

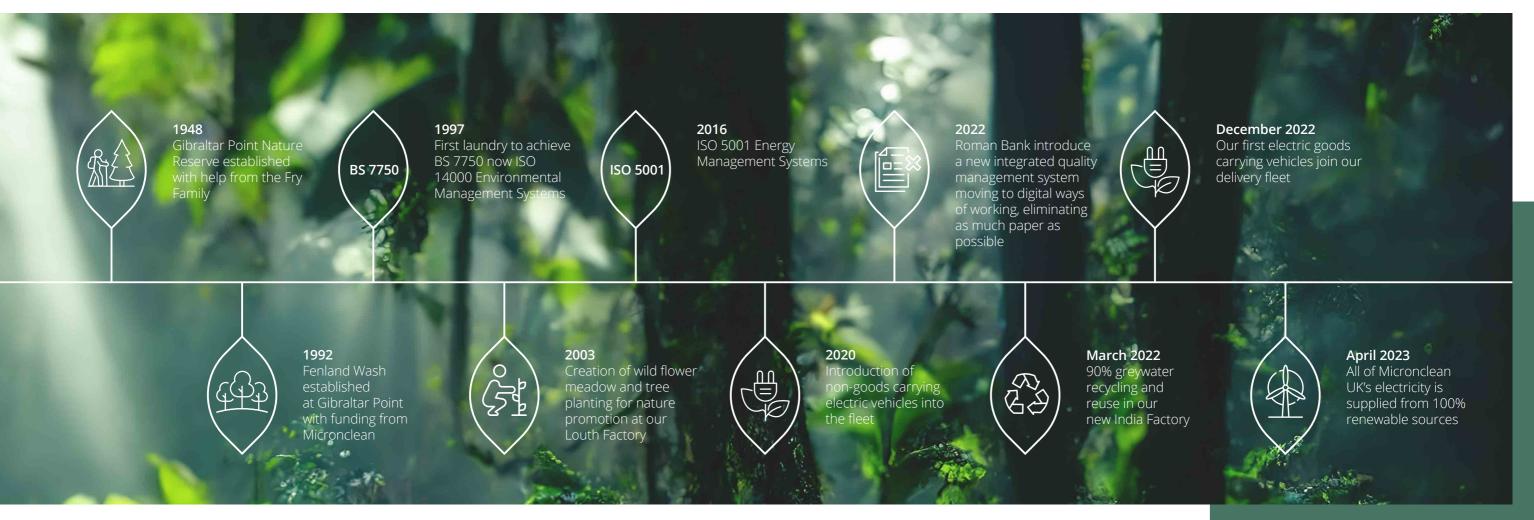


Environmental sustainability is businesses new must have strategy demanded by markets and consumers. I applaud this business pressure which should have been brought to bear many decades ago. However, many companies respond to this by putting out a marketing "green wash" presenting themselves in the best possible light whilst doing little.

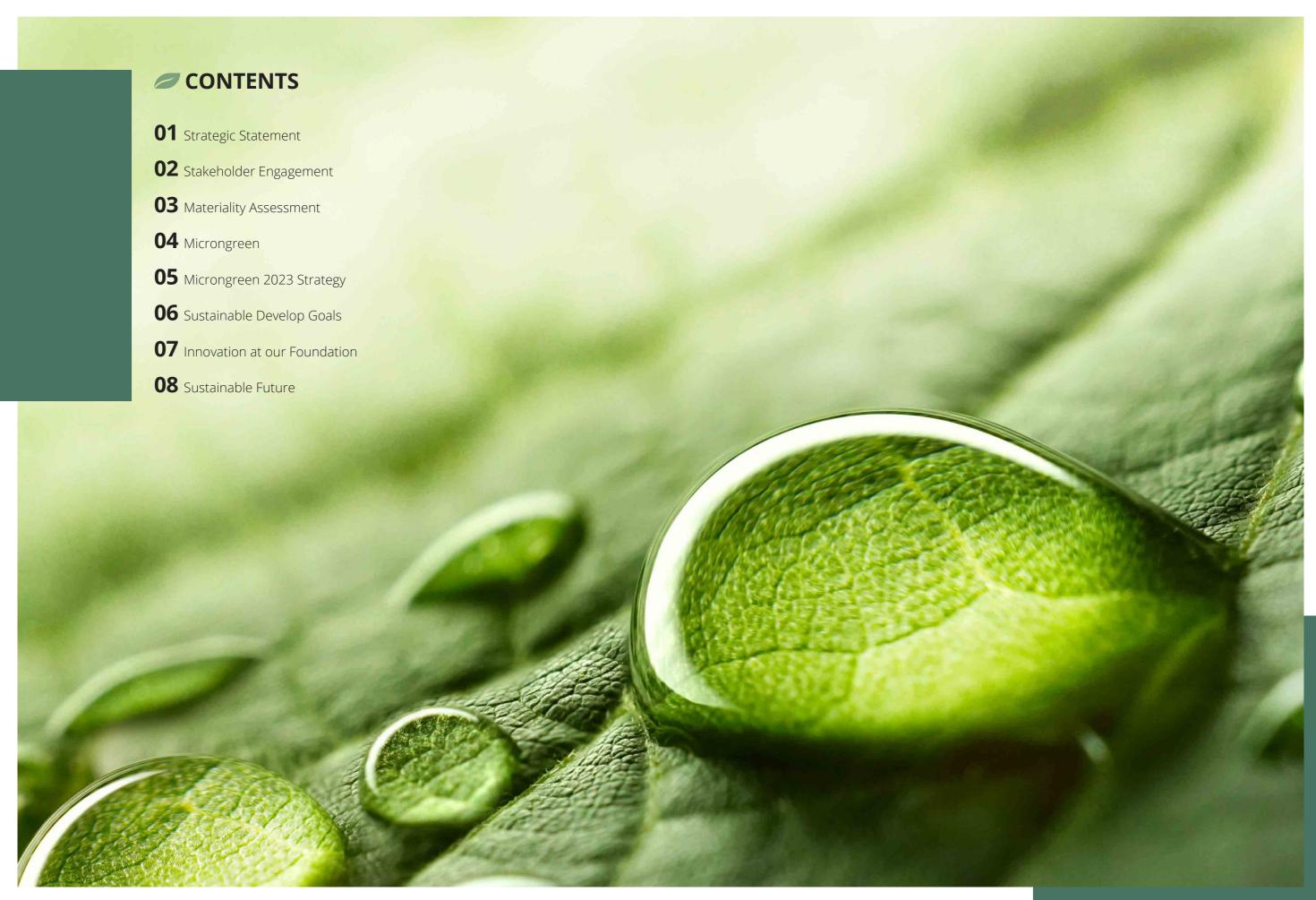
My family has been involved in environmental activity for three generations, and certainly before it achieved its recent fashionable status. My Grandfather was instrumental in working with the Lincolnshire Trust for Nature Conservation (now the Lincolnshire Wildlife Trust) in setting up Gibraltar Point National Nature Reserve, and my father worked with the trust for many years helping raise funds for new reserves and using profits from our business to directly fund the creation of the "Fenland Wash", a brackish lagoon at Gibraltar Point. I was therefore raised with the environment at the core of my beliefs and have tried to run the business minimising its impact on the environment. In 1997 Micronclean was the first laundry to achieve BS 7750 (now ISO 14001) and we have managed our sites to maximise biodiversity with tree planting and flower meadows.

Over the past 25 years the role of Carbon Dioxide as a greenhouse gas and the consequent problem of global warming caused by the burning of fossil fuels has become a scientific certainty. The dual human induced impacts of biodiversity loss and global warming threaten nature and civilisation. Although laundry is inherently a circular, recycling textiles back into use, the process of laundry is itself energy intensive. Finding a solution for laundry processes that does not rely on the burning of fossil fuels is technically very challenging. This is not about the slightly dubious process of carbon offset but rather ensuring that the energy consumption does not emit carbon at source. I am committed to Micronclean being at the vanguard of driving the engineering and scientific developments that will be required to reengineer laundry processes and to ensure that Micronclean's next processing facility will be operationally carbon neutral.

I applaud the consumer demand for environmental sustainability and this market pressure has tipped me into ensuring that Micronclean drives change in our industry to remove carbon from laundry operations. Please excuse any superficial marketing green wash and be assured that at the core of our business philosophy is a force to change Micronclean into a carbon neutral company.











STRATEGIC STATEMENT

Robert Parker | Managing Director

Micronclean has evolved over the last 150 years, reflecting the needs of the time. The Company's survival has been achieved through leading change rather than reacting to changes in the marketplace. It is vital we do the same with the current environmental and sustainability challenges.

Stewardship is the first of Micronclean's SKIEs values. To me, Stewardship means leaving things better than when you found it. Improvement rather than maintaining status quo. Our employees are increasingly looking for meaning and value in their workplace. Without a full commitment to the environment and sustainability we will not have fully engaged employees.

The above are all independent of the customer, societal and legislative drivers towards a more environmentally friendly and sustainable way of doing business.

Our strategy is therefore framed by an absolute desire to pursue the right course of action for the environment and sustainability as much as it is by any requirement to do so. To deliver our strategy we need the resources to bring it to life, with clear accountability within the board. Delivery requires changes in behaviours throughout the business, introducing an environmental impact consideration to everything we do, particularly for projects and new product development.

Having created the framework and resource to allow the strategy to develop, we must now deliver this exciting vision.







OUR JOURNEY SO FAR

Environmental considerations have always been key to the way we operate as a business. We are passionate about the environment with biodiversity always being a topic at the heart of the business.

Working in partnership with all our key stakeholders is essential and their support is at the core of delivering this strategy.

Our key stakeholders are defined below along with our key interactions with them.

CUSTOMERS

The Businesses around the world we supply goods and services

- Sustainability
- Product and Services
- Quality
- Service
- Innovation

EMPLOYEES

Our workforce, who are committed to delivering your products and services

- Health & Safety
- Wellbeing
- Environmental Sustainability

TRUSTEES & BOARD

The Fry family, our owners and Directors of Micronclean

- Vision 2027
- Innovation
- Employee Wellbeing
- Environmental Sustainability
- Biodiversity

NGO's

Non-government organisations we seek to create meaningful partnerships with

- Biodiversity
- Climate
- Circular economy
- Education

COMMUNITIES & SOCIETY

Our local communities and wider society

- Local economy
- Employment and security market
- Environmental issues
- Biodiversity

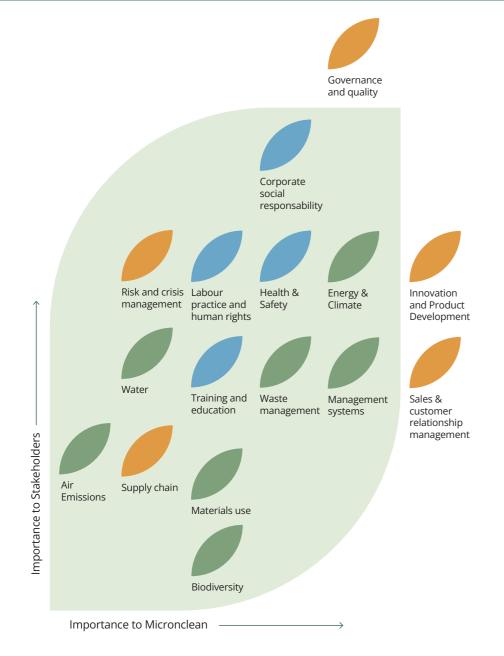


The supply chains, that deliver goods and services to us

- Supplier audits
- Supply chain
- Human Rights
- Environmental Sustainability

MATERIALITY ASSESSMENT

The Materiality Assessment is used to show how important the environment is to Micronclean against our economic and social business strategy, aligning with the Board's vision. The matrix should be refreshed on a regular basis to align with emerging issues and to strengthen sustainability engagement.



Top key themes







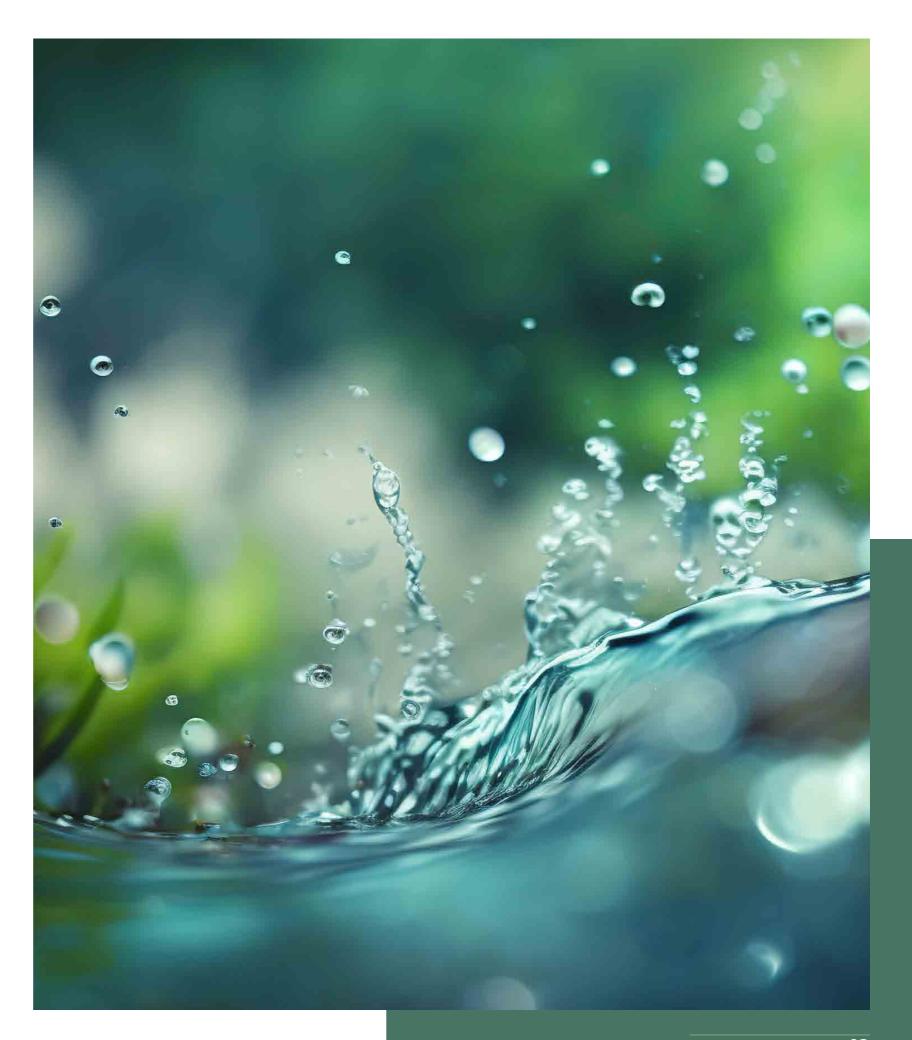
















The most sustainable specialist textiles and cleanroom consumables business on the planet.

Microngreen is committed to contributing to a sustainable future for our people and communities by building a circular economy and protecting the climate. These pillars are based on our foundations derived from the key themes in the materiality assessment. They aim to be authentic, transparent, and personal.







The United Nations Sustainable Development Goals guide reflection and action on the most pressing challenges and opportunities facing humanity and the natural world. Whilst we will deliver against a number of the goals we have selected five where Microngreen will deliver the greatest benefit.



ECONOMY INDUSTRY,

INNOVATION AND INFRASTUCTURE New Campus to be carbon

neutral and flagship for sustainability with the application of the 3ls at all our sites including Micronclean India.



BIOSPHERE

CLIMATE ACTION

Setting our pathway to zero for our carbon emissions per unit and supply chain emissions with a 50% reduction of our direct emissions by the end of 2027.



CREATING OUR CIRCULAR ECONOMY

ECONOMY

RESPONSIBLE CONSUMPTION AND PRODUCTION

Build our circular economy; reducing water consumption, reusing and recycling packaging, eliminating waste to landfill.



OUR PEOPLE & COMMUNITIES

SOCIETY

GOOD HEALTH AND WELL-BEING

Commitment to healthy lives and promotion of wellbeing for all at all levels of the business through policy and empowerment of our people. **BIOSPHERE**

PARTNERSHIPS FOR THE GOALS

Working in partnership to deliver initiatives to bring positive impact to our local communities and to deliver against SDGs 3, 9, 12 and 13.















Sustainability must be built into the foundations of our product development processes. Implementing environmental decision-making at the beginning of product development is crucial for achieving truly sustainable and well-designed final products. We do this with our R&D Decision Tree. This tool allows early-decision making in a project to allow us to implement social and environmental considerations at the start of every process to ensure sustainable project selection. The tool creates a a more effective way to achieve success from initiation rather than back-tracking on designs and decisions.

Life Cycle assessment is the systematic analysis of the potential environmental impacts of products or services throughout its existence including supply chain, energy and material use. Our **Eco-Calculator** and **Environmental Impact Assessment Report** are two separate tools but work in unison with each other to act as a life cycle assessment for a product.

Our **Eco-Calculator** encompasses environmental considerations and cost considerations for product and its components creating an Eco-Score.

This **Eco-Score** is an important component of our **Environmental Impact Assessment Report**. This report describes a products life cycle and explains how potential product changes may affect its life cycle and influence the environmental considerations. By using these tools within R&D processes, we are able to make conscious and sustainable decisions from the beginning of a product or services life

Social and environmental considerations are embedded from the start to ensure we develop innovative and competitive products and services to disrupt the marketplace.

"Considering the environmental impacts of R&D projects is essential." Micronclean's R&D tools have been designed to support decision making during the development stages. We no longer only assess the financial implications of our decisions, but also the environmental ones. We endeavor to support Microngreen initiatives to achieve meaningful results and have a positive impact on the sustainability of our products"









SUSTAINABLE FUTURE Sophie Harris | Associate QSHE Director

Our Environmental Strategy creates leadership and direction for Micronclean to work toward a sustainable future for our company and the industries we serve. At its foundation our strategy is driven by transparency, data and insight for us to deliver meaningful action to reduce our carbon emissions, packaging usage and water consumption to protect the environment.

Excitingly we stand apart in our commitment to biodiversity, understanding the fundamental importance of our ecosystem and pledging to protect and improve.

In the newly created role of Associate QSHE Director I will be driving Micronclean to achieve the ambitious objectives it has set out within the plan. Fundamentally, this means ensuring we are accountable for the environment, building sustainable ways of working into everyday practices and the core of the business. Collaborating with our customers, supply chain and communities is just one of the ways I hope we can work together to deliver better outcomes in partnership.

Sharing data and progress is key to hold ourselves to account, shouting about our success and striving to deliver nothing short of excellence. Reporting this is to you is important to us so you can keep up to date with our performance and future plans.

I am excited about the future and leading our journey to be Microngreen.









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