



## **Environmental Policy**

### **The Weedon Group**

Manufacturers of Corrugated Packaging, e-Commerce and POS display solutions all in ONE place

From concept and creative design, to manufacturing, in house fulfillment and distribution

### **Our responsibility**

The Weedon Group recognizes that its activities have a significant impact on the environment and that the Group and the individuals employed by it have a responsibility to preserve, conserve and sustain the world we live in both today and for the future. We are therefore committed to environmental protection and sustainability.

The Weedon Group strives to be at the forefront of industry best practice with regards to environmental issues. We seek to minimize the impact of packaging on the environment by addressing issues such as carbon footprint, waste reclamation and land fill and through the efficient use of resources (wood fibre, water, energy). Our aim is to maximize recycling and reduce waste by ensuring that our processes and environmental aspects are effectively controlled, limiting our impact on the environment.

This Environmental Policy complements the Group's business objectives in supporting sustainable development.

The Weedon Group Environmental Policy applies to all operations within the Group.

Our efforts in this respect impact the following aspects of our business:

#### **1. Packaging reduction**

We design, manufacture and distribute corrugated packaging and displays in such a way that damage to the environment is minimized. Without compromising the design, performance or protection of the product, we encourage our customers to reduce their use of materials by eliminating unnecessary packaging, extra boxes or layers, and using fewer or lighter components. In doing this, we are also helping our customers reduce both their transportation requirements and their costs.

#### **2. Recyclable packaging**

In designing packaging for our customers, we adhere to industry guidelines which stipulate that packaging should be designed for easy disposal and recycling. Everything we manufacture is 100% recyclable.

### **3. Use of raw materials**

The Group follows the recommendations of the Sustainable Packaging Coalition. We prioritize the use of post-consumer recycled material (PCR), materials made from renewable resources, and recycled, recyclable and compostable materials. Where wood fibre-based material is used as raw material in the process, Weedon Group has developed a policy to promote certification of forests in line with internationally recognized schemes and to ensure that no wood from controversial origins is used in its supply chain.

Where we buy in paper, we seek to buy from suppliers which have a sustainable policy.

We use only water-based or recyclable inks and glues.

### **4. Energy efficiency**

The Group acknowledges that the efficient use of energy is a key factor in reducing the Group's carbon footprint and we are taking steps to continuously improve our energy efficiency.

### **5. Water Use**

The Group will maintain and demonstrate its responsible approach to water use as a low consumer of water and will continue to reduce the organic content of water discharged.

### **6. Transportation efficiency**

The Group manages transportation schedules carefully, which minimizes fuel consumption and pollution.

### **7. Targets and Objectives**

The Group has set environmental targets and objectives, measuring and reporting actual performance against these. Environmental impacts are considered and judged when developing new products and processes.

The Group is committed to reduce its fossil CO2 emissions and to play its part as we move to a low carbon, circular economy.

## **Specifically, the Weedon Group takes the following action:**

- The Group complies with all applicable environmental legislation, regulations and guidelines, including any local obligations.
- The Group avoids the use of all environmentally hazardous or prohibited substances to reduce the negative impact of our activities on the environment.
- The Group provides training to all employees with regard to its environmental practices, including notification of this policy. In addition, specialized training is given to relevant employees as circumstances demand.
- The Group participates in charitable activities related to environmental protection and sustainability.
- The Group monitors its environmental impact and strives continuously to develop and improve its environmental management systems and protection activities.

- The Group will continue to work closely with customers to help each other in achieving mutual targets on sustainability.
- Collaborating with suppliers for sustainable sourcing of raw materials as well with the transportation carriers, business partners and other concerned organizations for improving end to end environmental performance. Suppliers' relationships are governed by our Sustainable Sourcing Policy and the Supplier Code of Conduct.
- Continually improving products, processes and ways of doing business that reduce levels of environmental impact through sustainable initiatives such as energy, water and natural resources conservation, waste and greenhouse gas reductions and explore opportunities for recycling.
- The Group will communicate transparently and publicly about its environmental data and impacts. The Group will continue to engage with stakeholders on environmental issues.
- The Group will evaluate its Environmental Policy regularly in light of new developments in the area of sustainability
- The Group identifies and reviews environmental objectives and performance at quarterly management "Quality & Sustainability" meeting.

Signed

A handwritten signature in black ink, appearing to read "John Weedon". The signature is fluid and cursive, with a long horizontal stroke at the end.

John Weedon  
Weedon Group Managing Director  
13<sup>th</sup> October 2023