

# PLASTIM

# ESG REPORT

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## OUR SUSTAINABLE DEVELOPMENT GOALS

- Environmental
  - Social & Society
  - Strategy & Governance
- 

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# PLASTIM





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## CONTENTS

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- 3** Plastim Operations, Management Message and About the Report
- 4** Materiality Assessment
- 5-13** Materiality Structure, Results and Future Objectives
- 14-15** Plastim ESG Data
- 16** Plastim Carbon Footprint and 2025 Objectives

**Plastim Operations (what we do):**

Plastim is engaged in the distribution of semi-finished engineering plastic products such as plates, rods and tubes, or as precise finished-machined components for industrial applications. With over 60 years of experience in machining plastics, we are a premier supplier to blue-chip companies in the energy, food-technology, instrumentation and materials handling industries.

**Message from Management, responsible for Plastim's sustainability strategy:**

We understand our responsibility, not solely for our business operations, but also for the effect our activities have on the environment and society. Sustainability activities and our environmental stewardship are important strategic topics for the future of our company. By the efficient use of available resources, we are able to reduce our environmental footprint and limit our impact on climate change.

We aspire to be an employer of talented and driven individuals, by creating a culture where every employee can feel that they belong. Our engagement and openness, with both our employees and the local community, help to make our company more sustainable.

Sustainability is becoming a larger factor in our customers' purchasing decisions. The investments that Plastim has made in equipment, energy efficiency, and waste reduction provide us with a competitive advantage and in so doing helping our customers meet their own sustainability objectives.

We consider ourselves to be an environmentally conscious management team. We are committed to protecting and respecting our employees; partnering with our local community; operating responsibly; addressing climate change and managing our environmental impact.

**About the Sustainability Report:**

The details to follow serve as a status-report on our current condition. It is a self-assessment of our sustainability goals and direction towards socially and environmentally compatible management.

We started by formulating an ESG steering committee, staffed with people responsible for actively implementing sustainability measures, contributing new ideas, and evaluating our activities. The team will also create and implement an effective Environmental Management System (EMS) in 2025.

The team completed a basic peer assessment to provide an understanding into how our ESG strategies compare to our industrial competition. We then expanded the peer review process to include suppliers to establish if our key suppliers meet ESG criteria for sustainable procurements.

For the first time, we conducted a basic materiality assessment to analyse and identify the sustainability topics that could be relevant to Plastim. It questioned which environmental and social issues the company has a positive or negative impact upon, through its business activities. Additionally, to what extent sustainability issues can positively or negatively influence a company's success.

The results of our materiality analysis are presented in the report. They identify the strategic focus topics for the company and form the basis for the further expansion of our sustainability strategy. We initially selected a group of ten key stakeholders for our first assessment. The group included six Plastim managers, two suppliers and two clients. In 2025 we will open the assessment up to greater number of participant stakeholders:

## Plastim Materiality Assessment

	Code	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Score	
<b>Environmental</b>	<b>Circular Economy:</b> Encourage the use of recyclable and or recycled materials, whilst optimising our production processes in order to reduce Plastim's environmental footprint.	EV1	6	1	5	4	5	5	3	4	4	4	41
	<b>Emissions Management:</b> Ensure safe manufacturing processes to minimise industrial risks, spills and negative impacts on health, biodiversity and the ecosystems. Including reducing emissions to the air, soil and water.	EV2	3	6	3	3	2	4	1	3	3	6	34
	<b>Energy Management:</b> Reduce energy consumption and promote renewable energy usage in both Plastim's operations and across our supply chain.	EV3	2	5	2	2	3	3	6	2	2	2	29
	<b>Innovation towards Sustainability:</b> Collaborate with customers and suppliers, to develop sustainable product design for better efficiency and longevity.	EV4	5	4	6	6	1	2	5	6	5	1	41
	<b>Sustainable Solutions:</b> Offering sustainable and or renewable materials within our portfolio, specifying better product durability for customers, and (where possible) the substitution of products with a lower environmental footprint.	EV5	1	3	1	5	6	6	4	2	1	3	32
	<b>Waste Management:</b> Reducing operational waste, both in-house and through our supply-chain (reduce, reuse, recycle or reimagine waste).	EV6	4	2	4	1	4	1	2	5	6	5	34
<b>Social &amp; Society</b>	<b>Community Care:</b> Minimise Plastim's impact on the community (in which we operate), by reducing our environmental footprint and direct community engagement.	SS1	2	2	2	1	1	2	1	1	2	1	15
	<b>Diversity &amp; Inclusion:</b> Engage with a diverse population, prohibiting discrimination, harassment, and ensuring fair, equitable treatment with access to opportunities for all Plastim employees.	SS2	3	6	3	4	4	6	2	3	3	3	37
	<b>Occupational Health and Safety:</b> Ensure the highest safety standards, whilst instilling an occupational health and safety culture to protect our employees and contractors.	SS3	6	3	6	3	3	5	3	6	6	6	47
	<b>Responsible Sourcing:</b> Ensure ethical, sustainable sourcing throughout our supply-chain, who provide respect of labour practices, human rights and protection of the environment.	SS4	1	1	1	2	2	1	4	1	1	2	16
	<b>Talent &amp; Retention:</b> Recruit and retain talent in order to execute our long-term business strategies, by identifying the right profile and skills needed to strengthen our workforce.	SS5	5	5	4	5	6	3	6	4	5	4	47
	<b>Training &amp; Development:</b> Actively train and develop Plastim's personnel to execute our business strategies, by supporting people's growth, engagement to embed a culture of sustainability and redeploying personnel (where needed) in order to maintain long-term employment.	SS6	4	4	5	6	5	4	5	5	4	5	47
<b>Strategy &amp; Governance</b>	<b>Data Privacy / Security:</b> Protect the security of our information systems, safeguard stakeholder data (customers, suppliers, employees), and maintain business continuity procedures.	SG1	2	2	3	2	4	1	3	3	2	6	28
	<b>Digitalisation:</b> Leverage new digital technologies to improve customer interactions, new business modelling, and workplace collaborations.	SG2	4	3	4	4	2	3	6	4	4	3	37
	<b>Ethical principles, good governance, and transparency:</b> Behave ethically, with integrity and being transparent in regards to corruption, bribery, corporate governance, labour relations, human rights and taxes.	SG3	5	6	5	3	6	5	1	5	6	5	47
	<b>Supply Chain Resilience:</b> Employing a strong, sustainable supply-chain by building long-term partnerships and collaborating towards sustainable solutions.	SG4	6	5	6	5	3	6	5	6	5	2	49
	<b>Sustainable Sourcing:</b> Build strategy material sourcing practices by engaging with suppliers who employ sustainable business practices.	SG5	3	4	2	6	5	4	4	2	3	4	37
	<b>Whistleblowing:</b> Implementation of a whistleblowing system to build a solid foundations for corporate governance. Reporting wrongdoing can also have a significant impact on both environmental and social aspects.	SG6	1	1	1	1	1	2	2	1	1	1	12

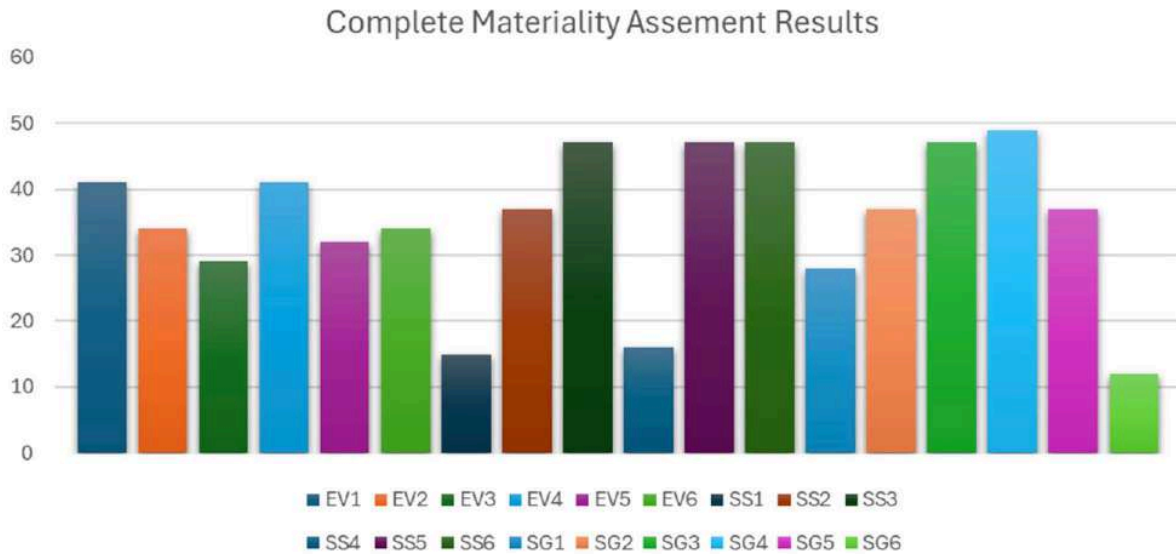
The above sustainability objectives are listed alphabetically per element:

P1 → P10 Participants  
 EV1 → EV6 Environmental  
 SS1 → SS6 Social & Society  
 SG1 → SG6 Strategy & Governance

**ESG Reporting Structure and Results:**

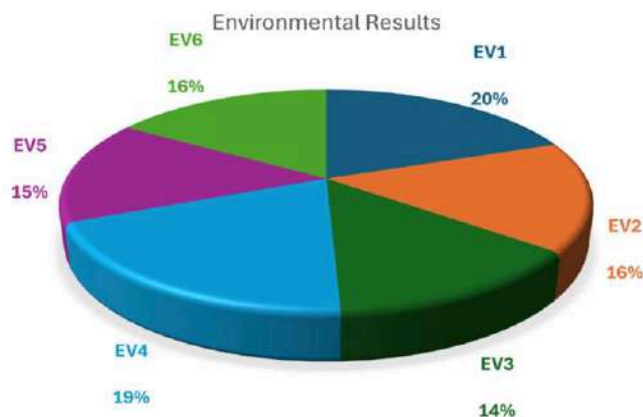
The above ESG assessment topics are divided in accordance with ESG criteria. The first element (Environmental) is devoted to environmental issues, climate protection and resource consumption. The second element (Social & Society) covers working conditions, diversity and development commitments. The third element (Strategy & Governance) covers data management, ethical and legal topics.

The completed matrix focusses attention on areas that matter most to the participants and the business. The results ensure that resources are allocated effectively to address the most critical issues.



The following percentage assessment extracts are separated and explained according to ESG elements 1 (Environmental), 2 (Social & Society) and 3 (Strategy & Governance). Each in order of survey score:

**ESG - Environmental (matrix element 1):**



Priority 1 → EV1 - 20% (Circular Economy)

Priority 2 → EV4 - 19% (Innovation towards Sustainability)

Priority 3 → EV2 - 16% (Emissions Management)

Priority 3 → EV6 - 16% (Waste management)

Priority 5 → EV5 - 15% (Sustainable Solutions)

Priority 6 → EV3 - 14% (Energy Management)

## EV1 - Circular Economy (Environmental):

A circular economy is a model of resource production and consumption that involves sharing, leasing, reusing, repairing, refurbishing, and recycling existing materials and products. Improving the circularity of our plastic waste, means returning polymer swarf to the supply chain. This is complicated for Plastim as we don't domestically produce the polymers we convert. This subject is covered in EV6 (Waste Management).

Where we can focus our circularity efforts is highlighted in SG5 (Sustainable Sourcing). In short, we must ensure that the plastic producers, within our supply-chain, employ regimented polymer recycling strategies. In turn, we must further include and promote recycled (regenerated) polymers with our stock-shapes portfolio. If we encourage our partners to recycle, we must work to develop a larger market for these regenerated products.

- Survey the plastic producers, within our supply-chain, to better understand their recycling strategies.

## EV4 - Innovation towards Sustainability (Environmental):

**SDG 12**

Our business is built around collaborative polymer solutions from a myriad of suppliers, clients and industrial applications. Engineering plastics are developed to address and overcome specific challenges in a multitude of different operating conditions. We pride ourselves on material specification and improved polymer component performance. This requires experience, know-how and training (see SS6 - Training & Development).

For our clients, it is a complicated commercial balance between polymer-cost and polymer-performance. Product durability and understanding a component's life cycle is key. Our application experts understand and inform about a product, from its design to its production, use, and end of life (including disposal or recycling).

- Candidate selected for polymer / application training, to cover increased machined parts demand.

## EV2 - Emissions Management (Environmental):

Plastim only use electrically powered forklift trucks, and our polymer fabrication operations generate minimal material gas emissions. The only possible emission is formaldehyde gas from acetal combustion (exceeding 200°C), occasionally generated through excessive heat development during aggressive machining.

There is no pure water used in our fabrication processes. The only solution we waste is Soluble Cutting Oil. To manage the waste, we employ a third-party recycling specialist. Following a steam separation process, the water content is processed through a water treatment system and discharged to sewerage. The oil content is then blended with other recovered fuels and then sold to industry as Recovered Fuel Oil.

- Employ a formaldehyde gas detector for use during aggressive machining operations.

## EV3 - Waste Management (Environmental):

Plastim's goal is to avoid and reduce the creation of waste through optimised manufacturing processes.

Our generated waste is managed by third-party recycling specialists, helping us to maintain Zero-to-Landfill status. All waste materials are either recycled or thermally converted through a Waste-to-Energy scheme, where the calorific value of our plastic waste is recovered through incineration (averaging around 38 MJ/kg).



**EV5 - Sustainable Solutions (Environmental):**

**SDG 9**

As with EV4, EV5 involves interaction and collaboration with both producers and our client base. Although Plastim offer regenerated polyethylene stock-shapes, producers are now offering a wider range of recycled 3P polymer-shapes. Materials such as 100% recycled POM-C (suggesting properties equivalent to its virgin state).

The complication is client acceptance and evidence-based performance data. The checkered history of regenerated mechanical plastic shapes has limited their acceptance. This should not be seen as a deterrent.

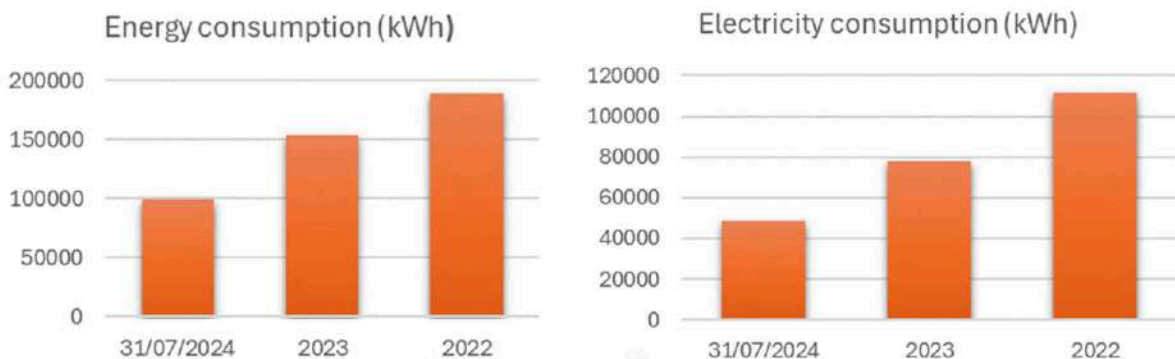
- Investigate the commercial viability and market potential for alternative recycled material grades.

**EV3 - Energy Management (Environmental):**

**SDG 7**

Plastim continuously record, analyse and moderate our energy consumption. We also research all viable renewable energy sources to reduce our dependence on fossil fuels:

In 2023 we invested in a new photovoltaic system (solar power system), to absorb and convert sunlight into electricity. In 2024 we installed an efficient electric heating system, moving our office areas away from commercial gas boilers. We also converted our entire Staverton lighting system to energy efficient LED technology.



**Social & Society (matrix element 2):**



Priority 1 → SS3 - 23% (Occupational Health and Safety)

Priority 2 → SS5 - 22% (Talent & Retention)

Priority 3 → SS6 - 22% (Training & Development)

Priority 3 → SS2 - 18% (Diversity & Inclusion)

Priority 5 → SS4 – 8% (Responsible Sourcing)

Priority 6 → SS1 – 7% (Community Care)

**SS3 - Occupational Health and Safety (Social & Society):**

**SDG 8**

Employees safety and managing the risks associated with our workplace is always priority. We believe that we can prevent all injuries, and take every possible step to do so, by early identification of potential hazards and through safety training programs for all personnel. Our daily objective is zero reportable incidents. We are proud that our safety record reflects this goal with no reportable and minimal lost-time incidents in 3 years.

In our production and warehouse departments, we ensure that suitable personal protective equipment, such as hearing protection, safety footwear, safety gloves or safety goggles are provided, and that they are appropriate for the requirements of both the employees and the working environment.

- Our safety objective is to maintain our excellent record and continue to listen to our employees' needs.





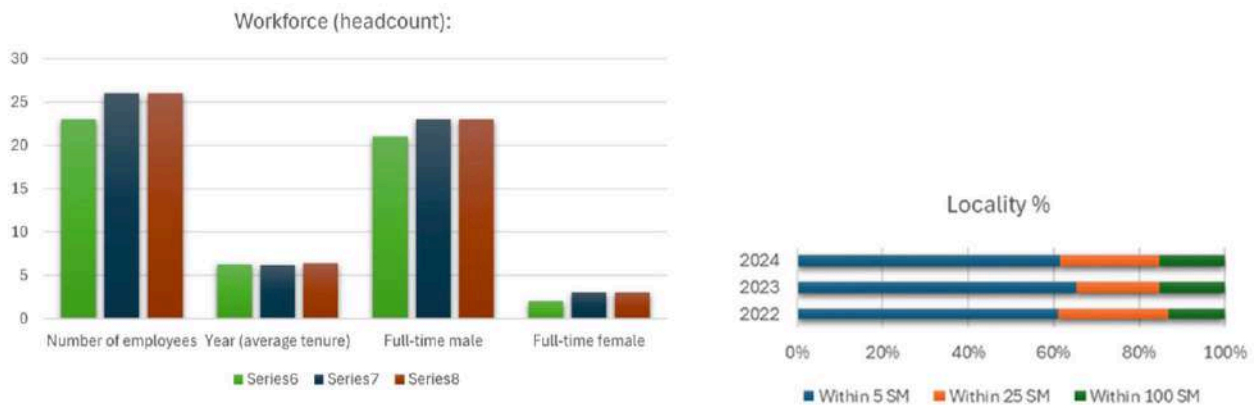
**SS5 – Talent & Retention (Social & Society):**

In total there are 26 employees at Plastim. Delivering high-quality, innovative, and sustainable polymer-solutions takes a talented team. Our geographical location is home to large number of engineering companies, all of which compete for local talent. Recruiting the perfect candidate, developing them and retaining their skillset is challenging but achievable. Our average recorded tenure is 6.3 years.

We are fully committed to building and retaining talent by encouraging job rotations, promotions, and skill development. Management evaluates all employees to identify individuals for future critical roles. Employee development plans are devised to improve the skills needed for these future positions.

We also offer working time and remote working flexibility to improve our team’s work-life balance.

- Business-critical role rotation and skill development within our finished parts department.
- Candidate and course selection process for online ISO 14001 training / certification.



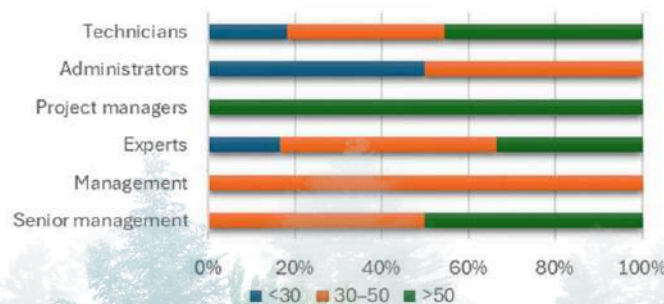
**SS6 – Training & Development (Social & Society):**

For each department, learning on the job is an important element in employee training and development. On the job training, linked to the application of prior professional or educational skills works well. Bringing a skillset from previous experiences works as two-way development (you CAN teach an old dog new tricks).

We encourage the use of e-Learning resources for training, enabling new and existing employees’ access to consistent training programs. For example, our mandatory health and safety training is now an online course.

Department managers, responsible for recruitment, are encouraged to prioritise equality and reduce bias in our hiring processes and assess all candidates holistically from a behavioural and technical perspective.

Age Diversity % (2024)



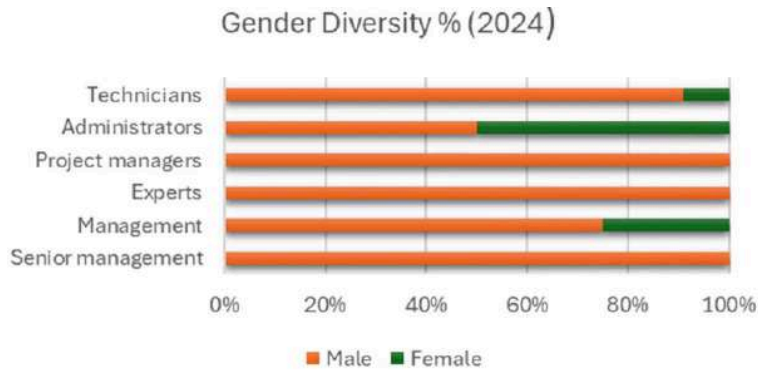
**SS2 – Diversity & Inclusion (Social & Society)**

**SDG 5**

Plastim is committed to fostering diversity, equality and inclusion across all aspects of our business, and we fully respect the Equality Act 2010. We provide employees with the support they need to feel valued at work, regardless of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Unfortunately, engineering remains a male-dominated field. The percentage of women in domestic engineering roles remains low. We see this trend through the lack of female applications we receive. Ageism is not tolerated. We encourage the combination of experience, alongside younger workers with future-fit skills.

- Attracting a more diverse workforce is an ongoing and long-term goal.



**SS4 – Responsible Sourcing (Social & Society):**

Plastim fully respect the UK government guide to transparency in supply chains, and any reform of the Modern Slavery Act to increase the accountability of companies and other organizations to prevent modern slavery in their operations and supply chains.

- In line with the anticipated reforms, we will act in accordance and seek an annual modern slavery and human trafficking statement from suppliers with a turnover greater than £36 million per year.

**SS1 – Community Care (Social & Society):**

**SDG 5**

Plastim actively engage with the local community in which we operate, supporting local environmental initiatives, sports clubs and charities; helping contribute to the well-being of our neighbours. Further from home, we provide financial support to international NGOs actively involved in humanitarianism or the social sciences, including Water Aid, Tree Aid and Build Africa.



**Strategy & Governance (matrix element 3):**



- Priority 1 → SG4 - 23% (Supply Chain Resilience)
- Priority 2 → SG3 - 22% (Ethical principles)
- Priority 3 → SG2 - 18% (Digitalisation)
- Priority 3 → SG5 - 18% (Sustain. Sourced)
- Priority 5 → SG1 – 13% (Data Privacy / Security)
- Priority 6 → SG6 – 6% (Whistleblowing)

**SG4 – Supply Chain Resilience (Strategy & Governance):**

In a competitive market, finding a profitable balance between supply and demand is a major challenge. As highlighted in the survey, a resilient supply chain strategy is a top priority for Plastim. Greater resilience often leads to minimised risk and a greater ability to grow.

With our material distribution, profitability depends upon our ability to minimise surplus product whilst keeping our inventories as lean as possible. Our partners are key to achieving this through real-time stock visibility, responding quickly to our needs, and their operational disruptions. Multiple suppliers provide us with this flexibility and the contingency plan we currently operate.

- Achieving Resilience whilst promoting sustainability relies on communication and promotion of our sustainable objectives. As with EV1, EV4 and EV5, investigation and supply chain vetting.



### **SG3 – Ethical principles, good governance, and transparency (Strategy & Governance):**

Plastim believes a solid governance strategy provides the foundation for our ESG framework. We are an ethical organisation, and we strive to uphold the principle of fairness, through clear communication; the equal treatment of all stakeholders; effective compliance and financial success.

Our ethical culture is all about developing trust among stakeholders, including employees, customers and investors. This trust allows us to flourish and reinforce our good reputation.

Our corporate governance is centered around accurate and trustworthy information. Including accurate and transparent accounting methods, upholding the rule of law, and maintaining investor confidence, all with accountability and integrity during our pursuit of success.

Due to our size, we combine governance issues with existing compliance functions such as legal affairs, internal audits, and human resources. Our lobbying activities are minimal, and we have no immediate influence over any plastic trade associations. We see this changing with growth and our sustainability driven developments.

- Investigate known polymer trade associations and how they can help our sustainability objectives.

### **SG2 – Digitalisation (Strategy & Governance):**

In the last 12 months, with limited resources, we have trialled and integrated new CRM and quoting software that synchronises with our finance and management systems, transforming our sales business processes.

In 2025 we will undertake a complete change to our existing ERP and MRP systems. At this time, and with the same resources, we intend integrating ESG compliance and reporting software to maximise our future reporting efficiency.

- Environmental management software will help us achieve and maintain ISO 14001 certification.

### **SG5 – Sustainable Sourcing (Strategy & Governance):**

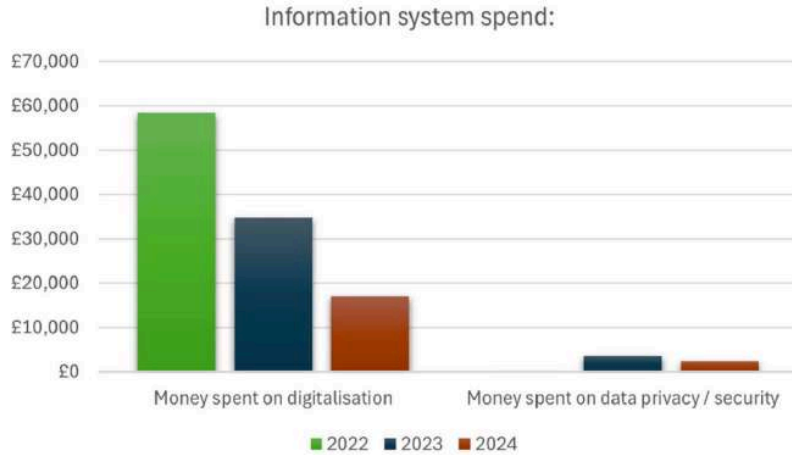
As covered extensively in EV5, sustainability interaction and collaboration with our supply chain is vital. We specify materials produced by third-party manufacturers; understanding the sustainability strategies of these organisations both moulds our opinions and helps develop our sustainable goals.

### **SG1 – Data Privacy / Security (Strategy & Governance):**

Data-privacy and data-security are not the same. Data privacy is about the proper usage, collection, retention, deletion, and storage of data. Data security combines policies, methods, and means to secure personal data.

Plastim employ a third-part cybersecurity company to electronically protect personal data from unauthorized third-party access, malicious attacks, and exploitation. However, not all information is digital. We still deal with paper documents, which hold valuable information worth protecting. Here we practise information security to prevent unauthorized access, use, disclosure, modification, or destruction of information without senior management consent.

- Perform a formal risk assessment to develop a company risk treatment plan.



**SG6 – Whistleblowing (Strategy & Governance):**

Plastim employees and business partners should be able to share information and report incidents of possible misconduct. Currently, all employees have access to a company director and are encouraged to speak-up if they have concerns. Plastim senior management will always protect the anonymity of the whistleblower and protect them against any form of discrimination.

- Draft a formal company whistleblower policy.

**Aligning our objectives with UN Sustainability Development Goals (SDGs):**

World leaders came together in 2015 and made a historic promise to secure the rights and well-being of everyone on a healthy, thriving planet when they adopted the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs).

The agenda remains the world’s roadmap for ending poverty, protecting the planet and tackling inequalities.



**How and where we contribute:**

- SDG 5** (Gender Equality) is covered in passage SS2:
- SDG 6** (Clean Water and Sanitation) is covered in passage SS1:
- SDG 7** (Affordable and Clean Energy) is covered in passage EV3:
- SDG 8** (Decent Work and Economic Growth) is covered in passage SS3:
- SDG 9** (Industry, Innovation, and Infrastructure) is covered in passage EV5:
- SDG 12** (Responsible Consumption and Production) is covered in passage EV4:

## Plastim ESG Data (element 1)

Environmental	2022	2023	2024 Q3
<b>Energy:</b>	<b>kWh / %</b>	<b>kWh / %</b>	<b>kWh %</b>
Electricity	111475	77634	48890
Natural gas	77823	76045	50443
Total energy consumed	189298	153679	99333
Solar energy % of total	0%	23%	11%
<b>Water:</b>	<b>Cm</b>	<b>Cm</b>	<b>Cm</b>
Water volume consumed	183	175	104
Water volume discharged	183	173	99
<b>Waste:</b>	<b>Kg</b>	<b>Kg</b>	<b>Kg</b>
<b>Total waste</b>	<b>24550</b>	<b>42554</b>	<b>27548</b>
Non-hazardous waste to landfill	0	0	0
Non-hazardous waste for recycling	3700	2969	2780
Non-hazardous waste for incineration (waste to energy)	20850	39585	24768
Hazardous waste to landfill	0	0	0
Hazardous waste for recycling	0	0	0
Hazardous waste for incineration	0	0	0
<b>Environmental Expenditure:</b>	<b>£</b>	<b>£</b>	<b>£</b>
Environmental protection expenditures	£8,873	£12,720	£8,570
Environmental investments for assets put into operation	£0	£49,618	£21,552

## Plastim ESG Data (element 2)

Social & Society	2022	2023	2024 Q3
<b>Workforce data - headcount:</b>	<b>No</b>	<b>No</b>	<b>No</b>
<b>Number of employees</b>	<b>23</b>	<b>26</b>	<b>26</b>
Year (average tenure)	6.3	6.2	6.4
Full-time male	21	23	23
Full-time female	2	3	3
Part-time male	0	0	0
Part-time female	0	0	0
<b>Gender and age:</b>	<b>No</b>	<b>No</b>	<b>No</b>
<b>Total &lt;30</b>	<b>3</b>	<b>4</b>	<b>4</b>
Male <30	3	4	4
Female <30	0	0	0
<b>Total 30-50</b>	<b>12</b>	<b>13</b>	<b>13</b>
Male 30-50	10	10	10
Female 30-50	2	3	3
<b>Total &gt;50</b>	<b>8</b>	<b>9</b>	<b>9</b>
Male >50	8	9	9
Female >50	0	0	0
<b>Gender role diversity:</b>	<b>No</b>	<b>No</b>	<b>No</b>
Male senior manager	2	2	2
Female senior manager	0	0	0
Male managers	3	3	3
Female managers	1	1	1
Male experts	6	6	6
Female experts	0	0	0
Male project managers	0	1	1
Female project managers	0	0	0

<b>Gender role diversity - continued</b>	<b>No</b>	<b>No</b>	<b>No</b>
Male administrators	0	1	1
Female administrators	1	1	1
Male technicians	10	10	10
Female technicians	0	1	1
<b>Local employees</b>	<b>No</b>	<b>No</b>	<b>No</b>
<5 SM	14	17	16
<25 SM	6	5	6
>100 SM	3	4	4
<b>Occupational safety</b>	<b>No / hr</b>	<b>No / hr</b>	<b>No / hr</b>
<b>Number of hours worked (average per week)</b>	<b>962</b>	<b>962</b>	<b>851</b>
Total minor injuries	1	1	5
Lost-time injury rate (LTIR)	0	0	8.5
Total reportable injuries	0	0	0
Total reportable injury rate (TRIR)	0	0	0
<b>Training (external)</b>	<b>hr / £</b>	<b>hr / £</b>	<b>hr / £</b>
Senior management	0	4	0
Management	30	16	0
Experts	30	24	0
Project managers	0	4	0
Administrators	0	8	68
Technicians	0	44	60
Average training hours	2.6	3.8	4.9
Total training hours for all employees	60	100	128
Money spent on training	£576	£800	£2,900
<b>Community care</b>	<b>No / £</b>	<b>No / £</b>	<b>No / £</b>
Charitable commitment (No)	6	6	8
Charitable commitment (expenditure)	£14,885	£9,213	£9,728

### Plastim ESG Data (element 3)

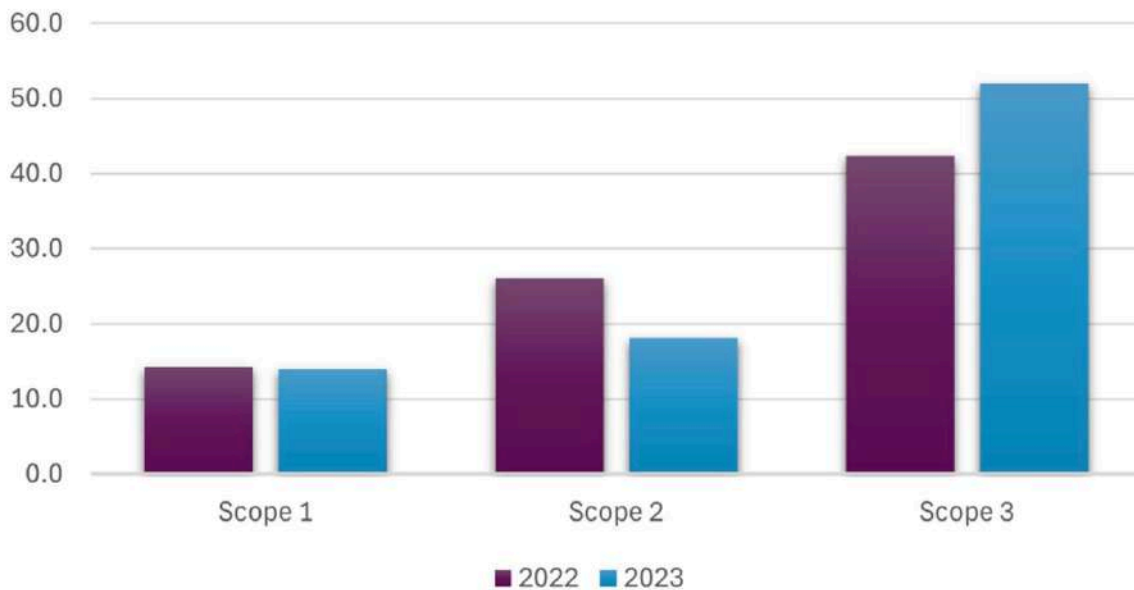
<b>Strategy &amp; Governance</b>	<b>2022</b>	<b>2023</b>	<b>2024 Q3</b>
<b>Supply Chain (Due Diligence)</b>	<b>No</b>	<b>No</b>	<b>No</b>
Key suppliers	20	24	24
Key suppliers offering sustainable practices	13	16	16
All domestic suppliers	38	45	40
All international suppliers	18	19	18
<b>Information systems</b>	<b>£</b>	<b>£</b>	<b>£</b>
Money spent on digitalisation	£58,400	£34,820	£17,047
Money spent on data privacy / security	£0	£3,648	£2,383

- Energy and water details provided by our utility suppliers.
- Waste data provided by our waste recycling specialist.
- Our occupational safety data includes temporary and supervised contractors.
- Below carbon footprint findings are calculated using an online calculation tool.

## Plastim Carbon Footprint

Total Scope Breakdown	2022	2023	2024 (Q3)
Scope	Metric tons of CO <sub>2</sub> e		
Scope 1	14.3	14.0	na
Scope 2	26.0	18.1	na
Scope 3	42.3	51.9	na
Emmissions	Wgt	Wgt	Wgt
Company CO <sub>2</sub> Emissions (tons)	82.6	84.0	na
Average CO <sub>2</sub> Emissions per person (tons)	3.6	2.8	na
Average CO <sub>2</sub> Emissions per person per day (kgs)	15.5	17.1	na
Examples	No	No	No
Equivalent airmiles travelled	282206	287082	na
Trees required to offset	1239	1260	na

Scope breakdown (2022 & 2023):



### List of priority objectives for 2025:

- Survey the plastic producers, within our supply-chain, to better understand their recycling strategies.
- Polymer / application training, to cover increased machined parts demand.
- Formaldehyde gas detector for use during aggressive machining operations.
- Commercial viability and market potential for alternative recycled material grades.
- Role rotation and skill development within our finished parts department.
- Online ISO 14001 training / certification.
- Investigate known polymer trade associations and how they can help our sustainability objectives.
- Environmental management software will help us achieve and maintain ISO 14001 certification.
- Calculate our business sustainability rating (EcoVadis Rating selected).
- Cybersecurity risk assessment and risk treatment plan.
- Draft a formal company whistleblower policy.





# PLASTIM

# ESG REPORT

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