2021

Report

Inspired by the UN guidelines on Sustainability

Issued April 2022

LSustainability Let's Create Together



A MESSAGE FROM CHRIS PICKTHALL, CEO



I am delighted to report on another year of progress with our sustainability goals as we build on our EcoVadis Platinum Certification. I would particularly like to thank all our many global employees who have the passion and drive to keep improving.

2021 for CPL was another complicated year, with many COVID-19 and logistical challenges, but it was ultimately successful. We celebrated our 50-year anniversary, an important milestone as we remember the vision and bravery of Michael and Terry Pickthall in founding Contemporary Perfumers Limited in 1971.

In 2021, we were once again able to deliver real and tangible sustainability improvements.

- We now generate 21% of our own electricity from our solar panels, and over 50% of our electricity is now from renewable sources.
- □ We have reduced the amount of waste that ends up in landfill to 18%.
- \Box Our Scope 1 & 2 emissions reduced by 52%.
- □ This year we reached 3.01% of our sales from EcoBoost fragrances.
- □ We have now added 31 Responsibly Sourced Ingredients to our raw material palette.

In 2021, we launched two new sustainable technologies: AromaSpace, an inspired blend of headspace technology and our perfumers' creativity, which allows us to develop fragrances which smell as nature intended but doesn't harm nature; and EcoBoost Plus, an addition to our EcoBoost technology, which allows our customers to use up to 20 times less fragrance in their finished products. Last year we were also able to calculate the amount of emission savings when using EcoBoost: an impressive 90% saving of emissions compared to the use of a regular fragrance.

We celebrate and cherish our long partnership with CAFOD who help the poorest of the poor and our collaboration with the National Association for the Blind in Mumbai.

For 2022 and beyond, we will be focused on

- Measuring and improving the Scope 3 emissions of our partners so that together we can improve our sustainability.
- □ New factory: we are building our biggest and most sustainable factory, to help satisfy our growing demand in a responsible way.
- □ Continuing to add further responsibly sourced materials to our palette and continuing to assess our suppliers for compliance to our Responsible Sourcing and Partnerships policy.
- Dedicating additional resource to the health safety and wellbeing of our employees. By ensuring that each of our manufacturing sites are operating in line with ISO45001, we can reduce our Lost Time Accidents.

From big milestones to small achievements, I am proud to lead a team which takes sustainability to heart. I look forward to creating together, sustainably.

Thanks everyone.

Chris Pickthall

MALLN

Chief Executive Officer

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Let's Create Together

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CPL Aromas Organisational Profile & Operating Footprint



ABOUT US

Infusing happiness through scents

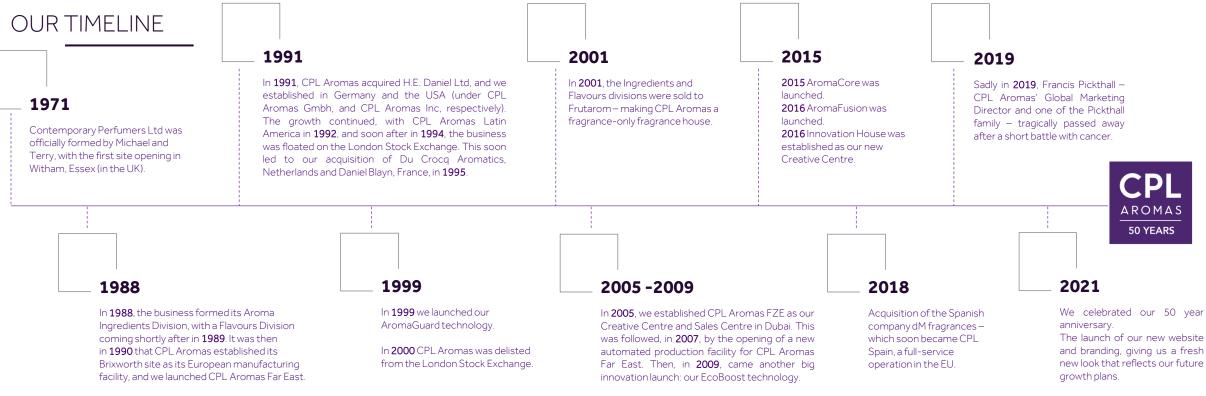
CPL Aromas is the largest fragrance-only fragrance house in the world. We focus our creativity, innovation and energy on making outstanding fragrances and bringing new ideas and insights to help our clients grow their brands and delight their customers.

Founded in 1971 and headquartered in the UK, we are proud to remain a family run business with over 600 employees working across our 18 international locations and serving customers in over 100 countries. With 6 manufacturing sites and ranking in the top 10 of the sector's major players, CPL is home to some of the world's leading perfumers and is trusted by top brands to translate their creative vision into beautifully crafted fragrances.

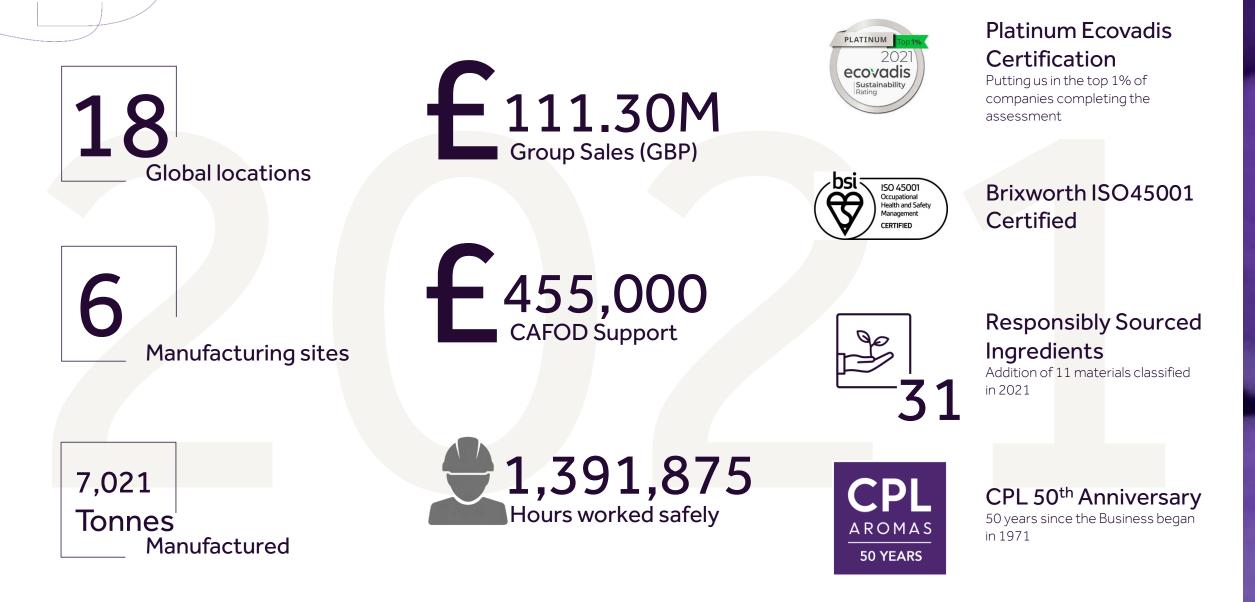
At CPL, we pour our creativity and energy into producing fragrances that delight the senses, appreciating the deeply personal experience that fragrance brings: the ability to conjure up a cherished memory and capture it forever.

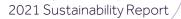
In the fashion and fragrance business, reputation is everything. sustainable, ethical and responsible working practices are integral to our business. We're actively shaping standards and supporting the next generation of fragrance innovators through our sustainable business vision.





2021 AT A GLANCE





WHERE WE OPERATE

Headquartered in the UK, we have over 600 employees in 18 international locations, including within our 6 manufacturing sites. As a business-to-business company we support many industries in over 100 countries including Fine Fragrance, Laundry, Personal Care, Household and Air Care.





OUR SUPPLY CHAIN

At CPL Aromas, we manufacture our products using approximately 1500 Natural and Synthetic Materials from over 300 suppliers. Our supply chain is worldwide and extends from the sourcing of our raw materials to delivering the finished fragrance to our customer.

It is essential that we ensure our customer's expectations for consistent quality are met and that we secure a continuous supply of raw material. With the effects of climate change and increased demand on our natural ingredients, we ensure stability to our supply chain by obtaining a secondary source for many of our ingredients and, where we can, eliminating complex supply chains by going direct to source.

Despite the challenges posed by the COVID-19 pandemic, we were able to maintain manufacturing and laboratory capabilities by ensuring business continuity. We were able to avoid disruption of our supply chain and to continue to deliver to our customers consistently, while continuing to keep our colleagues safe.

Our Responsible Sourcing and Partnership Policy ensures that our suppliers are working in a way that supports people and the environment. We continue to assess and work with our suppliers to ensure compliance to our 10 fundamental principles.

Our supply chain is well established and there have been no changes in the last 12 months.

GRI Disclosures: GRI 102-2 to GRI 102-10



OUR PURPOSE

Here at CPL Aromas, our purpose guides our operation. Our aim is to help our customers succeed through innovation and superior customer service, whilst keeping sustainability at the heart of what we do. It all starts with our people who drive our success. We believe that the more diverse our business, including an expansive geographic coverage and product portfolio, the greater our ability to achieve long-term, sustainable growth as the fragrance market expands.

As part of our sustainability strategy, we intend to grow sales through investing in our facilities, key acquisitions within the fragrances industry and targeting emerging markets.

Our Ingredients

Quality

We accept only the best in what we do and innovate constantly.

Responsibility

We do good through our work and contribute to the wellbeing of society.

Sustainable Mindset

We care about future generations and are committed to preserve our planet's resources.

Independence

We alone decide our future and our freedom allows us to be truly creative.

Family Pride

We nurture long-term relationships and encourage trust and respect.



We bring success to our customers through innovative fragrances, outstanding service and a human touch.

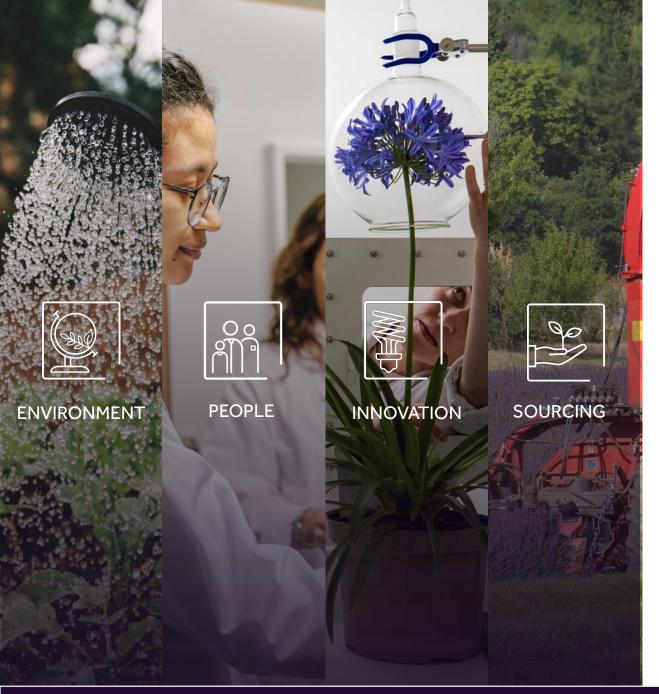


Infusing happiness through scents.

Let's Create Together

2 Our Sustainability Commitment





VISION AND STRATEGY

Sustainability Vision and Strategy

In 2018, we started our Sustainability journey by setting out a strategy that takes a holistic approach to being a more sustainable and ethical business. Our strategy is broken down into four pillars, which are embedded at the heart of our company strategy. These four pillars consist of Environment, People, Innovation and Sourcing. Each area is critical if we are to protect the planet, respect our communities and support the interests of those effected by our business.

Our strategy outlines our commitments to acting on the biggest sustainability challenges affecting our business, prioritising where we can make the biggest difference. This is aligned with the United Nations Sustainable Development Goals (SDGs) and supports our strategic objectives.

Creating a sustainable future is embedded into our mission to transform our business and create long-term, profitable growth. 2021 has brought a new urgency to this transformation with the sustained effects of the COVID-19 pandemic arriving in the wake of the accelerating climate crisis.

At CPL Aromas, we can see that the climate emergency will continue to be of high concern. With industry being responsible for over 20% of emissions world-wide, we recognise that businesses will continue to play a significant role in accelerating climate action. This will be achieved not only by working to decarbonise our own operations, but also through our ability to innovate responsibly and impact those within our influence. Consumers are seeking more responsible and sustainable products; we have a responsibility to expand our sustainable practices to not only meet consumer expectations but the needs of the planet.

If we are to limit global temperature rise by 1.5°C, now is the time to act and face the global challenges head on. This year, we draw closer to our 2022 sprint-milestones and are in the process of setting out our future commitments, working towards our 2030 goals. We will only meet these goals if we can continue to engage our stakeholders in the journey, working together with our customers and suppliers for the greatest impact.

GOVERNANCE AND SCOPE

Our global sustainability governance model lays out the responsibilities for implementation of our sustainability strategy. The Head of Sustainability chairs our sustainability approach and is supported by our Safety and Sustainability Officer. Together they lead and embed our sustainability principles throughout the organisation.

The CPL Sustainability Team is the global and cross-functional committee that helps integrate sustainability principles more strongly into our core processes at the local level. Under the chairmanship of the Head of Sustainability, representatives come together at least quarterly to ensure that sustainability-relevant topics and the concerns of our important stakeholder groups are considered along the entire value chain.

Our leadership team of each site play a vital role in the roll-out of our strategy and integrating sustainability into objectives and embedding into the culture of their teams. We manage sustainability by integrating processes into our Management Systems:

- Quality ISO 9001:2015
- Work Safety ISO 45001:2018
- Environment ISO 14001:2015
- Social Responsibility SA 8000:2014

CPL Aromas fully expect all staff and contractors to uphold our sustainability strategy. We commit to educating our suppliers of our policies and encourage them to align operating practices with policy objectives.

Our attention to environmental, social and economic responsibility including all compliance obligations allows us to be innovative and demonstrate leadership on the issues that are important to us and our stakeholders.

This report covers all Category A sites, defined as any manufacturing site regardless of the number of employees or any other site (e.g. offices and labs) with greater than 50 employees. Joint ventures are excluded. All operations are included in the consolidated financial statements, found at www.cplaromas.com.



Global Operating Board: Driving company strategy, reviewing quarterly and annual sustainability reports



Global Technical Director: Driving and coordinating our sustainability strategy



Head of Sustainability: Leading and embedding our sustainability ambitions & principles



Safety & Sustainability Officer: Supporting progress towards achieving our safety & sustainability goals

Sustainability Champions: Each champion is responsible for a key topic across one of our four pillars to direct focus on crucial sustainability topics QSHE Representatives: Site representatives are responsible for data collection, reporting progress and driving initiatives on site

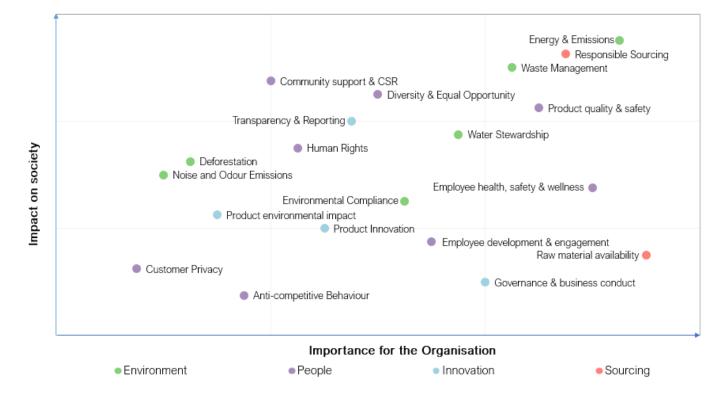


OUR FOCUS

The key aspects of CPL Aromas' sustainability strategy and reporting were identified through a materiality analysis. This analysis identified the most important topics, opportunities and risks for our business, according to their value to CPL and our Stakeholders. This allows us to focus our energy and resources on the topics that have the highest priority and enables us to set objectives that will have the greatest impact. The information gained supports business decisions and the integration of sustainability topics into the core business strategy.

Our strategy focuses on 10 topics identified as most material and those of greatest importance to our stakeholders. We conduct a periodic review of our materiality analysis to identify significant risks and opportunities along with our material topics for future reporting.

The information presented within this report includes coverage of the following material topics and their boundaries to reflect our significant economic, environmental and social impacts for 2021.



ENVIRONMENT

Energy and Emissions Reduction

The impact of climate change may restrict access to our key natural resources, posing a significate risk to our business activities. This presents an opportunity to act and mitigate the effects of climate change through energy and emission reduction. Within CPL, we have direct control of mitigating the effects on climate change through energy and emission reduction on site. Our manufacturing sites consume considerable amounts of energy and, where possible, we switch to renewable sources and improve our efficiencies on site. Furthermore, we continue to build on initiatives to reduce our scope 1 and 2 emissions. Where we have an indirect impact, we involve our supply chain encouraging them to reduce their contribution to climate change.

Environment



Water Stewardship

Water is essential to our manufacturing activities. We have a direct impact on water stewardship on site and an indirect impact on water management throughout our supply chain. We source some of our raw materials from water scarce or stressed areas, and there is growing competition to gain access to water in areas where it is limited due to climate change. Within CPL, we continue to optimise water use and are exploring recycling where possible, in addition to evaluating new water saving technologies and efficiencies. We ensure that our water is discharged responsibly to limit its environmental impact. Outside of CPL, through our Responsible Sourcing & Partnerships Policy we encourage our material suppliers to use water efficiently and ensure all our suppliers comply with our Policy.

Waste Management

Our manufacturing sites generate waste. Managing our waste on site enables us to limit our negative impact on the environment as well as reducing costs. Whilst we have a direct impact on the responsible disposal and reduction of waste on site, we are indirectly involved with the impact of waste through our supply chain. On site we work to reduce the amount of waste generated and, where that is not possible, ensure that our waste is recycled or disposed of responsibly. Outside of CPL, we continue to encourage our customers and suppliers to effectively manage and dispose of their waste.





PEOPLE

Employee Health, Safety and Wellness

Ensuring the health, safety and wellbeing of our employees is an essential part of being a responsible employer, and we are dedicated to improving our health and safety standards. Our health and safety objectives and practices are fully integrated into our long-term strategic objectives and, improving employee wellbeing is central to achieving our objective to become an employer of choice. We are committed to reducing the number of health and safety incidents through a process of continual improvement to improve our health and safety behaviour and practices, with a target to have all our manufacturing sites to be certified to the health and safety management standard ISO 45001 by the end of 2025.

Product Quality and Safety

It is crucial that our products meet safety specifications and comply with applicable law and regulations. The safety of our products is of the upmost importance. Failure of compliance places us at significant risk of incurring additional costs and damaging our reputation. Quality is placed at the heart of everything we do, it is not only key to our own success but that of our customers. All our ingredients go through a stringent assessment covering regulatory, quality, health, safety, and environmental requirements; we ensure that our products comply with all local laws. The quality of our products is enhanced through our continual improvement of key quality management principles as set out in ISO 9001 quality management system.

Employee Development and Engagement

Our success is intrinsically linked to our people and talent. Effectively recruiting, developing, engaging, positioning, and retaining a balanced workforce to meet future business requirements. Providing development opportunities to engage our employees to build on their skills and productivity, supports this and forms part of our objective to become an employer of choice. We ensure effective recruitment to guarantee that we get the right people in the right role. Within CPL, we create an engaging and supportive environment that facilitates the development of our talent internally to strengthen our workforce into the future. We provide opportunities to cultivate future leaders and develop skills for continued success.

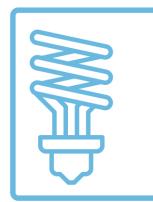
Diversity And Equality

CPL Aromas operates in many different countries around the world, and we welcome our differences; providing opportunities for people from all backgrounds regardless of their gender, location, or ethnicity, without discrimination. Diversity and equal opportunity are important to us, as we believe our differences drive our creativity, innovation, and business success. In line with SA 8000: Social Accountability Standard, our Ethical and Social Accountability Policy ensures that all our employees are treated equally without discrimination and are open to reporting our diversity data internally and externally.

INNOVATION

Product and Innovation

Optimising the environmental impact of our products within our supply chain, in the way they are designed, manufactured, and ultimately used by the consumer. We want to minimise the negative environmental impact of our products; this is important to our customers and their consumers, and it is key to improving our own financial and environmental performance, but we must also proactively influence positive change. CPL has the desire and the ability to shape the future of the fragrance industry and our approach to Innovating Responsibly must consider the potential impact of our processes and products on the wider environment. Driven by our research and development team, we develop new technologies and processes that limit the environmental impact of our products and encourage positive behaviour. Outside CPL, we engage with our customers to develop new products and technologies that are more sustainable.



Transparency and Reporting

Transparency is key to be a successful and trusted organisation. We are able to build trust with our stakeholders though direct, clear communication, as well as making the relevant information readily available, which as a result will have a positive impact on our reputation. Within and outside CPL, we share data and information in an open and transparent way.

Innovation

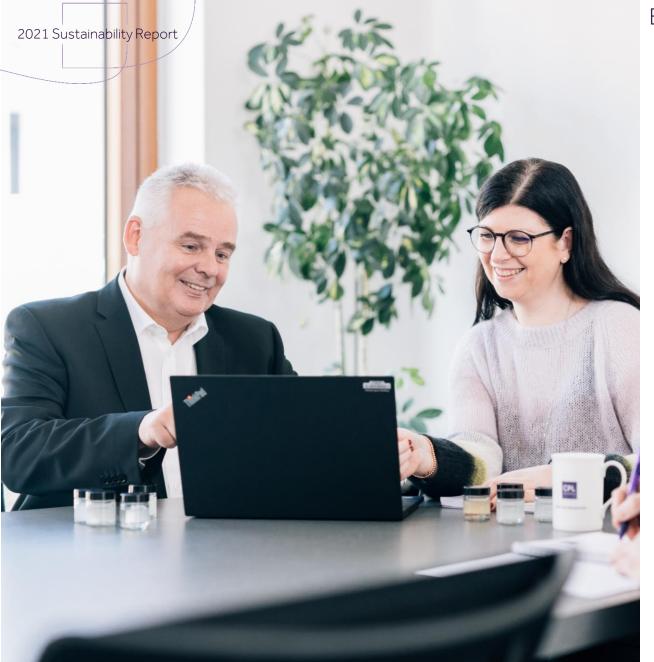


SOURCING

Responsible Sourcing

Sourcing our raw materials responsibly is key. Ensuring we have a transparent and traceable supply chain enables us to have a greater positive impact on people and planet. Moreover, we can mitigate the risks of a volatile supply chain and meet the demands of today's customer. We aim to ensure all our suppliers comply with our Responsible Sourcing & Partnerships Policy and continue to work closely with our suppliers to develop good sustainability practises.





ENGAGING WITH STAKEHOLDERS

We regularly review our stakeholders and those that are key to achieving our sustainability strategy. Employee focus groups are used in the identification and engagement of stakeholders, and by focusing on those with the greatest impact and influence. From the list, we can establish the level of engagement required and prioritise our efforts towards the most important topics.

We engage directly and indirectly with our significant stakeholders on issues that are important to them and to us, and our goals and objectives are set with our stakeholders' interests in mind. We believe that regular, transparent communication with our stakeholders is essential to CPL Aromas' long-term success, and we have many avenues for dialogue, including information and feedback we receive during the ordinary course of business.

For our strategy to be successful, it is paramount we regularly engage with a diverse array of stakeholders, as it gives us a broader perspective on our approach. We receive feedback from stakeholders through a variety of mechanisms as outlined below. Through dialogue with stakeholders, we can identify relationship improvement opportunities, management of key issues, and collaborate on projects for shared benefit.

This list is reviewed each year to ensure any changes do not impact our ability to achieve the intended results of our sustainability strategy.

GRI Disclosures: GRI 102-40, 102-42 to 102-44

ENGAGING WITH STAKEHOLDERS

TAKEHOLDER GROUPS	LEVEL OF ENGAGEMENT	METHOD OF ENGAGEMENT	KEY TOPICS & CONCERNS RAISED
GRI 102-40	GRI 102-42	GRI 102-43	GRI 102-44
	IN	TERNAL	
MAIN BOARD	Supporting our ability to finance new projects, transparency on strategy and performance is a key driver for improvement.	 Board meetings Briefings Conferences 	 Economic performance Raw material availability Talent management Legal compliance Sustainability strategy Transparency and Reporting
EMPLOYEES	Attracting, developing, and retaining a high-quality workforce, is critical to our long-term success. Our goal is to create meaningful opportunities for our employees to work, gain new skills, and build successful careers, while building a diverse and inclusive workplace.	 Talent management Learning and development Annual performance discussion SharePoint Social media Email Newsletters Sustainability teams 	 Professional development Employment security Good employee working relationships Safe and healthy work Environment Diversity and Inclusion Sustainability Business strategy Women empowerment Communication Participation
	EX	TERNAL	
CUSTOMERS	Maintaining strong relationships with customers is important to meet their needs and minimise environmental impact where we can.	 On-going dialogue Customer sustainability requests Customer visits and audits Conferences and events 	 Product quality, safety, and environmental impace Innovation Human rights Transparency and Reporting Traceability Responsible sourcing Consumer demand

ENGAGING WITH STAKEHOLDERS

STAKEHOLDER GROUPS	LEVEL OF ENGAGEMENT	METHOD OF ENGAGEMENT	KEY TOPICS & CONCERNS RAISED
SUPPLIERS	Our suppliers are a critical link within our value chain, providing the materials needed to make our products. With their engagement we seek to improve the traceability of our raw materials, manage risk, and improve sustainability performance.	 SEDEX Questionnaires Audits Social media Individual calls Email 	 Responsible sourcing Raw material availability Product safety and quality Environmental impact
LOCAL COMMUNITY	Supporting our local communities is an important part of operating as a responsible business.	 Engagement with social activities within the local community Charitable activities that are organized, hosted, and implemented locally by sites around the world 	 Health, safety, and wellness Product environmental impact Human rights Diversity and inclusion Transparency and Reporting
LAW ENFORCERS & REGULATORS	Ensuring compliance with local laws and regulations.	 Emerging legislation/regulation IFRA consultation Media Membership of working groups/forums Industry conferences 	 Product quality Safety and environmental impact Responsible sourcing Health, safety, and wellness Transparency and reporting Human rights Legal compliance
ACADEMIA	Education is key to sustainable development and is crucial to the next generation of leaders in the industry.	 Internship programs University partnerships Lectures Research and Development Projects Internal fragrance training programs 	 Positive social impact Science Business growth
NON-GOVERNMENTAL ORGANISATIONS	Long standing partnership with CAFOD (Catholic Agency for Overseas Development), enabling work on a range of projects that are committed to impacting society for the better.	 Email communication Social media Partnerships Face to face meetings 	 Environmental and social impact Contribution to sustainable development goal



REPORTING PROCESS AND FEEDBACK

This sustainability report covers reporting period 1st January 2021 – 31st December 2021. We commit to report annually. This report has been prepared in accordance with the GRI standards: Core option. We currently do not seek external assurance regarding this report.

This report contains forward-looking statements describing the Company's objective, projections, estimates and expectations. Actual results could differ materially from those expressed or implied. Important factors that could make a difference to the Company's operations include, among others, economic conditions affecting demand/supply and price conditions in the domestic and overseas markets in which the Company operates, changes in the Government regulations, laws and other statutes and incidental factors.

2018's performance data acts as a baseline from which we report progress. Where data was unavailable, we have used data from 2019 to populate. The most recent previous report was issued June 2021 covering 2020 data. Due to previous gaps in data, along with errors in unit conversions for water consumption and waste generation, these have been re-stated on pg. 74. There have been no significant changes in the list of material topics or topic boundaries from previous reports.

All objectives have been established in line with and contribute toward the UN Sustainable Development Goals (SDGs). For questions regarding this report please contact us at sustainability@cplaromas.com.

5 Our Planet Minimising our environmental footprint across the value chain







Our Objectives

- 1. 100% Renewable electricity∆
- 50% reduction of Scope 1 & 2 emissions*∆
- 20% reduction in global municipal water consumption*∆
- 4. Zero waste to $and fill \Delta$

* per tonne produced

 Δ by 2030 (2018 baseline figures)

For many, 2021 was not the year we expected, with many COVID-19 restrictions continuing across the globe. Even with these restrictions, and limited travel, the consequences of climate change have been seen throughout 2021 and included more frequent extreme weather events. There were many more of them in 2021, such as the catastrophic flooding in several western European countries that led to several deaths in July, and devastating wildfires in Mediterranean countries and Russia, in August.

2021 saw the COP26 summit, hosted in Glasgow. We saw parties brought together to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change. To avoid catastrophic climate change, global temperature rise needs to be kept to a maximum of 1.5 degrees above pre-industrial levels, but the odds of the world getting hotter in the next five years continue to increase. A UN Environment study in October revealed that, unless commitments to cut harmful greenhouse gas emissions are not improved, the world is on track to warm by 2.7 degrees this century.

The environment, and its protection is really important to CPL. We are committed to ensuring we reduce our impact on the environment. Throughout 2021, we continued to make strides towards our ambitious goals. In 2021, we reduced further our dependence on fossil fuel and now generate 21% of our electricity from our solar farms in Dubai and Colombia. Globally we now purchase over 50% of our electricity from renewable sources. It is important that we regularly monitor and report on our performance and this year, we have seen our sustainability team increase their activities and communication related to our environmental impact. We have seen the implementation of several projects across the group, from the implementation of LED lighting, our first rainwater harvesting system becoming operational and for World Environment Day, we planted a tree for every employee, highlighting the importance of a holistic approach when thinking about sustainability and the environment.

"In 2021 we achieved Platinum rating from Ecovadis. We scored highest in the environment section, which really highlights our commitment and progress over the last 12 months, something we as a business are most proud of.

2021 also saw our first sustainability challenge, where we had different tasks for the team to partake in, this allowed us to encourage the implementation of sustainable practices at home, emphasising that we as individuals all have a responsibility to protecting the environment.

To ensure our commitment to the environment, we continue to operate all of our sites in line with ISO 14001 a globally recognised Environment Management Standard and had no environmental breaches over the last 12 months. 2021 has seen some exciting and important investments in our facilities to ensure that they are sustainable and reducing their impact on the environment. Simple switches, for example to LED lighting, can have a huge impact We are currently developing our most sustainable factory yet, one that will use state of the art technology to reduce our impact on the environment and make it our most automated factory to date, and we are all very excited to see the grand opening in 2022."

Charlotte Purcell

Group Technical Director



2021 AT A GLANCE

9%

_ 52%

Of waste recycled

Decrease in water use per tonne since last year

_22%

Reduction in landfill per tonne

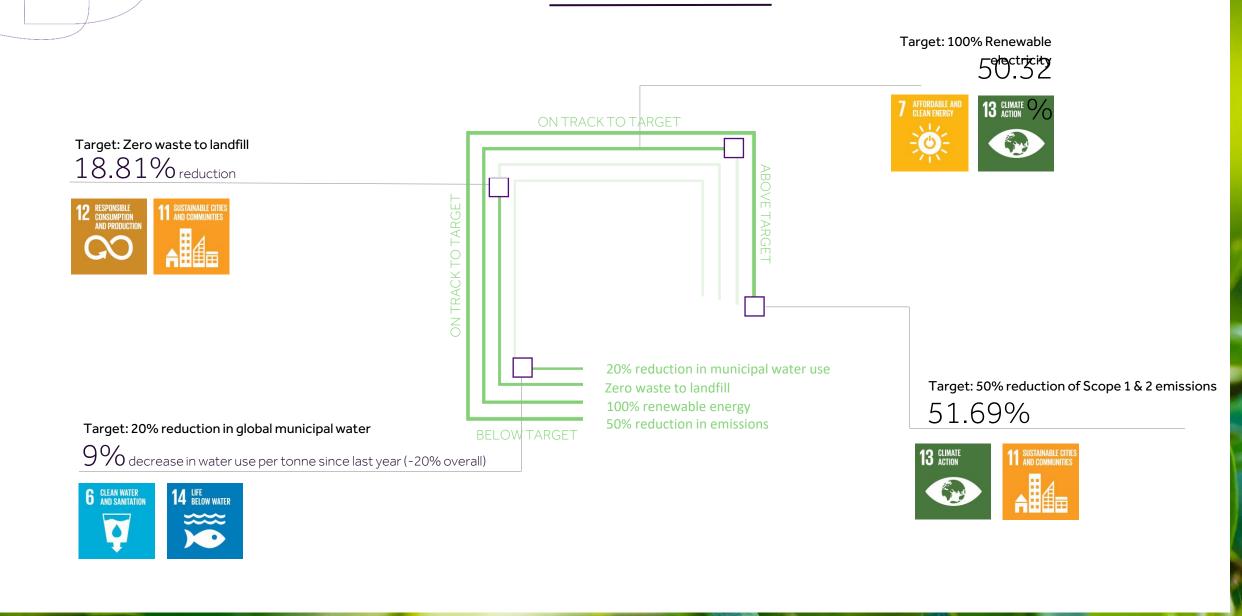
50.32% Renewable electricity

Reduction in scope 1 & 2 emissions

2,028kg CO2e saved by use of renewable electricity in 2021

51.7%

MONITORING PROGRESS





CASE STUDY: LED Lighting

Switching to LED lighting is one way we are looking to reduce our energy consumption on site, and we are working towards having LED lighting at 100% of our sites. This year we have progressed with this commitment having reached 100% LED lighting at both our sites based in the UK and increased the percentage of LED lighting in Hong Kong to 90%. In addition, our site in Dubai have switched their external lighting to a solar powered LED alternative. Not only are LED bulbs extremely energy efficient, they are also long lasting, durable and have a measurable positive effect on productivity and focus. Because LED lighting emits white light, which is similar to natural daylight, it has also been linked to an increase in mood

ENERGY AND EMISSIONS

Climate change is one of the most pressing concerns globally and has the potential to pose a significant risk to our business activities. Climate change risks include risks related to extreme weather events and natural disasters (such as fires, earthquakes, pandemics, and international health risks) that could significantly affect our supply chains, as well as social transitions in response to climate change and the possible impact on our reputation if we fail to fight climate change. We identified climate change as a risk in our materiality matrix and have included it in the environmental pillar of our sustainability strategy.

At CPL Aromas, we are determined to be part of the solution and know that our actions can contribute to mitigating the effects of climate change. Carbon emissions are responsible for about 80% of all Green House Gas (GHG) emissions and one of the most significant ways we can reduce our environmental impact is to reduce our carbon footprint. Energy use is a big contributor to GHG emissions, and our strategy focuses on minimising energy use and increasing the amount of renewable energy that we generate and purchase. In 2018, we set an ambitious target to reach 100% renewable electricity by 2030, which will contribute to keeping a global temperature increase below the 1.5°C threshold.

We are committed to cutting our Scope 1 (direct) and Scope 2 (indirect) emissions in half by 2030. Scope 1 include our company cars and forklift trucks (FLT). Our best opportunities for further improvements are through encouraging the switch of our company cars to more sustainable alternatives such as electric or hybrid models. In 2021, we updated our company cars policy to include no new diesel or petrol cars to be added to the fleet, only electric or (where deemed more applicable) hydrogen powered, and the installation of electric charging points at our sites. In 2021, we have reduced our Scope 1 emissions by 23.7% per tonne (since our 2018 baseline).

Scope 2 emissions are those generated from purchased energy. Energy use is a big contributor to GHG emissions and our strategy focuses on increasing our use of renewable energy (through onsite generation and purchasing agreements) whilst minimising total energy use per tonne of production. In 2018, we set an ambitious target to obtain 100% of electricity from renewable sources by 2030. So far, we have managed to significantly exceed our 2022 sprint target (30%) with 50.32% of our electricity now obtained from renewable sources (21% from onsite solar generation). We continue to invest in energy efficient technologies such as LED lighting and solar power. In 2021, our scope 2 emissions accounted for 60.11kg CO₂e per tonne, a reduction of 55.51% since our 2018 baseline.

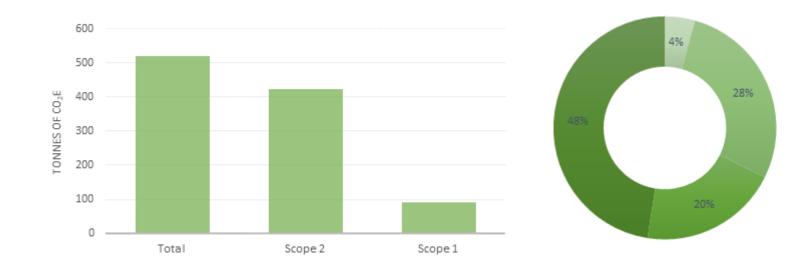
Our 2030 commitment was to reduce our carbon footprint by cutting emissions from our direct operations (Scope 1 & 2) in half. We have achieved this target, reducing our emissions by 51.69% (compared to our 2018 baseline), a total of over 550 tonnes of CO_2e (74.16 kg CO_2e per tonne produced).



CASE STUDY: CPL Aromas Plants 633 Trees

Every year World Environment Day is celebrated to encourage awareness and action for the protection of the environment. This year, to raise awareness of this important day we decided to plant a tree for every CPL Aromas employee. The protection of ecosystems is not only critical to our industry and the 20% natural raw materials we have on the palette but also to the millions of species all over the world that are under threat. We were able to support projects in 6 countries and hope to exceed the number of trees planted and projects supported in 2022.

2021 Greenhouse Gas Emissions



Natural Gas
Renewable electricity purchased
Renewable electricity generated
Non-renewable electricity purchased

Our Environmental Managers, Green Teams and Senior Leadership are working hard to reduce our emissions and energy consumption across the globe, through the use of energy saving technologies, operational efficiencies and clean energy generation. In 2022, we are evaluating our strategy and will set our updated sprint targets for 2025.

In addition, in 2022 we have started a project to capture and measure all our Scope 3 emissions; all other indirect emissions that occur in a company's value chain from purchased goods and services, to waste disposal, to transportation and distribution. Our objective is to set a baseline from which we can set ambitious reduction targets.



CASE STUDY: Carbon Neutral Gas

Burning natural gas releases carbon dioxide and methane, a potent greenhouse gas. Only two of our manufacturing sites use natural gas for heating. We continue to look for ways to reduce our consumption, our overall goal to eliminate this source of energy consumption completely. In the meantime, we continue to look for ways to minimise our impact on the environment through the use of This year, our natural gas. manufacturing plant at Brixworth switched 35% of their supply to a carbon neutral source (equivalent of around 25T of CO₂e per year). 10% of this is obtained from renewable biogas generated in the UK. The biogas is produced when organic matter such as leftover food is processed in an anaerobic digester to allow methane gas to be produced. The remainder of this is then offset through an array of projects focusing on biogas generation that follow several of the UN Sustainable Development Goals.



WATER STEWARDSHIP

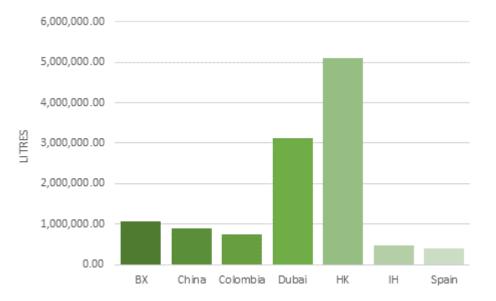
At CPL Aromas, we are committed to making efficient use of water and to limit the environmental impact of the way we consume and discharge water. Many of the water systems that keep ecosystems thriving are under more and more stress. Water scarcity is becoming an increasingly important issue as global demand and overconsumption grows due to rising populations. By 2025, two-thirds of the world's population may face water shortages putting local communities, as well as business growth, at risk.

Water is critical to our manufacturing operations as well as to agricultural processes throughout our supply chain. To preserve the environment and minimise waste, we strive to consume water more efficiently through operational efficiencies, water recycling and saving technologies, rainwater harvesting, responsible discharge of wastewater and water stewardship when sourcing raw materials. As pressure mounts on global water resources, we closely monitor the use of water across our sites.

We have set an ambitious target to reduce municipal water use by 20% per tonne of product by 2030. In 2021, we withdrew approximately 11,800m3 of water from municipal sources (1676.35 litres per tonne manufactured). This is a 9% decrease since 2020. However, we have seen an overall increase in our water consumption per tonne produced since our 2018 baseline. There are several factors affecting this; water reduction has not been our priority as we are not a high use business; Increased hygiene measures as a result of COVID-19 and an incomplete baseline data.

We are putting in place a water management plan to ensure operational efficiencies, water-saving technologies and initiatives are being investigated and implemented across the group to further recycle and reuse water.

In 2021, we saw our first rainwater harvesting installation come online at our site in Colombia.



WASTE MANAGEMENT

2021 Sustainability Report

To preserve the environment and minimise waste, we are committed to finding new ways to increase operational efficiency to reduce the amount of waste we produce. The end-of-life for materials can often be the start of something new, so our primary objective is to reduce the amount of waste sent to landfill and increase our use of alternate disposal methods.

Through operational efficiencies we can reduce the amount of waste we produce, recycle to decrease landfill disposal and, where recycling is not possible, use incineration for energy recapture and recovery. A circular economy is vital for waste management, and we have set an ambitious target of sending zero waste to landfill by 2030.

In 2021, we disposed of a total of 1077.84T of waste. Of this, 197.03T (18%) was sent to landfill, a 4.5% reduction as a proportion of total waste disposed and a 18.8% reduction per tonne (since the 2018 baseline). In addition, 558.92T (52%) were recycled and 36.76 tonnes (3.4%) were sent for energy recovery. 32% of all waste produced across CPL sites is hazardous. In 2021, Brixworth became our first site to achieve zero waste to landfill.

The waste we generate includes process, office, and packaging waste. As a responsible company, we want to ensure that this waste doesn't end up in the environment. Driven by our sustainability representatives, we continue our efforts to reduce and eliminate waste streams where we can.

We believe in a circular economy and are committed to influence our waste streams throughout the supply chain. That is why 100% of our product packaging is fully recyclable after We also use innovation to reduce our impact on the environment by reducing waste generated through use of our products. Through innovative and scientific thinking, we have developed EcoBoost and EcoBoost Plus. This fragrance concentration technology creates high-impact fragrances at as little as 5% of the normal fragrance dosage, reducing waste from packaging, transport, energy and disposal. In addition to this, we have included solid bases to our sustainable fragrance technology EcoBoost. Solid bases call for large water reductions in formulations and can help combat plastic pollution with reduced packaging required.

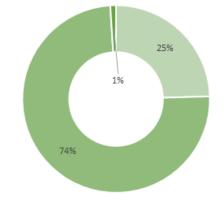
Consumer interest in sustainable products continues to grow and we now have the capability of developing fragrances which contain upcycled and biodegradable ingredients to address the challenge of waste and promoting circular economies. Upcycling reimagines waste to produce something new with ingredients derived from otherwise discarded natural materials, and in 2020 we launched our range of Biodegradable Fragrances. We continually work towards a circular solution to our waste by upcycling our waste oils to be sold as potpourri. This year we upcycled 44T of waste fragrance oil.

Our next steps include a thorough review of our waste contracts and methods of disposal, eradication of single use plastics from various areas on site, and a complete review of our marketing materials to switch to more sustainable alternatives.

Furthermore, we continue to work with our customers to reduce the amount of packaging used by encouraging bulk orders and larger pack sizes. We also have a project to reduce the amount of polymer in our containers, not only to reduce plastic waste, but also emissions associated with transport. As our 2022 sprint objective deadline approaches, this year we are finalising our environmental goals for 2026.

Methods of Hazardous Waste Disposal





Landfill Recycling Energy Recovery Incineration

ZERC WASTE TO LANDFILL

CASE STUDY: Zero Waste to Landfill

By gathering waste data and understanding how the waste was created and how it can be dealt with, through the Waste Hierarchy we are able to explore alternative solutions to landfill disposal. Globally there are still areas of our waste stream that are out of our control, but where we can we are proactively identifying areas of potential. With the opening of a new treatment plant in the UK, our manufacturing site at Brixworth became our first site to achieve zero waste to landfill. Now this waste stream is steam treated using the latest technologies which is then used as a fuel for power generation and other industrial processes.



You recently celebrated 20 years within the fragrance industry, a huge milestone. What has been your journey with CPL and the evolution you have seen over your time within the industry?

It has been an exciting and rewarding journey throughout these 20 years at CPL, a constant learning process and an evolution in the way I work, evaluate and problem-solve. I joined CPL Colombia right at the beginning, and I remember my first year with the company as if it were yesterday; we were struggling to keep up with production demands, orders were being delivered late to customers, we depended on the importation of finished product from the UK and often found ourselves in credit retention. It was a difficult start and a huge learning curve to say the least, both for me individually and for CPL Colombia as a whole. Even so, despite the chaos, I also look back and remember with joy how all of us as a team worked to do what was necessary to change it. With commitment, enthusiasm and dedication, the local teams pulled together and turned it around.

There have been many changes in recent years, both in the sector and in the industry in general. There has been a transformation in the processes and operations itself, as well as a continuing heightened focus on ensuring the safety of everyone who comes onto our sites. There has also been, and continues to be, increased awareness of companies in relation to their social responsibility and sustainability, directing efforts and actions to reduce the impact generated on the environment by our economic activity, strengthening and developing the areas that lead these initiatives within the company and at the same time creating new technologies in a safe and sustainable manner, which increases competitiveness of the company and allows longevity. I am very proud to have contributed to building what we are today and continue to do so, excited for the growth and continuous evolution of the company.

INTERVIEW WITH FRANK GIOVANI BALLEN OLAYA

Production Manager, CPL Colombia

What does sustainability mean to you and how do you try to include it within your dayto-day role?

For me, sustainability means balance, equality, future, hope and life. It is a process that has the objective of finding a balance between society, the environment, and the use of natural resources by companies, ensuring a future for society. It's all about having the capacity to satisfy our current needs without impairing the ability of future generations to satisfy theirs, in the hope of protecting and prolonging life. From a day-to-day perspective, in manufacturing, we participate in achieving this balance when we manage to satisfy our production requirements whilst ensuring that we minimise the impact we have on the environment and society. We do this through the implementation of best practices, operational efficiencies, protection of health, safety & wellbeing, and the use of innovative solutions and technologies.

Our sustainability ambitions include protection of the environment, including energy, water, and waste. How does CPL Colombia Manufacturing contribute to these goals and what do you see as the next steps?

The contribution of Colombian manufacturing has been on several fronts. We have focused on reducing the use of conventional energy and increasing our use of energy generated from renewable sources, including implementation of solar panels. Renewable energy now accounts for almost 80% of the energy used on site and we are currently in the process of looking to expand our solar installation so that we can generate even more. We have also focused on reduction of energy consumption through energy saving initiatives and technologies, such as LED lighting.

Water has also been a focus for us and 2021 saw our rainwater harvesting installation come online, the first of CPL, as well as reduction of water consumption in the washing process and wastewater treatment. We have also reduced our waste to landfill through better visibility and control of destruction of hazardous waste, increased recycling of materials for use in other processes and internal re-use of materials such as cardboard and paper. We currently send only 1% of our waste from the site to landfill, our aim for zero waste to landfill over the next few years.

We have various projects in the works, from extraction and recirculation of air from wind systems, use of alternative materials for fragrance packaging, technologies that generate less waste and working with transport companies that use electric vehicles. We recognise that true change has to begin with us and can only be affective when we become aware of the impacts of our actions, learn from them, and are willing to do things differently. Life is one – we are all connected with each other – and we can improve the world where we live in order to build a better future for all, one which will build a better world for the generations to come.

Our People

Improving health and wellbeing of members within our stakeholder communities







Our Objectives

- 1. Become an Employer of Choice*
- 2. Zero Lost Time Accidents∆
- Develop at least one local community project at each site∆
- Increase support towards global CSR projects year on year

* By 2025 (2018 baseline figure)
 △ By 2030 (2018 baseline figure)



"Our teams are our most important asset and with 2021 being our 50th Anniversary, we celebrated with our teams and commemorated all of our achievements over the 50 years.

Throughout 2021, our team continued to grow, with key recruitment across our divisions. Our HR team grew adding Recruitment and Learning and Development specialists. We now have 573 colleagues across our category A sites. We published our flexible working benefit, meaning we can better support the members of the team wanting to continue with hybrid working.

Following a cyber attack at the end of 2020, a lot of our training was centred around cyber and digital throughout 2021. We have ensured all members of the team are cyber aware and completed extensive awareness training, to protect our business from the growing cyber threat.

Whilst COVID-19 restrictions continued across 2021, Health and Safety remained our key focus. We ensured that we were able to continue to provide, maintain, and improve safe and healthy conditions, equipment, and systems of work for all our employees. In 2021 our first site, Brixworth, was certified to ISO45001 Health and Safety Management System. A huge achievement, especially with many of the team still working remotely. With this new working structure, we will look to roll out across our other divisions.

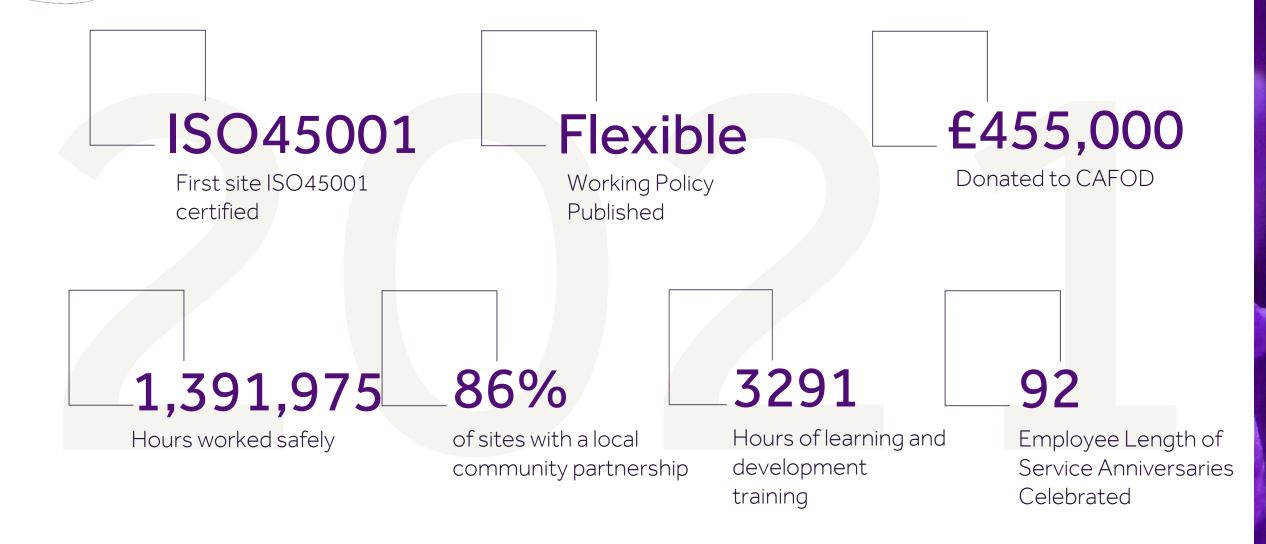
During 2021, we have seen an increase in the number of lost time accidents. We continue to implement more training, communication and awareness of our safety procedures and safe ways of working. We hope to see the number decrease over this year and continue to monitor closely. In 2021, we had no breaches related to human rights and at CPL we are opposed to all forms of forced labour and exploitation of children. We continued in our support of CAFOD and their aim to ensure that "no one is out of reach". This year we have also increased our work in the communities in which we operate, with now 86% of sites with a local partnership.

2022 looks bright. We are implementing a new HR Management System that will streamline many processes across our business. We continue to support our teams through the uncertain times with COVID-19 and hope for a return to normal during 2022."

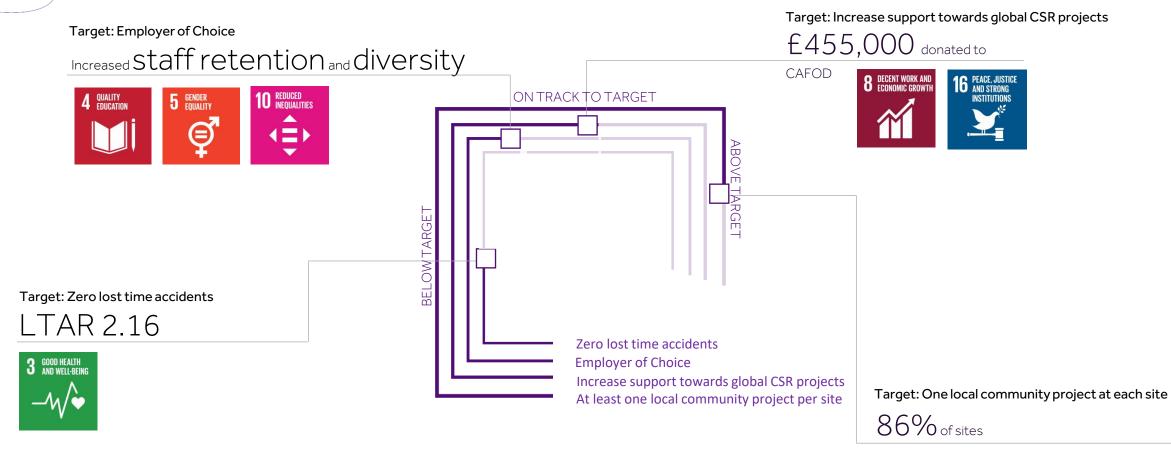
Hattie He

Global HR Director

2021 AT A GLANCE



MONITORING PROGRESS





EMPLOYMENT OF PEOPLE

To become an employer of choice is to not only create an environment that attracts new creative talent but most importantly, retains and continues to develop our existing employees.

This year, we welcomed 123 new employees to the business, where 36% of the roles advertised were newly created positions. Our turnover rate remained low at 10.5%. In addition, this year we celebrated 92 employees for their length of service to CPL Aromas including 3 employees marking their 30th year.

One way we will continue our efforts to become an employer of choice is by investing time in our employees. At CPL Aromas, we continuously develop the skills of our talented workforce to create an inspiring working environment, this year alone devoting 3291 hours to leadership and development training.

Ethics, openness, and social accountability are core values of our company, and we maintain an ongoing programme that ensures these goals are consistently observed. We have one consistent standard globally, ensuring consistency across the group. This year, we updated our Ethical and Social Accountability Policy, written in line with SA 8000: Social Accountability Standard, to outline our responsibility throughout the business and value chain. Our policy is centred around 9 key areas.

Our HR processes are continually evolving, and this year we are implementing a Global Human Capital Management System to expand our HR capabilities. We strive to grow our talent, not only through acquiring capacity externally but also through internal opportunities. U We do not engage in or support use of child labour

□ Forced or Compulsory Labour – We do not engage in or support the use of forced or compulsory labour

□ Health & Safety – We are committed to providing a safe and healthy workplace environment

□ Freedom of Associations & Right to Collective Bargaining* -CPL respect the right of all personnel to form and join trade unions or other representative organisations of their choice and to bargain collectively

Discrimination – We do not discriminate in hiring, renumeration, access to training, promotion, termination, or retirement

Disciplinary Process – We treat all personnel with dignity and respect

U Working Hours – CPL comply with local laws and industry standards on working hours and public holidays

Remuneration – CPL respect the right of personnel to a living wage

□ Management System – Policies and procedures shall be developed to implement the SA 8000 standard

*Our employees at our Spanish division are covered by collective bargaining agreements *Category A sites only





40 Years
1 Employees celebrated their 40 year anniversary

					Employee E		2010	2010	2020	2021
New					Employee D		2018	2019	2020	2021
Employee	2018	2019	2020	2021	Number of	All	488	579	545	573
	2010		2020	2021	Employees	Male	245	300	265	294
Hires					Linployees	Female	243	279	280	279
						All	483	564	529	550
All	121	159	244	127		Male	244	293	259	280
						Female	239	271	270	270
Male	47	96	128	63		UK	159	158	155	145
Male	47	90	120	03	Permanent	China	-	51	40	46
	-					Colombia	100	105	64	57
Female	74	63	126	64		Dubai	136	144	78	103
						Hong Kong	48	64	141	155
<30 years	54	68	99	49		Spain	40	42	51	44
						All	5	15	12	23
30-50 years	55	89	135	68		Male	1	7	6	20
						Female	4	8	6	3
>50 years	12	2	20	10		UK	0	3	6	3
					Temporary	China	-	0	0	0
Europe	31	45	20	42		Colombia	0	1	0	0
						Dubai	0	11	1	0
Asia	68	83	43	52		Hong Kong	5	0	5	6
						Spain	0	0	0	14
Middle East	14	16	6	21		All	466	548	521	551
	14	10	0	~ 1	Full Time	Male	239	294	262	289
A	0	1.5	5	10		Female	222	257	259	262
Americas	8	15	S	12		All	22	27	21	22
Aus. & NZ	0	0	0	0	Part Time	Male	5	0	2	5
Aus. & NZ	0	0	0	0		Fomalo	17	27	10	17



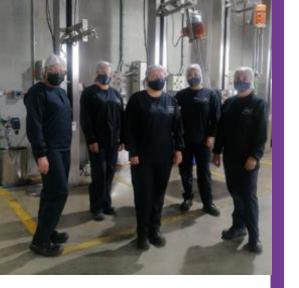
CASE STUDY: Flexible Working Benefit

Female

Employee satisfaction is essential. This year, we have introduced a flexible working policy, that provides the opportunity for our teams to have a working arrangement that offers flexibility on how long, where and when employees work.

Flexible working can support inclusion, help to reduce the gender pay gap, increase productivity, and support employee wellbeing. Not only that, but at CPL Aromas we recognise that attracting and retaining talent is key to our success and offering flexible working should help us do this, as well as

their 30 year anniversary



CASE STUDY: Colombian Production Team

Within the Colombian Production team, we currently have a group of women who carry out the packaging, mixing, cleaning and manufacturing support activities, representing 40% of the team. They have achieved great expansion in the development of their responsibilities, teamwork and dedication. Historically our production workforce has been dominated by men, but here in Colombia we have females accounting for 40% of production staff.

DIVERSITY AND EQUAL OPPORTUNITY

At CPL Aromas, we are committed to a policy of equal opportunity and non-discrimination, we want our employees to experience greater fairness, equal treatment tapered to everyone's individual needs and situations, whilst ensuring that our suppliers do the same. We aim to achieve this by improving workforce diversity and workplace inclusion.

We have a diverse workforce, but we can always do more. We want to ensure that our teams are the best talent suited for the role regardless of, race, nationality, caste, religion, disability, gender, sexual orientation, age etc. Diverse and equal opportunity will continue to drive our creativity and innovation. By adopting a global mind-set, we can strive to encourage an inclusive environment; building a more diverse talent base, ensuring equal opportunities and encouraging comprehensive leadership.

We have diverse staff in terms of gender, nationality and age ranges. In 2021, 20% of directors were female and the number of females at senior management level was 43%.

27% Women in leadership positions

50% Women employees

	2021				
	Directors				
Male	12	80%			
Female	3	20%			
<30 years	0	0%			
30-50 years	7	47%			
50+ years	8	53%			
	Senio	r Managers			
Male	4	57%			
Female	3	43%			
<30 years	0				
30-50 years	2	29%			
50+ years	5	71%			
	Rest of the Workforce				
Male	336	50%			
Female	339	50%			
<30 years	139	21%			
30-50 years	412	61%			
50+ years	124	18%			



DIRECTORS

HEALTH AND SAFETY

Non Lost-Time Incident

The health and safety of our employees always comes first. We want everyone to work safely, stay healthy and be well. As well as a commitment to achieving zero lost time accidents by 2030, i our health and safety objectives and practices are fully integrated into our long-term strategic objectives.

Health and safety management systems support continuous improvement in risk management and performance. At CPL Aromas, we are committed to all our manufacturing sites working in accordance with ISO45001:2018 by 2025. This year, our manufacturing site in the UK became the first to be certified under this standard.

Our health and safety risks are overseen via our management system to further engage in training, risk assessments and compliance. Not only is this governed under our own stringent standards, but also within local compliance requirements. To track performance and drive continuous improvement, we ensure information is shared across each division by publishing health and safety reports regularly. In addition, holding regular global health, safety, and wellbeing meetings offers an opportunity to share knowledge and ensures that information related to the analysis of occupational risks is shared and communicated.

Globally our operations and QSHE managers lead by example to help demonstrate strong and reliable leadership. Daily they ensure that their team are complying with safety procedures and keep safety at the foremost importance. In addition, our leadership team demonstrate their commitment through our Senior Management Audits of Safety & Health (SMASH). These are conducted annually at each site, to ensure that all sites are well supported and are meeting the high expectations of the

business.

This year we have seen an increase in lost time accidents and identify that more needs to be done to improve the key elements of our approach to managing risk.

Together, we will create a ZERO accidents culture. (Employee Wellbeing



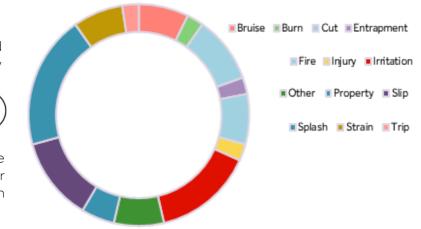
As well as keeping our employees safe, helping our workforce stay well at work and at home is a priority. We want each of our employees to feel positive and connected, whether they work on site or from home.

One way we have chosen to address this is through investment in training. In 2020, we appointed our first mental health first aider to be able to offer guidance and support to our employees. We have since extended our commitment to have a trained mental health first aider at each of our manufacturing sites by the beginning of 2022.

Preventing occupational stress and decreasing absenteeism are two of the many challenges to ensure quality of life at work. To address the psychosocial risks, we will continue to expand our knowledge and research to allow us to implement the best wellbeing practices for our employees.

Management of the COVID-19 Pandemic

The past two years have been dominated by the COVID-19 pandemic, which has had a profound impact on work organisations. The pandemic heightened the need to ensure the health and safety of our employees, but we have been quick to react and implement global policies and restrictions in line with recommendations of the various countries. Not only was it important for us to anticipate, communicate and act on the protection of our employees, but also to ensure continuity of business. All the measures taken reduced the risk of contamination for our employees while continuing to meet our customers' needs.



	All	Male	Female
Fatalities	0	0	0
Number of LTAs	14	10	4
Lost Time Accident Rate (LTAR)	2.16	2.98	1.28
Number of Injuries (non-LTA)	40	36	4
Injury Rate (IR)	6.18	10.73	1.28
Lost Days	59.04	37	22.04
Lost Day Rate	9.13	11.02	7.08
Absentee Days	11589	5638.5	5950.5
Absentee Day Rate	0.076	0.071	0.081
Number of Employees	573	294	279
Number of Days Worked	152220	78966	73254
Number of Hours Worked Safely	140572	71957	68615

COMMUNITY AND CORPORATE RESPONSIBILITY



"CPL has a long and proud relationship with CAFOD going back more than 20 years, started by my father and CPL co-founder, Terry Pickthall. This partnership has enabled CPL to see and contribute first-hand to the life-changing work CAFOD does around the world and in support of the world's most vulnerable people.

So many of CPL's values can be found at CAFOD, through their teams and extraordinary projects across the globe working for the poor. It is this sense of shared values and culture that are at the heart of our Corporate Social Purpose"

I am proud to say that in 2021, CPL made its largest ever donation to CAFOD. A contribution that helped communities in nine different countries.

In 2021, CPL also raised awareness of CAFOD's life-saving work and the projects CPL support through our social media platforms and our employee engagement, with CAFOD with events such as Walk for Water, raising thousands of pounds."

Nick Pickthall

Chief Operating Officer

Walk for Water

This year, CPL Aromas employees took part in CAFOD's fundraising event Walk for Water. This allowed our employees to engage with the lifesaving work that CAFOD does around the world and the many projects supported by CPL Aromas. The Walk for Water event was in aid of the millions of people that don't have access to clean drinking water, in some of the hottest places on earth, it can take up to 24 hours just to get a glass of water. Across the period of lent we supported CAFOD by raising money to help end water poverty for the many communities and families in the most disadvantaged areas of the world. In total CPL Aromas walked 9,719,690 steps and raised £2,898. In 2022, we are looking to exceed this donation to support CAFODs next fundraising event, Walk for Hunger.





Supporting Arab Women to work and secure their rights

For over 6 years, we have supported a project to help move Arab women into paid employment. At CPL Aromas, we provide opportunities for all our employees regardless of their gender and are proud to be able to support such a project to empower women and promote gender equality in another part of the world.

This year, there has been a strong focus on hydroponics training activities. Using a hydroponic system, local women could grow vegetables at home and sell their produce. Training and subsidised equipment was provided to the women and growers are visited regularly to help construct the installations. This project continues to make good progress; 8 women have functioning hydroponic installation and there are plans to purchase 10 more for a new course.

Safe and clean water for Indigenous Communities in Bolivia

In November last year, the Bolivian government declared a national emergency due to the severe drought effecting the country; climate phenomena had caused the worst drought in 25 years. The rural farming communities depend on rainfall and local water sources to water their crops and feed their livestock. When the drought struck many families struggled to grow enough food. CAFOD's three-year project aims to secure water flow throughout the dry season, through a network of wells dug in the subsoil, where local water sources begin enabling families to remain on their land, producing crops, sustained by water throughout the year.

We recognise that as well as supporting CAFOD, we need to engage with the communities that we operate in. In 2021, 86% of sites have at least one community partnership (an increase of 25% since the previous year). We are dedicated to devoting our time and to work together on causes that will benefit the local community. Our partnerships include charitable giving, projects related to education and health. Our aim is to create a culture in which everyone can thrive and positively impact the communities around us.

Maresme Foundation

Our site in Spain has collaborated with the Maresme Foundation since 2018. Fundació el Maresme is a Non-profit organisation which promotes and encourages the social integration and improvement of the quality of life of people with special difficulties and complex needs.

For many years, CPL Aromas have supported the foundation by using their services to launder CPL Spain's laboratory coats. In 2021, we have further developed our relationship with the foundation and are now using their services for the destruction of documentation and gardening around the premises. It is an enriching collaboration that helps members of the foundation learn different skills, enabling them to integrate into society.

NAB

CPL Aromas have a well-established relationship with the National Association for the Blind (NAB) in India. The perfumery college based in Mumbai is a unique education initiative that seeks to enrich the lives of visually challenged people and open them up to the world of perfumery. The 2-year course is specifically designed for those who are visually impaired and provide them with the educational opportunity to achieve a diploma in fragrance and perfumery. This year, we were proud to hire 2 new interns from the 17 graduates at our division in India. Every year, CPL Aromas supports the program collaborating directly with the training of evaluators, fragrance selectors, QC technicians, and consumer panel testing.

"Perfumery is a different opportunity for me to achieve my dreams."



Nick Pickthall and Maresme Foundation



Soap Cycling in the Far East



NAB Association school in India

Soap Cycling

This year our division in Hong Kong have partnered with the nonprofit organisation, Soap Cycling. The organisation collects used soaps and other sanitation amenities that would otherwise end up in landfill. In a movement to reduce preventable hygiene-related diseases and suffering, Soap Cycle recycles them to the disadvantaged communities in Hong Kong and Southeast Asia.

The organisation also seeks to provide work experience opportunities for student volunteers, in addition to empowering disadvantaged members of society by employing them in leading public workshops, corporate events and equipping them with skills. By supporting this non-profit organisation, we are also supporting the inclusion of these disadvantaged groups in the community and contributing to a circular economy by removing waste.

Apprenticeship Program at Brixworth

Providing educational opportunities is one way we can nurture our talent and share our knowledge with future generations. This year, our site based at Brixworth in the UK has offered a fantastic new opportunity for two apprentices working at our Research and Development facility. With a blend of internal mentoring & support, classroom sessions and virtual teaching, CPL create an encouraging environment where our employees can strengthen their capabilities. We want to offer the best opportunities to our employees and recognise that education is key to develop the skills for lasting success.



You recently celebrated 20 years within the fragrance industry, a huge milestone. What has been your journey with CPL and the evolution of your role within the industry?

My journey has been a continuing adventure. Plenty of challenges and opportunities for learning, all of them highly motivating and interesting. At the forefront of this is managing a division that has never stopped growing. Over the past three years we have tripled our staff, which has involved working closely with HR to ensure that our great culture, values and family-feel is maintained even as we grow at a rapid pace.

Four years ago, we began to prepare our manufacturing site in Barcelona for Brexit, to deliver to the European continental clients. This was an interesting challenge coordinated with many divisions at the same time, ensuring that despite moving manufacturing between divisions, customers continued to have the same excellent level of service. It was a challenging project; re-evaluating sourcing for so many countries in a short period of time, moving manufacturing from one site to the other, ensuring it made sense geographically, financially and from a sustainability perspective. It also involved working with many people from different cultures which is always an enriching experience.

All in all, the evolution has been fantastic, having the opportunity to participate in many different projects, different departments and with many different cultures – and always involving the magical energy of the fragrance world, which is very inspirational.

INTERVIEW WITH AMÀLIA RUBIO

General Manager, CPL Spain

What are some of the changes you have seen over your time within the industry?

Many, many changes. CPL is a company that keeps growing on a daily basis, maintaining flexibility and with a fast reaction to the external and internal needs. But if I had to name a few that have changed enormously over the last 20 years, I would highlight sustainability, wellbeing and collaboration. These topics can be considered a trend or a buzz word, but I am very proud saying that at CPL this isn't just a trend, it's a reality.

Over the last few years, every single day we are focusing on sustainability, from considering how we create new fragrances with a lower environmental footprint, to educating our teams and changing habits, to working with our customers to develop the most sustainable proposals. In every meeting, in every project, in every conversation, our ingredient for success is a sustainable mindset. Wellbeing, putting our people at the heart of our business, is key and I feel very happy to see that the industry is evolving positively to create more caring, responsible companies that will help to create a better world. The positive consequences of this is more consistent products and happier consumers.

What does sustainability mean to you and how do you try to include it within your day-to-day role?

I'm very passionate about sustainability as I see it as the only way forward. From being active in my life, using my bike as much as possible (although I can't always), to limiting driving in the town, to upcycling and being less materialist. I enjoy introducing new sustainable actions in my own life, but also inspiring more sustainable choices with family and friends.

This year, I wrapped all my Christmas presents with fabrics that we later re-used and gave more experience gifts, rather than material gifts that contribute to the problem of waste. When my children were two years old, I gave them an acacia, that was named after them, to a foundation that was planting these trees in Botswana. It's amazing to virtually check how the trees are growing over the years and inevitably leads to conversations around the natural world. There are many things we can do and habits we can change to protect our planet – we only have one so we must look after it! I'm happy that sustainability is finally a reality that many countries, organisations and individuals are taking seriously – it seems that we all have a common purpose that we can work together towards.

Our sustainability ambitions include Caring about People, how does CPL Spain contribute to improving the lives of the people we work with?

Last Saturday, we planted 24 orange trees as a team. It was a really enjoyable day, and everybody was enthusiastic with the idea of raising awareness of the impact of carbon emissions and helping to absorb some of the CO2 we are generating. We also wanted to link the world of perfumery with nature. The essence of many perfumes is extracted from the flower (orange blossom) of citrus trees but when creating fragrances, we can sometimes forget where these ingredients come from. Our industry is reliant on nature, and it is our job to do all we can to protect it.

We are also collaborating with the Maresme foundation, a foundation that promotes the rights of people with learning difficulties and contributes to their adaption and social inclusion. This collaboration includes the gardening of our facility and the laundering of our lab coats.

We also have a CPL football called Dream Team. On Saturday mornings the teammates enjoy the football match together, which is organized by the Iluro Foundation League, focused on promoting social and cultural significance within our city. This team building activity promotes wellbeing and the importance of staying active and healthy.

We also support local schools on the promotion of women in science, with a sensory session explaining the roles of our female scientists across many different departments. And we are now planning an activity to promote respect of the Mediterranean Sea, very close to CPL Spain, an activity weekend to contribute to the oceanographic campaign for the study of the planktonic population and microplastics.

Let's create together Driving sustainable business through responsible innovation







Our Objectives

- 10% of sales from EcoBoost fragrances by 2030
- Develop a sustainable, biodegradable capsules technology for AromaCore by 2025
- 3. Improve internal and external sustainability communication



"As sustainability becomes increasingly important to every facet of business, it is even more important that sustainability is at the forefront of any product innovation that we undertake. Consumers are becoming increasingly aware of the environmental footprint of their products and transparency is a key consideration when purchasing.

With this in mind, in 2021 we launched EcoBoost Plus, our most sustainable technology yet, using a fragrance at a concentration of 20 times less than that of a standard fragrance dosage. EcoBoost Plus further supports our customer in their need to minimise their impact on the environment yet does not compromise on quality or the consumer experience. We have kept the launch relatively small, launching with a targeted palette of fragrances but I look forward to seeing the creations developed by our perfumery team throughout 2022.

Looking at our objectives and performance throughout 2021, I am pleased to say we saw further growth in our EcoBoost sales. We have the ambition that EcoBoost will account for 10% of all sales by 2030. In 2021, we saw an 8% increase vs 2020. Our EcoBoost sales now account for just over 3% of our total fragrance sales, meaning we have achieved our 2022 sprint objective of 3% a year early.

We have made good progress on the development of our biodegradable AromaCore encapsulated fragrance technology, and we are currently doing scale up testing in readiness for an anticipated launch in 2022-23.

2021 also saw the launch of our AromaSpace technology, where we have used our analytical headspace expertise to capture the true-life odours of various natural flowers and other identified odorous products. Our perfumers have used this information to develop stunning new fragrances incorporating these AromaSpace bases – very much a case of having the natural odour without having to harvest any of the plants and flowers involved. As remote working continued, it has been essential that we adopt our ways of working and communicating with our teams and customers. Throughout 2021, we have developed our webinar series, focusing on topics that are key to our customers. During the year we have covered topics such as EcoBoost, AromaGuard, Sustainability strategy and roundtables held focusing on sustainability trends in the market and how they translate to fragrances. These sessions have been well attended and ensured we are providing the best information to our customers. Authentic communication is key to ensure we all work towards the common goal of a sustainable future

With our rebrand in 2021, we also put sustainability as a key value for our business, further integrating sustainable principles across our business. Here at CPL, sustainable innovation is integrated into our company systems from idea generation through to research and development. I look forward to what the future holds, to ensure our innovation helps protect the planet for our future generations."

Tim Whiteley

R&D Director

2021 AT A GLANCE



5 55

Launch of EcoBoost Plus

Launch of Upcycled Ingredients



Launch of Natural Origins



CPL 50th Anniversary

New Branding &

Website Launch

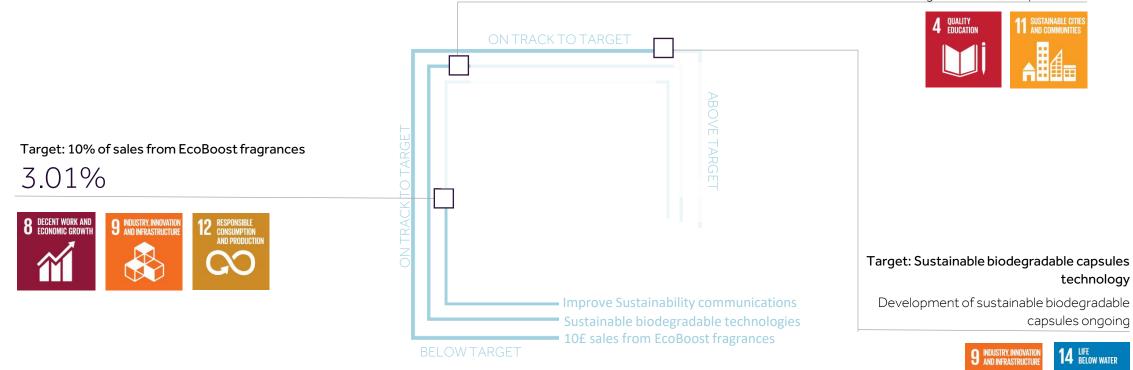
PLATINUM Top 1% 2021 ecovadis Sustainability Rating

Platinum Ecovadis Certification of Sales from EcoBoost Technology

MONITORING PROGRESS

Target: Improve sustainability communication

New branding and Website launch, webinars, blogs & social media presence



COMMUNITY AND CORPORATE RESPONSIBILITY

50th Anniversary

In 2021, we celebrated our 50th anniversary. Formed in 1971, Contemporary Perfumes Limited was founded by brothers Michael and Terry Pickthall. A proud heritage as a family business continues to be a core value for our business, where over the years we have continued to grow together as one big extended family.

Over the 50 years, we have seen huge growth, now with offices throughout the globe, ensuring we are close to our customers and offering local expertise. Whilst our celebrations have been put on ice due to COVID-19, we have many celebrations planned throughout 2022.



"What an honour and a challenge to lead this company and this team in such an important anniversary. Throughou t these first five decades, we have partnered with our customers and have provided them with unique sustainable solutions, whenever

possible. Together with the rest of our leadership team and employees, we can't wait to continue creating with our customers."

Chris Pickthall, CEO & Nick Pickthall, COO

Launch of New Branding and Website

2021 saw us review our values, refresh our brand's visual identity and launch our new website. We took time to reflect on where we come from and where we are going as a company to realign our values with our business aspirations.

Our new visual identity reflects on our focus on customer service, independence, pride in being a family business and strong sustainability stance. It is our people who make CPL Aromas great, and it is our values which brought us to where we are now.

2021 was year of reflection, acknowledging how far we have come in our 50 years and excitement, with a renewed focus on the future ahead.





Ecovadis Certification

This year marked a tremendous achievement for CPL Aromas, we received the platinum rating from Ecovadis, placing us in the top 1% of companies assessed. The rating helps emphasise our commitment to sustainability, with external verification. Our score of 77/100, showed great progress on our previous rating, increasing by 10 points.

Reaching a platinum rating demonstrates our commitment and progress to deliver our goals as outlined in our sustainability strategy. In addition, the assessment highlights our strengths, where in the environmental category we received a score of 90/100.



ECONOMIC PERFORMANCE

"During our financial year 2020/21, we continued to face the widespread impact of COVID-19, with our focus being on the health and wellbeing of our staff, keeping our facilities open and continuing to provide excellent service to our customers. We experienced a full 12 months of disruptions, arising from the global pandemic at both ends of our supply chain. Furthermore, the new Brexit rules in place from January 2021 further challenged the supply chain between the UK and the EU.

With lockdowns and business shutdowns occurring across all the markets in which we have customers, trading volumes were impacted, and our sales declined by 6.5% in comparison to the previous year. Despite these circumstances, we are proud to have been able to maintain the charitable donation to CAFOD and our support to the NAB Perfumery School in India. We continued with our investment programme, the most notable investment being the commencement of the construction of our new facility in Malaysia; we have also opened our new evaluation centre in China."

Tony Lloyd

Chief Financial Officer

GBP (000)		18/19	1	19/20		20/21	%	of sales
Sales	≫	105,333	> 1	19,053	\geq	111,299	≫	-6.5%
Operating Costs	≫	49,536		58,879	≫	54,644	≫	-7.2%
Employee Wages and Benefits	≫	23,204		26,017	≫	26,589	≫	2.2%
Community Investments	≫	492	≫	451	≫	471	≫	4.4%

GRI Disclosures: GRI 103-2, 103-3, 201-1



Climate change is one of the greatest challenges of our time and the need to innovate now goes beyond economic performance and consumer trends. It is essential to develop more sustainable products, and this is achieved through creative thinking and innovative approaches towards company growth, as well as new technologies. Consumers are increasingly aware of climate change and resource depletion, and this guides our innovation at CPL. We want to create fragrances that help our clients delight their customers, while also benefiting the environment and society. The world is constantly changing, and our long-term future success relies on our ability to innovate.

SUSTAINABLE PRODUCT INNOVATION

_Eco**Boost**

Conscious consumerism is driving demand for products that limit their negative effect on the environment. EcoBoost, a unique fragrance concentration technology helps to address the environmental challenges faced by our customers. EcoBoost uses just 10% of the normal fragrance dosage, with no compromise in strength or quality.

- Why is EcoBoost our most sustainable technology? Less energy used in manufacturing
- Less waste generated through reduced packaging
- Reduces your scope 3 emissions
- □ Fewer sourcing requirements
- Less emissions generated through transport

This year we have extended the offering of our sustainable technology, by launching EcoBoost Plus. EcoBoost Plus fragrances are designed to be used at twenty times lower than a conventional fragrance, providing all the benefits of a

standard EcoBoost fragrance but amplified.

"EcoBoost will fundamentally shift the way fragranced products are developed and made, to truly support a more sustainable future for everyone."

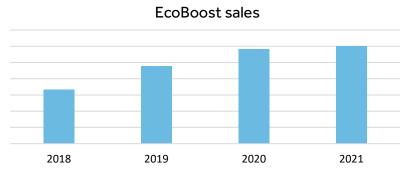


We have also calculated the CO2 savings by switching from a standard fragrance to an EcoBoost fragrance. We have discovered that by switching to an EcoBoost fragrance you save on average 90% of CO2 compared to a standard fragrance.

"EcoBoost saves on average 90% of CO2."



Our sales teams continue to work with our customers to drive EcoBoost sales, this year EcoBoost accounted for 3.01% of sales - a 3.4% increase from last year, meaning we have exceeded our 2022 target.





Consumer interest in sustainable products continues to grow. This year, CPL Aromas now have the capability of developing fragrances which contain upcycled ingredients to address the challenge of waste and promoting circular economies.

Upcycling is a process where waste is reimagined to produce something new, preventing waste streams. Upcycled fragrance notes are derived from waste and discarded natural ingredients, such as fruit, wood pulp or spent rose petals. With the demand for natural fragrances also on the rise, upcycled fragrances offer a more appealing natural characteristic that cut back on growing and harvesting new materials, which saves on water and land, in addition to the over-farming of ingredients.

"CPL Aromas is constantly innovating with regards to sustainability. Our launch of Upcycled Ingredients is our latest effort in this regard and gives our Perfumers a wide palette of creating possibilities for our customers."

Tim Whiteley Global R&D Director

Upcycling puts the focus on how and where the materials are reclaimed.

We have a growing number of upcycled materials on our palette and our perfumers have been working hard to create fragrances using these ingredients.

In addition, internally we continually work towards a circular solution to our waste by upcycling our waste oils to be sold as potpourri, this year we upcycled 44T of waste fragrance oil.





We have consolidated our experience in natural perfumery, market knowledge and regulatory expertise to form our Naturals Platform. Our classification system provides a practical means of creating natural fragrances. To create a natural fragrance, our perfumers use ingredients that are derived from plants and natural aroma chemicals, which are obtained by physical or chemical processes.

Natural doesn't mean more sustainable, so one of our commitments to incorporate natural ingredients into our fragrances responsibly and sustainably. is to elevate our palette with responsibly sourced naturals and natural aroma chemicals obtained via green chemistry and biotechnology.

Our Natural Origin trend set presents a palette of renewable materials to meet the evolving needs of our customers. Through our Naturals Platform, CPL wishes to accelerate our positive impact on the planet, and our customer's impact. Renewable materials allow for added benefit on the environment by making use of feedstocks that are easily replenishable, as a result we will continually increase the amount of renewable carbon in our ingredients.

Aroma**Core**

Sustainable innovation is crucial to future success. At CPL Aromas, our Encapsulation chemists continue to develop a biodegradable capsules technology, for our long-standing fragrance technology AromaCore. This well-established technology, renowned for its ability to lock fragrance within an outer wall, can be broken under pressure to release lasting fragrance performance.

Long lasting fragrance is an important requirement from our customers, that's why we are focusing on a biodegradable system that leaves no effects on our ecosystems.

_Aroma**Space**

Scent and emotion are intrinsically linked, and with nature being known to have a positive effect on our wellbeing, it is great that we can use our AromaSpace technology to bring 'nature inspired' scents to our customers in new ways. Our AromaSpace technology, launched this year, uses headspace technologies to collect the odours that surround us and analyse them. Our techniques are non-destructive and portable, this means we can sample the headspace or anything anywhere without having a negative impact on biodiversity. We continue to grow our AromaSpace palette, adding to our collection with flowers and fruits not typically sold as perfumery ingredients.



Fragrances inspired by nature

This year we showcased AromaSpace at our week-long digital event Blumenhaus. We were able to emphasise AromaSpace through the true to nature fragrances of fresh flowers, which also made use of our other sustainable technology, EcoBoost.

"Despite the travel restrictions of recent years, 'Blumenhaus' enabled us to delight and connect with 800 customers and colleagues from 10+ countries around the world, via a unique shared virtual experience which combined technology, nature and wonder.

It was a celebratory olfactory study of flowers, communicated using a hyper-realistic approach, with each flower being brought to life via augmented reality using a custom-designed app.

The 2-week long creative event was supported by a series of 'digital moments' and highlighted two proprietary CPL technologies -AromaSpace and EcoBoost. It was inspired by blooming flowers - signifying joy, positivity and the return of brighter days for us all."

Sam Pringle Global Fine Fragrance Sales Director





PRODUCT SAFETY AND LABELLING

At CPL Aromas, the safety of people, the quality of our product and our impact on the environment is of the upmost importance. We strive to provide fragrances that are of the highest quality and meet both safety and legal requirements.

We are certified to ISO 9001, ISO 14001, and ISO 45001 and these standards help form the basis for all our manufacturing processes and handling procedures. Where sites are not certified, they operate in accordance with the standards, following strict Global policies and procedures.

Product Safety

Our Global Regulatory Team ensure that regulations, and cultural requirements in all our target markets, are understood and adhered to. A stringent quality, health, safety, and environmental assessment is carried out on all our ingredients. We have a programme of ongoing review for all our raw materials. Our experts partake in many industry body working groups, IFRA and CTPA, ensuring the safety of the materials within our industry and helping to guide our customers with the most up to date information. We have seen a growing divergence of Regulations as Great Britain have left the European Union, and it has been critical to ensure we are maintaining our compliance. Our work with the UK Regulatory bodies has been essential throughout 2021.

In 2021, CPL did not identify any non-compliance with Health and Safety or product labelling regulations with respect to our products.

Product Quality

Quality is something we at CPL pride ourselves on. Our values are built around ensuring we are the best at what we do and innovate constantly. Through our quality management system, we ensure our product quality by consistent procedures across the group, surrounding raw material supply and quality, manufacturing process etc. We regularly monitor our performance and compliance through our objectives and key metrics. We conduct regular training of our teams to ensure we have industry experts throughout our organisation.

We have had zero product recalls in 2021.

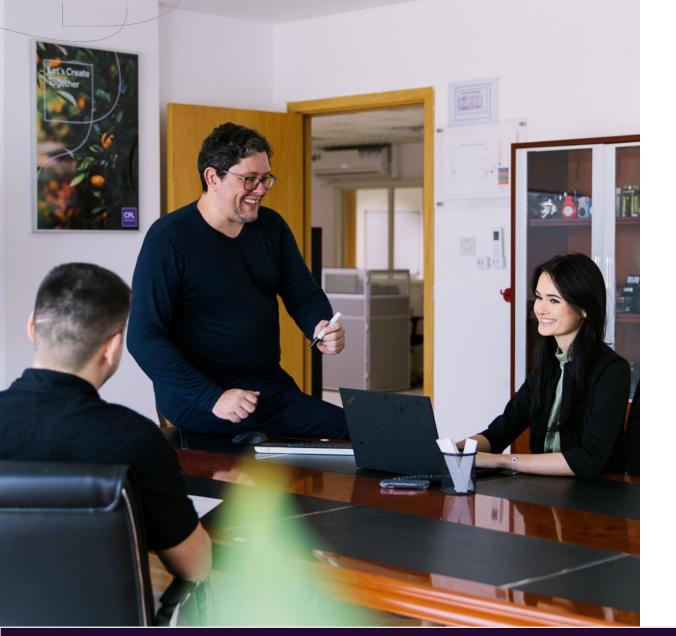
CASE STUDY: University of Sunderland

At CPL Aromas, we are committed to actively contributing towards the United Nations Sustainable Development Goals. We have integrated these goals into our sustainability strategy and business. We have long established partnerships with several education establishments that we are proud of, including the University of Sunderland.

CPL Aromas have partnered with the University of Sunderland BSc. Degree in Cosmetic Science, since its inception in 2016. Every year Anne Connet, Global Regulatory Manager, teaches a course in Fragrance Regulation and Allergen Theory, which also covers IFRA standards and Compliance.

"This year we further expanded our interaction by supporting their MSc in Cosmetic Science, this is a new course in its first year. We are proud that for our Evaluation team are offering a fragrance development seminar and workshop along with a practical laboratory challenge, where students will develop a fragrance in answer to a specific product brief."

Anne Connet, Regulatory Manager



COMMUNICATION AND TRANSPARENCY

We have seen a growing consumer trend for ingredient transparency and product safety information. In a digital world, where we have the answers at our fingertips, it is no surprise consumers have such high expectations across all their everyday purchases.

Trust is essential when building relationships with our customers and stakeholders. We have great family pride, and through that we nurture long-term relationships and encourage trust and respect. This is a key ingredient in our success.

This year we have focused on bringing information to our customers, through webinars. We have hosted several customer webinars, covering key topics from sustainability, through to regulatory and our technologies. Additionally in 2021, we conducted a full website refresh, ensuring the information available to our customers, is current, interactive, and covering all of our functions.

"Transparency builds trust with our employees, customers, partners and suppliers, making everyone feel they are working for and with a company with high ethical standards. Our policy is to portray an authentic message across our platforms and to provide regular updates on our business. This is particularly important when discussing sustainability: we all have the common goal of a better future, and we have to ensure we are working together towards it."

Alejandro Massalin

Global Marketing and Communications Director



INTERVIEW WITH MEL NOBLE

Personal Care Chemist, CPL UK

You recently celebrated 20 years with CPL, a huge milestone. What has been your journey with CPL and the evolution of your role within the company/industry?

I joined a relatively new R&D team at Brixworth just over 20 years ago with little knowledge of fragrance or formulating products. I gained experience, learning from the expertise of my work colleagues and studying for the Society of Cosmetic Scientists diploma. Initially, we were focused on developing a library of stable base formulations in which to test our fragrances and raw materials, to more readily understand how our fragrances performed within different applications.

Over the years we have managed to create a wide range of formulations which we use to stability test our fragrances, and our huge range of ingredients are extensively tested to help the perfumers create the best performing fragrances.

What are some of the changes you have seen over your time within the company/industry

The biggest changes I have seen over my time at CPL is the expansion of both the R&D team here and worldwide across the sites. The best change has been our purpose-built facilities, which has enabled us to expand all aspects of Research and Development. Our focus has shifted to keeping up to date with market trends and new ingredients from our suppliers, as well as the sustainability impact of our fragrances, developing greener technologies and trend sets. We are constantly looking for new, creative and innovative formulations within which we can showcase our fragrances, looking at things such as waterless applications and increasing our palette of high impact materials for EcoBoost and EcoBoost Plus.

What does sustainability mean to you and how do you try to include it within your day-to-day role?

Sustainability for me means making choices both personally and professionally that leave a minimal impact on the planet. This can be as basic as recycling – within the lab we aim to recycle all our waste or even better, reuse it where we can. Within the laboratory, we have introduced a software program for panel testing that has allowed us to go paper free.

From a more technical view, we have looked at creating formulas with a lower environmental impact, such as waterless applications. These are formats such as tablets, pastes or powders. We are always looking at our pallet of ingredients and are increasingly sourcing plant based, naturally derived and biodegradable alternatives for synthetic materials. R&D is currently working towards identifying further fragrance raw materials which can be used for our EcoBoost plus technology, enabling CPL to offer even more concentrated fragrances.

How does innovation & R&D contribute to our sustainability ambitions?

Innovation is essential to our ambitions to create a more sustainable future. Some of the things that are happening in terms of green chemistry and the raw materials we use and some of the methods used to extract essential oils are having a very positive benefit on the industry and wider world. We've moved on from just how good a fragrance smells – it's all about how we create that fragrance and the sustainability impact. Innovation is key to our long-term future and our R&D teams are essential in gaining the understanding we need to evolve and grow our portfolio of more sustainable ingredients and formulations.

Sourcing Responsibly Optimising sustainability across our supply chain







Our Objectives

- Develop and implement a responsible sourcing & partnerships policy
- Assess 100% of suppliers for their commitment to sustainability∆
- Develop responsible purchasing agreements for 10% of natural ingredients∆

 ${\vartriangle}$ by the end of 2030



Sustainable procurement is an essential factor in our corporate social responsibility. We are aware of the effects our industry has on the environment and the people within our supply chains, and we take these factors into account when making our purchasing decisions.

Our raw materials are central to everything we do. Our raw materials are singularly our most important input and have a huge impact on our sustainability, both internally and externally. As a result, the sustainable procurement of our raw materials is of the highest importance.

We need to identify suppliers who are responsible, prioritising reducing their 3. sustainability impact, who operate fair trade practices and utilise manufacturing practices that do not harm the environment. We want to buy materials that are responsibly sourced, and this remains our number priority when sourcing a new supplier. We want our suppliers to reduce waste and to maintain a healthy work environment where employees feel respected and valued.

By adhering to sustainable procurement practices, we hope to bring the following benefits to our business:

- 1. Reduce and eradicate risk in our supply chain by avoiding suppliers with damaging manufacturing practices and ethics. Risk in our supply chain is the biggest threat we face to business continuity and stability in availability and pricing. There are many risk factors that can adversely damage the supply of our ingredients from political unrest, increasing number of meteorological events, force majeure, pollution and energy controls.
 - We truly believe that buying from long-term sustainable suppliers can ultimately bring about greater stability in cost and quality of our raw materials. The strategic supplier partnerships we have and will develop in future are intrinsically important. These are the suppliers we value the most. We support each other in times of difficulty and as a result enjoy long term relationships for mutual benefit. It is only in times of difficulty that these partnerships really show their true benefits.
- . Enhance our reputation and relationship with our customers. Consumers are becoming more interested in the origin of the items they buy and the impact they have on the planet, and traceability to primary source is key.
- . Sustainable procurement will help to future proof potential shortages in our supply chain and minimise negative impacts on the environment whilst improving livelihoods of the

One example of the improvements we are making is that we have been working very hard to establish a sustainable and responsibly sourced supply of mandarin oils. We now have 4 grades of responsibly sourced sustainable mandarin from Italy. Our chosen partner is passionate about sustainability and is supporting the environment in 3 key areas:

- A) They treat and reuse their wastewater to irrigate their bergamot groves.
- B) They reprocess solid waste and biological sludge for compost.
- C) They utilise a low emission LPG steam generator in their factories and only use green renewable energy.

We continue to focus heavily on sustainable purchasing into 2022 and beyond. Our plans include increasing our portfolio of responsibly sourced sustainable ingredients, assessing more suppliers for sustainability performance (we are aiming for at least 50% of our supply chain in 2022) and collaborating closer with our key sourcing partners.

Nick Moore

Global Purchasing Director

2021 AT A GLANCE

28%

Over 28% of the supply chain aligned with Top 10 Fundamental Principals 30%

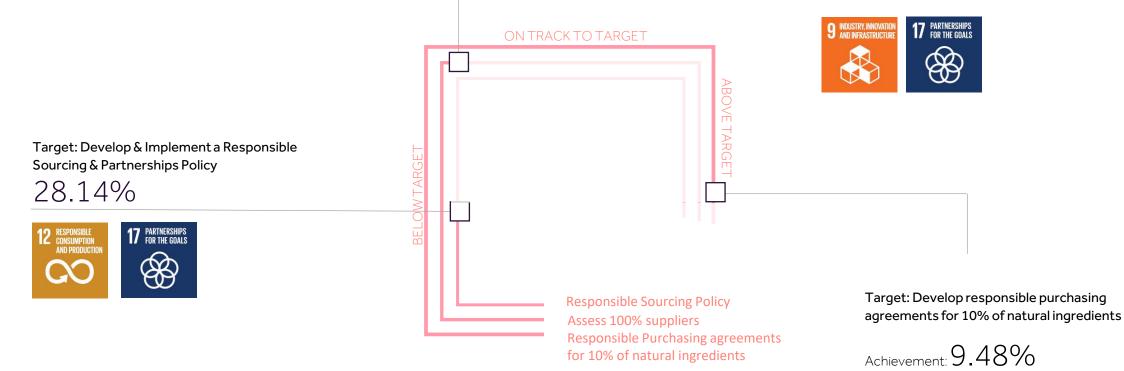
of supply chains visible through SEDEX

32% of supply chain assessed for commitments to sustainability (an increase of 31% since 2018) Responsibly Sourced ingredients (11 since 2020)

MONITORING PROGRESS

Target: Assess 100% of suppliers for their commitment to sustainability

 ${\sf Achievement}: 31.71\%$







PROCUREMENT PRACTICES

We purchase thousands of products from companies throughout the world and managing these supply chains is complex. We believe that by working hand in hand with our suppliers, and improving the traceability within our supply chains, we can make an even bigger impact on society and the planet.

Our Global Purchasing team is responsible for buying all our natural and synthetic fragrance ingredients and consumables. They are essential to ensure continuous supply of materials and our ability to satisfy customer requirements and our own quality expectations.

We seek to become more resilient to climate change by securing a sustainable, consistent supply of raw materials. Growing pressures on natural resources and poor global stewardship is likely to increase our costs, restrict our access to key raw materials and make our global supply chains more volatile. To mitigate this, and bring long term stability to our supply chains, we are working to ensure a secondary source for most of our ingredients. Not only does this allow flexibility in supply but, through our strict assessment, ensures the expectation for quality is being met. At CPL Aromas, we work closely with our suppliers to understand the social and environmental risks looking at different areas of business operations to ensure they respect, Labour Standards, Human Rights, Health and Safety, Environmental Impact and promote decent working conditions. In addition, where we are able, we are focusing on sources local (within 200 miles of our factory) to our operations.

This requires a clear articulation of CPL Aromas' definition of 'responsible sourcing'. In 2019 we finalised our new 'Responsible Sourcing and Partnerships policy', defining a consistent set of standards and requirements in health and safety, social, environmental, and business integrity practices. Since doing so, we request that our suppliers align with our Responsible Sourcing Policy as part of their commitment to operating in the most ethical, traceable, and sustainable value chain. As of the end of 2021, suppliers accounting for 28.14% of our supply chains (by quantity of material supplied) have confirmed alignment to our Top 10 Fundamental Principles.

Partnership lies at the heart of our approach and is the key to developing successful relationships with our suppliers. The road to responsible sourcing is a process of continuous improvement. Since February 2020, we have been asking our suppliers to adopt the SEDEX platform and answer the assessment questionnaire, which covers the environment, people, ethics, and responsible sourcing practices. We are using SEDEX assessments and score cards for supplier qualification and monitoring as part of supplier lifecycle management. As of the end of 2021, on SEDEX we have visibility of suppliers accounting for 30% of our supply chains (by quantity of material supplied).

We are committed to source responsibly and continue working with our suppliers to create a tracible and transparent supply chain, as well as increase the % of materials purchased locally. We are working to increase the proportion of our supply chains that are assessed on SEDEX to at least 80% by the end of 2022 and all current and existing suppliers to align with our Responsible Purchasing Policy by 2024.



SUPPLIER ASSESSMENT

Our Responsible Sourcing and Partnerships Policy forms the basis by which we are assessing suppliers for their commitment to sustainability. Built on 10 Fundamental Principles, the requirements apply to everyone in our supply chains.

We have defined a set of mandatory requirements in quality and traceability, health and safety, social accountability, environmental protection and business integrity practices. Through an assessment program, starting with key suppliers, we are evaluating our supply chains and driving compliance with defined standards in environmental protection, health & safety, social responsibility and business integrity.

We expect these requirements to be met by our suppliers and evidence of compliance will be requested periodically. Beyond this, we will continue to work closely with our suppliers to shift from the mandatory requirements to continue to develop good sustainability practices.

Our objective is to assess 100% of our suppliers to our policy by 2030. The implementation of such a comprehensive policy across a global network of suppliers is an enormous task, but we view this as an opportunity to drive positive transformation in supply chain. We have currently screened 34 suppliers for their commitment to sustainability, from around 231. At approximately 31.71% of our supply chains (by quantity of product supplied), compared to 0.04% in 2018.

This work continues every day, our purchasing team are working with our suppliers towards a better future. We are working to increase the proportion of our supply chains that are assessed to at least 80% by the end of 2026.

GRI Disclosures: GRI 103-2, 103-3, 308-1

RESPONSIBLE SOURCING AGREEMENTS

We continue to work closely with our suppliers to encourage them wherever possible to improve their sustainable practices. Based on their performance against our policy, we work to engage with suppliers' switch to greener methods of production, improving health and safety practices and supporting the surrounding local farming communities.

We have developed responsible purchasing agreements with suppliers who are ensuring a sustainable supply of our ingredients. Responsibly Sourced Ingredients are classified as those materials achieving excellence, identified as being produced, grown, made or sourced in a way that goes above and beyond basic compliance, where efforts are being made to positively impact people and/or the environment.

Our objective is to establish responsible purchasing agreements for 10% of natural ingredients by 2030. We have Responsible Purchasing agreements for 9.48% of our natural materials, 31 different materials - an 8.15% increase since 2018.

We continue to assess our supplier's commitment to sustainability adding more responsibly sourced ingredients to the palette for a continuous positive impact on our supply chain. We have almost achieved our 2030 goal, so this year we are working to increase our target, stretching ourselves even further and widening our sustainability impact through even more of our supply chains.



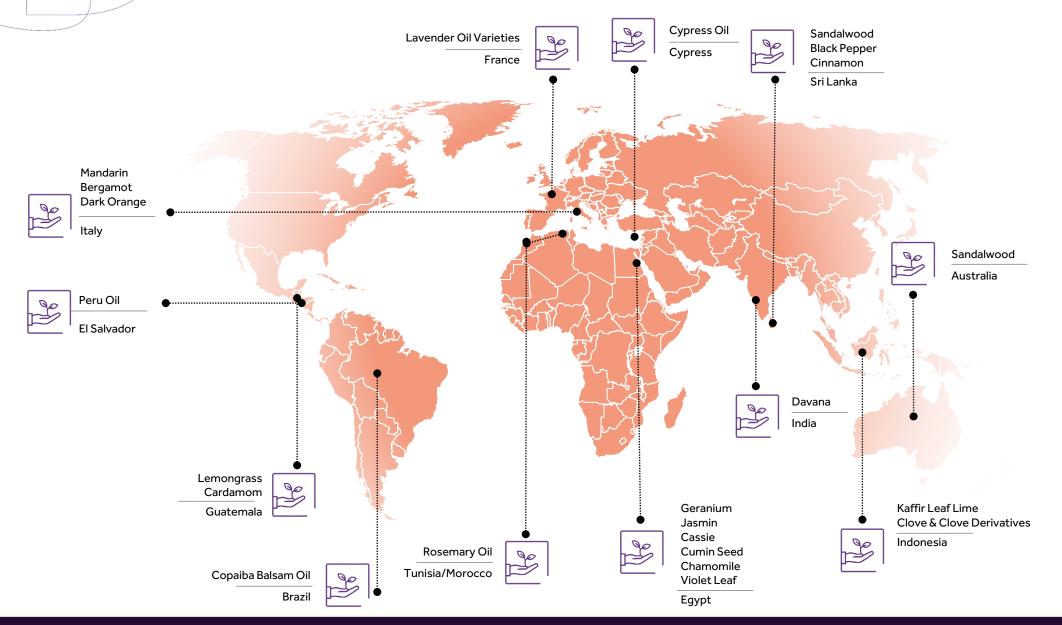
CASE STUDY: Responsibly Sourced Mandarin Varieties

Mandarin Orange is a small citrus tree believed to have originated in ancient China. At CPL Aromas, our Responsibly Sourced Mandarin Oils grow in the Sicilian and Calabrian region in Italy which produce the best fruits in the world. By engaging with our supplier on sustainable practices, we can ensure that they demonstrate respect for both people and the environment.

As well as making use of renewable energy sources and reducing the water consumed for irrigation via wastewater treatment, our supplier also has a plan in place to protect the surrounding biodiversity.

By working with our suppliers, we can ensure that they are engaging in a process of continual improvement. Not only are they committed to making the principles of the UN Global Compact a part of their strategy and culture, but they have also achieved certification to the Farm Sustainability Assessment where they can continue to improve their sustainable practices at farm level.

CPL's RESPONSIBLY SOURCED INGREDIENTS





RESPONSIBLY SOURCED BERGAMOT

HARVEST & EXTRACTION

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The bergamot is a citrus fruit native to southern Italy, it is a fragrant citrus fruit the size of an orange with a yellow/green colour. Bergamot production is mostly limited to the Ionian Sea coastal areas of the province of Reggio di Calabria in Italy, to such an extent that it is a symbol of the entire city. Our Bergamot is exclusively sourced in southern Italy, 140 km south of the Ionian Sea coast. Bergamot oil is extracted from the rinds of the citrus fruit. The harvesting period falls between November and February and the fruits are harvested manually.

USE IN PERFUMERY

Bright and energising bergamot adds an iridescence effect to a fragrance. Citrus accords that can be bitter and tart or fruity and with a mild spicy tone.

Its distinctive, citrusy scent is used in both men's and women's personal care products. It can be found in perfumes, cologne, toiletries, and cosmetics. Our responsible ingredients are used by our perfumers to create more sustainable products

SOURCING SUSTAINABLY:

A cold press extraction method is used to extract the bergamot oil, a wellknown green extraction method. 100% of our supplier's energy comes from renewable sources. They are certified to ISO14001 Environmental Management standard, and through a process of continual improvement, our supplier has made commitments to improve performance including improving energy efficiency, reducing fossil fuel use, and generating their own renewable electricity.

MANUFACTURING MINDFULLY:

Information and training is provided through the agricultural cooperatives, to include:

- Conservation of soil and its fertility
- The restoration of biodiversity
- To promote the reuse of organic matter
- Optimally use natural resources

To ensure the conservation of water our supplier makes use of rainwater and, after treatment, reuses the wastewater in certain areas of production. Water usage is also reduced through various water management strategies.

COMMUNITY & PARTNERSHIPS:

By working directly with the farmers, our supplier ensures that workers are being treated ethically and that all local laws are enforced. Our suppliers collaborate closely with the farming community offering agricultural advice and support.





RESPONSIBLY SOURCED BLUE CHAMOMILE

HARVEST & EXTRACTION

We source Blue Chamomile from Egypt, where it flowers 2 to 3 times per year. It is harvested between March to May and dried before distillation. This deep blue colour essential oil is extracted through steam distillation of the plant's leaves and stalks. The flowers contain between 0.3 and 1.5% of essential chamomile oil.

USE IN PERFUMERY

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Blue Chamomile has a full-bodied herbaceous note with green fruity shades and hay tobacco undertones.

Ideal for use in fragrances to add an aromatic accent with sweet coumarin like accords. It is a nice gentle floral scent that works well in masculine fragrances with herbal and woody notes.

SOURCING SUSTAINABLY:

Cultivation is in a desert area where water availability is scarce and must be strictly managed. Drip irrigation is used to feed water and nutrients directly to roots, minimising evaporation and water loss.

Waste is extremely well managed with a circular economy in mind. Wherever possible waste is recovered, used as a resource or recycled e.g. organic waste generated is to converted to animal feed.

MANUFACTURING MINDFULLY:

Water is recycled and re-used efficiently through implementation of cooling towers and a recirculation system.

A project is underway to convert organic waste from the process into charcoal for use as fuel. Charcoal is a more versatile, efficient and cleaner fuel than burning the bio-mass, so this has the potential to be a significant step forward.

COMMUNITY & PARTNERSHIPS:

Our supplier supports a project that provides protection and development for children trapped in poverty. The project provides education, provision of nutrition and social activities for 250+ children per year.

They also support a project for the empowerment of women in poverty through education, skill development and provision of work e.g. rag and paper recycling, sewing and manufacturing.



INTERVIEW WITH WALLACE YUNG, CHI WAI

FORMULATION MANAGEMENT ADMINISTRATOR, CPL HK



You recently celebrated 25 years with CPL, a huge milestone. What has been your journey with CPL and the evolution of your role within the company?

I began my journey with CPL as a Laboratory Assistant in September 1996. In April 2005 I was promoted to laboratory supervisor. As HK grew and developed, it became apparent there was a need for someone to manage our growing portfolio of formulations. So, in 2013, I took on a new role with the company as Formulation Management Administrator and have been doing this ever since.

Our sustainability ambitions include efficient use of the materials we source. How does Formulation Management (FM) contribute to this goal and how do you consider sustainability within your day-to-day role?

Sustainability is a big topic of conversation and a big challenge. HK FM check and manage a huge amount of formulas in our systems every day, either for sampling or production. Sustainability is a key consideration, specifically with regards to formula efficiencies, human health, customer requirements, and reduced waste. We contribute to our sustainability goals by constantly seeking ways to improve the efficiency of our formulas. By reducing formula length, eliminating unnecessary materials and consolidating similar materials, we reduce the number of materials needed to make a fragrance.

We work with our sales, regulatory and perfumery teams to modify formulas when necessary. This may be due to changes in regulation and material classifications, making them safer for our customers and end consumers.

We also support the manufacturing teams in identifying slow moving stock which we look to share around the group. For example, a material which is not being consumed in one division may be consumed within a month at another, eliminating the need for that item to be disposed of to waste oil. We also help the business to make use of waste oil by creating potpourri blends of any waste oils and rejected batches of materials/fragrances.



Looking back over 2021, I am incredibly grateful for our dedicated and inspiring teams across CPL, who have worked diligently to put sustainability at the heart of what we do. Sustainability is a huge topic of conversation at the moment, and with the devastation of the world being documented online and our screens, it's harder than ever to ignore the facts of what's happening to our climate and our world. From plastic pollution & global warming, to rising population and inefficient use of resources, our planet and societies across the world are facing unprecedented pressures. Every day we impact our future, for better or for worse, and we each have a moral responsibility to do our part to change the narrative and leave this world in a better position than we found it.

TO 2022 AND BEYOND ...

We are not yet seeing the paradigm shift we need in order to turn this around. We are already hearing accounts of the impact that these pressures are having on the most marginalised communities across our planet, and without significant and meaningful change the outlook looks bleak. But it's not too late. There is still hope and companies, brands and individuals are showing more and more interest in making changes to benefit the world – it won't be easy but there are plenty of ways we can rebuild if we work together.

There is a global effort towards a more sustainable world, we are seeing consumers turning to more sustainable lifestyle choices and seeking out brands and products that can aid them in this. We see an increase in demand for high-quality products which don't negatively impact the environment or people in it. Businesses can't stay out of the conversation; we must be a part of the solution. It's no longer the case that being a sustainable business gives a competitive edge; consumers are voting with their feet and businesses need to act or risk not keeping up with the competition.

Our sustainability journey here at CPL started in 2018 and since then, we have seen sustainability move from simply a topic of consideration to being right at the heart of our corporate values, purpose, strategy and direction. It is through this, that we address environmental and social issues, ensuring they are fully integrated into our business. We are committed to grow our business in a responsible way, according to our principals, the basis on which we work.

In 2020, CPL redefined our Essence (vision), Formula (mission) and Ingredients (values) to more closely reflect our strategy of remaining a family company, independent and committed to sustainability. Two of our 5 ingredients are now Responsibility and Sustainability Mindset. We do good through our work, contribute to the wellbeing of society, care about the future generations and are committed to preserve our planet's resources. This important move gives me great hope that we really are committed to being the change we need to see. We have already achieved several of our short term (2022) objectives and have started working on defining our 2025 sprint objectives, looking to stretch ourselves even further. The fragrance industry is fast-moving, and we are at the forefront as thought leaders and innovators. We will continue to create inventive technologies and expand our platform of fragrance choices to delight the world, and we will do it in a responsible way.

2022 will see us measure our Scope 3 emissions and set our baseline. We expect these emissions to form a significant part of our overall footprint and we can then set our reduction plan with the overall aim of achieving net zero. We will also continue to dedicate resource to adding further responsibly sourced materials to our palette and assess our suppliers for compliance to our Responsible Sourcing and Partnerships policy. This year, we will dedicate additional resource to the health, safety and wellbeing of our employees. By ensuring that each of our manufacturing sites are operating in line with ISO45001, we can reduce our LTAR, and by keeping up to date with the latest news and information, we can increase our knowledge around employee wellbeing.

We are proud of what we have achieved so far, but we know that there is still more to be done. As the world continues to face urgent societal and environmental challenges, we continue to work to accelerate action – through new technologies, disruptive initiatives, groundbreaking innovation and continued collaboration with our partners. Sustainability is a journey; one we can't undertake alone. Our actions and decisions impact a global value chain of suppliers, partners, customers and consumers. Teamwork and collaboration are key to achieving our highly ambitious targets and we need to take as many people with us on this journey as we can.

One thing is for sure: we will keep integrating sustainability principles through every aspect of our business, and we invite you all to join us. As we step into 2022, let's be bold, let's challenge ourselves even more and let's create together....sustainably.

Emily Heron, Head of Sustainability

Appendix



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INITIATIVES & ASSOCIATIONS

Frameworks & Certifications



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SUMMARY OF PERFORMANCE

Environment	2018 (baseline)	2020	2021
Emissions: Scope 1 & 2 (kg CO ₂ e)			
Scope 1 emissions	130160.48	107345.30	98657.34
(per tonne produced)	18.42	17.45	14.05
Scope 2 emissions	954804.03	663717.99	422036.97
(per tonne produced)	135.10	107.86	60.11
Combined Scope 1 & 2 emissions	1084964.51	771063.29	520694.32
(per tonne produced)	153.52	125.31	74.16
Energy (GJ)			
Total Energy Consumption	12392.58	15445.23	13908.07
(per tonne produced)	1.75	2.51	1.98
% of renewable electricity	0.00	36.77	50.32
Renewable Direct Energy (solar panels)	0.00	2880.89	2810.32
Renewable Indirect Energy (purchased)	0.00	1862.45	3882.47
Water withdrawal (L)			
Municipal	9868780.86	11336215.00	11769691.00
(per tonne produced)	1396.39	1842.31	1676.35

Environment	2018 (baseline)	2020	2021		
Waste Generation (T)					
Total Waste	1074.45	774.68	1077.84		
(per tonne produced)	0.152	0.126	0.154		
Hazardous Waste	211.79	226.39	347.48		
Non-Hazardous Waste	862.66	548.29	730.36		
Waste Disposal (T)					
Landfill	244.29	140.60	197.03		
(per tonne produced)	0.035	0.023	0.028		
Recycled	546.43	438.14	558.92		
(per tonne produced)	0.077	0.071	0.080		
Incineration (without energy recovery)	174.72	147.23	287.29		
(per tonne produced)	0.025	0.024	0.041		
Incineration (with energy recovery)	123.26	48.70	36.76		
(per tonne produced)	0.017	0.008	0.005		

Emission factors: all sites GHG reporting: conversion factors (GOV.UK)

Scope of all environmental data presented: operational control

consolidation approach. All data presented is for calendar year 2021, with the exception of financial data which is based on fiscal year 20-21. Supply chain assessment % is calculate based on quantity of product supplied.

SUMMARY OF PERFORMANCE

People	2018 (baseline)	2020	2021		
Workforce					
Number of employees	488	545	573		
Permanent Employees	483	529	543		
Temporary Employees	5	12	19		
New Employee Hires	121	79	123		
Health & Safety					
Lost-time accidents (LTA)	7	2	14		
Lost-time accident rate (LTAR)	4.33	0.34	2.16		
Fatalities	0	0	0		
Absentee days	-	9880	11589		
Community Partnerships & CSR					
% sites with community partnerships	20.00	71.00	86.00		
CAFOD contribution £	240,000	425,000	455,000		

Innovation	2018 (baseline)	2020	2021		
Financial disclosures					
Total sales £M*	105.3	119.1	111.3		
Total tonnage produced	7067.33	6153.28	7021.01		
EcoBoost sales %	1.65	2.91	3.01		

Sourcing	2018 (baseline)	2020	2021
Responsible sourcing			
% of supply chain assessed*	0.04	26.58	31.71
% of natural Sustainable Purchasing Agreements	1.33	6.17	9.48

Emission factors: all sites GHG reporting: conversion factors (GOV.UK)

Scope of all environmental data presented: operational control consolidation approach.

*All data presented is for calendar year 2021, with the exception of financial data which is based on fiscal year 20-21. Supply chain assessment % is calculate based on quantity of product supplied.

2021 Report

Inspired by the UN guidelines on Sustainability

Issued April 2022

Lot's Create Together

