

# Sustainability Policy Statement



**TRICEL**  
GENERATIONS OF INNOVATION

## Our Vision

Today's decisions, tomorrow's sustainable world.



At Tricel, we recognize the urgent need to address environmental challenges and promote sustainable practices in our operations. As a responsible company committed to the well-being of our planet and future generations, we pledge to integrate sustainability into all aspects of our business. This policy outlines our commitment to sustainability and the actions we will take to minimize our environmental impact and contribute to a more sustainable future.



**Mike Stack**  
CEO Tricel Group



**Robert Stack**  
Head of Group Operations



# Our Commitment



## **Environmental Responsibility:**

- We will comply with all relevant environmental laws, regulations, and standards, striving to exceed compliance wherever possible.
- We will continuously assess and minimize our environmental footprint by implementing resource-efficient practices, including reducing energy consumption, minimizing waste generation, and conserving water.
- We will prioritize the use of renewable and recycled materials in our products and packaging, aiming to minimize the use of virgin resources and reduce waste.
- We will implement measures to prevent pollution and minimize emissions, striving to protect air, water, and soil quality in the communities where we operate.



## **Sustainable Product Development:**

- We will integrate sustainability principles into product design and development processes, aiming to create innovative solutions that minimize environmental impact throughout the product lifecycle.
- We will prioritize the use of sustainable materials and manufacturing processes, considering factors such as energy efficiency, recyclability, and biodegradability.
- We will strive to extend product lifespan, promote repairability, and facilitate end-of-life recycling or responsible disposal to minimize waste generation.



## **Supply Chain Sustainability:**

- We will work collaboratively with our suppliers to promote sustainability throughout the supply chain, encouraging responsible sourcing practices and minimizing environmental and social impacts.
- We will prioritize suppliers who share our commitment to sustainability and ethical business practices, fostering long-term partnerships based on mutual respect and shared values.
- We will conduct regular assessments of our supply chain to identify areas for improvement and address any sustainability risks or opportunities.



## **Employee Engagement and Development:**

- We will promote a culture of sustainability within our organization, engaging employees at all levels to contribute ideas, participate in initiatives, and champion sustainable practices.
- We will provide training and development opportunities to empower employees to integrate sustainability into their daily work activities and decision-making processes.
- We will recognize and reward employees who demonstrate exceptional commitment to sustainability, fostering a sense of pride and ownership in our collective efforts.



## **Stakeholder Engagement and Transparency:**

- We will engage with our stakeholders, including customers, partners, shareholders, and the communities where we operate, to foster open dialogue and collaboration on sustainability issues.
- We will communicate transparently about our sustainability performance, goals, and progress, providing regular updates through reports, websites, and other channels.
- We will listen to feedback from stakeholders and continuously seek opportunities to improve our sustainability practices and performance based on their input.



## **Continuous Improvement:**

- We will establish clear sustainability goals, targets, and performance indicators to measure our progress and drive continuous improvement over time.
- We will conduct regular reviews and audits of our sustainability practices and performance, identifying areas for enhancement and implementing corrective actions as needed.
- We will stay informed about emerging trends, technologies, and best practices in sustainability, proactively seeking opportunities to incorporate new innovations into our operations.



This sustainability policy applies to all operations including management, office services, site operations, and procurement. All employees have a responsibility in their area to ensure that the policy's aims and objectives are met and to undertake any training offered.

<b>GROUP COMPANY</b>	<b>SIGNATORY &amp; TITLE</b>	<b>SIGNED</b>
Tricel Portsmouth Ltd.	Kev Dunford Managing Director	
Finol Oils Unlimited	Sean Holland Managing Director	
Tricel Composites (GB) Ltd.	Steve Leat Managing Director	
Tricel Composites (NI) Ltd.	Sean Ward Managing Director	
Tricel (Gloucester) Ltd.	Mark Sykes Site Director	
Tricel Killarney Unlimited	Mike Stack Managing Director & Group CEO	
Tricel Weston Ltd	Mark Sykes Site Director	

