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HILLSPROSPECT

— LEADING DRINKS DISTRIBUTOR —

HILLS PROSPECT PLC
SUSTAINABILITY
REPORT



A Note from the Board

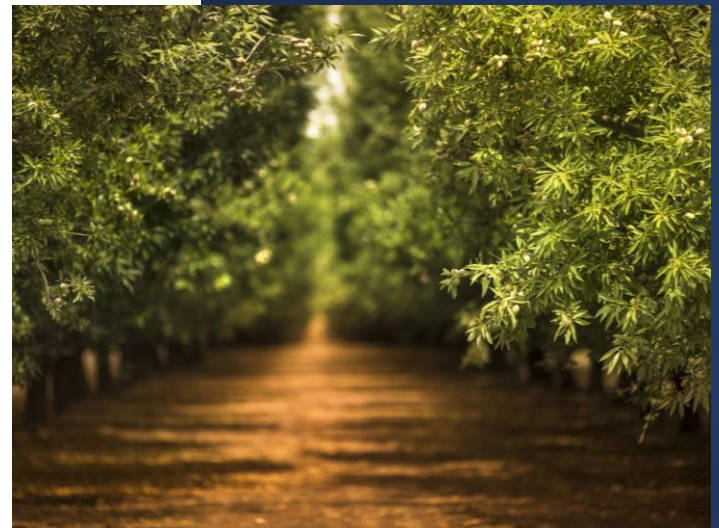
At Hills Prospect we work diligently to be a leading force in innovation, diversification and servicing our partners with excellence. As part of that ethos, we have a company commitment to integrate sustainability into our business operations, reduce our carbon footprint and work towards a more sustainable future, whilst balancing the needs of our people, partners, and commerciality of the business.

Throughout the last year we have worked steadily on establishing a baseline, capturing our carbon footprint, developing a company sustainability vision, and are looking forward to investing in our strategic ESG priorities in the years ahead.

We will of course share our progress with you along the way!

Hills Prospect Sustainability Vision

A leading drinks distributor who delivers with extra care; for our partners, for our people and for the future of our environment.



ESG* Successes

Our solar array generates 224,500kwh** of electricity per annum with a total CO2e saving of 43.45 tonnes* per annum.

Smarter and energy-efficient LED lighting solution in our offices and warehouses reduces our electricity consumption.

Renovation and replacement of the site heating system to improve our heating efficiency and reduce our gas and electricity consumption.

Switch of our counterbalance forklift trucks from LPG to electric.

Workforce survey indicated 92% of employees would recommend Hills Prospect as an employer to others.

Our cycle to work scheme affords our employees the opportunity to reduce their carbon footprint on their commute in a cost-efficient way.

Birds & Bees - bird and insect houses repurposed from used and broken pallets by an employee and donated to the local community.

Implementation of a telematics solution to optimise our transport routing and load efficiencies.

Our volunteering programme connects us with our local community. Most recently, employees volunteered at St. Francis Hospice helping with their Christmas Tree recycling initiative and gardening on their site in Havering-atte-Bower.

* Environmental Social Governance

**Approximate rounded values from 2022

ESG* Focus for 2023

ENVIRONMENTAL

- Continued reduction of our carbon footprint through waste management solutions, packaging review and marketing practices review.
- Continued distribution load optimisation and routing efficiency.
- Development of a greener product portfolio.

SOCIAL

- Extension of our community engagement outreach through charity days, donations and volunteering programme.
- Continued development of our employee welfare through training opportunities, community engagement programme and check-in programme.

GOVERNANCE

- SECR reporting compliance.
- Continued Company policy review and renovation.
- Waste Management certification and reporting.