

MORE THAN MONEY

A close-up photograph of vibrant green leaves, likely from a tropical plant, filling the frame. The leaves have prominent veins and are layered, creating a sense of depth.

ENVIRONMENTAL

A photograph showing two hands holding glasses of coffee. The left hand holds a clear glass with ice and a dark liquid. The right hand holds a white ceramic cup filled with a latte, featuring a heart-shaped latte art design on the surface.

SOCIAL

A photograph of a person's hands writing on a white sheet of paper. The left hand holds a black pen, and the right hand rests on the paper. The person is wearing a light blue long-sleeved shirt.

GOVERNANCE

praetura

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A MESSAGE FROM THE EXECUTIVE TEAM



PEADAR O'REILLY

DANNY SUMMERS

DAVID FOREMAN

We want to be a leader in the industry when it comes to ESG, diversity and making the finance landscape a better place. Our latest ESG Commitments Report outlines what we are currently doing in this space and the steps we are taking to go further. We don't shy away from our ESG responsibilities as a business, nor do we make grand statements that lead to false promises. We make commitments that we stick to and that positively impact our employees, customers, investors, suppliers and the environment. We're also transparent about these commitments and will continue to communicate our aims far and wide.

Our focus areas over the next 12 months are as follows:

- Continue making positive changes to our business in line with the Good Business Charter (GBC).
- Uphold our existing commitments to operating responsibly.
- Increase our contribution to the local community through volunteering and fundraising while giving our employees the opportunity to take two days paid leave each year, so they can volunteer.
- Gain a better understanding of our supply chain's environmental impact and target Net zero by 2030.
- Launch an initiative to better understand our capital's impact on our environmental and social objectives, helping us improve our investment and lending activities over time.

OUR PROMISE

Praetura Group Ltd is a group of companies which provide alternative equity and debt funding solutions to the growing UK SME market. Based in the North West of England, PGL employs over 150 employees across four sites in Manchester, Blackburn, Chester, and Wilmslow.

As an accredited member of the Good Business Charter and a supporter of the Good Employment Charter, which provides a framework for our promises and goals, we have committed to responsible business practices and the goal of becoming B corp certified. We are continuously reviewing our working practices and setting targets to improve our impact, as detailed in this document.



**WE DO THE RIGHT THING.
WE ARE AUTHENTIC.
AND WE CARE.**

GOOD BUSINESS CHARTER

The GBC is an accreditation which recognises responsible business practices.

We have committed to complying with the 10 components of the GBC and display this through actions such as working with FCA approved brokers where possible and ensuring our suppliers are paid promptly.



Real Living Wage



Fairer Hours
and Contracts



Employee
Wellbeing



Ethical Sourcing



Commitment to
Customers



Environmental
Responsibility



Pay Fair Tax



Diversity and
Inclusion



Prompt Payment
to Suppliers



Employee Representation

1. COMMITMENT TO CUSTOMERS



Our business depends on building and maintaining the trust of our stakeholders. Both in the integrity of our work and in the security of their information.



We always opt to work with FCA regulated brokers where possible, and these are managed through an approved panel that is monitored regularly.



Collections activity is conducted in line with the FCA's Treating Customers Fairly principles. Lending businesses are regularly audited by our funders and always pass strongly.



Praetura has anti-corruption, anti-bribery, information security, data protection, and vulnerable customers policies in place.



We take governance very seriously, ensuring the appropriate checks and balances take place. We have a clear and robust governance framework and non-executive directors to ensure compliance.

2. ENVIRONMENTAL RESPONSIBILITY



Climate change is one of the most critical issues we face as human beings. We recognise it's more important than ever for businesses to rise to the challenge.

We are committed to doing our part in tackling climate change and other environmental issues, and to set an example to the businesses we lend to or support, we will also monitor carbon emissions across our portfolio.

2. ENVIRONMENTAL RESPONSIBILITY CONT.

CURRENT INITIATIVES

We have recently partnered with East Lancashire Chamber of Commerce to assess our offices and evaluate our carbon footprint.

Environment committee – volunteers who are passionate about the environment that act as role models across Praetura. Their primary objective is to promote sustainability and educate on best practices.

Cycle 2 Work – We have a cycle 2 work scheme through various providers, which offers bikes at different price points.

Electric car scheme – Our electric car scheme will support our employees should they want to purchase an electric car via a salary sacrifice benefit.

WHAT IS THE ENVIRONMENT COMMITTEE DOING CURRENTLY?

Our environment committee is working on establishing our current environmental impact as a business, with the aim of reducing our carbon footprint. This is crucial for helping us reach our goal of being carbon neutral by 2030 to set an example for our portfolio businesses, whose carbon emissions we will also monitor. The team have also been promoting green initiatives, such as National Recycling Week and World Vegan Day.

PROMISES FOR 2023

2023 will see us expand our environmental pledges even further, starting with two employees taking part in the Chamber Green Rose programme, an environmental masterclass series held over six months.

In addition, we will be planting trees with local community charity Sow the City and will be introducing our carbon offset salary sacrifice scheme, which will enable employees to calculate their carbon emissions and give back to the environment by compensating their carbon footprint.



Recycling plan
across our offices



Paper
reduction



Carbon footprint
assessment across
our offices



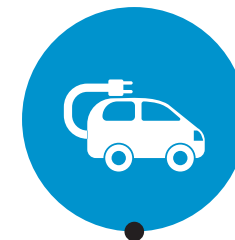
Promoting a more
sustainable, environmentally
friendly lifestyle.



Volunteering
programme



Cycle 2 Work
scheme



Electric car
salary sacrifice
scheme



Environmental
Committee

3. PAY FAIR TAX




We understand the importance of paying fair tax, as it allows corporations to give back to our societies and enables businesses to compete fairly.

In recent years, there has been aggressive tax avoidance across the world through the use of tax havens, which negatively impacts economies.

As part of our ESG promise we're in the process of becoming "Fair Tax" accredited.





4. ALL COLLEAGUES PAID ABOVE THE LIVING WAGE

At Praetura, it's vital that all employees are paid fairly. That means being paid above the living wage and national minimum wage.

In May 2022 we increased the pay of all employees with earnings under £60,000 per annum to help with the cost of living crisis in the UK.

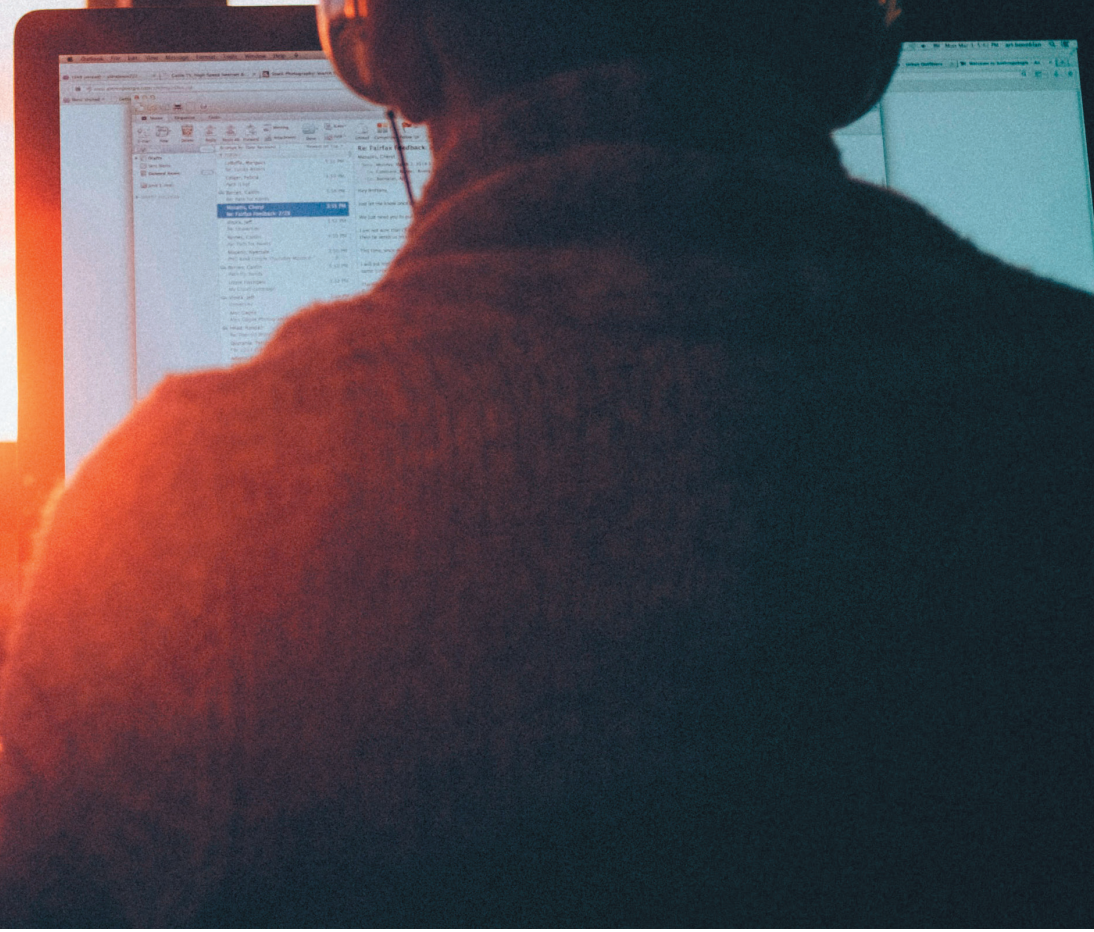
We also increased our cleaning fee to ensure that our cleaning contractors are getting at least the living wage.

5. FAIRER HOURS AND CONTRACTS

Praetura is committed to taking a fair approach to working hours and contracts, with proper consideration being given to contracts and guaranteed hours.

We do not offer zero hour contracts at Praetura, and we regularly review our contracts of employment to ensure they are legally compliant and up to date.

Being a group business, we also continuously assess our policies and contracts to ensure fairness across the group in regard to legacy documentation and to accurately reflect our ways of working.





6. EMPLOYEE REPRESENTATION

Praetura wants to ensure all colleagues are represented and feel supported at work.

We believe that all employees should have a voice and the opportunity to have their opinions and suggestions heard, so we launched the Praetura Task Force in 2022.

The Task Force is a group of volunteers who represent the views of employees across the business. Collectively, the Task Force ensures employee views and concerns can be heard and shared with the senior executive team on issues such as wellbeing, ESG and social events.

In addition, we run regular pulse surveys throughout the year on areas such as benefits. We also have an annual employee engagement survey which covers a wide range of topics. We use this feedback to drive our People agenda for the following 12 months.



6. EMPLOYEE REPRESENTATION CONT. (THE TASK FORCE)

As explained on the previous page, the Praetura Task Force is made up of committees that meet on a monthly basis. These committees are responsible for four key areas and their discussions feed into the wider Task Force, which meets on a quarterly basis.

The areas our Task Force committees cover are...

Wellbeing – Looking after the physical and mental wellbeing of our employees, whether organising running clubs or providing education around attaining a healthy and balanced lifestyle.

EDI – Ensuring Praetura is evenly represented and striving towards key EDI goals, be that through apprenticeships, inclusive initiatives or assessing how we attract talent.

Community – Championing Praetura in the community, from working with local charities to volunteering outside of work.

Environment – Driving our climate and environment agenda and getting us to our goal of being net zero carbon by 2030.

7. EMPLOYEE WELLBEING

Employee wellbeing means more to Praetura than simply providing access to great healthcare. We want our people to always feel supported and encouraged. We consistently work to provide a culture that supports our team's social, physical and mental wellbeing.

From affordable gym memberships to mental health first aiders, private healthcare, financial advice and cancer champions, we aim to provide support when it is needed most.

We have a modern office facility with free food and drinks available. We also have a cycle to work scheme and host key wellbeing events throughout the year.



Private healthcare



Enhanced sick pay



Health cash plan



Mental Health First Aiders



Cycle 2 Work scheme



Enhanced parental leave



Cancer Champions



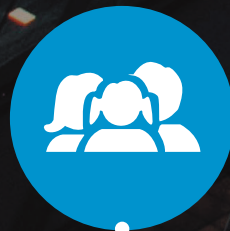
Employee Assistance Programme



Awareness Days



Team wellbeing events



Support for returning parents



First Aiders and Fire Marshalls



Financial Advice



Culture Shift



Free breakfast, snacks and drinks

7. EMPLOYEE WELLBEING CONT

As part of our focus on employee wellbeing, we also have a designated wellbeing committee – another branch of the Task Force that promotes mental and physical wellbeing across the business.

Alongside our People team, our wellbeing committee helps to raise awareness of important wellbeing events in the calendar, such as World Menopause Day, Time to Talk Day, or stress awareness month. This could be through organising team activities or suggesting new policies to improve the wellbeing of our people.

At Praetura, our people also benefit from our Digital Detox policy, which encourages individuals to completely switch off during their annual leave and be uncontactable.



Private healthcare



Enhanced sick pay



Health cash plan



Mental Health First Aiders



Cycle 2 Work scheme



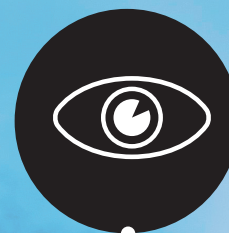
Enhanced parental leave



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8. EQUALITY, DIVERSITY AND INCLUSION

Praetura is committed to encouraging equality, diversity and inclusion among our workforce and eliminating any discrimination. Our aim is for our teams to be truly representative of all sections of society and for all employees to feel respected and able to give their best. Likewise, there's an industry talent gap, and we are working together to close it.

WOMEN IN FINANCE

We are incredibly passionate about supporting and developing women in finance. In past 12 months, we have increased female representation by 10% to 43%. Our senior leadership team across the group is also 30% female, which is above average in our industry. We want to be leaders and pioneers, but we also want to inspire significant changes within our sector, especially given that the number of women in leadership roles within finance has only seen a modest rise in recent years (from 22% to 24% in 2021, according to Deloitte).

We run a Women's leadership course to propel the careers of women at Praetura who are earmarked for leadership positions in the future. We're also a signatory to the Investing in Women Code, a commitment by financial services firms to support the advancement of female entrepreneurship in the UK by improving female entrepreneurs' access to tools, resources and finance. Our Group People and Talent Director Kate Norton also volunteers with Girls Out Loud, a charity which focuses on helping teenage girls navigate a difficult landscape. Kate is a 'Big Sister' on the charity's mentoring programme.

DEVELOPING TALENT

We also understand the importance of hiring at graduate level to bring talent into the industry early and the impact this can have on professionals from all backgrounds. This is one of the reasons we launched our graduate scheme (Summit), which boasts a very successful alumni, with many graduates now in business development manager, client



8. EQUALITY, DIVERSITY AND INCLUSION CONT.

INCLUSIVE WORKFORCE

A Recent survey shows that 98% of our people view Praetura as an inclusive place to work. In addition to this positive news, we can report the following...

We have introduced an eNPS scale. This is a way of measuring how likely employees are to recommend an organisation as a good place to work. Our NPS score is +69, which is considered very high.

As part of our commitment to EDI, we continue to make efforts to raise awareness of various issues or campaigns in our newsletter and internal communications, such as Pride Month or Black History month.

We use Culture Shift, an online platform used for reporting incidences of bullying or harassment, which also has educational and support articles. Using Culture Shift allows us to create a proactive and preventative approach towards this behaviour.

SOCIAL MOBILITY

We understand that the opportunities available to people are often determined by where they live. That's why we work with The Talent Tap, a social mobility scheme which matches 16-18 year olds in social mobility cold spots (such as deprived or rural areas) with prestigious and motivating businesses for work experience opportunities they would not otherwise have access to.

Praetura are looking to partner with UA92, a Manchester-based university whose mission is to equip students for the real world, with a degree alongside tangible work experience.

In addition to this, members of our board also support children from low income backgrounds with bursaries for private education. Likewise, we also work closely with EY Foundation, an independent charity connecting young people to work experience opportunities.



8. EQUALITY, DIVERSITY AND INCLUSION CONT.

We play an active role in the industry to help lead by example. For example, Guy Weaver has been involved with initiatives run by Diversity UK, including being a judge on the panel of the Best Asian in Tech awards. Tania Rahman is involved in Diversity VC, which has been recognised by the government as a forward thinking and ground-breaking organisation within the finance space. In addition, our Group People & Talent Partner Georgia Bright sits on the Diversity committee at The Leasing Foundation to influence the industry more broadly on the importance of diversity.

2023 will see us launch a manager training scheme through our partners Hill Dickinson Law Firm. The aim of this scheme will be to further educate managers on the importance of DE&I, how to recognise unconscious bias and how to encourage inclusivity in their respective teams.

In addition to this scheme, we have big plans to deliver further external workshops and mentoring opportunities, so more of our people can thrive.



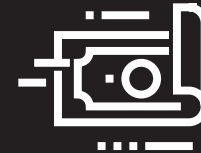
9. PROMPT PAYMENT TO SUPPLIERS



Praetura is committed to **paying our suppliers** within 30 days.



Paying **promptly shows respect to our suppliers** and we always treat them as we would wish to be treated.



It's **important to recognise that some of our suppliers** may be small businesses, and late payments can be hugely damaging for them.

10. ETHICAL SOURCING

At Praetura, we are always mindful of sourcing services or goods from ethical suppliers, whether that's recyclable coffee pods or working with sustainable companies.

The GBC requires companies to commit to the standards set out in the Ethical Trading Initiative Base Code, which consists of nine clauses.

As a result, our aim for 2023, is to commit to a Supplier Code of Responsibility and to take steps to review our contracts. This will enable us to identify and begin working with ethical suppliers.



OUR ROLE IN THE LOCAL COMMUNITY

Whether it's volunteering or supporting people outside of work, being active in the community is a key focus for Praetura. We know the role communities play in supporting and producing a diverse workforce, which is key to future sustainability and success.

Part of this is demonstrated through our involvement in local steering groups, e.g. we have several members involved in various networks such as the WIBF network (Women in Banking and Finance), which helps to develop female talent across the regions.

In addition, to this, we also offer all employees two paid days a year, which they can dedicate that time to volunteering. In Christmas 2022, members of Praetura dedicated time to volunteering with Humans MCR – a local charity – as well as Blackburn Food Bank and Wilmslow Food Bank. This is in addition to our work with Wood Street Mission (a children's charity) and Macmillan Cancer Support.



OUR ROLE IN THE LOCAL COMMUNITY CONT.

In 2023, we plan to raise £10k for The Christie NHS Foundation Trust, who are Manchester-based specialists in cancer care, research and education. We plan to do this through a number of fundraising initiatives, from sustainable raffles to cake sales. We have previously raised money in multiple ways and look forward to building on these efforts with new and exciting plans. On the next page are just some of the charitable pursuits we took on in 2022!

OUR 2023 PROMISE: RAISE £10K FOR THE CHRISTIE

About the charity: The Christie provides world-leading cancer care and treatments, supporting over 440k patients and their loved ones each year.





THANK YOU.