

MANNOK PACKAGING PRODUCTS



PROTECTING WHAT MATTERS
SUSTAINABILITY STRATEGY 2021 TO 2026

WELCOME

The team at Mannok Pack is delighted to launch our sustainability strategy for the next 5 years. Sustainability is now an integral part of our culture and we are proud of the progress we have already made in making our business more sustainable.

In developing our strategy, we have carefully considered the meaning of "Protecting What Matters" and have developed a challenging roadmap, focusing on the acceleration of our short-term sustainable development with meaningful contributions to achieve this.

Our people, our local region and community are very much at the heart of this strategy, and this is reflected in the imagery used

herein, all of which has been captured locally by our own people and local suppliers. Our strategy also considers the needs of the wider global community and our planet, and we have aligned our targets to the UN Sustainable Development Goals.

This will ensure our progress in building a more sustainable business continues and we look forward to the next 5 years as we work towards achieving the targets outlined.

A special note of recognition to all our staff who have demonstrated admirable commitment, agility and consideration in serving our business and customers throughout the Covid pandemic. This strategy has been very much developed for you and for the local community you live in.

ALIGNED WITH RELEVANT



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**“ IT IS OUR PURPOSE TO
PROTECT FOOD TO
REDUCE FOOD WASTE ”**

WHO WE ARE & WHAT WE DO

We are one of the UK and Ireland's leading manufacturers of thermoformed food packaging. We are part of the wider Mannok group which is located in the local Cavan and Fermanagh community, with 15 facilities employing 830 people.

We have been producing packaging for a range of markets for over 25 years, earning a reputation for high quality packaging and best in class service.

As suppliers of food packaging to many of the biggest food processing companies in the UK and Ireland, and with a shelf presence in every major UK and Irish supermarket, we have the capability and experience to handle the packaging requirements of major international players.

Sustainable development and innovation are imbedded in our thinking at Mannok. This is demonstrated in our significant investment in eco innovation, technology, people, process and product development.

We are passionate about developing innovative, sustainable products and implementing sustainable practices in everything we do, for the good of our planet, our people and our business.

OUR PURPOSE

Protecting food to reduce food waste

OUR MISSION

Providing quality products and excellent customer service is the core of what we do at Mannok. We are committed to growing our business through continuous innovation, sustainability leadership, and the development of our people. We are proud of our roots and are focused on the success of our community.

OUR VALUES

We respect people.
We are trustworthy.
We are committed to our community.
We are sustainability leaders.

PROTECTING WHAT MATTERS

Protecting What Matters is the cornerstone of our sustainability strategy and is aligned to our purpose of protecting food to reduce food waste. Every product we manufacture is made with the sole purpose of protecting food, but we have the added responsibility to protect so much more.

We have established three pillars of protection to ensure we deliver on our commitment to protect what matters:

PROTECTING RESOURCES

PROTECTING NATURE

PROTECTING PEOPLE

For us, our commitment to protect what matters goes beyond preventing harm. We must also nurture, develop and encourage the planet's resources and ecosystems and our people and communities to flourish.



PROTECTING RESOURCES



“

*An estimated one third
of food produced
in the world goes
to waste. That's
enough calories
to feed every
undernourished
person on the
planet.* ”

Slieve Rushen Wind Farm, Ballyconnell, Co. Cavan

It is our ambition
to reduce food waste
and protect resources
by using circular & low impact materials

Our purpose is to help reduce food waste by protecting food with packaging that uses sustainable resources and can be fully recycled in practice, protecting scarce materials and eliminating the need for waste. Our planet has limited resources and we are

committed to finding ways to deliver our purpose of protecting food by using recyclable materials that protect resources for future generations. In our business we will reduce our own waste to zero and minimise water use to protect resources.

TRULY CIRCULAR



In order to protect the limited resources of our planet, we must aim for a truly circular economy for our food packaging. For us, this means that we must manufacture food grade packaging using recycled materials, thereby reducing the draw on “new” raw materials.

All of our products must also be circular designed, so once used, they can easily be recycled back into food packaging products. Only then can we achieve our goal of protecting resources for the long-term sustainability of our planet.

MAKING TRULY **SUSTAINABLE** CHOICES

As a large food packaging producer we will work closely with all stakeholders to help inform the industry on the packaging choices available to ensure retailers can choose the right packaging materials for the right reasons.

Knee-jerk reactions to move away from plastic packaging under pressure to find alternative solutions can in fact be worse for the environment. This can quickly cause even more serious environmental issues by increasing the demand on valuable resources, such as trees, rather than decreasing natural resource reliance.

The development of industry leading, circular designed solutions is at the fore of what we do here at Mannok, and we have created a range of brands, each designed to tackle a specific recyclability issue, or to maximise recycled content.



Detecta by Mannok is our flagship innovation and a trail blazer across Ireland, the UK and mainland Europe. Launched in 2019, Detecta is the first fully recyclable black plastic packaging material, designed to stop the waste of black plastics which previously could not be recycled as they were "invisible" to the detection equipment used in recycling sorting centres.



Orbital by Mannok is a food packaging solution produced using 100% recycled PET material, eliminating the non-recycled plastic found in the majority of PET food packaging. Orbital is certified by the European Food Safety Authority as fully suitable for food packaging applications.



Signum by Mannok offers retailers, food processors and consumers a viable solution to achieving a true circular economy for PET fresh meat packaging with a superior quality, mono material packaging product.



Our newest innovation, Recur by Mannok, is a truly circular economy food packaging solution made from jazz PET material – a mixed coloured PET material derived from post-consumer bottles, pots, tubs and trays. This previously "forgotten waste" was typically downcycled into non-food packaging applications, with an unsustainably heavy reliance on recycled post-consumer clear PET bottles within the food packaging industry.



LEADING BY EXAMPLE

PLASTIC PLEDGE

As signatories to the Repak Plastic Pledge, we are committed to prioritising the prevention of plastic packaging waste, minimising avoidable single use packaging and promoting packaging reuse.

In addition to developing innovative new packaging solutions, we have a continuous improvement policy which ensures ongoing research and development to enhance our existing product lines to improve their recyclability or reduce plastic content, without compromising on the primary purpose of protecting food. This has led to significant lightweighting across all our product ranges and the increase in recycled materials used in production.



REDUCE SINGLE USE PACKAGING

For our own employees, we have established an in-house recycling initiative to ensure all single use PET drinks containers used on-site are now internally recycled into PET meat trays. All 150 staff have also been provided with reusable water bottles and coffee cups to reduce waste and use of single use drinks containers.

IRELAND'S FIRST REVERSE VENDING MACHINE

As main sponsors of Ireland's first Deposit Return Scheme (DRS) machine, run by Carrickmacross Tidy Towns, Mannok worked with local partners to ensure plastic bottles were collected and recycled into food packaging all in the local region. Over 100,000 bottles from the scheme were recycled locally in the first 3 months of 2020.



NEXTLOOP

In 2021 we joined the Nextloop mission alongside international industry leaders to pioneer food grade recycled polypropylene (rPP) packaging from postconsumer packaging, which is 100% recyclable, 100% recycled and closes the rPP loop.

Supervalu, Carrickmacross, Co. Monaghan

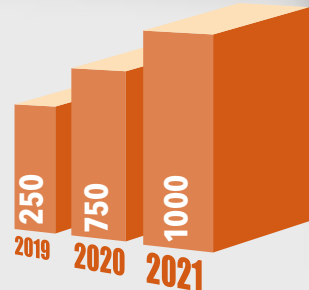


OUR JOURNEY SO FAR

DETECTA®
By MANNOK

**2000
TONNES**

OF BLACK PLASTIC NOW RECYCLED
& DIVERTED FROM LANDFILL SINCE
ITS LAUNCH IN 2019



REMOVED
-500 TONNES
OF NON-RECYCLABLE
PLASTIC
PER YEAR BY EXITING
THE POLYSTYRENE MARKET



25K
PLASTIC DRINKING
CUPS RECYCLED
IN-HOUSE ANNUALLY TO
MAKE PET TRAYS

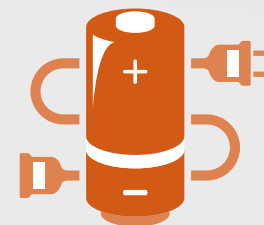


**10K
TONNES**
OF RECYCLED
RAW MATERIAL
USED IN 2020



PRODUCT LIGHT
WEIGHTING SAVED
**1000
TONNES**
OF PLASTIC PACKAGING
ENTERING THE MARKET
IN 2020

**ALL STAFF
PROVIDED WITH
REUSABLE
WATER BOTTLES
AND COFFEE CUPS**



NEW CHILLED WATER
SYSTEM GIVING
34%
REDUCTION IN ENERGY
CONSUMPTION



WHERE WE'RE GOING

We commit to continuing and increasing our efforts to protect our planet's valuable resources by working on two key elements: innovation to ensure our products and processes are always designed to minimize their impact on the planet and made in the most sustainable way, and striving for zero waste in our manufacturing facilities.

Slieve Rushen Wind Farm, Ballyconnell, Co. Cavan

INNOVATION

“ We aim to make all the materials we use and products we manufacture support a sustainable and circular future ”

WE WILL

Make existing products even more sustainable.

Design new products to be part of a true circular economy.

ZERO WASTE

“ We strive to become a zero-waste site ”

WE WILL

Ensure zero waste will be sent to landfill.

Manufacture all our products to be aligned to recycling streams to ensure a circular economy.

INNOVATION

Our ambition is to ensure all the materials we use and products we make support a sustainable and circular future. We will continue our industry leading product innovation to reduce the draw on our planet's resources and achieve our goal to use more recycled content in our products.

“

Our planet has limited resources and we are committed to finding ways to deliver our purpose of protecting food by using recyclable materials that protect resources for future generations.”

WE WILL

- Increase recycled content capability
- Explore alternative lower carbon raw materials
- Invest in the development of food grade post consumer recycled PP for the packaging industry
 - Align our product innovation with REPAK GOALS to:
 - Support Circular Economy
 - Simplify Polymers
 - Use Recycled



TARGET ONE

ALL OUR PET PRODUCTS WILL CONTAIN AT LEAST

50%

POST-CONSUMER RECYCLED MATERIAL

by 2024

TARGET TWO

ALL OUR VSP MEAT TRAYS WILL BE LIGHT-WEIGHTED BY

10%

OR MORE

by 2025

TARGET THREE

ALL OUR MAP MEAT TRAYS WILL BE

MONO MATERIAL

(NO PE LAMINATE)

by 2026

ZERO WASTE

We are committed to eliminating waste from our production site by reusing what we can in our own operations, aligning to local recycling infrastructure, and discontinuing the use of any materials which cannot be recycled in practice.

WE WILL

- Provide recycling facilities for our office and factory staff to ensure all waste streams are properly separated for ease of recycling.
- Collaborate with waste and recycling bodies to ensure our on site waste handling processes are aligned to recycling infrastructure.
- Explore potential recycling options for material waste streams that are currently used for energy recovery.
- Align with REPAK goals to prevent waste.

“

No waste materials generated within our operations will go to landfill.

”

TARGET ONE

ZERO WASTE TO LANDFILL

by 2025

TARGET TWO

20%

OF PRODUCT SUPPLIED TO CUSTOMERS WILL BE ON RETURNABLE PLASTIC PALLETS

by 2025

TARGET THREE

20%

REDUCTION IN THE AMOUNT OF WASTE SENT TO ENERGY RECOVERY

by 2026



PROTECTING NATURE

Cladagh Glen, Belcoo, Co. Fermanagh

“

*The natural environment
on which we depend
is under huge stress
as human activity
causes climate
change and
devastating
damage to
nature.*

”

It is our ambition
to Protect Nature
globally and locally

We will play our part to protect nature globally by minimising the carbon footprint of our manufacturing site by implementing further energy efficiency measures and exploring different ways to work and travel.

Locally, we are committed to creating positive change for our natural environment. We take pride in the initiatives for nature that we already have in place and will continue to protect nature locally in our community for the benefit of all.

PROTECTING NATURE

The development and enhancement of our surrounding natural environment is a priority for us and we have implemented a range of initiatives to nurture and impact nature positively.

Mannok Honey Bees, Ballyconnell, Co. Cavan

ENHANCE

We are proud business supporters of the All Ireland Pollinator Plan, a nationwide initiative to address the decline in pollinator numbers across Ireland (including the bee population), which are crucial to preserving native Irish ecosystems. To date, we have planted a total of over 500K nectar rich flowers and native trees to benefit Ireland's pollinators.

With our very own beehives on site, looked after by members of our team, we have successfully increased our colonies and have almost trebled the number of native Irish dark honeybees on our sites. Around 140,000 bees now happily produce natural honey for the enjoyment of our staff!

PRESERVE AND RE-WILD

To date, we have planted and protected 1,000m² of wildflower meadows across our sites and preserved approximately seven acres of ground for the natural reversion to wildflower meadows. We have practically eliminated the use of herbicides and pesticides across our sites by mulching, strimming or letting areas of land grow wild.

DEVELOP

Working in collaboration with Ulster Wildlife, we have developed Natural Assets Action Plans for all our landholdings following an extensive land and biodiversity survey. The survey identified an extensive increase in biodiversity in the area surrounding Mannok, with many previously unseen butterflies and insects identified since the creation of our wildflower meadows.





Mannok Kestrel Cam, Mannok Quarry

PROTECTING NATURE

WORKING IN PARTNERSHIP

Our environmental team engage with a range of partners to help protect the wildlife on our land and support scientific study of endangered species. From the careful re-location of protected butterfly species, to partnering with Queen's University on an observational study of kestrels nesting in a Mannok quarry. As part of our Kestrel partnership, we ran a campaign to raise awareness of the recently red-listed species with coverage in national and local media and a comprehensive local school's engagement project.

DE-CARBONISATION

All our products are manufactured using 100% green electricity generated from renewable sources for electric, heat and cooling supply. We have also taken our first steps to decarbonise our vehicle fleet with the installation of a number of EV Chargers across our divisions. The first of our electric vehicles joined the fleet in the form of zero emission 100% electric powered light commercial vehicles.



ZERO
Emissions

Crievehill Quarry, Fivemiletown, Co Tyrone



**WE HAVE PLANTED
HALF A MILLION**

**POLLEN AND NECTAR RICH FLOWERS AND
NATIVE TREES INCLUDING:**

 **840** 
NATIVE TREES



**ALL OUR PRODUCTS ARE
MANUFACTURED USING
100%
GREEN ELECTRICITY**



180,000
**SPECIALLY SELECTED
SPRING FLOWERING
BULBS**

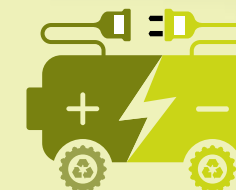


OUR BEEHIVES ARE HOME TO

**140,000
BEES**



1000 ^{M²}
**OF WILDFLOWERS
MEADOWS**



**OUR FIRST
ZERO
EMISSIONS**
**100% ELECTRIC POWERED VEHICLES
HAVE JOINED OUR FLEET**



WHERE WE'RE GOING

We commit to continuing and increasing our efforts to protect nature at a local and global level in two key ways: reducing our carbon output to work towards net zero carbon; and protecting and enhancing the local environment around our business.

Cladagh Glen, Belcoo, Co. Fermanagh

NET-ZERO CARBON

“ We are working towards a net-zero carbon manufacturing business. ”

WE WILL

Only use 100% green electricity in our manufacturing.

Minimise our carbon output in every area of our business.

LOCAL ENVIRONMENT

“ We endeavor to enhance and protect the environment of our local community. ”

WE WILL

Protect and enhance our local region's biodiversity.

Utilise the land surrounding our business to increase our tree and wildflower planting activities.

NET-ZERO CARBON

It is our ambition to reduce all carbon emissions as much as possible throughout our manufacturing facilities and offset inevitable carbon to have zero carbon impact and protect the environment.

WE WILL

- Work with our partners and suppliers, such as hauliers, to build a carbon friendly supply chain wherever possible
- Continue to invest in zero emissions powered vehicles to transform our vehicle fleet
- Develop logistical solutions to enable the reduction in our journey quantities
- Perform a renewable energy feasibility study
- Upgrade & install an integrated energy monitoring system



TARGET ONE

ACHIEVE
ISO 50001
CERTIFICATION

by 2022

TARGET TWO

20 %
INCREASE IN
ENERGY EFFICIENCY

by 2026

TARGET THREE

20 %
REDUCTION IN
CARBON EMISSIONS

by 2026

LOCAL ENVIRONMENT

It is our ambition to protect and develop the natural environment that surrounds Mannok and our community, making it an inspirational place to live and work while enhancing the wellbeing of people and planet.

WE WILL

- Plant more native trees and pollinators and continue our preservation and re-wilding efforts in line with our Natural Assets Action Plans
- Work in partnership with local groups and schools to raise awareness of biodiversity and the importance of conservation
- Continue as committed and active supporters of the all Ireland Pollinator Plan



TARGET ONE

ESTABLISH NEW
BEEHIVE
ON SITE WITH
250K
BEES

by 2022

TARGET TWO

ESTABLISH
FORESTRY
ON SITE WITH
1000
TREES

by 2023

PROTECTING PEOPLE

“

*Like every business we
depend on people.*

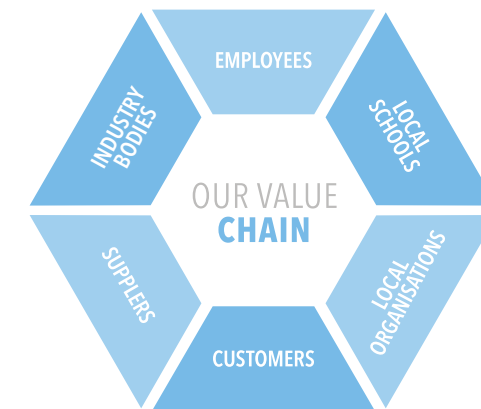
*Ethical business
practice ensures that
we respect all the
people that make
us successful.*”

It is our ambition
to Respect & Protect People
throughout our value chain

Our safety first culture ensures the safety and wellbeing of all our employees is always our number one priority.

We strive to provide each individual with the opportunity to develop a fulfilling working life, enabling professional progression and personal wellbeing.

Likewise, we place great value on the wellbeing of the local community that supports us, and the community of people in our value chain who enable us to do business every day. Our commitment to ethical business practice extends throughout our value chain.





SAFETY AND WELLBEING

Ensuring the safety and wellbeing of everyone in our organisation is the most important thing we can do, and this is at the very core of everything that we do. We have invested heavily in the development of our digital Safety and Environmental Hub, which has been recognised as a leading example in health and safety and environmental management with the achievement of multiple awards. The implementation of such a comprehensive management system has resulted in a significant reduction in lost time accidents across our facilities.

COVID-19

Through the Covid-19 pandemic, we introduced a comprehensive series of measures to mitigate risk to staff and contractors on site. We also worked closely with the local community to do our part for local hospitals and care facilities. We donated all available stocks of PPE at a time when these facilities needed them most, as well as giving a large volume of plastic sheet for the production of protective visors.

MENTAL HEALTH

We strongly advocate the need for good mental health and recognise that now more than ever, our people need to be supported to look after their mental wellbeing.

We have established a partnership with local mental health charity, AWARE and introduced a new Mental Health Charter to outline our commitment to the mental health of our employees. Managers from across our business have received mental health training and we have appointed and trained a number of mental health first aiders. We actively promote activities and advice on looking after your mental health and provide signposts to support services available through all our internal communications channels.





MANNOK FUTURES

Every Mannok team member has access to career development opportunities to enable them to achieve their personal career goals and ensure they are fully equipped to succeed.

Our flagship, award winning Digital Skills Development Programme has been recognised as best in class as an innovative employee focused, digitally led programme.

Working in partnership with higher level education institutions, we have well established Apprenticeship and Graduate Programmes, and have implemented structured learning programmes to enable our employees to gain higher level qualifications.

As part of the company's Leading Excellence Programme, we have developed partnerships with the Institute of Technology (IT) Sligo and the University of Limerick, to deliver training programmes that enable staff to gain knowledge, skills and qualifications within the areas of Lean and Operational Excellence.

Our partnership with Athlone Institute of Technology (IT) enables the achievement of a BSc degree in Polymer Processing Technology through blended learning. This programme has been developed by Plastics Ireland along with Athlone IT, Institute of Technology Sligo and representatives from the plastics industry.

SUPPORTING OUR COMMUNITY

Employment & Prosperity

We are located in the heart of the border regions of Cavan and Fermanagh, with 15 facilities employing 830 people. It is a rural area which lacks the investment of prosperous urban regions, but is home to a hotbed of local talent. As one of the region's largest employers, we are committed to supporting this area through investment and involvement in the community which supports us.

One of our most significant local initiatives is our local schools' partnerships, which are designed to help retain local talent in this region for the social and economic benefit of all. Over the last five years, we have established three comprehensive partnerships with local schools, which have been recognised as leading examples of business and education partnerships through multiple awards successes.

Innovating Communities

We are financial partners for the delivery of Innovating Communities' local Cavan Programme, which aims to enhance innovation and creativity among communities and it is set to bring exciting benefits to local towns and villages. The Cavan project is delivering innovative and creative training modules to 900 people locally that will help support the development of initiatives to meet current challenges, whilst building capabilities to harness future opportunities through the adoption of new techniques and increasing problem-solving capability and confidence.

Social & Heritage

As part of our local community, we provide substantial support through our community sponsorship scheme to the social activities which matter to the people here and help make this region such a thriving community. From sports teams and

individuals, social groups and local awards, to community events and building and facilities enhancement, our support of the local region involves significant investment and resource commitment annually.

We are proud to operate in a location with a unique heritage, which we are dedicated to preserving and restoring. We are actively engaged with local historical and heritage bodies with the aim of investing people and time in the area of heritage. We have supported a number of community building restorations and actively contribute to industry related local training schemes.

MANNOK
FUTURES

PARTNERSHIP
IN SUSTAINABILITY

Mount Lourdes Grammar School, Co. Fermanagh

APPRENTICESHIP AND GRADUATE PROGRAMMES



AWARD WINNING SCHOOLS PARTNERSHIPS



PROFESSIONAL DEVELOPMENT



The Chartered
Institute of Marketing



Chartered Institute of
Personnel and Development



WHERE WE'RE GOING



Our people are our greatest strength and our commitment to them is our utmost responsibility. It is our duty to respect, develop, protect and care for every individual member of our team. We extend our commitment to respect and protect people far beyond our own Mannok team, to our local community we are so deeply ingrained in, and to our community of partners in our value chain, ensuring we support the people and communities who collectively make our business the success it is today.

OUR PEOPLE

“We strive to support people physically and mentally, and equip them to achieve their career goals.”

WE WILL

Ensure all of our people have access to relevant and accessible career development opportunities.

Further support the physical and mental wellbeing of our people across all departments and levels.

OUR COMMUNITIES

“We will support our local community through economic and social wellbeing initiatives and ensure the people in our value chain community are protected and treated respectfully and equitably.”

WE WILL

Support local charities, initiatives and organisations through financial contributions and enable our employees to support these bodies through volunteering.

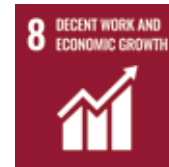
Uphold the highest ethical standards in our employment and procurement policies and prioritise ethical suppliers.

OUR PEOPLE

Our ambition is to provide access for everyone in the Mannok team to career development opportunities to achieve their personal career goals and ensure they are fully equipped to succeed. Most importantly we aim to support mental and physical wellbeing for our people to have a healthy, happy and motivated team.

WE WILL

- Continue to put the safety of our people first at all times, with continuous safety enhancement to reduce or eliminate the risk of accidents
- Provide structured, tailored career progression opportunities to every employee, with additional supports where required to ensure no person is disadvantaged
- Extend and develop our focus on the health and wellbeing of our people in partnership with local support organisations
- Improve employee engagement with creating more open channels of communication, creating a happier and more motivating environment and culture



TARGET ONE

MENTAL HEALTH

ALL MANAGERS AND SUPERVISORS WILL RECEIVE MENTAL HEALTH AWARENESS TRAINING

by 2022

TARGET TWO

MENTAL HEALTH

ALL STAFF WILL HAVE ACCESS TO A PERSONALISED MENTAL HEALTH AND WELLBEING SUPPORT PROGRAMME

by 2022

TARGET THREE

EXPAND THE SKILLS DEVELOPMENT PROGRAMME TO INCLUDE ALL STAFF

by 2023

TARGET FOUR

HEALTH & SAFETY

REDUCE LOST TIME ACCIDENTS TO ACHIEVE AN ACCIDENT FREQUENCY RATIO OF <1.0

by 2024



OUR COMMUNITY

We are committed to supporting our local community and helping it thrive through our economic and social wellbeing initiatives. All people in our value chain community will be treated respectfully and equitably.

WE WILL

- Select an annual charity partnership and put in place a fundraising calendar and economic investment plan
- Develop an employee volunteering programme to assist local charities and community initiative
- Continue our schools partnership program to enhance the learning experience to retain talent in our local region
- Produce a supplier code of conduct that includes human rights issues and prioritise ethical suppliers

TARGET ONE

ESTABLISH
SUPPLIER CODE
OF CONDUCT

by 2022

TARGET TWO

£30K

TO BE RAISED FOR
LOCAL CHARITIES

by 2024

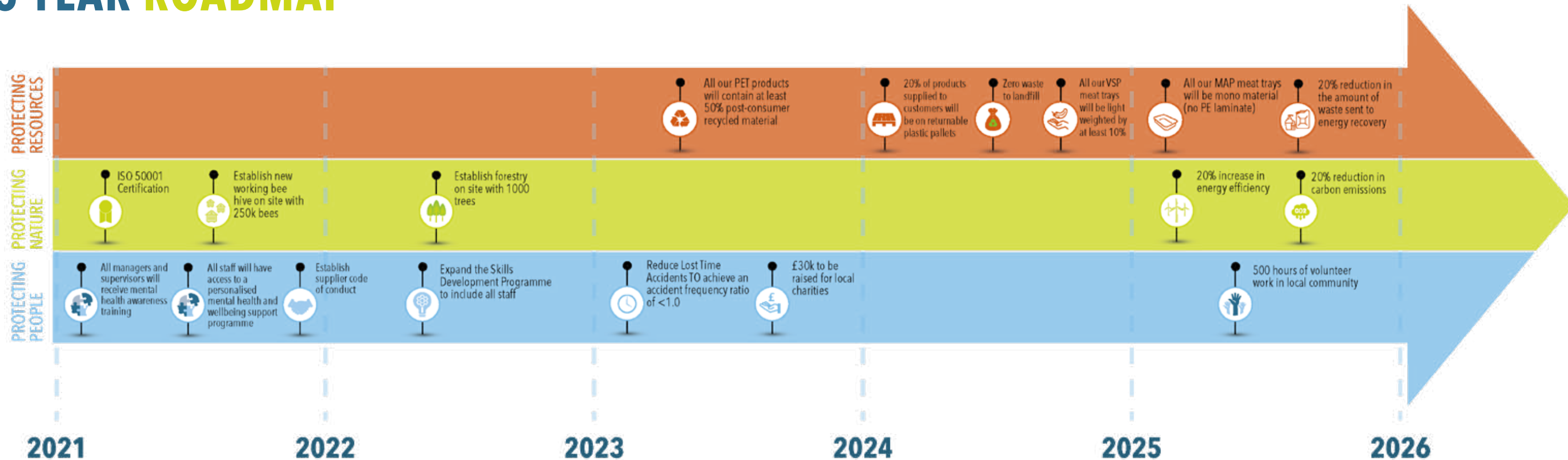
TARGET THREE

500_{HOURS}

OF VOLUNTEER WORK
IN LOCAL COMMUNITY

by 2026

5 YEAR ROADMAP



EXCELLENCE IN ACTION

REPAK

OPRL
THE ON-PACK RECYCLING LABEL

PP NEXTLOOP
CLOSING THE LOOP ON FOOD GRADE PP

Sedex

 **ISO 9001**
CERTIFICATION EUROPE™

 **ISO 14001**
CERTIFICATION EUROPE™

 **ISO 45001**
CERTIFICATION EUROPE™

 **BRC PACKAGING**
CERTIFICATED



SILVER AWARD WINNER



IRELAND BEST MANAGED COMPANIES

2021 WINNER



BUSINESS IN THE COMMUNITY
AWARDS
HIGHLY COMMENDED



THE IRISH NEWS
WORKPLACE & EMPLOYMENT
AWARDS

WINNER
EMPLOYER FOR THE FUTURE AWARD



BEST USE OF TECHNOLOGY AWARD WINNER



BUSINESS IN THE COMMUNITY

Business & Biodiversity Charter 2021-2024
Silver



Excellence Awards

STANDARDS AND PROFESSIONALISM AWARD WINNER

PROTECTING WHAT MATTERS

PROTECTING RESOURCES

It's our purpose to help reduce food waste by protecting food with packaging that uses sustainable resources

PROTECTING NATURE

We will play our part to protect nature globally by minimising the carbon footprint of our facilities and by implementing further energy efficiency measures and exploring different ways to work and travel.

PROTECTING PEOPLE

We strive to provide all our employees with the opportunity to develop a fulfilling working life, enabling professional progression and personal wellbeing, whilst supporting the local community that supports us.