



**HAZEL 4D**

# SUSTAINABILITY REPORT 23-24

# CONTENTS

## Corporate Introduction

Company Values

Team Values

Our Sustainability Objectives

Our Sustainability

Management Team

## Sustainable Supply Chain

How We Ensure A  
Sustainable Supply Chain

Scope 3

## Operating Sustainably

Scope 1 & 2 Emissions

Waste Management

Health & Safety

Information Security & Privacy

Diversity, Equity, & Inclusion

Social Impact & Charity Work

## Supporting Our Customers

Plastic vs Paper

EPR & Plastic Tax

Sustainable Switch Over

Our Data Driven Approach

Our Insights

Our Collaborations

## The Present & Future

Certifications & Accreditations

Challenges & Opportunities

## Appendix

Double Materiality

Assessment

SDG Target Mapping

# CORPORATE INTRODUCTION



Who we are and how sustainability  
is integrated into our business

# DELIVERING 4<sup>TH</sup> DIMENSION

At Hazel 4D, we provide innovative products and industry first solutions that help you save time and money.

We also understand that the packaging process isn't simply about the supply of materials. That's why we work with you to gain a true understanding of your company's needs and make recommendations on how to improve your business processes, and the consumables used, to bring you genuine long-term solutions for your business.

This long-term partnership is fundamental to our sustainability efforts. Working so closely with our stakeholders allows us to balance social and environmental considerations with commercial success.

Throughout our business we are aware of the impact we can make by driving sustainability improvements in our supply chain, our operations and our added value approach to our customers.



# LETTER FROM OUR MANAGING DIRECTOR

In the past 12 months, we have made significant strides in two of our three key pillars: enhancing our supply chain and supporting our customers. These areas are crucial drivers of our sustainability impact, and we have focused our efforts on creating meaningful change here.

We recognise that packaging and the wider industry has a significant impact and carries inherent risks of resource degradation, biodiversity loss and social inequalities. That's why we've incorporated sustainability into our business as a core principle that impacts our decision making, and why we're dedicated to making a positive impact.

Our team continues to be very passionate around all sustainability considerations, consistently responding to industry evolution with creative, innovative, and personalised solutions. It has been extremely rewarding to support our team in delivering these successes and to witness the positive impacts of our collective efforts.

This report also contributes towards our annual Communication on Progress as a United Nations Global Compact signatory, demonstrating our commitment to the Ten Principles and the Sustainable Development Goals.

**Neil Christie, Managing Director**



**As Managing Director, Neil takes overall leadership of our ESG strategy and ensures sustainability and ESG are key components in all business decisions and operations.**

# COMPANY VALUES

Our company values represent how we **Deliver the 4<sup>th</sup> Dimension** to our clients. They underpin all business decisions and the way we collaborate with each other, as well as our customers. Being a member of the United Nations Global Compact (UNGC) also means our company values are centred in the 10 Principles, which can be seen in how we operate as a business and conduct ourselves as a workforce and as part of a wider supply chain.



## PERSONAL APPROACH

Listening to the needs of each client and responding with smart solutions

## ENVIRONMENTAL IMPACT

Introducing sustainable alternatives that don't break the bank

## FLAWLESS DELIVERY

Being trusted to deliver impeccable service every time

## LEADING EDGE TECHNOLOGIES

Pioneering innovation through global partnerships

# TEAM VALUES

Our team values define who we are and how we operate on a daily basis. They are relevant to each department and every employee and play a huge part in supporting our ability to deliver our company values.



**EXPERTISE IS**  
KNOWING HOW  
TO GIVE CLIENTS  
THE EDGE



**INTEGRITY IS**  
DELIVERING  
EVERY PROMISE  
EVERY TIME



**INNOVATION IS**  
DARING TO THINK  
DIFFERENTLY



**CHARITY IS**  
ALWAYS GIVING  
MORE

# OUR SUSTAINABILITY OBJECTIVES

Our sustainability strategy focuses on our three-pillar approach of Sustainable Supply Chain, Operating Sustainably, and Supporting Our Customers. Underpinning each pillar is our drive to continuously monitor, analyse, and report on our performance to encourage transparency and accountability. Each pillar focuses on a different aspect of our value chain, so we can effectively categorise the areas where we need to make positive changes to our activities and operations. Industry frameworks, laws and regulations, and best practices are considered when developing processes and actions within our strategy. Our three-pillar approach also allows for inputs from various stakeholder groups, such as suppliers, our people, and customers through our double materiality assessment, customer feedback, and various supplier questionnaires.

Our ESG strategy is incorporated within our wider business strategy, as we believe it is important to see sustainability as an opportunity for us to be innovative and consciously make decisions that are good for our operations, our customers, and better for the environment. We all share collective responsibility for our long-term success, and sustainability is certainly a large part of that.



## SUSTAINABLE SUPPLY CHAIN

We work closely with our supply chain through our Sustainable Procurement Policy and audit process to enhance sustainable practices and encourage collaboration to take positive steps forward.



## OPERATING SUSTAINABLY

We develop policies and internal processes to action opportunities to improve the sustainability of how we operate. We use a data driven approach to ensure our knowledge is thorough, our data is accurate, and our reporting is reliable.



## SUPPORTING OUR CUSTOMERS

We pride ourselves on our expertise offerings which provide understanding and great insight into how we can help our customers with their own sustainability journeys.



# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (UN SDGs) are a list of 17 goals covering numerous ESG related topics. Within each goal there are multiple targets that include specific actions and time-frames for which that target must be achieved. They provide a framework for us to use in order to prioritise and effectively report on our sustainability strategy, and ensures we are all working collaboratively to make positive progress.

Each of our three pillars is aligned to its most relevant UN SDGs. This is a great way for us verify our progress and ensure we are focused on larger sustainability topics that impact our local and global community as well as the planet. By striving to achieve the most relevant goals to us, we recognise the interconnectedness of these challenges and how progress in one area can pave the way for progress in others.

Our customers and other stakeholders value our clear and intentional alignment with the UNGC and SDGs. It adds credibility to our sustainability claims and the work we have already done as well as showing transparent focus on where we are heading next. It gives them confidence and helps demonstrate our values of integrity and expertise.

Education, wellbeing, and decent work are incorporated in our company values of integrity and expertise. We value a supportive and productive workforce who are exceptionally knowledgeable in our packaging offerings and solutions. Our waste hierarchy model focuses on responsible consumption through the reduce and reuse stages. We align with SDGs 13, 14, and 15 through our product

offerings and promotion of plastic-free, or FSC-certified products. We engage with our stakeholders on carbon reduction as well as monitor our own Greenhouse Gas emissions to better understand and reduce our impact on global warming and climate change. This collaboration with our supply chain, partners, employees, and various membership organisations means we can all work towards common goals.



Read more in Appendix 2.

# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Within each of our company policies, we include quantitative targets related to that policy to effectively measure and track our progress towards the UN SDGs and our strategy in its entirety. These targets hold us accountable and are used as quantitative identifiers of the actions we are taking in all aspects of ESG.

Our people are our greatest asset and creating a respectful and positive working environment for all our team is a top priority. We empower our people to actively engage with the targets outlined in our policies, as it is important for us all to play our part. We do this through training and various internal and external resources which complements our people-centric culture that extends to our customers as well. Our people can also raise any issues relating to sustainability or quality through our 4DIS process.

We have established multiple management systems that integrate sustainability into our operations and decision-making process. Our risk management framework and double materiality assessment also help us identify gaps, risks, and opportunities across our operations. These systems have provided the basis for which our targets are developed and are a critical aspect of our strong corporate governance.



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION



# OUR SUSTAINABILITY MANAGEMENT TEAM

Sustainability management is a responsibility shared amongst multiple departments and roles within our company due to it impacting many business decisions and operations. Therefore, the organisational structure is widespread, with numerous roles focussing on reviewing our sustainability strategy and related policies and implementing positive actions that drive us towards our targets.



## Procurement

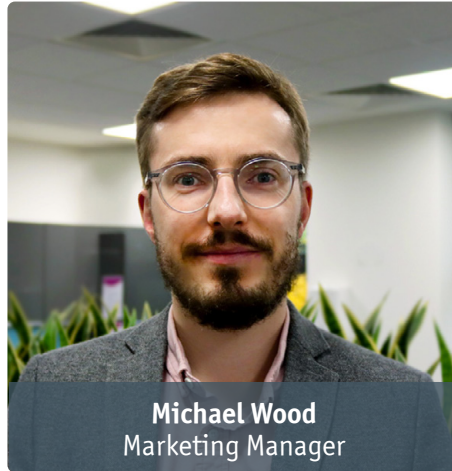
Our procurement team engage with suppliers that have a strong ESG strategy and sustainable product offerings. This can be through third-party certifications such as FSC-certified paper and cardboard, or through our supplier audit process. We conduct regular supplier audits either using our own supplier questionnaire or respected third-party providers. This way, we can be confident that we are working with suppliers who share our values for responsible and sustainable sourcing.

## Operations

With both our Mill House office and Velocity Point warehouse, our operations team has multiple focal points when it comes to sustainability. We have had solar panels installed on both buildings, and strongly encourage mindful recycling practices where possible. Engaging with our people in best practices and training them on the positive changes they can make while at work can result in carbon reductions, a positive working environment, and strong corporate culture.

## Sales

Our packaging consultants and sales support team work with our customers to help them realise their sustainability potential. Cost, time, energy, and resource savings can be made through our various packaging solutions and the packaging products we offer. Our packaging expertise means we can advise our customers on the best changes they can make to their business operations which can result in environmental impact and carbon emission reductions.



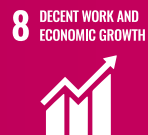
## KATIE GRAHAM SUSTAINABILITY LEAD

Integral to our sustainability success, Katie focusses on driving positive change for us and our customers. She is pivotal in helping shape our ESG and sustainability strategy and ensures sustainability considerations are a key part of everything we do.

Through our Sustainable Supply Chain pillar, Katie works with our procurement team to actively engage with our suppliers to find more sustainable options and encouraging the uptake of best practices in regard to human rights, health and safety, and diversity and inclusion topics.

Collaborating closely with our packaging consultants, Katie helps our customers realise their own sustainability goals, whether that be closed-loop systems, carbon footprint reduction, or switching away from plastic-based products.

# SUSTAINABLE SUPPLY CHAIN



# HOW WE ENSURE A SUSTAINABLE SUPPLY CHAIN



We understand the importance of driving sustainable procurement and taking responsibility for the environmental and social impact our supply chain can have. We believe that promoting transparency and sustainability is crucial to making a positive impact, and this is reflected in the way we do business and engage with our suppliers. Through our Sustainable Supply Chain pillar, we strive to work with suppliers who share our values and prioritise sustainability and responsible sourcing within their own operations.

Our procurement team is well trained in sustainable procurement, which enhances our team's understanding of key ESG issues in the supply chain and helps deliver our sustainable procurement quantitative targets.

We have streamlined our operations to reduce our carbon footprint, and work to directly source products from leading manufacturers wherever possible, not only to increase efficiency but also reduce environmental impact.

We have both a Sustainable Procurement policy as well as a Supplier Code of Conduct to ensure that all businesses and partners across our supply chain adhere to all necessary laws and regulations as well as align themselves with best practice.

Working with suppliers who value and adhere to human rights laws and best practices is of utmost importance to us. We promote sustainable procurement practices and aim to make procurement decisions that take into account potential positive or negative effects on the environment and

society. We operate with high levels of integrity and expect the same of our suppliers.

Human rights within our supply chain are a top priority for us as we understand the importance of respect. Modern slavery, child labour, and forced labour are not practices that we tolerate in our own operations or within our supply chain.

The traceability and transparency of our products is essential. Being able to trace a product from its raw material form to the final destination adds clarity for our customers as well as providing us with the opportunity to work with our supplier to find more sustainable solutions to sourcing that material. This visibility allows us to uphold our commitment to accountability and develop a shared understanding with our suppliers to collectively drive positive change. We often engage with suppliers who have third-party accreditations such as FSC or ISO accreditations so that we can be confident our supply chain shares similar sustainability goals to us and our customers.

We expect our suppliers to implement sound occupational health and safety policies and processes to confirm regulations are adhered to and upheld.

We emphasise the requirement that all workers must be treated with the utmost respect and dignity.



## Hazel 4D Supplier Questionnaire & Audits

We have developed our own supplier questionnaire based on guidelines from Sedex, ISO, and other organisations as well as what we personally deem to be important from an environmental and ethical point of view. We issue these questionnaires to either new suppliers or suppliers we have identified to be of lower risk. We work with an external auditing company who conduct SMETA, factory, or social compliance audits on our behalf to suppliers we identify to be of higher risk. Risk is based on numerous factors including where the supplier is located and how much money we spend with them.



The mark of  
responsible forestry

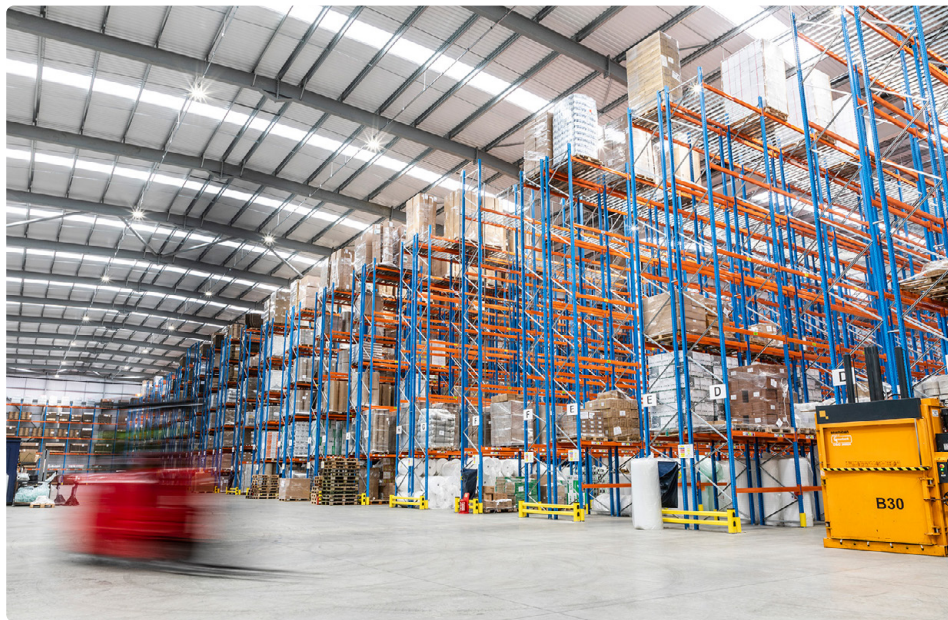
## Third-Party Certifications & Recognitions

We are a member of Sedex and ask our suppliers to be as well. Sedex allows us to better understand our supply chain through managing supply chain sustainability and mitigating business risks.

We also carry a Forest Stewardship Council® (FSC®) Chain of Custody certification. The FSC products we offer carry an FSC Mix label which are made of recycled material and other controlled sources. FSC is dedicated to the promotion of responsible forest management worldwide.

# OUR WAREHOUSE

In 2024, we relocated to our own warehouse in Leeds. Velocity Point has allowed us to scale up our operations even further to delivery continuous improvements and great service to our customers. Our operations are flexible and adaptable, resulting in frictionless service and operational reliability.



Now that our distribution centre is operated by us (where before it was a third-party), our carbon footprint is going to change drastically. We are continuing to work closely with our warehouse team and other stakeholders to ensure we are gathering the most reliable carbon emissions data. This process is new for us, and therefore there are many obstacles for us to overcome. Over the next few years, we hope to engage with all necessary stakeholders to collect relevant data, analyse it effectively, and then work together to reduce our impact on the environment.

We understand that by working collaboratively with all departments and teams, we can achieve our targets.





# SCOPE 3 EMISSIONS

For 2023, we collaborated with Greenly to calculate our carbon footprint. We continue to work on the data we provide to ensure it is as accurate and reliable as possible. We understand there is still work to do regarding the collection of our data, and we are making amendments to our internal processes to ensure the information we submit to Greenly is as exact and authentic as possible.

Our Scope 3 emissions account for the vast majority of our Greenhouse Gas outputs. This is why it is vital for us to engage with our supply chain to find ways of reducing this impact and take positive steps towards achieving net zero.

However, there are some Scope 3 categories that are well within our control, such as business travel and employee commuting. We continue to work on all aspects of our carbon footprint to make the most positive changes where we can. We train our people through internal and external means to understand their personal carbon footprint in the hope that this will reduce these Scope 3 categories. For example, the Carbon Literacy Training courses that Positive Planet have provided to 10% our people have seen personal and work-related pledges to reduce carbon emissions through behaviour changes.

Not all Scope 3 categories are relevant or material to our business operations, and therefore these have been omitted from our calculations. However, there are some categories where we do not yet have thorough enough evidence to calculate these emissions but understand that they are more than likely to be within our scope. We continue to gather and analyse the data we collect from our Mill House offices and Velocity Point warehouse and will be updating our emission numbers accordingly.



Scope 3 Category	Scope 3 Category Name	Total (tCO2e)
Cat.1	Purchased goods and services	27635
Cat.2	Capital goods	309
Cat.3	Fuel and energy related activities (not included in Scope 1 or 2)	22
Cat.4	Upstream transportation and distribution	418
Cat.5	Waste generated in operations	96
Cat.6	Business travel	11
Cat.7	Employee commuting	15
Cat.8	Upstream leased assets	235

# OPERATING SUSTAINABLY



**3** GOOD HEALTH  
AND WELL-BEING



**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY



**7** AFFORDABLE AND  
CLEAN ENERGY



**8** DECENT WORK AND  
ECONOMIC GROWTH



**10** REDUCED  
INEQUALITIES



**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



**13** CLIMATE  
ACTION



**15** LIFE  
ON LAND



**17** PARTNERSHIPS  
FOR THE GOALS



# SCOPE 1 & 2 EMISSIONS

We understand that our business operations and activities have an impact on the environment. We have taken numerous steps in 2023 to reduce our total carbon emissions from our Mill House office. Our Scope 1 and 2 carbon emissions are produced through our own operations either directly (Scope 1, heating and cooling of our offices and warehouse and our company car fleet) or indirectly (Scope 2, purchased electricity). While these emissions only make up a small percentage of our total greenhouse gas emissions (0.27%), it is important for us to acknowledge that we still make an impact and take steps within our own operations to reduce this as much as possible. The numbers calculated are solely from our Mill House offices. This is because we moved to Velocity Point in spring 2024 and therefore do not have 2023 data for our warehouse operations. Next year, we are hoping to include these figures in our carbon emission data.

We have developed a Carbon Reduction Plan with the help of Positive Planet, which has aided us in understanding where our carbon emissions come from and how we can work on reducing them. However, the plan stemmed from a base year of 2022, and since then we have been collecting more in-depth and accurate data. The additional data collected has resulted in more comprehensive knowledge of our total carbon emissions, and therefore we are now working off of a base year of 2023. This is also why our total and separate scope emissions may differ from last year.

While we continue to gather our carbon emissions data and work towards science-based reduction targets, we have collaborated with Make It Wild to offset some of our emissions through tree planting initiatives. Make It Wild are a local organisation to our Mill House office, where thousands of trees and wildflowers are planted in a nature reserve. We acknowledge that carbon offsetting is not a long-term solution, and we remain firmly committed to reducing our carbon footprint in a sustainable manner.



# SCOPE 1 & 2 EMISSIONS

In 2023, our Scope 1 and 2 market-based carbon footprint amounted to 78 tonnes of CO<sub>2</sub>e. The primary source of these emissions comes from our company car fleet, which conducts on-site packaging consultations for our clients. We have solar panels on both Mill House and Velocity Point, but we still used 69,504.7 MWh of electricity in 2023, with 33,362.3 MWh coming from renewable sources.

The breakdown of our Scope 1 and 2 emissions may not be extensive as there is still work to be done in order to ensure we are collecting the most accurate data to submit to Greenly. However, we understand that there is work we can be doing in the meantime to reduce the carbon emissions we are aware of and entirely responsible for. Greenly have helped us breakdown our Scope 1 and 2 emissions even further, which has helped us identify exactly what areas we should focus on first in order to make the largest positive impact.

We do what we can to reduce our impact on the climate and environment. Other than the solar panels, we also have sensor-activated lighting in our offices, boiling water taps which are more efficient than electric kettles, and double-glazed windows throughout.

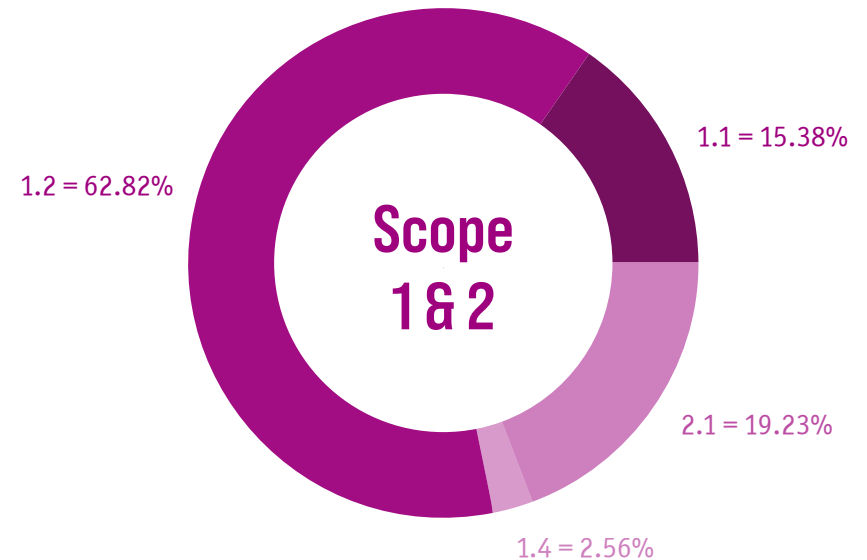
Intensity ratios are calculated by dividing the total Scope 1, 2 and 3 carbon emissions by the number of employees we have, or the turnover generated in that particular year. As we continue to grow as a business, intensity ratios are a great way for us to see if our total carbon emissions are reducing even as we expand. Again, these numbers may not be extensive, but they give a good indication of our carbon reduction progress as a business. In 2023, we had 58 people employed at Hazel.

**497 tCO<sub>2</sub>e**

Total emissions per employee

**939 tCO<sub>2</sub>e**

Total emissions per £m revenue



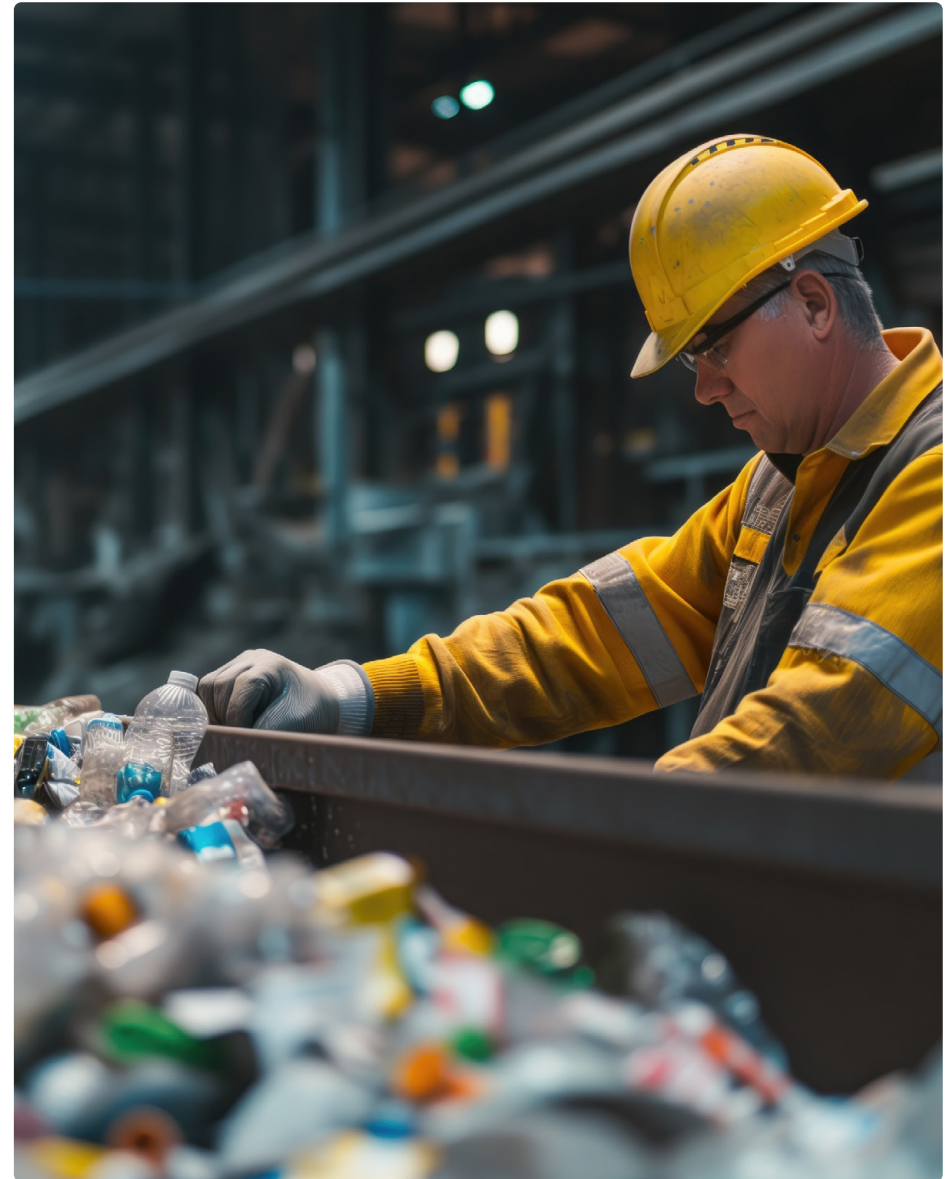
Scope	Name	Total (tCO <sub>2</sub> e)
1.1	Generation of electricity, heat or steam	12
1.2	Transportation of materials, products, waste, and employees	49
1.3	Physical or chemical processing	0
1.4	Fugitive emissions	2
2.1	Electricity related indirect emissions	15
2.2	Steam, heat and cooling related indirect emissions	0

# WASTE MANAGEMENT

Sustainability is part of our daily decision making. Recycling at Mill House and Velocity Point is a simple step, but we know it helps us understand the impact of the packaging we use and supply on our business, as well as our customers. We educate and engage with our people to make the better decision when it comes to the disposal of their waste within our office and distribution centre to ensure we are recycling as much material as possible.

We are committed to managing our waste in a legally compliant and environmentally responsible manner and have partnered with Veolia to ensure our waste is disposed of safely. We have a quantitative target of at least 60% of our waste being recycled from our 2022 baseline numbers, and in 2023 we achieved 29.5%. We still have a way to go in terms of achieving this target, but we collaborate and engage frequently with our people and partners to keep striving for our goals.

100% of our non-recyclable waste was diverted away from landfill with the help of Veolia. This waste is transported to an Energy Recovery Facility (ERF), where it undergoes controlled incineration to generate energy.



# LEARNING & DEVELOPMENT

Here at Hazel 4D, we are committed to aiding the progression and development of our people through a range of actions and initiatives designed to enhance learning and physical and mental wellbeing.

We offer job-specific training to all new starters and ongoing support during each employee's development. Our people have regular 1-to-1 meetings with their line managers as well as performance reviews to highlight opportunities for growth and development, as well as identify areas where extra support may be needed. Internal and external training may also be used for knowledge sharing and gaining certifications to support their job responsibilities and strengthen their understanding. This also supports our Team Values of Expertise and Integrity.

Since January 2024, we trained our people for 646.5 number of hours. This equates to 10.1 number of hours per employee within this 9-month time frame. There is a specific focus on ESG topics among other areas. We believe that when our people thrive, our company thrives.

We recognise and celebrate exceptional contributions through our 'Employee of the Month' programme. This initiative highlights the outstanding efforts seen across the workforce and emphasises appreciation. We think it is important to celebrate the wins we achieve as a team, as well as accentuating individual achievements as well.

**646.5**

hours trained  
across the team

**10.1**

average hours  
trained per person



"We are a very close team with genuine passion for customer service. Being part of the business for a number of years has given me the opportunity to see so many people develop and play a significant part in Hazel 4D's success."

**LISA HOUGHTON** CUSTOMER SERVICES MANAGER

# HEALTH & SAFETY

We take health and safety extremely seriously within our offices and day-to-day business operations. It is important to us that all our people and anyone visiting a Hazel 4D site feels safe while there, but also that they can raise any concerns if one is identified. We have a robust whistleblowing procedure that has been enhanced to ensure that our employees have a confidential and secure channel to report any misconduct, ethical violations, or more general concerns. This procedure underpins our commitment to maintaining a safe and respectful workplace for all. Our Whistleblowing Policy is communicated to all new starters as well as being accessible to all employees.

Our Health and Safety Policy covers a vast range of topics such as electrical safety, driving for work, and stress-related risks. Our employees can refer to this policy at any time, and they can also bring concerns or questions to their line managers and peers.

We conduct weekly fire alarm tests to ensure all equipment is working as it should and we have to correct processes in place. We have dedicated Mental Health First Aiders to provide support and guidance for any mental health concerns our people may experience. We also offer flu vaccinations on an annual basis to all our people. During 2023, there were 0 reports of corruption incidents, 0 information security incidents, and 0 employee health and safety incidents.

We regularly review all our policies and procedures, either through annual reviews or when there needs to be an update or change.



0

reports of  
corruption

0

information  
security incidents

0

employee health  
& safety incidents

# INFORMATION SECURITY & PRIVACY

Our Business Ethics Policy covers numerous topics including Information Security, Corruption, and Anti-Competitive Practices. This is a great resource for our people to refer to if they are ever unsure of our stance on certain behaviours and practices. The policy is communicated to all new starters during their onboarding sessions, and all employees can access it freely when needed. We also expect third parties to adhere to our Business Ethics Policy as well as other policies relevant to them and their business with Hazel 4D.



## Information Security

We are committed to protecting the confidentiality and integrity of all the information we learn, store, and use. We have implemented numerous security controls to protect information from unauthorised access, use, disclosure, disruption, modification, or destruction. These measures include access controls, network security, and incident response procedures.

## Corruption

Within our Business Ethics Policy, we detail our zero-tolerance stance towards behaviours of fraud, money laundering, bribery, and conflicts of interest. We encourage all employees and contractors to report any suspicious activity or behaviour they have noticed, and we will protect the confidentiality of those reporting in accordance with our Whistleblower Policy.

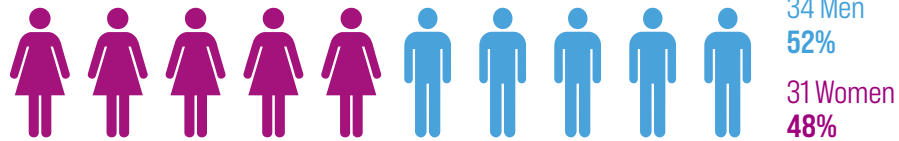
## Anti-Competitive Practices

While we recognise the importance of fostering healthy competition, we comply with all necessary laws and regulations including the Competition Act 1998 and the Competition and Markets Authority guidelines. All employees must report concerns of anti-competitive behaviour in accordance with our Whistleblower Policy.



# DIVERSITY, EQUITY & INCLUSION

## Overall Employee Gender Breakdown



## Senior Management & Directors Gender Breakdown



We believe Diversity, Equity, and Inclusion are vital aspects to our ESG strategy, our business success, and the wellbeing of our people. Saying this, we do recognise that our senior roles within our organisation are historically, and currently, predominately occupied by males. While this is an area for improvement, we also understand that we recruit and promote based on aptitude and ability, with everyone being treated fairly and with the upmost respect. Our people, potential new starters, and new starters are not discriminated against or treated differently because of age, gender, disability, race, religion, sexual orientation or any other characteristic.



We are committed to ensure a working environment in which individual differences and the contributions of our people are recognised and valued. Training, development, and progression opportunities are available to all employees, and we actively encourage uptake of knowledge sharing and growth. An inclusive environment allows for us to become better and deliver services to our customers through a strong company culture and understanding.

**We respect, support, and encourage each other as equals.**

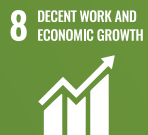
# SOCIAL IMPACT & CHARITY WORK

Through volunteer work, fundraising, and donations, we support many charitable causes across the UK and on a global scale. We take pride in regularly contributing a percentage of our profits to charitable organisations that are important to our business and stakeholders. Our people also engage in charitable events in their personal and professional time, which we encourage and support as much as we can.



We are proud to have become a member of the Living Wage Foundation. This recognises our commitment to paying and compensating our people fairly for the work they do. By being credited for this, it strengthens our brand and company culture, as well as motivates our people to be the best they can be. Paying the Living Wage is good for our people and for business.

# SUPPORTING OUR CUSTOMERS



# PAPER V PLASTIC

The debate of whether paper or plastic is less impactful on the environment has been a long-running one. The nuances of each material and the way they are used lend themselves to be scrutinised. We help our customers understand these differences and the factors that go in to deciding which material is the best one to use for each packaging situation.

Increased awareness regarding the potential harm of microplastics and plastic pollution has led to heightened consumer demand for paper products. This has, in turn, been complemented by the introduction of the 2022 Plastic Tax in the UK, effecting products that contain less than 30% recycled plastic. Similar plastic tax legislation has also been introduced in other European countries.

Still, while paper is often seen as the more environmentally friendly material choice, manufacturing a paper bag has an estimated carbon footprint of **5.52kg CO2e**, compared to **1.58kg CO2e** for a reusable plastic bag. Moreover, paper products are often more difficult to reuse due to not being moisture resistant or able to carry heavy items.

There are also advantages to using paper and plastic. Paper is made from a renewable source and is easy to recycle, while plastic is typically stronger and more durable, allowing it to be used numerous times before needing to be disposed of. Having visibility over where the material is sourced and ensuring that it gets recycled at the end of its life, are great ways to guarantee that whichever material you choose to use has the lowest impact on the environment it possibly can.



The choice between paper and plastic is not as straight forward as it may first appear. With a growing emphasis on sustainability, environmental concerns, regulations, consumer perception, and overall impact on ecosystems and branding, it is important to understand your business priorities in order to decide which material is best.

# EPR & PLASTIC TAX

## Extended Producer Responsibility

EPR regulations shift the responsibility for 100% of the costs of the full life cycle of packaging (including recovery, processing and disposal) to 'brand owners' or producers. This will introduce higher packaging waste costs for items that are considered harder to manage and recycle. By minimising packaging weight, making products as easy to recycle as possible, and providing clear and concise data for reporting, we can help our customers reduce their likelihood of EPR costs.



An illustration on a green background showing a woman in a green shirt and blue pants throwing a white plastic bottle into a green recycling bin. A man in a grey shirt and blue pants is placing a cardboard box into the same bin. The bin has a white recycling symbol on it. The scene is framed by a large, light green circle.


## Plastic Packaging Tax

In many European countries, there is an increased focus on plastic usage through the development of a Plastic Packaging Tax (PPT). PPT was designed as a measure to address the plastic waste problem and financially incentivise the use of more recycled content. Our range of products with recycled content includes both post industrial (pre consumer) and post-consumer recycled content. They provide a more sustainable solution to traditional plastic packaging materials, without compromising on strength or durability.

Our solution in action...

# SUSTAINABLE SWITCH OVER CONSULTATIONS

When it comes to sustainability of packaging, there are many factors to consider. From materials and design to processes and logistics, every aspect of your packaging has an impact. We believe sustainable packaging combines environmental considerations with ethical and responsible practices in the supply chain. It is essential to consider the entire life cycle of a product or material, from raw material extraction to disposal and the supply chain risks around every stage.



**1**

## WE DISCOVER

During this stage, we work with you to understand your operations, challenges, and opportunities. Our team will conduct an assessment of your current packaging processes, waste streams, and sustainability targets to identify areas for improvement. We will also discuss your scope 3 emissions and how sustainable packaging can help reduce your carbon footprint.



**2**

## WE RECOMMEND

Based on the findings from the discovery stage, we will produce a detailed recommendation report outlining the sustainable packaging solutions and products that will best fit your business needs. We will also provide information on life cycle analysis, cradle-to-grave, and circular economy concepts, which will help you to make informed decisions on the most eco-friendly packaging solutions for your business.



**3**

## WE OPTIMISE

Once you've approved our recommendations, we will put in place the new sustainable packaging products and processes. Our team will work closely with your business to ensure that the transition is as smooth and simple as possible, minimising disruption to your operations. We will also develop a system for monitoring and tracking your progress towards meeting your company's waste targets, such as reducing plastic and achieving zero waste.



**4**

## WE SUPPORT

We understand that sustainability is a journey, not a destination. We are committed to providing ongoing support to help you achieve continual improvement in your sustainable packaging practices. We will regularly review your progress and provide you with additional recommendations as needed. Our team will also keep you informed of the latest sustainable packaging trends and innovations, so you can stay ahead of the curve in your industry.

# SUSTAINABLE SWITCH OVER

## CASE STUDY

### The Problem

Hand wrapping was being used to wrap large volumes of pallets, resulting in inconsistent wrapping quality, high plastic usage, and significantly higher costs per pallet than necessary. As a large PLC, the customer had critical sustainability and plastic reduction targets. The successful achievement of departmental targets was dependent on more consistent process data.

### Our Solution

Hazel 4D conducted a site audit on a customer's packaging process and recommended machine wrapping as a more efficient and sustainable solution. The customer was presented with options, and they chose to install 12 Atlanta Synthex Wrapping Machines with Extremus Nano 12 film. The switch to machine wrapping and thinner film resulted in significant cost and plastic usage savings, as well as a reduced carbon footprint. The customer can now track the cost per pallet wrapped for more informed decision-making.



**257 Tonnes of CO2 saved per year**



**86% plastic reduction**



**£95,000 cost savings per year**



# OUR OTHER SUSTAINABLE SWITCH OVER OFFERINGS



## Recycled Content Products

When one of our suppliers is supplying goods that claim to have recycled content in them, it is important that we are able to verify these claims with a third-party certification. This way, we can be confident that our customers are getting the products they asked for.

Recycled content certificates are the most reliable way to provide this information as they are product-specific, and audits, tests, and processes must be conducted and followed to ensure these claims are accurate.



The mark of responsible forestry

## Forest Stewardship Council

FSC-certified forests must adhere to strict environmental and social criteria. This includes plant and animal species conservation, worker rights, community rights, and zero deforestation. We hold a 'Chain of Custody' certification which ensures the product bearing the FSC label is tracked through every stage of processing, manufacturing, and distribution. FSC labels have strong consumer recognition, with 80% saying they are more likely to trust a brand if it offers FSC-certified products (FSC Consumer Awareness Study, 2023).



## On-Pack Recycling Labels

We are a proud member of OPRL as they help us accurately identify which recycling labels we need to put on each of our packaging components. This can be one label or a multi-label for the different components of the packaging. Their easy-to-understand labelling system means we can be confident we are giving our customers and their end-consumers the most reliable information when it comes to the recyclability of packaging. OPRL labels are the most easily identifies recycling labels in the UK, with 9 out of 10 consumers recognising them (OPRL What Consumers Want, 2023).



# OUR DATA DRIVEN APPROACH

We understand that more sustainable outcomes are often the result of better processes. This has always been fundamental to our approach and our packaging consultants and experts work closely with customers to understand, and then optimise, their packaging and logistics operations. This not only reduces waste but also enhances efficiency and cost-effectiveness. Giving our customers the right knowledge to make the most informed decisions is key. Our technical advice and consultancy services help businesses make decisions that best align with their own sustainability goals.



Our approach to the well-known Waste Hierarchy starts with the need to rethink your packaging options and processes. Identifying gaps and opportunities to make positive changes by rethinking your current packaging operations allows innovative changes to take place.

**Reducing and reusing** packaging and materials where possible is the most impactful way to reduce environmental impact and carbon footprints. Reducing the amount of packaging you use in your operations can not only make the process more time efficient but cost effective too.

**Repairing** machinery before finding a replacement is one way to prolong the life of the things you use. Replacing one part of a machine can be more environmentally friendly than replacing the entire thing, and it can also be more cost efficient.

**Recycling** should be the final step after all other options have been considered and explored. Recycling is often considered the most environmentally friendly disposal system as it means materials can be used again and again. However, it can be a resource intensive process and therefore should only be considered once all the other steps in the Waste Hierarchy have been explored first.

Our aim is to make an impression beyond our company and industry. Due to the stakeholders we work with, we understand the impact we have on the wider ecosystem we operate in. By providing sound data to support our claims, and working collaboratively with stakeholder groups, we can make a positive impact on the environment and the living beings residing there.

## LIFE-CYCLE ANALYSIS

We use an LCA tool to calculate the carbon footprints of the products we offer to our customers. They are beneficial for comparisons between two different products and allow our customers to clearly see where carbon savings (and potential cost savings) can be found.

## COLLABORATION FOR INNOVATION

We understand that in order to achieve the goals we have set for ourselves, as well as the Sustainable Development Goals (SDGs) set by the United Nations, we need to work collaboratively with our peers, suppliers, communities, and our customers. We can do this through innovative solutions based on data insights, advanced research, and shared objectives.

## CIRCULAR ECONOMY

We will always highlight the importance of reducing and reusing materials and products wherever possible. In order to achieve a circular economy, we promote recycled content products that are also recyclable when they can no longer fulfil their intended use. Our customers can rely on us to find the best packaging options for a circular economy.

## DATA-DRIVEN RESULTS

We do not claim something to be true if we are unable to support it with sound evidence and data. Our customers can rely upon us completely to supply as much accurate data as possible. We pride ourselves in being experts in our field, in which sustainability and ESG is a becoming an increasingly important aspect.

We don't sell 'eco' packaging...

## We deliver sustainable packaging solutions.

With greenwashing on everyone's radar, we know how important it is to offer honest, expert guidance so our customers feel confident about their packaging choices. Sustainable packaging can be a tricky topic, often influenced by subjective considerations. To help make sense of it all, we've decided to remove "eco" from our product names. It's not about buzzwords; it's about real expertise to help you make your entire operation more sustainable.

Sustainability is more than just using recycled materials. It's about making choices that lower carbon emissions, use responsibly sourced materials, and get the most out of every resource. True sustainability involves a deeper examination of whether the packaging is necessary in the first place, if the right materials are being used, and if the overall environmental impact is being minimised.

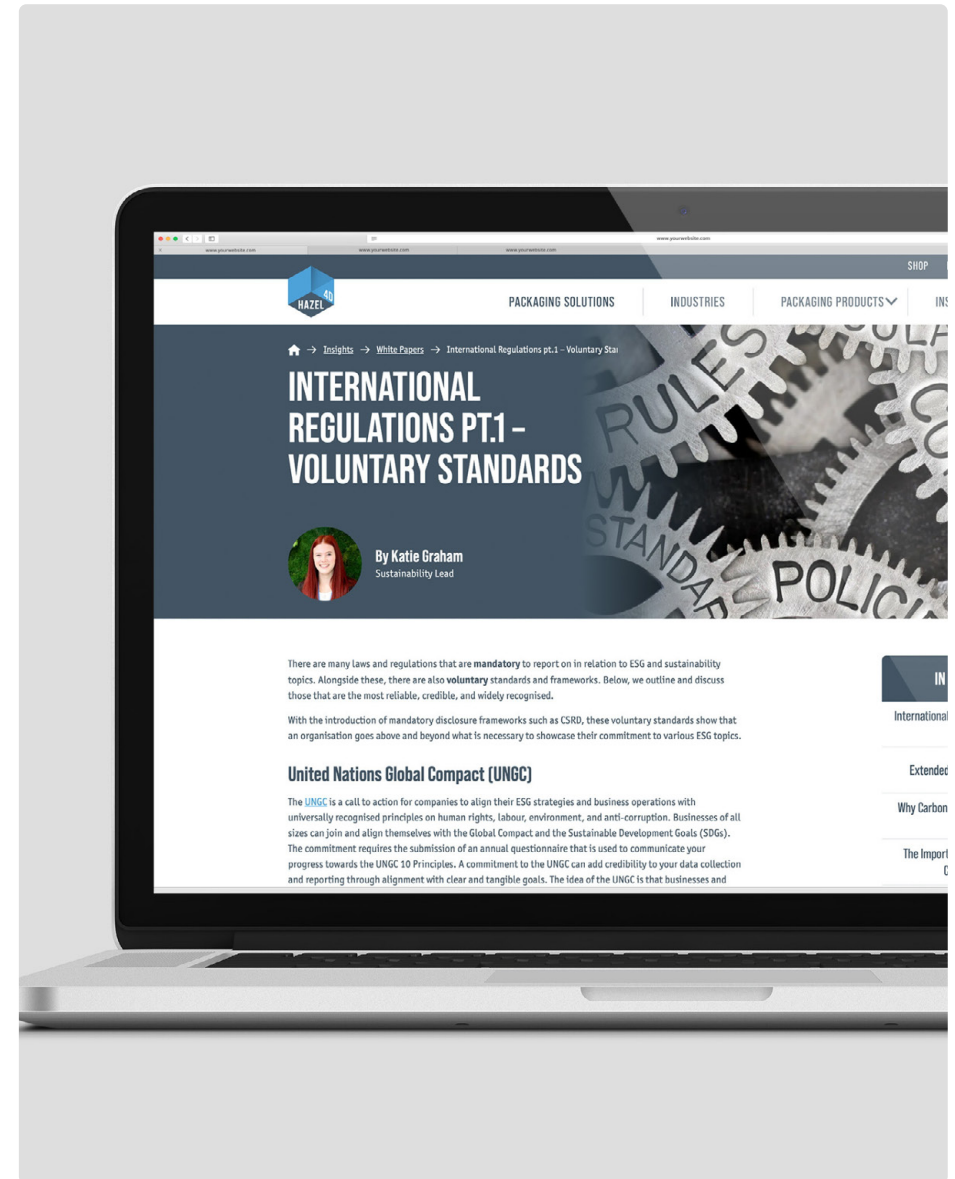
By removing "eco" off our labels, we're committing to transparency and building trust. We're here to help you think beyond a label and continually improve your packaging choices and processes, so together, we're making a real difference.



# OUR INSIGHTS

## Articles & Whitepapers

We have collated a library of articles, news, case studies, and whitepapers on our website that demonstrates our deep understanding and knowledge of ESG-related topics. We continue to grow this library due to new information and developing regulations, as well as any new updates from within the company. Anyone can access this as we believe sharing this knowledge with our suppliers, employees, and customers is important in order for us to work towards our ESG goals. These articles and whitepapers serve as a resource for our packaging consultants as well as our customers to ensure they understand the vocabulary used when discussing ESG topics and ensuring there is no risk of greenwashing. With more laws and regulations being enforced around ESG disclosures and data collection, it is vital that we can offer this value to our customers as well as being able to demonstrate that we lead by example.



# OUR COLLABORATIONS



We are a member of OPRL which means we can include their recycling labels on the packaging we supply. This is a great step towards transparency and ensuring that our customers and their end-consumers are well-informed as to which disposal method should be used for which packaging material. We have created content around the different OPRL labels which can be discovered on our insights page.



We have been working with Greenly to calculate our carbon footprint. The work has been very insightful for how we should gather the necessary data and also how to report on it effectively. This collaboration has helped us gain a deeper understanding of where our largest carbon emissions are from, and therefore begin the journey of our Carbon Reduction Plan.



This past year, we have been working in partnership with Beyondly to ensure our data is accurate for the purchasing of Packaging Recovery Notes (PRNs). Their expertise has allowed us to be confident that we are submitting the necessary data and that we have purchased all the PRNs we need to. We also work with Beyondly to deliver insightful webinars to our customers and other interested parties. The webinar focused on EPR regulations and breaking down the requirements for disclosure. Working with an expert like Beyondly has provided a foundation of understanding for us and our customers alike.

# THE PRESENT & FUTURE



Take a look at our achievements for this year  
and our considerations for the future

# CERTIFICATIONS & ACCREDITATIONS



## EcoVadis

We assess and report on our ESG performance through EcoVadis, a global leader in business sustainability ratings. In January 2024, we earned a gold medal and a score of 75 out of 100, which places us in the top 3% globally.

EcoVadis rates businesses based on their performance on 4 topics which are environment, labour and human rights, ethics, and sustainable procurement.

This certification is a testament to our commitment to sustainability and responsible business practices. We aim to maintain at least our gold medal but strive for continuous improvement as our strategy develops.



## Sedex

We have become members of the well known and respected platform Sedex. This offers us increased visibility of our supply chain and where we can engage with our suppliers in order to make more positive impacts.

Sedex has helped us analyse, share, and report on the sustainability practices within our own operations and supply chain. It has helped us identify possible risks in order to ensure we manage and mitigate them effectively and helps us do the same with our supply chain. With a global network of 85,000 members, we are able to connect with like-minded businesses in order to make the highest impact possible.



ISO 14001  
Certificate No. EM2001163

## ISO 14001

Our Environmental Management System (EMS) has gained an ISO 14001 certification. This recognises our thorough and robust procedures relating to our environmental management, such as risk identification, and our processes and procedures. The ISO 14001 provides a framework for us to take proactive measures to minimise our environmental footprint, and ensures we comply with all necessary laws and regulations. It encompasses various aspects relating to ESG such as resource usage and waste management. Our customers and other stakeholders can feel confident that we are making positive steps towards our environmental goals.



## ISO 9001

An ISO 9001 is credited for our Quality Management System (QMS). It outlines how we can establish, implement, maintain, and continually improve the quality of our processes and procedures. It can be used as a tool to build customer confidence, provide a framework for effective complaint resolution, improve our processes, and continually optimise our management systems. This certification demonstrates our commitment to putting in place an effective quality management process and training our people to deliver flawless products and services time after time.

# CHALLENGES & OPPORTUNITIES

The future of packaging presents a multifaceted challenge. As with all industries, there are always environmental and social impacts that need to be taken into account when conducting business. For the packaging industry, the main trends identified for the year 2024 are more inclusive and ethically sourced packaging, the need to find more cost-effective sustainable packaging, and ensuring compliance with upcoming and new regulations (EPR). These trends highlight an opportunity for us to expand our product ranges and work together with our customers to find solutions that are not only good for the environment and our communities, but also better for their bottom line.

For us, we have identified the main material topics as plastic waste and packaging, due diligence and supplier relationship management, and company culture (see appendix 1). This has provided us with challenges as well as opportunities for us to make better, more positive changes in our own operations and within our supply chain. These risks and opportunities have been identified as significant by our stakeholders, demonstrating how we should act swiftly to ensure we minimise possible risks and capitalise on opportunities.

We have also seen an increased number of queries from customers around EPR regulations and how they can minimise their exposure. We work with our supply chain to gain as much visibility and knowledge as possible to ensure that we are well prepared for the necessary disclosures and can help our customers do the same. These regulatory changes are poised to drive improvements and innovation in recycling infrastructure, packaging labelling, and consumer awareness. While these regulations are extremely complex, we engage with all necessary stakeholders to become the most informed sources for our customers.

While there are many environmental challenges that we must consider during our operations and interactions with our supply chain, we also understand the importance of societal and social impacts that our business could have. We have the opportunity to become an impactful and positive presence in our local community and industry, through the charity work we do as well as the technical expertise we offer through our packaging solutions.





# APPENDIX



# APPENDIX 1. DOUBLE MATERIALITY ASSESSMENT

Conducting a double materiality assessment (DMA) has allowed us to identify relevant stakeholder groups, as well as the risks and opportunities we need to be aware of as a business. Both potential and actual risks and opportunities have been analysed, which may impact our business financially or in any another way. The assessment helps us identify the areas where we can make the most positive impact on the environment, on society, and for our stakeholders.

**Key stakeholders within the business scored each risk and opportunity based on the following factors:**

**Likelihood** – how likely the risk or opportunity was to occur. Scored from rare to very likely.

**Impact to Hazel 4D’s success** – how impactful the risk or opportunity is on the long-term success of the business.

**Importance to Hazel 4D** – how important the risk or opportunity is to the business. This is dependent on which department the scorer is situated, and also their personal opinion and interest in that particular risk or opportunity topic.

The findings of the DMA allow us to understand where our priorities should lie and which ESG topics are most important to our stakeholders. This has influenced our wider ESG strategy and targets as well as this Sustainability Report. Now that we have the foundation of our DMA thanks to the stakeholders within the business, we can begin to expand our reach and engage with other groups such as suppliers, customers, and employees. This will allow for even further analysis and a deeper understanding of trends and long-term priorities so that we can plan for the future more thoroughly.

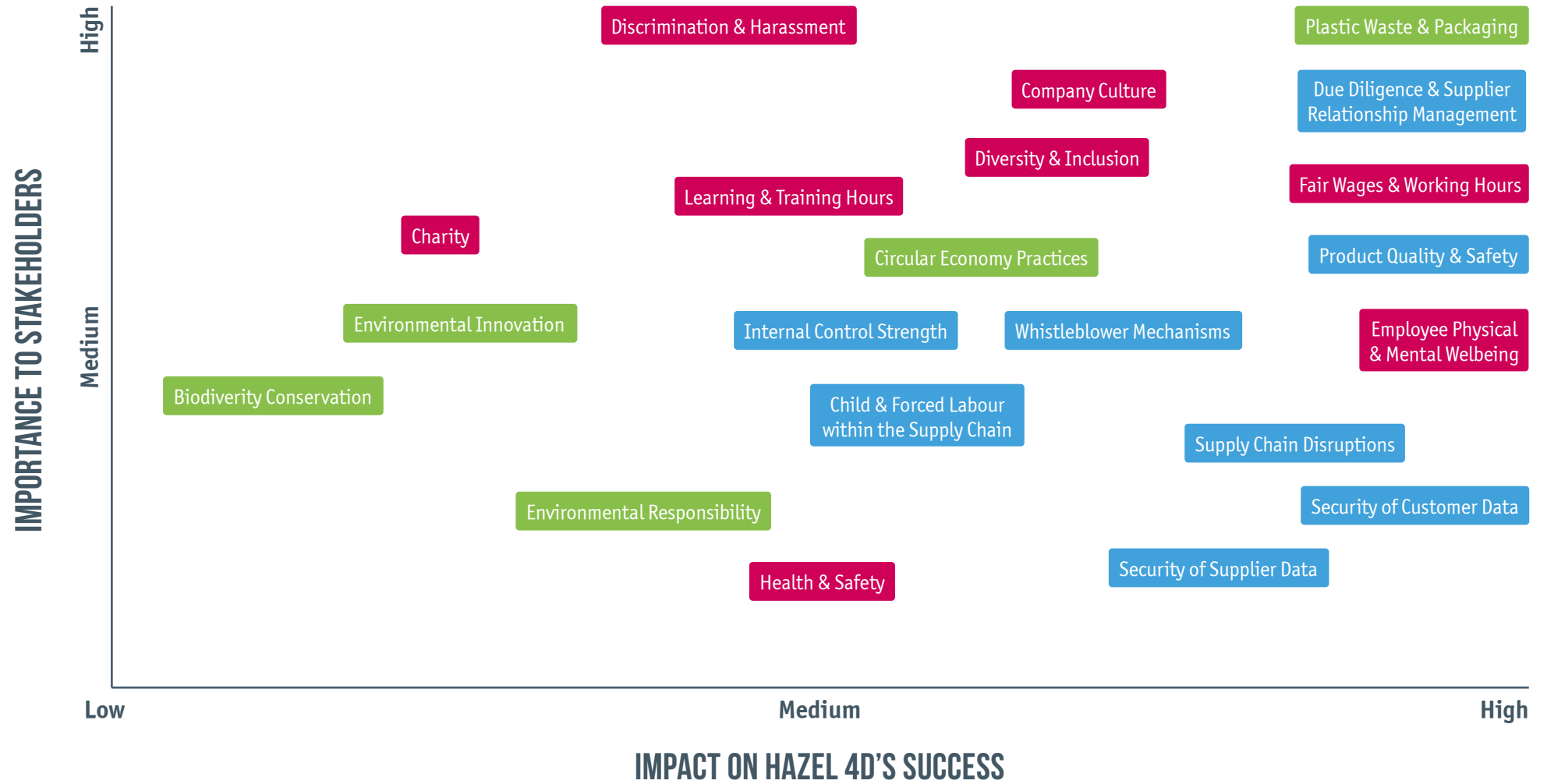
The Materiality Matrix overleaf shows the ESG topics identified as the most important and impactful. This is determined by the overall score of the likelihood, impact, and importance scores given to each topic. The main material topics we have identified through the double materiality assessment are the environmental impacts of plastic waste and packaging, the importance of having strong due diligence processes and supplier relationships, and how a strong company culture can motivate a team and accelerate growth.

Key	Definition
Green	Environmental topics
Magenta	Social, Labour, and Human Rights topics
Blue	Supply Chain, IT, Corruption and Governance topics

Material Topic Name	Definition
Plastic Waste and Packaging	Risks associated with the environmental impact of plastic waste and packaging materials, including pollution and resource depletion. This includes water usage, deforestation, and energy usage.
Due Diligence and Supplier Relationship Management	Due diligence processes for third parties need to be thorough and updated regularly. Supplier relationships need to be handled with care to ensure lasting relationships.
Company Culture	A strong company culture can bring people together and provides a clear message for new starters and long-term employees. Sets expectations and the correct company tone.
Discrimination and Harassment	Ensuring no discrimination or harassment occurs within the workforce or supply chain results in a more pleasant working environment and therefore more content employees.
Fair Wages and Working Hours	Employee wellbeing and production of high-quality work can increase when there is a good work-life balance and flexible working hours offered to the workforce.
Diversity and Inclusion	The wellbeing of employees and production of high-quality work can increase if the company is welcoming, open, diverse, and inclusive of all groups and individuals.
Learning and Training Hours	Encouraging employees to seek extra training helps their own personal development but also the company and our expertise offering.
Product quality and Safety	We ensure the highest quality of products so our customers can be confident they are only receiving the best from us.
Circular Economic Practices	We help our customers rethink their packaging operations to find the most sustainable products and processes.
Whistleblower Mechanisms	Building trust with our employees by having a safe and confidential way to raise concerns and issues.
Charity	Charity and the ability to give back to our community is of high importance for this business.
Employee Physical and Mental Wellbeing	Ensuring our people are happy and healthy physically and mentally and supporting this wherever possible.
Internal Control Strength	Having strong internal controls and procedures to reduce the risk of corruption.
Environmental Innovation	Being at the forefront of best practices in our industry when it comes to offering sustainable solutions.
Supply Chain Disruptions	Having robust procedures to reduce impact of geopolitical events and natural disasters.
Child and Forced Labour within the Supply Chain	Holding ourselves and our supply chain to the highest human rights standards and ensuring we do not have child or forced labour anywhere within our own operations or our supply chain.
Security of Customer Data	Protecting our customer data using robust policies and procedures to show we can be trusted and relied upon.
Security of Supplier Data	Protecting our supplier data using robust policies and procedures to show we can be trusted and relied upon.
Biodiversity Conservation	Including the protection of biodiversity within our business decisions and how we engage with suppliers and customers.
Environmental Responsibility	Engaging with stakeholders to ensure environmental responsibility is considered in all business decisions.
Health and Safety	Having robust policies and procedures to ensure our people and anyone visiting our sites are safe.

# APPENDIX 1. CONT. - MATERIALITY MATRIX

Green	Environmental topics
Magenta	Social, Labour, and Human Rights topics
Blue	Supply Chain, IT, Corruption and Governance topics



# APPENDIX 2. SDG TARGET MAPPING

SDG	Target	Supporting Evidence (page number)	
3	3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	FSC – 15, 32
	3.b	Support the research and development of vaccines and medicines for the communicable and non-communicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines, in accordance with the Doha Declaration on the TRIPS Agreement and Public Health, which affirms the right of developing countries to use to the full the provisions in the Agreement on Trade-Related Aspects of Intellectual Property Rights regarding flexibilities to protect public health, and, in particular, provide access to medicines for all.	Health and Safety - 23
4	4.3	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.	Learning and Development - 22
	4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development.	Scope 3 Emissions – 17 Learning and Development - 22
5	5.1	End all forms of discrimination against all women and girls everywhere.	Diversity, Equity, and Inclusion – 25
	5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	How We Ensure A Sustainable Supply Chain – 14-16
	5.c	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	How We Ensure A Sustainable Supply Chain – 14-16 Diversity, Equity, and Inclusion - 25
7	7.3	By 2030, double the global rate of improvement in energy efficiency.	Scope 1 and 2 Emissions - 20
8	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.	Supporting Our Customers – 27-37
	8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.	Supporting Our Customers – 27-37
	8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.	How We Ensure A Sustainable Supply Chain – 14-16
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	How We Ensure A Sustainable Supply Chain – 14-16 Health and Safety - 23

10	10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Diversity, Equity, and Inclusion – 25 Social Impact and Charity Work - 26
	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	How We Ensure A Sustainable Supply Chain – 14-16 Supply Chain – 14-16 Learning and Development – 22 Diversity, Equity, and Inclusion – 25 Social Impact and Charity Work – 26
	10.4	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	How We Ensure A Sustainable Supply Chain – 14-16 Supply Chain – 14-16 Learning and Development – 22 Diversity, Equity, and Inclusion – 25 Social Impact and Charity Work – 26
12	12.2	By 2030, achieve the sustainable management and efficient use of natural resources.	Our Sustainability Objectives – 7-10 Our Sustainability Management Team – 11-12 FSC – 15, 32
	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Waste Management – 21 Sustainable Switch Over – 30 Our Data Driven Approach – 33-34
	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	How We Ensure A Sustainable Supply Chain – 14-16 Supporting Our Customers – 27-37
13	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	Learning and Development - 22
15	15.1	By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.	FSC – 15, 32
	15.2	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.	FSC – 15, 32
	15.5	Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.	FSC – 15, 32 Scope 1 and 2 Emissions – 20
16	16.5	Substantially reduce corruption and bribery in all their forms.	How We Ensure A Sustainable Supply Chain – 14-16 Supply Chain – 14-16 Corruption – 24
17	17.16	Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.	Our Sustainability Management Team – 11 Team – 11 Learning and Development – 22 Our Insights – 35 Our Collaborations – 37 Appendix 1. Double Materiality Assessment – 42-44



Scan to view our live  
product catalogue in full

# COMMITTED TO IMPROVING THE PERFORMANCE OF YOUR BUSINESS

**Mill House, Troy Road, Horsforth, Leeds LS18 5TN**

+44 (0) 113 242 6999 | [wecare@hazel4d.com](mailto:wecare@hazel4d.com) | [www.hazel4d.com](http://www.hazel4d.com)