



Sustainability at Pal

At Pal, sustainability is part of how we do business. We are committed to continually reducing our environmental impact, improving the way we operate and developing more sustainable products for the future. Our approach is guided by internationally recognised frameworks, including the UN Sustainable Development Goals, UN Global Compact, ISO 14001, Greenhouse Gas Protocol, SME Climate Hub and Science Based Targets initiative. Together, these frameworks provide a clear structure for setting objectives, measuring our progress and turning our sustainability commitments into meaningful action.

Our progress is measurable. Pal has held ISO 14001 certification since 2014, demonstrating our long-standing commitment to effective environmental management and continual improvement. In 2025, we achieved a 100% reduction in Scope 1 and 2 emissions against our 2019 baseline - five years ahead of our 2030 target. Our entire vehicle fleet is now fully electric, waste to landfill remains at zero, and total waste reduced by 40% during 2025. We also continue to increase recycling and reduce our use of resources across our operations.

We recognise that achieving meaningful environmental progress requires us to look beyond our own operations. With 98% of our 2025 emissions coming from Scope 3, our next phase of sustainability focuses on the areas where we can make the greatest impact. We are working closely with our supply chain to improve environmental performance and reduce product-related emissions, while investing in lower-impact materials, recyclable and recycled-content packaging, reduced plastic use and more sustainable wipe technologies.

Our commitment extends beyond carbon reduction. Our BREEAM Excellent manufacturing site and BREEAM Outstanding Pal HQ reflect our focus on sustainable buildings, workplaces and infrastructure. In 2025, we also achieved an EcoVadis Silver rating in our first year of assessment, providing independent recognition of our wider environmental, social, ethical and sustainable procurement practices.





Our sustainability frameworks:

Sustainable Development Goals (SDGs)

The UN Sustainable Development Goals are 17 global goals providing a shared framework for creating a more sustainable future. At Pal, they help us align our environmental and social priorities with wider global sustainability objectives.

ISO 14001

ISO 14001 provides a structured framework for managing our environmental responsibilities and driving continual improvement. Pal has maintained certification since 2014, supporting our approach to identifying environmental impacts, setting objectives and monitoring our performance.

SME Climate Hub

The SME Climate Hub supports small and medium-sized businesses in taking meaningful climate action and building resilience for the future. Our commitment helps guide our emissions reduction efforts and enables us to report transparently on our progress.

Greenhouse Gas Protocol

The GHG Protocol provides the methodology we use to measure and manage our greenhouse gas emissions across Scope 1, 2 and 3. This allows us to identify our most significant impacts and focus our efforts where they can make the greatest difference. In 2025, 98% of our measured emissions were Scope 3, making our supply chain and purchased products a key area for future reductions.

Science Based Targets

Science Based Targets provide a clear, science-led pathway for reducing greenhouse gas emissions in line with the goal of limiting global warming to 1.5C under the Paris Agreement. Our target has driven significant progress, including achieving carbon neutrality for Scope 1 and 2 emissions ahead of our 2030 target. Our longer-term ambition is to maintain this position while reducing Scope 3 emissions towards net zero by 2050.

UN Global Compact

As a participant in the UN Global Compact, we align our approach with its principles covering responsible business, human rights, labour, the environment and anti-corruption. These principles support our commitment to operating responsibly, contributing to the UN Sustainable Development Goals and creating long-term value.

BREEAM

Our manufacturing site is BREEAM Excellent, while our Pal HQ in Leicestershire has achieved a BREEAM Outstanding rating. These independent assessments recognise high standards of sustainable building design and performance.

EcoVadis

EcoVadis provides an independent assessment of our sustainability performance across key areas including environmental management, labour and human rights, ethics, and sustainable procurement. In 2025, Pal achieved an EcoVadis Silver rating in our first year of assessment, reflecting our commitment to responsible business practices and continuous improvement.

Looking ahead

We know sustainability is a journey, not a destination. Our focus is now firmly on reducing Scope 3 emissions - sustainable product innovation, responsible sourcing, resource efficiency and reducing our reliance on plastics and higher-impact materials. These priorities will continue to shape our environmental objectives and product development as we work towards our ambition of net zero emissions by 2050.

At Pal, we are turning commitment into action - continually challenging ourselves to do better for our people, our customers and our planet, while building a more sustainable and resilient business for the future.