



# Sustainability Report 2024

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We call on everyone within our value chain to join us, to collaborate and maximise impacts.

# Changing Mindsets

Progressing on our sustainability journey is a key priority for Coppice. We have built strong foundations as a people-focused business which values its workforce and local community. As a manufacturer we also recognise that we have a responsibility to manage our environmental impact. Yet taking this to the next level requires a robust strategy and commitment to drive change as a purpose-led organisation.

Working with the team at Wylde Connections is challenging our thinking, raising our ambitions and paving the way for transformation interventions. The more time goes by, the more we understand the benefits of responsible practice in supporting people and planet whilst helping Coppice itself secure a sustainable future in an increasingly competitive market.

Developing our vision and mission statements has been a hugely valuable exercise and focused our minds on what we are looking to achieve. Now that we have a trusted partner to provide advice and guidance, we are excited about taking those next steps in becoming a world-leading supplier of choice for sustainable packaging.

Embracing innovation and adopting new business models will be what secures that transformation. We relish that challenge and, as you will discover from our report, we have already started the process. Our split detection and scrap recycling systems will help reduce our environmental footprint through responsible resource management, whilst improving working conditions.

At Coppice we will continue applying our expertise to deliver positive outcomes. It is important to engage with all stakeholders in that process. We call on everyone within our value chain to join us, to collaborate and maximise impacts. We will share our progress with you and keep everyone up to date with our journey.

**Leon Elston**  
Managing Director  
Coppice

## Our Vision

To become a **world-leading supplier** of choice for **sustainable packaging**.

## Our Mission

To become a **purpose-led, values driven, sustainable business**; by developing a regenerative mindset to adapt to a rapidly changing world through innovative business models.



## Our Value Proposition



**COMMITTED TO QUALITY**  
Delivering quality in packaging for more than 50 years



**COMMITTED TO SUSTAINABILITY**  
Embedding sustainability in our business, culture and operations



**COMMITTED TO SERVICE**  
Agile and responsive to all our customer needs. Our OTIF averaged 95.1% over the last year



**COMMITTED TO INNOVATION**  
Coppice is a market leader in creative, innovative design solutions



**COMMITMENT TO PEOPLE**  
Nurturing talent to deliver highest quality level of service

# Our Sustainability Credentials

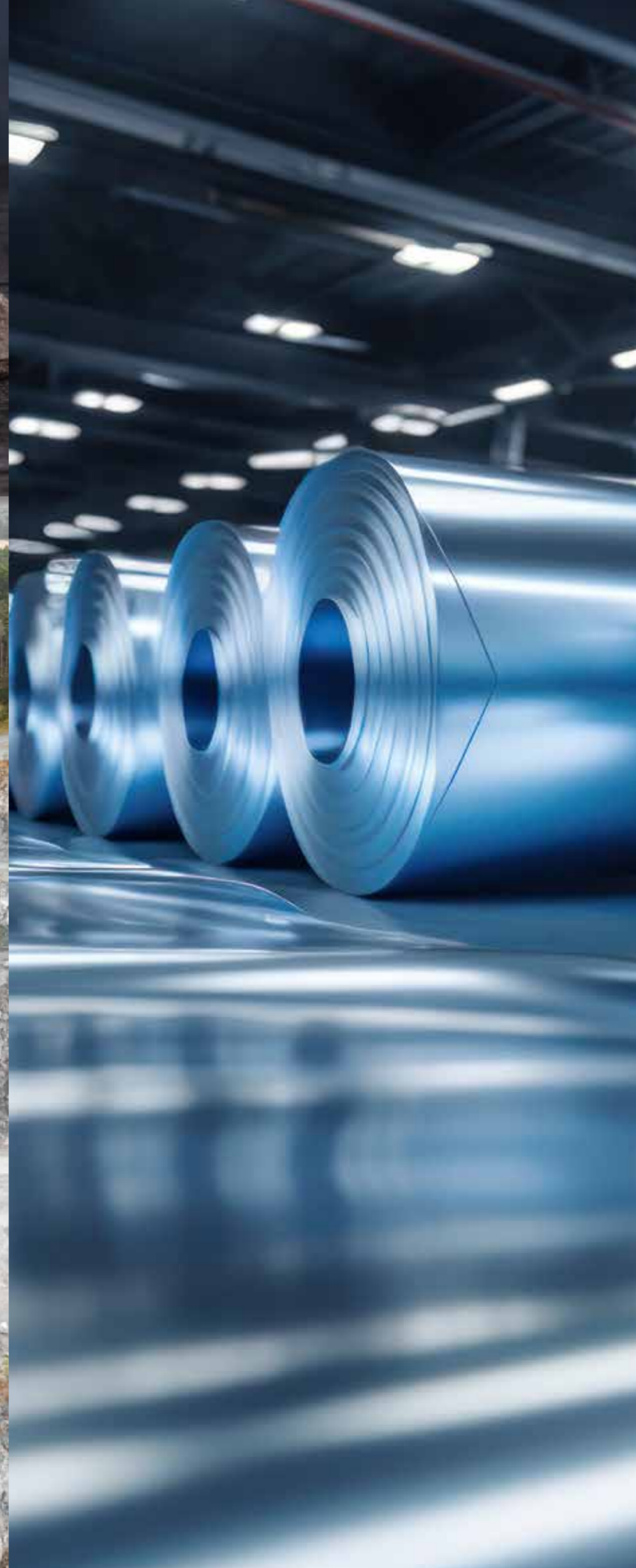
At Coppice we take a holistic approach to sustainable practice. We scrutinise our operations and value chain to identify areas for improvement and are putting people and planet at the heart of our decision making.



## MATERIALS

Although extracting and smelting aluminium is energy intensive, it has an impressive life cycle. It is an infinitely recyclable material which retains its quality and can be reused without losing its properties. According to IAI's Material Flow Model, around 75% of all the aluminium ever made is still in use today. In 2023 the UK recycling rate for aluminium packaging was 68%, and the material will play a key role as we look to tackle the environmental crisis through more responsible resource management.

Coppice is committed to supporting the circular economy by using aluminium and our sustainability strategy is largely based on finding ways to keep precious resources in the value chain. Approximately 86% of the raw materials used by our corrugated carton supplier are from recycled sources. In addition, Coppice trays use on average 25-30% post-process waste. We extend this commitment to responsible sourcing by using labelling that has FSC (Forest Stewardship Council) certification and pallets that are recycled.



## WASTE MINIMISATION

Reducing waste is one of our top strategic priorities. In response we collaborated with a local electronics company in developing a Split Detection System to reduce wastage in the manufacturing process. The system uses sensors and cameras to detect splits in our aluminium products and identifies defects early in the production process so that problems can be addressed before dispatch to the customer. We have detection units fitted to 84% of our smoothwall presses.

The innovative system enables continuous automated inspection of the product so that splitting can be quickly identified. This reduces the quantity of defective products, thereby cutting waste and carbon emissions. This reduces the possibility of defective products ending up being sent to customers across the world. Cutting defect rates reduces the amount of product that needs to be transportation, improves customer satisfaction and ensures that less food is wasted through split packaging.

We also developed an Aspirator System to collect waste aluminium from our presses. It is converted into transportable cubes and shipped back to our supplier in Turkey to be reused within their manufacturing processes, keeping the material in the value chain. Because baled waste is tightly compacted, we need to make fewer shipments, reducing our carbon footprint.

In addition, we follow the Waste Hierarchy by not only improving how we manage waste but by reducing the amount we generate. We configure our machines to use the full width of the aluminium reels to ensure all edges are utilised. When product shapes are punched out of a reel, a skeleton is left over which accounts for 14% to 18% of the reel. In 2024 our aluminium scrap rate was 20.8%, compared to 22.9% in 2023.

## ENERGY EFFICIENCY

We are measuring our emissions to better understand our impacts and gain the insight we need to develop an effective carbon reduction strategy. Key to that drive for decarbonisation will be reducing our energy consumption.

We have already introduced several measures to reduce energy use. These include:

- Installation of LED lighting with the help of a grant from The Carbon Trust. The trust estimates that switching from halogen or fluorescent lighting can reduce energy consumption by 65% to 85%.
- Use of air more efficient pressing machines which time out when not in use, reducing leakage and saving energy.
- A new energy management system to control heating on site. It is estimated to have reduced heating oil consumption by 33%.
- Purchasing three 3 condenser boilers which are projected to be 15% more energy efficient than the previous boilers.
- Investment in updated compressors to reduce energy consumption.
- Switching to a green energy supplier, which helps charge the electric vehicles in our fleet with renewable energy.

Several additional projects are currently underway. We are for instance installing speed doors to replace roller shutters, sealing warehouse roof vents to address heat loss, and investing in new tooling to improve productivity and thereby reduce our carbon footprint. We are addressing power factor correction and are currently replacing our windows as part of an office refurbishment. The new windows will not only improve thermal efficiency but will incorporate solar reflection to keep the building cooler during the summer.

These initiatives are having a major impact. Between 2022 and 2023 we saw a 27% reduction in electrical consumption and energy audits are conducted on a regular basis to identify where energy use can be further reduced. Taking these energy saving measures to the next level will be a key priority in 2025. Refer to page 21 to learn more about what we have planned.



## SUPPLY CHAIN

All suppliers required to provide evidence of their sustainability credentials, ranging from their carbon footprint and health and safety record to social impact. We maintain an open dialogue with our supply chain to address issues, monitor performance, share best practice and explore opportunities to join forces in meeting our sustainability objectives.



## LEADERSHIP

We have worked with Wylde Connections to explore our leadership values and ensure that when it comes to sustainability interventions, business leaders have been involved in setting targets, agreeing a plan of action, allocating resources and establishing metrics to monitor and record progress. Sustainability is embedded into the heart of our business strategy, with responsible behaviour is incentivised and best practice forms a key part of everyone's role.

# Social Impact

## EMPLOYER OF CHOICE

Coppice provides secure and rewarding employment for almost 200 local people. We operate within a relatively deprived ex-mining community and 80% of staff live within a 5-mile radius of our facility.

We want to give more people an opportunity to enter the workplace. We have recruited 6 apprentices from the local community since Q3 2023 and have collaborated with Bridgend County Borough Council to offer 12-week work placement schemes for the long-term unemployed. We also work with a third-party organisation to provide employment to those disadvantaged in the job market, including ex-offenders and people with learning difficulties.

Currently 96 of our 196-strong workforce are female and there is an equal gender split in our leadership team.

We want to give more people the opportunity to enter the workplace



## STAFF WELFARE

Improving the safety and wellbeing of staff is a key priority for Coppice. We have established a Health and Safety Committee which takes a very proactive approach to improving systems and processes. It represents people across the business and conducts monthly meetings to discuss key topics and identify training opportunities.

Coppice is continually improving skillsets around health and safety and driving standards. We use an external contractor to monitor operations, support the Health and Safety Committee, and train new recruits. Our leadership team regularly visits overseas staff to ensure they are safe, well and supported. We also conduct an annual SMETA (Sedex Members Ethical Trade Audit) to ensure compliance and best practice with labour welfare, health and safety, environment and business ethics.

Internally we have created a culture of vigilance and introduced a hazard tag system which allows employees to report health and safety, environmental and non-conformance issues. Since coming into force, more than 3,400 hazards have been raised with a closure rate of 96.68% as at the end of October 2024 and we are encouraged by the high level of employee engagement.

The introduction of our split detection system is not only reducing waste but has positive impacts in terms of health and safety. By removing the need for manual checking, it is reducing the risk of eye strain and repetitive strain injury from inspecting thousands of items a day.

That continuous improvement approach is informing all our interventions, and we are encouraged by the impact it is having on our health and safety record:

### Health and safety statistics:

	2022	2023	2024
Accidents	73	33	14
RIDDOR reportable	4	0	0
Near misses	8	23	13

## SUPPORTING GOOD CAUSES

Coppice supports charities including the Malawi Water Borehole Project. The project we are supporting has constructed 1,282 boreholes since 2014 (134 of which were unsuccessful due to dry holes and pit collapses), benefitting around 300,000 people and bringing fresh water to remote villages.

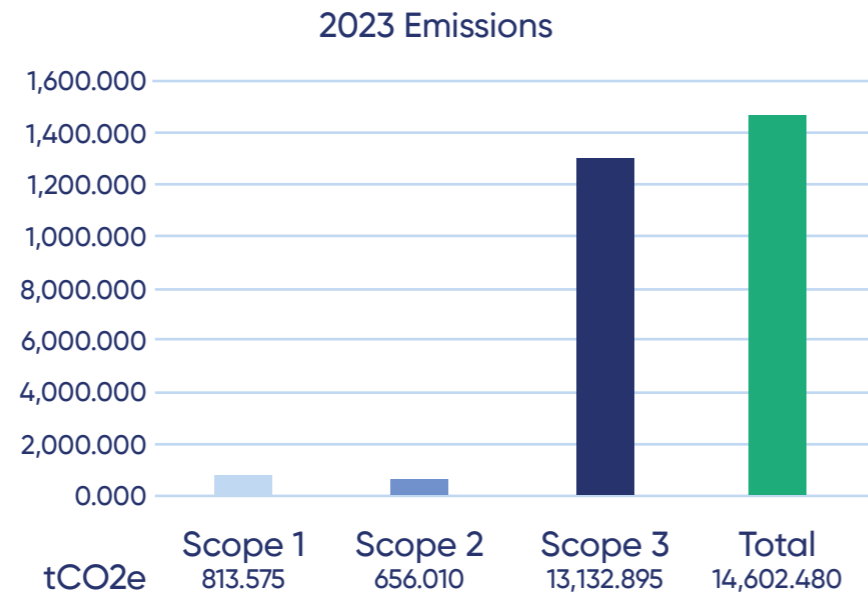


## Coppice is continually improving skillsets around health and safety



# Decarbonisation

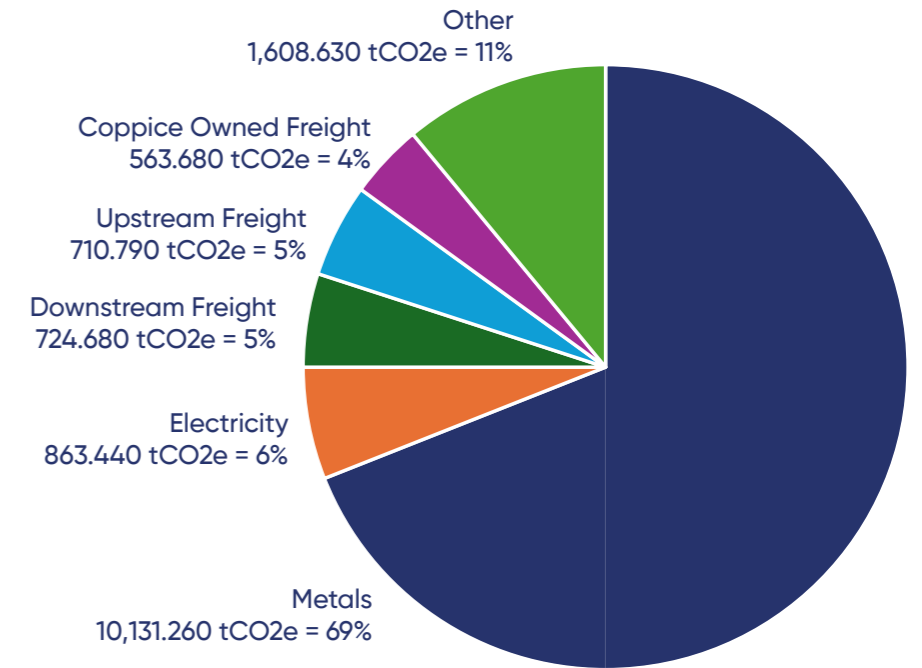
To understand our environmental impacts, we needed to measure our baseline greenhouse gas (GHG) emissions. This not only gives us insight about our carbon footprint but provides a benchmark for a robust reduction strategy. We have completed our baseline GHG emissions for our 2023 reporting year, 1st Jan – 31st Dec. We worked with our sustainability partners to define the scope and understand the processes and quality of data we needed to collect.



## EMISSIONS HOTSPOTS

Our baseline report allowed us to identify the most significant source of emissions.

As this is our baseline report, a large number of the data categories used were based on spend rather than activity data. We have already started implementing processes to improve the quality and quantity of data collected. We will also be developing our Carbon Reduction Plan to identify where we can target interventions and meet our decarbonisation targets.



**SCOPE 1 EMISSIONS**  
813.575 tCO<sub>2</sub>e

**SCOPE 2 EMISSIONS**  
656.010 tCO<sub>2</sub>e

**SCOPE 3 EMISSIONS**  
14,602.480 tCO<sub>2</sub>e



**METALS**  
10,131.260 tCO<sub>2</sub>e = 69%



**ELECTRICITY**  
863.440 tCO<sub>2</sub>e = 6%



**UPSTREAM FREIGHT**  
710.790 tCO<sub>2</sub>e = 5%



**DOWNSTREAM FREIGHT**  
724.680 tCO<sub>2</sub>e = 5%

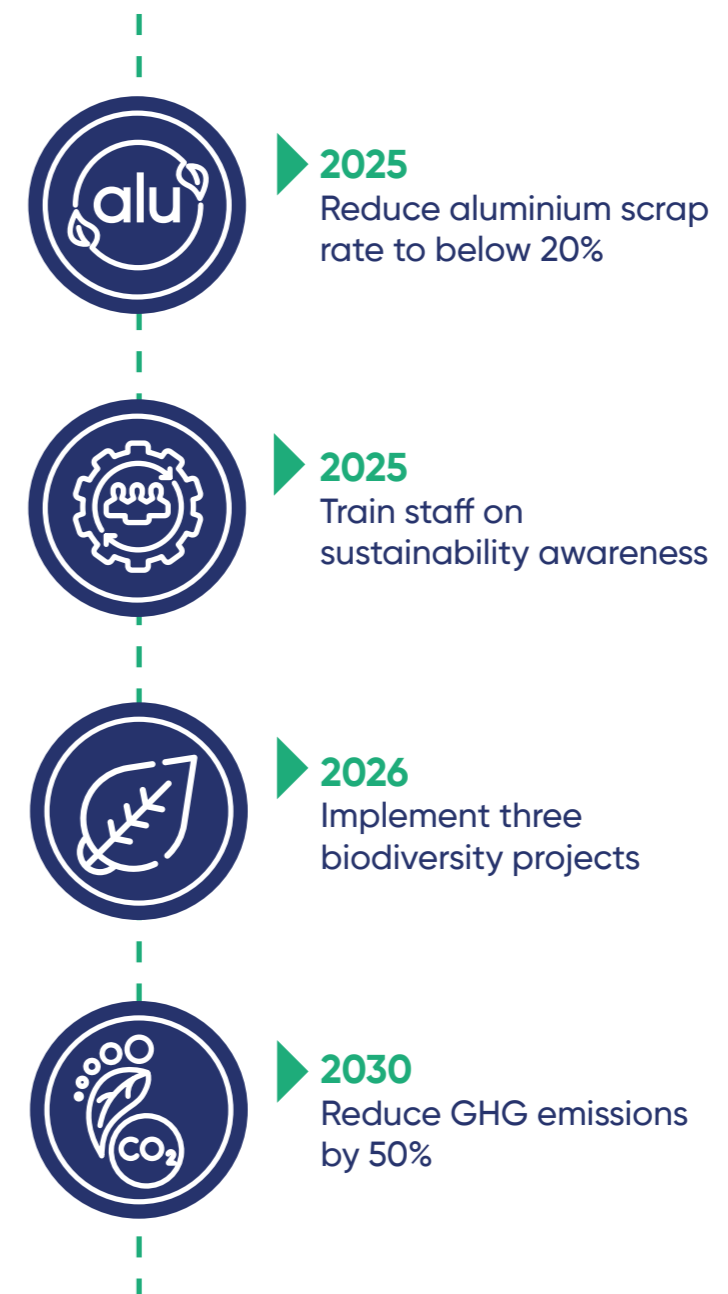


**COPPICE OWNED FREIGHT**  
563.680 tCO<sub>2</sub>e = 4%

# Our Journey so Far



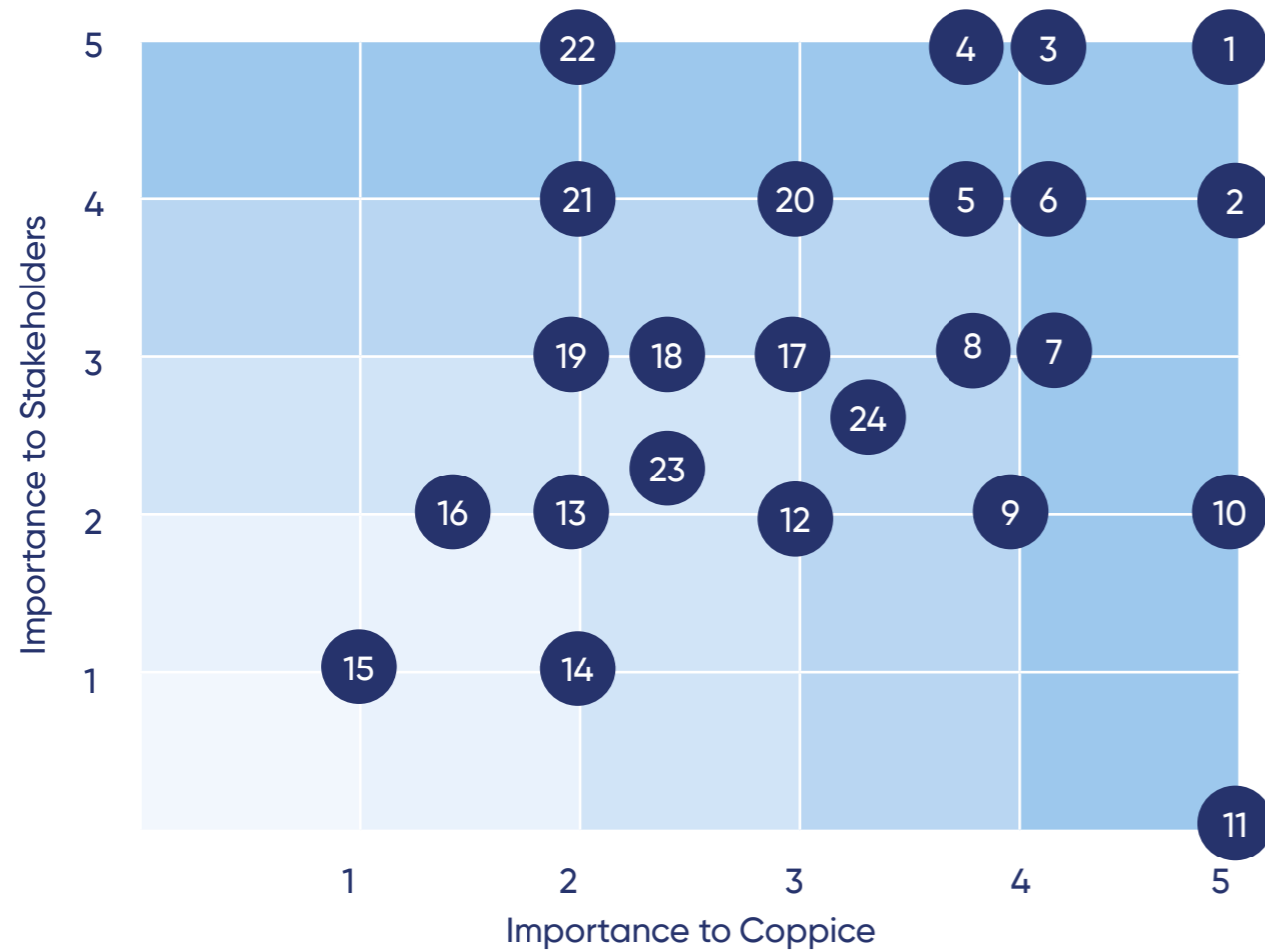
# Looking to the Future



# Prioritising Interventions

To ensure our actions are aligned with the priorities of our business and stakeholders, we have undertaken an internal double materiality assessment with the guidance of our consultants. This exercise allows us to evaluate both the impact our organisation has on environmental and social issues, as well as how external trends and industry-specific factors may influence our operations and strategic goals. We assessed our business activities and value chain impacts; from the raw materials we use to the lifecycle of our products.

Due to time and resource capacity, we did not conduct a stakeholder survey to gain insight into how important each topic was to our stakeholder groups. However, we did undertake a stakeholder mapping exercise to help understand our relationships with these groups and we intend to improve engagement in future materiality assessments.



- |                                      |                                     |
|--------------------------------------|-------------------------------------|
| 1. Climate Change                    | 13. Future Employees                |
| 2. Segregation of Waste              | 14. Employee Unions                 |
| 3. Water Usage                       | 15. AI                              |
| 4. Energy Efficiency                 | 16. Energy Supply                   |
| 5. Waste Generation                  | 17. Sustainable Procurement         |
| 6. Circular Economy Principles       | 18. Demographic Shifts              |
| 7. Geo-political Landscape           | 19. Employee Commuting              |
| 8. Biodiversity Loss                 | 20. Cyber Security Challenges       |
| 9. Raw Materials                     | 21. Water Availability              |
| 10. Employee Training & Up-Skilling  | 22. Diversity, Equality & Inclusion |
| 11. Waste Regulations                | 23. Consumer Buying Habits          |
| 12. Consumer Perspective of Products | 24. Supply Chain Engagement         |

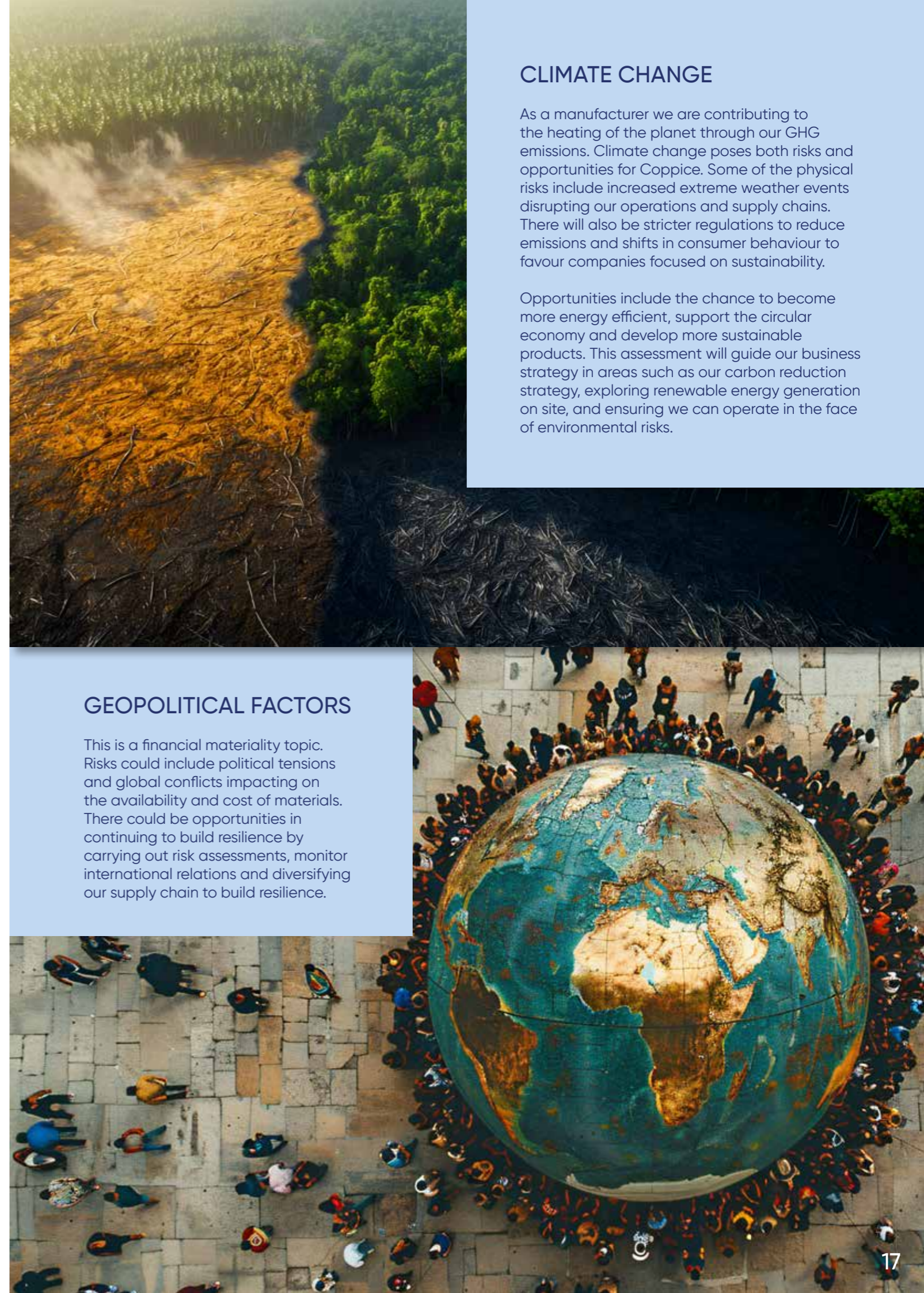
## CLIMATE CHANGE

As a manufacturer we are contributing to the heating of the planet through our GHG emissions. Climate change poses both risks and opportunities for Coppice. Some of the physical risks include increased extreme weather events disrupting our operations and supply chains. There will also be stricter regulations to reduce emissions and shifts in consumer behaviour to favour companies focused on sustainability.

Opportunities include the chance to become more energy efficient, support the circular economy and develop more sustainable products. This assessment will guide our business strategy in areas such as our carbon reduction strategy, exploring renewable energy generation on site, and ensuring we can operate in the face of environmental risks.

## GEOPOLITICAL FACTORS

This is a financial materiality topic. Risks could include political tensions and global conflicts impacting on the availability and cost of materials. There could be opportunities in continuing to build resilience by carrying out risk assessments, monitor international relations and diversifying our supply chain to build resilience.





## BIODIVERSITY AND ECOSYSTEMS

This is both an impact and financial materiality topic. The State of Nature report highlights that UK wildlife has declined by, on average, 19% since monitoring began in 1970. Negative impacts include reduced carbon sequestration, damaged habitats and cultural and recreational losses. Businesses rely on natural capital and damage to ecosystems can leave facilities susceptible to extreme weather events such as flooding.

We have an opportunity to embrace sustainable resource management, ensuring materials are kept in the value chain. Protecting biodiversity in this way can improve brand reputation and we plan to use resources responsibly, focus on reducing waste and supporting the circular economy.



## RESOURCE MANAGEMENT

Responsible resource management is important to Coppice and our stakeholders. It is important to us financially as efficiency helps reduce costs. We are conscious of the impacts that aluminium extraction has on the environment and human health. We will encourage customers and end users to reuse products and keep materials in the value chain and intend to use recycled aluminium in our products as and when the technology allows. The aluminium we source contains between 70% and 80% of recycled content.



# On the Horizon



Coppice is ambitious about **changing mindsets** both within and outside our business.

We are determined to continuous improvement in terms of embedding best practice. Priorities include continuing to engage with stakeholders to share our vision, explore innovation and partnership opportunities and maximise positive impacts. The leadership team is committed to empowering more people across the business to take the lead and drive future interventions.

We are ambitious about changing mindsets both within and outside our business. We will use our stakeholder engagement strategy to raise the profile of our work. Beyond that, we are determined to inspire other companies outside of our value chain to follow suit in embracing sustainable principles. We intend to engage in industry events and forums to exchange ideas and share best practice.

It is important that we bring others along on our journey but also encourage new talent to drive change throughout the manufacturing sector. We need to appeal to a greater range of people and we are exploring opportunities to go into schools and change perceptions of what a career in this sector might look like.

In the meantime, we will continue to drive energy efficiency. This includes exploring the potential for installing solar photovoltaics (PV) panels on-site to generate our own renewable energy. We also want to extend our offer to incorporate more sustainable products. In August 2024 Coppice acquired sustainable packaging company Sirane Ltd. The business has pioneered products including recyclable plastic-free flow-wrap films and paper-based recyclable absorbent pads.

We are excited about what the future has in store and however our business evolves, we will ensure that sustainability informs all our decisions. Watch this space.



# Pushing boundaries

Coppice encapsulates what is best about UK manufacturing. The business never rests on its laurels and uses innovative thinking and problem-solving skills to drive continuous improvement. By applying that approach to embedding sustainability, the team are demonstrating just what can be achieved when you have the right vision.

The leadership team is committed to going beyond compliance and maximising the benefits of basing its business model on serving the triple bottom line of people, profit and planet. When our consultants at Wylde Connections began working with Coppice it had already started developing its split detection system to reduce production waste and keep more resources in the value chain. Not only will that reduce their carbon footprint, but it has a positive social impact by improving the working conditions and wellbeing of staff who no longer need to conduct manual inspections.

Coppice is passionate about taking this work to the next level and identify other interventions that align with its values whilst reducing costs and building resilience in a challenging commercial market. As with so many of our clients, the business is coming under increasing pressure to demonstrate its sustainability credentials and rather than seeing this as a burden, the manufacturer is grasping the opportunity to get ahead of the game.

I have been particularly impressed with the dedication Coppice is showing to addressing its environmental impact. Calculating its baseline GHG emissions has provided a baseline for a robust carbon reduction plan. From upgrading equipment to exploring the potential for generating its own renewable energy, the team is busy identifying interventions that help meet its goals.

Sustainability is a journey rather than a destination and Coppice recognises that there is still a lot of work to be done. Yet the team is relishing the challenge and Wylde Connections is excited to be supporting them through that transition.

Coppice now has a robust Action Plan and Road Map to help set priorities and shape future interventions. In the coming months the business will be busy delivering a range of projects around themes including waste reduction and energy efficiency. They will continue collecting and tracking emissions data and will report on their progress towards decarbonisation.

Ongoing engagement and collaboration will be key to achieving net positive outcomes. Fortunately, Coppice is a very outward looking business. Be it working with local technology specialist to develop its split detection system, or building more sustainable supply chains, the business is keen to extend its influence. That will also involve engaging with the wider manufacturing sector to start conversations, share experiences and help drive change on an even larger scale. I look forward to seeing what 2025 has in store.

**Dr Denise Taylor**  
Managing Director  
Wylde Connections Ltd



**Sustainability is a journey rather than a destination and Coppice recognises that there is still a lot of work to be done.**



Let's embrace  
sustainability together



## ADVANCED SMOOTHWALL TECHNOLOGY

With 50 years' experience behind us, we are one of Europe's most established manufactures of aluminium foil packaging

[coppice.net](https://coppice.net)