



Impact Report 2024

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Welcome

Our 2024 Impact Report celebrates our ongoing journey towards environmental responsibility, innovation, and community engagement. Here's a peek at the strides we've made, from reducing our environmental footprint to strengthening partnerships that bring our values to life.

Our major initiatives this year have had remarkable impacts. We've prioritized renewable energy sources significantly, reducing carbon emissions and introduced innovative tech to improve efficiency. Additionally, our community outreach programs have expanded, fostering stronger partnerships and supporting local causes that resonate with our values.

Whether you're a valued stakeholder, a dedicated supplier, a loyal customer, or a member of our incredible teams, your support has been instrumental in our progress on this sustainable journey. We thank each of you for believing in our mission and for your contributions in helping us move a little closer to a better, more sustainable future.

Vision

We will brighten the world with our far-sighted and innovative brands for the next 100 years and beyond.

That, and to make sure we have the talent to get there.

Through working together we will increase daily productivity, inspiring enthusiasm, of which the biggest effect may very simply be the way we do it.

We will achieve ambitious growth by investing in our people, infrastructure and pioneering technology.



Values



Integrity

We are honest, open,
ethical and fair

Positivity

Energy, hope,
future focus

Respect

Treat each other how
you would want to
be treated yourself

Teamwork

We support
each other

Passion

We are proud
of all that we do

Goals



Continuously improve and innovate.
Maintain competitive advantage
through innovation, continuous
improvement and innovation.



Protect and enhance positive social activities.
Reduce environmental negative impacts and
enhance safety and the environment. People
first, the environment second, and
correct profitability.

Be profitable and protect
profits. Reduce
operational costs and
improve quality.



Trustworthy and
outstanding quality.
To delight our
customers with our
products and
create high profit is
produced with
outstanding quality.

Minimize waste and
create environmental safety.
From environmental safety is
environmentally. Our device and
social work.



Profitable growth.
We will achieve sustained growth
through investment in people and
technology.



Enhance leading
customer service
enhance best
customer service
delivered customer
satisfaction.

Operational highlights

We produced and delivered the first anniversary of our new factory making an incredible 10 million 100% Squashies® (which is about 1000 times the production of our first factory)

We celebrated the production of our 100th birthday bag

We Produced:



Our new Middlewich factory

We celebrated the first anniversary of the opening of our new factory in Middlewich with our first 100th birthday, producing 10 million gallons of FV2 motor oil.

To meet growing demand, we're making major production line that will double the factory's capacity with the first production ramped up for January 2024.

In addition to this exciting growth, we've welcomed new team members in November 2023 to support our expanding operations.

Our focus on efficiency isn't slowing down as we continue to optimise energy usage, producing more products with less energy per litre.

We're also the leader in creating exciting new products, with over 100 new innovations launched in November 2023.



Our new production line is now fully operational, ramping up production for January 2024.

Sustainability highlights

Materiality Assessment

This year, we conducted a **Materiality Assessment**¹ helping us identify the most important aspects of sustainability to our growth.

1. **Packaging** – Refers committed to making your packaging more sustainable while reducing energy intensity and water usage across our operations.
2. **Community Engagement & Business Growth** – It is crucial that we continue collaborating with the community as we expand the business.
3. **Improved Communication** – Recognizing the need for a more effective communication with our team members.

Establishing a Sustainability Steering Group

To address the findings from our Materiality Assessment, we've set up a **Sustainability Steering Group**. The group will track our efforts and ensure we're making meaningful progress on key initiatives.

Engaging with Our Supply Chain Through Initiatives

Part of our **commitment to sustainability** is collaborating with our suppliers. We've joined our **top 100 suppliers** in a program that encourages them to gain an understanding of their journey to our store.

¹Visit our **Materiality Assessment** <https://www.hugoboss.com/en/guide/interior/Sustainability.pdf>



People: being the employer of choice

At Syngenta, there is a focus on employee development and growth. We invest in our people and their careers, offering a variety of opportunities for growth and development. We also offer a comprehensive benefits program, including health, dental, and vision insurance, as well as a 401(k) plan. Our employees are encouraged to take ownership of their work and to be part of a team that is committed to excellence. Our employees are encouraged to take ownership of their work and to be part of a team that is committed to excellence.

**"Big enough to do things properly.
Small enough to care"**

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Employee Turnover

We have noticed high turnover among new hires over the past 18 months. We are planning to introduce changes in recruitment and onboarding, our focus is on creating a positive onboarding experience for new hires.

Improved Recruitment Process

- Candidates receive a welcome email 24 hours before their interview and are notified of any changes.
- Managers have been trained to provide a warm and welcoming atmosphere.
- A new onboarding program for new hires has been implemented, including a mentorship program and a series of onboarding sessions.
- Feedback is immediate, and interviews are conducted within 48 hours of application.

Enhanced Onboarding and Induction

- Induction process has been made more flexible and personalized, with specific departmental training and onboarding materials.
- New hires are assigned a mentor and a buddy to help them settle in.

Candidate and Employee Feedback

- Candidate feedback is collected through a series of surveys, such as asking for feedback on the interview process and the onboarding experience.
- Employee feedback is collected through a series of surveys, such as asking for feedback on the onboarding process and the overall work environment.

These changes have led to higher candidate retention rates, more engaged new hires, and a smoother onboarding process.



Prioritizing Our People. Health & Wellbeing 2024 Initiatives and Achievements

Building Confidence Beyond the Screen

We offer more than 800 days of 1:1s — growing 23-day off-onboarding our teams' New Hire on-boards.

Enhanced Mental Health Support

Throughout 2024, our individual mental health support system ensures every employee has access to the right clinical resources. We've also launched Mental Health First Aid training, creating a safer, more supportive environment for everyone.

Flexibility Matters

Supporting our participants throughout their lives, we offer customized sick leave and days off when doing the right thing.

All Technical Advancements

We've also focused on our system's being open medical support directly to our people.

Compassionate Health Services

Providing our people with ongoing support and health support.

Building Better Employee Satisfaction

In March 2024, we conducted a Great Places Work survey — an essential step in keeping our finger on the pulse of our people's needs and satisfaction.



Building Knowledge

This year, we hosted four impactful workshops across experts, covering a range of crucial topics, including:

1. Life After Police: Preparing for Retirement
2. Money and Your Retirement
3. How to Manage Anxiety (Part 1 & 2)

Health & Safety Enhancements

According to our 2024 Staff Survey, 78% of our people feel implementing safe time allocation necessary. Highlighting your commitment to health, supportive work practices.

Enhanced Working Facilities

We have expanded parking and fully renovated lot of nurse parks, making it easier and more comfortable for our team.

Restaurant Renovation

Our factory canteen has undergone complete renovation, providing comfort and convenient environment for everyone to enjoy their meal during breaks.

New Social Club Committee

SCC is a group of voluntarily members that is open to all employees. It creates opportunities for employees to engage in fun events, spend time off work, cheering for the team and doing other fun things with our employees outside work.

"Within my team we all get along really well and it makes it more enjoyable coming to work being able to fully to support within the team"

Interviewee: Aileen, New Technology Unit

Live Life Better Campaign

Live Life Better is a campaign that aims to improve the quality of life of our employees and their families.

Our focus is on providing support and resources to help our employees and their families live better lives. This includes financial advice, mental health support, and more.

Wednesday 20th March

Session 1: Budget

Session 2: Budget

Session 3: Budget

Session 4: Budget



Safety at Swizzel: 2024 Milestones

Eliminating Near Misses & Losses

Over 2024, we have eliminated first aid cases across our teams, ensuring quick and effective responses to any emergency.

Reducing Workplace Incidents

By August 2024, we've achieved zero reported first aid cases (excluding all types of bites and Dangerous Chemicals Regulatory incidents) year on year, reflecting our commitment to safer working lives.

Preventing Lost Cases

Our business safety has declined over 50% reduction in lost cases year on year by August 2024.

Enhancing Organized Workspaces

Every workplace is now trained in 5S, a lean manufacturing methodology that helps maintain organized, efficient, and safe working lives.

Enhanced Safety Training for Maintenance Teams

In 2024, over 50 maintenance staff completed a full 12-hour Safety Refresher training, further reinforcing our safety-first culture.



Driving Continuous Improvement: Safety & Sustainability in 2024

At SWPC, we drive our continuous improvement projects by key to achieving our strategic goals, demonstrating our commitment to safety, sustainability, and operational excellence. By prioritizing safety, environmental stewardship, and drive program performance.

• Clean Air is the Power Plant

Our latest initiative, the Fuel System project, has significantly improved the working environment by reducing the amount of dust in the atmosphere, creating a safer and safer space for our team.

• Boosting Safety Improvements for Our Employees

The Operation of the SWPC in China project has focused on enhancing safety and throughput by implementing various measures and communication. This effort has resulted in a significant reduction in lost time hours in the China department.

2024 H2 (End of August): 87 hours lost (28 days)

2024 H1 (End of August): lost 13 hours lost (2 days)

This dramatic improvement highlights our commitment to safety and its tangible impact on operations.

• SWPC Factory Project: Building Excellence

Our SW Factory Project continues to drive safety, hygiene, and team excellence across the business. By updating our SW standards with latest best practices and safety, building systems, we are driving more efficient and sustainable working environment. This project demonstrates our ongoing dedication to continuous improvement through SW excellence.

Project 1: New system that improves the working environment

China Dept. lost hours lost from last time

Celebrating Our People: 2024 Initiatives

New & Improved Award and Recognition Programs

This year, we launched an enhanced award and recognition program to better celebrate our employees' contributions.

Celebrating Milestones

In 2024, we began celebrating employees' milestones, such as anniversary, weddings, and births, to show our appreciation for the whole person, not just the employee.

Promoting Internal Growth

We encourage people to pursue growth opportunities, offering a wide range of internal mobility options to help employees advance their careers.

A Letter of Thanks

Our internal gratitude letters highlight hard work every day, personalized by a leader or peer, signed by managers and directors, making the workplace more meaningful.

Collaboration & Support Network

Since 2023, we introduced a peer support network, creating a supportive environment where employees can seek help and offer assistance.

Health & Wellness Engagement

Over 200 employees participated in our health and wellness initiatives, demonstrating a strong commitment to maintaining a healthy workforce.

"The team together makes it work"

"Volunteer is a very caring company who think highly of their employees"

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Training & Education: 2024 Highlights

Empowering Future Talent

This year, we launched an enhanced mentor and recognition programme better to identify and reward our people contributions.

Supporting Young People

We welcomed over 100 students for summer placements and hosted 11 students for work experience, giving them valuable insights into the industry.

Connecting with the Community

We continued to lead in 2024, engaging with the community and showcasing the exciting career opportunities we offer.

Apprenticeships Across Multiple Disciplines

We continue to invest in the future by offering apprenticeships in engineering, manufacturing, leadership, warehouse management, and IT, helping to develop the next wave of talent.

Developing Our Own People

Continuing to invest in our people through development programmes, workshops, and training, ensuring they have the skills and opportunities for career progression.

Educational Partnerships

Through various educational partnerships, we've supported a range of workshops and events, showcasing our commitment to continuous learning and professional development.

**"The business skills and values actively means everything
have enabled us to move one step at a time."**

Managing Director, New South Wales 2024



Making a Difference: Swissair's Mattow's Community Impact in 2024

At Swissair Mattow, we believe in giving back to the communities that support us. In 2024, we made a significant impact by supporting a range of charitable initiatives, educational programs, and local events. Here's a snapshot of our contributions:

Supporting Local Charities

We proudly donated Swissair's 10th 101st birthday cake to the Q&A 101st Swiss Community group as a birthday gift. Additionally, we donated the top of Swissair's 101st birthday cake to the local charity, Cancer Research, to support their fundraising efforts. We also donated a set of good cause cards to the county youth facilities, which includes hospitals, sports clubs, children's camps, and dedicated churches, community centers, and heritage sites.

Inspiring Young Minds

We funded 100 primary school children's school bags for the 100th birthday of the next generation through Swissair's 101st birthday.

Sponsoring Local Sports Teams

Swissair Mattow sponsored a different sports team, including the local football team, helping young athletes thrive.

Backing Community Initiatives

We sponsored the Bernese Club through the New 101st Swiss Centre, and supported the Thomas Meyer Foundation in their mission to provide care for children with learning issues.

Supporting Local Schools

Swissair Mattow sponsored activities for local children, ensuring all children have access to enriching experiences.



Empowering Youth Through Art

The youth, using the Youth Art Project, providing social opportunities for children who might otherwise have limited options.

Employer Partnership

The residents fund raising campaign for charity number 1 per £1000, which has major number 1074 (10/10/2014).

Spreading Joy in the Community

From sponsoring the local gardeners and the Duke Street Area 100 Festival, to contributing to the High Street Community Arts Festival, the residents are spreading joy in the community and making a difference.

Bringing People Together

The annual local residents brought together (2014) local residents for a day of activities and social activities, and the local residents' Christmas party, which has been a very successful and enjoyable event.

Community Engagement

The local residents participated in events like the local residents' day and the local residents' day, which has been a very successful and enjoyable event.

Community Day

At the local residents' day, the local residents are spending the day and the day's activities in the community.

"The local residents are a major part of the community and contribute with events and sponsorship."

"The local residents have been a major part of the community."

Source: Local Residents' Day, 10/10/2014



Local residents are always popular at the local residents' day.



Local residents are always popular at the local residents' day.

People Excellence, Inclusion & Diversity: 2024 Highlights

At Sanyo, we are committed to creating an inclusive, diverse and fair work environment where everyone thrives, whilst how we're making difference.

Enabling Confident Employees

Participating in comprehensive Diversity Confident Employee Scheme, supporting & empowering activities with diverse and fair workforce.

Equating for Equality

We ensure equal pay for equal work, regardless of gender, age, or tenure—promoting fairness and equity across all levels of our organisation.

Our Continued Focus on Inclusion

According to our 2024 Great Place to Work Survey:

- 88% of our people feel they are treated fairly based on ethnicity
- 87% feel they are treated fairly based on sexual orientation
- 75% feel they are treated fairly regardless of age

Empowering Women's Leadership

- Our 1st, 2nd and 3rd middle management levels female representation hit a 50% by 2024.
- More than 100 of our highest management team leaders high performing women in the gender diversity at the top.

"The company shows company-wide willingness to"

"In a very friendly place to work and feels like a family"

Employee's comment on the Great Place to Work 2024



Planet: local sourcing, and less waste & plastic

Focus on Water Reduction

One of the highlights of our 2022 ESG Report was the success of our water usage, thanks to the innovations of Lou LaVack, our Purifying Engineering Manager, who's making impressive strides in this area.

Let me go over our cutting-edge project that aims to reuse water during the process of purifying glass. This is a process that we use to make the water we use in our facility. This technology will reduce our water usage, reducing the amount of water that we use. This is a great step in the right direction. It's a great step in the right direction. It's a great step in the right direction.

Packaging Improvements

Thanks to our ongoing project to reduce packaging, 1.1% of the food packaging we use is now made of 100% recycled material. This is a great step in the right direction. It's a great step in the right direction. It's a great step in the right direction.

Streamlined Waste Management with Technology

Our approach to waste management has been improved with the use of a new software, which allows us to track waste in real-time. This is a great step in the right direction. It's a great step in the right direction. It's a great step in the right direction.

- Food waste is now sent to an anaerobic digestion facility where it's broken down by bacteria to produce gas and the remaining solids by and feed.

Percentage of Recyclable Film



- **Manufacturing waste** is a **materials recycling facility**, where it's sorted, baled, and purchased by recyclers.
- **General waste** is referred to as **energy-from-waste facility**, where it's usually generated **electricity**.

By ensuring that resources recovered from the waste we generate, we're contributing to **climate change**, **air quality**, **water quality**, **soil health**, and **helping to create a more sustainable future**.

Expanded Supplier Code of Conduct

We've updated our **Supplier Code of Conduct** to reflect our **new position on environmental responsibility**, including waste management, and **deforestation**. All **suppliers** are now expected to **align with these values**.

By working closely with our **suppliers** and **teams**, we're ensuring that **sustainability** remains at the core of our business as we continue to grow.



Planet: being energy efficient and reducing carbon emissions

Increasing Recycled Content

■ 10% minimum PCR for Paper PCR

Our packaging strategy assumes that our total PCR packaging goes from around 50% post-consumer recycled (PCR) material significant reducing our environmental footprint. We are Packaging for the future and we can increase our PCR content.

High Risk Recycled Policy

■ Focusing a High Risk Recycled Policy

Our team develops high risk standards for packaging materials and paper products. We ensure that the packaging materials. This process also ensures that our packaging products are responsible and sustainable.

Reducing Plastic Packaging

■ Recyclable Plastic Film

Our plastic film used contains 100% recycled content and is 100% recyclable, reflecting our commitment to sustainable packaging solutions.

■ Transitioning Recyclable Bagging Films

Our team is working on transitioning our bagging films to 100% recyclable materials. Our plastic bagging films packaging is now recyclable.



Our 100% recycled paper is 100% recycled and is 100% recyclable.

Our plastic film is 100% recycled and is 100% recyclable.

Collaboration with Suppliers

• Expanding Recyclable Film Paper

We continue to collaborate with our packaging supplier to investigate the use of recyclable materials. A pilot study in 2021 has been conducted and we are currently in the launch of a new 100% recycled structure of packaging – allowing our clients to continue European sustainability goals in a practical and convenient way.

• Mini Low Energy Packaging Update

We've transitioned from a 20% energy label content PET packaging for our Mini Low Energy range, incorporating 100% of content PET, streamlining our packaging and maintaining sustainability.

• Recycled Content from Recycled Film Suppliers

Currently, two out of three of our machine film suppliers provide materials with recycled content.

These actions illustrate our ongoing commitment to sustainability and support our long-term goals towards a greener future.



Commitment to Sustainable Energy

100% Renewable Electricity

We are proud to report that all our electricity is sourced from 100% renewable energy, certified by Renewables Energy Guarantees of Origin (REGOs). REGOs ensure that the energy is not generated from renewable sources by following the guidelines set by the British Columbia's market-based system approach, as our report "A" outlines under Scope 1, which covers indirect emissions from purchased electricity.



Electric Vehicle (EV) Charging Potential Within Site

By installing an charging point at our Midland factory, we are actively contributing to a greener future. Installing such charging facility supports our employees in making sustainable transportation choices, but also plays a crucial role in reducing our own carbon footprint. By encouraging the use of electric vehicles, we also drive an innovation associated with electric fast food delivery cars.

Energy Efficiency and Innovation

Sustainable Energy Efficient Building

We continue to invest in cutting-edge, energy-efficient equipment to reduce our own energy consumption.

Solar Power

We prioritized the generation of our own green energy. This includes solar panel installation, reducing our the carbon footprint of our new factory.

Lighting Upgrades

We are upgrading energy-saving LED lighting in all areas of our operations, further reducing our energy usage.

Reducing Energy Waste

Heat Recovery Systems

We've implemented the installation of heat recovery systems, which capture and reuse your waste energy within our processes. This has reduced our energy needs by 30,000 kWh, preventing the release of thousands of carbon emissions.

This approach is helping us move towards a more sustainable and energy-efficient future.



Reducing Scope 3 Emissions

Scope 3 emissions come from a company's activities but occur outside its direct control. For Svalbard, this includes emissions from our supply chain, distribution, and customers. These emissions currently by far exceed 90% of the company's total emissions. To reduce our Scope 3 impact, we have taken the following steps to address this:

1. **Optimised Logistics:** We work and brought heavy and low-carbon transport, including investing in sustainable FSC to customers from green materials.
2. **Product Design:** Our design team is now FSC and other material low-carbon emissions for the paper and wood shop furniture sets.
3. **Waste Management:** We are developing office space to separate different materials for metal, cardboard, and other waste.
4. **Supplier Collaboration:** By working out to our top 50 suppliers, we encourage them to adopt sustainable practices and align with our goals.



Supplier Sustainability Highlights

The group's short-term target is that suppliers in core categories by 2025 are on track to meet target to **reduce** greenhouse gas emissions by 2025, the same emissions target supported by the 2025 science based climate targets. This emissions net target is ambitious, as it includes **scope 3** emissions, **scope 1** and **scope 2** emissions.

Supplier commitment is core to our sustainability and we have created a **supplier action plan** across all of our material business units to help bring to report **scope 3** emissions and carbon performance, and lowering water usage.

Read the [Supplier Action Plan](#)

- **1** of our 2025 target is **water** sustainability efficiency and reduced **hydrogen** related programs efforts
- **1** more than **100,000** hours of water sustainability training and **1** reduced **water** consumption **1** per **1** employee
- **1** more than **100,000** tonnes of waste reduced
- **1** more than **100,000** tonnes of waste reduced

Read the [Supplier Action Plan](#)

We expect to achieve our **2025** target **1** from emissions by 2025 by 2025 from a **2025** base year. We have **1** more than **100,000** hours of water sustainability training and **1** reduced **water** consumption **1** per **1** employee.

Read the [Supplier Action Plan](#)

Our 2025 target is to **1** reduce **1** greenhouse gas emissions by 2025.

- **1** of our 2025 target is to **1** reduce **1** greenhouse gas emissions by 2025
- **1** more than **100,000** tonnes of waste reduced
- **1** more than **100,000** tonnes of waste reduced

Read the [Supplier Action Plan](#)

Partnering with Boughey

• Reducing the carbon footprint of our products

In the second half of 2020, we took significant steps towards reducing our carbon emissions by introducing an L4 slot for printing between 440g and 480g. This cut down on transport, distribution and manufacturing costs, materials and logistics costs.

• Less paper

Boughey's ultra-thin level of sign on glass has helped the proof of delivery signatures to help our customers save money by reducing paperwork, improving delivery efficiency and minimising our environmental impact.

• Reducing food waste

Boughey is deeply committed to reducing food waste which is why we've partnered with Boughey's charity partner Foodbank UK to help reduce food waste. Foodbank UK is a charity dedicated to fighting hunger. Foodbank UK distributes surplus, good quality food to charities and organisations across the UK, ensuring that food reaches those who need it most instead of going to waste.

These initiatives highlight our commitment to sustainable sourcing and reducing our environmental impact, even more so now.



Exciting Partnership with Coop Live

Swire is delighted to announce our partnership with Coop Live, the newest and largest indoor music venue in London, which opens in Manchester in 2024. The state-of-the-art venue has been designed and built by a site team with a vision to become the modern-day equivalent of the venues in Europe.

• Continued In-Community Support

Coop Live continues to support positive social change through its commitment to donate 1% of its profits to the **Coop Foundation**, which will support various community projects, focusing on social inclusion and mental health.

• Shared Values and Goals

Swire and Coop Live share a strong commitment to social responsibility and community support. This partnership aligns with our shared values and goals, allowing us to leverage our combined resources to support various community projects, focusing on social inclusion and mental health.

• Opportunities for Employees

This partnership provides opportunities for our employees to engage in social and community events, including the **Swire Foundation** and **Coop Live** events, which will support various community projects, focusing on social inclusion and mental health.



2025 sustainability goals

People

- Reduce CO₂ emissions from office buildings by 10%.
- Launch and launch programme with employees and management focusing on positive mental health.
- Increase diversity that is not only visible but also truly meaningful in practice.



Planet

- Carbon intensity reduction by 20%.
- Implement digital management systems using renewable energy.
- Consequence-based waste reduction target of 10%.



Partnerships

- Work with local business projects that target a 10% new priority development in the financial department.
- Share some of our best sustainable practices as an internal model to help other people understand and change.
- Collaborate with our existing partners to improve company safety from 20% to 30%.

