



**springpack** 

# ESG IMPACT REPORT

## 2025

YOUR PACKAGING SOLUTIONS PROVIDER

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# INTRODUCTION

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We are Springpack, a leading provider of packaging solutions for fulfilment operations across the UK.

At Springpack, we thrive in an environment of creativity and innovation. Our unwavering dedication to our mission is evident in our relentless pursuit of innovative excellence, inspiring our clients with tailor-made packaging solutions that deliver unmatched brand experiences loved by consumers.

Springpack stands out as a prominent supplier of packaging solutions for fulfilment operations. We are deeply committed to delivering top-tier services and assisting our clients in crafting distinct and memorable brand experiences.



01



# OUR MISSION

## ▶ OVERVIEW

Springpack is a UK packaging company delivering sustainable solutions that empower customers. We prioritise exceptional service, building strong relationships and developing innovative packaging solutions tailored to unique needs.

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## ▶ VISION

At Springpack our vision is clear, to be the most sustainable environmentally friendly service driven packaging company.

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## ▶ SUSTAINABILITY

Sustainability drives us, from eco-friendly materials to reusable practices minimising waste and emissions. As a family-run business, we've grown from humble beginnings to industry forerunners.

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## ▶ PASSION

Our passion lies in making a positive impact in our community and the lives of customers, employees, and stakeholders through outstanding service that exceeds expectations.

# OUR VALUES

03



**BE COURAGEOUS**



**BE EMPOWERED**



**BE AGILE**



**ACT SUSTAINABLY**



**HAVE INTEGRITY**

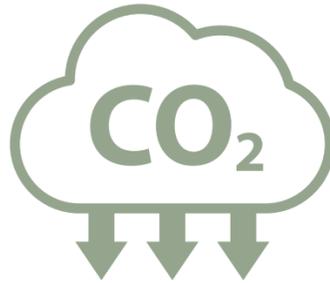


**BE ACCOUNTABLE**

# ESG ACHIEVEMENTS 2024

04

6% CO2  
REDUCTION  
IN CAR FLEET



OVER 90%  
LOCALLY  
EMPLOYED TEAM



OVER 220  
TRAINING  
HOURS  
COMPLETED



OVER £150,000  
IN CHARITABLE  
DONATIONS



ONLY ENERGY  
EFFICIENT  
LIGHTING USED  
ACROSS ENTIRE  
FACILITY



OVER 70 HOURS  
OF  
VOLUNTEERING



33% INCREASE IN  
FULLY ELECTRIC  
VEHICLE FLEET



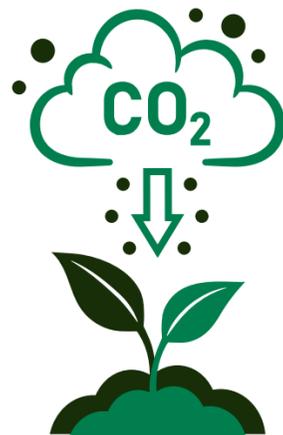
11%  
DECREASE IN  
CO2 SCOPE  
1 & 2



INCREASED  
RECYCLED  
CONTENT OF  
PLASTIC  
PRODUCTS



11% CO2  
REDUCTION  
IN HGV FLEET



FOC ONSITE  
ELECTRIC VEHICLE  
CHARGING



0% WASTE TO  
LANDFILL



OVER 600  
HOURS  
EMPLOYEE  
WELLBEING  
PROGRAMME



# SUPPLY CHAIN

05

At Springpack, sustainability isn't just a buzzword – it's our guiding principle.

We regularly visit and audit all of our suppliers in our supply chains to ensure they follow eco-friendly practices and enhance suitability at every step.

To ensure that changes are continuous and made for the better, key suppliers have agreements in place, creating a more robust and eco-sustainable supply chain outlook.

Smaller suppliers are always treated as fairly as the larger ones. To enable growth across our supply chain, we offer preferential payment terms, which ensures both commitment and stability.

From sourcing materials responsibly to optimising transportation routes for efficiency, we're reducing our carbon footprint while maximising our impact. Join us on the journey towards a greener future, where every package delivered is a testament to our commitment to the planet.



# RENEWABLE

# ENERGY



100% of the electricity supplied is renewable\* and has a 0g CO<sub>2</sub>/kWh emissions factor for Scope 2 reporting. Verified annually.

Learn more at [clientwebsite.com](http://clientwebsite.com) [carbontrust.com/label](http://carbontrust.com/label)



06

Springpacks electricity is backed by REGOs from natural energy sources such as solar, wind & hydro

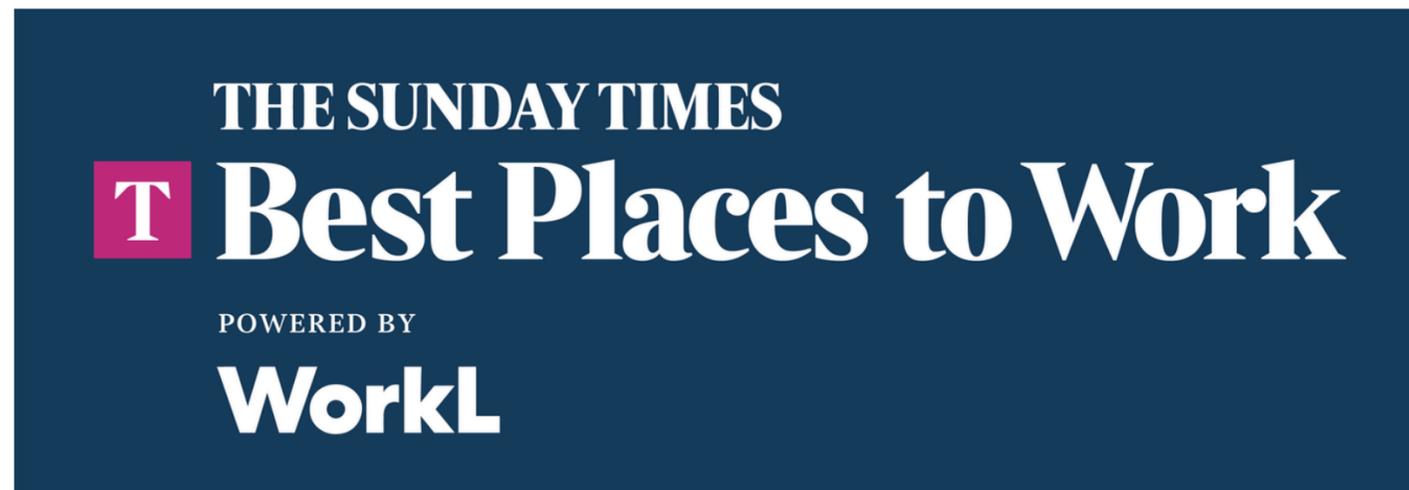
# EMPLOYEE ENGAGEMENT



# CELEBRATING PEOPLE

- 7 OVER 5 YEAR ANNIVERSARY AWARDS
- 4 RETIREMENTS WITH OVER 70 YEARS COMBINED SERVICE

**AWARDED ONE OF THE BEST PLACES TO WORK FROM THE SUNDAY TIMES**

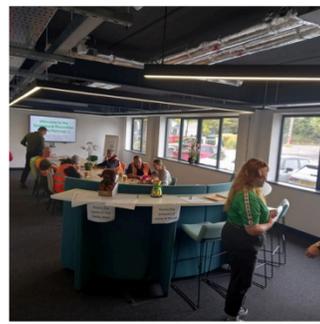


# VOLUNTEERING

09



**WE VOLUNTEERED OVER 200 HOURS IN 2024 ACROSS SEVERAL ORGANISATIONS**



**PANCAKE DAY,  
MACMILLAN COFFEE  
MORNINGS, PRINTED  
CALENDARS WITH EACH  
MONTH HOLDING A  
NEW CHARITY THROUGH  
TO OUR FIRST EVER  
CHARITY SINGLE.**

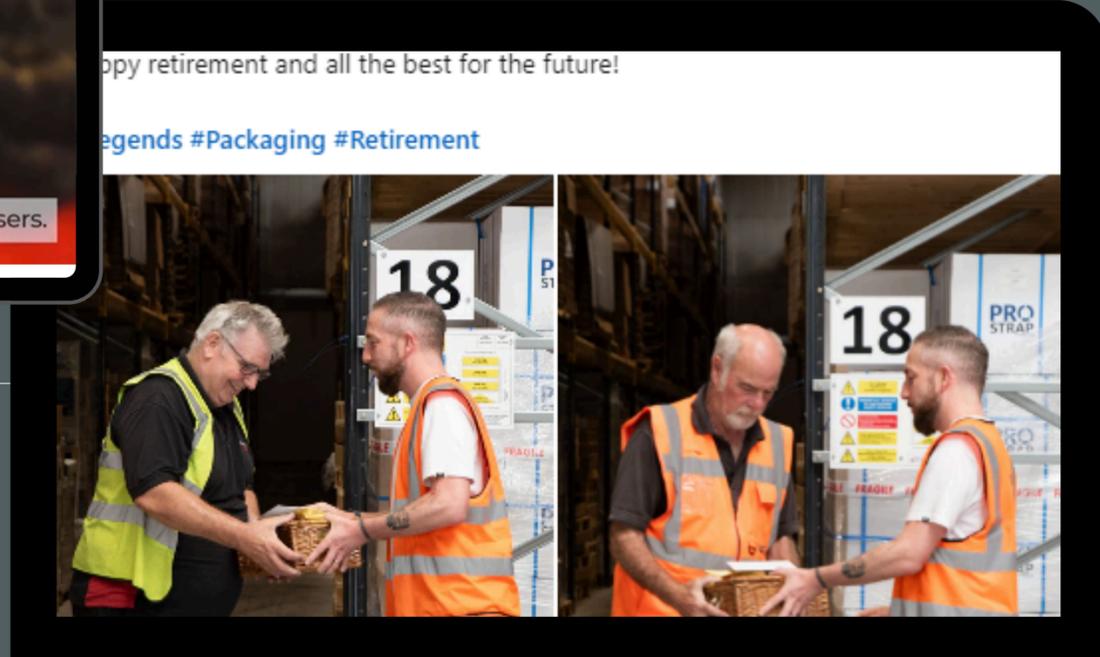
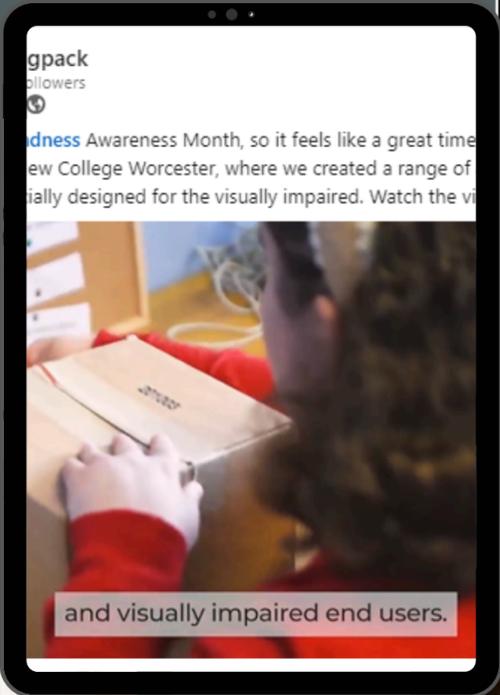
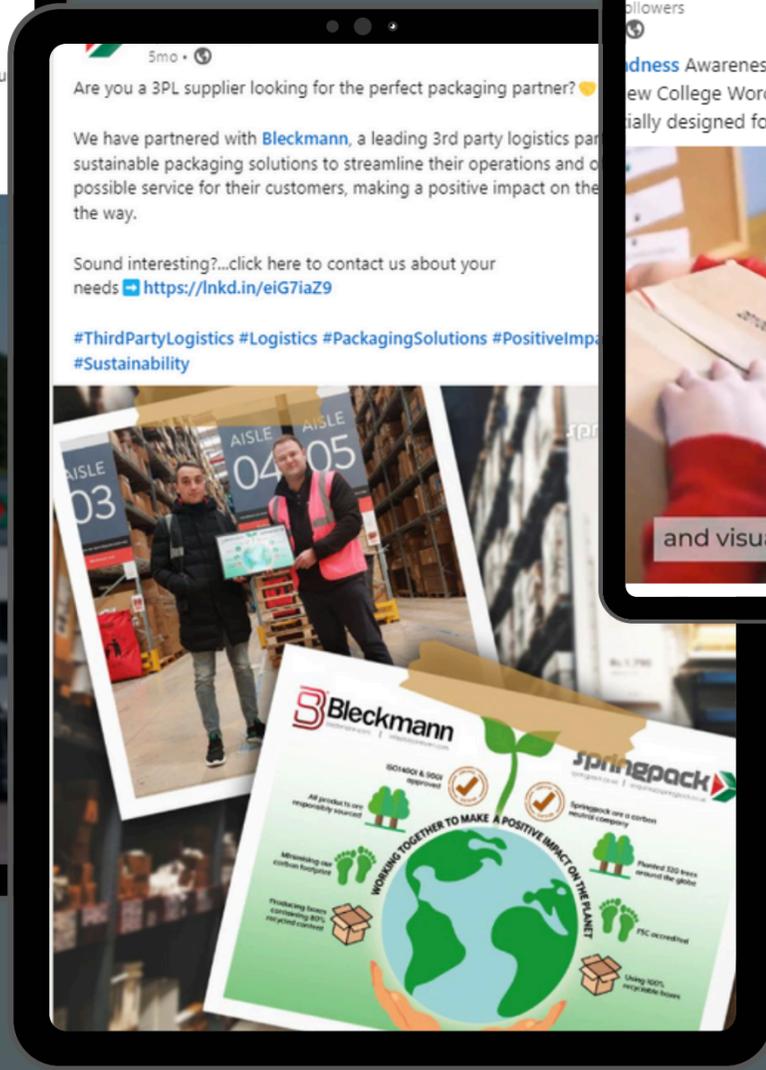
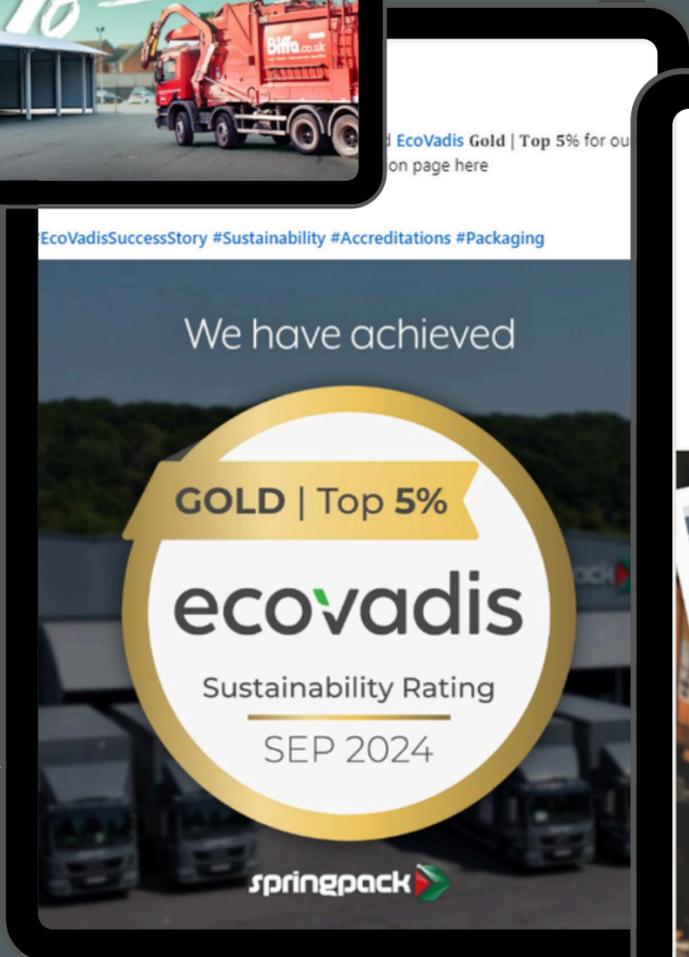
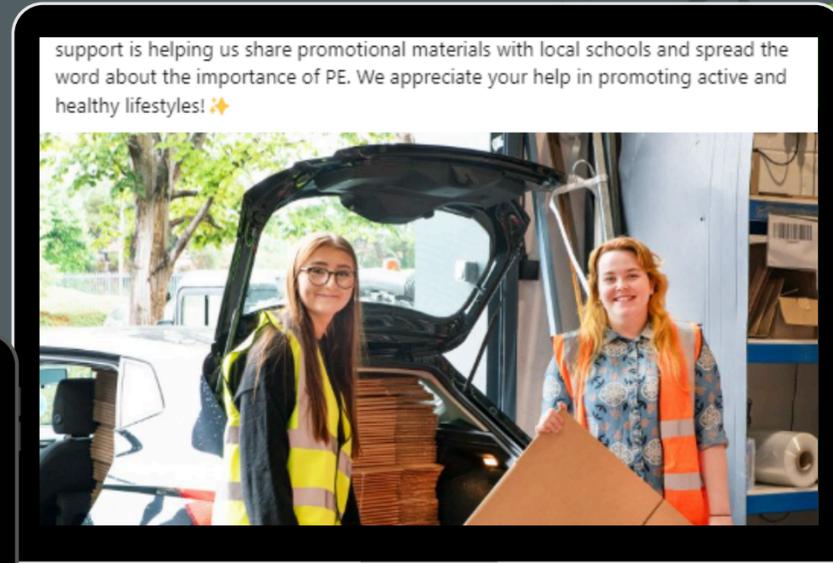
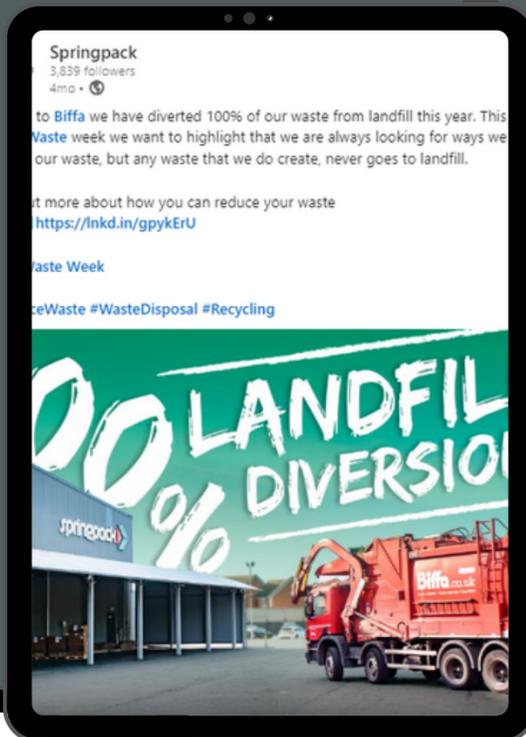
**OVER £500 RAISED**

**CHARITY**

# CERTIFICATIONS & ACCREDITATIONS



# SOCIAL





# THE FUTURE VISION

RETAIN OUR  
CARBON  
NEUTRAL  
STATUS



50%  
INCREASE IN  
ELECTRIC CAR  
FLEET



INCREASE  
EMPLOYEE  
WELLBEING  
HOURS



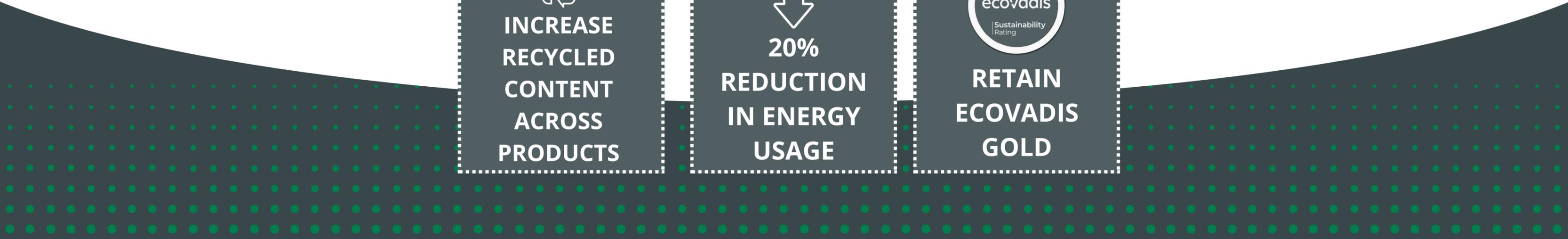
INCREASE  
RECYCLED  
CONTENT  
ACROSS  
PRODUCTS



20%  
REDUCTION  
IN ENERGY  
USAGE



RETAIN  
ECOVADIS  
GOLD



# THANK YOU



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