

## Message from the Executive Management Team



Building on the success of the last few years and the introduction of our ESG Report the Executive Management Team are delighted with the progress of the company towards our Environmental, Social and Governance Goals.

This second ESG Report notes the businesses continued efforts to enhance its contribution in all areas.

Product development has continued apace with significant progress, launching an award-winning range of innovative new materials with improved environmental credentials such as PFAS Free Processing Aids, Reverte™ Biodegradable Additives, and alternative material solutions to traditional plastics utilising biopolymers.

In terms of operations, we are reducing our energy usage and the carbon footprint of our products and processes.

Beyond the company we have made significant efforts supporting a broad range of charities serving both the local people and environment.



Stuart Law
Finance and Operations
Director



Carl Birch
Sales and Marketing
Director



Stephen Bell Process Development Manager



Dr Gary Ogden Technical Manager



Martin Cooper National Account Manager



Michael Spight Supply Chain Manager

### **Wells PM Commitment**



Wells Performance Materials manufactures bespoke compounds and additive masterbatch solutions based on a wide range of polymeric materials from Polyolefins through to Biopolymers, enhancing the properties of polymers in automotive, cabling, fibreoptic ducting, construction, synthetic fibres, healthcare, white goods, food packaging films and many other applications.

Since our first report there remains both intense media attention and regulatory pressure on the use of certain (single use) 'plastics'. Polymers in general, are vital to the supply chains of many sectors and are unlikely to be supplanted by alternative materials which do not offer the same level of performance.

Wells continues to ensure that wherever possible the right material for the application is recommended on a scientific basis, that might include aspects such as suitability, durability, carbon footprint and sustainability.

The use of polymers continue to actively reduce the carbon footprint in many of the products and applications that they are used in from light weighting in the automotive and transport industry, through to food preservation and protection of goods.

Over the past 12 months Wells PM has seen a substantial increase in the number of its developments and new products improving the environmental profile of articles and replacing existing more traditional solutions. This has helped underpin Wells ongoing commitment to improving its sustainability profile.

Wells PM recognises that all of the products and services it offers have an impact on the environment and recognises that climate change and finite resources must be significant considerations in its long-term business plan.

As such Wells remains committed to minimising any negative impacts that its operations may have on the environment both locally and further afield and is continually improving the sustainability of the business.

Wells continues to expand its sustainability credentials to include not only environmental impact but a fully holistic approach to include labour, human rights, ethics and supply chain.



Wells is committed to working towards the 17 goals of sustainable development outlined by the United Nations'

## **Sustainability Policy**



Wells Performance Materials Ltd creates innovative polymer additive masterbatches and compounds with a sustainable future in mind. Wells continuously looks to drive sustainability in its products and solutions, using the triple bottom line of **People**, **Planet** and **Profit** in its product development and its business operations.

Through a diverse product range which includes masterbatches and compounds that enable light weighting, extend product life, improve process stability, offer biodegradability and reduce energy consumption Wells strives to enable its customers to meet current and the future needs of society. To help deliver this, Wells supports its suppliers to further develop their sustainability and corporate responsibility.

Following extensive third-party testing, Wells is delighted to share the most recent biodegradation data for the flagship Biodegradable Additive - Reverte<sup>™</sup> which has shown to totally biodegrade polyolefins in both compost and soil.

Wells also works to ensure that it fully complies with all applicable laws and adheres to internationally recognised environmental, social and corporate governance standards.

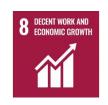
#### **People:** Wells aims to be a socially responsible business.

Wells does this by:

- Providing all staff with a good, safe, fair, non discriminatory work environment.
- Acting in accordance with internationally-recognised human rights and standards, including the International Bill of Human Rights, the international Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights as detailed in the "Human Rights and Modern Slavery Policy"
- Providing employees with a safe working environment, focusing on health and safety together with continuous improvements.
- Offering employees professional development through training opportunities and yearly appraisals.
- Acting as a responsible neighbour.
- Respecting the land rights of local populations in business operation areas
- Committing to the release of products that are safe for our customers in line with the recommendations and instructions provided through our product data sheets









## **Sustainability Policy**



Planet: Wells is committed to minimising the impacts that its products and services have on the environment.

Wells does this by:

- Continually improving its Environmental Management System and maintaining ISO 14001 certification.
- Implementing PAS 510 (Operation Clean Sweep – Prevention of pellet loss)
- Monitoring and reducing energy and water waste.
- Calculating the carbon footprint of the sites and sharing this with employees.
- Working to reduce absolute scope 1 and 2 GHG emissions by 34% by 2030 from a 2022 base year, on a pathway to net zero by 2050.
- Reducing waste and recycling/ reusing as much as possible.
- Providing employees with environmental awareness training.





# **Profit:** Wells' goal is to be a profitable and successful business today and, in the future.

Wells does this by:

- Providing innovative and value-adding products that meet customers' needs in terms of functionality, competitiveness and delivery.
- Acting ethically and professionally, in accordance with laws, regulations and sector practice.
- Researching and developing new products, embracing new technology, to meet customers' changing needs.
- Continually improving business operations and the Quality Management System.
- Working closely with customers and suppliers to foster long-lasting collaborations.
- Providing a stable financial basis, maintaining a focus on fiscal results and cash flow.



Signed:

Name: Stuart Law Date: 19.07.2024





#### **Wells Governance**



- Wells recognise the duty of a producer to be responsible for its actions
- Wells was one of the first companies to sign up to Operation Clean
   Sweep in the UK, an initiative to prevent the escape of plastic pellets from the manufacturing world into the environment.
- In addition to already established Quality ISO 9001 accreditation Wells became ISO 14001 certified in 2019 which means operating an fully integrated Environmental Management System (EMS) framework set out to manage the immediate and long-term environmental impacts of our products and processes.
- Wells have held a Silver or Gold Ecovadis Sustainability Rating since 2020, continually improving year on year on each of the 5 assessments taken, narrowly missing out on Gold in 2025, whilst still improving across nearly all sectors, scoring in the top 4% of industry registered companies in terms of environmental performance and the top 2% in sustainable procurement.















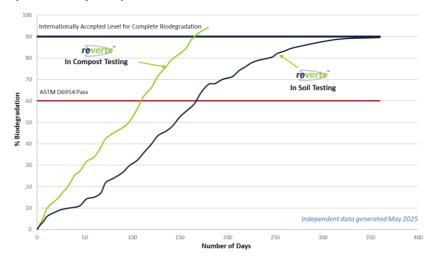


- JOSCAR, SASO and ESMA accreditations prove Wells operations to the standard required to be a trusted partner for aerospace, defence, security and international business sectors.
- Working closely with the Staffordshire Business & Environment Network (SBEN) and taking part in the green solutions programme including, having full site surveys completed to identify ways to reduce the businesses' carbon footprint. Actions from this including, lighting motion sensors across all warehouse facilities, machine motors have been replaced with newer more efficient alternatives giving a combined annual CO2 saving of 5.2T / year. A defined carbon reduction target has been set and committed to by management, with a clear roadmap put in place for how we can achieve this goal with 2024 data showing that we are on track.

## **Sustainability Solutions**



Wells knows that **Providing Solutions...Adding Value** to customers through innovation and technical excellence fundamentally includes sustainability. Whilst sustainability and plastics can sound counterintuitive to those outside of the industry but nothing could be farther from the truth, whether that be masterbatches to help widen the processing window of recycled feedstocks for film extruders and moulders, or high performance additive masterbatches which allow down gauging and light-weighting of products. Therefore, Wells proactively develops products which can improve the sustainability profile of your products.



- Reverte<sup>™</sup> treated polyethylene film has been tested under ASTM D6954-24 conditions by an independent laboratory.
- Tier 2 testing was conducted both to ASTM D5338 and ASTM D5988 over a 180-day and 360-day period respectively, the results confirm biodegradation ≥ 90%, meeting the internationally accepted level for complete biodegradation.

Recent changes in legislation and concerns over the environmental impact of per- and polyfluoroalkyl substances (PFAS) has necessitated a rethink of processing aid chemistries.

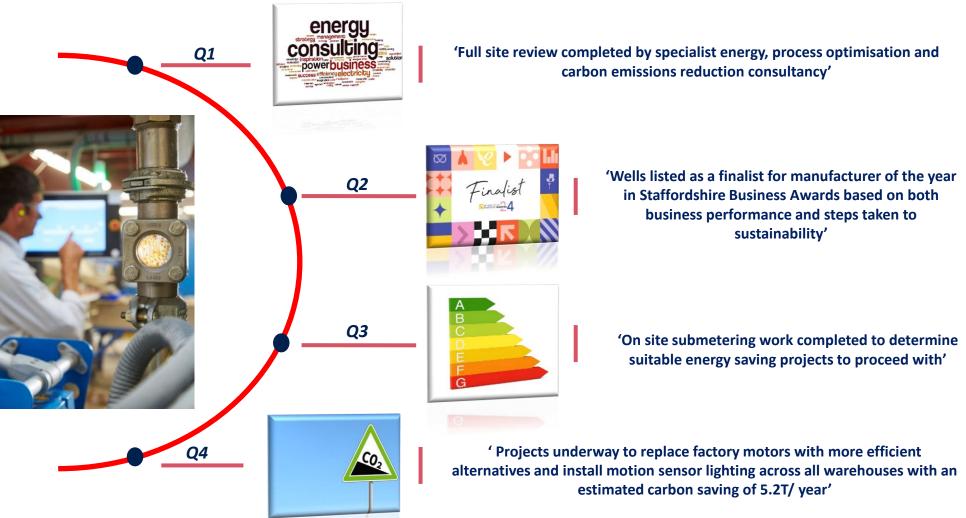


- Wells PM has created a range of PFAS Free Process Aid Masterbatches with comparable melt fracture elimination to traditional fluoropolymer process aids.
- Light transmission through the film remains excellent.
- PA96767 and PA96902 shows minimal change in surface energy when compared to the standard film and is therefore fully compatible with sealing and printing processes.
- Full Food Contact Approvals.

**Providing Solutions...Adding Value** 

## **2024 Highlights**





#### **EcoVadis Scorecard 2025**



Through the process of regular external reviews and the feedback provided by EcoVadis each year Wells continually looking to improve its policies and onsite operations in line with sustainability guidelines



## **GHG Footprint**

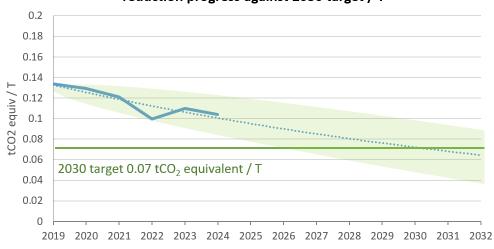


The energy audit results for scope 1 and 2 emissions have been used to generate our baseline emissions footprint. Using Carbon Accounting and Reporting (CFAR), we have calculated our emissions over the past 5 years (2019 - 2024) for scope 1 & 2

This includes emissions from:

UK electricity generated : UK fuels, Gaseous Fuels, Propane Fuels, Liquid Fuels, Diesel Fuels, Gas Oil Fuels, Petrol (average biofuel blend) Fuels, Waste Oils Refrigerant and others, Kyoto Protocol Products, HFC – 134A Passenger vehicles, Cars

Wells PM Scope 1 & 2 tCO<sub>2</sub> equivalent reduction progress against 2030 target / T



Target: 34% from 2022 is 0.07 tCO<sub>2</sub> Equiv. (scope 1 & 2) / T

Year	Scope 1	Scope 2	Scope 1 & 2 tCO <sub>2</sub> Equiv	Production (T)	Scope 1 & 2 tCO <sub>2</sub> equiv / T
2019	7.05	1079.47	1086.52	8128	0.13
2020	5.8	928.05	933.85	7232	0.13
2021	36.02	906.59	942.61	7801	0.12
2022	16.73	833.05	849.78	8549	0.10
2023	12.64	824.96	837.6	7636	0.11
2024	10.92	808.58	819.5	7883	0.10

Based on the data collected and through implementing carbon reduction projects we have set our target of 34% less emissions per tonne of material produced in Scope 1 and 2 emissions by 2030

