in our industry's products.

OUR APPROACH TO A SUSTAINABLE SECTOR

JSG cannot affect industry-wide change on its own. Our main focus is on working closely with two important stakeholders: customers and suppliers. Across the JSG brands we developed a common framework with policies, expectations and requirements to identify what our teams could do to drive sustainable change towards our 2030 vision of offering fully sustainable core products as the preferred option.

OUR PERFORMANCE IN 2022

- Developed a new Supplier Framework and Guiding Principles for Supplier Conduct
- Audited 76% of Tier 1 suppliers on sustainability criteria in the Supplier Framework
- Developed new Guiding Principles for Customer Conduct
- Increased Better Cotton usage to 52%, doubling on 2021
- Published our new Sustainable Purchasing Policy

INNOVATION IN ACTION: THE FLEX-COLLECTION

In 2022, our Workwear business launched its first product line made from fully sustainable fabric – the Flex Collection. Developed in partnership with a key supplier, the fabric is manufactured from a blend of 100% renewable and recycled fibres, including cotton sourced as Better Cotton, and both recycled and renewable polyester. Alongside the improved circularity of the product line, there is also a carbon reduction in the amount of energy consumed during the laundering process as lower temperatures can be used.



AN EXAMPLE OF A RECYCLED PRODUCT



PROPORTION OF BETTER COTTON USED IN 2022

Unlocking Collaboration: CLOSING THE TEXTILE LOOP

We launched two pilots in 2022 around increasing circularity of textiles in our industry. Johnsons Hotels, Restaurants and Catering collaborated with a retail partner on a pilot project to develop new consumer products in which end-of-life textiles are integrated. Johnsons Hotel Linen partnered with the Salvation Army and the Textile Services Association (TSA) to pioneer the reconstitution of end-of-life products through a recycling process in Sweden.

The launch catalogue of the Flex-Collection by Johnsons Workwear.





OUR COMMUNITIES

Impact starts today



In 2022 we launched a successful strategic volunteering programme with Neighbourly"

Donald Smith

Pillar Sponsor, Managing Director
Johnsons Hotel Restaurant & Catering Linen



2022 HIGHLIGHTS



INVESTED £79,382
into local
communities



SUPPORTED OUR
STAFF TO FUNDRAISE
£21,618 for local
organisations



UNLOCKED
129 hours
of volunteering



OUR COMMUNITIES: SOCIAL VALUE

Delivering social value

As a result of soaring energy prices and COVID19-related supply chain challenges, high inflation contributed to a cost-of-living crisis in the United Kingdom in 2022. As part of The Johnsons Way, we responded with increased action in Our Communities pillar.

OUR APPROACH TO SOCIAL VALUE

Grassroots organisations and charities do important work to respond to the challenges both the local and international community are facing. Our social value approach is to provide these partners with financial, volunteering and in-kind support in order to grow their ability to make a positive impact. Our 2030 vision is to increase our social value as a percentage of our revenues.

OUR PERFORMANCE IN 2022

- Total social value of £79,382
- Direct charitable donations £37,905, up 90% on 2021
- In-kind support £37,871, more than quadrupled on 2021
- Employee fundraising £21,618, more than doubled on 2021
- Volunteering hours 129, with a value of £3,606



INNOVATION IN ACTION:
NEIGHBOURLY PARTNERSHIP

Launched as a pilot in our HORECA business in 2022, the Neighbourly platform matches our teams with volunteering opportunities near them. The smart matching technology allowed us to significantly lower the barriers to participation for our people, reduce our organisation costs associated with volunteering and support grassroots organisations that are otherwise overlooked.



HORECA team led by Donald Smith, Managing Director, at the John McNeill Opportunity Centre in Wiltshire.

Unlocking Collaboration: HELPING EX-OFFENDERS REINTEGRATE INTO THE LABOUR MARKET

People with a criminal record face significant challenges to build or resume their careers, something JSG aims to address through our social value programme. For instance, JSG provided 800 chef jackets free of charge to The Clink charity to offer ex-offenders a route back to employment in hospitality. Together with our support of the Giving People a Second Chance initiative by the Textile Services Association, which all our brands support, this unlocks collaboration inside and outside Johnson Service Group.

Students from Westminster College wearing donated chef jackets.



Looking ahead to 2023

After the significant progress made in 2022, we are further accelerating our action in our four pillars in 2023.



OUR FAMILY

- Roll out diversity awareness training
- Develop Group-wide diversity & inclusion strategy
- Review and update purpose, mission and scope of the Johnson Academy



OUR WORLD

- Achieve 40% EV vehicles in the Group company car fleet
- Reduce Scope 1 and 2 CO2e emissions intensity by 5%
- Reduce water intensity by 2%
- Reduce waste to landfill by 5%
- Reduce plastics sent to landfill by 5%



OUR INTEGRITY

- Develop our strategy for transitioning to sustainable materials across our product ranges
- Launch Employee Code of Conduct training
- Roll out the new Guiding Principles for Supplier Conduct and Customer Conduct
- Roll out the new Group Sustainable Purchasing Policy



OUR COMMUNITIES

- Formalise volunteering policy and roll out Neighbourly platform
- Achieve 500 volunteering hours in paid time
- Increase direct financial donation by JSG to good causes to £120,000
- Roll out the new JSG Local Communities Initiative



We are in a good position to accelerate our progress on sustainability further in 2023"



Alexandra Brennan
Head of Sustainability
Johnson Service Group

CORE DATA TABLE

Our performance summarised

We measure our progress on The Johnsons Way with a set of key performance indicators (KPIs). These metrics help us assess our performance and identify opportunities to improve. Since we published our inaugural Sustainability Report last year, we expanded the KPIs included in this performance table. We are aware that there are sustainability metrics that we would like to see included here in the future, that we do not yet (fully) measure. So it remains our intention to expand this table every year.

OUR MEMBERSHIPS



JSG is a proud member of Better Cotton Initiative and is committed to improving cotton farming practices globally.

* We didn't previously collect and report this data



In order to facilitate comparison with our peers,

SUSTAINABILITY PERFORMANCE TABLE

	Metric	Unit	2021	2022
BUSINESS METRICS	Revenues	£mn	271.4	385.7
	Adjusted EBITDA	£mn	12.7	41.2
	Profit for the year	£mn	6.6	29
	Employees	Number	4,976	5,691
OUR FAMILY	Gender diversity of the Board	Percentage	20%	33%
	Gender diversity supervisors	Percentage	29%	30%
	Gender diversity	Percentage	43%	43%
	Employees over 45	Percentage	NA*	44%
	Employee engagement	Percentage	82%	83%
OUR WORLD	Scope 1 emissions	tCO2e	57,755	72,050
	Scope 2 emissions	tCO2e	6,078	8,132
	Scope 3 emissions	tCO2e	11,720	14,366
	Emissions intensity	tCO2e/tonnes	0.410	0.311
	Water consumption	m³	1,716,751	2,196,058
	Water intensity	m³/tonnes	7.940	7.216
	Waste to landfill	Percentage	NA*	26%
	EV vehicles in the Group	Percentage	NA*	20%
	Sustainability supplier audit	Percentage	NA*	76%
	Sustainability supplier audit	Percentage	NA*	76%
OUR INTEGRITY	Sustainability supplier audit	Percentage	NA*	76%
	Sustainability supplier audit	Percentage	NA*	76%
	Sustainability supplier audit	Percentage	NA*	76%
	Sustainability supplier audit	Percentage	NA*	76%
OUR COMMUNITIES	Social value	£	73,000	79,382
	Social value as % of revenues	Percentage	0.03%	0.02%
	Employee Fundraising	£	6,051	21,618
	Employee Volunteering	Hours	99	129



ABOUT THIS REPORT

Our approach to disclosure

This is our second Sustainability Report, published in Q3 2023. This report is published alongside our 2022 Annual Report to give a more complete picture of our sustainability impacts and objectives going forward. We publish a performance update on sustainability annually.

OUR REPORT PARAMETERS

This Report reflects our performance on sustainability in the year from 1 January to 31 December 2022. In line with our financial reporting cycle, all data and associated narrative information relates to that year. This Report also includes references to activities that were deployed or that will be deployed in 2023 but no data from that year is included in this Report.

Our baseline year is the calendar year 2021, except on waste where our baseline is 2022. Our performance is measured against the baseline year.

We include information from all our sites and companies where we have operational and financial control: a full list can be found in our Annual Report & Accounts [link](#). It does not include any acquisitions made in the reporting year because we will not have been able to integrate those new additions in our measurement and reporting processes.

This Report includes information on nearly all our material topics and, where not, this is due to their relevance to The Johnsons Way sustainability framework. We last conducted a materiality assessment in 2021 and the results are available in our The Johnsons Way sustainability framework [link](#) and our Inaugural Sustainability Report [link](#).

When we acquire or divest a company that will change our performance materially (i.e. more than 5%), we will restate our performance data in previous years. We will also re-state if reporting methodologies (including carbon conversation factors) change as well as if the data quality and accuracy improves to the point where year-on-year differences of over 25% appear. Our aim is always to ensure that data is comparable. As a result, data related to carbon emissions, water, and community investment has been restated in this Report.

This Sustainability Report is not externally assured. Our approach to assurance is to assess on a yearly basis whether the data and statements need be assured.

ABOUT THIS REPORT

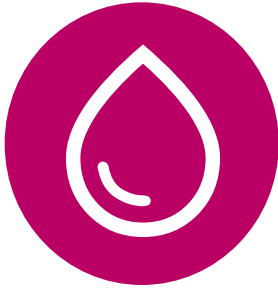
Our approach to disclosure

OUR DATA CALCULATION



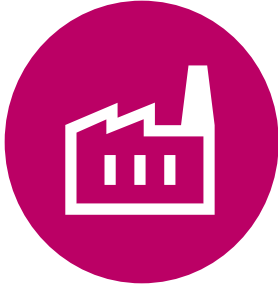
WASTE

Our waste production includes all our businesses, sites and operations owned or occupied during 2022. The data for 2022 is our waste baseline.



WATER

Our water withdrawal includes all our businesses, sites and operations owned or occupied during 2022. The data for 2021 is our water baseline.



EMISSIONS

Our carbon inventory is measured from 1 October 2021 to 30 September 2022. It includes all divisions, sites and operations where we have management or financial control during the reporting period. Our GHG emissions inventory includes all six greenhouse gases, translated into the CO2 equivalent where we have management or financial control during the reporting period. We follow the World Resource Institute (WRI) Greenhouse Gas Reporting (GHG) Protocol. We had no biogenic CO2 emissions during the reporting year. We used the Defra emission factors and GWP data to calculate our emissions. We used the operational and financial control approach to consolidate our inventory.

OUR REPORT APPROACH

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards (2021) core option. In developing this Report we followed the GRI Reporting Principles for defining report content. GRI Standards represent the most widely used sustainability reporting framework in the world today. GRI principles informed our reporting approach: materiality, stakeholder inclusiveness, sustainability context and completeness. The GRI Report Index is separately available for download from our website [link](#). We do not yet have a fully compliant disclosure due to limitations to our data collection and reporting.

We are supportive of the objectives of the Taskforce for Climate-related Financial Disclosures (TCFD). We included a TCFD table in our Annual Report [link](#) and we also have it available for download from our website separately [link](#). We do not yet have a fully aligned disclosure due to limitations to our data collection and reporting.



Our Second Sustainability Report

TOMORROW BEGINS TODAY

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