Alexir Partnership

ESG REPORT 2025

STAND OUT!

CONTENTS:

Introduction to our ESG from our Partnership MD

Alexir Partnership

Dear all,

We've now published our first ESG (Environmental, Social & Governance) report. We started this in 2024, and this summary outlines our achievements since then.

ESG measures our business's impact on these three areas:
- Environmental impact and improvement
- Treatment of people (internally and externally)
- Proper business management

It's not just a report; it's crucial to our future and increasingly used by partners and customers when choosing business partners.

Our Employee Ownership Trust (EOT) gives us an advantage, As an employee-owned business, we share success, make long-term decision, and have a genuine opportunity to positively impact our community and environment.

ESG is becoming a key factor in customer choices, and this document showcases our business and our vision for the future.

Jeremy Keable
Partnership Managing
Director

About Our ESG

Environmental
Marketing responsibly to help our customers make the correct choices when specifying their packaging or packing needs

Social
Doing the right thing for our staff, customers, suppliers and community

Governance
To operate with high integrity and accountability. To be at the forefront of legislation

Our ESG Strategy

ENVIRONMENT

Reducing energy usage
being a measurable and key part of
a sustainable supply chain

Measuring and monitoring our
carbon footprint in accordance
with The European Industry
Developed Carbon Calculator

Developing sustainable packaging
products

Delivering sustainable packaged
products

SOCIAL

Our ownership structure is
unique and this drives our culture

Prevent abuse and unethical
behaviour in the supply chain

Provide training and safety and
support health and well-being in our
colleagues

Promote equality in the workplace
Invest in our community

GOVERNANCE

Accurate reporting to stakeholders
on our business operation.

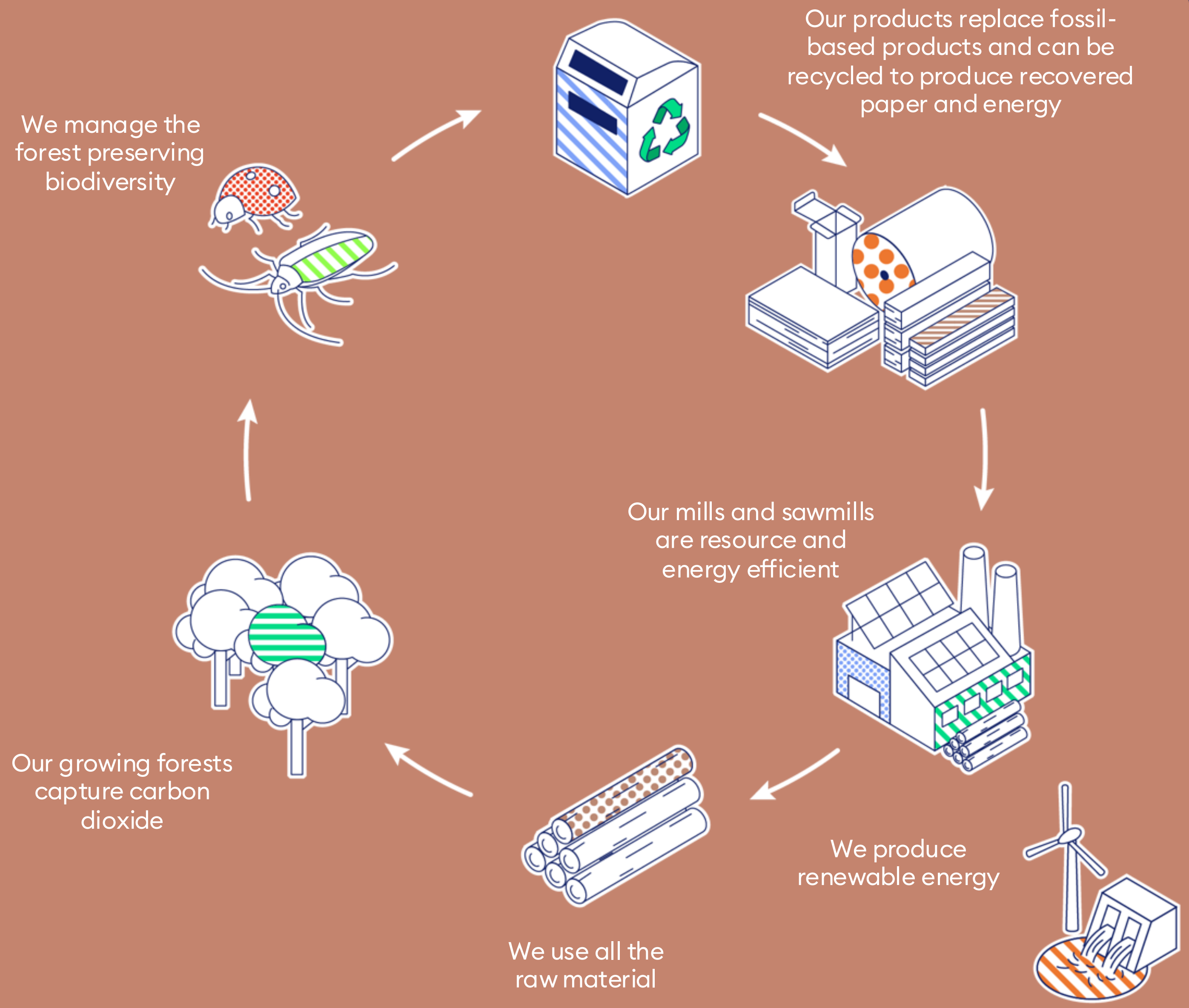
Accountability of our senior
management team for risk and
business and performance

Awareness and ownership of
legislative changes that effect the
business and its stakeholders

Cartonboard:

A Closed Loop

Renewable, recyclable, biodegradable, and a champion of the recycling economy!



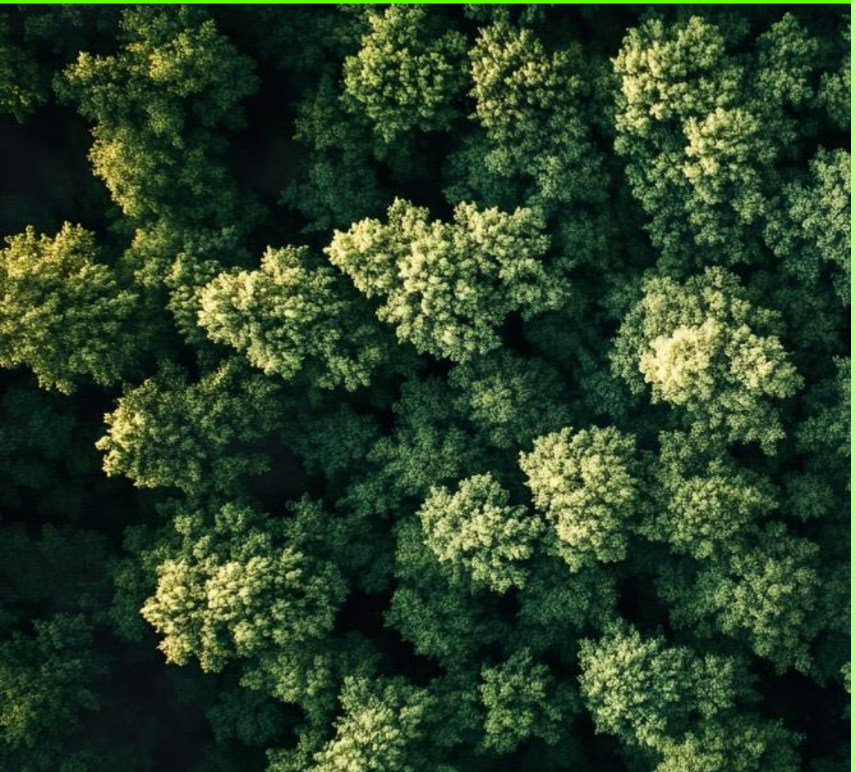
Our Environmental Pillar

GOAL 01

ESG Strategy 2024

Zero purchases from non-certified FSC or PEFC suppliers

Target Met



GOAL 02

ESG Strategy 2024

Develop packaging formats that reduce or replace plastics

Target Met:

Halopack's new film development slashes plastic to under 5%, earning RAM green status and recycling as 'Paper and Board.' Plus, the launch of Stackpack, a plastic-free 'paper and board' tray for produce.

GOAL 03

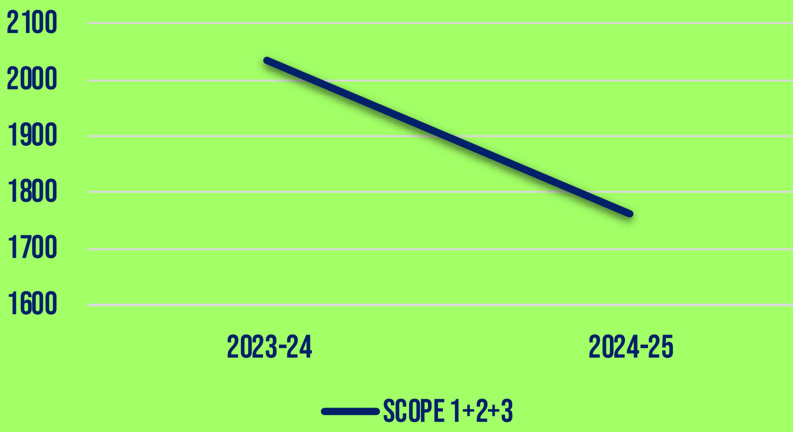
ESG Strategy 2024

Implement 'carboncalc' to measure our carbon footprint, scope 3 to enable us to target year on year reductions

Target Met

SCOPE 1+2+3

(MEASURED IN KG CO_2 EQ/T)



GOAL 04

ESG Strategy 2024

Zero to landfill

Target Met

GOAL 10

ESG Strategy 2024

All CAPEX must consider environmental benefit versus that it is replacing.

Target Met

GOAL 07

ESG Strategy 2024

ISO14001 to be achieved at packaging manufacture site by Q2 2025

Target Met

GOAL 08

ESG Strategy 2024

Install check meters on all machinery to measure power usage by product produced

Target Met

Our Social Pillar

GOAL 2

ESG Strategy 2024

Training and career progression offered to all management levels

Target Met:

- 6 apprentices/trainees in operations currently
- Training is onsite and practical
- High retention level of apprentices/trainees

GOAL 4

ESG Strategy 2024

Quality and compliance team measure ‘employment satisfaction and engagement, measure used for BRC’

Target Met

GOAL 5

ESG Strategy 2024

Support two local charities by having staff volunteers work in the charities during standard working hours.

Target Met

GOAL 6

ESG Strategy 2024

Increase understanding of each other's roles and encourage and promote teamwork through cross-company open days.

Target Met:

- Business closed for half a day.
- Visits were arranged from both sites to other departments.
- Colleagues (non-management) from each area were presented on their Alexir divisions.

GOAL 7

ESG Strategy 2024

Develop social and wellbeing activities to engage all Alexir partners at all levels

Target Met

- Go karting - October 2024.
- Bowling - Feb 2025.
- EOT day- July 2025
- New golf group - underway
- Christmas party - Dec 2026

Our Governance Pillar

GOAL 1

ESG Strategy 2024

Bi-annual Senior Management review of ESG Strategy

Target Met:

- ESG is now officially documented in monthly board meetings.
- A report on current progress is prepared every six months.

GOAL 2

ESG Strategy 2024

Ethical business conduct and training

Target Met

GOAL 5

ESG Strategy 2024

Engage with and support Trade Bodies and educational Programmes

Target Met:

- Hosting ECMA (European carton manufacturers) SME event in 2026,
- Attended annual conference
- Part of the Alliance for Fibre-Based Packaging steering group (signed up in 2025)

Alexir Partnership

THANK YOU