

Sustainability Policy 2025



OUR SUSTAINABILITY STATEMENT

“We will always do the right thing by our employees and the communities in which we work, meeting our customers’ demands without limiting future generations’ ability to do so.”

PEOPLE

Our employees and surrounding communities are important and meaningful to us.

We are part of SEDEX – Sedex is a membership organisation, providing one of the world’s leading platforms for companies to manage and improve working conditions in global supply chains. Sedex provides practical tools, services and a community network to help companies improve their responsible and sustainable business practices.

Cepac embraces the principles of good corporate governance, and we have both internal and public policies in place to support this commitment. We are an equal opportunities employer, and our website clearly details our key policies in this area:

- Gender Pay Gap report.
- Modern Slavery Statement.
- Privacy Policy
- Recruitment Policy

We provide an in-house intranet managed by our Human Resources team which offers support in such areas as:

- Core Values and Expected Behaviour.
- Employee Support.
- Family Friendly and Work Life Balance.

As a committed employer we offer and support appropriate training to meet our employees’ needs such as apprenticeships and work study qualifications.

We care about and work with our local communities and provide sponsorship to local teams, charities and clubs.

THE ENVIRONMENT

All four of the Cepac manufacturing plants are accredited with the ISO 14001 Environmental Management System.

RAW MATERIALS:

Paper

Our independent purchasing strategy is at the heart of our Sustainability approach. The Recycled and Kraft papers we purchase are carefully selected from modern mills that can demonstrate they conform to Packaging Waste Essential Requirements, and they support a well-managed and sustainable forestry program. We work with paper mills that operate a unique traceability system at all stages of the supply chain and are part of the Forestry Stewardship Council (FSC).

We collaborate with our suppliers and customers to manage a suitable combination of recycled and natural fibres within the papers that we purchase and ultimately to optimise the performance and cost of the packaging we produce.

Other Raw Materials

All other raw materials such as printing inks, starch and adhesives are selected based upon being the most appropriate sustainable solutions that give the required packaging performance.

WASTE

All our paper waste is sent for recycling into the normal mainline recycling supply chain for re-use.

All other waste within our processes is appropriately recycled or disposed of with a target of zero waste to landfill.

ENERGY

Investment in the very latest technology is key to ensuring that we operate at maximum efficiency levels with minimal waste, ensuring that we supply our customers with essential packaging requirements, reducing the impact on limited energy resources.

We report on our energy use using **SECR** reporting (Streamlined Energy and Carbon Reporting). This is our obligation to report on our energy consumption and associated greenhouse gas emissions.

We are part of **ESOS** (The Energy Savings Opportunity Scheme). The energy within our buildings, industrial processes and transport is audited every 4 years to identify cost-effective energy saving measures. We respond and invest based on ESOS recommendations.

CARBON CONTROL – TRACKING AND MEASUREMENT

We have tracked our direct CO2 Scope 1 and 2 emissions back to 2015, measured as a consistent metric of CO2 output per tonne of product produced. This is an industry standard measurement of performance. We use recognised Government conversion factors to establish our emissions.

We are constantly committed to providing meaningful and impactful reductions in our direct energy use as we move forward to 2030. Our reduction plan focuses upon using the best available technology to maximise efficiency in all areas of energy usage such as production, lighting, heating, insulation and the recycling of lost energy.

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THE ENVIRONMENT CONTINUES...

We have been purchasing Green Energy since 2016 and produce a proportion of our green energy requirements in-house. The proportion of our in-house green energy production will increase over time.

We are collaborating with our key suppliers to monitor their emissions and their reduction plans. These have an impact on our indirect Scope 3 emissions and therefore form part of our total Carbon Footprint.

We are engaged with external energy consultants to set and establish our Net Zero Plan.

A PROFESSIONAL APPROACH

Being part of Sedex we are involved in the SMETA audit process (Sedex Members Ethical Trade Audit). This is the most widely used social audit in the world.

A social audit is one of the best ways to understand the working conditions at a supplier site. An auditor physically attends the site – or workplace – of a business, enabling the auditor to assess the conditions on the ground.

Social audits enable businesses to assess their suppliers, monitor health and safety for workers, and signal zero tolerance of human rights abuses such as child and forced labour. Once an audit is complete, buyer and supplier businesses can work together to address any issues, based on a Corrective Action Plan (CAPR).

SMETA (Sedex Members Ethical Trade Audit) assesses a site based on their organisation's standards of labour, health and safety, environment, and business ethics. Sedex believes these are key areas for assessing an organisation's responsible business practices and meeting social compliance.

To support our professional approach we have a full range of accreditations within our four sites as listed below:

ISO 9001 Quality Management System

ISO 14001 Environmental Management System

ISO 45001 Health & Safety Management System

BRCGS Global Standard For Packaging and Packaging Materials

FSC Chain of Custody Certification



Steve Moss, Managing Director

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Together we achieve more.

