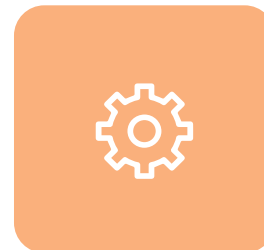




Impact Report

Edition 5





Vegware is a global specialist in plant-based compostable foodservice packaging. Our award-winning catering products are made from renewable* or recycled materials, and can all be commercially composted with food waste where accepted.

We are part of Novolex®, a leading manufacturer of food, beverage and specialty packaging. Our shared ambitions include reducing environmental impacts, managing waste and growing recycling.

As a brand, Vegware delivers a solution that helps divert food waste. Our message is simple and our products do exactly what they say. We divert organic material from landfill to create compost. Our environmental experts provide support every step of the way.

We are proud of our product range, and proud to support our customers with expert advice, solutions and services for waste collections and composting.

Vegware is based in Edinburgh and operates from the UK, EU and USA. Our products are sold worldwide.



*Some of the components in our products such as glue are not 100% renewable.

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I'm proud to welcome you to Vegware's fifth annual Impact Report. Five editions in and I couldn't be prouder of our team and the work we do every day with our customers, partners and colleagues to create a positive impact.

2025 was a landmark year for us in more ways than one. We completed a significant move to our new UK warehouse facility. This wasn't just a change of address it was a step forward in our ability to serve our customers better. With more space, smarter logistics and a layout designed around efficiency and care, our new home sets us up for the next chapter of growth. The move was a huge undertaking, and I want to thank every member of the Vegware team who got involved and made it happen.

At the heart of what Vegware does is a belief that creation of our product is not the end of the story. In 2025 our environmental team continued their brilliant work; supporting customers across the country to compost their Vegware correctly and confidently. From on-site guidance, to composting networks, this hands-on support ensures that our products complete their full journey and help customers divert food waste from landfill.

The regulatory landscape around single-use packaging continues to evolve rapidly. We see this not as a challenge but as an opportunity. Our product development teams have been working hard to ensure that our range keeps pace with and where possible, stays ahead of changing legislation. We're excited about several new ranges in the pipeline; each one developed with compliance and compostability at their core.

Every year, this report reminds me of why we do what we do. Behind everything we do is a focus around choosing compostable packaging, supporting composting infrastructure, and believing that business can be a force for good.



Helen Mathieson
Managing Director
Vegware



Only Vegware Will Do brand campaign

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Shortlisted B Corp of the year

Vegware was shortlisted for B Corp of the Year at the British Business Awards.

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New product launches

In 2025 we launched 59 new stock lines.

More on page 20



New composting route in the South West, UK

We launched a new compostable packaging collection service by Grundon Waste Management.

See page 22



Forest Green Rovers

A new partnership with the World's Greenest Football Club. **Find out on page 26**

Overview

We have developed and implemented both a quality management system and an environmental management system, using the international standards ISO 9001:2015 and ISO 14001:2015 as a framework. This system allows us to document and continuously improve our practices to better satisfy the needs and expectations of our customers, stakeholders, and interested parties.

Good governance is critical not only in assessing how we operate as a business, but in how we grow and improve. At Vegware, governance is not a box-ticking exercise; it is the foundation upon which our environmental commitments, operational standards, and stakeholder relationships are built. Our Vegware Management System (VMS) integrates quality and environmental management into a single, cohesive framework that actively shapes how we make decisions at every level of the business.

Objective

1

Fewer than three non-conformances in 2025 audits



Achieved

We received zero findings in our 2025 ISO audit. This is the best result we have achieved since first receiving certification in 2014. This is a landmark outcome that reflects not just technical compliance, but the genuine embedding of a culture of continuous improvement across the entire organisation.

This result demonstrates that the Vegware Management System has taken root across every function of the business, actively informing how we operate day to day. Our ISO accreditations under 9001:2015 and 14001:2015 are built on the principle of continuous improvement and a zero-finding audit is the strongest possible signal that this principle is being lived, not just documented. It benefits our customers through consistently high product and service standards, and our broader stakeholders through transparent, accountable operations.

Aims

In 2026, we will maintain our rigorous programme of internal audits, supplemented by a surveillance audit conducted by an independent third party. Our ESG Manager will continue to lead this work, ensuring that governance standards remain embedded across departments and that any emerging risks or opportunities are identified and acted upon promptly.

Objective

1

Fewer than three non-conformances in 2026 audits

In other news

B Corp month

In March 2025, our marketing team ran a programme of content and community activity to mark B Corp Month. We hosted a drop-in planting session, bringing together local B Corps for an informal networking event. We provided Vegware cups, compost, and the chance to connect with fellow purpose-driven businesses in our community.

As a certified B Corp, we are held to rigorous standards across five key areas: governance, workers, community, environment, and customers.

We believe that business can and should be a force for good. Balancing profit with purpose is not a trade-off; it is a strategy. A genuine commitment to sustainability is, in our view, essential for long-term business resilience. Our B Corp certification is not simply a badge of honour; it is a living framework that guides our decision-making and drives us to keep improving.



Shortlisted B Corp of year

In 2025, Vegware was shortlisted for B Corp of the Year at the British Business Awards. It was a significant recognition of our work as a certified B Corporation.

This award recognises a B Corp that stands out among a field of socially and environmentally responsible organisations, demonstrating exceptional leadership in balancing purpose and performance. B Corporations are certified by B Lab, a global non-profit, after meeting demanding standards of social and environmental performance, accountability, and transparency.

Being shortlisted places Vegware among the leading purpose-driven businesses in the UK and reflects the strength of our commitment to the B Corp framework across all areas of the business. From our supply chain and product design to our team culture and community engagement.



British Business Act

In 2025, Vegware became a signatory of the Better Business Act. We joined a growing coalition of UK businesses calling for meaningful reform to corporate law. The Better Business Act campaign has a straightforward but powerful ask: update Section 172 of the Companies Act to ensure that every company in the UK takes responsibility for its impact on society and the environment, alongside its obligations to shareholders. It is a call to bring the law into line with where progressive business culture already is.

We joined the Better Business Act because we believe it reflects what Vegware already stands for. We know that embedding this approach into law will help create a level playing field where doing the right thing is the expected thing. The world needs every business at its best: creating quality jobs, addressing pressing challenges, and contributing genuine value to society. We are proud to stand alongside other leaders in making that case.

UK warehouse move

In 2025, we relocated our UK warehouse to a new facility. The move was driven by a desire to better serve our customers most notably enabling us to offer a later order cut-off time, giving customers greater flexibility when placing orders.

Product improvement

Throughout 2025, we continued our work to improve production efficiency and reduce material consumption across our thermoforming operations. These improvements contribute directly to better Life Cycle Assessment (LCA) outcomes for our products — meaning less energy, less material, and less waste per unit produced.

This is an ongoing programme of incremental but meaningful gains, rooted in the same continuous improvement principles that underpin our ISO management systems.



Green shipping

In 2025, we doubled our use of green container shipping. This was a 100% increase in deployment compared to the previous year. This shift is a meaningful step in reducing the carbon footprint associated with transporting our products, and we are committed to continuing this expansion throughout 2026.

Green shipping options such as vessels running on alternative fuels or optimised for lower emissions are a key lever in improving the lifecycle carbon performance of our products. As we grow, ensuring that our logistics reflect the same values as our products is essential.



In 2025, we redesigned how the Vegware Community Fund operates. Previously, charities and non-profits could apply for funding on a rolling basis throughout the year. While well-intentioned, this approach made it difficult to assess applications consistently and fairly. In 2025, we introduced a structured annual grant cycle bringing greater transparency, rigour, and impact to how we distribute funding.

Applications open in January each year and close in September, giving organisations ample time to develop strong proposals. Once the window closes, a review panel made up of colleagues from across the business evaluates each application against four criteria: community impact (40%), environmental benefit (30%), feasibility (20%), and communications potential (10%). Successful organisations are notified in November, with grants formally awarded in December and funds distributed in January.

After each grant cycle, we hold a retrospective to review the volume and quality of applications, the effectiveness of our panel process, and feedback from applicants so the fund keeps improving year on year. We are committed to making the Vegware Community Fund a meaningful and trusted source of support for organisations doing good work in their communities.

IMPACT AREA 2

Overview

At Vegware and Eco-Products Europe, creating a workplace where people feel valued, supported, and able to thrive has always been a priority. 2025 was a year of continued progress on that front. We believe that a strong culture is built from the inside out, driven by the people who show up every day and bring our values to life. With that in mind, our HR team focused on deepening learning and development opportunities across the business, reinforcing our belief that investing in our people is one of the most meaningful things we can do.

Giving back also remained close to our heart in 2025. Every colleague is entitled to one fully paid day each year to volunteer with a local charitable organisation of their choice. This is because we know that the positive impact our people can have extends well beyond the workplace.



At the end of 2025, we had

68

employees in the UK & EU

63%

of the company is female

20%

of our employees work part time

Objective

1

50% of all vacancies filled internally, providing growth opportunities to our team



Work to be done

In 2025, we internally promoted eight members of our team, reflecting our ongoing commitment to recognising and rewarding talent from within. While we fell short of our 50% target, this was largely a result of two positive organisational outcomes: our exceptionally high retention rate meaning fewer vacancies arose in the first place and a strategic decision to streamline our leadership structure for greater efficiency.

Objective

2

Create job shadowing opportunities for colleagues to learn more about their peers' roles, better understand internal opportunities, and to support internal mobility.



Work to be done

In 2025, we created cross-team learning opportunities within our Sales and Customer Service teams, giving colleagues valuable insight into each other's roles and the impact they have across the organisation. The result has been a genuine shift in understanding and empathy between the two teams.

We also remained committed to internal visibility, continuing to share information about opportunities across the business and strengthening how we communicate roles as they arose. We see this as the foundation on which a broader, more structured programme can be built.

Aims

Internal progression remains a core commitment at Vegware. Reflecting on 2025, we recognise that our original target was ambitious, and we are taking a more considered approach in 2026. This year, we will invest in deeper talent mapping, structured succession planning, and targeted development programmes to bridge skills gaps and equip our people with the tools they need to grow. Our goal is to ensure that when opportunities do arise, our team is ready and empowered to step into them.

Objective

1

See 25% of all vacancies filled internally

Objective

3

Deliver at least 20 training hours per person



Achieved

We are pleased to report that in 2025 we exceeded our target of 20 training hours per person. Learning was delivered through a blend of external suppliers, MyLearning, our in-house learning portal, and internal training and coaching, ensuring colleagues had access to a rich and varied range of development opportunities.

Aims

Building on this success, 2026 will see us place greater emphasis on tailored internal training, delivered by our own in-house specialists. By drawing on the wealth of knowledge and expertise already within our business, we aim to make learning even more relevant, practical, and impactful for every member of our team.

Objective

3

Deliver at least 20 training hours per person.



Objective

4

Ensure 200 volunteering hours are undertaken



Work to be done



In 2025, our team clocked up 120 hours of volunteering across the year. A total of 5 opportunities were organised, with 28 members of the Vegware team taking part across a range of causes and organisations including The Yard, Empty Kitchens Full Hearts, and Kiltwalk.

One of the organisations we had the pleasure of supporting was Empty Kitchens Full Hearts, an Edinburgh-based charity that transforms surplus food into nourishing meals for people in need. Members of our team rolled up their sleeves and got stuck in, spending time prepping vegetables that went on to become nutritious meals delivered across the city. It was an energising and humbling experience, connecting us with like-minded people, deepening our understanding of food waste, and reminding us of the difference that showing up can make.

2026

Aims

We will continue to build on this momentum in 2026, with a target of 200 volunteering hours undertaken through a mix of work-based opportunities and local community events.

Objective

4

200 volunteering hours are undertaken between work based opportunities and local events.

Objective

5

Aim for 50% of staff to have participated in a volunteering opportunity



Work to be done

While we did not reach our 50% participation target in 2025, volunteering remains a cause we are genuinely passionate about. We are proud of every colleague who gave their time and energy to support their community, and we remain fully committed to making volunteering an accessible and valued part of life at Vegware.



2025 was another fantastic year for our Community Fund. We were proud to support 152 nonprofits through a combination of product donations and monthly grants, helping to make a tangible difference in the communities around us.

In 2025 we also made an important change to how we run the Community Fund. We moved to an annual grant application cycle, making the process more structured, transparent, and easier for community groups to plan around.

This change allows us to manage the fund more consistently, provide clearer timelines for applicants, and ensure we are able to celebrate our recipients and share their stories in a more meaningful way. We believe this structure will help the fund reach an even wider range of impactful community projects in the years ahead.

Aims

Our target remains for 50% of all staff to have taken part in a volunteering opportunity, and we will continue to create meaningful, well-communicated opportunities throughout the year to help us get there.

Objective

5

Aim for 50% of staff to have participated in a volunteering opportunity



In other news



Hybrid working

We believe great work happens when people have the flexibility to do their best. That's why we introduced a hybrid working model, bringing our teams together in the office three days a week while preserving the flexibility and balance that modern working life demands. This approach means collaboration, connection, and culture without compromising the autonomy our people value.



We are proud to be accredited by the Living Wage Foundation (LWF). We choose to pay employees based on the cost of living, not just on the government minimum.



We provide equitable, comprehensive healthcare to all employees through Vitality.



Mental Health First Aiders

We're committed to making mental health support accessible to everyone in our organisation. This year, we significantly expanded our network of trained Mental Health First Aiders, ensuring that every line manager in the business is equipped to recognise the signs of poor mental health and provide initial support.

Overview

The additional support we provide to customers is unparalleled in the foodservice packaging sector. From tailored marketing materials to dedicated environmental guidance, we are proud of an offering that goes far beyond the transaction.

In 2025, we continued our commitment to exceptional customer service not just through order accuracy and response times, but by giving customers the tools and knowledge to make genuinely informed decisions.

Objective

1

Aim for 99% of customer SLAs to be met and published internally every month.



Work to be done

Despite the challenges presented by our warehouse move, the customer service team resolved 97.66% of tickets within SLAs in 2025, a meaningful improvement of 6.53 percentage points on 2024. That improvement reflects the dedication of a team that kept performance moving in the right direction even under significant operational pressure.

Aims

We will continue to target 99% of customer SLAs met and published internally every month. SLA performance is reported transparently across the business, keeping the whole team accountable and connected to the customer experience.

Objective

1

Aim for 99% of customer SLAs to be met and published internally every month

Objective

2

10% reduction in customer complaints from 2024



Work to be done

Complaint volumes were essentially flat year on year. Although we targeted a reduction, this is an encouraging result taking into consideration the operational and customer service complexities related to our warehouse move.

On the positive side, processing error complaints fell by 27.45%, a genuine improvement that reflects better internal systems and team training. However, this was offset by a 42% rise in warehouse-related complaints, a direct consequence of our UK warehouse relocation. Moves of this scale invariably create short-term disruption, and this one was no exception.

Our new warehouse operation is now fully up and running, with the majority of teething issues resolved. Warehouse performance is a clear area of focus for the customer service leadership team in 2026, and we expect the data to reflect that as the year progresses.

Aims

Deliver excellence through high-quality service and products.

Objective

2

10% reduction in customer complaints from 2025

Objective

3

Increase certification for composting and/or recycling by 7% across the Vegware range.



Exceeded

In 2025, Vegware achieved a 12.79% increase in product certification, significantly exceeding our target of 7%. This progress reflects our continued focus on expanding third-party validation of our products and ensuring that certification keeps pace with product development and innovation. Key contributing factors included the certification of additional product lines, the proactive management of certification renewals, and close collaboration between Product Development, Supply Chain, Quality, and certification bodies to bring products through assessment efficiently.

By strengthening our certification programme and integrating certification planning into product development processes, we have continued to build confidence in the performance and end-of-life credentials of our products, supporting customers, regulators, and waste management partners with independently verified claims.

Aims

Expand end-of-life certifications, including new industrial composting certification, while growing home composting and recycling.

Objectives

3

Implement EUDR system by Q4 2026

4

Increase composting certification by 5%

5

Retain all existing certifications

In other news

Only Vegware will do

In September 2025, we launched Only Vegware Will Do. This was our boldest brand campaign to date. With Vegware's 20th anniversary approaching in 2026, the campaign was an opportunity to go back to our roots: to remind the market who we are, what we stand for, and why.

The campaign leaned into the details that make Vegware different: our decades of expertise, our product series numbers, our iconic green bands, and our track record of trusted performance. While others may imitate the look of compostable packaging, none match the depth of knowledge and proven outcomes that Vegware brings.

Beyond the numbers, the qualitative impact has been just as significant. Sales teams report a marked shift in customer conversations clearer understanding of what makes Vegware different and greater confidence in composting outcomes. When customers understand what they are buying and why it matters, the conversation changes.

As we move into our 20th year, Only Vegware Will Do sets the tone for how we will continue to tell our story with pride, precision, and purpose.



The results speak for themselves:

17%

increase in website traffic to Vegware pages

34,000

new users driven to the website

8%

website revenue growth vs the same period
the previous year

409%

increase in overall social impressions

88%

increase in social engagement

50%

uplift in Instagram and Facebook video views



New product launches

In 2025, we launched 59 new stock lines. A programme of innovation spanning new materials, product formats, and production techniques that reflects our ongoing commitment to keeping the Vegware range relevant, high-performing, and full of character.

The year saw us expand and strengthen our hot hold offering, meeting growing demand for packaging that performs across a wider range of food formats. We also brought a new energy to our paper line-up injecting individuality and personality into products that are often treated as purely functional.



**Turn this
Into compost**



Overview

Our environmental services are a fundamental part of the Vegware proposition. From trade waste collections to on-site composting, we work closely with businesses to identify the best disposal solution for their Vegware packaging.

Throughout 2025, our Environmental team continued to deepen engagement across the waste sector, strengthening our network of closed loop solutions. The year brought a number of significant milestones: the launch of a new collection route with Grundon, active participation in industry engagement at a Veolia event, and a keynote address in Brussels reflecting our growing voice in shaping the future of compostable packaging disposal at a European level.

We hold ourselves to the same standards we set for our customers. Our ongoing focus at our Edinburgh HQ is reducing waste production and managing energy consumption responsibly.

Our offices occupy a building full of character, but one that presents real challenges when it comes to efficient heating. Rather than accepting those limitations, we continue to take active steps to mitigate them, investing in solutions that help us meet our energy consumption targets and ensure our own operations reflect the values at the heart of our business.

Objective

1

Ten waste industry engagements in 2025



Achieved

In 2025, we continued to take an active role in advocating for the bioeconomy and the part compostable packaging can play within it. From industry conferences to site tours and roundtable discussions, our team engaged across the waste sector from building relationships, sharing knowledge to strengthening the case for closed loop solutions.

Some highlights were:

New composting route in the South West, UK

2025 saw a significant expansion of our closed loop network with the launch of a new compostable packaging collection service by Grundon Waste Management, covering their entire operating area. This opened up regions where regular collections had previously been unavailable including Bristol, Gloucester, Swindon, Bath and Portsmouth allowing us to support many more customers in closing the loop on their packaging.

We've been working closely with Grundon to onboard new customers onto the service, including Snakes and Ladders soft play centres and Forest Green Rovers, who became our first fully compostable football club. We also collaborated with Grundon at their customer event and in-house sustainability training day. It's a partnership with a great deal more still to come.



**COMPOSTABLE
BY DESIGN**
PLATFORM

Compostable by Design Keynote, Brussels

Our Head of Environmental, Eilidh, was invited to deliver a keynote at the annual meeting of the Compostable by Design Platform in Brussels. A cross-value-chain initiative promoting compostable packaging and composting across Europe, the platform brought together stakeholders from across the industry to advance the role of compostables in the circular economy.

Eilidh's keynote drew on our experience in the UK highlighting the progress we've made in partnering with the waste sector, embedding compostable products into existing infrastructure, and demonstrating what a functioning closed loop model can look like in practice.

UNEARTHING³

WITH vegware™

UnEarthing composting event

In September, we welcomed customers and partners to Veolia's Padworth composting facility for UnEarthing with Vegware. This was an event designed to answer one of the most common questions we hear: what actually happens to compostable packaging once it's collected?

The day combined a guided site tour with open conversation which gave attendees the chance to see industrial composting in action and to understand the real role that compostables play in reducing waste. It was a practical, grounded, and honest look at the full picture.

Five key takeaways from the day:

- Compostables really do break down: when handled correctly, the results are visible and verifiable
- Bin signage and staff training make all the difference: Contamination is a behaviour challenge as much as a product one
- Compostables can simplify waste streams by replacing a mix of single-use materials with a single, consistent solution
- Partnership with waste collectors is essential: Closing the loop requires collaboration, not just the right product
- Small behaviour changes add up: The cumulative impact of better waste habits at scale is significant

2026

Aims

Engaging with the waste industry is a crucial part of our work and will continue to be so in 2026. Just as we advocate for our packaging within the foodservice industry, we champion the role of biobased compostable packaging in the waste sector. In working with the waste industry, we can highlight how compostable packaging collections fit into the biowaste infrastructure and provide growth opportunities in sustainable waste management.

Objectives

1

Establish two new waste solutions / routes for composting Vegware

2

Confirm acceptance of Vegware at 2 IVCs we haven't worked with before



Objective

2

Establish composting waste streams for 45 customers



Work to be done

In 2025, we successfully embedded new composting systems across 24 customers. Below are highlights from some of the organisations we partnered with this year.

Newhailes House & Gardens, National Trust for Scotland

The café at Newhailes House & Gardens wanted a sustainability solution that was simple for staff and intuitive for visitors. Working with their Visitor Services Manager, Vegware's Environmental Team introduced plant-based packaging, clear bin signage, and a local composting collection service. The new system made it easy for customers to dispose of food and packaging together, helping to create a seamless visitor experience. Within the first few months of joining the service in March 2025, the site collected around **1.2 tonnes** of Vegware packaging and food waste for composting, with visitors responding positively to knowing their used cups and packaging would be turned into compost for local farms.





Standard Life, Edinburgh

Serving over 1,200 people daily, contract caterer Gather & Gather had been using Vegware packaging at Standard Life's Edinburgh office. Although without a composting route, the system wasn't complete. Working with Mitie and Vegware's Waste Consultancy team, a dedicated food waste and compostables stream was introduced, with staff training and signage ensuring strong adoption from day one. The result: 100% landfill diversion achieved on site, a measurable culture shift, and plans already in motion to roll the model out to a second Mitie site.



Watford Grammar School for Boys

What started as a request for a recycling talk became a full composting system serving over 1,300 students. Vegware, waste partner Cawleys, and catering partner Aramark carried out a joint site visit, redesigned the bin setup, created photo-based signage, and supported a school-wide communications rollout. From idea to launch took just three months. The system continues to run smoothly, with next steps including student sustainability ambassadors and using finished compost on school grounds.





Forest Green Rovers, Gloucestershire

Forest Green Rovers, recognised by FIFA and the UN as the world's greenest football club, partnered with Vegware and waste management partner Grundon to bring compostable packaging to matchdays at The Bolt New Lawn. Fans are now served in plant-based cups, takeaway boxes, and cutlery, with a dedicated bin system and composting collection ensuring the packaging is captured and returned to the earth as nutrient-rich compost. Vegware's consultancy team supported the club throughout, keeping contamination low and making it easy for fans and staff to do the right thing. It's a partnership that puts sustainability front and centre on matchdays and shows what's possible when sport leads by example.

Aims

While we set an ambitious target of 45 new composting customers, we're proud of the strong foundations built across the 24 sites onboarded this year. 2025 brought real challenges, including the loss of a key Manchester composting route and operating with a reduced team. Despite this, we've established robust systems and valuable momentum for 2026. With a full team in place and the learnings of this year firmly embedded, we're well positioned to accelerate the programme and go further, faster.

Objective

3

Establish composting streams for 30 customers

Objective

3

Establish composting waste streams for 5 Irish customers



Work to be done

While this target proved ambitious for 2025, significant groundwork has been laid to position Vegware Ireland for strong delivery in 2026.

NWP Partnership, Belfast

A key relationship has been established with NWP in Belfast, underscoring the critical role that composter partnerships play in unlocking new composting regions and enabling customers to close the loop on their packaging. Extensive engagement with customers across the Belfast area is already generating results, with new composting customers set to go live in early 2026.

Harp onsite composting collaboration

A partnership with Harp, an Irish onsite composting provider, has been established, offering a genuine, locally rooted composting solution. This collaboration strengthens Vegware's composting infrastructure in Ireland and builds a solid foundation for future growth.

Sherbourne Hotel, Dublin

In a consultancy-led engagement, Vegware supported the Sherbourne Hotel in Dublin in correctly composting its cups. This included producing bespoke staff-facing signage to ensure proper segregation.



Catex, Ireland's largest foodservice event

Vegware exhibited at Catex, Ireland's premier foodservice and hospitality trade event and the industry's destination for the latest product and service innovations. The event provided a valuable platform to connect with key industry stakeholders, explore cutting-edge waste management technologies, and build new relationships with both customers and waste management partners across Ireland.

Objective

4

Establish 1 composting waste stream for mainland Europe



Achieved

Having delivered a landmark composting solution in mainland Europe in 2024, Vegware was proud to repeat and build on this achievement in 2025.

For the second consecutive year, Vegware was invited to Villa Wolkonsky, the official residence of the British Ambassador to Italy, to support the celebrations marking King Charles III's birthday. Working alongside partners Minimo Impatto, Scottish Development International, and Biorepack, Vegware supplied compostable packaging for food and drink service across the event.

Our Environmental team worked closely with event organisers and a local waste collector to ensure that all used Vegware packaging and food waste was correctly directed to composting. To support attendees in making the right disposal choices, the team also provided bespoke bin signage, posters, and engagement materials putting the infrastructure in place for a genuinely closed-loop event.

This partnership demonstrates that composting solutions for high-profile events in mainland Europe are not only achievable, but repeatable. This is a strong signal of Vegware's growing capability and network across the continent.

Aims

Grow end of life options for Vegware in the UK through improved collection infrastructure.

Objectives

4

Onboard 2 new waste collectors offering a compostable packaging collection solution

5

Establish 2 additional composting facilities willing to accept compostable packaging

Objective

5

Achieve 80% office recycling rate



Work to be done

We reached a **77.8%** office recycling rate in 2025, just shy of our 80% target, but a significant improvement on 2024 and our strongest recycling performance in several years. The progress made this year is the result of deliberate, practical action rather than passive intent.

We began by extending our Terracycle scheme which launched in late 2024 to cover all types of plastic waste, widening the scope of what we could divert from landfill. In August, we conducted a thorough bin audit across the entire office to understand where recycling was breaking down and why. The findings shaped a programme of changes designed to make recycling easier for everyone: bins were relocated to centralised hubs on each floor, signage was improved, and the team received targeted feedback and training based on what the audit revealed.

The cumulative effect of these efforts was a reduction of 1,891kg in total office waste across all streams. This was a meaningful result that reflects a genuine shift in how the office approaches waste, not just a change in infrastructure.

Year	Actual recycling rate	Target
2025	77.8%	80%
2024	66%	80%
2023	62%	80%



2026

Aims

Having come close in 2025, achieving the 80% recycling rate remains our target for 2026. With the structural changes now embedded from better bin placement and clearer signage to a broader Terracycle offering, we are well positioned to close the gap.

Objective

6

Achieve 80% office recycling rate

Objective

6

3% reduction in electricity and gas consumption



Work to be done

Our energy consumption results for 2025 were mixed. While performance improved through the first half of the year, gas and electricity use increased overall, largely due to a change in office attendance from September, with staff returning an additional day each week. While positive for collaboration and culture, this increased energy demand.

We used this as an opportunity to better understand our energy footprint, moving from raw consumption to energy use per person per hour. This provides a more meaningful baseline that accounts for occupancy changes and supports future improvement.

We also upgraded our coffee facilities to Grind machines, which are significantly more energy and water efficient than the equipment they replaced. A small but tangible contribution to reducing our day-to-day consumption.

Gas:

Target gas usage year on year	Actual gas usage
3% reduction	9% increase

Electric:

Target electricity usage year on year	Actual electricity usage
3% reduction	3% increase

Water:

Target water usage year on year	Actual water usage
3% reduction	2% increase

Aims

With a more accurate picture of our energy use now established, we are better placed to set realistic reduction targets that reflect actual occupancy patterns. Our focus in 2026 will be on identifying further efficiency opportunity both in the office and across our wider operations.

Objective

7

Maintain level of usage in electricity and gas consumption, measured on a per person/hour basis

