



# Sustainability Report

2025

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## CEO statement

At Mirius, sustainability is not an aspiration, it is built in to how we operate and grow. We recognise that our responsibility extends far beyond delivering quality products. Sustainability for us is about shaping a future where business success and environmental stewardship go hand in hand.

This year marks an important milestone for Mirius in our sustainability journey, with the publication of our **first ever ESG Annual Report**. We are proud to share the environmental, social and governance projects we have delivered over the past year, which reflect both our values and our vision for the future. From increasing recycled content in our packaging, to investing in renewable energy and supporting community initiatives, these achievements demonstrate our commitment to meaningful change.

We are proud of the progress we have made and excited about the opportunities ahead, working alongside our partners to drive innovation and responsibility across our industry.

This ESG Report is more than a record of our actions, it is a testament to our vision. At Mirius, we believe that transparency, responsibility, and innovation are the keys to building trust and delivering long-term value. We invite you to explore the report and see how we are turning our sustainability commitments into measurable impact.

**Steve Quinlan**

CEO, Mirius

December 2025

# Environment

At Mirius, we see environmental responsibility as fundamental to our future. Our commitment goes beyond compliance: we actively work to reduce our impact through efficient manufacturing, careful resource use and continuous improvement guided by recognised sustainability standards.

## Environmental stewardship:

Mirius advanced its environmental stewardship programme by partnering with Evergreen, a platform providing businesses with the opportunity to plant trees on a global scale and track their development through satellite monitoring. Mirius chose to support the Evergreen-based reforestation programme in Madagascar (Fig. 1). Our initiative commenced with the planting of 2,000 trees in 2024 and has since evolved into tree-planting on a monthly basis in Madagascar. The number of samples we commission to be planted is based on our Super Professional range sales volume, according to our ongoing commitment – the Super Sapling Pledge. This initiative not only contributes to biodiversity and carbon sequestration but also creates and supports employment opportunities for local Madagascan farmers.



*Fig. 1: Image of the Evergreen reforestation project in Madagascar supported by the Mirius Super Sapling Pledge.*

## Renewable Electricity:

Our Scope 2 emissions – those associated with purchased electricity – accounted for an annual 251 equivalent tonnes of CO<sub>2</sub>. To reduce these emissions, we aimed to, and succeeded in, procuring 100% renewable electricity from April 2025. This transition significantly reduced our carbon footprint and benefited our customers by lowering the environmental impact of our operations.

## Carbon Emissions Tracking:

Mirius began calculating Scope 1 and 2 Greenhouse Gas (GHG) Emissions in the 2023 financial year and has since expanded this exercise to include Scope 3 emissions. This comprehensive analysis enables us to identify key GHG points across our supply chain that offer the potential for emission-lowering tactics. We are developing sustainability-based relationships with our suppliers to improve the accuracy of Scope 3 data, enhance our overall emissions reporting and, where possible, explore emissions-lowering options.

## Energy efficiency:

To continuing supporting our energy efficiency strategy, 2025 saw the majority of lighting across our premises being upgraded to LED and building insulation work continue.

## Local sourcing:

To reduce emissions connected with purchased goods and upstream transportation, Mirius prioritises local sourcing and in-house production wherever feasible. This approach lowers the carbon footprint associated with long-distance logistics and supports our broader sustainability goals, particularly in reducing Scope 3 emissions. For example, 2025 saw Mirius commence manufacturing a variety of powder products on our site in Coventry, an exercise requiring investment in equipment and staff training.

## Company cars:

Transitioning our company vehicles to plug-in hybrid and fully electric models, supported by on-site charging infrastructure, has contributed significantly to the reduction of Mirius Scope 1 emissions.

## Recycling:

In 2025 Mirius recycled 178,030kg of cartons and 39,380kg of plastics through third-party recycling service providers.

## Wastewize:

Wastewize is a strategic initiative that embeds circular economy principles into our operations. Since its inception in 2024, Wastewize has, so far, enabled the recovery and reuse of 18,164kg of plastic packaging that would otherwise have been discarded as waste.

## New product reject line:

As part of our ongoing commitment to waste reduction and resource efficiency, Mirius introduced a new rejection unit on a main filling line in our production site. This high-tech electronic system identifies and removes defective items early in the production process, significantly reducing the use of raw materials and componentry as wastage is reduced.

## Plastic tape to paper:

To reduce single-use plastic, Mirius replaced plastic-based packaging tape with a paper alternative, an adjustment resulting in an estimated use reduction of plastic 2,000kg per month, thus enhancing the sustainability of our packaging operations.

## Recycled content in packaging:

Mirius remains committed to reducing the environmental impact of the plastic packaging we use in manufacturing. The majority of plastic packaging we use contains a minimum of 30% recycled content, with most high-volume Mirius products packaged using 100% recycled plastic. This year also saw us make progress towards our next packaging milestone: incorporating at least 70% recycled content in the cartons used throughout our supply chain.

## Rework:

Water is our highest volume raw material, and reducing consumption is a long-term priority for us. To address this key issue, in 2025 Mirius implemented a well-planned initiative we called Rework, which enables us to reuse raw materials in a manner that reduces water usage compared to 'standard' manufacturing. Moreover, this approach has also helped lower the amount of chemical waste generated during product manufacturing, supporting both environmental and operational efficiency.

# Social

Mirius advanced its social impact significantly in 2025 through community engagement and charitable partnerships, employee wellbeing initiatives, inclusive HR practices and implementation of ethical standards. Key efforts included donations to local charities and food banks, employee mental health support programmes and diversity promotion, all intended to reinforce our commitment to our people and our local community.

## Community engagement and charitable activities:

Over many years, from senior leadership to workforce, Mirius has remained committed to supporting its local communities through meaningful altruistic partnerships and charitable initiatives. In 2024, we began donating surplus stock to a local branch of the Trussell Trust Food Bank in order to support the local community and to tackle hygiene poverty. 2025 saw the continuation of this support and widening of the food banks we supply on a monthly basis. In addition, we have continued our support for the Leapgate Activity Centre, an excellent institution providing opportunities for adults with learning disabilities, raised funds for Homeless Oxfordshire and Macmillan Cancer Support through staff-led activities. During Breast Cancer Awareness Month 2025, we launched a new awareness campaign and organised a fundraising effort to support this very worthwhile cause.



*Fig. 2: Mirius team engaged in fundraising work done for Homeless Oxfordshire.*

## In kind direct:

In August 2025, Mirius partnered with In Kind Direct, a charity founded by King Charles III, to tackle hygiene poverty. Moreover, Mirius assembled a team of volunteers from our workforce to attend the In Kind Direct warehouse in Telford to offer practical support for the day. Our team (pictured below) helped In Kind Direct staff sort more than 6000 donated items for distribution to good cause-recipients.

*Fig. 3: Mirius team ready for work at the In Kind Direct warehouse, Telford.*





## Health & Safety, Employee Well-Being & Engagement:

Mirius continues to invest in the wellbeing and engagement of its entire workforce. We now present three qualified Mental Health First Aiders on site across our various production shifts. These members of staff were St John's trained to provide instant, on-site support for employees experiencing mental health crises. In 2025 we introduced regular health surveys on our employees working in high-risk environments. We welcomed sobriety and well-being coach David Wilson to share his personal journey with our staff that has served to encourage open conversations around mental health and various social issues presented by modern society. Fig. 4 shows David speaking to our staff in a Mirius meeting room.



*Fig. 4: Well-being and sobriety coach Dave Wilson speaking with staff at Mirius offices.*

We are proud of the diversity within our team as over 30 nationalities are represented across all departments. Our digital HR hub is designed to enhance employee experience by streamlining leave requests, policy access, and wellbeing resources, including diverse subjects as counselling, fitness tools and nutritional guidance. These tools are freely available to all staff. A birthday bonus scheme has been introduced for all staff to show the management's gratitude for our employees' continued loyalty and hard work. Also, we established an on-site works council in 2025 to facilitate the sharing of suggestions and opinions about the company and how we can work together more efficiently and harmoniously.

Mirius continues to uphold a zero-tolerance approach to harassment, discrimination, and the use of child or forced labour. All employees undergo age and right-to-work verification prior to onboarding, in line with our Labour and Human Rights Policy.

To strengthen our safety culture, we introduced the 'Notify' platform in 2025 to facilitate the reporting of health and safety incidents. We have plans to extend access to Line Operators in 2026 in order to more fully support health and safety best practice on our production site. We remained committed to ethical standards, ensuring that none of our products are tested on animals.

The Mirius Health & Safety Department now conducts annual air and noise quality assessments of our site through an independent expert service provider. The most recent, 2025, report confirm that our operations do not generate significant emissions or noise pollution that would be deemed harmful to our workforce. Additionally, we have installed a Local Exhaust Ventilation (LEV) system to capture airborne contaminants at source, thereby protecting employees from exposure to dust and volatile organic compounds.

# Governance

At Mirius, strong governance underpins our commitment to ethical, transparent, and responsible business practices. Our governance framework ensures that sustainability is firmly embedded across our operations, supported by senior management and aligned with ethical practices.

## EcoVadis:

We are proud to have been awarded a Bronze Medal by EcoVadis, placing Mirius in the top 35% of companies assessed globally. EcoVadis evaluates sustainability performance across four key pillars: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.



This globally recognised award acknowledges our ongoing efforts to integrate ESG principles into our business strategy. With strong support from senior management, we view our Bronze status as a baseline for future improvement and Mirius is committed to further enhancing our sustainability performance throughout 2026 as we apply for reassessment by EcoVadis.

## Cyber security and data protection:

Protecting stakeholder data is a core priority to many businesses nowadays. All our sensitive and confidential data – including customer, employee, and supplier information – are stored in secure, access-controlled folders within our IT system. Moreover, employees receive training on handling confidential information, ensuring compliance with data protection standards and reinforcing our commitment to digital security.

## Ethical conduct & business integrity:

Mirius strives to operate with integrity at its core. Our Code of Conduct sets clear expectations for ethical behaviour across all levels of the organisation. Senior Management and all employees are expected to uphold the highest standards of honesty and professionalism in their daily activities. We have implemented a whistleblower policy and delivered anti-bribery training, with plans to expand this training to cover all employees.

## Policy oversight & Leadership accountability:

Our governance structure ensures that all policies promote ethical leadership and responsible decision-making. Senior management provides oversight and approval for strategic policies, while relevant departments manage areas such as conflict of interest and health & safety. All employee-based concerns are escalated to leadership, through to board level if necessary. Annual management reviews occur aimed at fostering a culture of transparency, accountability, and continuous improvement.



# Future commitments

Looking forward, Mirius remains focused on advancing its sustainability agenda through measurable actions and strategic initiatives. The following commitments reflect our ambition to drive continuous improvement across environmental, social, and governance areas:

- *Continue to uphold all relevant certifications, including ISO, BRC, GMP, and RSPO, ensuring compliance with recognised industry standards and best practices.*
- *Strengthen our roadmap of zero waste to landfill by installing a baler for plastic packaging waste*
- *Continue Procuring 100% renewable electricity*
- *Enhance the accuracy of our carbon footprint reporting by engaging with suppliers*
- *Plant 11,000 trees by the end of the 2026 to support biodiversity and contribute to carbon offsetting efforts*
- *Continue to build meaningful collaborations with our chosen charitable organisations*

This report was authored by **Arjun Nair, ESG Manager at Mirius** ([arjunn@mirius.com](mailto:arjunn@mirius.com)). Please contact Arjun if you would like any further information about our ESG initiatives and sustainability goals

