

Procure4 2024 Impact Report.

March 2025

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People Powered Procurement.

Procure4 is a highly respected multi-sector, multi-service procurement and supply chain consultancy, committed to achieving significant and sustainable impact for clients.

Our procurement consultants are highly experienced with a diverse wealth of knowledge and expertise from across industries. They challenge traditional thinking, tackle complex supply chain management challenges, work closely with stakeholders and deliver lasting results. We are chosen as a preferred procurement provider not just for our services and the tangible results delivered, but for the exceptional experience our Procure4 people provide.

At Procure4 we are passionate about creating positive changes through People Powered Procurement. We bring our One Team philosophy to the forefront in everything we do – to create long-lasting positive change for our people, our clients and society. We are ever mindful of our duty to our communities and to the environment. As a result, becoming B Corp accredited is the logical next step in our sustainability journey.



Our Mission.

Our Mission is to create sustainable value On Time and In Full, through excellent client engagement. Our vibrant community of talented people deliver a flexible range of services to meet our clients' changing business needs. In short, we:

- 1 **Advance** procurement capability.
- 2 **Inspire** our client stakeholders.
- 3 **Collaborate** as One Team.
- 4 **Enjoy** what we do.

Our Vision.

Our Vision is that by 2026, Procure4 will have expanded on its strong foundations and have experienced sustainable growth through...

Harnessing Our Strengths: Building on our strong platform and further enhancing our capabilities.

Empowering Our People: Providing our community with the learning and development, tools and techniques that will enable them to flourish.

Shaping Our Future: Embracing new technologies and new ways of working that improve our brand.



Harnessing Our Strengths



Empowering Our People



Shaping Our Future

A Word From Our CEO.



At Procure4, we see every challenge as an opportunity for growth. As we apply for B Corp accreditation, we're excited to highlight our commitment to sustainability across the environment, society, and governance.

2024 saw the launch of our three-year Strategic Plan which guides us to achieve our Mission and Vision until 2026. As part of this, we launched our Centre of Excellence to share best practices and enhance procurement capabilities across our business. Our refreshed employee handbook provides further guidance on environmental responsibility in our hubs, at home and on our commutes.

This year we prioritised employee wellbeing and growth, offering improved flexible working, wellbeing hours and upskilling training programmes. We celebrated 13 promotions, reflecting our investment in talent and a positive workplace culture. We are proud to harness this positivity in our local communities through our charity partnerships with Young Minds Matter and FeedNC. In 2024, we raised a record-breaking £5,000 through charity events, highlighting our commitment to making a difference.

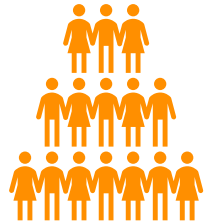
Across our service lines we have implemented and enhanced ESG solutions for our clients. From sourcing solar panels for a healthcare client to selecting a modern slavery risk assessment partner for a logistics client, we help our clients achieve their sustainability goals. Our team continuously share their knowledge and expertise to enhance our clients' capability for the long term.

Looking ahead to 2025, we will partner with a new charity in the UK, Helping Hands, and develop a specific ESG service offering for clients. The wheels are in motion to launch a wellbeing impact group for our colleagues and to train an additional four individuals in first aid for mental health.

We are proud to apply for B Corp accreditation, aligning with our mission to create positive change in all aspects of our business. We look forward to moving forward in our sustainability journey and to making a truly meaningful difference.

Chris Mullen, CEO

Community



Charity partnerships and fundraising success.

Wider community support and volunteering.

Promotion of equality, diversity and inclusion, and promotion of female team members across the organisation.

Customers



Driving sustainable impact for our clients through environmental, social and governance initiatives.

Advancing our clients procurement capability for the long-term.

Sharing our industry knowledge, expertise and experience.

Environment



ESG and hybrid working environmental impact policy.

Environmentally-friendly improvements to UK and US office hubs.

Governance



Clear Mission, Vision and actionable Strategic Plan.

Promotion of ethical, transparent and sustainable conduct through policies and training.

Procure4 Centre of Excellence.

Supplier due diligence.

Workers



Flexible working policy and maternity / paternity support.

Internal and external training and development.

Promotion and secondment opportunities.

Commitment to our culture and company events.

Our 2024 Impact.

Community.

Procure4 contribute to our communities through our charitable partnerships, supporting local charities with fundraising and volunteering activities.

Internally, we are dedicated to promoting equality, diversity and inclusion across our geographies through recruitment and retention strategies.

Our focus areas are team volunteering days, maintaining our charity fundraising events, and supporting our underserved local communities through donations, financial support and offering our time and experience to help those in need.



Community.



Procure4 are proud to partner with two charities each year, local to our UK and US hubs:

In the UK, in 2024 we **partnered with Young Minds Matter**, a charity raising awareness of and providing support to deal with mental health in young people living in Warwickshire. We had huge success for the charity, **fundraising over £5000** through completion of the South Wales Three Peaks challenge and many other internal fundraising activities. Procure4 **raised wider awareness of Young Minds Matter's work** in the community, with multiple Procure4 people completing the Stratford-upon-Avon half marathon and 10k alongside the Young Minds Matter team.

In the US, we **supported FeedNC**, a non-profit organisation in North Carolina who support local families to meet their needs through providing food, education and resources. We spent time **volunteering at FeedNC's meal services**, sorting deliveries, preparing meals and taking food orders.



Our wider community actions:

Procure4 Ltd worked with the local government authority, Warwickshire County Council, to provide financial and donation **support for local young people in care**; we organised and took part in an inter-company football match to **raise funds** for Christmas pantomime tickets and **provided donations**, including food, toys and toiletries, as part of a Christmas hamper project.



Workplace equality, diversity and inclusion:

Procure4 have promoted equality, diversity and inclusion in the workplace through the **publishing of our ED&I policy**. Our commitment to a diverse workplace is clear through the **promotion of female team members** within our senior leadership team and across the wider business.

2025/26 Focus

- All team members in the UK and US to complete 8 volunteering hours for our chosen charities.
- Maintain the number of charity events completed in 2024 for our 2025/26 chosen charity, Helping Hands Community Project, in line with our Strategic Plan.



“We are really very grateful for Procure4’s support! With your support towards the pantomime tickets, we were able to purchase a total of 120 seats for our foster carers and children in care, so we are over the moon to be able to have given all of them a seat who really wanted to go.

Sometimes you don't see the effect that this has on our children and families, but I can tell you that for all the children who receive the support, it is never ever forgotten, and they feel very loved.”

Participation & Engagement Officer

Warwickshire County Council

“Thank you so much – we are delighted at how much Procure4 has raised. We have loved working with you all and for us, with Procure4 being our first ever ‘charity of the year’ nomination, it has been such an enjoyable and rewarding experience.”

Sue Roberts

Founder & Trustee at Young Minds Matter

Nichols plc

KUEHNE+NAGEL 

Procure4 

LEON.
NATURALLY FAST FOOD

SINCE 1853
FOX'S

Weetabix

NHS

BMI

BLACK SHEEP
COFFEE

care UK 

Busy Bees.
The best start in life

bensons
for beds

Sainsbury's

Pizza Hut

KFC

Save the Children

Solihull
METROPOLITAN
BOROUGH COUNCIL

CAFFÈ
NERO

wagamama

M&S

WAITROSE
& PARTNERS

Little
Pioneers
nursery & pre-school

BARCHESTER
Celebrating life

CÔTE
BRASSERIE

BYRON

Customers.

We support our customers by driving sustainable impact across environmental, social and governance initiatives, and advancing our clients' procurement capability for the long-term.

In 2025, our goals are to develop and launch an ESG service offering for clients and expand our work with purpose driven enterprises.

Customers.



Driving sustainable impact for our clients:

Procure4 supported a large care home client to **achieve environmental goals** by running a procurement process for the installation of **electric vehicle chargers** and **solar panels across 20 homes**, creating 1000 KWp of renewable energy.

For a leading third-party logistics client, we led the sourcing and selection of a **carbon emissions reporting** partner, a **social value** partner to conduct a social impact gap analysis on their business, and a **modern slavery** partner to assess modern slavery risks within their supply chain.

We deliver lasting impact by **agreeing robust contracts** with our clients' suppliers. A recent contract with a large packaging supplier included clear **SLAs aligned to the client's ESG agenda**, in addition to **deep-dive innovation days** to explore alternative sustainable packaging solutions.



Advancing procurement capabilities:

In 2024 we **advanced our clients' procurement capability** through the implementation of procurement policies and processes and delivery of procurement skills training, including supplier relationship management and negotiation.

Our work with a local government authority on a community care service tender facilitated the **selection of the best value for money suppliers**, optimising the spending of public monies and improving flow-down benefits to the service users.

We **share our experience and expertise** with clients and wider readers on our website and LinkedIn, posting regular **market impact** and **knowledge insights** on key commodities and industry changes, including regular posts and articles about ESG best practice.

2025/26 Focus

- Expand the work we conducted with purpose driven enterprises, including charities and care home providers.
- Development and launch of an ESG service offering across our key workstreams, creating ESG procurement strategies and policies for clients, in addition to expanding the ESG scope of our cost base reduction programme.



Environment.

We promote our environment through our ESG policy and hybrid work guidance, and improvements to our UK and US hubs.

Our goals are to be a responsible business, meeting the highest standards of ethical conduct and integrity in every corner of our business. We are ever mindful of our duty to our communities and to the environment, both in the UK, US and across the globe.

Environment.



Guidance in the workplace:

In 2024 we implemented an **ESG policy** which provides guidance on protecting the environment, and a **hybrid working environmental impact policy** to outline ways our team can minimise their impact on the environment when working at home.

Our flexible working policy has been adjusted for those who live more than an hour from our UK hub, working to **minimise the environmental impact** of our team's **weekly commute**. We encourage those who live locally to **cycle or walk into work** and encourage people to take advantage of our cycle to work scheme.



Improvements to our hubs:

As part of our move to a new office in the US, the team have access to onsite **electric vehicle charging units**.

In the UK, we have made improvements to our waste management and recycling, introducing **battery recycling bins** within our office space.

2025/26 Focus

- Explore an EV car salary sacrifice scheme.
- Improve our area by conducting lunchtime litter picks local to our offices.
- Responsibly recycle office equipment via donations and dedicated recycling points.
- Enhance our office waste management through improved recycling and implementation of segregated waste bins.
- Keep the environment front of mind with all employees trained on energy efficiency, environmental awareness and waste management.

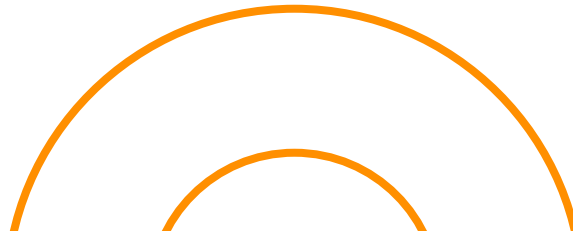


Governance.

Our actions are clearly governed by our Mission and Vision, which is upheld by our three-year Strategic Plan.

We have policies and training in place to ensure ethical, sustainable and best practice conduct across our organisation.

Our goals are to ensure we work to the highest standards, in line with legislation and best practice to ensure legal compliance, business ethics and to meet our corporate social responsibilities within our local communities and further afield.



Governance.

2026



Procure4 are governed by our Mission, Vision and Strategic Plan which shapes our goals and objectives:

We **protect our Mission through our Strategic Plan**. This plan clearly details tasks to be completed between 2024 and 2026, aligned with the three pillars of our Vision: harnessing our strengths, empowering our people, and shaping our future.



Promotion of ethical, transparent and sustainable conduct across our working practices:

Our individual and collective **behaviour is governed by our employee handbook and associated policies**, including our Code of Conduct and policies covering anti-bribery, data protection, health and safety, and ED&I. Our **ESG policy** outlines our commitment to the environment, society and governance including our corporate social responsibility.

Each member of **our team undertakes regular training** to ensure they are knowledgeable on ethics-related topics such as GDPR, ED&I, money laundering and cyber security. We provide wider training on topics including mental health, menopause awareness and sexual harassment.



Launch of Procure4's Centre of Excellence:

In 2024 we launched our **Centre of Excellence** which is a team of Procure4 people who provide and demonstrate procurement best practice that is shared across our business via **company-wide 'knowledge-share' sessions**.



Due diligence within our procurement processes:

During our supplier engagement process, we ask suppliers pre-qualification questions to **validate their operational integrity**, centred around the supplier's finances, operations, policies and the professional business standing of the organisation.

2025/26 Focus

- Drive a focus on ESG within the Centre of Excellence through knowledge-share sessions and supplier innovation visits.
- Ensure full compliance with current legislation such as GDPR, sexual harassment, anti-corruption, and the Employment Rights Bill 2025.



Workers.

We support our workers by offering flexible working and wellbeing initiatives, providing skills development opportunities and structured performance reviews, and ensuring our employees are engaged and safe in the workplace.

Our goals are to further promote employee wellbeing through an impact group, knowledge share sessions and events, in addition to mental health first aid training.

Workers.



Our working policies:

Our flexible working policy supports the diverse needs of the Procure4 team, offering a mix of office, client base and remote working throughout the week. To support remote working, our employees can work for two weeks from anywhere in the world. We also encourage the team to take three hours each week for their wellbeing, to be used in any way they wish. In 2024 we improved our maternity, paternity and adoption policies and introduced a breastfeeding policy to support new parents in our team.



Career development opportunities for all:

All members of the UK and US team participate in internal and external training sessions to develop their skills, including negotiation workshops and specialist external training for presentation and sales skills. The operations team also take part in knowledge sharing supplier visits to upskill on client-relevant categories. For those studying towards their CIPS qualification, Procure4 provided study support for three team members in 2024.

2024 saw an improved performance review process, with each employee completing newly-formatted review forms and personal development plans. Alongside this, we offered secondment opportunities across our three geographies and regular promotions – with 13 promotions in 2024. We are proud to offer annual internship opportunities for university students, with three students joining the team in 2024.



Employee engagement and satisfaction:

Our employees provide feedback through regular 1:1s with the management team, HR and their line manager, in addition to an annual pulse survey. In 2024, feedback actioned included improvements to office working spaces, such as additional meeting spaces. Procure4 improved employee pension benefits in 2024, to add to the private medical insurance, life insurance and long service days already received.

Procure4 is proud to maintain an ‘energy-in’ culture through our mid-year and Christmas away days, Huddle events and socials throughout the year.



Workplace health and safety:

This year, multiple team members certified in first aid and mental health first aid, and we have introduced fire wardens within the UK business.

2025/26 Focus

- Establish an employee Mental Health committee.
- Train 4 additional individuals in mental health first aid.
- Publish a quarterly newsletter and conduct wellbeing knowledge-share sessions.
- Organise monthly mental health and wellbeing events, aligned to the mental health calendar.

Thank you.

Procure4

www.procure4.com