JW LEES & CO
GREENGATE BREWERY • MIDDLETON JUNCTION
MANCHESTER • M24 2AX

TO FUTURE GENERATIONS.

HOW WE CONTINUE TO EMBRACE BETTER WAYS OF WORKING

J.W. LEES

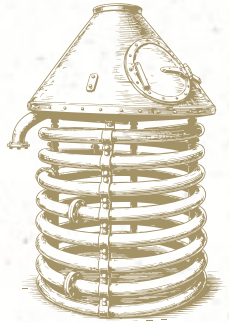
A FAMILY BUSINESS IS A FUNNY THING, PRIDE AND WEIGHT IT ALWAYS BRINGS



For nearly two centuries, JW Lees has been more than a brewery — it's been a family, a community and a commitment to doing things properly. In 2026, sustainability means brewing responsibly, caring for people and protecting the world we share. Our focus is simple: to keep improving day by day and pint by pint.

William Lees-Jones
Managing Director

YOU CAN'T CONTROL WHAT YOU CAN'T MEASURE.



If we are to brew, operate, and grow responsibly, efficiently, and sustainably, we all need to understand what that means.

Outlining our key policies, governance approach and measurable targets will help us do this.

It's our promise to do things right, to never rest.

Welcome to our journey.

ONE PERCENT BETTER TODAY. SAME AGAIN, TOMORROW.



Strong governance sits at the heart of how we operate as a responsible family business.

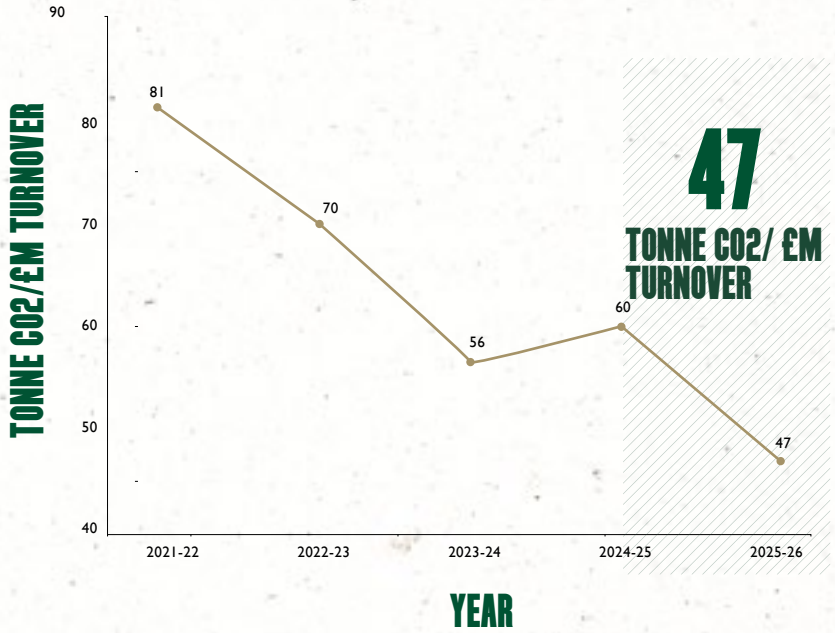
Our sustainability and efficiency framework is built on four pillars that define how we manage impact, performance and legacy across our business.

Our structure ensures that sustainability and efficiency aren't just written into our policies; they're part of how we work every single day across the entire business and supply chain.

One percent better today than yesterday adds up.

ENVIRONMENT
(WHERE WE ARE)

EMISSIONS INTENSITY (TONNE CO2/£M)

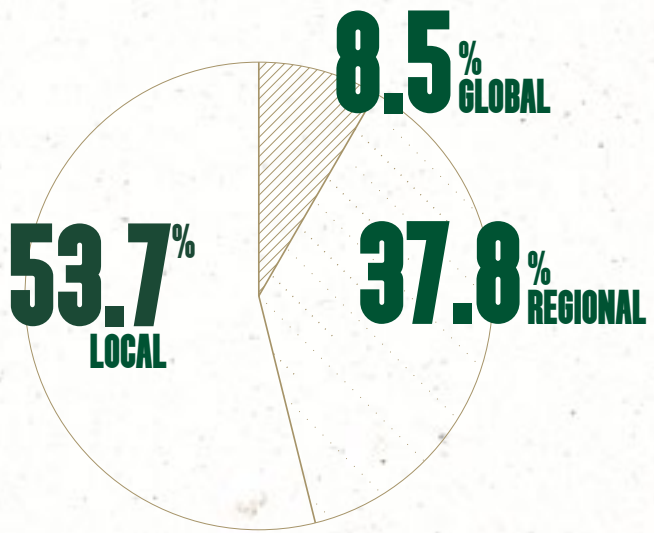


52 EV CHARGING BAYS

28 M KWH ENERGY USAGE

CODE OF CONDUCT
(WHERE WE ARE)

SUPPLIER MIX



81 % SIGNED SUPPLIER CODE OF CONDUCT

80 % SELF-ASSESSMENT PILOT COMPLETION

TRAINING
(WHERE WE ARE)

TEAM GENDER SPLIT

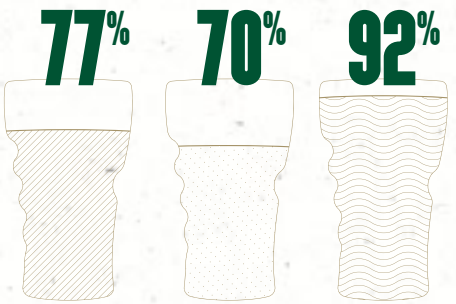


89% WOULD RECOMMEND JW LEES AS A PLACE TO WORK

11.3 HOURS TRAINING PER TEAM MEMBER PER YEAR

ETHICS
(WHERE WE ARE)

ETHICS AND TRAINING

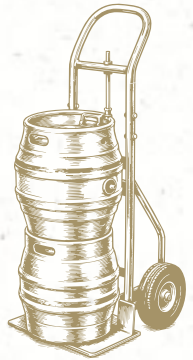


80%
AVERAGE COMPLETION RATE ACROSS 'ETHICS' TRAINING MODULES

0 CONFIRMED INTEGRITY CASES

0 ETHIC REPORTS RECEIVED

A RESTLESS SPIRIT AND RUTHLESS FOCUS.



In 2025, we carried out our first Double Materiality Assessment.

It identified the topics that matter most to both the business's operational efficiency and long-term resilience.

The results reflect our shared priorities and consensus on areas where we can drive strategic value and mitigate risk.

It also helps us keep an eye on emerging priorities.

MIDDLETON, MANCHESTER, UK, THE WORLD.



We support the UK government's target of net zero greenhouse gas emissions (Scope 1 and 2) by 2050 and aim to significantly reduce high-impact Scope 3 emissions over time. In line with sector efforts, we align with the BBPA Green Commitments and Zero Carbon Forum.

This helps us contribute to global priorities such as clean energy, decent work, responsible consumption and climate action.

When we commit to focusing on our business and community's most relevant goals, we can make a difference to the wider world.

DON'T TAKE OUR WORD FOR IT ...



This year, we've improved our overall EcoVadis score from 34/100 to 57/100 reflecting progress across all four key evaluation areas.

Being recognised by one of the world's leading sustainability assessment platforms shows we're making good progress.

But it's not a box ticking exercise it's all about strategic and meaningful change.

WE'RE PLUGGED INTO THE WORLD.



We're savvy enough to take our environmental responsibilities seriously.

Our goal is to keep improving how we use energy, water and materials, and to reduce the impact of our operations across the brewery, pubs and hotels.

We're repurposing brewery grain as animal feed. We're investing in modern, energy-saving brewery equipment. We're using native planting and biodiversity-friendly features wherever we can.

And we're using water more wisely across brewing and hospitality.

OUR PEOPLE MAKE US WHO WE ARE.



It's always been about beer — beer and people.
And we're proud of those people.

So it matters that we treat everyone fairly and respectfully.

Providing a safe and inclusive workplace, regardless of gender, age, nationality or background.

Training people well enough so they can leave, treating them well enough so they don't want to.

This gets the best out of people, whether that's in our brewery, pubs or hotels.

CHOOSING THE COMPANY WE KEEP.



The people we choose to work with say a lot about us.

Our goal is to build long-term, fair and responsible relationships with our suppliers, supporting local economies, encouraging ethical practices and driving continuous improvement.

We will support a diverse, inclusive and equitable supply chain.

We expect our suppliers to uphold the same standards on human rights.

And we'll engage suppliers regularly to share progress, feedback and expectations.

TO DO THINGS RIGHT.
TO NEVER REST.



Acting with honesty and integrity is part of who we are, and we expect the same from everyone who works with or for JW Lees.

It means there will be compliance to stick to and strong internal controls, not meaningless bureaucracy.

Absolutely zero tolerance for bribery, backhanders and the like.

And we'll treat everyone's personal data with the same confidentiality we'd expect for our own.

Because doing the right thing matters.

TO THE NEXT TWO HUNDRED YEARS.



For almost two centuries, JW Lees has been built on strong values: being honest, personal, savvy, together, passionate and proud.

We're in it together for the long term.

Every action, big or small, moves us closer to a more sustainable business, one that brews responsibly, supports people fairly and protects the world we share.

Our ESG & Efficiency Statements represent our shared commitment to keep improving, to operate responsibly and to leave a positive legacy for future generations.

Let's raise a glass: to the next two hundred years.



