SUNNY PACKAGING LIMITED

Sustainability Report 2026

Corporate Social Responsibility Overview

2026







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01 | Company Overview

Headquarters

United Kingdom

Total Employees

85 members of staff

Industry

Packaging Manufacturing

Customer Sectors

Airlines and Industrial

Certifications

Targeted ISO 9001 · ISO 14001

Established

Serving clients across the South of UK

What We Do

- Provide high-quality packaging solutions for Airlines, retail and industrial customers
- Offer flexible and rigid packaging across a broad range of product lines
- Supply UK-wide with a focus on responsive, customer-focused service
- Committed to sustainable materials and circular economy principles in all product categories
- Partner with clients to develop bespoke, low-impact packaging that meets their brand and environmental goals

02 | Sustainability Governance

"Sustainability is not an add-on — it is central to how we operate. We are committed to responsible manufacturing, ethical practices and continuous improvement across our business."

— Sundeep Sharma, Sunny Packaging Limited

Leadership Commitment

Sustainability performance is reviewed at senior leadership level. A named director holds accountability for CSR outcomes and continuous improvement.

CSR Working Group

A cross-functional team meets regularly to track environmental and social KPIs, review policies and drive action plans across the business.

Policy Framework

Group-wide policies covering environment, human rights, ethics and quality — reviewed annually and communicated to all staff and key suppliers.

Measurement & Reporting

Annual internal sustainability review. Performance tracked against measurable targets. External reporting planned as part of our transparency commitments.

03 | Environment

ISO 14001	100%	LED	2030
Targeted	**Waste Segregated**	**Lighting Upgraded**	**Net Zero Target**
Environmental management system	On-site recycling across all areas	Energy efficiency improvements	Pathway under active development

Climate & Energy

- Greenhouse gas emissions monitored across Scope 1 & 2 activities
- Site-wide energy efficiency improvement programme in place
- LED lighting installed throughout all facilities
- Renewable energy procurement being explored
- Net zero target set for 2030 with interim milestones

Waste & Circularity

- Zero waste to landfill target — currently diverting 95%+ of waste
- Full on-site waste segregation and recycling in operation
- Production trim and offcuts returned to supply chain
- Packaging take-back programme offered to key customers
- Circular design principles embedded in new product development

Water & Materials

- Water consumption metered and reviewed quarterly
- FSC and PEFC certified fibre used across paper-based ranges
- Phasing out virgin single-use plastics across product lines
- Life-cycle assessments conducted for new product introductions
- Supplier materials transparency required at onboarding

04 | Our People

85
Total Employees

87%
Female Staff

13%
Male Staff

100%
UK-Based Roles

Employment Policies

- Living wage paid to all direct employees as a minimum
- Zero tolerance for forced, child or bonded labour
- Equal opportunities policy — no discrimination on any grounds
- Freedom of association and right to collective bargaining respected
- Whistleblower channel available to all staff
- Modern Slavery Act statement published annually
- Health & safety managed under a formal H&S management system

Wellbeing & Development

Annual Training	Structured training for all staff each year
Mental Health	Mental health first aiders across the business
Flexible Working	Flexible arrangements supported where possible
Performance Reviews	Regular 1-to-1 reviews and objective setting
Internal Progression	Promotion from within actively encouraged
Team Engagement	Regular staff surveys and feedback sessions

05 | Ethics & Compliance



Anti-Corruption & Anti-Bribery

- Group Anti-Bribery & Corruption Policy in place
- Mandatory training completed by all employees
- Third-party due diligence applied to key suppliers
- Gifts & hospitality register maintained
- Zero incidents of bribery or corruption recorded



Data Privacy & Information Security

- GDPR compliant data handling processes in place
- Annual data privacy awareness training for all staff
- Data breach response procedure documented and tested
- Privacy impact assessments conducted for new systems
- Customer and employee data handled with strict controls



Transparency & Whistleblowing

- Anonymous whistleblower channel available to all staff
- Non-retaliation policy clearly communicated
- All concerns investigated promptly and fairly
- Code of Conduct reviewed and refreshed annually
- Open-door culture promoted by senior leadership

Sunny Packaging Limited operates with integrity. Our Code of Conduct applies to all employees, contractors and business partners.

06 | Sustainable Procurement

Tier 1	UK	FSC	Annual
Suppliers All Screened	**Priority Local Sourcing**	**Certified Fibre**	**Supplier Review Cycle**
on CSR criteria at onboarding	supporting British supply chains	across paper-based product ranges	performance & compliance checks

Supplier Code of Conduct

- Mandatory Code of Conduct signed by all Tier 1 suppliers
- Covers environment, labour rights, ethics and product safety
- Non-compliance triggers formal escalation and remediation
- Annual re-affirmation required for critical supply partners
- Supplier self-assessment questionnaire issued at review stage

Responsible Sourcing

- UK-first sourcing policy to reduce transport emissions
- FSC/PEFC certified materials prioritised across all ranges
- Virgin single-use plastics being phased out from supply chain
- Suppliers assessed on environmental and social credentials
- Long-term supplier partnerships preferred over spot purchasing

07 | Sustainability Targets & Roadmap



Foundations

Baseline data collected. Policies reviewed and refreshed across all key areas.

Quick Wins

LED upgrade complete. Supplier Code launched. Waste segregation embedded.

Scale Up

Renewable energy options assessed. Supplier sustainability coverage expanded.

Certify

ISO 50001 energy management certification targeted. Training formalised.

Net Zero

50% absolute emissions reduction achieved. Zero waste to landfill target met.

2026 Priority Targets

Objective	Target	Status
Scope 1 & 2 Emissions	Establish full baseline & reduction plan	**In Progress**
Renewable Energy	Assess and procure renewable electricity tariff	**In Progress**
Waste to Landfill	Achieve and evidence zero waste to landfill	**On Track**
Supplier CSR Coverage	100% of Tier 1 suppliers assessed on sustainability	**On Track**
Staff Training	All 85 employees complete sustainability awareness training	**Planned**

08 | Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING

Formal H&S management system, PPE training and site audits, COSHH-compliant and chemical storage.

7 AFFORDABLE AND CLEAN ENERGY

LED lighting across all facilities, energy-efficient HVAC, and on a 100% renewable electricity tariff.

8 DECENT WORK AND ECONOMIC GROWTH

Zero tolerance of forced or child labour, annual training and internal progression.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Reusable transport crates and full waste segregation with 95%+ diverted from landfill.

13 CLIMATE ACTION

Net zero target for 2030, Scope 1 & 2 emissions monitored and low-carbon deliveries using backhaul routes.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Anti-bribery policy with mandatory training, an anonymous whistleblowing channel and a Code of Conduct refreshed annually.

Our operations align closely with

6 of 17

UN Sustainable Development Goals

These SDGs reflect our environmental, social and ethical commitments across health and safety, energy, labour, materials, climate action and governance.

09 | Energy Efficient Initiatives

Eco-Efficient Climate Management

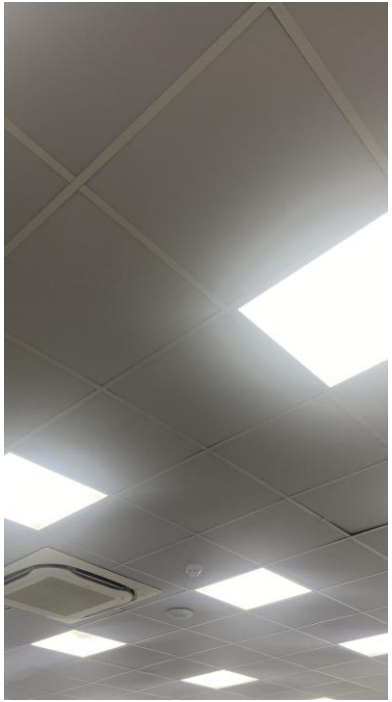
By deploying advanced, energy-efficient HVAC systems, we optimise indoor air quality while keeping electricity consumption to a minimum. Our commitment to rigorous preventive maintenance further extends the operational lifespan of this infrastructure, reducing lifecycle waste.

Low-Emission LED Technology

To reduce our operational footprint, we have integrated high-efficiency LED lighting across our facilities. This transition significantly lowers our daily energy demand and directly reduces our greenhouse gas emissions.



Energy-efficient HVAC system



High-efficiency LED lighting

10 | IT Infrastructure & Cloud Efficiency

Zero	Cloud-First	PUE	Renewable
In-House Servers	**IT Architecture**	**Efficiency Discipline**	**Energy Sourcing**
No on-premise data storage	Workloads in efficient data centres	Prioritised when selecting partners	Preferred for cloud providers



Cloud-First Architecture & Lower Digital Footprint

We maintain a cloud-first IT architecture with zero in-house physical servers or on-premise data storage. Shifting workloads to efficient cloud data centres removes the need to run and cool physical hardware on site.

We also prioritise partners with strong energy-efficiency practices, PUE discipline, and renewable energy sourcing to minimise our overall digital carbon footprint.



No On-Site Servers

Eliminating owned server rooms and the associated direct energy demand.



Efficient Cloud Partners

Selecting providers focused on high-efficiency infrastructure and renewable power.

11 | Packaging Optimisation

Collaborative Packaging Design

We actively collaborate with our customers and suppliers to optimise packaging design, dimensions, and weight across the value chain. By down-sizing packaging materials and increasing standardised crate and pallet volumes for upstream suppliers, we maximise volumetric loading efficiency (cube utilisation) during transit.

Less wasted void space

Lower dimensional weight freight charges

Lower Scope 3 transport emissions per unit

In practice: The photograph of the cutlery demonstrates this improvement in practice. It shows the previous plastic bags positioned on top of the crates now used for transportation. Whilst the plastic bags were sent for recycling, the new crates are returned and reused, reducing the need for single-use plastic packaging and helping to minimise overall plastic waste.



Previous plastic bags on top of the reusable crates

12 | Process and Resource Optimisation

Resource Optimisation

Through continuous process optimisation, we have significantly reduced material consumption and energy usage across our operations.

- **Internal Reuse Programme:** Within our facilities, we implemented an internal reuse programme for plastic bags, extending product lifecycles and cutting down on single-use plastic waste.
- **Advanced Cleaning Chemicals:** Our transition to advanced cleaning chemicals allows for lower dosage requirements per wash cycle, while enabling effective washing at reduced temperatures.

This dual approach delivers a measurable reduction in chemical runoff, virgin plastic demand, and operational energy consumption.

IT Hardware Refurbishment & Internal Reuse

As part of our commitment to resource efficiency and waste reduction, Sunny Packaging supports the recycling and internal reuse of redundant IT equipment, including mobile phones.

- **Retained for Reuse:** Where possible, older phones are retained within the business for recycling or reuse.
- **Reducing E-Waste:** Extending the useful life of electronic equipment, reducing electronic waste (e-waste) and minimising the need for new hardware.

This approach supports more responsible resource management and contributes to a more circular approach to technology within our operations.

13 | Hazardous Material Stewardship

Regulated Storage & Risk Communication

To ensure absolute safety during everyday handling and long-term storage, we adhere to strict COSHH framework directives. Our specialised, high-visibility storage units house sensitive materials securely.

By combining segregated structural isolation with clear safety declarations, we protect on-site personnel and prevent environmental exposure risks during transit or daily operations.

Standardised COSHH Signage

Clear posting of hazard symbols and immediate safety instructions directly on storage equipment.

Protected Transit & Containment

Enforcing spill-proof chemical transfer vessels and robust physical cabinet enclosures.



COSHH storage cabinet with hazard signage

14 | Personal Protective Equipment

Workforce Safety & PPE

Ensuring workforce safety is a core pillar of our operational strategy, supported by high standards for Personal Protective Equipment (PPE), structured distribution, comprehensive training, and continuous compliance monitoring.

Regular Training

To ensure effective protection, all personnel undergo regular training on proper equipment usage, maintenance, and hazard identification.

Compliance Monitoring

Safety officers conduct routine site audits, digital tracking, and spot checks to monitor compliance.

Driving a culture of continuous oversight and zero harm across all operations.



PPE in use on site

15 | Our Low Carbon Delivery Solutions

Low-Carbon Delivery Option

To reduce Scope 3 transport emissions, we offer a low-carbon delivery option that leverages idle capacity and planned return journeys (“backhaul” routes) of our delivery fleet.

How It Works

1. Scheduling non-urgent fulfilments during fleet downtime
2. Utilising empty return trips on planned backhaul routes

Maximised vehicle fill rates

Reduced total miles driven

Lower carbon intensity per delivered unit

16 | Increasing Recycling through Waste Streams

Waste Segregation at Source

Effective waste sorting at the operational source serves as a crucial mechanism for diverting materials from landfill sites and driving higher recycling rates across our value chain.

External Veolia Bins

Large external recycling bins for bulk materials.

Internal Office Bins

For small plastics and food waste.

Less solid waste sent for disposal

Maximised resource recovery

Lower primary raw material demand

This structured segregation enhances overall circularity across our operational footprint.



External Veolia recycling bin

17 | Hazard Reduction & Supplier Selection

Bio-Based

Plant-Based Material

Natural corn-cob granulate

Natural

Biodegradable Alternative

To conventional polishing materials

Safer

Non-Hazardous

Not classified as a hazardous chemical

Tested

Supplier Grain Analysis

Aflatoxins & heavy metals below detection limits

Nicem Bio-Based Corn-Cob Polishing Grain

We have introduced Nicem natural corn-cob granulate into our airline cutlery cleaning and polishing operations, distributed by The Cutlery Polisher Co.

This biodegradable, plant-based material provides a natural alternative to conventional polishing materials and is not classified as a hazardous chemical. Supplier grain analysis confirms that aflatoxins and tested heavy metals are below detection limits.

This initiative supports our commitment to using renewable, bio-based and more environmentally considerate process materials.

Key Benefits

- **Responsible Waste Management:** Biodegradable, natural corn-cob polishing grain supports more responsible material use and waste management within our operations.
- **Lower Hazard Exposure:** A non-hazardous, plant-based polishing material reduces reliance on potentially hazardous process chemicals and supports safer working environments.

18 | SASB Reporting

Alignment with the SASB Standards

Sunny Packaging demonstrates strong operational alignment with the Sustainability Accounting Standards Board (SASB) Standards, now maintained by the International Sustainability Standards Board (ISSB), by systematically addressing financially material Environmental, Social, and Governance (ESG) factors across its core policies.

To mitigate reporting and regulatory risks, the organisation has:

- Established explicit targets for carbon emissions reduction, including net zero by 2030, with the baseline and reduction plan in progress
- Embedded circular economy principles
- Enforced rigorous standards for ethical labour practices and employee wellbeing

Furthermore, Sunny Packaging's proactive emphasis on supply chain transparency and responsible sourcing supports our disclosures against the industry-relevant SASB topics, strengthening governance and long-term risk mitigation.

Containers and Packaging Standard

We have chosen to align with this industry standard, which covers eight disclosure topics:

GHG Emissions	**Air Quality**
Energy	**Water**
Waste	**Product Safety**
Product Lifecycle	**Supply Chain**

SASB Reporting

CODE	METRIC	September 2025 – August 2026 Data
Greenhouse Gas Emissions		
RT-CP-110a.1	Gross global Scope 1 emissions	**2.5 tCO2e**
RT-CP-110a.1	Percentage covered under emissions-limiting regulations	**0%**
RT-CP-110a.2	Discussion of long-term strategy or plan to manage Scope 1 emissions	Sunny is committed to managing and reducing Scope 1 greenhouse gas emissions through ongoing monitoring and operational efficiency improvements. Emissions associated with fuel combustion, heating systems, and company-controlled equipment are reviewed as part of the company's environmental management activities. Long-term plans include improving energy efficiency, maintaining and reviewing equipment to ensure optimal performance, and evaluating opportunities to transition towards lower-emission technologies where operationally feasible.
RT-CP-110a.2	Discussion of short-term strategy or plan to manage Scope 1 emissions	Sunny's short-term approach to managing Scope 1 emissions focuses on optimising shipment and delivery logistics, consolidating deliveries where practical to reduce distance travelled and associated emissions, and making use of truck downtime to optimise fulfilment and minimise unnecessary journeys.
RT-CP-110a.2	Analysis of performance against emissions reduction targets	Sunny has set a net zero target for 2030, including a 50% absolute reduction in emissions, with interim milestones. The pathway is under active development: we are establishing a full Scope 1 and 2 baseline, reduction plan and reporting mechanisms. We aim to use the emissions data collected during 2025 as the baseline for future performance measurement and reduction initiatives.
Air Quality		
RT-CP-120a.1	Air emissions of NOx (excluding N_2O)	0 tonnes - Our sites do not generate any significant amount of emissions
RT-CP-120a.1	Air emissions of SOx	0 tonnes - Our sites do not generate any significant amount of emissions
RT-CP-120a.1	Air emissions of volatile organic compounds (VOCs)	0 tonnes - Our sites do not generate any significant amount of emissions
RT-CP-120a.1	Air emissions of particulate matter (PM)	0 tonnes - Our sites do not generate any significant amount of emissions

SASB Reporting

CODE	METRIC	September 2025 – August 2026 Data
Energy Management		
RT-CP-130a.1	Total energy consumed	**388443 GJ**
RT-CP-130a.1	Percentage grid electricity	**100%**
RT-CP-130a.1	Percentage renewable energy	**100%**
RT-CP-130a.1	Total self-generated energy	**0%**
Water Management		
RT-CP-140a.1	Total water withdrawn	**Data Unavailable**
RT-CP-140a.1	Total water consumed	**Data Unavailable**
RT-CP-140a.1	Percentage of each in regions with High or Extremely High Baseline Water Stress	**0%**
RT-CP-140a.2	Description of water management risks	Potential water management risks include leaks, pipe or water fitting failures, flooding incidents, and issues relating to wastewater drainage or discharge compliance. Increases in water consumption may also present operational and environmental risks if not identified and managed effectively. Failure of drainage infrastructure or non-compliance with discharge requirements could result in environmental impacts or disruption to operations. Additionally, flooding or water supply incidents could affect the functionality of the facility and business continuity.
RT-CP-140a.2	Discussion of strategies to mitigate water management risks	Sunny implements measures to manage and mitigate water-related risks through regular monitoring, compliance activities, and infrastructure controls. Annual tracking of water usage is undertaken to identify increases or decreases in consumption and support ongoing resource management. Water fittings and visible pipework are inspected as part of annual Environmental and Legal Compliance Audits to ensure operational integrity and reduce the risk of leaks or failures. Emergency preparedness measures are also in place, including identified water isolation points/mains valves and procedures to notify the local water authority in the event of flooding.

SASB Reporting

CODE	METRIC	September 2025 – August 2026 Data
Water Management		
RT-CP-140a.2	Discussion of practices to mitigate water management risks	Sunny carries out annual inspections of visible pipes and water fittings to assess their condition and functionality. Water usage is monitored each year and compared against previous years to identify changes in consumption. Water isolation points and mains valves are clearly identified and located within the facility to support rapid response in the event of an incident.
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits	**0**
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality standards	**0**
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality regulations	**0**
Waste Management		
RT-CP-150a.1	Amount of hazardous waste generated	**0 tonnes**
RT-CP-150a.1	Percentage recycled	**0%**
Product Safety		
RT-CP-250a.1	Number of recalls issued	**0**
RT-CP-250a.1	Total units recalled	**0**
RT-CP-250a.2	Discussion of process to identify and manage emerging materials	As the business receives cutlery items, cleans them, and repackages them for reuse, our primary material input is reusable cutlery, with the primary material output being cleaned and repackaged cutlery ready for reuse. Material selection and usage are reviewed as part of normal operational processes to ensure materials remain suitable for their intended use, meet quality requirements, and align with evolving sustainability considerations.
RT-CP-250a.2	Discussion of process to identify and manage chemicals of concern	Our use of chemicals of concern is minimal and primarily limited to cleaning chemicals used within our cleaning processes. Based on current information provided by our suppliers, the chemicals used are not considered harmful under applicable standards.

SASB Reporting

CODE	METRIC	September 2025 – August 2026 Data
Product Lifecycle Management		
RT-CP-410a.1	Percentage of raw materials from recycled content	**75%**
RT-CP-410a.1	Percentage of raw materials from renewable resources	**82%**
RT-CP-410a.1	Percentage of raw materials from renewable and recycled content	**90%**
RT-CP-410a.2	Revenue from products that are reusable	**£0**
RT-CP-410a.2	Revenue from products that are recyclable	**£0**
RT-CP-410a.2	Revenue from products that are compostable	**£0**
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Sunny reduces the environmental impact of packaging throughout its lifecycle through a circular approach to material selection, use, and disposal. We prioritises packaging materials derived from renewable sources and supports the reuse and repurposing of materials wherever practical. Primary packaging, including sustainable cardboard packaging that can be flat-packed and recycled, is selected to support circularity while also reducing material weight and packaging volume. This approach helps minimise waste generation and supports more environmentally responsible end-of-life disposal practices.
Supply Chain Management		
RT-CP-430a.1	Total wood fibre procured (card)	**Not applicable**
RT-CP-430a.1	Percentage from certified sources	**0%**
RT-CP-430a.2	Total aluminium purchased	**0 tonnes**
RT-CP-430a.2	Percentage from certified sources	**0 tonnes**

SASB Reporting

CODE	METRIC	September 2025 – August 2026 Data
Activity Metrics		
RT-CP-000.A	Amount of production by substrate	**0 tonnes**
RT-CP-000.B	Percentage of production as paper/wood	**0%**
RT-CP-000.B	Percentage of production as glass	**0%**
RT-CP-000.B	Percentage of production as metal	**0%**
RT-CP-000.B	Percentage of production as plastic	**0%**
RT-CP-000.C	Number of employees	**79**

Social Reporting

Reporting Questions	April 2024 - March 2025
Total number of hours worked	10268.79
Number of days lost to work-related injuries and ill health	0
Number of work-related accidents	0
Average number of training hours per employee	20
Percentage of women employed in the whole organisation	79.60%
Percentage of employees from a minority or vulnerable group in the whole organization	94.50%
Number of employees trained on health and safety issues	56
Number of injuries	0
Percentage of employee entitled to take family-friendly leave	100%
Number of employees with a performance review	56
Number of performance apprasials	56
Number of internal promotions	3
Number of discrimination cases	0
Number of harassment cases	0
Number of child labour incidents	0
Number of forced labour incidents	0
Number of human trafficking reports	0

Environmental Reporting

Reporting Questions	April 2024 - March 2025
Scope 1 emissions (tCO2e)	2.5
Scope 2 location-based emissions (tCO2e)	128.44
Scope 2 market-based emissions (tCO2e)	0
Scope 3 emissions (tCO2e)	46.34
Total energy consumption (kWh)	388,443
Total renewable energy consumption (kWh)	388,443
Total weight of hazardous waste (kg)	0
Total weight of non-hazardous waste (kg)	0
Total weight of waste recovered (kg)	0
Number of employees trained on energy efficiency	6
Weight of waste recycled (kg)	1380kg
Number of employees trained on recycling	4
Number of product recalls or health and safety incidents during the reporting period	0
Number of health and safety complaints received from customers	0
Number of sustainable products listed	0
Percentage of cutlery processed that was reused rather than disposed of	100%

Ethics and Procurement Reporting

Reporting	April 2024 - March 2025
Percentage of employees trained on business ethics	6%
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0
Percentage of targeted suppliers who have signed the supplier code of conduct	75%
Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	78%
Percentage or number of targeted suppliers covered by a sustainability assessment	65%
Percentage or number of targeted suppliers covered by a sustainability on-site audit	16%
Percentage or number of all buyers who received training on sustainable procurement	12%
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	69%

SUNNY PACKAGING LIMITED

Our Commitment to Sustainability

At Sunny Packaging Limited, our 85 strong team — 87% of whom are women — is at the heart of everything we do. We are committed to responsible manufacturing, ethical supply chains and continuous environmental improvement, building a business that is good for our people, our customers, our communities and our planet.

For further information on our sustainability approach, please contact:

info@sunnypackaging.co.uk





