



JLA Head Office
Meadowcroft Lane
West Yorkshire
HX6 4AJ

Email: info@jla.com

Web: www.jla.com

JLA Acquisitions Topco Limited Annual report FY22 addendum

Future developments:

The main trends and factors that are likely to affect the future development of the business are as follows:

- **Environment** – As the UK looks to reduce its carbon emissions, JLA is well placed to help our customers navigate the challenging path to decarbonisation, whether through installation of heat pumps to reduce reliance on conventional gas boilers, or by using OTEX to reduce water temperatures and electricity bills.
- **Continued growth in core markets** – The Care and Housing markets are forecast to continue growing with strong growth in the Housing market in particular. A large proportion of the Company's revenues are derived from the Care and Housing sectors, and continued growth in these sectors will deliver strong demand for the Group's products and services.
- **Regulatory burden** – the equipment supplied and maintained by the Group is subject to a number of regulations which customers are obliged to address. The continued increase of high regulatory cost of failure for such equipment will continue to drive demand for the Group's products and services.

Employees – disabled persons:

Through its diversity policy, the Company seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Our policies and procedures fully support any disabled colleagues. We take active measures to do so via:

- a robust reasonable adjustment policy; and
- processes to ensure colleagues are fully supported.

The Group is responsive to the needs of its employees. As such, should any employee of the Group become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible, in order to keep the employee with the Group. It is the policy of the Group that the recruitment, training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Social and community:

At JLA, we proudly support the UK's social infrastructure through the core services we provide to organisations whose work holds communities together and helps people to thrive. Our work with hospitals, care homes and housing associations positions us to positively impact the lives of the most vulnerable people in society. It is a responsibility we take seriously.

We actively engage and invest in the communities in which we operate and want to create a positive and long-lasting legacy. Part of this vision is fulfilled by our 'Make a Difference' charitable donation programme, whose four key streams focus on sponsorship, donations, local volunteering opportunities and supporting a JLA-chosen 'charity of the year'.

Our Charity of the Year for 2022 was Alzheimer's Society, a care and research charity for people with dementia and their carers. We actively support various other causes through fundraising and donations, including Movember. Manchester office colleagues recently collected food in aid of the Salford Food bank, which supports more than 200 families in the local area struggling with food insecurity.

Elsewhere, JLA engineers in Scotland helped to install a thermal disinfection dishwasher donated by the business to the NHS Greater Glasgow and Clyde Donor Milk Bank. The donation ensures the hygienic cleaning of bottles and vials to protect infant patients. JLA engineers also installed a combination of donated laundry and catering equipment to Albert Road Community Hub in Bradford, in support of community activities. We also launched our 'Make a Difference Colleague Volunteering' initiative in 2022, which gives each JLA colleague the opportunity to use one full working day of paid leave for volunteering each year.

The Directors consider the Annual Report, financial statements and this addendum to the Annual Report to comply with the Guidelines for Disclosure and Transparency in Private Equity.



Signed on behalf of JLA Acquisitions Topco Limited.
Sarah Norton
Director and Chief Finance Officer