



2024 Review

EBB

Sustainability Programme

We take our environmental impact seriously. Our integrated Quality, Environmental and Energy Management Systems have driven continuous improvement in our business practices year after year. We recognize that building a sustainable business is a significant challenge, but it is one we are fully committed to.

Introduction

At EBB, our commitment to sustainability continues to grow alongside the services and support we offer our customers. As an independently owned business, we're proud of our industry-leading stock availability, reliable service, and trusted, long-term partnerships.

We take our environmental responsibilities seriously. Our integrated Quality, Environmental, Energy, and Chain of Custody Management Systems drive continuous improvement across all areas of our operations. We are also preparing for the upcoming EU Deforestation Regulation (EUDR)*, working closely with suppliers to ensure responsible sourcing and full traceability.

Transparency remains central to our approach. This year, we published our carbon footprint for the second time, strengthening our commitment to open, accountable reporting. Our new Warehouse Management System (WMS)* will further enhance supply chain traceability.



We also continue to align our strategy with the United Nations Sustainable Development Goals (SDGs); a universal framework designed to tackle the world's most pressing environmental, social, and economic challenges by 2030. These 17 interconnected goals guide global efforts to protect the planet, promote prosperity, and ensure no one is left behind. At EBB, we are embedding relevant SDGs into our daily operations, recognising their value not only as a blueprint for global progress but as a practical guide to help shape responsible business decisions.

By working with us, you are partnering with a business that is serious about building a more sustainable future – for our industry, our communities, and the planet.

*See our case studies on page 7



Rebecca Elliott, Sustainability & Compliance Manager

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For me, sustainability is about purpose; making meaningful decisions that shape a better future. From reducing our impact to supporting responsible suppliers, I believe real change comes when sustainability is part of how we think, work, and grow.

Our Accreditations & Commitments



Shared goals, shared future



Transparency & Reporting

Last year, we established our baseline by collecting and analysing our 2023 data on Scope 1, 2, & 3 emissions. Over the past year, this has provided a solid foundation for us to better understand our environmental impact and identify where improvements can be made. Now, in our second year of reporting, we're building on that base. We remain committed to transparency and will continue to openly share our progress. We value collaboration and are engaging with our industry peers to drive forward collective efforts in our sector.



Sustainable Sourcing

Our approach to sustainable sourcing has matured over the past year as we continue to strengthen long-term relationships with our suppliers. We're working closer than ever to ensure that shared values, particularly around ethical conduct and environmental responsibility, are upheld throughout the supply chain. We want to ensure that our sourcing practices reflect both our current goals and future ambitions.



Community Engagement*

Over the past 12 months, we have deepened our commitment to community by supporting youth sports teams, matching employee fundraising, and donating stock to schools and children's hospitals. Looking ahead, we're committed to growing our impact through local initiatives and partnerships.



*See our case studies on page 7



Employee Involvement

Our people remain at the heart of everything we do. Over the past year, we've continued to invest in employee training and well-being. We continue to pay the Real Living Wage as a minimum and offer a strong package of benefits. Feedback from our teams helps shape how we evolve as an employer and we remain focused on creating a working environment where everyone feels supported, valued, and motivated.





Carbon Footprint Methodology

In 2024, we completed our first full Greenhouse Gas (GHG) assessment, establishing a clear emissions baseline. This data-driven foundation enables us to understand our impact and prioritise meaningful action focused on reducing emissions at the source, not masking them with offsets.

Over 98% of our emissions come from our supply chain and product lifecycle, so we continue to prioritise collaboration with suppliers who share our sustainability values and have robust targets in place.

Our footprint is calculated in line with the GHG Protocol and ISO 14064-1:2018 standards, and is independently verified by a third party to ensure credibility and transparency. We update this data annually to inform our strategy and guide our next steps with confidence.



Progress through Transparency:

Emissions 2023 v 2024

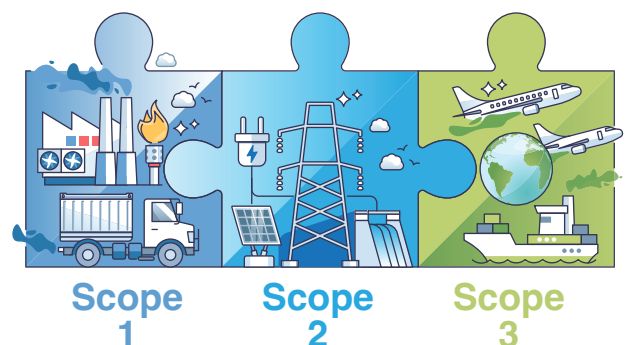
During 2024, we undertook a recalculation of certain 2023 figures, specifically regarding travel distances and associated carbon emissions from supplier mills to our facilities. We improved the accuracy of the figures and wanted to show data-backed emissions to aid transparency.

The rise in electricity carbon in 2024 reflects the impact of acquiring Realt in Dublin and relocating our Leicester facility. Further details on how we intend to address and improve our energy efficiency can be found in our Journey to Net Zero on the next page.

In line with increased activity, we received and sold a higher volume of product in 2024 compared to 2023. This growth contributed to a 15% increase in our Scope 3 emissions, primarily driven by purchased goods and services, upstream transport, and processing of sold products.

Capital goods emissions increased in 2024, reflecting investments in new equipment for our Leicester facility, including the installation of new racking and the replacement of gas-powered forklifts with battery-powered alternatives.

Any decreases in emissions are comprehensively detailed within our Pathway to Net Zero section, illustrating our ongoing commitment to sustainable progress.



Greenhouse Gas (GHG) Results

Reporting Period: 1st January - 31st December

Reporting Year		2023	2024
Scope	Category	tCO ₂ e	
Scope 1	Company Premises	63.8	57.5
	Company Vehicles	3,284.7	3,178.2
	Scope 1 - Total	3,348.5	3,235.7
Scope 2	Purchased Electricity*	287.4	292.6
	Scope 2 - Total	287.4	292.6
Totals	Scope 1 & 2	3,635.9	3,528.3
Scope 3	Purchased Goods and Services	110,268.1	128,482.2
	Capital Goods	454.7	1,000.1
	Fuel & Energy Related Activities	941.8	873.1
	Upstream Transport	13,634.2	19,962.0
	Waste Generated in Operations	35.0	3.2
	Business Travel	76.5	60.6
	Commuting	209.3	215.0
	Home Working	12.2	12.7
	Process of Sold Products	39,992.3	43,964.7
	End of Life	28,483.6	21,262.5
	Scope 3 - Total	194,107.5	215,836.1
Totals	Scope 1, 2 & 3	197,743.4	219,364.4

Intensity Ratios	2023	2024
tCO ₂ e per £1m of Turnover	902.8	998.7
tCO ₂ e per Employee	751.9	794.8
kgCO ₂ e per Tonne Sold (Scope 1 & 2)	22.0	22.0
kgCO ₂ e per Tonne Sold (Scope 1, 2 & 3)	1,198.9	1,247.3

*Market-Based

Our Pathway to Net Zero

EBB is committed to achieving Net Zero by 2030 for Scope 1 & 2 (Excluding commercial vehicles).

Progress so far...

Electricity

Target: 100% renewable only electricity by 2030.

Progress: While we await the expiry of our final few non-renewable electricity tariffs, we're pleased to confirm that **all our sites will be on fully renewable energy contracts by the end of 2025.**



Gas Forklifts

Our gas forklifts are being replaced with electric models which will run on renewable energy.

Target: Zero gas forklifts by 2030.

Progress: 2023: 20 gas forklifts ➡ 2024: 7 gas forklifts = **↓ 65% reduction**



Waste

We have changed the way we collect and dispose of our office waste, with some brilliant results.

Target: Zero waste to landfill by 2030.

Progress:

2023: 48,596kg of **general waste to landfill** ➡ 2024: 30,600kg of **general waste to landfill** = **↓ 37% reduction**

2023: 7,650kg of **dry mixed recycling** ➡ 2024: 19,384kg of **dry mixed recycling** = **↑ 153% increase**



Company Cars

Target: 100% electric company cars by 2030.

Progress:

2023: 15 (40% of fleet) 100% electric cars ➡ 2024: 29 (67% of fleet) 100% electric cars = **↑ 27% increase**



Business Travel

We achieved a 26% reduction in business travel, largely due to our Irish operation becoming more self-sufficient, reducing the need for regular visits from UK operational teams.



End-of-life impact

The end-of-life impact of our products improved by 34% thanks to higher recycling rates across the paper and board we supply.



Food Safety Certification

Target: Have our Leicester site certificated by the end of 2025.

Progress: **✓ on target to be achieved by end of 2025**



Barcoded Warehouses

Target: EBB is investing £1.2 million into a new warehouse management system which will be fully operational by the end of 2025.

Progress: **✓ on target to be achieved by end of 2025**



Charity Match Funding

Target: Our aim is to match a £10,000 a year to staff charity events.

Progress: **In 2024, our first year of the initiative, 3 staff raised £911.98 & €580 — which we matched.**



Longevity of Staff

We pride ourselves in having a dedicated, committed team, this is a strong indicator of loyalty and long-term engagement. **We currently have two members of staff who have been at EBB for over 42 years and 35% of our staff have been at EBB for over 10 years.**



Case Studies

EBB Leads the Way on EU Deforestation Regulation (EUDR) Compliance

As environmental regulations continue to evolve across Europe, we're proud to be leading the way in industry readiness for the new EU Deforestation Regulation (EUDR). This landmark legislation aims to combat deforestation and forest degradation by introducing stricter due diligence requirements for a wide range of commodities, including paper and paperboard.

We've stayed ahead of the curve by closely monitoring developments, actively engaging with our suppliers, and preparing our systems well in advance. Our team has worked hard to ensure that we not only comply with the regulation ourselves, but also support our customers in meeting their obligations with confidence.

The compliance journey begins upstream, where our European suppliers input due diligence data into the EU's TRACES system. We collect this data and provide the necessary details to customers who require it. We are aiming to have the same process for all our non-EU suppliers.



Driving Sustainable Operations with a Warehouse Management System

As part of our ongoing commitment to operational excellence and responsible business, we have invested £1.2 million and started implementation of a Warehouse Management System (WMS) that will bring measurable benefits across our logistics and distribution network.

The WMS will significantly reduce unnecessary energy consumption by optimising stock movements, storage layouts, and picking routes. It will maximise the use of available warehouse space while minimising the movement of goods and equipment resulting in lower fuel usage, reduced emissions, and greater operational efficiency.

Employees will receive training as part of the rollout, supporting internal skills development and job enrichment.

The system will provide improved traceability of goods and materials, enhancing compliance with regulatory standards, including Food safety traceability, EUDR and Extended Producer Responsibility (EPR) requirements.

This investment reflects our belief that efficiency and responsibility go hand in hand. As we move into 2025, the WMS will become a core part of how we deliver on our sustainability strategy while reducing our environmental impact, creating a safer and more equitable workplace, and strengthening governance across our supply chain.

Social Value schemes

We believe the future lies with the next generation and that's why so many of our community initiatives focus on supporting children and young people. Across schools, trusts, and local communities, we're proud to invest in the potential of those who will shape tomorrow.

We offer a rebate initiative for Multi School Trusts, giving back a portion of spend to support vital needs like free school meals, classroom resources, and student wellbeing programmes. It's a practical way to support the education sector while building long-term relationships with schools and Trusts across the UK.

Through our Youth Team Sponsorship scheme, we help schools and community groups access the resources they need to participate in team sports by covering costs for kit, equipment, and events. By removing financial barriers, we're helping more young people from all backgrounds enjoy the benefits of sport and feel part of something bigger.

Creativity matters too. That's why we donate paper and card for use in hospices, special schools, and NHS children's services.

And because education around sustainability is more important than ever, our teams also visit schools to share knowledge about forests, recycling, and careers in the paper industry. From assemblies to careers days, we love engaging with students and showing how paper can be part of a greener future.

Alongside this, our Charity Match Funding scheme gives every EBB team member the chance to double their fundraising impact. It brings communities together, raises awareness, and builds team spirit through shared purpose.



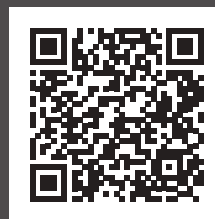
Sustainability Updates



For us to really make a change, we all need to be working towards a sustainable future together. We will be sharing trade sustainable news, stories, events, webinars and innovation on our website and Social Media channels.

Please follow us on LinkedIn for these updates.

We would love to hear your thoughts on our sustainability efforts. Please e-mail us at sustainability@ebbgroup.com to ask questions or share your stories with us.



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