

**POWER  
LEAGUE**



**Environmental  
Social  
Governance**





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# Our Purpose

Enhancing our customer's lives with sporting team experiences. Helping improve physical and mental well-being through the exhilaration and passion football can provide, win, lose or draw.





# Our Social Values

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**Powerleague is fully committed to providing a safe, healthy, productive, and inclusive working environment for our colleagues and communities. We strive to be an optimal employer as well as a valued partner to our local communities.**

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**Our social values are a long-term commitment to doing better for our colleagues, communities, and the planet. We believe that people are at the heart of our business and we commit to working hard to create a positive impact as much as possible**

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**Powerleague is committed to working with and supporting its local communities. This policy outlines our approach to social value, measurement, and management.**



# Powerleague

## Social Values

### Our Aim

In a landscape where ethics and social value is about demonstrating action to improve real lives, our aim is to engage, enable and empower people to work together in the pursuit of personal, social, economic, and environmental well-being.

### Our View

To be truly accountable for our impact on people and where decisions are made to improve well-being, equality, and the environment for everyone.







## Recycling & Carbon Emissions

We know our people and customers care about their environment.

Our daily focus is to use our resources efficiently to reduce waste and positively impact the environment.

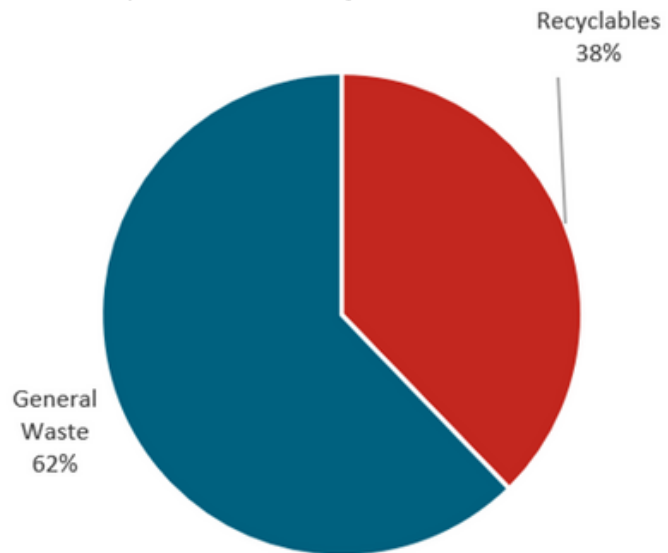
Playing our part in reducing emissions to improve health in the local community is of utmost importance to us.





## Recycling

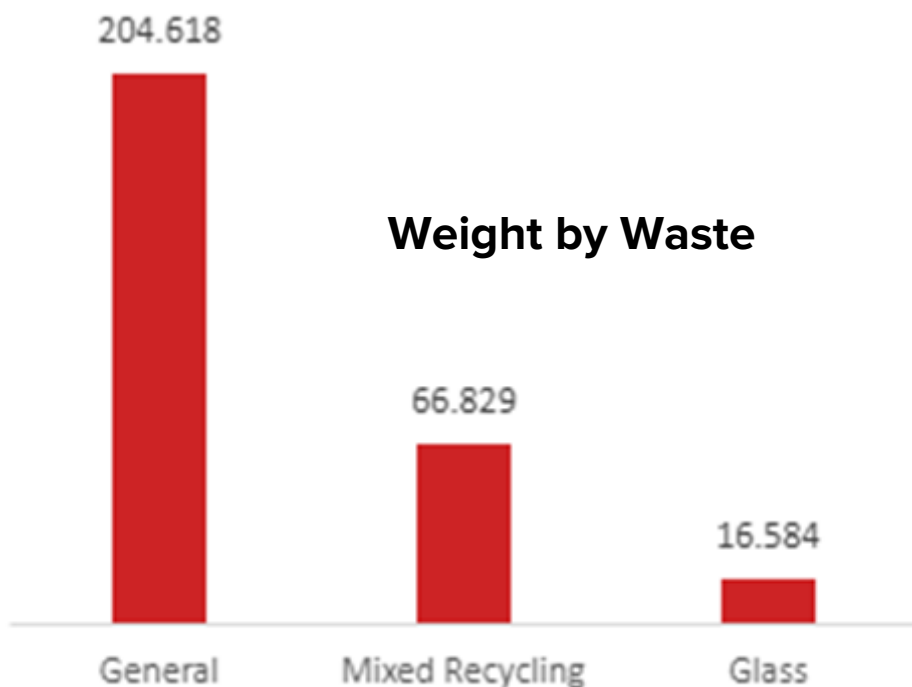
**Our achievements  
this year**



### **Our Commitments** **We are committed to:**

- Reducing our Carbon Footprint through Dry Mixed Recycling (DMR) & Glass Recycling with external bins in all Powerleague Clubs.
- Reducing incineration & raw material extraction to contribute to the overall Carbon Footprint.
- Recycling seventy tons of waste next year.
- Recycling 40% of all waste in our clubs.
- Spending £30,000 on recycling next year.

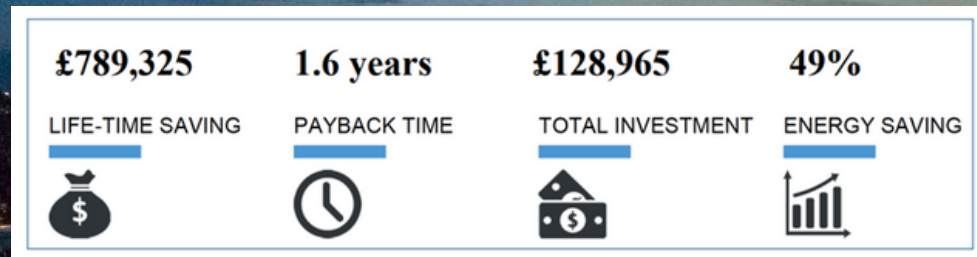
### **Weight by Waste**



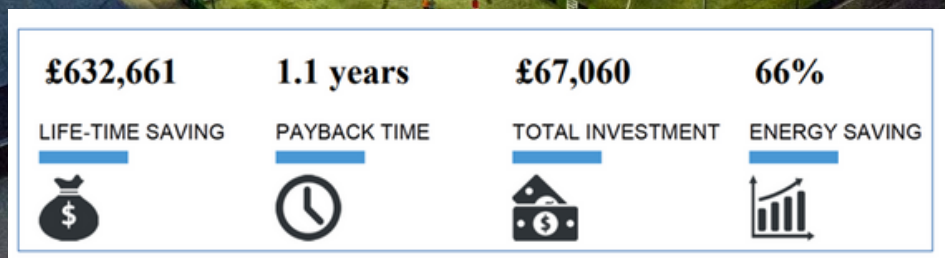


## Carbon Emissions

### Pitch light savings accross seven clubs



### Light savings across 26 carparks



### Our Commitments

#### We are committed to:

- Increasing our recycling vs general waste based on the type of products we sell.
- Improving the process of segregating waste in-house.
- Being plastic-free where possible.
- Reducing waste by improved ordering procedures.
- The use of reusable items & promote a paperless culture.
- Where possible, introduce energy-efficient appliances.
- Using public transport/walking/ cycle to work scheme.
- Converting lighting where possible to LED from Halogen to reduce energy.



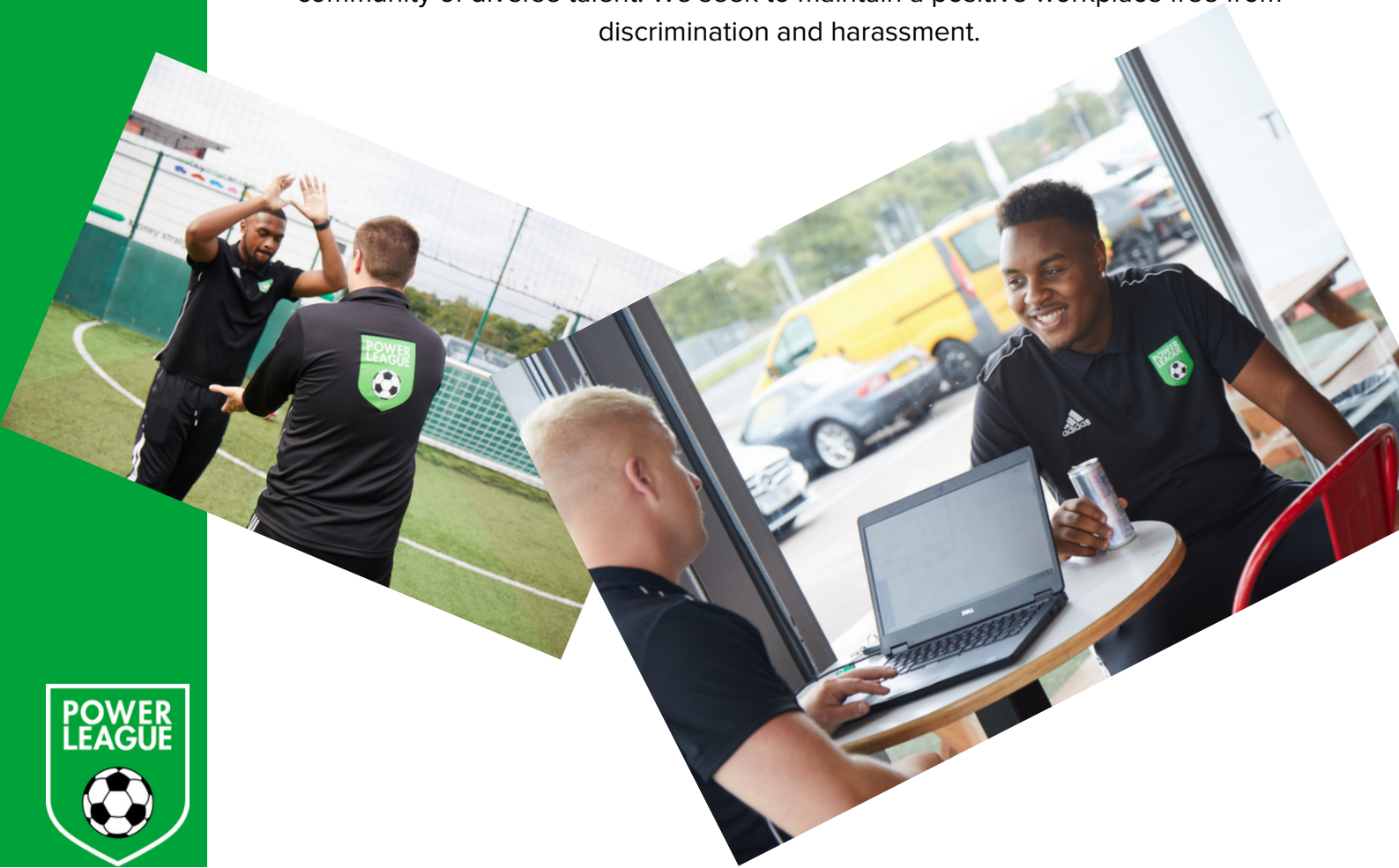
## Our colleagues and our Commitments



We know that the first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We create fun, spirited work environments that encourage entrepreneurial thinking and collaboration at all levels.

Our colleagues are empowered and encouraged to provide feedback. We embrace and value diversity, whether gender, age, ethnicity or cultural background.

Equal opportunity is integral to our recruitment process, as we aim to develop a community of diverse talent. We seek to maintain a positive workplace free from discrimination and harassment.





## Our colleagues and our Commitments

### Our one team

- 75% of our club colleagues are recruited locally, living and working and contributing in their communities
- Headcount 475. 40% female-to-male ratio
- 48% of the Powerleague workforce is black and minority ethnic



### Mental Wellness

98% of our workforce has completed online Mental Wellness training which is offered to all current and new employees.

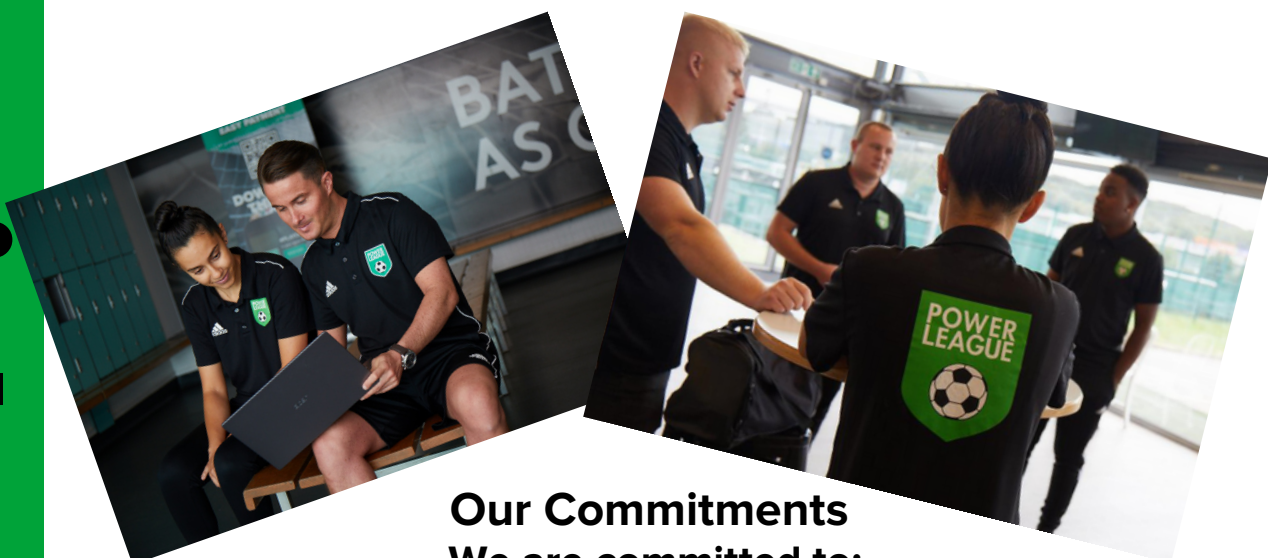
### Employee Assistance programme

EAP Support is available for all our teams and forms part of our induction communication



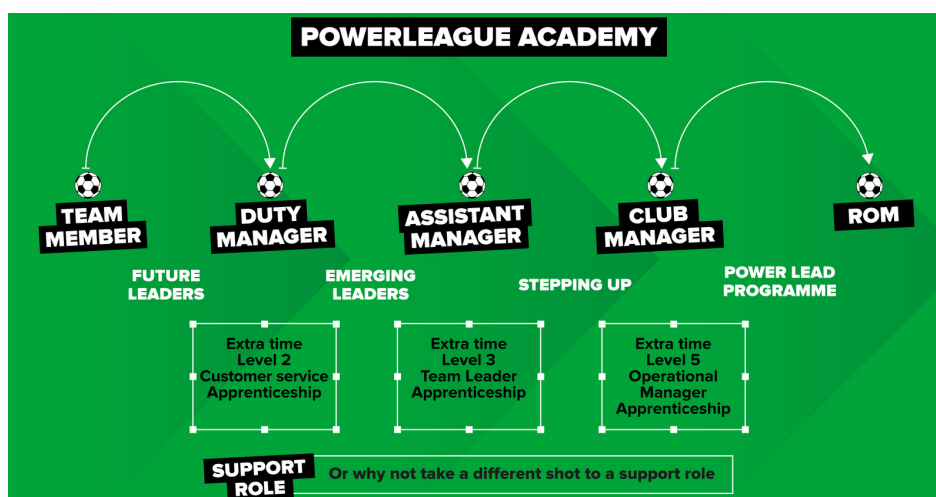


## Our colleagues and our Commitments



### Our Commitments We are committed to:

- Developing our employer-of-choice status. This includes ensuring fair and equitable pay, and contractual security.
- Creating an environment where people feel they belong without the need to conform and their contribution really matters
- Equality of opportunity
- Development of our colleagues through formalised learning & development activities.
- Providing a listening forum for our colleagues
- Hosting periodic appreciation events and regular recognition
- Measuring the mental health and wellbeing of our employees
- Including our colleagues in making local decisions for their community and charitable actions





## Our local community & our commitments

### Our local community

We have a history of providing meaningful support to the communities in which we operate.

We have space that specifically offers local communities the chance to meet and be both social and active impacting mental and physical good health.

We encourage our colleagues to undertake volunteering activities that deliver benefits to our local communities.



### Our Commitments

#### We are committed to:

- Working with our communities on local initiatives.
- “Free football” giveaways in our local communities.
- Working with partners to combat loneliness in the community.
- Supporting key workers by offering discounts to recognise their work in our community.
- Allocating pitches for community use with dedicated programs and hosting community groups in our clubs.
- Supporting diversity and inclusion in the community.
- Helping our people and community lead healthier lives.





## Charity & Community



With the support of the International Women's Day Tournament sponsors and the 24 registered teams, we raised enough funds to support up to 20 girls to play football for a year.

Girls United sessions provide girls around the world with equal access to sports and the skills and confidence necessary to broaden their opportunities on and off the pitch.



The tournament brought together women's teams from London and beyond, in support of grassroots football and the mission of providing better access to football for young girls.

### Tournament in Numbers

24

Registered teams

200+

Attendees

180

Players

85

Games

20

Girls supported by funds raised

£4,5K

Raised so far





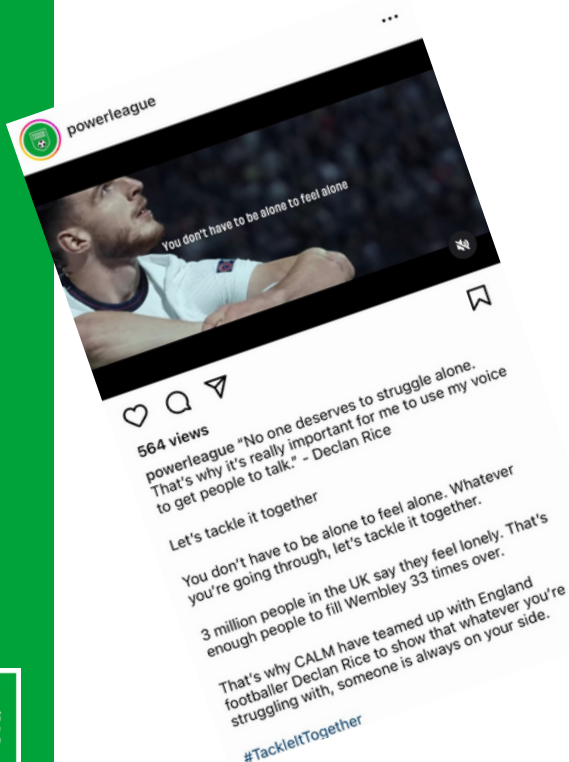
## Charity & Community



Our work with CALM this year has been predominately supporting their key campaigns and messages across our socials –

we have had four main pieces of activity:

- The last photo is – a social post raising awareness of suicide with a link to donate.
- STAY – supported with a social post raising awareness with a link to donate.
- Invisible opponent – supported with social posts and featuring a film on Elonex/C-Screens – advert featuring Declan Rice.
- Burton National tournament – supported with features on dual-branded retro kits in Club POS and adverts on digital screens.





### Our Vision

To create **exhilarating**, memorable sporting team **occasions** within our **local** Community. Accessed through a **world class digital interface**, enhancing the player experience before, during and after the match.

### Our Mission

Developing fantastic small sided football environments that exceed the expectations of our players and fans.

Pitches, which have been specifically designed for our players, hosted by outstanding colleagues, working with the local community, with an exceptional digital customer journey to support the experience.

Promoting healthy activities, competition and community spirit.

**This will deliver outstanding shareholder returns.**

### Energetic

We have an energy that wouldn't be out of place on one of our pitches. An active spark that resonates across our team and customers.

### Motivated

We really want this and have more than a strong desire to go above and beyond.

### Passion to Serve

We all have passion, enthusiasm and energy to serve our customers and make a real difference. We manage the business by being in front of customers, listening and taking action. We proactively go the extra mile and know we are delivering when our customers tell us we are.

### Ownership

We understand what is expected of us, are accountable and entrepreneurial. We are proud of the positive environment we create and follow through on commitments that we make for a better colleague and customer experience.

### Will to Win

We take pride in delivering stunning results.

### Empowered

We trust each other to succeed and learn from our mistakes. We think creatively and have fun along the way.

### Relentless

We do the right thing not the easiest thing. We never give up and face up to tough decisions to deliver great results. We overcome challenges and strive to exceed expectations.



## Our Governance

Powerleagues ESG governance standards ensure we use accurate and transparent accounting methods, pursue integrity and diversity in selecting our leadership, and are accountable to shareholders.



### Board Composition & Corporate Leadership

#### Powerleague Main Board

Appointed under the Articles of Association of the company, This includes the appointment of a Remuneration Committee, which will determine the remuneration of the Executive team and which will be majority controlled by the Non-Executive members of the Board of Directors.

#### Powerlerague Executive Board:

In the appointment of the Executive Board, the candidates will initially be assessed upon their knowledge and experience of acting in similar roles, following which and providing equal weighting will be the criteria of tone ensuring that this mirrors that of the ethos of the business defined earlier in this document.

The appointment of any senior leadership team member whose basic remuneration exceeds £100k pa will be agreed with the remuneration committee.

#### Authorisation limits and controls:

The Executive team will be responsible for setting and managing the authorisation levels required to run the business on a day-to-day basis. Basic levels of controls will, at minimum, require two approvals for any payment.



#### Remuneration and payment procedures Inc Incentive structure

A remuneration committee has been established to determine the remuneration of the group's executive directors, as set out in the articles of association of the company.

The remuneration and incentivisation of all other colleagues are determined by a majority of the group's executive directors, who will consult with the relevant line managers whilst also reviewing predetermined colleague-specific performance criteria.





## Risk and Crisis Management

As part of the regular monthly review, the executive directors will maintain and review the risk register for the group to support the group in managing its exposure to known risks.



### Internal Audit,

As part of managing these risks, the company has an internal auditor who manages several elements of these risks, regular club audits occur where all elements of the internal functioning of the club are measured, reviewed and reported. We complete an average of 35 club audits per year, generating an average audit score of 80%

### Club Standards and regular management visits,

What does good look like, all clubs have been issued with 'what does good look like' and have a club standard level of either Gold, amber or of

In addition, and as part of this control the Club management structure includes the appointment of Regional Operational Managers who visit each club within their region at least twice a month where standards are reviewed and the action taken should a club's level of standards slip below an acceptable level with appropriate training and guidance implemented as part of any review structure.

### Insurance,

Powerleague maintains and reviews annually its insurance policies in support of managing the risks associated with the conducting of its business on a day to day basis.



### Audit independence,

The Group has an independent statutory auditor, currently RSM, whom the Board appoints to conduct an annual statutory audit of the group. Which audit includes a review of internal controls, the issuance of the annual financial statements and the Audit findings report. This report is shared with all Board members, and its findings are discussed before the finalisation of the annual financial statements.



## Our Governance & Our Commitments

### Training,

Training within Powerleague is conducted on a number of levels. Upon Arrival within the firm, comprehensive training tailored to the individual's role is provided by the Group to ensure that any colleague has sufficient skills and knowledge to perform their required duties.

Training modules are released regularly and tailored to each colleague's role; these modules are released through the Flow Learning Experience system with compliance able to be monitored and reported monthly as part of the monthly executive management review. Powerleague 2022 overall compliance was 86%



### Whistle Blower availability

Powerleague has an independent whistle-blowing hotline for any colleague to report any is untoward behaviour. Details of the Hotline is included in colleagues' welcome pack and on the weekly match day communication.

## Our Commitments

### We are committed to:

- Continued internal audits, covering areas identified in the risk register.
- Continued regular What Great Looks like audits with all clubs at the level of Gold or Amber.
- Continued independent statutory auditors appointed by the board.
- Reviewing our insurance policy manually to manage the risks associated with this.
- Offering our independent whistleblowing hotline.
- Declaring Gifts and entertainment in line with our policy.



# Social values

