LESTERS

PACKAGING

SUSTAINABILITY REPORT 2025

LESTERS PACKAGING

We have been a proud British manufacturer since our foundation by Steve Hutchinson in 1983 and for over 40 years we've produced countless packaging solutions for an ever-growing number of partners.

As a family run business we have strong roots in the local area, championing local people and businesses. Our innovative design and state-of-the art manufacturing techniques allow us to provide bespoke solutions to companies large and small. We have accomplished what we have by being focused on our customers and that's something that won't ever change. Our promise "We Deliver More" is something that drives us every day. Whether that's delivering more innovative solutions, delivering better value or delivering better quality.

SUSTAINABILITY

We demonstrate an unwavering commitment to sustainability by integrating environmentally responsible practices throughout our operations. We use FSC Mix and FSC Recycled materials, to ensure that the cardboard used in our boxes is sourced from responsibly managed forests which supports long-term resource availability. Our packaging solutions are designed to be 100% recyclable and made from renewable materials, with a focus on minimising waste during manufacturing and reducing the carbon footprint of our logistics. Additionally, we prioritise efficient, single-material designs that make recycling easier for customers, reinforcing our commitment to creating sustainable, eco-friendly packaging solutions across the supply chain.

DOUBLE-MATERIALITY REPORTING

Our double materiality approach allows us to evaluate sustainability issues from two key perspectives:

1) How our activities affect society and the environment.
2) How these matters influence our financial performance.

Using this approach, we can identify the areas that are most critical to our long-term stability, operational efficiency, and stakeholder needs. Furthermore, by reporting through a double materiality framework, we demonstrate a clear and systematic method for identifying sustainability risks and opportunities, which enables us to focus on areas that require clear actionable targets and ongoing improvement.

		Impact materiality	Financial materiality
Environment	Energy Management	5	5
	GHG Emissions	4	2
	Water & Wastewater Management	2	2
	Waste & Hazardous Materials Management	2	2
Social Capital	Product Quality & Safety	4	5
	Data Security	1	2
Human Capital	Labour Practices	4	4
	Employee Health & Safety	4	4
	Employee Engagement, Diversity & Inclusion	3	3
Business Model and Innovation	Product Design & Lifecyle Management	1	2
	Supply Chain Management	4	4
Leadership and Governance	Business Ethics	1	2

DOUBLE-MATERIALITY REPORTING

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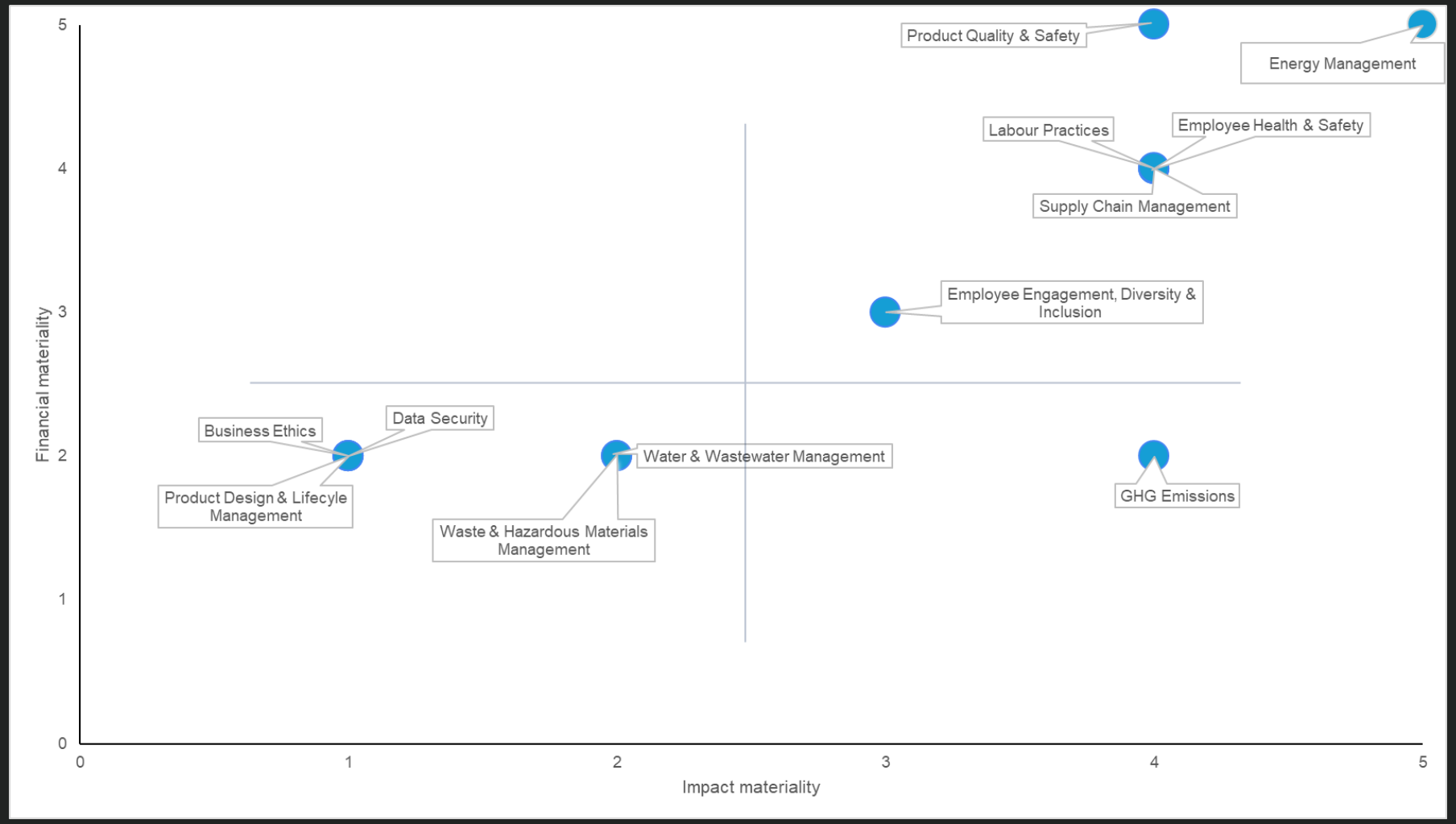


SUSTAINABLE DEVELOPMENT GOALS

Lesters operations align closely with **6** UN Sustainable Development Goals (SDGs). These SDGs reflect the company's environmental, social, governance (ESG), and ethical commitments across all business areas, including procurement, labour, anti-corruption, data security, and environmental management.

SUSTAINABLE DEVELOPMENT GOALS

Commitment to ethical labour practices, fair pay, flexible work, training, anti-slavery, and job progression.

Integration of circular economy principles, tech infrastructure security, and supplier innovation incentives.

Focus on diversity, non-discrimination, and increasing representation of underrepresented groups.

Circular economy, waste reduction, and sustainable product lifecycle efforts.

Net-zero targets, low-carbon transport, and renewable energy.

Emphasis on supply chain cooperation, sustainable sourcing, audits, and stakeholder engagement.

ENERGY EFFICIENCY

To enhance our efforts in diminishing scope 2 GHG emissions, we have installed LED lighting in our facility; said lighting, contrasted with previously-used incandescent bulbs, harnesses substantially less energy, and should last longer, thus reducing our scope 3 emissions output too.

Additionally, the materials used in the manufacturing of said LED's is comparatively favourable – no mercury, for example, is found in our LED's.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

REDUCING TRANSPORT EMISSIONS

As part of our commitment to reducing carbon emissions from transportation, we have started transitioning away from petrol and diesel vehicles towards more sustainable transport solutions. The first step in achieving this has been the installation of two electric vehicle charging points on site for employee use.

In addition, we now operate three company hybrid vehicles for employee travel, helping to reduce fuel consumption and lower our overall environmental impact. We remain committed to further investing in cleaner, low-emission transport initiatives as part of our wider sustainability strategy.

13 CLIMATE ACTION

REDUCTION OF MATERIAL CONSUMPTION

We prioritise increased machine maintenance as a key element of our process optimisation strategy to reduce material consumption. This includes regular servicing such as anilox cleaning and cold glue system maintenance, where components are cleaned, filters and seals are replaced as needed, and the system is checked for wear, leaks, and blockages.

Equipment is also tested to ensure it is operating correctly after servicing. By maintaining and calibrating our printing equipment in this way, we ensure peak efficiency, minimise ink and adhesive waste and reduce the need for reprints. This preventative approach improves production efficiency and supports sustainable manufacturing by reducing overall material consumption.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

USE OF RECOVERED INPUT MATERIALS

We endeavour to re-purpose materials which were previously obtained from suppliers. As substantiated in the photograph, pallets on which we received inbound goods, and flat-packed cardboard boxes, have been employed to distribute packaging to our customers.

Such an innovative, value-conscious approach embodies our commitment to superfluous procurement, and thus superfluous emissions from third-parties.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SPECIALISED TREATMENT OF HAZARDOUS SUBSTANCES

As a packaging company we understand that certain chemicals used during production processes may have an environmental impact if they are not handled correctly. To reduce this risk, all waste ink is collected in dedicated IBC containers and removed by Veolia ES (UK) Limited, a licensed waste management company, for safe treatment and disposal.

To maintain safe handling of hazardous waste, all production and warehouse employees are trained on how to safely empty waste ink into the container. This ensures that waste ink is transferred safely from machinery into the IBC containers and managed in accordance with environmental and safety requirements.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

USE OF LESS HAZARDOUS SUBSTANCES

Our Approach: We use water-based flexographic printing inks, specifically the Euro-Board Gloss Black, as a safer alternative to solvent-based inks, supplied by Doneck Euroflex UK.

The benefits of water-based inks:

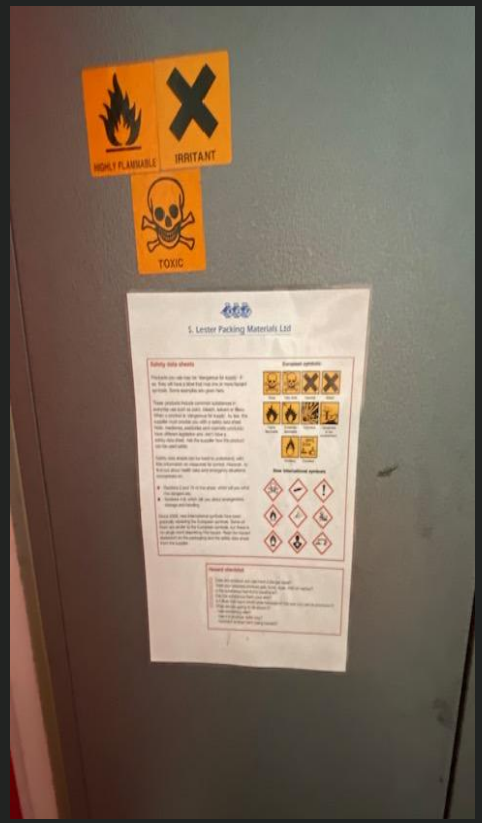
- Lower Environmental Impact - Water-based inks have lower VOC emissions which reduces air pollution.
- Safer for People - They are non-flammable and contain fewer hazardous chemicals which supports a safer workplace.
- Easier Cleanup - Waster-based inks can be cleaned up with water which reduces the need for harsh solvents and chemical waste.
- Supports Sustainability – A crucial step forward in minimising our environmental footprint.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

HEALTH AND SAFETY

We adopt a conscientious, risk-informed approach to the storage of hazardous goods and materials through the use of safer storage solutions, and lucid signposting and information, demonstrates our commitment to Health and Safety provision.

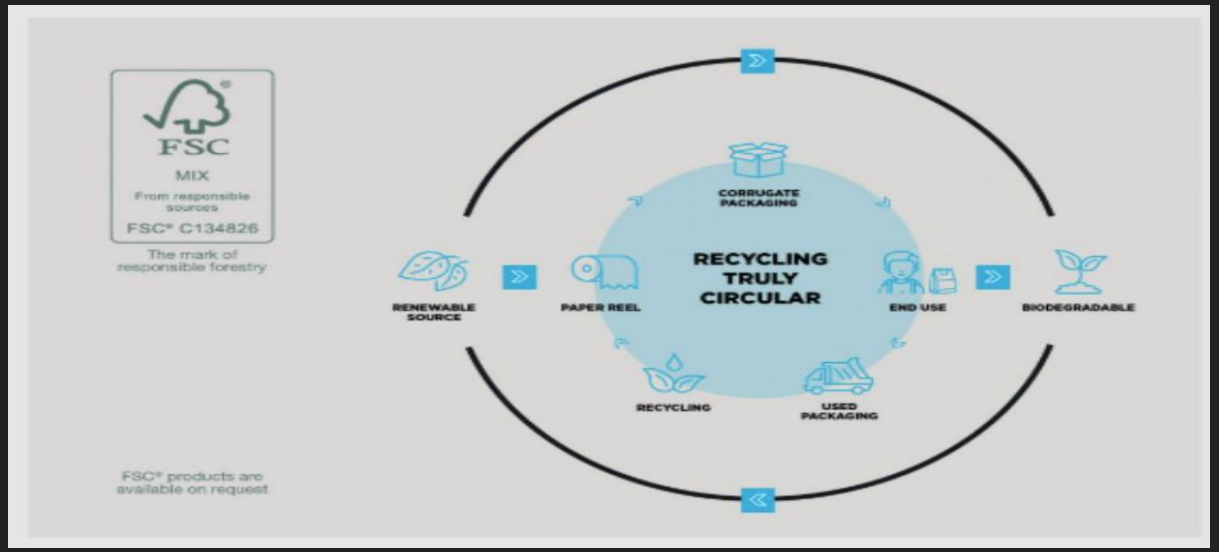
In instances of acutely high-risk goods, we segregate these items via a lockable storage room, essentially exposing only competent staff to risk, and thus ameliorating danger as best as practicable.



PRODUCT END-OF-LIFE – PROPER PRODUCT DISPOSAL AND CIRCULARITY

Our commitment to adequate disposal of products at the conclusion of their usage is succinctly embodied by our circular recycling plan: by embedding acquisition of materials which derive from renewables and culminate in degradation consistent with environmentally-friendly practices, we ensure a consistently favourable approach, meaning that which we take is eventually re-purposed.

The primary packaging used by us, having emanated from renewables amenable to size reduction (take our sustainable cardboard, able to be flat-packed, and thus repurposed), further evidences our commitment to circularity and a reduction in material weight and size.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

ENVIRONMENTAL REPORTING 1

DATA	2025
Scope 1 emissions (tCO2e)	330.1231
Scope 2 emissions (tCO2e)	242.39
Total gross annual revenue (£)	15,055,233
Total electricity consumed (kWh)	505253
Total renewable energy consumption (kWh)	2930.47
Total gas consumption (kWh)	39808
Total energy consumed (kWh)	545061
Total water consumption (m3)	1591
Total amount of water recycled and reused (m3)	0
Total weight of hazardous waste (kg)	0
Total weight of non-hazardous waste (kg)	6240
Total weight of waste recovered (kg)	0

ENVIRONMENTAL REPORTING 2

DATA	2025
Percentage of employees trained on energy efficiency	6.15%
Carbon offsetting / tree planting	548 (tCO2e) Offset
Number of employees trained on saving water	0
Amount of waste recycled (kg)	329,632
Percentage of employees trained on recycling	9.23%
Amount of paper used (Reams)	258 (Reams)
Amount of used products collected	0
Amount of used products recycled	0

SCOPE 1 REPORTING - GAS

Scope 1 Data	2025
Scope 1 emissions (tCO2e)	**8.07 tCO2e**

Direct GHG Emissions	2025
Gas Consumption (kWh)	39808

Emissions Factor	2025
Natural Gas Net CV kWh (kg CO2e)*	0.2027

*Source: UK GOV EMISSIONS FACTORS 2025

SCOPE 1 REPORTING - TRANSPORT

Vehicle Type	Fuel Type	Average Yearly Milage	Emissions Factor (kg CO2e)	Emissions (kg CO2e)*	Emissions (tCO2e)
Car - Medium	Hybrid petrol	12,000	0.18869	2264.28	2.26428
Car - Large	Diesel	8,000	0.33808	2704.64	2.70464
Car - Medium	Hybrid petrol	20,000	0.18869	3,774	3.7738
Car - Large	Petrol	30,000	0.43175	12952.5	12.9525
Car - Medium	Hybrid petrol	12,000	0.18869	2264.28	2.26428
Total					**23.9595 tCO2e**

*Source: UK GOV EMISSIONS FACTORS 2025

SCOPE 1 REPORTING - TRANSPORT

Item	Value	Source/Data
Total fuel spend	£168,000	Truck, Artic truck and van vehicles
Diesel price	£1.50 Estimate	https://www.theaa.com/driving-advice/driving-costs/fuel-prices
Fuel volume	112,000	Litres of diesel
Emission factor	2.66155	Fuels - Diesel 100% Mineral Diesel - Liters kg CO2e*
Scope 1 emissions kg	298093.6	kg CO_2e
Scope 1 emissions	**298.0936**	**tonnes CO_2e**

*Source: UK GOV EMISSIONS FACTORS 2025

Total Scope 1 Data	2025
Scope 1 emissions (tCO2e) (gas)	8.07
Scope 1 emissions (tCO2e) (cars)	23.9595
Scope 1 emissions (tCO2e) (trucks)	298.0936
Total Scope 1 Emissions (tCO2e)	**330.1231 tCO2e**

SCOPE 2 REPORTING

Scope 2 Data	2025
Total Scope 2 emissions (tCO2e)	**242.39 tCO2e**

Indirect GHG Emissions	2025
Energy Consumption (kWh)	505253

Emissions Factor	2025
Marble Power Fuel Mix CO2 Emissions (g/kWh)*	479.74

*Source: Our fuel mix | Marble Power

LABOUR REPORTING 1

DATA	2025
Total number of working hours across the business	114,344
Number of days lost to work-related injuries and ill health	117
Number of work-related accidents	5
Average number of training hours per employee	8
Percentage of women employed in organisation	18.80%
Percentage of employees from a minority or vulnerable group	4%

LABOUR REPORTING 2

DATA	2025
Number of employees trained on health and safety issues	100
Number of days lost to absenteeism (sickness etc)	110
Number of injuries	5
Number of employees paid above minimum wage	63
Percentage of employees receiving social benefits (life insurance, health care etc)	17.40%
Number of employees with a performance review	0
Total number of training hours	520
Number of internal promotions	6
Percentage of females in senior leadership	14.30%
Percentage of employees from minority groups or vulnerable workers in senior leadership	2%
Number of discrimination cases	0
Number of harassment cases	0
Number of child labour incidents	0
Number of forced labour incidents	0
Number of human trafficking reports	0

ETHICS REPORTING

DATA	2025
Percentage of employees trained on business ethics	4.62 %
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0

SUSTAINABLE PROCUREMENT REPORTING

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DATA	2025
Percentage of targeted suppliers who have signed the supplier code of conduct	100%
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	100%
Percentage or number of targeted suppliers covered by a sustainability assessment	100%
Percentage or number of targeted suppliers covered by a sustainability on-site audit	0%
Percentage or number of all buyers who received training on sustainable procurement	4.62%
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	0%
Percentage of recycled wood and wood-based products or materials	100%
Percentage of certified wood and wood-based products or materials	100%

SASB REPORTING

We have aligned our sustainability reporting metrics with the SASB Standards for the Containers and Packaging standard, ensuring that the sustainability topics we disclose on are transparent and comparable. The SASB framework enables us to identify the ESG factors most critical to our supply chain, product life cycle, and long-term business value.

By following these standards, we strengthen our operational resilience and ensure stakeholders can clearly understand our material sustainability performance and our commitment to responsible business practices.

SASB REPORTING

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Table 1. Sustainability Disclosure Topics and Metrics				
CODE	**TOPIC**	**METRIC**	**2025 DISCLOSURE**	**UNIT OF MEASURE**
RT-CP-110a.1	Green House Gas Emissions	Gross global Scope 1 emissions	330.1231 tCO2e	Metric tonnes (t) CO_2-e
RT-CP-110a.1	Green House Gas Emissions	Percentage covered under emissions-limiting regulations	0%	Percentage (%)
RT-CP-110a.2	Green House Gas Emissions	Discussion of long-term strategy or plan to manage Scope 1 emissions	Lesters is committed to managing and reducing Scope 1 greenhouse gas emissions through ongoing monitoring and operational efficiency improvements. Emissions associated with fuel combustion, heating systems, and company-controlled equipment are reviewed as part of the company's environmental management activities. Long-term plans include improving energy efficiency, maintaining and reviewing equipment to ensure optimal performance, and evaluating opportunities to transition towards lower-emission technologies where operationally feasible. The company also intends to further research and assess alternative transport options and lower-carbon vehicle solutions as part of our long-term approach to reducing Scope 1 emissions. This includes reviewing opportunities to transition operational transport and company vehicles towards more sustainable and lower-emission alternatives where practical and commercially viable, for example electric forklifts. Environmental performance data is also monitored to support continual improvement and identify future emissions reduction opportunities.	Discussion and Analysis
RT-CP-110a.2	Green House Gas Emissions	Discussion of short-term strategy or plan to manage Scope 1 emissions	Lesters short-term approach to managing Scope 1 emissions focuses on monitoring fuel usage and fuel expenditure to improve operational efficiency and reduce unnecessary fuel consumption. Regular vehicle maintenance and compliance checks, including MOTs and 6-weekly testing of delivery vehicles, supports efficient vehicle performance and helps to minimise emissions from company transport activities. Additionally, Lesters aims to optimise shipment and delivery logistics and consolidate deliveries where practical to reduce the distance travelled, which reduces the associated emissions.	Discussion and Analysis
RT-CP-110a.2	Green House Gas Emissions	Analysis of performance against emissions reduction targets	While Lesters has not yet established formal emissions reduction targets, we are underway in working to define appropriate targets and reporting mechanisms for the company. We aim to use the emissions data collected during 2025 as the baseline for future performance measurement and reduction initiatives.	Discussion and Analysis

SASB REPORTING

CODE	TOPIC	METRIC	2025 DISCLOSURE	UNIT OF MEASURE
RT-CP-120a.1	Air Quality	Air emissions of NOx (excluding N_2O)	0 Our production sites do not generate any signifiacnt amount of emissions	Metric tonnes (t)
RT-CP-120a.1	Air Quality	Air emissions of SOx	0 Our production sites do not generate any signifiacnt amount of emissions	Metric tonnes (t)
RT-CP-120a.1	Air Quality	Air emissions of volatile organic compounds (VOCs)	0 Our production sites do not generate any signifiacnt amount of emissions	Metric tonnes (t)
RT-CP-120a.1	Air Quality	Air emissions of particulate matter (PM)	0 Our production sites do not generate any significant amount of emissions	Metric tonnes (t)
RT-CP-130a.1	Energy Management	Total energy consumed	1962.2196 GJ	Gigajoules (GJ)
RT-CP-130a.1	Energy Management	Percentage grid electricity	100%	Percentage (%)
RT-CP-130a.1	Energy Management	Percentage renewable energy	0.58%	Percentage (%)
RT-CP-130a.1	Energy Management	Total self-generated energy	0%	Percentage (%)
RT-CP-140a.1	Water Management	Total water withdrawn	1591 (m3)	Thousand cubic metres (m3)
RT-CP-140a.1	Water Management	Total water consumed	1591 (m3)	Thousand cubic metres (m3)
RT-CP-140a.1	Water Management	Percentage of each in regions with High or Extremely High Baseline Water Stress	0%	Percentage (%)

SASB REPORTING

CODE	TOPIC	METRIC	2025 DISCLOSURE	UNIT OF MEASURE
RT-CP-140a.2	Water Management	Description of water management risks	Potential water management risks include leaks, pipe or water fitting failures, flooding incidents, and issues relating to wastewater drainage or discharge compliance. Increases in water consumption may also present operational and environmental risks if not identified and managed effectively. Failure of drainage infrastructure or non-compliance with discharge requirements could result in environmental impacts or disruption to operations. Additionally, flooding or water supply incidents could affect the functionality of the facility and business continuity.	Discussion and Analysis
RT-CP-140a.2	Water Management	Discussion of strategies to mitigate water management risks	Lesters implements measures to manage and mitigate water-related risks through regular monitoring, compliance activities, and infrastructure controls. Annual tracking of water usage is undertaken to identify increases or decreases in consumption and support ongoing resource management. Water fittings and visible pipework are inspected as part of annual Environmental and Legal Compliance Audits to ensure operational integrity and reduce the risk of leaks or failures. Emergency preparedness measures are also in place, including identified water isolation points/mains valves and procedures to notify the local water authority in the event of flooding. In addition, discharge activities are managed in accordance with the existing consent to discharge issued by Severn Trent.	Discussion and Analysis
RT-CP-140a.2	Water Management	Discussion of practices to mitigate water management risks	Lesters carries out annual inspections of visible pipes and water fittings to assess their condition and functionality. Water usage is monitored each year and compared against previous years to identify changes in consumption. Water isolation points and mains valves are clearly identified and located within the facility to support rapid response in the event of an incident. In the unlikely event of flooding, procedures are in place to inform South Staffs Water. Drainage systems at the premises are maintained by the landlord, and wastewater discharge is managed under a consent to discharge issued on 16/01/2019 by Severn Trent.	Discussion and Analysis
RT-CP-140a.3	Water Management	Number of incidents of non-compliance associated with water quality permits	0	Number
RT-CP-140a.3	Water Management	Number of incidents of non-compliance associated with water quality standards	0	Number
RT-CP-140a.3	Water Management	Number of incidents of non-compliance associated with water quality regulations	0	Number

SASB REPORTING

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CODE	TOPIC	METRIC	2025 DISCLOSURE	UNIT OF MEASURE
RT-CP-150a.1	Waste Management	Amount of hazardous waste generated	0	Metric tonnes (t)
RT-CP-150a.1	Waste Management	Percentage recycled	0%	Percentage (%)
RT-CP-250a.1	Product Safety	Number of recalls issued	0	Number
RT-CP-250a.1	Product Safety	Total units recalled	0	Number
RT-CP-250a.2	Product Safety	Discussion of process to identify and manage emerging materials	Lesters primary material input is card-based material. Material selection and usage are reviewed as part of normal operational processes to ensure suitability, quality, and alignment with evolving sustainability considerations.	n/a
RT-CP-250a.2	Product Safety	Discussion of process to identify and manage chemicals of concern	Lesters use of chemicals is minimal and primarily limited to adhesives used within production processes. Based on current supplier information and operational review, the adhesives used are not considered harmful under applicable standards.	Discussion and Analysis
RT-CP-410a.1	Product Lifecycle Management	Percentage of raw materials from recycled content	70%	Percentage (%) by weight
RT-CP-410a.1	Product Lifecycle Management	Percentage of raw materials from renewable resources	30%	Percentage (%) by weight
RT-CP-410a.1	Product Lifecycle Management	Percentage of raw materials from renewable and recycled content	100%	Percentage (%) by weight
RT-CP-410a.2	Product Lifecycle Management	Revenue from products that are reusable	100%	Presentation currency
RT-CP-410a.2	Product Lifecycle Management	Revenue from products that are recyclable	100%	Presentation currency
RT-CP-410a.2	Product Lifecycle Management	Revenue from products that are compostable	100%	Presentation currency

SASB REPORTING

CODE	TOPIC	METRIC	2025 DISCLOSURE	UNIT OF MEASURE
RT-CP-410a.3	Product Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Lesters reduces the environmental impact of packaging throughout its lifecycle through a circular approach to material selection, use, and disposal. Lesters prioritises packaging materials derived from renewable sources and supports the reuse and repurposing of materials wherever practical. Primary packaging, including sustainable cardboard packaging that can be flat-packed and recycled, is selected to support circularity while also reducing material weight and packaging volume. This approach helps minimise waste generation and supports more environmentally responsible end-of-life disposal practices.	Discussion and Analysis
RT-CP-430a.1	Supply Chain Management	Total wood fibre procured (card)	11896	Metric tonnes (t)
RT-CP-430a.1	Supply Chain Management	Percentage from certified sources	100%	Percentage (%)
RT-CP-430a.2	Supply Chain Management	Total aluminium purchased	0	Metric tonnes (t)
RT-CP-430a.2	Supply Chain Management	Percentage from certified sources	0%	Percentage (%)

SASB REPORTING

LESTERS PACKAGING

Table 2. Activity Metrics			
CODE	**METRIC**	**2025 DISCLOSURE**	**UNIT OF MEASURE**
RT-CP-000.A	Amount of production, by substrate	11580	Metric tonnes (t)
RT-CP-000.B	Percentage of production as paper/wood	100%	Percentage (%) by revenue
RT-CP-000.B	Percentage of production as glass	0%	Percentage (%) by revenue
RT-CP-000.B	Percentage of production as metal	0%	Percentage (%) by revenue
RT-CP-000.B	Percentage of production as plastic	0%	Percentage (%) by revenue
RT-CP-000.C	Number of employees	65	Number

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THANK YOU