

The Tricel Group

Sustainability Review.



TRICEL
GENERATIONS OF INNOVATION



2023



TABLE OF
CONTENTS.

01	EXECUTIVE SUMMARY	04	05	COMMUNITY	20
02	TRICEL AT A GLANCE	06		Tricel Sports & Social Club’s Charitable Involvement	20
03	OUR SUSTAINABILITY MISSION & VISION	08		Fundraising Efforts	20
	Production – ESG & The Supply Chain	09		Community Cleanup Initiative	21
	Production	10		Waste management	22
	Case study: Compressed Air	11		Biodiversity	23
	Products	12	06	FOCUS ON TRICEL GROUP	24
	Case study Finol	12		Edincare	24
	Communication and Employee Engagement	13		Leeds	24
	Rewards	13		Tricel Poitiers	24
04	PEOPLE	14		Porthmouth	25
	Workplace flexibility	14		Instant boiling water	25
	Talent Management	15		Tricel Avignon	26
	Wellbeing	16		Finol	26
	Bursary Programme	17		HVO Fuel	26
	Community Links	17		Paperless Communications	26
	Early Careers	18		Tricel Weston	27
	Reedl Programme	19		Bee hives	27
	Tricel innovation Awards	19		Re-purposing panels	27

EXECUTIVE SUMMARY.



IRELAND'S LARGEST COMBINED SOLAR & HEAT PUMP SYSTEM INSTALLED

We have installed Ireland's largest combined Heat Pump and Solar PV system. A 775kW Solar PV system will displace 561,000kWh of grid electricity along with 3 large heat pumps which 684,000kWh of heat energy.

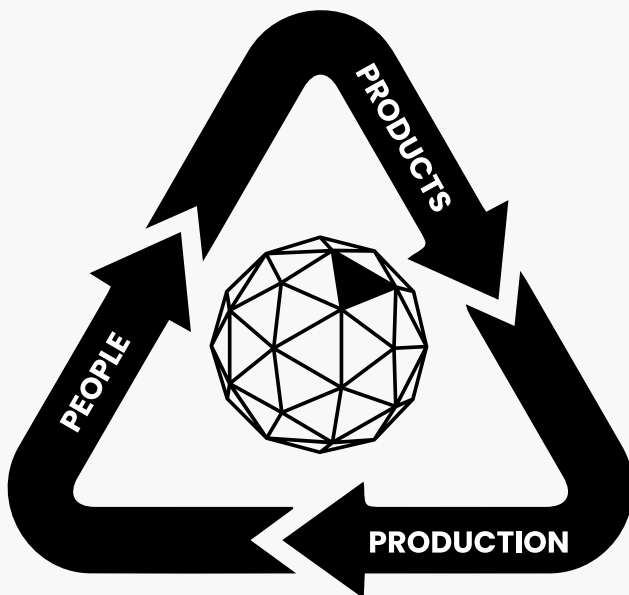
In total this will reduce our carbon Foot print by 357,800kg of CO₂ per year. We have started a feasibility study to replicate this at our Tricel Gloucester plant.

357,800 kg CO₂ p.a.

THE TOTAL REDUCTION IN EMISSIONS FROM THE COMBINED SYSTEM

300 X

THE EQUIVALENT TO THE EMISSIONS SAVED FROM POWERING 300 HOMES PER ANNUM



OUR SUSTAINABILITY TARGET & VISION.

Building a more sustainable future has become a priority for us, our employees and our customers.

To do this we are investing in our production facilities, our products and our people.

We choose to operate in a transparent and responsible manner, which will create value for Tricel and our stakeholders for years to come.

OUR SUSTAINABILITY TARGETS LONG TERM.



NET ZERO EMISSIONS



ISO APPROVED ENVIRONMENTAL MANAGEMENT



ISO APPROVED H&S

OUR CURRENT SUSTAINABILITY FOCUS.



468

kilowatt hours
to process every tonne of SMC*



17

hours
per person/per annum*



0.082

tonnes of landfill
per tonne of SMC produced*

REDUCING ENERGY CONSUMED BY SMC KG FOCUS ON ON-SITE ENERGY GENERATION 511 IN 2021, 508 IN 2022.

17 HOURS OF TRAINING PER EMPLOYEE IN 2023. 15 HOURS IN 2022 AND 2021.

REDUCING THE AMOUNT OF WASTE REQUIRING LANDFILL DISPOSAL. 0.093 TONS IN 2022, 0.11 IN 2021.

TRICEL AT A GLANCE.

Dear all,

I am thrilled to share the remarkable progress Tricel has made in our sustainability journey. Our unwavering commitment to environmental, social, and governance (ESG) principles has been the driving force behind our transformative initiatives.

Throughout 2023, our ESG team demonstrated exceptional dedication, implementing innovative strategies aimed at reducing our environmental footprint while enhancing our positive social contributions. I am proud to highlight the significant strides we've made.

Substantial investments in our production facilities have yielded tangible results, leading to notable reductions in energy consumption and carbon emissions. These efforts underscore our determination to operate as a responsible corporate citizen, minimizing our ecological impact.

Moreover, our dedication to innovation has propelled the development of sustainable, eco-friendly products, meeting the evolving needs of our conscientious consumers. By aligning our

A MESSAGE FROM OUR CEO – MIKE STACK

offerings with sustainability principles, we not only drive positive change but also strengthen our market position.

Looking ahead, sustainability remains firmly embedded in our corporate ethos. We will steadfastly uphold our core values of innovation, quality, and heritage, while continually integrating sustainability into every facet of our operations. Transparency will continue to be a cornerstone of our sustainability efforts, and we eagerly anticipate sharing our progress with you throughout the coming year.

I extend my sincere gratitude for your ongoing support as we collectively strive for a more sustainable future. Together, we are making a meaningful difference.

Best regards,
Mike Stack – CEO, Tricel



“Looking ahead, sustainability remains firmly embedded in our corporate ethos. We will steadfastly uphold our core values of innovation, quality, and heritage, while continually integrating sustainability into every facet of our operations.”

TRICEL LOCATIONS.



7 MANUFACTURING SITES

16 LOCATIONS

Ship to **50 COUNTRIES**
WORLDWIDE

T TEAM
Working together to deliver the best outcomes through relationships, respect and sharing

R RESOURCEFUL
Adopt lean thinking in every way we work

I INTEGRITY
Demonstrate sound moral, ethical judgement by doing the right thing

C CUSTOMER CENTRIC
Understand and deliver to the needs of our customers

E EMBRACE CHANGE
Be creative, open-minded and resilient in the face of change

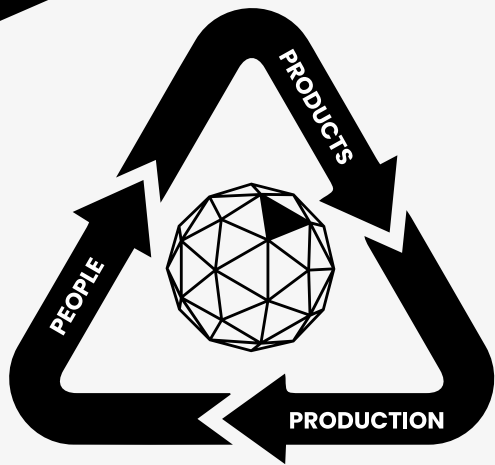
L LEADER
Have the courage, personal integrity and vision that inspires and motivates others

...Continually Grow through Innovation and Change

OUR SUSTAINABILITY MISSION & VISION.

The Tricel Group is committed to achieving the UN's Sustainable Development Goals (SDGs).

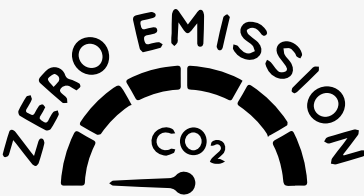
The areas we feel that we would have the most impact right now are broken down into our Priority and Contribution Goals.



LONG TERM SUSTAINABILITY TARGETS.

We believe that sustainability is key to our core business strategy and we will promote this across the group. For Tricel, sustainability is about doing the right thing and protecting our environment for a better future.

Our approach to sustainability covers three main pillars Environment, Social and Governance. With these pillars in mind, we are continually investing in our production facilities, our products and our people.



NET ZERO EMISSIONS

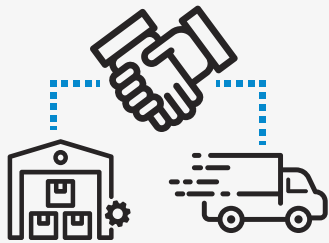


ISO APPROVED ENVIRONMENTAL MANAGEMENT



ISO APPROVED H&S

PRODUCTION / ESG & THE SUPPLY CHAIN.

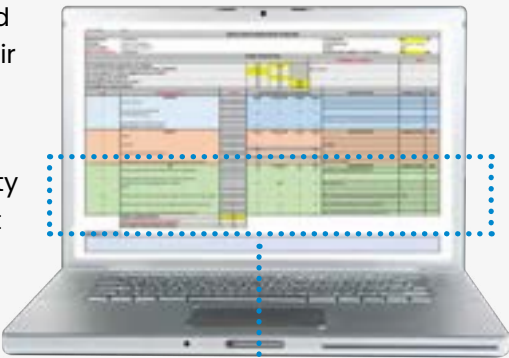


Tricel's Supply Chain, commitment to ESG through supply chain monitoring, continuous improvement and review.

Tricel regularly monitor and review our suppliers to ensure good open working relationships are maintained and aligned to the business. Tricel expects our suppliers to have an understanding of how their activities impact their local area and wider community.

In 2023, Tricel extended our supply chain monitoring system to include ESG requirements. We are actively working with our suppliers to ensure their commitment to ESG as in Tricel we recognise the value of sustainability and that our decisions today shape a greener, more inclusive tomorrow and we look to our suppliers to support us in our ESG programmes. Tricel actively looked for evidence that our suppliers have environmental policies in place, evidence that water, waste and energy are effectively managed. We expect our suppliers to provide evidence of their commitment to human rights & modern slavery, evidence of policies to manage risk of bribery and corruption at a minimum.

In 2024, Tricel will further develop our supply chain monitoring through audit & review. Ensuring our suppliers are working towards full compliance to the Tricel Supplier Code of Conduct based on Ethical Trading Initiative base code.



	ESG		Yes	In Progress	No	N/A	REASON FOR SCORE	AGREED ACTION	RESP.
8	Does the supplier have a documented environmental policy?	2	2	1	0	0	HSEQ Policy in place (Dated 19/10/22)		
9	Has the supplier faced prosecution or civil sanction for any breach of environmental legislation in the past 3 years?	2	0	N/A	2	0	No Prosecutions		
10	Does the supplier measure and reduce energy consumption & water usage?	2	2	1	0	0	KPIs in place for water/waste/energy consumption (dated 6/1/23)		
11	Does the supplier comply with human rights and modern slavery laws?	2	2	1	0	0	Labour and human rights policy in place (2/1/23)		
12	Does the supplier manage the risk of bribery and corruption?	2	2	1	0	0	Anticorruption and bribery policy in place (2/1/23)		
OVERALL SCORE ACHIEVED		21							
TARGET MINIMUM (DELIVERY & QUALITY)		14							
ESG TARGET (MONITORING PURPOSES)		10							

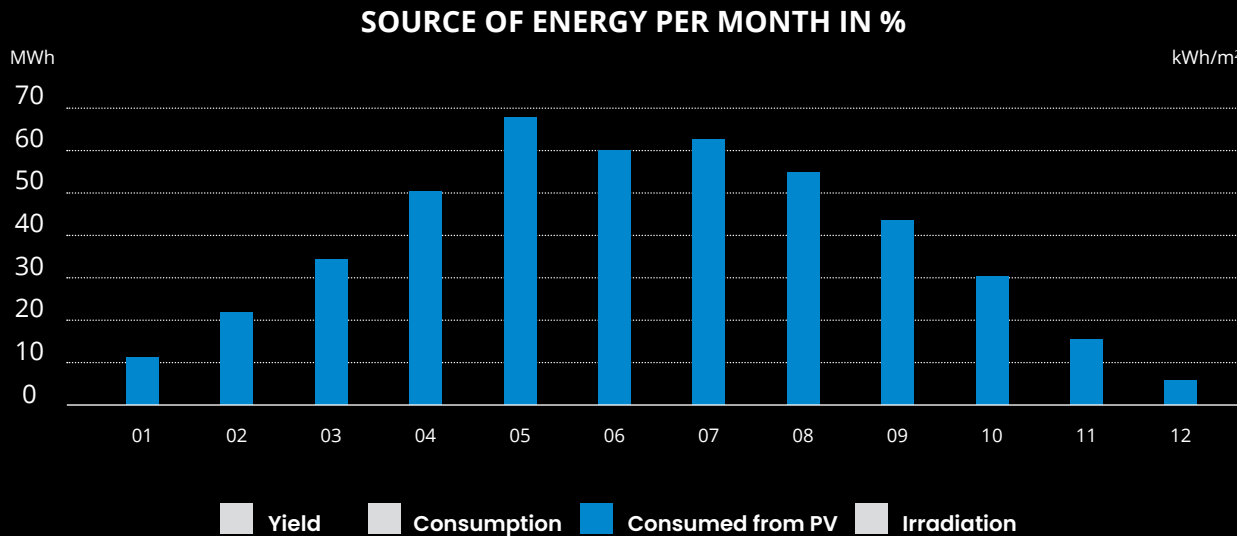
Sample of a Tricel's SRM Supplier Scorecard

PRODUCTION.

In 2023, solar energy generation continued to contribute a significant portion to Tricel Killarney’s overall energy needs, again reaffirming the company’s commitment to sustainability. In total, 461,830kWh was generated from solar energy in 2023, which equates to 19.8% of Tricel Killarney’s overall energy consumption. This compares to 18.5% in 2022. The graph below highlights the seasonal nature of solar energy generation, with the months of May – August accounting for 53% of solar generation.

In December 2023, we undertook proactive maintenance measures to ensure the optimal performance of our solar panels, addressing residue build-up that could potentially hamper efficiency. This strategic action ensures that our solar infrastructure remains reliable and efficient for the foreseeable future.

Moreover, Tricel Killarney achieved remarkable progress in reducing our energy consumption per ton of SMC produced. The figure dropped substantially from 508 kWh in 2022 to 468 kWh in 2023, marking an impressive 8% reduction. This achievement can be attributed to a series of targeted improvement projects implemented throughout the year.



Key initiatives contributing to this reduction include:

- Tool Insulation: Insulation of 37 tools led to a significant 30% reduction in tool heat-up times, resulting in notable cost savings.
- Air Leak Detection and Repair: Early identification and rectification of air leaks resulted in potential savings of approximately €18,000 per year, equivalent to nearly 82,000 kWh per year.
- Optimization of Air Handling Units: Adjustments to air handling unit settings, coupled with regular filter changes, further optimized energy usage.
- Heat Pump Optimization: Fine-tuning of heat pump settings led to a substantial reduction in running costs, amounting to €4,800 per year and saving approximately 22,000 kWh annually.
- Collectively, these energy efficiency enhancements and sustainability initiatives yielded tangible results, with over 218,000 kWh of energy savings and nearly €48,000 in cost savings achieved.

CASE STUDY.

COMPRESSED AIR

Initial Air Leak Identification and Fixing (Early 2023):

- 42 air leaks were identified and fixed.
- Resulted in potential savings of approximately €18,000/year.
- Equivalent to almost 82,000 kWh/year in electrical energy savings.

Implementation of Compressed Air Leak Detection System:

- A compressed air leak detector was purchased.
- Regular preventive maintenance (PM) audits are conducted bi-annually in individual units to maintain the compressed air system.

Subsequent Leak Detection Through Audits:

- The PM audits identified 72 more air leaks.

Installation of Shut-Off Valve to Filler Silo:

- A shut-off valve was installed to the filler silo.
- This measure resulted in savings of €1,939/year.
- Additionally, it saved 8,818 kWh annually.

These initiatives demonstrate a proactive approach to managing energy consumption and reducing waste in the compressed air system. By identifying and addressing leaks promptly, implementing preventive measures, and optimizing equipment, the organization not only reduces its environmental footprint but also achieves significant cost savings. Moreover, the systematic approach to maintenance ensures the continued efficiency of the compressed air system, contributing to long-term sustainability goals.



PRODUCTS.

Tricel has made significant strides towards enhancing its environmental, social, and governance (ESG) profile by addressing the sustainability challenges associated with its wastewater treatment solutions. Recognizing the detrimental impact of peat harvesting on biodiversity and climate, Tricel undertook a strategic initiative to eliminate peat-based products from its portfolio. This endeavor involved a rigorous two-year research and development program aimed at identifying alternative renewable media for wastewater treatment.

Through meticulous evaluation, coconut coir emerged as a promising renewable substitute. Derived from coconut husks, this fibrous material not only exhibits excellent wastewater purification capabilities but also serves as a conducive environment for beneficial bacteria, crucial for eliminating harmful pathogens like E. coli. Embracing the ethos of waste utilization, Tricel committed to sourcing coconut coir waste from various manufacturing processes, such as mattress and rope production, for its wastewater treatment solutions.

The culmination of this endeavor led to the successful launch of the EN certified Puraflo secondary and Tero tertiary wastewater treatment plants. These innovative solutions not only deliver superior purification performance but also align seamlessly with Tricel's overarching commitment to renewable and sustainable practices. By transitioning away from peat-based products and embracing renewable alternatives, Tricel exemplifies its dedication to advancing environmental stewardship and fostering a greener future.

CASE STUDY/FINOL.

Finol's launch of Bag-in-Box packaging in mid-2023 marks a significant step towards sustainability and environmental responsibility. By transitioning several of our 20L product range to Bag-in-Box, we have successfully reduced the plastic content within the packaging of those products by an impressive 90%.

This move underscores our commitment to minimizing our environmental footprint and promoting eco-friendly alternatives. Currently, we offer 18 products in our Bag-in-Box range, with ambitious plans to expand this sustainable packaging solution across more products soon. This expansion aligns with our ongoing efforts to integrate environmental, social, and governance (ESG) principles into our business practices.



Finol Bag-in-Box Packaging

COMMUNICATION AND EMPLOYEE ENGAGEMENT.

Creating and maintaining an engaged workforce is about more than communicating clearly, although that is hugely important. It is about enabling conversations where everybody is empowered to voice their opinions, share ideas and contribute to decisions. We believe it is critically important to keep our colleagues engaged through frequent and transparent communication. This is accomplished through town hall meetings, noticeboards, canteen screens, emails, and the HR portal.

We greatly value our colleagues' input, and, to that end, we conduct comprehensive employee engagement survey that ultimately inform our actions towards improving our colleagues' experience and engagement. The survey attempts to assess the five drivers of engagement, including purpose, culture, leadership, personal growth and belonging. The result of the survey is shared with our Senior Management team and our colleagues across the Group.

REWARDS.

Tricel conducts an annual review of our benefits package, aligning it with our employees' needs and prevailing market practices to ensure competitiveness. In recent years, we have placed particular emphasis on key areas related to family care and individuals, reflecting our commitment to addressing needs within our diverse workforce.



PEOPLE.

Our people form the cornerstone of Tricel’s success to date. We take pride in the diversity that enriches Tricel, and our commitment extends to ensuring that our global team mirrors the communities in which we operate.

In Tricel, we have adopted a comprehensive HR strategy, placing an emphasis on fostering professional growth, employee wellbeing and equality, diversity and inclusion. Our focus on attracting talent, coupled with efforts to retain employees and offer development opportunities, plays a crucial role in fueling sustained long-term growth. We actively promote employee engagement, and cultivate a workplace culture that maximizes the productivity and engagement of our workforce.

Tricel Country of Origin: Brazil • Caribbean • Croatia • France • Ghana • Greece • Hungary
India • Ireland • Lithuania • Morocco • Nigeria • Poland • Portugal • Romania • Slovakia • Somalia
Spain • Tunisia • UK • Zimbabwe.

WORKPLACE FLEXIBILITY.

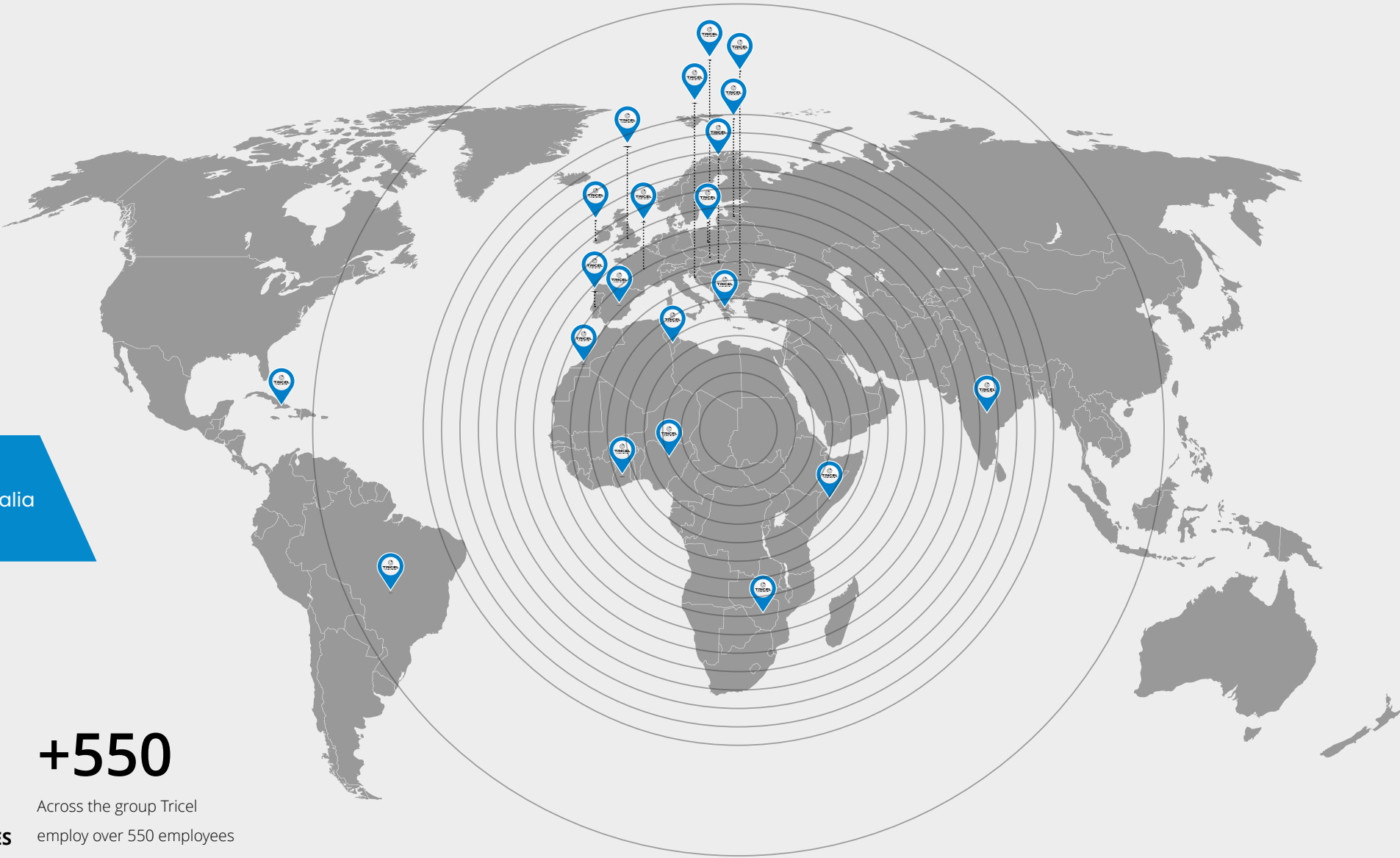
Tricel has embraced workplace flexibility by recognizing its pivotal role in employee productivity, and engagement. We have introduced a hybrid work model tailored for office-based employees. This model offers predictable flexibility while preserving the importance of in-person collaboration. Employees have the opportunity to work an average of 2 days per week remotely, in addition to enjoying general flexibility. Workplace flexibility remains crucial for promoting overall well-being.



EMPLOYEES

+550

Across the group Tricel
employ over 550 employees



“Our workforce is a diverse collection of individuals, all with their own stories, viewpoints, ideas and insights.”

TALENT MANAGEMENT SYSTEM.

Our approach to talent management centers around the attraction, retention, engagement, and development of a diverse workforce, equipping them with the skills and knowledge to be successful in the role. We hire, compensate, and promote based on qualifications, experience, and skills.

As a promoter of equal opportunities, we are dedicated to providing all applicants with a fair chance for employment and ensuring equitable opportunities for development and career progression for all employees. With the focus on performance management, our teams have ongoing check-ins with their managers. Frequent check ins are vital to driving a culture of accountability, and to foster a culture of engagement and connectivity.

WELLBEING.

By incorporating wellbeing days in our calendar, we have created a framework for promoting wellness throughout the year. One of our main events during the year is World Mental Health day.

These days not only raise awareness but provide practical tools and resources for employees to prioritize their wellbeing in all aspects of their life. We aim to encourage good mental health all year round through key initiatives including:

- We have accredited First Aiders for Mental Health across the UK, Irish & French sites. Mental Health First Aiders act as a first point of contact to colleagues in terms of support and guidance on mental health issues.
- Our Employee Assistance Programme gives our colleagues access to free, confidential counselling service for mental health, legal or financial issues.



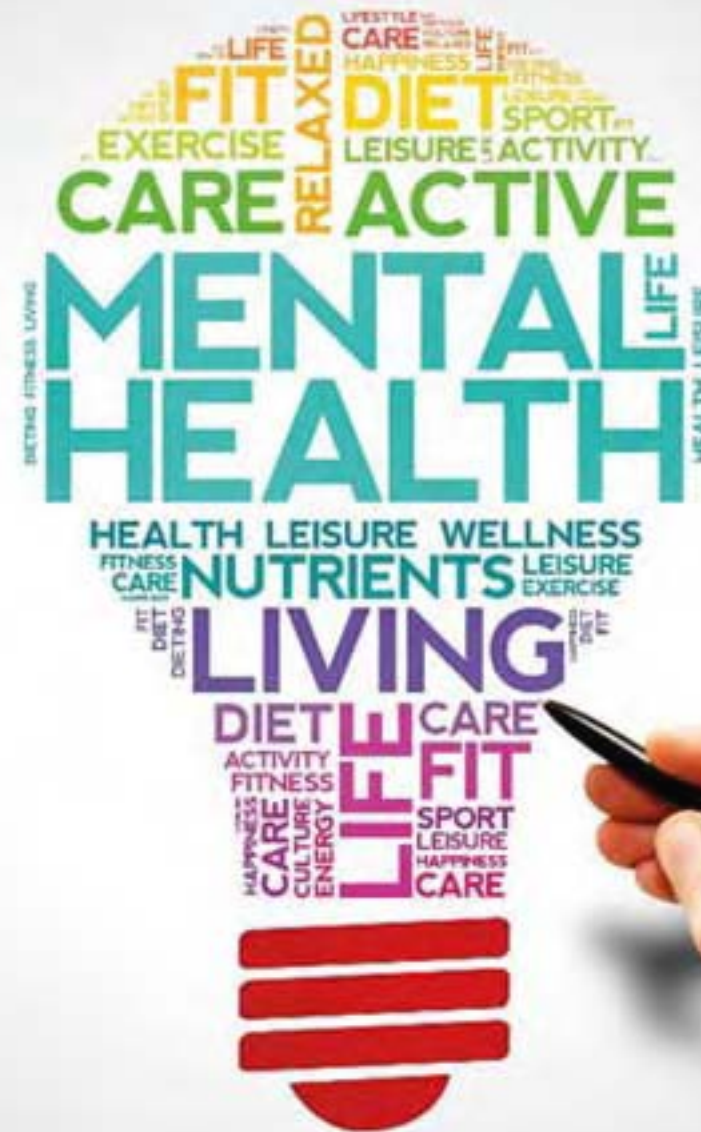
Psychology



Stress Reduction



Wellbeing



BURSARY PROGRAMME.

The bursary was initially introduced as a pilot scheme open to third level dependents of our employees at our Irish sites in 2022. In 2023, we expanded the bursary to third level dependents of our employees across the entire group.



COMMUNITY LINKS TRANSITION YEARS STUDENTS.

Tricel has developed a transition year work experience programme which offers students exposure to the main functions in Tricel. Feedback we have received from both the students and the schools has been excellent. This work experience provides the students with an insight to potential careers and a better understanding of what we do in Tricel.

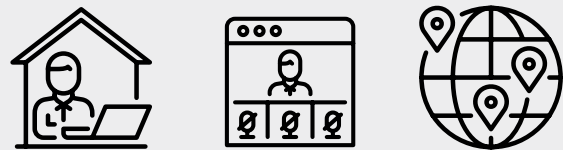


EARLY CAREERS.

APPRENTICESHIPS AND GRADUATES

We have a number of employees across the group who have completed their apprenticeships within Tricel. Tricel Portsmouth has had greatest success through supporting this programme as 20% of its current headcount have come through apprenticeships.

A number of employees have joined Tricel as graduates in their respective disciplines and have progressed within the organisation. As a company we will continue to encourage graduates to make the next step and join Tricel to fulfil their career goals.



SUMMER STUDENTS.

In 2023, we collaborated with our current employees to create exciting summer work placements for their family members who are pursuing education.

From May to early September, we welcomed 13 students to Killarney, the students worked across various departments, including Manufacturing, HR, Finance, and ESG.



CO-OPERATIVE EDUCATION STUDENTS.

Tricel has a strong partnership with third level institutions whereby students are placed with us for a semester. In 2023, a number of students from Munster Technological University completed their work placement in Engineering and Purchasing respectfully.

REEdI PROGRAMME.



Tricel are delighted to be partnering with the MTU REEdI (Rethinking Engineering Education in Ireland) programme. REEdI is a cutting-edge approach to Engineering education in Ireland delivered vis-a-vis a Bachelor of Engineering (honours) in Mechanical and Manufacturing Engineering.

Years 1 and 2 are spent on-campus, laying the foundation of Mechanical and Manufacturing Engineering principles, followed by years 3 and 4 on work placement, where the students function as Junior Engineers, honing both technical and soft skills.

TRICEL INNOVATION AWARDS.

This year, the inaugural Tricel Innovation Awards were presented two MTU students. The awards aim to recognise and encourage innovative thinkers who drive the Engineering field forward.

The first place winners project involved programming a microcontroller to connect with a robotic arm that can be controlled using a mobile phone app through Bluetooth. The runner up project was for his design review of a product known as GAME support, which assists people with disabilities in golf and similar sports.



COMMUNITY.

TRICEL SPORTS & SOCIAL CLUB'S CHARITABLE INVOLVEMENT



Each year, the Tricel Sports & Social Club spearheads initiatives to support charitable causes, reflecting our commitment to social responsibility. In 2023, our focus was on aiding the Kerry Mountain Rescue Team (KMRT), a crucial organization formed in 1966 following a tragic incident involving climbers. Since its inception, KMRT has been pivotal in assisting climbers and walkers in distress, underscoring its indispensable role in the community.

Despite receiving grants from entities such as the Irish Coast Guard and Kerry County Council, KMRT's operational expenses remain substantial, encompassing technical equipment, vehicles, and other necessities. Approximately 50% of their annual budget is sustained through governmental grants, with the remaining 50% reliant on private donations.

FUNDRAISING EFFORTS



Throughout the year, Tricel employees rallied together to support KMRT through various fundraising endeavors. These efforts culminated in a total collection of €2,318, which significantly contributed to KMRT's operational sustainability. Notable fundraising activities included a spirited soccer game pitting Office against Production staff and a festive Christmas Jumper day, fostering camaraderie while championing a noble cause.

In addition to our dedicated support for KMRT, Tricel employees extended their philanthropic efforts to other worthy causes. Notably, €1,600 was raised for Breakthrough Cancer Research during the annual Ring of Kerry cycle, demonstrating our multifaceted commitment to addressing pressing societal challenges beyond mountain rescue operations.

COMMUNITY CLEANUP INITIATIVE.

In addition to our monetary contributions and fundraising endeavors, members of Tricel actively participated in community cleanup initiatives, reflecting our dedication to environmental stewardship and local engagement.

Several Tricel employees generously volunteered their time and efforts to clean up not only our own site but also the surrounding industrial estate. This hands-on involvement in maintaining the cleanliness and aesthetics of our community underscores our commitment to corporate social responsibility beyond financial contributions.

By organizing and participating in these cleanup activities, Tricel not only enhances the visual appeal of our immediate surroundings but also contributes to a cleaner and more sustainable environment for all stakeholders. Such initiatives align with our broader ESG (Environmental, Social, and Governance) goals and demonstrate our proactive approach to mitigating our environmental footprint.

Through active involvement in community cleanup initiatives, Tricel fosters stronger bonds with residents, businesses, and stakeholders. By working together towards a common goal of enhancing our shared environment, we reinforce our commitment to being a responsible corporate citizen and a valued member of the community.



WASTE MANAGEMENT.



LANDFILL WASTE REDUCTION

In 2023, our landfill waste decreased to 405 tons, marking a significant reduction from 470 tons in 2022. This reduction underscores our commitment to minimizing our environmental footprint by diverting waste from landfills.



WASTE GENERATION EFFICIENCY

Our efforts towards optimizing waste generation efficiency yielded promising results in 2023. The waste generated per ton of material produced in compounding decreased to 82.36 kg/ton, showcasing a notable improvement from 93.28 kg/ton in 2022. This achievement reflects our dedication to resource conservation and sustainable manufacturing practices.



STREAMLINED WASTE COLLECTIONS

Through enhanced waste management strategies, we successfully reduced the number of waste collections required in 2023 to 31, down from 44 collections in 2022. This reduction not only signifies operational efficiencies but also hints at improved waste management processes and potentially decreased environmental impact.

BIODIVERSITY.

Tricel Killarney undertook several impactful initiatives to enhance biodiversity within its premises. One notable endeavor involved repurposing damaged GRP panels to create composts, effectively turning waste into a resource for enriching soil health.

Additionally, the utilization of these panels to craft flower pods strategically placed around the yard not only beautified the surroundings but also provided habitats for various pollinators and small creatures.

Furthermore, the introduction of plated wildflowers in front of the factory not only added aesthetic appeal but also served as a deliberate effort to bolster onsite biodiversity.

Lastly, as part of our commitment to preserving green spaces, we ensured the continuity of our natural environment by replanting a tree in front of unit 2 when construction for a new building commenced. These initiatives underscore our dedication to sustainable practices and nurturing the local ecosystem.



FOCUS ON TRICEL GROUP.

EDINCARE.

Over the last year we have continued to replace ICE personal company cars with electric vehicles. We now have 5 electric company cars in the fleet with only one ICE vehicle remaining, this will be replaced with an electric vehicle by the end of Q2.



Edincare Electric Fleet

LEEDS.

Tricel Leeds, have recently unveiled their latest innovation: charging ports for their fleet of vehicles. This exciting development marks a significant leap forward in their sustainability effort and dedication to paving the way for a greener future.



New charging ports for Leeds vehicles

POITIERS.

Carpooling introduced for commuting in Poitiers



Visit of the premises by the mayor

PORTSMOUTH.

The company had used a paper filing system for all its orders containing printouts of orders, emails, quotations, delivery notes and any other documents relating to the order.

After 20 years we introduced a digital file system for all our sales orders based on a SharePoint system. This was developed in collaboration with Killarney and has the following benefits; Every sales order has a separate file which digitally stores all the documents related to the order.

OUR PRINTING AND PAPER COSTS HAVE REDUCED BY **73%**

REDUCED OUR REQUIREMENT FOR PAPER



INSTANT BOILING WATER

Installed a boiling-water tap in the staff kitchen which saved on energy.

The new tap keeps water at a temperature of 110°C which means that only very little energy (10 watts) is required to keep the water in the tank at boiling point. When you pour boiling water from the tap, fresh water immediately runs into the tank under the worktop. So the tank is automatically refilled and reheat what you've effectively used.

To save energy the tap is kept on a timer and is only switched on during working hours.



FOCUS ON TRICEL GROUP.

AVIGNON.

Tricel Avignon conducted various training sessions

- Dignity at work
- Health and Safety at Work
- Employee skills development, including training on various certifications, mental health awareness, and electrical safety.



FINOL.

HVO FUEL

We changed our Trucks over to HVO Fuel in December 2023 which will reduce the carbon footprint of our fleet by 90% in 2024.



PAPERLESS COMMUNICATIONS

In 2023 we significantly reduced the number of customer statements printed and posted by 87%, from 691 customers to 87. This involved contacting customers to get a mailing address to move them to softcopy versions where possible. In relation to all active customers this has reduced the number of customers who receive paper statements from 31% to 4%.



WESTON.

BEE HIVES

In alignment with our commitment to environmental sustainability and community engagement, Tricel Weston proudly introduced Bee hives onto our site last year. This initiative has not only supported local biodiversity but has also resulted in the production of our own Tricel branded honey, aptly named the Honey Tank.

By nurturing bee populations and promoting pollination, we contribute to the health of our ecosystem while also offering delicious products to our customers. This endeavor underscores our dedication to responsible environmental stewardship and highlights the intersection of nature and innovation in our operations.

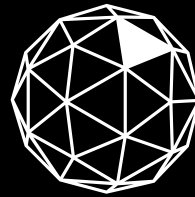


RE-PURPOSING PANELS

In our ongoing efforts towards sustainable practices, Tricel Weston has implemented initiatives to minimize waste and promote circularity. Recognizing the environmental impact of sending GRP panels to landfill, we undertook a proactive approach to repurpose these materials. Through innovative thinking and collaboration, we successfully upcycled 4 complete pallets of panels, diverting them from disposal.

These repurposed panels found new life in diverse applications, showcasing their versatility and durability. Notably, through personal outreach, we partnered with the Allotment association, providing them with panels for constructing a compost store. This initiative not only reduces our environmental footprint but also fosters community engagement, demonstrating our commitment to sustainable practices at every opportunity.





TRICEL
GENERATIONS OF INNOVATION