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SUSTAINABILITY
REPORT
2023



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Introduction

Driven by our corporate vision, throughout 2023 our team maintained a steadfast commitment to advancing our sustainable endeavours. The year witnessed our dedication to extensive research and development, notably in the ongoing enhancement of our Sharpak Zero range alongside various other social and environmental initiatives. The expertise, knowledge, and focus cultivated through this pioneering project have yielded dividends across our organization. We persistently disseminate the insights gained, fostering continual improvement throughout our entire operational framework. As 2023 ended, we took pause to assess whether any adjustments were warranted to our vision, reaffirming our unwavering commitment to the following inspirational directive:

"Empowering people to deliver an innovative sustainable future."

Inpress is committed to collaborating with our stakeholders and actively exchanging knowledge and experiences while jointly embracing a more sustainable trajectory. This collaborative approach often unveils areas within our ESG programme that strongly resonate with our partners, enabling us to identify synergistic opportunities and foster a more cohesive circular economy. Thus, this report meticulously details our efforts and achievements.

Our 2023 ESG Report intricately outlines how our company is addressing our most pressing business and ESG challenges. We uphold a commitment to transparency, openly sharing both our triumphs and trials as we collectively seek solutions. We pioneer innovative solutions to address ESG challenges within our sphere of influence, transitioning from our industrial heritage to a global leader in medical waste solutions. Inpress' capacity to effect ambitious, transformative change is underpinned by robust data analysis, rigorous ESG protocols, and strategic partnerships with complementary enterprises.

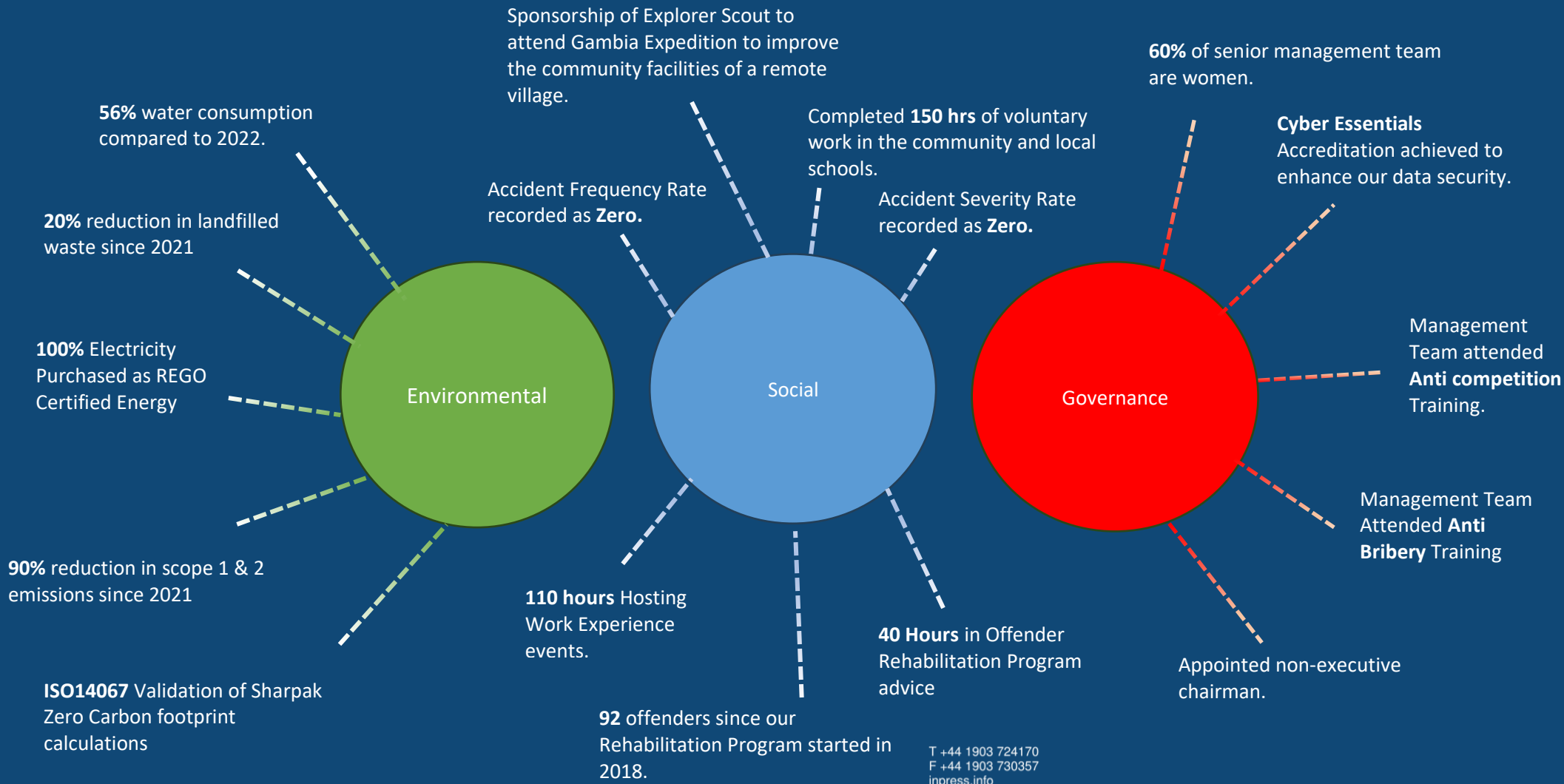
We remain dedicated to the thorough evaluation and refinement of our ESG strategy, prioritizing the ESG facets most pertinent to our business operations. In 2023, we engaged an independent environmental third party to conduct a comprehensive embodied carbon assessment for our Sharpak Range. This evaluation aimed to gauge the carbon mitigation potential of our new products for clinical and waste management partners.

We have solicited feedback from employees and clients through surveys, while actively engaging with industry, financial, and regulatory bodies, and steering committees to stay abreast of evolving ESG trends and sentiments. As we embark on 2024, we anticipate sustained robust growth as our initiatives garner increasing market traction. Our focus is poised to deliver the triple bottom line: social, environmental, and financial benefits, cultivating a growing and loyal customer base.

This journey owes its success to the dedication of the individuals propelling our enterprise forward: the engineers, quality professionals, production operatives, and managers who collectively championed our vision and now stand poised to realize it. It represents a true win-win scenario and serves as a compelling platform for future expansion.



2023 Highlights



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Climate change and the role of plastics in society continued to be topics of concern for the company's stakeholders. This was reflected in our headline development program for a multiuse sharps container.

Positive results were also achieved in other areas such as energy efficiency, health and safety, and social responsibility.

Average Specific Energy Consumption
reduced from 1.50 in 2022 to 1.45 in 2023

Zero Accident Frequency & Severity Rate

Reduction in Scope 1 and Scope 2 Energy
Consumption

Company commitment to achieve net Zero
by 2030

We are proud signatories of the UK government's climate change levy opt out scheme. In doing so we have committed to reduce the energy we use to process each tonne of plastic by 20% over a 5-year period. We are proud that we have outperformed our target, through 2023 we achieved a reduction of 4% on our yearly average KWh/kg KPI. Keeping us well ahead of our target where we remain 80% ahead of our government commitment.

We are also committed to the British Plastic Federation's plan for a circular economy.

KPI Performance

On target

Missed Target
but improvement.

Missed target

Environment		2023
Compliance	Number of breaches of environmental legislation (fines, sanctions)	0
Energy	Scope 1 Energy Consumption (Mwh)	183.59
Energy	Scope 2 Energy Consumption	1701.5
Energy	Scope 2 Intensity (1.3kwh/kg)	1.4518
Energy	Purchased fossil-free electricity (% of total electricity use)	100
Carbon Emissions	CO2 emissions from energy consumption, Scopes 1 & 2 (tons)	42.7
Water	Water consumption (m3 000s)	243.9
Waste	% of waste landfilled	34.5
People		2023
Employees	People Employees Number of employees (average)	61
Compliance	Number of breaches of health and safety legislation (fines, sanctions)	0
H & S	Occupational accidents (Accident Frequency Rate)	0
H & S	Occupational accidents (Accident Severity Rate)	0
Diversity	Percentage of women in Senior management team (%)	60
Society	Percentage of Offender in workforce	40
Society	Percentage of Ex-Offender in workforce	1.64
Training	Employee Training (hrs/employee)	23.6
Code of Conduct	Reported human rights breaches (number)	0

A unique and transformative carbon saving sharps container



Available from
NHS Supply
Chain



Up to approx. 89%
carbon saving
(depends on container
size used by Trust)*



Same cost as
single use
sharps bins



Each SHARPAK ZERO
container is reused
10 times



Plastic used for
100 container cycles
and then recycled



Includes VisiLOCK –
world-class standard
for user safety



Approved to
UN 3291



Conforms to
ISO 23907:2019
Part 2

Inpress Work in our Community.

Inpress recognises that the key for any community is the quality of education at the local secondary school. Littlehampton Academy is our local community school. It is also where many of our colleagues' children are educated. Inpress has chosen to invest both time and money to assist the academy in providing the best education possible. Over the last seven years, an Inpress manager has taken a role in the school governance. This time investment contributed toward the academy obtaining an Ofsted "Good" status for the first time. Our commitment to local education remains a key part of our social responsibility programme and we look forward to assisting the Academy as it continues to flourish.

In 2023 we developed and introduced our student work experience program; this is designed to develop and inspire school aged children and show that manufacturing can be an exciting and rewarding career.

Feedback from this year's participant parents and teachers was hugely encouraging that this project was a success; Names have been removed and replaced with students for privacy reasons.

"Thank you so much. I have read the Student WEX booklet and what a wonderful read it is. I think out of all our students who went on WEX, students will have the greatest of impact. We have been worried about him in recent weeks because he seemed so withdrawn and defeated, as though he had no purpose. WEX with you and others, seems to have given him a new lease of life. I saw him yesterday, and he had a spark in his eyes that hasn't been there for a while, and this is down to all of your and other colleagues' hard work, care attention and time.

I will forward this booklet on to his parents, who I know, will be so grateful to you, and proud of their son.

THANK YOU and we will be in touch."

Teacher Feedback

"I just wanted to say thank you again for organising my son's work experience. He enjoyed his week and got a lot from the experience. I appreciate it is a lot of effort for the staff at Inpress to facilitate this, but it has been really worthwhile for him to gain confidence and experience in this way.

Thank you Inpress for giving him this opportunity."

Parent feedback

We have been partners with Chichester University with our commitment to an apprenticeship per year. We continue to support this system with active employer and student representee on the steering committee. We were particularly proud to recruit a degree apprenticeship opportunity to a student from our own community. Our target is to provide exceptional on-the-job learning experiences within the apprenticeship scheme and propel our students to fulfilling and rewarding careers.

We believe that in order to fully support our community we must embrace all aspects of society and ensure that all citizens are given opportunities to develop and contribute. In order to facilitate the rehabilitation of offenders into society we have developed our offender opportunity program. Working in partnership with Her Majesties Prison and Probation Service. The New Futures Network program provides work opportunities, Training & Development programs and experience to prisoners looking to rehabilitate back into society in order to ensure we fully support this aspect of our society we are proud to have one of our directors serving as a sector ambassador for manufacturing in prisons for the Ministry of Justice.

At the end of 2023, we were proud to welcome our 92nd offender to the Inpress Precision rehabilitation program.

Inpress and the UN Sustainable Development Goals (SDG)



The management team of Inpress have established Sustainability objectives encompassing environmental responsibility, social responsibility, and economic benefits. These objectives and targets link to the UN Sustainable Development Goals and have formed the foundation for setting business targets for all functional areas of Inpress. Our objectives are:

Social

- We will strive to find a balance between the financial sustainability of Inpress as a business and our wider responsibilities.
- We will maintain safe and welcoming working environments for all our employees.
- We will ensure equal opportunities for all staff, actively encourage diversity and inclusion, and protect staff health and wellbeing. Our staff will have access to abundant support, learning and development throughout their career.
- We fully recognise our responsibilities to operate in a manner that ensures everyone is treated with dignity and respect. This includes children, people with disabilities, indigenous peoples, migrant workers, older persons, and other vulnerable groups.
- We will actively support local communities and charities. We will promote local skills and education by providing employment and placement opportunities for local people and disadvantaged people.
- We will enforce our behavioural standards set out in the Inpress5 to ensure our actions are supporting the policy



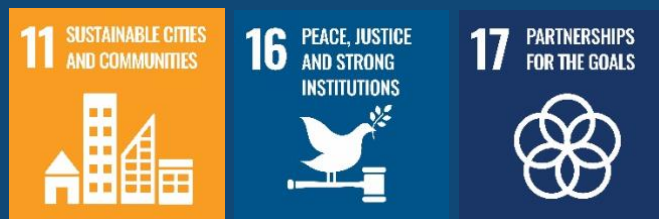
Environment

- We will take all reasonable measures to minimise the environmental impacts of our business and will ensure our use of natural resources is sustainable and environmentally responsible.
- We recognise that we are in a climate and ecological emergency and are committed to taking meaningful action to minimise our climate impacts.



Economic

- We recognise the important contribution our suppliers make to the success of Inpress. We aim to develop positive and lasting relationships with our suppliers and will support our suppliers to achieve the highest legal, ethical, and environmental standards.
- We will champion the use of small and medium-sized suppliers (SMEs) and local suppliers as appropriate, recognising the benefits this provides to the communities in which we operate.
- We will comply with all legislation, standards, statutory and other obligations, and best practices which are relevant to our activities and the jurisdictions in which we operate.
- We will seek to comply with client policies where required and reasonably possible to do so without conflicting with our own policies or other obligations.



Sustainability-related Developments 2023

- Recognition of offender rehabilitation program
- Anti-Bribery Training
- New anti-corruption policy Training
- Updated H & S Policy
- Development of alternative material projects
- Research projects into material characteristics to enable circular economy projects
- Investment in new energy-efficient moulding machines
- Trained Mental health first aider
- Increased female representation on the senior management team to 60%
- Developed and trialled our new multi-use sharps solution, Sharpak Zero
- Developed "NoLoss System" to enable Sharpak Zero
- Began NHS trials designed to save 100k's of T CO2
- Began AI research project to better collect carbon saving data

Energy Trends

