



2024/25

SUSTAINABILITY REPORT



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Samuel Grant Group and Sustainability

At Samuel Grant Group, sustainability is not just a responsibility: it's a legacy we're proud to evolve.

As a family-run business with over 130 years of experience, we are deeply committed to conducting our operations with integrity, transparency, and ethical purpose. Our long-standing values guide us as we embrace innovation and drive meaningful change across the packaging industry.

We continuously seek out and introduce environmentally responsible packaging solutions, helping our customers reduce their environmental impact without compromising performance. Through ongoing process improvements, we aim to minimise waste, optimise resource efficiency, and lower our carbon footprint.

Our commitment extends beyond our products, we actively collaborate with suppliers, customers, and industry partners to build a more sustainable future. By embedding sustainability into every aspect of our business, we strive to exceed expectations, meet global standards, and contribute to a circular economy that benefits people and the planet.





At Samuel Grant, we recognise that the packaging industry has an important role to play in building a more sustainable future. As a leading provider of packaging products to UK industry, we are committed to reducing our environmental footprint, innovating responsibly, and supporting the transition to a circular economy. This Sustainability Report reflects our progress, challenges and dedication to supplying packaging that protects both products and the planet.

Our sustainability strategy is embedded in sourcing materials responsibly, minimising waste, improving energy efficiency and reducing carbon emissions. We are continuously assessing how the products we supply are designed, manufactured and delivered. Our approach is developed in collaboration with our employees, suppliers, customers and communities.

This report outlines the steps we have taken to advance our environmental, social, and governance (ESG) goals. It also details our future commitments and targets: while we are proud of the progress we have made, we know there is more to do, and we are determined to keep moving forward with transparency, integrity and innovation whilst maintaining the family values and customer service that have seen Samuel Grant Group grow and develop since 1891.

Matthew Grant, Joint Managing Director

4th Generation of Grants to run Samuel Grant

Sustainability Governance Team

Andrew Grant
Group
Managing
Director



Matthew Grant
Group
Managing
Director



Lauren Davies
Head of HSEQ
and Group
Operations



Matthew Wood
Purchasing
Manager



Martin Harris
Managing
Director Leeds



Ian Laidlaw
Managing
Director
North East



Julia Davis
Managing Director
Samson Pallet
Stability



David Johnson
General Manager
Marmax Recycled
Products



Charlie Brown
Sales Director
Leeds



Paul Marshall
Sales Director
North West



Louise Brown
Head of HR
Samuel Grant



**Sarah
Blenkinsop**
Marketing
Director



Deb Alderson
Group
Operations
Co-ordinator



Luke Breedon
Purchasing
Assistant



Environmental Policy, ISO 14001 and Ecovadis

At Samuel Grant Group, we are committed to minimising our environmental impact and continuously improving our sustainability performance. Our Environmental Policy is guided by the principles of ISO 14001, under which we are formally certified. This international standard provides a robust framework for managing our environmental responsibilities in a systematic and proactive manner.

Compliance

Adhering to all applicable environmental legislation and regulatory requirements.

Resource Efficiency

Reducing energy consumption, optimising material use, and minimising waste across our operations.

Carbon Reduction

Monitoring and actively reducing greenhouse gas emissions through fleet upgrades, eco-driving initiatives, and carbon footprint tracking

Pollution Prevention

Implementing controls to prevent pollution and mitigate environmental risks.

Continuous Improvement

Setting measurable environmental objectives and targets and reviewing performance regularly to drive progress.

Stakeholder Engagement

Promoting environmental awareness among employees, suppliers, and customers.

Our ISO 14001 certification reflects our structured approach to environmental management and our dedication to integrating sustainability into every aspect of our business.

As part of our ongoing sustainability journey, we are actively working with EcoVadis, a globally recognized platform for assessing corporate social responsibility. Through this partnership, we are benchmarking our environmental practices, identifying areas for improvement, and aligning our efforts with international best practices.

Reducing Fuel Consumption-Webfleet

Smart Fleet Management & Emissions Monitoring

In 2023, Samuel Grant Group introduced the Webfleet route planning system to our HGV's at the Leeds branch. Following its success, the system has now been rolled out across all heavy goods vehicles and vans company-wide.

By combining route efficiency with behavioural analytics, we are actively reducing our environmental impact while enhancing operational performance. This initiative supports our broader commitment to carbon reduction and responsible logistics.



Webfleet- Eco Driving



Carbon Footprint Per Day

NEW UNITS | Today | Total

1,120.3 lbs

Drivers
TOTAL

Drive Indicator

All drivers | Current month | Average



Needs Improvement Drivers

All drivers | Current month

 **0** Drivers



THE SAME AMOUNT OF DRIVERS AS
THE PREVIOUS PERIOD

Good Drivers

All drivers | Current month

 **13** Drivers



THE SAME AMOUNT OF DRIVERS AS
THE PREVIOUS PERIOD

Excellent Drivers

All drivers | Current month

 **8** Drivers



AN INCREASE OF 8 DRIVERS FROM
THE PREVIOUS PERIOD

Looking Ahead- Fleet

We are committed to:



Reducing fuel-related emissions by 20% by 2027



Transitioning to low-emission and electric vehicles



Expanding driver training programs focused on eco-driving

Since 2019, we've steadily increased the number of electric vehicle charging points year on year. In 2024, we expanded our network with additional installations across the business. Looking ahead to 2025, we plan to accelerate this growth further as we continue to support company car drivers in making the transition to electric vehicles.

2025

Accelerate growth



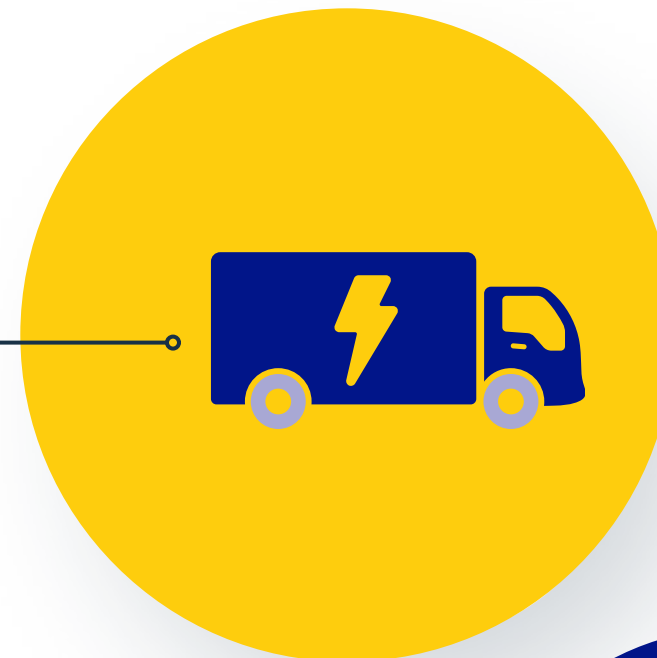
Material Handling Equipment (MHE): Moving towards fully electric

Transition to electric fleet:

Increased the number of electric forklifts, counterbalances, pallet trucks, and VNA vehicles, reducing reliance on gas-powered machinery in 2023–2024.

Goal

A fully electric MHE fleet by 2027 with zero tolerance for gas-powered trucks.



Environmental impact

Each switch from gas to electric saves about 7 metric tonnes of CO₂ annually (based on a single 8-hour shift, 5 days a week).



**154 tonnes CO₂
saved per year**

Progress so far:

22 out of 24 MHE trucks have already been replaced, cutting an estimated 154 metric tonnes of CO₂ per year.

Waste Management and Water Stewardship

Samuel Grant Group is committed to responsible resource management and environmental sustainability across all areas of our operations. We focus on minimising waste, promoting efficiency, and supporting our customers in reducing their environmental impact.



Circular Packaging & Waste Reduction

We promote recycling and reuse within our operations and work with suppliers to develop circular packaging solutions that reduce waste and extend material life cycles.



Safe & Compliant Operations

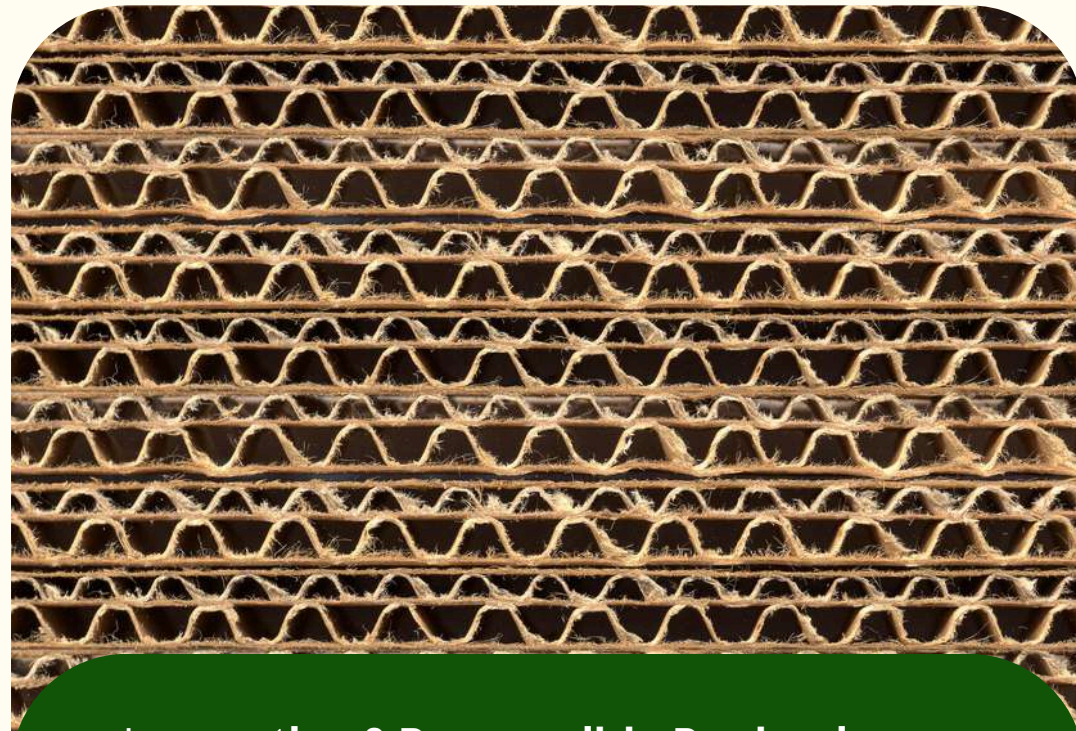
We ensure the responsible handling and disposal of hazardous materials, meeting all environmental regulations.



Resource Efficiency

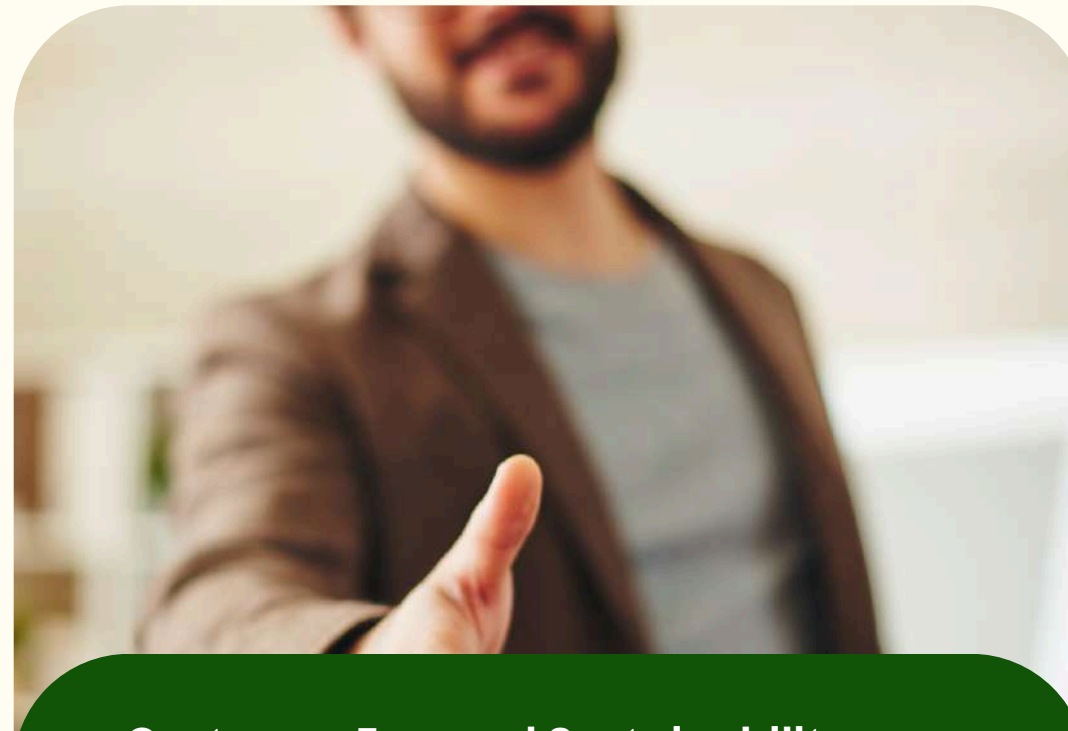
We optimise water and material usage through efficient practices, monitoring, and innovative solutions that help our customers reduce packaging.

Working with our Customers



Innovative & Responsible Packaging

We explore environmentally responsible packaging solutions and work closely with customers to identify options tailored to their needs, helping reduce their carbon footprint while delivering practical value.



Customer-Focused Sustainability

By guiding informed decisions, we support our customers in achieving both environmental progress and financial benefits, aligning packaging choices with their corporate responsibility goals.



Driving Impact & Trust

Offering sustainable packaging helps reduce environmental impact, enhances brand trust, meets regulatory requirements, and positions our partners competitively in a market that increasingly values eco-conscious innovation.



Working with Climate Partner

In 2023/24, we partnered with ClimatePartner to calculate our carbon footprint and explore effective solutions for offsetting our emissions. This collaboration marked a key step in our journey towards greater environmental accountability and long-term sustainability.

Our journey toward sustainability is ongoing, and we continue to push forward: innovating, improving, and inspiring progress every step of the way.

Sustainable Procurement

We recognise that a significant portion of our environmental footprint comes from our supply chain. We work closely with suppliers to ensure shared commitment to sustainability, ethical practices, and transparency.

Key Initiatives

01

Sustainable Procurement: Our Sustainable Procurement Policy and Supplier Code of Conduct set clear expectations for environmental stewardship, human rights, and business integrity.

02

Supplier Engagement & Audits: Suppliers complete sustainability questionnaires and participate in regular audits, enabling us to verify compliance, assess performance, and identify improvement opportunities.

03

Traceability & Transparency: We also maintain full traceability of our products, giving customers confidence in the integrity of our sourcing and the transparency of our operations. By aligning values and actions across our partnerships, we aim to drive meaningful change across the packaging industry and contribute to a more responsible global supply chain.



Reduce, Reuse, Recycle

The three Rs: Reduce, Reuse, Recycle are a simple, yet incredibly effective strategy used in counteracting the effects on the environment from our energy consumption, the materials we use, and our sustainability.

At Samuel Grant Group we take action to help minimise our impact on the future of our planet.

1 billion

HDPE bottles saved from landfill by Marmax Recycled Products.



Reduce

We help clients minimise packaging use through solutions like the Samson Nano, an automated pallet wrapper that reduces film waste while maintaining secure pallet wraps. Combined with our packaging audits, which analyse production and distribution processes, we identify opportunities to lower packaging volume and reduce the use of virgin materials.

Reuse

Our bespoke plastic pallets help clients close the loop in packaging by encouraging reuse, saving both money and waste. We've also designed a multidrop plywood case for large OEMs, allowing engineers to swap components efficiently, with replaceable inserts to extend the products' lifespan.

Recycle

We prioritise using recycled content in our products and work to maximise recycling across operations. Our sister company, Marmax Recycled Products, has saved a billion HDPE bottles from landfill by transforming them into sustainable furniture and outdoor goods. Additionally, when delivering a Samson Nano machine, we collect clients' old machines for recycling through the Recycling Lives scheme.

Marmax

marmaxproducts.co.uk

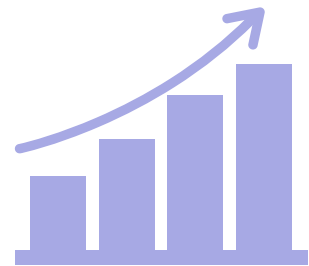
Marmax, based in County Durham, is part of the Samuel Grant Group. The company manufactures outdoor furniture and play equipment made entirely from **100% recycled plastic**. Every product is handmade in the UK and backed by a 25-year guarantee.

Scan to learn more



14

Key Highlights



Proven track record of combining environmental responsibility with social contribution.

Around
600

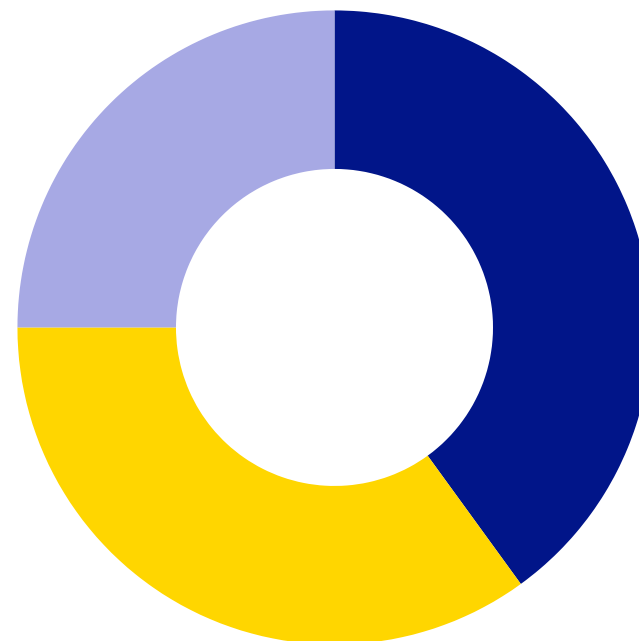
tonnes of recycled plastic used annually.

Products carry a
25-year

guarantee, emphasising durability and reduced waste.

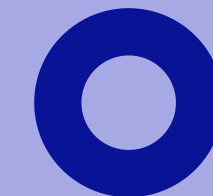
Social Value

- Charitable Donations
- Community & Educational Projects
- Referral Awards & Recognition



Environmental Impact

Recycled Materials



100%

Preventing the plastic used in products from going to landfill.

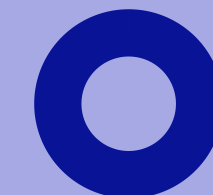
Durability & Low Maintenance



75%

Durable products cut environmental impact by up to 75%

Recyclable products made locally



100%

Recyclable, UK-made products cut carbon footprint by ~60%

Health and Safety

Safety is our top priority. We are dedicated to ensuring that every team member returns home safely to their family at the end of each working day. While our accident rate remains low, we are committed to continuous improvement and will not be satisfied until we achieve zero incidents.

At Samuel Grant Group, we believe all accidents are preventable. Every incident, no matter how minor, is thoroughly investigated, and we continuously invest in training to strengthen our safety culture.

Our Accident Frequency Rate (AFR) in 2024: 2.91

The Warehouse and Logistics industry Standard AFR is: 4-7



Mechanical Handling & Racking

Frequent training for warehouse operatives and racking inspection training to ensure safe operations.

Health & Safety Certification

Induction training for all new starters that includes HSEQ and Sustainability.

IOSH Managing Safety and IOSH Working Safely training throughout the business.

Accident Investigation

In-house and external accident investigation training for managers to prevent future incidents.

Emergency Preparedness

Fire marshal training to ensure readiness and effective response in emergencies.



Colleague Engagement

At Samuel Grant Group, we recognise that a motivated and engaged workforce is essential to our success. We prioritise a supportive and inclusive environment where colleagues feel valued, heard, and empowered.



01

Open Communication & Support

Transparent communication is encouraged through an open-door policy, with whistleblowing and grievance procedures for safe and confidential reporting.

02

Health & Wellbeing

Comprehensive healthcare benefits via Simply Health support physical wellbeing, while mental health awareness and work-life balance initiatives promote overall wellness.

03

Team Spirit & Engagement

Regular bonding events, including our annual race day and family fun day, foster connections and celebrate a thriving workplace culture.

Diversity and Inclusion

We are committed to providing equal opportunities for all. Every individual within our business is treated with fairness, respect, and dignity. Our in-house diversity training programme, led by our HR department, reinforces these values and helps foster an inclusive workplace culture.

Our recruitment process is designed to place the right people in the right roles—regardless of disability, gender, nationality, sexual orientation, or background. We're proud to report a 0% gender pay gap and a senior management team that includes 5 women out of 12 members, reflecting our commitment to balanced representation.

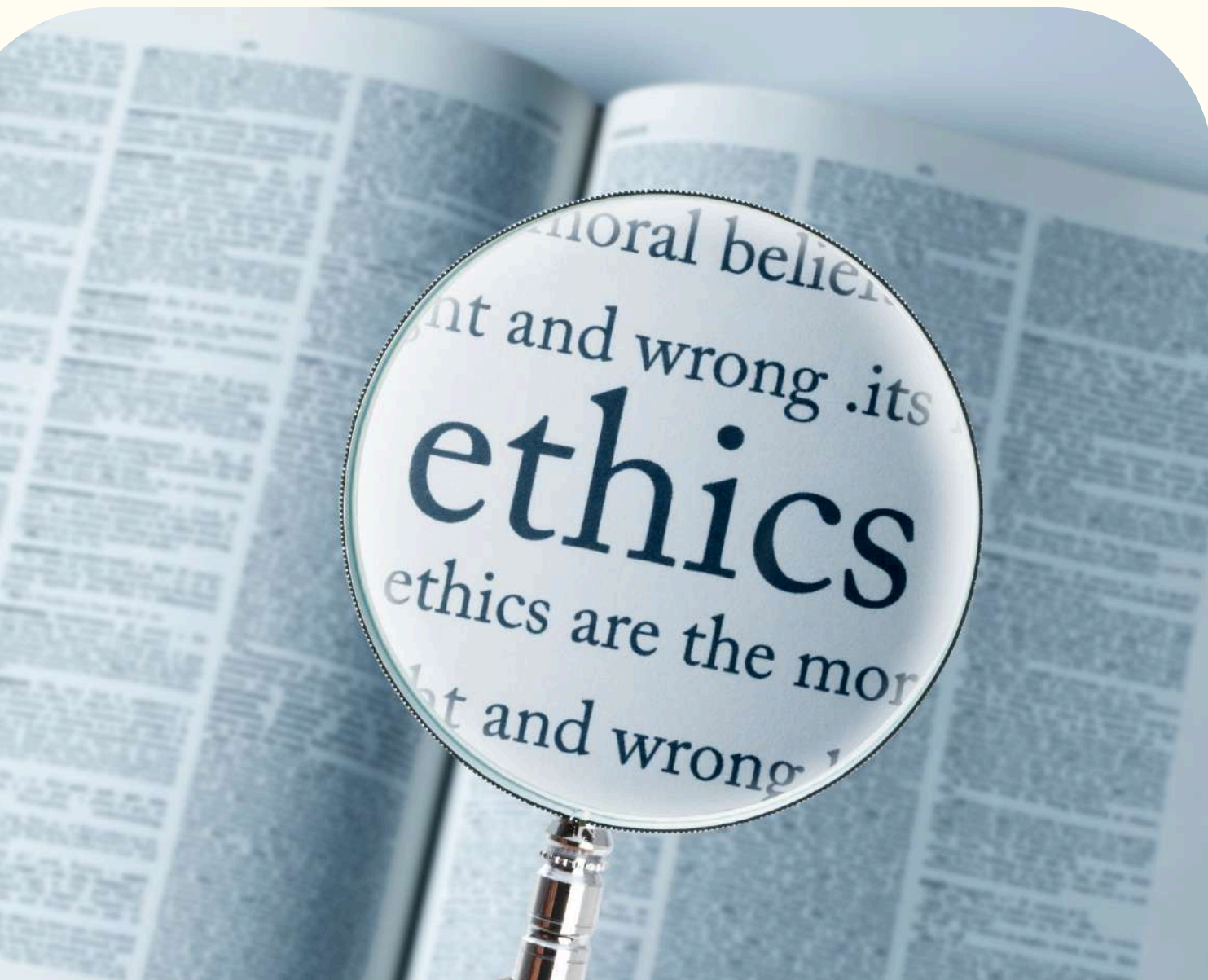


0% gender pay gap



Ethics

We are committed to conducting our operations with integrity, transparency, and accountability. Ethical behaviour is the foundation of our sustainability strategy and underpins every decision we make.



- **Anti-Bribery & Corruption:** We operate a zero-tolerance approach to bribery and corruption. All employees and business partners are expected to comply with our Anti-Bribery Policy.
- **Fair Business Conduct:** We promote fair competition and honest dealings in all markets where we operate. Our Code of Conduct outlines the standards we uphold in our relationships with customers, suppliers, and stakeholders, ensuring that our business practices reflect respect, fairness, and legal compliance.
- **Whistleblowing & Speak-Up Culture:** We maintain a confidential whistleblowing procedure that empowers employees to report concerns about unethical behaviour, misconduct, or violations of company policy. Reports are handled with discretion, and we are committed to protecting whistleblowers from retaliation. This system reinforces our culture of openness and accountability.

By embedding these principles into our daily operations, we aim to build trust, reduce risk, and contribute to a more ethical and sustainable business environment.

Investing in the Community

We proudly support a wide range of local charities and community groups. From sponsoring cricket, football, and rugby events to dance championships, our involvement spans diverse activities. We also make charitable donations to causes that are especially meaningful to our employees.

To further encourage giving, we match any funds our employees raise for charitable causes, doubling the impact of their efforts!



Samson Pallet Stability

samsonpalletstability.co.uk



Samson Pallet Stability is committed to advancing sustainability in logistics through innovative technologies and eco-conscious practices. Their approach integrates environmental responsibility with operational efficiency, focusing on reducing waste, enhancing safety, and promoting circular economy principles.

Eco-Friendly Materials

Uses recyclable materials such as 100% recycled polyester strapping and minimizes plastic usage.

Waste Reduction

By testing pallets on the Samson Nano Slingshot, clients dramatically reduce the chance of them being damaged in transit which can result in product waste.

Maintenance Efficiency

Provides a 'swap and drop' service to maintain equipment without downtime, further minimizing waste.

Circular Economy Practices

Promotes reuse and recycling of materials, supporting a circular economy.

Ethical Sourcing

Ensures all materials meet high environmental standards and comply with EU regulations.

Environmental Compliance

Holds ISO 14001 certification and adheres to strict environmental policies to continuously improve sustainability.

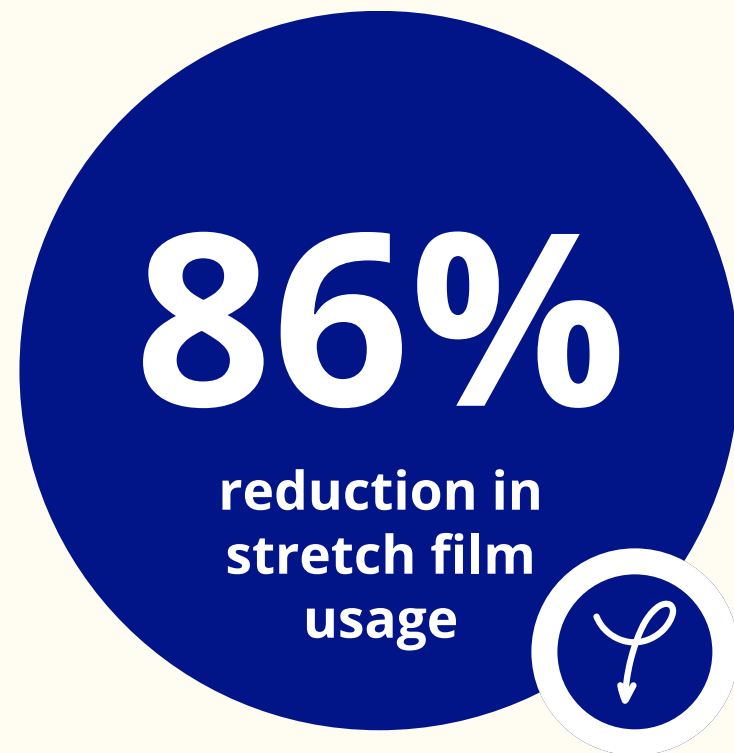


Case Study: Reducing Single-Use Plastic in Logistics

Samson Pallet Stability implemented the Samson Nano pallet wrapping system to dramatically reduce consumption of single-use plastics. The goal: maintain load security while cutting waste and CO₂ emissions.

Want to know more?

Scan the QR code below to read the full case study.



Equivalent to saving
over 85 tonnes of film.



Reduces exposure to
plastic tax and supports
circular material use.



Significant climate
benefit from reducing
plastic consumption.



Supporting a Greener Future Oyster Tree Planting Day

Our Leeds branch took part in the Oyster Planting Day in Holmfirth, an inspiring event that combined hands-on action with learning about environmental impact. Team members not only planted trees themselves but also gained valuable insight into how these efforts benefit the local ecosystem.

Partnership with Tree Appeal

Oyster partners with Tree Appeal to offset clients' paper consumption by creating diverse, sustainable tree plantations. Every Oyster client, including Samuel Grant, is invited to contribute to reforesting the local area. This holistic approach supports:

- Wildlife habitat creation
- Climate change mitigation
- Building a greener, healthier environment

Impact so far

- Over 10,000 trees planted this year through the campaign.
- Samuel Grant has made a significant contribution, with resources donated from our printing usage directly supporting the initiative.

We are proud to stand alongside Oyster and Tree Appeal in their mission — proving that small actions, taken together, create lasting change.

Helping the environment, one tree at a time.



Contact page

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