

Environment, Social & Governance (ESG) at 2M

2M

Environment & Product Innovation

Goal - to reduce carbon emissions (scope 1 & 2) by 10% in 2028 compared to 2023 and to achieve this despite future organic & acquisition growth.

Goal - Annually increase the ratio of sustainable products in our portfolio by at least 10% to align with our Sustainability goals.

**For the purpose of this objective, 'Sustainable Products' means: any product not derived from fossil fuels.*

- 2023 Scope 1 and 2 emissions assessed and certified (by ClimatePartner) for all 2M entities
- Sustainable development of sites: forklift electrification, installation of solar panels
- ISO 14001:2015 for the majority of our operational sites
- 2M/ Xampla collaboration – scale up portfolio of plastic-free, bio-derived coatings for packaging
- 100% biobased dry ice by 2030
- Transition to packaging with higher recycled plastic content
- RSPO certified palm products



People

- Wellbeing: salary benchmarking; enhanced paternity/ maternity leave; 2M Academy training programme; 'Spill' for free mental health support; 'Active teams' initiative to encourage physical exercise; annual 'values' awards.
- Sustainability working group – promoting the integration of sustainability within the organisation

Governance & Ethics

Goal - EcoVadis gold for the 2M Group of Companies in 2024 (currently silver - top 10% of companies for sustainability efforts. Our German subsidiaries: Ce-O2 Trockeneis GmbH; Surfachem Deutschland GmbH have received platinum medals)

- Robust enterprise risk management process in place
- Zero-tolerance policies on key CSR issues, including: bribery corruption, dealings with sanctioned individuals, modern slavery, fraud & data protection
- Female & young leadership programmes.
- Signatory to UN Global compact (as of 2023)
- Annual knowledge sharing events to promote cross company communication
- Long standing commitment to responsible care



Recognition & Awards

[Shortlisted] British Coatings Federation CSR Award 2023; [Winner] Chemicals Northwest CSR Award 2023; [Shortlisted] Northern Power Women Awards 2022 "Organisation" and "Transformational Leader" - Liran Maller, Director of HR; [Winner] CBA Community Interaction Award in 2016, 2017 and 2019; [Winner] CBA Sustainability Award 2023

SIA Gerald Soane Health & Safety Award – Patrick Keogh (2023) and David Dalton (2017); [Shortlisted] CBA Sustainability award 2023; [Shortlisted] CBA Wellbeing award 2023; [Winner] Henkel's Sustainability Award (awarded to Stowlin Ltd.) 2023

