

Better Beyond Adventure

Our journey to sustainability



A message from our CEO

Working in outdoor education, we have the privilege every day to witness **the impact we have on young people's lives.**

Whether it's building confidence on a first trip away from home, mastering a canoe as a team, honing language skills in a European city, or gaining a fresh perspective on a study tour overseas; we help young people **achieve these powerful breakthroughs.**

I am passionate that our impact on young people goes further than this.

*We are opening their eyes, minds and hearts to a **world of possibilities**, but whilst we open this world to them, **we need to ensure we protect it for them too.***

In 2023, we challenged ourselves to be **'Better Beyond Adventure'** – embedding our new ESG strategy to help protect the environment, look after our people and step up our social responsibilities to achieve that goal.

Step changes such as launching volunteering and fundraising, offsetting carbon emissions for our university customers and adopting the real Living Wage for colleagues are just some of the introductions this year.

I'm incredibly proud of the introduction of The PGL Breakthrough Fund, a way that we can assist children, no matter what their background, to benefit from a residential outdoor experience. I know first-hand how there can be a financial barrier for some families to provide all the opportunities young people need and I firmly believe that outdoor education should not be a privilege just for those that can afford it.

This is just the beginning of our B Corp journey, but I hope the work we have already begun will have a **long-lasting impact.**

Anthony

Anthony Jones
CEO, PGL Beyond



“All the children had many once-in-a-lifetime experiences they wouldn’t usually get to do or see”.

Birkwood Primary School

nst



Welcome to our very first Impact Report.

This report focuses on 2023 which is the very start of our journey in going beyond.

We're really proud to share the beginnings of our Better Beyond Adventure ESG strategy and our road to B Corp certification.



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Our Strategy

We are PGL Beyond

PGL, NST, European Study Tours and StudyLink Tours. Four leaders in the educational travel industry with a shared ambition to enrich young people's lives, **united as PGL Beyond.**

We've been creating transformative learning experiences for young people for over 65 years. Helping schools, multi-academy trusts and educational leaders support learning journeys from primary school to graduate age through enriching, out-of-the-classroom experiences that power learning and personal growth.

Our dedication to continuous innovation and investment ensures we'll keep creating opportunities for young people to experience breakthrough moments beyond the classroom and thrive.

We're immensely proud of the impact we have on young people, but also on our colleagues, customers, partners and suppliers too.

As PGL Beyond, we're unveiling our first-ever Impact Report, sharing the collective achievements and milestones reached in 2023.

Breakthroughs start here...



...then on worldwide school trips...



...on inspiring educational tours...



...all the way to university or college and beyond.



Our shared ambition

We're passionate about our group-wide purpose and values truly underpinning everything we do. They ensure that whatever we do, however we do it, we create exceptional experiences that set our brands apart in making a difference for young people.

Our purpose

To enrich young people's lives.

Our values

Our values are the foundation of PGL Beyond and are embedded into our business culture; our colleagues are encouraged to bring these to life every day.



Safety

we are responsible



Teamwork

we are collaborative



Respect

we are caring



Fun

we are engaging



Quality

we are conscientious



Inclusivity

we are open-minded



Our impact

"Pupils have made memories that they will remember forever. Not many pupils will remember the maths lessons on fractions that I did, but I guarantee they will ALL remember PGL."

Clough & Risegate Community Primary School



450,000+
young adventurers
smashing expectations
every year

3800+
study tours
to motivate
and inspire



290,000+
adventure activity
sessions
boosting self-esteem

160+
brilliant
destinations
explored
over 56 countries





*“It makes the
History we
study in books
come alive.”*

Fort Hill College
NST Ireland



Better Beyond Adventure



PEOPLE | PLACES | WELLBEING



Our places,
our planet



Champions
of wellbeing



Playing
our part

Better Beyond Adventure is our ambitious ESG strategy, showing the commitments that will help us reach our important goals; to care for our places and planet, champion wellbeing, and play our part in society, acting progressively for the betterment of our colleagues, customers and communities.

Hello from our ESG Manager

*At PGL Beyond, our guiding principles have always considered **being a good neighbour and looking after our guests and colleagues.***

As our world changes, and we expand globally, we have stepped up to play a greater societal role. From this desire, Better Beyond Adventure was proudly unveiled as our ESG strategy in January 2023.

Better Beyond Adventure is a group collective effort. We've **galvanised a brilliant team** of experts from across the business who deliver change and impact as part of their day job. Together we've begun delivering a range of actions that ladder up to our **long term vision of achieving B Corp certification.**

Our teams have **championed sustainability workstreams, coached individuals and reprioritised workload** to give Better Beyond Adventure the prominence it deserves. The path hasn't always been smooth – seasonal

workers, complex supply chains and multiple locations, often with beautiful but ageing buildings – add to the challenge. But our ambition **to become a better business for our colleagues and customers** encourages us to succeed on our journey.

Sometimes the scale of delivery can be overwhelming, we are on a challenging journey as a business. So for me, that's why **review, reflection and consolidation** are important for us to see how far we've come. There is still much to do but I believe ESG is about being imperfectly perfect and recognising opportunities for change and growth.

Kathryn

Kathryn Beaumont
ESG Manager, PGL Beyond



Our 2023 milestones

<p>Launch of Better Beyond Adventure ESG strategy. Mass uniform recycling into Refuse-Derived Fuel (RDF)</p>  <p>JANUARY</p>			<p>Began our B Corp journey. Introduced Values Champion Awards to recognise colleagues living our values</p> <p>FEBRUARY</p>	<p>Announcement of Real Living Wage commitment & Salary Finance Scheme to support financial wellbeing of colleagues. Colleague wellbeing training launched</p> <p>MARCH</p>	<p>ULEV and EV chargers introduced at support centres. Donated £1270 to NSPCC from sale of carrier bags in PGL shops</p>  <p>APRIL</p>
	<p>Launch of the PGL Breakthrough Fund – providing outdoor adventure experiences for children from lower income families</p>  <p>MAY</p>		<p>An updated vehicle fleet with enhanced safety and lumbar support. New ESG roles launched</p> <p>JUNE</p>	<p>Colleague reward gateway launched. First Mental Health First Aider training delivered and All Being Well podcast launched to support colleague wellbeing</p> <p>JULY</p>	
<p>20 charities nominated by colleagues for Reachout Fundraising</p>  <p>AUGUST</p>	<p>Rewilding started at PGL centres</p> 		<p>Reachout Volunteering goes live – supporting our local communities. Industry engagement at Paddle Sport Show – promoting greater collaboration on sustainable practices.</p> <p>OCTOBER</p>	<p>Reachout Volunteering showcase events – £1,962 raised for Hope Support Services at our Alton Court Support Centre</p> 	<p>Christmas volunteering with local communities and food bank donations</p> <p>DECEMBER</p>



Our places, our planet

From our own sites, to the destinations we take students to overseas, we commit to cherishing these places and reducing our impact on the planet.



Reduce our footprint

Understanding our carbon footprint and emissions is no easy task, especially for a business like ours. We operate in multiple locations across three countries, with buildings of varying ages and designs. Many colleagues work across a variety of locations, and their business travel adds to our greenhouse gas emissions.

As a business that connects young people with exciting global destinations, we also share many of the environmental challenges faced by the wider travel industry.

We are passionate about inspiring young people, playing a small part in preparing them for their future.

Reducing our carbon footprint must be part of that future. By understanding the true scale of our emissions, we can learn how best to reduce them.

To do this, **we formed a team of specialists from across our organisation**, who, with support from external energy experts, gathered and analysed the information we needed.

We're proud to have established our baseline emissions figure. This crucial step now allows us to set meaningful targets and start working towards reducing our impact on the planet.

Across our network,

69%
of our utilities now come from renewable sources

Since 1 January 2023,

100%
of our UK electricity comes from renewable sources



Our 2023 carbon footprint

Scope 1

Direct emissions including fuel use and business travel.

We aim to reduce our direct emissions through **decarbonising other fuels** such as LPG and kerosene. The locations of our sites will present some challenges, but we remain ambitious and will review this in line with our broader commitment.

Scope 2

Indirect emissions including purchased energy.

Since October 2022, 69% of our electricity has come from sustainable sources, leading to a **significant reduction** in our indirect emissions.

We've also kick-started a **green energy investment plan**, using technologies such as LED lighting and remote metering to manage usage and support GHG reductions.

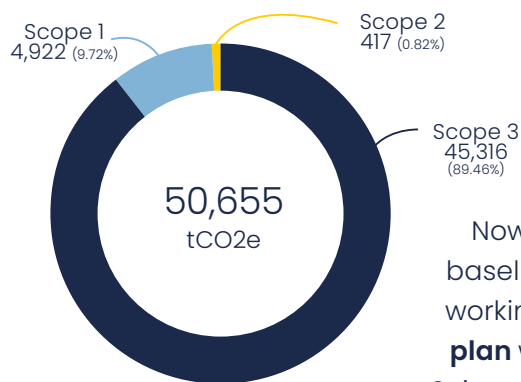
Scope 3

Emissions and actions of external stakeholders within the supply chain.

Since these emissions are not directly controlled by us, they require additional **collaboration and engagement** with suppliers, customers and other partners.

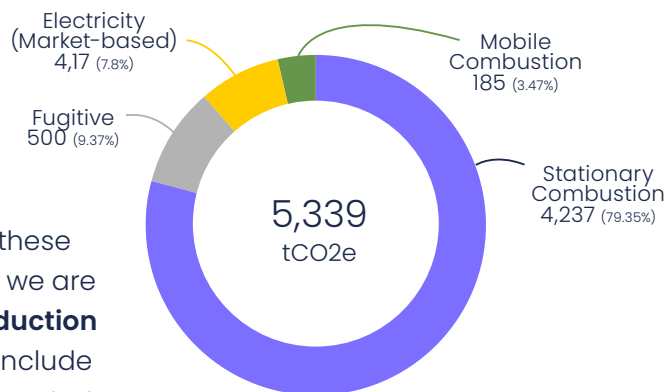
With our baseline footprint, we know that a huge proportion of these emissions come from our Tours businesses. That is not unexpected as these include flights, trains and ferries.

Breakdown of global emissions by scope



Now we have these baseline figures we are working on a **reduction plan** which will include Science Based Targets, to be implemented in 2025

Market-based global emissions by Scope 1 & 2 category



Over **3000 tonnes** of CO2 emissions were offset overseas in 2023 to support our UK tree planting initiative which will help benefit local communities and support forest biodiversity

Case study



From Cardiff to Copenhagen; managing sustainable travel

For many higher education institutions, the impact on the environment has been critical when planning overseas learning. So **groups require trips with more sustainable options** such as rail and coach travel.

In 2023, we worked with Cardiff University to create a flight-free trip to Copenhagen for students and teachers.

Our StudyLink team crafted a unique package to align with the University's commitment to sustainability while also ensuring the course learning requirements were met. The group travelled by rail and Eurostar, and any **tours met sustainability requirements, many on bike or foot.**



Our places,
our planet

Reduce our footprint

Care and conserve

Better
Beyond
Adventure

What's being done across locations

331.19^{*} tonnes
of waste recycled in 2023

100% of food waste is collected and then is processed through Anaerobic Digestion System to become Renewable energy and heat.

100% of used oil is collected, processed through Biorefinery to become Biofuels for logistics - mainly transportation

We're driven by a passion for reducing, repurposing and reusing our resources.

Better Beyond Adventure gives our work a clear focus, uniting an already passionate organisation to be better and do more.

* Baseline figure that will help inform our EMS and our plan for annual waste reduction targets.

Partners in progress

As we strive to improve our impact on society, we look to work with others who have similar values. StudyLink signed up to the **NET Positive Supplier Engagement Tool** to support and develop the supply chain and embed sustainability into the procurement process for higher education establishments.

We also have a commitment in relation to safety and will not work with UK road transport providers with vehicles **over ten years old**.

Our future plans include creating a supplier code of ethics and wider governance policies, **increasing local purchasing** and an ESG screening process of suppliers.

Supporting colleagues to work smarter

We actively encourage slow travel and are seeing a rise in colleagues with fleet vehicles choosing **electric vehicles**. We have installed chargers at many of our centres, with more planned for 2024.

Making changes to our working environments

We're continually upgrading facilities to improve energy efficiency. In 2021, we made a **major investment in LED lighting** at our Discovery House Support Centre in Blackpool, helping to reduce energy consumption there by 19%. We are investigating where it is feasible to have LED lighting in more locations, in line with our planned green energy investment programme with rollout expected in 2024, subject to funding and planning approvals.



Repair, reuse, recycle

We innovatively reuse a wide range of consumables, with activity equipment used in a variety of ways on centre and in our support offices – **helmets make great lampshades and karabiners feature as decorative hangers!** We avoid replacing or discarding wherever possible: fencing suits are repaired when the zip fails, and air rifles are always repaired at our Support Centre and recirculated out each season.

We've also recycled mattresses to be stripped down and made into underlay.

Many centres have local arrangements to pass on duvets and linen to local animal shelters and Monkey World in Dorset!



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Fresh ideas to fight food waste

Every year we spend millions on tasty, nutritious food for our guests and we don't want it going to waste.

Not all the initiatives below are brand new, but they show our commitment to **food going in bellies, not in the bin!**

- Salad bar recipes that safely re-purpose ingredients
- Leftover food is stored safely and reheated for other days
- Centrally controlled recipes that **cut down overproduction** through improved portion accuracy

We track and record all food waste, and work hard to engage guests about waste reduction by only taking food they are able to eat.



Our places,
our planet

Reduce our footprint

Care and conserve

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Care and conserve

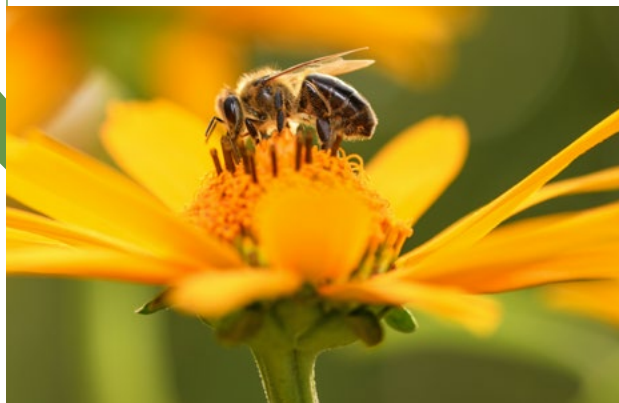
We are **custodians of the green spaces at our centres**, committed to protecting those sites, conserving our buildings for future generations, and caring and advocating for nature.

Rewilding

We have an ambition of protecting **15% of our UK PGL sites for rewilding**.

Across our UK and French centres, we allocated a total area of

503,648 sqm
to rewilding this year, equivalent to 70 football pitches!



We introduced a reduced mowing cycle where we mow to a minimum of 3 inches of height once a year and conduct walkthroughs in advance of this so we can give sheltering wildlife the opportunity to relocate. This preserves habitats used by pollinators, improves soil health, conserves water and reduces pollution.

Education is key to preserving our environment, so we've educated our grounds and centre teams on Invasive Native Species so they are equipped to identify, control and eradicate them, so ecosystems can flourish. In 2024, we will roll out information boards that show guests the natural habitats and native species across our sites.



Case study

Australia working to protect natural habitats

Our PGL Kindilan camp participates in the **Land for Wildlife programme**. This involves protecting old trees, controlling weeds and restoring native vegetation.

Kindilan's links with neighbouring nature reserves and National Parks **increases available protected habitat in the region's koala corridor to over 350 hectares**. The site is home to large native tree specimens, such as Blackbutt and Scribbly Gum, providing great habitats for local wildlife.

In 2023, Kindilan was invited to be part of Redland City Council's IndigiScapes project – Winter Plants for Wildlife;

100 native grasses were planted around our guest camping area, attracting various wildlife and creating beautiful green spaces for our guests to enjoy.

Plus, in Victoria...

PGL Campaspe Downs is currently **nurturing a wildflower garden**, providing a seed source for the centre, so when weeding takes place, propagation of plants from seed and **direct seeding** can occur.



Our places,
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Reduce our footprint

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Case study

Removing rubbish in the Ardèche region

Our Domaine de Segries centre, is situated in the Ardèche region of Southern France, where our guests enjoy a river descent as part of our canoeing activity.

In April 2023, **Segries colleagues descended the entire length of the river, volunteering to remove rubbish accumulated from the winter floods.** This work readied the river for tourist season, but also *protected the environment and wildlife from damage.*



Case study

Wildlife protection at PGL Marchants Hill

PGL Marchants Hill in Surrey, UK, is near The Devil's Punchbowl, a Site of Special Scientific Interest (SSSI). This area of outstanding natural beauty is **home to an abundance of British wildlife** with regular sightings of roe deer, pipistrelle bats, wood mice, European hedgehogs, badgers, red foxes, and a wide range of birds.

Colleagues at Marchants Hill created **safe spaces for local creatures to thrive.** They constructed a variety of animal shelters including bird boxes, hedgehog homes, and bee houses, and watched the fauna move in. They plan to expand this and create signage to show guests how to **respectfully enjoy the local wildlife.**



Our places,
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Champions of wellbeing

Looking after people's wellbeing, especially in the face of today's global challenges, is fundamental to our work. This includes not only our colleagues, but also the young people we support every day.



Flourish and grow

How we look after our people

The financial security of our colleagues is vitally important. After our March 2023 pay review, we eliminated age-related pay. We also launched several key benefits to support our colleagues' physical, mental and financial wellbeing:

Salary Finance – provides colleagues with financial support, from emergency advances on their pay to affordable loans with lower interest rates. There's a library of educational resources too, to help colleagues learn better money habits.

**SALARY
FINANCE**

"We put our people first in all that we do and are always looking for ways to ensure everyone feels supported and able to thrive when working with us"

Sharon Parkin, Chief People & Culture Officer

Prosper – our benefits hub for UK colleagues, launched in July 2023.

Accessing discounts from over 800 retailers, they can save an average of

£1000 a year,
making their money go further.

Prosper also provides colleagues with access to information on physical, mental, financial and nutritional wellness.

Prospérer – our Prosper equivalent for our colleagues in France gives colleagues access to discounts and wellbeing resources.

Prosper **Prospérer**



Case study



A place to grow and thrive

Chloe Tiley, Regional People and Culture Manager, has found **career success at PGL**, first joining as a recruitment administrator back in 2005.

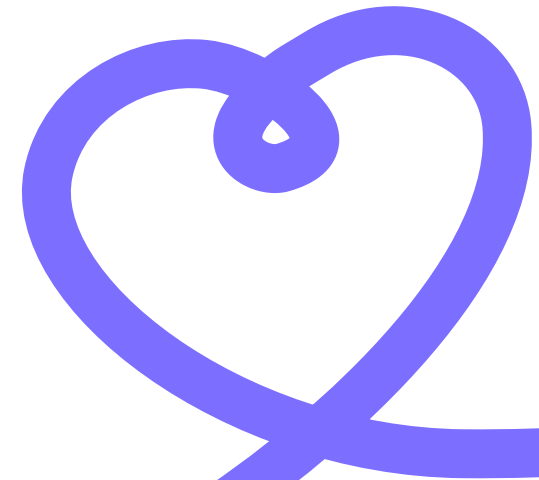
Chloe says as a teenager she struggled socially, didn't feel she fitted in at school, but **at PGL she found a team culture treating people with respect, and felt at home.**

She moved to La Fosca as Spanish speaking administrator in 2007 (Spanish is Chloe's first language) and spent eight years overseas working in many roles. She has worked as a General Manager, a Facilities Manager and a Centre Operations Manager and will take up a seconded role in 2024 within the Workforce and Planning team.

Managerial support helping her develop and progress has been key to Chloe's growth as well as being able to take **formal qualifications to improve her skills and ability.**

As Chloe says herself:

"We put people first, consider their best interests and are driven by the principle that an engaged workforce will deliver amazing results. There are so many opportunities for growth and development, I'm proud to be part of a business that is so people focused."



Listening to do better

We gather colleague feedback in a number of ways across PGL Beyond which allows us to improve their experience.

PGL Engage – Each month, our colleagues anonymously respond to a survey giving feedback on different aspects of the business, providing an ongoing picture of how our colleagues feel.

During 2023, we received

75,801 comments
and our colleague engagement scores

rose by 0.3 to **8.1**

– above the industry benchmark.

‘Ask Anthony’ email inbox – Our CEO, Anthony Jones, has an ‘Ask Anthony’ email inbox to which colleagues can **send questions, concerns or feedback at any time.**

Listening sessions – Anthony also holds ‘Ask Anthony’ listening sessions across PGL Beyond, receiving direct and face-to-face feedback from colleagues.

In 2023, **12 sessions** were attended by

144 colleagues.

As a direct result of these sessions we have seen changes to our uniform and our colleague menu.

Viva Engage – In early 2023, we launched our new communications platform, Viva Engage, where all colleagues can stay up to date with business announcements, stories, social networking and more. We use it to share communications on our ESG strategy, keeping colleagues up to date on our journey.



Nurture and protect

We have a responsibility to nurture and protect colleagues so they are safe and supported both in work and at home. There are several ongoing initiatives we have that support this:

Enhanced people policies

We are proud to have introduced an inclusive, sector-leading **Birth, Adoption and Partner Leave policy**, paying well over statutory, including **a generous 26 weeks of enhanced pay and a phased return from maternity leave**. We've also extended our Compassionate Leave, and given all colleagues **a paid day off for their birthday**.

Implementing 'Lead Well'

Designed by our Health and Wellbeing Partners to empower leaders and managers with **tools to embed wellbeing into the business**.

In-house Health and Wellbeing Partners

Our in-house Health and Wellbeing Partners provide **support for leadership and management** at all locations.



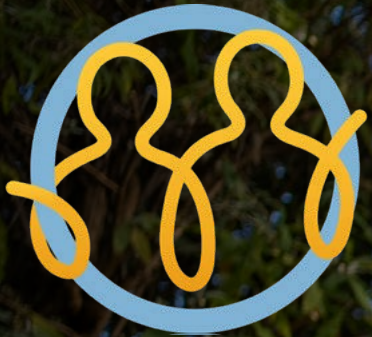
Mental Health First Aid

We launched our Mental Health First Aid Pathway, designed to **train our colleagues to be Mental Health First Aiders**. 150 colleagues had been trained across every centre in the UK, and France.

At the end of 2023,

150 colleagues
had been trained
across every centre in
the UK, and France.





Playing our part

Governing responsibly and being a force for good are how good business leaders help make our world a more sustainable, equitable and just place to live. We are focused on acting progressively to benefit our colleagues, customers and communities, as well as the young people we work with every day.



Governing progressively

Our journey to B Corp is a responsibility shared across the business to ensure we are creating a more sustainable future. ESG is becoming part of everyone’s lives, from our Board of Directors to core colleagues at each centre.

Siloing sustainability to one individual or team will never drive the change we need across our business. We have therefore allocated responsibilities to ensure tangible **progress is made across the organisation.**

The leadership team ensures sustainability KPIs are being monitored and progress is consistently being made. **ESG is a regular discussion point at monthly Board updates** and quarterly Board meetings with our shareholders, Ares. Our CFO Andrew Clark has monthly management account reviews incorporating our ESG goals. We also have two annual visits to PGL centres by Ares and an annual budget review meeting. ESG is often discussed in weekly calls between Anthony Jones our CEO, and Mike Dennis, Chairman at Ares.



We're in this together

Everyone at PGL Beyond has a role to play in our ESG journey. Our roles as Adventurers, Ambassadors, Activators and Allies, bring us together to achieve more for our people, places and planet.



Our Adventurers are tenacious in realising our Better Beyond Adventure ambitions, galvanising others to join our responsible business quest. **They are leading the charge** to make us a better organisation for our colleagues, our customers and our planet.



Our Activators are **experts within our business**, delivering specific, best in class Better Beyond Adventure workstreams.



Our ambassadors are hugely important in driving our business ambition, as well as **encouraging behavioural and cultural change** around the strategy. Growing in number they are our Better Beyond Adventure cheerleaders, and champions.



Allies in PGL Beyond are all other colleagues. **We each have a responsibility within our roles** to contribute to our Better Beyond Adventure journey.



Case study



Making a difference

How we are encouraging others

Bob Timms, Regional Operations Manager for France, is **passionate about environmental advocacy** and campaigns at industry events to encourage other companies to change their behaviour.

Bob is part of the European Network of Outdoor Sports Working Group, representing PGL Beyond to **develop and improve outdoor education for children across Europe**. Bob also advocates for greater collaboration to advance **sustainable practices in outdoor sports**.

At The Paddle Sport Show in October 2023, he **proposed the creation of an industry body and 'mark' to unite manufacturers, distributors and retailers in their recycling efforts**, developing better end-of-life solutions for equipment.

A collective is being set up to establish a governing body and standards, and the first project will involve producing reusable transport bags for canoes and kayaks, replacing the 5kg of plastic waste typically generated with each delivery.

Bob has also **delivered an open workshop with eight global manufacturers** to evidence their success with sustainable practices and where they were struggling to integrate sustainability into their organisations.

This work will go a long way in decreasing waste and reducing the carbon footprint within the production and distribution of the paddle sport industry.

"If we're all part of the industry, we have to take some responsibility for being part of the solution."

Bob Timms, Regional Operations Manager



Ambassador



Activator



Playing
our part

Governing progressively

Acting as a force for good

Better
Beyond
Adventure

Case study

Advocating for change Working with the EAUC

Through StudyLink we're delighted to be a company member of the Environmental Association for Universities and Colleges – Alliance for Sustainability Leadership in Education (EAUC), a not-for-profit, member-based charity, run by members for members.

The EAUC supports leaders, academics and other professionals to **embed sustainability** in the heart of their post-16 education institutions. To become a Company Member, organisations need a **commitment to environmental and ethical practices**, showcasing a best practice approach to carbon reduction, offsetting and tree planting initiatives.



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Acting as a force for good

In 2023 we launched several initiatives to enrich young lives within our local communities, beyond those who travel with us.

Volunteering

In October 2023, we launched our **Reachout Volunteering Scheme** in partnership with Neighbourly - the giving platform with over 25,000 good causes across the UK. Full-time colleagues in the UK are provided **8 hours of paid volunteering leave each year** supporting local communities and causes that enrich young people's lives.

This scheme launched with two volunteering events at schools in Hereford and Blackpool, where colleagues undertook gardening work, **creating spaces for the children to use as a sensory garden and allotment.**

Fundraising

We also launched **Reachout Fundraising** where each of our locations nominated a children's charity to support through 2024. We hope to share the impact made through this work next year.



Case study

How our Australian PGL colleagues are supporting their local communities

In 2023 our Australian PGL centres started supporting four different charities in their local communities.

This really embraced the essence of our Reachout fundraising strategy and made a difference in these communities.

PGL Campaspe Downs is supporting The Kindness Collective, a food bank, charity shop, drop in space, soup kitchen and crisis relief charity, based in Kyneton. They requested donations in-kind, so **we have provided over AU\$900 of toiletries, food, personal hygiene items and Christmas toys** for their clients.

PGL Camp Rumbug raised AU\$350 for local charity Backpacks4Kids, which provides backpacks with **supplies to children in emergency situations**. They contain clothes, personal hygiene items and toys.

PGL Kindilan is supporting Kids4Kids, a charity providing stationery and school supplies for kids in need, so that **no child misses out on education**.

Our Australian **PGL Support Centre** is supporting Live4Life, which provides **mental health support and training for local youth**. We have raised AU\$400 for this charity.



Playing
our part

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Acting as a force for good

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Case study

Supporting social mobility Helping young people access the workplace

Enriching young people's lives isn't just about the guests that travel with us, but those wanting to work with us too.

In 2023, our Talent Acquisition team began working with social impact charities to start providing opportunities for young people who may have had to overcome barriers to finding a job.

Ambitious About Autism is a national UK charity that works with autistic children, young people and their families by providing services such as education and employment, raising awareness and influencing policy.

Newcastle United Foundation supports young people in the region through education, sport, personal development, and wellbeing programmes, helping them to learn new skills.

By working with these organisations we can create routes into the workplace for people who need extra support and make a real difference to their lives, as well as improving the diversity of our colleagues.



**NEWCASTLE
UNITED
FOUNDATION**



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our part

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Acting as a force for good

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The PGL Breakthrough Fund

We believe every child should experience outdoor learning adventures. The launch of the PGL Breakthrough Fund in 2023 saw us providing financial support to schools and pupils that needed it the most – removing the barriers to enriching learning experiences.

4,718

pupils benefitted

468

free experiences

£191,380

funded

100

schools supported

the
**BREAK
THROUGH
FUND**



“We want to thank you so much for paying for us to go to Bawdsey Manor. It was a fun and amazing experience for us Year 6s.”

Year 6 pupil
Sir Martin Frobisher Academy



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Unlocking potential for

EVERY young person



Wednesday 5th July

Dear Mr Jones,

I Adrian, would like to express my gratitude for funding the Residential trip for St Martin Frobisier Academy. As a Year 6 - used this opportunity to the best we can.

This trip was very advantageous to all of year 6 and it enabled us to have fun and at the same time destroy the barrier that stops us from facing our fears.

So we have to say a massive, extremely big THANK YOU for sponsoring and funding this event

Yours significantly,
Adrian

Dear Mr Jones,

I am writing to say thank you for every single activity we did. I'm so happy we went onto the Bowdsey Manor trip and the food was amazing. Thank you so much all of my classmates are so happy about going on this trip and it meant a lot to them. My favourite activity was Jacobs ladder because I overcame my fear of heights and I love climbing. So thank you so much and we really enjoyed our stay.

Yours Sincerely Maddie

Dear Mr Jones,

Yr 6 enjoyed Bowdsey Manor a lot. I hope I get to do things like it again. The residential helped me conquer my fears, it was super fun! I loved getting the free teddy! Our experience was amazing, surprisingly the food was amazing (even the food I normally don't like.) I would definitely go again.

Many thanks,

Harmony



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Looking forward

Laying the foundations

Our 2023 goal was to embed our Better Beyond Adventure strategy into the business, build a cross-functional team of Activators and refine what's really important to PGL Beyond in terms of our long term ESG ambition.

Now we have a framework to support delivery, we are focused on moving forward on the Better Beyond Adventure journey. Armed with our B Corp Business Improvement plan, we now are clear on what needs to be delivered in 2024.

This means we'll be setting an ambitious target to complete much of this work during the next calendar year with the aim of certification in the first part of 2025. We recognise that this is a stretching target but believe we have the right framework and skill set across the business to achieve this milestone.



Looking forward

Now we have laid our foundations, **2024 will focus on our B Corp delivery** and the development of KPIs that ensure we stay on track and hold ourselves to account.

We will use insights from our Materiality survey to **shape and inform measurable goals and targets** but in the meantime, we recognise that these key areas should be our focus both now and longer term.

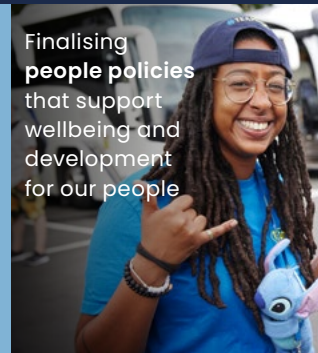
Creating a measurable plan

A robust **Decarbonisation plan and targets** (in line with the Science Based Targets initiative)



The rollout of a new **environmental system** to reduce waste, water and utility usage

Finalising **people policies** that support wellbeing and development for our people



Setting **clear fundraising and volunteering goals** to support our chosen charities and good causes



Setting targets for a more **sustainable supply chain** for the future

Exploring our **diversity story** and creating a plan to ensure PGL Beyond is a place for our people to be comfortable bringing their whole selves to work



Achieve B Corp certification and demonstrate our ongoing commitment to progress, due diligence and accountability



Once we have developed these pledges and associated metrics we will share them publicly on our website.

A word from our Chairman, Mike Dennis

Since we first became involved with PGL Beyond we've supported a huge amount of change within the organisation, which has worked hard to recover from the impact of the Covid-19 pandemic.

One of these areas is within ESG and I believe that PGL Beyond is really advanced in its thinking and desire to be a **B Corp certified organisation**.

So much has Anthony and his leadership improved the business in this space, that PGL Beyond is not just leading the sector, but leaving the rest far behind.

I'm particularly proud of some of the PGL initiatives that we have launched in 2023 such as The Breakthrough Fund and improvements in SEND provision. **Giving opportunities for young people from disadvantaged areas** to benefit from outdoor education and spend time away from home is crucial to their wider development. This should be something achievable for all young people and that's why I'm also pleased by the progress we

have made to **ensure children of all abilities can enjoy a PGL adventure residential**.

The introduction of equipment such as the Paratrekkers which provide accessible access across all centre terrains, means all pupils can partake in the experience.

I'm personally looking forward to how PGL Beyond **progresses its Better Beyond Adventure strategy, driving more improvements** within areas such as carbon footprint and encouraging others to be more environmentally minded.

*The work that the team have begun is the beginning of a journey that has the potential to drive **real positive change for the future** of the business and our guests.*



Mike Dennis,
Chairman



Our commitment to becoming Better Beyond Adventure is a journey, and we are on the first steps of this.

We are committed to bringing all our colleagues, customers and partners with us on this journey as we move forward into 2024.

PGL Beyond

THE BREAKTHROUGH NETWORK

