

UN Global Compact Annual Report and Plan for Primeast Ltd – May 2021

Statement of intent

I am pleased to affirm Primeast Ltd's continued support of the Ten Principles of the United Nations Global Compact, and the Sustainable Development Goals.

In this Communication on Progress, we describe how we integrate the Global Compact and its principles into our business strategy, culture and daily operations. We have, as in previous years, used the SDG headings to structure this document and are committed to share this information with our stakeholders.

2020 has been a particularly different year for Primeast. Our focus has been the wellbeing and safeguarding of our business and employees. The Covid 19 pandemic has impacted most areas of our operation. Our values and intent are resolute, yet we have redirected our focus and energy to overcome the demands of this different way of operating. The following record of progress must be considered in this light. We will keep under review our programme as our business and pandemic landscapes emerge.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Russell Evans', written over a horizontal line.

Russell Evans

Partner & Chief Executive

UN Global Compact Annual Report and Plan – May 2021

Background

Primeast has been a member of the UN Global Compact since 2016. As a signatory, Primeast signs up to principles of Human Rights and takes progressive action in support of the UN Sustainable Development Goals. [This linked document](#) refers to our previous report for reference. Below provides a narrative related to how this past year's specific activities have played out, over and above things we regularly do. Opportunities and intent to take further steps have emerged because of this review – which are in *italics*.

SDG1: Poverty and SDG2: Hunger

We provide provisions and donations to Harrogate Homeless (local charity) quarterly both corporately and via employee's own contributions.

SDG3: Health

This year, with the Covid 19 Pandemic upon us, we paid particular attention to the wellbeing of our employees and their families, along with suppliers and client's needs.

We have comprehensively applied Government and NHS (National Health Service) advise to stay safe and contain the virus spreading.

We implemented working from home, flexible working, remote working, and online learning delivery to enable continuation of the business.

We partner HeadTorch who are experts in field of workplace mental health, so our employees can both access and benefit their wisdom and activities, as needed. In the same vein meditation sessions before work have been organised when needed. As have team events and quizzes been made available to contribute to staying connected and energised in our enforced lockdowns.

SDG4: Education

Our core business is the provision of quality adult learning and development and through this we promote responsible wider context thinking.

This particular year several colleagues needed the flexibility and resources (IT) to support their families home schooling needs, which Primeast has accommodated.

SDG5: Gender equality

Given the nature of our work we promote inclusion and diversity and raise awareness regarding bias. As such much that we do is inherent within our delivery of our core business. Some clients have us work with them on specific topics that address gender issues, which is gratifying.

This all contributes to us being well versed with what and how to incorporate good practices into our own business.

SDG6: Water

We provide water fountains for staff and visitors and through this contract we support Water Aid (UK Charity working globally).

SDG7: Energy

Our office usage and travel to work arrangements have significantly changed due to the pandemic. The office continues to benefit from our solar ray installation and LED transition, yet individual workers will have become more aware of home energy demand and lower transportation needs.

SDG8: Employment rights

We continue to maintain all our previously reported employment practices for staff and associates, as documented in our staff handbook.

Our member of staff who sits on the Board adds a valuable perspective related to these matters. This year the Board and Management have undertaken to support continued, meaningful, and good employment despite the significant arrest of revenue earning business. The impact to our cash reserves, though, and lack of business uptake has sadly resulted in us needing make some redundancies. This regrettable scenario has impacted the culture of the organisation yet been managed in a very respectful and appreciated manner.

Key shareholders also took pay reductions to safeguard the operational ability to emerge from the current scenario.

SDG9: Industry, innovation and infrastructure

The core of our work is to support sustainable growth in industry through leadership development and consultancy services.

We are proud to report that this has been externally recognised locally as being Fastest 50 Growth Company and recently with being awarded The Queens Awards for Enterprise (International Trade) 2021.

SDG10: Reduced inequalities (within and between nations)

Our impact in this regard again has been impacted by the reduced flow of work. We have been unable to provide as much subcontracted work to those local to our client's operations. The increase in remote Zoom style events will require us to reassess the extent as to how we can support this goal in the future beyond charitable actions.

SDG 11: Sustainable cities and communities

Individual employees are keenly contributing in their own ways, through how they travel and support local economies. As a business we have put on hold the need to install the electric vehicle charging point, *yet fully anticipate this will be done as the office becomes a better used facility.*

SDG12: Responsible consumption

We consciously purchase and recycle to do our bit toward this goal.

We have systems in place for recycling paper, cardboard, plastics, glass, printer toner and cartridges, coffee pods and food waste (compost).

We have taken opportunity to repurpose some surplus computer equipment for colleagues' children to use for their home schooling. We are conscious promoters of digital learning resources to steadily reduce corporate dependency on paper.

We plan to further review our recycling and materials use in 2022.

SDG13: Climate change

Encouraging our employees to be informed and knowledgeable related all the SDG's is important. Climate change can be impacted via so many of the actions we take via the other SDG headings.

We continue to encourage employees to contribute in manageable/tangible way like using Ecosia search engine and challenging and supporting our clients actions.

We have opportunity to further explore ways our associate network contributes to this goal so as to broaden our consciousness.

SDG14: Life below water

Beyond the previously reported considered use of single plastics and providing staff with reusable resources/water bottles etc. this has not had any new attention.

SDG15: Life on land

We primarily prevent unnecessary deforestation through the conscious purchasing decisions we make. We continue to minimise paper use and unnecessary transportation. In turn use/buy resources and brands that like Ecosia, Who Gives a Crap, Yorkshire Tea, that contributes positively to planting.

SDG16: Peace and justice – including modern slavery

We take care in our direct operations and in the choice of suppliers to make sure we are not involved in any activities which exploit slavery of any kind.

SDG17: Partnership for the goals

As well as being involved with the Global Compact, we actively support our local branch of UNA. The branch has been holding its meetings at our Harrogate office since 2015 and is currently chaired by one of our senior consultants who is also a member of Zero Carbon Harrogate.