

PrimePath ESG Framework 2025-2027

Building Cleaner, Safer, and More Sustainable Facilities

Last updated: 11 February 2025

Environmental (E)

At PrimePath, we are committed to minimising our environmental impact while delivering nuclear-grade reliability in facility management.

Key Initiatives:

- a. **Sustainable Operations:**
 - Transition 80% of our vehicle fleet to electric or hybrid models by 2027.
 - Reduce water consumption in cleaning operations by 15% by implementing water-efficient techniques and equipment.
- b. **Eco-Friendly Cleaning Practices:**
 - Use 80% biodegradable and eco-certified cleaning products by 2026.
 - Eliminate single-use plastics in operations by 2027.
- c. **Waste Management:**
 - Achieve a 75% waste diversion rate from landfills across all operations by 2027.
 - Offer tailored recycling solutions for clients to help them achieve zero-waste goals.
- d. **Energy Efficiency:**
 - Partner with clients to implement energy-saving measures, such as LED lighting and smart energy systems, in their facilities.
- e. **Green Spaces & Biophilia:**
 - Promote workplace well-being by incorporating biophilic designs and greenery into client facilities, improving air quality and employee productivity.

Social (S)

We prioritise the well-being of our employees, clients, and the communities we serve, ensuring that everyone benefits from our operations.

Key Initiatives:

- a. **Employee Development & Well-being:**
 - Provide all employees with at least 40 hours of annual training, including sustainability practices and professional development.
 - Launch a mental health program offering resources and support for all staff members.
- b. **Diversity, Equity, and Inclusion (DEI):**

- Achieve 40% representation of underrepresented groups in leadership positions by 2027.
 - Implement inclusive hiring practices with blind recruitment processes to reduce bias.
- c. **Community Engagement:**
- Dedicate 1% of annual profits to local community projects focused on education, sustainability, and well-being.
 - Introduce an employee volunteer program offering 16 paid hours annually per employee for community service initiatives.
- d. **Client Collaboration:**
- Educate clients on sustainable practices through workshops or guides tailored to their industry needs (e.g., waste reduction strategies).

Governance (G)

We uphold the highest standards of ethical business practices, transparency, and accountability to ensure long-term trust with stakeholders.

Key Initiatives:

- a. **Ethical Business Practices:**
- Establish a comprehensive Code of Ethics for employees and subcontractors to ensure integrity in all operations.
 - Implement an anonymous whistleblowing system to report unethical behavior or violations of company policies.
- b. **Transparency and Reporting:**
- Publish an annual ESG report starting in 2026 to track progress against our goals and share results with stakeholders.
- c. **Supplier Accountability:**
- Develop a Supplier Code of Conduct emphasizing environmental sustainability, fair labor practices, and ethical sourcing requirements for all partners by 2026.
- d. **Governance Oversight:**
- Establish an ESG Committee led by senior management to oversee the implementation of ESG initiatives and ensure alignment with company goals.

Implementation Plan

- Appoint a dedicated ESG Officer responsible for driving initiatives across all departments.
- Conduct annual ESG audits to measure progress and identify improvement areas.
- Integrate ESG metrics into employee performance reviews and leadership evaluations.

Our Vision

PrimePath Services Limited is committed to redefining trust in commercial cleaning & facility management by combining precision, reliability, and sustainability in every aspect of our business. Through this ESG framework, we aim to create cleaner spaces that

enhance productivity while contributing to a healthier planet and stronger communities. *“Cleaner spaces for healthier lives -and a better planet.”*

This ESG strategy reflects PrimePath’s ethos of integrity, precision, and care while setting realistic yet impactful goals that align with its current capabilities as a facility management leader in the South West region.