

OUR PUNCH PROMISE

2024 EDITION

CONTENTS

Who we are	4
A message from our Chief Executive Officer	5
What we do	7
Highlights of the Year	8
Our Strategy	9
United Nations Sustainable Development Goals	11
Our Priority Goals	12
Progress against Targets	13
Governance	17
Pineapples with Purpose	19
Awards & Accreditations	21
Good Health and Well-being	25
Affordable and Clean Energy	49
Decent Work and Economic Growth	61
Responsible Consumption and Production	73
Pub Heroes	90
Closing Statement	91
Data Reporting	95

WHO WE ARE



An independent pub company with around 1,300 pubs across the UK, Punch Pubs is committed to empowering and working together with the very best Publicans and Management Partners (MPs) to build and grow best-in-class community pubs.

Over the last six years we have invested in excess of £192m into our pub estate. We offer award-winning training programmes delivered out of a state-of-the-art academy, an industry-leading training space with two fully working bars and a cellar, alongside a development kitchen. This enables MPs and Publicans to learn in a classroom, a pub and a kitchen at the same time.

Punch Pubs works collaboratively with our sister company Laine Pub Company, allowing us to cultivate an exciting and innovative partnership.

[CLICK HERE](#) for our Punch overview video



Founded in 1996 in the colourful, diverse and creative city of Brighton, Laine Pub Company has pushed the boundaries of the pub environment, becoming one of the most dynamic and original hospitality businesses in the country.

Operating an estate of 54 highly individual venues located across Brighton, London and Birmingham, the company seeks to create inviting, indulgent and inspiring pub experiences that provide its customers with a platform to ignite an enthusiasm for life.

Laine Brew Co began producing beer in 2012 at the North Laine in Brighton, originally for consumption in Laine's own pubs. Following its 2016 move to a larger production facility in the Sussex Downs, the company developed an exciting range of delicious craft beers including Source, Rippa! and Mangolicious pale ales - that can now be found in pubs, bars and restaurants throughout the UK.



PUNCH
Pubs. People. Possibilities.

punchpubs.com



[CLICK HERE](#)
for the Laine overview video

A message from our Chief Executive Officer



Clive Chesser
Chief Executive Officer,
Punch Pubs & Co

PUNCH
PUBS & CO

Welcome to our Punch Promise – our environmental, social and governance (ESG) report.

We have a clear commitment to be an organisation focused on ESG priorities. This runs throughout our 'Doing Well, By Doing Good' programme and ultimately supports us on our journey to become an inclusive five-star pub company.

Our report is one way we can be transparent about our performance, celebrate our achievements and clearly set out our plans for improvement to help us meet our goals to be a sustainable business both at our Head Office in Jubilee House, and in our pubs right across the country.

When we began our reporting journey last year, many of our initiatives felt new and exciting. Now, they're an integral aspect of our everyday operations. We have never stopped looking for new ways to innovate and grow, and conversations with our Publicans and Management Partners (MPs) continue to provide unprecedented added value.

Pubs are the beating heart of communities, playing multifaceted roles in local daily life across the country, so it is vital that we operate with people at the core of our business.

We've always been strong on the 'social' aspect of ESG; our Push the Pineapple programme is gaining impressive momentum, relationships with our operators are flourishing, and we're playing to our strengths by taking community initiatives to the next level.

But we've also made fantastic progress on building our knowledge base and planning on how to become a more environmentally friendly pub company for the benefit of the planet, our people and pubs.

Nothing highlights our progress and innovative approach better than our 'Pub Heroes' events, attended by an aspirational group of our Publicans and MPs, our flourishing biodiversity partnership with the Eden Project, and winning and being shortlisted for several industry awards. We were delighted to scoop the Best Partnership Pub Company (501+ sites) at this year's coveted Publican Awards in March.

Our day-to-day operations contribute to our biggest social and environmental impact. This year, we've made huge strides to combat this. From initiatives such as half-hourly smart meters, cellar and fridge manager installations to decrease energy usage, boosting local eco-systems through pub garden pollination zones, and educating our Publicans and MPs on better recycling practices; we're dedicated to reaching our environmental targets and being part of the journey to Net Zero carbon.

What means the most to us is that our efforts are appreciated by our teams on the ground. A recent survey, independently conducted by KAM Media, showed that amongst five of the largest regulated pub companies in the UK, we ranked first or second in 64 of the 66 measures, covering areas such as training, investment, guidance, ESG support, credit control, and product range. Most excitingly, Punch was ranked as the most innovative, trustworthy and caring about the well-being of our Publicans.

The hospitality industry is of great social and economic value, and despite the constant headwinds, we want to support the communities that rely on us for many more years to come. Fighting global warming and promoting a fairer society are the only ways to ensure that we can do that.

Thank you to everyone who has contributed to our progress and actions this year. We hope that you find our report informative and that while we have achieved a lot, you can clearly see our passion and determination to improve.

Clive



What we do

Our 'Doing Well, By Doing Good' strategy is the beating heart of our operations and Publican/MP engagement. We aim to lead by example, and these three pillars embody our values.

Watch our Publican Awards 2024 winners' video - [CLICK HERE](#)



PEOPLE

Beating Heart in Each Community



PLANET

Better, Greener Choices

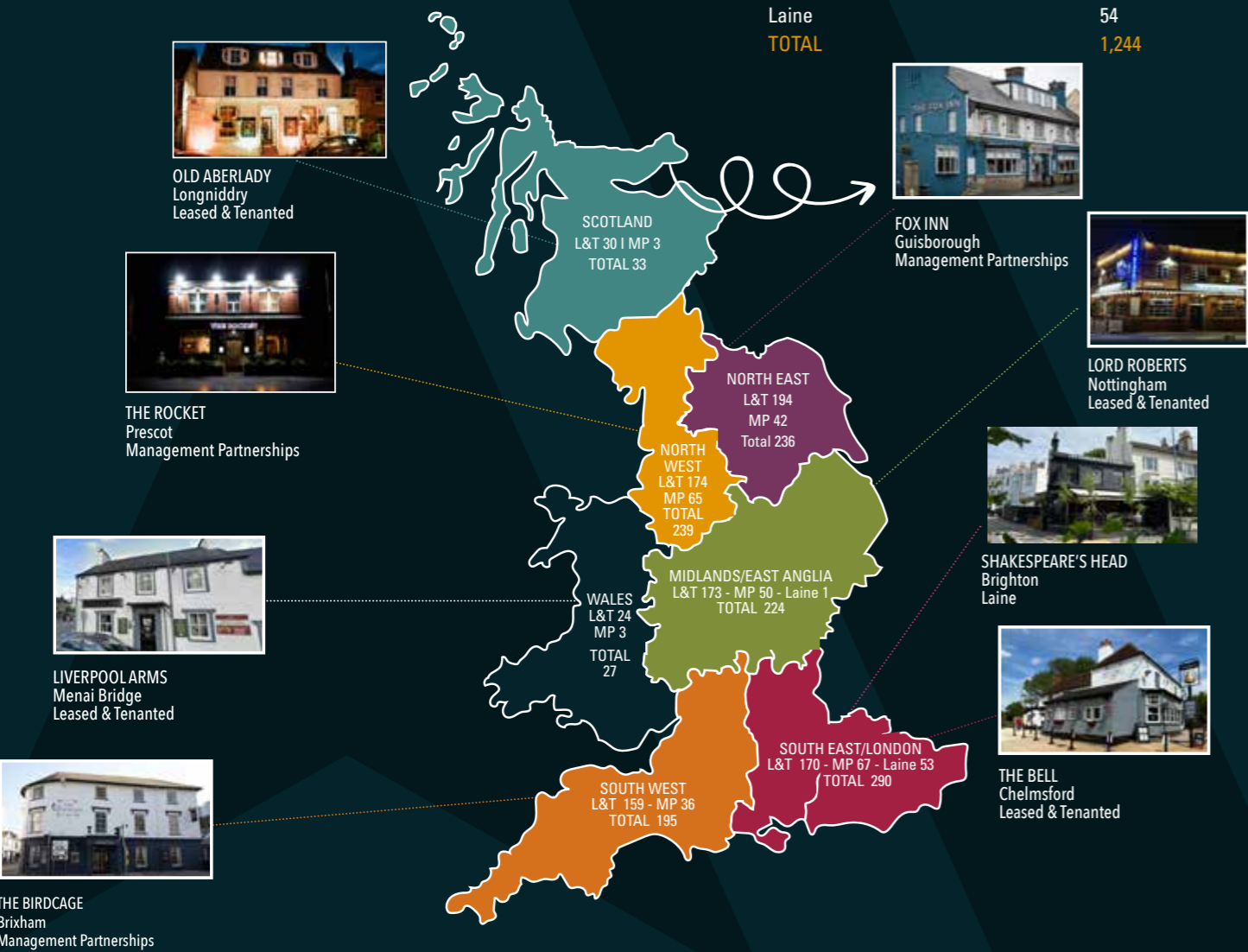


PUBS

Fit for future, shared success

OUR ESTATE IN NUMBERS

Leased & Tenanted (L&T)	924
Management Partnerships (MP)	266
Laine	54
TOTAL	1,244



Highlights of the Year

• OUTSTANDING PUBLICAN SUPPORT

In the latest independent survey, The Licensee Index (TLI), Punch was awarded first place among the 'big' Pub Companies, including Greene King, Admiral Taverns, Stonegate and Star Pubs & Bars for the quality of service our Operations Managers provide. We achieved our highest-ever scores, ranking 1st or 2nd in 64 out of 66 measures in the survey.



• SLEEP OUT TO HELP OUT

We took part in our first Sleep Out to Help Out night, with 35 of our colleagues, including the entire Executive Team, swapping the roof over their heads for a night under the stars, raising more than £6,000 for Only A Pavement Away. [Read more on page 65.](#)

• POLLINATOR PUBS CAMPAIGN

Our blossoming partnership with the Eden Project saw a huge uptake of 'Pollinator Pubs' providing biodiverse spaces onsite for bees and other local wildlife to thrive. [Find out more on page 87.](#)



• PUB HEROES

As part of our ongoing collaboration with our pubs across the country, we have formulated our Pub Heroes group, made up of a number of our most engaged and enthusiastic Publicans and MPs to celebrate and share sustainable ideas. [Page 90 has all the details.](#)

• AWARDS RECOGNITION

Our people are our priority, so it's gratifying to have our hard work noticed by key industry bodies and trade media publications. [Details can be found on page 21.](#)



• MENOVIEST EVENT

Inclusion and awareness are key to a healthy and functioning workplace, and last November's Menovist Event saw great success in raising awareness around the menopause. [Learn more on page 35.](#)

• BEACH CLEAN

The Cornishman in Crantock hosted a community beach clean in April, encouraging cleaner waters and safer coastal spaces. Our team headed down to participate, and [you can see the outcome for yourself on page 79.](#)



• ONGOING ENERGY EFFICIENCY SUPPORT

Working in collaboration with our MPs to drive behavioural changes is a key aspect of our energy efficiency initiatives. We're incredibly proud of the progress made over the last year, and [you can read more about the individual efforts on page 57.](#)

• LAINE SURPASS THEIR LOW AND NO TARGET

Our sister company, Laine, are making great strides in the Low & No alcohol space to encourage more responsible consumption and healthier lifestyles, surpassing their sales increase target by 203% this year! [Find out more on page 48.](#)



Our Strategy

OUR COMMITMENT

We take our responsibility to our people, planet and pubs seriously. By leading the way with ambitious targets, innovative actions and encouraging all of our pubs to get involved, we know we can continue creating a deeper sense of purpose.

OUR PINEAPPLES WITH PURPOSE

Our Pineapples with Purpose (PWP) Working Group is a cross-functional team, made up of enthusiastic individuals within our business, which supports activities relating to our ESG Strategy.

The group typically meets quarterly, though their actions and initiatives thrive all year round, and is chaired by our Strategic Corporate Affairs & ESG Lead. It's terms of reference are:

Structure - to explore the specific work of the 'Doing Well, By Doing Good' Team, including Executive SDG sponsors.

Cross-functional - to represent teams from across the business including Finance, Commercial, Property, Human Resources, Marketing, Operations, Legal & Governance, Business Support to name but a few.

Objectives - to help formulate and implement specific work plans based on our agreed SDG commitments and targets.

Delivery - to help shape activities based on representatives' areas of expertise and contribute to the delivery of wider plans.

Best practice - to ensure PWP members take best practice back into their functional areas with the aim of making it part of everyday business activity, whilst ensuring that the work dovetails into the Push the Pineapple programme.

This working group is a real pride point for us. The actions of the group help us set industry standards for internal engagement with sustainability and promotes a key cornerstone of ESG collaboration.

OUR STRATEGY

PUNCH
PUBS & CO



Our Pineapples with Purpose on a trip to Brakes' Innovation Centre in Reading.

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals Video - [CLICK HERE TO VIEW](#)



The United Nations Sustainable Development Goals (SDGs) are a visionary blueprint for a more equitable, sustainable and prosperous world. Adopted by all UN Member States in 2015, the 17 SDGs serve as a universal call to action to address pressing global challenges by 2030.

These goals encompass a range of interconnected issues, including poverty, hunger, health, education, gender equality, clean water, and climate action, among others. By providing a shared framework, the SDGs promote a holistic approach to development, encouraging governments, businesses, and communities to work together towards a sustainable future that leaves no one behind.



OUR PRIORITY GOALS

As ever, our priority is 'Doing Well, By Doing Good'. By aligning our targets and initiatives with the SDGs, Punch Pubs & Co are joining global sustainability efforts. Each of our priority Goals is owned by an Executive Sponsor, ensuring accountability and responsibility, whilst displaying enthusiasm from the top down.



SUPPORT THE GOALS - FOUR-STAR RATING

Our commitment to the United Nations SDGs has been recognised by Support the Goals, an initiative to rate and reward businesses for their contributions to the world's greatest action plan.

For the second year, we have achieved a four-star SDG rating. This puts us in the top 13% for business support of the SDGs, and we can't wait to continue our journey.

[CLICK HERE FOR MORE INFORMATION](#)



Good Health and Well-being

COMMITMENT: We will promote and enable positive mental health and physical well-being for all in our business and the communities we serve.



Affordable and Clean Energy

COMMITMENT: We are committed to driving energy efficiency across our business and supply chain in order to address our impacts on climate change.



Target

Progress

On track?

Target

Progress

On track?

Punch Pubs & Co will form **five strategic partnerships** that promote physical and mental health initiatives, culminating in every Punch pub in every community taking part in at least one of these programmes by **2025**.

As of the end of 2023, we had established **80%** of our targeted strategic partnerships – Eden Project, Mind, People's Captain and The Licensed Trade Charity. We aim to have our fifth partnership finalised in 2024.



All our pubs will have a minimum **EPC rating of C** or above by the end of **2026***.

*Unless listed under the PRS Exemption Register at the time of goal setting.

Through the dedicated work of our Property Team, we now have **76% of our pub estate** with an **EPC rating of C or above**.



Every employee, Publican and Management Partner will receive innovative **training** and resources to ensure that we provide safe and inclusive spaces for our guests by the end of **2024**.

Our **Push the Pineapple** movement has gone from strength to strength in the last year, which has enabled employees and more recently our Publicans and MPs to share their passions and take part in aspirational projects that are meaningful to all, including our guests. We continue to work with partners including WalkSafe, Ask For Clive, Best Bar None, Pubwatch and Ask for Angela in this important space.



We will **reduce our energy** consumption in our Management Partnerships pubs and at our Head Office by **30%** by the end of **2026****.

*Leased and Tenanted energy consumption will be captured in our Scope 3 emissions.

**Baseline of 2022. Additional MP pubs will use baseline data from the year the pub transfers to MP.

We have invested in **new smart meter** equipment to provide half-hourly energy readings for our MP and Laine pubs, allowing us to more accurately measure our **year-on-year energy consumption**. This is key to driving positive behavioural change and technological energy management.



As a responsible retailer, we will more than **double sales** of low and **no-alcohol** by the end of **2025**.*

*Low and no-alcohol products include beer, cider, lager, spirits and wines.

We have seen a **55% increase in volume of Low & No** products in 2023; we are aiming to achieve another **40% increase in 2024**.



We aspire to **procure the majority** of the **electricity**, on behalf of our **Management Partners**, from certified renewable sources by the **end of 2027***.

*The UK Government has committed to decarbonising the electricity system by 2035.

We are **exploring** suitable and **cost-effective ways**, including the use of technology, to **procure renewable energy**.

At the same time, we continue to stress the importance to **Government** of transferring to a **cleaner national grid**.



Decent work and Economic Growth

COMMITMENT: We commit to safe and inclusive working conditions, fair pay and responsible growth within our business and across our supplier network.



Responsible Consumption & Production

COMMITMENT: We commit to reducing our impact on our people and the planet through ambitious targets to reduce greenhouse gas emissions, waste and the sourcing of our food and drink from suppliers.



Target

Progress

On track?

Target

Progress

On track?

Working with our industry partners, we will **develop eight regional partnerships** with schools and colleges to proactively **support hospitality** as a long-term career of choice by the **end of 2024**.

We work with **Hospitality Rising, Career Ready and the Choose Hospitality programme** to showcase hospitality as a career of choice at a regional level.

We also maintain our **relationships** with **schools** close to our Head Office in Burton and offer regular work experience. Conversations are ongoing with **UKHospitality** and the **Government** about new ways to support local pubs and the wider industry by tackling **labour and skills shortages**.



We will send **zero waste** to landfill by the **end of 2028**, faster if we can.

In 2023, **98%** of all waste produced across Punch pubs was recycled, reused, or processed to produce a greener energy source for homes and businesses rather than being disposed of in landfill - a **5%** increase from 2022.

We continue to work with our waste partners to manage food waste reduction and recycling correctly and minimise waste journeys where possible.



Punch is a **Living Wage employer** and to recognise this commitment, we will achieve an **official accreditation** by the **end of 2024***.

*Relates to full employed Punch personnel only. Our Leased & Tenanted, Management Partnerships and Laine pubs are run by self-employed operators, who are responsible for their own business.

All of our direct Punch employees are paid the national living wage.

We continue to explore accreditation options with the Living Wage Foundation.



We will **only work** with **suppliers** that support our **bold vision** for our **people** and the **planet**. To achieve this, we will have an **ambitious Supplier Charter** and industry-accredited framework by the end of **2024**.

We have launched our **Supplier Charter** and continue to engage with trade associations to develop an industry recognised blueprint for supplier ESG engagement.



We will help **grow sales** by at least **30%** in new and invested **Management Partnerships pubs by 2025**, benefiting local communities through the creation of **skilled hospitality roles** by an expected additional **six to eight people per pub**.

Last financial year, we spent £31.2million on capital expenditure, having converted 69 pubs from L&T across to MP since August 2021.

Of those conversions, on average, a **28% sales uplift** has been achieved.

We remain focused on strategic acquisitions whilst supporting our existing pubs and generating more skilled roles in the process.



Our **aspiring goal** is to **reduce our direct emissions** (Scopes 1 & 2) by **80%** by **2032**, and we will also be **Net Zero** by the **end of 2040**.

In 2023, we recalculated our carbon footprint after some significant improvements in the accuracy of our data. This will now form the baseline for us to monitor and reduce our emissions year-on-year. We also continue to report our Scope 1 and 2 emissions in line with SECR, showing comparative data in our financial reports.





GOVERNANCE

GOVERNANCE

Environmental, Social and Corporate Governance

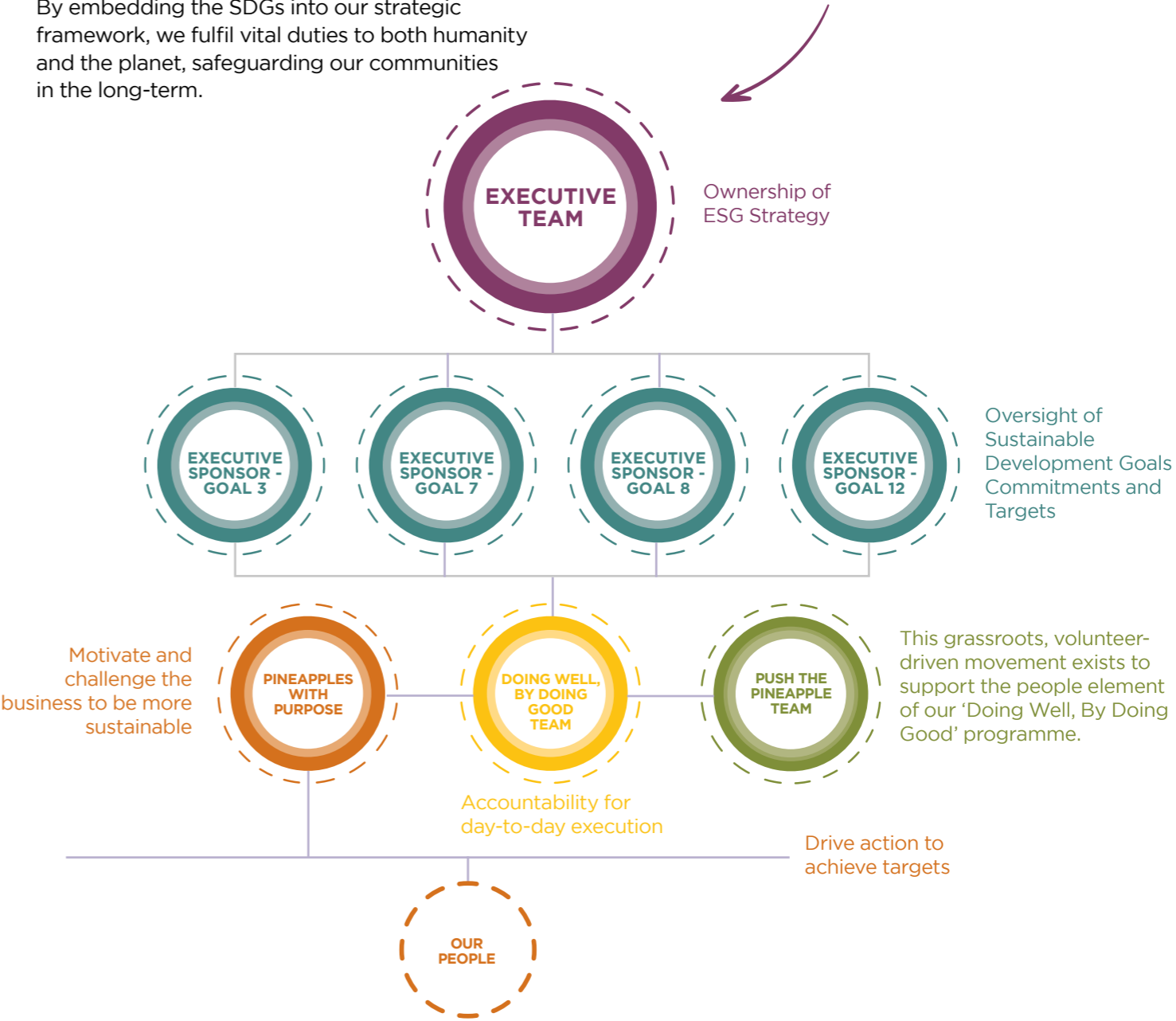
Punch Pubs & Co aligns its corporate governance practices with the United Nations (UN) Global Compact, a voluntary initiative urging global businesses to adopt sustainable and socially responsible policies and to report on their implementation.

These principles establish criteria to ensure that our operations adhere to core responsibilities concerning human rights, labour, the environment, and anti-corruption measures.

By embedding the SDGs into our strategic framework, we fulfil vital duties to both humanity and the planet, safeguarding our communities in the long-term.

Recognising the significance of board-level ownership in the effective execution of our ESG strategy, we prioritise the commitment and attainment of our objectives.

Each SDG is overseen by a member of the Executive Team, tasked with monitoring progress, while our Pineapples with Purpose and Push the Pineapple working groups assume responsibility for implementing projects and initiatives, whilst our workforce actively participates in driving actions toward realising these goals.



MEET OUR PINEAPPLES WITH PURPOSE TEAM



Jon Dale
Strategic Corporate Affairs & ESG Lead



Robert Luckwell
National Gaming Manager



James Gilbert
Head of Insight, Projects & Strategy



Laura Creasey
Head of People
(Laine Pub Company)



Jake Green
Marketing Executive



Josie Day
Junior Business Partner



John King
Service Delivery & Infrastructure Manager



Tom Harvey
Head of Legal & Compliance



Barry Chainey
Operations Manager



Paul Durrant
Technical Services Co-ordinator



Amy Sennitt
Senior Projects Co-ordinator



Tracey Bell
Head of Food Operations (Central)
Compliance & Reporting



Paul Hutchinson
Operations Manager



Alex Broster
Property Manager



Jessica Nicklin
Sustainability Specialist



Charmian Ransby
Facilities & Academy Manager



Sophie Cox
Marketing Manager



Keiron Dunne
Property Surveyor



Sophie Farrell
PR & Brand Communications Manager



Jessica Ford
Distribution Operations Manager



Emma Caulder
Property Surveyor



Kim Wiper
Head of Property (Laine Pub Company)



Jayne Kite
Business Support Team Leader



Aislinn McDonnell
Senior HR Business Partner



Sebastian Morrell
Financial Accountant



Mandy Southall
Operations Director L&T



Ed Passey
Operations Director L&T




*Pineapples
with Purpose*



BII's First Company Sustainability Champion

In 2023, The British Institute of Innkeeping (BII) launched a new award to recognise pubs and pub companies going above and beyond to demonstrate their commitment to running a sustainable business.

We're thrilled to have been the first pub company to receive this accolade, notably recognised for our efforts to drive sustainable change at a mass scale and have a cohesive ESG strategy aligned to the Sustainable Development Goals (SDGs).













Following a series of annual Regional Publican Awards, 2023 marked our first National Publican of the Year Awards for many years, and there was no better way to celebrate our dedicated team than an Oscar-themed Gala event at our Burton-On-Trent Headquarters attended by Publicans, MPs, suppliers and industry guests.

Front and centre of the entire proceedings were the industry leading Publicans and MPs passionately competing in 10 categories. The winners were:

- National Publicans of the Year** - Paul and Emma Gibbon, The Plough Inn - Prestbury
- Regional Publicans of the Year**
- Chris Stockton, The Ferry - Wallasey
 - Kate Lowe, The Shakespeare Inn - Hull
 - Emma Griffiths, The Wickstead Arms - Nantwich
 - Samantha Foster, The Ship - Grays
 - Becky Davies and Cameron Foster-Smith, The Bulls Head - Countesthorpe
 - Paul and Emma Gibbon, The Plough - Prestbury
 - Steve and Trish Ulyatt, William Mitchell - Morecambe
 - Nik Ranhem and Nathan Fowler, The Dog House - Kennington
 - Dom and Shell Roberts, The Anglesey Arms - Halnaker

Awards & Accreditations

Green Mark Level 2		We're proud to have achieved the Green Mark Level 2 award at Jubilee House.
Mind Workplace Well-being Gold		Thanks to our efforts to embed mental health into our policies and practices, we achieved Mind's Workplace Well-being Gold this year.
Corporate Reporting Awards		We were shortlisted for the 2023 CRAs for our inaugural Punch Promise.
Publican Awards - Best Partnership Pub Company (501+ sites)		Our partnership efforts were rewarded as we took home this prestigious accolade from the Publican Awards.
MCA Hospitality Awards 2024		We were delighted to be shortlisted in the sustainability category.
The Licensed Trade Charity Annual Awards 2023		It was an honour to receive the Staff Well-being Award (over 251 sites) for the evolution of our Push the Pineapple movement.
Four-Star SDG rating		For the second year, we have achieved a four-star SDG rating from Support the Goals. This puts us in the top 13% of businesses globally for support of the SDGs.
Great Taste 2023		Laine Brew Co was awarded the Great Taste two-star rating for its Fader Juicy IPA.
Hitched Wedding Awards 2024		Laine's Prince Albert in Camden is a wedding venue winner for a second successive year!





▲ Diane Crathern from The Richmond Arms received a Lifetime Achievement Award in our Publican of the Year Awards.



▲ Debs Wilbee & Ben Stenni from The Jolly Sportsman win Best Entertainment & Sport



▲ David and Catherine of The Seven Stars pub in Stalmine, win best newcomers



▲ Dennis Wann from The Sailmakers Arms in Hull, recognised as Punch's Best Drinks pub



▲ Our 2023 Winners



▲ Chris Stockton from The Ferry, Wallasey



▲ Chris Driver, at The Oak Tree Inn win Best Outdoor Pub



▲ Tom and Katie Hannon of The Rising Sun, Truro, win Best Food

Sustainable and Eco-Friendly Pub – The Hen House, Cannock ▶

In a category with tough competition, Mike Lenthall's impressive energy-saving techniques blew judges away. Being conscious about energy consumption, the dedicated MP has completely revised the way his pub operates. Measures such as strict cellar control, PVC curtains, planters filled with local wildflowers, and a swap shop in the back car park are just some of Michael's inspirational initiatives, and we couldn't think of a more deserving winner!



Best Community Pub – The Butchers Arms, Bishops Itchington ▶

Having been at the helm of The Butchers Arms for over a decade, Brian and Selena Ogden have firmly made their mark as the hub of the community and during that time have raised over £50,000 across the last 11 years for charities and local committees. They have something new every month, with exciting events such as an annual Halloween Lantern Parade, a Dog Show, and a weekly Mum's Morning. They certainly go the extra mile to make sure everyone feels safe and welcome, and we're so proud of all of their work to date.



Mental Health & Well-being Award – Two Pointers, Leeds ▶

More than just a pub, The Two Pointers has a reputation for being a safe and supportive space for the whole community. Hosting regular support groups with topics covering men's and women's health, dementia advice, loneliness and the menopause; The Two Pointers has become a stalwart choice for those looking for an empathetic ear. A friend to many and a helping hand to all, Landlady Viv Bulmer's goal is to ensure that her pub is an extension of her very own front room. It truly seems as though she's achieving that every day, and the award is only the cherry on top.



▲ Our national winners - Paul and Emma Gibbon, from the The Plough Inn, Prestbury





3 GOOD HEALTH AND WELL-BEING



GOOD HEALTH AND WELL-BEING

COMMITMENT: *We will promote and enable positive mental health and physical well-being for all in our business and the communities we serve.*



TARGET 1:

Punch Pubs & Co will form five strategic partnerships that promote physical and mental health initiatives, culminating in every Punch pub in every community taking part in at least one of these programmes by 2025.



ON TRACK

All sub-headings with an asterisk* directly contribute to the target

PARTNERSHIPS THAT MAKE A DIFFERENCE



No person is an island, and no business can change the world alone. We have developed strategic partnerships with key organisations to help our business and the communities we serve thrive.

We have four partnerships to promote physical and mental health across every pub in our portfolio, and every pub will be involved in at least one of them by the end of 2025.

PIONEERING BIODIVERSITY WITH THE EDEN PROJECT*



Last year, we announced our pioneering partnership with the **Eden Project** to complement our reduction initiatives, as well as minimising our climate impact and maximising nature's recovery.

And what a year it's been! Here are just some of the ways we've worked with the Eden Project to help our Publicans and communities reconnect with nature:



Greening Gardens

Eden provides training, tools, and materials to help us develop 'Pollinator Pubs': pubs with sensory and accessible garden areas for customers to enjoy whilst boosting biodiversity. So far, we have trialled Pollinators in 20 pubs, and will at least double that number in 2024!



Community Hubs

We support Eden's flagship 'The Big Lunch' campaign. It's the UK's biggest annual get-together for neighbours, helping them generate new connections, celebrate community, and make changes where they live.



Parties in our Pubs

Seventy years after the Queen's coronation, we echoed those classic street parties as we welcomed in the new King. The Big Lunch 2023 was an official activity of the King's Coronation, and we're thrilled that over 100 Punch pubs celebrated with their local communities over the bank holiday weekend in May.



AN AWARD-WINNING PARTNERSHIP WITH MIND*

Last year, we participated in the Mind Workplace Well-being Annual Index Survey for the first time. As an employer that prides itself on nurturing and empowering its people, we were delighted to achieve Gold and have used the outcomes to develop meaningful change within our operations.

Based on the survey results, we developed our four-pillar Push the Pineapple strategy, which emphasises Purposeful Leadership, Space for Change, Feeling Good and Thriving, and Building Representation. This victory tastes a little sweeter since this work isn't managed by HR or a top-down prescribed programme; but led by our committed volunteers, championing every employee to be their best self.



Plus, our HR Business Partner, Aislinn McDonnell, was also a finalist in the Mind 'Well-being Lead Award' category. A testament to her dedication and commitment, Aislinn has helped create safe spaces across our estate, for people to share experiences, seek help and be supported.

2024 promises to be an exciting new chapter, as we're taking Push the Pineapple to pubs!

CHAMPIONING MENTAL HEALTH WITH PEOPLE'S CAPTAIN*

Our regulars will know we serve People's Captain beer in our pubs but might not know it's one of our key strategic partners. From behind the bar to behind the scenes, we've worked with founder and former rugby union professional, Greg Bateman, to brew positivity and promote pubs as safe spaces for open conversations.

Our achievements include hosting a sold-out Six Nations fundraising event at the Navigation Inn in Breaston, accompanied by Greg and Ben Youngs, England's most capped male player (left); and running the 'Local Legend' campaign to honour heroes within our community, like The Redmore pub in Rugeley's local, Terry Goodier, recognised for his selflessness and community devotion (right).



SUPPORTING THE LICENSED TRADE CHARITY*

Since 1793, the Licensed Trade Charity (LTC) has aimed to empower individuals, aligning strongly with our Punch community values.

Through our partnership with the LTC, we provide emotional support, specialist advice, and financial assistance to our employees and operators, as well as enhancing our charitable efforts. Our core value #wewintogether deeply resonates with the essence of this partnership.

Last summer, the 'Pedalling for Pubs' and 'Pedalling 2 Pubs' fundraisers raised over £400,000 for the LTC and Only a Pavement Away (see page 65).

This year our very own CEO Clive Chesser and Strategic Advisor Hamish Stoddart cycled 400km in Kenya, while Business Development Director Steve Worrall, Strategic Corporate Affairs & ESG Lead Jon Dale and Managing Director (MP) Robin Belither tackled the North Devon hills.



We are proud to support these causes, and we will continue to promote and celebrate The LTC's invaluable work. Across all of their support services, they provided aid to 46,879 people working in the licensed trade last year.

You can [read more about our partnership by clicking here](#)



OTHER COMMUNITY INITIATIVES

Pulling Pints and Raising Pounds

Raising money for charity has never been more important. The cost-of-living crisis has affected people and businesses in every sector of society, and we firmly recognise our responsibility to support key causes where we can.



The Charity Cask Campaign makes the most of our pubs as community hubs and helps them raise money by doing what they do best – selling pints!

For every pub that opts in, Punch donates 10p for the sale of every house cask ale to a chosen charity of their choice.



MAKE PUBS SAFETY HUBS



Laine has joined forces with Business Crime Reduction Partnership (BCRP) and Brighton & Hove City Council and Licensing to improve safety in Brighton.

Secure environments are essential for businesses and communities to flourish alike. The initiative aims to create specific criteria that enables establishments like pubs, clubs and restaurants to become 'safe havens' within the city.



TARGET 2:

Every employee, Publican and Management Partner will receive innovative training and resources to ensure that we provide safe and inclusive spaces for our guests by the end of 2024.



ON TRACK

All sub-headings with an asterisk* directly contribute to the target

Pubs, as community hubs, play a vital role in fostering safe and inclusive spaces where everyone feels respected and welcome. By prioritising inclusivity, pubs not only enrich the social fabric of their neighbourhoods but also create environments that celebrate diversity and promote a sense of belonging for all patrons.

PUSH THE PINEAPPLE*

Our Push the Pineapple movement evidences that a living and breathing culture with a heart beating at the centre will always eat strategy for breakfast.



This grassroots movement exists to support the 'People' element of our Punch Promise. In Push the Pineapple, you will find seven groups of inspirational volunteers. Each focuses on one aspect of mental and physical health and well-being to equip our people to feel good and thrive at work, in their pubs, and at home.



We are creating a safer, healthier, and happier working environment with purposeful leadership, proving our commitment to nurturing ourselves and each other.

The movement started at our Head Office when we achieved Mind's Gold Award in the annual Workplace Well-being Index and won The Licenced Trade Charity Staff Well-being Award for 251+ sites (see right). This year, we are taking Push the Pineapple to pubs to ensure we achieve the goals of our five-star Pub Company strategy.

If Punch were a person, they would embody the passion, energy, and heart of the Push the Pineapple team.



THE MENTAL HEALTH TEAM

Last year, Punch achieved Mind Gold. This year, the team is working with Burton on Trent Mind to take the support to pubs.

We are hosting three 3.5-hour training sessions about nurturing our mental health to honour a request made by our Publican and MP Pub Heroes (see page 90).

Our Publicans and MPs will have the chance to participate in the industry-leading Mind Makeover 12-week Pilot exclusive to Punch. We will deliver up to three tailored mental health sessions weekly, to support as many people as possible.

The Mentor 3.0 programme continues our successful Mentor Mental Health Employee Liaison Programme.

Publicans and MPs can opt to become a Mental Health First Aider, as pubs are the beating hearts of communities.

Our partnership with People's Captain continues to focus on improving lives and communities with pubs at their heart, using the power of beer and the local to bring people together.

WOMEN'S HEALTH TEAM

We have already hosted two bespoke full-day Menovist events (which were open to Publicans and MPs) as well as roundtables with Government and other industries (see page 35).

This year's event will cover two days and more diverse themes. Specialist topics will include:

Supporting with pregnancy loss and the loss of loved ones.

Balancing a career with the demands of being a single parent.

Women's safety, including the recently launched lone-worker policy.

Educating our people on being active bystanders to combat harassment against women.

MEN'S HEALTH TEAM

In collaboration with Andy's Man Club, the team has already hosted a Podcast on the challenges associated with Men's Mental Health and Well-being. Andy's Man Club is a men's suicide prevention charity, offering free-to-attend peer-to-peer support groups across the UK and online. #ItsOkayToTalk

SOCIAL WELL-BEING TEAM

At Punch, social well-being is all-important. We exist to create inclusive spaces in the heart of communities where people can laugh, cry, make memories and enjoy what life is about.

The team has:



Planned an epic Christmas Market, inviting our pubs to share the experience with staff at Head Office and the field-based team.



Created Bank Holiday Bonanza Grand Idea competitions for our L&T and MP pubs, enticing them to showcase the best of their community events with the chance to win £2,000. During the last Bank Holiday weekend in May, Pub Pride was the focus. With our partners, Ask for Clive, we celebrated inclusivity and shared solidarity with our LGBTQ+ community.

PHYSICAL HEALTH TEAM

Last year, we worked successfully as a team to reach the number of steps taken to walk around the world in 82 days (see below).

This year, we're focusing on physical health as it is more significant than solely exercise. We will:



Create a bespoke self-serve toolkit and resources to develop Punch people and operators' better understanding of inner physical health and how to nurture it.



Partner with NHS initiatives, including blood donation, stopping smoking and breast checks for men and women.



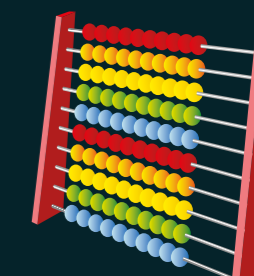
Make recommendations to the Executive Team on how Punch can maximise the benefits of physical health and well-being.

FINANCIAL WELL-BEING TEAM

During a cost-of-living crisis, you could argue that financial well-being has never been so important.

That's why our team is piloting financial well-being sessions with our Punch family at Head Office before taking it to pubs. Matt Cullen, a financial planner, with a passion for financial education and well-being, will host webinars on the following:

- Budgeting, Day-to-Day Spending and Understanding Tax
- Saving, Investing Principles, and Buying a House
- Retirement Planning
- Family Planning (includes protection, children's saving, later life, Wills)
- Bespoke sessions will be designed for pubs next year



EQUITY, DIVERSITY AND INCLUSION (ED&I) TEAM



And here are just a few examples of us Doing Well, By Doing Good.

This team is the core of the pineapple and skin that envelops the topics to unite them. It exists to ensure we are inclusive with equity. To make this ambition a reality:

- We will run speakeasy-safe areas to explore and discuss sensitive matters whilst supporting one another.
- Deliver a training workshop to understand the broader topic of what ED&I means in the workplace.
- Review training on all platforms to ensure it is up to date and assess whether it needs refining.
- Continue to evolve our Pineapple Podcast, encouraging our people and Publicans to join the conversation and share their stories.
- Work towards the 13 commitments of the #Open ToAll Charter, developed by the BBPA, that Punch and Laine are signatories of.
- Ensure that we adhere to The Hospitality Well-being and Development Promise, which has been developed by the Hospitality & Tourism Skills Board.



It's well known that movement is key to supporting mental and physical well-being. Late last year, inspired by our Physical Health Team, we put our pints down, our walking boots on, and set a collective challenge to walk the world in 90 days.

With **140 EMPLOYEES** on board, and after **52,592,000 STEPS**, we collectively walked around the world in 82 days and raised **£3,500**.

This was shared between:

- St Giles Trust
- Dementia UK
- RSPCA



Our Pineapple Podcast goes from strength to strength. Each episode offers a different perspective and features new guests from members of our Executive Team and Punch family to well-being specialists and charity guests including WalkSafe and the Eden Project – whoever we have on, expect laughter, positivity and fun!

There have been over 10 podcasts so far, with topics covered including Neurodiversity, Equity, Diversity & Inclusion, Mental Health, Living with Purpose, Importance of Community (social isolation), Safety and the Menopause. A number of the podcasts have also been shared with our Publicans and MPs.



SPORT FOR HEALTH

Our aim is to strengthen the connections between sport, physical activity, health and well-being, so more colleagues can feel the benefits of an active life.

In August, we took to the field at St. George's Park, the home to England football, to take on local neighbours Molson Coors before playing Greene King at cricket at Alvaston & Boulton CC.

But it wasn't just about fancy footwork and powerful shots; the matches were about raising funds for the Licensed Trade Charity and Only A Pavement Away.

[CLICK HERE TO VIEW OUR CRICKET MATCH HIGHLIGHTS](#)



drinkaware.co.uk
for the facts

We continue to encourage all of our Publicans, MPs and team members to complete Pubwatch and Drinkaware's Alcohol Vulnerability Awareness course.

The e-learning course equips staff with the ability to identify alcohol related vulnerability, including how to spot harassment, and take steps to help prevent customers from coming to harm.

The course includes:

- What vulnerability means and what makes a person vulnerable to harm
- How to spot harassment and how to help customers who have experienced harassment
- How to act in situations involving vulnerable people.



NAVIGATING MENOPAUSE IN THE WORKPLACE *



Most working women (aged 40 to 60) have experienced symptoms related to menopause transition, and over half have been unable to go into work at some point due to menopause symptoms. Yet, despite its prevalence, there remains a significant lack of understanding and open discussion about menopause-related issues in many workplaces.

Last November, we hosted our second Menovist event, inspired by our Operations Manager, Becky Davies. Becky shared her experience and opened our eyes to the reality of menopause in the workplace, which can include feelings of isolation, anxiety, and decreased productivity among affected employees. Focused on learning, inclusivity, and having fun, our Menovist event featured the following:

- Five unique expo stands, hosted by brands like Rheal, local ACAS, Mind, Riley's products, alongside our very own Punch Menovist stand.
- A nutrition-based food demo from our Punch experts, where attendees received exciting goodie bags containing the BSI guide on good food standards.
- A sofa panel discussion with experts from the hospitality industry, that explored menopause in the workplace, and a Q&A session with the audience, which also included a number of our Publicans and MPs.
- A live recorded podcast focusing on the impact of lived experiences, particularly in the workplace, with a key guest appearance by Government Menopause Champion Helen Tomlinson.
- Punch and Becky Davies feature on the Government's Help to Grow website for our commitment to creating a supportive and inclusive environment for menopause discussions in the workplace, whilst setting a positive example for the wider industry. [Read more by clicking here.](#)



PROVIDING THE TOOL (CARD) TO SUCCEED*

Success tastes sweeter when it's a shared feast. That's why we believe in equipping our employees, Publicans and MPs with with the tools, tips, and guides to determine how they work best. Our Pineapple Tool Cards explore different ways of tackling day-to-day challenges, and they're not just designed for the workplace!



This includes information on:

- **Important versus Urgent**
- **SCARF**
- **The Mayo Jar**
- **Tech Today, Time Tomorrow**
- **Excel Wizard**
- **Cauliflower Crazy!**

Marketing Design Manager,
Jonathan Mitchell said:

“Since I started my professional working life, I have unintentionally prioritised my work over my personal life which resulted in consistent late nights and weekend working. When my dad was diagnosed with a terminal illness, I started to look at ways to change my mindset, to try and find a more balanced work life. One of the most powerful examples of influential motivational videos I came upon was the Mayo Jar which explained and demonstrated how you should prioritise the things that are most important to you in a simple but powerful way”



MAKING OUR PUBS A FORCE FOR GOOD

Our communities need our help. From the cost-of-living crisis to the epidemic of loneliness and isolation, a central spot to welcome all people, regardless of age, gender, or reason, is much needed. Below are just some of the ways we're using our pubs as a force for good, showing zero tolerance to discrimination and addressing the lack of local services within our pubs' regions.

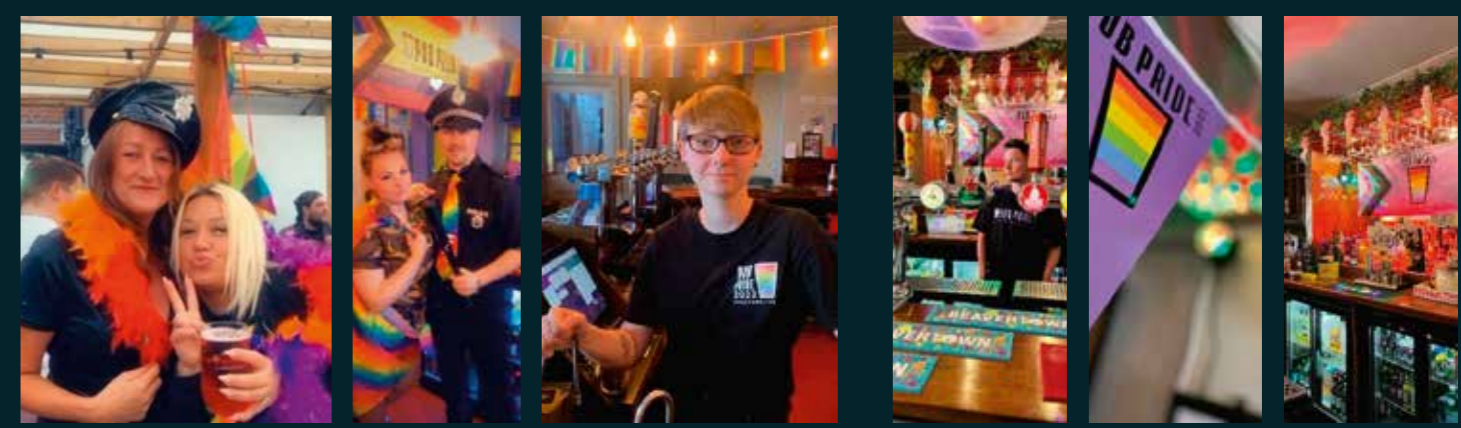
Everyone is Welcome Here

We work with Ask for Clive, a charity that partners with venues to promote inclusion and create welcoming environments for the LGBTQ+ community. This is a year-round commitment, with pubs proudly displaying the Ask for Clive sticker to showcase their support and hosting weekly safe space events, or regular vibrant drag acts, bingo nights, and lively karaoke parties.

Our pubs went above and beyond for Pub Pride 2023, a nationwide campaign to celebrate pride at local levels. Supplied with guidance and assets, our Publicans needed no support in organising impressive and inclusive celebrations to support their local communities. Standout events were hosted by enthusiastic supporters including The Hare & Hounds in Appleby, The Travellers Rest in Frodsham, The Wheatsheaf in Stockport, and The Wollaton Pub & Kitchen in Nottingham.



▲ The Hare & Hounds, Appleby



▲ The Wheatsheaf, Stockport

▲ The Travellers Rest, Frodsham



PARTNERING WITH PUBAID

PubAid is an independent working party that hosts the annual Community Pub Hero Awards. Last year, under the stewardship of Publican Beth Robinson, The Beeswing in Northallerton secured the Charity Fundraising Pub Hero award for its remarkable charity fundraising. In nearly a decade, the pub's renowned 'Cowtonbury' music festival has raised an impressive £190,000, improving palliative care facilities at the local hospital, and supporting hospices and individuals in need within the community.

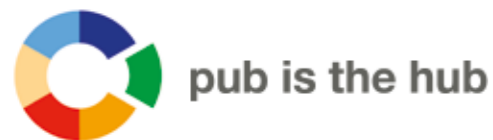
Beth says: *"I, along with many other Publicans, don't do the work we do for recognition. We do it as it's the pub's role to play an important part in the community."*



▲ Cowtonbury music festival

DIVERSIFYING OUR PUBS

A pub should do more than sell pints. We partner with Pub is The Hub to help Publicans and MPs provide local services or activities that add social value in their local area, ensuring they remain at the heart of the community.



A PUB WITH A POST OFFICE

Regional winners of the 'Punch Publican of the Year Awards 2022', Anna and Martin Cavanagh of The Trelowarren Arms in Budock Water, Cornwall, have pioneered a community-centric village pub. From uniting artistic individuals in community projects like crafting bunting for the Queen's Jubilee, to offering space for a weekly mobile post office service, complemented by a coffee morning, this pub continues to raise the bar.

Anna says: *"The post office is well used which is really good. Most people stop after and have a coffee. It offers a lovely opportunity for people to meet up and have a chat with others."*



▲ Community-focused services at the Trelowarren Arms

SAFE PUBS MAKE HAPPY PUNTERS

Everyone deserves a social hub where they feel safe and welcomed. Through good management, we will continue creating safe havens for our Publicans, MPs and customers alike.

GETTING HOME SAFELY

We promote WalkSafe to our pubs, customers, and staff. The free mapping tool helps 50,000+ users plan their routes home based on up-to-date police data (such as a live incident or lack of streetlights) and offers a 'satnav' feature so their 'circle of protectors' can monitor their journeys. Plus, we've published our very first lone-worker policy, guiding managers in promoting safety to lone or remote workers within their teams.



▲ Punch are proud to partner with WalkSafe and Budweiser Brewing Group to ensure pubs are a safe haven



Laine is the first pub company in the UK to have undertaken Welfare and Vulnerability Engagement (WAVE) training. As part of this, we have introduced the Ask for Angela initiative across all Laine pubs and implemented a dedicated welfare officer shift to prioritise all guests and their safety concerns.



DRINKING IN CAPABLE HANDS

Several pubs in our portfolio are involved in local Pubwatch and Best Bar None schemes. Supporting organisations that help customers identify well-run pubs, bars, clubs and other businesses that serve alcohol, and report those creating concern, encourage worry-free nights out by promoting our pubs as safe spaces.



Last year, Publican Craig Pennington was runner-up at Nottingham City's Best Bar None Awards, missing out on the top spot by just 1%! Against 13 other strong competitors, The Lord Roberts, Nottingham was nominated in the Best Small Pub category, showing that size doesn't matter; even a capacity of under 300 customers doesn't compromise on the safety of its guests.



PROGRESS WITH PUNCH



We deliver best-in-class training in our £1m Academy with a fully functioning kitchen, pub and cellar. Progress with Punch is our five-day introductory course teaching the essentials about finance, marketing, beer and cellar care, people, food and legislation. It's also a fantastic opportunity for new operators to meet our support teams and network with other partners.

- Punch Progress Console and App ensures that we provide high-quality CPD with 50+ free eLearning modules for our partners and their teams.
- Our Immersion Days, Webinars and Well-being Sessions share essential insights and learnings to help operators look after themselves and their businesses.
- Our talented Food Team delivers hands-on, creative training at Head Office and within pubs.
- This year, we created the Pathway to Partnership programme to develop the next wave of hospitality stars through mentoring and training with Punch.



TARGET 3:

As a responsible retailer, we will more than double sales of low and no-alcohol by the end of 2025.*

*Low and no-alcohol products include beer, cider, lager, spirits and wines.



ON TRACK

All sub-headings with an asterisk* directly contribute to the target



Embracing no and low alcohol alternatives in pubs is a crucial step towards inclusivity. We want to ensure that everyone, regardless of their beverage preference, feels welcome and comfortable, alongside promoting a healthier lifestyle.

It's exciting to see that sales across all three categories of No & Low alcohol serves have increased, displaying a strong case for behavioural shifts in the wider community. Consumers are making healthier decisions, and it's up to us to continue serving a variety of brands and

educate customers on the options available. In fact, one in four UK consumers say that they'd be more encouraged to try Low & No alternatives if pubs included information about them on their menus.**

We're pleased to share that the total number of Low & No serves* across our pub estate saw an impressive increase of 55% in one year, which means we're well on track to meet our target.

Of this, beer (lager and ales) accounted for 82% of total Low & No sales, compared to 81% in our baseline year of 2022, and cider made up 16%. With only 2% of Low & No sales being spirits, we know that there is more work to be done in this area.

* We categorise a serve as being 50ml for spirits, a pint for draught, and a bottle where cased.

ROLLING OUT NO & LOW ALTERNATIVES*

The top five selling low and no drinks in our estate are:



**Source: KAM LowNo 2023 Report



55% INCREASE IN LOW & NO SERVES



82% BEER



16% CIDER



2% SPIRITS



BOOSTING SALES OF LOW AND ALCOHOL-FREE DRINKS



To educate Publicans and MPs, we've created an eight-page resource with market research that explains the No & Low drinks available to them and how they should offer them.

We've even collaborated with Drinkaware, a national charity, and Club Soda, a leading mindful drinking movement, on an interactive Publican training guide.

With key statistics, engaging videos, actionable tips and insights from five Publicans, this guide aims to make No & Low the norm in all pubs.

Even better, our very own Megan Garner, who runs the Chemic Tavern in Leeds, features in the guide, proving Punch is the modern, progressive pub company it wants to be.

Get reading to learn about all things No & Low. The interactive guide includes key statistics, engaging videos and actionable tips to get started straight away.



Click the image below to access the Drinkaware On Trade guide to low and alcohol-free.



DID YOU KNOW?



Over the last four years, the No & Low market has grown by **59%**, with customers actively looking to moderate consumption



63% of customers have left a pub due to lack of No & Low choices



31% of customers are looking to drink less alcohol, and one in 10 customers are drinking alcohol-free alternatives as part of a healthy lifestyle

Source: 'No & Low Round Up - MP Pubs'

NO & LOW
DRINKS
WE OFFER

CIDERS



LAGERS



ALES & STOUT



SPIRITS



BEING A RESPONSIBLE RETAILER



Punch Pubs & Co is an active member of the Portman Group, a social responsibility body and regulator that encourages responsible drinking habits and promotes targeted interventions to support and reduce drinkers who misuse alcohol.

Alongside other industry partners, we are working to understand legislation surrounding alcoholic drinks and advocate for healthy drinking habits among our customers.

"We are delighted to partner with the Portman Group as its first pub company. The move demonstrates our commitment to the highest standards of alcohol responsibility in the on-trade and at the same time further enhances our ESG commitment centred around good health and well-being."
Clive Chesser, CEO.



What's more, we've encouraged all our Publicans and MPs to share Drinkaware's Drinking Check with their teams and customers. It's a tool to help individuals assess if their drinking habits are endangering their health, reducing the chances of alcohol dependency.

drinkaware.co.uk
for the facts

DRINKING CHECK

Many people don't always know how much alcohol they drink and whether their level of consumption could have any impact on their health, sometimes leading to serious implications.

Drinkaware's Drinking Check is an alcohol self-assessment that can help you identify if the amount you drink could be putting your health at serious risk.

Since the Drinking Check's online rollout, we've encouraged all of our Publicans and MPs to share the resource with their staff and customers alike; the pub environment can encourage excessive drinking in all participants, not just the regulars.



Want to check your habits? [Click here](#)

HIGH UPTAKES OF LOW ALCOHOL

Laine has gone the extra mile when it comes to the No & Low market, with efforts resulting in a **203% increase in sales** in comparison to 2022. They've achieved this by collaborating with Lucky Saint during Dry January to offer 306 free No or Low pints through the Laine loyalty app, as well as introducing 0% Low Bar on draught. Plus, they've even produced their very own No & Low King Limbo 0.5% IPA; low on alcohol, but big on flavour!



LAIN BREW CO.

Laine has increased sales of Low & No by **203%** from 2022 to 2023.



The Round

Our bi-monthly magazine gives the chance for our Publicans to share their experiences, expertise and inspire each other as well as their teams. The magazine features case studies, trend insight, including on No and Low, and supplier support so Publicans have the right insight to run their business better.

We always aim to create a community feel for our Publicans and MPs, and The Round is just one way we ensure regular communication and celebration of achievements.





AFFORDABLE & CLEAN ENERGY



COMMITMENT: We are committed to driving energy efficiency across our business and supply chain in order to address our impacts on climate change.



TARGET 1:
All our pubs will have a minimum EPC rating of C or above by the end of 2026*



ON TRACK

Unless listed under the PRS Exemption Register at the time of goal setting. All sub-headings with an asterisk directly contribute to the target



EFFICIENCY IN MOTION

When we began working with Compliance 365, we identified that 50% of our pubs, both L&T, MP and Laine, fell below a 'C' rating in their Energy Performance Certificates (EPCs). We have made strong progress in the last 12 months and, as of February 2024, we had 76.6% of our pubs with a minimum of a 'C' rated EPC.

ALL PUNCH & LAINE PUBS CURRENTLY HOLD RATINGS BETWEEN A-E

76.6% OF PUBS HAVE AN EPC RATING OF C OR ABOVE

Looking ahead, we aim to reach an **83% 'C'** rating by **August 2024** and are on track to achieve our target of 100% by the end of 2026. Listed buildings within our estate are currently exempt from EPC requirements, so we will tackle these on a case-by-case basis.

NEW BOILERS BOOST EFFICIENCY*

As part of our commitment to help all of our pubs boost their energy efficiency, we have initiated a phased boiler replacement programme to enhance outdated systems.

We'd successfully installed 233 new boilers, as of August 2023, and plan to continue this effort over the summer prior to the forthcoming heating season.

“ 233 sites received new boilers.”

INNOVATING INSULATION

At Punch, we don't like to leave a job half-finished. Studies have shown that proper insulation can enhance boiler efficiency by 5-10% , which has resulted in reduced energy consumption, and made our boiler replacement scheme all the more worthwhile. Promoting and providing support with proper insulation will contribute to improving our EPC rating to a minimum rating of C.

“ Since February 2023, 87 sites have received new and upgraded insulation to doors, windows and roofs.”





TARGET 2:

We will reduce our energy consumption in our Management Partnerships pubs and at our Head Office by 30% by the end of 2026**.



ON TRACK

All sub-headings with an asterisk* directly contribute to the target

*Leased and Tenanted energy consumption will be captured in our Scope 3 emissions.
**Baseline of 2022. Additional MP pubs will use baseline data from the year the pub transfers to MP.

RAISING THE BAR: A LOOK INSIDE OUR SIX PUB TRIAL OF ENERGY-SAVING INITIATIVES

With an estate of more than 1,300 pubs, we've got a lot of energy consumption reduction to do.

To understand which initiatives and technologies will help us meet our 30% reduction target, we developed an innovative working group of six MP pubs, who continue to trial energy-saving options and behaviours before we roll them out across our portfolio. These pubs include:

- **The Redmore Inn in Rugeley**
- **Leaping Wolf in Wolverhampton**
- **Railway Tavern in Cannock**
- **Mallard in Ilkeston**
- **Three Cottages in Chesterfield**
- **Champs in Loughborough**

This programme isn't just about numbers; it's a narrative of progress, where every watt saved is a step closer to a more sustainable future for our pubs and the communities they serve.



The Mallard



Three Cottages



The Leaping Wolf



Champs



The Redmore Inn



The Railway Tavern

INTRODUCING TECHNIK2

Installing Technik2 energy management equipment helps reduce our overnight consumption by temporarily switching off high-consumption appliances, like those housed in our cellars.

Technik2 installation is estimated to result in a 10% energy reduction per pub across our MP and Laine estates – positively impacting our energy bills and environmental impact.

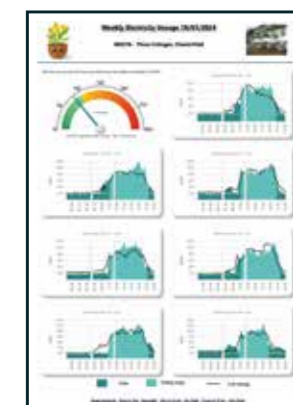
|| We completed the roll-out across our MP and Laine pubs in March 2024 and continue to add the technology to any new MP pubs, including those that transfer across from our L&T estate. ||

UPGRADING SYSTEMS AND COOLING DRINKS

Fridges, freezers, and bottle coolers are classed as energy-intensive equipment and, with a lot of pubs, we've got a lot of them. We upgraded such appliances to more energy-efficient alternatives, such as Rhine Bottle coolers that feature automatic shutting doors and have an EPC rating of A***. We're also reviewing our pubs with multiple appliances to determine eligibility for larger walk-in units, to further reduce consumption.

SMART METERS, SMART CONSUMPTION

Gone are the days of monthly billing reads. We have integrated electric and gas half-hourly smart meters into our MP and Laine pubs for more accurate and reliable energy readings. We have also produced personalised energy consumption graphs for each of our pubs, to help our MPs view real-time energy usage and make informed decisions to cut energy consumption. This isn't just about data; it's a visual narrative to inspire transparency and motivate MPs and their teams to weave energy efficient practices into their daily routines.



Introducing Heineken's Smart Dispense

With innovation always at the forefront of our mind, we are thrilled to have included 50 of our MP pubs in a Heineken Smart Dispense trial.

This system presents a potential game-changer in the age-old chore of beer line cleaning. Beyond time savings, this translates into significant cost-efficiency, particularly for our larger, high-volume sites. But the real magic happens with every pour – a promise of better-quality beer, enhancing the experience for our customers.

If the trial proves to be successful, we plan to roll out Smart Dispense devices across further MP pubs based on applicability (size).

* Independent Heineken test results based on subterranean and ground floor pub cellars of varying sizes.

Empowering our Property Team

We have immersed our Property Team in energy-saving training conducted by our trusted partners, Hospitality Energy Saving (HES).



Across two dynamic workshops encompassing our northern and southern property teams (including our Property Managers, Property Investments Managers, Quantity Surveyors, and Heads of Departments), they received energy efficiency training and have the skills to conduct energy audits to enhance a pub's EPC rating.

GREEN MARK LEVEL TWO AT JUBILEE HOUSE

We're incredibly proud to have achieved Green Mark Level Two accreditation at our Head Office, Jubilee House.

Achieving Green Mark is an exciting recognition of the fact that we have embraced eco-friendly practices, such as boosting energy efficiency, waste reduction, and by changing the majority of our company car fleet over to electric. The Green Mark certification process assesses, audits and certifies a business' impact on the environment.

Our performance was reviewed, and we identified steps required to save energy, reduce waste and become more sustainable.

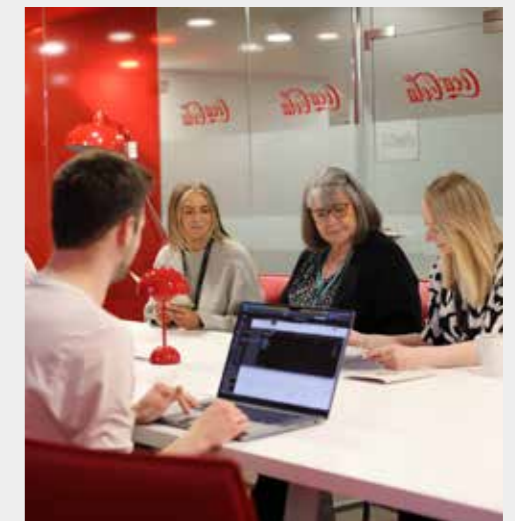
We established an environmental policy that can be used to ensure future business decisions are made sustainably.

The process provides a mechanism that enables us to monitor how we're doing.

Thanks to this, we can be sure that the actions we take to reduce energy costs and reduce our carbon footprint will have maximum impact.



Facilities & Academy Manager Charmian Ransby with our Green Mark Level Two Award.



The first and second floor workspaces at our Head Office have undergone an impressive refurbishment to reflect our modern and progressive company ethos.

MORE IMPORTANTLY...

What are our Publicans and MPs doing?

The Coach & Horses, Crewe

Angie Uren, Publican at the Coach & Horses in Crewe, has reduced her energy consumption by an impressive 30% since taking over the pub. By implementing a protocol to minimise consumption in energy hotspots like the bar area, cellar, kitchen, and outside area, Angie has rallied support from her employees to ensure the success of the reduction.

Angie's energy saving top tips include:

- Set timers on bottle coolers – switch off at 7pm and turn back on at 9am
- Install sensor lights in all storerooms
- Replace doors and windows with better insulated versions



Hen House, Cannock

MP, Michael Lenthall, shares his close down routine to help others save energy in the cellar. Each night, Michael turns off his cellar cooler after the last customer has left the pub, and his team then ensure it is switched back on at 9:30am. Michael won the Eco-Friendly Punch Publican of the Year Award in 2023 for his energy saving procedures – so we're pleased to share his tips with you!

Michael's tips to saving energy in the cellar:

- Turn off cellar cooler using a timer-switch; in this case it's Technik2
- PVC curtains help to segregate the cellar from the store area, making temperature regulation easier
- Remove heat producing equipment to a separate room, away from the cellar cooler.



TARGET 3:

We aspire to procure the majority of the electricity, on behalf of our Management Partnerships pubs, from certified renewable sources by the end of 2027.*



All sub-headings with an asterisk* directly contribute to the target

*The UK Government has currently committed to decarbonising the electricity system by 2035.



INVESTIGATING RENEWABLE ENERGY OPTIONS

At Punch Pubs & Co, we procure energy on behalf of our MPs, Laine and Publicans who opt into our PubSpark scheme, to reduce some of the many costs associated with running a pub premises. This was notably successful during the recent energy crisis where prices were spiking, but we obtained energy at a competitive wholesale market price, to keep prices low.

For the next phase of PubSpark, we are seeking to use this process to help us meet our environmental targets by procuring certified renewable energy.

Current possibilities include installing solar panels at our Head Office and pubs, and/or buying into a Power-Purchase Agreement.

With commercial conversations still underway, we are working with trade bodies including the BBPA and UKH, to ensure that decarbonisation of the grid remains on the agenda for the UK Government.

Brewing Green in Parliament

Ahead of World Earth Day, UK brewers and pubs came together at a Parliamentary event hosted by the BBPA, showcasing their business innovations designed to brew and serve cleaner, greener beer.

Attended by Members of Parliament from across the political spectrum and businesses including ourselves, Heineken, Molson Coors, Lucky Saint, Carlsberg Marston's, Adnams, Budweiser Brewing Group and Asahi, the showcase provided an impressive insight into the range of different actions pubs and breweries are taking on their journey to net zero. Businesses showed how they were making investments in regenerative farming practices, electric vehicles, and environmentally minded packaging to name a few.

The occasion was also an opportunity for Members of Parliament to hear directly from businesses on the extra opportunities that could be taken if the Government invested more in the sector's sustainability initiatives.

Businesses outlined three key asks to support their efforts on sustainability:

- **Reduce complexity and costs of the environmental regulatory framework**
- **Resource the development of low carbon technologies through greater investment**
- **Release potential for carbon reduction by providing funding opportunities for businesses.**



Punch's Jessica Nicklin and Jon Dale with Burton & Uttoxeter MP Kate Kniveton.



BBPA CEO Emma McClarkin and then Hospitality Minister Kevin Hollinrake with Punch's Jessica Nicklin.

GETTING NET ZERO HOSPITALITY ON THE HORIZON

The UK's hospitality sector is responsible for up to 15% of the UK's greenhouse gas emissions, but multiple challenges – Covid, Brexit, persistent high inflation, high energy prices and the cost-of-living crisis – are hampering the industry's ability to invest in Net Zero. We must find ways to combat this, and Punch are proud to be leading the pack in research and innovation.

Our Strategic Advisor, Hamish Stoddart, was instrumental in bringing together a collective of hospitality companies, with the outcome being the groundbreaking Net Zero Hospitality: Breaking Down Barriers report.

The free resource explores examples of best practice climate action in the industry today and proposes solutions to the barriers preventing hospitality businesses from moving faster. It signposts sources of information and support for those keen to protect the planet and boost business success.

You can [download it here](#):



OPTIMISING ENERGY EFFICIENCY IN OUR PUBS

Since the energy crisis in 2022/3, our Publicans are still experiencing the impact of their energy bills skyrocketing to unsustainable levels.

Nevertheless, Publican, Joshua Macaulay, at the Duke of Cumberland, has taken action to secure his pub's long-term future. Over the last year, Joshua, and his business partner, Chris Moss, have invested in energy efficient technology, including Technik2, voltage optimisers and insulation, along with training their whole team (front and back of house) in best practices to save on the pub's energy usage.

Most recently, the duo submitted plans to install solar panels, helping to reduce the pub's dependency on grid energy. With the new solar panels, Joshua and Chris are expecting to have reduced the pub's energy consumption by a jaw-dropping 60%.



Plug-in timers can help boost energy efficiency and lower utility bills.



DECENT WORK AND ECONOMIC GROWTH

COMMITMENT: We commit to safe and inclusive working conditions, fair pay and responsible growth within our business and across our supplier network.



TARGET 1:

Working with our industry partners, we will develop eight regional partnerships with schools and colleges to proactively support hospitality as a long-term career of choice by the end of 2024.



All sub-headings with an asterisk* directly contribute to the target

UPSKILLING LOCAL STUDENTS*

Our long-standing partnership with leading UK social mobility charity, Career Ready, provides local young people (aged 16-18) with key skills, self-esteem, and support networks they need to achieve their potential. This means offering one-to-one mentoring, paid work experience placements, skills masterclasses, and workplace visits from Punch employees, including members of the Executive Team.

Rachel Overton-Hope, Head of Business Support, has taken her passion for people development to the next level in advancing our Career Ready partnership, sharing that:



“Career Ready is a fantastic charity to be involved with, it’s so rewarding helping nurture people’s confidence in the world of work, so they can overcome and challenge the barriers they feel may be holding them back.”

We’re also working with schools local to our Head Office in Burton, like John Taylor High School in Barton Under Needwood and the Pingle Academy, a co-educational secondary school and sixth form located in Swadlincote, South Derbyshire, to raise awareness of the unlimited career potential present within the hospitality industry.

98% of programme graduates go into higher education, apprenticeships, or work.



92% of students rated the majority of their skills a strength by the end of the programme.

In 2023, Career Ready supported 4,240 young people in 242 schools and colleges across the UK, in partnership with 384 employers and 2,200 volunteers.

SHIFTING PERCEPTIONS & CHOOSING HOSPITALITY



Alongside the CEO of Springboard, Chris Gamm, Kate Nicholls, UKH Chief Executive, and other industry leaders, our Head of Recruitment, Louise Gallant helped showcase job opportunities within the UK's third-largest private sector employer.

Driven by the Choose Hospitality Pledge, this campaign educates secondary school students on the array of entry-level roles and training prospects within the industry.

We delivered the campaign to 200 Year Nine and 10 students from Ringwood School sharing the industry's career pathways, swift progression rates, and enticing competitive salaries, paving the way for a new generation of informed and inspired professionals.

What's more, we proudly spread the 'Choose Hospitality' word during a jobs fair at Pirelli Stadium, the home of Burton Albion Football Club, organised by local Member of Parliament, Kate Kniveton. Attended by three Punch representatives, Anna Russell, Georgia Thompson and Carly Oldcorn, the dynamicity of working in the hospitality sector, from traditional roles to head office positions, proved to be a talking point for the attendees.



PROGRESSING UP THE CAREER LADDER

Whilst we're focusing on developing future talent for the industry, we also have to prioritise the retention of existing workers through meaningful career development strategies. For example, Laine has developed their strategic 'Assistant Manager to Managing Partner' programme that nurtures and upskills existing talent to be able to run their pubs. In October 2023, they welcomed eight Assistant Manager candidates to a Talent Evaluation Day that included business plan presentations and tailored feedback and development plans. In a short time, nearly 40% have progressed to Managing Partner roles, and they're welcoming a second cohort in 2024.



Punch is also a founding sponsor of Balance the Board, an organisation that runs mentoring programmes and networking events to support underrepresented communities, champion more inclusive cultures, and encourage greater balance on boards. Their sold-out October 2023 'Balance the Board: Accelerating Change Conference' explored crucial themes such as the significance of balanced boards, the influence of mentoring, investment and entrepreneurship, and the exploration of intersectionality across all dimensions of diversity, including social mobility, LGBTQIA+, race equity, disability and neurodiversity.



FUTURE-PROOFING THE INDUSTRY WITH THE GOVERNMENT AND UKHOSPITALITY

In an industry driven by people power, in both employees and customers, we've felt the aftereffects of the pandemic more than most when it comes to the worker shortage; with 48% more industry vacancies than pre-pandemic years (as of May 2023).

Amongst our efforts to promote hospitality as a viable career option, the solution is also to hold meaningful conversations with the right people. In October, The Blue Bell in Corbridge hosted a discussion to address labour and skills shortages in the industry, developing plans to increase workforce participation through training schemes. Together, representatives from UKH, Punch, and local Member of Parliament Guy Opperman, explored the potential to increase the accessibility of existing apprenticeship schemes by pooling available funding, to support local businesses and develop local skills.



FROM COMPASSION TO ACTION: FUNDRAISING INITIATIVES FOR THE HOMELESS

New careers can begin at any stage of life, no matter what position you're in. Whether you're a sixth form leaver looking for your first step into the working world, a seasoned professional searching for a change of pace, or even a rough sleeper hoping to gain secure employment and a fresh start, hospitality should be a realistic career choice for all.

Only A Pavement Away is a charity that supports individuals facing the likelihood of homelessness with the stability of a career within the hospitality industry. They have supported 450 individuals with financial support, training, and development programmes to help them secure a hospitality job. We are proud partners with Only A Pavement Away, both through our fundraising activities and with finding suitable jobs within our pub estate.

INDUSTRY SUPPORT

Fundraising plays a transformative role on the efforts of the Licensed Trade Charity and Only a Pavement Away, channelling vital resources to empower individuals within the hospitality industry, offering a beacon of hope, financial assistance, and opportunities for a brighter future.

Over the course of a triumphant three-year journey, Pedalling for Pubs has, to date, orchestrated a remarkable achievement, amassing a staggering sum of over £1million (and rising).

SLEEP OUT TO HELP OUT

The Griffins Head in Papplewick, Nottingham hosted a 'Sleep out to Help Out' fundraising event in March to get Punch employees involved and raise money for Only A Pavement Away.

What might sound like a unique challenge for participants to sacrifice the comfort of their beds for a night under the stars, is a daily occurrence for 3,000 people in the UK. This campaign highlights the hardship of sleeping rough and supports our aim to make real problems a true focus.

Thirty-two Punch colleagues, including all Executive Team members, alongside Greg Mangham, founder of OAPA, took on the challenge to help drive awareness, and raised over £6,000 for the charity in the process.



Our COO Andy Spencer and CEO Clive Chesser successfully cycled over 450km from the west to east coast of Sri Lanka in 2023.



Punch's 'Sleep Out' team



TARGET 2:

Punch is a Living Wage employer and to recognise this commitment, we will achieve an official accreditation by the end of 2024*.

*Relates to full employed Punch personnel only. Our Leased & Tenanted, Management Partnerships and Laine pubs are run by self-employed operators, who are responsible for their own business.



WORKING ON IT

All sub-headings with an asterisk* directly contribute to the target

Punch prides itself on being a Living Wage employer.

This means that every directly employed member of staff in our organisation earns not just the minimum wage, but the Living Wage. Our Leased & Tenanted, MP and Laine pubs are run by self-employed operators, who are responsible for their own business.

The Living Wage is an hourly rate set independently and updated annually, based on the cost living in the UK.

We believe that every member of staff deserves a Living Wage. We continue to explore accreditation options with the Living Wage Foundation.



WHAT ELSE ARE WE DOING*

Yearly Pay Benchmarking Process

We continue to operate our annual salary benchmarking initiative, which includes all positions and levels throughout Punch Pubs & Co.

This ensures that our employees receive fair and suitable remuneration for their contributions to the business, aligning with industry standards and averages.



A Seat at the Table

In November, we were proud to be part of the Living Wage Week Hospitality Roundtable, exploring the challenges facing the industry and how the real Living Wage can be at the heart of the solution.

It's important to advocate for the communities you care about, so being around the table with the people who can make a difference on an industry level brings us much closer to the action.

The emotional, physical, and financial health of the team is key to any pub running at its best, so we're keen to do all we can to support the people who matter the most. We know that it's also in the best interest of our customers; 86% of consumers are now actively concerned about social and environmental factors when choosing where to spend their money, so reassurance that we treat all of our staff fairly is top of our priority list.



Transparency in Pay Reporting

Women constitute around 60% of the hospitality industry, so it's important that we continue to prioritise equity and fair opportunities.

To prevent pay disparities on any basis, we conduct an annual gender pay calculation review as mandated by the Government. We consistently assess our internal policies, comprehensive employee benefits, and compensation packages to align with our commitment to supporting employees in reaching their personal and professional goals.

We are confident that within roles, we do not have any pay disparity on all grounds. Overall, our mean gender pay gap (April 2023) was 28.01%, and our median gender pay gap was 12.55%. This is due to a sizeable majority of our team identifying as male, with a predominantly male Executive Team. We steadfastly intend to continue bridging this gap, and ensuring our senior roles are attractive to a diverse audience.

You can read our [Gender Pay Gap report in full here.](#)



TARGET 3:

We will help grow sales by at least 30% in new and invested Management Partnerships pubs by 2025, benefiting local communities through the creation of skilled hospitality roles by an expected additional six to eight people per pub.



ON TRACK

All sub-headings with an asterisk* directly contribute to the target

We have recalibrated the approach to our L&T and MP pubs to ensure all of our public houses support our strategic and sustainability aims.

Last financial year, we spent £31.2million on capital expenditure, having converted 69 pubs from L&T across to MP since August 2021. In the upcoming years, we will purposefully reduce the number of transfers to prioritise those pubs that align seamlessly with our two business models.

In the last year, we have transferred a number of pubs into our MP estate including the Square Tavern in Euston, London; The George Inn, Spaldwick, Cambridgeshire; Hiltonbury Farmhouse in Chalders Ford, Eastleigh and the Devonshire Arms, Baslow, Bakewell.



Publicans Adrian & Sarah who run the Barley Mow in Chesterfield.

HILTONBURY FARMHOUSE – CHANDLER’S FORD*

John and Keeley Mitchell took over the historic 16th century venue in November 2022.

Having previously worked with various pub companies, John, an experienced Publican, decided to shift gears and become the chef at Hiltonbury Farmhouse last June, and couldn’t resist taking on the lease when it became available just five months into his tenure.



Under their leadership and thanks to a £40k investment from Punch, the pub now boasts a more casual atmosphere, with a revamped menu and an expanded drink selection, offering guests a relaxed experience. The pub also employs seven more members of staff than it did when it was operating under an L&T agreement.



See: www.hiltonburyfarmhouse.co.uk

GEORGE – SPALDWICK*

The George, Spaldwick reopened last November following a £270,000 refurbishment.

The Grade II listed pub aims to deliver the village an “exquisite” pub and dining experience with its refresh of the bar and dining area. Some of the key changes include improved furniture and soft furnishings that will “lighten the pub’s authentic ambience”.



See: www.georgespaldwick.com



Other noteworthy initiatives

A GRAND IDEA

£142,000+ raised for community causes
£24,000 rewarded to our Publicans in 12 weeks!

We launched our Grand Idea in our MP pubs first, and from March 2023 to the end of February 2024, we awarded a staggering £52k to worthy winners.

WHAT MAKES THE COMPETITION INSPIRATIONAL?

We're sharing and celebrating our pub operators' invaluable work to entertain, support, and nurture their communities with live events.

From running 'egging' the landlord competitions to sip and paint nights to portrait sessions for furry friends, our Publicans have shown their humour, love and care for their communities.

WHAT ARE WE MOST PROUD OF?

Our MP pubs have raised a staggering £82,000+ for charities in 12 months.

Within only 12 weeks of the competition running in our L&T pubs, we have awarded £24k for two weekly £1,000 winners, with pubs raising over £60k for charity. The Golden Eagle in Ashley Green, Chesham alone raised over £29k!

We're so proud of our pubs.



▲ The Golden Eagle, Ashley Green, Chesham
 See: www.thegoldeneaglepub.com

► The Oak Inn - Guilsfield

The Oak Inn ran 'Oaktober Fest' – a German themed music and beer festival with live music played all day and fancy dress.



The pub served food including pizzas and charcuterie boards and their total sales for the day were £6,000!



They also raised £250 for a local charity.

▼ The Devonshire Arms - Hartington, Buxton

Dallas and Kieran Bayliffe-Beirne, the masterminds behind the Devonshire Arms in Buxton, were one of our MP winners this year.

Their spooky Halloween Games Night Spooktacular brought the community together for a night of thrilling fun and games, raising funds for new IT equipment for the local school.



BY ORDER OF THE PEAKY BLINDERS

MURDER MYSTERY
 09.09.23
 BOOK IN TODAY!
 01872 510237
 The Pheasant, Chesham, St Nicholas, Newbury, TRS Ltd

The layout will be mixed, with high tables, low benches and standing spaces as well, for a relaxed, party-like experience. This means that whole tables do not have to be purchased.

▲ Pheasant Inn - Cornwall

Publican James and the team hosted a 'Peaky Blinders' themed Murder Mystery evening that took place in the pub's garden marquee. Guests of the event dressed in 1920's attire and enjoyed a welcome drink as well as three-course canapes.

▼ The Chalk & Cheese - Maiden Newton

The Chalk & Cheese hosted a retro arcade weekend complete with classic games like Pacman, Mortal Kombat and Street Fighter. The response to their event was overwhelming and their function room was packed with 10 machines. The event brought huge joy to the village and an impressive £4,250 in revenue.

The pub also donated £1,500 of their revenue to a local mental health gym.



PUBS AS AN ECONOMIC POWERHOUSE

We know that pubs provide value far beyond their role as purveyors of food and drink throughout the UK.

That's why we care so much about what we do.

But, they're often overlooked as such by both the government and consumers. In 2023, two Punch pubs – The Beeswing, Northallerton (Beth Robinson) and The Butchers Arms, Bishops Itchington (Brian and Selena Ogden) – contributed to Localis' Inn-Valuable report, which showcases the socio-economic potential of pubs to local communities.

The research identified from case studies taken pubs across the country some dominant themes on how the sector supports local people and communities, namely by:



- **Reflecting local culture and supporting community through generations**
81% say pubs are important in bringing people together
- **Combatting isolation**
68% of British adults think pubs help combat loneliness in their local area
- **Supporting local causes**
£100m raised per year for charity (source: PubAid)
- **Bringing local business together**
75% of British adults feel pubs have positive effect in communities

The Localis report

As community hubs and key cultural spots, pubs are local economic powerhouses when given the correct support.

The Localis report highlights this, and suggests the provision of emergency support, combining innovative ideas, and long-term planning as three key ways to ensure the economic security of pubs in the long run.

To find out more about what can be done,
[Click Here](#)



COMMITMENT: We commit to reducing our impact on our people and the planet through ambitious targets to reduce greenhouse gas emissions, waste and the sourcing of our food and drink from suppliers.

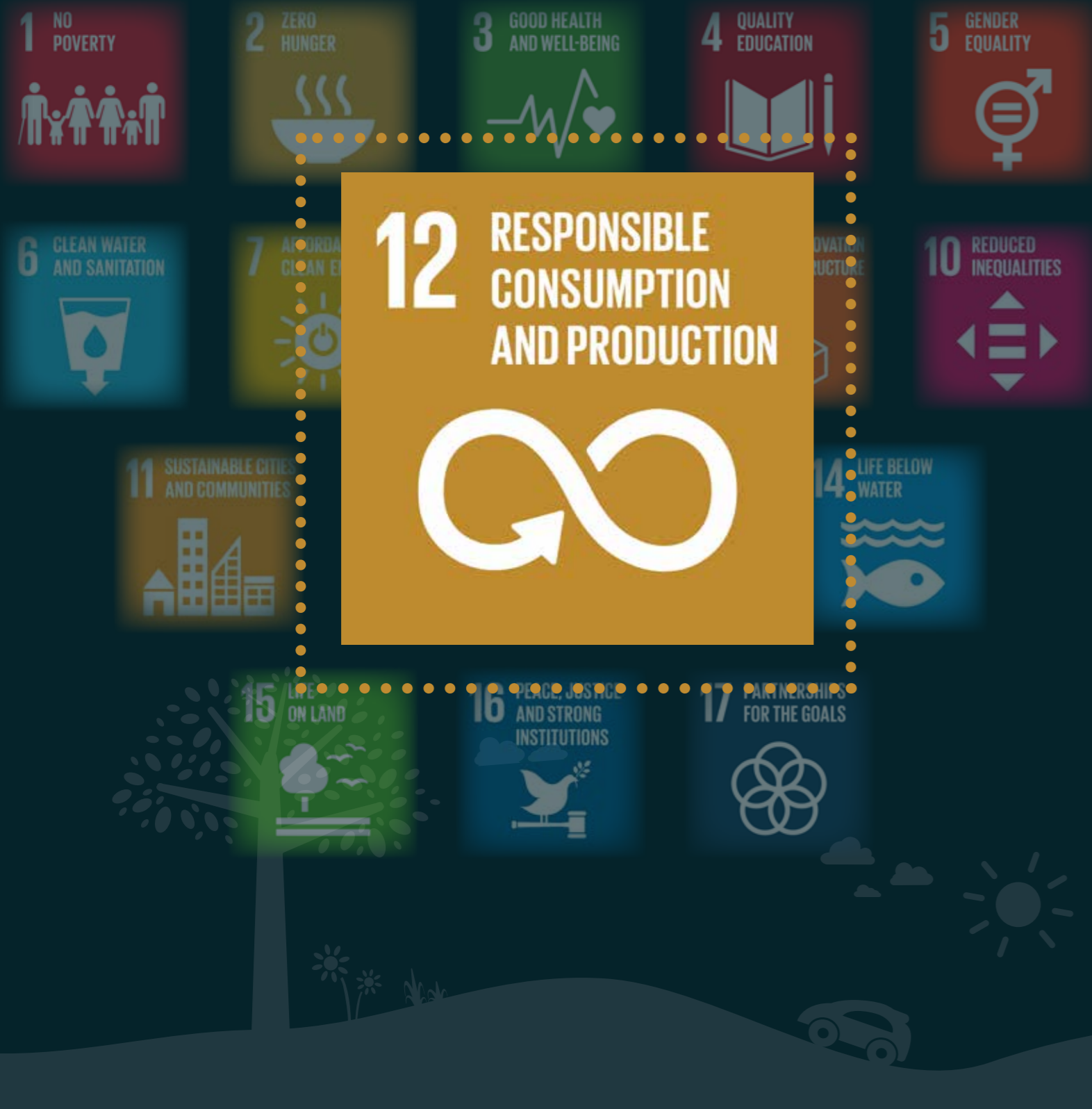


TARGET 1:
We will send zero waste to landfill by the end of 2028, faster if we can.



ON TRACK

All sub-headings with an asterisk* directly contribute to the target



In the last year our waste diverted from landfill reached a record high at **98%***. Waste breakdown includes:





Digesting waste, generating value with **Biffa***

Over the past two decades, the UK's waste sector has transformed from an 'out of sight, out of mind', landfill-dependent model, to one where we have adopted the waste hierarchy, prioritising recycling and energy recovery over landfill disposal.

Punch's ambition to move towards zero waste to landfill by the end of 2028 saw significant progress in 2023, achieving a record high of 98% waste diverted from landfill; with 51% sent to recycling facilities, and 46% sent to waste energy facilities – such as our strategic waste partner Biffa's anaerobic digestion facility, Poplars in Cannock (pictured), where food waste becomes a source of energy. We've been sending an estimated extra 10 tonnes of food waste per month to these facilities, equating to around 4.788 tonnes of CO2e saved!

We implemented new practices like tracking waste journeys, checking waste separation, and determining and supplying the correct number of bins for food, general, and recyclable waste to achieve nearly 100% diversion from landfill.



Other noteworthy initiatives:

RAISING AWARENESS WITH RECYCLE WEEK



Pubs in the UK throw away an average of 620,000 tonnes of glass waste alone each year.

Whilst glass is one of the most recycled materials in the UK, there is so much more to be done to raise awareness for other materials and recycling methods.

For Recycle Week 2023, we encouraged our Publicans and MPs to 'hunt' for new ways to recycle and reduce their waste.

We shared a series of five infographics across the week, with facts to help contextualise the waste problem in the UK, alongside top tips to streamline their processes.



FROM PLATE TO PURPOSE: Reducing food waste in our industry

Britain's hospitality sector generates a staggering 920,000 tonnes of food waste each year. Around 75% of this is avoidable if we look to recycle food waste properly, so we got in touch with our MPs to chat about their processes, and identified several pubs that were underutilising their food waste bins.

Our waste management partner Biffa then got in touch with these pubs, to encourage better practices and offer more support.

WHAT ARE OUR PUBS DOING?

The Gardeners Arms joins forces with Liverpool Zero Waste Community to share the surplus and support the community.

Publican, Sam Jones, hosts weekly food parcel pick-ups, offering pastries, chilled goods and fresh vegetables to nearby residents in need. With empty tables every time, Sam's dedication is creating a friendlier, fairer, and fuller community in Woolton, Liverpool.

"It feels so good to give back to the community, especially during the cost-of-living crisis. People are often too worried to admit they need help or are embarrassed to reach out, but this is nothing to be ashamed of."





PUB GIVES CHRISTMAS 'HOPE'

Sarah Beresford of The Hope in London's West Norwood has given back to the community by teaming up with local businesses to donate 90 festive hampers. For the third year running, Sarah organised the Christmas Hamper campaign where local families benefited from receiving a box of fresh fruit and vegetables, meat, sweets and biscuits just in time for the big day!

The campaign was the brainchild of Sarah and her friend who were chatting over a cup of tea about the struggles that families can face in the run up to the festival period.

Alongside working with her local food bank, Sarah reached out to local businesses including well-known supermarkets to ask for donations. The produce was then delivered to the pub, which sits on Norwood High Street before Sarah, her team, and friends came together and boxed them up for collection.

In addition to the food drop-offs, Sarah also set-up a JustGiving page where donations could be made to help fund the hampers. Overall, they raised over £2,500 doubling the previous year's contribution.



"I'm so proud that we hit 90 hampers," said Sarah, "Pubs should be all about the community, it's not just about getting money into the till. At some stage in life, we will need a helping hand, and I'm honoured to be able to give that."

Return, Refill, Repeat

We're working with our trade associations on the proposed introduction of a Deposit Return Scheme across the UK.

For our operators, this will mean an extra 20p deposit on purchased drinks in single-use containers, which is refunded upon returning empty bottles or cans through the scheme administrator, creating a closed loop. This initiative aims to incentivise retailers, including pubs, to return containers, helping to reduce plastic and glass waste and promoting circular economy principles.

An interoperable Deposit Return Scheme for drinks containers in England, Wales, Scotland and Northern Ireland is scheduled for launch in October 2027, at the earliest (at the time of going to print).



Publican Sarah Beresford and her partner, Robin, have been at the helm of The Hope for 27 years.

What fun activities are we doing?

Crantock Community Beach Clean

This year, on April 18th, we hosted a beach clean at Crantock beach in partnership with Sharp's Brewery and Biffa.

Participants, which included some of our MPs and Publicans, as well as local residents, were invited back to the Cornishman for a free pint and pasty, to take part in a fun brewing themed pub quiz.

All waste collected was taken away by Biffa's eHGV to be responsibly disposed of.

Biffa's Corporate Account Manager Liam Woods said:

"Our collaboration aims not only to preserve the natural beauty of the coastline, but also to reduce carbon emissions by recycling as much waste as possible through our extensive recycling capabilities."

James Nicholls, Marketing Controller of Sharp's, added:

"It's always inspirational to see a community come out in force in this way, and rewarding for all to know that they are doing their bit for our coastline and our ocean."



Waste Less, Recycle More

At Laine, we have introduced more recycling streams into our pubs to help reduce our food waste, increase our recycling, and help our customers to recycle too.



We noticed our beloved hometown, Brighton, was becoming littered with disposable vapes, and after digging into some research, we discovered that it's pretty difficult to recycle vapes through local recycling centres.

So, we teamed up with Recycle Partnerships to provide recycling bins in our pubs, specifically for our customers to dispose of their vapes, including the batteries!

We are also pleased that seven of our foodie pubs have teamed up with Too Good To Go, saving 416 meals from going into the bin in the last 12 months.





TARGET 2:

We will only work with suppliers that support our bold vision for our people and the planet. To achieve this, we will have an ambitious supplier charter and industry-accredited framework by 2024.



ON TRACK

All sub-headings with an asterisk* directly contribute to the target

OUR BLUEPRINT FOR RESPONSIBILITY*

Our Supplier Charter guides suppliers on their ESG journey, by educating them on important topics such as human rights, environmental expectations, labour rights and business ethics.

It identifies supply chain risks, enables performance assessment and establishes corrective action plans for suppliers. The Charter aligns with our core Punch Promise strategy, and we'll engage and reward suppliers that adhere to this, as they'll be supporting our bold vision for our people and the planet.



We are also having conversations with The BBPA's Environment and Sustainability panel about developing an industry blueprint, that is reviewed annually, which allows us all to identify and work with suppliers in the ESG space (Scope 3, indirect emissions).

Suppliers should be assessed covering the industry's most material asks. The questions will yield results covering policies, actions taken and data points from suppliers to give data that is both qualitative and quantitative.

CHARTING SUSTAINABILITY RISKS IN SUPPLIER RELATIONS*

To understand and assess risks within our supply chain, we thoroughly reviewed all suppliers accounting for 80% of our procurement spend.

This examination produced a detailed list of high, medium and low-risk factors, shared with our commercial team as well as members of our food, property, and IT teams, during a Buyer Training Day.

The top five category risks in our supply chain include:

- Impact of supplier environmental performance
- Procurement practises
- Impact on biodiversity
- Impact of child labour
- Impact of labour exploitation

This ensures our people are well-informed about the identified risks and equipped with the skills and knowledge to address them in their day-to-day activities.



Other noteworthy initiatives:

FROM CATCH TO COMMITMENT

We are pleased that our food supplier, Brakes, is committed to increasing availability of sustainable fish and seafood, working with leading certifications.

For their own brand fish and seafood, they are committed to ensuring that wild-caught species are Marine Stewardship Council certified (www.msc.org), and that farmed species are Aquaculture Stewardship Council, Best Aquaculture Practices (2* or above), Organic, or GlobalGAP certified.



PINEAPPLES WITH PURPOSE FOCUS DAY

In July, our Pineapples with Purpose Working Group headed over to Brakes' innovation Centre in Reading to receive an update on their ESG Strategy.

Brakes has been providing top quality food and catering supplies to the foodservice industry for more than 60 years, and we're proud to have them as a key supplier.

The day was filled with an exciting update from Brakes' sustainability team, a tour around their distribution centre, and a 'sustainable' lunch where we could view the carbon intensity of the meals.

Thanks to this, we have been able to strengthen our relationship and ensure Brakes' alignment to our ESG commitments, meaning we boast a more united front as we move forward with our strategy.





TARGET 3:

Our aspiring goal is to reduce our direct emissions (Scope 1 & 2) by 80% by 2032, and we will also be Net Zero by the end of 2040.



WORKING ON IT

All sub-headings with an asterisk* directly contribute to the target

ROAD TO NET ZERO

The UK Government has set targets for all businesses to be Net Zero by 2050. We have set a target to achieve Net Zero by the end of 2040.

OUR CARBON FOOTPRINT

In order to reach our Net Zero commitments, we needed to get a clearer understanding of our carbon footprint. In 2023, we made real efforts to improve data collection from not only our pubs, but also from all the things we buy that make up a significant portion of our indirect footprint – our Scope 3 emissions.

We're proud of the efforts we've made to improve the quality of our data, and we have a clear roadmap to increase the accuracy of this data for future years.

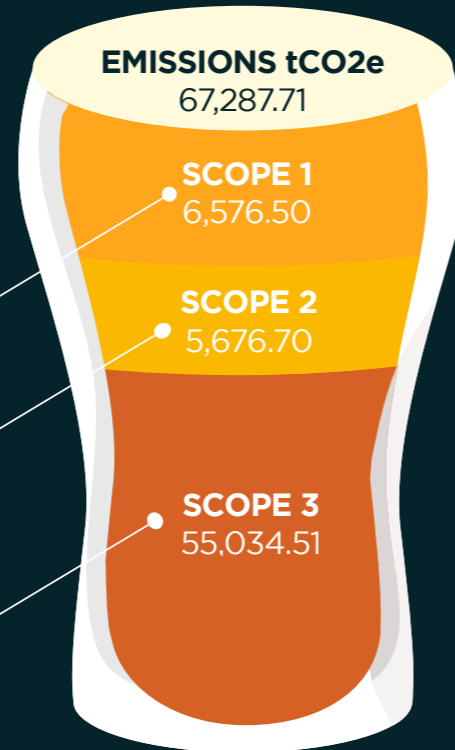
Due to this improvement in data quality, we've made the decision to set the base year for our Net Zero targets as 2023.

Our carbon footprint is broken down into three distinct 'scopes', as defined by the Greenhouse Gas (GHG) Protocol corporate standard. Included within these are the emissions from the areas for which we have operational control.

Scope 1 covers the direct emissions from within our business, including the pubs we operate. This includes natural gas, as well as fuels used within our pubs and offices.

Scope 2 covers the indirect emissions from purchased energy from within our business, including the pubs we operate.

Scope 3 covers indirect emissions from the things we buy, and the things we provide. Importantly, this includes the emissions from the pubs we lease to our Publicans.



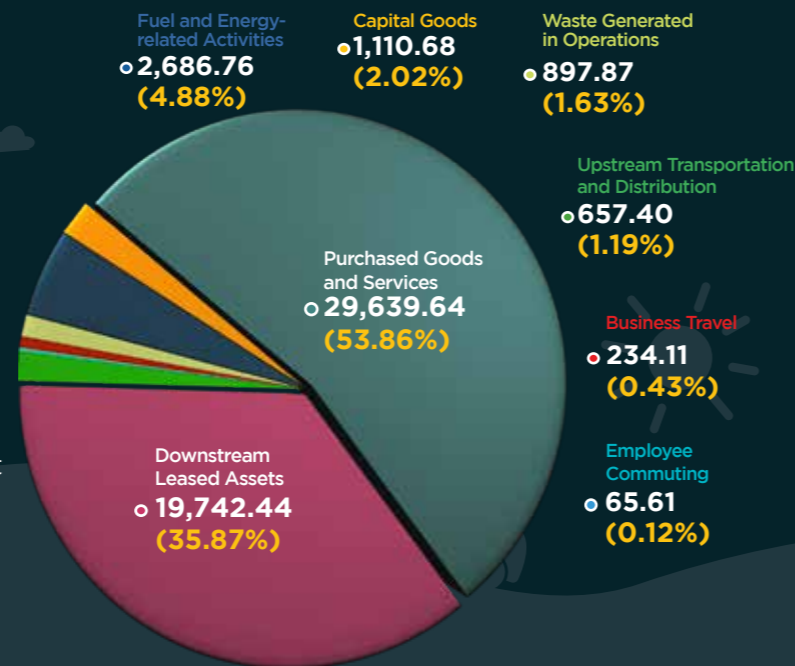
The GHG Protocol corporate standard defines 15 categories of indirect emissions within Scope 3. Eight of these cover emissions sources from things that are provided to the business (known as upstream), with the remaining seven covering areas things that are provided by the business (downstream).

As our pubs are not directly operated by us, most of our emissions are indirect and are reported within Scope 3. We have analysed these 15 categories and determined that only eight are relevant to our business, shown in the pie chart.

The overwhelming majority of our total emissions come from the pubs that we lease to our Publicans (29.4%), as well as the goods and services that we purchase (44.1%). This also contributes to a significant portion of our emissions within Scope 3.

To achieve Net Zero, our primary focus will be on the energy used within our Management Partnerships and Leased & Tenanted pubs, as well as the goods and services that we purchase.

SCOPE 3 EMISSIONS BREAKDOWN (TCO2E)



TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

The Task Force on Climate-related Financial Disclosures (TCFD) is a framework that asks companies to report on how climate change affects their business. This is done by identifying the risks and opportunities a business faces as a result of climate change, particularly in terms of the financial impact, likelihood and time frame of the risks and opportunities where possible.

The recommended disclosures laid out by TCFD on the impact of climate change to a business represent the current best practice regarding reporting on climate change, and as such disclosures are made by many

companies nationally and internationally. The framework is currently mandatory for certain companies in the UK and the scope of this obligation is expanding meaning that more and more companies are required to disclose climate-related risks in this way. TCFD is also of interest to investors who want to review an organisation's resiliency to climate change and the appropriateness of its plans to manage and mitigate its impacts.

As such, given the framework's standing as best practice reporting in this regard, Punch Pubs & Co has followed the recommendations of the TCFD this year for the first time. The information we share gives increased

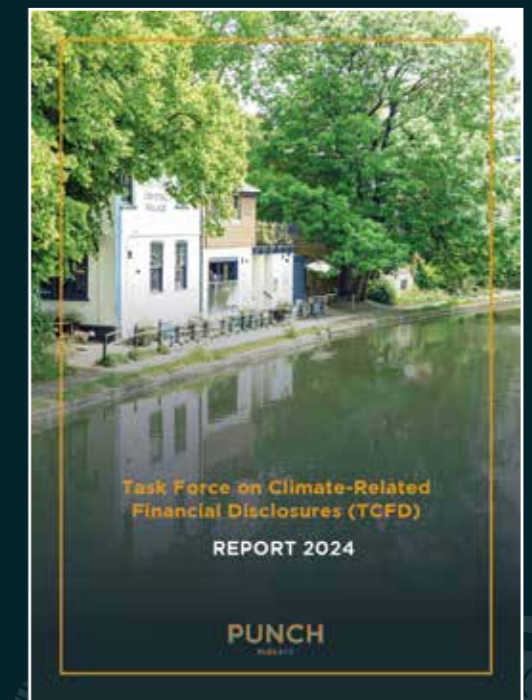
transparency to our work in sustainability, shows our proactive approach to performance in this space, and offers the business itself valuable insight into tangible risks and opportunities that arise from climate change. By following the TCFD framework, we are committing to annually making transparent climate-related disclosures about the impact of climate change on our business.

In the tables below, we have highlighted the three most significant risks and opportunities that we feel the company faces because of climate change. Within these tables, we share details of how these risks and opportunities may impact the business

regarding their predicted timeframe for occurring, their financial impact and how they might occur given different scenarios of climate change. We have also provided potential mitigation and realisation strategies considered for each risk and opportunity respectively.

We have included all other material risks and opportunities that we identified through the scenario analysis at the end of our full TCFD report.

To access the full report, [click here](#).



HIGH RISKS

Risk Type	Risk Description and General Impact	Timeframe	Financial Impact	Mitigation Strategy
Physical (Acute)	Operational disruptions due to extreme weather events, e.g., flooding, wildfires, storms with high winds etc. - Damage to pubs due to extreme weather events, leading to regional operational disruptions as pubs need to be restored, as well as other added costs.	Medium-term (1-3 years)	Marginal (£500K-£999K). This financial impact assumes the worst-case outcome of this risk and also represents cost to the business pre-mitigation.	Property team to audit and identify high risk pubs and propose an action plan to mitigate these kinds of disruptions. By designating this increase in responsibility to this team internally we will be able to address the risk quickly without considerable upfront cost.
Physical (Chronic)	Increased insurance costs due to assets and locations of business being affected by increasingly extreme weather - Property insurance premiums have been forecast to increase by approximately 22% by 2040, due to the increased frequency and intensity of extreme weather events (according to one of the world's leading insurance providers Swiss Re). Punch's premises that have exposure to any extreme weather events, flooding, wildfires etc., are therefore likely to see an increase in insurance costs.	Medium-term (1-3 years)	Marginal (£500K-£999K). This financial impact assumes the worst-case outcome of this risk and also represents cost to the business pre-mitigation.	Assess how susceptible current infrastructure is to the effects of climate change and consider whether relocation, movement or disposal is reasonable and feasible, and whether the cost of relocation now would outweigh future cost of relocation/insurance.
Transitional (Policy and Legal)	Increased potential for climate litigation - Lack of adequate preparation for disruptive climatic events can put key stakeholders such as employees, MPs and Publicans at risk of damages and inconveniences. If the company does not support these stakeholders well-enough or prepare them for disruptions with suitable coverage and mitigation/remediation policies, then it could be liable to litigation. There is also the potential for added cost around compliance with new and existing climate legislation, particularly if compliance needs are not met.	Long-term (3-5 years)	Significant (£1M - £1.9M). This financial impact assumes the most extreme outcome of this risk, particularly under the scenario where the transition to a low-carbon economy is rapid and supported by increasing legislation, contributing to more limited climate change. This also represents cost to the business pre-mitigation.	Provide stakeholders with adequate information on how the business responds to climate-related events and damages (e.g., policies, contingencies etc., through contracts or documents on website or otherwise). State clearly what the business is liable and not liable for in relation to these damages and specific stakeholders. Ensure this information is well publicised and easily accessible/available for stakeholders.

KEY OPPORTUNITIES

Opportunity Type	Opportunity Description and General Impact	Timeframe	Financial Impact	Realisation Strategy
Transitional (Technological)	Lower energy costs - Energy costs are lowered in the long-term because of the combination of implementing energy efficiency initiatives, including new technologies, and procuring/establishing renewable energy for sites and also on sites for less reliance on grid energy.	Long-term (3-5 years)	Significant (£1M - £1.9M). This financial impact assumes the most extreme outcome of this opportunity and represents the case post-realisation strategy.	Investigate where energy efficiencies can be implemented and where energy savings can be made. Install renewable energies on site where possible.
Transitional (Market-Based)	Improved ability to respond to climate-related and ESG requirements - By staying ahead of legislation, there is an opportunity to reduce compliance costs as the company can gradually build up their ESG qualifications rather than being forced to quickly gather the resources in order to meet compliance deadlines. Moreover, consideration of climate-related risks within the company's strategy and financial planning can ensure that Punch is better prepared for any potential future market shocks, e.g., another pandemic-type event, damages caused by extreme weather events etc., as business continuity plans will have already been developed and so can be quickly implemented.	Short-term (0-1 years)	Negligible (<500K). This financial impact assumes the most extreme outcome of this opportunity and represents the case post-realisation strategy.	Ensure that a member (or members) of the business has the responsibility of keeping up to date with climate-related and ESG regulatory developments and, where necessary, providing updates on relevant regulations to the wider team/business as regularly as possible. In addition, consideration of climate-related risks should become a scheduled agenda item for every board/senior management meeting.
Transitional (Reputational)	Increased ability to attract and retain talent - Employees are increasingly looking to work in companies whose values and mission align with their own personal values, and which are proactively taking action on climate change. Establishing a strong ESG strategy can therefore help widen Punch's potential talent pool and reduce recruitment costs by increasing retention rates.	Medium-term (1-3 years)	Marginal (£500K-£999K). This financial impact assumes the most extreme outcome of this opportunity and represents the case post-realisation strategy.	Ensure sustainability strategy is clear, obvious and easily accessible for employees, our operators, the public and to customers. Providing regular updates on actions taken as part of the strategy and how it is progressing may help attract attention and demonstrate how integral it is to the company's overall strategy.

British Institute of InnKeeping -

Our Pubs are Sustainability Champions

CARBON FOOTPRINT

Alongside our Head Office, which picked up the first company award, we are delighted that a number of our pubs have also been awarded the Sustainability Champion Award by the British Institute of Innkeeping (BII). These include:



The Pig and Whistle in Wandsworth, London

With over a decade at their pub, Publicans Lee and Keris De Villiers, BII Licensee of the Year 2023 finalists, have implemented various sustainability measures, including:

- **“Save it from the Drain.”** This recycling programme, supported by Wandsworth Council, encourages customers to collect and bring their used cooking oil for recycling or use to fuel council trucks. The community came together and collected 250 litres in the first nine months.



- **Prioritising Energy Efficiency.** They switched to LED bulbs and limited energy usage during opening hours, saving at least 14 extra hours of electricity weekly.

- **Renovation through reuse.** The couple showcased their DIY skills to give the pub a fresh look without contributing to landfill, adopting sustainable practices to reupholster furniture and redecorate.

Christies Bar in Harrogate

Publican Lee Godfrey hosts weekly sustainability talks, meetings, and video tutorials for staff, as well as refurbishing the premises with environmental concerns at the forefront. From energy conservation through timer systems and sensors; water conservation with waterless urinals; and plastic reduction by introducing wooden cutlery, Lee's recognition is well deserved.



Other noteworthy initiatives:

CREATING A BUZZ WITH THE EDEN PROJECT; POLLINATOR PUBS



We are really proud of our biodiversity partnership with the Eden Project.

Last year, we trialled our first Pollinator Pubs campaign with a number of our L&T and MP pubs, who received pollinator-friendly bundles in the Spring and Autumn, helping to create biodiverse, and beautiful gardens. In these bundles, our pubs received:

- A large muddy trowel
- Pollinator-friendly plants
- Peat-free compost
- Five packs of Eden's National Wildflower Centre seeds including a card guide
- A book on gardening/wildflowers
- A window sticker – showcasing they are a pollinator-friendly pub
- A poster on ways to be pollinator-friendly
- A beer barrel bug hotel
- A pre-recorded webinar to help them get started.

In Autumn, our pubs received a pack of bulbs as well as helpful guides on how to winter proof their garden for a breathtaking spring.

We are excited to have launched Pollinator Pubs for a second time with even more of our pubs taking part.



Cleveland Bay - Stockton-On-Tees



George - Hintlesham, Ipswich

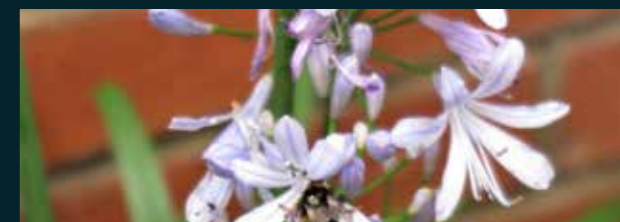
The George in Hintlesham, Ipswich

Daniel and Tasha at The George have hung their 'Bee Barrel' out of customer reach in their eucalyptus tree, which is very popular with bees when it blooms! Before the initiative was put in place, they'd already sown some insect friendly wildflowers, so they're looking forward to being able to do even more for the nature around their pub.



Cleveland Bay Hotel in Stockton-on-Tees

Publican Peter Rafferty has created a blooming outside area, bursting at the seams with colour from a variety of flowers, including fox gloves – a particular favourite plant for bees and butterflies – and climbing wisteria to help shade guests in the summer.



PLANTING TREES WITH

Rail travel emits less carbon dioxide compared with other transport methods. The Rail Delivery Group has found that rail travel creates 10 times less carbon emissions per passenger compared to the equivalent car journey. As a case in point, an equivalent journey from London King's Cross Station to Edinburgh Waverley Station produced only **12.5kgCO2e** of carbon emissions per passenger by train compared to **136.4kgCO2e** by car.

We want to encourage our colleagues to reduce their environmental impact both in work and outside of it. With travel being one of the biggest sources of personal carbon emissions, we've partnered with Train Hugger – an eco-friendly ticketing platform – to help target this.

For every train booking we make, Train Hugger provides the relevant travel and emissions data to help us obtain accurate data for our carbon accounting, as well as planting a climate resilient tree in the UK through a partnership with the Royal Forestry Society. Train Hugger's mission is to restore the British countryside, with a third of all of its revenue going to UK environmental causes.

We take pride in promoting Train Hugger to our employees, Publicans, MPs and customers – and to date, have planted over 500 trees, representing 23 different species, including Grey Willow, Beech and Weymouth Pine. With the tagline **'You book a ticket. We plant a tree.'** it really couldn't be simpler. Join us in saving money (and the planet) today – www.trainhugger.com





ZERO CARBON FORUM

We take pride in contributing to a collaborative industry effort against climate change.

The Zero Carbon Forum (ZCF), a non-profit organisation, unites hospitality members for efficient sustainability goals. Actively engaged in ZCF discussions, we particularly enjoy contributing to the 'Engaging Suppliers' and 'Low Carbon Technology and Equipment Action' Groups.

The organisation provides guidance and a toolkit for supplier engagement which fosters consistency, while members share success through a resourceful toolkit, promoting best practices and impactful interventions. ZCF, in partnership with the BBPA, assesses climate-related risks in brewing and pubs for sector-wide resilience. We're excited about the project's outcomes and value our involvement.

PUBS, PINTS AND EV CHARGE POINTS

At the end of 2023, our EV Charging Network, in association with Osprey, included **24 EV chargers across 11 sites**; helping to provide a grand total of 21,100 charging sessions. That's over **5,000 happy customers!**

Our network provided **516,000 miles worth of charge**, and **saved 99,500kgs of CO2**. We'd have to plant at least 4,500 trees to save that much CO2!

We're especially proud of The Piper in Chester, The Woodsman in Leyland and The Hawthorn Inn in Pontypridd, as 2023's highest performing chargers.



SMART DELIVERIES, SMARTER PLANET

Parcel lockers have changed the delivery industry, providing a secure location to drop off or pick up parcels of any size. Plus, a single touch point streamlines the delivery process and reduces travel emissions - means no more going all around the houses, literally.

So, why not have a pint and pick up your parcel at the same time? We've installed parcel drop lockers from InPost and Amazon at over 60 sites, including our Head Office, making the whole process quicker and easier for everyone whilst encouraging visits to our pubs.

This year, we aim to add a further 25 InPost sites to bring convenience to the pub doorstep of even more customers.

OUR PUB HEROES

Our people really do take pride of place at Punch. So, this January, we welcomed 15 of our most sustainably-minded, engaged and enthusiastic Publicans and MPs to our first-of-its-kind Pub Heroes event.

The day saw a range of inspiring talks from key Punch sustainability figures like Jon Dale and Steve Worrall, alongside a guest speaker session with Ollie Coulombeau from, at the time, award-winning pub The Turks Head in Twickenham along with a delicious beer and cider tasting session from Molson Coors, one of our key suppliers, and the brewers behind firm favourites like Staropramen, Carling and Aspell Cider.

True sustainability requires a coordinated effort, so we put our heads together in a brainstorming session to find out what our Publicans and MPs are doing in line with our 'People, Planet, Pubs' pillars. Our second Pub Heroes event took place at Laine's newly-refurbished Tempest pub on Brighton seafront in May.

Doing Well, By Doing Good



We're now working with our 'Heroes' to develop two initiatives in each of the three pillars, which will make a sustainable difference to our teams across the wider Punch portfolio. Here's what some of our valued operators said about the inaugural event:

"I really appreciate the ability to just focus on 'being a pub'. It shows that Punch trusts us, and we can continue providing the value our customers have come to know and expect."

"As a city centre pub built on rocker and alternative culture, we prioritise our customer's comfort and deliberately don't offer quizzes or themed nights that may feel exclusionary. Our community is at the heart of what we do, so I'm glad Punch share that notion." Dawn Gunther, The Dove and Rainbow, Sheffield

"It's exciting to be part of a national network where we can try new things for our pubs as a group. We recently trialled a powdered line cleaner, which reduces time spent cleaning the keg lines as it only needs to be done fortnightly, as well as reducing waste as it comes in more efficient packaging."

"Being able to share these new initiatives with other pubs in the Punch network is great and means we can all improve together." Angie Uren, The Coach & Horses, Crewe

"My family are a huge motivator behind my push for more energy efficiency and reducing environmental impact. At the Hen House, we've insulated all of our lofts which has massively reduced our heating costs, and we also found a load of old signage and furniture up there, which we've repurposed as decor for the pub. It's all about using what you've got, and making sure your extra impacts are minimal."

"Having won a Punch award for my sustainability efforts last year, it's great to feel recognised and rewarded, but everything I've done, I've done for the future of the planet." Mike Lenthall, The Hen House, Cannock



Click here to see Our Pub Heroes Day



Click here to see Selena & Brian Ogden at The Butchers Arms, Bishop's Itchington



Click here to see Josh Macaulay at The Duke of Cumberland & Ye Olde Fleece Inn, Kendal

CLOSING STATEMENT



We Promise to Keep 'Doing Well, By Doing Good'

This report isn't just a collection of numbers and statistics; it's a testament to our unwavering commitment to environmental stewardship, social responsibility and economic resilience.

Throughout these pages, you've witnessed our journey marked by bold initiatives, innovative strategies and meaningful partnerships. From reducing our carbon footprint and championing diversity to supporting local communities and fostering a culture of transparency, each action embodies our Punch Promise - a pledge to leave a positive impact on the world we share.

But our work is far from over. As we look ahead, we recognise the challenges that we face and the opportunities they present for even greater change. Together, we'll continue to push boundaries and lead by example, because Doing Well, By Doing Good isn't just a goal - it's our guiding principle, embedded in everything we do.

Thank you to our Publicans, MPs and all employees at Punch Pubs & Co for your unwavering support. With your partnership, we're confident that the next chapters of our ESG journey will be even more remarkable than the last.

'Cheers' to the year ahead.

CONTACT DETAILS



Jon Dale
Strategic Corporate Affairs
& ESG Lead
jon.dale@punchpubs.com
www.punchpubs.com



Steve Worrall
Business Development Director
steve.worrall@punchpubs.com
www.punchpubs.com



Jessica Nicklin
Sustainability Specialist
jessica.nicklin@punchpubs.com
www.punchpubs.com





ESG DATA

Here we present quantitative information on the different environmental, social, governance and supply chain metrics that our business records. This data is important for us to track progress over time, that we are transparent across all facets of the business and to ensure that all aspects of sustainability and best practice are considered throughout our journey.

Environmental Metrics Greenhouse Gas (GHG) emissions

Our emissions have been calculated using the GHG Protocol Corporate Accounting and Reporting Standard. Punch Pubs & Co. report against eight GHG Scope 3 categories.

CATEGORY	FY23 (Tco2e)
Gross scope 1 ghg emissions	6,576.50
Gross location-based scope 2 ghg emissions	5,676.70
Gross scope 3 ghg emissions	54,984.87
Purchased goods and services	29,639.64
Capital goods	1,110.68
Fuel and energy-related activities	2,686.76
Upstream transportation and distribution	657.40
Business travel	234.11
Employee commuting	15.97
Waste generated in operations	897.87
Upstream leased assets	Not relevant - any assets which Punch Pubs lease will be accounted for in Scope 1 and 2 emissions
Downstream transportation and distribution	Not relevant - the only transportation and distribution for Punch Pubs is purchased directly by Punch or their suppliers
Processing of sold products	Not relevant - Punch Pubs do not sell products to customers that need further processing to create a final product
Use of sold products	Punch Pubs do not sell products to an end user that use energy
End of life treatment of sold goods	Not relevant - Punch Pubs do not sell goods that require disposal
Downstream leased assets	19,742.44
Franchises	Not relevant - Punch Pubs do not operate any franchises
Investments	Not relevant - Punch Pubs do not provide investment services
Total ghg emissions	67,238.07

WASTE

WASTE DISPOSAL	WASTE IN METRIC TONNES
Diverted from disposal (recycled/anaerobic digestion)	1882.355
Incinerated with energy recovery	1672.718
Directed to disposal (landfill)	139.193
Total waste generated	3694.266

Non-Compliance

Punch Pubs & Co. received no warnings, fines or penalties concerning product and service information and labelling; or marketing communications, including advertising, promotion and sponsorship during FY23.

Social Metrics

Employee Turnover (relates to fully employed Punch personnel)

Employees, employee hires and employee turnover in FY23 (based on head count at end of reporting period)

	FEMALE	MALE	TOTAL
Total number of employees	134	161	295
Permanent	128	155	283
Temporary	6	6	12
Non-guaranteed hours	0	0	0
Full-time	112	161	273
Part-time	22	0	2
TOTAL NUMBER OF NEW EMPLOYEE HIRES	18	26	44
Employee age under 30	7	5	12
Employee age 30-50 years	6	17	23
Employee age over 50	5	4	9
TOTAL NUMBER OF EMPLOYEE TURNOVER	21	20	41
Employee age under 30	6	11	17
Employee age 30-50 years	10	5	15
Employee age over 50	5	4	9
Number of workers who are not employees but whose work is controlled by the organisation*	1	0	1

Training and Education

CATEGORY	UNIT	FEMALE	MALE
Average training hours completed in reporting period	Hours	20	20
Total employees who received a regular performance and career development review during the reporting period.	Percentage	100%	100%
CATEGORY	Training programme		
Type and scope of programmes implemented, and assistance provided to upgrade employee skills.	Multiple platform development and one to one to support personal and team development, available for everyone all year round. Specific individual qualification/degrees - dependant on their needs.	100%	
Transition assistance programmes to support retired or former employees	Outplacement support for former employees, and flexible working hours and travel. Punch also partners with The Licensed Trade Charity (LTC), who can help support former employees. This is available to all Punch employees and to our pubs and their teams.	100%	

Anti-Corruption

Punch has implemented various policies and procedures surrounding anti-corruption and anti-bribery including a whistleblowing policy. We maintain a hospitality register for members of the Executive Team which is reviewed for appropriateness every quarter. We also carry out annual training on 'Corporate Governance', which includes anti-bribery, for all employees. All employees are also required to complete an annual declaration of compliance.



PUNCH
PUBS & CO

Jubilee House | Second Avenue | Burton Upon Trent
Staffordshire | DE14 2WF | punchpubs.com

