

ENVIRONMENTAL POLICY STATEMENT

Euro Packaging UK Ltd is committed to reducing the impact on the environment of its operations. Concern for the environment is a core part of decision making in all aspects of the Company's activities.

We aim to reduce our impact on the environment, including factors contributing to climate change, through a commitment to continual improvement, complying with environmental legislation and regulations and through the efficient use of resources and energy in our own operations.

Scope

This policy applies to all employees working with Euro Packaging UK Limited.

Key areas and targets

Euro Packaging UK Ltd aims to:

- **Legislation** - Comply with our legal obligations under the current Environmental legislation, together with all other applicable statutory provisions and relevant codes of practice.
- **Energy and Water** - Use energy produced from renewable or low-carbon sources, both in-house and externally purchased, where practicable. Our goal is to reduce non-renewable energy usage by at least 50% by 2026.
- **Carbon Emissions** - Manufacture and distribute goods in ways that contribute to lowering of carbon emissions and waste. Our goal is to; reduce Scope 1 and 2 carbon emissions by 20% year on year, reduce our carbon intensity (metric tonne of cO2e/£1000 of sales) by at least 50% by 2026 and to offset 100% of our Scope 1 and 2 carbon emissions on an annual basis through schemes such a re-forestation.
- **Recyclability** – From 2021 onwards only manufacture product that include materials that are 100% fully recyclable.
- **Zero Waste to landfill** - The Company has introduced a strict recycling scheme which results in waste from manufacturing sites and warehouses being segregated into plastic, aluminium and card, following by baling and recycling. However, it is estimated that 205 tonnes of non-recyclable mixed waste will be sent to landfill in 2021. Whilst this is a 46% reduction compared to 2020, the Company aims to send zero waste to landfill by 2026.
- **Input materials** – To increase the percentage of recycled input materials in our manufacturing from 30% to at least 40% by 2026.
- **Health and Safety** - Promote health, safety and environmental awareness throughout the organisation, whilst maintaining a safe and healthy working environment for our employees, customers and communities. We strive to be a responsible member of society with annual reduction in incidents in or around the workplace leading to a target of Zero by 2026.

- **Sourcing** - Consider key suppliers' environmental policies and credentials as part of the process for their evaluation and selection of suppliers. The Company has a supplier code of conduct and sustainable procurement policy and commits to signing up at least 75% of our suppliers to the supplier code of conduct by 2026.
- **Local and Accidental Pollution** - The Company has not been subject to any examples of local and/or accidental pollution as its Manufacturing activity does not include the use of any hazardous materials and its activities do not produce any noise, odour or dust that would be detrimental to the local environment. The Company aims to continue with this strong track record of Zero incidents of local and accidental pollution every year from 2021 onwards.
- **Water Management** – The Company is not a significant consumer of water with c10,000m3 used every year in its operations. We have committed to keeping our consumption limited to 10,000m3 each year.

Activities to minimise our impact on the Environment

Euro Packaging's activities to minimise our carbon and environmental footprint:

- Carbon offset for 2020 emissions through certified scheme.
- Solar powered energy schemes under appraisal.
- Reuse of inbound packaging in outbound deliveries.
- LED lights used in factory and warehouse space, further rollout under appraisal.
- Zero % carbon emission company car fleet introduced in 2021.
- All waste from manufacturing sites and warehouses are segregated into plastic, aluminium and card, baled and recycled.
- 50% of all MHE moved to zero emissions with the remaining transitioning over the next 18 months.
- Plans to introduce zero % carbon emissions delivery fleet over the next 12 months.
- Part of the Cycle to Work scheme, implementing bike storage in 2018.
- Push operated taps in bathrooms to reduce water consumption, with further refurbishment planned to include grey water system to divert water to external foliage and for vehicle washing and cleaning.
- Dual-flush with latest low flush technology in toilets. Regularly checked for leaks.
- Chilled water taps to reduce likelihood of running taps to cold.
- Hot water and tea machines installed to reduce water waste arising from kettles.
- Use of biodegradable cleaning agents for cleaning, avoiding chemical pollution of toilets, washers, and drains.
- Installation of foam soap dispensers to reduce the amount of water used for hand washing.
- Employee awareness and policies for disposal of any hazardous materials
- Regular testing for harmful bacteria such as legionella in the water system(s)

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Euro Packaging UK Limited is registered in England and Wales: Company Registration No 7012425 VAT Registration No GB 978 4457 57

Frequency of review

This policy will be reviewed for continuing suitability and effectiveness on an annual basis, with the next review date set for May 2022.

Responsibility

The Board of Directors are responsible for ensuring that this policy is effectively established, implemented, and maintained throughout the company. The Management Team are responsible for ensuring that all operatives receive training and information on the implementation of this policy.

This policy statement, including any changes, will be communicated to all persons working under our control and shall be made available on our website to all interested parties.

Sanctions

All employees of the Company are expected to comply with this policy with a view to reducing the impact on the Environment.

Any incidents which present a non compliance with this policy should be reported to the senior management team with all incidents of non compliance to be dealt with in accordance with the Company's disciplinary procedure.



Paul Timmins

Group IT Director

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