



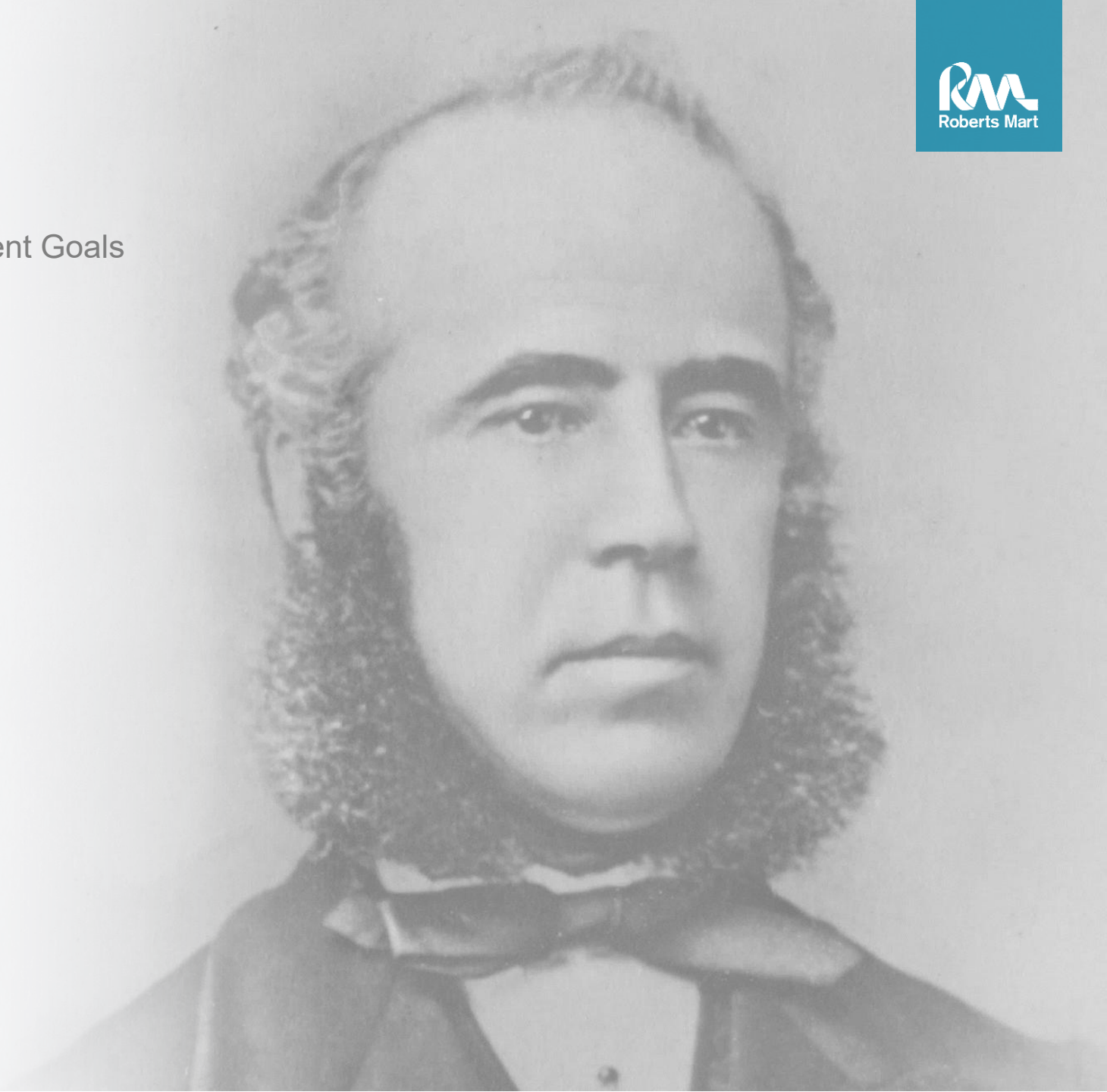
ESG Report 2025

Environmental, Social & Governance

Don't follow the pack. Innovative packaging since 1852.

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At Roberts Mart, responsibility is not a new initiative, it is part of how we have operated as a family business for generations. We believe that doing the right thing for our customers, our employees and the environment is essential to building a successful, resilient business for the long term. Our approach to Environmental, Social and Governance (ESG) reflects this belief and underpins how we work every day.

Our vision is to set the standard for flexible packaging excellence through innovation and sustainability. We aim to lead our industry forward by delivering packaging solutions that meet the needs of today's brands while creating positive environmental and social impact for the future.

Guided by our mission to empower brands and be the easiest partner to do business with, we focus on building trusted, long-term relationships through transparency, collaboration and consistent delivery. Our core values-integrity, customer centricity, excellence in quality, procedural rigour and diligence-shape every decision we make and every commitment we deliver.

Our ESG priorities are informed by a robust materiality assessment and aligned with the United Nations Sustainable Development Goals. We are currently focusing our efforts on eight priority goals that reflect the areas where we can make the greatest positive impact-covering responsible production, climate action, employee wellbeing, ethical sourcing, strong governance and transparency across our supply chain. This alignment helps ensure our actions support not only our customers' sustainability ambitions, but also wider global efforts to create a more resilient and responsible future.

This ESG report sets out how those principles are translated into action across our operations, supply chain and wider community. It outlines our priorities, progress and ambitions as we continue to reduce our environmental impact, support our employees and uphold strong governance—today and for generations to come.

“ Our vision is to set the standard for flexible packaging excellence through innovation and sustainability ”

KEY FACTS & FIGURES.

17.5%

Reduction in cardboard

3,835

Tonnes of PE recycled since 2021



52 Tonnes waste reduction



174 Years of trading



Four local sports teams supported with sponsorship



Over £9,000 raised for charity



247 Employees



EcoVadis Bronze certification

550% Increase in safety interventions since 2022



15 Different nationalities employed



483

No. of hours absences reduced by



Electric car charging points available on site



88% Recycle rate of all waste

+150%

Reduction in workplace accidents since 2022



14 Employees with over 25 years service



5,213 hours of training

ALIGNMENT WITH THE U.N. SUSTAINABLE DEVELOPMENT GOALS.

The United Nations Sustainable Development Goals (SDGs) form a globally recognised framework for addressing environmental, social and economic challenges. The 17 Goals, adopted by all UN Member States in 2015, provide a common language and set of principles to help organisations understand, manage and communicate their contribution to sustainable development.

While we recognise that no single organisation can address all 17 Goals in full, we have identified a number of SDGs where our activities, policies and future priorities can make a meaningful and credible contribution. Following a full assessment using the recognised materiality grid process, we believe these Goals reflect the areas where we feel our operations, supply chain and stakeholder relationships are most closely connected to sustainable outcomes.

OUR SDG FOCUS AREAS

As part of this ESG report, we have chosen to focus on the following Sustainable Development Goals:

SDG 3: Good health and well-being: Supporting safe working conditions, employee wellbeing and responsible product standards.

SDG 7: Affordable and clean energy: Improving energy efficiency and increasing the use of lower-carbon and cleaner energy sources where practicable.

SDG 9: Industry, innovation and infrastructure: Investing in resilient manufacturing capability, process innovation and responsible industrial development.

SDG 10: Reduced inequalities: Promoting fair treatment, equal opportunity and inclusive practices across our workforce and wider business relationships.

SDG 12: Responsible consumption and production: Reducing waste, improving material efficiency and supporting more sustainable packaging and production practices.

SDG 13: Climate action: Taking steps to measure, manage and reduce our environmental and climate-related impacts.

SDG 16: Peace, justice and strong institutions: Operating with integrity, strong governance, transparent business practices and ethical standards.

SDG 17: Partnerships for the goals: Working collaboratively with customers, suppliers, industry bodies and other stakeholders to drive progress.

These eight Goals provide the structure for the ESG disclosures and performance indicators set out in this report. Where relevant, we describe how our policies, actions and targets support these SDGs and how we intend to strengthen our contribution over time.





CARBON FOOTPRINT.

Setting meaningful CO₂ reduction targets has been challenging for Roberts Mart due to the substantial environmental improvements already achieved in recent years.

These include:

- ✓ Installation of LED lighting with PIR controls
- ✓ Heat recovery systems linked to compressed air equipment
- ✓ Introduction of variable-speed compressors
- ✓ Transition to battery-powered workplace transport
 - ✓ Installation of EV charging points
- ✓ Conversion of parts of the company fleet to hybrid or fully electric vehicles

Despite this progress, we remain committed to further improvement. We have set a **5% reduction target for both Scope 1 and Scope 2 emissions by 2030**, using 2023 as the baseline year, with a longer-term ambition to reduce emissions beyond this.

In 2025, we exceeded our Scope 1 target, achieving a 9.81% reduction from the baseline. However, Scope 2 emissions increased by 15.9%, primarily due to increased electricity demand resulting from the addition of three new SVT machines, a KVS pouch machine, and a new laminator, which were not included in the original emissions forecast.

To build a more complete understanding of our carbon impact, we will begin capturing Scope 3 emissions in 2026. This will enable us to identify additional reduction opportunities across the value chain and set informed long-term targets. Roberts Mart also intends to commit to the Science Based Targets initiative (SBTi) to formalise our decarbonisation pathway.

CARBON FOOTPRINT : GREENING.

During the summer we were able to complete the successful greening project involving the planting of 865 saplings across the grounds of our main site.

Together it is hoped these trees will potentially absorb over 15 tonnes of carbon per year whilst also providing shelter for wildlife and essential food for birds and pollinators. The saplings will also help boost the soil health.



Greening our grounds

865

tree saplings planted

15.57

metric tons of CO₂
expected annual carbon absorption

Making a **positive environmental impact** with this step towards a greener future.

CARBON FOOTPRINT: MATERIALS.

Carbon emissions associated with the materials we produce are actively assessed at both a structural and material level. This enables us to identify meaningful carbon reductions through targeted material optimisation.

Lifecycle carbon data demonstrates that significant CO₂ savings per square metre of packaging can be achieved by simplifying multi-layer constructions, reducing overall material weight, and incorporating post-consumer recycled (PCR) polymers.

In certain applications, material changes have delivered carbon emission reductions of over 50% compared with legacy structures, while maintaining required barrier and performance properties. This data-led approach supports informed design decisions and underpins our ongoing commitment to lower-carbon packaging solutions.

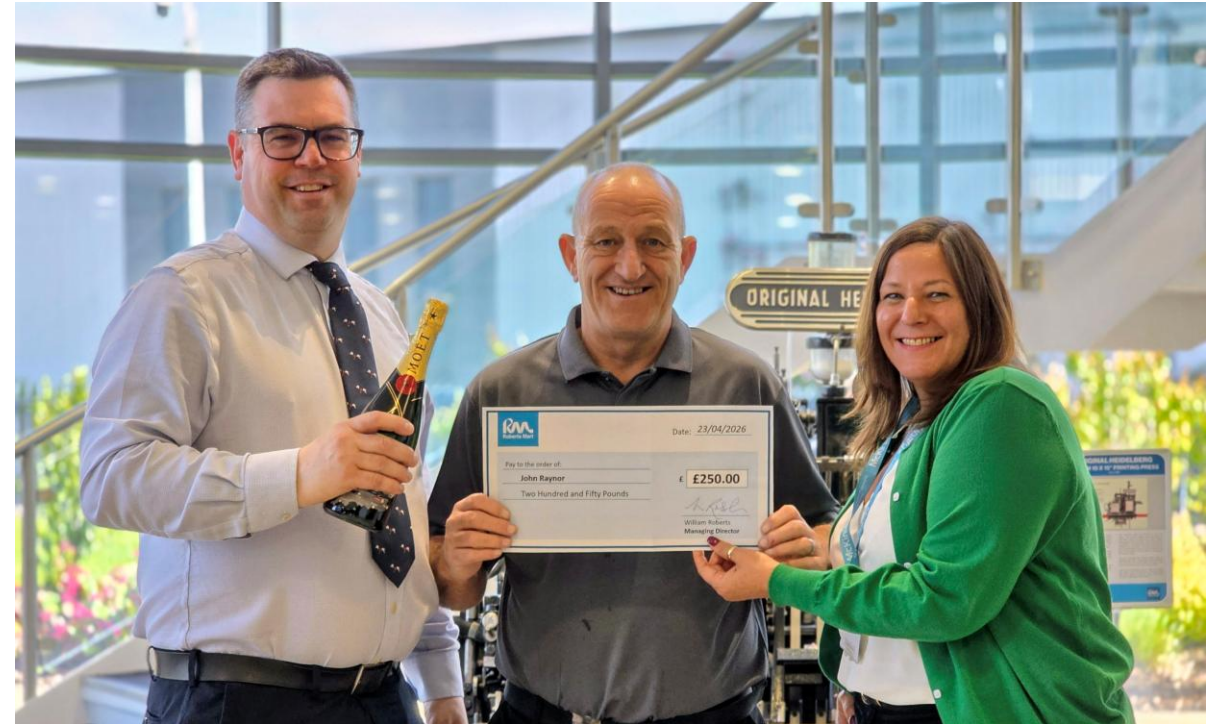
From a materials perspective, we are well positioned to support sustainability through the increased use of PCR polymers, which offer a lower carbon footprint than virgin alternatives. Supported by a highly technical materials and packaging development team, we engage with customers early in the specification process to guide material choices towards mono-material, recyclable structures and avoid unnecessary over-engineering.

Internal carbon assessments confirm that these simplified structures reduce emissions across both material sourcing and processing. By combining higher recycled content with fit-for-purpose structural design, we deliver measurable carbon reductions while maintaining essential barrier and functional performance. This materials-led, data-driven approach enables us to support customer sustainability goals and contribute to more circular, lower-carbon packaging solutions.



At Roberts Mart, we foster a **culture of continuous improvement** through our Bright Ideas initiative, which encourages employees to propose suggestions that enhance our Environmental, Social, and Governance (ESG) performance. All submissions are reviewed monthly, with each idea receiving a small token of recognition and the most impactful idea awarded a more substantial prize.

A standout contribution came from John Raynor, Shift Manager, who proposed re-using cardboard pallet liners for all internal material movements between teams. John led the implementation of this initiative, resulting in a **17.5% reduction in cardboard waste** compared with the previous year—equivalent to 40.84 tonnes saved and an estimated 869 kg reduction in CO₂ emissions.



CARDBOARD REDUCTION...
17.5% reduction & 40 tonnes saved

RESOURCE EFFICIENCY & CIRCULARITY

Our in-house Extrusion facility plays a key role in supporting our circularity ambitions. The site operates its own reclaim equipment, allowing significant volumes of plastic waste to be recycled back into production.

Since 2021, the extrusion facility has reclaimed **3,835 tonnes of LDPE** directly reducing waste and contributing to improved resource efficiency.



WASTE & RECYCLING.

Waste reduction remains a strategic priority for Roberts Mart. Working in partnership with Business Waste, we continue to focus on decreasing total waste and increasing recycling rates across the organisation.

In 2025, we achieved:



A Total Waste Reduction Of 52 Tonnes



88% Recycle Rate Of All Waste

These outcomes reflect our ongoing commitment to responsible waste management and continuous environmental improvement.



TECHNICAL AUDITS.

Supporting our customers in achieving their own Environmental, Social and Governance objectives is a key part of our ESG approach. Alongside supplying high-quality flexible packaging, we offer [structured customer technical audits](#) designed to improve packaging performance, reduce environmental impact and support more efficient, responsible operations.

Our on-site technical material audits are delivered by our experienced technical team and typically take place over two days at a customer's facility. To identify opportunities for optimisation, during each audit we review:

- ✓ [Packaging materials,](#)
- ✓ [Production lines,](#)
- ✓ [Machine settings and](#)
- ✓ [Workflows](#)

The outcome is a clear, practical set of recommendations focused on improving efficiency, reducing waste and supporting sustainability goals, alongside potential cost and performance benefits.

From an environmental perspective, our audits help customers identify opportunities to reduce packaging weight, improve material specifications, increase recyclability and minimise waste and scrap. Where appropriate, we also explore the introduction of alternative or higher-performing materials that can deliver improved machinability and lower environmental impact without compromising product protection or quality.

These actions directly support our commitment to responsible resource use and carbon footprint reduction. Our technical audits also contribute to social and governance objectives by promoting product quality, process consistency and regulatory compliance. By reviewing line performance, quality controls and packaging specifications, we help customers reduce defects, downtime and operational risk, supporting safer working environments and more reliable supply chains. Clear documentation and follow-up recommendations provide transparency and accountability, reinforcing strong governance practices across customer operations.

Through these audits, we aim to act as a proactive technical partner to our customers, helping them improve performance today while supporting longer-term ESG ambitions aligned with responsible production, climate action and sustainable supply chains.





HEALTH & SAFETY

We continue to strengthen our Health & Safety culture through a focused programme of employee engagement and proactive risk management. Regular shopfloor walks, structured safety conversations, employee safety forums, and targeted training initiatives have played a key role in increasing awareness and accountability across the workforce.

These efforts have resulted in a 550% increase in staff safety interventions (observations raised) between 2022 and 2025, demonstrating a significant shift toward early hazard identification and shared responsibility. This heightened engagement has enabled quicker resolution of risks and contributed directly to a 150% reduction in workplace accidents over the same period.

This progress reflects and strengthens Roberts Mart's commitment to the Social pillar of ESG, ensuring a safe, inclusive, and supportive working environment. It also directly aligns with several United Nations Sustainable Development Goals (SDGs):

- **SDG 3: Good Health and Well-Being**
 - promoting a safe workplace that prevents injury and supports employee well-being.
- **SDG 8: Decent Work and Economic Growth**
 - ensuring safe and secure working conditions for all employees.
- **SDG 12: Responsible Consumption and Production**
 - reinforcing responsible behaviours and safe operational practices throughout the organisation.

Collectively, these actions highlight the company's commitment to fostering a robust safety culture, reducing operational risk, and supporting the long-term health and well-being of its workforce.



TRAINING.

At Roberts Mart, we remain committed to fostering a workplace that prioritises continuous development, fairness, wellbeing, and inclusion. Our 2025 results reflect meaningful progress across training, Equality, Diversity & Inclusion (EDI), and employee health and attendance.

We continue to invest in the growth and capability of our people.

In 2025, our teams completed **5,213 HOURS OF TRAINING** across **247 STAFF MEMBERS** demonstrating our commitment to maintaining a skilled, knowledgeable, and safety-conscious workforce. This ongoing investment ensures our employees have the tools and development opportunities needed to support both personal and organisational success.

Each person is targeted with doing on average two hours of training per month, but the aim is to improve this even higher in 2026.

EQUALITY, DIVERSITY & INCLUSION (EDI)

We are proud to be a diverse workplace where individuals from a wide range of backgrounds contribute to our culture and success. In 2025, we employed **247 staff** representing **15 different nationalities**.

Our top represented geographical areas included:

- British
- Polish
- African
- Romanian
- Asian
- Lithuanian

This diversity strengthens our organisation, enhances collaboration, and supports an inclusive environment where all colleagues feel valued and respected.

From a gender perspective we employed 208 males and 61 females across the business as follows:

Senior management:	11 males, 5 females
Office & administration:	28 males, 17 females
Operational roles:	169 males, 39 females





EMPLOYEE WELLBEING.

Our focus on health, wellbeing, and proactive absence management has delivered tangible results.

In 2025, **employee absence reduced by 483 hours** compared with the previous year.

This improvement highlights the positive impact of our wellbeing initiatives, supportive management practices, and early engagement with colleagues to ensure they receive the right help when needed.

Our target for 2026 is to reduce absenteeism by a further 4% by the end of the year.



Employee absence
reduced by 483 hours

EMPLOYEE BENEFITS

Our approach to employee wellbeing is supported by a range of benefits designed to promote health, financial security, and work-life balance.

These include competitive annual leave entitlement, pension provision with salary sacrifice options, access to health support such as medical provision, employee assistance programmes and free flu vaccinations, as well as a selection of lifestyle and retail benefits.

Employees also have access to workplace facilities including free parking, electric vehicle charging and on-site amenities.

Collectively, these benefits form part of our wider commitment to supporting employee wellbeing and long-term engagement.

In addition, a salary sacrifice electric vehicle scheme has recently been introduced, giving employees the option to access electric vehicles in a way intended to support affordability and lower-emission onpersonal transport choices.



GOVERNANCE.

Roberts Mart is committed to strong, transparent, and accountable governance practices that support sustainable long-term performance. To reinforce this commitment, we operate under a robust suite of internationally recognised management systems that provide structure, consistency, and assurance across all areas of our operations.

We are certified to the following standards:

- **ISO 9001: Quality Management**
Ensures consistent product quality, strong customer focus, effective process control, and continuous improvement across all business functions.
- **BRCGS Packaging Materials**
Guarantees high levels of product safety, traceability, and operational control, meeting the expectations of customers and regulators.
- **ISO 14001: Environmental Management**
Provides a framework for managing environmental impacts, improving resource efficiency, and driving continual environmental performance improvement.
- **ISO 45001: Occupational Health & Safety Management**
Strengthens our commitment to employee well-being through structured risk management and proactive hazard control.



Beyond certifications, Roberts Mart is also committed to ethical and responsible business practices through participation in recognised sustainability platforms:

- **SEDEX Membership**

Supporting responsible sourcing, ethical labour practices, and transparent supply chain management.

- **EcoVadis (Bronze Rating)**

Demonstrating our ongoing commitment to improving environmental, social, and ethical governance performance.

Together, these certifications and memberships reinforce the Governance pillar of ESG, ensuring that our operations are safe, compliant, ethical, and continuously improving.

They also directly support several UN Sustainable Development Goals (SDGs):

- **SDG 8: Decent Work and Economic Growth** – through safe, fair, and well-governed working conditions.
- **SDG 12: Responsible Consumption and Production** – via strong environmental controls (ISO 14001) and responsible process management (ISO 9001, BRC).
- **SDG 16: Peace, Justice and Strong Institutions** – by upholding transparency, ethical conduct, and internationally recognised governance frameworks.

These governance commitments ensure Roberts Mart continues to operate with integrity, meets customer and regulatory expectations, and aligns with global best practices as part of a comprehensive ESG strategy

COMMUNITY ENGAGEMENT.

We operate a structured charity partnership programme to support causes that align with the values of our employees and the needs of the communities in which we operate. As part of this approach, a charity partner is selected every two years through an employee-led voting process, ensuring colleagues have a direct voice in how our community support is directed.

This process helps ensure that our charitable activities are inclusive, relevant and meaningful to our workforce, while also providing longer-term support to chosen organisations rather than short-term or ad-hoc fundraising. By involving employees in decision-making and focusing on sustained partnerships, we aim to create positive social impact while reinforcing engagement, shared responsibility and transparency within the business.



COMMUNITY ENGAGEMENT.

2025 CHARITY PARTNER: ANDY'S MAN CLUB

For the 2025 cycle, employees selected **Andy's Man Club** as our charity partner. The organisation's mission is to prevent families from experiencing the grief associated with suicide by providing safe, stigma-free spaces for men to discuss mental health challenges. Their work contributes to improved wellbeing, reduced social isolation, and early intervention for individuals facing mental health crises.

EMPLOYEE-LED FUNDRAISING ACTIVITIES

Throughout 2025, employees across the organisation participated in a series of fundraising initiatives in support of Andy's Man Club.

These activities demonstrate strong engagement, teamwork, and commitment to supporting mental health awareness.

Key fundraising events included:

- **Seasonal Raffles:** Christmas, Valentine's Day, and Easter raffles and The Three Peaks Challenge coordinated across the business. Employee participation raised **£4,058**
- **Leeds to Istanbul Cycle:** A long-distance cycling challenge completed by a team member, generating **£2,067**
- **Great North Run:** A group of employees took part and raised **£2,895**

These combined efforts reflect our commitment to supporting mental health initiatives and promoting awareness within our organisation and the wider community.

FUTURE COMMITMENTS

Roberts Mart will continue to support Andy's Man Club throughout the remainder of the partnership period. Fundraising activities planned for 2026 are already underway, beginning with the annual Easter Raffle. We remain committed to fostering employee involvement and contributing to meaningful social impact through our charity partnerships.



COMMUNITY SUPPORT.



We believe that being a responsible business extends beyond our operations and supply chain and includes supporting the communities in which we live and work. As part of our social responsibility commitments, we support a number of local sports clubs, including **Beckwithshaw Cricket Club**, **Harrogate Rugby Union Club**, and **Horsforth St Margarets Football Club**.

These sponsorships help grassroots and youth sport to thrive by contributing to facilities, equipment and participation, while strengthening connections within our local communities. In addition to financial support, several Roberts Mart employees volunteer their time at local clubs, reflecting our belief that community involvement and personal contribution are just as important as corporate sponsorship.

Through this combination of local sponsorship and employee volunteering, we aim to have a positive, practical impact on community wellbeing, inclusion and development. This approach aligns with our wider ESG objectives by supporting healthy lifestyles, youth development and stronger local communities, while reinforcing a culture of engagement and responsibility across our workforce.



FAMILY EMPLOYMENT.

A defining strength of our organisation is the exceptional loyalty and continuity within our workforce. We have a notable number of employees who are part of the same family groups, reflecting the high level of trust, pride, and connection people feel in recommending us to their relatives. This intergenerational employment strengthens our culture and supports long-term workforce stability.

We are equally proud of our long-serving team members, many of whom have dedicated up to 40 years or more to the organisation. Their commitment provides invaluable experience, deep organisational knowledge, and consistency across periods of growth and change.

We had over 50 employees with over 10 years of service of which 14 had more than 25 years working with the company.

Together, these qualities contribute positively to our ESG commitments by demonstrating a workplace where people feel valued, supported, and able to build long-term careers.



FAMILY INVOLVEMENT.

In September, we hosted our first [Family Open Day](#) at our new site, welcoming more than 150 employees and family members. The event was designed to give our employees and their families a better understanding of the business, the working environment and the role each team plays within our operations.

Guests were invited to take guided tours of the factory including our new warehouse, view key machinery and learn more about how our products are manufactured. Informational displays positioned across the site set out the history and development of the company, providing additional context on how the business has evolved over time. Representatives from the senior leadership team were present throughout the day to answer questions and engage directly with all those who were able to make the event.

The Family Open Day supports our ESG objectives by strengthening employee engagement, promoting openness and transparency, and reinforcing a culture where people feel connected to the business beyond their day-to-day roles. By encouraging understanding of our operations and long-term direction, events such as this help build trust, pride and a shared sense of responsibility, which we believe contributes positively to workforce wellbeing, retention and an inclusive company culture.



DISABILITY ACTION.

We are delighted to be working in collaboration with Disability Action Yorkshire, to embrace inclusive recruitment and prove that this can be successful in any workplace.

We started working with Disability Action Yorkshire in September 2025. The aim of both parties was to provide meaningful work placements for those on a one-year supported internship programme. We opened our doors and welcomed potential candidates, giving them an opportunity to explore the facility and identify roles in which they could thrive.

Out of the initial group, one individual stood out with his ambition to become a Trainee Conversion Operative. His journey has been a masterclass in dedication.

He started at one day per week, quickly increasing his hours as his confidence and skills grew. With the help of comprehensive support including a DAY Job Coach, a site induction, and a dedicated Roberts Mart workplace buddy, he integrated seamlessly into the team.

To prepare for a full-time career, he successfully trialled both the early and late shifts which helped him master the routine and time management required for an immersive industrial role.

It is now great to see our new team member driving himself to work independently and communicating directly with his line managers, fully owning his professional responsibilities.

A successful outcome all round!



CONCLUSION & LOOKING AHEAD.

This report sets out how **Environmental**, **Social** and **Governance** considerations are embedded into the way we run our business. Much of what is described reflects long-established ways of working, alongside areas where we have strengthened our approach in response to changing expectations from customers, employees and regulators.

We recognise that ESG is not a finished task. While we are pleased with the progress made, there is more to be done, and our focus remains on making practical, well-judged improvements rather than pursuing change for its own sake.

Looking ahead, we will continue to build on the foundations outlined in this report. This includes further understanding and reducing environmental impacts where we can, supporting the wellbeing, development and engagement of our people, and maintaining strong governance and ethical standards across the business.

We believe that responsible progress is achieved through consistency, transparency and continuous improvement, and we remain committed to evolving our approach as expectations and requirements continue to develop.





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