

PROPOSED PALL-EX SITE

FRAMEWORK FOR EMPLOYMENT & TRAINING STATEMENT

APRIL 2025

About Pall-Ex Group

Pall-Ex Group is one of the UK's leading palletised freight distribution networks. It forms the largest overall collection of members within the UK. Pall-Ex Group distributes thousands of consignments every day, through its 130+ network of shareholder members, from a range of industries around the UK and throughout the globe.

Over the past few years, the Pall-Ex Group has experienced a period of substantial growth and the company has ambitions to develop and grow significantly.

Our main Hub is based in Ellistown in Leicestershire which we have outgrown and is not fit for our future. In order to provide the adequate infrastructure for the future expansion of the business, and to ensure our service levels remain high, the company has identified a need to develop a new Hub facility.

Pall-Ex New Hub at Wiggs Farm, Station Road

Pall-Ex identified the site at Wiggs Farm, Station Road between Ellistown and Bardon as a suitable location to accommodate the new Hub that the business requires.

We currently support the local economy by employing 270 employees in the local area and we wish to continue to strengthen the local economy and provide a substantial number of new jobs for local residents.

This Framework Statement has been prepared in support of a full planning application for the new Hub. The development proposal consists of the following key elements:

- A new c. 32,196m² National Distribution Centre to enable the storage and distribution of goods.
- c. 2,799m² office facility over four floors.
- c. 201 car parking spaces, 156 HGV spaces, 49 EV Charging Bays. 12 cycle parking bays and 6 motorcycles spaces
- Gatehouse and access roads.
- Maintenance Unit
- Canopy over the QC preparation building
- Landscaping and other associated works.

Purpose of the Employment & Training Statement

The purpose of the Employment and Training Statement is to provide the Local Planning Authority with more information relating to Pall-Ex's intention for local employment generation during its construction and once the new Hub is operational.

Investing in Hinckley & Bosworth

It is anticipated that the investment required to purchase the site, construct, fit out and commence operations at the new Hub would run to several hundred million pounds over a 36 – 48 month period. This investment would support a range of jobs and apprentice / trainee opportunities over the intensive construction period.

Once operational, the New Hub would employ approximately 480 people on-site in a range of positions, including:

- Site, section, deputy and senior leadership roles,
- Administrative role,
- LGV Drivers
- Warehouse operatives and assistants,
- Maintenance and equipment staff,
- Specialist roles in IT, Finance, HR, Marketing, International Freight,
- Transport managers and drivers,
- Occasional ancillary staff supporting the overall operation of the building

Rates of pay of staff within at the new Hub facility would be highly competitive within the industry.

The new Hub would deliver a secondary economic benefit by increasing the number of Pallets delivered. The new development has the potential to stimulate additional economic activity at the local, regional and national level.

Working with Hinckley & Bosworth Borough Council

Pall-Ex is a member of the Employment and Skills Taskforce, attending regular meetings to discuss local employment strategies across the Borough. We would be happy to join all Regeneration and Employment projects to ensure our practices and priorities are aligned.

This will ascertain how the company can support the council's objectives with the aim of generating local employment opportunities and developing local skills. As a result of the discussions that have taken place to date, and to demonstrate Pall-Ex's commitment to help achieve local targets and recruitment, it has been agreed that an Employment & Training Statement will be prepared in the event that planning permission is granted, which would be submitted to the Council for approval prior to the commencement of development on the site.

It is proposed that the Employment and Training Statement sets out timescales for candidate selection (i.e. referrals, candidate screening, candidate interview and final selection) which would be aligned with the planned phased opening of the proposed NDC. The Employment and

Training Statement would also set out how local recruitment would be facilitated (i.e. through targeting local recruitment agencies and local authority agencies) and how Pall-Ex intends to work with the local authority to create and promote local opportunities during the recruitment process.

Training and Apprenticeships

The new Hub would include facilities for the training of Pall-Ex staff employed on-site and external delegates for our CPC training. Pall-Ex would work closely with training providers, local authority agencies and recruitment agencies during both construction and operation to facilitate local recruitment. Pall-Ex would also work with local education providers to facilitate skills development through apprenticeship and work experience opportunities. By way of an example, the following apprenticeship / trainee schemes would be made available:

- Administrative
- Leadership
- Commercial
- Operative (Forklift and LGV Drivers)

Conclusion

The proposed new Hub would make a significant contribution to the local economy in terms of the long term stable jobs that would be created, which would provide an income in excess of existing market rates and provide development pathways for employees to earn more and develop new skills. The new Hub would also assist in the growth of local suppliers and promote wider local expenditure.

In summary, Pall-Ex are committed to:

- Local recruitment and facilitating local training and upskilling opportunities.
- Working closely with the Council and other local agencies.
- Working with local training and educational providers.
- Providing long term stable jobs with highly competitive wages which provides progression routes for employees to grow and earn more money through fair and robust development / succession schemes.

Pall-Ex are committed to local recruitment and ensuring that local employment opportunities are created as a result of the proposed development. The proposed new Hub would create amazing opportunities for Hinckley & Bosworth and the surrounding boroughs. It is anticipated that the new Hub would support approximately 210 new jobs whilst maintaining the current 270 headcount.