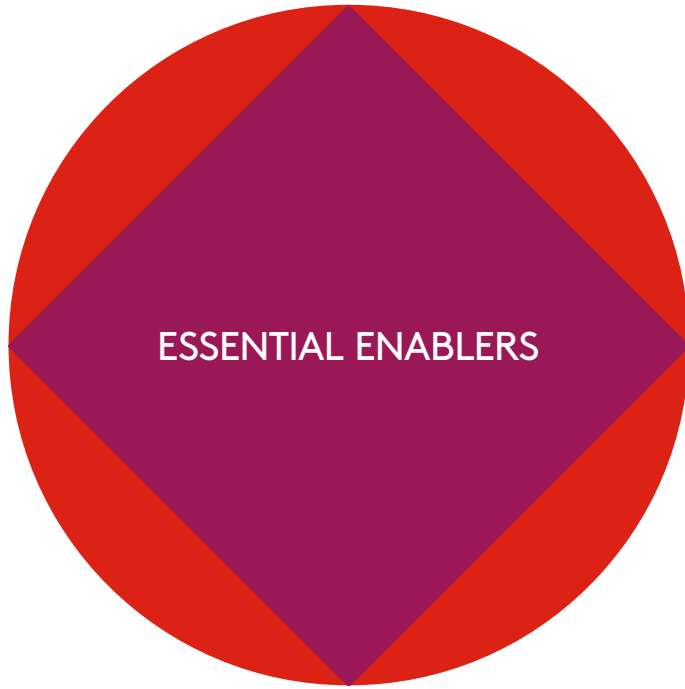




ESSENTRA



ESSENTRA BELIEVES THAT LITTLE THINGS  
MAKE THE WORLD GO ROUND. WE ARE  
PROUD OF WHAT WE DO AND WANT  
TO SHOW THAT EVEN OUR SMALLEST  
COMPONENTS PLAY A BIG PART.

**ESSENTRA: THE ESSENTIAL ENABLERS**

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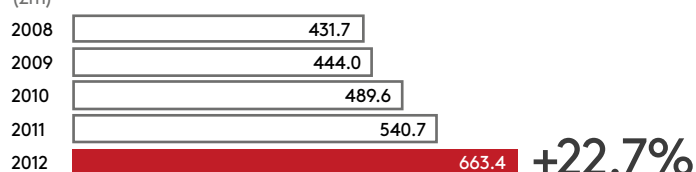
## KEY HIGHLIGHTS OF 2012\*:

- REVENUE UP 26% (+11% LIKE-FOR-LIKE)<sup>1</sup>, WITH GROWTH IN ALL PRINCIPAL DIVISIONS
- ADJUSTED<sup>2</sup> OPERATING PROFIT UP 28%, WITH MARGIN EXPANSION OF 30BPS TO 15.9%
- ADJUSTED<sup>2</sup> EPS AHEAD 30% TO 31.7P
- NET WORKING CAPITAL IMPROVEMENT TO 11.8% OF REVENUE, DOWN 110BPS
- NET DEBT OF £164M, WITH STRONG CASH FLOW GENERATION BEING OFFSET BY HIGHER DIVIDEND PAYMENTS AND ACQUISITION SPEND
- FULL YEAR DIVIDEND +19% TO 12.5P PER SHARE
- CONTINUED STRONG PROGRESS TOWARDS VISION 2015 OBJECTIVES

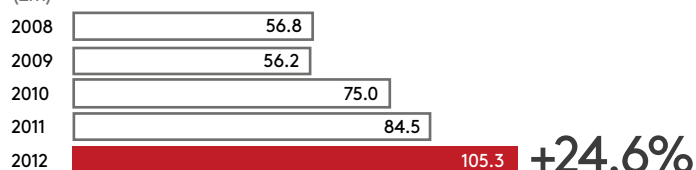
## FINANCIAL HIGHLIGHTS:

REVENUE<sup>†</sup>

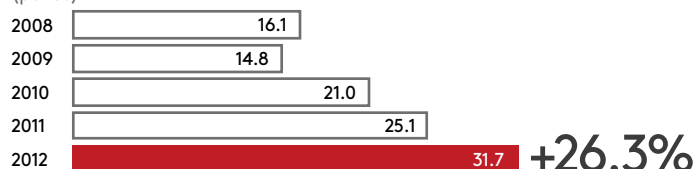
(£m)

OPERATING PROFIT<sup>†</sup>

(£m)

ADJUSTED EARNINGS PER SHARE<sup>†</sup>

(pence)



## Cautionary forward-looking statement

This Brochure contains forward-looking statements based on current expectations and assumptions. Various known and unknown risks, uncertainties and other factors may cause actual results to differ from any future results or developments expressed or implied from the forward-looking statement. Each forward-looking statement speaks only as of the date of this Brochure. The Company accepts no obligation to revise or update publicly these forward-looking statements or adjust them to future events or developments, whether as a result of new information, future events or otherwise, except to the extent legally required. Unless otherwise stated, all financial information contained in this Brochure relates to the year ended 31 December 2012.

\* Figures presented in the Key Highlights are in respect of continuing operations and are shown at constant exchange rates

<sup>1</sup> Excluding the impact of acquisitions and disposals

<sup>2</sup> Excluding intangible amortisation and exceptional operating items, less tax relief thereon

<sup>†</sup> On a continuing operations basis, adjusted to exclude the impact of intangible amortisation and exceptional items, less tax relief thereon

ESSENTRA AT A GLANCE

EVERY DAY WE PRODUCE AND DISTRIBUTE MILLIONS OF SMALL BUT ESSENTIAL PLASTIC, FIBRE, FOAM AND PACKAGING COMPONENTS. OUR INTERNATIONAL NETWORK EXTENDS TO 29 COUNTRIES.

OUR FOUR PRINCIPAL OPERATING DIVISIONS:

## COMPONENT & PROTECTION SOLUTIONS

The Components business is a global market leading manufacturer and distributor of plastic injection moulded, vinyl dip moulded and metal items. Operating units in 23 countries serve a very broad industrial base of customers with a rapid supply of primarily plastic products for a variety of applications in industries such as hydraulics, pneumatics, electrical controls and construction.

The Pipe Protection Technologies business specialises in the manufacture of high performance innovative products from commodity resins to engineering-grade thermoplastics and polymer alloys for use in a range of end-markets. Locations in four countries, combined with a wide distributor network, serve customers around the world.

PAGE 12

## POROUS TECHNOLOGIES

A global market leading developer and manufacturer of custom fluid handling components, engineered from a portfolio of technologies including bonded and non-woven fibre, polyurethane foam and porous plastic. Representing leading innovations used in healthcare, consumer and industrial applications, its enabling components are found in a wide range of products from medical diagnostics tests to advanced wound care pads, inkjet printer cartridges, writing instruments, clean room wipes and air fresheners. Customers in over 56 countries are served from six manufacturing facilities, with research and development centres supporting the division globally.

PAGE 14

## PACKAGING & SECURING SOLUTIONS

A leading global provider of packaging and securing solutions to a diversified blue-chip customer base. With a focus on delivering value adding innovation, quality and service to customers through a range of cartons, tapes, leaflets, foils and labels, the division primarily serves the consumer and healthcare packaging, point of sale and paper & board industries. It is also a leading supplier of authentication technologies and identity solutions. Customers in over 100 countries are served from facilities operating in eight countries.

PAGE 16

## FILTER PRODUCTS

The only global independent cigarette filter supplier. The nine worldwide locations, including a UK-based research facility and three regional development centres provide a flexible infrastructure strategically positioned to serve the tobacco industry. The division supplies a wide range of value-adding high quality innovative filters, packaging solutions to the roll your own sector and analytical laboratory services for ingredient measurement for the industry.

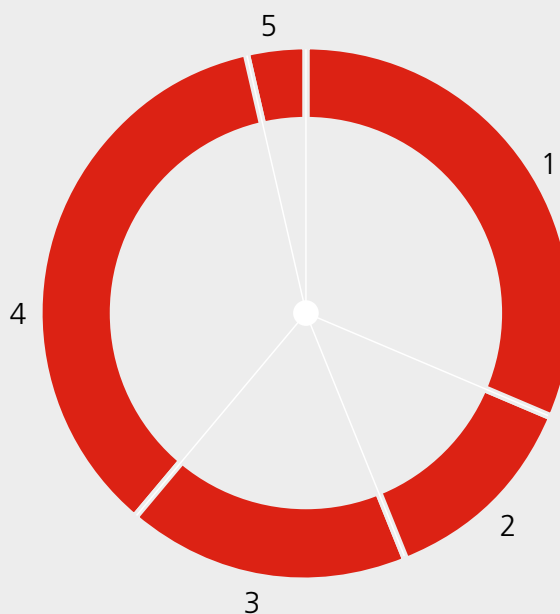
PAGE 18



DEPTH AND BREADTH:

## CONTRIBUTION TO GROUP

Operating divisions	Revenue (%) <sup>1</sup>
1. Component & Protection Solutions	31.4
2. Porous Technologies	12.6
3. Packaging & Securing Solutions	17.3
4. Filter Products	35.2
5. Extrusion	3.5



# 42

With 42 principal manufacturing facilities, we have a well-invested and flexible international sourcing, supply chain and production infrastructure. This allows us to offer businesses across the Company the opportunity to use our existing infrastructure and management to exploit new opportunities efficiently and cost effectively. Our international distribution network ensures the delivery of cost competitive and high quality products in response to customers' requirements. High levels of service and broad geographic reach are an important competitive differentiator.

# 64

64 Sales & Distribution operations serve our international customer base. We develop and maintain a close relationship with a wide portfolio of blue-chip customers, who are successful leaders in their respective markets. The high standards of service and supply demanded by such customers help to drive continuous improvement across the Company. Our manufacturing and distribution expertise adds value in response to customer demands, and our innovative capabilities drive the joint development of new products and services with key strategic partners.

# 05

We have 5 Research & Development facilities. The continued successful launch and commercialisation of new products and services is a key driver of our future growth. Investment in research and development functions, supported by the identification of additional product sourcing opportunities to deliver product innovation and range development, provides the platform to further enhance our competitive positions. Robust quality systems to internationally accredited standards assist the fulfilment of customers' demands.

<sup>1</sup> Based on 2012 calculations adjusted to reflect the impact of eliminations and excluding central costs

WE ARE HERE ...



## ESSENTIAL ENABLERS

Producing essential products for a range of end-markets, including the industrial, electrical and construction sectors.





## ESSENTIAL ENABLERS

Developing innovative solutions for essential everyday items, ranging from healthcare products to office and school consumables.

... AND HERE ...



## ESSENTIAL ENABLERS

Providing essential and innovative solutions for security and point of purchase products, as well as thousands of supermarket and pharmacy items.





## ESSENTIAL ENABLERS

Providing key components, packaging solutions and analytical laboratory services to the tobacco industry, a global market with growth in Asia and emerging countries.



... AND HERE



## ESSENTIAL ENABLERS

Supplying technical and innovative plastic extrusions to the industrial, construction, point of purchase and furniture sectors.



## ESSENTIAL ENABLERS

Providing the most comprehensive range of thread protectors and pipe protection products to a number of end-markets, including oil and gas, mining and water well.



OUR VISION

# TO BE A LEADING GLOBAL SUPPLIER OF SPECIALITY PLASTIC, FIBRE, FOAM AND PACKAGING COMPONENTS

**OUR OBJECTIVE**

Create sustainable long-term value for our shareholders

**OUR STRATEGY AND OPERATIONAL PRIORITIES**

Focus on strong translation of profit into cash

Deliver balanced, profitable growth in both our existing and future opportunity markets and technologies

Prioritise volume growth to drive higher revenue and gross margin expansion

Re-invest in the business for future growth

PROGRESSIVE DIVIDEND

≈ 100% OPERATING PROFIT CONVERSION TO CASH

VOLUME LEVERAGE TO DRIVE GROSS MARGIN EXPANSION  
50% CONVERSION TO OPERATING MARGIN

LIKE-FOR-LIKE REVENUE GROWTH ≈ MID SINGLE-DIGIT CAGR

**OUR RESPONSIBILITIES**

Manage our activities to reflect the high expectations of all our stakeholders.

Establish safe people and operational procedures and minimise our impact on the environment.

Attract and develop motivated and highly-skilled employees and conduct our business to the highest ethical standards.

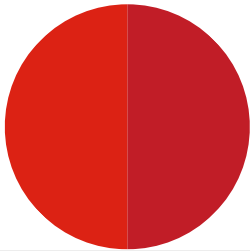


OUR VALUES

VALUES THAT RESONATE  
THROUGHOUT THE BUSINESS

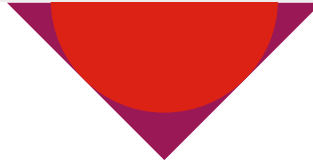
ENTHUSIASM

**ENTHUSIASM**  
We are passionate about what we do, celebrating our successes and learning from our experiences.



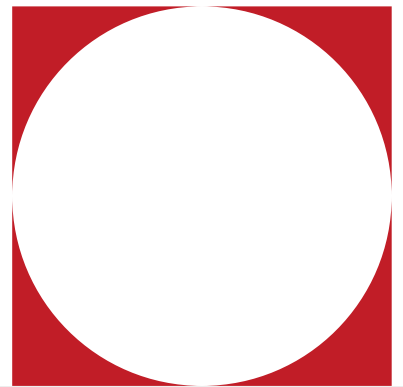
ENTERPRISE

**ENTERPRISE**  
We aspire to think differently and to challenge the status quo.



EXCELLENCE

**EXCELLENCE**  
We strive to exceed expectations, every day and in everything that we do.



ETHICAL

**ETHICAL**  
We are open and honest, acting with integrity in our dealings with stakeholders and with respect for the environment.



ENERGY

**ENERGY**  
We are unstinting in our drive for continuous improvement and in our commitment to maximise value for our shareholders.



ESTEEM

**ESTEEM**  
We treat others as we would wish to be treated ourselves – with dignity, respect and fairness.



ESSENTIAL ENABLERS

# COMPONENT & PROTECTION SOLUTIONS

THE DIVISION IS A GLOBAL MARKET LEADER IN THE PROVISION OF A RAPID SUPPLY OF PRIMARILY PLASTIC PRODUCTS FOR PROTECTION AND FINISHING APPLICATIONS.

## WHO WE ARE AND WHAT WE DO

Our Components business is a global market leading manufacturer and distributor of plastic injection moulded, vinyl dip moulded and metal items. The Pipe Protection Technologies business specialises in the manufacture of high performance, innovative products from commodity resins to engineering-grade thermoplastics and polymer alloys for use in a range of end-markets.

Collectively, these two activities serve a very broad base of over 150,000 customers in industries such as hydraulics, pneumatics, oil and gas, electrical controls, construction and tubular metal products. We serve these customers from seven principal manufacturing facilities and 53 sales and distribution operations in a total of 23 countries.

## HOW WE DO IT

Our objective is to leverage our extensive product range and geographic distribution capability, using our efficient sourcing and manufacturing operations and sophisticated IT platform, to respond to the demands of our diverse international customer base. Our tool library and production experience, along with our inventory logistics structure, are unique assets. We have strong business to business marketing expertise – electronic, web-based and physical – and support this with a number of comprehensive product catalogues available in many languages and online.

We target organic growth opportunities through increasing the range and availability of our products, and by network expansion into new international territories and growing density within existing territories. Driving an increased number of transactions from a growing customer and product base, while focusing on further reduction of transaction costs, is a key objective for our continued success. The division also seeks acquisition opportunities, which can move us into complementary product categories or further our distribution capability.

Further information on [www.essentra.com](http://www.essentra.com)

**£208.4m**

REVENUE

**£46.0m**

OPERATING PROFIT<sup>1</sup>





# 700°C

Fire sleeving gives protection against harsh environments, including temperatures up to 700°C.

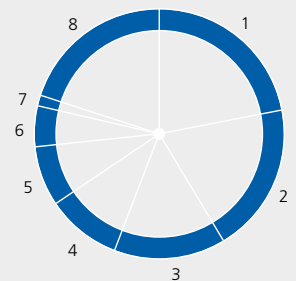
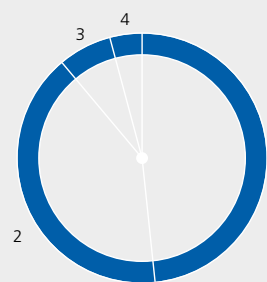
Our friendly and knowledgeable call centre operatives make it easy for our customers to do business with us.



## ESSENTIAL ENABLER

Our Components business does not have a director competitor that covers the same range of products and / or geographies that we do. However, although we produce around 81m parts per week and have over 100,000 standard catalogue products, there is still more we can do – as indicated by the fact that we introduce approximately 2,500 new products per year to our range.

REVENUE BY DESTINATION (%)	REVENUE BY END-MARKET (%)
1. North America 48.6	1. Oil & gas 22.0
2. Europe 40.5	2. Fabrication machinery 19.4
3. Asia 7.0	3. Distributors 14.7
4. Rest of World 3.9	4. Automotive 9.7
	5. Electrical / Electronics 7.8
	6. Hydraulics / Pneumatics 5.2
	7. Point of purchase 1.4
	8. Other 19.8



<sup>1</sup> Before intangible amortisation and exceptional operating items

ESSENTIAL ENABLERS

# POROUS TECHNOLOGIES



OUR POROUS TECHNOLOGIES DIVISION IS A WORLD LEADER IN THE DEVELOPMENT AND MANUFACTURE OF CUSTOMISED LIQUID AND VAPOUR HANDLING PRODUCTS ENGINEERED FROM THREE MATERIAL TECHNOLOGIES: BONDED AND NON-WOVEN FIBRE, POLYURETHANE FOAM AND POROUS PLASTIC.

## WHAT WE DO

Our range consists of components which serve as a critical part of a variety of end-products, including medical diagnostic devices, wound care products, writing instruments, printer cartridges, air fresheners, cosmetic applicators and speciality wiping products used for critical environments such as clean rooms and laboratories.

We serve customers in over 56 countries from six manufacturing facilities in four countries, with a regional commercial and new business development structure. Supporting the division globally are R&D facilities in the US, with regional teams facilitating product development in other geographies.

## HOW WE DO IT

Our objective is to leverage our technical expertise in collaboration with our customers, to provide them with innovative, high quality, reliable, quick-to-market solutions to their respective fluid handling challenges.

The division's R&D teams focus on each of our three material technologies and constantly develop new intellectual property regarding materials, processes and applications, with a view to providing new and existing customers with unique solutions. Our orientation towards R&D further enables us to offer prototypes and modifications, to ensure components fit perfectly to our customers' applications.

We seek to use our global footprint to provide our customers with shorter lead times and supply security. As our multiple locations utilise many identical proprietary processes and independent supply chains, we are able to provide a reliable source of back-up supply capability around the world. In addition, our global outlook allows us to respond to the various needs of our customers in differing geographies and cultures.

Quality is at the forefront of the division's efforts, given the critical role many of our components play in our customers' end-products. Our production sites are ISO 9001:2008 compliant, and our facility in St. Charles, US is also ISO 13485:2003 certified. Quality laboratories at each of our facilities provide consistency checks throughout the production process, to assure reliability and satisfaction to our customers.

Further information on [www.essentra.com](http://www.essentra.com)



No matter what the engineering challenge, our global team works around the clock to support our customers' needs and deliver a solution that performs perfectly.

**ESSENTIAL ENABLER**

Our range of expertise and technologies enables a growing number of industries and applications to thrive from our high-quality fluid handling components.

Engineered from our core technologies, our products perform a variety of functions, including absorption, filtration, repellency, wicking, controlled release, venting, evaporation and functional separation. Performance is controlled by technology and material type, pore size and other variable properties.



**£85.8m**

REVENUE

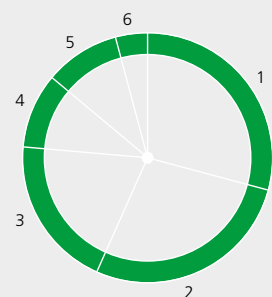
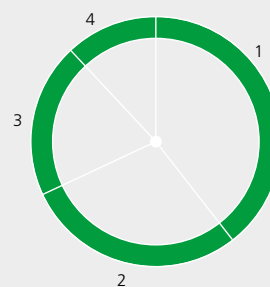
**£20.7m**

OPERATING PROFIT<sup>1</sup>

**50yrs**

Fibre reservoirs reflect over 50 years of innovation and represent the standard in the writing industry.

REVENUE BY DESTINATION	(%)	REVENUE BY END-MARKET	(%)
1. North America	39.7	1. Writing instruments	29.3
2. Asia	28.5	2. Printer systems	27.4
3. Europe	19.9	3. Healthcare	19.9
4. Rest of World	11.9	4. Household products	9.7
		5. Clean room	9.6
		6. Other	4.1



<sup>1</sup> Before intangible amortisation and exceptional operating items

ESSENTIAL ENABLERS

# PACKAGING & SECURING SOLUTIONS

THE DIVISION IS A LEADING GLOBAL SUPPLIER TO THE CONSUMER AND HEALTHCARE PACKAGING MARKETS, AND TO THE POINT OF SALE AND PAPER & BOARD INDUSTRIES. WE ARE ALSO A LEADING PROVIDER OF AUTHENTICATION TECHNOLOGIES AND IDENTITY SOLUTIONS.

## WHAT WE DO

Our Packaging & Securing Solutions division comprises the following activities. The Packaging business is a leading manufacturer of functional and creative packaging for consumer products, and brands worldwide. Through acquisition, we have also recently significantly expanded our capabilities in the pharmaceutical and healthcare markets. Our solutions deliver customer focused benefits, such as easy opening and pack resealability, combined with brand communication and product protection through integrated creative design. Innovative products also help customers to meet changing industry and regulatory requirements.

Our Security business is a leading supplier to the identity and valuable document and the consumer and healthcare packaging markets, providing a range of authentication technologies, printed film and card-based solutions.

Speciality Tapes is a leading manufacturer and distributor of adhesive coated products for a wide range of industries and applications, in particular in the point of sale market.

Collectively, we serve customers in over 100 countries from facilities operating in eight countries. They are supported by an in-house design studio, R&D facilities and multi-million pound print capabilities.

## HOW WE DO IT

Our objective is to use our business development philosophy and resource to identify innovation opportunities and translate these into novel, workable solutions for new and existing customers. We seek to leverage our well-invested, developing international footprint to provide market-leading quality and service on a global basis, underpinned by our motivated and well-trained employees.

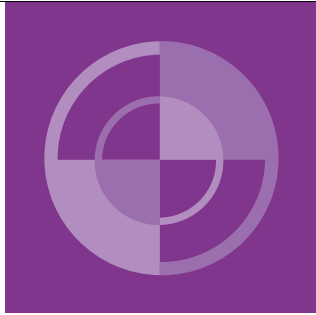
The Packaging business manufactures a range of cartons, tapes, leaflets, foils, labels, closures and seals which offer functional benefits to packaged goods through providing easy opening and resealability. Our products are also the ideal medium to carry sophisticated branding and communication messages, in the form of printed images, text or data. Additionally, we look to add value to our customers' packaging through providing brand protection solutions, such as tamper evidence or authentication technologies, from our Security business.

The Security business provides security technologies and innovations to governments and brand owners worldwide, to enable them to identify and secure valuable documents and products in the fight against counterfeiting. Our offering comprises overt, covert and forensic technologies, including inks, lacquers, laminates, labels, tear tapes and threads.

The Speciality Tapes business has expertise in coating multiple adhesive systems in numerous technologies. With close to 3,000 adhesive products available for same-day shipping, our products can meet all high performance needs, from foam, magnetic, finger lift and acrylic high bond tapes to hook and loop and non-skid foam.

Further information on [www.essentra.com](http://www.essentra.com)





A two-times winner of the Queen’s Award, and a regular recipient of an Investors in People Gold Award, our investment in new products is matched by that in our people.

# 100m

Our labels help identify 100 million pharmaceutical products.

# £114.9m

REVENUE

# £22.0m

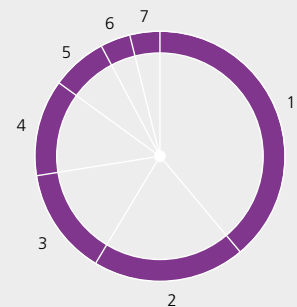
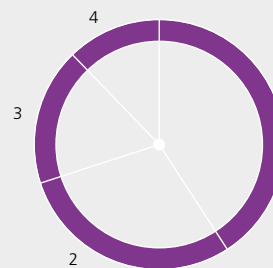
OPERATING PROFIT<sup>1</sup>



### ESSENTIAL ENABLER

From helping ensure consumers do not get frustrated in opening packs to providing the reassurance that products are fresh and have not been tampered with, our consumer packaging products of tapes, labels, closures and seals can be an integral part of the product and brand pack experience. We are “Packaging Resolved.”

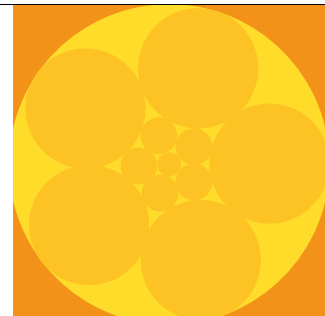
REVENUE BY DESTINATION (%)	REVENUE BY END-MARKET (%)
1. Europe 41.1	1. Tobacco 39.1
2. Rest of World 29.0	2. Document & identity solutions 19.7
3. Asia 17.8	3. Point of purchase 13.8
4. North America 12.1	4. Consumer goods 12.6
	5. General industrial 7.1
	6. Transit packaging 4.0
	7. Other 3.7



<sup>1</sup> Before intangible amortisation and exceptional operating items

ESSENTIAL ENABLERS

# FILTER PRODUCTS



OUR FILTER PRODUCTS DIVISION IS THE WORLD-LEADING INDEPENDENT PROVIDER OF FILTER SOLUTIONS TO THE TOBACCO INDUSTRY.

## WHAT WE DO

Our Filter Products division is the only global independent supplier of filters. Not only do we offer standard filters, but as the leading supplier of special filters we offer innovative solutions that meet the consumer-driven demands of the tobacco industry against a backdrop of ongoing legislative changes.

We also increasingly provide adjacent services to the tobacco industry. Our Scientific Services facility located in the UK was one of the first independent externally accredited laboratories for the testing of cigarettes and filters, and has over 20 years' experience of providing analytical services to both independent and multinational customers. Additionally, we offer a full bespoke range for the design, packing and packaging of filters for roll your own ("RYO") brands, providing an efficient and cost-effective solution to delivering retail-ready product to the market.

The Filter Products division supplies over 700 product specifications to more than 300 customers, including all the multinational tobacco companies. We have nine manufacturing facilities in nine countries, supported by a UK-based research facility and three regional development centres.

## HOW WE DO IT

**Our objective is to develop value-creating partnerships with our customers. We seek to leverage our long-standing experience, expertise and insight to provide innovative solutions to brand differentiation and identity, as well as excellence in both manufacturing and service. Our recognised ability to provide new value-added products and services is key to the division's future growth, as market dynamics in the tobacco industry continue to evolve.**

Research in filters is carried out at the Filters Technology Centre in the UK, supported by three regional development centres. Together, they work closely with customers, to understand their specific needs and to deliver solutions at a pace appropriate to local market conditions and legislative requirements. Our offering is further enhanced by our ability to complement our customers' own strengths and assets in a variety of tolling, or outsourced management, relationship arrangements, as well as our growing adjacent services activities.

We continuously upgrade our technology and footprint, to ensure we exceed our customers' expectations and remain at the forefront of market trends. Our flexible global manufacturing capability allows us to respond rapidly to market changes and customer demand for surge volumes, while a consistent focus on high standards of quality, cost control and production efficiency act as further sources of competitive advantage.

Further information on [www.essentra.com](http://www.essentra.com)





With over 350 product specialists and 500 man years of research experience, we are uniquely placed to add value to our customers.

**ESSENTIAL ENABLER**

Quality, partnership, innovation and knowledge are the core capabilities of our business. We support our future innovation capabilities through ongoing intellectual property development, and have 43 patents and 16 registered trademarks.



**£233.6m**

REVENUE

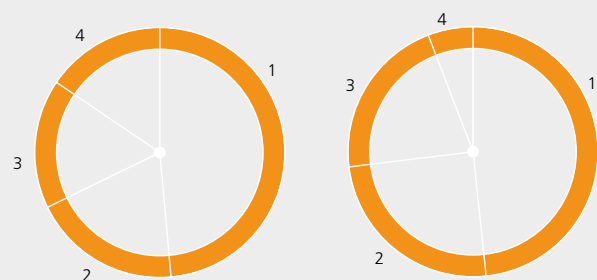
**£28.9m**

OPERATING PROFIT<sup>1</sup>

**1/20**

More than one in twenty filter tips sold around the world are made by our Filter Products division.

REVENUE BY DESTINATION	(%)	SALES VOLUME BY TYPE	(%)
1. Asia	48.8	1. Monoacetate	48.5
2. Europe	19.1	2. Carbon	24.6
3. Rest of World	16.7	3. Other special	21.3
4. North America	15.4	4. Flavour	5.6



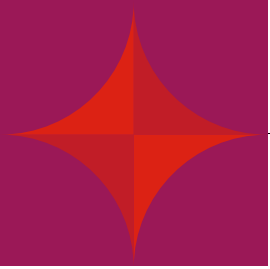
<sup>1</sup> Before intangible amortisation and exceptional operating items

CORPORATE RESPONSIBILITY

CORPORATE RESPONSIBILITY ENCOMPASSES A BROAD RANGE OF PHILOSOPHIES, ACTIVITIES AND STANDARDS. ESSENTRA CONSIDERS THE ISSUES THAT ARE MATERIAL TO ITS BUSINESS AND SEEKS TO RESPOND TO THEM IN A MANNER APPROPRIATE TO THE INTERESTS OF ALL ITS STAKEHOLDERS.

PRIORITIES / GOALS	HOW DO WE MANAGE IT?	HOW DID WE DO IN 2012?	HOW WILL WE DO IT?
Reduce the impact of carbon emissions and secure continuous improvement in environmental performance	<ul style="list-style-type: none"> <li>Set carbon emission targets at each operational location</li> <li>Reduce carbon emissions, prevent pollution and improve manufacturing efficiency</li> <li>Implement initiatives to reduce waste and increase recycling</li> <li>Explore the use of energy-saving technology in manufacturing</li> <li>Extend the span and quality of data collection</li> <li>Develop new techniques with suppliers and customers for environmentally friendly products</li> <li>Gain ISO 14001 accreditation</li> </ul>	<ul style="list-style-type: none"> <li>Improved the majority of global sites in accordance with Carbon Trust principles</li> <li>Complied with UK Carbon Reduction Commitment initiatives</li> <li>Placed in the top 10% of companies in the annual CRC Performance League table</li> <li>Reduced carbon emissions by 9%</li> <li>Achieved ISO 14001 recycling / biodegradable processes at Bridlington Speciality Tapes site</li> <li>Achieved ISO 50001 at Kidlington Components site</li> </ul>	<ul style="list-style-type: none"> <li>Continue global carbon reduction initiatives</li> <li>Offset emissions when possible</li> <li>Continue environmental improvement to ensure retention of accreditations</li> <li>Secure accreditation for newly acquired sites within two year period</li> <li>Pursue accreditation to global ISO 50001, for all manufacturing facilities by 2015</li> <li>“War on Waste” – roll-out of initiative to reduce waste across the Group</li> </ul>
Secure continuous improvement in health and safety	<ul style="list-style-type: none"> <li>Secure OHSAS 18001 accreditation at principal manufacturing sites</li> <li>Establish Group standards for improvements and results</li> <li>Encourage employee initiatives to reinforce Company training</li> </ul>	<ul style="list-style-type: none"> <li>Continued behavioural training</li> <li>Maintained corporate health and safety training for all employees</li> <li>Retained OHSAS 18001 for all principle manufacturing sites</li> <li>Achieved OHSAS 18001 for Cardiff Packaging facility as scheduled</li> </ul>	<ul style="list-style-type: none"> <li>Identify other training needs</li> <li>Continue to demonstrate year-on-year improvement in the lost work day rate</li> </ul>
Ensure the highest standards of business integrity and conduct	<ul style="list-style-type: none"> <li>Promote Essentra Values</li> <li>Establish clear policies and guidance</li> <li>Secure employee awareness and engagement</li> <li>Continue to promote Right to Speak policy</li> </ul>	<ul style="list-style-type: none"> <li>Continued communication of core policies</li> <li>Implemented new compliance systems</li> <li>Trained employees in Code of Business Ethics</li> <li>Revised the Code of Business Ethics policy and retrained employees accordingly</li> </ul>	<ul style="list-style-type: none"> <li>Respond to new risks and requirements</li> <li>Provide further learning</li> <li>Drive employee responsibility</li> <li>Seek increased assurance</li> <li>Investigate complaints</li> </ul>





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The printer and paper manufacturing mill are both accredited with ISO 14001 Environmental Management Systems and are both Forestry stewardship Council certified. Royle Print is also a certified CarbonNeutral® company.

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