







A Safe Tomorrow

Our Approach to Sustainability

October 2022



Contents

	Foreword from our Chairman	3		Safe People	22
	Statement from chair of ESG committee	4		Engaging with our community	25
				A socially responsible supply chain	31
	Arco's impact	5		Colleague wellbeing	34
	Demonstrating our commitment	6		Safe Planet	37
	Arco's approach to sustainability	7		Carbon reduction	40
	The global context	8		Net-Zero by 2045	44
	Increasing stakeholder engagement	9		Minimal operational waste	45
	Understanding stakeholder priorities	10		Working together	46
	Arco's approach to sustainability	11			
	A Safe Tomorrow	12			
	A Safe Tomorrow - At a glance	13			
	Safe Business	14			
	Circularity	17			
	Sustainable products	18			
	Introducing products and ranges with accredited credentials	19			
	Responsible product packaging	20			



Foreword

Arco has been supporting industry for over 130 years: Safety has been the defining purpose of the three most recent generations of our family and it will continue to be so for the generations ahead. While this focus has remained undiluted, the ways in which we can contribute to a safe world have expanded to an even higher purpose.



We continue to be the leading experts in safety products, services and solutions, and we have always taken our corporate citizenship very seriously, being socially responsible for meeting legal and ethical, standards. We don't do this because we have to do it, we do it because it's the right thing to do.

We now also understand we have a wider responsibility to our planet and to all the people we impact through our operations, and our supply chain.

To deliver on these responsibilities, we must consider sustainability in every aspect of our business: we've started. This report outlines the progress that Arco has made in 2021/22 and explains how we are continuously evolving our approach to sustainability to understand, and then to achieve even more in the years to come.

We can only achieve our ambitions by working in partnership with all our stakeholders: colleagues, customers, suppliers, communities, charities and more. That is why, in the first part of 2022, Arco completed an in-depth materiality audit to understand the issues that are important to our stakeholders and the commitment they want to see from Arco.

The audit confirmed that we are already meeting many of our stakeholders' priority issues with our current initiatives to deliver environmental, social and economic impact. But there is more to be done, and under our new 'A Safe Tomorrow' sustainability strategy we will increase our focus and investment in three strategic priority areas: Safe Business, Safe People and Safe Planet.

Within each of these areas, we have several existing programmes that are already making a difference today and I am proud to outline some of the results for you in this report. At the same time, we acknowledge that sustainability is a marathon, not a sprint, and there is more that we will need to do on this journey. Therefore, we are now putting in place the detailed plans and targets to demonstrate our intent to go further, and faster, in these three areas. We are resetting expectations, behaviours and performance.

As a family-owned business, we need to take a long-term view and look to build enduring partnerships with all our stakeholders in order to create shared value. This approach is guiding our sustainability strategy and will deliver a successful transition for Arco to the low-carbon economy, whilst benefiting the stakeholders around us.

These are exciting times to be in business – high stakes, high impact and better solutions to drive shared high reward. We understand our responsibility to act: I trust you will find inspiration and interest in the following pages, which outline what we have achieved already and the positive impact we are determined to have on people and the planet in the years ahead.

Thomas Martin
Non Executive Chairman



Statement from chair of ESG committee

Naomi Coxwell, Arco independent non exec director and Chair of ESG Committee.

Sustainability is a journey. Arco's ESG Committee is delighted to approve and endorse this report, A Safe Tomorrow: Our Approach to Sustainability, which provides real insights into Arco's current activities as well as sharing some of Arco's intentions and objectives for the coming weeks, months and years.



As we emerged from the global pandemic in 2021, Arco, like all good companies, put a strategy in place to build back better and create an even more resilient and sustainable business. For Arco, this is being delivered through its 'Destination 2025' strategic plan, and the 'A Safe Tomorrow' sustainability strategy outlined in this report.

To support delivery of Arco's strategic objectives, the Board established in 2021 an Environment, Social and Governance (ESG) Committee, to enhance governance around climate change, environmental and social value factors across Arco's areas of operation. Whilst the Arco Board of directors maintains oversight of strategy and risk, it delegates day to day responsibility for sustainability matters to the ESG and Audit committees of the Board, each of which I chair as an independent non-executive director. Representatives of the 4th and 5th generation of the Martin family also participate in the ESG Committee, helping to bring the family-driven values and long-term aspirations into Arco decision making. The Committees provide the structure under which sustainability risks and opportunities are assessed and group level decisions taken.

The ESG Committee oversees the work of the executive-sponsored, Sustainability Steering Group, which is a cross-departmental team led by the Head of Sustainability with the remit to operationalise Arco's

sustainability strategy throughout the company. This steering group ensures that colleagues across the business can participate in shaping Arco's actions. Arco's Audit Committee maintains oversight of Arco's risk management systems, which have been evolved to ensure environmental and social risks are fully considered. The Committee works closely with the ESG Committee when addressing sustainability risks and the reporting of sustainability information in formal corporate reporting.

Both the Steering Group and the ESG Committee routinely review reports on Arco's sustainability performance and progress, and the Board takes updates from the ESG Committee in its regular Board meetings. As Arco's sustainability approach matures, an increasing number of KPIs are monitored and reported across the business, including in formal Board reports. Material ESG investment decisions are reviewed by the ESG Committee on behalf of the Board, and thereafter monitored over time.

The ESG Committee will continue to focus on strategy, risk management, metrics and targets, supporting Arco to deliver on its core purpose to keep people safe, and to do so in an increasingly sustainable way.



Arco's impact

Our progress and positive impacts achieved in 2021-2022.





Demonstrating our commitment

Arco operates in accordance with an Environmental Management System certificated under ISO 14001. You can find information on our policy and certification [here](#).

We recognise our corporate responsibility and are committed to controlling our environmental impacts through compliance with legislation, best practice, citizenship, responsible stewardship and continual improvement through our Sustainability Strategy.

Our commitment is also demonstrated through:



EcoVadis
Silver Sustainability Rating

EcoVadis is a global provider of business sustainability ratings, measuring Corporate Social Responsibility (CSR) performance against four themes: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. A Silver Sustainability Rating, ranks Arco in the top 25% of all companies assessed.



Supply Chain Sustainability
School Gold Level Membership.

We worked closely with Supply Chain Sustainability School to complete a sustainability assessment. Achieving Gold membership demonstrates our engagement with the school and the use of their resources to further our awareness and understanding and to share our knowledge and experience with others who are active in the built environment to more sustainable and drive real change.



British Safety Industry Federation (BSiF)
Member and Registered Safety Supplier

The British Safety Industry Federation is the key independent voice representing the interests of the UK safety industry to a wide audience, including Government, its enforcement agencies, standards making authorities and safety equipment users. Membership demonstrates a strong commitment to safety and ethical trading. In addition, Arco is a BSiF Registered Safety Supplier (RSS) scheme and has signed a binding declaration that the safety equipment we offer meets the appropriate standards, fully complies with the PPE regulations and is appropriately CE or UKCA marked.



Arco's approach to sustainability



The global context

Our responsibility

We know we have a responsibility to understand our impact and are taking action to work more sustainably. That's why we are working to align our sustainability goals with the United Nations' Sustainable Development Goals (SDGs) and are prioritising those where we anticipate having the biggest impact.



Paris Climate Accord 2015

To limit global warming to 1.5°C we must:

- Reduce global greenhouse gas emissions by 45% by 2030
- Reach net-zero emissions by 2050 (Net-zero = most emissions halted.

Remaining hard to avoid emissions to be removed through technology solutions).

The UN's Sustainable Development Goals

The United Nations has set clear decarbonisation targets for the world's economy. The Paris Climate Accord 2015 aims to avoid the most catastrophic consequences of climate change and keep global warming below 1.5°C above pre-industrial levels.

To make sure the transition to this low-carbon economy is just and fair for all parts of the world, the UN has also championed 17 Sustainable Development Goals (SDGs) as a guide for companies, regions and organisations when creating more sustainable ways of working.





Increasing stakeholder engagement

At Arco our vision is to build a safe and sustainable future for all of our stakeholders. To achieve this, we need to understand what our stakeholders (colleagues, customers, communities, suppliers, policy makers, NGOs and industry experts) consider to be the most important issues for Arco to address.

Materiality audit

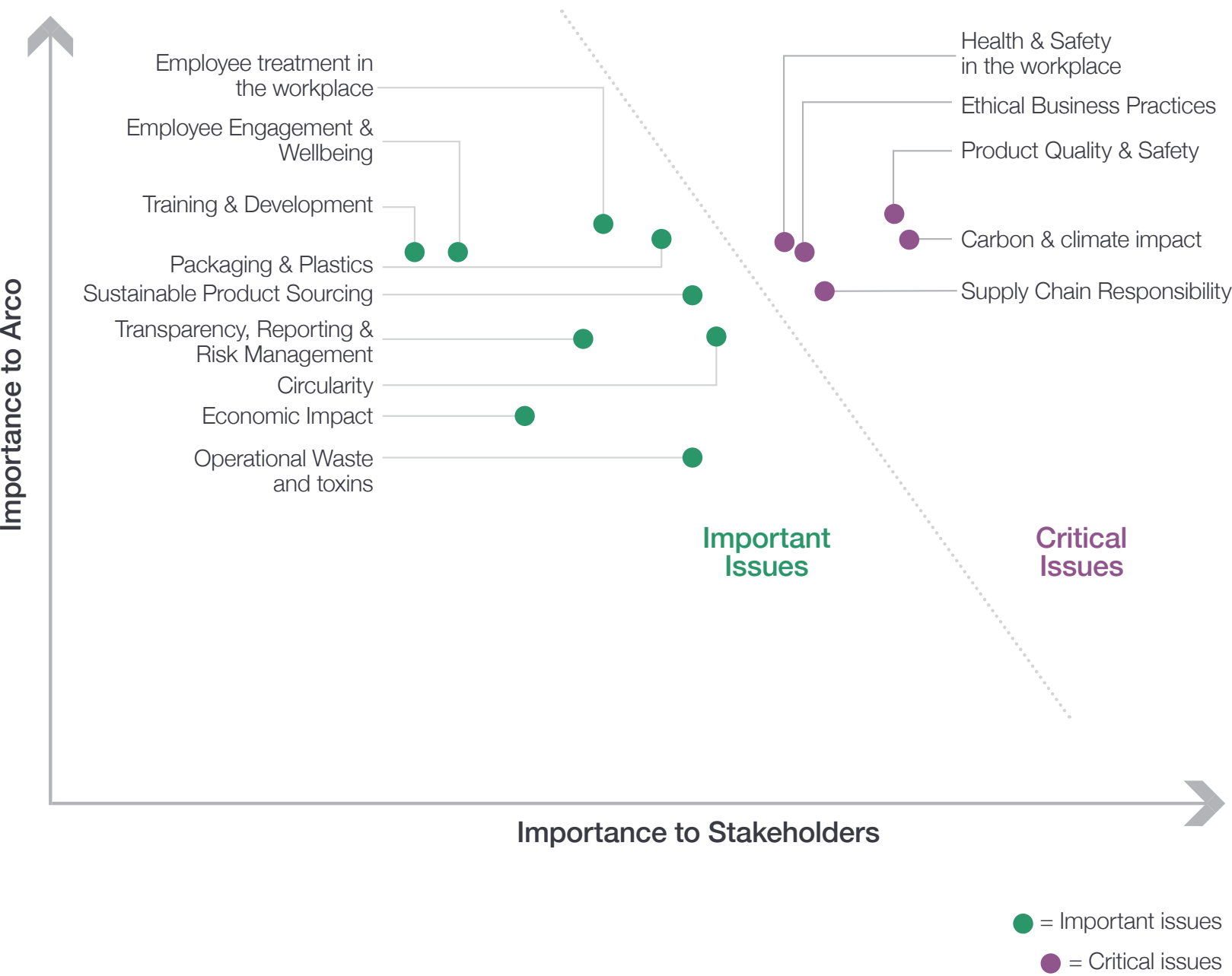
To gain insight into the most important issues we worked with a specialist sustainability consultancy, in the first part of 2022, to carry out a materiality audit with a broad range of our stakeholders. Through a series of targeted stakeholder engagement activities, including one-to-one interviews, surveys and focus groups, we gathered stakeholder views on four key areas where Arco has an impact. These were Environmental Impact, Social Impact, Workforce and Governance.

In-depth interviews

We also commissioned the consultancy to conduct further in-depth interviews with key stakeholders and to work with our ESG Committee to build a fully-rounded view on the focus of our sustainability strategy going forward.

In the following section we'll summarise the most important findings from this work and how they guided our strategic response.

Combined materiality grid





Understanding stakeholder priorities



Sustainable Products with Quality and Safety at their core.

A key issue that is highly prioritised by our stakeholders is **Product Quality and Safety**. Our reputation and track record is second to none in the safety industry and is backed by decades of expertise, our unique Product Assurance Lab, and our safety services and training business.

We remain wholly committed to delivering high quality products and services as an integral part of our core purpose. However, we are also committed to doing so much more sustainably through the way we source and specify our products, enable the re-use or recycle of products at the end of their life and both reduce and improve product packaging.

As we develop more of these sustainable solutions, we can deliver on our stakeholders' appetite for **Sustainable Product Sourcing and Circularity**.



Supply Chain Social Responsibility

Arco's long-standing work on ethical trading standards puts us in a strong position to deliver on another priority issue identified by stakeholders, **Supply Chain Social Responsibility**.

As a family business which has been putting people first for many years, we have always invested in our colleagues, those who work in our supply chain and the wider communities in which we operate.

We are now going even further, by deepening our relationships with suppliers and creating initiatives that promote sustainable economic growth and community development in the areas where we operate.

In the UK, we have a strong heritage of charitable giving and partnership, working with organisations that deliver social value, particularly to those who are more vulnerable in society. In the current difficult circumstances in the UK, with a cost-of-living crisis closely following the Covid-19 pandemic, we will continue to invest so that we can help give people the opportunities and support they need to succeed and flourish.



Carbon and Climate Impact.

Stakeholders across all groups rated **Carbon and Climate Impact** as their most important issue. They are focused on the environmental benefits of reducing emissions, but also reflected that they need detailed carbon data from Arco to help them understand their own paths to carbon reduction.

You can read in the Safe Planet section a more detailed review of our emissions reduction activity, but we know there is more to do. One of the key tasks is improving our understanding of all the supply chain (Scope 3) emissions within our total footprint. This covers all the carbon emissions attributable to Arco within our entire value chain from manufacture to how customers use products.

In 2021, we published an initial Carbon Reduction Plan, having worked with a specialist environmental consultancy to estimate our Scope 3 emissions based on an analysis of our supply chain data. With this baseline established we are now developing a detailed, target-led plan that will reduce these emissions and transition Arco to a low-carbon business that will thrive in the net-zero world.



Arco's approach to sustainability

Our goal is to minimise our business' impact on the environment and Earth's resources. That's why sustainability plays an integral part of our corporate strategy 'Destination 2025' and through our sustainability strategy we're embedding sustainability into our day-to-day operational activity across the business.

Taking the insights from the materiality audit, and our wider strategy planning, we have developed our 'A Safe Tomorrow' sustainability strategy.

A Safe Tomorrow is our strategic plan to help secure a safer future by being more sustainable in how we develop and deliver products and services and how we work with customers and partners.

We keep people safe in a diverse range of environments. It's a complex challenge that we rise to every day. Putting sustainability at the heart of this requires the same level of practical innovation and commitment. And it involves a collaboration between everyone at Arco, our customers and our global network of partners.



Safe
Business



Safe
People



Safe
Planet

Our plan spreads across our three key strategic priority areas:

The ambition for each is articulated on the following pages. Whilst they are set out as distinct areas, the goals within each are highly connected and interdependent.

Each area has been mapped to the UN's Sustainable Development Goals (SDGs), which helps inform the metrics that we will use to measure progress in each area.

In some areas of our sustainability plan, such as operational carbon emissions, we have well-developed metrics and reporting. In others, such as, supply chain carbon emissions, we are working to establish the detailed metrics and targets against which we will report and will update on this in future reporting.

Alex Berger
Marketing Development Director

Driving growth

Destination 2025 is our three-year plan. It aims to grow our business and make it more profitable by 2025, creating a positive future for everyone at Arco.

We're 100% committed to making it a success, together.
We're all in!

Destination 2025





A Safe Tomorrow



Safe Business

We will work in partnership with our ecosystem of suppliers, customers and relevant bodies to provide sustainable solutions. We will provide our customers with sustainable product options that minimise the resources consumed in their manufacture, transport, use and end-of-life treatment. Product packaging will be reduced, better materials introduced and plastics minimised as we introduce lighter more sustainable packaging. We will work towards full circularity as we believe it can be designed into many areas of our industry, preserving natural resources, cutting carbon emissions, reducing waste and protecting the environment.



Safe People

We will use our regional, national and global influence to reduce inequality and help communities thrive. We will support and empower people to make progress by insisting on fair reward, treatment and development opportunities for all. We will remain a champion and supporter for good causes and organisations that share this vision.



Safe Planet

We will play our part in tackling the worst impacts of climate change, by reducing greenhouse gas emissions from our direct operations and throughout our value chain in line with science-based targets. We will minimise waste created in our own operations, and throughout our supply chain.





A Safe Tomorrow – At a glance



Safe Business

Working to provide customers with sustainable solutions.

What we are doing

Circularity.

Introducing ways to recover and recycle materials and developing circular solutions.

- Implementing end-of-life takeback and recycling schemes.
- Investing in closed-loop systems.

Sustainable products.

Offering new, more sustainable product options.

- Sourcing and specifying sustainable materials and processes.
- Introducing products and ranges with accredited sustainable credentials.
- Extending product life and durability.

Responsible product packaging.

Reducing packaging, improving materials and minimising plastics to introduce lighter and more sustainable product packaging.

- Collaborating to deliver the UK's sustainable development goals.
- Reducing product packaging and increasing recyclable elements.



Safe People

Delivering social value for people across every community touched by our operations.

What we are doing

Social value through community engagement, partnerships and education.

Creating social value through community partnerships and providing educational opportunities.

- Engaging with our community
- Delivering positive impact and education through partnerships.
- Accounting for social value.
- Harnessing the value of apprenticeships.

A socially responsible supply chain.

We use our influence to enhance working and living standards.

- Ethically trading and respecting the rights of workers.
- Maintaining a supply chain free from Modern Slavery.
- Implementing ethical standards along our supply chain through due diligence.

Colleague well-being.

We are committed to fair pay, supporting colleagues' wellbeing and providing development opportunities.

- Committing to Fair Pay.
- Providing learning and development.
- Supporting physical and mental health and wellbeing.



Safe Planet

Tackling climate change impact by reducing carbon emissions from direct operations.

What we are doing

Carbon reduction.

Taking action to reduce emissions from our direct operations (Scope 1 and 2 emissions).

- Improving energy efficiency in operations.
- Reducing emissions
- Achieving accredited Carbon Neutrality for our operations through carbon offset schemes.

Net Zero by 2045.

Reducing emissions throughout our value chain from manufacture to use of products (Scope 3 emissions).

- Reducing Scope 3 emissions.

Minimal operational waste.

Improving product packaging and reducing packaging and waste in own operations and throughout our supply chain.

- Reducing packaging and packaging waste in operations.
- Eliminating waste going to UK Landfill.



Safe Business



Safe Business

Focusing on how Arco works in partnership with suppliers to provide customers with sustainable solutions.

Sustainable products, responsible packaging and product recovery and recycling services enable both Arco and customers to improve their sustainability performance by cutting greenhouse gas emissions, reducing resource consumption and minimising waste.

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Safe Business

Current priorities	What we are doing	Benefits
<p>Circularity.</p> <p>We are introducing ways to recover and recycle materials and developing solutions to reduce the overall carbon impact of Arco and to help customers to achieve their sustainability goals.</p>	<p>Implementing end-of-life take back and recycling schemes.</p> <p>We are expanding our customer proposition for the collection, laundering, destruction and recycling of garments and PPE.</p> <p>Investing in closed loop systems.</p> <p>We're investing in research and development of a commercial scale closed-loop, recycling solution for polyester workwear, to be used in safety products and garments.</p>	<p>Reduces pollution, resource and carbon intensity of products through recovery and re-use of key materials.</p>
<p>Sustainable products.</p> <p>We are offering new, more sustainable product options to customers, helping them to achieve their sustainability targets.</p>	<p>Sourcing and specifying sustainable materials and processes.</p> <p>We're specifying more recycled and sustainable materials in our own label products and expanding our commitment to Better Cotton and the Global Recycling Standard within our product development cycles.</p> <p>Introducing products and ranges with sustainable credentials.</p> <p>We're introducing alternative products and ranges with verified environmental credentials.</p> <p>Extending product life</p> <p>We are collaborating with suppliers and customers to increase durability and extend the useful life of products.</p>	<p>Reduces pressure on natural resources e.g. cotton.</p> <p>Delivers high quality safety solutions while lowering volume of materials entering waste stream.</p>
<p>Responsible product packaging.</p> <p>We're reducing our packaging, improving materials and minimising plastics and working with partners to introduce lighter and more sustainable packaging.</p>	<p>Collaborating to deliver sustainable textiles targets at a national level.</p> <p>We are signatories to WRAP's Textiles 2030 programme.</p> <p>Reducing product packaging and increasing recyclable elements.</p> <p>We are committed to reducing the amount of packaging we use, and where packaging is necessary, we're increasing the recyclable elements.</p>	<p>Promotes industry-wide good practice.</p> <p>Accelerates the transition to a low carbon sector.</p>



Circularity

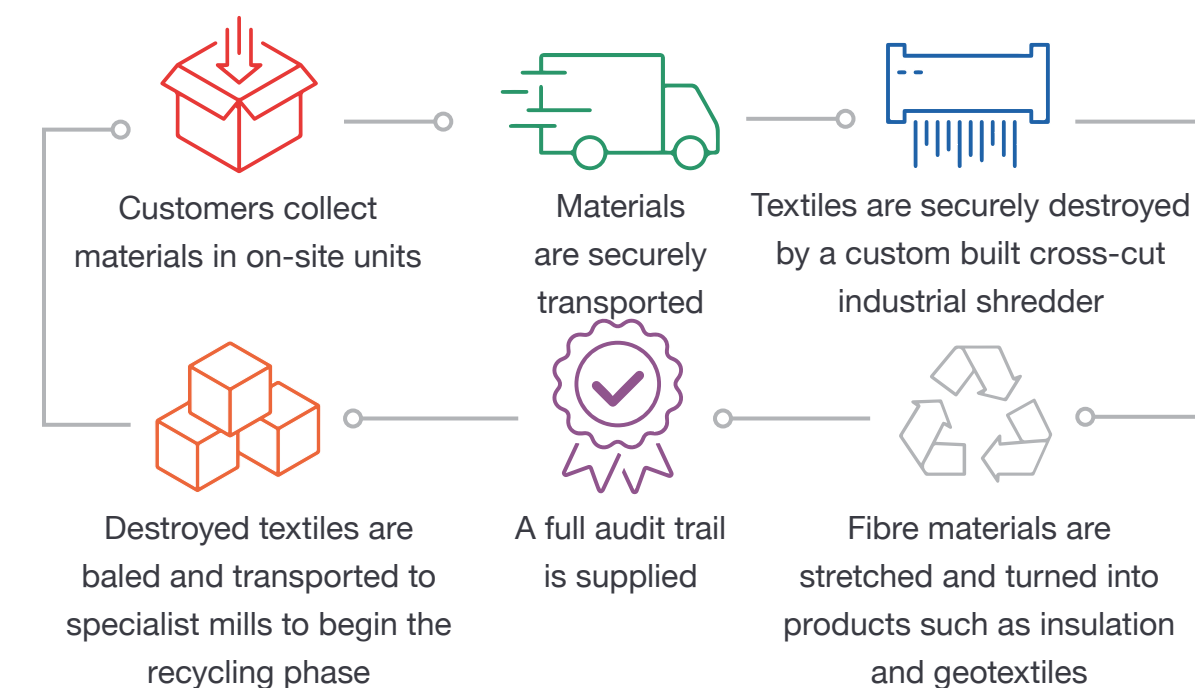
Implementing end-of-life take back and recycling schemes.

To assist our customers with sustainable management of PPE and workwear that has reached end of life, we have introduced a tailored collection, destruction and recycling service.

Working with specialists in secure clothing, garment, textile and uniform disposal, we have introduced a process that will enable customers to have their textiles securely destroyed and the natural fibres recycled within the UK. This limits the environmental impact by closing the loop and reducing the miles the material will cover.

Typically, **38%** of material is recycled circularly, 55% is downcycled e.g. used to make new goods such as insulation or garden furniture and 7% of material ends up as refuse derived fuel.

No material goes to landfill



Investing in closed-loop systems.

In early 2022 Arco invested in the start-up enterprise 'Stuff4Life' to support the research and development of a closed-loop, fibre to fibre solution that would support a circular economy for polyester workwear.

Together we are developing technology to separate garments into their base material components ready for reuse in manufacturing processes. This is an improvement on the current solution of shredding or grinding garments down for use in insulation.

If successful, material could be used over and over again without degrading the type of product it can be used for, in a truly circular way. An additional benefit is that recycled polyester uses 59% less energy compared to virgin polyester.

Stuff4Life





Sustainable products

Sourcing and specifying more sustainable materials and processes.



Responsible products from Arco

We're specifying more recycled and sustainable materials and supporting better production processes in the development and manufacture of our own label products. To achieve this, we're working with specialist partners who offer help, guidance and expertise across the different technical and social fields.



Lyfecycle

We've partnered with Lyfecycle to develop a range of eco-friendly garments that are completely traceable from source to store.

Each Lyfecycle garment is made with its end-of-life in mind, ensuring we consider every detail when sourcing eco-conscious alternatives to more traditional materials. Garments are produced using recycled and eco-friendly materials, responsible manufacturing and a zero-waste approach. Plus, each has a unique QR code that gives a potential buyer complete visibility of the 'Lyfecycle' of their clothes prior to the point of sale – from the supply chain and production process through to advice on after care and post-consumer recycling.



Better Cotton

Arco are proud members of the BCI, by sourcing cotton through BCI, we're supporting this global initiative and keeping up the demand for Better Cotton.

About Better Cotton

Better Cotton are a not-for-profit organisation that trains cotton farmers to use water efficiently, care for natural habitats, reduce the use of harmful chemicals and respect the rights of workers.

Our Better Cotton Pledge

We're committed to sourcing 50% of cotton used in Arco own brand products as 'more sustainable cotton' by 2027. 'More sustainable cotton' includes cotton sourced as Better Cotton, recycled, Fairtrade and organic cotton.



Global Recycling Standard (GRS)

Arco is certified by the Recycled Claim Standard (RCS) and Global Recycle Standard (GRS). These are international, voluntary standards that set requirements for third-party certification of recycled input and chain of custody. The shared goal of the standards is to increase the use of recycled materials.

The RCS verifies the presence and amount of recycled material in a final product, through third party input and chain-of-custody verification.

The GRS includes processing criteria to prevent use of potentially hazardous chemicals and verifies positive social or environmental production at facilities. The GRS uses the chain of custody requirements of the Content Claim Standard (CCS), the foundation of all Textile Exchange standards.



Introducing products and ranges with accredited sustainable credentials.

We are committed to helping our customers to achieve their sustainability goals and improving their environmental impact by making it easy for them to procure more sustainable products. We are introducing new ranges of more sustainable products and have created a collection of products that have Arco verified environmental claims. We're supporting our customer's decision making by providing them with enhanced information about our products to help them make more informed choices.

Creating ranges with verified environmental claims:

We've built a collection of products that are 'A Responsible Choice'. Each product has an environmental claim that has been verified by Arco, where appropriate, using independent certification schemes. Customers can simply select an environmental claim to see the full range of products available. See our 'A Responsible Choice' collection [here](#).

Environmental Claims

- EU Ecolabel.
- Carbon-Neutral.
- Made from organic materials.
- Made from recycled materials.
- Made in UK.
- No single use plastics.
- Biodegradable.
- Extended product life.
- Recyclable by manufacturer.

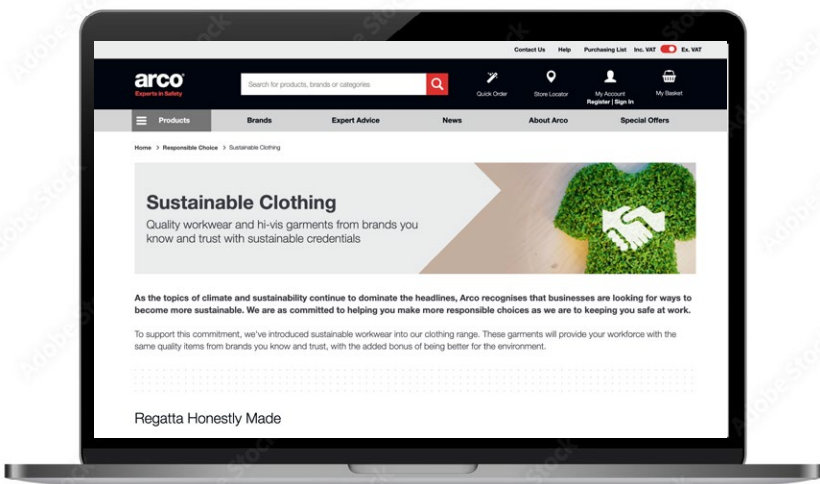
Introducing new sustainable ranges.

We're introducing more sustainable ranges with verified environmental credentials, from both own label and leading brands.

In 2022 we launched several new sustainable workwear ranges, from leading proprietary brands.

We have been launching several sustainable, own label product collections where products have been designed with sustainability and longevity in mind; and these will be industry-leading in their value for money.

See our full Arco sustainable clothing collection [here](#).



Extending product life.

We're exploring a new laundry process that would extend the life of garments and PPE.

The process collects waste PPE from a customer's site; from there it goes through an Ozone Laundry Process which sanitises the product and brings it back to an 'as new' state, before returning it to the customer to use again.

Approximately 75% of the items that go through this process can be re-used – the remainder would be sent for recycling.



Responsible product packaging

Collaborating to deliver the UK’s sustainable development goals.

In 2021 Arco became a signatory to Waste and Resources Action Programme’s (WRAP) Textiles 2030, a voluntary agreement for clothing and textiles. The 10-year programme aims to take the UK from a make-use-dispose culture to a circular one where goods are produced sustainably, used longer, and then re-used or recycled.

Arco has committed to work to towards the following ambitions:

- **Design for Circularity.**
- **Implement Circular Business Models.**
- **Close the Loop on Materials.**



Arco are also committed to the goals of WRAP’s UK Plastics Pact, an initiative transforming the way that the UK makes, uses and disposes of plastic.



The UK Plastic Pact Targets

By 2025: Eliminate problematic or unnecessary single-use packaging through redesign, innovation or alternative (reuse) delivery model.

100% of plastics packaging to be reusable, recyclable or compostable.

70% of plastics packaging effectively recycled or composted.

30% average recycled content across all plastic packaging.



Reducing product packaging and increasing recyclable elements.

Arco is committed to reducing the amount of packaging we use, increasing the recyclable elements of the packaging.

We contracted a global compliance company European Recycling Platform (ERP) to review the packaging we use, identify areas of improvement and recommend actions that would have the greatest impact.

Out of all of our products, footwear and clothing use the most product packaging.

All our new own label products must demonstrate that packaging is being minimised and must beat the corporate recycled content target for any packaging.

We have also started projects to remove and minimise packaging on all of our existing products. The target is to remove as much as packaging as possible and optimise recycled content on anything that is left.

Own brand packaging projects.

Improving our footwear packaging.

We're improving most own-label footwear packaging, to remove all plastic, move to a minimum 70% recycled cardboard, minimise inks and special finishes, where required use vegetable-based inks, and minimise glue. We are at the sampling stage and are expecting to roll out this new packaging within the next 12 months.

Reviewing our plastic packaging.

We're reviewing plastic packaging, particularly that used to protect the cleanliness of garments through the supply chain. We are identifying unnecessary packaging that can be removed; where garments can be consolidated from one bag each into packs, and where plastic continues to be required, we are trialling recycled or plant-based options.

Reducing and reviewing packaging on new products.

With new, sustainable product ranges we have sought to minimise packaging first; we have reduced the use and number of swing tickets on products, and where needed they are 100% recycled FSC card, or 100% recycled plastic.



Arco Apprentice Forum



Safe People



Safe People

Delivering social value for people across every community touched by our operations.

The positive impact extends from our colleagues, to our supply chain and to the wider communities in our supply chain.

Supporting UN SDGs

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Fiona Gavaghan
Fundraising Manager from MacMillan Cancer



Safe People



Current priorities	What we are doing	Benefits
<p>Social value, through community engagement, partnerships and education.</p> <p>We are committed to creating social value through community partnerships and providing educational opportunities in the UK and overseas in local communities.</p>	<p>Engaging with our community</p> <p>We support community volunteering, charitable fundraising and financial donations.</p> <p>Delivering positive impact and education through partnerships</p> <p>We build long-term partnerships with charities, community organisations, schools, colleges and training providers.</p> <p>Accounting for social value</p> <p>We deliver real quantitative work and social value in collaboration with customers and partners.</p> <p>Harnessing the value of apprenticeships</p> <p>We use apprenticeships to develop our colleagues and ensure a pipeline of talent into our business. We have also enabled other organisations to recruit Safety, Health and Environment (SHE) apprenticeships using a proportion of our funding.</p>	<p>Creating economic value and social mobility in communities we touch across the world.</p>
<p>A socially responsible supply chain.</p> <p>We use our influence to enhance working and living standards.</p>	<p>Ethically trading and respecting the rights of workers</p> <p>We're committed to the adoption and implementation of the principles of the ETI base code, we continue to proactively respond to ethical issues.</p> <p>Maintaining a supply chain free from modern slavery</p> <p>We're committed to maintaining a supply chain free from modern day slavery and strive to help customers to manage obligations to eradicate modern day slavery from their supply chain.</p> <p>Implementing ethical standards along our supply chain through due diligence</p> <p>We promote health, safety and welfare within our supply chain and implement robust due diligence processes to protect all workers from modern day slavery and human trafficking</p>	<p>Securing safe work practices, fair reward and development for workers in our supply chain.</p>
<p>Colleague wellbeing.</p> <p>We are committed to fair pay, supporting colleagues wellbeing and providing development opportunities.</p>	<p>Committing to a fair pay</p> <p>We are committed to our status as a real Living Wage employer.</p> <p>Supporting physical and mental health and wellbeing</p> <p>We ensure our working environments and practices are safe.</p> <p>Providing Learning and Development</p> <p>We provide structured training, development and support services to all our teams.</p>	<p>Creating positive local economic and social value.</p>



Engaging with our community

Community volunteering, fundraising and support.

Year on year, we push for better through community grants, fundraising, volunteering and partnership programmes. We're committed to inspiring young people to achieve their full potential and to enhance local life, making local communities better places in which to live and work.

For us, safety means so much more than delivering products and services. It means having a real sense of responsibility for our customers, our people and our planet.

Year on year we push for better, through community grants, fundraising, volunteering and partnership programmes. ”

That's why we are proud to give back to our community and commit to giving 1% of our pre-tax profits to good causes which our colleagues care about each year.

This year, our Community Panel of representatives from across the business celebrated its 19th year. The panel ensures that community grants and larger donations, this year totalling £145,000, go to the causes which matter to our colleagues, and which will have greatest impact.

Darren Ford
Head of OD and L&D



Bartek Biela and Mike Clayton receive Jubilee Medals.

Giving our colleagues time for volunteering.

Arco grants each colleague **two paid days per year** to volunteer in the community. Activities are self-driven, allowing individuals to choose the causes they're most passionate about.

In the last year, we have invested and launched our new Thrive platform. This helps colleagues find local volunteering opportunities through a centrally managed database and enables us to calculate the social value we're adding.

Last year our teams packed Christmas presents for disadvantaged children, re-landscaped community gardens, held practice-interviews for those looking to get back into work, and organised food collections for those in need.



Arco colleagues support the Tribune Trust.

Providing funding for charity projects.

We're inspired by the charitable work our colleagues undertake. To help them to change more lives for the better, we match charitable funds raised by Arco colleagues throughout the year, driven from our 1% pot.

Last year, we fund-matched over 20 colleague fundraising projects, with our people tackling bike rides, marathons, bake sales and even producing sea shanty CDs for the RNLI.

Each quarter, colleagues can apply for community **grants of up to £500 for local causes and projects** that mean the most to them. In 2021/22 we gave 14 community grants, **totalling £6,600**.



Anna Harvatt CSR Manager and Ready, Steady, Read.

Supporting charities and communities close to us.

As a family-run business, we're built on integrity, and we strive for that to come through in our charity and community donations.

Our **Community Panel** considers the causes we support at a corporate level, and ensures we create meaningful connections with charities to understand how funds will be used, ensuring our positive impact will be felt as widely as possible.

Last year, **our charity and community donations were over £50,000**, supporting projects including the relaunch of children's literacy programme Ready, Steady, Read and welcome packs for people at homeless charity Hull Resettlement Project.



Delivering positive impact and life-changing education through partnerships

Building long-standing partnerships with charities and community organisations allows us to deliver consistent positive impacts for our communities.

Long-standing partnerships include:

- Ron Dearing University Technical College in Hull
- Datian School in Xiamen
- Hull and East Yorkshire Children’s University
- CatZero
- Run With It
- The Constellation Trust
- Yorkshire Air Ambulance
- The Hull 10K
- Freedom Festival 2021
- Marketing Humber – Bondholders
- Humberside Police – Lifestyle Project



Arco Hull 10K Corporate Team



Case Study:
Partnership with Datian No. 1 Middle Education Foundation, Xiamen.

Arco is committed to providing a sustainable teaching community for the people and families working in, and located near, it's Xiamen, China office. In 2019, Arco committed to a five-year sponsorship of the Datian No.1 Middle School Education Foundation, a large rural school two hours from Xiamen, in the Fujian province, where the business has had an office since 2005. Since launching its 'Hard Work and Enterprise Scholarship', which celebrates achieving educational targets and a positive attitude towards learning, Arco has supported 1,364 Xiamen students.



Students graduating
Arco's scholarship programme
at Datian No1 High School

Case Study:
Partnership with Ron Dearing University Technical College (RDUTC).

Arco is a major partner with RDUTC. Richard Martin, a fourth-generation Arco family member and Non-Executive Director, is Chair of Governors at the school in Hull. The school takes an 'employer-led' approach to education, giving students studying 'STEAM' subjects (Sciences, Technology, Engineering, Arts and Maths) the real-world professional and entrepreneurial knowledge and skills they need to lead successful careers. We share a goal to secure a strong pipeline of talent in the city, and support RDUTC with apprenticeships, and participate in recruitment and careers events.



RDUTC students
celebrating A level results



Accounting for social value

Social value.

Working with customers and partners we have formulated a strategy that will help us deliver real quantitative work and social value.

The **Social Value Act**, otherwise known as the **Procurement Policy Note 06/20 (PPN06/20)**, came into effect on 1 January 2020.

This new legislation represents an evolution of **Corporate Social Responsibility (CSR)** that companies were required to report on but that was easily greenwashed. The new evidence-based system is intended to spread the benefits of public sector contracts further into communities, something which Arco has been doing for many years.



Action for Children

Case Study: Working in partnership with NHS Scotland.

We collaborate closely with our customers and support them to meet their specific social value goals'. Linked with our supply of respiratory protection to NHS Scotland, Ayrshire Cancer Support have created a new support service for children and young people affected by cancer. Action for Children are also doing amazing work with our sponsorship of two new roles at the charity.

At their Silverton Community Hub, Action for Children support young people with disabilities, helping families break the cycle of disadvantage, exclusion and inequality. Their new qualifications scheme helps young people breakdown barriers to employment, through valuable employability skills and vocational training, developing their ambitions and future chances in life. As a direct result of our donation, over 300 children, young people and parents have already benefited.

We're so proud of the powerful lasting legacy we've achieved alongside NHS Scotland, which far surpasses the immediate financial support.

Watch the video here to hear Action for Children talk about the work they're doing, and service users talk passionately about the difference our funding support has made to their lives.



Harnessing the value of apprenticeships

Apprentices are a fantastic way of recruiting new talent, and apprenticeships have proven to be a brilliant way to upskill our existing colleagues as part of their personal development programmes.

Over the last year, we have employed 42 apprenticeships running within the organisation, ranging from level 2 through to level 7.

We also support other organisations to provide Safety, Health, and Environment Technician Apprenticeships by pledging funding using the levy transfer functionality. These apprenticeships also help to develop safer practices and knowledge in other organisations.



Arco's HR team, Managing Director David Evison and apprentices past and present

Case Study: Josh Thorpe, Cyber Security Analyst

I joined Arco in 2019 from Ron Dearing UTC, as part of the Future Experts Programme, and have recently completed a cyber security apprenticeship. This included five modules and exams, across a range of subjects in the field of cyber security, as well as a technical interview and an end assessment.

The apprenticeship has really helped develop my confidence as well as my skills and expertise. I have been able to apply my learnings in my day-to-day work and am more capable of taking on challenging tasks, something I couldn't have imagined doing a few years ago.

Following the completion of my apprenticeship, I am looking forward to building my career with Arco and supporting the team to achieve its aspirations.





A socially responsible supply chain

Ethically trading and respecting the rights of workers.

Ethical trade sits at the forefront of our sourcing decisions and our vendors, customers and employees are committed to these ideals.



Ethical Trading Initiative.

In 2007 Arco became a member of the Ethical Trading Initiative (ETI), an alliance of companies, trade unions and non-profit organisations that aims to promote respect for the rights of workers worldwide.

We are committed to the principles of the ETI base code which are built on the standards of the International Labour Organisation. Through their adoption and implementation, we continue to proactively respond to ethical issues.



Sedex

Arco are a Sedex member, committed to sourcing responsibly and having an ethical and sustainable supply chain. We also encourage suppliers to form partnerships on SEDEX.

We use SEDEX Advance, one of the largest collaborative ethical data platforms in the world, to capture, analyse, manage and present risk information in our supply chain.

SEDEX Advance allows us to control the information we need to manage performance around labour rights, health and safety, the environment and business ethics. We use this data to assess suppliers` ethical, environmental and social practices.

Case Study:

Access to Remedy in Malaysian disposable glove factories.

A large proportion of disposable gloves are produced in Malaysia, but the working conditions of some suppliers have been called into question. For example, migrants from Nepal and Bangladesh working in some factories were required to pay recruitment fees to secure a job, and work only to pay it back resulting in debt bondage.

In July 2021 Arco worked with the ETI on its Access to Remedy project, designed to provide migrant workers with a technology tool to raise grievances in a way that doesn't compromise their employment or expose them to further exploitation. The JustGoodWork Malaysia app provides workers with information about their rights, how to access them and enables them to anonymously log workplace issues. Grievances are managed by a local NGO.

When the issue was exposed, Arco found that one factory fell short in their duty to monitor and alleviate recruitment fees. Following our intervention, not only did the suppliers ensure workers were not charged recruitment fees, but they also made an effort to track down former employees who had been charged to reimburse them.



Maintaining a supply chain free from modern slavery.

Alongside our commitment to maintaining a supply chain free from modern day slavery, we also help our customers manage theirs.

Ensuring compliance overseas.

As we need to be close to the start of our supply chain and take responsibility for the manufacturing process, we have a representative office located in Xiamen, Fujian province in which we maintain a team, currently eight strong, with roles including senior quality control inspectors and a lead social compliance auditor. The role of the lead ethical auditor is to help a factory assess their social compliance systems, provide training and monitor progress.



Arco Xiamen team

Carrying out vendor audits and approval.

We recently implemented two best in class technology solutions to further enhance our vendor approval and management processes.

A new Dow Jones risk and compliance system allows for the screening and monitoring of third-party vendors against numerous international compliance databases. The deployment of the Ideagen Q-Pulse system has also enabled us to systemise our approval workflows.

Our Modern Slavery Statement

We publish our Modern Slavery Statement annually and show previous years' statements for transparency. We also publish Code of Conduct, Ethical, Anti-Slavery and Human Trafficking Policy Statements online to demonstrate our commitments.

www.arco.co.uk/legal/modern-day-slavery

www.arco.co.uk/legal/ethical

Supporting the Bright Future Programme.

We are committed to making a difference in eradicating modern slavery and joined the Co-Op's Bright Future programme in 2018. The charity supports survivors of this global issue by providing access to employment to give a safer future.

Arco has committed funding to support the ongoing work of Bright Future and provide Bright Future candidates with four-week paid placements and the opportunity for permanent employment in the UK. The placements give candidates the opportunity to experience working at Arco with support from mentors and training.





Implementing ethical standards along our supply chain.

It is our policy to protect all workers from modern day slavery or human trafficking and promote health, safety and welfare within our supply chain. We implement robust due diligence processes auditing against the ETI principals to maintain recommended standards.

Arco Code of Conduct and supplier standards

Our Code of Conduct is intended to set out a framework of standards reflecting the differences in laws, customs, and economic conditions around the world.

Arco wants to build long term relationships with suppliers that want to lead the way in addressing responsible, sustainable and ethical trading.

Additional supplier standards on climate change, homeworking, international trade and child labour sets our expectations of ourselves and suppliers to particular topics.

<https://www.arco.co.uk/supplier-portal/supplier-code-of-conduct>
<https://www.arco.co.uk/supplier-portal/supplier-standards>

Ensuring compliance with our Ethical Guide for Vendors

We're committed to the Principles of the ETI Base Code. These are based on the standards of the International Labour Organisation and are the guiding principles of our Ethical Guide for Vendors. This guide provides guidance and instructions on the minimum and recommended standards acceptable to Arco in the manufacture of our products or procured services globally.

All vendors supplying Arco are issued with copies of the Ethical Guide and vendors producing our own brand products are regularly audited against these principles.

Conducting due diligence of supplier standards

As part of our due diligence processes, regular assessments of new and existing factories are conducted.

Several methods are employed to conduct due diligence, with most resource given to high risk supply chains.

Members of our procurement and ethical teams are trained to recognise the signs of modern slavery and exploitation and consult with the ethical team on their observations.

High risk vendors, including our high spend and business critical vendors continue to receive regular third-party social compliance audits such as WCA, SMETA, BSCI, etc. High risk vendors with a vulnerable workforce such as a low-paid or high proportion of migrant workforce, are also given additional focus to ensure they follow good practice.



Colleague wellbeing

Committing to fair pay.

Throughout our 2021-22 financial year, we have committed to being a real Living Wage employer, offering pay above and beyond the legally required National Living and National Minimum Wages. In increasing the pay of colleagues to be in line with new real Living Wage levels, we also increased the rate of their supervisors to ensure a 10% difference in rates of pay.

Our apprentices and those recruited as first or early stage career candidates (such as new graduates) are also paid fairly as we believe unpaid internships create a disparity of opportunity for those from different socio-economic backgrounds.

We review pay each year against independent external benchmarks by Willis Towers Watson to ensure we continue to pay our colleagues fairly and competitively for the role they hold in the area they're based.

We review pay each year
against independent external
benchmarks by Willis Towers
Watson



Alice Marren
L & D Partner





Jo Heselton
SHE Manager

Supporting physical and mental health and wellbeing.

We have a dedicated in-house Safety, Health and Environment Team which is responsible for making sure our working environments and practices are safe. We support this with a team of volunteer First Aiders and Mental Health First Aiders which is further complemented by our Employee Assistance Programme partner, Health Assured.

Health Assured provides our colleagues and their families with a wealth of online resources as well as access to free and confidential professional advice and support when needed.

As the nature of the pandemic has changed throughout the year, we have always gone the extra mile to put the safety of our colleagues first with mitigating measures in our workplaces and support to work from home as appropriate.

We also recognise financial wellbeing as increasingly important in these challenging economic times and have offered a series of talks through Barclays and our pension provider to offer guidance on current and future financial planning.

As the nature of the pandemic has changed throughout the year, we have always gone the extra mile to put the safety of our colleagues first





Providing learning and development

We are passionate about the personal growth of our people and have invested in resources and processes that encourage and empower them to take responsibility for their own development.

Our continuously improved colleague learning offer is available to every employee via our personal growth learning management system (LMS). Tailored for various learning styles, it includes more than 600 digital titles and over 110 instructor-led training courses specifically selected and designed to enable colleague personal growth and performance. We also offer a range of less formal training and development interventions not managed through our LMS, including mentoring, coaching and supplier-provided product training.

In 2021/22, engagement with our formal learning offer equated to 8.6 instructor-led training hours and 12.2 digital content completions per colleague.

Every colleague who has responsibility for people management is provided with a program of management and leadership training appropriate to their role, and which is aligned to our leadership behaviours model.

Safety expertise is at the heart of our business and as industry leaders we are proud to be continually enhancing the safety credentials and experience of our colleagues. We have over 300 colleagues holding a recognised health and safety qualification of NCRQ, NEBOSH or IOSH (with 48 colleagues achieving this within the last 12 months).

Training to support mental health in the workplace.

Around 140 managers have been trained in Stress and Wellbeing Management, undertaking a two-day course that includes practical interventions to be able to offer effective help, tools and methods for resilience and self-care.

106 Arco colleagues are also trained Mental Health First Aiders (MHFA) after taking an initial two-day course that teaches people to spot the symptoms of mental health issues, offer initial help and guide a person towards support. In the last year, 35 new MHFAs were trained, and by the end of 22 all existing MHFAs will take part in a three-year refresher course.



Safe Planet



Safe Planet

Focusing on Arco's commitment to tackling climate change impact by reducing the carbon emissions from its direct operations (Scope 1 and 2) and its supply chain (Scope 3).

As well as packaging, waste and eliminating waste going to landfill.

Supporting UN SDGs





Safe Planet

Current priorities	What we are doing	Benefits
<p>Carbon reduction.</p> <p>In our move to lower carbon operations, we are taking action to reduce emissions from our direct operations (Scope one and two emissions).</p>	<p>Reducing emissions.</p> <p>Achieving accredited Carbon Neutrality for our operations though carbon offset schemes. Using the Scope 1 and 2 direct emissions data, Arco has implemented an offset program meaning we are now carbon neutral for our Scope 1 and 2 emissions from UK operations.</p> <p>Improving energy efficiency in our operations. We are constantly improving the energy and carbon efficiency of our operations with renewable energy tariffs, LED lighting, fleet changes and more. We have also scoped options to generate our own energy through renewable installations at our premises.</p>	<p>We are on track to reduce Scope one and two emissions by 50% by 2030 from our 2018-2019 baseline</p>
<p>Net-Zero by 2045.</p> <p>We are committed to tackling emissions throughout our value chain from manufacture to use of products (Scope three emissions).</p>	<p>Tackling Scope 3 emissions. Scope 3 emissions have been assessed in 2020/21 and our higher emission areas in our value chain that we can influence, have been prioritised. We are now engaging with the supply chain partners where the greatest gains can be made.</p> <p>We are also reviewing science based carbon reduction targets relevant to our business.</p>	<p>Play our part to meet the UN's global target to reach net-zero by 2050.</p>
<p>Minimal operational waste.</p> <p>We are reducing packaging and waste in our own operations and throughout our supply chain and eliminating waste going to UK landfill.</p>	<p>Reducing packaging and waste in operations. We are reducing the volume of packaging used in distribution.</p> <p>Eliminating waste going to UK landfill. Our waste and recycling strategy aims to eliminate waste going to UK landfill.</p>	<p>Minimise waste and resource consumption.</p>



Carbon reduction

Reducing emissions.

Arco recognises the challenge and urgency with which all businesses must reduce their carbon emissions and has committed to achieving Net-Zero carbon emissions by 2045.

We have been monitoring and reporting our energy and fuel use since 2005. Taking action to improve energy efficiency every year across the estate and operations, as part of our drive to reduce carbon emissions and in the delivery of our ISO 14001 Environmental Management System (EMS).

We understand that our journey will involve both reducing emissions within our own operations as well as making reductions in our extensive supply chain. In relation to our own operations, over the next three years we are undertaking specific projects to help reduce emissions as part of our transition towards carbon Net Zero, at the same time as offsetting our carbon emissions through accredited schemes.

Over the next three years we are
undertaking specific projects to help reduce
emissions as part of our transition towards
carbon net-zero. ”



Emissions reduction targets.

To continue our progress to achieving Net-Zero, we have adopted the following carbon reduction targets:

2019	2021	2027	2030	2045
Base year	Carbon Neutral for Scope one and two emissions	32% reduction in Scope one and two emissions	50% absolute reduction in Scope one and two emissions	Net-Zero emissions* all scopes

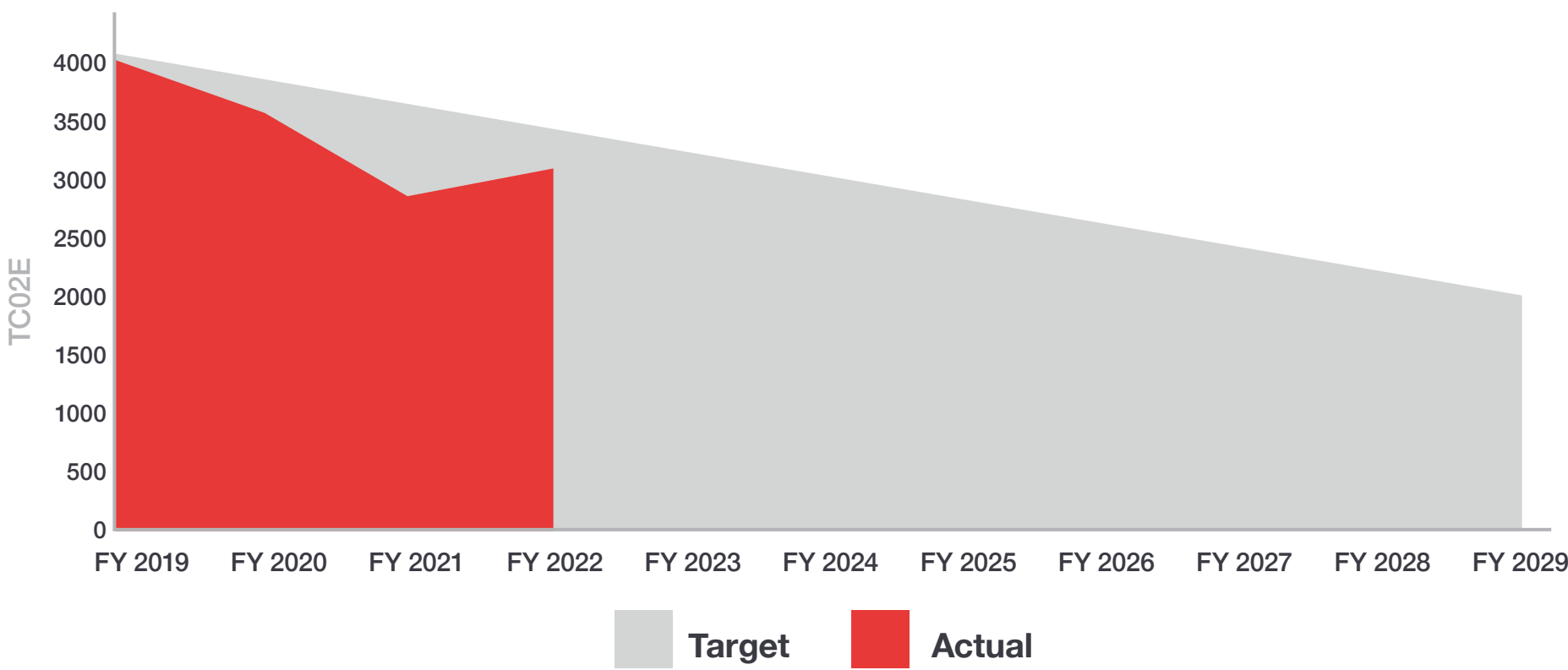
Overall carbon emissions in 2021/22 were 23% less than the 2019 baseline year. The target was a reduction of 14% against the baseline, so we continue to perform well against both the baseline and target; and remain on course to achieve 50% reduction in Scope one and two emissions by 2030.

The 2021/22 increases in emissions on 2020/21 are likely due to increased diesel and petrol consumption due to a return to more business travel post-Covid, LPG use was increased probably due to welfare heating demand.

Overall figures remained below 2020/21 results, likely related to the improvements made by the efficiency projects implemented in 2020/21 and 2021/22. As the business has returned to more “normal” operations, the carbon emissions have remained on target for reduction.

* from our baseline of 2018 - 2019

Carbon Reduction: Projected vs. Actual Scope 1 and Scope 2





Achieving accredited Carbon Neutrality for our operations though carbon offset schemes

Arco undertook a formal verification process for carbon neutral status via an independent third-party audit based on the requirements of ISO 14064-3.

Using the Scope 1 and 2 direct emissions data, we have implemented an offset program that means we are now carbon neutral for all our Scope 1 and 2 emissions within our UK operations.

We have been carbon neutral through carbon offsetting since 2021 and will continue to offset annually until all operations are carbon neutral.

To offset our emissions, we selected two projects that give back to the countries and communities that support our supply chain and which both prevent and capture carbon.

Offset programme projects

Project: CDQ Waste Heat Recovery Power Generation, China.

Coke Dry Quenching (CDQ) is a steam turbine/generator unit that recovers the waste heat released during the process of making steel and converts it into electricity. This cuts greenhouse gas (GHG) emissions annually.

Verification: Gold Standard

Project: REDD+ CAZ, Madagascar.

Reducing greenhouse gas emissions from deforestation and forest degradation (REDD=), this project is one of the first REDD initiatives in Africa.

Verification: Verra





Improving energy efficiency within our operations.

In 2021/22 we have continued to make energy improvements at various sites.
The following projects have been completed or implemented since the 2019 baseline.

Improving energy efficiency across the Arco estate.

Introducing energy efficient design in new and refurbished buildings.

We've introduced high efficiency lighting, including upgrading Doncaster and Poole Safety Stores to LED lighting and completing the retrofit of high efficiency intelligent lighting system at the Arco National Distribution Centre in Hull with an estimated energy reduction of 25%.

Focusing on renewable energy sources, smart meters and smart controls.

As a gradual move away from a dependency of fossil fuels for the site network continues, focus remains on renewable energy sources, smart meters and smart controls. New Safety Stores at Avonmouth and Watford use power from renewable resources for their heating requirement, and an air source heat pump has been installed at the Trafford Safety Centre.

Moving to Ultra Low Emission Vehicles.

We've improved the accessibility to electric and plug-in hybrid vehicles for colleagues with company cars and are exploring the provision of EV charging infrastructure across the Arco estate.



The new Arco Head Office was rated BREEAM “Very Good” with improved energy efficiency incorporating energy efficient glazing, chill beam cooling and intelligent lighting.



High efficiency intelligent lighting system at our NDC will provide an estimated energy reduction of 25%.



Net–Zero by 2045

Reducing Scope three emissions.

We have undertaken a comprehensive review of our indirect Scope 3 greenhouse emissions.

Scope 3 emissions cover a much wider range of outputs than those emissions directly within Arco’s control.

The key challenge we faced was identifying which of the categories defined in the GHG protocol applied to our organisation and which of these has the biggest impact on our emissions profile.

We carried out a comprehensive review which focussed on the Scope 3 categories that are the most significant in terms of their relevance to our business activities. This is where we believe the biggest carbon impacts are located and will be of the most interest to our stakeholders.

Identifying the highest emission areas in our value chain.

Scope 3 emissions have been assessed in 2020/21 and our higher emission areas in our value chain that we can influence, have been prioritised. This exercise is currently being undertaken again for our 2021/22 activities.

To establish a Scope 3 baseline reflective of our carbon emissions, we estimated those associated with categories one, four, five, six and seven in the first instance. Category 3 will also be included as a reflection of the energy we use in our operations. We have policies and processes in place to address carbon emissions in the remaining Scope three categories, so although we are not estimating the footprint initially, we are still working to reduce these emissions through collaborative partnerships e.g. Textile 2030.

Engaging with our supply chain to increase sustainability.

We are engaging with our partners, suppliers, customers and other stakeholders, across our value chain, to implement sustainability solutions that benefit all.

Carrying out transition planning and reporting.

We are reviewing science based carbon reduction targets relevant to our businss and will put in place a transition plan to guide our activities and targets.

Once complete, we will report our ambitious targets for projects that deliver on our stakeholder obligations and will include these in future reporting.



Minimal operational waste

Reducing packaging waste in operations.

We are committed to reducing operational waste and have been continuing to implement our packaging strategy at our National Distribution Centre.

Further improvement areas are being trialled and we have set aside a pack bench to test out packaging alternatives for void fill, tape and bags and will implement solutions that improve on our sustainability goals.



Humber Waste Alliance (HWA).

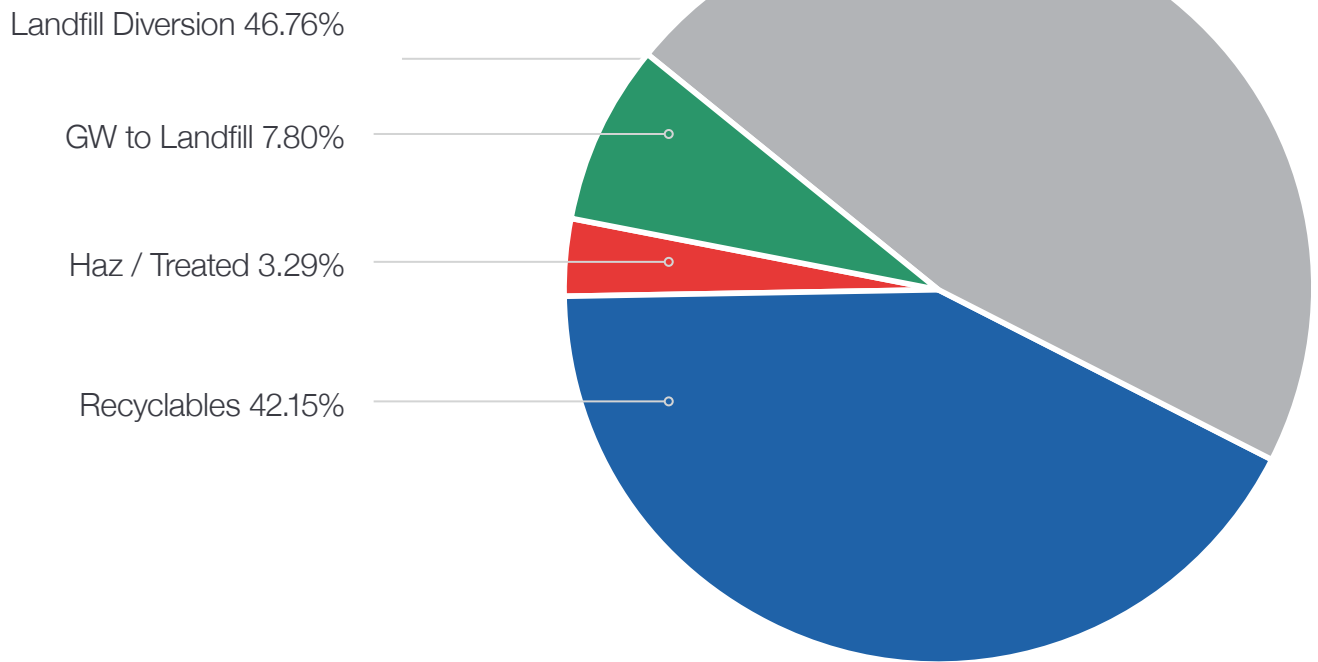
Arco has joined together with other local corporates, charities, and authorities to form a group dedicated towards the prevention and reduction of waste within the Hull and Humber regions and marine litter polluting the Humber. The Alliance takes advice from industry experts and utilises the region's recycling resources to ensure business strategies maximise the opportunities to reduce environmental impact. The Alliance is supported by a charter and a common set of pledges to which organisations in the region sign up to make a difference. To find out more visit: <https://livingwithwater.co.uk/projects/humber-waste-alliance>

Eliminating waste going to UK landfill.

We are committed to reducing our environmental impact by eliminating waste going to landfill. Arco partner with national waste management providers BIFFA, real estate services company CBRE and consultants who have helped us to identify ways to reduce waste going to landfill, including reduction of waste at source and intelligent segregation.

Segregation of general waste at source has facilitated a significant proportion (circa 92%) being diverted from landfill. Wastes such as cardboard and soft plastics are treated on-site at our National Distribution Centre, then collected to be recycled. In total, 42% of general waste is recycled. A further 47% is being used for energy recovery. This means that general waste materials that cannot be recycled are incinerated and used to resource heat and electricity. Only 8% of Arco's general waste stream currently goes to landfill which is below industry standards.

Total Diversion Rates





Working together

