



Sustainability Report

Data source: 2021 & 2022
and used to set the
2023 targets



Welcome

Welcome to Solupak's sustainability report for 2021/22.

Sustainable goals are a continual commitment for Solupak and the products we process and produce. We aim to implement this ethos throughout the company, and it is central to not only the day to day, but to the whole of the business. We maintain that what we say is the truth: there are no gimmicks, no fancy greenwashing and certainly no cutting corners. Our objectives are set but ever evolving to meet changing and expected standards.

This report has been compiled in collaboration with the entire Solupak team, but we always welcome feedback and input from our working partners too. The report will evidence targets set in our previous year and commit to future measurable goals for 2023 and beyond.

Many thanks

Helen McDonald
General Manager



About Solupak

The manufacturer

We continue to ensure that our business operates with the highest level of service, and last year we decided it was time to demonstrate how we have been doing this and set ourselves targets for future improvements on a year-on-year basis. This provides us with the opportunity to assess all areas of our business honestly and highlight what needs changing. This report will look at how we fared in the 2021-22 timeframe and set ourselves targets for the coming months.

Solupak was formed in 1998 and is renowned as the leading expert in water soluble products. For over 20 years, the company has worked with many leading brands to develop, formulate, package and distribute water soluble (PVOH) films and granules. Based in Yorkshire in the North of England, we service the UK and our distributors for Europe, the Far East and Australasia. As specialists in commercial cleaning products, we employ a full in-house technical formulation and development team. Manufacturing is all done on site in the UK as well as the concept, R&D, testing, packaging and distribution.



The product range

Our story begins 8 years ago, when the Solupak founders developed and created a range of products that eliminated single use plastics from the entire supply and product chain. The team who created the soluCLEAN range had already been working with the PVOH water-soluble film and noticed a gap in the market to use this technology in which to wrap chemical concentrates, and so soluCLEAN was born.

soluCLEAN is simple, straight forward and does what it says on the recyclable bottle!

soluCLEAN
Sustainably Derived

Our ethos

Mission

Our mission is to become the first choice for daily cleaning systems, we work to highest ethical standards for the lowest environmental impact.

Vision

We envision through our highly skilled and knowledgeable team, that we will provide a service that meets the needs of our customers and end users. Through continuous development and innovation, we will guarantee that our product offering is of the highest quality and is the best solution available. Furthermore, through inclusive team practices, we aim to evolve as a company and accomplish success together.

We value...

- Highest standards and quality
- Lowest environmental impact
- Inclusivity
- Positive customer relationships
- Full transparency
- Investing in people
- Innovators



UN goals

UN goal number 3:

Good health and well-being

Targets:

- Place yourself on the organ and tissue donors' registry in your country
- Donate your blood. Safe blood saves lives!
- Vaccinations

UN goal number 12:

Responsible consumption and production: ensure sustainable consumption and production patterns

Targets:

- Sustainable management and use of natural resources
- Responsible management of chemicals and waste
- Promote sustainable public procurement practices

We have identified this goal as being one that we already commit to achieve.



End Goals

- Have input from everyone on our business targets
- To implement targets for greater sustainability
- To have measurable targets that demonstrate the changes implemented

Fuel and heating fuel

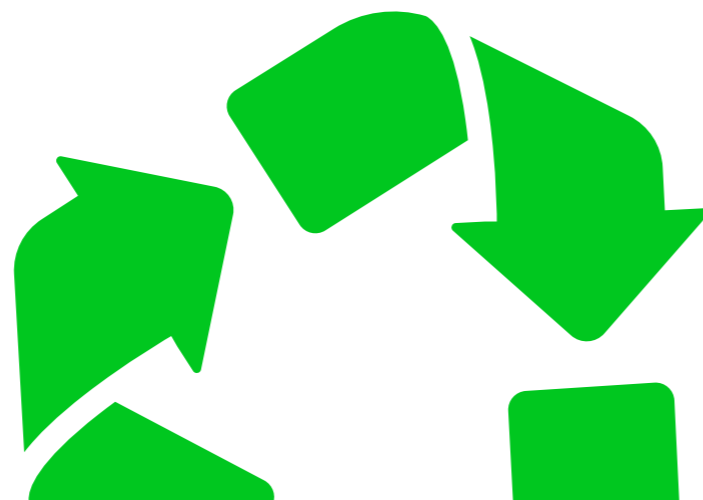
Despite the uncertainty brought by the pandemic, as a growing business, we made the ultimate decision to move to larger premises as we entered 2021. This move enabled us to increase capacity and storage, and ultimately gave us a more efficient and effective manufacturing set-up. Although we maintained operation throughout the pandemic, to enable safe working practices, we staggered work times that meant our site was open for more hours of the day than usual. By the end of 2021 we were very much cautious of Covid-19 still and 2022 has been our first year of running back on a normal schedule since we moved to the current site.

Targets:

- **Implement infrared heating to heat smaller work areas during the winter months as opposed to open space which is neither efficient nor environmentally sound**
- **To look at renewable energy sources - solar or wind powered options being assessed for installation**

Waste management

Our primary ethos is reduce, reuse, recycle. We look at how we can reduce the amount of waste we produce on site and as a finished product. For any waste generated, our first step is to look how we can repurpose its use. For example, we utilise used cardboard boxes for pallet layering and courier packages. Where we cannot repurpose 'disused excess', we use materials that are readily recyclable. Between July 2021 and June 2022, the total amount of waste recycled was 92.47% and only 0.03 tonnes of waste were re-purposed for bio fuel.



No waste was sent to landfill by Solupak.



Travel

Due to the pandemic, travel was severely reduced as work from home policies changed the entire operations and day to day activities that many of our staff were doing. Travel to see customers, visits to exhibitions and shows and any sort of face- to-face contact was completely stopped. As a result, our data for the 2020/21 time period shows an extremely low impact on the environment, but was not particularly good for our business performance. Our new site location is more accessible to most of the team, so we now have 3 car shares in operation, reducing total team mileage.

In 2022, face to face meetings returned and so mileage most definitely increased over the 12 months, so that we could meet up with customers, new and old. Having said this, online meetings are still very much favoured to keep emissions as low as possible.

Staff commute

2021 - 4.17 miles per staff



2022 - 4.05 miles per staff



However, we now have many more, and more sustainable ways of getting to work!

No. of car shares



x4

No. of cyclists



x1

No. of walkers



x1

No. of public transport



x1

Carbon footprint

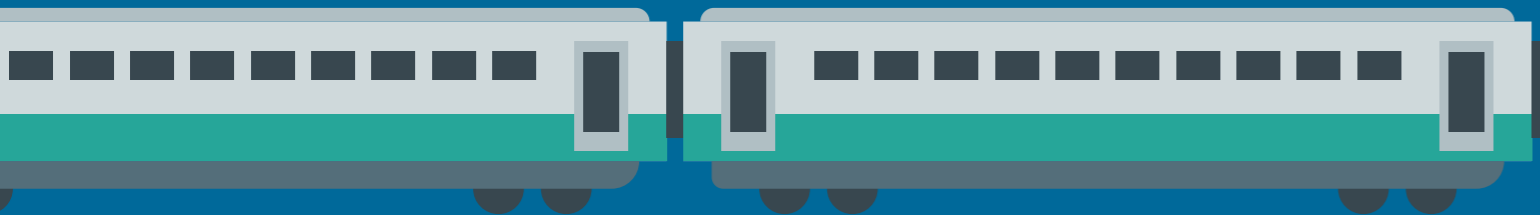


Packaging and plastic

We operate a Bottle4Life system which means that a significant amount of single use plastic is eliminated from the waste stream, for customers and in our production processes. At the end of its life, which we hope never comes, the Bottle4Life is fully recyclable, maintaining a circular economy loop. We have seen an increase in customers benefitting from this solution across our whole product range...

The volume of all purpose sachets we sold in **12 months eliminated the equivalent of 26 tonnes of plastic.** During 2020, we reformulated several of our products enabling us to further reduce the size of our packaging, including outer cartons. If a standard soluCLEAN product can fit 84 cases per euro-pallet, this means that we can ship the equivalent of 16,800 ready to use bottles of cleaning products (750ml).

(size wise, this would fill two train carriages)



We have also introduced new soluCLEAN 100% recycled and recyclable trigger sprays.



100% Recycled

The 750ml triggers are **100% recycled and 100% recyclable r-HDPE bottles.** They are made in the UK out of reused plastic milk bottles.

We saved an additional 32 tonnes of plastic compared to last year.



We have sold a further 223 all purpose cases compared to 2021



x35

817 cases = 163,400 sachets (equivalent of RTU bottles) saved equivalent of over 290 pallets, equal to 350m 35 double decker buses in a row

Water

This one for us is like a walk in the park... we have eliminated the use of water in all our cleaning products.

Our whole business plan is on the basis that we use water sparingly and so the amount used on site is next to none. Our manufacturing processes use only a small amount of water. We even have water butts to water the gardens in the summer months.



70% of the world is water.
Why ship it?



We commit to meeting the Government's net zero carbon goals of 2050. We will do this by...

We said, we did.



Reducing emissions where possible

We have introduced set transport/ combined deliveries to reduce the total number. We car share for the work commute and travel by public transport for business where possible. Further installation of LED lighting is underway.



Introducing a cycle to work scheme

One of our team now cycles to work each day with other members doing so on occasion.



Utilising local business networks for supply

In the past 12 months, we have grown our local footprint significantly and will continue to do so.

Local commitments include: pest management, recruitment, media, SEO, packaging, as well joining local organisations like 'we are Wakefield'.



Reducing International travel and changing our working practices to more virtual meetings

Despite our international supply operation growing, we have made a commitment to our partners to keep the majority of meetings to online.



Striving to further reduce packaging content

We commit to further reductions in pack and outer packaging content and sizes, continual re-use of all packaging where possible.



Equality and diversity

At Solupak we pride ourselves on the positive culture that we have created and continue to maintain. We are inclusive of the whole team when making vital decisions and constantly strive for improvement. We believe every member of our staff should be able to express themselves without fear of prejudice or judgement.

We asked our team for their thoughts on the culture of Solupak and asked them to suggest changes, where needed.

“There are weekly production meetings where everyone is listened to equally and all contributions valued”

Solupak colleague



Do you feel all genders of staff are treated equally?



Do you feel Solupak encourages an inclusive workforce whilst being accepting of all staff?



Do you feel you can be yourself at work?

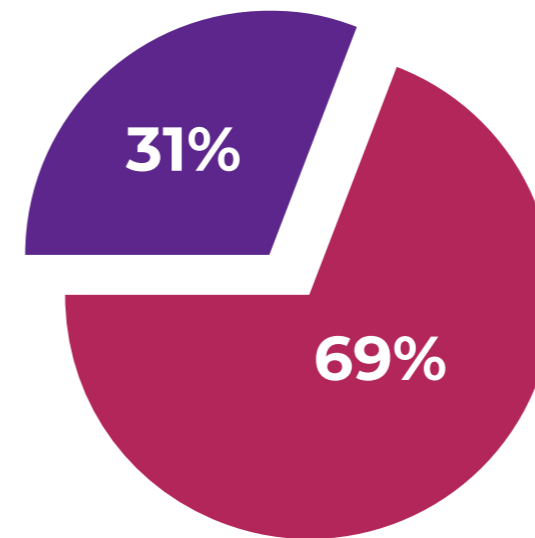


Do you feel like you are offered opportunities to gain additional skills or challenges on an equal basis to your colleagues?

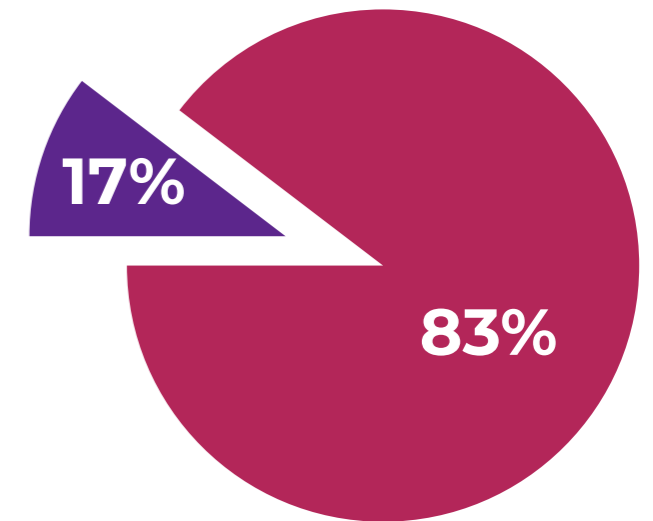


Suggestions: community partnerships and work experience to encourage the next generation into manufacturing

Gender
2021



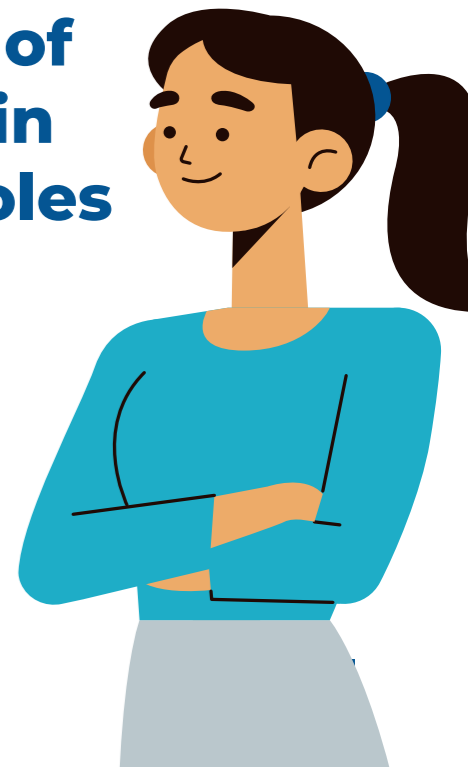
2022



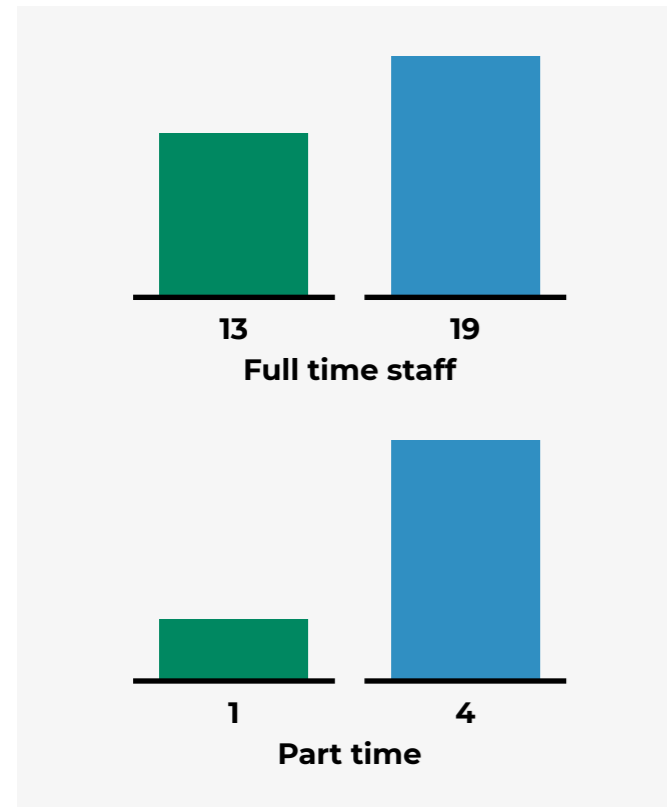
Male 2021 - 31% women
Female 2022 - 17%

TARGET: In 2023 we will hire additional women into our workforce and continue to increase the number of women in senior roles.

In 2022 Solupak increased the number of women in senior roles



Expanding the team



Increasing opportunities

Staff with disabilities increased by 75%



Staff with caring responsibilities increased by 40%



The Team

Last year

100% white British

Now

84.3% white British

10.5% other mixed

5.2% prefer not to say



Nurturing talent

We now have 5 apprentices across engineering, leadership and management, as well as a qualified environmental manager undergoing on the job training.



TARGET: Provide further opportunities for work experience and on the job skills for SEND students

We now have level 2 and level 3 mental health first aiders at all levels through the business.



Accreditations and certifications



Vegan Society: We work with manufacturers and suppliers across a range of fields to ensure that each product meets the highest vegan standards. The vegan trademark is renewed on a yearly basis to ensure we have the most up to date information on all the products we certify. Standards include animals, animal testing, animal ingredients, genetically modified organisms and kitchen and hygiene standards.



Planet Mark: The Planet Mark certification recognises continuous improvement, encourages action and builds an empowered community of like-minded individuals who make a world of difference. Through this certification, we have strengthened our Environmental, Social and Governance (ESG) strategy and contribute to the United Nations Sustainable Development Goals (UN SDGs).

ISO9001

ISO14001

NEW ISO450001

ISO9001, ISO14001 & ISO450001: We ensure through our systems and procedures that we manufacture goods to a repeatable quality standard using the same method each time. This minimises waste and ensures that the process does not have any adverse environmental effects.



Cruelty Free INTERNATIONAL

Cruelty Free International: Works to end animal experiments worldwide. The Cruelty Free International leaping bunny is the globally-recognisable gold standard for cosmetics, personal-care and household products. It is the only international logo that requires a supplier monitoring system to be implemented by the company, supply chain checking for animal testing right down to ingredient manufacturer level, adherence to a fixed cut-off date policy and acceptance of ongoing independent audits to ensure compliance with all of these aspects.



Sedex: A membership organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. Through having this accreditation, we ensure every person working in the supply chain should have equality, a safe place to work, and the means to support themselves and their families, free of bribery and corruption, using sustainable methods that keep the environment intact for future generations.



Made in Britain: Made in Britain brings together the British manufacturing community, united with the use of the registered collective mark. The mark is protected and can only be used by members of Made in Britain.



Yorkshire Chamber of Commerce: This organisation is an essential part of growing businesses by sharing opportunities, knowledge and expertise, with a strong business voice influencing decision makers at all levels.



ISSA: ISSA supports the entire cleaning industry, from large manufacturing companies to individual cleaning professionals – and all the important businesses and people in between.



Make UK: Make UK champions engineering & manufacturing in the UK, supporting businesses around the country. Together, we build a platform for the evolution of UK manufacturing.

NEW



Disability award: Solupak agrees to give five commitments: inclusive and accessible recruitment, communicating vacancies, offering an interview to disabled people, providing reasonable adjustments, and supporting existing employees.

TARGET: Get Allergy UK accredited
TARGET: EU eco label

Charity and community



Parkinson's was elected by the team as our charity for the year



Queen's canopy planting in November 2022



Over £250 raised by of staff, suppliers and customers



Camphill work with students to give them a view into manufacturing industry



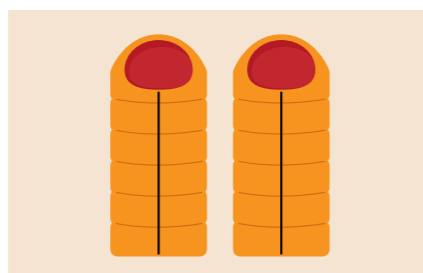
Team 'bake-off' to raise further money for Macmillan Cancer Support



£625 for the challenge 25 with Wakefield First which supplies grants of £25 for peoples heating



Ukraine food and clothes donation from the team



Separate donation of money to supply sleeping bags



Huddersfield uni Project student support programme and local careers spotlight with local high schools

Final word

Reflecting on the past 12 months, I can see the continual improvements and changes within Solupak.

Our people make our business and we will continue to strive to invest in both them and our operations.

Since the pandemic, the business world has changed and we are still seeing the impacts on supply chain and raw materials but we will not let this impact the standards we have set and adhere to.

We aim to work towards the targets outlined in this report throughout the course of 2023 and beyond.

We look forward to working with our fantastic group of distributors, continually growing and educating end users on the benefits of the soluCLEAN range.

Alex Thompson
Managing Director



“I have worked for Solupak for three months now and they are a caring and considerate employer”

Production Operative

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Scan me!
(Just open your
phone camera!)



For any further technical information or queries
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