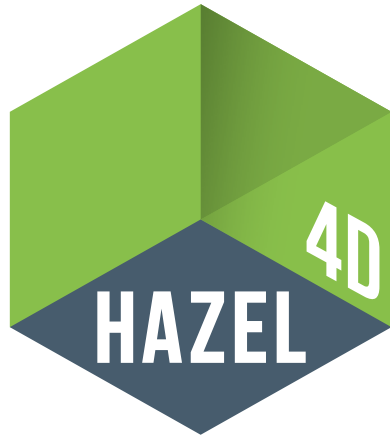




HAZEL 4D

SUSTAINABILITY REPORT 24-25

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AT A GLANCE...

CDP SME
Climate Change
questionnaire
score of B

100 Hazel trees
planted with
Make it Wild

2
interactive full
team days

45% of our
workforce
are women



893.75 hours
trained across
the team



EcoVadis Ranks
Hazel 4D in the
top 1%

CORPORATE INTRODUCTION



Who we are and how sustainability
is integrated into our business

DELIVERING 4TH DIMENSION

At Hazel 4D, we provide innovative products and industry-first solutions that help our customers save time, money, and reduce their environmental impact.

We understand that the packaging process isn't simply about the supply of materials. That's why we work with you to gain a true understanding of your company's packaging operations and needs and make recommendations on how to improve your business processes and the consumables used to bring you genuine, long-term solutions.

This ongoing partnership with our customers is fundamental to our sustainability efforts. Working so closely with our stakeholders allows us to balance social and environmental considerations with commercial success.

Throughout our business, we are aware of the impact we can make by driving sustainability improvements in our supply chain, our operations, and our added value approach to our customers.



LETTER FROM OUR MANAGING DIRECTOR

2024-25 has been a great year for progressing our ESG strategy and sustainability goals at Hazel 4D. We have become one of the first packaging companies to achieve a Platinum medal from EcoVadis, proving our dedication to the environment, labour and human rights, sustainable procurement, and anti-corruption. We also submitted our first CDP response in 2024, where we achieved a B score, the highest score an SME could accomplish that year.

We also strengthened the relationships with our partners and collaborators. We had a team tree planting day at Make It Wild, where our team helped plant 100 hazel trees at a site near our Horsforth Head Office. Along with Beyondly, we hosted a webinar focusing on the updated Extended Producer Responsibility (EPR) regulations, providing our customers with expert knowledge and regulatory support.

We could not have attained these milestones if it wasn't for our dedicated Hazel 4D team. They continue to put sustainability at the forefront of business decisions, allowing us to consider environmental and social aspects during every stage of the decision-making process. They consistently respond to industry evolution with innovative and personalised solutions, which allows them to deliver great successes time and time again.

This report contributes towards our annual Communication on Progress as a United Nations Global Compact signatory, demonstrating our commitment to the Ten Principles and the Sustainable Development Goals.

Neil Christie, Managing Director



As Managing Director, Neil takes overall leadership of our ESG strategy and ensures sustainability and ESG are key components in all business decisions and operations.

COMPANY VALUES

Our company values represent how we **Deliver the 4th Dimension** to our customers. They underpin all externally facing business decisions and the way we collaborate with each other internally, as well as how we communicate with our customers. Being a member of the United Nations Global Compact (UNGC) also means our company values are centred in the Ten Principles, which can be seen in how we operate as a business and conduct ourselves as a workforce and as part of a wider supply chain.



PERSONAL APPROACH

Listening to the needs of each client
and responding with smart solutions

ENVIRONMENTAL IMPACT

Introducing sustainable alternatives that
don't break the bank

FLAWLESS DELIVERY

Being trusted to deliver impeccable service every time

LEADING EDGE TECHNOLOGIES

Pioneering innovation through global partnerships

TEAM VALUES

Our team values define who we are and how we operate on a daily basis. They are relevant to each department and every employee and play a huge part in supporting our ability to deliver our company values. Our team values underpin how we work together to deliver the best outcomes for our customers.



SUSTAINABILITY OBJECTIVES

Our ESG strategy centres around a three-pillar approach of Sustainable Supply Chain, Operating Sustainably, and Supporting Our Customers. Underpinning each pillar is the determination to continuously monitor, analyse, and report on our performance and progress to encourage transparency and accountability. Each pillar focuses on a different aspect of our value chain, so that we can effectively categorise the areas where we can make positive changes to our activities and operations. It also helps identify key stakeholder groups who we can collaborate with to drive meaningful initiatives and progress. Our suppliers, our people, and our customers are vital to our success, so engaging with them regarding ESG topics on a regular basis is crucial.

Industry frameworks, laws and regulations, and best practices are prioritised within our strategy to ensure we are not only compliant but are striving to achieve the best possible outcomes. This mindset towards our ESG strategy also means that sustainability is incorporated into our wider business strategy. This allows us to innovate and consciously make decisions that are good for our own operations, for our customers, and better for the environment. We all share a collective responsibility for our long-term success, and sustainability plays a large part in that.



SUSTAINABLE SUPPLY CHAIN

We work closely with our suppliers through our Sustainable Procurement policy and audit process to enhance sustainable practices and encourage collaboration to make positive steps forward.



OPERATING SUSTAINABLY

We develop policies and internal processes continuously improve the way we operate. We use a data-driven approach to ensure our knowledge is thorough, our data is accurate, and our reporting is reliable.



SUPPORTING OUR CUSTOMERS

We pride ourselves on our expertise offerings which provide understanding and great insight into how we can help our customers with their own sustainability journeys.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (UN SDGs) are a list of 17 goals covering numerous ESG-related topics. Within each goal there are multiple targets that include specific actions and timeframes for which that target must be achieved. They provide a framework for us to use in order to prioritise and effectively report on our sustainability strategy, and ensures we are all working collaboratively to make positive progress.

Our three-pillar approach lends itself to alignment with the UNGC Ten Principles and Sustainable Development Goals (SDGs). This is a great way for us to verify our progress and ensure we are focused on larger sustainability goals that have a local and global impact. By striving to achieve the most relevant goals to us, we recognise the interconnectedness of these challenges and how progress in one area can pave the way for progress in others.

Our customers and other stakeholders value our clear and intentional alignment with the UNGC and SDGs.

It adds credibility to our sustainability claims and the work we have already done as well as showing transparent focus on where we are heading next. It gives our customers confidence and helps demonstrate our team values of integrity and expertise.

We value a supportive and productive workforce who are exceptionally knowledgeable in our packaging offerings and solutions. Our waste hierarchy model focuses on responsible consumption through the reduce and reuse stages. We align with SDGs 13, 14 and 15 through our product offerings and promotion

of plastic-free materials, or Forest Stewardship Council® (FSC®) certified products (licence code FSC-C176474). We engage with various stakeholder groups on carbon reduction as well as monitor our own greenhouse gas emissions to better understand and reduce our impact on global warming and climate change. This collaboration with our supply chain, partners, employees, and various membership organisations means we can all work towards these common goals.

Read more in Appendix 2.



SUSTAINABILITY OBJECTIVES

Our company policies include both quantitative and qualitative targets that allow us to track progress towards the UN SDGs and our wider company goals. These targets hold us accountable for our actions and are used as identifiers of the actions we are taking in all aspects of ESG.

We have established multiple management systems that integrate sustainability into our operations and decision-making process. These are certified under our ISO 14001 (Environmental Management System) and ISO 9001 (Quality Management System). Our risk management framework and Double Materiality Assessment (Appendix 1) help us identify gaps, risks, and opportunities across our operations and value chain. These systems have provided the basis for which our targets are developed and are a vital aspect of our strong corporate governance.

Our people are our greatest asset, and our management systems are here to support them and provide a positive working environment. We empower our people to actively engage with our targets and play their part towards achieving our goals. We do this through training sessions and various internal and external resources. Our people can raise any issues relating to sustainability or quality through our 4D Improvement System (4DIS).



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION



OUR SUSTAINABILITY MANAGEMENT TEAM

Sustainability management is a responsibility shared amongst numerous roles and departments within Hazel 4D due to its wide-reaching influence and consideration. Our organisational structure allows for sustainability responsibilities to be shared across departments, meaning that everyone has an interest and duty to support our strategy and work towards our targets.



Procurement

Our procurement team consistently engage with our suppliers through our Supplier Code of Conduct and supplier audit process. We work collaboratively with our suppliers to consider more sustainable alternatives such as Forest Stewardship Council® certified paper and board (licence code FSC-C176474) or higher recycled content percentages. We conduct regular supplier audits either using our own bespoke supplier questionnaire or respected third-party providers. This way, we can be confident that we are working with suppliers who share our values for responsible and sustainable sourcing.

Operations

With both our Mill House head office and Velocity Point warehouse, our operations team has multiple focal points when it comes to sustainability and ESG. With the introduction of new recycling regulations in the UK, the team strongly encourage mindful recycling practices where possible. Engaging with our people to align with best practices and training them to make positive changes during working hours can result in carbon reductions, a positive working environment, and strong corporate culture.

Sales

Our packaging consultants and sales support team are primed with relevant and up-to-date knowledge about how best to support our customers with their own sustainability strategies and targets. Cost, time, energy and resource savings can be made through our various packaging products and solutions we offer. Our packaging expertise means we can advise our customers on the most impactful changes they can make to their packaging operations, which can result in minimising carbon emissions, reducing plastic usage, or choosing more responsibly sourced products.

SUSTAINABILITY MANAGEMENT TEAM



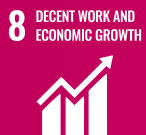
KATIE GRAHAM SUSTAINABILITY LEAD

Katie is pivotal in helping shape our Environment, Social and Governance (ESG) strategy, and ensures sustainability is considered in decision-making and key aspects of the business.

Katie works with internal and external stakeholders to make positive changes to our operations and value chain. She works with our Head of Supply Chain and Procurement Team to find more sustainable options and encourages the uptake of best practices in regard to human rights, health & safety, and diversity and inclusion.

Collaborating closely with our packaging consultants, Katie helps our customers realise their own sustainable goals. Whether it be carbon footprint reductions, sustainability certifications, or moving away from plastic packaging, she is on hand to support our customers with any ESG related questions.

SUSTAINABLE SUPPLY CHAIN



SUSTAINABLE PROCUREMENT

We understand the importance of driving sustainable procurement and taking responsibility for the environmental and social impact our supply chain has. We believe that promoting transparency and accountability is crucial to making a positive impact, and this is reflected in the way we do business and engage with our suppliers. Through our Sustainable Supply Chain pillar, we strive to work with suppliers who share these values and prioritise sustainability and responsible sourcing within their own operations.

Our Procurement Team is engaged with sustainable procurement topics, which helps identify possible risks, opportunities and gaps within our supply chain and helps us progress towards our quantitative targets. We have implemented a range of initiatives this year to reduce our carbon footprint and positively engage with our suppliers.

We have both a Sustainable Procurement policy as well as a Supplier Code of Conduct to ensure that all businesses and partners across our supply chain adhere to all necessary laws and regulations but also align themselves with best practice. Working with suppliers who support our goals and values is of utmost importance to us. We promote sustainable procurement practices and aim to make procurement decisions that consider potential positive or negative effects on the environment and society. We operate with high levels of integrity and expect the same of our suppliers.



The traceability and transparency of our products allow us to choose more sustainable alternatives and ensure our products come from ethical and responsible sources. Being able to trace a product from its raw materials to its final destination adds clarity for us and our customers. Working with our suppliers to find more sustainable solutions to sourcing a material can result in innovation and cost saving. This visibility allows us to uphold our commitments to accountability and transparency, and along with our suppliers, drive positive and sustainable change.

We expect our suppliers to implement sound health and safety policies and procedures to confirm regulations are adhered to and best practices upheld. Modern slavery, child labour, and forced labour are not practices we tolerate in our own operations or within our supply chain. Our Supplier Code of Conduct specifically outlines this to ensure compliance. We emphasise the requirement that all workers must be treated with the utmost respect and dignity.

SUSTAINABLE SUPPLY CHAIN INITIATIVES



Alex Surtees
Operations Manager

REGIONAL SCHEDULING OF DELIVERIES

Six months ago, we introduced a regional delivery schedule, grouping deliveries to specific geographical areas on set days of the week. This approach allows us to funnel non-urgent deliveries onto dedicated Hazel 4D vehicles, while still maintaining our core next-day delivery promise for customers who require their deliveries urgently. The schedule covers a wide range of regions, with delivery days tailored to each area (e.g. Northwest deliveries on Monday, Wednesday, and Friday; West Midlands on Tuesday and Thursday). Customers are always given advance notice of their delivery day, and we remain flexible for those who need goods outside of this schedule. This initiative has delivered significant benefits. Our average delivery mileage per consignment has dropped by roughly 8%, reflecting a meaningful reduction in product miles and associated carbon emissions. Customers benefit from a more reliable and consistent delivery experience, as their orders arrive on Hazel 4D dedicated vehicles rather than through a pallet network. This means that our customers can reduce their own Scope 3 emissions alongside Hazel 4D reducing our carbon footprint as well. Feedback from both staff and customers has been positive, with the process proving straightforward for our sales and order processing teams. The schedule has enhanced our sustainability credentials and operating efficiency while maintaining the flexibility and service levels our customers expect.



Bradley McEwan
Head of Supply Chain

DIRECT SHIPMENTS

This year, we have moved towards a direct shipment model because it delivers real environmental and operational benefits. By importing goods straight to our customers, rather than routing them through multiple distribution points, we significantly reduce unnecessary transport miles and the associated carbon emissions. This streamlined approach means fewer vehicle movements, less packaging, and a more efficient supply chain overall. It's not only better for the environment, but it also ensures our customers receive their products faster and in the most sustainable way possible. We also use our own Hazel 4D fleet rather than third-party pallet networks, which results in smoother deliveries that are timelier and more dependable. This streamlined approach supports our sustainability goals by cutting carbon emissions while also helping our customers shrink their own Scope 3 emissions through a more efficient supply chain.

SUSTAINABLE SUPPLY CHAIN INITIATIVES

Typically, plastic pallet wrap comes on a cardboard core. This is so the film can easily be positioned onto a handheld dispenser or onto a machine to be distributed around a loaded pallet. Hazel 4D have been working closely with one of our key suppliers to change the game. Not only does it reduce the waste from the cardboard core, it totally removes it! Our innovative **Extremus Zero Coreless Film** offers smarter, more sustainable pallet wrapping without compromising on quality or durability. By eliminating the cardboard core entirely, it reduces the total roll weight by 10%, enabling fewer film shipments, and lower costs while also cutting storage needs and carbon emissions. With up to 400% stretch capacity, Extremus Zero Coreless Film delivers exceptional performance for high-volume, high-speed wrapping.

Being able to reduce your pallet film carbon footprint by up to 10% with the removal of the cardboard core can help our customers move further towards their carbon reduction goals and overall environmental targets. Our data-driven approach and adapted waste hierarchy model (read more on page 37) also supports this as it focuses on material reduction before anything else. Choosing this more sustainable option won't negatively impact our customers' packaging operations but it can help with reductions in greenhouse gas emissions as well as cost savings!





The mark of
responsible forestry

Hazel 4D Supplier Questionnaire & Audits

We continue to roll out our supplier questionnaire to our low and medium-risk suppliers. The questionnaire is based on guidelines from Sedex, ISO, and other organisations as well as what we personally deem to be important from an environmental and ethical point of view. We have a company KPI to receive 2 completed questionnaires a month, and we have been hitting or exceeding this target consistently in 2024 and 2025.

We also work with third-party auditing companies who conduct SMETA, factory, or social compliance audits on our behalf. The third-party audits are usually for our more high-risk suppliers, which is determined based on our spend with them and their location. These questionnaires and audits can help identify any risks and opportunities relating to a supplier to ensure we are doing what we can to ensure compliance within our supply chain. They cover a range of ESG topics including policies, carbon reduction targets, anti-corruption, and quality management.

Third-Party Certifications & Recognitions

We are a proud member of Sedex and through our supplier questionnaire, ask that our suppliers are as well. Sedex allows us to better understand our supply chain through managing supply chain sustainability and mitigating business risks.

We also carry a Forest Stewardship Council® (FSC®) Chain of Custody certification (licence code FSC-C176474) which ensures our FSC® certified paper and board products are sourced from responsibly managed forests or other controlled wood sources. An FSC® certification means that our products come from responsibly managed forests which ensures no deforestation and high working conditions for employees. Our FSC® certified products are available upon request.

VELOCITY POINT WAREHOUSE

We have implemented numerous new and exciting sustainability initiatives at our Velocity Point warehouse. We have completely moved away from plastic void fill within our own operations, instead opting for paper alternatives. This reduces our overall plastic usage while not compromising on quality or efficiency.

Both our Mill House offices and Velocity Point warehouse are fitted with LED lighting, resulting in reduced energy usage. We also have solar panels on both buildings which helps us to generate our own electricity and rely less on the grid. Our company fleet is moving from traditional ICE engines to hybrid or fully electric. We support this by offering electric charging points in our car park at Velocity Point, which reduces our fleet carbon footprint and encourages our employees to choose less impactful vehicles.



Making carbon emission reductions does not mean that our operations are not as cost or time efficient as before. Our team work tirelessly to ensure our high pick accuracy of 99.89%, and average delivery unloading time of 30 minutes for full truck loads. We are proud of what our warehouse team have achieved this past year, and we are looking forward to seeing how even more sustainability and efficiency initiatives can be implemented at our Velocity Point warehouse.

Our warehouse has now got a new generation PIR and programming lighting system throughout. This means that motion sensors are fitted in the warehouse which saves electricity when the lights are not in use. They can also be managed through an app which gives us the ability to switch off the lights throughout the building at the end of the day, as well as control the dimming settings remotely.



“Our warehouse team work tirelessly to ensure high pick accuracy and have continuously reduced the average time to unload a pallet. Our warehouse and the team are vital to our business operations and allow us to offer our customers the best service possible while also supporting their sustainability goals.”

NIGEL THOMAS, WAREHOUSE MANAGER

SCOPE 3 EMISSIONS

We continued our partnership with Greenly this year to calculate our company carbon emissions. This collaboration allows us to identify possible improvement areas as well as ensure the data we are providing is as accurate and reliable as possible. We have made great strides this year regarding supplier engagement and will continue to do so in the years to come. We are still refining our internal data collection procedures to guarantee that we gather all necessary data points as best we can.

Our Scope 3 carbon emissions account for the vast majority of our greenhouse gas outputs. This is why it is vital for us to engage with our supply chain to find ways of reducing this impact and take positive steps towards carbon reduction and eventually achieving net zero. Our Hazel 4D supplier questionnaire and external audits help identify how we can effectively engage with our suppliers to make these strides forwards.

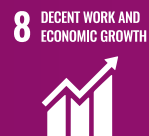
While our supply chain is a crucial part of our Scope 3 emissions, there are also some categories that are well within our control. This includes business travel and employee commuting. We continue to work on all Scope 3 categories that are relevant to our business operations to make the most positive changes we can. We train our people through internal and external means to understand their personal carbon footprints in relation to their activities at work in the hopes that this can encourage more sustainable choices in the future. For example, through our partnerships and memberships with Greenly, UNGC and EcoVadis, our people can access training courses relevant to their job responsibilities and working activities.

Not all Scope 3 emissions categories are relevant or material to our business operations, and therefore these have not been included in the data provided. There are also categories where we do not yet have the processes in place to collect the data necessary to accurately calculate these emissions. We continue to gather and analyse the data we can collect from our own operations and supply chain, as well as creating new processes to effectively gather and measure other relevant data points.



Scope 3 Category	Scope 3 Category Name	Total (tCO2e)
Cat.1	Purchased goods and services	25237
Cat.2	Capital goods	182
Cat.3	Fuel and energy related activities (not included in Scope 1 or 2)	10
Cat.4	Upstream transportation and distribution	672
Cat.5	Waste generated in operations	9
Cat.6	Business travel	33
Cat.7	Employee commuting	34
Cat.8	Upstream leased assets	1310
Cat.9	End-of-life treatment of sold products	27010
Total Scope 3 Emissions		54,497

OPERATING SUSTAINABLY



SCOPE 1 & 2 EMISSIONS

We understand that our business operations and activities have an impact on the environment. We have taken numerous steps in 2024 to reduce our total carbon emissions from our Mill House head office and Velocity Point warehouse. Our Scope 1 and 2 carbon emissions are produced through our own operations either directly (Scope 1, heating and cooling of our offices, warehouse and our company car fleet) or indirectly (Scope 2, purchased electricity). While these emissions only make up a small percentage of our total greenhouse gas emissions (0.064%), it is important for us to acknowledge that we still make an impact and take steps within our own operations to reduce this as much as possible. These are the activities that we can directly influence and so it makes sense to do what we can to reduce our impact here.

We continue to develop our internal processes to gather the most accurate data possible. We partner with Greenly to do this, and they help calculate our greenhouse gas emissions using various emissions factors. The calculations and report are aligned with the greenhouse gas Protocol (GHG Protocol). Our Scope 1 and 2 market-based emissions have increased slightly compared to the previous year. This can be explained by growth within the company as well as the fact we moved into our Velocity Point warehouse in April 2024 where the operations now lie with us rather than a third-party. Emissions per employee have increased slightly from **497 tCO2e** in 2023 to **500 tCO2e** in 2024 due to the company growth.

While we continue to gather our carbon emissions data and work towards science-based reduction targets, we have collaborated with Make It Wild to offset some of our emissions through tree planting initiatives. Make It Wild are a local organisation to our Mill House office, where thousands of trees and wild flowers are planted in a nature reserve. We acknowledge that carbon offsetting is not a long-term solution, and we remain firmly committed to reducing our carbon footprint in a sustainable manner.



Total scope 1 & 2 emissions
per employee

500
tCO2e

Total scope 1 & 2 emissions
per £1m revenue

1000
tCO2e

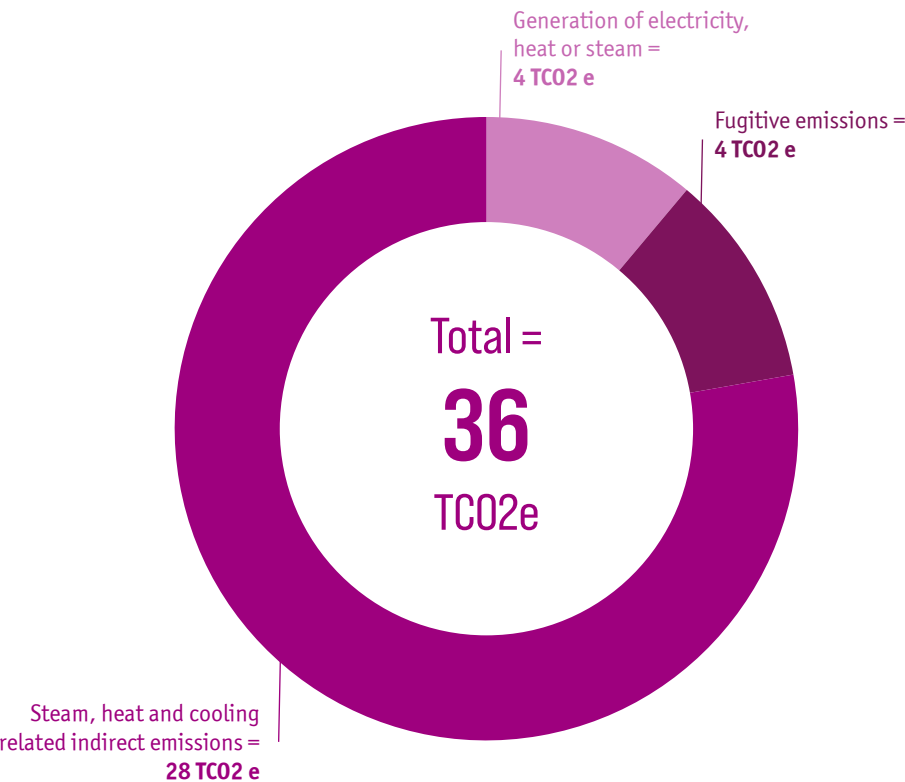
SCOPE 1 & 2 EMISSIONS

In 2024, our Scope 1 and 2 market-based greenhouse gas emissions amounted to 36 tonnes of carbon dioxide equivalent (TCO2e). The primary source of these emissions is our company car fleet, which we use to visit customers and deliver products. One way we have reduced these emissions is by using hybrid or fully electric vehicles rather than the traditional combustion engine. We offer on-site electric vehicle charging at our Velocity Point warehouse to encourage employees and visitors to use more sustainable modes of transportation.

We have solar panels installed at both our Mill House head office and Velocity Point warehouse, with 88,575 MWh coming from these and other renewable sources in 2024. This equates to 55% of our total energy usage, with 72,497 MWh coming from traditional means.

As we continue to refine our data collection processes, our Scope 1 and 2 greenhouse gas emission numbers may not be as accurate as they can be. However, we continue to develop carbon saving initiatives and roll these out to our suppliers, employees, and customers while we work on our data collection. Through our partnership with Greenly, we have broken down our Scope 1 and 2 emissions even further which has helped us identify exactly which areas we should focus on first in order to make the largest positive impact. Some other initiatives we have implemented at our Mill House head office and Velocity Point warehouse include sensor-activated lighting, boiling water taps, and double-glazed windows throughout. We also encourage mindful use of business vehicles and for employees to car share where possible, and recycling behaviours that include composting of food waste. Making these small but important steps can help reduce our company carbon footprint.

Intensity ratios are calculated by dividing the total Scope 1, 2 and 3 greenhouse gas emissions by the total number of employees we have, or the turnover generated in 2024. As we continue to grow as a business, intensity ratios are a great way for us to see if our total carbon emissions are reducing even as we expand. Again, these numbers may not be extensive, but they give a good indication of our carbon reduction progress as a business. In 2024, we had 66 people employed at Hazel 4D.



Scope 1 & 2 Cat.	Scope 1 & 2 Category Name	Total (TCO2e)
1.1	Generation of electricity, heat or steam	4
1.2	Transportation of materials, products, waste, and employees	0
1.3	Physical or chemical processing	0
1.4	Fugitive emissions	4
2.1	Electricity related indirect emissions	28
2.2	Steam, heat and cooling related indirect emissions	0
Total Scope 1 & 2 Emissions		36

TEAM TREE PLANTING DAY

In February 2025, we proudly partnered with Make It Wild once again. This time, it was through one of their corporate offerings, a team tree planting day at their site in Harrogate. Our team rolled up their sleeves to plant 100 hazel trees as part of our carbon and environmental strategy. **The team were also lucky enough to celebrate planting Make It Wild's 100,000th tree.** It means a lot to the Hazel 4D team to be able to support such a great organisation. Biodiversity and rewilding are key to the fight against global warming and climate change, so being able to take part in efforts to protect this within our local community was brilliant. Being able to revisit the site where we planted trees is also a big advantage for us, as we feel connected to the local environment and can keep an eye on how the trees are doing. We look forward to our continued partnership with Make It Wild and being able to get out into nature and get our hands dirty again soon.



RYAN CLARKSON, ERP ADMINISTRATOR
& TREE PLANTING VOLUNTEER

"I had a great time at the tree planting with Make It Wild. While it was hard work, it was lovely to support an organisation so keen to protect nature and support the local community. And we can visit the site any time to see how the trees are doing which is lovely!"

EVE BAILLIE, GRAPHIC DESIGNER & TREE PLANTING VOLUNTEER



LEARNING & DEVELOPMENT

Here at Hazel 4D, we are committed to aiding the progression and development of our people through a range of actions and initiatives designed to enhance learning as well as their physical and mental wellbeing.

We offer job-specific training to all new starters, and ongoing support during each employee's career development. Our people have regular 1-2-1 meetings with their line managers to provide support and communication opportunities. Performance reviews are conducted to highlight opportunities for growth and development as well as identify areas where extra support may be needed. Internal and external training resources may also be used for knowledge sharing and gaining certifications to support job responsibilities. Our team values of Expertise and Integrity and echoed throughout the team.

During the 2024-25 reporting period, we trained our people for a total of 893.75 hours. This equates to 13.75 hours per employee. We have a company KPI to train our people in ESG and sustainability topics relating to their job roles which we are proud to say has been achieved. We believe that it is of great importance for our people to have opportunities to learn and develop.

We recognise and celebrate exceptional contributions through our 'Employee of the Month' programme and annual 'Employee of the Year' recognition. These initiatives highlight the outstanding efforts seen across the workforce and emphasises appreciation. We think it is important to celebrate the wins we achieve as a team, as well as accentuating individual achievements as well. This motivates the team to give their best efforts to the job and recognises all the hard work our team put in.

893.75 hrs
trained across the team

13.75 hrs
average trained per person



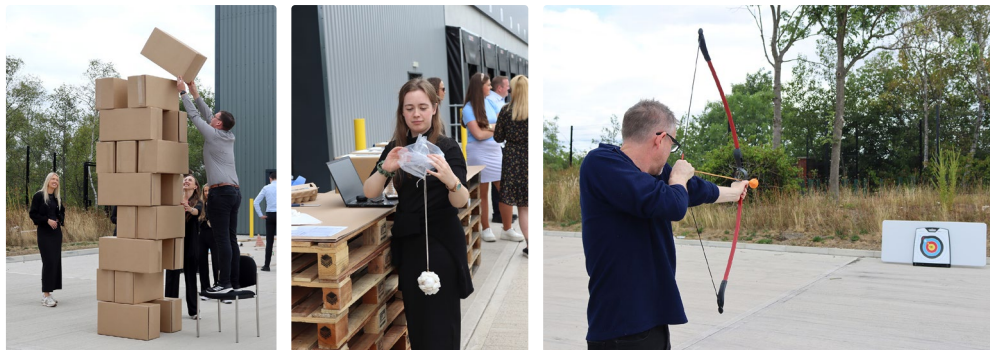
"We are a very close team with genuine passion for customer service. Being part of the business for a number of years has given me the opportunity to see so many people develop and play a significant part in Hazel 4D's success. The recent team training days have given everyone an opportunity to bond in a different setting while learning about various aspects of the business."

RUTH FANTHORPE, EA TO MANAGING DIRECTOR & HR

TEAM TRAINING DAYS

Hazel 4D employees enjoyed a full team training day in January 2025. This was hosted at our Velocity Point warehouse and had several different stations focused on a different aspect of our business operations. There were machines available for people to trial, quiz questions, pallet wrapping challenges, all in the name of fun and learning. The team were treated to breakfast and lunch on the day as well, to ensure energy was high. It was lovely to see people interacting in a relaxed setting while also learning more about the products we offer and the different departments within the business. The aim was to get people to interact with different departments of the business and get hands-on experience of the products we offer to our customers. There was a new-found appreciation for all departments within the business and the role they play in making Hazel 4D a success.

In July 2025, the team enjoyed the sunny weather when we hosted our first ever Summer BBQ. There was giant Jenga, crazy golf, archery, and 'guess the baby photo', as well as many other fun activities and games. The morning wrapped up with a delicious BBQ on site. There were prizes for the winners, and everyone seemed to have a brilliant time. This helped with employee morale and allowed the wider team to interact in a more relaxed setting.



"The team training day in January and the Summer BBQ in July have been great successes! Everyone enjoyed themselves and it was lovely to see people interacting out of the office and talking to people they may not engage with on a regular basis."

LISA HOUGHTON, SALES TEAM LEADER

HEALTH & SAFETY

We take health and safety extremely seriously within our offices, warehouse, and day-to-day business operations. It is important to us that all our people and anyone visiting a Hazel 4D site feels safe while they are there, but also that they feel safe raising any concerns if one is identified. We have a robust Whistleblowing policy and procedure in place that has been enhanced to ensure our employees have a confidential and secure channel to report any misconduct, ethical violations, or even just general concerns. This procedure underpins our commitment to maintaining a safe and respectful workplace for all. Our Whistleblower policy is communicated to all new starters as well as being available to employees on our internal HR platform. We are also REACHH compliant.

Our Health and Safety policy covers a vast range of topics such as electrical safety, driving for work, and stress-related risks. Our employees can refer to this policy at any time, and they can also bring concerns or questions to their line managers and peers or go through our Whistleblower policy and procedure.

We conduct weekly fire alarm tests to ensure all equipment is working as it should and so we have the correct processes in place. We have dedicated Mental Health First Aiders to provide support and guidance for any mental health concerns our people may experience. We also offer flu vaccinations or vaccination vouchers on an annual basis to all our people.

We regularly review all our policies and procedures, either through annual reviews or when there needs to be an update or change. This ensures we follow all necessary laws and regulations but also best practices within our industry.



0

reports of
corruption

0

information
security incidents

0

employee health
& safety incidents

INFORMATION SECURITY & PRIVACY

Our Business Ethics policy covers numerous topics including Information Security, Corruption, and Anti-Competitive Practices. This is a great resource for our people to refer to if they are ever unsure of our stance on certain behaviours and practices. The policy is communicated to all new starters during their onboarding sessions, and all employees can access it freely when needed through our helpful HR platform. We also expect third parties to adhere to our Business Ethics policy as well as other policies relevant to them and their business with Hazel 4D. We send out regular training materials to our Hazel 4D employees to ensure they are up-to-date and knowledgeable on the latest security procedures and protocols.



Information Security

We are committed to protecting the confidentiality and integrity of all the information we learn, store, and use. We have implemented numerous security controls to protect information from unauthorised access, use, disclosure, disruption, modification, or destruction. These measures include access controls, network security, and incident response procedures.

Corruption

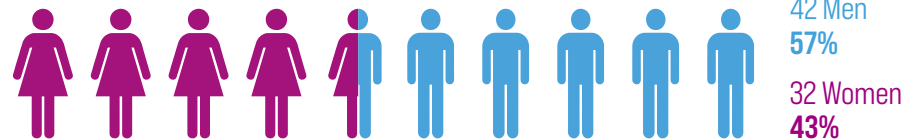
Within our Business Ethics policy, we detail our zero-tolerance stance towards behaviours of fraud, money laundering, bribery, and conflicts of interest. We encourage all employees and contractors to report any suspicious activity or behaviour they have noticed, and we will protect the confidentiality of those reporting in accordance with our Whistleblower policy.

Anti-Competitive Practices

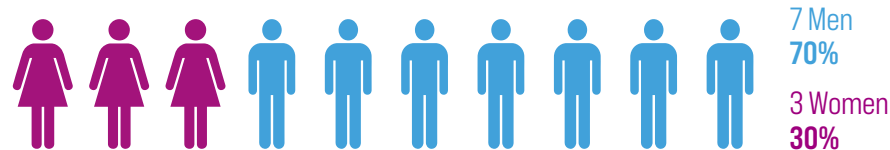
While we recognise the importance of fostering healthy competition, we comply with all necessary laws and regulations including the Competition Act 1998 and the Competition and Markets Authority guidelines. All employees must report concerns of anti-competitive behaviour in accordance with our Whistleblower policy for further investigations to take place.

DIVERSITY, EQUITY & INCLUSION

Overall Employee Gender Breakdown



Senior Management & Directors Gender Breakdown



We believe Diversity, Equity, and Inclusion are vital aspects to our ESG strategy, our business success, and the wellbeing of our people. Saying this, we do recognise that senior roles within our organisation have been, and are currently more occupied by males. While this is an area for improvement, we also understand that we recruit and promote based on aptitude and ability, with everyone being treated fairly and with the utmost respect. Our people, potential new starters, and new starters are not discriminated against or treated differently because of age, gender, disability, race, religion, sexual orientation or any other characteristic.



We are committed to ensuring a working environment in which individual differences and the contributions of our people are recognised and valued. Training, development, and progression opportunities are available to all employees, and we actively encourage uptake of knowledge sharing and growth. An inclusive environment allows for us to become better and deliver services to our customers through a strong company culture and understanding.

SOCIAL IMPACT

Within the past year, we have also engaged with our local MPs to create a long-lasting relationship between Hazel 4D and the local government. We have welcomed MPs responsible for the surrounding areas to our Mill House offices in Horsforth and our Velocity Point warehouse in Armley. We believe these partnerships will provide all parties with opportunities to meaningfully engage with different stakeholder groups. Both MP visits were to discuss a wide range of topics, including the pressing issues within the packaging industry, most notably Extended Producer Responsibility (EPR) and the new Recyclability Assessment Methodology (RAM). At Hazel 4D, we want to ingrain ourselves into our local community and engaging with various public figures is one way of doing that. Katie White MP took a look around our Mill House offices and showroom and met some of our team. Alex Sobel MP walked around our impressive warehouse and met a few of our warehouse employees there as well.



We are proud to continue our dedication to the Living Wage Foundation, which recognises our commitment to paying and compensating all our people fairly for the work they do. Not only do we pay the government minimum wage, but we also pay the Real Living Wage which is a more accurate evaluation of the cost of living today. We believe taking good care of our people is vital to encourage a strong work culture and positive working environment.



SUPPORTING OUR CUSTOMERS



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



15 LIFE
ON LAND



17 PARTNERSHIPS
FOR THE GOALS



EPR & PLASTIC PACKAGING TAX

Extended Producer Responsibility (EPR)

EPR regulation aims to shift the responsibility for the costs of recycling packaging materials (including recovery, processing and disposal) to the 'brand owners' or producers of said packaging. We have seen the introduction of EPR Base Fees which is the cost for local authorities to collect and sort the recycling waste. Any material that is considered more environmentally harmful or more difficult to recycle has a higher EPR Base Fee attached. This is to encourage more mono-material products, and a shift to materials that are easier to recycle, such as moving from flexible plastics to paper.

There has also been the Recyclability Assessment Methodology (RAM) introduced that aims to capture even more data about the products and materials ending up in household bins, rather than just industrial or commercial waste. While Hazel 4D support the developments in this regulation and what it is aiming to achieve, we also understand the burden that EPR can place on our customers in terms of the data that must be reported and the financial obligations. Our dedicated Packaging Consultants are here to help you understand your business's EPR and RAM requirements and provide options to potentially reduce costs.



Plastic Packaging Tax (PPT)

PPT has been introduced to encourage the use of recycled content in packaging materials. It was designed as a measure to address the plastic waste problem and to financially incentivise manufacturers and producers to use more recycled content in their products. We have many recycled content options in every product category we supply, providing our customers with great options to reduce their PPT obligations. Our range of products with recycled content includes both pre-consumer and post-consumer waste. They provide a more sustainable solution to traditional packaging materials without compromising on strength or durability.

Our solution in action...

SUSTAINABLE SWITCH OVER CONSULTATIONS

When it comes to the sustainability of packaging, there are many factors to consider. From materials and design to processes and logistics, every aspect of your packaging has an impact. We believe sustainable packaging combines environmental considerations with ethical and responsible practices throughout the supply chain. It is essential to consider the entire life cycle of a product or material, from raw material extraction to disposal and the supply chain risks around every stage. Our Sustainable Switch Over solution helps identify possible areas within your packaging operations for improvements, whether that be increased recycled content, reduced carbon footprint, or moving from plastic to paper products. Our Packaging Consultants are on hand through every stage of the process to partner with our customers to help minimise the impact of their packaging.



CASE STUDY:

SUSTAINABLE SWITCH OVER

The Problem

Our customer, Arco, have set extremely ambitious science-based targets. This means that they have to choose more sustainable, lower carbon materials throughout their operations. Their focus is not only on reducing carbon but also increased recycled content products and a move towards a circular economy model. These are all things that Hazel 4D can help them with, while also providing the potential to reduce costs and increase efficiency within their packaging operations.

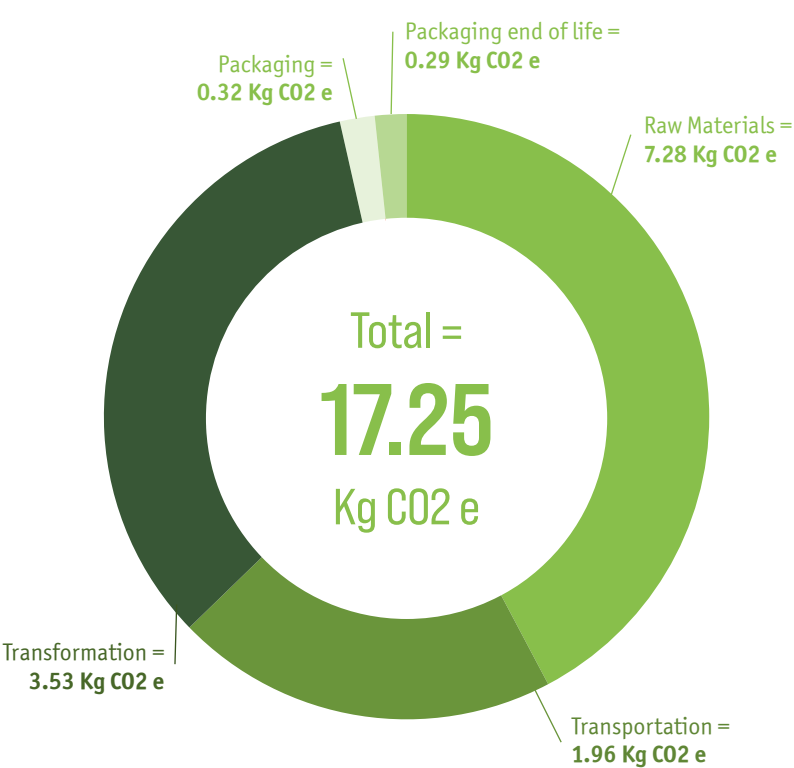
Arco were originally using 960 rolls of Chamber Cushion Film every 12 months, which meant a lot of money and resource being used just for void fill.

Our Solution

Hazel 4D are not only a packaging supplier, but we are also a packaging partner that work alongside our customers to deliver meaningful wins time and time again. With Arco, we looked at their entire packaging operation and identified areas of improvement. Specifically looking at the Chamber Cushion Film void fill, we were able to reduce this completely down to 0 rolls. Through identifying the correct box size and effective void fill systems, the need for the cushion film vanished. This supports Arco’s sustainability goals by completely removing unnecessary carbon use from their supply chain, while never compromising on efficiency or effectiveness.

The Results

One unit of the Chamber Cushion Film has a total carbon footprint of **17.25 Kg CO2 e**. Multiply this by the 960 rolls Arco used, that’s a whopping **16,560 Kg CO2 e** in total that has now been saved from Arco’s supply chain and business operations.



Life Cycle Stage	Kg CO2 e	%
Raw materials	7.28	42.24%
Transformation	3.53	20.51%
Transportation	1.96	11.36%
End-of-life	3.85	22.35%
Packaging	0.32	1.86%
Packaging end-of-life	0.29	1.68%
Total (t CO2 e)	17.25	100%

OTHER SUSTAINABLE SWITCH OVER OFFERINGS



Recycled Content Products

All our product categories now have recycled content options. This means that our customers don't have to compromise on quality or cost if they choose to purchase products with a reduced environmental impact.

We verify the recycled content through third-party certifications to ensure compliance with all necessary regulations and best practice. Increased recycled content in packaging products can help our customers reduce their carbon footprints as well as their Plastic Packaging Tax obligations.



The mark of
responsible forestry

Forest Stewardship Council®

Forest Stewardship Council® (FSC®)-certified forests must adhere to strict environmental and social criteria. This includes plant and animal species conservation, worker rights, community rights, and zero deforestation. We hold a Chain of Custody certification (licence code FSC-C176474) which ensures the product bearing the FSC® label is tracked through every stage of processing, manufacturing, and distribution. FSC® labels have strong consumer recognition, with 80% saying they are more likely to trust a brand if it offers FSC®-certified products (FSC® Consumer Awareness Study, 2023).



On-Pack Recycling Labels (OPRL)

We are a proud member of OPRL as they help us accurately identify which recycling labels we need to put on each of our packaging components. This can be one label or a multi-label for the different components of the packaging. Their easy-to-understand labelling system means we can be confident we are giving our customers and their end-consumers the most reliable information when it comes to the recyclability of packaging. OPRL labels are the most easily identified recycling labels in the UK, with 9 out of 10 consumers recognising them (OPRL What Consumers Want, 2023).

DATA-DRIVEN APPROACH

We understand that more sustainable outcomes are often the result of better processes from the beginning. This has always been fundamental to our approach, and our Packaging Consultants work closely with our customers to understand, and then optimise, their packaging and logistics operations. This not only reduces waste but also enhances efficiency and cost-effectiveness. Giving our customers the right knowledge to make the most informed decisions is key. Our technical advice and consultancy services help businesses make decisions that best align with their own sustainability goals while also reducing costs and operational downtime.

Our approach to the well-known Waste Hierarchy model starts with the need to rethink your packaging operations and processes. Identifying gaps and opportunities to make positive changes by rethinking your current packaging operations allows innovative changes to take place.



Reducing & Reusing

Reducing and reusing packaging and materials where possible is the most impactful way to reduce environmental impact and carbon footprints. Reducing the amount of packaging you use in your operations can not only make the process more time efficient but cost-effective too.

Recycling

Recycling should be the final step after all other options have been considered and explored. Recycling is often considered the most environmentally friendly disposal system as it means materials can be used again and again. However, it can be a resource intensive process and therefore should only be considered once all the other steps in the Waste Hierarchy have been explored first. That's why it's called a hierarchy after all.

Repairing

Repairing machinery before finding a replacement is one way to prolong the life of the things you use. Replacing one part of a machine can be more environmentally friendly than replacing the entire thing, and it can also be more cost-efficient.

DATA-DRIVEN APPROACH

Our goal is to make an impact beyond our company and industry. Because of the stakeholders we collaborate with, we recognise the influence we have on the broader ecosystem we operate within. By providing accurate and dependable data to support our claims, and working collaboratively with stakeholder groups, we can create a positive impact on the environment and the living beings inhabiting it.

LIFE-CYCLE ANALYSIS

We use an LCA tool and numerous emissions factors to calculate the carbon footprints of the products we offer to our customers. LCAs are beneficial for comparisons between two different products as they capture data such as recycled content percentage, weight, and upstream and downstream transportation. This data can help our customers make informed decisions about the packaging they buy from us.

COLLABORATION FOR INNOVATION

We understand that in order to achieve the goals we have set for ourselves, as well as the Sustainable Development Goals (SDGs) set by the United Nations, we need to work collaboratively with our peers, suppliers, communities, and our customers. We can do this through innovative solutions based on data insights, advanced research, and shared objectives.

CIRCULAR ECONOMY

We will always highlight the importance of reducing and reusing materials and products wherever possible. In order to achieve a circular economy, we promote recycled content products that are also recyclable when they can no longer fulfil their intended use. Our customers can rely on us to find the best packaging options for a circular economy. Our adaptation of the Waste Hierarchy model also supports this.

DATA-DRIVEN RESULTS

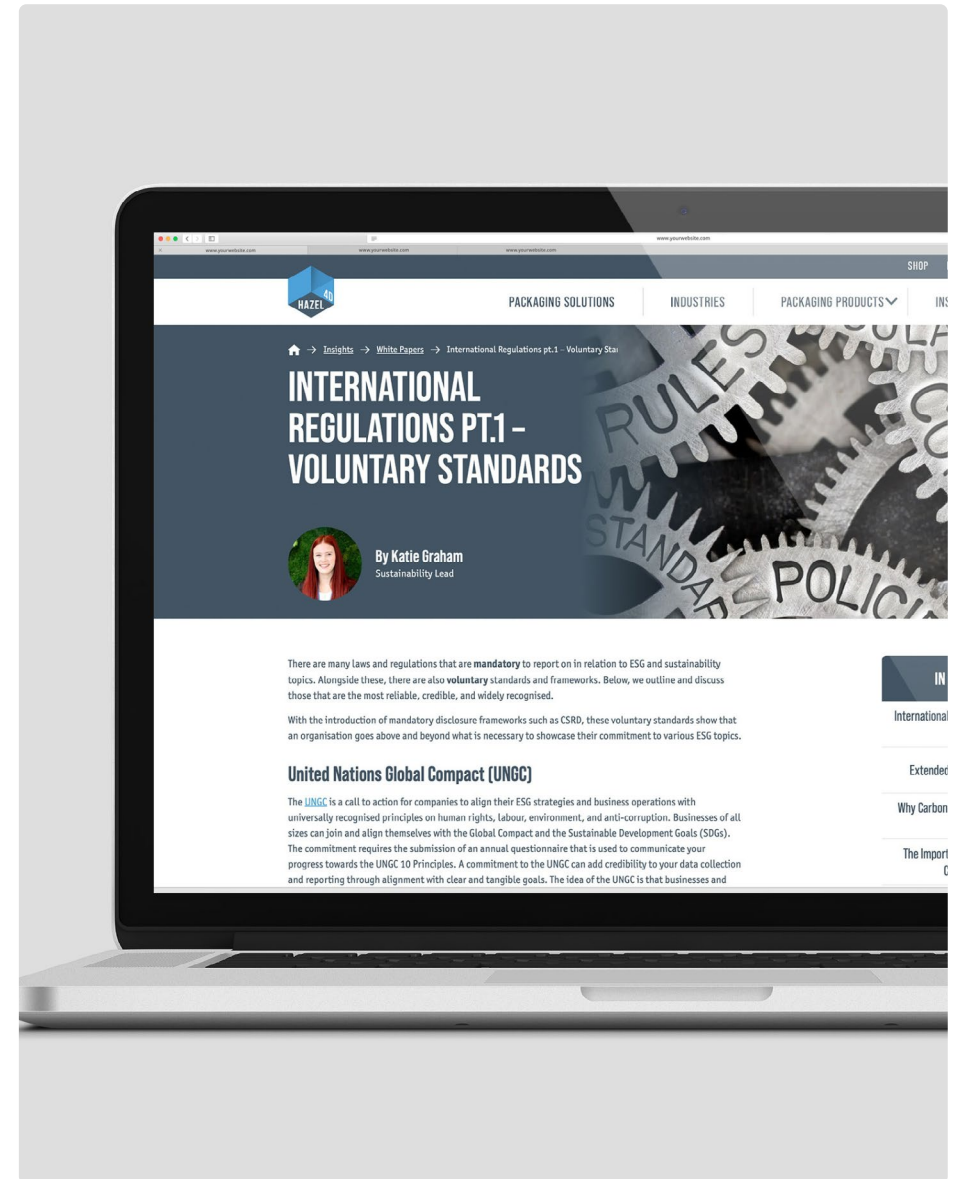
We do not claim something to be true if we are unable to support it with sound evidence and data. Our customers can rely upon us completely to supply as much accurate data as possible. We pride ourselves in being experts in our field, in which sustainability and ESG is becoming an increasingly important aspect. We partner with compliance and climate experts to ensure we are advising our customers to the best of our ability.

INSIGHTS

Articles & Whitepapers

We have collated a library of news articles, case studies, and whitepapers on our website that demonstrates our deep understanding and knowledge of ESG-related topics. We continue to grow this library as and when new information or topics arise, as we understand the rapidly changing landscape and the need to digest this vast amount of data. Our news articles also contain exciting company news.

Anyone can access our articles and whitepapers as we believe it is important for us to share any knowledge with our suppliers, employees, and customers. This is so we can all stay informed and collaborate to work towards our various ESG goals. Our articles serve as a resource for our Packaging Consultants as well, so that they can refer back to the information when with their customers. It's fundamental for us to share relevant data with our stakeholders, so ensuring they understand important vocabulary and reduce the risk of any greenwashing taking place. With more laws and regulations being enforced around ESG disclosures and data collection, it is vital that we can offer this value to our customers and others. We take pride in sharing relevant, up-to-date information about the ESG topics that matter most to us and our stakeholders



THE PRESENT & FUTURE



Take a look at our achievements for this year
and our considerations for the future

PARTNERSHIPS



We are a proud member of OPRL which means we can include their well-known recycling labels on the packaging we supply. This is a great step towards transparency and ensuring that our customers and their end-consumers are well-informed as to which disposal method should be used for which packaging material. We have created content around the different OPRL labels which can be discovered on our insights page so that our Packaging Consultants and their customers can refer back to the benefits of including an OPRL label.



We have been collaborating with Greenly once again to calculate our company carbon footprint as well as conducting Life Cycle Assessments (LCAs) for the products we offer.

The work has been very insightful for how we should gather the necessary data and also how to report on it effectively. This collaboration has helped us gain a deeper understanding of where our largest carbon emissions are from and we can begin the journey of developing a Carbon Reduction Plan and setting Science-Based Targets.



We have continued to work with Beyondly this year for our sustainability compliance requirements. We jointly hosted another webinar in February 2025 that focused on Extended Producer Responsibility (EPR) and the new Recyclability Assessment Methodology (RAM). Their expertise has allowed us to be confident that we are submitting the necessary data points and also supporting our customers to do the same. Working with our expert partners has provided a foundation of understanding for us and our customers alike, and we greatly value these collaborations.

ECOVADIS

We are extremely proud to have achieved a Platinum medal for our latest EcoVadis submission in January 2025. This is a huge testament to the work we do internally and throughout our supply chain to ensure we uphold best practices and high standards. EcoVadis is one of the most well-known and recognisable ESG certifications a business can achieve. It provides a holistic view of how a business is performing in many ESG areas, and this can be used to create progress reports and targets for the business to aim towards. The questionnaire is broken down into four main themes: Environment, Labour & Human Rights, Ethics, and Sustainable procurement. Evidence needs to be uploaded in the form of policies, procedures, training records, risk assessments, and other certifications.

The Platinum recognition is an improvement on the Gold medal we were awarded in 2024. This shows that we continue to make progress within our strategy and towards our targets, and that we are not only keeping up with our peers and wider industry, but that we are one of the leading businesses when it comes to sustainability and ESG. It demonstrates how continuous improvement underpins every aspect of our ESG strategy, which helps us implement forward-thinking practices that deliver sustainable solutions for our stakeholders.



“Achieving Platinum status with EcoVadis is a testament to how far Hazel 4D has progressed over the last 12 months. This milestone reflects our unwavering commitment to sustainable practices and the continuous improvements we’ve made as a team. We look forward to continuing to develop our ESG strategy and share our expertise to empower our customers, helping them enhance their sustainability efforts and creating a positive impact across the supply chain.”

NEIL CHRISTIE, MANAGING DIRECTOR

CDP & UNGC

2024 was the first year we had ever submitted a response to the CDP SME Climate Change questionnaire. We were able to achieve a B score, which was the highest an SME could achieve that year due to partial scoring methodology for the A score. It was a great achievement for our team to be awarded the highest score possible. The CDP SME Climate Change questionnaire covers topics such as policies, risk and opportunity identification, climate change mitigation, and greenhouse gas reporting. The CDP questionnaires are centred around transparency and the power of data. It integrates sustainability frameworks such as ISSB and TNFD to provide a holistic view of the environmental strategy of a business. At Hazel 4D, we will continue to support this mission and aim at achieving an A score once it becomes available.



2024 was also the first year that we ever submitted our United Nations Global Compact (UNGC) submission. This submission doesn't get scored, but it does show our commitment to the UN Ten Principles and Sustainable Development Goals (SDGs). We had to complete a questionnaire and upload a copy of our sustainability report to show our support towards the goals and the progress we are making within our business and supply chain.

The UNGC is seen as the highest standard of best practice in ESG alignment, and so this means that any company that joins it adds credibility to their data collection and reporting. With their various learning tools and knowledge hub, our Packaging Consultants and wider Hazel 4D team can build credibility and work towards an ESG strategy that is well-informed and tangible. Being a part of the UNGC also means we are working alongside other companies to achieve the same goals.



OTHER CERTIFICATIONS & ACCREDITATIONS



Sedex

We have continued our membership of the well-known and well-respected platform Sedex. This offers us increased visibility of our supply chain and where we can engage with our suppliers in order to make more positive impacts. Sedex has helped us analyse, share, and report on the sustainability practices within our own operations and supply chain. It has helped us identify possible risks in order to ensure we manage and mitigate them effectively, and helps us do the same with our supply chain. With a global network of 85,000 members, we are able to connect with like-minded businesses in order to make the biggest impact possible.



ISO 14001

Our Environmental Management System (EMS) has gained an ISO 14001 certification. This recognises our thorough and robust procedures relating to our environmental management, such as risk identification, and mitigation processes and procedures. The ISO 14001 provides a framework for us to take proactive measures to minimise our environmental footprint and ensures we comply with all necessary laws and regulations. It encompasses various aspects relating to ESG such as resource usage and waste management. Our customers and other stakeholders can feel confident that we are making positive steps towards our environmental goals.



ISO 9001

An ISO 9001 is accredited for our Quality Management System (QMS). It outlines how we can establish, implement, maintain, and continually improve the quality of our processes and procedures. It can be used as a tool to build customer confidence, provide a framework for effective complaint resolution, improve our processes, and continually optimise our management systems. This certification demonstrates our commitment to putting in place an effective quality management process and training our people to deliver flawless products and services time and time again.

CHALLENGES & OPPORTUNITIES

Packaging and the packaging industry as a whole presents many unique challenges. As with all industries, there are always environmental and social impacts that need to be considered when making decisions and conducting day-to-day business. For the packaging industry specifically, the main trends for 2025/2026 are reducing waste and moving to a more circular economy, regulation compliance and the struggle with data collection, and supply chain volatility. While these are definitely challenges, these topics also offers many opportunities for businesses to grow, expand product ranges, and work with stakeholders to find solutions that are not only good for the environment, but also better our customers bottom lines.

For Hazel 4D, the main challenge we have, and will continue to face, is that of Extended Producer Responsibility (EPR), Recyclability Assessment Methodology (RAM) and the data collection surrounding these topics. While we welcome this new regulation, and fully support what it is intending to accomplish, there are challenges with the amount of data points we need to gather and the accuracy of said data. For ourselves, EPR reporting can be quite simple but for our customers it can be a challenge due to the introduction of the RAM. This is because it requires much more detailed descriptions and data points during its reporting stage,

much of which Hazel 4D has to supply to our customers. We have found this takes significant amounts of time and resource each reporting period. The opportunity here is to raise awareness of EPR and the new RAM regulations, as well as being able to add value to our service offerings by being able to support our customers with this data collection. We pride ourselves in being a reliable source for our customers to lean on.

Another challenge we have identified is the continuous development of the ESG landscape and how it is shaping the packaging industry. Our Double Materiality Assessment has proven the ESG topics that our stakeholders value the most. While these results are now 2 years old, the perspectives offered have not changed much, and the issues identified during the assessment still stand today. However, this may not always be the case and so we will look at updating the DMA within the next year to ensure our ESG strategy continues to align with stakeholder values and priorities. This provides an opportunity to engage with even more stakeholders to give a better understanding of the priorities throughout our value chain while also identifying new and upcoming challenges that we may face as well.



APPENDIX



APPENDIX 1. DOUBLE MATERIALITY ASSESSMENT

Conducting a Double Materiality Assessment (DMA) has allowed us to identify relevant stakeholder groups, as well as the risks and opportunities we need to be aware of as a business. Both potential and actual risks and opportunities have been analysed, which may impact our business financially or in any another way (e.g. reputation, employee attraction and retention, legal ramifications etc.). The assessment helps us identify the areas where we can make the most positive impact on the environment, on society, and for our stakeholders.

Key stakeholders within the business scored each risk and opportunity based on the following factors:

Likelihood – how likely the risk or opportunity was to occur. Scored from rare (1) to very likely (5).

Impact to Hazel 4D's success – how impactful the risk or opportunity is on the long-term success of the business, from 1 to 5.

Importance to Hazel 4D – how important the risk or opportunity is to the business from 1 to 5. This is dependent on which department the scorer is situated, and also their personal opinion and interest in that particular risk or opportunity topic.

The findings of the DMA allow us to understand where our priorities should lie and which ESG topics are most important to our stakeholders and therefore our business operations. This has influenced our wider ESG strategy and targets as well as this Sustainability Report. Now that we have the foundation of our DMA thanks to the stakeholders within the business, we can begin to expand our reach and engage with other groups such as suppliers, customers, and employees. This will allow for even further analysis and a deeper understanding of trends and long-term priorities so that we can plan for the future more thoroughly as well as keep up to date with the ever-changing ESG landscape and packaging industry.

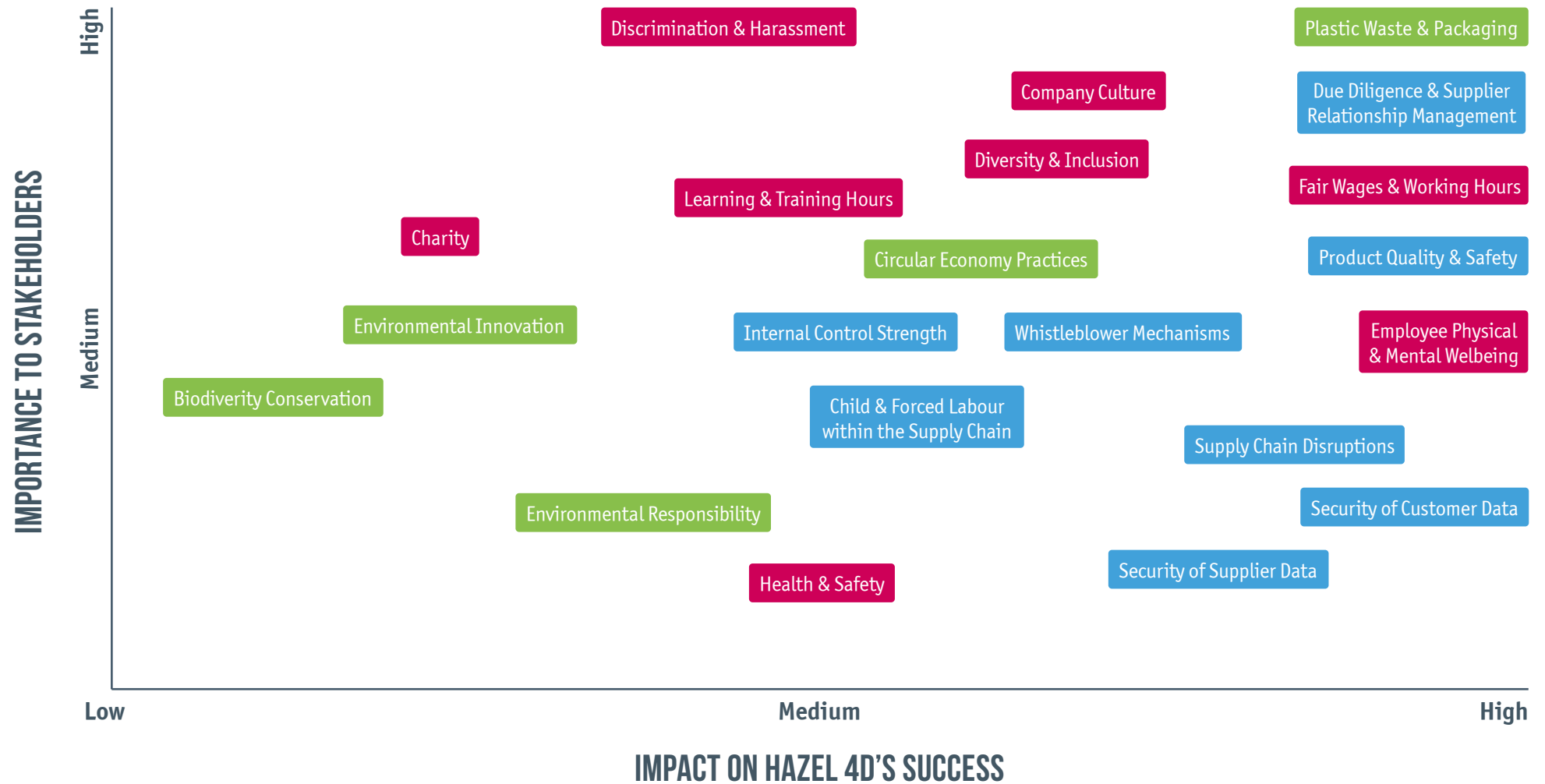
The Double Materiality Matrix overleaf shows the ESG topics identified as the most important and impactful. This is determined by the overall score of the likelihood, impact, and importance scores given to each topic. The main material topics we have identified through the Double Materiality Assessment are the environmental impacts of plastic waste and packaging, the importance of having strong due diligence processes and supplier relationships, and how a strong company culture can motivate a team and accelerate growth.

Key	Definition
Green	Environmental topics
Magenta	Social, Labour & Human Rights topics
Blue	Supply Chain, IT, Corruption and Governance topics

Material Topic Name	Definition
Plastic Waste and Packaging	Risks associated with the environmental impact of plastic waste and packaging materials, including pollution and resource depletion. This includes water usage, deforestation, and energy usage.
Due Diligence and Supplier Relationship Management	Due diligence processes for third parties need to be thorough and updated regularly. Supplier relationships need to be handled with care to ensure lasting relationships.
Company Culture	A strong company culture can bring people together and provides a clear message for new starters and long-term employees. Sets expectations and the correct company tone.
Discrimination and Harassment	Ensuring no discrimination or harassment occurs within the workforce or supply chain results in a more pleasant working environment and therefore more content employees.
Fair Wages and Working Hours	Employee wellbeing and production of high-quality work can increase when there is a good work-life balance and flexible working hours offered to the workforce.
Diversity and Inclusion	The wellbeing of employees and production of high-quality work can increase if the company is welcoming, open, diverse, and inclusive of all groups and individuals.
Learning and Training Hours	Encouraging employees to seek extra training helps their own personal development but also the company and our expertise offering.
Product quality and Safety	We ensure the highest quality of products so our customers can be confident they are only receiving the best from us.
Circular Economic Practices	We help our customers rethink their packaging operations to find the most sustainable products and processes.
Whistleblower Mechanisms	Building trust with our employees by having a safe and confidential way to raise concerns and issues.
Charity	Charity and the ability to give back to our community is of high importance for this business.
Employee Physical and Mental Wellbeing	Ensuring our people are happy and healthy physically and mentally and supporting this wherever possible.
Internal Control Strength	Having strong internal controls and procedures to reduce the risk of corruption.
Environmental Innovation	Being at the forefront of best practices in our industry when it comes to offering sustainable solutions.
Supply Chain Disruptions	Having robust procedures to reduce impact of geopolitical events and natural disasters.
Child and Forced Labour within the Supply Chain	Holding ourselves and our supply chain to the highest human rights standards and ensuring we do not have child or forced labour anywhere within our own operations or our supply chain.
Security of Customer Data	Protecting our customer data using robust policies and procedures to show we can be trusted and relied upon.
Security of Supplier Data	Protecting our supplier data using robust policies and procedures to show we can be trusted and relied upon.
Biodiversity Conservation	Including the protection of biodiversity within our business decisions and how we engage with suppliers and customers.
Environmental Responsibility	Engaging with stakeholders to ensure environmental responsibility is considered in all business decisions.
Health and Safety	Having robust policies and procedures to ensure our people and anyone visiting our sites are safe.

APPENDIX 1. CONT. - MATERIALITY MATRIX

Green	Environmental topics
Magenta	Social, Labour, and Human Rights topics
Blue	Supply Chain, IT, Corruption and Governance topics



APPENDIX 2. SDG TARGET MAPPING

SDG		Sustainable Development Target Description	Supporting Evidence (Page Number)
4	4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	25
5	5.1	End all forms of discrimination against all women and girls everywhere.	29
	5.c	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	29
7	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix.	22-23
	7.3	By 2030, double the global rate of improvement in energy efficiency.	22-23
8	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.	31-38
	8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.	31-39
	8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.	18, 29
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	18, 27-28
10	10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	29
	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	18, 29
	10.4	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	29-30
12	12.2	By 2030, achieve the sustainable management and efficient use of natural resources.	12-13, 18, 33-35
	12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	27

12	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	36
	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	31-38
13	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	25
15	15.1	By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.	18, 24, 35
	15.2	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.	18, 24, 35
16	16.5	Substantially reduce corruption and bribery in all their forms.	18, 28
	16.6	Develop effective, accountable and transparent institutions at all levels.	6-13, 18
17	17.16	Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.	All



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