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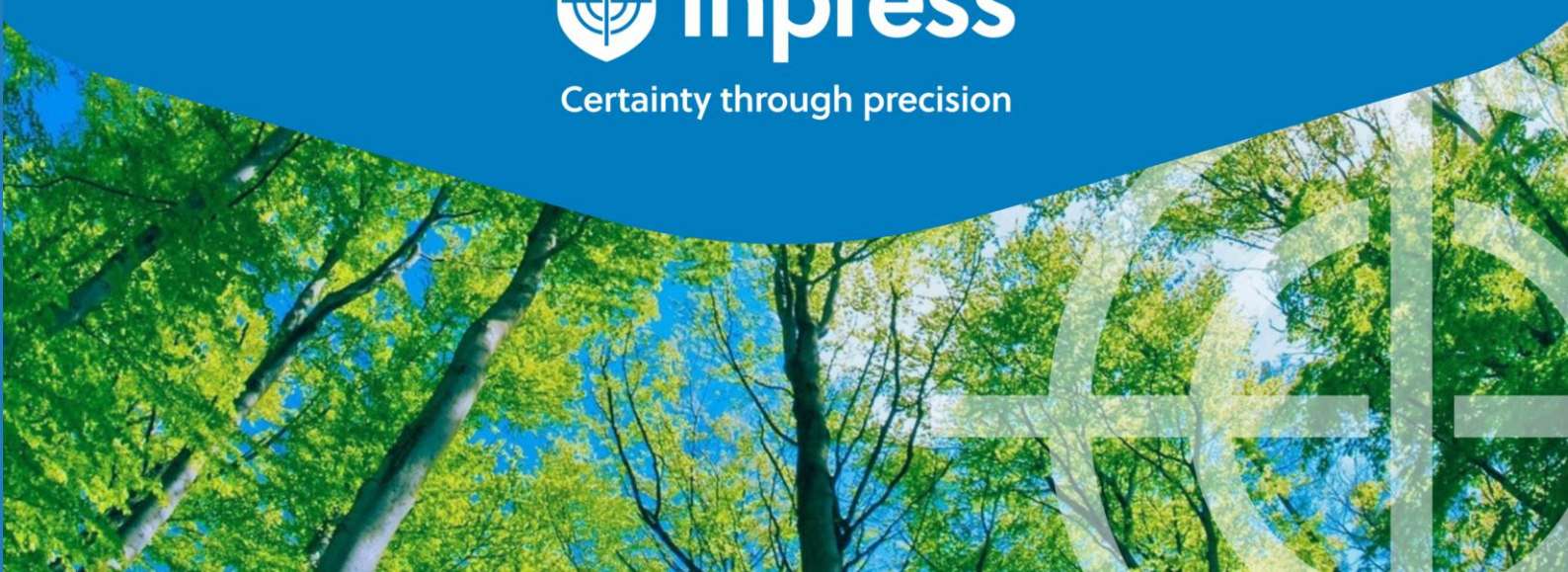
SUSTAINABILITY REPORT

2024

Inpress

Certainty through precision



At Inpress we understand the criticality of protecting our planet for future generations.

We are focused on reducing our carbon emissions, minimising material usage and waste, eliminating pollution, and protecting and promoting our local environment. We do this through engaging with our highly skilled team, responsible resource management, and continuous improvement while leading circular economy principles among our employees, partners, and communities

Our Mission

"Empowering people to deliver an innovative sustainable future"

Our Strategic Goals

To provide a fantastic client experience
By delivering outstanding results to our client base as we increase their sales, reduce their costs, manage their risk and become circular-ready

To be an industry leader in sustainability
By providing a simple pathway for our clients to participate in a circular economy, by using recyclable materials and energy responsibly in our business

To realise the potential of our people
By creating a safe environment where every colleague can develop their skills and ideas

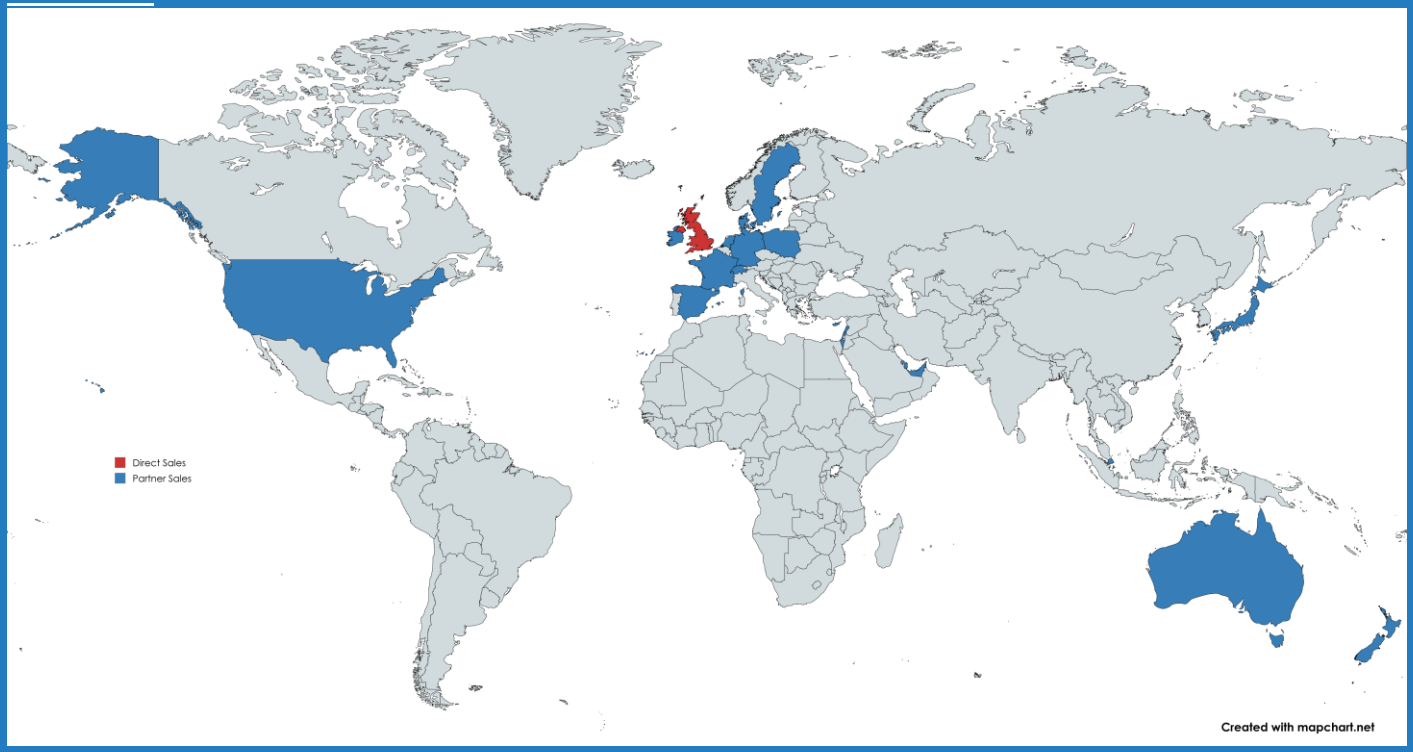
To add year on year growth in turnover and profitability
By driving operational and commercial excellence, growing our market share and expanding into new markets and regions

Our values

At the heart of everything we do are the purpose, performance, attitude, and skills of our employees. Our company values are defined in the 'Inpress 5,' and it is these that are embedded in everything we do to demonstrate our commitment and continually improve our performance.

This report covers our activities 2024 (1 Jan 2024 – 31 Dec 2024)

Our Sales



2024 Highlights

Environmental

- **No (Zero) waste landfilled**
- Training: **Demystifying Biodiversity**
- **Zero Scope 2 Emissions due to renewable energy**
- **96%** reduction in scope 1 emissions since 2021
- **ISO14067** Carbon Footprint Calculator for all Products

Social

- **Donation** to Littlehampton Foodbank
- **Accidents reduced** for 4th year in succession
- Management Training **Mental Health Awareness**
- 18 staff carried out **beach clean** on Littlehampton coast
- **40 hours** Student Development activities with local schools.
- Increased **ethnic minority** proportion of workforce
- **ISO45001** Accreditation achieved to enhance our Health & Safety Performance
- **111** offenders since our Rehabilitation Program started in 2018.

Governance

- Introduction of **Waste Policy**
- **Increased Female representation of** management team
- **Cyber Essentials** Accreditation achieved to enhance our data security.
- Management Training **Well-Being Strategies**
- **Panel member at the HSBC Strategies for Growth event**
- Set **Absolute Energy Usage** Targets
- Jr Managers **Appraisal Training**

Thoughts from our leadership team

Q: What achievements are you most proud of this year?

Conor Stevens, General Manager

A: I'm very pleased that sustainability is now more embedded into our working practices than ever before. We have strengthened our corporate governance policies which has improved our senior management processes We have maintained the pace of our revolutionary multi-use sharps disposal product, Sharpak Zero, which will deliver real and meaningful carbon savings to both our clients and our waste handling partners.

Our community engagement is a significant source of personal pride with staff taking positions on our local school's board of governors and participating in the local council's renumeration committee. We also had a team of employees cleaning up our local coastline to enhance our local environment for the benefit of our community.

Q: Do you think Sharpak Healthcare / Inpress Precision is positioned to perform well in sustainability aspects in the future?

Kieron King, Standards & Sustainability Manager

A: It is wonderful to see the sustainability progress we are making. We signed up to the Ecovadis platform to measure and rate our Sustainability systems and were thrilled to be awarded a bronze medal on our first assessment.

This independent assessment showed that the work we have put into our ethics and human rights due diligence is stronger than ever.

Overall, I feel the scale and depth of our sustainability programme is fantastic for a business of our size and it puts us in a great place to continue the sustainability leadership position we have in our industry.

Q: How is Sharpak Healthcare/Inpress Precision helping customers achieve their sustainability objectives?

Conor Stevens, General Manager

A: We are working with NHS England to achieve their own ambitious sustainability agendas – Net Zero by 2045

We have presented the benefits of out Sharpak Zero range to sustainability and facilities management professionals from NHS Trusts to a great response.

We have also shared our solution and plans to the Net Zero Carbon Waste & Resources team of NHS England. We believe that our innovative solution to medical waste disposal is a simple and easily implemented project to make a real impact in achieving our partners sustainability targets and objectives

We look forward to a continuing our partnership with NHS to achieve our mutual sustainability goals

Corporate activity

The Sharpak Zero Team presented at a conference of waste and Facilities managers at a conference arranged by Grundon, one of our partners in the Sharpak Zero project

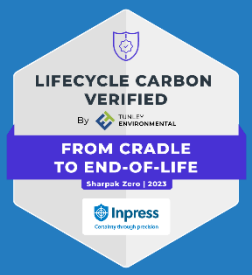
The Sharpak Zero Team presented at the HSBC sustainability roadshow. this was a great opportunity for businesses to network and learn from each other.

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.

Ave. Specific Energy Consumption (kwh/kg) reduced from 1.45 in 2023 to 1.41 in 2024	Achieved registration to ISO45001
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 2024 we achieved a further reduction of 4% on our specific energy consumption KPI. Keeping us on track to achieve our target of 1.3kg/kwh We are also committed to the British Plastic Federations plan for a circular economy. And have taken a leading role in working with the NHS to enable pathways for their circular economy targets

We continue our drive for transparency in environmental reporting and believe that independent assessment to a recognised standard is the most credible way of ensuring all declarations are comparable and standardised



Headline KPI Performance

On target | Missed Target but improvement. | Missed target

Environment		2024
Compliance	Number of breaches of environmental legislation (fines, sanctions)	0
Energy	Scope 1 Energy Consumption (Mwh)	134.45
Energy	Scope 2 Energy Consumption	1563.9
Energy	Scope 2 Intensity (1.3kwh/kg)	1.41
Energy	Purchased fossil-free electricity (% of total electricity use)	100
Carbon Emissions	CO2 emissions from energy consumption, Scopes 1 & 2 (tons)	30.36
Water	Water consumption (m3 000s)	374
Waste	% of waste landfilled	0
People		2024
Employees	People Employees Number of employees (average)	57
Compliance	Number of breaches of health and safety legislation (fines, sanctions)	0
H & S	Occupational accidents (Accident Frequency Rate)	1.04
H & S	Occupational accidents (Accident Severity Rate)	2.08
Diversity	Percentage of women in Senior management team (%)	60
Diversity	Percentage of women in management team (%)	26.32
Society	Percentage of Offender in workforce	9.23
Society	Percentage of Ex-Offender in workforce	3.51
Training	Employee Training (hrs/employee)	30.81
Appraisals	% Appraisals - Eligible employees	100
Code of Conduct	Reported human rights breaches (number)	0

For the full range of KPIs see appendix 1

We continued the development of our Sharpak Zero Range through 2024 Our innovative Sharpak Zero multi-use sharps containers are helping our user on a circular economy pathway when combined with the patented NOLOSS system to safely ,and automatically, open, empty and, sanitise medical waste containers ready to be reused

This multi-use method removes the wasteful incineration of valuable materials of the traditional single use bins

This groundbreaking approach will improve

Sustainability & Carbon Reduction
Waste Segregation Compliance
Cost Efficiency

Through the built in A.I. analysis the NOLOSS system can give insightful reporting which can be used by healthcare and waste managers to improve workforce engagement and drive improvement in emissions

Inpress Precision: Strengthening Our Community in 2024

At Inpress Precision, we believe in actively contributing to our community beyond our business operations. In 2024, we have been involved in several initiatives aimed at supporting education, governance, the environment, and social welfare.

Supporting Education through School Governance

Our involvement in the local school's Board of Governors ensures that we play a role in shaping the future of young learners. By providing strategic oversight and guidance, we help improve the quality of education, ensuring that students receive the best opportunities to succeed. A strong education system benefits the entire community by fostering future talent, encouraging social mobility, and creating well-rounded individuals who will contribute positively to society.

Supporting Education through Experience, Mentoring and apprenticeship

In 2024 we Continued 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 participant parents and teachers were hugely encouraging that this project continues to deliver as intended.

"I just wanted to personally thank you for having my son last week on your premises for his work experience. He thoroughly enjoyed it and told me something new every day!"

Parent feedback

We're proud to partner with the University of Chichester and University of Portsmouth to offer these valuable opportunities. Our apprentices, are gaining hands-on experience and developing crucial skills to help shape their future careers.

At Inpress, we're committed to:

Supporting apprentice growth

Developing skilled professionals

Contributing to our future

Engaging in Local Governance

One of our senior managers serves on the Arun Council Remuneration Committee, which plays a crucial role in ensuring fair and transparent compensation for local government officials. A well-functioning local government is vital to community development, as it influences key decisions on infrastructure, public services, and overall economic growth. By contributing to this committee, we help maintain value and fairness in local governance.

Environmental Stewardship through Beach Clean-Up

Our employees organised and participated in a beach clean at Littlehampton seafront, demonstrating our commitment to protecting the local environment. Coastal areas are an essential part of our community, providing recreation, supporting wildlife, and contributing to the local economy through tourism. Removing litter and debris helps preserve marine life, enhances public spaces, and encourages responsible environmental practices among residents and visitors.

Fighting Food Insecurity with a Donation to the Littlehampton Foodbank

We recognise that food insecurity is a growing challenge for many families. By donating to the Littlehampton Foodbank, we provided essential support to those struggling to make ends meet. Access to nutritious food is fundamental to well-being, and foodbanks serve as a vital lifeline for individuals and families facing financial difficulties. Our contribution helps ensure that no one in our community goes hungry.

Supporting Rehabilitation and Second Chances

Continuing our partnership with HMP Ford, we offer meaningful work opportunities to offenders. This rehabilitation program helps prisoners prepare for life after release. Successful reintegration into society is key to reducing reoffending rates and building safer communities. By providing mentorship, skills training, and the chance to build a fund to allow them to thrive on release. We help individuals gain the confidence and knowledge they need to secure employment and make a fresh start. This benefits not only the individuals but also society by fostering inclusion and reducing crime.
At the end of 2024 we were proud to welcome our 111st offender to the Inpress Precision rehabilitation program

At Inpress Precision, we are proud of our ongoing commitment to the community. We look forward to continuing our efforts and finding new ways to make a positive difference in the years to come.

Inpress and the UN Sustainable Development Goals (SDG)

Our goals 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 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 2024

ESG Systems independently assessed by Ecovadis
Wellness and Mental Health Training
ISO45001 registration
Updated H & S Policy
Commercially launched multi-use sharps solution, Sharpak Zero
Attendance of sustainability conferences and seminars
Investment in new energy efficient moulding machines
Installed two “Noloss System” to enable circular economy principles
Supported Local School
Donation to Local foodbank to help overcome food poverty in our community
Improved our environment by conduction a local beach clean

APPENDIX 1 – Full Sustainability scorecard

People	2021	2022	2023	2024
Average number of fulltime employees at the site (both Inpress employees and temporaries; - contractors are excluded):	65	61	61	57
Number of full time female employees at the site (average number during the year):	13	12	13	15
Number of full time male employees at the site (average number during the year):	53	48	47	42
total number of offenders rehabilitised	20	14	26	6
Average number of Ex-offenders in workforce	1	2	1	2
Percentage of Offenders in Workforce	30.76923077	21.53846154	40	9.23076923
Percentage of Ex Offenders in workforce	1.538461538	3.278688525	1.63934426	3.50877193
Number of female managers that are included in the Senior Management Team:	2	2	3	3
% of female managers in the Senior Management Team:	33.33	33.33	60	60
Number of female managers that are included in the Management Team:	4	4	4	5
% of female managers in the Management Team:	40	40	21.1	26.3
Total worked hours:	112034	111987	112950	96206
Number of Training apprentices in business	5	6	6	6
% of Apprentices (Current and Complete) in Business	9.230769231	9.836065574	9.83606557	12.2807018
% of Workforce from Ethnic Minority	-	-	9.83606557	14.0350877
According to the municipal planning regulations, the site and its surroundings is classified as:	Light Industrial	Light Industrial	Light Industrial	Light Industrial
Is the site located/partly located in area defined as biodiversity rich (legally protected ecosystems or ecosystems that are recognized of special interest)?	No	No	No	No
Is the site located/partly located in area that is sensitive to extreme weather conditions, flooding, effects of climate change, etc?	No	No	No	No
Facilites	**2021**	**2022**	**2023**	**2024**
Are asbestos containing materials present in buildings and installations?	Yes	Yes	Yes	Yes
Are polychlorinated biphenyls (PCB) present in transformers, buildings and installations?	No	No	No	No
	_	_	_	_
Are environmental licenses/permits required to operate the plant?	No	No	No	No
Do we plan to apply for or renew any environmental licences/permits/notifications in the near future (1 – 2 years)?	No	No	No	No
Do we maintain a register of applicable environmental legislation and licence conditions?	No	No	No	No
Do we frequently (e.g. annually) report environmental performance data to the supervising authority	No	No	No	No
Was the site, during the reporting year, subject to any inspections/audits by the environmental authorities?	No	No	No	No
Did we, during the reporting year, carry out any environmental investigations, assessments, inventories or analyses at the site?	Yes	Yes	Yes	Yes
Compliance Obligations	**2021**	**2022**	**2023**	**2024**
Is legislation concerning EU Producers Responsibility Obligations for packaging waste applicable to the site?	Yes	Yes	Yes	Yes
Is legislation concerning environmental hazards and/or environmental performance applicable to products that are manufactured at the site?	Yes	Yes	Yes	Yes
Do we, in the coming 1-2 years, need to take actions to assure compliance with new or altered environmental legislation?	No	No	No	No
Do we maintain a register of applicable health and safety legislation?	No	No	No	No
Was the site, during the reporting year, subject to any inspections/audits by the supervising health and safety authorities?	Yes	Yes	Yes	Yes
Did we, during the reporting year, carry out any health and safety monitoring, assessments, analyses or inventories at the site?	Yes	Yes	Yes	Yes
Do we, in the coming 1-2 years, need to take actions to assure compliance with new or altered health and safety legislation?	No	No	No	No
Did we during the reporting year operate within the licence limits and/or other applicable environmental, health and safety legislation?	Yes	Yes	Yes	Yes
Did we report the non-compliances to the supervising authorities?	N/A	N/A	N/A	N/A
Did we receive any fines or penalties due to non-compliance with environmental or health and safety legislation?	No	No	No	No

Incidents	2021	2022	2023	2024
Did we record any fires, explosions or other accidents that were reported to the supervising authority?	No	No	No	No
Did we record any significant spills or leakages of fuels, oils, chemicals, etc that were reported to the supervising authority?	No	No	No	No
Are you aware of any soil and/or groundwater pollution at the site	No	No	No	No
Did we receive any complaints from neighbours or other interested parties?	No	No	No	No
Do we receive environmental, health, safety, social, and ethical requirements (demands, specifications) from our customers (apply a three years perspective; several alternatives can be marked)?	Yes	Yes	Yes	Yes
Do we maintain a register of environmental, health, safety and social requirements (demands, specifications) from customers?	No	No	No	No
Did customers follow-up their requirements (demands, specifications) during the reporting year?	No	No	No	No
What was the outcome of customers' evaluation of our environmental, health, safety, social responsibility and ethics performance during the year?	N/A	N/A	N/A	N/A
Did we during the year participate in active dialogues, assessments, exchange of knowledge and experience, with customers concerning environmental, health, safety, social responsibility and ethics issues?	Yes	Yes	Yes	Yes
Standards	**2021**	**2022**	**2023**	**2024**
Is there a certified environmental management system according to ISO 14001?	No	No	Yes	Yes
How many qualified environmental auditors are there at the site?	1	1	1	1
How many internal environmental audits were carried out during the reporting year?	12	12	12	12
How many external environmental audits (by the certification body) were carried out during the reporting year?	0	1	1	1
If NO on 5.1.1, what is the current status of the implementation of ISO 14001?	2022 registration	-	-	-
Is there a certified occupational health and safety management system according to ISO 45001	No	No	No	Yes
If NO, what is the current status of the implementation of ISO 45001?	Not Planned	2023	Pre Audit	-
Is there a certified quality management system according to ISO 9001 or comparable branch-specific standards?	Yes	Yes	Yes	Yes
Is there a certified energy management system according to ISO 50001?	No	No	No	No
If NO, what is the current status of the implementation of ISO 50001?	Not Planned	Not Planned	Not Planned	Not Planned
Are the management systems combined/integrated with each other?	No	No	Partially	Partially

Energy	2021	2022	2023	2024
Direct energy use (the energy sources are owned or controlled by the reporting organisation).	_			
Light oil (MWh):	21	67.51	32	40
Heavy oil (MWh):	0	1512.62	31.8	0
Natural gas (MWh):	4547.554	4217.554	119.785	88.361
Propane (MWh):	0	0	6.08	6.086
Coal (MWh): 0	0	0	0	0
Renewable direct) energy source – biofuel (MWh):	0	0	0	0
Renewable direct energy source – solar panels (MWh):	0	0	0	0
Total consumption of direct energy = the sum of all the above consumption (MWh):	4568.554	5797.684	189.665	134.447
Indirect energy use (the energy sources are owned or controlled by another organisation).	_			
Purchased electricity - do not include actively purchased "green" electricity. This is reported under 6.1.2.2 (MWh):	1757.393	0	0	0
Actively purchased "green" electricity - i.e. there is certificate of origin or comparable labelling (MWh):	497.142	1780.7438	1701.454	1563.94
Total purchased electricity (MWh):	2254.535	1780.7438	1701.454	1563.94
Purchased Heat (MWh): 0	0	0	0	0
Purchased district heating (MWh):	0	0	0	0
% REGO	22.05075548	100	100	100
Do we have heat pumps installed at the plant?	No	No	No	No
Do we sell surplus energy (e.g. steam, electricity) to nearby plants, the public grid, district heating systems, etc?	No	No	No	No
Has an objective to reduce energy consumption been set?	Yes	Yes	Yes	Yes
Specific Energy Consumption (Kwh/kg)	1.74	1.5	1.45	1.41
Water	**2021**	**2022**	**2023**	**2024**
Use of water by source	_			
Municipal water (m^3):	518.12	428.64	243.9	374
Groundwater from wells on site (m^3):	0	0	0	
Surface water from rivers, lakes etc (m^3):	0	0	0	0
Other source e.g. rainwater (m^3):	0	0	0	0
Total water consumption (m^3):	518.12	428.64	243.9	374
Do we have a plan to reduce the water consumption (water footprint)?	No	No	No	No
During the reporting year the total water use at the site changed in the following way (compared to the average use for the previous three years):	No	No	No	No
Is the plant located in an area/region with shortage of water?	No	No	No	No

Materials	2021	2022	2023	2024
Plastic materials	_			
Total amount of plastic raw materials (ton); NOTE: Do not include purchased recycled plastic raw materials and bio-based plastics:	-	-	-	1385.56
Purchased recycled raw materials – post-industrial and/or post-consumer waste (ton):	-	-	-	61.606
Purchased bio-based plastic raw materials (ton):	-	-	-	0
Rubber materials -Synthetic rubber (silicone) (ton):	-	-	-	0
Solvents, paints, glues, adhesives	0.055	0.06	0.055	0.048
Non-chlorinated solvents (ton):	0.065	0.052	0.012	0.008
Chlorinated solvents (ton):	0		0	0
Water based paint, glue, adhesive (ton):	0.065	0.052	0.042	0.033
Solvent based paint, glue, adhesive (ton):	0.01	0	0.25	0.01
Other materials	0	0	0	0
Metals (ton):	3	0.4	0.8	1.2
Other materials of environmental interest (ton):	0	0	0	0
Do we have a procedure for assessment of chemicals with respect to environmental, health and safety risks?	Yes	Yes	Yes	Yes
Do we use any chemical that is listed on the Candidate List of Substances of Very High Concern (SVHC), according to the EU REACH legislation?	No	No	No	No
Have, during the reporting year, any hazardous substances been phased out or substituted with less hazardous ones?	No	No	No	No
Do we plan to phase out or substitute certain hazardous substances in the coming 1-2 years?	No	No	No	No
Are we in compliance with the REACH legislation?	Yes	Yes	Yes	Yes
Have we actively checked that key chemicals that we use have been registered in the ECHA database according to the UK/ EU REACH legislation?	Yes	Yes	Yes	Yes
Conflict minerals:Are there conflict materials present? (the Conflict Minerals Regulation (EU) No. 2017/821)	No	No	No	No
Emissions	**2021**	**2022**	**2023**	**2024**
Is there a monitoring programme to measure emissions to the atmosphere?	No			
Carbon dioxide (CO_2) emissions from direct energy use (Scope 1)	960.44634	1341.89874	44.09525	30.35559
Carbon dioxide (CO_2) emissions from indirect energy use (Scope 2)	406.1335223	0	0	0
Total	1366.579862	1341.89874	44.09525	30.35559
Emissions of ozone depleting substances	_			
Ozone depleting compounds, HCFC, HFC (installed amount in kg):	26	26	26	26
Ozone depleting compounds, HCFC; HFC (losses during the reporting year in kg):	0	0	0	0
Emissions of other significant air emissions	-			
Nitrogen oxides (NOx) from direct energy use (ton):	4.610554	11.983184	0.374785	0.208361
Sulphur dioxide (SO_2) from direct energy use (ton):	0.44780432	30.85984432	0.7735828	0.16706888
Dust, particulate matters (ton):	0	0	0	0
Odour (specify it there have been any problems, complaints etc caused by odour):	0	0	0	0
Is there a monitoring programme to measure discharges to wastewater?	No	No	No	No
Organic compounds expressed as COD, Chemical Oxygen Demand (ton) Discharged to wastewater	n/a	n/a	n/a	n/a
Nutrients (nitrogen, phosphorous) (ton) Discharged to wastewater	n/a	n/a	n/a	n/a
Other parameters (please specify type and discharges in ton) Discharged to wastewater	n/a	n/a	n/a	n/a

Waste	2021	2022	2023	2024
Is there a monitoring programme to measure different categories of waste that is generated at the site?	Yes		Yes	
External management of waste (amounts of waste by category)	_			
Hazardous waste that is collected, transported and treated by external waste company (ton):	12.4	8.4	7.3	1.75
Polymer Waste That is sent for recycling (tonnes)	-	-	-	4.15
Solid waste that is land filled off site (ton):	11.1	7.2	6.5	0
Solid waste that is incinerated without energy recovery off site (ton):	-	-	-	0
Solid waste that is incinerated with energy recovery off site (ton):	-	-	-	49.86
Solid waste that is recycled by external company (e.g. cardboard, plastic) (ton):	1	1	5	7.04
Other types of waste that is collected, transported and treated by external waste company (ton):	1	1	0	0
% Landfilled	43.52941176	40.90909091	34.5744681	0
Is there an objective to reduce waste?	Yes		Yes	Yes
During the reporting year the amount of waste generated at the site changed in the following way (compared to the average consumption for the previous three years):	-	Increased	Decreased	Decreased
	_			

Performance of suppliers	2021	2022	2023	2024
Environmental and social/workplace performance	_			
Do we inform your suppliers about the Inpress5, our Environmental Policy and related documents?	No	No	No	No
Do we require that suppliers must comply with the Inpress5, Our Environmental Policy and related documents?	No	No	No	No
Do we actively check the environmental and social performance of suppliers (for example, by questionnaires, audits, visits)?	No	No	Yes	Yes
What kind of criteria are used for the selection of suppliers to be assessed for their sustainability performance?	ent, Ethics, Business	, Ethics, Busir	, Ethics, Busir	, Ethics, Busin
How many suppliers were evaluated by questionnaires in the year with respect to environmental and social issues (CSR)?	0	0	0	9
How many suppliers were evaluated by audits/site visits in the year with respect to environmental and social issues (CSR)?	0			4
Have we during the year arranged training of internal auditors to be able to conduct audits of suppliers?	No	No	Yes	Yes
Have we, during the reporting year, delisted or considered to delist any supplier due to environmental/social misconduct or not acceptable performance?	No	No	No	No

Accidents/Incidents	2021	2022	2023	2024
Is there a formal safety committee at the site with management representation?	No		Yes	Yes
Lost Work Cases (LWC; ≥1 day of absence related to work accidents)	_			
Injury or accident caused by work – Inpress employees and temporaries (number):	2	1	0	1
Frequency rate (Calculation: No. of LWC divided by total worked hours x 100,000*):	1.785172358	0.89296079	0	1.03943621
Injury or accident caused by work – contractors working at the plant (number):	0	1	0	0
Number of lost workdays by work related accidents or diseases (number):	8	2	0	1
Severity rate (Calculation: Lost workdays divided by total worked hours x 200,000):	7.140689434	1.78592158	0	2.07887242
Incidence rate of over-3-day absence injury per 100 000 workers (Count of employees injured/employed *100000)	3076.923077	1639.344262	0	1754.38596
Fatal accidents (includes travel to and from work)	-			
Accident of Inpress employee leading to death (number):	0	0	0	0
Accident of contractor leading to death (number):	0	0	0	0
Causes to work related injuries	_			
Causes to injuries (the sum should correspond to total in 7.1.2.1)	_			
Injury caused by machines and equipment (number):	1	1	0	1
Injury caused by energy, e.g. electricity, compressed air or steam (number):	0	0	0	0
Injury caused by exposure to hazardous substances (number):	0	0	0	0
Injury caused manual handling, e.g. heavy lifting, physical strain, repetitive work (number):	0	0	0	0
Injury caused fall, slip, trip, collision, etc (number):	1	0	0	0
Injury caused by fire, explosion, etc (number):	0	0	0	0
Other causes to injury (number):	0	0	0	0
Have we implemented a system to record workplace incidents (near misses) and to implement CAPAs?	Yes	Yes	Yes	Yes
Causes to incidents (near misses)	_			
Total number of recorded incidents during the year:	23	22	13	8
Incidents caused by machines and equipment (number):	14	10	2	6
Incidents caused by energy, e.g. electricity, compressed air or steam (number):	5	0	0	0
Incidents caused by exposure to hazardous substances (number):	0	0	0	0
Incidents caused by manual handling, e.g. heavy lifting, physical strain, repetitive work (number):	1	2	5	0
Incidents caused by fall, slip, trip, collision, etc (number):	3	9	6	2
Incidents caused by fire, explosion, etc (number):	0	1	0	0
Other causes to incidents (number):	0	0	0	0
Occupational diseases	1	0	0	0
Allergy, eczema, asthma (number):	0	0	0	0
Muscle/skeleton disorders caused by heavy lifting and/or repetitive work (number):	0	0	0	0
Loss of hearing ability (number):	0	0	0	0
Cancer (number):	0	0	0	0
Other occupational diseases (number):	1	0	0	0

Employees	2021	2022	2023	2024
Eligible Employees receiving a performance and career development appraisal during the reporting year (%):	13	25	54	100
Did Inpress conduct an employee satisfaction evaluation (e.g. by using a questionnaire) during the year?	No	No	Yes	Yes
What is the frequency for employee satisfaction evaluations?	None Planned	None Planned	Annual	Annual
8.3.4 Is there a system with incentives (monetary, recognition) for managers and employees that includes good performance concerning environment, health, safety, or other topics related to sustainability?	No	Yes	Yes	Yes
Have we, during the reporting year, been confronted with any issues related to child labour, forced or compulsory labour?	No	No	No	No
Have we during the reporting year been confronted with any issues related to child labour, forced or compulsory labour at the workplaces of suppliers?	No	No	No	No
Have any incidents of discrimination been reported at Inpress?	No	No	No	No
Have we during the year taken actions to support equal opportunities and non-discrimination – for example, during recruitment, promotion and remuneration?	Yes	Yes	No	No
Is there a plan for equal employment opportunity?	Yes	Yes	No	No
Anti-corruption	**2021**	**2022**	**2023**	**2024**
are the Inpress Codes of Conduct actively implemented – and thereby the UN Global Compact anti-corruption principle against corruption in all its forms, including extortion and bribery?	Yes	Yes	Yes	Yes
How does Inpress take the anti-corruption principle into account into our policies and practices? Select all that apply:	_			
Explicit own policy addressing anti-corruption.	Yes	Yes	Yes	Yes
Within the overall Inpress Code of Conduct.	No	No	No	No
Zero-tolerance policy towards corruption	Yes	Yes	Yes	Yes
Specialised unit within the company (e.g. an ethics/compliance officer, oversight board).	No	No	No	No
Pre-approval of facilitation payments required.	No	No	No	No
Political donations publicised.	No	No	No	No
Policies limiting the value of gifts.	No	No	Yes	Yes
What actions were taken to implement the anti-corruption principle? Select all that apply:	_	_		
Management systems addressing bribery and anti-corruption.	Yes	Yes	Yes	Yes
Anti-corruption policy is publicly accessible.	Yes	Yes	Yes	Yes
Training and awareness programmes for employees.	Yes	Yes	Yes	Yes
Managers sign “no bribery” certifications.	No	No	No	No
Whistle-blower function for reporting of corruption instances.	Yes	Yes	Yes	Yes
Record instances of corruption.	No	Yes	Yes	Yes
Monitor and evaluate performance.	No	Yes	Yes	Yes
Supply chain and subcontracting arrangements.	No	Yes	Yes	Yes
Terminate contracts with suppliers if corruption occurs.	Yes	Yes	Yes	Yes
Conduct corruption risk assessment.	No	No	No	Yes
	_	_		

Community	2021	2022	2023	2024
Contacts with schools and universities	_	_		
Did the company, during the reporting year, receive visits by students at schools and/or universities?	Yes	Yes	Yes	Yes
Did the company, during the reporting year, participate in projects in co-operation with schools and/or universities?	Yes	Yes	Yes	Yes
Was the company, during the reporting year, subject to any research project that was organised by universities?	No	Yes	No	No
External communication of sustainability performance	_	_		
Did we, during the reporting year, externally communicate the sustainability performance of the site/organisation (e.g, newsletters, reports, keynote speakers in seminars and conferences, networks)?	No	no	No	Yes
Awards	_	_		
Did we, during the reporting year, receive any environmental, social, health and safety awards (e.g. from authorities, organisations, etc)?	No	No	Yes	Yes
Participation and sponsoring	_	_		
Did Inpress, during the reporting year, participate in organisations, associations and/or networks that in a broader perspective are related to sustainability issues?	No	No	No	Yes
Did Inpress, during the reporting year, sponsor any local community activities, charity or comparable activities (only activities that can be associated with environment, health, safety and social aspects should be mentioned)?	Yes	Yes	Yes	Yes