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SUSTAINABILITY REPORT 2025

Management Statement

This Sustainability Report presents the environmental, social and governance performance of Inpress Precision Ltd and Sharpak Healthcare Ltd for the 2025 reporting year.

Where stated, greenhouse gas emissions data for Scope 3 and the Carbon Reduction Plan apply specifically to Sharpak Healthcare Ltd, reflecting its role as the healthcare product supply entity subject to NHS and wider public-sector carbon reporting requirements.

Inpress Precision Ltd reports Scope 1 and Scope 2 emissions within this combined sustainability disclosure.

This report has been reviewed and approved by senior management and reflects our commitment to transparent reporting, continuous improvement, and alignment with customer, regulatory, and stakeholder expectations.

Signed:
Conor Stevens
General Manager
Inpress Precision Ltd & Sharpak Healthcare Ltd
Date: April 2026



1. Executive Summary

2025 was a defining year for Sharpak Healthcare and Inpress Precision. Across both organisations, we strengthened our environmental, social and governance performance, achieved external validation of our progress, and further aligned with NHS and UK national sustainability expectations.

This report summarises our environmental, social and governance performance for the 2025 reporting year.

Key achievements include:

- EcoVadis Silver Medal (2025) — upgraded from Bronze, scoring 73/100 and ranking in the top 15% globally.
- Secured HSBC UK Business Banking's First UK Sustainability Improvement Loan for ESG Leadership
- Completion of the first full Scope 3 emissions baseline (1,569 t CO₂e), confirming the product lifecycle as the key driver of decarbonisation activity.
- Zero Market-Based Scope 2 emissions maintained for the fourth consecutive year through 100% REGO-backed renewable electricity.
- Zero Waste to Landfill performance continued, supported by enhanced polymer recycling.
- Strengthened community engagement, including school partnerships, charity events, sports sponsorship, and wellbeing initiatives.
- Expansion of SharpakZero, our multi-use sharps container solution supporting NHS decarbonisation.

2. About the Organisation

Sharpak Healthcare and Inpress Precision operate as an integrated manufacturing and supply chain partnership, producing medical sharps containers and precision-engineered plastic components for major healthcare providers including NHS and international health organisations.

Our shared priorities:

- Delivering low-impact product systems
- Ensuring high-efficiency manufacturing
- Building social value in our communities
- Maintaining responsible supply chain management
- Continually improving through ISO-certified systems (ISO 9001, ISO 14001, ISO 45001)

3. Environmental Performance

3.1 Greenhouse Gas Emissions Overview

Sharpak Healthcare completed its first full Scope 3 emissions baseline in 2025, providing a complete picture of the organisation’s greenhouse gas footprint across Scopes 1, 2 and 3.

The Scope 3 greenhouse gas emissions assessment and baseline presented in this report relate specifically to Sharpak Healthcare Ltd, reflecting its role as the healthcare product supplier subject to NHS and public sector carbon reporting requirements.

Scope 1, 2 & 3 Summary (Scope 3, Sharpak Healthcare)

Emission Source	Category	2025 Emissions (t CO ₂ e)	Notes
Scope 1	Direct emissions	31.12	Fuel combustion
Scope 2 (Market-based)	Electricity (renewable)	0	100% REGO-backed renewable electricity
Scope 2 (Location-based)	Electricity (grid average)	259.9	Reporting comparison basis
Scope 3 – Product Value Chain	Upstream & downstream	1,528	Clinical waste incineration dominates (97.3%)
Scope 3 – Operational & Energy WTT	Fuel & electricity upstream	25	Transmission & WTT losses
Scope 3 – Business Travel & Commuting	Staff travel	16.5	Commuting and business travel
Total Scope 3	All categories	1,569	First full baseline year

Key Insights

- End-of-life clinical waste incineration is the primary source of emissions.
- Sharpak Zero multi-use systems deliver up to 87% lower lifecycle emissions.
- Upstream plastics production and logistics form the next most significant contributors.

3.2 Energy Consumption and Decarbonisation

Energy consumption has significantly reduced since 2021 due to a combination of fuel switching, operational efficiency and equipment optimisation.

Key drivers of reduction

- Elimination of heavy oil usage after 2022.
- Significant decreases in natural gas consumption from 2023 onwards.
- Operational efficiency improvements and equipment upgrades.
- A sustained corporate commitment to energy reduction across all reporting years.

These structural improvements have permanently lowered Scope 1 emissions.

Environmental 2025



28% Reduction
water consumption
since 2021



Zero
Waste sent to landfill



Zero Scope 2
(Market Based)
via REGO energy



45% Reduction
Scope 2 Emissions
(Location-Based)



96% Reduction
Scope 1 Emissions
since 2021

Social 2025



112 Participants
in Rehabilitation
Program since 2018



75 Hours
Student Work
Experience



Hosted our MP to
discuss manufacturing
innovation.



Movember for
MenWalkTalk - local
men's mental health



Annual
local Beach Clean

Governance 2025



HSBC
UK's First
Sustainability
Improvement Loan



Silver
EcoVadis Rating
achieved



Cyber Essentials
Data Security
Accreditation



Increased
Female members on
management team



AI Policy
Responsible and
ethical development

3.3 Scope 2 Emissions — Dual Reporting Approach

Sharpak Healthcare and Inpress Precision apply the GHG Protocol dual reporting method, providing both:

- Location-based emissions (grid-average carbon intensity)
- Market-based emissions (reflecting contractual renewable electricity procurement)

This enhances transparency and meets the expectations of NHS Evergreen, EcoVadis, ISO 14064 and the wider GHG Protocol.

Location-Based Scope 2 Emissions

Location-based emissions decreased from 478.71 t CO₂e (2021) to 259.94 t CO₂e (2025) due to:

- Lower electricity consumption
- Ongoing decarbonisation of the UK grid (DEFRA factors fell from 0.21233 kg/kWh in 2021 to 0.17489 kg/kWh in 2025)
- Increased efficiency in plant operations

Market-Based Scope 2 Emissions

Market-based emissions reflect renewable energy procurement:

- In 2021, only 22.05% of electricity was REGO-backed → 373.15 t CO₂e.
- From 2022 onwards, 100% renewable electricity was procured → 0 t CO₂e for 2022–2025.

This demonstrates a clear, credible renewable energy strategy.

3.4 Annual Emissions Trend (t CO₂e)

Year	Scope 1	Scope 2 (Location-Based)	Scope 2 (Market-Based)
2021	960.45	478.71	373.15
2022	1,341.90	340.50	0
2023	44.10	348.73	0
2024	30.36	320.50	0
2025	31.12	259.94	0

Values rounded to two decimal places.

Interpretation

1. Strong decarbonisation strategy — Structural reductions in onsite fuel use.
2. Renewable electricity commitment — 100% REGO-backed electricity since 2022.
3. Grid decarbonisation benefits — National renewable projects aiding reductions.
4. Transparent dual reporting — Best-practice compliance, avoiding greenwashing.

3.5 Waste & Circularity

- Zero Waste to Landfill maintained.
- Over 10 tonnes of polymer waste recycled.
- Increased use of recycled polymers within product lines.
- Two installed, patented NOLOSS Machines with our waste partners, delivering real-world circularity with carbon, polymer and energy savings.
- Product R&D across our range was undertaken to establish incorporation of post-consumer recycled (PCR) polymers. These trials support reduced reliance on virgin plastics and form a key part of our long-term circular materials strategy.
- Sharpak Healthcare invested in a new Visilok mould designed to eliminate the use of metal springs. This design change enables improved recyclability of the finished product and supports material use at end of life.

3.6 Water Use

- 28% reduction in water consumption vs 2021 baseline.

3.7 Carbon Savings from Sharpak Zero

In 2025, the rollout of the Sharpak Zero multi-use sharps container system delivered significant carbon and material savings for NHS England.

Based on independently verified lifecycle data and usage, the programme achieved a total carbon saving of 100 tonnes of CO₂e. This reflects the avoided emissions associated with manufacturing and incinerating single-use sharps containers.

3.8 Summary

Between 2021 and 2025, the businesses have achieved substantial, measurable progress in reducing its greenhouse gas emissions through strategic renewable energy procurement, targeted efficiency measures, and the elimination of carbon-intensive fuels. These changes have structurally reduced Scope 1 emissions, enabled four consecutive years of zero market-based Scope 2 emissions, and supported a downward trend in location-based emissions driven by both efficiency and national grid decarbonisation.

In addition to operational decarbonisation, the rollout of Sharpak Zero multi-use sharps containers delivered significant carbon and material savings in 2025.

These results clearly demonstrate that Sharpak Zero not only reduces clinical waste and enhances circularity but also makes a measurable contribution to NHS carbon-reduction goals. The combined effect of operational decarbonisation and reusable product systems places us on a strong long-term pathway toward reduced environmental impact.

(Image: Sharpak Zero Carbon & Resource Savings Dashboard, 2025)



4.0 Social Performance

4.1 Workforce & Inclusion

- 57 employees (average).
- 60% female representation in senior leadership roles.
- 112 rehabilitated individuals supported through employment programmes.
- An additional local degree apprentice was recruited, reinforcing our commitment to community employment, skills development and education, and directly supporting UN Sustainable Development Goal 8 – Decent Work and Economic Growth.
- Sharpak Healthcare became a Disability Confident Committed Employer in 2025 (Registration No. DCS046968), demonstrating our commitment to inclusive recruitment practices, workplace accessibility and support for employees with disabilities or long-term health conditions.

4.1.1 Training & Development

- 1,148 hours of formal training.

4.2 Health & Safety

- Accident Frequency Rate: 0.92
- Accident Severity Rate: 1.85
- No serious workplace injuries recorded.

4.3 Community Engagement & Social Values

- **Movember Campaign:** Supported men's health and mental health awareness through the Movember initiative, engaging staff and raising awareness both internally and externally.
- **Local Sports Sponsorship:** Sponsored the West Chiltington and Thakeham Cricket Club, supporting local sports and community wellbeing.
- **Charitable Support:** Sponsored an employee's charitable bike ride in support of Rowans Hospice, demonstrating our commitment to staff-led community initiatives.
- **Education Partnerships:** Maintained active contacts and projects with schools and universities, including student visits and collaborative projects.
- **External Communication:** Shared sustainability performance and initiatives through external channels, including LinkedIn and industry events.
- **Participation in Networks:** Engaged with sustainability-related organisations and networks.
- **Ongoing Community Involvement:** Staff serve on Chichester University Steering Boards, local council committees, and participate in local environmental clean-up activities.

Student Testimonial

“Communication between departments is crucial... the friendliness between workers makes the work enjoyable... the experience has given me skills I can use in the future.”

“I’m incredibly grateful to the Inpress team for their time and insights. The visit was truly inspiring and has deepened my passion for product design as I take the next steps in my journey.”

Activity Highlights



Henry Powell, Commercial Director met with Stuart Brittle MD, Medisort and Alison Griffiths MP to discuss the opportunities and challenges facing businesses in West Sussex, including manufacturing, skills, innovation, and sustainability.



Our team during the 2025 annual beach clean in Littlehampton



November 2025 in support of Men Walk Talk a local men's health charity. For details on their amazing work please visit menwalktalk.co.uk

5. Governance Performance

5.1 External Recognition

— EcoVadis Silver (2025)

Inpress Precision achieved the EcoVadis Silver Medal, placing in the top 15% of companies globally.



5.2 Certifications

We continued our ongoing commitment to our ISO certification for ISO9001, ISO14001 & ISO45001

5.3 Ethics & Compliance

- Zero environmental or safety fines.
- Active whistleblowing and anti-corruption controls.
- Documented supplier due-diligence processes.
- Legal compliance audit
- Management training Sustainable procurement and Modern Slavery

6. Carbon Reduction Plan Alignment

2025 marked the first complete Scope 3 greenhouse gas emissions baseline for Sharpak Healthcare Ltd, strengthening the foundation of its Carbon Reduction Plan (CRP). The CRP is aligned with PPN 06/21 and applies to Sharpak Healthcare Ltd as the contracting entity for NHS and public sector healthcare supply

- Commitment to Net Zero by 2040.
- 20% Scope 3 intensity reduction target by 2030.
- Continued renewable electricity procurement.
- Expansion of Sharpak Zero reusable systems

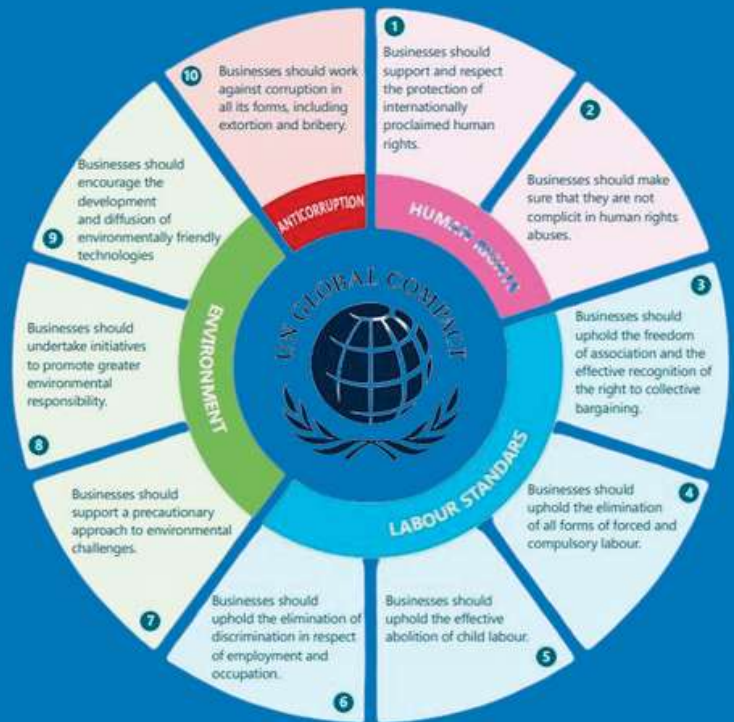
7. KPI Summary

Environment		2025
Compliance	Number of breaches of environmental legislation (fines, sanctions)	0
Energy	Scope 1 Energy Consumption (Mwh)	139.75
Energy	Scope 2 Energy Consumption	1486.3
Energy	Scope 2 Intensity (1.3kwh/kg)	1.31
Energy	Purchased fossil-free electricity (% of total electricity use)	100
Carbon Emissions	CO2 emissions from Scope 1(T CO2E)	31.12
Carbon Emissions	CO2 emissions from Scope 2 Location (T CO2E)	259.90
Carbon Emissions	CO2 emissions from Scope 2 Market (T CO2E)	0.00
Carbon Emissions	CO2 emissions from Scope 3(T CO2E)	1569.00
Water	Water consumption (m3 000s)	371
Waste	% of waste landfilled	0
People		2025
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)	0.92
H & S	Occupational accidents (Accident Severity Rate)	1.85
Diversity	Percentage of women in Senior management team (%)	60
Diversity	Percentage of women in management team (%)	33.33
Society	Percentage of Offender in workforce	5.20
Training	Employee Training (hrs/employee)	20.00
Appraisals	% Appraisals - Eligible employees	100
Code of Conduct	Reported human rights breaches (number)	0

Sharpak Healthcare became a Disability Confident Committed Employer in 2025 (Registration No. DCS046968), demonstrating our commitment to inclusive recruitment practices, workplace accessibility and support for employees with disabilities or long-term health conditions.

7.1 UN Global Compact Commitment

Sharpak Healthcare & Inpress Precision reaffirm our commitment to the United Nations Global Compact (UNGC) and our adherence to its Ten Principles across Human Rights, Labour, Environment, and Anti-Corruption. We commit to continuous improvement and transparent disclosure.



Alignment to the Ten Principles Human Rights (Principles 1–2)

- Respect and protect internationally recognised human rights across operations and supply chains.
- Zero tolerance for discrimination, harassment, or modern slavery; robust grievance channels and whistleblowing routes.

Labour (Principles 3–6)

- Freedom of association and right to collective bargaining supported in policy and practice.
- Prohibition of forced, compulsory, and child labour, fair employment terms and decent work.
- Safe workplaces under our ISO 45001 certified management system; targeted H&S KPIs and training.
- Equal opportunity and inclusion, with active monitoring of diversity metrics.

Environment (Principles 7–9)

- Precautionary approach to environmental management under ISO 14001.
- Emissions reduction programme (Scopes 1 & 2 dual reporting; Scope 3 baseline established), Zero Waste to Landfill, water and energy efficiency, and circular product innovation (e.g., Sharpak Zero).
- Supplier engagement and design-for-circularity to accelerate low-carbon, low-waste outcomes.

Anti-Corruption (Principle 10)

- Zero tolerance for bribery and corruption; Code of Conduct, training, and audit controls.
- Contractual clauses and due-diligence expectations for suppliers; confidential reporting channels.

Governance & Implementation

- Policies: Code of Conduct, Anti-Bribery, Human Rights & Modern Slavery, H&S (ISO 45001), Environment (ISO 14001), Quality (ISO 9001).
- Oversight: Senior leadership accountability with risk reviews and internal audits.
- Supply Chain: Due-diligence screening, corrective-action follow-up, and sustainability clauses in contracts.
- Disclosure: Annual **UNGC CoP** and year-on-year KPI reporting in this Sustainability Report.

Statement from Conor Stevens, General Manager: *“We remain committed to the UN Global Compact and its Ten Principles. Our progress in 2025—especially transparency on Scope 3, zero market-based Scope 2, and circular product innovation—demonstrates our intent to integrate these principles into strategy, culture, and daily operations”.*

SDG (Sustainable Development Goals) Focus

We align our programmes with priority SDGs, notably:

- SDG 3 – Good Health & Well-being (safe sharps systems and worker wellbeing)
- SDG 8 – Decent Work & Economic Growth (skills, apprenticeships, rehabilitation)
- SDG 12 – Responsible Consumption & Production (zero landfill, recycled polymers, multi-use containers)
- SDG 13 – Climate Action (renewable electricity; Scope 1–3 management)
- SDG 16 – Peace, Justice & Strong Institutions (ethics, anti-corruption, transparent governance)

8. Looking Ahead — 2026 Priorities

- Reduce location-based Scope 2 emissions through efficiency and potential onsite solar.
- Increase Sharpak Zero adoption across NHS partners.
- Strengthen sustainability criteria in supplier contracts.
- Further developments to improve our EcoVadis score.
- Increase the proportion of waste recycled and reduce landfill percentage.
- Strengthen supplier sustainability assessments and engagement.
- Continue to foster diversity and inclusion across all levels.
- Maintain zero breaches of compliance and enhance community engagement.



Certainty through precision

Sustainability Report - 2025



People	2021	2022	2023	2024	2025
Average number of fulltime employees at the site (both Inpress employees and temporaries; - contractors are excluded):	65	61	61	57	57
Number of full time female employees at the site (average number during the year):	13	12	13	15	14
Number of full time male employees at the site (average number during the year):	53	48	47	42	43
total number of offenders rehabilitised	20	14	26	6	3
Average number of Ex-offenders in workforce	1	2	1	2	0
Percentage of Offenders in Workforce	30.8	21.5	40.0	9.2	5.3
Percentage of Ex Offenders in workforce	1.5	3.3	1.6	3.5	0.0
Number of female managers that are included in the Senior Management Team:	2	2	3	3	3
% of female managers in the Senior Management Team:	33.33	33.33	60	60	60
Number of female managers that are included in the Management Team:	4	4	4	5	4
% of female managers in the Management Team:	40	40	21.1	26.3	33.3
Total worked hours:	112034	111987	112950	96206	108157.5
Number of Training apprentices in business	5	6	6	6	4
% of Apprentices (Current and Complete) in Business	9.2%	9.8%	9.8%	12.3%	7.0%
% of Workforce from Ethnic Minority	-	-	9.8%	10.5%	10.5%

Compliance Obligations	2021	2022	2023	2024	2025
Is legislation concerning EU Producers Responsibility Obligations for packaging waste applicable to the site?	Yes	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	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	No
Do we maintain a register of applicable health and safety legislation?	No	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	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	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	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	Yes
Did we report the non-compliances to the supervising authorities?	N/A	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	No

Incidents	2021	2022	2023	2024	2025
Did we record any fires, explosions or other accidents that were reported to the supervising authority?	No	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	No
Are you aware of any soil and/or groundwater pollution at the site	No	No	No	No	No
Did we receive any complaints from neighbours or other interested parties?	No	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	Yes
Do we maintain a register of environmental, health, safety and social requirements (demands, specifications) from customers?	No	No	No	No	Yes
Did customers follow-up their requirements (demands, specifications) during the reporting year?	No	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	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	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
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
% REGO	22.05075548	100	100	100
Do we have heat pumps installed at the plant?	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
				1.31

Water	2021	2022	2023	2024	2025
Use of water by source					
Municipal water (m ³):	518.12	428.64	243.9	374	371
Groundwater from wells on site (m ³):	0	0	0	0	0
Surface water from rivers, lakes etc (m ³):	0	0	0	0	0
Other source e.g. rainwater (m ³):	0	0	0	0	0
Total water consumption (m ³):	518.12	428.64	243.9	374	371
Do we have a plan to reduce the water consumption (water footprint)?	No	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	No
Is the plant located in an area/region with shortage of water?	No	No	No	No	No

Materials	2021	2022	2023	2024	2025
Plastic materials					
Total amount of plastic raw materials (ton): NOTE: Do not include purchased recycled plastic raw materials and bio-based plastics:	-	-	-	1385.56	1075
Purchased recycled raw materials – post-industrial and/or post-consumer waste (ton):	-	-	-	61.606	60
Purchased bio-based plastic raw materials (ton):	-	-	-	0	0
Rubber materials -Synthetic rubber (silicone) (ton):	-	-	-	0	0
Solvents, paints, glues, adhesives	0.055	0.06	0.055	0.048	0.05
Non-chlorinated solvents (ton):	0.065	0.052	0.012	0.008	0.005
Chlorinated solvents (ton):	0	0	0	0	0
Water based paint, glue, adhesive (ton):	0.065	0.052	0.042	0.033	0
Solvent based paint, glue, adhesive (ton):	0.01	0	0.25	0.01	0.048
Other materials	0	0	0	0	0
Metals (ton):	3	0.4	0.8	1.2	0.5
Other materials of environmental interest (ton):	0	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	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	No
Have, during the reporting year, any hazardous substances been phased out or substituted with less hazardous ones?	No	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	No
Are we in compliance with the REACH legislation?	Yes	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	Yes
Conflict minerals:Are there conflict materials present? (the Conflict Minerals Regulation (EU) No. 2017/821)	No	No	No	No	No

Emissions	2021	2022	2023	2024	2025
Is there a monitoring programme to measure emissions to the atmosphere?	No	No	No	No	No
Carbon dioxide (CO ₂) emissions from direct energy use (Scope 1)	960.44634	1341.89874	44.09525	30.35559	31.1216
Carbon dioxide (CO ₂) emissions from indirect energy use (Scope 2)	406.1335223	0	0	0	0
Total	1366.579862	1341.89874	44.09525	30.35559	31.1216
Emissions of ozone depleting substances	-	-	-	-	-
Ozone depleting compounds, HCFC, HFC (installed amount in kg):	26	26	26	26	26
Ozone depleting compounds, HCFC; HFC (losses during the reporting year in kg):	0	0	0	0	0
Emissions of other significant air emissions	-	-	-	-	-
Nitrogen oxides (NO _x) from direct energy use (ton):	4.610554	11.983184	0.374785	0.208361	0.19077
Sulphur dioxide (SO ₂) from direct energy use (ton):	0.44780432	30.85984432	0.7735828	0.16706888	0.1320096
Dust, particulate matters (ton):	0	0	0	0	0
Odour (specify if there have been any problems, complaints etc caused by odour):	0	0	0	0	0
Is there a monitoring programme to measure discharges to wastewater?	No	No	No	No	No
Organic compounds expressed as COD, Chemical Oxygen Demand (ton) Discharged to wastewater	n/a	n/a	n/a	n/a	n/a
Nutrients (nitrogen, phosphorous) (ton) Discharged to wastewater	n/a	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	n/a
Waste	2021	2022	2023	2024	2025
Is there a monitoring programme to measure different categories of waste that is generated at the site?	Yes	Yes	Yes	Yes	Yes
External management of waste (amounts of waste by category)	12.4	8.4	7.3	1.75	10
Hazardous waste that is collected, transported and treated by external waste company (ton):	-	-	-	4.15	10
Polymer Waste That is sent for recycling (tonnes)	11.1	7.2	6.5	0	0
Solid waste that is land filled off site (ton):	-	-	-	0	0
Solid waste that is incinerated without energy recovery off site (ton):	-	-	-	49.86	45.8
Solid waste that is incinerated with energy recovery off site (ton):	1	1	5	7.04	8.56
Other types of waste that is collected, transported and treated by external waste company (ton):	1	1	0	0	0
% Landfilled	43.52941176	40.90909091	34.5744681	0	0
Is there an objective to reduce waste?	Yes	Yes	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	No
Total Waste	69.02941176	58.50909091	53.3744681	62.8	64.36

	2021	2022	2023	2024	2025
Performance of suppliers					
Environmental and social/workplace performance					
Do we inform your suppliers about the Inpress5, our Environmental Policy and related documents?	No	No	No	No	No
Do we require that suppliers must comply with the Inpress5, Our Environmental Policy and related documents?	No	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	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, Busir, Ethics, Busir	ent, Ethics, Business, Ethics, Busir, Ethics, Busir, Ethics, Busir, Ethics, Busir	ent, Ethics, Business, Ethics, Busir, Ethics, Busir, Ethics, Busir, Ethics, Busir	ent, Ethics, Business, Ethics, Busir, Ethics, Busir, Ethics, Busir, Ethics, Busir	ent, Ethics, Business, Ethics, Busir, Ethics, Busir, Ethics, Busir, Ethics, Busir
How many suppliers were evaluated by questionnaires in the year with respect to environmental and social issues (CSR)?	0	0	0	9	2
How many suppliers were evaluated by audits/site visits in the year with respect to environmental and social issues (CSR)?	0			4	0
Have we during the year arranged training of internal auditors to be able to conduct audits of suppliers?	No	No	Yes	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	No
Accidents/Incidents					
Is there a formal safety committee at the site with management representation?	No		Yes	Yes	Yes
Lost Work Cases (LWC; ≥1 day of absence related to work accidents)	2	1	0	1	1
Injury or accident caused by work – Inpress employees and temporaries (number):	1.785172358	0.89296079	0	1.03943621	0.92457758
Frequency rate (Calculation: No. of LWC divided by total worked hours x 100,000*):	0	1	0	0	0
Injury or accident caused by work – contractors working at the plant (number):	8	2	0	1	1
Number of lost workdays by work related accidents or diseases (number):	7.140689434	1.78592158	0	2.07887242	1.84915517
Severity rate (Calculation: Lost workdays divided by total worked hours x 200,000):	3076.923077	1639.344262	0	1754.38596	1754.38596
Incidence rate of over-3-day absence injury per 100 000 workers (Count of employees injured/employed *100000)					
Training and education					
Training hours (all types of training and education)					
Managers (hours):	1184	986	990	1297	816
Admin (hours):	18	78	95	97	12
Production (hours):	352	590	451	362	320
Total (hours):	1554	1654	1536	1756	1148
Training hours per employee	23.90769231	27.1147541	25.1803279	30.8070175	20.1403509
Management (hours/employee):	74	61.625	61.875	81.0625	51
Admin(hours/employee):	6	26	31.6666667	32.3333333	4
Production (hours/employee):	1.5	1.5	1.5	2.5	3.5

Employees	2021	2022	2023	2024	2025
Eligible Employees receiving a performance and career development appraisal during the reporting year (%):	13	25	54	100	100
Did Inpress conduct an employee satisfaction evaluation (e.g. by using a questionnaire) during the year?	No	No	Yes	Yes	Yes
What is the frequency for employee satisfaction evaluations?	None Planned	None Planned	Annual	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	Yes
Have we, during the reporting year, been confronted with any issues related to child labour, forced or compulsory labour?	No	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	No
Have any incidents of discrimination been reported at Inpress?	No	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	Yes
Is there a plan for equal employment opportunity?	Yes	Yes	No	No	No
Anti-corruption	2021	2022	2023	2024	2025
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	Yes
How does Inpress take the anti-corruption principle into account into our policies and practices? Select all that apply:	–	Yes	Yes	Yes	Yes
Explicit own policy addressing anti-corruption.	Yes	Yes	Yes	Yes	Yes
Within the overall Inpress Code of Conduct.	No	No	No	No	No
Zero-tolerance policy towards corruption	Yes	Yes	Yes	Yes	Yes
Specialised unit within the company (e.g. an ethics/compliance officer, oversight board).	No	No	No	No	No
Pre-approval of facilitation payments required.	No	No	No	No	no
Political donations publicised.	No	No	No	No	No
Policies limiting the value of gifts.	No	No	Yes	Yes	Yes
What actions were taken to implement the anti-corruption principle? Select all that apply:	–	Yes	Yes	Yes	Yes
Management systems addressing bribery and anti-corruption.	Yes	Yes	Yes	Yes	Yes
Anti-corruption policy is publicly accessible.	Yes	Yes	Yes	Yes	Yes
Training and awareness programmes for employees.	Yes	Yes	Yes	Yes	Yes
Managers sign "no bribery" certifications.	No	No	No	No	no
Whistle-blower function for reporting of corruption instances.	Yes	Yes	Yes	Yes	Yes
Record instances of corruption.	No	Yes	Yes	Yes	Yes
Monitor and evaluate performance.	No	Yes	Yes	Yes	Yes
Supply chain and subcontracting arrangements.	No	Yes	Yes	Yes	Yes
Terminate contracts with suppliers if corruption occurs.	Yes	Yes	Yes	Yes	Yes
Conduct corruption risk assessment.	No	No	No	Yes	Yes

Community	2021	2022	2023	2024	2025
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	Yes
Did the company, during the reporting year, participate in projects in co-operation with schools and/or universities?	Yes	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	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)?	–	–	–	–	–
Did we, during the reporting year, receive any environmental, social, health and safety awards (e.g. from authorities, organisations, etc)?	No	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	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	Yes