



Sustainability Report Progress 2025

Covers fiscal year 2024/25



Contents

Introduction

A message from CEO	3
HBI group	4
Our locations	5
Our commitment	6

Our Business

Our history	8
Our products	10
Our value chain	12
Our double materiality assessment	14
Our progress	16
Additional areas of focus	17

Climate Change

Carbon emission	18
Climate physical risk	19
Product design & carbon footprint	20
Packaging Case Study	21

Safety & Environment

Safety culture	22
Accident & incident reporting	23
Biodiversity	24
Product End-of-use	25

Our People

Employee Engagement	26
Diversity & Inclusion	26
Apprentiship Case Study	27
Learning & Development	28
Community Engagement	28
Robin Hood Awards	29

Business Conduct

Compliance program	30
Workers in value chain	31
Sustainable sourcing	31
Anti-bribery & Corruption	31
Raising a concern campaign	32
Cyber Security & IT System	33
Accreditations	34
Associations	35

Appendix	36
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CEO Message

I'm proud to introduce this year's Sustainability Report from HBI Health & Beauty Innovations, an opportunity to reflect on the strides we've made and the values that continue to guide us forward.

At HBI, we work closely with leading health and beauty brands to deliver innovative, science-led solutions with sustainability at their core. With a growing global presence, we remain committed to making a positive impact, on people's well-being, on the industries we serve, and on the planet we share.

We are on a mission to become the world's most sustainable contract manufacturer. This ambition drives the way we operate every day, from embedding environmental thinking into product development to investing in cleaner energy and more efficient practices across our sites.

Sustainability is not an add-on; it's built into our mindset, our systems, and our culture. I'm grateful to our teams, our partners, and our customers for supporting this vision and helping us move closer to it.

Michael Hughes

CEO
HBI Group



HBI Group

Innovative. Global. Sustainable.

HBI is an innovative global contract manufacturer specializing in nutritional, cosmetic, and healthcare products.

Partnering with leading brands, we deliver science-backed, sustainable solutions that enhance well-being worldwide.

With over **400 years of combined expertise**, we operate seven businesses across Europe and the US, **serving customers in more than 120 countries.**

Our team of **70+ R&D experts** develops **500+ new formulas each year**, helping brands bring high-performance products to market. As part of our commitment to sustainability, 100% of the electricity used across all HBI sites comes from renewable sources.



"On a mission to be the world's most sustainable contract manufacturer."

MICHAEL HUGHES - CEO, HBI

SUSTAINABLY EXCEEDING EXPECTATIONS



Minnesota, US
220K sq. ft
200 employees
Founded 1995
On-site R&D Lab

Effervescent &
Non-effervescent
tablets & powders



Florida, US
350K sq. ft
250 employees
Founded 1983
On-site R&D Lab

Gummies, tablets,
capsules, cap-in-
cap & powders



Tredegar, Wales
140K sq. ft
280 employees
Founded 1994
On-site R&D Lab

Softgels &
gummies



Runcorn, England
175K sq. ft
350 employees
Founded 1798
On-site R&D Lab

Tablets, capsules,
powders &
effervescent
tablets



Alton & Kirkham, UK
180K sq. ft
600 employees
Founded 1970
On-site R&D Labs

Liquids & creams in
personal care.
Nutrition, medical
devices & licensed
medicines



Morecombe, England
75K sq. ft
80 employees
Founded 2000
On-site R&D Lab

Liquids & creams in
personal care.
Nutrition & medical
devices



Feldkirchen, Austria
93K sq. ft
95 employees
Founded 1992
On-site R&D Lab

Liquids, tablets &
capsules

Our Locations

HBI Group is a global leader made up of seven businesses, with manufacturing plants in the US and Europe serving over 120 countries.

Backed by 452 years of combined expertise and spanning **1.2 million square feet of facilities**, we drive innovation and excellence worldwide.



Our Commitment

Our Sustainability Framework

Sustainability is core to our strategy and underpins our long-term commitment to responsible growth and value creation.

Strategic Priorities		Challenges & Opportunities
Environmental	CLIMATE CHANGE 	DECARBONIZING OUR CUSTOMERS We are working to achieve net zero across our businesses. We are investing in self-generated renewable energy across our business units and assessing the carbon embedded in the products that we manufacture.
	SAFETY & ENVIRONMENT 	KEEPING OUR PEOPLE & ENVIRONMENT SAFE Our people drive and operate machinery. They work in offices, manufacturing and warehouses. We are focused on keeping our people and the communities where we operate safe at all times.
Social	OUR PEOPLE 	REINFORCING OUR STRONG CULTURE We are a people business. Developing our people is critical to our current and future success. We do this by investing in training, actively developing careers and building a supportive culture that values inclusion and innovation. We also value the relationships that we have with the many local communities where we operate and that we serve.
	BUSINESS CONDUCT 	ENSURING STRONG GOVERNANCE & COMPLIANCE Good governance and compliance with the laws and ethical standards that apply to our activities are fundamental to how we do business. We also recognize the positive contribution to society that can be made by working with suppliers and customers who share our values.
Governance		

Objectives

2030 Targets

UN SDGs

We will decarbonize our operations to net zero by 2045 or sooner

Our goal is to reduce our Scope 3 emissions to net zero by 2050

50% reduction

Scope 1 & 2 GHG Emissions
(2019 baseline)

Scope 3 Targets set

Establish Scope 3 measurements and set reduction targets across our businesses



Our goal is no accidents or serious environmental incidents and keeping our people and environmental safe

LTIFR < 1

Lost Time Incident Rate
of <1 for every 200,000
hours worked



Our goal is to provide a vibrant, inclusive and innovative place to work and be a positive member of the communities we serve

>80%

Engagement score



Our goal is to operate in accordance with the highest standards of ethics, compliance and corporate governance

Ethics and Integrity

Highest standards



Our History

A Legacy of Expertise

With 452 years of combined expertise, HBI leads in health & beauty innovation.



Building on its growth strategy, HBI expanded further by adding Thompson & Capper. Based in Runcorn, UK, Thompson & Capper has been in business since 1798 and is well-known for specializing in the production of tablets, capsules, powders, and effervescent tablets.

founded in 1798



A 110,000 sq. ft. manufacturing plant in Kirkham was acquired, further enhancing the Laleham Health & Beauty business and expanding beauty manufacturing capabilities.

founded in 1976

1998



HBI acquired EuroCaps, a company based in Tredegar, Wales, UK, renowned for its expertise in softgel production.

founded in 1973

1999



2004



HBI entered the beauty market with the acquisition of Laleham Health & Beauty, specialists in skin care, hair care, body care, and nutritional liquids and pharmaceutical products, based in Alton, UK.

founded in 1970

2014





A major milestone in HBI's global growth strategy. HBI entered the U.S. market for the first time with the acquisition of Ion Labs in Largo, Florida.

founded in 1983



Marking a significant step in its global journey, HBI made its first move into central Europe with the acquisition of HBI Bittner.

founded in 1992

2015

2018/19

2020

2025



Another beauty business, Design Plus, was acquired, specializing in sachet packing. This addition further diversified HBI's capabilities and became a sub-division of the Laleham Health & Beauty business.

founded in 2000



Expansion in the U.S. continued with the acquisition of Amerilab Technologies in Minneapolis, specialists in powders and effervescent products.

founded in 1995



Our business

Our Products

Innovative Solutions for Better Living

We partner with brands to develop innovative health and beauty products that enhance consumer well-being. From formulation to packaging, we deliver high-quality, science-backed solutions that help people look, feel, and live better.

We offer world-class product development, advanced manufacturing, and precision packaging, all under one roof.

With seven businesses, eight locations, and a vertically integrated approach, we deliver speed, quality, and scalability to help brands succeed.



Tablets



Hair



Softgels



Pow



Liquid



Body



Care



Gummies



Stick Packs



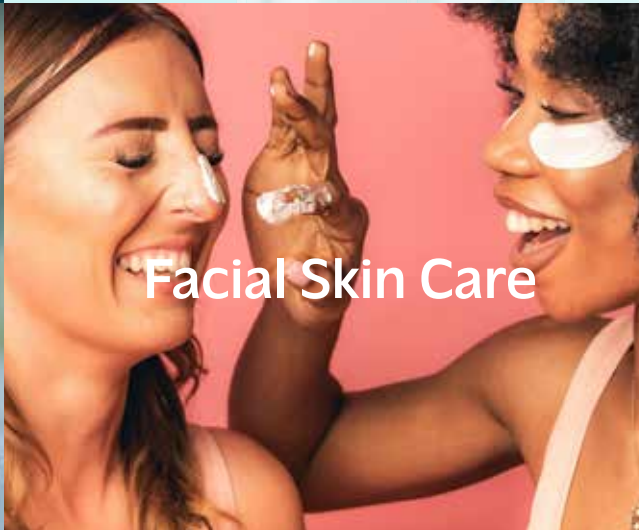
Pet Health



ders



Effervescent



Facial Skin Care



Medical Device



Care



Capsules



Chewables



Sprays



Our Value Chain

In the period we have mapped our value chain so we can better understand the impacts risk and opportunities arising from our business activities.

Key Positive Impacts or Opportunities

- 1 Potential positive impact to employees due to the implementation of robust labor and human rights related policies
- 2 Potential positive impact to value chain workers due to supplier relationship management
- 3 Positive impact to employees due to the implementation effective working conditions
- 4 Equal treatment and opportunities for employees
Impact due to DCC's focus on strong corporate governance
- 5 Opportunity to expand product demand through superior customer service

Key Negative Impacts or Risks

- 1 Negative impact to the environment and society as a result of scope 3 emissions
- 2 Negative impact on the environment and society by failing to achieve commitment to reach net-zero carbon emissions
- 3 Impact on access to quality information through increased transparency in product marketing resulting in a positive impact to customers.
- 4 Acute physical risk due to changing weather conditions caused by climate change which may affect raw material availability
- 5 Negative impact to biodiversity and ecosystems through reliance on the extractions of natural resources
- 6 Negative impact to employees due to the occurrence of health and safety accidents and incidents
- 7 Impact to child labor, forced labor and working conditions through possible human rights in-fringements



SUSTAINABLY EXCEEDING EXPECTATIONS
FOR OUR

Customers

Colleagues

Community

Double Materiality Assessment Process

This section outlines the process we followed in the review of our Double Materiality Assessment ('DMA') during the year under review. The process was supported by external advisors and followed relevant guidance under the EU Corporate Sustainability Reporting Directive ('CSRD').

As part of our commitment to transparent and responsible sustainability reporting, we continue to integrate the outcomes of our double materiality assessment into the development and refinement of our sustainability strategy. Double materiality considers both impact materiality (the entity's impacts on people and the environment) and financial materiality (sustainability matters that affect the entity financially). During the year, we completed a refresh of our Double Materiality Assessment ('DMA') with the support of external advisors in line with applicable European Sustainability Reporting Standards ('ESRS'). The assessment plays a critical role in identifying and evaluating Impacts, Risks, and Opportunities across our operations, ensuring that our strategic decisions are grounded in both financial relevance and environmental and social responsibility.

With the recent CSRD Omnibus updates introduced by the European Commission, which aim to streamline reporting requirements and reduce administrative burdens, formal acceptance of our double materiality assessment (DMA) is currently pending further clarification and finalization of the revised reporting requirements. Nevertheless, we continue to use the insights gained to inform and shape our sustainability strategy. While the Omnibus proposal significantly scales back the scope and timing of CSRD reporting obligations, it retains the core requirement for double materiality assessments. As such, we remain committed to evaluating both the financial implications of sustainability risks and the broader environmental and social impacts of our operations. This proactive approach ensures our strategy remains aligned with evolving EU expectations and positions us to respond effectively once the updated CSRD framework is finalized.

1. UNDERSTANDING THE CONTEXT

Impacts, risk & opportunities relevant to our business were identified including reviewing our prior DMA, internal reporting, external research and publications.

2. SUSTAINABLE TOPICS AND IMPACTS

IROs were scored by evaluating the severity and likelihood of their effects on people and the environment or potential magnitude on the business.

QUALITY PROS

uating
d of
d the
ss.

3. STAKEHOLDER ENGAGEMENT

Engagement with stakeholders was undertaken via surveys, interviews and focus groups before reaching a consensus on scoring.

4. ANALYSIS AND RESULTS

We consolidated the scores for each IRO and conducted a validation workshop with the Leadership team.

Our Sustainability Performance

We made further progress in our journey towards a more sustainable future during the year.

Priorities	2030 Targets	KPIs	2025	2024	%	FY25 Δ% 2019 baseline
CLIMATE CHANGE 	50% reduction Scope 1 & 2 GHG Emissions (2019 baseline)	Scope 1 GHG Emissions tCO ₂ e	4056	3794	6.9	-14.2
		Scope 2 GHG Emissions tCO ₂ e (Market based)	3	0	n/a	-99.9
		Scope 1 & 2 GHG Emissions tCO ₂ e (Market based)	4059	3794	7	-56
SAFETY & ENVIRONMENT 	LTIFR < 1 Lost Time Incident Rate of <1 for every 200,000 hours worked	Lost time injuries per 200,000 working hours ('LTIFR')	0.76	0.70	8.6	-
		Lost time injury severity rate ('LTISR')	11.49	5.58	51.4	-
OUR PEOPLE 	>80% Employee Engagement score	Employee Engagement Survey results	76%	75%	1.3	-
		Employees at the end of the period ('FTE's')	1760	1665	5.7	-
BUSINESS CONDUCT 	Ethics and Integrity Highest standards	Number of convictions for violation of anti-corruption and anti-bribery laws	0	0	n/a	-
		Material data privacy breaches ¹	0	0	n/a	-

1. These are defined as breaches that result in a significant regulatory sanction or financial penalty.

Additional Areas of Focus

CLIMATE CHANGE

Climate Physical Risk assessment has been conducted to understand the impact of climate change on our activities principally by considering both transitional and physical effects over the short, medium and long-term.

BIODIVERSITY

We have undertaken an exercise to identify our sites that have a heightened potential of biodiversity related risk including those that are in close proximity to Key Biodiversity Areas ('KBAs') and Protected Areas ('PAs'). In addition to our efforts to reduce greenhouse gas (GHG) emission, we are fully committed to minimizing non-GHG air pollutants such as sulfur oxides (SOx), nitrogen oxides (NOx), volatile organic compounds (VOCs), particulate matter (PM), and dust across our operations.

ENVIRONMENT

Our businesses ensure appropriate compliant waste management is in place including membership of compliance schemes such as Repak, Valpak. Key sites are Zero to Landfill with others working towards this goal.

We manage careful use of water with relevant permits in place where required. Sites where water is a key resource for manufacturing, measure and monitor water consumption. We are committed to minimizing other atmospheric emissions such as odor, noise, light pollution, and road congestion by implementing responsible operational practices, optimism logistics, and engaging in continuous improvement to reduce the environmental and community impact of our direct activities

WORKERS IN THE VALUE CHAIN

We have robust third-party management processes in operation across the Group that are audited as part of our compliance reviews on an ongoing basis.

ACCREDITATIONS

The majority of our sites hold independent accreditation of their businesses to assure quality management systems are in place under ISO 9001, 13485, 14001, 17025 and/or 45001 .

The majority of businesses hold Ecovadis scorecards with an average score of 63 , with HBI Thompson and Capper piloting the Ecovadis supplier management platform.

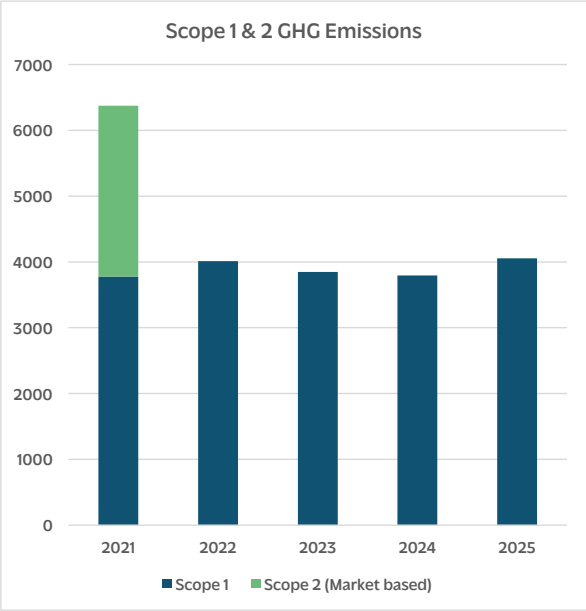
CLIMATE CHANGE

Carbon Emissions

Reaching net zero greenhouse gas emissions is essential for a sustainable future. We will continue to decarbonize our own operations and work with our value chain partners to do the same where we can.

Scope 1 and 2 Emissions Targets

We used 43.2 GWh of energy this year which represents 4,056 tCO₂e. Although a plateau to prior year, this includes acquisition and business growth. Our businesses have converted to 100% renewable electricity and are now focused on reducing Scope 1 fuel usage. We understand the importance of energy efficiency to conserve energy and the value of contributing to the generation of renewables and are therefore, investing in initiatives such as new machinery and installation of solar PV. We have established electric vehicle options in our car fleet policy, installed EV chargers at key sites.



Scope 3 Emissions

HBI Thompson and Capper has participated in a pilot programme with external consultancy to measure comprehensive Scope 3 emissions on an activity basis. HBI EuroCaps has also measured Scope 3 (limited scope) on a spend. Supplier engagement is the key lever identified to support our Net Zero target. Evaluation of tools and resources to support routine Scope 3 measurement for all businesses is underway.

Self generated renewable energy

We've invested in renewable energy across our business because we believe how we make our products matters. It's part of our ongoing commitment to doing the right thing, for our customers, our colleagues, and our community.

Solar panels are now in place at four of our sites, HBI Thompson & Capper, HBI Amerilab Technologies, HBI EuroCaps, and HBI Bittner, helping us harness clean energy from the sun to power our operations more sustainably.

At HBI EuroCaps, we've taken things further by installing two on-site wind turbines, generating additional renewable electricity from natural wind power.

These changes are already making a difference by reducing our carbon footprint and supporting more responsible manufacturing across HBI.

This is just one part of our sustainability journey, and we're proud to be turning sunlight and wind into meaningful progress.

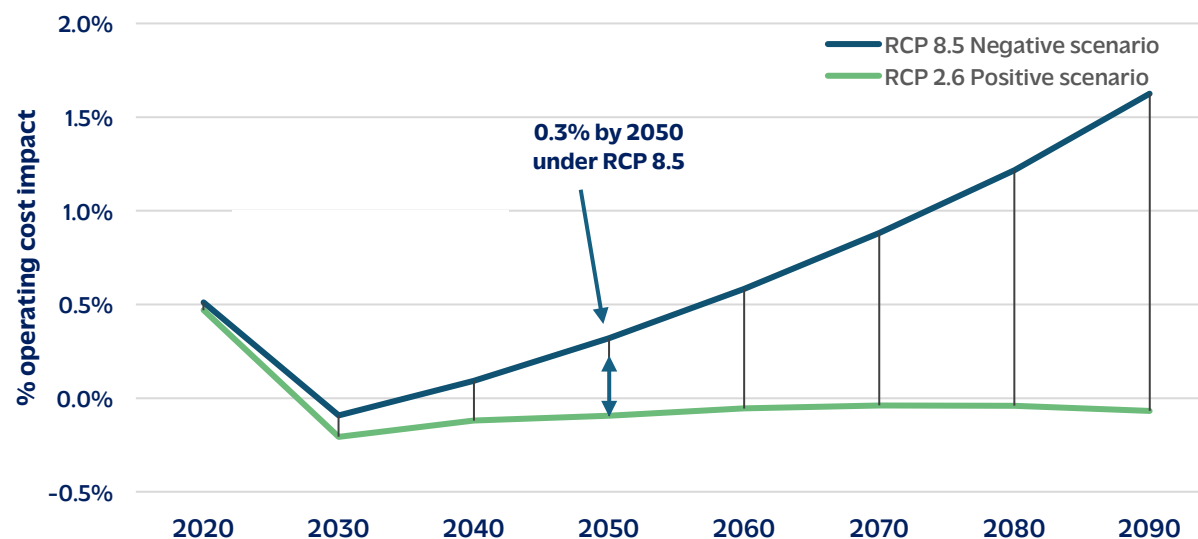




Climate Physical Risk

During the year, we completed an assessment, using a recognized third-party tool, to review climate physical risk for 10 key operational sites including manufacturing, warehouses and offices. The tool considers the latest climate science from the Intergovernmental Panel on Climate Change ('IPCC') in 10-year periods to 2090 and analyses the operational cost and impact from chronic and acute climate change over that period. This is expressed as the Modelled Average Annual Loss ('MAAL') for each site, against four climate scenarios, ranging from benign climate outcomes involving a c.1.5°C increase (RCP 2.6) to significant changes involving a c.4°C increase (RCP 8.5). Based on the analysis completed of the 10 sites, physical climate risk does not currently appear to be a material risk for our own operations.

Climate Physical Risk Impact by IPCC Scenario



Product Design & Carbon Footprint

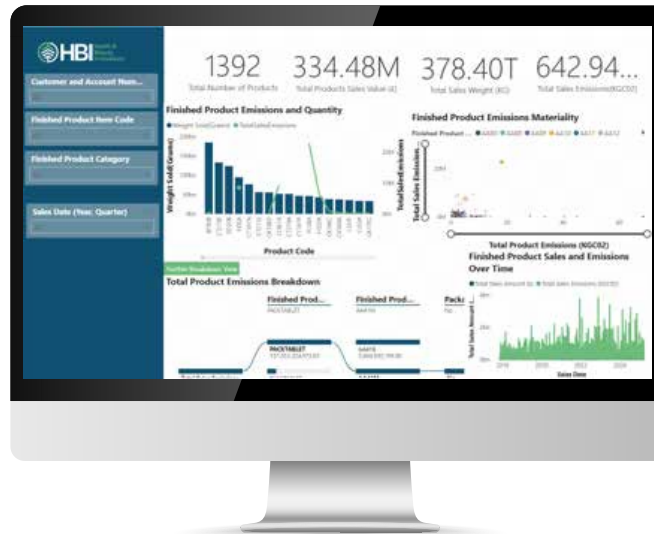
As a contract manufacturer it is ultimately our customers who are responsible for the product design. However as our mission is to be the most sustainable contract manufacturer in the world our businesses are mindful that sustainable product design and carbon footprinting are essential strategies in reducing the environmental impact of our product throughout their lifecycle. Using our knowledge and experience we bring an Sustainable design into the product development process. Sustainable design focuses on creating products that use fewer resources, generate less waste, and are easier to recycle or reuse, all while maintaining functionality and user appeal.

This approach involves selecting eco-friendly materials, optimizing manufacturing processes, and designing for durability and end-of-life recovery. Examples of sustainable design can be seen across our business both for in-house manufacturing and working with our partners. Carbon footprinting complements this by quantifying the greenhouse gas emissions associated with each stage of a product's life. We are building our skills and resources in this area to identify emission hotspots, make data-driven improvements, and transparently communicate our environmental performance, ultimately supporting climate goals and fostering trust.



eCO₂ Vision

We are acutely aware that the products we develop and produce for our customers contribute to Carbon emissions. Through the work that we have completed in understanding our Scope 3 green house gas emissions we know that the Carbon generated in production of the raw materials and packaging componentry is a key driver.



To empower our customers and support them in understanding the carbon within their products we have developed eCO₂Vision. This tool allows us to consider the impact of carbon alongside quality and price when developing new products. The tool allows our R&D teams to formulate and determine the carbon levels from the raw materials and packaging in real time.

eCO₂Vision we believe showcase how we are building sustainability into our ways of working to making a real difference to our customer and end users.



Case Study

Sustainable Innovation at HBI Laleham

1. The Brief

An eco conscious customer wanted to reduce the environmental impact of their current tube offering concentrating on light-weighting / material reduction without impacting upon the highly visual product range.

2. The Solution

HBI Laleham implemented a new tube specification with a reduced sleeve thickness (from 0,500mm down to 0,350mm) with a recycled material (PCR) content inclusion. The chosen specification integrates a virgin material outer layer extrusion to provide a perfect finish for print application without color variation. A light-weighted 'slender' cap profile in polypropylene (PP) was chosen to further reduced polymer usage whilst maintaining a high functioning flip top cap closure.

3. Innovation

A new printing process 'prime print' was also implemented to allow realization of high-resolution designs required by the brand whilst reducing the need for multiple print color applications and corrections required with more traditional print methods. The print process advances allow for minimization of component wastage during print stage of tube production.

4. The Result

The final tube specification realized a 19% material weight reduction in comparison to the existing tube format, whilst maintaining a higher than market average 46% PCR content inclusion which helped achieve a £0.01–£0.02 cost saving per unit in the process.

Eco Conscious Tubes - Light-weighting Exercise



30%

REDUCTION IN SLEEVE
THICKNESS

19%

MATERIAL WEIGHT
REDUCTION

46%

PCR INCLUSION

£0.02

COST SAVING
PER UNIT

SAFETY & ENVIRONMENT

Safety Culture

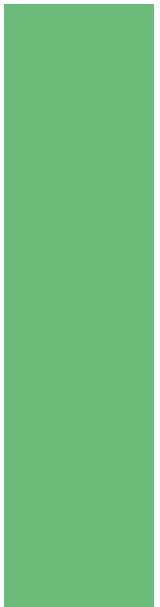
Our Safety First Culture continues to grow and develop across the businesses. This year we introduced the 'Speak Up for Safety' initiative to enhance the awareness of our people and to empower them to make the changes necessary to improve their working environments through stronger communication. Our 3 year plans build upon the 'Speak Up for Safety' initiative and include development of leadership responsibility, management review and strengthening the competence of our teams.

A critical step in the development of the Safety First Culture is to build upon the knowledge and skills of our management team at all levels. To do this, we have started rolling out the IOSH Leading Safely course with the leadership teams. For middle management, we are rolling out the iHASCO course 'Health and Safety for Managers and Supervisors'.



Speak Up For Safety

'Speak up for Safety' was the theme for this year's Safety Stand Down to encourage and find ways improve our two-way communication, as part of our safety culture development. To help our teams, we introduced the 4 Ds and gathered feedback on communication via a questionnaire.



Accident & Incident Reporting

All safety events are entered into an electronic health and safety management system which supports the businesses to investigate the reasons why the events occurred and prevent them from reoccurring. Events recorded include lost time accidents, accidents, incidents, near misses and Good Saves.

"Good Saves" are our way of giving our people the opportunity to identify and raise hazards. This programme is in place across the businesses and helps us to develop our Safety First Culture by empowering our people. Last year, we focused on training and completed regular refreshers to keep the Good Saves programme at the forefront of everyone's mind, resulting in positive improvements.

Learning from Events forms part of our reporting process. Our businesses share events that have occurred, along with their investigation findings so others can learn and ensure that their control measures are robust, thereby reducing the risk of a similar event elsewhere.



Risk Management

Managing operational hazards is critical to reduce the risk of harm to our people and damage to our property and equipment. This year, we kicked off the Risk Assessment Review Project, conducting a grass roots review to ensure all hazards are documented and risk assessments are robust and up-to-date. This work is ongoing.

Introduction of specific health and safety training is improving general hazard awareness and equipping our people with the skills and knowledge needed to create a safer working environment for themselves and their colleagues. We have engaged with platforms such as iHASCO courses which we have integrated into our HR system. Courses range from 5 minutes to an hour and are easily accessible through the Learning Management System. We are also commencing roll-out of the fully certified and internationally recognized IOSH series of health and safety courses.

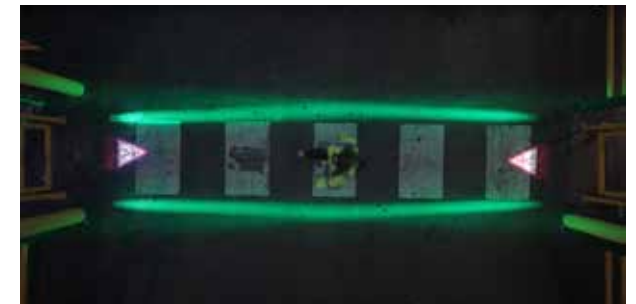
Case Study

Warehouse improvement

As part of our 3 year plan focused on Health & Safety, it was identified that the warehouses and the use of Fork Lift Trucks (FLT's) were high risk areas. Through a HBI Group initiative the inclusion of new technology and AI has started with a focus on the Forklift truck fleet. At two of our sites HBI Thompson & Capper and HBI Laleham the forklift fleet has been upgraded to include telematic devices to monitor use, truck suitability for use monitoring and impact detection.

The trucks are also fitted with pedestrian AI cameras which slow the trucks should pedestrians be within the danger zone, along with a visual identification showing the direction of travel for pedestrians.

To further support this, actions have been put in place to remove pedestrians from potential conflict with forklift trucks. Designated walkways with physical barriers have been put in place at both sites to support this.



Biodiversity

We recognize the importance of understanding and managing our nature-related dependencies and impacts. We adopted the LEAP (Locate, Evaluate, Assess, Prepare) approach in line with Taskforce on Nature-related Financial Disclosures ('TNFD') recommendations. This structured framework enables us to systematically assess biodiversity-related risks and opportunities and integrate them into our sustainability strategy. We used the Integrated Biodiversity Assessment Tool ('IBAT') to evaluate and establish a baseline of potential biodiversity related impacts including the proximity of our sites to areas of importance for biodiversity such as Protected Areas ('PA'), Key Biodiversity Areas ('KBA'), and habitats of species listed on the International Union for Conservation of Nature ('IUCN') Red List. This biodiversity assessment has provided a robust foundation for understanding the potential impact of our operations on areas of biodiversity importance. Further work to continue exploring the potential impacts that our operations could have on habitats and species is required.

10

HBI Sites included in Biodiversity assessment

3

HBI Sites within 1km of Protected Area

2

HBI Sites within 1km of Key Biodiversity Area

We have also started to understand the risk within our supply chain on biodiversity via mapping our supply chain. HBI Thompson and Capper have mapped their full supply chain as part of pilot program. This mapping has shown that based on the industry type and country of location of our suppliers that there is a potential risk on Biodiversity. Further work to review the exact risk with those suppliers identified as high risk is required.

Biodiversity Table

HBI Thomspon & Capper Supply Chain Biodiversity Risk Assesment

Risk Levels	Weighted Biodiversity Risk	%
Very high	0	0
High	3	0.64
Medium	37	7.97
Low	1	0.002
Very low	411	88.57
Undefined	11	2.37
Total	464	

Waste

Compliant waste management is a critical component of sustainable and safe environmental practices, ensuring that waste is handled in accordance with legal and environmental standards. We encourage our sites to segregate their waste at the source into categories such as recyclables, organic waste, general waste, and hazardous materials. This enables our businesses to effectively recycle, allowing materials like paper, plastics, and metals to be reprocessed and reused, reducing the demand for raw resources. A number of our sites have already achieved 'Zero to Landfill', which involves diverting all waste from landfills through methods like recycling, composting, and energy recovery. Additionally, due to the nature of our products, we engage approved third parties to arrange the safe and compliant disposal of hazardous waste, such as chemicals, batteries, and medical waste, which requires specialized handling and treatment to prevent harm to human health and the environment. Our businesses are registered with national packaging waste compliance schemes such as Valpak (UK) to ensure compliance with our Extended Producers Responsibility.

Case Study

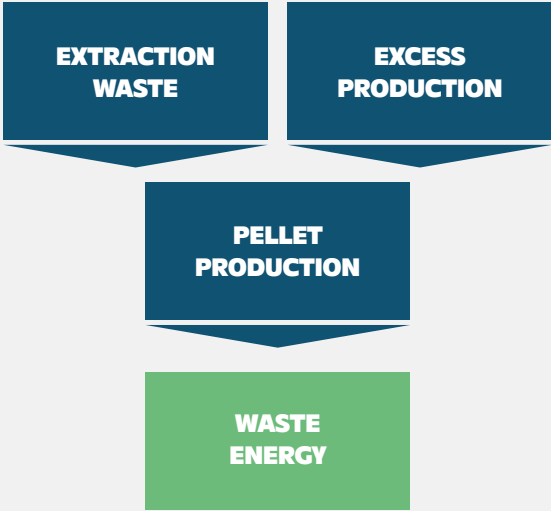
Minimizing Waste, Maximizing Impact

The impact of the waste that our operations generation has a direct impact on the environment. At each site we are aiming to ensure that the minimal amount of waste is disposed of via landfill.

At our Thompson and Capper site a review of the waste process from generation to disposal was conducted. It showed that historically ~20% of their waste was disposed of via landfill with the main source of waste being extraction and excess production. The site has put in plans to reduce the generation of the waste in the first instance, but they have also worked with certified waste contractors to review the disposal method. A new disposal route was proposed which diverted the waste to "Waste Energy Recovery". In the first six months of implementation all of the waste previously sent to landfill has now be recovered as energy.

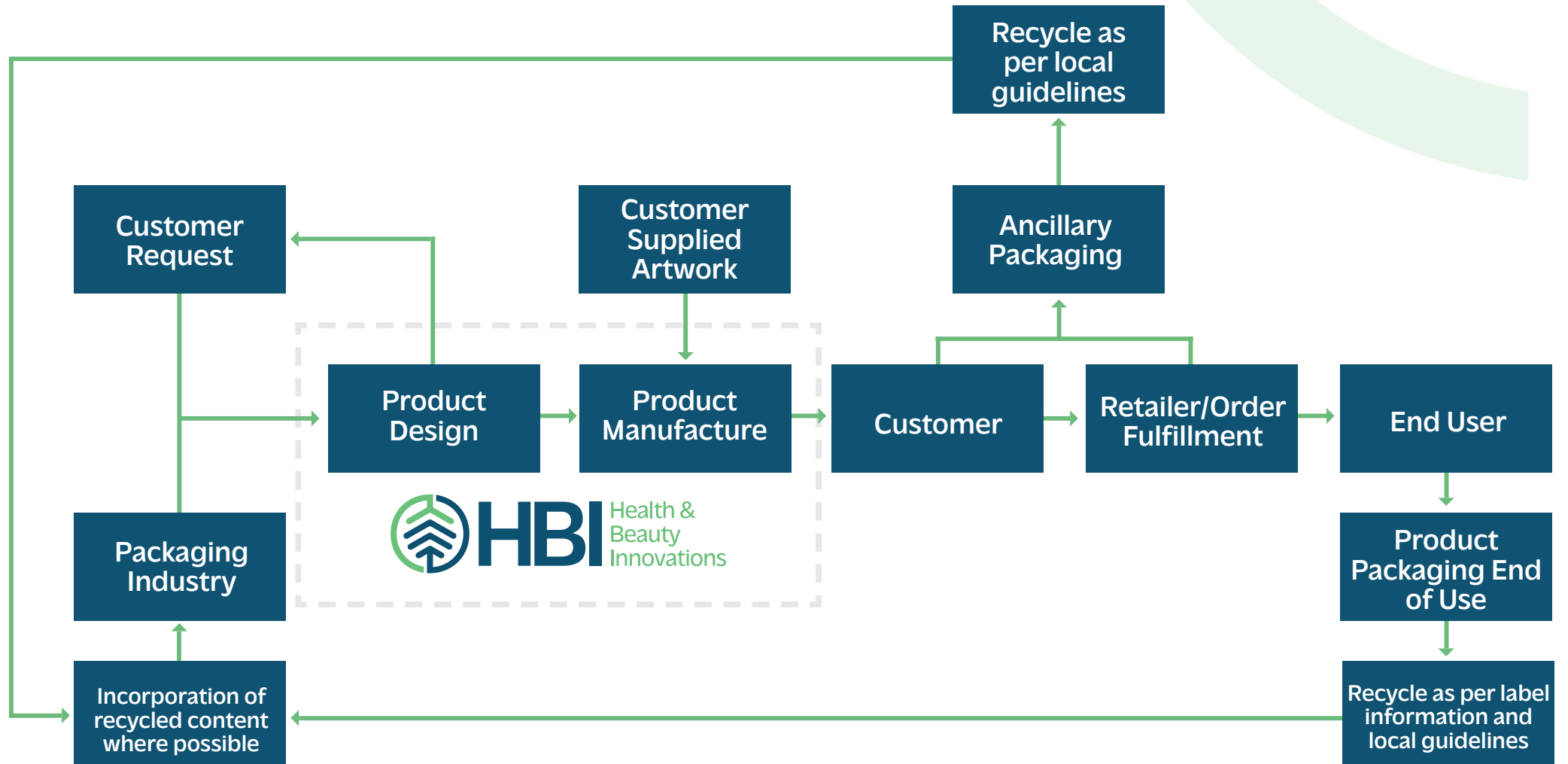
Turning Waste Into Energy

Reducing Landfill Impact



Product End of Use

Product end-of-use is outside a contract manufacturer's control because decisions about distribution, consumer use, and disposal methods are typically managed by the brand owner and influenced by regional waste infrastructure and consumer behavior, as shown below:



OUR PEOPLE

Introduction

People are at the heart of how we deliver on our purpose. Our success depends on creating a workplace where individuals feel respected, supported and empowered to develop. We continue to strengthen our culture through sustained efforts in engagement, inclusion, learning, and community contribution

Employee Engagement

Engaging with our employees is a key priority for HBI. It helps ensure that our people feel heard and involved in shaping our culture and direction.

This year our employee engagement score rose to 76%, reflecting a 1% increase from the previous year. We continue to invest in structured engagement workstreams, including Reward & Recognition, Social & Facilities, Communication, and Charity. These workstreams provide colleagues with opportunities to contribute beyond their roles and help to shape the workplace environment.

76%

Employee Engagement Score

Our people don't just make HBI work, they make it special, enabling us to sustainably exceed expectations for our customers, colleagues and community every step of the way.

Diversity & Inclusion

We are committed to building a diverse and inclusive workplace where everyone has the opportunity to succeed. To better understand this we have conducted a survey of our workforce to understand any areas of concern.

During the year, one of our business HBI Thompson and Capper has focused on supporting women in manufacturing. A team of employee representatives reviewed the barriers for women moving into a production role, which historically has been male dominated. They reviewed a wide number of aspects from how job descriptions are worded to the changing facilities for the production areas. This has had a positive effect with an increase in the number of Female production operatives during the last year.



Developing Skills for Today & Tomorrow

We believe the success of our business rests on the success of our people. That means investing not only in professional expertise, but also in the agility, resilience, and confidence needed to thrive in a fast-changing world. By equipping our teams with these skills today, we are building the foundations for long-term growth tomorrow.



Building a Culture of Continuous Development

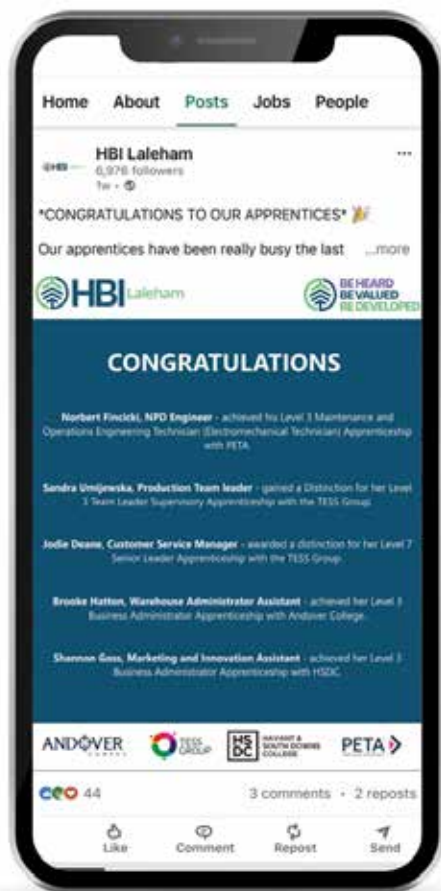
Learning is never a one-time event; it is a journey. We are committed to creating an environment where development is part of everyday work life. From leadership and management programmes to tailored business development pathways, we want every colleague to have access to meaningful opportunities to grow, share knowledge, and stretch their potential.

Apprenticeships at HBI Laleham

Alongside our internal training, we also nurture talent through our Apprenticeship programme at HBI Laleham. This initiative is designed to support career development, provide practical experience, and create clear pathways into long-term careers within the Group.

As part of our commitment to broadening opportunities, by 2027 we will expand our Apprenticeship programme across the HBI group, ensuring that people can benefit from structured training and career progression.

By 2027 we will expand our Apprenticeship programme across the HBI group...



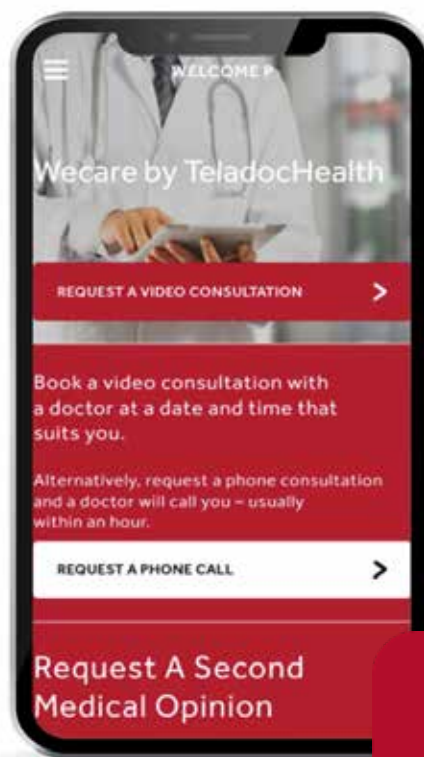
Empowering Career Progression

Career journeys should be shaped as much by personal ambition as by business need. That is why we prioritize open and regular conversations about aspirations, supported by structured performance reviews. This approach helps our people chart their own professional path, while allowing us to plan for the skills that will drive the Group's future.



Investing in Wellbeing, Securing the Future

Caring for our people goes beyond skills and careers. We want everyone to feel supported in their health and wellbeing. Our mental health awareness campaigns and training sessions help reduce stigma and encourage open dialogue, while services such as **WeCare** give employees free access to psychologists, psychotherapists, and counselors. This support, combined with our focus on coaching and continuous learning, ensures that our workforce feels equipped both professionally and personally to meet the challenges of tomorrow.



Caring Beyond Work

At HBI, caring for our people also means encouraging them to extend that care into the communities around us. Many of our colleagues choose to dedicate their time, skills, and energy to causes that reflect our shared values of compassion and responsibility.



Homeless Hounds Charity

We partnered with Homeless Hounds, a volunteer-run charity based in Lancashire. The charity rescues stray and abandoned dogs from local council pounds, providing essential medical treatment, foster homes, and ultimately new beginnings with loving families. Through fundraising initiatives, volunteering, and awareness campaigns at HBI Laleham, our people have helped support the charity's mission and given vulnerable animals the chance of a brighter future.



This collaboration reflects the spirit of our culture: when our people are empowered to make a difference at work, they are also inspired to make a difference beyond it.

HBI Robin Hood Awards

The HBI Robin Hood Awards are designed to encourage collaboration across our group, with one business drawing inspiration and support from another to improve performance. By “stealing shamelessly” from each other’s best practices, we create a culture of shared learning and innovation.

For our staff, the awards offer recognition and incentives such as prizes, motivating them to get involved and contribute ideas. It’s a fun and rewarding way to highlight the value of teamwork while celebrating success.

For our customers, the Robin Hood Awards ensure we continue to raise standards and deliver even better service. By sharing knowledge and expertise across the group, we can respond faster, improve efficiency, and provide greater value.

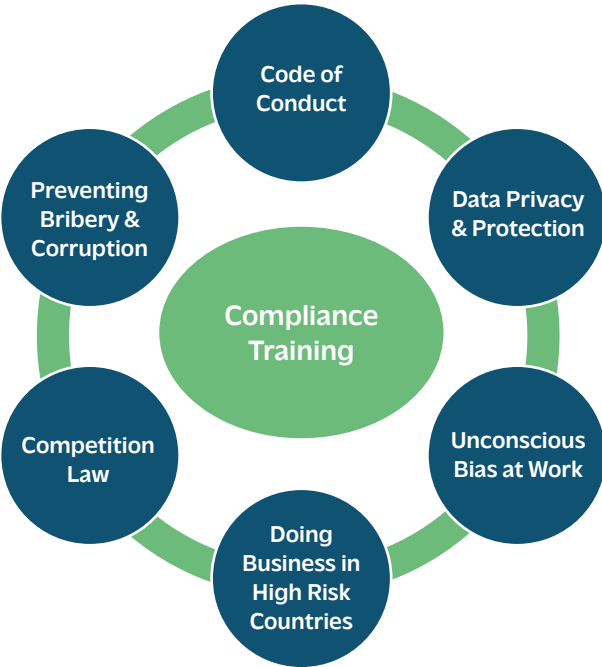
Above all, the Robin Hood Awards help bring all our businesses closer together, uniting us around a common goal of excellence and making HBI stronger as a whole.



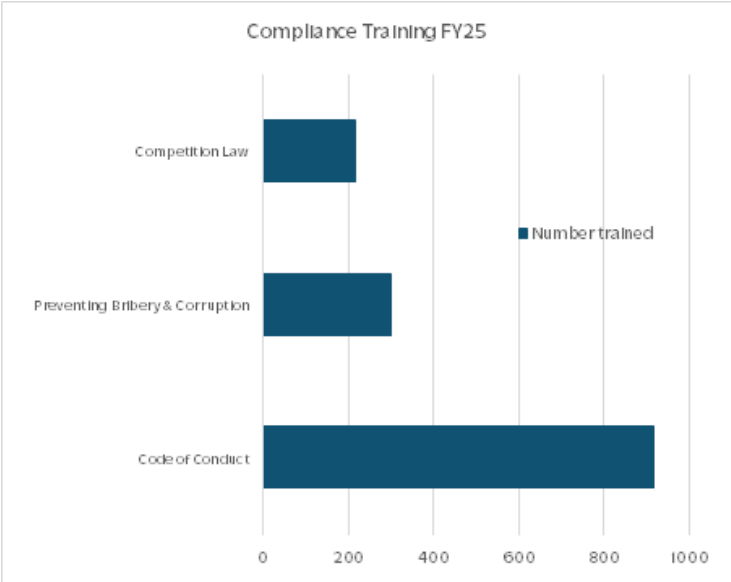
BUSINESS CONDUCT

Compliance Programme

Good governance and compliance with the laws and ethical standards that apply to our activities are fundamental to how we do business. We also recognize the positive contribution to society that can be made by working with suppliers and customers who share our values. We foster a corporate culture that seeks to protect employees and other stakeholders from potential human rights impacts, prevent incidents of corruption, and protect whistleblowers who report on these or any other issues.



We have several policies to support our corporate culture, including our Code of Conduct, Human Rights Policy, Anti-Bribery & Corruption Policy, Supply Chain Integrity Policy and Code of Practice. These set out the standards to be met by our own employees and our business partners. We take active steps to enhance colleagues’ awareness of key supply chain, human rights, corruption and privacy risks.



During the year under review, almost 1,800 online compliance training modules were completed on these or related subjects. We maintain a robust Compliance Programme in line with our policies and assess that appropriate controls are in place across our businesses.



Sustainable Sourcing

Our dedication to integrity and sustainability extends to our supply chains. Our policies emphasize crucial areas such as human rights, health and safety standards and environmental stewardship. We engage closely with our partners and have detailed due diligence processes that underpin our integrity-driven approach to these relationships to ensure transparency, traceability, and accountability throughout our supply chain. This approach not only mitigates risk but also fosters innovation and resilience, aligning our operations with global sustainability goals and stakeholder expectations.

Workers in the Value Chain

We expect the partners we work with to run their businesses and supply chains in compliance with national laws and with respect for international labor and human rights standards. As part of our commitment, we comply with the requirements of the UK Modern Slavery Act 2015 by publishing an annual Modern Slavery Statement. Our statement, covering all our businesses, outlines the proactive steps we take to prevent modern slavery and human trafficking within our operations and supply chains. These include implementing robust policies, conducting risk assessments, performing due diligence on suppliers, and providing training. The statement is reviewed and approved at the highest level of governance and is publicly accessible via websites for relevant organizations within our business. This process reflects our broader sustainability goals of promoting human rights, ethical sourcing, and transparent supply chain practices.

Anti-bribery & Corruption

We have a detailed Anti-Bribery & Corruption Policy in place, which states that no employee or representative of any business is to offer or accept any bribe, including small facilitation payments, or engage in any other form of corrupt practice. Anti-bribery and corruption training is available to all employees and it is required to be completed on a regular basis by employees identified as being in functions at risk, for instance because they deal with business partners in countries where corruption is an increased risk.

In addition, our business have local Gifts and Hospitality policies aligned with national regulatory requirements which include limits, approval processes and maintain a register. We participate in National trade associations for medical devices and medicines and comply with their codes.

Human Rights & Labor Practices

In line with our Human Rights Policy, we are dedicated to upholding internationally recognized human rights for all individuals who may be affected by our activities across the value chain.

We maintain robust internal policies to safeguard human rights within our operations and supply networks. These policies include measures to identify, prevent, and address risks such as slavery, forced or compulsory labor, child labor, and human trafficking.



- No incidents of bribery and corruption were identified during the year.
- No business was involved in any public legal case regarding corruption during the year.
- No employee was dismissed and none were disciplined for corruption or bribery-related incidents.
- No contracts with business partners were terminated or not taken up due to concerns.
- No human rights violations or incidents were reported within our operations or supply chain during the year.

Raising a concern

Its important that we are aware of any concerns around our business ethics. We understand that for our stakeholders to be able to speak out where they have a concern is vital to hold us to account. We have in place “Safecall” an independent service for raising concerns that is available to our staff and those who we do business with.

RAISE
A
CONCERN
IT'S THE
RIGHT
THING
TO DO



If any of us has a concern that something wrong is happening in work, we have a responsibility to raise a concern. Doing nothing is not an option. This protects each of us, our business and our stakeholders. We must always Do the Right Thing.

There are several ways to do this:

safe call

Within your Business

Contact your Line Manager, the HR Manager, HSE Manager, Compliance Coordinator or a member of the leadership team.

Contact Group Legal & Compliance

Email, call or write to Group Legal & Compliance in DCC at:
doing-the-right-thing@dcce.ie
+353 1 2796 497
Group Legal & Compliance,
DCC House
Leopardstown Road,
Parsack,
Dublin 18,
Ireland

Contact Safecall, an Independent Service for Raising Concerns

You can use the following Freephone numbers:

Country	Freephone number
United Kingdom	0800 915 1571
Ireland	1800 817740
France	00800 72532355
Austria	00800 72532355
Germany	00800 72532355
Sweden	0800 252 122
Denmark	00800 72532355
Norway	00800 72532355
Poland	00800 72532355
Belgium	00800 72532355
The Netherlands	00800 72532355
China Unicom	10800 7440605
China Telecom	10800 4400682
Hong Kong	8077 5524
USA	1 866 901 3295
Spain	00800 72532355
United Arab Emirates	8000 4413376
Australia	1800 312628
Canada	1877 59 98073
Singapore	800 4481773

This service is available 24 hours a day every day of the year.

You can use their website:
www.safecall.co.uk/file-a-report

You can email: dcgroup@safecall.co.uk

You will be supported if you raise a concern about a legal or ethical issue. Retaliation against a person who raises a concern is prohibited.



Cyber Security & IT System Resilience

As global cybercrime trends continue to evolve, the business has strengthened its mitigation measures and resources in this area.



Cyber security technical guidance is provided to each business to help protect their businesses from attack and, in the event of any breach, to ensure that they have the capability to respond.

We protect our businesses with mandatory weekly vulnerability scanning and a risk-based remediation approach to ensure timely mitigation. Access to remote applications is protected by an industry-leading multifactor authentication tool, and VPN access is similarly controlled.

We respond to potential threats using a mandated 24x7 monitoring service. Our businesses are continuously monitored for suspicious activity and, when identified, threats can be contained and the local IT team advised on how best to remediate them.

We provide training and awareness through a central platform that delivers mandatory training content on cyber best practice. New employees are automatically enrolled. This platform also allows us to run a continuous phishing test programme where users are sent test emails of varying levels of sophistication. Users that click on the phishing emails are given an instant refresh of the points to be mindful of and enrolled in more training if deemed appropriate.

Formal reporting of compliance on cyber measures is produced monthly as a scorecard for each business and is part of the local management review process.



System Failure Risk

Each business completes a business impact assessment (BIA) on their critical systems on a regular basis. Businesses then also maintain an associated disaster recovery plan ('DRP') that sets out the specific steps to be taken by that business in the event of significant failure so that critical systems can be recovered. These plans are tested at a suitable frequency.

An increasing proportion of our key IT platforms are now cloud-based. This reduces the complexity of managing system failure risk within the businesses.

Product Quality & Certification

Quality certification in health and beauty product manufacturing, distribution, and development is essential for ensuring consumer safety, regulatory compliance, and environmental responsibility.

At HBI Health & Beauty Innovations, our manufacturing and distribution processes align with rigorous quality standards such as Good Manufacturing Practices (GMP) and Good Distribution Practices (GDP). These frameworks establish clear requirements for hygiene, traceability, and quality control throughout the supply chain.

We maintain ISO 9001 certification, a globally recognized standard for quality management systems, which supports continuous improvement across our operations. Additionally, our adherence to relevant national and international regulations ensures we remain prepared for the evolving demands of the global marketplace. By upholding these certifications, we demonstrate a strong commitment to product excellence, consumer trust, and operational integrity.



Associations

Membership in industry associations such as the Health Food Manufacturers' Association (HFMA) and other relevant bodies provides valuable compliance advantages for HBI. These organizations offer expert guidance on regulatory developments, helping us stay ahead of legal requirements and reduce the risk of non-compliance.

They also grant access to compliance toolkits, policy updates, and specialized training that support our efforts in maintaining high standards of quality, ethical sourcing, and environmental responsibility. Participation in regulatory forums and working groups enables us to contribute to industry dialogue and gain early insights into upcoming legislation. Through these memberships, we enhance our governance structures, strengthen compliance capabilities, and affirm our commitment to responsible and forward-thinking business practices.

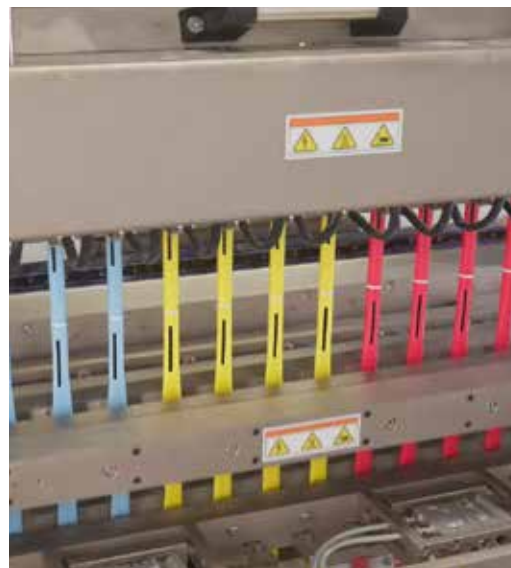




Appendix



HBI Laleham



HBI Amerilab Technologies



HBI EuroCaps



HBI Design Plus



HBI Thompson & Capper



HBI Bittner

Sustainability Related Policies

This section provides an overview of our policies that guide sustainable practices across our operations, reflecting our commitment to environmental and social responsibility and doing the right thing. These policies are written and maintained by our legacy parent company (DCC Plc) and will be transitioned to be standalone under HBI follow the sale of HBI to Invest Industrial. In some cases polices sit at the business unit level to compliment these

Policy	Description of Key Contents
Code of Conduct	• Central policy document setting out our overall compliance framework. • Outlines expected actions and processes across risk areas. • Provides details of channels for Raising a Concern. • Reinforces the Group's Core Values and Compliance Principles. • Establishes disciplinary actions arising from non-compliance.
Health & Safety Policy	• Establishes a framework for devolved management of H&S risks. • Reinforces Safety as the Group's utmost priority.
Anti-Bribery & Corruption Policy	• Sets out requirement for all employees to avoid corrupt practices. • Provides details of channels for Raising a Concern. • Outlines management responsibility for culture creation.
Supply Chain Integrity Policy	• Establishes requirements within the supply chain concerning product quality, human rights and supplier integrity. • Sets out risk assessment procedures for Group businesses to adapt. • Supports human rights standards.
Human Rights Policy	• Outlines the Group's commitment to protection of human rights in our operations and value chains. • Upholds legal requirements and international standards. • Provides details on Raising a Concern about violations of human rights for employees and non-employees.
Supplier Code of Practice	• Contains standards on numerous risk areas to ensure suppliers are aligned with DCC's Core Values. • Positively influences supply chain activities by being tied into contractual agreements.
Data Protection Policy	• Sets out processes to be established and monitored to ensure appropriate protection of personal data. • Ensures relevant data protection laws are followed.
Group Environment Policy	• Sets out baseline of environmental protection and sustainability.
Inclusion Policy	• Outlines commitment to fostering an inclusive workplace, from hiring through to workplace practices. • Enshrines legal requirements and prohibits discrimination on protected grounds.

Businesses Covered by this Report

For the 2025 financial year (FY25), our companies were wholly owned subsidiaries of DCC plc. However, we are currently in the process of being divested. Further details regarding this transition can be found in page 241 of the DCC plc Annual Report 2025*.

Company Name	Company Address	Principal Activity	Incorporated and Operating in	Group Shareholding %
DCC Health & Beauty Solutions Limited	9-12 Hardwick Road, Astmoor Industrial Estate, Runcorn, Cheshire WA7 1PH, England	Outsourced solutions for the health and beauty industry	Britain	100
Amerilab Technologies, Inc.	2765 Niagara Lane, North Plymouth, MN 55447, USA	Development, contract manufacture and packing of effervescent nutritional products in powder and tablet formats	USA	100
Bittner	Reisnerstrasse 55–57, A-1030 Vienna	Development, contract manufacture and packing of nutritional products across a range of formats including tablets, capsules and liquids	Austria	100
Design Plus Holdings Limited	Rowan House, 3 Stevant Way, White Lund, Morecambe, Lancashire LA3 3PU, England	Development, contract manufacture and packing of liquids and creams for the beauty and consumer healthcare sectors	Britain	100
EuroCaps Limited	Rowan House, 3 Stevant Way, White Lund, Morecambe, Lancashire LA3 3PU, England	Development and contract manufacture of nutritional products in softgel capsule format	Britain	100
Ion Labs, Inc.	8031 114th Ave, Suite 4000, Largo, FL 33773, USA	Development, contract manufacture and packing of nutritional products across a range of formats including tablets, capsules, powders and liquids	USA	100
Laleham Health and Beauty Limited	Sycamore Park, Mill Lane, Alton, Hampshire GU34 2PR, England	Development, contract manufacture and packing of liquids and creams for the beauty and consumer healthcare sectors	Britain	100
Thompson & Capper Limited	9-12 Hardwick Road, Astmoor Industrial Estate, Runcorn, Cheshire WA7 1PH, England	Development, contract manufacture and packing of nutritional products in tablet and hard shell capsule format	Britain	100

*<https://www.dcc.ie/investors/annual-and-sustainability-reports/annual-and-sustainability-reports>

Priorities	Reporting KPI's	
Climate & Environmental Risk	Number of environmental incidents (spills, emissions breaches, permit violations)	0
Energy & Water	Scope 1 GHG (tCO2e)	720.79
	Scope 2 – market based GHG (tCO2e)	0
	Scope 1 & 2 – market based GHG (tCO2e)	720.79
	Total water extraction (ML)	36.6
	Total energy consumed (KwH)	9,062,892
	Total renewable energy consumption (KwH)	5,137,224
	Total energy generated (on-site or purchased for generation purposes) (KwH)	256,567
Waste	Total weight of hazardous waste (tonnes)	1.7
	Total weight of non-hazardous waste (tonnes)	1285.9
	Total weight of waste recovered (tonnes)	1279.6
	Percentage of unused or expired medicine	-
Employee Health & Safety	Number of days lost to work-related injuries, fatalities, ill health	38
	Number of hours worked	610,053
	Lost time injury frequency rate per 200,000 working hours (LTIFR)	0.98
	Lost time injury severity rate per 200,000 working hours (LTISR)	12.46
	Number of accidents	24
Employee Engagement & Development	Average hours of training per employee	1.5
	Employee Satisfaction & Engagement Survey - Overall Engagement Score	74%
	Attrition	20%
Human Rights & Labor Practices	Number of human rights violations identified in supply chain	0
	Percentage of operations and suppliers assessed for risks related to child labor and forced labor	100.0%
	Availability of grievance mechanism for human rights issues (yes/no and usage statistics)	Yes - No reported issues
Diversity, Equity & Inclusion (DEI)	Average unadjusted gender pay gap	26.0%
	Number of confirmed discrimination & Harassment Incidents	-
	% of women in top management	33.3%
	% of women within the organisation board	37.7%
	% of women on the board	33.3%
Ethics & Anti-Corruption	Number of confirmed corruption incidents	0
	Percentage of total workforce trained on business ethics issues	97.7%
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	4.8 : 1
	Number of confirmed information security incidents	0

Priorities	Reporting KPI's	
Climate & Environmental Risk	Number of environmental incidents (spills, emissions breaches, permit violations)	0
Energy & Water	Scope 1 GHG (tCO2e)	922.43
	Scope 2 – market based GHG (tCO2e)	2.9
	Scope 1 & 2 – market based GHG (tCO2e)	925.33
	Total water extraction (ML)	15.6
	Total energy consumed (KwH)	9,608,889
	Total renewable energy consumption (KwH)	4,599,996
	Total energy generated (on-site or purchased for generation purposes) (KwH)	0
Waste	Total weight of hazardous waste (tonnes)	0.1
	Total weight of non-hazardous waste (tonnes)	854.2
	Total weight of waste recovered (tonnes)	774.2
	Percentage of unused or expired medicine	0
Employee Health & Safety	Number of days lost to work-related injuries, fatalities, ill health	138
	Number of hours worked	658,579
	Lost time injury frequency rate per 200,000 working hours (LTIFR)	0.61
	Lost time injury severity rate per 200,000 working hours (LTISR)	41.91
	Number of accidents	30
Employee Engagement & Development	Average hours of training per employee	6.5
	Employee Satisfaction & Engagement Survey - Overall Engagement Score	66%
	Attrition	9%
Human Rights & Labor Practices	Number of human rights violations identified in supply chain	0
	Percentage of operations and suppliers assessed for risks related to child labor and forced labor	100.0%
	Availability of grievance mechanism for human rights issues (yes/no and usage statistics)	Yes - No reported issues
Diversity, Equity & Inclusion (DEI)	Average unadjusted gender pay gap	5.7%
	Number of confirmed discrimination & Harassment Incidents	0
	% of women in top management	31.9%
	% of women within the organisation board	33.2%
	% of women on the board	25.0%
Ethics & Anti-Corruption	Number of confirmed corruption incidents	0
	Percentage of total workforce trained on business ethics issues	70.1%
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	-
	Number of confirmed information security incidents	0

Priorities	Reporting KPI's	
Climate & Environmental Risk	Number of environmental incidents (spills, emissions breaches, permit violations)	0
Energy & Water	Scope 1 GHG (tCO2e)	1717.61
	Scope 2 – market based GHG (tCO2e)	0
	Scope 1 & 2 – market based GHG (tCO2e)	1717.61
	Total water extraction (ML)	-
	Total energy consumed (KwH)	12,416,336
	Total renewable energy consumption (KwH)	1,167,387
	Total energy generated (on-site or purchased for generation purposes) (KwH)	0
Waste	Total weight of hazardous waste (tonnes)	42.5
	Total weight of non-hazardous waste (tonnes)	2046.0
	Total weight of waste recovered (tonnes)	2046.0
	Percentage of unused or expired medicine	-
Employee Health & Safety	Number of days lost to work-related injuries, fatalities, ill health	23
	Number of hours worked	1,529,803
	Lost time injury frequency rate per 200,000 working hours (LTIFR)	0.52
	Lost time injury severity rate per 200,000 working hours (LTISR)	3.01
	Number of accidents	86
Employee Engagement & Development	Average hours of training per employee	10.5
	Employee Satisfaction & Engagement Survey - Overall Engagement Score	78%
	Attrition	10%
Human Rights & Labor Practices	Number of human rights violations identified in supply chain	0
	Percentage of operations and suppliers assessed for risks related to child labor and forced labor	84.8%
	Availability of grievance mechanism for human rights issues (yes/no and usage statistics)	Yes - No reported issues
Diversity, Equity & Inclusion (DEI)	Average unadjusted gender pay gap	6.6%
	Number of confirmed discrimination & Harassment Incidents	-
	% of women in top management	37.1%
	% of women within the organisation board	40.6%
	% of women on the board	50.0%
Ethics & Anti-Corruption	Number of confirmed corruption incidents	0
	Percentage of total workforce trained on business ethics issues	100
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	-
	Number of confirmed information security incidents	0

Priorities	Reporting KPI's	
Climate & Environmental Risk	Number of environmental incidents (spills, emissions breaches, permit violations)	-
Energy & Water	Scope 1 GHG (tCO2e)	44.72
	Scope 2 – market based GHG (tCO2e)	0
	Scope 1 & 2 – market based GHG (tCO2e)	44.72
	Total water extraction (ML)	-
	Total energy consumed (KwH)	1,401,757
	Total renewable energy consumption (KwH)	1,167,387
	Total energy generated (on-site or purchased for generation purposes) (KwH)	0
Waste	Total weight of hazardous waste (tonnes)	-
	Total weight of non-hazardous waste (tonnes)	-
	Total weight of waste recovered (tonnes)	-
	Percentage of unused or expired medicine	-
Employee Health & Safety	Number of days lost to work-related injuries, fatalities, ill health	8
	Number of hours worked	590,141
	Lost time injury frequency rate per 200,000 working hours (LTIFR)	1.02
	Lost time injury severity rate per 200,000 working hours (LTISR)	2.71
	Number of accidents	9
Employee Engagement & Development	Average hours of training per employee	-
	Employee Satisfaction & Engagement Survey - Overall Engagement Score	82%
	Attrition	43%
Human Rights & Labor Practices	Number of human rights violations identified in supply chain	-
	Percentage of operations and suppliers assessed for risks related to child labor and forced labor	-
	Availability of grievance mechanism for human rights issues (yes/no and usage statistics)	Yes - No reported issues
Diversity, Equity & Inclusion (DEI)	Average unadjusted gender pay gap	-
	Number of confirmed discrimination & Harassment Incidents	-
	% of women in top management	-
	% of women within the organisation board	-
	% of women on the board	-
Ethics & Anti-Corruption	Number of confirmed corruption incidents	0
	Percentage of total workforce trained on business ethics issues	-
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	-
	Number of confirmed information security incidents	-

Priorities	Reporting KPI's	
Climate & Environmental Risk	Number of environmental incidents (spills, emissions breaches, permit violations)	1
Energy & Water	Scope 1 GHG (tCO2e)	649.98
	Scope 2 – market based GHG (tCO2e)	0
	Scope 1 & 2 – market based GHG (tCO2e)	649.98
	Total water extraction (ML)	-
	Total energy consumed (KwH)	10,747,257
	Total renewable energy consumption (KwH)	7,160,855
	Total energy generated (on-site or purchased for generation purposes) (KwH)	126,310
Waste	Total weight of hazardous waste (tonnes)	-
	Total weight of non-hazardous waste (tonnes)	-
	Total weight of waste recovered (tonnes)	-
	Percentage of unused or expired medicine	-
Employee Health & Safety	Number of days lost to work-related injuries, fatalities, ill health	5
	Number of hours worked	300,282
	Lost time injury frequency rate per 200,000 working hours (LTIFR)	1.33
	Lost time injury severity rate per 200,000 working hours (LTISR)	3.33
	Number of accidents	7
Employee Engagement & Development	Average hours of training per employee	-
	Employee Satisfaction & Engagement Survey - Overall Engagement Score	80%
	Attrition	27%
Human Rights & Labor Practices	Number of human rights violations identified in supply chain	0
	Percentage of operations and suppliers assessed for risks related to child labor and forced labor	90.0%
	Availability of grievance mechanism for human rights issues (yes/no and usage statistics)	Yes - No reported issues
Diversity, Equity & Inclusion (DEI)	Average unadjusted gender pay gap	-
	Number of confirmed discrimination & Harassment Incidents	-
	% of women in top management	-
	% of women within the organisation board	-
	% of women on the board	-
Ethics & Anti-Corruption	Number of confirmed corruption incidents	0
	Percentage of total workforce trained on business ethics issues	-
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	-
	Number of confirmed information security incidents	0





SUSTAINABLY EXCEEDING EXPECTATIONS

hbigroup.com