

SUSTAINABILITY AND THE ENVIRONMENT POLICY

2020-2025

McBride plc is committed to achieving long-term sustainability in line with our ambition of becoming the leading European manufacturer and supplier of contract manufactured and private label products for the domestic household and professional cleaning/hygiene markets.

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 CO2 efficient solutions, by initiatives on process plant, 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 to our McBride Charitable Trust. The trust focuses our efforts on the well-being of our colleagues, the education of our colleagues' children and educational activities within our communities. The charitable trust funding is donated by the CEO.
- Monitoring performance against relevant, measureable environmental and sustainability objectives including the following published targets for delivery in 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 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 relevant member of the trading team for implementing the principles and 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). Policies are reviewing annually by the Executive Committee.

This policy was reviewed and approved by the CEO on 27th February 2020

Ludwig De Mot
Chief Executive Officer