

Welton Bibby & Baron

packaging manufacturers since 1858

Statement by the directors in performance of their statutory duties in accordance with s172(1) Companies Act 2006

The board considers that it is suitably composed with an appropriate range of pertinent skills and experience. The directors believe, both individually and together, that they have acted in good faith in a way most likely to promote the success of Welton Bibby and Baron for benefit of its members as a whole (having regard to the shareholders and matters set out in s172(1)(a-f) of the Act) in the decisions taken during the year ended 31 December 2019.

The directors believe that key stakeholder of the Company includes employees, shareholders, customers, suppliers and the local community, and the business plan that the directors have adopted includes the following key matters that are relevant to complying with S172(1) of the Companies Act 2006:

Long term decisions

Being privately owned, the Company has the benefit of being able to take a longer term view when considering key decisions. Our plan is to deliver value and increased long term prosperity for all of our stakeholders. We expect to fulfil this through the successful execution of our strategic plan incorporating growth both organically and by acquisitions within our principal activity.

Employees

Our employees are fundamental to the delivery of the plan. Meetings with employee representatives are conducted periodically to gauge levels of employee engagement and the feedback received assists in targeting specific areas for further improvement.

We aim to be a responsible employer in our approach to the pay and benefits that our employees receive. The health, safety and well-being of our employees is one of the primary considerations in the way that the company conducts business. Annual health and safety audits are conducted and monthly statistics are reported as part of our KPIs. During the year, we have embarked on raising the awareness of mental health and trained a large number of Mental Health First Aiders.

Fostering good relations with customers, suppliers and others, and maintaining a reputation for a high standard of business conduct

Our intention as a board of directors is to act with integrity, behave responsibly and ensure that management operates the business in a manner consistent with these principles.

Fostering positive long term relationships with its customers and suppliers has been one of the keys to our success and the Company recognises the need to continue to develop and maintain such relationships. Delivering a high level of service to customers is a key attribute of Welton Bibby & Baron and central to how business is conducted.

We actively engage with regional and national business organisations, and play a positive role in developing future environmental legislation through our involvement with industry associations on a national and international basis.

The directors, and employees at all levels in the business, are in regular ongoing communication with their counterparts from suppliers and customers.

Impact of the company's operations on the community and the environment

As a responsible business, the Company recognises that its operations have potential direct and indirect impacts on the environment. Consequently the Company encourages efficiency in order to limit any exposure to the environment. The Company works with the local authority enforcement agencies, responding in a timely manner to any environmental concerns raised within our local communities and ensures compliance with relevant legislation.

We seek to purchase and supply goods and services in a way that is not harmful to the environment. The Company promotes the reduction in energy consumption, minimising waste disposed to landfill by reducing, reusing and recycling and reducing CO2 emissions in addition to regularly scrutinising energy consumption as part of our monthly reporting and budgetary review processes. We promote the adoption of new energy efficient technology as part of our ongoing process plant and equipment and vehicle replacement programme.

The Company is committed to the development and career progression of our employees and supports ongoing training, education and development. We recognise that local people and knowledge are important to the success of our plant and consequently our workforce is generally derived from within the local area.