Moulding the future™

ONEPLASTICS SUSTAINABILITY REPORT 2013
MOULDING THE FUTURE™

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INTRODUCTION

Message from CEO:
Plastics form an integral part of our everyday lives. It has become the material of choice for products ranging from simple packaging to highly complex and powerful computer systems. OnePlastics is committed to providing industry leading solutions as well as driving technological advances for the plastics industry, through innovative and exciting product design and development. We aim to be the leading provider in each segment of our business offerings.

In order to effectively achieve this goal, our plastics group needs to have a unified identity and a brand to adequately match that identity. We have unified that identity under the “OnePlastics” “Moulding the future” brand. We chose Moulding the future as our tagline as we feel that it adequately fits into several of our key strategic objectives, in the areas of sustainability and technological development.

Sustainable production is critical for every industry and for industries which consume natural resources such as oil, this is especially true. OnePlastics recognises the role it must play in driving efficiencies in our production process, through lightweighting of products, and the introduction of new technologies which offer lower energy consumption. We believe one of the biggest impacts we can have on our industry is leading the way in the recycling and reuse of end of life products and putting them back into the value stream.

We are pleased with our ongoing development and compliance to many international standards, such as RoHS and REACH standards. Since OnePlastics has come about from the amalgamation of individual companies, the challenge for us as we move forward to next year is to create a set of common standards and metrics for the group through implementing and standardising the best practices that exist today across all units. I refer to this as the “OnePlastics way”.

Many companies have been through tough challenges in recent years, as a result of global economic conditions. Through careful decision making, OnePlastics has successfully overcome these challenging times, performing well in achieving its stated targets. We are now well positioned to move forward in the delivery of all our strategic objectives.

Finally I would like to express my gratitude to all our stakeholders for the valuable contributions you have made to our organisation's growth and development. I will personally be striving to ensure that we increase the depth of this engagement with each of you.

Alan Walsh CEO
ABOUT US

OnePlastics is the speciality plastics division of One Fifty One plc (One51)

One51
Since 2005, One51 has operated a portfolio of businesses in the areas of environmental services, renewable energy and injection moulding plastics. Due to the growth within the plastics division, OnePlastics was born out of One51 to function as a distinct division, and to create a recognisable brand within the plastics injection moulding industry, subsequently driving revenue and growth.

One51 is not listed on a stock exchange. Shares are traded on the grey market via approved brokers.

Further information on One51 is available at www.one51.com

OnePlastics
With a turnover approaching €100 million, OnePlastics Group is advancing on three continents. Investing continually in all areas of our businesses, our 500+ employees service global brands including EMC, Nestle, Akzo Nobel, Biffa, Wavin and Veolia. OnePlastics is an operating segment within the One51 plc Group. Details of the financial performance of the OnePlastics Group and the wider One51 Group can be found in the One51 2013 Annual Report located in the Investor Relations section of the One51 corporate website www.one51.com

www.oneplastics.com/about-us

This report covers plants in Ireland, the UK and China. The Boston location is a virtual office with two contractors residing in a customer’s premises and so is considered immaterial for the purposes of this report. Thomac in Ireland accounts for less than 2% of turnover. It is not in same reporting system as other units so a decision was made not to include figures in this year’s report.

Accreditation Standards
www.oneplastics.com/about-us/#key-facts

OnePlastics Locations
1. MGB (Rotherham, UK)
2. AAC SF and AAC Technology (Tamworth, UK)
3. Protech Plastics Containers (Tamworth, UK)
4. Protech Performance Plastics (Cork, Ireland)
5. Thomac (Shannon, Ireland)
6. Protech Performance Plastics (Boston, USA)
7. Protech Performance Plastics (Shanghai, China)

Key Facts

- €100M
- 250K sq footage total
- 150+ machines
- €30M invested in the last 5 years
- Global locations across 3 continents
- 500+ employees (and growing)
ABOUT THIS REPORT

Donagh Murphy  
Global Operations Manager, Protech

This is the first sustainability report to be published by the OnePlastics Group. The focus of creating this report is to provide a more comprehensive insight to the group for all our stakeholders. OnePlastics Group has developed a reputation, which it is determined to maintain, for consistently pioneering change and development, for the betterment of all organisational stakeholders, both internal and external.

I have been given the responsibility for co-ordinating the production of this report and am the contact point for any queries or feedback from readers of the report. As this is our first report there have been a lot of lessons learned along the way. I would like to thank all of the contributors for the time they dedicated to collecting and collating data.

As already described by our CEO, OnePlastics has come about from the amalgamation of individual companies, with different backgrounds and serving different industries. This created some challenges for us in creating this report and one of the challenges for us next year will be to continue the standardisation of data collection and reporting across the group.

The process of creating this report has helped to focus our attention more clearly on key opportunities for improvement enabling a proactive conversation across the group which will continue for a long time.

As this is our first report, some of it is very much setting out a “current state” overview. Once we started to examine ourselves, it was refreshing to note the level of activity that is ongoing across the group in the area of sustainability. I’m very sure that this inaugural report will be a catalyst to really drive these programmes forward.

Donagh Murphy  
Global Operations Manager, Protech

Targets for 2014:
As a result of going through this process, we have identified a number of targets which we would like to achieve in 2014:
1. Standardisation of the recording and presenting of data across the group
2. Full roll out of the OnePlastics Brand across the group and to all our stakeholders
3. Continue lightweighting programmes with the introduction of a new 2 cavity 16ltr pail
4. Target specifically hand dryers as a potential energy saving project
5. Develop a Centre of Excellence to focus on sustainable product design and sustainable value engineering programmes

Our Stakeholders
Our stakeholders comprise anybody or any group on which we have a significant impact or who can affect OnePlastics:
• Customers
• Users of product
• Employees
• Suppliers
• Shareholders
• Community (local to plant locations)
• Society (national and global community)
• Governments
• Regulatory authorities

Our Stakeholders reporting focus is aligned with their viewpoint.

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• Regulatory authorities

Our Stakeholders reporting focus is aligned with their viewpoint.

Moulding is the core operation of our businesses but our interpretation of moulding in the context of our vision is to positively and constructively shape our businesses, our employees, our environment and our futures. Our vision requires us to constantly monitor, assess and invest.

We’re proud of this track record and our solid reputation. Since 2010, we have continued to invest in our people and manufacturing facilities. This means we remain at the cutting-edge of injection moulding technology, manufacturing and developing new techniques which enable us to provide better products, better services and better places to work. We plan and aim for better results, both now and for the future. This report is a first step for us in sharing our story.
### Prioritising Material Issues

<table>
<thead>
<tr>
<th>Importance to Stakeholders</th>
<th>Impacts Occur Within the Organisation</th>
<th>Impacts Occur Outside the Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Economic, Environmental, Social Impacts on Business</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Place</td>
<td>Workplace</td>
<td>Environment</td>
</tr>
<tr>
<td>Ethical conduct</td>
<td>Yes</td>
<td>Suppliers, Customers, Society</td>
</tr>
<tr>
<td>Product design</td>
<td>Yes</td>
<td>Customers, End Users, Society</td>
</tr>
<tr>
<td>Use of raw material</td>
<td>Yes</td>
<td>Suppliers</td>
</tr>
<tr>
<td>Use of recycled material</td>
<td>Yes</td>
<td>Suppliers, Society</td>
</tr>
<tr>
<td>Waste</td>
<td>Yes</td>
<td>Community, Society</td>
</tr>
<tr>
<td>Energy use</td>
<td>Yes</td>
<td>Society</td>
</tr>
<tr>
<td>Plastic pollution</td>
<td>Yes</td>
<td>Customers, Community</td>
</tr>
<tr>
<td>Employment</td>
<td>Yes</td>
<td>Community, Society</td>
</tr>
<tr>
<td>Supplier assessment</td>
<td>Yes</td>
<td>Suppliers, Customers</td>
</tr>
<tr>
<td>Training</td>
<td>Yes</td>
<td>Community</td>
</tr>
<tr>
<td>New plants</td>
<td>Yes</td>
<td>Suppliers, Community</td>
</tr>
<tr>
<td>Health &amp; safety</td>
<td>Yes</td>
<td>Community, Society</td>
</tr>
</tbody>
</table>

We have divided our report into the four pillars of Marketplace, Workplace, Environment and Community. The GRI G4 Content Index acts as a guide to help readers find information related to specific indicators.

### Marketplace

Our process is designed to fully understand customer requirements and translate those requirements into a high quality finished product in the most cost effective manner possible.

From concept, design and manufacture, to logistics and supply chain management, our process is engineered to provide an integrated solution to our customers so that we not only manufacture the product, but provide our customers with solutions to other supply chain problems.

At the heart of what we do is a drive to ensure that the concept and design meets the customers’ product specification, whilst optimising the production process, producing the highest quality products and ensuring best value. We partner with our customers to focus on the needs of the end user and how the end user engages with the product. For example, we make packaging for infant milk formula and need to be aware of potential risks for the end consumer.

OnePlastics is proud of its extensive customer base. We offer our customers global back-up services for project management in the USA, Europe and Asia.

OnePlastics is a truly global operation and our customer base reflects the reach of our operations. We work very closely with customers to develop new products and innovative, value-engineered solutions for existing products. We provide products which are both cost effective and consumer friendly using the latest in injection moulding technology to provide a highly consistent and reliable product.
Market Sectors Served

Waste Management and Recycling
www.oneplastics.com/waste-management-and-recycling

Rigid Plastic Packaging
www.oneplastics.com/rigid-plastic-packaging

Contract Manufacturing
www.oneplastics.com/contract-manufacturing

Electronics
www.oneplastics.com/electronics

2013 Highlights

1M Wheeled Bins
11M Paint Cans
0.6M Aquacells
20M IMF Caps
5M Drive Carriers
1.6M Agri-Feed Buckets

New Plants
As part of our global commitment to our customers, we created two separate new plants to support them:

Protech Plastic Containers UK (PPC) was set up as a dedicated site to support the UK container business. The business model incorporates a "just in time" methodology delivering containers which are produced close to the filling lines. This gives greater flexibility to our customer and has lowered transportation costs and emissions from transportation by positioning the plant in the same area.

Protech China was established to support growing demand in Asia to service the electronics portion of our business. It is another example of OnePlastics demonstrating its commitment to driving growth on a global level, and providing in-region support to our major customers.

Both new plants were set up in brownfield sites using the latest technology available.

Safety and Compliance of Products

RoHS Compliance
RoHS stands for Restriction of Hazardous Substances. RoHS, also known as Directive 2002/95/EC, originated in the European Union. The RoHS directive aims to restrict certain dangerous substances commonly used in electrical and electronic equipment. Any RoHS compliant component is tested for the presence of Lead (Pb), Cadmium (Cd), Mercury (Hg), Hexavalent chromium (Hex-Cr), Polybrominated biphenyls (PBB), and Polybrominated diphenyl ethers (PBDE).


Registration - Chemical producers are obliged to register safety data for all chemicals produced in quantities above one ton a year to a central agency. Less information is required the lower the tonnage of chemicals produced per year, with only very basic information required for 1-10 tons.

Evaluation - Experts from member states and the European Agency will evaluate safety data for higher volume chemicals and other chemicals of concern.

Authorisation - Chemicals of "very high concern" would be phased out and replaced by safer alternatives, unless industry can show "adequate control" of the risk from their use or that their benefits outweigh the risks.

Restriction of Chemicals - chemicals may be banned or some uses may be restricted if the European Chemicals Agency, the European Commission or EU Member States consider that action is necessary.

RoHS restrictions are based on hazards - if a substance is hazardous and there are alternatives, then it could be banned. REACH restrictions are introduced only if a risk to human health or the environment can be proven. It cannot be controlled and substitutes exist. RoHS restrictions can be imposed without a full assessment of the impact of the possible alternatives. It is enough to show that there is a potential risk without evidence of an actual risk.

REACH restrictions are based on lengthy risk assessments that consider research into the impact of the substance in its entire life cycle and also the possible alternatives. This also considers the control measures used by industry to minimise risk and social and economic issues.

We have been working with Qpoint (www.qpointtech.com) since 2011 to enable REACH and RoHS compliance. Qpoint supports customers worldwide in their goal to be compliant with environmental regulations such as REACH and RoHS.

To date we have loaded 907 part numbers to their QDX web based system. The process involves Qpoint sending Protech an email request to certify lists of part numbers for RoHS and REACH. The part number list will either be for new part numbers being released or to recently existing parts for REACH, as this REACH substance list expands. The European Chemicals Agency update the substance list twice annually, once in June and again in December.

Protech responds to each and every request received from Qpoint in a timely manner with the aim to have all part number lists updated as quickly as possible.

Helping our Customers Design and Make Better Products

OnePlastics is continuously innovating in each of its product sectors, with a focus on developing products that are best in class. OnePlastics has worked closely with its recycled polymer suppliers and its customers to develop recycled polymer grades which closely mirror the characteristics of virgin polymer, thus producing more environmentally friendly products and reducing our carbon footprint, and also helping our customers to reduce theirs.

During the design and consultancy phase we work with customers to assess and forecast the cost savings and positive environmental impact that can be achieved. At any one time the group may be producing between 600 – 1000 product lines, and between 1M and 5M units per product line.

CASE STUDY_ Filler panel Material Change and Lightweighting:

One programme which was very successful in 2013 involved the value engineering of an existing product for one of our clients. The main problem was that the part in question was a disposable item at the end customers' point of use. Originally the part was designed from PC + ABS which is not a kerbside recyclable material which meant that after use these parts would end up in landfill or incineration.

The solution we implemented was to change the material to a PP resin, which is fully kerbside recyclable. We also took the opportunity to redesign the part and make it lighter. We managed to remove 20% of the weight of the part and successfully moulded the part in PP. We were also able to gain a 10% reduction in cycle time. Reduction in weight means less fuel is used in transporting the product and reduction in cycle time means that less energy is consumed during manufacture of the product. The part is now in full service in high volume.
Working with Suppliers

Suppliers are key to most organisations, and this is certainly true for the OnePlastics Group. Our sourcing decisions are made using several key metrics. Top of that list is quality of product and quality of service. Other factors are also important, such as cost and technical ability.

It is also important to us and to our customers that the suppliers we select and partner with operate in open and transparent ways, and are fully committed to ethical business practices. Checks are made to ensure policies and procedures are in place and visits are made to key suppliers to check policy implementation.

Across our organisation we have a diverse make up of suppliers, ranging from key partner suppliers, employing hundreds of people to single person operations providing a discrete service offering.

Our suppliers are located across the globe. Wherever possible OnePlastics is committed to sourcing product and services as locally to the relevant plant as possible.

Our major suppliers in terms of category can approximately be classified as:

<table>
<thead>
<tr>
<th>Category</th>
<th>% of Spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resin</td>
<td>65%</td>
</tr>
<tr>
<td>Packaging</td>
<td>8%</td>
</tr>
<tr>
<td>Transport</td>
<td>8%</td>
</tr>
<tr>
<td>Labour</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>15%</td>
</tr>
</tbody>
</table>

Major suppliers with whom we spend more than €100k annually (about 28% of our suppliers) are assessed through the completion of a supplier assessment form which is reviewed and scored. Four of our major suppliers in Asia are audited by OnePlastics personnel at least annually. A OnePlastics employee is stationed permanently in one supplier’s premises for ongoing monitoring purposes. The surveillance audits cover issues such as implementation of labour and human rights policies, environmental practices and quality procedures.

Our goal is to continue to help and develop our supply chain partners in improving their processes and systems of work for the overall improvement of the quality of product and services which we receive. But we intend that this will also assist the suppliers to open new markets and opportunities from the knowledge they gain by engaging with us.

We are currently assisting three of our major suppliers / partners, to gain EICC (Electronic Industry Citizenship Coalition) certification, demonstrating that they operate to the highest industry standards.

Ethical Conduct

Ethical conduct is crucially important for OnePlastics. Our reputation depends upon it. We want employees to be proud of where they work, suppliers to be happy to partner with us, customers to know that they are in safe hands and for our communities and society as a whole to have trust in our business and the products we make.

Our EICC (Electronic Industry Citizenship Coalition) audits review the ethics provisions made by the business. This includes a review of the code of conduct, the distribution of the code to employees and the training carried out on the code. It specifically looks for policies on company donations and sponsorships, corruption and bribery and procedures for the investigation of ethical breaches. The ethics provisions check also covers intellectual property protection policy and non-disclosure agreements. It also ensures that information is provided to employees and external stakeholders on how they can report issues of ethical concern (whistleblowing’ policy) and that there are procedures for investigation and follow-up action in place.

One51’s financial statements are audited annually by KPMG. Throughout the OnePlastics operation, care is taken to ensure that there is adequate separation of duties at all levels, and that industry standard verification and approval processes are in place. Each site in the group undergoes regular internal auditing and the results are reported directly to board level.

Employees

We are proud of our investment in people, we bring talent to work. Our businesses are run by a dedicated management team which delivers quick, flexible and high quality customer service. OnePlastics actively supports its employees in their training and development needs and has an ongoing apprenticeship programme. All senior managers are hired from the local community.

EICC audits review our Labor/Ethics Management Systems Provisions covering management accountability for employees and the tracking and monitoring of applicable employment law. They also cover communication and worker participation and feedback. Health and safety provisions review within the audits looks at occupational safety procedures and monitoring and injury and illness registering.

During 2013 Angeline Zhang, General Manager of our production facility in China, enrolled in The BI-Fudan MBA Programme offered in partnership by BI Norwegian Business School in Oslo, Norway, and School of Management, Fudan University, Shanghai, China. She is due to complete in 2015. BI ranks 55 on the Financial Times Executive MBA Ranking 2014 of the 104 best MBA part-time programmes in the world. The company pays Angeline’s course fees and provides her with time off to attend classes.

“The profound value of the course is giving me a good understanding of what, why and how to be a leader: a focus on strategic thinking and planning for the company’s current and future growth.”

Reflecting social change in China and a desire by women to take on challenging careers and upgrade their qualifications, over half of the course participants are female professionals.

“I found the most enjoyable part is we can share experience of personal and work challenges in the class.”

Angeline was OnePlastics’ first employee when we set up in China in 2006. Development of the management teams in the two newest sites in China and the UK has been very successful. OnePlastics has demonstrated that utilising local management and allowing new sites to grow and develop at a local level can be highly successful. We feel that by demonstrating this faith in the skills in the local areas we create a sense of teamwork and togetherness that may not be there by placing expatriates in those key management positions.
Workplace Data

Total number of employees by employment type (e.g. full time, part time, contractor), gender and age group

Employees in Ireland

**Contract Type**
- LONG TERM: 120 employees
- TEMP: 35 employees

**Gender**
- MALE: 94 employees
- FEMALE: 26 employees

**Age Group**
- 18-30: 44 employees
- 30-40: 47 employees
- 40-50: 29 employees

Employees in China*

**Contract Type**
- LONG TERM: 163 employees
- TEMP: 67 employees

**Gender**
- MALE: 67 employees
- FEMALE: 96 employees

**Age Group**
- 16-30: 154 employees
- 30-40: 8 employees
- 40-50: 123 employees

Employees in UK

**Contract Type**
- LONG TERM: 238 employees
- TEMP: 47 employees

**Gender**
- MALE: 176 employees
- FEMALE: 62 employees

**Age Group**
- 18-30: 60 employees
- 30-40: 8 employees
- 40-50: 55 employees

New Hires in Ireland

**Gender**
- MALE: 33 hires
- FEMALE: 4 hires

**Age Group**
- 18-30: 26 hires
- 30-40: 6 hires
- 40-50: 5 hires

New Hires in China*

- 16-30: 22 hires
- 30-40: 6 hires
- 40-50: 7 hires

New Hires in UK

- **Long Term**: 13 hires
- **Temp**: 0 hires

**Gender**
- MALE: 11 hires
- FEMALE: 2 hires

**Age Group**
- 18-30: 10 hires
- 30-40: 3 hires
- 40-50: 0 hires

Employee Turnover in Ireland*

- **Gender**
  - MALE: 31 employees left
  - FEMALE: 4 employees left

- **Age Group**
  - 18-30: 176 employees
  - 30-40: 62 employees
  - 40-50: 12 employees

Employee Turnover in China**

- **Gender**
  - MALE: 2 employees left
  - FEMALE: 1 employee left

- **Age Group**
  - 18-30: 22 employees
  - 30-40: 6 employees
  - 40-50: 0 employees

Employee Turnover in UK

- **Gender**
  - MALE: 2 employees left
  - FEMALE: 1 employee left

- **Age Group**
  - 18-30: 2 employees
  - 30-40: 6 employees
  - 40-50: 0 employees

Maternity and Paternity Leave

**Numbers Entitled to Maternity Leave**

- **IRELAND**
  - 3

**TURNOVER RATE**
- 3.30%

- **CHINA**
  - 0

**TURNOVER RATE**
- 0.00%

- **UK**
  - 0

**TURNOVER RATE**
- 0.00%

*Most of the work undertaken in China is assembly work so there are a high number of assembly workers compared to the number of operators. Fluctuations in demand cause the number of assembly workers needed to flex up and down. We use a labour agency to source many of these workers rather than employing on short term contracts.

During busy times additional employees are brought in on three month short term contracts to do general operative work such as packing and labelling product leading to an artificially high turnover rate. Turnover in other areas of the business is typically low.

**Turnover figures of short term contractors are excluded.**

All reported as entitled to maternity leave took leave. One person who took maternity leave in Ireland has yet to return to the workplace but is still an employee. Currently systems do not trap data on paternity leave taken. We intend to commence doing this for next year.
Health and Safety

Health and safety of all our personnel is of paramount importance to the OnePlastics Group. To ensure that we are providing a safe working environment, every site carries out detailed risk assessments across a variety of activities. Some of these assessments are carried out in conjunction with our insurers. We have also developed tailored training programmes ranging from personal protective equipment training and manual handling through to firefighting training.

Every injury or near miss, no matter the size, is fully investigated and a review carried out in conjunction with safety committees with the outcome ensuring that a range of corrective actions are implemented. We operate a strict policy governing operation of plant and machinery and we ensure that there are sufficient personnel certified, through external bodies, to safely operate the specific equipment. Every OnePlastics site has multiple trained first aiders on site at all times and their training is maintained and refresher when due.

Injury and Absenteeism in Ireland

<table>
<thead>
<tr>
<th></th>
<th>IR - INJURY RATE</th>
<th>ODR - OCCUPATIONAL DISEASES RATE</th>
<th>LDR - LOST DAY RATE</th>
<th>AR - ABSENTEE RATE</th>
<th>WORK-RELATED FATALITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>6.96</td>
<td>0.00</td>
<td>13.92</td>
<td>5.60%</td>
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<tr>
<td>FEMALE</td>
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<td>0.00</td>
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</tr>
<tr>
<td>INDEPENDENT CONTRACTORS</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

IR and LDR are calculated by taking the IR or LD and dividing this by total hours worked * 200,000

Injury and Absenteeism in China

<table>
<thead>
<tr>
<th></th>
<th>IR - INJURY RATE</th>
<th>ODR - OCCUPATIONAL DISEASES RATE</th>
<th>LDR - LOST DAY RATE</th>
<th>AR - ABSENTEE RATE</th>
<th>WORK-RELATED FATALITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>1.00%</td>
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<tr>
<td>FEMALE</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>INDEPENDENT CONTRACTORS</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

There were no injuries in China. The Chinese facility is newer and more spacious reducing the likelihood of minor manual handling type accidents.

Injury and Absenteeism in UK

<table>
<thead>
<tr>
<th></th>
<th>IR - INJURY RATE</th>
<th>ODR - OCCUPATIONAL DISEASES RATE</th>
<th>LDR - LOST DAY RATE</th>
<th>AR - ABSENTEE RATE</th>
<th>WORK-RELATED FATALITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>12.00</td>
<td>0.00</td>
<td>46.00</td>
<td>7.60%</td>
<td>0.00</td>
</tr>
<tr>
<td>FEMALE</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>INDEPENDENT CONTRACTORS</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

Info not available for AAC

Training and Development

Induction and Training

Key to our continued success is the development of our employees. From their first introduction to our facilities, we aim to induct every new person, in a step by step process, with an emphasis on the individual’s safety, while also informing them of their entitlements and the benefits of being a member of the OnePlastics team.

On joining, each employee receives an Employee Handbook relevant to their unit and geographical region. This includes a broad range of information for employees such as terms and conditions of employment, wage and salary payment procedures, holiday and sick leave entitlement, pension, EAP and death in service benefits. It also includes a range of policies and procedures of potential interest to employees covering the general standards of behaviour expected, safety, environmental, disciplinary, grievance, equal opportunities, harassment and bullying. This is accompanied by training in company policies and procedures.

After this, each individual, depending on the department they will be a member of, follows a tailored training plan to suit the environment they will be working in. Training is further provided on an ongoing basis as new advances in technology and new products come online. Individuals are also encouraged to develop themselves and the company actively supports ongoing training and development activities.

Average Hours Training Provided in Ireland

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>2.53</td>
<td>3.45</td>
<td>12.65</td>
</tr>
<tr>
<td>FEMALE</td>
<td>3.16</td>
<td>5.49</td>
<td>14.55</td>
</tr>
<tr>
<td>ACCOUNTS</td>
<td>1.67</td>
<td>0.61</td>
<td>3.00</td>
</tr>
<tr>
<td>CLEANER</td>
<td>0.00</td>
<td>0.83</td>
<td>11.66</td>
</tr>
<tr>
<td>CONTRACTOR</td>
<td>0.00</td>
<td>0.36</td>
<td>1.20</td>
</tr>
<tr>
<td>MANAGEMENT</td>
<td>1.00</td>
<td>0.00</td>
<td>3.29</td>
</tr>
<tr>
<td>MATERIALS</td>
<td>5.04</td>
<td>4.91</td>
<td>6.25</td>
</tr>
<tr>
<td>OPERATOR</td>
<td>1.84</td>
<td>3.13</td>
<td>12.16</td>
</tr>
<tr>
<td>PROCUREMENT</td>
<td>1.00</td>
<td>1.06</td>
<td>3.77</td>
</tr>
<tr>
<td>PURCHASING</td>
<td>3.00</td>
<td>2.33</td>
<td>3.00</td>
</tr>
<tr>
<td>QUALITY</td>
<td>7.42</td>
<td>4.13</td>
<td>13.08</td>
</tr>
<tr>
<td>RECEPTION</td>
<td>4.50</td>
<td>1.83</td>
<td>3.00</td>
</tr>
<tr>
<td>SALES</td>
<td>0.00</td>
<td>1.83</td>
<td>3.00</td>
</tr>
<tr>
<td>SUPERVISOR</td>
<td>5.50</td>
<td>10.06</td>
<td>36.17</td>
</tr>
<tr>
<td>TECHNICAL</td>
<td>6.06</td>
<td>6.44</td>
<td>19.84</td>
</tr>
<tr>
<td>WAREHOUSING</td>
<td>1.67</td>
<td>15.98</td>
<td>16.17</td>
</tr>
</tbody>
</table>
Employee Wellbeing

While the major focus is on providing secure jobs in a safe environment, different sites have implemented additional programmes to enable greater employee wellbeing and security.

Employee Assistance Programme (EAP) – In Ireland, employees have access to an EAP. This is a confidential and professional life management service which provides employees with a qualified counsellor who can offer personal support for any practical or emotional challenges they may be facing.

Pension – Ireland offers a contributory pension plan to all employees. In China the company pays pension and health insurance for all employees in compliance with local laws and they also purchase additional personal accident insurance for full time employees.

Medical cover – In China, key employees are provided with additional medical cover and get a free annual health check.

Death in service cover - Ireland and the UK provide four times salary on death for all employees, offering a degree of reassurance that families would be looked after should the worst happen.

New Year celebrations – In China the company hosts a large New Year banquet for all employees.

During the period 2011 - 2013 China experienced a high growth rate resulting in a greatly increased level of training.

<table>
<thead>
<tr>
<th>Average Hours Training Provided in China</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALE</td>
<td>66.00</td>
<td>92.00</td>
<td>112.00</td>
</tr>
<tr>
<td>FEMALE</td>
<td>66.00</td>
<td>92.00</td>
<td>112.00</td>
</tr>
<tr>
<td>PRODUCTION</td>
<td>80.00</td>
<td>104.00</td>
<td>120.00</td>
</tr>
<tr>
<td>QUALITY</td>
<td>80.00</td>
<td>104.00</td>
<td>120.00</td>
</tr>
<tr>
<td>MANAGEMENT</td>
<td>24.00</td>
<td>32.00</td>
<td>40.00</td>
</tr>
</tbody>
</table>

Case Study _ Protech China Team Trip to Northern Sichuan

Employees in China come from different regions of the country which means there are varied cultures and traditions. Each year Protech China organises a trip for core employees to discover a new part of mainland China. These trips enable team bonding and greater mutual understanding of their diverse traditions and culture. The picture was taken on the 2013 trip to Jiuzhaigou nature reserve, a UNESCO World Heritage site in Northern Sichuan.

Notice of Significant Changes for Employees

In Ireland at least two weeks’ notice of any significant operational changes is given to employees. In China and the UK one month’s notice is given.
ENIRONMENT

Wherever possible, OnePlastics seeks to recycle end-of-life products and reuse the material in the production of new products. Recycled material grades, energy efficient machinery and efficient transport use reduce our carbon footprint. We monitor our environmental impact carefully.

A mechanism is in place to receive complaints regarding environmental issues, take corrective action and to communicate as necessary with stakeholders. No grievances have been filed. There have been no fines or sanctions for non-compliance with environmental laws or regulations.

ISO 14001

All sites in the OnePlastics Group have attained ISO 14001 certification. Although not compulsory we felt that the certification would help the group to attain certain goals as well as standardising the process by which we remain compliant to a range of legislative requirements. It provides a great framework to enable us to review performance and identify where some sites are outperforming others so that we can implement similar initiatives across the group. In its simplest form our primary goal is to continue to reduce the amount of energy consumed to process every ton of material and our secondary goal is to consume as little virgin raw material as possible.

Material Usage

Raw Materials Used by Weight

<table>
<thead>
<tr>
<th>Country</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>3,473</td>
<td>3,387</td>
<td>3,834</td>
</tr>
<tr>
<td>China</td>
<td>50</td>
<td>76</td>
<td>224</td>
</tr>
<tr>
<td>UK</td>
<td>12,899</td>
<td>22,053</td>
<td>23,422</td>
</tr>
</tbody>
</table>

Recycled Materials Used by Weight

<table>
<thead>
<tr>
<th>Country</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>111.20</td>
<td>137.50</td>
<td>171.20</td>
</tr>
<tr>
<td>China</td>
<td>7.60</td>
<td>11.40</td>
<td>33.70</td>
</tr>
<tr>
<td>UK</td>
<td>5,155.00</td>
<td>8,621.00</td>
<td>10,552.00</td>
</tr>
</tbody>
</table>

Recycled Materials %

<table>
<thead>
<tr>
<th>Country</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>3%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>China</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>UK</td>
<td>40%</td>
<td>39%</td>
<td>45%</td>
</tr>
</tbody>
</table>

*The majority of products produced in Ireland require virgin materials. The use of recycled material in most product lines is not allowed. We do reprocess our waste material and then this is sold, usually within the group, if someone needs it. If not it is sold to a third party. Material is never scrapped or dumped.

**In China we are permitted to use up to 20% regrind per UK guidelines.
Energy Usage

Fuel Consumption from Non-renewable Sources

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>3,795,083</td>
<td>3,705,339</td>
<td>3,650,290</td>
</tr>
<tr>
<td>China</td>
<td>304,113</td>
<td>586,195</td>
<td>1,239,285</td>
</tr>
<tr>
<td>UK</td>
<td>46,524,123</td>
<td>59,293,373</td>
<td>67,621,020</td>
</tr>
</tbody>
</table>

There is no fuel consumption from renewable sources.

Energy consumption outside the organisation as a result of the organisation’s activities (upstream prior to activity or downstream after activity) is not measured.

Energy Intensity

Energy Intensity is calculated by dividing all energy used in the relevant country plants by the resin usage of that country’s plants (which is equivalent to manufactured production weight) giving an energy consumed by tonne.

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>1,092</td>
<td>1,094</td>
<td>952</td>
</tr>
<tr>
<td>China</td>
<td>6,082</td>
<td>7,713</td>
<td>5,532</td>
</tr>
<tr>
<td>UK</td>
<td>3,607</td>
<td>2,688</td>
<td>2,887</td>
</tr>
</tbody>
</table>

Reduction of Energy Consumption

Some of our plants are very new, the equipment and the processes have been set up initially to be very efficient, utilising the latest in injection moulding technology to ensure low energy consumption. For this reason some of our sites are not in a position to attain the significant savings implemented on other sites.

CASE STUDY _ Saving lighting at our facility

Prior to 2013, our production floor facility was illuminated using a total of 40 metal halide lamps, @ 458watts each. Due to the higher energy usage and also the environmental impact at the end of life for these types of lamps we decided to do a study to determine if changing over to another form of lighting would:

1. Improve lighting conditions
2. Improve the environmental impact at end of life
3. Improve energy efficiencies
4. Lower running costs
5. Reduce heat generated from so many lighting fixtures

As a result of our investigation, all metal halide lighting fixtures were removed from our facilities and replaced with T8 Fluorescents. All new fluorescents are also fitted with motion sensors so as to achieve the maximum amount of energy savings, and life span per unit.

We have seen an impressive reduction of over 70% in energy usage (274,360 kWh to 79,972 kWh) plus a corresponding reduction in running costs. With a combination of savings in energy costs and maintenance costs we will see a return on our investment within 2 years.

Emissions

Indirect Greenhouse Gas Emissions - Scope 2

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>1738</td>
<td>1697</td>
<td>1672</td>
</tr>
<tr>
<td>China</td>
<td>268</td>
<td>517</td>
<td>1094</td>
</tr>
<tr>
<td>UK</td>
<td>4,892</td>
<td>5,563</td>
<td>5,771</td>
</tr>
</tbody>
</table>

Greenhouse Gas Emissions Intensity

The Greenhouse Gas Emissions (GHG) intensity ratio is calculated by dividing Scope 2 GHG for each country by the resin usage of that country’s plants (which is equivalent to manufactured production weight).

Scope 2 GHG/Raw Material Usage

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>0.50</td>
<td>0.50</td>
<td>0.44</td>
</tr>
<tr>
<td>China</td>
<td>5.36</td>
<td>6.80</td>
<td>4.98</td>
</tr>
<tr>
<td>UK</td>
<td>0.38</td>
<td>0.25</td>
<td>0.25</td>
</tr>
</tbody>
</table>

Water Usage

Water Withdrawal all from Municipal Sources

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>1,317</td>
<td>935</td>
<td>877</td>
</tr>
<tr>
<td>China</td>
<td>892</td>
<td>873</td>
<td>1,200</td>
</tr>
<tr>
<td>UK</td>
<td>1,518</td>
<td>1,435</td>
<td>1,299</td>
</tr>
</tbody>
</table>

Water Recycled and Reused

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ireland</td>
<td>187,634,344</td>
<td>218,906,735</td>
<td>273,633,418</td>
</tr>
<tr>
<td>China</td>
<td>72,205,069</td>
<td>72,205,069</td>
<td>72,205,069</td>
</tr>
</tbody>
</table>

Water reuse in Ireland has increased due to an expansion in the water network over this time. This is a closed loop system. Water which goes into the closed loop system may be used for several years which explains the high level of water reuse compared to water withdrawal.

A similar closed loop system is in operation in China but the water reuse is not currently measured.

No extra machines were added to the closed loop in the UK, only replacement, that is why the number is static.
### Effluents and Waste

#### Hazardous Waste in Ireland

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>HYDRAULIC OIL</td>
<td>4,400 litres</td>
<td>4,800 litres</td>
<td>5,000 litres</td>
</tr>
<tr>
<td>OIL MATS</td>
<td>1,100 litres</td>
<td>1,250 litres</td>
<td>1,400 litres</td>
</tr>
<tr>
<td>LUBRICATION OIL</td>
<td>1,100 litres</td>
<td>1,250 litres</td>
<td>1,400 litres</td>
</tr>
<tr>
<td>MIXED OIL / WATER</td>
<td>3,370 litres</td>
<td>3,280 litres</td>
<td>3,480 litres</td>
</tr>
<tr>
<td>AEROSOLS</td>
<td>40 kg</td>
<td>60 kg</td>
<td>50 kg</td>
</tr>
<tr>
<td>WEE AND TONER</td>
<td>298 kg</td>
<td>309 kg</td>
<td>331 kg</td>
</tr>
</tbody>
</table>

#### Non-hazardous Waste in Ireland

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>CARDBOARD</td>
<td>50.12 tonnes</td>
<td>38.07 tonnes</td>
<td>22.88 tonnes</td>
</tr>
<tr>
<td>PLASTIC</td>
<td>56.92 tonnes</td>
<td>41.85 tonnes</td>
<td>22.78 tonnes</td>
</tr>
<tr>
<td>LANDFILL WASTE</td>
<td>192k litres</td>
<td>165k litres</td>
<td>158k litres</td>
</tr>
<tr>
<td>RECYCLABLE WASTE</td>
<td>205k litres</td>
<td>178k litres</td>
<td>161k litres</td>
</tr>
</tbody>
</table>

#### Hazardous Waste in China

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>5 kg</td>
<td>8 kg</td>
<td>14 kg</td>
</tr>
</tbody>
</table>

#### Non-hazardous Waste in China

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>CARDBOARD</td>
<td>0.60 ton</td>
<td>0.60 ton</td>
<td>2.40 ton</td>
</tr>
<tr>
<td>PLASTIC</td>
<td>No data</td>
<td>No data</td>
<td>644 kg</td>
</tr>
</tbody>
</table>

### Hazardous Waste in UK

#### 2011 | 2012 | 2013
---|---|---
HYDRAULIC OIL | 13,612 litres | 13,527 litres | 7,288 litres
MIXED OIL / WATER | 58,732 litres | 46,793 litres | 97,853 litres
WEE TONER | 0 | 0 | 500 kg

### Non-hazardous Waste in UK

#### 2011 | 2012 | 2013
---|---|---
CARDBOARD | 75.56 ton | 65.36 ton | 61.24 ton
PLASTIC | 66.88 ton | 45.55 ton | 38.42 ton
LANDFILL WASTE | 270k litres | 255k litres | 250k litres
RECYCLABLE WASTE | 212k litres | 196k litres | 185k litres

### Products and Packaging Reclaimed at End of Use in Ireland

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>RETURNABLE CARDBOARD</td>
<td>1,153 kg</td>
<td>1,117 kg</td>
<td>1,168 kg</td>
</tr>
<tr>
<td>RETURNABLE PLASTICS</td>
<td>19,067 kg</td>
<td>11,701 kg</td>
<td>11,269 kg</td>
</tr>
<tr>
<td>RETURNABLE TIMBER</td>
<td>22,484 kg</td>
<td>14,759 kg</td>
<td>17,322 kg</td>
</tr>
</tbody>
</table>

No packaging is reclaimed at end of use in China as customers are at a distance so it is not practical to reclaim packaging in the manner done in Ireland.

### Plastics UK - Returnable Pallets

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNITS</td>
<td>19</td>
<td>29</td>
<td>45</td>
</tr>
</tbody>
</table>

Packaging and transport materials have been designed to be collapsible and returnable to be used time and again for the transport of product.
Lightweighting

Lightweighting is a key factor to our group in reducing our impact on the environment and reducing the energy used to manufacture each unit. It is the process of redesigning product to use less material, while maintaining the structure and performance characteristics. There are many evident as well as some hidden benefits to lightweighting.

The obvious and easily measured saving is the quantity of material by weight that is saved in the production of each unit. The second saving in the associated reduction is cycle time to make each unit. This is a measure of time and in the context of plastic manufacturing energy is consumed by the hour. If we reduce the cycle time, we can manufacture more units each hour, thus reducing the amount of energy to create each unit.

The less obvious effects are ones that are felt downstream from our manufacturing facilities. For example, lightweighting by its nature reduces the weight of the part. This directly translates into a total weight reduction for the shipment. Regardless of the shipment method, road, sea or air, this reduces fuel consumption. However this is a very difficult saving to measure.

The obvious and easily measured saving is the quantity of material by weight that is saved in the production of each unit. The second saving in the associated reduction is cycle time to make each unit. This is a measure of time and in the context of plastic manufacturing energy is consumed by the hour. If we reduce the cycle time, we can manufacture more units each hour, thus reducing the amount of energy to create each unit.

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Environmental Protection Expenditures and Investments

Ireland

In Ireland we work with a number of suppliers to help us deal with waste responsibly.

Repak (www.repak.ie)

We are a member of Repak. Through Repak we pay the cost of reclamation of product that we are not in a position to reclaim ourselves such as the cans used for paint.

Repak is an industry funded organisation whose aim is to facilitate and grow packaging recycling. Based on the principle of producer responsibility, Repak was established to help businesses meet their legal obligations to fund the recovery and recycling of the packaging on the goods or services they supply, as set out in the Waste Management (Packaging) Regulations 2007.

OnePlastics joined in 2011. We now have a fully integrated reporting system that quantifies the tonnages and the types of packaging we put onto the marketplace. The system also tracks the quantities of packaging which we recover through returnable packaging efforts and eats the off the total produced.

Greenstar (www.greenstar.ie)

Greenstar take all our dry and wet waste, and our card and plastic packaging waste. Greenstar weigh all waste and provide reports to us on the waste collected and the waste recycled.

RILTA Environmental (www.rilta.ie)

RILTA Environmental has specialised in Total Hazardous Waste Management in Ireland for over 30 years. They provide cradle to grave traceability for the full range of hazardous waste. RILTA take care of our hazardous waste and provide a comprehensive annual reporting of the quantities and types of waste being treated.

Rehab (www.rehabenterprises.ie)

We use Rehab to recycle our WEE waste as well as our batteries and ink cartridges. Rehab is Ireland’s largest single employer of people with disabilities. So not only do we get a service we need, we also know that we are helping to support job opportunities for people who might otherwise be excluded from employment.

CASE STUDY _ Lightweighting and Implementing Multicavity IML

Many technical improvements have been made in recent years in terms of polymer technology and in the processing capabilities of the equipment. In 2013 we undertook to redesign one of our paint containers. The scope of the project was to redesign the paint to be lighter, and to be able to utilise In Mould Label technology (where the label is incorporated into the manufacturing process rather than being stuck on after manufacture of the paint). This also needed to be a multicavity tool design moulding a number of paints at once.

Through the redesign we managed to remove 17% of the weight of the paint. This has reduced the amount of resin to be used while maintaining product quality and performance. An important consequence of the redesign is a reduction in cycle time. In this case we were able to reduce the cycle time by 9.1 seconds or 27%. As the new paint is a two cavity tool we were able to increase the efficiency of the machine by close to a factor of 3. There are also the hidden benefits of reduced fuel consumption in transport downstream.

CASE STUDY _ Reuse of Pallets in PPC UK

IPP (International Pallet Pool) supply pallet leasing and pooling services. Pallets are logged into and out of each site they are sent to and the service prevents pallets making unnecessarily long journeys back and forth and potentially unused between a supplier and customer. PPC UK started using IPP pallets in 2009 at the request of one of our customers. We request pallet deliveries for a specific date and then declare dispatches on the portal so that IPP can locate pallets. Every month we get a usage declaration and from this we are invoiced. We can log onto the portal and can check declarations have been completed and run reports. All pallets end up being consumed at some point but we always have a stock held for running products and stock we hold. We have saved around 104 journeys of pallets being returned using IPP and 2% of scrap pallets as IPP delivers only usable pallets, which works out at 960 pallets saved.
SOCIETY AND COMMUNITY

In OnePlastics we believe we contribute best to society and our communities by running sustainable businesses. Society gains through us providing employment and good working conditions, managing our environmental impact, behaving in an ethical manner, producing quality products and constantly striving for product improvements.

Our reach expands through us helping our customers improve the quality and efficiency of their products and improve their environmental impact. Our impact further extends when we help supplier companies improve their businesses in a similar manner.

While the focus is on the contribution made by the business in its day-to-day operations, we do take some actions at a local level to support good causes.

Irish Guide Dogs
OnePlastics, through its Cork site, are proud to sponsor Huddersfield YMCA Junior Football Club. We congratulate the team on a very successful season achieving a league and cup double. We wish them another great season next year where the team will be looking to become the first team to win the cup at all levels.

“We do appreciate all the help over the last years, the money is helping to provide tracksuits / leggings / skins to keep the team warm throughout the winter training”

John Beckett – Team manager.

Irish Cancer Society
Many of our staff work to support their own chosen charities. One of these is the Irish Cancer Society. We facilitate their efforts by helping to host an annual coffee morning in our canteen. Many of the staff bring in home cooked treats, brown coffee and collect donations on behalf of the Irish Cancer Society. We encourage this kind of involvement by matching any amount raised by staff.

Irish Plastic Society
Many of our staff work to support their own chosen charities. One of these is the Irish Plastic Society. We facilitate their efforts by helping to host an annual coffee morning in our canteen. Many of the staff bring in home cooked treats, brown coffee and collect donations on behalf of the Irish Plastic Society. We encourage this kind of involvement by matching any amount raised by staff.

GRI CONTENT INDEX

GENERAL STANDARD DISCLOSURES

<table>
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<tr>
<th>STRATEGY AND ANALYSIS</th>
<th>Location</th>
<th>Further comments</th>
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<tr>
<td>G4-1: Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.</td>
<td>Introduction</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

ORGANISATIONAL PROFILE

| G4-3: Report the name of the organisation. | About Us section | |
| G4-4: Report the primary brands, products, and services. | About Us section | |
| G4-5: Report the location of the organisation’s headquarters. | About Us section | 151 Thomas Street, Dublin 8 |
| G4-6: Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report. | About Us section | See also www.oneplastics.com/our-businesses/#aac-technology |
| G4-7: Report the nature of ownership and legal form. | About Us section | |
| G4-8: Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries). | About Us section | |
| G4-9: Report the scale of the organisation, including: | a. Workplace | d. Details of the financial performance of the OnePlastics Group and the wider One51 Group can be found in the One51 2013 Annual Report located in the Investor Relations section of the One51 corporate website www.one51.com |
| a. Total number of employees | b. About Us | |
| b. Total number of operations | c. About Us |
| c. Net sales (for private sector organisations) or net revenues (for public sector organisations) | d. About Us |
| d. Total capitalisation broken down in terms of debt and equity (for private sector organisations) | e. About Us |
| e. Quantity of products or services provided | |
| G4-10: Report the composition of the workforce, including: | a. Workplace | |
| a. Report the total number of employees by employment contract and gender. | b. About Us |
| b. Report the total number of permanent employees by employment type and gender. | c. About Us |
| c. Report the total workforce by region and gender. | d. About Us |
| d. Report whether a substantial portion of the organisation’s work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. | e. About Us |
| e. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries). | |
| G4-11: Report the percentage of total employees covered by collective bargaining agreements. | None | Employees have the right to collective bargaining if they so desire. Freedom of association is one of the criteria covered by EICC audits. |
**G4-12:** Describe the organisation’s supply chain.

**G4-13:** Report any significant changes during the reporting period regarding the organisation’s size, structure, ownership, or its supply chain, including:
- Changes in the location of, or changes in, operations, including facility openings, closings, and expansions
- Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations)
- Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination

**G4-14:** Report whether and how the precautionary approach or principle is addressed by the organisation.

**G4-15:** List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.

**G4-16:** List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:
- Holds a position on the governance body
- Participates in projects or committees
- Provides substantive funding beyond routine membership dues
- Views membership as strategic

**G4-17:**
- List all entities included in the organisation’s consolidated financial statements or equivalent documents.
- Report whether any entity included in the organisation’s consolidated financial statements or equivalent documents is not covered by the report.

**G4-18:**
- Explain the process for defining the report content and the Aspect Boundaries.
- Explain how the organisation has implemented the Reporting Principles for Defining Report Content.

**G4-19:** List all the material Aspects identified in the process for defining report content.

**G4-20:** For each material Aspect, report the Aspect Boundary within the organisation, as follows:
- Report whether the Aspect is material within the organisation
- If the Aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report, either: the list of entities or groups of entities included in G4-17 for which the Aspect is not material or
  - The list of entities or groups of entities included in G4-17 for which the Aspects is material
- Report any specific limitation regarding the Aspect Boundary within the organisation

**G4-21:** For each material Aspect, report the Aspect Boundary outside the organisation, as follows:
- Report whether the Aspect is material outside of the organisation
- If the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified
- Report any specific limitation regarding the Aspect Boundary outside the organisation

**G4-22:** Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.

**G4-23:** Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.

**STAKEHOLDER ENGAGEMENT**

**G4-24:** Provide a list of stakeholder groups engaged by the organisation.

**G4-25:** Report the basis for identification and selection of stakeholders with whom to engage.

**G4-26:** Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

**G4-27:** Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.

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**Identified Material Aspects and Boundaries**

| G4-17 | a. List all entities included in the organisation’s consolidated financial statements or equivalent documents.
|       | b. Report whether any entity included in the organisation’s consolidated financial statements or equivalent documents is not covered by the report.
|       | a. About Us [www.one51.com/about-us/](http://www.one51.com/about-us/)
|       | b. Entities in the portfolio other than Specialty Plastics are not covered by this report

| G4-18 | a. Explain the process for defining the report content and the Aspect Boundaries.
|       | b. Explain how the organisation has implemented the Reporting Principles for Defining Report Content.

| G4-19 | List all the material Aspects identified in the process for defining report content.

---

**Precautionary Principle**

**REACH and RoHS** both address the precautionary principle.
### REPORT PROFILE

**G4-28:** Reporting period (such as fiscal or calendar year) for information provided.  
Calendar year 2013

**G4-29:** Date of most recent previous report (if any).  
None. First report

**G4-30:** Reporting cycle (such as annual, biennial).  
Annual

**G4-31:** Provide the contact point for questions regarding the report or its contents.  
Donagh Murphy

**G4-32:** “In accordance” option:  
a. Report the ‘in accordance’ option the organisation has chosen.

- The report contains Standard Disclosures from the Guidelines but has not fulfilled all the requirements of other ‘in accordance’ options.

- This table

  c. No external assurance

**G4-33:** Assurance:  
a. Report the organisation’s policy and current practice with regard to seeking external assurance for the report.

- Assurance has not been sought for this report. It is our intention to seek feedback on this our first report from a variety of stakeholders and experts.

b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.

c. Report the relationship between the organisation and the assurance providers.

d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation’s sustainability report.

### GOVERNANCE

**G4-34:** Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.

- Board and committees  
  www.ione51.com/investor-relations/board-of-directors.asp

- Directors  
  www.ione51.com/team/default.asp

### ETHICS AND INTEGRITY

**G4-56:** Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.

- See Workplace

### SPECIFIC STANDARD DISCLOSURES

#### Material Aspects

<table>
<thead>
<tr>
<th>Material Aspects</th>
<th>DMA and Indicators</th>
<th>Omissions</th>
<th>External Assurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>(As in G4-19)</td>
<td>List Specific Standard Disclosures related to each identified material aspect with page number (or link).</td>
<td>In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.</td>
<td>Indicate if the Standard Disclosure Item has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.</td>
</tr>
</tbody>
</table>

#### ECONOMIC

**Economic performance**

| G4 – EC1 | Direct economic value generated and distributed. | See About Us | Full details are not disclosed for reasons of commercial confidentiality |

**Market presence**

| G4 – EC6 | Proportion of senior management hired from the local community at significant locations of operation. | 100%. See Workplace |

#### ENVIRONMENTAL

**Materials**

| G4 – EN1 | Materials used by weight or volume. | See Environment |

| G4 – EN2 | Percentage of materials used that are recycled input materials. | See Environment |

**Energy**

| G4 – EN3 | Energy consumption within the organisation. | See Environment |

| G4 – EN4 | Energy consumption outside of the organisation. | See Marketplace and Environment |

**Actions have been taken to reduce the energy used in transporting product through location of plants near customer and through designing products to be lighter. The fuel savings are not calculated.**

| G4 – EN5 | Energy intensity. | See Environment |

| G4 – EN6 | Reduction of energy consumption. | See Environment |

**Water**

| G4 – EN8 | Water withdrawal by source. | See Environment |

| G4 – EN10 | Percentage and total volume of water recycled and reused. | See Environment |

**Emissions**

| G4 – EN16 | Energy indirect greenhouse gas (GHG) emissions (scope 2). | See Environment |

| G4 – EN18 | Greenhouse gas (GHG) emissions intensity. | See Environment |
Effluents and waste
G4 – EN23 Total weight of waste by type and disposal method.

See Environment

Products and services
G4 – EN27 Extent of impact mitigation of environmental impacts of products or services.

See Marketplace and Environment

Actions have been taken to reduce the energy used in transporting product through location of plants near customer and through designing products to be lighter. Actions have also been taken to make it easier to recycle product at end of life. The fuel and raw material savings are not calculated.

G4 – EN28 Percentage of product sold and their packaging materials that are reclaimed by category.

See Environment

Packaging is designed to be recyclable and reusable where possible but the savings made as a result are not always calculated.

G4 – EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental.

None

Compliance
G4 – EN30 Significant environmental impacts of transporting products and other goods and materials for the organisation’s operations and transporting members of the workforce.

See Marketplace and Environment

Actions have been taken to reduce the energy used in transporting product through location of plants near customer and through designing products to be lighter. The fuel savings are not calculated.

Overall

Supplier environmental assessment
G4 – EN32 Percentage of new suppliers that were screened using environmental criteria.

See Working with Suppliers

All suppliers over a certain spend threshold are screened and four major suppliers are audited at least annually.

Environmental grievance mechanisms
G4 – EN34 Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.

None. See Environment

SOCIAL: LABOUR PRACTICES AND DECENT WORK
Employment
G4 – LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region.

See Workplace

G4 – LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.

See Workplace

G4 – LA3 Return to work and retention rates after parental leave, by gender.

See Workplace

Paternity leave data is not currently trapped on the systems.

Labour management relations
G4 – LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.

See Workplace

Not specified in collective agreements.

Occupational health and safety
G4 – LA5 Type of injury and rates of injury, occupational diseases, lost days and absenteeism and total number of work related fatalities by region and by gender.

See Workplace

G4 – LA6 Ratio of basic salary and remuneration of women to men by employee category according to gender, age group, minority group membership, and other indicators of diversity.

See Workplace

G4 – LA7 Remuneration of women and men.

See Workplace

1:1 See About Us for significant locations of operation

Supplier human rights assessment
G4 – HR10 Percentage of new suppliers that were screened using human rights criteria.

See Working with Suppliers

All suppliers over a certain spend threshold are screened and four major suppliers are audited at least annually.

SOCIAL: HUMAN RIGHTS
Non-discrimination
G4 – HR3 Total number of incidents of discrimination and corrective actions taken.

There were no complaints of discrimination in 2013

Supplier human rights assessment
G4 – HR10 Percentage of new suppliers that were screened using human rights criteria.

See Working with Suppliers

All suppliers over a certain spend threshold are screened and four major suppliers are audited at least annually.
### SOCIAL: SOCIETY

#### Anti-corruption

| G4 – SD4 Communication and training on anti-corruption policies and procedures. | See Workplace Included in induction training on policies and procedures. |
| G4 – SD5 Confirmed incidents of corruption and action taken. | None |

#### Anti-competitive behaviour

| G4 – SD7 Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes. | None |

#### Compliance

| G4 – SD8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. | Zero |

### SOCIAL: PRODUCT RESPONSIBILITY

#### Customer health and safety

| G4 – PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement. | 100% REACH and RoHS See Marketplace |
| G4 – PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes. | None |

#### Product service labelling

| G4 – PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling by type of outcomes. | None |

#### Customer privacy

| G4 – PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. | None |

#### Compliance

| G4 PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. | None |