

## SUSTAINABILITY AND THE ENVIRONMENT POLICY

McBride plc's vision is to extend our position as the leading value producer of everyday consumer hygiene products through focused and sustainable divisional strategies.

Our plan will ensure we deliver a more sustainable future for our people, customers, local communities and wider society. We will focus and invest in our production, operations and product design to continue to reduce our environmental impact and we commit to conduct business according to the following principles:

- Compliance with, and surpassing where possible, all relevant legislative requirements and industry standards and using the best practicable means to continually improve our environmental performance in recognition of the need for a sustainable future.
- Consideration of environmental aspects and choice of energy efficient solutions in our business decisions, manufacturing processes and product development programmes provided they are commercially viable.
- Minimising the environmental impact of products in manufacture, use and disposal where such changes can be agreed with our customers.
- Driving down energy consumption and carbon emissions by proactively searching for, and identifying, energy and CO<sub>2</sub>e efficient solutions, via initiatives in process development ongoing investment in energy efficient equipment, optimisation of vehicle loading levels and by raising awareness of all our employees to the need for energy conservation.
- Reducing waste in all processes from the specification of incoming raw materials, the use of materials on site and the transmission of materials into the supply chain in the form of packaging. Where waste is unavoidably created we will take steps to manage the re-use, recycling, recovery and disposal in the most appropriate manner giving the full consideration to environmental requirements.
- Recognising the importance of minimising and controlling the discharge of liquid and atmospheric effluents from our sites. Where appropriate, discharges will be monitored, minimised so far as is reasonably practicable and controlled so as to comply with legislation and consent agreements.
- Promote the participation of our colleagues to work in a more sustainable manner.
- Establishing and maintaining Management Systems and audits, which are accredited to appropriate external standards to regularly monitor and enhance environmental performance.
- Sharing experience and practice across all locations to apply internal best practice in our business.

- Providing adequate resource for the management of sustainability and the continuous improvement of our sustainability performance, including external resources when required.
- Continue to dedicate resources and funds to supporting nominated charities.
- Monitoring performance against relevant, measureable environmental and sustainability objectives including the following targets for delivery by 2025:

**Production & operations**

- 15% improvements in eco-efficiency ( measured in output volume per Gjoule of energy)
- Procure a minimum of 30% of energy from renewable sources used in our operations
- Zero waste to landfill

**Product & Design**

- All paper and board sourced will be FSC® compliant.
- All our packaging will be 100% fully recyclable, compostable or re-usable
- On average all our plastic packaging will contain at least 50% recycled content
- We will exit all multi-layered flexible packaging
- We will remove all REACH defined microplastics from our formulations

Note: Product & Design targets are subject to market availability

**RESPONSIBILITIES**

The Chief Executive Officer and the Executive Committee are ultimately responsible for ensuring that the Group operates in accordance with this policy. Responsibility is delegated to the Group's ESG Committee for implementing the principles and assisting the business in taking measures to achieve the targets.

**REVIEW**

This policy, along with other related policies, sits within the remit of group Business Sustainability Policy, all of which are published on the Company website ([www.mcbride.co.uk](http://www.mcbride.co.uk)). Policies are reviewing annually by the Executive Committee.



**Chris Smith**  
**Chief Executive Officer**  
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