



Companies Act s.172 statement

In making decisions, the Directors take into account the potential long-term implications of these decisions. This is a core component of the Company's strategic planning process.

In order to take account of the Company's employees, the Company has established a new Senior Leadership Team with representatives from a number of key departments, which implements initiatives to ensure that the views and needs of our people are taken into account in our planning and decision making. This team is instrumental in the roll out of the Company strategy across the business.

The Board considers the need to listen to and foster business relationships with suppliers, customers and others as critical to the continued success of the business. As is awareness and consideration of the societal and environmental impact of our operations and particularly increasing awareness and concerns about the recyclability of packaging products. In support of this and in addition to the day-to-day recognition of these matters the Company engages in the following:

- Membership of relevant trade and business organisations, including senior employee involvement as a Board Director of a leading trade body,
- Quarterly full-company briefings engaging with all employees on issues, concerns and performance with a balance of past a future focus,
- Product research and innovation internally and with Suppliers and Customers to continually seek to introduce, develop and promote products with improved environmental credentials,

The Directors recognise the need to act fairly between members of the Company. Wherever a conflict or potential conflict arises, the Board takes independent legal and professional advice to ensure that members are treated fairly.