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## Electricals





## Our Approach to ESG

At Supreme, our ESG vision remains clear and focused: to cultivate a happy, motivated, and fulfilled workforce within a safe and inclusive environment, to contribute positively to our communities, and to minimise our environmental impact in ways that are both meaningful and lasting. Our commitment to ethical practices, underpinned by the values we live by every day continues to shape our culture and operations, making us a responsible manufacturer, employer, and corporate citizen.

We have long understood the importance of “doing the right thing” across all areas of our business; for our people, our environment, our communities, and our stakeholders. FY25 has been no exception, and our progress in ESG reflects the energy, innovation, and care shown by our people.

Our ESG activities are coordinated through a number of internal sub-committees: the Sustainability Committee, Energy Steering Team, Workers’ Committee, and ESG Forum. These continue to be managed by our Head of HR and overseen by our CFO, ensuring alignment with our business goals. Our internal communications platform, Team Supreme (formally Yapster), remains central to sharing updates and maintaining transparent, two-way engagement across the Group.

We remain committed to investing in our people and across FY25, we continued to enhance employee benefits, develop transferrable training programmes, and support a successful mentoring initiative. We recognise that our people are at the heart of our ESG journey and their voice and input are key to shaping our future.

In FY25, we also further progressed our sustainability credentials to reduce energy consumption, focus on renewable energy sources, make our people and product transportation network as lean as possible and ultimately be proud of our entire supply chain network.

And, taking direction from our workforce, we continued to make a positive contribution to our local community both economically and socially.



## Aligning with the United Nations Sustainable Development Goals (UN SDGs)



At Supreme, we are committed to embedding ESG principles into every aspect of our operations. We continue to carefully review the United Nations’ 17 Sustainable Development Goals (SDGs) to identify those most relevant to our business and where we can make a tangible, positive impact. Our strategy is grounded in responsible governance, with a strong focus on managing our social and environmental footprint, both within our direct operations and throughout our broader supply chain. As a result, we are prioritising the goals where we can drive the greatest contribution and long-term value. Below is an update on how Supreme’s activities continue to contribute meaningfully to these priorities:



### Responsible Consumption & Production

Supreme remains focused on managing a responsible and environmentally-conscious supply chain. Our sourcing and distribution practices are designed to minimise waste, reduce emissions, and improve operational efficiency. During FY25, we have intensified efforts to reduce packaging waste, optimise logistics routes, and collaborate more closely with suppliers to embed sustainability into product lifecycles. Ethical sourcing remains central to our procurement processes, especially in our Far East operations, where we continue to uphold high standards of labour rights, fair treatment, and environmental stewardship through regular audits and supplier engagement.



### No Poverty

Our commitment to providing accessibly priced, high-quality consumer goods remains unwavering. Supreme’s business model enables consumers from all economic backgrounds to benefit from affordable, trusted alternatives to mainstream branded products. In an economic environment characterised by sustained inflation and mounting cost-of-living pressures, we continue to support household budgets through our value-led approach. By democratising access to everyday essentials, we reinforce our alignment with broader societal efforts to reduce economic inequality and promote financial inclusion.



### Good Health & Wellbeing

Supreme plays a proactive role in improving public health outcomes. Our growing vaping portfolio offers a viable, regulated alternative to traditional tobacco products. Supported by public health data, vaping is increasingly recognised as an effective smoking cessation tool and we are proud to support the UK’s goal of becoming smoke-free by 2030. Additionally, our Drinks & Wellness division encompassing vitamins, protein bars, and meal replacement products, supports active lifestyles and general wellbeing, empowering consumers to make healthier choices as part of their daily routines.



### Affordable & Clean Energy

Energy efficiency remains a core operational focus. In FY25, we undertook a detailed energy audit across our facilities, leading to the implementation of new LED lighting systems, energy-efficient equipment upgrades, and optimised usage scheduling to reduce overall consumption. We also continue to explore renewable energy opportunities as we future-proof our infrastructure against rising energy costs and climate-related risks.



### Climate Action

Supreme recognises the urgency of addressing climate change and is committed to being part of the solution. This year, we enhanced our emissions monitoring processes, setting a foundation for a broader decarbonisation roadmap. We are also working with supply chain partners to encourage greater transparency and environmental accountability, reinforcing the message that meaningful climate action must be collaborative.



### Reduced Inequalities

We strive to create a fair, inclusive and respectful working environment across all our operations. Our commitment to equal pay, safe working conditions, and opportunities for career advancement is reflected in our policies and day-to-day practices. We have taken steps in FY25 to improve accessibility in recruitment and to promote greater inclusion at all levels of the organisation.



### Gender Equality

We continue to focus on building a balanced and representative workforce. During FY25, we reviewed our talent pipeline to identify and address any potential barriers to progression for women, particularly at senior levels. We have also been looking at how we support flexible working and parental responsibility to encourage greater gender balance across the business.



### Quality Education

People development is central to Supreme’s culture. Our training and upskilling programmes have been expanded over the year to include new leadership development tracks, technical certifications, and cross-functional learning opportunities. By investing in our people, we aim to equip them with the skills and confidence to thrive both now and in the future.



## We Look After our Environment

### Sustainable energy sources

In FY25, we undertook a full energy audit, identifying areas of inefficient or unnecessary energy consumption. As a result, we implemented hard switch-offs across weekends and upgraded outdated machinery components in our manufacturing facilities to more energy-efficient alternatives. Our relocation to a new head office at The Ark in Manchester has furthered our sustainability objectives where we installed lighting sensors in all areas and centralised control of heating and cooling systems, ensuring maximum energy efficiency throughout the building.

We also enhanced waste management across our manufacturing, warehousing, and office sites, maximising recycling, reducing overall waste, and lowering waste removal costs.

In late 2023, we installed 980 solar modules (410W each) on our manufacturing facility roofs, forming a 310 kWp solar power system. During FY25, we utilised approximately 65% of the generated energy internally, with the surplus sold back to the national grid. We also explored re-use and recycling options within our vape manufacturing processes, and post-year end extended this work to our tea manufacturing operations, further improving waste efficiency.

The entire Supreme Group continues to use only 100% renewable energy (gas and electric) backed by Renewable Energy Guarantees of Origin certification (REGO).

### Sustainability and recycling

On World Recycling Day, we launched our first Supreme Swap Shop, encouraging staff to exchange clothes, toys, and household items, bringing our recycling ethos into the workplace.

### Sustainable supply chain and distribution

We placed greater emphasis on supplier sustainability credentials in FY25, particularly in our hot drinks category. All tea blends are now sourced from Rainforest Alliance Certified gardens, and we are actively working with the Ethical Tea Partnership to drive further progress.

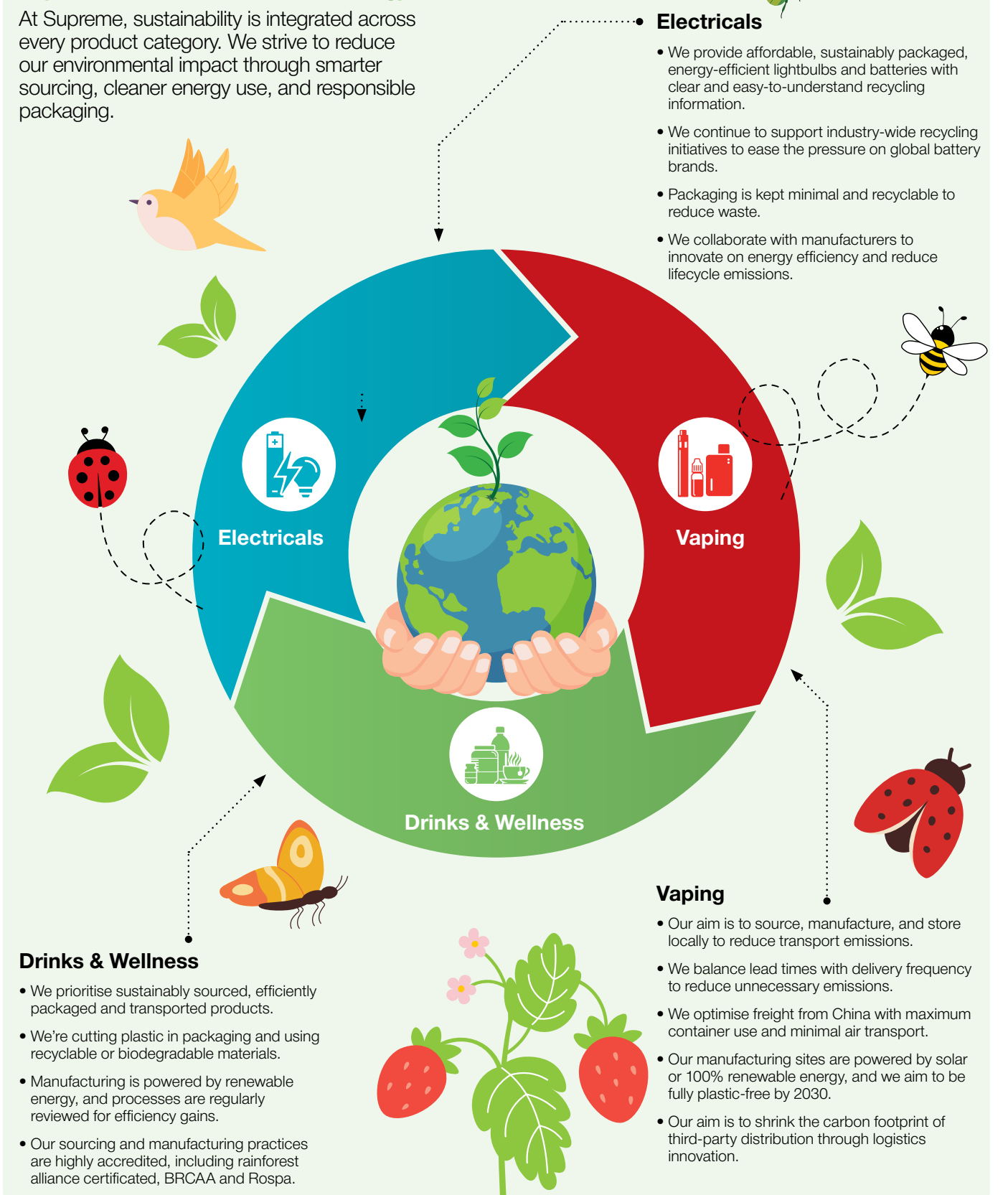
In our distribution network, we focused on load efficiency, explored backhaul opportunities, and encouraged customers, especially mid-sized partners to place larger, less frequent orders. These actions have meaningfully reduced transportation emissions.

We also continue to support low-carbon commuting for staff. Our hybrid working practises, combined with a well-connected office location in Trafford Park, offering strong public transport links, bike storage, and EV charging points have all helped to minimise the environmental impact of our daily operations.



### Supreme's Sustainable Product Strategy

At Supreme, sustainability is integrated across every product category. We strive to reduce our environmental impact through smarter sourcing, cleaner energy use, and responsible packaging.





## We Look After our People

At Supreme, we remain deeply committed to creating a workplace where our people can thrive, grow, and feel truly valued. Our goal is to be an employer of choice, where individuals are heard, supported, and proud to contribute to a business that champions transparency, progression, inclusion, and social responsibility.

Our people-first culture has always been a driving force behind our success, and in FY25, we further strengthened our employee experience through initiatives that were shaped by listening to and acting on employee feedback.

Our employee journey initiative remains central to shaping how we recruit, induct, develop, engage, and reward our workforce. The Workers' Committee and our open feedback channels once again proved vital in shaping decisions and driving improvements.

At Supreme, we believe that wellbeing, development, and engagement are essential for building a motivated and successful workforce. In FY25, we continued to enhance our employee experience with new benefits and initiatives aimed at promoting wellbeing, connection, and a healthy work-life balance.

### Celebrating Diwali

We marked Diwali in FY25 by serving traditional Indian lunches across all our sites. This celebration not only honoured the company's heritage as a family-run business but also reinforced our commitment to inclusivity and team unity.

### Costco Membership Access

In FY25, we introduced access to Costco membership for all employees, allowing them to enjoy discounts on groceries, household goods and fuel.

### Padel Mondays

To promote physical activity and social connection, we introduced Padel Mondays. Every week, we book a padel court for staff to play and unwind together after work, encouraging team bonding in a fun, active way.

### Subsidised Gym Memberships

From day one of employment, all staff members are eligible for 50% off gym memberships at a selected national fitness chain, promoting accessible, affordable health and fitness for all.

### Free Food Fridays

We introduced Free Food Fridays, providing hot, nutritious meals to staff every Friday. This initiative supports employee wellbeing while fostering informal, team-building moments among colleagues.

### Cycle to Work Scheme

To support sustainable commuting and active travel, we continue to offer the Cycle to Work Scheme, allowing employees to purchase bikes and accessories via a tax-efficient salary sacrifice model.

Finally, in October 2024, Supreme welcomed its administrative staff to its brand-new head offices, located alongside the Group's principal distribution centre in Manchester, the Ark. The new space features multiple meeting rooms, a state-of-the-art showroom, and significantly more room for creativity and collaboration. This move reflects the company's growth and commitment to providing an optimal environment for its staff.

### Recruitment, Development, and Reward

We remain focused on the development of our people, ensuring that every employee is given the tools and opportunities to succeed.

- The Supreme Mentor Programme continued to thrive in FY25, speeding up the onboarding process and providing on-the-job training for new starters while empowering experienced staff with mentoring roles.
- Training remained a priority, with a record number of employees engaging in external qualifications in areas such as forklift operation, first aid, food safety, and health & safety. Elsewhere in the business we also offer study support and resources via our Apprenticeship Scheme.
- We also introduced a comprehensive Help at Hand service, offering unlimited mental health consultations and 24/7 access to remote GP appointments, ensuring all our employees are supported.
- We are proud to continue providing competitive pay, above National Living Wage bandings, and expanding our benefits package to include further perks as outlined above.

We continue to build a business that all our workforce can be proud to belong to. Our accreditations speak for themselves.

Employees at 31 March 2025 (485)			FY25		FY24	
	Male	Female	Male	Female	Male	Female
Total employees	320	165	66%	34%	64%	36%
Quartile 1: <£27k (FY24: £26k)	87	35	71%	29%	82%	18%
Quartile 2: £27k – £30k (FY24: £26k – £27k)	67	54	55%	45%	28%	72%
Quartile 3: £30k – £38k (FY24: £27k – £30k)	82	39	68%	32%	74%	26%
Quartile 4: £38k+ (FY24: £30k+)	84	37	69%	31%	71%	29%
Those holding management roles	25	16	61%	39%	68%	32%

Median salary by gender		FY25	FY24
Male median		30,450	27,500
Female median		29,038	25,888
Difference		1,412	1,612
Gender pay gap %		5%	6%



## We Look After our Local Community

### Our commitment to community engagement is deeply rooted in our core values and continues to be a fundamental part of who we are as a business.

We are consistently inspired by the enthusiasm and generosity of our workforce, whose active participation ensures that our initiatives have real, lasting impact. Looking ahead, we remain dedicated to strengthening this focus, with an emphasis on supporting causes that matter most to our people. Our charitable efforts are intentionally local, allowing us to build meaningful relationships within the communities closest to our operations. Importantly, our colleagues play a central role in shaping this work; from nominating our charity partners to taking part in the planning and delivery of fundraising and volunteering activities.

### Highlights from FY25 include:

#### Charity of the Year: Salford Baby Bank

Selected by our employees, Salford Baby Bank was our Charity of the Year. Our employees led impactful initiatives throughout the year, including:

- A preloved baby item donation drive to recycle essential goods such as prams and clothing.
- A National Croissant Day fundraiser, exchanging pastries for donations.
- A volunteer team project to transform the outdoor space at the Baby Bank into a welcoming area for mothers and children.



#### Supporting the Booth Centre

We also continued our partnership with the Booth Centre, a charity supporting people experiencing homelessness. Key activities included:

- Seasonal donation drives for warm clothing, gloves, and hygiene essentials.
- Regular donations of bottled water and household cleaning products.



#### International Women's Day: 'Supreme Women' & Endeavour Project

To celebrate International Women's Day, we honoured our 'Supreme Women' and collaborated with the Endeavour Project, a charity supporting women and families affected by domestic abuse. We raised funds via an internal quiz while fostering awareness and conversations around gender equality.





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