

Responsible innovation



2016



Nice-Pak International

Corporate responsibility report



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Our mission



“ To be the **global leader** in **pre-moistened wipes and applicators** by building categories and helping to improve people's **quality of life, health and well-being** ”



Reporting scope

This report presents corporate responsibility performance and initiatives from Nice-Pak International operations in the UK and Germany, from 1 January to 31 December 2015. It includes comparative performance data from 2010 to 2015.

Chief Executive's message

Nice-Pak International is a privately-owned company that delivers innovative and award-winning products and solutions for international brand owners and global retailers.

We are committed to corporate responsibility and sustainability throughout our organisation, striving constantly for an optimum balance between social and environmental benefits and commercial imperatives.

Our customers' appetite for product innovation shows no signs of abating and I am pleased with our progress in meeting this challenge.

As ever, we have been busy developing new products and categories in response to changing consumer demographics and lifestyles. Whilst price sensitivity in the market continues to hamper the progress of some emerging sustainable technologies in our raw material mix, we think it is important to continue to offer our customers these choices and remain at the cutting edge of sustainable wet wipe development.

The past year has been extremely busy with the planning and building of our brand new world-class manufacturing facility in Wigan, UK, which is due to open in May and be fully operational by the end of 2016. It has been a huge task, with several challenging moments along the way, and I thank everyone who has been involved. As well as enabling us to increase production, the new site will also help to reinforce our sustainability efforts since it has been designed with both environmental and operational efficiency in mind.

As we prepare to enter a new era, this is an appropriate time to reflect on the environmental improvements we've made over the past six years at our existing sites in the UK and Germany. I am impressed by the progress captured in the data, which is testament to our long-term commitment to corporate responsibility. However, there is always room for improvement and we will be diligent in pursuing this.

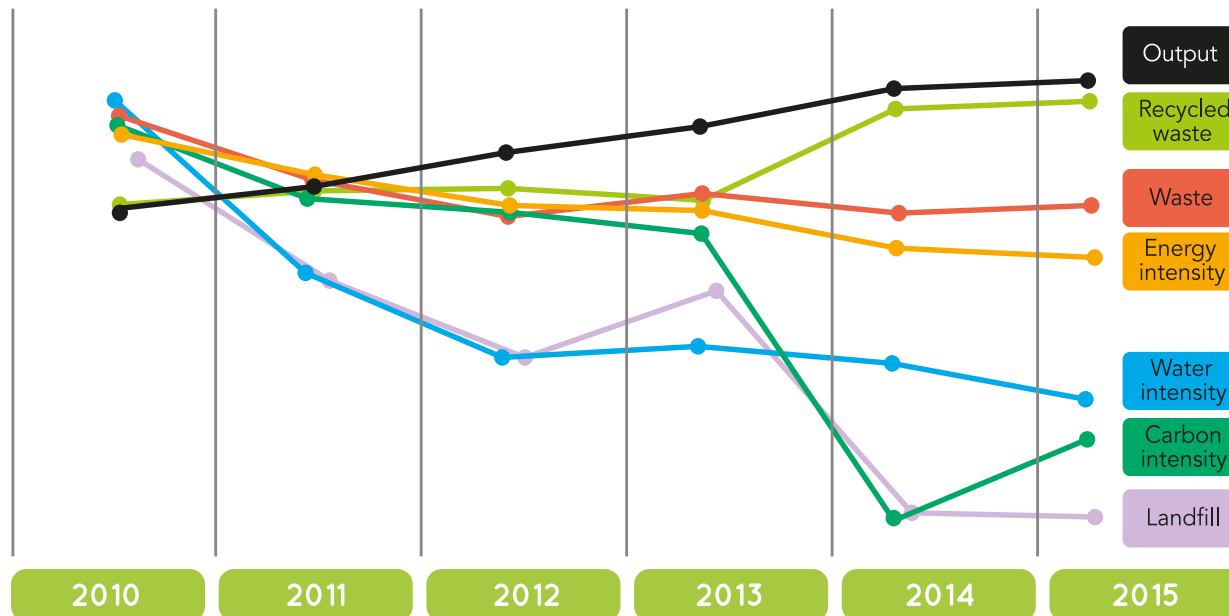
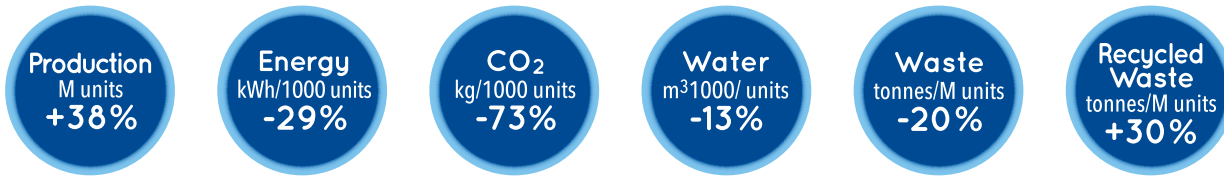


Michael Staton Chief Executive



Six years of CR progress

2010-2015 highlights



Economic output

Between 2010 and 2015, production output increased from 459 million packs of wet wipes to over 637 million packs per annum.

Environmental footprint

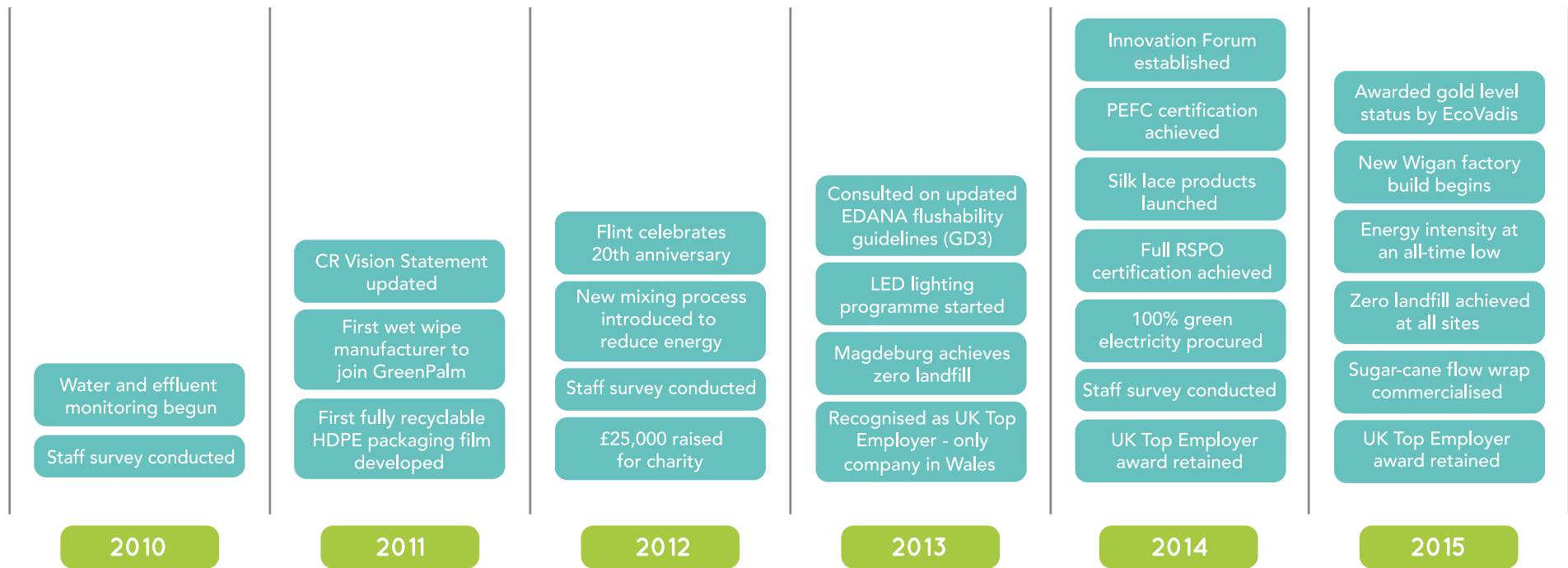
At the same time, Nice-Pak managed to reduce the overall environmental footprint per unit through a combination of environmental management and manufacturing innovation. In 2015, we achieved our goal of sending zero waste to landfill.

Employment opportunities

At the end of 2015 we employed 900 staff across our three sites. The majority have been in sustained employment for more than five years - 77% in Flint, 55% in Wigan and 51% in Magdeberg.

Six years of CR progress

Corporate responsibility timeline



Nice-Pak today

Nice-Pak International is a member of the Nice-Pak Group—one of the world's leading wet wipe manufacturers, founded in the US in 1957.

UK operations began in Flint in 1992 with a single line and fewer than 20 staff. Today, Nice-Pak International is Europe's largest and most innovative manufacturer of wet wipes, producing around 640 million packs a year and employing more than 900 staff across three sites.



Flint

North Wales

Head Office, R&D, Manufacturing,
485 employees



Wigan

NW England

Manufacturing,
165 employees



Magdeburg

Germany

Manufacturing,
253 employees

Wet wipe specialists

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

Our own brands include **Halo**, **Grime Boss** and **Sani Hands**, offering a broad range of pocket-sized, heavy-duty and anti-bacterial wipes to a number of different consumer groups.



Baby wipes

Nice-Pak is an award-winning baby wipes innovator and we are recognised as the industry expert by many of the world's biggest brands and retailers. We manufacture products that are suitable for all life stages and skin care needs.

In the latest **Mother & Baby Awards**, distinct products developed for three leading UK retailers took all three top slots – bronze, silver and gold. Baby wipes developed and manufactured by Nice-Pak were also winners at these recent awards:

- **Product of the Year**—by Consumer Survey of Product Innovation
- **Loved by Parents (LBP)**—baby wipes and potty training products
- **PRIMA Baby&PregnancyAwards**—'Couldn't live without' category



Nice-Pak today



Cosmetic wipes

We are the market-leading developer of facial and cosmetic wipes and produce wipes for consumers of every age and skin type. In this fast-moving category, retailers and brand owners rely strongly on Nice-Pak expertise and innovation.

Micellar wipes are an example of successful innovation – adapting a beauty market trend for the wet wipes category. Micellar wipes developed and manufactured by Nice-Pak won gold as the Best New Skin Care Product in the **Pure** Beauty Awards 2015.



Personal care wipes

Nice-Pak offers a range of wipes for the whole body and for all types of skin, situations and sensitivity.

We now manufacture:

- Moist toilet tissue
- Feminine hygiene wipes
- Hand hygiene wipes
- Refreshing deodorant wipes
- Contenance Care wipes – *NEW (2016)*



Household wipes

We have a long heritage of success in manufacturing household wipes to clean, polish and disinfect surfaces in the home.

Our range includes:

- Multi-surface wipes
- Kitchen and bathroom wipes
- Floor wipes
- Glass wipes
- Wood and laminate wipes
- Stainless steel wipes



Responsible innovation

Innovation imperative

The marketplace in which Nice-Pak operates has changed dramatically post-recession. Consumers now shop with a much wider range of retailers, including hard discounters at one end of the market and premium retailers at the other. With greater choice and lower prices than ever before, competition in the retail sector and within wet wipes categories remains fierce.

Against this backdrop, our customers' appetite for product innovation to support their differentiation strategies has continued to grow. Also, customers are increasingly looking for packaging innovation with benefits for both retailers and consumers.



Responsible innovation

Nice-Pak has been quick to react to these economic drivers and innovate on behalf of customers. As a responsible business, we also take social and environmental factors into consideration.

We look at demographic and social change, invest in market research to understand what motivates consumers in an existing category and we leverage our relationships with industry bodies and suppliers to develop opportunities in emerging areas.

At the same time, we take responsibility for our environmental footprint, collaborate with key stakeholders and encourage environmental stewardship along our value chain – from supply through to disposal.



Responsible innovation

Social

- ✓ Quality
- ✓ Cost
- ✓ Convenience
- ✓ Ageing
- ✓ Ethical sourcing

Economic

- ✓ Market disruption
- ✓ Price deflation
- ✓ Risk of commoditisation
- ✓ Risk of category cannibalisation
- ✓ Accentuated need for differentiation

Environmental

- ✓ Water scarcity
- ✓ Energy supply
- ✓ Climate Change (CO₂)
- ✓ Water sources
- ✓ Waste disposal

Responsible innovation

...driven by social, economic and environmental challenges

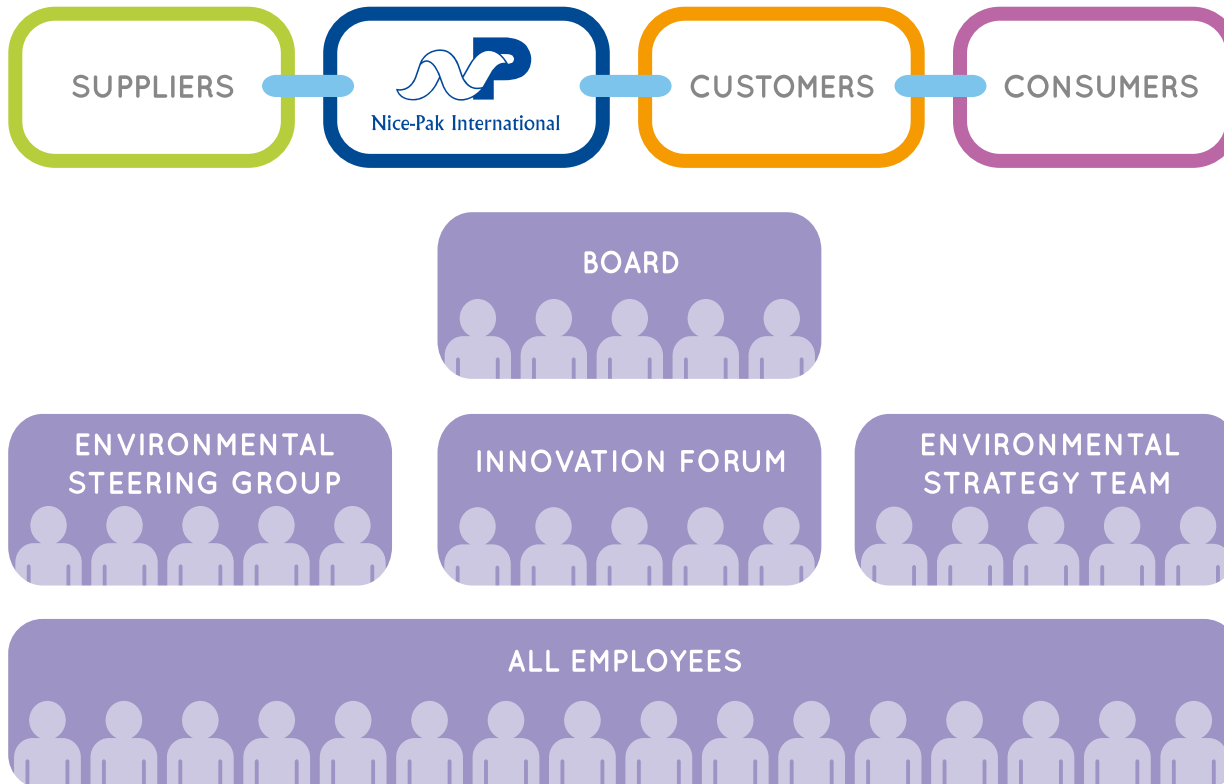
Our holistic approach



CR commitment:

Nice-Pak takes a whole value chain and lifecycle approach to innovation and corporate responsibility.

Our value chain



Strategic responsibility

Innovation and CR are fully embedded into business as usual at all levels within Nice-Pak. Board-level responsibility rests with Nice-Pak's Marketing Director, who reports to the Chief Executive.

The Marketing Director chairs the Environmental Steering Group, works with the Environmental Strategy Team and ensures CR is integrated into the Innovation Forum.

The Environmental Steering Group comprises senior and factory managers from all three sites. It meets quarterly to review environmental performance. The Environmental Strategy Team at Flint meets regularly to review legislation, compliance, audits, incidents and control procedures.

Our holistic approach

The Innovation Forum brings together marketing, sales, R&D and engineering on a regular basis to consider consumer trends, customer feedback, new materials, new technologies and in-house ideas.

Innovation is considered across the whole product lifecycle and is systematically and rigorously:

- researched and tested in our labs, production and engineering.
- evaluated in focus groups and for viability.
- brought to the attention of customers and to market.

All employees are expected to uphold our CR vision and we positively encourage a culture of responsible innovation right across our organisation.





Our holistic approach

Our CR vision

At Nice-Pak we recognise our responsibilities to customers, consumers, employees, suppliers and the environment in which we all live.

We take a responsible and ethical approach to all our business activities and, where practical, aim for more than mere compliance with our statutory obligations.

We are aware of our duties as the leading company in our field and seek to set the highest standards for others to follow.

We aim to nurture a culture within which all employees are mindful of their social, environmental and ethical responsibilities.

We will equip our people with the necessary tools and skills to manage their objectives.

Industry leadership

We believe in upholding the best practice standards and taking an active role in the trade associations that represent our industry...



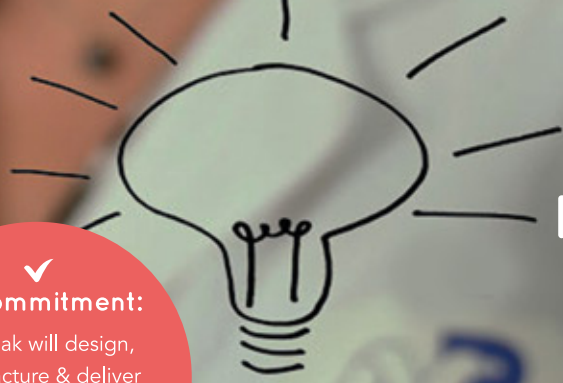
As a manufacturer of wet wipes, we are first and foremost a member of the nonwoven materials industry. EDANA promotes industry competitiveness through innovation and social, environmental and economic sustainability. For many years Nice-Pak has served on various committees and working groups focused on wet wipes, sustainability, technical issues, standards, chemicals and regulation.

As a producer of baby, facial and personal care items, Nice-Pak is a member of the Cosmetic, Toiletry & Perfumery Association (CTPA) and is the only contract manufacturer on its International Committee.



As a producer of household wipes, we are part of the cleaning products industry and a member of the UK Cleaning Products Industry Association. Nice-Pak serves on the UKCPI Technical Committee.

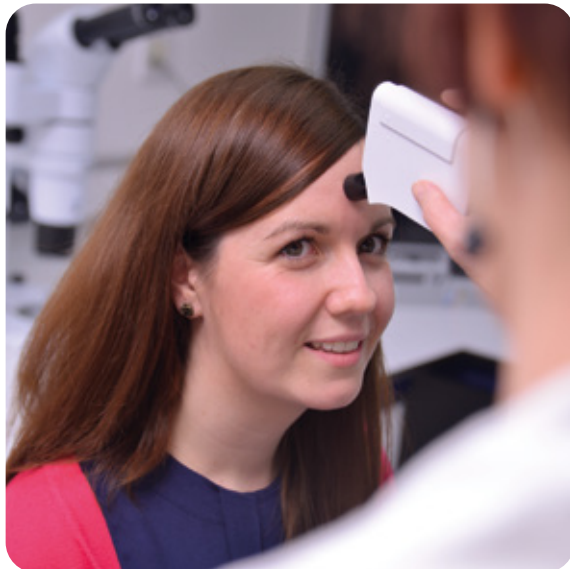




Product innovation

✓
CR commitment:
 Nice-Pak will design, manufacture & deliver products featuring sustainable materials and formulations.

Nice-Pak's industry-leading in-house Research & Development team is key to delivering the product innovation our customers increasingly expect. We keep a close eye on the market and upcoming legislation and work in collaboration with suppliers and customers to turn ideas into commercial outcomes.



Sustainable materials

The majority of wipes that we manufacture are made from nonwoven spunlace, which is a mixture of naturally-derived materials, such as viscose, and synthetic fibres, such as polyester or polypropylene.

We also offer customers the choice of substrates made with:

PURE VISCOSE

COTTON

SILK

Nice-Pak has successfully undergone stringent audits that allow us and our customers to use the following logos on specified products:



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





Product innovation

Sustainable formulations

Nice-Pak regularly updates its list of chemicals, taking into account those on regulatory and campaign organisations' watchlists.

Last year we reported on stakeholder concerns over phenoxyethanol (PE) - a widely used anti-bacterial preservative that is generally regarded as a safe alternative to parabens. While the European Commission (EC) continues its legal reviews, Nice-Pak has developed a PE-free solution. The German Allergy & Asthma Association (DAAB) approved the formulation following tests by mothers on children with sensitive and very dry skin conditions, including neurodermatitis.

Regulation ready

In June 2015, the latest Classification, Labelling and Packaging (CLP) regulations came into force for EU member states.

This included a new set of hazard pictograms, which must be displayed on products containing hazardous mixtures and substances above certain levels. Nice-Pak worked with all our customers to ensure their product labelling complied with the new rules.

There has been an ongoing debate about two preservatives widely used in cosmetics, Methylisothiazolinone (MI) and Polyhexamethylene biguanide (PHMB) resulting in calls for them to be banned from products, including wet wipes.

As Nice-Pak had already chosen not to use these preservatives, our products and customers are unaffected by any changes.



Responsible sourcing

✓ CR commitment:

Nice-Pak will work with suppliers to improve the sustainability of materials used in our products.

As public expectations grow for brand owners and retailers to take responsibility for their whole value chain, Nice-Pak helps its customers to manage their liabilities by:

- proactively practising ethical and responsible procurement
- transparently sharing information on respected ethical databases

Ethical supply chain

Nice-Pak is a member of Sedex, the supplier ethical data exchange, and we share our SMETA results (Sedex Members Ethical Trade Audit) with customers using the platform.



Chain of custody

Every company that supplies Nice-Pak must:

- pass a supplier qualification process requiring them to uphold international ethical standards on labour and human rights and
- complete a Raw Material Chemical Information Sheet for every single chemical they supply to us.

The information sheet requires a declaration on a wide variety of CR issues, including origin of components, genetically modified organisms, biodegradability, sustainability and compliance with EU regulations.

In 2015, we updated the questionnaire to ensure our suppliers were in compliance with banned chemicals and to capture information about any which appear on the latest watchlists.

We participate in the EcoVadis CSR evaluation programme, used by some of our customers, and achieved its gold recognition level in 2015.

Responsible sourcing

Sustainable palm oil

Palm oil has been a focus for international campaign groups for several years, due to environmentally and socially unsustainable practices, such as deforestation and workers' rights.

The Roundtable on Sustainable Palm Oil (RSPO) is the leading organisation dedicated to developing and implementing global standards for sustainable palm oil and palm kernel oil.

The RSPO defines four supply chain options that use or support sustainable palm oil:

Back in 2011, Nice-Pak became the first wet wipe manufacturer to voluntarily become a member of the GreenPalm offset scheme.

To support the growing number of customers under stakeholder pressure to source fully sustainable palm oil, Nice-Pak underwent the intensive scrutiny and audits required for RSPO membership in 2014.

Today, we are the only wet wipe manufacturer certified by RSPO to supply both mass balance and segregated sustainable palm and kernel oil.



- 1 Identity Preserved**
RSPO certified oil that can be traced back to a single plantation.
- 2 Segregated**
RSPO certified oil that can be traced back to several certified mills.
- 3 Mass Balance**
RSPO certified oil that has been mixed with conventional oil.
- 4 Book & Claim (GreenPalm)**
Certificates traded by RSPO certified plantations for manufacturers to offset physical oil usage.



Responsible manufacturing



CR commitment:

Nice-Pak will demonstrate continuous improvement in our energy efficiency and use of renewable energy to reduce greenhouse gas emissions across all manufacturing and transportation operations.

Continuous improvement

Nice-Pak is committed to continuous improvement, which supports us in maintaining the following nationally and internationally recognised quality standards for our operations:



FM55864

ISO 9001
Design and manufacturing
• Flint • Magdeburg



MD85886

ISO 13485
Medical products
• Flint



EMS95935

ISO 14001
Environmental management
• Flint • Magdeburg



GB12/86830

ISO 22718
Cosmetics manufacturing
• Flint • Magdeburg • Wigan

We have a dedicated Production Improvement Team (PIT), whose main goal is to optimise production across all our sites. Efficiencies are achieved by two groups focused on maintenance and engineering adaptations. The PIT also plays a key role in bringing new product ideas from the Innovation Forum successfully to life.



Energy reduction

We have maintained our long-term trend of reducing energy consumption while increasing total manufacturing output:

2010 total energy consumption was:
11,378.6 mWh for **459** million packs

2015 total energy consumption was:
11,212.7 mWh for **637** million packs

Year-on-year energy consumption for all sites was cut by **1.4%** between 2014 and 2015:

Flint fell 6%, helped in part by the completion of the LED lighting retrofit programme and installation of a new heat recovery system.

Wigan recorded an increase in energy usage, reflecting its first full year of 24/7 manufacturing.

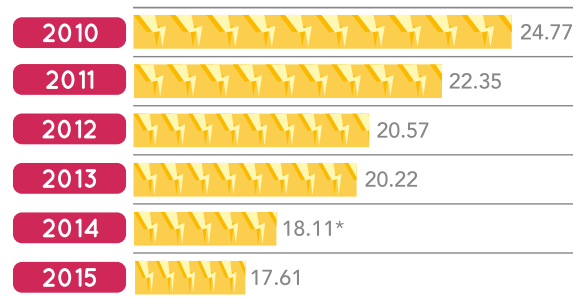
Magdeburg energy consumption increased as a result of a particularly harsh winter.

Responsible manufacturing

Energy intensity

Nice-Pak sees energy intensity – the energy consumed per unit of product – as a more meaningful way of measuring energy efficiency. Since 2010, we have reduced energy intensity by nearly a third (29%):

Energy kWh/1000 packs (all sites)



*2014 figures have been recalculated and restated since last year's CR report.

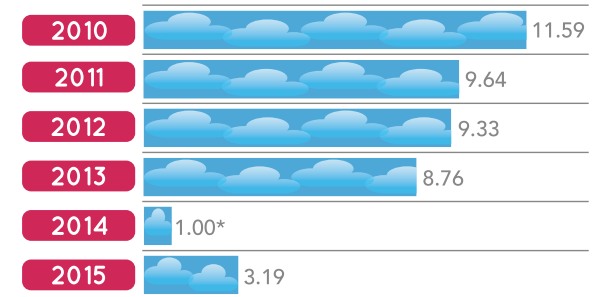
GHG emissions

Reducing consumption of gas and electricity enables us to reduce overall greenhouse gas (GHG) emissions. Use of renewable electricity is another method we have adopted to lower carbon emissions. For most of 2014 and over half of 2015, all three sites were on a 100% renewable tariff.

To be sustainable, however, the environmental benefits of green electricity must be balanced with economic viability. In summer 2015, the cost of renewable energy for our UK sites became financially unsustainable for the business, so we switched back to conventional sources. Magdeburg continues to procure renewable electricity.

As a result, our 2015 carbon intensity measure – CO₂ emissions per unit of product – was higher than in 2014, albeit still markedly lower than in any of the preceding years. Since 2010, it has fallen by two thirds.

CO₂ kg / 1000 packs (all sites)



*2014 figures have been recalculated and restated since last year's CR report.



Responsible manufacturing

Transportation

In response to the disruption in the marketplace, customers have had to change their patterns of procurement. To improve operational efficiency, many have reduced warehousing and increased just-in-time shipments.

While this supports customers' profitability, it has environmental side effects, which include:

- more frequent deliveries of smaller loads
- lower space utilisation in vehicles
- increased GHG emissions



Most brand owners and some retailers manage their own fleets. To continue mitigating Nice-Pak's indirect emissions, we will seek environmental enhancements from service providers when our haulage contracts come up for renewal.

As an international business, we take a significant number of flights to develop market opportunities and aim to include data on the resulting emissions in our future CR reporting. We have made a good start, documenting all available data for 2014 and 2015. The next step is to establish a methodology for converting this data into carbon emissions.

Responsible manufacturing

✓
CR commitment:
Nice-Pak will reduce the use of water in our facilities and improve the impact on downstream water quality.

Water stewardship

Approximately 90% of our annual water consumption is used for operational purposes. Water is the primary ingredient used in the formulation of every pack of wet wipes. It is also required in large quantities for cleaning and sanitising equipment.

As output of wet wipes has increased over the years, so too has Nice-Pak's total water consumption. We therefore measure water intensity – consumption per unit of production – as a clearer indicator of progress made towards our CR commitment.

Average water consumption per 1000 units

2010	0.389 m ³	💧
2011	0.359 m ³	💧
2012	0.345 m ³	💧
2013	0.347 m ³	💧
2014	0.344 m ³	💧
2015	0.338 m ³	💧

Waste water

Effluent volume from all three sites was reduced by 9.8% in 2015, with Wigan recording the biggest decrease (-27%). This was achieved by better product grouping and longer production runs that required less frequent changeover and cleaning.

Waste water is tested for chemical oxygen demand (COD) before release into the foul sewer. Any effluent with high COD is taken away by tanker for third-party specialist treatment.



Responsible manufacturing

✓
CR commitment:
 Nice-Pak will use materials in the most efficient manner possible to reduce the creation of waste and steadily increase the amount of waste recycled.

Materials efficiency

Since 2010, Nice-Pak has measured and monitored waste, at all three manufacturing sites. Key performance indicators include total waste tonnage, waste tonnage per million units of production, the percentage of total waste sent to landfill and waste sent for recycling.

Over a 6 year period, we have managed to:

- reduce the tonnage of waste per million units by a fifth
- increase the tonnage of recycling per million units by nearly a third
- achieve our target of sending zero waste to landfill

Average waste, recycling and landfill (all sites)

	Waste (tonnes/M units)	Recycling (tonnes/M units)	Waste to landfill (%)
2010	7.71	4.73	38.6%
2011	6.56	4.90	25.3%
2012	5.98	4.95	17.2%
2013	6.29	4.76	24.4%
2014	6.04*	6.01	0.5%
2015	6.14	6.13	0.1%

*2014 restatement of total waste/tonnes (previously reported at 5.97) following amended calculation.

We send cardboard and plastic for recycling at all three sites. There are no recycling routes for waste nonwoven material. All three sites now have contracts in place to send waste to incineration with energy recovery.

Mixed success

In 2015, we recorded a slight overall increase in the tonnage of waste following the breakdown of a compactor at Flint, which resulted in the disposal of heavier, wet applicator. We have since invested in new balers and expect the downward trend to resume.

Wigan, conversely, had an extremely positive year, reducing total waste per million units by 17.7% compared to 2014. Operational efficiency was supported by an innovative communications campaign that encouraged all employees to contribute to waste reduction.

'Your Factory Needs You' style posters, supported by management briefings, resonated strongly with staff and had a noticeable effect in changing behaviour and improving performance. Employees have taken ownership of the campaign and designed their own posters for 2016.



Innovative packaging



CR commitment:

Nice-Pak will work to reduce the size, weight and complexity of our packaging and to improve the sustainability and recyclability of its components.

Sustainable packaging

Nice-Pak works continuously to improve the sustainability of our packaging. Working collaboratively with suppliers, we have developed various options for primary packaging with environmental credentials, including:

- green PE polyethylene made from 40% sugar cane
- films made with 40% recycled polymer content

Whilst we continue to work hard to promote these developments, they come at a price premium which, in a highly competitive market, can have a delaying effect on adoption rates.

Lighter wrap

Previous reports have documented our success in reducing the gauge of laminate material used on our products without adverse effect on performance or aesthetic appeal.

In 2015, we successfully reduced the gauge for some customers by a further 12.5%, compared to our previous standard.

Secondary packaging

Multi-pack formats have been very influential in the baby wipe market. Using cardboard has enabled us to upscale to 12 packs with a material that is fully and easily recyclable for consumers.



Responsible behaviour

✓ CR commitment:

Nice-Pak will design products with consumer use in mind, further embedding sustainability as a key aspect of quality.

Market innovation

A key element of Nice-Pak's differentiation strategy is our ability and willingness to invest considerable resource into market insight and to share valuable information with our customers.

For example, we have been working with a leading university to research and understand the personal care needs of an ageing population. This has enabled us to respond responsibly with new products for continence care - addressing an issue that affects 6.5 million people in the UK.

✓ CR commitment:

Nice-Pak will create products that reduce the environmental impact of their disposal, including the impact on water treatment systems.

Inappropriate disposal

Wet wipes, particularly baby wipes, continue to be highlighted in the media as one of the causes of both sewer blockage and beach contamination.

Nice-Pak collaborated in the development of the third edition of EDANA *Guidelines for assessing the flushability of disposable nonwoven products*, commonly referred to as GD3. Released in 2013, the guidelines include a framework for assessing flushability, a code of practice for communicating appropriate disposal and a 'Do Not Flush' logo.

Moist toilet tissue is among a small minority of nonwoven products specifically designed to be flushed. At Nice-Pak, we direct our customers towards those substrates that have passed all seven test protocols of GD3. We also advise on information to share with consumers, including on-pack recommendations on the number of wipes to be flushed at a time.



Do not flush

The vast majority of baby, facial and household wipes are manufactured using non-dispersible materials as they are not designed to be flushed down a toilet. We work with all of our customers to ensure that their packs advise the consumer to dispose of used wipes in a waste bin. We also recommend the use of the Do Not Flush and Tidyman logos.

In autumn 2015, Belgium became the first EU member to pass a legal decree defining the requirements for biodegradability and disintegration of products designed to be disposed of in toilets. The tests are very similar to those of GD3 and any products on sale in Belgium which do not pass the criteria must carry the 'Do Not Flush' logo from July 1, 2016. Nice-Pak is working with affected customers to ensure compliance.

In addition, Nice-Pak is currently:

- working with suppliers and customers to bring next generation dispersible technology to the moist toilet tissue market.
- participating in the development of a draft international technical specification - ISO 24524 - on flushable products.
- collaborating with EDANA on draft product category rules to enable wipes manufacturers to generate internationally recognised Environmental Product Declarations (EPDs) that communicate lifecycle environmental impacts.

Workplace innovation



CR commitment:

Nice-Pak will foster a culture of sustainability throughout the business, encouraging openness, accountability and innovation among our employees.

At the end of December 2015, Nice-Pak employed 903 staff: 485 in Flint, 165 in Wigan and 253 in Magdeburg.

The majority of employees have been with the company for more than five years – 77% in Flint, 55% in Wigan and 51% in Magdeburg. Over a quarter of staff (28%) in Flint have more than 15 years' service.

Top Employer

For a third consecutive year, Nice-Pak has been named one of the UK's Top Employers and remains the only employer in Wales with the prestigious award.

Recognition is earned through an intensive and robustly-audited international process. In 2015, the standards were raised, making the process more difficult and more intense than in previous years.

Nice-Pak scored above its peer group in terms of:

- culture
- induction
- workforce planning

The judges remarked favourably on Nice-Pak's culture of local works councils, employee survey, apprenticeships and community involvement.

Engaged employees

In the last staff survey and CR report, communication was highlighted as an area for improvement. The introduction of communication screens at Flint has offered an alternative means of conveying key messages and has been received very positively by employees.

The screens enable a number of individuals, including the HR teams, Factory Manager and Health and Safety Manager, to keep employees informed about customer visits and day-to-day operations in a lively and exciting way. We also use them to welcome new starters to Nice-Pak and to promote well-being initiatives.





Workplace innovation

Well-being

In Flint, we are working towards the Welsh Assembly's bronze level Corporate Health Standard. Wigan has already fulfilled the criteria of the English 'Good Work: Good Health' Charter.

Each month, a cross-functional team promotes a different initiative to foster physical and mental well-being and offer support and advice.

Topics include:

- 🔍 Hand hygiene and skincare
- 💧 Hydration
- 🧘 Stress awareness
- 🚭 Stopping smoking

In 2015, we continued to support and arrange voluntary well-woman and well-man annual health check sessions at Flint. In its third year, take up increased yet again, demonstrating how employees value the checks. Our intention is to extend the programme to Wigan in 2016 to enable even more employees to participate.

We also run an Employee Assistance Programme (EAP), provided by UNAM insurance. The EAP offers free and confidential support for all UK employees on a wide range of personal

and professional life challenges. We have continued our partnerships with local support bodies, including registered charity CAIS who offer personal support services to employees in Flint, and disability at work charity, Remploy.

Apprenticeships and professional development

Nice-Pak offers apprenticeships at all three sites, which have proven beneficial to all parties.

In Flint, six apprentices who completed their one-year Level 2 programme in 'Improving Operational Performance' were all offered full-time jobs.

Our three maintenance and finance apprentices have progressed well during the year with one of the maintenance apprentices now accelerating his studies to HNC level. These apprenticeships are being undertaken in partnership with a local College of Further Education - Coleg Cambria (formerly Deeside College).

During the year, thirteen members of staff chose to progress onto and complete NVQ Level 3 in 'Business Improvement Techniques', having completed their Level 2 in previous years. All studies were undertaken in partnership with Coleg

Cambria. As part of their qualification, individuals worked on live improvement projects related to the business.

At Wigan, Nice-Pak entered into a formal partnership with Wigan and Leigh College with the intention of introducing apprenticeships in a number of areas during 2016. The areas proposed are engineering maintenance, warehouse and distribution and laboratory skills.

In Magdeburg, we continue to recruit five new apprentices each summer. We have also supported three supervisors to achieve Meister level, with a financial contribution towards their fees and paid leave to attend training.

Resource efficiency

In a new corporate CR initiative, we are beginning to address the issue of paper consumption within our business functions. We have established a process for measuring paper consumption per 1000 packs produced across all sites. The 2015 figures show a fractional increase compared to 2014. We are now using this data to benchmark the impact of future paper-saving initiatives.



Community involvement

✓
CR commitment:
Nice-Pak will use our industry leadership position to continue to support the vibrant communities in which we source, manufacture and deliver our products.

Schools' support

In Flint, we have continued with and further developed our partnership with a local senior school - Mold Alun School. We now have a member of staff actively involved as a school governor and, for the first time, we have sponsored a student through his A-level studies.

We continue to facilitate one-off visits to our factory to support students' studies as identified. We have also supported the school via the provision of sporting equipment.

Work experience

In previous years, we have offered summer placements to sixth form students from Mold Alun School. In 2015, we adjusted our approach and opened up the scheme to relatives of Nice-Pak employees who were seeking work experience.

The response was positive and we were able to offer 10 paid placements (lasting between four and eight weeks) to young people aged 18 to 24. The placements were undertaken across a number of functions - from engineering and operations through to commercial. Following the scheme's success, we intend to repeat it in 2016.

Charity and community

Our financial sponsorship of local sports groups in Wales and Wigan - local football, cricket and rugby youth teams - continued successfully during 2015 and has inspired Magdeburg to start supporting youth sports.

2015 was, however, a difficult year in terms of charity fundraising. Although Nice-Pak supported the charities chosen by employees, including the Air Ambulance, two local hospices, Alder Hey Children's Hospital and the RNLI, the financial amount raised was disappointing. This has prompted us to rethink our approach in this area.

For 2016, we are proposing that each department chooses a charity under the category of 'health and well-being' and that the business matches all funds raised by employees. We hope that this approach will provide both a greater opportunity for employees to get involved and an incentive to raise monies.





Further information

Visit our new website at www.nice-pak.co.uk to:

- download copies of this report in English and German
- find out more about our company and products
- sign up for our regular newsletter





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