

# Sustainability Report 2025



**Tullis Russell**  
HIGH PERFORMANCE COATING



## INTRODUCTION

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From our plant in Bollington, Tullis Russell Coaters operates a leading international Coating and Converting company. Thanks to our cutting edge, multi-layer coating technologies, we are able to simultaneously apply different coating layers at high speed. We have a wealth of expertise in manufacturing high performance surface, silicone and adhesive coatings with extensive capabilities for contract coating and lamination, allowing us to remain at the forefront of coated paper and film development.

Our high quality trusecurity® and trudigital® products are exported to 120 countries worldwide and used in a multitude of different end applications. Our trubARRIER® development is helping us displace petro-chemical based films with innovative, environmentally responsible dispersion coatings.



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## STATEMENT FROM OUR MANAGING DIRECTOR



I am delighted to share an update on our company's ongoing sustainability journey.

**Fergus McKendrick,**  
Managing Director

Over the past 12 months, we have seen macro-economic pressures and shifting global priorities begin to de-emphasise the importance of environmental and social responsibilities. However, at Tullis Russell, we remain firmly committed to our long-term sustainability objectives and are proud to report continued progress across all areas of our strategy.

Last year, we outlined several key sustainability goals, and I can share that we have once again moved forward in each of these areas:

### **Carbon Reduction**

Our carbon footprint has reduced further over the past year, and we are now at 25% progress toward our 2027 target of 50% reduction. This reflects the continued focus and commitment of our teams across all operations.

### **Community Engagement**

In the spring of 2025, we planted 940 trees on local land owned by Tullis Russell, reinforcing our dedication to environmental stewardship and social responsibility within our communities.

### **Sustainable Innovation**

Over the past 12 months, we have collaborated with a range of partners to develop innovative solutions aimed at reducing plastic use in packaging, helping us move closer to our goal of a resource-efficient economy.

All the exceptional hard work of the Tullis Russell team has been recognised with a Bronze award from EcoVadis. This prestigious recognition provides independent verification of our TruZero journey and the progress we're making on site.

In keeping with our proud heritage of Employee Ownership, we continue to invest in the next generation of our workforce. This year, we welcomed four new apprentices, bringing the total number of apprentices on site to six, representing approximately 5% of our workforce. We intend to increase the number of apprentices in the coming twelve months and introduce a graduate scheme. This demonstrates our commitment to nurturing talent, developing skills, and building a sustainable workforce for the future.

We were also honoured to be nominated for "Employer of the Year" at the British Business Awards 2025, a recognition that under-scores our ongoing efforts to provide a supportive, inclusive, and engaging workplace for all our Employee Owners.

As we look ahead, we remain steadfast in our ambition to operate responsibly, innovate sustainably, and contribute positively to the world around us. Our progress to date is a testament to the dedication, collaboration, and shared purpose of everyone at Tullis Russell, and I am confident that together we will continue to deliver on our sustainability commitments.

# COMPANY PROFILE



FOUNDED IN  
**1809**



OVER **100**  
EMPLOYEES



**£21.5m**  
SALES IN 2024



**3 BUSINESS UNITS**  
TRSecurity TRLabel TRAdvance



**AA+ RATING**  
BRC-GS FOOD  
CERTIFIED PRODUCTION



**EMPLOYEE OWNED**

















## OUR VISION & VALUES

TO BE THE WORLD'S  
LEADING CREATIVE AND  
ENVIRONMENTALLY  
RESPONSIBLE COATING  
COMPANY

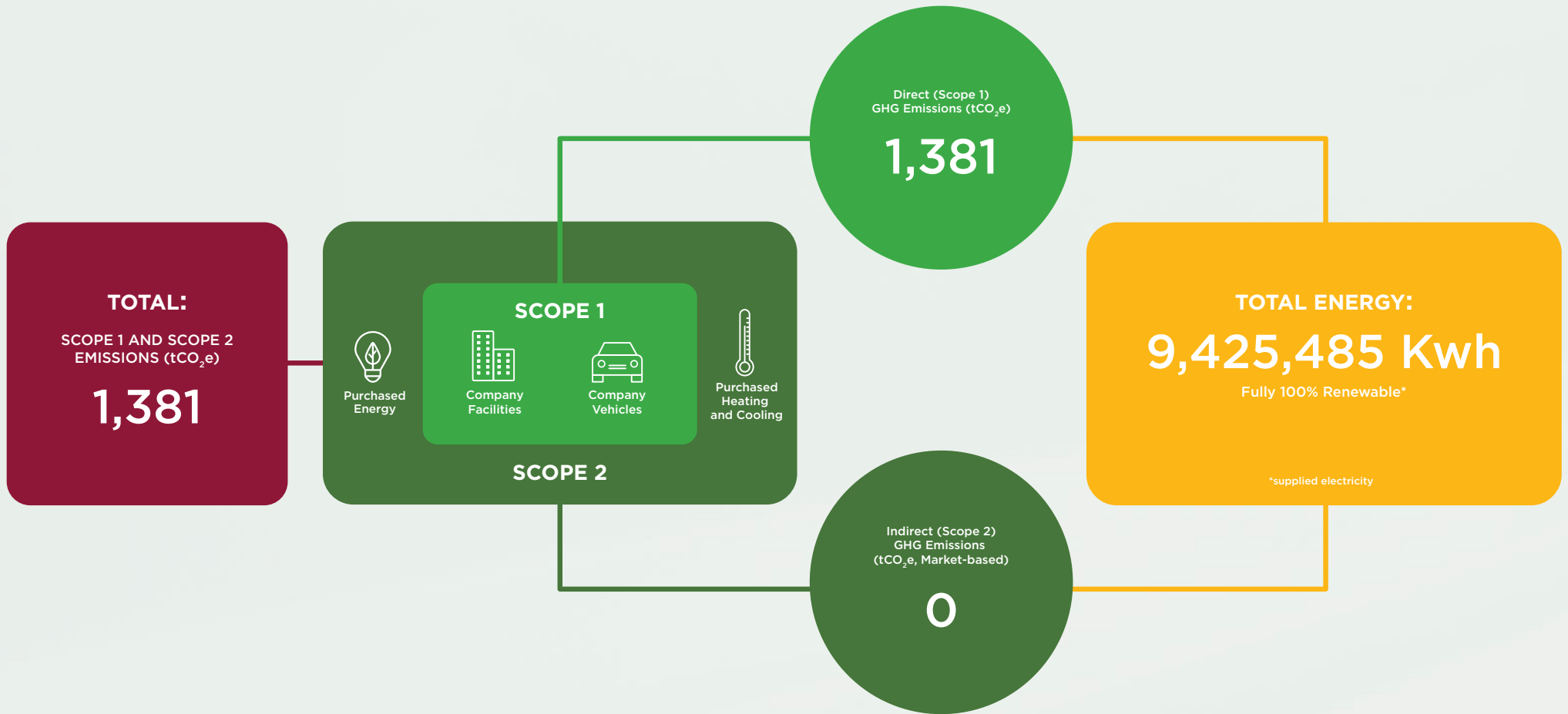


# EXECUTIVE SUMMARY

FOCUS AREA	KEY PERFORMANCE INDICATOR	LINK TO PRIORITY SDG
 <b>DE-CARBONISATION</b>	<ul style="list-style-type: none"> <li>↑ Increase percentage of renewable energy by consumption</li> <li>↑ Reduce the Energy used to manufacture our product measured as kWh per Thousand Square Metres (TSM)</li> <li>↓ Year on Year reduction in GHG emissions, with a 50% reduction by 2030</li> </ul>	  
 <b>ENHANCING COMMUNITY WELLBEING</b>	<ul style="list-style-type: none"> <li>↑ Increase TSM per employee per productive hour</li> </ul>	 
 <b>SUSTAINABLE INNOVATIONS</b>	<ul style="list-style-type: none"> <li>↓ Reduce volume of water used per TSM</li> <li>↑ Increase percentage of all waste recycled</li> <li>↓ Increase Goods-in TSM per delivery vehicle</li> <li>↑ Increase Goods-in TSM per haulage vehicle</li> <li>↓ Reduce CO<sub>2</sub> emissions per TSM</li> </ul>	  
 <b>RAW MATERIAL SECURITY</b>	<ul style="list-style-type: none"> <li>↑ Increase the proportion of FSC paper in our supply chain</li> </ul>	 

↑ Significant progress toward target    
 ➔ No current progress    
 ↓ Insufficient progress toward target

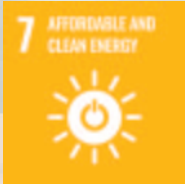



# EMISSIONS AND ENERGY DATA 2024/25



## OUR SUSTAINABILITY DEVELOPMENT GOALS

Our values align with the United Nations Sustainable Development Goals. These were conceived in 2015 by the UN General Assembly as an urgent call to action to work together in a global partnership towards peace and prosperity for people and the planet, both now and in the future.

We are committed to play our part in supporting the targets behind these 17 goals and are working to achieve relevant goals by 2030.

 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL.
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRY AND FOSTER INNOVATION.
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS.
 <p>13 CLIMATE ACTION</p>	TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS.
 <p>15 LIFE ON LAND</p>	PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGED FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS.




## SUSTAINABILITY GOAL 7: AFFORDABLE AND CLEAN ENERGY

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Ensure access to affordable, reliable, sustainable and modern energy for all.

- 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.
- 7.21** Renewable energy share in the total final energy consumption.
- 7.3** By 2030, double the global rate of improvement in energy efficiency.
- 7.31** Energy intensity measured in terms of primary energy and GDP.



TO INCREASE PERCENTAGE OF RENEWABLE ENERGY BY CONSUMPTION.

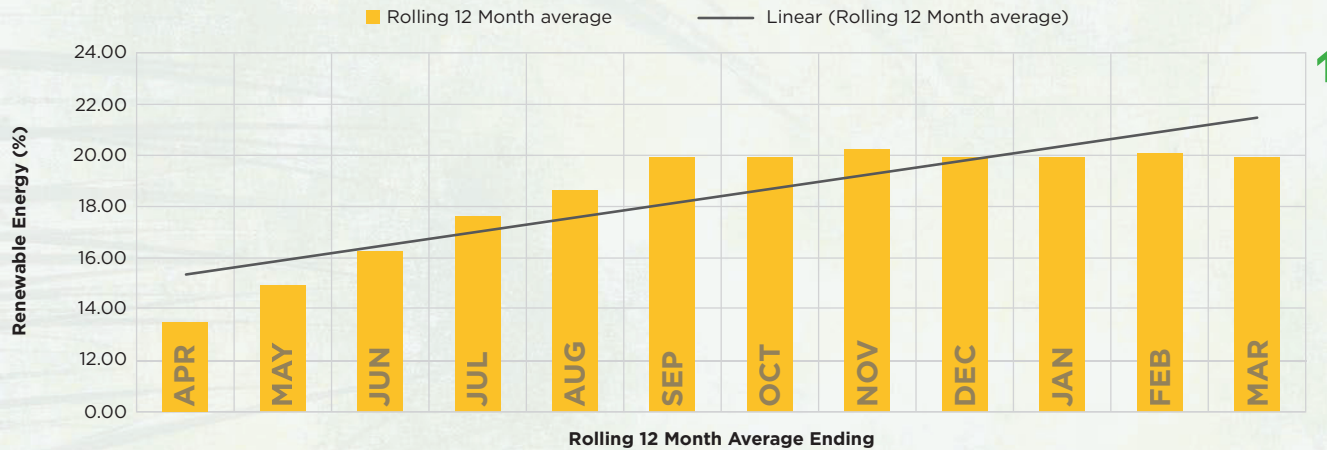
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REDUCE THE ENERGY USED TO MANUFACTURE OUR PRODUCT MEASURED AS KWH PER THOUSAND SQUARE METRES (TSM).

# SUSTAINABILITY GOAL 7: AFFORDABLE AND CLEAN ENERGY

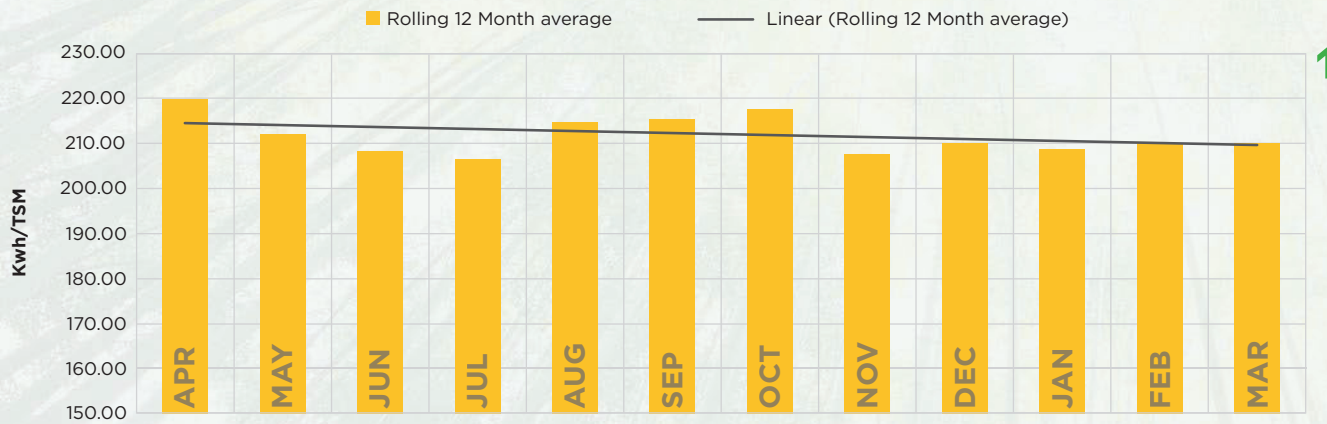


### Renewable Energy Usage



Rolling 12 Month Average Ending

### Energy Usage/TSM



Rolling 12 Month Average Ending

KPI 1 2024/25      KPI 2 2024/25

Month	Rolling 12 Monthly Average	Rolling 12 Monthly Average
Apr	13.55	220.36
May	14.95	212.31
Jun	16.28	208.34
Jul	17.58	206.73
Aug	18.69	215.06
Sep	19.96	215.56
Oct	20.04	218.23
Nov	20.29	207.49
Dec	19.93	209.61
Jan	19.89	208.79
Feb	20.10	210.75
Mar	19.91	210.42

Our renewable energy usage continued to grow throughout the year rising from 14% to 20%, an increase of 43%.

100% of our Electricity now comes from renewable sources.

Our energy usage per one thousand square metres also improved throughout the year by nearly 5% through lean manufacturing, switching the factory over to LED lighting and other energy-saving initiatives.



## SUSTAINABILITY GOAL 8: DECENT WORK AND ECONOMIC GROWTH

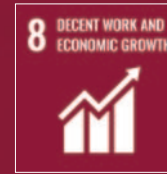
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
- 8.2.1 Annual growth rate of real GDP (labour productivity) per employed person.



**INCREASE TSM PER  
EMPLOYEE PER  
PRODUCTIVE HOUR.**

# SUSTAINABILITY GOAL 8: DECENT WORK AND ECONOMIC GROWTH

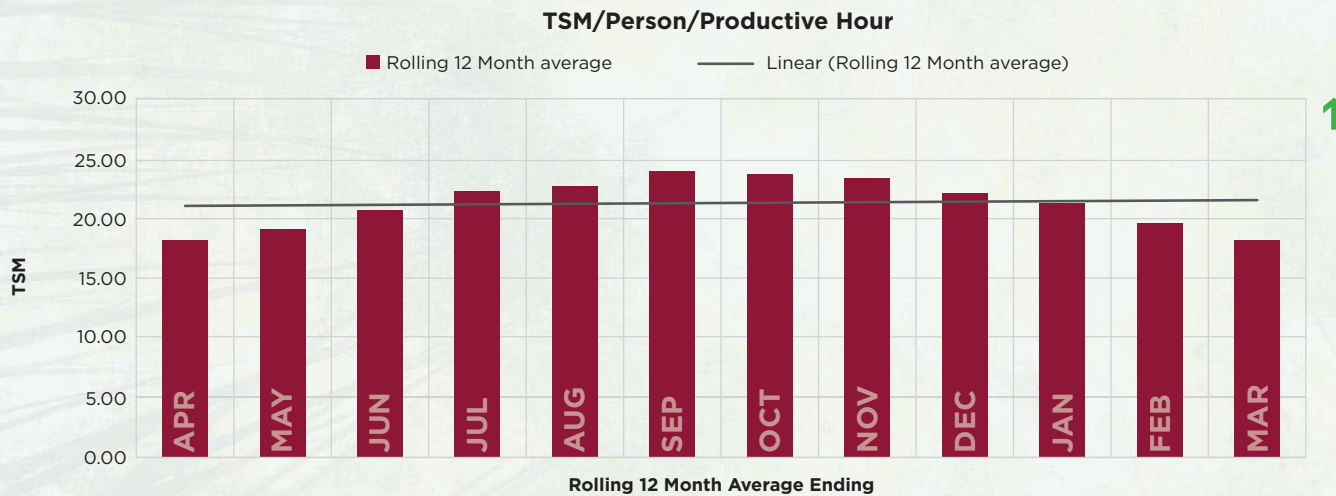


## KPI 3 2024/25

Month	Rolling 12 Monthly Average
Apr	18.17
May	19.10
Jun	20.67
Jul	22.32
Aug	22.67
Sep	24.02
Oct	23.87
Nov	23.39
Dec	22.26
Jan	21.29
Feb	19.74
Mar	18.21

Our average productivity improved by 17% over the year as the company started to enjoy the full benefits of its flexible working practices.

The ability to flex the working hours of employees, without impacting salaries paid, also improves work-life balance.



## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



## SUSTAINABILITY GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industry and foster innovation.

- 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.
- 9.2.1 Passenger and freight volumes, by mode of transport.
- 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.
- 9.4.1 CO<sub>2</sub> emission per unit of value added.



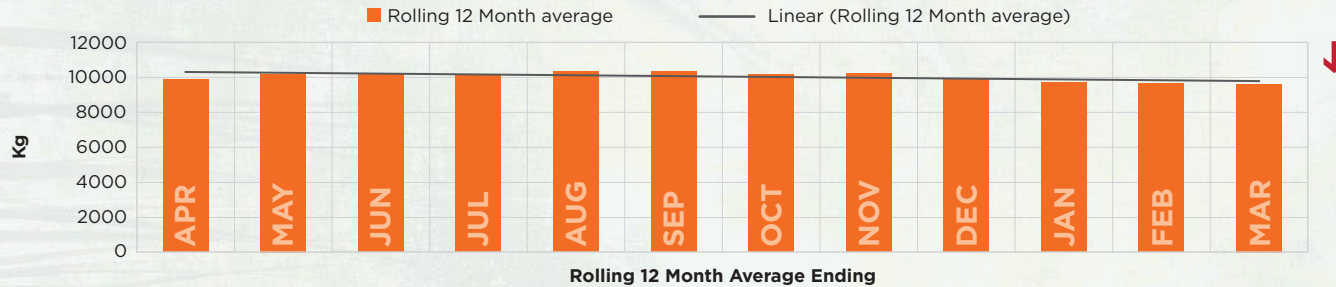
INCREASE GOODS-IN  
TSM PER DELIVERY  
VEHICLE AND  
HAULAGE VEHICLE.

REDUCE CO<sub>2</sub>  
EMISSIONS PER TSM.

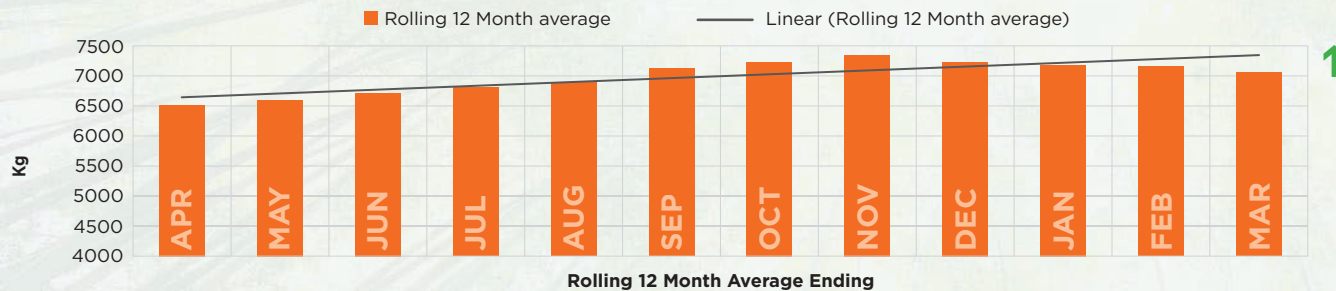
# SUSTAINABILITY GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE



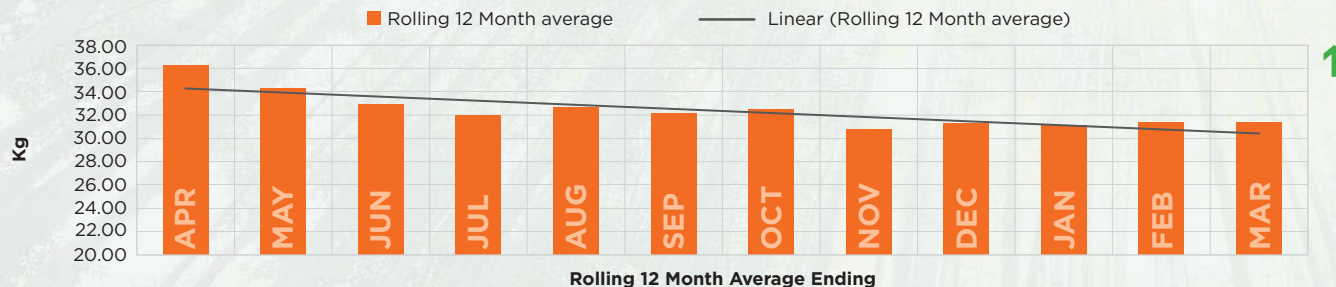
### KG per Goods in Vehicle



### KG per Despatch Vehicle



### CO<sub>2</sub> Emissions/TSM



KPI 4 2024/25      KPI 5 2024/25      KPI 6 2024/25

Month	Rolling 12 Monthly Average	Rolling 12 Monthly Average	Rolling 12 Monthly Average
Apr	9977	6480	36.30
May	10184	6572	34.17
Jun	10266	6692	32.88
Jul	10251	6777	32.00
Aug	10327	6870	32.62
Sep	10331	7095	32.10
Oct	10216	7201	32.44
Nov	10166	7314	30.74
Dec	9929	7184	31.18
Jan	9692	7168	31.08
Feb	9681	7126	31.29
Mar	9617	7026	31.30

The average weight of raw materials delivered onto site increased slightly during the year by less than 1% as we strove to balance delivery size with reduced inventories.

The average weight of materials delivered to our customers increased partly as a result of higher sales but also due to our Supply Chain team working closely with our haulage partners to optimise performance.

Our CO<sub>2</sub> emissions per one thousand square metres produced continued to fall over the year in line with our long-term goals.

By controlling our energy used through careful management and the introduction of our first tranche of sustainability projects, we will continue to push towards our sustainability goals.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Do not reach under or over this machine when in operation



## SUSTAINABILITY GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
  - 12.2.1 Material footprint, material footprint per capita, and material footprint per GDP.
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
  - 12.5.1 National recycling rate, tons of material recycled.
- 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices to integrate sustainability information into their reporting cycle.
  - 12.6.1 Number of companies publishing sustainability reports.



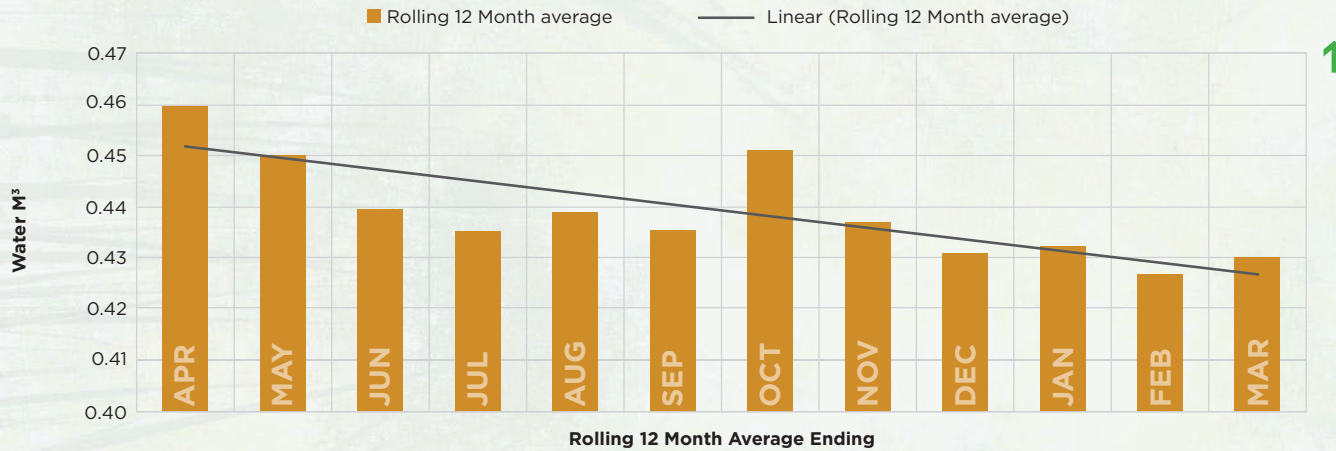
REDUCE VOLUME OF WATER USED PER TSM.

INCREASE PERCENTAGE OF ALL WASTE RECYCLED.

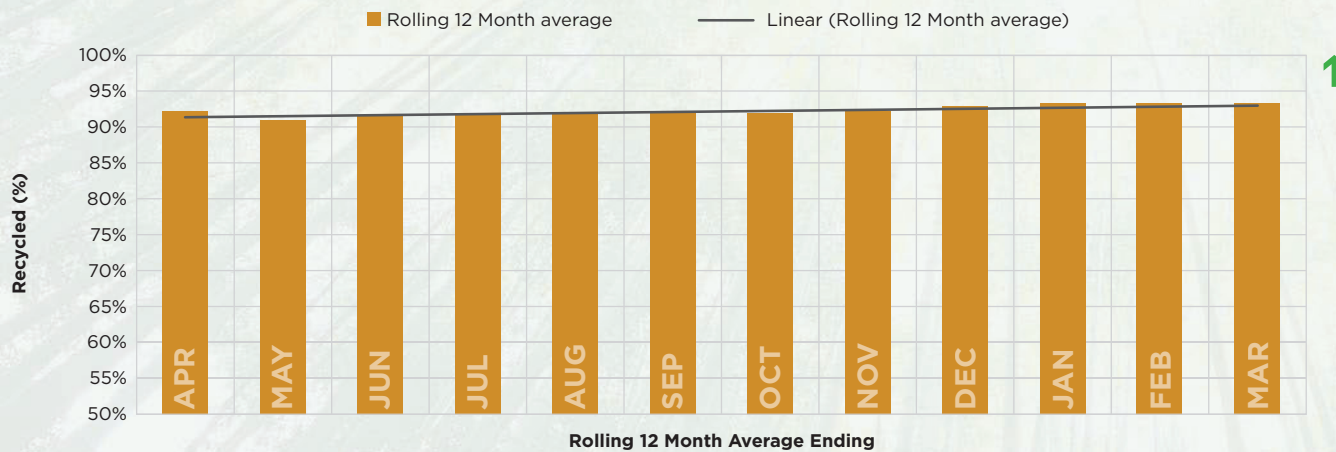
# SUSTAINABILITY GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION



**Water Usage/TSM**



**Waste Recycling Percentage**



**KPI 7  
2024/25**      **KPI 8  
2024/25**

Month	Rolling 12 Monthly Average	Rolling 12 Monthly Average
Apr	0.46	92%
May	0.45	91%
Jun	0.44	92%
Jul	0.44	92%
Aug	0.44	92%
Sep	0.44	92%
Oct	0.45	93%
Nov	0.44	92%
Dec	0.43	93%
Jan	0.43	93%
Feb	0.43	93%
Mar	0.43	93%

Our Water usage reduced significantly during the year as our manufacturing productivity improvements start to bear fruit.

We also started our rain water harvesting project which will further reduce the need for mains water in future years.

We continue to be proud that none of our waste goes to landfill and that we have also improved our Waste Recycling by 1% over the year.

13 CLIMATE ACTION



## SUSTAINABILITY GOAL 13: CLIMATE CHANGE

Take urgent action to combat climate change and its impacts.

13.2 Integrate climate change measures into national policies, strategies and planning.

13.2.2 Total greenhouse gas emissions per year.



ELECTRICITY FROM 100% RENEWABLE SOURCES.

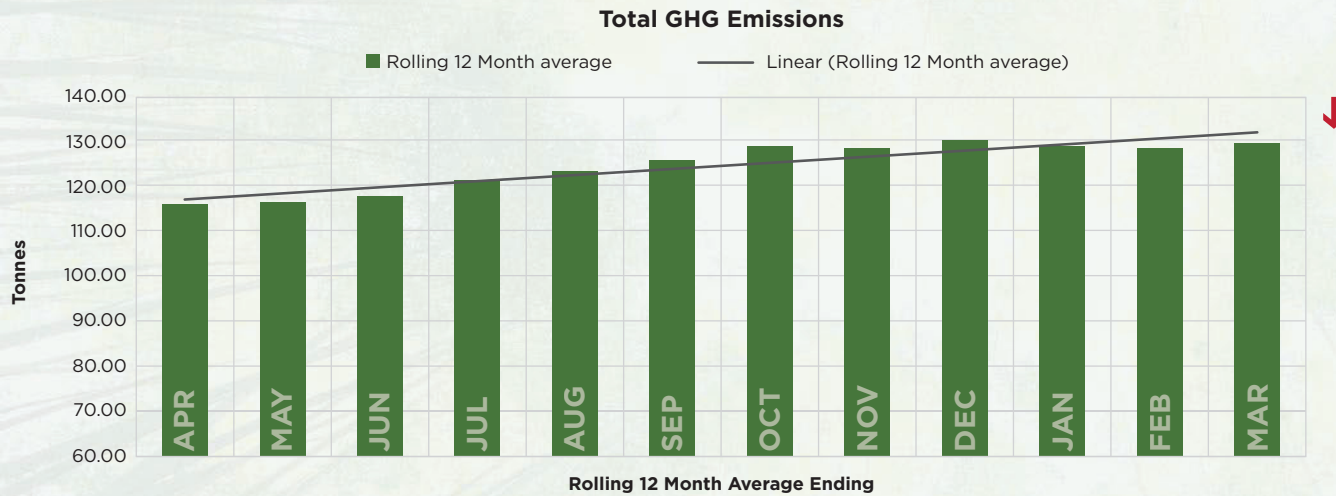
YEAR ON YEAR REDUCTION IN GHG EMISSIONS, WITH A 50% REDUCTION BY 2030.

# SUSTAINABILITY GOAL 13: CLIMATE CHANGE



## KPI 9 2024/25

Month	Rolling 12 Monthly Average
Apr	116.53
May	116.81
Jun	118.05
Jul	121.40
Aug	123.63
Sep	126.27
Oct	129.47
Nov	128.68
Dec	130.74
Jan	129.78
Feb	128.62
Mar	129.95



Our greenhouse gas emissions continue to fall and are now 33% lower than 2023, the year that we started our sustainability journey.

Emissions rose slightly during the year as trading grew.

The business will continue to look at how we measure this and what projects can be undertaken to meet our goals.



## SUSTAINABILITY GOAL 15: LIFE ON LAND

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Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably managed forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

**15.2** By 2030, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

**15.2.1** Progress towards sustainable forest management.



INCREASE THE PROPORTION OF FSC PAPER IN OUR SUPPLY CHAIN.

# SUSTAINABILITY GOAL 15: LIFE ON LAND

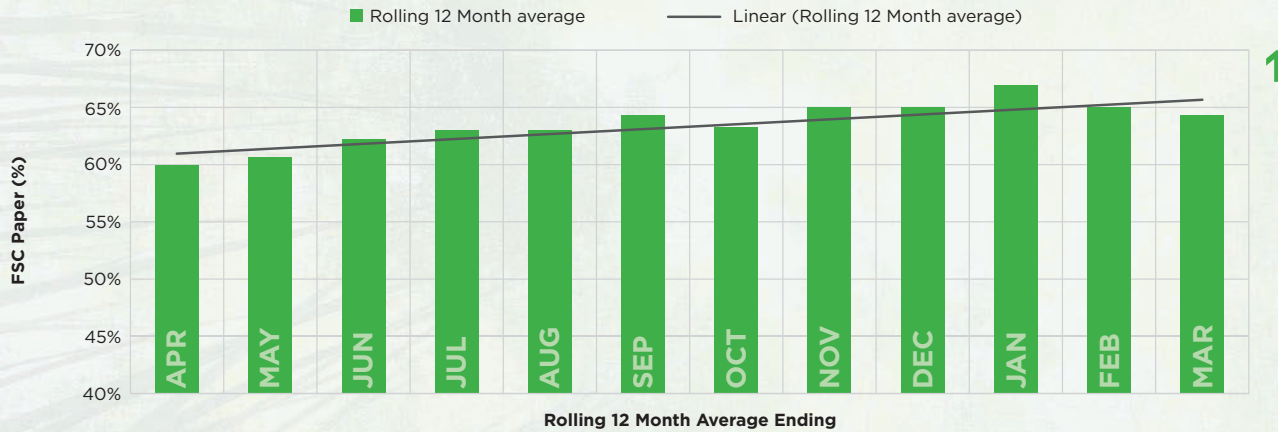


## KPI 10 2024/25

Month	Rolling 12 Monthly Average
Apr	60%
May	61%
Jun	62%
Jul	63%
Aug	63%
Sep	64%
Oct	63%
Nov	65%
Dec	65%
Jan	67%
Feb	65%
Mar	64%

Our supply of 100% FSC sourced materials continues to grow and, where viable, we have converted more product to 100% FSC sourced materials even where not specified by our customers.

### FSC Percentage of Raw Material



## OUR JOURNEY TO DE-CARBONISATION

We have made good initial progress on our journey to de-carbonisation. We now have solid reporting in place, a number of projects either completed or near completion. For 2026 and 2027, we will continue to develop actions and initiatives to de-carbonise our supply chain, energy usage, travel and waste solutions utilizing the work done to date.



Report our progress in a transparent way, tracking our emissions and progress towards our targets.



Continue our ambitious emissions reduction through de-carbonisation solutions using existing and emerging technologies and improving energy efficiency.



Investigate and action sustainable strategies in the target areas of Supply Chain, Energy usage, Travel and Waste solutions.



Promote the Circular Economy with the focus on reducing production waste and increased recycling, to protect finite natural resources.



Focus and understand our Scope 3 Emissions and how we can positively impact them through collaboration with our Supplier and Logistic partners.

## OUR SUSTAINABLE ACTIONS

Even though we have seen macro-economic pressures and shifting global priorities begin to de-emphasise the importance of environmental and social responsibilities, Tullis Russell Coaters remains firmly committed to our long-term sustainability objectives and are proud to report continued progress across all areas of our strategy.

### GO GREENER

In April 2025, we announced our partnership with the Deutsche Post in the development of its first stamp to be issued on recycled paper. This is a true milestone for postage stamp production and reinforces our vision of being the world's leading creative and environmentally responsible coating company.

### TREE PLANTING

As part of our ongoing commitment to building a more sustainable future, Tullis Russell is proud to announce that we have fulfilled our pledge to plant 900 trees in partnership with the Woodland Trust.

Carried out by the staff and volunteers of the Cheshire Wildlife Trust, the trees, which include oak, birch, hazel, blackthorn, rowan, and willow, have been planted across 8 acres of Tullis Russell-owned land. This project will create approximately 3.35 ha of new woodland with the following aims:

- To create a resilient mixed woodland with species adapted for projected climate change, as well as potential pests and diseases
- Woodland design to incorporate managed open ground to benefit biodiversity
- To act as a carbon sink
- Establishment of a grass woodland, retaining some open space
- Establish the trees over a period of 15 years by performing regular maintenance such as weeding and replacement of plant losses

In addition we will be carrying out further wilding initiatives over the next year to establish a wildflower meadow.



## OUR SUSTAINABLE ACTIONS



### PROCESS WATER HARVESTING

As we enter the third year of our sustainability development goals, work has begun on the first phase of water harvesting with three huge tanks arriving at our Bollington site last week.

The aim of this particular action in our bid to creating a more sustainable site is to reduce our water consumption per TSM and also our reliance on existing sources. We will do this by removing old condemned resources and replacing them with a range of water storage units with the capacity to store over 100,000 litres of water. The tanks will enable Tullis to store and maintain water supplies, across the evenings and weekends for example, to later be used in our manufacturing process of coated papers.

Our goal is to have 92% of all manufacturing process water harvested from within our own site, reducing the reliance on external sources and in turn contributing to a circular economy.



### LED LIGHTING

We continue to invest in our factory infrastructure, adequate lighting with well lit production areas create a safer working environment, is good for our employees and promotes efficiency. LED lighting is one of the most energy efficient and environmentally friendly lighting technologies on the market, requiring less energy per lumen than conventional filament or fluorescent technologies.

## OUR SUSTAINABLE ACTIONS



### INTELLIGENT ENERGY MEASUREMENT

The installation of 20 intelligent energy meters across our processes and SCADA network has provided real-time, detailed energy usage data, allowing us to look at reducing energy usage, optimise production processes, and implement predictive maintenance on machinery to avoid downtime.

We are also able to monitor for electrical faults, high temperatures, or security breaches.

The aim moving forward is that this will support sustainable business decisions, renewable energy integration, enhanced grid stability, asset management, peak load management and ultimately cost savings.



### EMPLOYEE ENGAGEMENT

We are proudly employee owned and the story behind Tullis Russell is what makes us different. With over 200 years of history behind us our sights are fixed on the next 200 years and beyond, listening to our customers needs and interpreting them successfully to deliver a creative, technical solution.

An employee Volunteering Policy has been implemented to facilitate staff that want to engage in CSR Projects in the community. So far, staff have volunteered with collection of Christmas trees and are looking forward to working with a local community centre, the local annual festival and carrying out nature conservation volunteering in the coming months.





## GLOSSARY

### **TSM**

Thousand Square Metres; the metric by which we measure finished product.

### **kWh**

Kilowatt Hour; the measure of how much electricity is used every hour.

### **CO<sub>2</sub>e**

Carbon Dioxide equivalent; the number of metric tons of CO<sub>2</sub> emissions with the same global warming potential as one metric ton of another greenhouse gas.

### **GHG**

Greenhouse Gases; the gases in the earth's atmosphere that trap heat.

### **FSC®**

Forest Stewardship Council®; an international non-profit, multi-stakeholder organisation that promotes responsible management of the world's forests via timber certification.

### **Scope 1 Emissions**

Emissions from sources that an organisation owns or controls directly.

### **Scope 2 Emissions**

Emissions that a company causes indirectly and come from where the energy it purchases and uses is produced.

### **Renewable Energy**

Energy derived from natural sources that are replenished at a higher rate than they are consumed.

### **GDP**

Gross Domestic Product: a monetary measure of the market value of all the final goods and services produced in a specific time period by a country or countries.

### **CSR**

Corporate Social Responsibility.

### **SME**

Small to Medium Enterprise.

### **LED**

Light Emitting Diode.

**TO LEAVE FOOTPRINTS  
IN THE SAND NOT SCARS  
ON THE PLANET.**



**WORLD  
LAND  
TRUST™**

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