



Pursuing a sustainable path

Millboard Sustainability Roadmap

millboard

Live. Life. Outside.

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At the core of our company lies our guiding principle: ‘Live. Life. Outside.’ We are passionate advocates for the beauty of the natural world and the joy it brings. We are committed to preserving this for generations to come and we acknowledge our duty to prioritise sustainability in terms of the welfare of people and our environment.

As we thoughtfully progress on our path, we will remain unwaveringly transparent and will consistently be making conscientious decisions in our pursuit of a sustainable future.”



A handwritten signature in green ink that reads "Harvey Douglass".

Harvey Douglass
Managing Director

Creating a sustainable path

We know that we can't work miracles, but we believe in the power of one right choice after another. Many small steps create a sustainable path.



WHY? Enabling enjoyable experiences – Live. Life. Outside.

HOW? Innovating products that are ‘beautifully balanced’, where form meets function, where inspiration flows.

WHAT? EPIC - ‘The Millboard Way of Working’ which is done with: Empowerment | Performance | Integrity | Care

Underpinning our values is an obligation to ensure that we are working towards a more sustainable future which satisfies both ourselves and our stakeholders.

A family-run business, the company has been marrying British craftsmanship to the inspiration of nature since 1976. Millboard decking and cladding – not just designed in Great Britain but made in Great Britain - demonstrates the company’s commitment to quality and visual distinction. As the business has grown and evolved, our core commitment to doing the right thing has remained.



Our aim

In this document, our first Sustainability Roadmap, we aim to explain Millboard's approach to sustainability, including the work that we have proudly achieved so far and our plans for the future. We are keen to ensure that we are transparent as possible about our activity, that our intentions are realistic – **as part of a sustainable business model** – and that we are continually reviewing our efforts to ensure that we are making effective progress in the right areas. This document will be subject to a review and update every six months to ensure that this happens.

We have formed our **Millboard Sustainability Committee** which is made up of internal stakeholders from across the across the business, including our Senior Leadership Team – to set our **'tone from the top'**.

The objective of this committee was initially to collect information about the accomplishments that we had already made in terms of sustainability update on current actions.

This forum now provides for discussion about what we can do next and how we can prioritise our activity effectively. The committee also feeds directly into our board discussions to ensure that sustainability is an agenda item as part of Millboard's strategic thinking.



For some time, Millboard has been committed to membership of the **United Nations Global Compact (UNGC)**, a global corporate sustainability initiative which covers 4 key spaces:

- Human Rights
- Labour
- The Environment
- Anti-Corruption.

Millboard has evaluated the associated **Sustainable Development Goals (SDGs)** - shown above) which the UNGC have adopted and we are working towards those

which are relevant to our circumstances. These SDGs are powerful targets which we have applied across our own key areas: **Life, Living, Livelihood and Products.**

SUSTAINABLE DEVELOPMENT GOALS

Key areas

Life

Protecting life and the natural resources that make up 'life' in its widest sense is central to a sustainable future.



SDG 12: Responsible Consumption and Production



SDG 13: Climate Action

WHAT HAVE WE DONE?

- We're certified to **ISO 14001**, and we aim to go above and beyond in fulfilling the requirements that the standard sets out.
- We have collaborated with **Men's Sheds** to provide our stakeholders with an option of donating any off cuts or waste products; preventing landfill and providing useful materials for this well regarded charity.

WHAT NEXT?

- Although our products are durable, have a long lifespan and can be reused/repurposed, we aim to have a **viable recycling mechanism in place for our decking, cladding and production by-product**, within the next 2 years.
- We are also gearing up by taking measures, including working closer with our suppliers with a view to reducing waste to landfill by 10% within the next 2 years.

...AND LATER?

- To work with our suppliers and **at least annually evaluate the viability of any alternative materials** available, which are more sustainable.

Living

We know that a sustainable future must include every person and family enjoying a fair standard of living. We think that all organisations should consider the lives of those that make up their teams. Without that reasonable baseline, the world will not be in balance.



SDG 3: Good Health and Wellbeing

WHAT HAVE WE DONE?

- We are a **Living Wage Employer**.
- We provide our colleagues with an **Employee Assistance Program**, which offers support and guidance to those who may need it.
- We protect the safety of all staff while at work and are accredited to **ISO 45001** – our we believe in **'Safety by Choice, Not by Chance'**.
- Typically, **we donate 1% of turnover each year to charity**, and in recent years have supported over 30 charities across multiple areas.

WHAT NEXT?

- We are actively reviewing our colleague benefit offering and enhancing this in 2023.
- A full review and revised approach of our **supply chain oversight within 12 months**.

...AND LATER?

- An evaluation of independently validated recognized standards which are appropriate to the business regarding **ethical trading and human rights** and steps taken to achieve these, within 18 months.

Livelihood

A truly sustainable outlook is the need for individuals and organisations to make ends meet—to earn what’s needed to pay the bills and plan for the future. And that requires everyone to play fair and adhere to a certain standard of operation.



SDG 8: Decent Work and Economic Growth

WHAT HAVE WE DONE?

- We are recognized for paying our taxes responsibly and have awarded the **Fair Tax Mark**.
- We value our suppliers and know that every business can only survive if it has a dependable flow of monies in. **We pay all our suppliers on time, according to terms agreed.**
- Robust **Modern Slavery** awareness training prescribed to colleagues

WHAT NEXT?

- Develop Millboards’ Code of Conduct within the next 12 months, to enhance our mitigation to the risk of bribery and corruption.

...AND LATER?

- We will continue to build out our risk and governance structures to ensure that our business is ready to carry out the required standards of operation required for our international growth plans.

Products

We are constantly striving to make our business, manufacturing processes and product offering more sustainable - this means we're always trying to find new ways of doing things.



SDG 12: Responsible Consumption and Production



SDG 13: Climate Action

WHAT HAVE WE DONE?

- **Over a third of the materials which go into our decking and cladding boards are made from recycled material** which have been diverted from landfill.
- **Millboard sample and product packaging is 100% recyclable.** Our brochures & printed marketing materials use paper from FSC certified forests.
- Our **New Product Development (NPD)** team have built a sustainability review into their core stage gate process.
- Our **Plas-Pro decking subframe system** is made from 100% recycled plastic.
- We have removed Biocides from our core products.

WHAT NEXT?

- We have applied for **Environmental Product Declarations (EPDs)** for our decking and cladding boards,
- Once we have published our EPDs—we will be able to further understand how we can reduce the impact of our products on environment and take the appropriate action.

...AND LATER?

- To increase the recycled content of our decking boards by 10% within the next 2 years.

Carbon Reduction

As a business that currently use a significant amount of energy to manufacture our product – **all done here in the UK** – we are conscious that we need to play our part in reducing carbon emissions.



WHAT HAVE WE DONE?

- We took action to install LED lightbulbs installed across our sites some time ago.
- The energy that is used to power our production machines is certified 100% renewable electricity.
- We have taken action to improve our handle on data relevant to energy consumption and waste.
- We have partnered with Achilles and meet the requirements of the **Carbon**

Reduce Certification, having measured our greenhouse gas emissions in accordance with ISO 14064 Part 1 2006.

- Our manufactured products were verified to the international standard ISO 14064 by a UKAS accredited testing laboratory, our most recently recorded carbon footprint was 1.31kg/CO₂ per m².

WHAT NEXT?

- We aim **to reduce our reliance on grid energy by at least 10%** in the next 12 months.
- We are exploring the best approach to sourcing all our **gas and electricity from renewable origins** and aim to have achieved this by 2026.

...AND LATER?

- Our primary ambition is around our commitment to be **NET Zero by 2041**. We are signatories to the **West Midlands Net Zero Business Pledge**.
- As part of our Scope 3 review, we are working with our couriers to ensure that we understand their intentions in terms of reducing carbon emissions and assuring ourselves that these any ambitions align with our own.



Key goals

- ✔ To obtain Environmental Product Declaration for our decking and Envello products.
- ✔ To create viable recycling mechanisms for our products and waste.
- ✔ To increase the recycled material within our manufactured products.
- ✔ To reduce our reliance on grid energy by 10% within the next 12 months.
- ✔ To be net zero by 2041.

Organisations Millboard are aligned with:



Live. Life. Outside.



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