

# Environmental, Social & Corporate Governance Update 2023-24



 **Pitreavie**

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## Managing Director's Statement

Stephen Heslop



**Environmental, social** and ethical **governance** have always been critically important to us here at Pitreavie.

Since our launch in 2010, we have held our core values of **passion, innovation** and **care** close, never wavering or losing sight of what matters.

Our ethos of continuous improvement has led us to implement a variety of new measures in place across our ESG agenda in the 2023/24 period.

We are keen to share our key achievements with our stakeholders, including highlights such as the introduction of **carbon offsetting** within the business, our **most active fundraising period** to date and an extensive **employee assistance programme**.

As we begin to make plans for the 2024/25 financial year, we look forward to further developing our ESG strategy in all core areas and continuing to make ESG an important priority within our business.

# Environment

## Strategy

### Overview

The overall goal of Pitreavie's environmental strategy is to minimise the negative environmental impact of our business, working towards making only planet-friendly contributions.

Pitreavie is further developing an already ambitious 10-year plan, covering all areas of our business' environmental impact.

The plan will see us review existing practices and standards within our business, as well as implementing a variety of innovative initiatives and technologies.

### Goals

1. Measure and minimise Pitreavie's carbon emissions, working towards **Net Zero by 2040**.
2. Draw all of our business' energy from 100% renewable sources.
3. Purchase, promote and sell sustainable products whilst educating and guiding our customers to make sustainable choices.
4. Dispose of our waste in an eco-friendly manner, feeding the circular economy of the packaging industry.

## Environment

### Emissions

#### Route Planning

Route planning is an important facet of our environmental strategy.

Our transport planners take every care to ensure that each route uses the least amount of fuel possible.

Not only is this an economical practice, but it allows us to reduce our overall carbon footprint from vehicle usage across the business.

We also maintain regular checks to ensure that all vehicles are as efficient as possible.

#### Carbon Offsetting

Although reduction of carbon emissions is our main focus, for the remaining CO<sub>2</sub> that we do produce, we remain committed to carbon offsetting.

To offset the 170,000 litres of fuel used by our vehicle fleet each year, we actively engage with our service provider to fund projects such as:

- **Tree planting**
- **Wind power**
- **Solar energy**

## Environment

### Energy

#### Green Energy

We believe in protecting the planet's valuable resources.

In 2023, Pitreavie switched energy supplier, paying a premium rate to ensure that all energy used throughout the group is now 100% renewable and ethically sourced.

Changing to 100% renewable energy ensures that we do not partake in the use of harmful fossil fuels, which pollute the environment and utilise the earth's limited resources.

#### Electrification

At Pitreavie, we have committed to ensuring that all newly purchased company cars from 2023 onwards are electric or hybrid, and that our forklift vehicles will be fully electric from May 2024.

## Environment

Procure, Promote,  
Sell & Educate

### Procurement

Our experienced procurement team are well connected within the packaging industry, using our relationships to source industry leading materials and products.

We have also encouraged many of our suppliers to source and stock more sustainable materials, for example, our [NexGen sustainable hand films](#), which are made from recycled material and offer more pallets wrapped per roll.

Our Pitreavie Cases division holds FSC certification, ensuring the sustainable sourcing of all timber and plywood used within the business.

### Promotion, Selling and Education

Our sales, marketing and customer service teams are committed to continuously raising customer awareness regarding sustainable products.

Our goal is to give our customers the knowledge and tools to make their packaging operations sustainable, through purchasing practical, eco-friendly solutions.

Through product-led marketing promotions such as our [environmental product guides](#) and customer-focused sales consultations, we advise and educate our customers, enabling them to make sustainable choices.

## Environment

### Waste

#### Ink Disposal

Our manufacturing teams make every effort to ensure the safe and environmentally friendly disposal of our corrugate factory ink.

We are fully compliant with all ink disposal legislation and our teams are highly trained to ensure that no toxic or harmful solutions are disposed of.

All of our inks are chemically treated on-site to separate solid and liquid elements, resulting in a safe and PH neutral liquid by-product.

#### Solar Powered Compactor

In partnership with Highlander International Recycling, our corrugated packaging factory hosts a sophisticated cardboard compacting system, including a solar-powered compactor, allowing all waste to be extracted and recycled. More details can be found on our [website](#).

#### Site-Wide Commitment

Across all sites our commitment to eco-friendly waste disposal is continued, with all staff members adhering to strict printing, recycling and waste protocols.



## Environment

### Emissions

#### Next Steps

By using renewable energy, purchasing, promoting and selling sustainable products, and eco-consciously disposing of all waste, we are already making excellent progress towards our environmental goal of **reaching net zero by 2040**.

Initiatives in development ahead of the 2024-25 financial year include increased carbon offsetting, and training throughout our customer-facing teams to further promote eco-friendly products and services.



## Social

### Charity

#### 2023/24 Charity Efforts

In 2023 we donated **£7,500** to our employee-nominated charities, Fife Gingerbread and Strathcarron Hospice, through various fundraising events.

In 2024/25 our charity team will also focus on staff engagement, seeking more active volunteering opportunities.

To further boost our charitable efforts, our senior leadership team actively works with charities throughout Scotland. Group Managing Director Stephen Heslop is a board member for Fife Gingerbread, and Group Financial Director Julie Russell is a board member for Glasgow Wood.



**Fife  
Gingerbread**



**GLASGOW  
WOOD**

## Social

### Community

#### Community

To strengthen our community bonds in 2023/24 we have:

- Hosted local events with North Lanarkshire Council and Business Gateway Scotland.
- Worked with 'Invest Lanarkshire' on local investment promotions.
- Hosted on-site work experience days for local school pupils and attended school career fairs. We have also taken on apprentices from local colleges.
- Donated to local youth sports teams.
- Worked with the Scottish Manufacturing Advisory Service to support Scottish manufacturing.



## Social

### Great Place to Work

We firmly believe that enhancing employee satisfaction can only lead to positive outcomes.

Over the years, we have made a dedicated and conscious effort to ensure that Pitreavie is a great place to work for all of our employees. Full information is available on our [website](#).

Initiatives include:

- Bi-monthly listening groups across each of our four sites.
- Colleague of the month programme.
- Long service awards.
- Living wage for all positions.
- A generous discount scheme.
- 3 times life assurance.
- Cycle 2 Work scheme.
- Free flu jags offered to all employees every winter.
- A free breakfast roll every Friday as a thank you for a week of hard work.
- The ability to purchase 2-6 additional days holiday every year.
- Our 'refer a friend' scheme, which is worth up to £1000 per employee referral.
- Support and fundraising opportunities for local charities.

## Social

Wellbeing &  
Protection

### Employee Wellbeing

Employee wellbeing is extremely important to our business and a core pillar of our ESG strategy.

We have invested in a BHSF Rise employee assistance programme, offering our employees 24/7 access to a GP, financial advice, counselling and legal support.

We also have a range of policies and support systems in place to protect the emotional, physical and professional wellbeing of our entire team.

### Protection

Our [privacy policy](#) ensures the ethical processing of data in line with current GDPR legislation.

Our anti-slavery policy ensures that we act ethically in all business dealings and matters with regards to labour.



## Governance

### Beliefs & Practices



#### Leadership

Our team is, and always has been, the secret to our success.

We believe in empowering our managers and teams, creating an environment for them to thrive and produce their best possible work.

We want to elevate our individuals, offering them development opportunities, guidance and support at all stages of their career.



#### Values

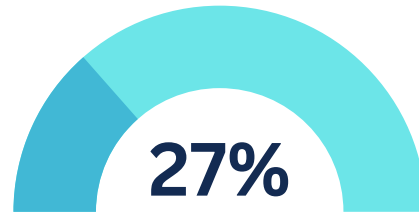
At Pitreavie there are three core values that we inject into everything we do:

- **Passion:** We do everything within our business with real passion and purpose!
- **Innovation:** We are open to ideas that challenge conventional views and drive innovation.
- **Care:** We care about our colleagues, our customers and our partners. We also have a mission to protect and respect the environment.

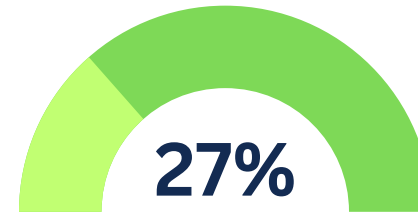


## Governance

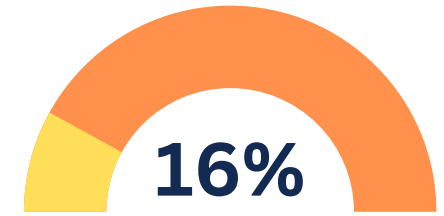
### Diversity & Inclusion



27% of workforce female



27% of managers female



16% of workforce non-UK nationals

#### Gender

We aim to continue to foster a diverse and inclusive workplace for all at Pitreavie.

With **27% of our workplace identifying as female**, and 27% of our management team also identifying as female, we welcome applications from all genders and seek to offer equal career development opportunities for all.

Our managers receive diversity training in order to facilitate equal practices and treatment within the workplace. We also incorporate legislation such as a modern menopause policy to create a positive environment for women.

#### Nationality

Equality in terms of nationality is important to us. 16% of our employees are non-UK nationals, and we encourage individuals of all nationalities to join our business.

#### Age

Pitreavie is an age-neutral employer, seeking to hire our staff based on skills and experiences rather than age.

We are open to applications from individuals of all ages, for all roles, and do not consider age as a factor when hiring, training or promoting staff.

## Governance

### Health & Safety

#### Health and Safety Ethos

We are focused on raising the health and safety agenda to ensure that individuals are protected against both immediate and longer term injuries and health effects.

We have made strides to ensure that the processes are better, the equipment we provide is more suitable for the task, and that training has been provided.

Our goal is to make a fundamental shift in safety engagement in our business, supporting a culture to deliver a self-fulfilling, improving, and maturing attitude towards safety, culminating in a safer working environment.

#### 2024/25 Initiatives

- **Situational Awareness:**  
Training our teams to detect hazards.
- **Business Continuity:**  
Improved strategies to maintain core business functions through adverse events or disasters.
- **Mental Health First Aiders:**  
Continuing to build our mental health support channels for all employees.
- **Bi-monthly H&S Committee:**  
Our committee formed in 2023/24 and will continue to work together to identify areas of improvement.



## Governance

### Accreditations

#### Current Accreditations

Our business adheres to the highest standards of quality in all functions and areas:

- **ISO 9001 Quality Management Standards**
- **ISO 14001 Environmental Management Standards**
- **BRCGS Food Packaging Accreditation for our Sorbafreeze and corrugate manufacturing operations**
- **Heat Treated Timber Certification**

## Governance

### Report Data

At the time of publishing, all data gathered has been verified as accurate.

Social and Governance data has been gathered by Pitreavie Packaging Ltd's HR, marketing and senior leadership teams.

If you require further information on data presented within this report please request this via your account manager or contact us via the methods opposite.

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