



NP
NICEPAK®
INTERNATIONAL



Corporate Social Responsibility Report

2017



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About this report

This report includes corporate social responsibility (CSR) performance data and information relating to the financial year 1 January to 31 December 2016 for Nice-Pak International operations in Flint and Wigan, UK, and Magdeburg, Germany.

CEO INTRODUCTION

Welcome to the 2017 corporate social responsibility (CSR) report from Nice-Pak International with the latest update on the ways in which we fulfil our corporate responsibilities towards our customers, suppliers, employees and society, while managing and minimising our environmental footprint in the UK and Germany.



In 2017 Nice-Pak International (NPI) celebrates 25 years as a producer in Europe – an achievement that I am very proud of. We have come a long way since 1992 and those first days of small-scale manufacturing in Flint.

Today, we are the leading wet wipes manufacturer in Europe, with nearly 950 employees producing 678 million units from our world-class sites in Flint (UK), Magdeburg (Germany), and our brand new factory at Westwood Park in Wigan (UK).

We are a privately-owned company manufacturing products for national and international retailers as well as global brand owners. Whilst trading remains challenging for Nice-Pak and its customers, we are well placed to support our customers' growth and, in particular, their innovation and sustainability strategies.

The opening of Westwood Park has been the highlight of 2016, with increased production capacity, new employment opportunities and multiple environmental enhancements. I am also delighted with our participation in the Nice-Pak Group's report to the CDP on greenhouse gas emissions and our new 2016-2020 sustainability commitments and goals.

I would like to thank all employees who have given us their loyal support and commitment during a testing time of change and I welcome the new workers who have joined the company in the past year. It is good to know that our flexible working options and support systems are reinforcing our reputation as a good company to work for. I am particularly proud of our record as one of the UK's Top Employers and the new certification of our Magdeburg site.

Acting locally, we continue to support the communities close to where we operate. As an international company, I look forward to advancing the Group's position as a corporately responsible organisation.



A handwritten signature in blue ink.

Michael Staton

Chief Executive

ABOUT NICE-PAK



Company profile

US Parent

Headquarters: Orangeburg, New York (est. 1957)
Manufacturing facilities in Jonesboro (Arkansas),
Mooreville (Indiana) and Orangeburg (New York)

International

Headquarters: Flint, United Kingdom

European manufacturing sites

Flint, Wales, UK
Hindley Green, Wigan, UK (closed 2016)
Magdeburg, Germany
Westwood Park, Wigan, UK (opened 2016)

NEW YORK HQ



MAGDEBURG



WESTWOOD PARK



Who we are

Nice-Pak International is a member of the Nice-Pak Group – the world’s leading wet wipe manufacturer, founded in the US in 1957.

UK production began in Flint in 1992 with a single line and fewer than 20 staff. Today, Nice-Pak International is Europe’s largest and most innovative manufacturer of wet wipes.

We focus exclusively on wet wipes and directly serve more than 45 worldwide markets outside the US. We manufacture baby wipes, cosmetic wipes, moist toilet tissue and household cleaning wipes under contract for global brands and for leading retailers in the own-label trade.

- ✓ We’re the company that invents award-winning products for all stages of life.
- ✓ We keep bottoms clean and soft.
- ✓ We brighten complexions.
- ✓ We make floors and surfaces sparkle.
- ✓ We help fight infections at home and on the go.
- ✓ We save time for busy people.



Household



Cosmetic



Personal Care



Baby

Product



LAUNCHED

Adult continence care range: ACTIfresh Light and ACTIfresh Max

AWARDS

2016 Mother & Baby Awards: continued record of success

2016 Own Label Supplier of the Year: Baby

SUSTAINABLE PALM OIL

Nice-Pak became the first wet wipe manufacturer with

RSPO certification for segregated and mass balance

Planet



CDP

Confirmed membership of international disclosure register

ZERO

Waste to landfill at all three European sites

People



NATIONAL CONSTRUCTION, DESIGN AND MANAGEMENT AWARDS

Project of the Year Runner-up: Westwood Park

TOP EMPLOYER AWARDS

Flint, Magdeburg and Wigan

SUSTAINABILITY AT NICE-PAK INTERNATIONAL



Our purpose:

Helping families stay healthy and well, one wipe at a time.

Our mission:

To lead category growth, we will promote understanding and increase awareness of wet wipes as the superior cleaning and hygiene solution through a relentless commitment to research, innovation, quality and customers.

We will meet this growing demand for wet wipes through excellence in manufacturing, service and business practices built on a foundation of trust and empowerment that enhances the wellbeing of our colleagues, their families, the communities in which we operate and the environment.

Our statement of purpose guides our business at a global level and our mission outlines how we will achieve our objectives as a Group. Our products help to improve the health and wellbeing of people while our corporate responsibility commitments help to improve the financial and environmental sustainability of our business.

Having achieved our 2011-2015 corporate responsibility vision and goals, we have reviewed and refreshed our sustainability vision and goals for the next four years.

Our 2020 sustainability vision:

“*At Nice-Pak International we recognise our responsibilities to customers, employees, suppliers, consumers, communities and the natural world around us. We take a responsible and ethical approach to all of our business activities and comply with all applicable laws and regulations.*

As a leading company in our field, we seek to go beyond compliance and set the highest standards for others to follow. We will pursue ambitious economic, environmental and social sustainability commitments and goals that support our business and stakeholders and contribute towards global sustainability goals. We will report publicly on our performance.”

Our 2020 sustainability roadmap

Our 2020 sustainability roadmap includes key performance indicators in five focus areas where Nice-Pak has the biggest impact and therefore the biggest potential to make a real difference for products, people and the planet.

Together, these directly support the Group’s mission and purpose while also contributing towards the United Nations Sustainable Development Goals on health and wellbeing, decent work and economic growth, responsible consumption and production and climate action.

 UNITED NATIONS	 SUSTAINABLE DEVELOPMENT GOALS				
 NP NICE-PAK INTERNATIONAL	 HELPING FAMILIES STAY HEALTHY & WELL ONE WIPE AT A TIME PURPOSE & MISSION 2020 SUSTAINABILITY VISION				
FOCUS AREAS	CUSTOMERS	PRODUCTS	OPERATIONS	EMPLOYMENT	COMMUNITY
COMMITMENTS	Contributing to a safer and healthier world. Supporting our customers’ sustainability strategies through quality, environmental and ethical assurance.	Advancing health and wellbeing. Leading the way in innovation and pursuing sustainability across the lifecycle of our products.	Thinking clean, working green. Improving our energy, carbon, effluent and waste efficiency and maintaining zero landfill.	Empowering our people. Providing equal access to decent work and caring for the health, safety, wellbeing and development of our employees.	Being a good neighbour. Sharing our resources to support better health and wellbeing in the local communities where we operate.
KPIs	<ul style="list-style-type: none"> • International standards • Audits • Ethical trading 	<ul style="list-style-type: none"> • Raw materials • Eco-labels • Packaging • Disposal 	<ul style="list-style-type: none"> • Energy • Carbon • Water • Waste 	<ul style="list-style-type: none"> • Engagement • Top Employer • Health, safety & wellbeing • Training 	<ul style="list-style-type: none"> • Schools/colleges • Youth sports • Volunteering & fundraising

Sustainability goals & governance

To bring our sustainability vision to life, it is important that we comply with all applicable legislation and directives and set ourselves locally relevant but challenging long-term goals that go beyond compliance and set best practice in our industry. We also measure and regularly review our performance to ensure we are keeping on track.

Our new 2020 sustainability goals

(measured against a baseline of 2016 data)

CUSTOMERS

1. Maintain **ISO 22716** for all three sites*
2. Achieve **ISO 14001** for Westwood Park in addition to Flint and Magdeburg
3. Extend **ISO 50001** energy standard to UK
4. Continue to fulfil membership requirements of **BRC, CDP, EcoVadis** and **Sedex**

PRODUCTS

1. Source 100% RSPO-certified **sustainable palm oil**
2. Grow the presence of **FSC®/PEFC** materials in our product range to 20%
3. Maintain certification for **A.I.S.E., DAAB** and **Nordic Ecolabel**

OPERATIONS

1. 15% improvement in **energy** efficiency (kWh/1000 units)
2. 20% improvement in **carbon** efficiency of our factories (CO₂ kg/1000 units)
3. 15% improvement in **effluent** efficiency (m³/1000 units)
4. 20% improvement in **waste** efficiency (tonnes/M units)
5. Maintain zero **landfill** across all sites
6. 50% reduction in **transport** miles between our three sites (total miles)

EMPLOYMENT

1. Maintain **Top Employer** status at all sites
2. Achieve silver-equivalent Corporate **Health** Standards in UK
3. **Offer apprenticeship** opportunities at all three sites

COMMUNITY

1. Partner with a **local school/college** in all locations
2. Sponsorship of local **youth sports** activities
3. 50% corporate **match funding** for health and wellbeing-related charity fundraising initiatives by employees

* Flint, Magdeburg and Westwood Park

Good governance

Board-level responsibility for sustainability rests with Nice-Pak International's Marketing Director, who reports to the Chief Executive. The Marketing Director chairs the Environmental Steering Group, works with the Environmental Strategy Team and ensures sustainability is considered by the Innovation Forum across all sites.

The Environmental Steering Group comprises senior and factory managers from all three sites and meets several times a year to review environmental performance. The Environmental Strategy Team meets regularly to review legislation, compliance, audits, incidents and control procedures. The Innovation Forum brings together marketing, sales, R&D and engineering on a regular basis to consider consumer trends, customer feedback, new materials, new technologies and in-house ideas.

All employees are expected to uphold our values, policies, sustainability vision, corporate mission and purpose. Employees should report any concerns to their manager. Meanwhile, we will continue to communicate anonymous routes for employees to report any non-compliance.



CUSTOMERS

Contributing to a safer and healthier world



Nice-Pak manufactures consumer products for leading national and international retailers as well as global brand owners. We understand the multiple and complex legislative requirements, trading pressures and consumer expectations faced by our customers.

A volatile and uncertain world

The trading environment has been especially volatile over the past year, with the devaluation of sterling having a negative impact on the cost of raw materials imported to the UK. At the same time, all players in the market are under constant scrutiny from social media, politicians and non-governmental organisations (NGOs) over product safety, environmental issues and supply chain responsibilities.

Our commitment to customers

At Nice-Pak, we understand the multiple benefits of implementing corporate responsibility and sustainability strategies to strengthen brand trust, both for ourselves and for the customers we supply. We are committed to supporting our customers' sustainability strategies through quality, environmental and ethical assurance.

Guaranteed standards of quality

Our founder's principle of "quality comes first" drives our work every day, at every production facility, everywhere we operate in the world.

ISO. Nice-Pak International facilities hold International Organisation for Standardisation (ISO) quality, safety and environmental certifications. ISO is synonymous with quality management and certification assures our customers that we have achieved internationally-recognised levels of best practice and are committed to continuous improvement.

BRC Global Standards certification guarantees quality, safety and best practice operational management and ensures we have fulfilled our legal obligations and provide protection for the end consumer.



Nice-Pak International ISO certification

	FLINT	MAGDEBURG	WIGAN*
ISO 22716 Cosmetics manufacturing	✓	✓	✓
ISO 9001 Design and manufacturing	✓	✓	
ISO 13485 Medical products	✓		
ISO 14001 Environmental management	✓	✓	
ISO 50001 Energy management		✓	
BRC Global Standards Consumer products	✓	✓	✓

* ISO certification transferred automatically from Hindley Green to Westwood Park. BRC undertook an audit of the new site.

A primary objective was to build the new Westwood Park site in Wigan to the highest efficiency and quality standards current practices allow. Measured against all UK and European building and manufacturing standards for our sector, these have been achieved and exceeded. In 2017/18, we will consider further ISO certifications for Westwood Park and ISO 50001 for Flint.

Environmental best practice

Environmental certification not only provides peace of mind for our customers, it is an essential management process for increasing operational efficiency to help offset rising material and production costs and keep Nice-Pak and our customers competitive.

ISO 14001 Our new AAA+ rated site at Westwood Park features a number of environmental specifications, including LED lighting with proximity sensors and high-grade insulation. We aim to extend our ISO 14001 certification to Westwood Park after all lines have been satisfactorily installed and all third party warehousing has been transferred to the new site.

ISO 50001 and ESOS Nice-Pak Germany was the first to achieve ISO 50001 certification for its energy management system. We aim to apply the standard to our UK factories, which already comply with the UK government's Energy Saving Opportunity Scheme (ESOS).

CDP Data from Nice-Pak International has been included in the Group's 2016 global report to the CDP (formerly known as the Carbon Disclosure Project) and we have set ourselves challenging improvement goals by 2020.





Ethical and responsible supplier

In addition to price, product quality, consumer safety and environmental management, leading sustainable retailers and brands seek assurance that their suppliers are adhering to internationally acceptable norms of business ethics, labour standards and human rights.

Ethical trading and modern slavery. As set out in our social compliance policy, Nice-Pak International does not use or condone child or forced labour. We respect our employees' rights to freedom of association, prohibit discrimination, provide a safe, healthy and secure workplace and compensate employees legally and fairly. These social accountability values are based on the Ethical Trading Initiative (ETI) Base Code and the International Labour Organisation's (ILO) Fundamental Conventions. During 2016, together with our key labour providers, we participated in the 'Stronger Together' initiative aimed at abolishing modern slavery.

EcoVadis and Sedex. We have been a member of the EcoVadis and Sedex responsible supply chain bodies for several years. We are regularly audited at each of our European sites and use the feedback to drive continuous improvement. Customers can easily compare our CSR assessment scores and SMETA audit results on the databases and see that we are a supplier they can trust.

Onsite audits and accountability

Nice-Pak International's premises are regularly visited by customers and third party auditors inspecting us for adherence to quality, environmental and ethical standards. On average, the Flint headquarters and factory undergo around two audits a month, with auditors on site at Magdeburg and Wigan around every six to eight weeks.

“ We embrace the challenge of unannounced customer audits which, over the past 18 months, have increasingly focused on good manufacturing practices (GMP) to ensure robust management of consumer health and safety risks in the supply chain. **”**

Paul Rogerson, Group Quality Manager



PRODUCTS

Advancing health and wellbeing

Our commitment to innovation and sustainability

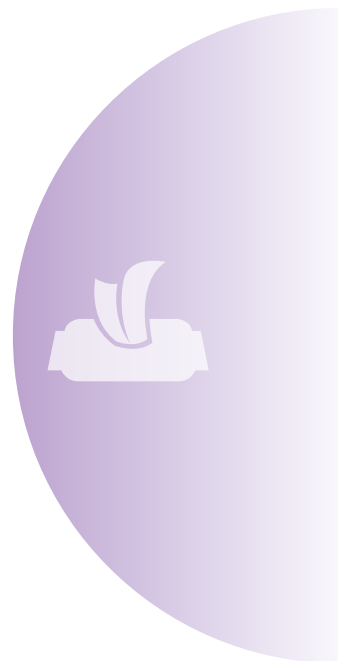
At Nice-Pak, we are committed to advancing health and wellbeing across the baby, cosmetic, household and personal hygiene categories. We satisfy consumer needs and support our customers by leading the way with innovative solutions to technical challenges and pursuing sustainability across the lifecycle of our products – from product development to end-of-life disposal.

Sustainable product innovation

Using a proven approach, our world-class research and development teams across the Group combine our extensive in-house knowledge and expertise with independent consumer insight and leading academic research to turn ideas into innovative products that feature safe and sustainable materials and formulations. As a result, Nice-Pak offers the broadest range of market-tested and consumer-approved fibres, technologies, formulas and packaging in all of the markets we serve.



NICE-PAK SUSTAINABLE PRODUCT INNOVATION



Innovation in action

In 2016, Nice-Pak International was the first to market with a new range of products to cater for both light and heavy continence care.

Through our market research, we identified different consumer needs in an emerging category and collaborated with the University of Lancaster (UK) to ensure that our solutions addressed specific health and safety considerations.

The result was ACTIfresh.

ACTIfresh Light is a portable, pocket-sized flushable product designed for light urinary continence care on the go. ACTIfresh Max features large washcloths with a skin comfort shield for heavy continence care within the home.

Uniquely, our formulations contain the pre-biotic Biolin P, which stimulates beneficial skin bacteria whilst limiting and ultimately reducing the growth of unwanted bacteria that can be associated with negative skin disorders.

To encourage environmentally responsible disposal, we include on-pack recommendations of how to flush ACTIfresh Light and prominent instructions not to flush ACTIfresh Max.



World-class research and development

Nice-Pak's in-house research and development (R&D) teams in the US and Europe draw on the Group's combined knowledge to address specific needs in each market.

Sustainable and safe product specifications

Over the past 25 years, we have been at the forefront of researching and developing safe and sustainable substrates and formulations. While spunlace remains the most commonly used material in European wipes, technology now makes it possible to mix several different types of fibre – natural and synthetic – to produce different product qualities.

To give our customers maximum choice, Nice-Pak submits itself to regular audits by the organisers of several environmental and health certification schemes, enabling the use of the following logos on certain qualifying products:



Certifications apply to specific registered products only. All products that carry AISE mark are from companies which are committed to the Industry programme 'Charter for Sustainable Cleaning' see www.cleanright.eu

While these certified products come at a higher cost, changing consumer attitudes and increased pressure from NGOs make their use more attractive to customers pursuing a differentiation strategy based on CSR and sustainability.

Sustainable sourcing of palm oil

Every company that supplies Nice-Pak must pass our supplier qualification process that requires them to uphold international ethical standards on labour and human rights and complete a detailed information sheet covering compliance and sustainability for each ingredient we procure.

In line with our commitment to continuous improvement, Nice-Pak became the first wet wipe manufacturer to voluntarily use the Green Palm offset scheme in 2011. From there we progressed to membership of the Roundtable on Sustainable Palm Oil (RSPO). In 2017, due to our increased procurement of sustainable palm oil, we graduated from Supply Chain Associate Membership to full Ordinary Membership of the RSPO.



“RSPO certification adds an extra layer of assurance for buyers. Nice-Pak is the first wet wipe manufacturer to hold RSPO certification for both mass balance and segregated palm oil.”

Nia Roberts, R&D Director

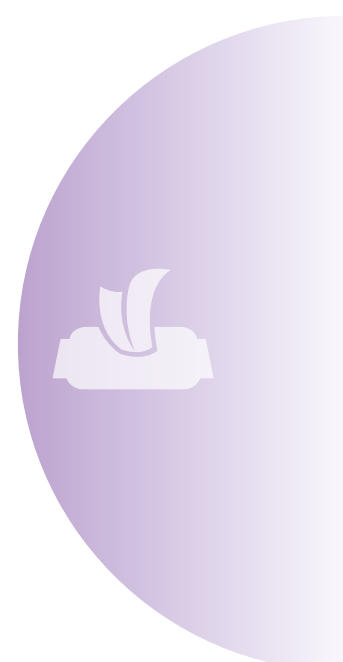
Scientifically proven safety

Nice-Pak International and our suppliers comply with EU and worldwide legislation on chemicals. We also maintain our own list of approved substances and those we do not use. We regularly scan the horizon to keep ourselves and our customers abreast of proposed legislative changes in individual countries as well as widespread media and consumer concerns.

In recent years, despite its long-standing approval under the European Cosmetics Directive, some pressure groups have questioned whether the preservative Phenoxyethanol should be permitted in certain types of cosmetic and personal care products, including wet wipes.

Phenoxyethanol improves product integrity and has an excellent safety in use profile over a prolonged period. In October 2016, the European Commission's Scientific Committee for Consumer Safety (SCCS) published its Final Opinion, concluding that Phenoxyethanol is safe for use, up to a maximum level of 1.0%, in all cosmetic and personal care products including those intended for babies and children.

As always, Nice-Pak bases decisions on scientific evidence. In line with the SCCS findings, supported by the Cosmetic, Toiletry and Perfumery Association (CTPA) of which we are a member, we will continue to safely use Phenoxyethanol in relevant personal care products.





Flushability leadership locally and globally

In Europe, Nice-Pak International is an active and respected member of EDANA whilst our US parent is a member of INDA. These bodies represent the interests of the nonwovens and associated industries around the world.

NPI has contributed technical expertise to various EDANA working groups and guidelines over many years and has been an active member of the ISO working group (ISO/TC 224S/WG10) to develop an international technical specification for flushable products.*

Nice-Pak supports and promotes INDA and EDANA's revised *CODE OF PRACTICE: Communicating Appropriate Disposal Pathways for Nonwoven Wipes to Protect Wastewater Systems* (Second Edition 2017). The new code includes commitments on the size and position of the international Do Not Flush symbol and the optional Tidy Man logo.



**In November 2016, ISO/TC 224S/WG10 activities were suspended while the ISO internally reviewed the scope of various technical committees. NPI looks forward to continuing its participation when activity resumes.*

Removing microplastics from products

NGO campaigns, led by the Marine Conservation Society (MCS), have recently highlighted concerns around increased levels of plastic materials in aquatic environments and beaches.

To ensure that any wipes designed to enter wastewater streams do not exacerbate this problem we have removed any form of plastics from all of our flushable non-woven products.

We also promote the prominent display of the Do Not Flush and Tidy Man logos on all non-flushable wipes to prevent them from entering the marine environment through incorrect consumer disposal.



OPERATIONS

Thinking clean, working green

Our environmental commitment

As already outlined in the 'Customers' chapter, Nice-Pak is committed to best practice and continuous improvement. Improving our energy, carbon, effluent and waste efficiency and maintaining zero landfill helps us to increase the environmental and economic sustainability of our business. As a Group, we call this 'thinking clean, working green'.

World-class manufacturing facilities

The focal point of activity in 2016 was the building and opening of Nice-Pak International's new manufacturing and warehousing facility at Westwood Park – the largest building in Wigan (UK). It was purpose built on a brownfield site with a range of environmental features included in the building specification.

Air: compliance with all national air quality objectives, European Directive limits and target values for the protection of human health and the protection of vegetation and ecosystems.

Noise: compliance with all limits laid down by the UK Environmental Protection Act of 1990.

Heat: top-grade Rockwool wall panelling plus hot and cold water pipe insulation throughout.

Energy: LED lighting and proximity sensors in all areas.

Transport: electric car charging points onsite plus plans for a motorway link road to reduce HGV traffic on urban routes.

The new factory incorporates best practices from our headquarters in Flint and from our purpose-built factory in Magdeburg.

An exceptional year

Annual output rose by 6.5% to more than 678 million units. For six months, from June to December 2016, we had four factories in operation in Europe. The transfer from the old Hindley Green site to Westwood Park was phased to minimise disruption and to allow us to install new production lines as well as transfer and reinstall existing equipment between sites.

As with all new projects on this scale, we experienced some issues along the way and our total environmental footprint rose while we built the new site, ran four factories and embedded the new machinery and processes at Westwood Park.





At Nice-Pak, our environmental key performance indicators (KPIs) are based on energy, carbon, water and waste intensity (unit input/unit output). This enables us to keep track of progress towards our 2020 environmental efficiency goals.

We have a long and strong track record on positive environmental performance in Europe. With the closure of Hindley Green in 2016 and Westwood Park running as planned, we are confident that the investments we have made will build on this and contribute to the achievement of our 2020 goals.

Energy and carbon

Energy. Our 2020 goal is to improve energy efficiency across our operations by 15%, against a 2016 baseline data.

Our 2016 energy efficiency measure was 20.43 kWh/1000 units. Flint and Hindley Green already have positive energy efficiency rates, but there is room for improvement at Magdeburg and a long way still to go for Westwood Park.

Carbon. We report our scope 1 direct greenhouse gas (GHG) emissions and scope 2 indirect (sourced electricity) emissions through the CDP. Our 2020 goal is to improve our factories' carbon efficiency (measured as CO₂ kg/1000 units) by 20%, compared to 2016 baseline data. We emitted 8.86 kg of CO₂ for every 1000 units produced in 2016.

Magdeburg continues to source all its electricity from renewable sources with zero GHG emissions. In the UK, the additional cost of green electricity tariffs at present would make us uncompetitive, which is economically unsustainable. We continue to monitor the market.

We voluntarily measure scope 3 emissions from transportation of raw ingredients and products between our sites and our customers. To ensure capacity during the transfer and installation of lines at Westwood Park, we increased production and shipping from our Magdeburg factory during 2016, which temporarily resulted in increased freight and transport-related emissions. Now that Westwood Park is fully open, we expect our European shipping to reduce back down to normal levels.

The new onsite warehousing facilities at Westwood Park have enabled us to start reducing transport between our UK sites and third party warehousing. We expect these to settle to a sustainable level after April 2017.

In 2016 we appointed new haulage contractors, who operate a fleet of Euro 5 and 6 vehicles, with low and ultra-low emissions of particulate matter and nitrogen oxides (NO_x). All vehicles are fitted with the latest technology to help improve driver behaviour in terms of safe and fuel-efficient driving techniques.



Water and effluent

Most of our annual water consumption is used for product purposes since water is a primary ingredient in the formulation of every pack of wet wipes. Water is also required in large quantities for cleaning and sanitising equipment.

Comparing effluent discharge with water consumption by unit of production enables us to gauge how efficiently we are using this natural resource. Our 2020 goal is for a 15% improvement in effluent efficiency ($m^3/1000$ units), versus 2016 baseline data of $0.131m^3/1000$ units. As is to be expected, Westwood Park has a way to go until it matches the effluent efficiency of our established factories.

Waste and recycling

Building on the success of our 2010-2015 achievements on waste and recycling, our 2016-2020 target is to improve waste efficiency (tonnes/M units) by 20% (2016 base year) and maintain our record of sending zero waste to landfill across all our sites.

We recorded an average of 6.88 tonnes of waste per million units in 2016, with predictably large variance between performance at our established sites and the new factory in Wigan.

We achieved our goal of zero landfill at all four sites, with around 38% of waste being recycled and 62% used for energy recovery from incineration.

“We have extended our Flint waste contract to also cover Westwood Park. Whereas previously all waste from Hindley Green was sent for waste-to-energy conversion, we are delighted that Wigan cardboard and packaging waste can now also be recycled.”



Mike Fenlon, Waste Manager



EMPLOYMENT

Empowering our people

With a total of 950 employees, Nice-Pak International complies with all European employment law applicable to privately-owned large manufacturing organisations. We also work in close cooperation with the local authorities in all areas where we operate.

Our commitment to employees

Nice-Pak is committed to empowering our people and living up to our values of respect, excellence, responsibility and creativity. We pride ourselves on providing equal access to decent work and caring for the health, safety, wellbeing and development of our employees.

Top Employer

For the past four years, the Top Employers Institute has recognised Nice-Pak as a Top Employer in the United Kingdom. Following the comprehensive survey, external audit and validation process, the Institute has now awarded Nice-Pak Germany certification, too.

“Our comprehensive independent research revealed that Nice-Pak Deutschland GmbH provides exceptional employee conditions, nurtures and develops talent throughout all levels of the organisation and has demonstrated its leadership status in the HR environment, always striving to optimise its employment practices and to develop its employees.”

Top Employers Institute



Our 2020 goal is to maintain independent recognition as a Top Employer in Germany and the UK.



Local employer

All employees who worked at our Hindley Green factory transferred with us to Westwood Park in 2016. We worked closely with Wigan Borough Council, who amongst other measures helped everyone with an individual travel plan. Providing cycle racks and showers has encouraged more staff to choose a sustainable mode of transport to reach work.

We have created new employment opportunities and supported everyone working here with a new induction training programme.

Staff numbers at Flint reduced slightly and increased at Magdeburg.

Employee retention

As a business wishing to attract and retain the best talent, we recognise the importance of helping colleagues achieve a healthy work-life balance. To succeed, we have to be able to adjust our working practices to reflect modern day needs.

In the past year, we have introduced flexible working patterns across each of our sites, which has proven extremely popular with people returning to work after career breaks.

Nice-Pak's flexi-working options include:

- ✓ School term time working
- ✓ Compressed, adjusted or annualised hours
- ✓ Job shares
- ✓ Working from home

At the end of 2016, circa 8% of our workforce had an adjusted work pattern. Our aim is to increase awareness and extend the opportunities across all sites.

Award-winning health, safety and wellbeing

Nice-Pak's values encourage colleagues to consider how our decisions and actions affect others, to take responsibility for carrying out our tasks and duties carefully, to challenge the way we operate and encourage ideas and suggestions, and to constantly strive for excellence.





Safe construction

In October 2016, Nice-Pak International and the designers of Westwood Park, PM Connections Ltd, were shortlisted for 'Project of the Year' in the Annual National Construction, Design and Management (CDM) Awards hosted by the Association for Project Safety (APS).

APS deemed Nice-Pak eligible based on the size of the build, the technical requirements of the project and its completion without any serious safety incident. Being nominated and shortlisted for such a prestigious safety award demonstrated that the highest level of safety was achieved through commitment, good management, cooperation and communication, which we see as vital for day-to-day activities.

Workplace wellbeing

Since 2015, our operations in Wigan have met the Commitment Award standard of England's Workplace Wellbeing Charter. Our ambition is to continuously improve and reach the Achievement Award standard. To this end, we have entered into an agreement with Wigan Borough Council to assist us on voluntary employee health screenings and other initiatives at Westwood Park.

Healthy Working Wales

In July 2016, we fulfilled our ambition to achieve the Welsh Government's Bronze Corporate Health Standard for our Flint site. The award is given in recognition of work to improve and protect the health and wellbeing of our workforce.

As part of the programme, a Health & Wellbeing committee was set up with eight members from across the site, who meet quarterly to plan and review action. During the year, they organised monthly campaigns focused on a variety of physical and mental health and wellbeing topics. These ranged from a 'Stop Smoking Day' to healthy food swap ideas, taking part in sports, preventing the spread of winter colds and taking care in the summer sun. Prominent health and wellbeing noticeboards and regular features and updates on our electronic communications screens kept colleagues informed and encouraged participation.

In partnership with our occupational health provider, we continued to conduct voluntary health screenings at Flint and around 200 employees took up the option. The annual increase in participants indicates a growing number of employees who value the programme.



Day-to-day safety

As part of our commitment to continuous improvement, we are undertaking a rebranding of our internal health and safety programme. New messaging and images aim to keep health and safety top of mind and encourage employees to be proactive about prevention.

Training and development

Health & Safety. To support our new health and safety communications campaign, we are launching a new Behavioural Safety Programme to train every employee on conducting observations and audits. To coincide with this, we have invested in a new e-learning programme where modules can be completed at a place and pace that suits each individual.

Apprenticeships. Across Europe, apprenticeships are increasingly recognised as a valuable route into permanent employment and a worthwhile investment for business.

Nice-Pak has a long and successful history of offering apprenticeships at Flint and Magdeburg. In 2016, we fulfilled our ambition to open up apprenticeship opportunities to our new site in Wigan. Currently four young people are undertaking engineering and R&D apprenticeships at Westwood Park, in addition to three at Flint (*in accounts and engineering*) and three at Magdeburg (*in engineering and warehousing*).

Our goal is to increase both the number and range of apprenticeships delivered within Nice-Pak International.



COMMUNITY


Our community commitment

Nice-Pak globally regards being a good neighbour as an integral part of our corporate social responsibility. We are committed to sharing our physical and financial resources to support better health and wellbeing in the local communities where we operate.


In keeping with our actions over the past few years, Nice-Pak continues to maintain connections with local community groups and good causes, many of whom are struggling to raise funds or find people to run activities that keep our communities healthy and well.


Local schools and colleges

Local schools and colleges play a vital role in vibrant communities and we have a strong history of working with and supporting those near to our manufacturing sites.

 **Flint.** Our long-standing partnership with Mold Alun School in Flintshire continues to develop and deepen. During 2016, a Nice-Pak manager volunteered on the school's board of governors and we worked with teachers to help students with their studies and prepare for work with mock interviews and work experience opportunities.

We also successfully completed the pilot scheme to support and sponsor an A-Level student through the course of study. During his sponsorship period, he worked with us during school holidays and assisted us on a number of projects. We were very pleased to make a financial contribution to his future studies, based on his exam results.

 **Magdeburg.** We continue to support several local Kindergartens with donations of products, such as baby, toddler and household cleaning wipes. We also support a local school by working with them on a paid project twice a year.

 **Wigan.** We have held initial discussions with a local school close to our new Wigan site. In 2017, we hope to develop the relationship further and enter into a partnership modelled on our success in Wales.



Youth sport sponsorship

In the UK, we continue to sponsor venues, kits and equipment and donate product to local sports clubs. In 2016, this included Buckley Gymnastics Group, Flint Football Club, Mold U16s Rugby team and Hindley Green U15's Rugby league team.

In Germany we support one local youth football team with a shirt sponsorship deal and another local team by being a partner in their business network.

Charitable support

Similar to previous years, we continued to support local health charities and initiatives. In the UK, we made corporate donations of products and gave financial support to two local hospices and the local hospital.

We adopted a revised approach to employee fundraising with effect from early 2016. To encourage individuals and teams to raise money for charities, Nice-Pak offered to match all funds raised by employees for causes that support our health and wellbeing approach.

For example, we matched all funds raised by one of our concentrate plant operators who cycled along the North Wales coast in aid of Bloodwise, a leukaemia and lymphoma research charity. We also made a matching donation to Macmillan Cancer Care in recognition of the gruelling 25-mile hiking marathon undertaken by our microbiology administrator in extreme weather conditions.

“The only responses I've ever heard when talking about the Macmillan foundation and what they do has been positive. They provide so much support for the people who need it most. The Mighty Hike was the most difficult thing I've had to do. Thank you for those that sponsored me, it was the only thing that kept me going at times!”

Marie Martin, employee fundraiser



SUSTAINABILITY SCORECARD

Performance and progress on our 2020 sustainability roadmap

	Commitment	2020 Goal	2016 Baseline	Notes
CUSTOMERS	Maintain ISO 22716 for all three sites:			
	Flint		✓	
	Magdeburg		✓	
	Wigan		✓	Certification for Hindley Green transferred to Westwood Park
	Achieve ISO 14001 for Westwood Park in addition to Flint and Magdeburg:			
	Flint		✓	
	Magdeburg		✓	
	Wigan			Certification to be considered in 2017 / 2018
	Extend ISO 50001 energy standard to UK:			
	Flint			Certification to be considered in 2017 / 2018
	Magdeburg		✓	
	Wigan			Certification to be considered in 2017 / 2018
	Continue to fulfil membership requirements of:			
BRC		✓	Westwood Park certified following 2016 audit	
CDP		✓	Nice-Pak International data included in Group submission	
EcoVadis		✓		
Sedex		✓		
PRODUCTS	Source 100% RSPO-certified			
	Sustainable Palm Oil		100%	
	Segregated		✓	Nice-Pak International became the first wet wipe manufacturer to be certified for both segregated and mass balance RSPO palm oil.
	Mass balance		✓	
	Grow the presence of FSC®/PEFC materials in our product range to 20%			12%
	Maintain certification for:			
	AISE		✓	
DAAB		✓		
Nordic Ecolabel		✓		



Commitment	2020 Goal	2016 Baseline	
OPERATIONS	15% improvement in energy efficiency	20.43	kWh/1000 units
	20% improvement in carbon efficiency of our factories	8.86	CO ₂ kg/1000 units
	15% improvement in effluent efficiency	0.131	m ³ /1000 units
	20% improvement in waste efficiency	6.88	tonnes/M units
	Maintain zero landfill across all sites	0.00	tonnes/M units
	50% reduction in transport miles between our 3 sites	664,920	total miles

Commitment	2020 Goal	2016 Baseline	Notes
EMPLOYMENT	Maintain Top Employer status at all sites:		
	Flint	✓	
	Magdeburg	✓	
	Wigan	✓	
	Achieve silver-equivalent Corporate Health Standards in UK:		
	Flint	Bronze	Healthy Working Wales: Bronze Corporate Health Standard
	Wigan	Bronze	Workplace Wellbeing Charter: Commitment Award
	Offer apprenticeship opportunities at all three sites:		
	Flint	✓	Accounts and engineering (3)
Magdeburg	✓	Engineering and warehousing (3)	
Wigan	✓	Engineering and R&D (4)	
COMMUNITY	Partner with a local school/college in all locations:		
	Flint	✓	
	Magdeburg	✓	
	Wigan		In discussions with school near new site
	Sponsorship of local youth sports activities	✓	Gymnastics, football and rugby
100% corporate match funding for health and wellbeing-related charity fundraising initiatives by employees	✓	100% match funding donated in 2016	





Helping families stay healthy and well, one wipe at a time.

Nice-Pak International Ltd. Aber Park, Flint, Flintshire, CH6 5EX

Telephone: **+44 (0)1352 736700** Email: **contactus@ nice-pak.co.uk** Web: **www.nice-pak.co.uk**