

2020

IMPACT REPORT

Inspired by the UN guidelines on sustainability

Issued | April 2021

SUSTAINABILITY 

LET'S CREATE TOGETHER



OUR 2020 IMPACT REPORT
EXPLAINS HOW WE ARE
IMPACTING THE
ENVIRONMENT AND
SOCIETY FOR THE BETTER.

IT DETAILS OUR 2020
ACHIEVEMENTS AND OUR
PLANS FOR 2021

LET'S CREATE TOGETHER



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It is often said that each year is extraordinary in its own ways. But you'll agree that 2020 was, by anyone's definition, an extraordinary year. Yes, it tested us and those around us in ways we hadn't foreseen mere months before, and I am sure there will be plenty of books and case studies highlighting these difficulties in excruciating detail. But this year also allowed each one of us to shine in unexpected ways.

This is why I am so proud to have been at the helm of such an extraordinary team at CPL Aromas this past year. A team which rose to the challenge when it was needed the most, and whose efforts allowed CPL to achieve most of its business and sustainability objectives, despite the gloomy business climate that permeated the year.

2020 was, in short, a year where we at CPL Aromas kept creating together with our customers. And it showed.

CHRIS PICKTHALL
CHIEF EXECUTIVE OFFICER

COMMITMENT TO SUSTAINABLE BUSINESS

We believe that sustainable business drives performance and is the only way to create long term growth into the future. At CPL Aromas we have fully integrated our initiatives into our strategic objectives and aligned them with business priorities.

Our strategy is centred around four key pillars of sustainability designed around all areas we can control and influence through our operations as a customer, supplier and employer. Our strategy expands beyond our four walls by ensuring those changes also benefit the communities in which we operate and through technology adoption by our customers we can drive positive impact across the globe.

Consumers are increasingly concerned with the environmental and social impacts of their products, by expanding our sustainable practices by the way we source our materials, reduce our environmental footprint and innovate our products we can better meet our consumers expectations.

At CPL Aromas, we are committed to actively contribute towards the United Nations Sustainable Development Goals. Our strategy is focussed on the areas where we believe we can have the biggest impact addressing global sustainability challenges.



ENVIRONMENT

Minimising our environmental footprint across the value chain



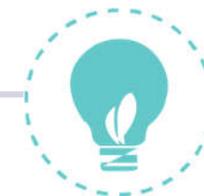
PEOPLE

Improving health and wellbeing of members within stakeholder communities



SOURCING

Optimising sustainability across our supply chain



INNOVATION

Driving sustainable business through responsible innovation

KEY ACHIEVEMENTS

NO
NO
NO

1866T
 TCO₂e avoided
 (by generation of
 renewable
 electricity)

Supplier switching has enabled us to reach 37% renewable electricity at CPL

£425,000
 Donation
 to CAFOD

Continued commitment to CAFOD, including a £200,000 Covid donation

Sedex[®]
 Became
 members of
 SEDEX

This enables us to drive sustainable supply chains

Launch of
BIODEGRADABLE
 Fragrances

Further commitment to protecting our planet with Biodegradable fragrances.

31%
 Reduction in
 Scope 1 & 2
 Emissions

Continuing to reduce our carbon footprint.



CAFOD
Just one world

20
 Responsibly
 Sourced
 Ingredients

13 New additions in 2020

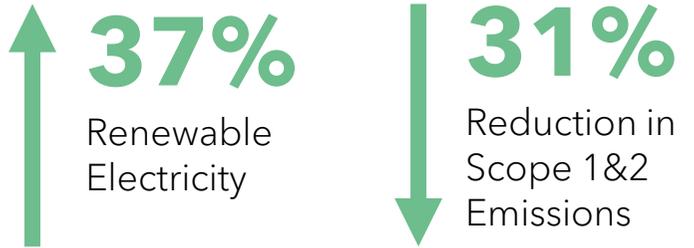
2.91%
ECOBOOST
 CONCENTRATED FRAGRANCE TECHNOLOGY
 SALES

EcoBoost addresses the main sustainability challenges faced by our customers.

KEY PERFORMANCE INDICATORS

NONO

We assess the positive environmental and social impact of our operations by measuring progress towards our sustainability objectives



13 New Responsibly Sourced Materials

Sedex[®]
Membership

100% Palm Oil Containing Materials RSPO Certified

Responsible Sourcing Partnerships Policy Launched

0.34 LTAR

2 Lost Time Accidents

48% Women Employees

9.3% Turnover Rate

2.91% Ecoboost Sales 2020

Solid bases added to our sustainable technology

ECOBOOST
CONCENTRATED FRAGRANCE TECHNOLOGY

BIODEGRADABLE Fragrances added to CPL Trend Sets

Installation of new **Dosing Star**

PROTECTING OUR PLANET

1. 100% RENEWABLE ELECTRICITY BY 2030

Our actions have a direct impact on our environmental footprint. Energy use is a big contributor to GHG emissions and globally our manufacturing sites are the highest energy users. Our strategy focuses on minimising energy use and increasing the amount of renewable energy that we purchase.

422T

Emissions Avoided

Since 2018



Equivalent to

51,333,197

Number of Smart Phones Charged



We continually seek to generate our own sources of renewable energy, Dubai and Colombia operate their own solar panels. At other sites we have switched supply routes to reduce our emissions.



2. 50% REDUCTION IN SCOPE 1&2 EMISSIONS PER TONNE BY 2030

Carbon emissions are responsible for 81% of all Green House Gas (GHG) emissions. Globally our teams work hard to reduce our emissions and energy consumption using energy saving technologies, operational efficiencies and clean energy generation.



Reduction in Scope 1&2 Emissions

455T

Emissions Avoided

Since 2018

Equivalent to

54.7 ↓

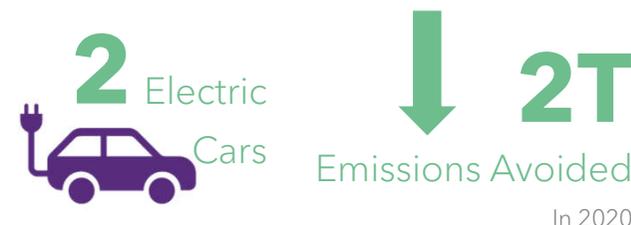
Homes energy use for 1yr



"We are thrilled to have exceeded our 2022 target of 15% reduction in Scope 1 & 2 emissions, we

commit to more"

Charlotte Purcell
Group Technical Director

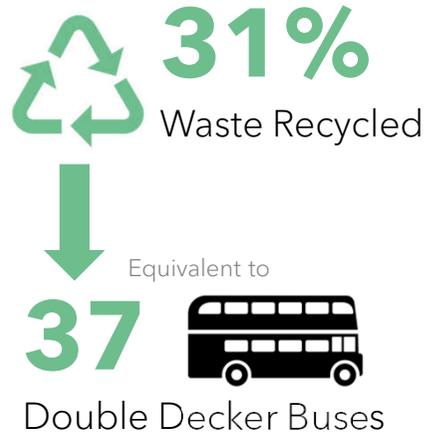


CPL Aromas Ltd.
Supports the SDGs



3. ZERO WASTE TO LANDFILL BY 2030

We believe in a circular economy and are committed to influence our waste streams throughout the supply chain. Achieving our objective will ensure that our waste is effectively recycled or burned for energy recovery after it leaves our sites.

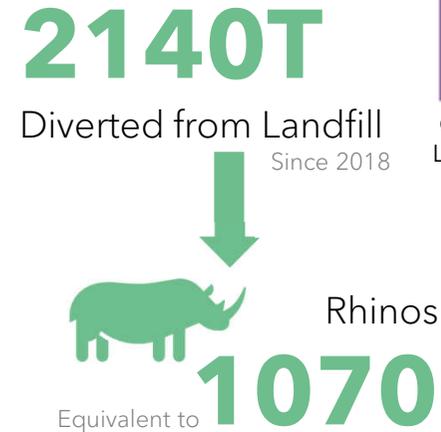


Our teams have been working hard to find alternative methods of disposal.

<1% of waste to landfill at our sites in Brixworth, UK & Colombia

100% Recyclable Steel Drums

100% Recyclable plastic containers into non-food used items for instance playground soft tarmac.



A project is ongoing to reduce the amount of polymer in our containers to reduce plastic

4. 20% REDUCTION IN WATER CONSUMPTION PER TONNE BY 2030

Many of the water systems that keep ecosystems thriving have become stressed. By 2025, two-thirds of the world's population may face water shortages. In the face of a global pandemic the importance of access to clean water has been highlighted.



CPL Dubai have 2 underground tanks to treat **5000 Gallons** of wastewater that is then sent for treatment and external reuse.



We strive to reduce our water consumption through more efficient use, water saving technologies as well as considering water stewardship efficiency where we source our raw materials.

CARING FOR PEOPLE

People are key to business success. At CPL Aromas, we ensure that we hire the best people and treat them well. But our responsibility goes far beyond our own business. We strive to make a positive impact on the communities in which we are present. We work with people across the globe and are committed to helping local communities and engaging our employees to make a significant impact.

1. BECOME AN EMPLOYER OF CHOICE BY 2025

Our employees allow our business to operate and offer valuable knowledge that is key to business success. It is our top priority to hold on to the people that are vital to the success of our organisation.

 **32** Nationalities



39% Women in Leadership Positions 

↓ Turnover Rate **2.1%** By

Learning and Development Training **2151 hrs**

This year has seen a drastic change to working life. Many of our teams have been working from home. We are extremely fortunate that all of our factories, labs and offices have remained open throughout 2020, enabling us to continue serving our broad customer base.

This is thanks to the efforts of our teams, those coming to the offices each day to continue their roles, and those that have remained at home to help reduce risks at our sites.

2. DEVELOP AT LEAST ONE LOCAL COMMUNITY PROJECT AT EACH SITE BY 2030

Community Projects at **71%** of sites



We believe engaging with the communities in which we operate is vital in ensuring sustainable cities and communities. We are committed to engaging our employees as the primary agents of change in their local communities



During the COVID-19 pandemic, the students of NAB Perfumery College joined their lessons virtually and CPL Aromas provided perfumery kits at home to all the students. This enabled them to continue their studies and provide some normality in a difficult time.



CARING FOR PEOPLE

3. ZERO LOST TIME ACCIDENT RATE

At CPL Aromas, we are committed to safeguarding the Health, Safety and Wellbeing of all our employees. Protecting our employees' health and safety is of top priority. Our health and safety objectives and practises are fully integrated into our companies long-term strategic objectives.



↓ **66%**
LTAR

Hours Worked Safely **1,099,881**

1st Mental Health First Aider Appointed

Throughout the global pandemic all 6 of our global manufacturing sites were able to remain fully operational by taking all the necessary safety precautions whilst following all health and safety protocols in order to supply fragrances to produce crucial cleaning products, which are fundamental to combat the virus.

4. INCREASE SUPPORT TOWARDS GLOBAL CSR PROJECTS YEAR ON YEAR

Each year we commit a proportion of our profits to charitable initiatives, working on a range of projects that are committed to impacting society for the better.

£200,000 of our CAFOD donation was used for specific COVID related projects across the globe.

£425,000

Donation to CAFOD

20th

Anniversary Partnership with CAFOD

10 yrs.

supporting the Nicaragua project with CAFOD

CAFOD

Just one world



LETS CREATE TOGETHER

Innovation is critical to our business and the new world of sustainability. Environmental concerns are increasingly important for consumers. Innovation can play a key role in developing better quality products and assist in reducing our impact with more sustainability conscious products. At CPL, sustainable innovation is integrated into our company systems from idea generation through to research and development.

1. 10% OF SALES FROM ECOBOOST FRAGRANCES BY 2030



EcoBoost uses just 10% of the normal fragrance dosage with no compromise in strength or quality. Through this ground-breaking technology, clients across the fine fragrance, personal care and household fragrance markets worldwide are able to create enticing fragrances while drastically reducing their packaging, transport, energy and disposal costs



Solid bases now added to our sustainable technology

2.91%
ECOBOOST
CONCENTRATED FRAGRANCE TECHNOLOGY



2. DEVELOP A SUSTAINABLE, BIODEGRADABLE CAPSULES TECHNOLOGY FOR AROMACORE BY 2025

CPL Aromas are committed to environmental protection and we have set a target to develop a sustainable biodegradable capsules technology by 2025. Our specialist encapsulation chemists continue to work on an alternative sustainable solution for encapsulated fragrance.

AROMACORE
FRAGRANCE RELEASE TECHNOLOGY



LETS CREATE TOGETHER

3. IMPROVE INTERNAL AND EXTERNAL SUSTAINABILITY COMMUNICATION

To be a successful and trusted organisation, it is necessary for us to build trust and confidence with our customers, suppliers and employees, and this is best achieved through transparency throughout our operations.

 Internal Reports **3**

Communications on Social Media
120 

6 Internal Presentations & Awareness Sessions



CPL Aromas are committed to reporting in accordance with the GRI standards

When transparency is integrated into corporate culture, employees are more engaged and committed to the vision of the company. Transparency is achieved through direct and clear communication

This year we renewed our brand identity to better reflect our commitment to sustainability.

Biodegradable Fragrances



Launched within CPL Trend Sets

We see the trend for 'green' continuing with the end goal becoming a circular economy where our products leave no trace.

Every month we keep adding new and fresh fragrances to the current roster of CPL Biodegradable fragrances.

CPL Aromas is at the forefront of change and sustainability is a global challenge requiring innovation. We aim to put sustainability at the heart of our new developments and product innovation.

Installation of new Dosing Star



The Fricke Dosing Star combines high dosing accuracy with maximum dosing speed.

This is a great advancement for our UK Brixworth site and another way to help streamline our quality fragrance creation. The increase in automation is essential for ensuring we meet our growing customer needs.

SOURCING RESPONSIBLY

The way in which we source our ingredients is key, not only to ensure we have transparency and traceability in our supply chain but to enable us to have a positive impact on people and the environment. CPL Aromas are committed to ensuring our ingredients are responsibly sourced to secure a stable and sustainable supply and to work with suppliers that are committed to key sustainable practises.

1. DEVELOP RESPONSIBLE PURSHASING AGREEMENTS FOR 10% OF NATURAL INGREDIENTS BY 2030



20 RESPONSIBLY SOURCED INGREDIENTS
13 Added to the pallet in 2020

"The materials are special, our suppliers are achieving excellence. We ensure our supplier is going above and beyond basic compliance; they are aligned with our sustainability aspirations and we form great partnerships with a common goal"

Nick Moore
Global Purchasing Director

RESPONSIBLY SOURCED LAVENDER

Lavender is a flowering plant with sweet, fresh and floral notes native to Europe; we source our Lavender varieties from France.

The lavender industry is very aware of the climate issues therefore in 2019 The Green and Lavender Project was launched. Our supplier is leading this initiative in order to implement sustainable cultivation of Lavender and reduce the carbon footprint over the entire lifecycle. The goal is to reduce CO₂ emissions and fossil fuel consumption by 50% in the lavender and lavandin sectors.

We work closely with our suppliers to encourage them to improve their sustainable practices based on their performance against our policy



2. ASSESS 100% OF SUPPLIERS FOR THEIR COMMITMENT TO SUSTAINABILITY BY 2030

We work closely with our suppliers to understand the social and environmental risks looking at different areas of business operations to ensure they respect, Labour Standards, Human Rights, Health and Safety, Environmental Impact and promote decent working conditions.



This year we became members of SEDEX which will increase the visibility of our supply chain and increase the efficiency of how we assess our suppliers commitment to sustainability.

3. DEVELOP AND IMPLEMENT A RESPONSIBLE SOURCING AND PARTNERSHIPS POLICY

Launched in Feb 2020 CPL's Responsible Sourcing Partnerships Policy is based on our 10 Fundamental Principles. These principles define the quality & traceability, safety, environmental protection, business integrity and social accountability requirements, with which we expect all our suppliers to comply.

100%

Palm Oil Containing Materials RSPO Certified

CPL are members of the RSPO and are dedicated to sourcing all our palm oil derived materials sustainably, in order to meet strict environmental and social standards



RESPONSIBLY SOURCED MATERIALS



OUR FOCUS

NO
NO
NO

OUR ACTIONS HAVE A DIRECT IMPACT ON OUR ENVIRONMENTAL FOOTPRINT, AND WE HAVE A MORAL AND BUSINESS RESPONSIBILITY TO MITIGATE THE EFFECTS OF CLIMATE CHANGE.

- 1.** This year we look to identify and measure our Scope 3 emissions. We then hope to set Science Based Targets. We can then set our roadmap to continue to decrease our emissions across our supply chain, working in close collaboration with our suppliers and customers.
- 2.** Protecting our employees' health and safety is of top priority and we continually seek to improve our practises. This year we will dedicate additional resource to ensure that each of our manufacturing sites are operating in line with ISO45001; with a focus on training and communication and with certification planned for our production site in Brixworth.
- 3.** Becoming members of SEDEX has allowed us to increase the visibility in our supply chain. In 2021 we will focus on increasing the number of suppliers assessed for their commitment to sustainability in addition to increasing the number of responsibly sourced materials onto the pallet.

Sustainable business drives performance and is the only way to create long term growth into the future. To maintain our success, we must continuously improve our practices where we can minimize the negative impacts of our operations and maximize the positive impacts of our innovative technologies.

AT CPL, WE PRIDE OURSELVES ON BEING A FAMILY-OWNED COMPANY, FIERCELY INDEPENDENT AND NO-ONE'S SUB-BRAND.

IN 2020 WE MADE SIGNIFICANT PROGRESS TOWARDS OUR GOALS AND ASPIRATIONS AND 2021 WILL SEE US CONTINUE IN OUR CAMPAIGN TO CHANGE THE WORLD FOR GOOD.

WITH THESE ACTIONS AND THE INVALUABLE HELP OF OUR CPL FAMILY, WE ARE SETTING OUT THE PATH FOR GENERATIONS TO COME

LET'S CREATE TOGETHER

