

# Environmental, Social & Governance Policy



Environmental, Social and Governance (ESG) refers to how a business affects the environment and society, and how well it is managed in a clear and responsible way. It looks at how these factors are built into day-to-day operations and decision-making, and how sustainable and responsible the business is overall.

At Oadby Plastics, we understand that we have a great responsibility towards our employees, customers, communities, and the planet. Therefore, we have committed to a selection of key ESG principles that are not only important to us but also ones we know we can make a meaningful contribution to. We maintain an open mind and a progressive approach to ESG, and so we use our policy as an evolving framework, rather than a rigid document.

## What are we committing to?



### Environmental



### Social



### Governance

## Environmental

### 1. Responsible investment

We have, and continue to, invest in infrastructure, such as solar power systems, more efficient machinery and HVAC systems, and waste-reduction equipment. Our investment approach targets areas that are both financially viable and have a positive, tangible impact.

### 2. Sustainability and decarbonisation

We are continually driving toward a more sustainable organisation. Whether that's sourcing new sustainable products, reducing waste and increasing our recycling rate, working with supply chain partners to develop the circular economy, or, where practicable, procuring renewable-only electricity, we strive for our business to meet the needs of the present without compromising the ability of future generations to meet their own needs.

We measure our Scope 1 and 2 emissions using the Streamlined Energy & Carbon Reporting framework, and continually invest in energy-saving technologies, adapt our processes, explore new product options, and become more self-sufficient.

### 3. Biodiversity and habitat protection

We operate in a country with an amazing natural landscape, but also one of the most nature-depleted countries on Earth. Biodiversity and natural habitats in the UK have been shattered over the last 50 years, and remain at high risk. We're proud to support, where possible, projects and initiatives in the UK that fight for nature before it's lost.

## Social

### 1. Consumer relations

Customer service excellence is integral to our mission to build trust through reliability and sustainability. Our customers are at the heart of everything we do, and we're constantly working to forge closer relationships, deliver better service, and position ourselves as the complete plastics partner.

### 2. Employee relations/welfare

Our people are the foundation of our values. Achieving customer service excellence relies on a solid foundation: our most important resource, our people. We endeavour to build and maintain a happy and supportive work environment, underpinned by a culture of respect and equal opportunities, enhanced employee-focused policies, and support schemes.

### 3. Community impact

We believe our success is inextricably linked to the health and vibrancy of the communities where we live and work. We encourage employee volunteering as a core pillar of our ESG strategy to foster meaningful social impact, strengthen local resilience, and empower our workforce to lead with empathy.

We also hold regular fundraising days throughout the year to raise money for our chosen charities and further support our employees and their chosen non-profit organisations.

## Governance

### 1. Health & Safety

Our commitment to Health and Safety goes beyond regulatory compliance; we strive to cultivate a proactive culture of care where every team member is empowered to identify risks and champion best practices. By integrating thorough safety standards with mental health support and ergonomic wellness, we ensure that our workforce remains protected and valued.

Our health and safety culture is supported by essential KPIs and a commitment to training and communication.

### 2. Alignment of interests between executives/owners and employees

We believe we can only thrive when our success is shared, which is why we prioritise aligning interests among our owners, leadership, and workforce. We ensure that incentives, such as our profit-share scheme, are structured to reward long-term value creation rather than short-term gains, fostering a culture of collective ownership and transparency.

### 3. Financial policies

Our financial policies are rooted in the principle of stewardship, ensuring that our capital allocation aligns with our long-term commitments and the interests of our stakeholders. We view financial responsibility not just as a matter of accounting, but as the power behind our social and environmental ambitions, and the long-term security of our company.

By maintaining a disciplined balance sheet and transparent reporting, we provide the stability necessary to invest in our people, go further for our customers, and provide security for years to come.

### 4. Code of conduct

Since our founding over 50 years ago, we have built a strong reputation for integrity and honesty across every facet of our business. Our code of conduct fosters an environment of mutual trust and respect whilst continuing to build on our reputation for integrity and observing the highest standards of ethical conduct.

Our policies, handbooks, standard operating procedures, and training opportunities all contribute to upholding a strong ethical work culture.

Our ESG policy is dynamic, and Oadby Plastics will always adapt to focus on areas of urgency or impact. We will continue to build on our current progress as we strive to be better for our employees, customers, communities, and the planet. We view this journey as a collaborative one and welcome open dialogue with our stakeholders as we work together to build a more resilient and sustainable future for industry in the UK. For us, ESG is not a compliance exercise, but a continuous commitment to doing business the right way—today, tomorrow, and into the future.

As Managing Director, I see ESG as a core part of how we run our business responsibly and sustainably. It's about making thoughtful decisions that reduce our environmental impact, support our people and communities, and ensure we operate with strong, transparent governance. Embedding ESG into our everyday activities helps us build a resilient business for the future while doing the right thing for all our stakeholders.

Copies of this policy statement will be made available to all employees and all other interested parties on request.



**M. Rojahn**

Managing Director  
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