



Sustainability Report

Data source: 2019, 2020 & 2021
and used to set the

2022 targets



Welcome

I hope that this report finds you well.

Here at Solupak, we try to put the environment at the forefront of everything that we do. There are no gimmicks, no fancy greenwashing and certainly no cutting corners. To ensure that we continue to behave in an environmentally conscious way, as well as change the way the cleaning industry operates, we have put together a sustainability report for our business.

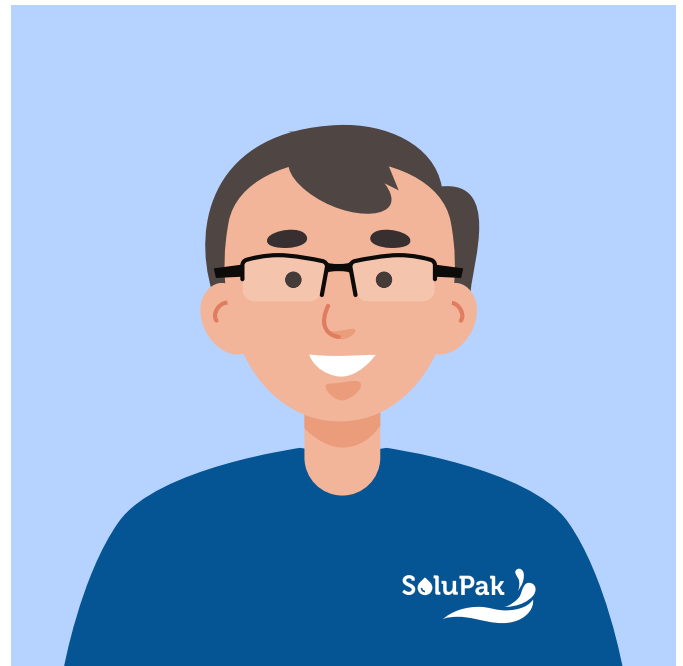
This report outlines current operations and sets out goals for the next year. As a team, we aim to ensure the manufacturing and production of our cleaning system is of the utmost quality for both our customers and the environment. We will issue an update on our progress periodically so we can be measured against our objectives.

We are always open to feedback and any comments about how we may be able to continue improvements and meet our targets are welcomed.

Many thanks

Alex Thompson

Managing Director



Introduction to Solupak

Even though, over the last few years, we have strived to ensure that our business operates with the highest level of service, 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 an opportunity to assess all areas of our business honestly, and highlights to us where work needs to be carried out.

This report will look at how we fared in the 2019-2021 timeframe and sets our targets for the coming 12 months.



About Solupak



Our History. The Future.

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.

Our ethos

Mission

Our mission is to be the leading producer of effective and value-for-money cleaning concentrate, packed in water soluble film sachets, made by adopting the highest possible ethical standards.

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



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. This affected the first 6 months of this report's data.

In just 6 months at our new site we have used 1000kwh less of electricity than in 6 months at the old site

In 2020

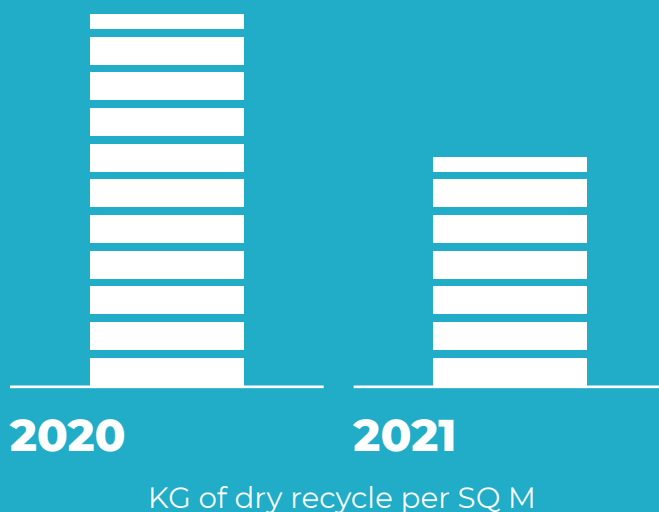
Over 3000kwh electricity was used

In 2021

Just over 2000kwh electricity was used

Waste management

Our primary ethos is reduce, reuse, recycle. We look at how we can reduce the amount of waste we produce onsite 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.



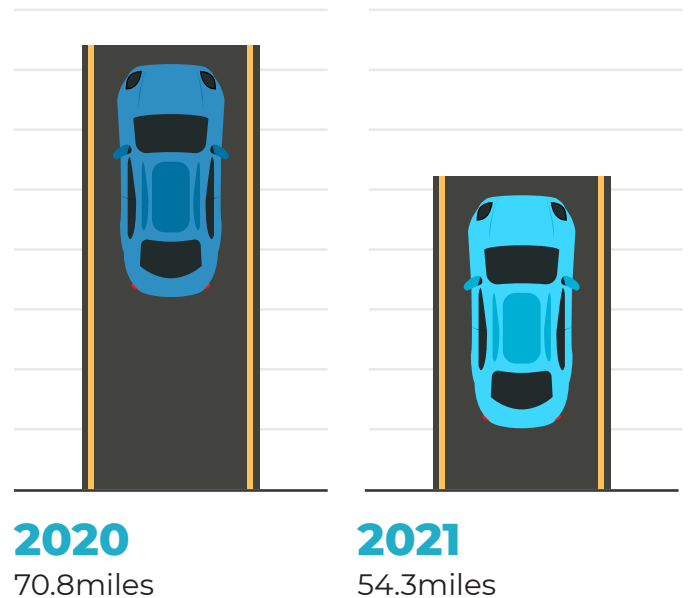
Travel

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.

Although travel impact is likely to increase due to the world reopening again, we have some measures in place to ensure numbers don't rocket too high. These include shared travel, use of public transport when possible and online/ virtual meetings.

Staff Commute



Carbon footprint

Having looked at the separate areas of waste, fuel, electricity and carbon (travel), it is essential to assess our company's overall carbon footprint. Our focus over the last few years has centred around the benefits and other aspects of our products, but 2021 has given us an opportunity to evaluate our carbon footprint and help us to set targets for its future reduction, so we can be as 'green' as possible. Through the Planet Mark certification, we intensively measured and analysed these areas to provide a footprint for Solupak.

Carbon footprint Planet Mark findings are:

Total carbon footprint per employee = 2.3 TCo2E.



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.

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).

1 pallet



Product innovations have had positive effects. The introduction of the liquid dishwash replacement (liquid feed machines) replaces the need to have traditional 5L bottles of chemical. We also designed this innovation to contain rinse aid which creates a further elimination of product. (Comparison: 1 pallet of Soluclean dishwash = 6592 5L plastic bottles, saving 1.6 tonnes of plastic per pallet.)

Easy 4-step process:

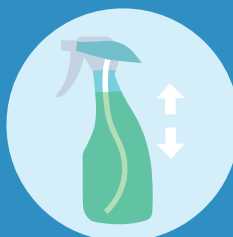
1. Just add water...



2. Place the sachet in



3. Agitate/shake/swirl water

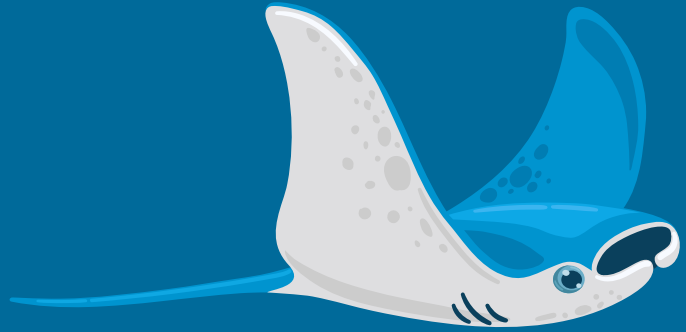


4. Use

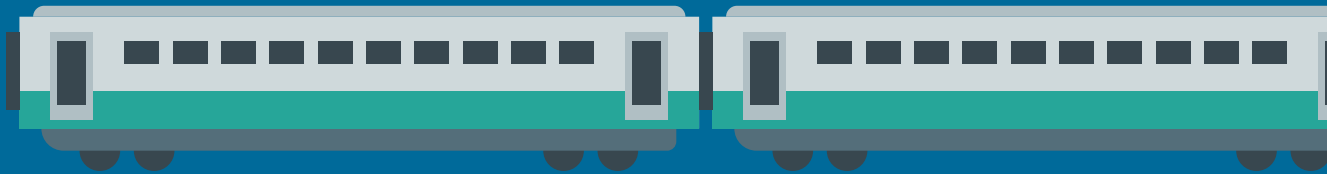




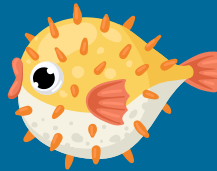
We have seen an increase in customers benefitting from this solution across our whole product range...



The number of **ALL** purpose sachets
we sold in 12 months
ELIMINATED the equivalent
of **26 tonnes of plastic per year.**



(size wise, this would fill two train carriages)



TARGET: Review packaging to further reduce content required

LONG TERM TARGET: To find the next stage of innovation for the bottle4life



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...



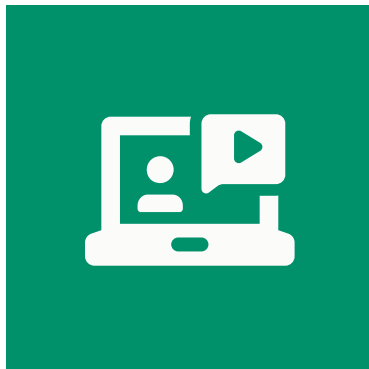
Reducing emissions
where possible



Introducing a cycle to
work scheme



Utilising local business
networks for supply



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



Striving to further
reduce packaging
content

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.

“I’m glad, every day when I head out the door, that I’m coming to work at Solupak. I couldn’t ask for a better team to work with”

MW Solupak colleague

Do you feel all genders of staff are treated equally?

Yes

No

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

Yes

No

Do you feel you can be yourself at work?

Yes

No

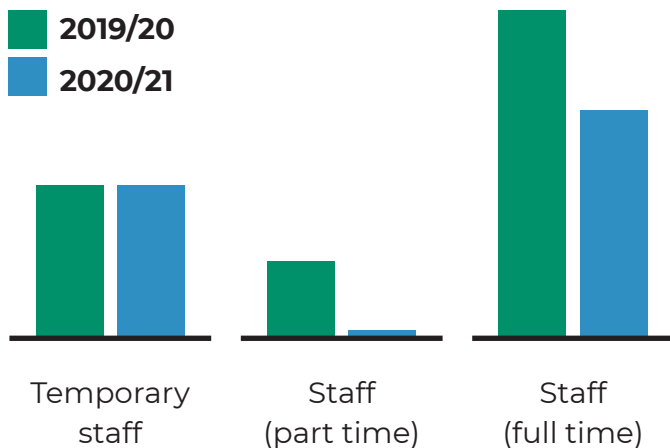
Do you feel like you are offered opportunities to gain additional skills or challenges on an equal basis to your colleagues?

Yes

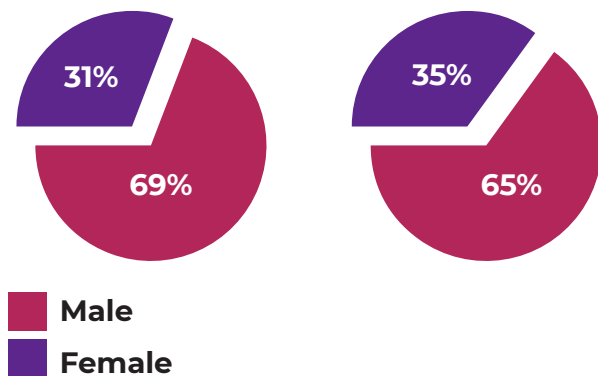
No



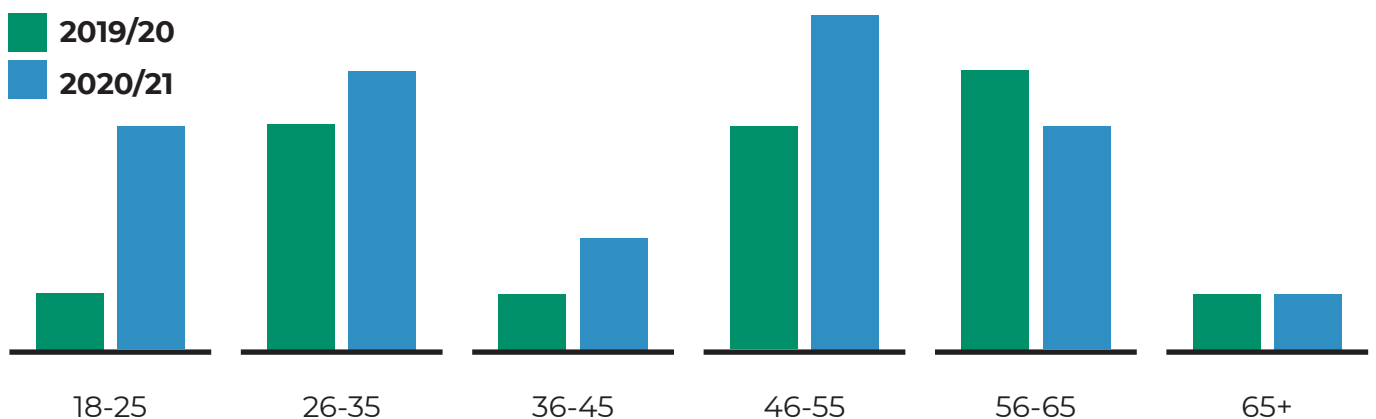
Staff levels



Gender



Age range

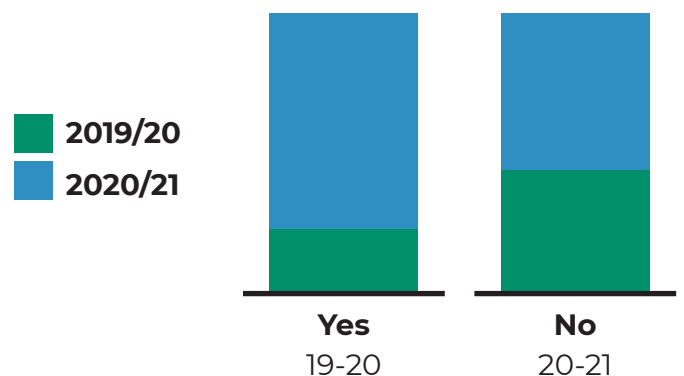


TARGETS

Training and developing skills within the team is highly valued to us. Our next step of development is further mental health and first aid training, and company-wide education on our approach to mental health and wellbeing. We believe this is equally important as physical health. We aim to:

- Provide further opportunities for full time employment.
- Provide more employment opportunities with a commitment to diversity and equality in mind.
- Provide further training and up-skill opportunities for all employees.

Considered to have a disability



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

ISO9001 and ISO14001: 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: 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.

TARGET: Get Allergy UK accredited

TARGET: Identify further beneficial accreditations to work towards

Charity and community



Raise funds annually to support the Red Nose Day campaign



Participate in Parkinson's 50 miles, 50 days challenge



Pay to wear our Christmas jumpers for Save the Children



Helped the Asháninka people protect an acre of rainforest through Cool Earth



Proudly sponsor a Thackley FC player



Official sponsor of Garforth Rangers AFC



During the pandemic, we donated sanitiser to care homes and local sports teams



TARGETS...

Commitment to further fundraising for local and national charities

Ask for input from the entire Solupak team on where we would like to focus

Start work with Wakefield Council on local community support initiatives, the first is the 25for25 campaign

Participate in The Queen's Canopy Platinum Jubilee tree planting

Organise a beach/river clean

Final word

If I told you that the past 18 months haven't been the most challenging in my time at Solupak, I would be lying. I know we are not alone in this as a business, learning to adapt and change with such limited timescales, whilst maintaining our high standards and values along the way.

We tried to use our time wisely as the world around us felt uncertain, developing solutions and utilising the skills within the organisation to push through and emerge a better version of ourselves.

Our commitment to improvement is unwavering and I know my colleagues join me in my aims to reach and hopefully exceed the targets we have set ourselves over the next year.

It is a responsibility we cannot ignore to ensure that manufacturing and the products we offer enable the industries we serve to provide sustainable and ever improving services.

I hope that 2022 is the year for action.

All the best and thank you for reading.

Helen McDonald
General Manager



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(Just open your
phone camera!)



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