ADELPHI
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Sustainability Report 2025/2026

Engineering a More Sustainable Future

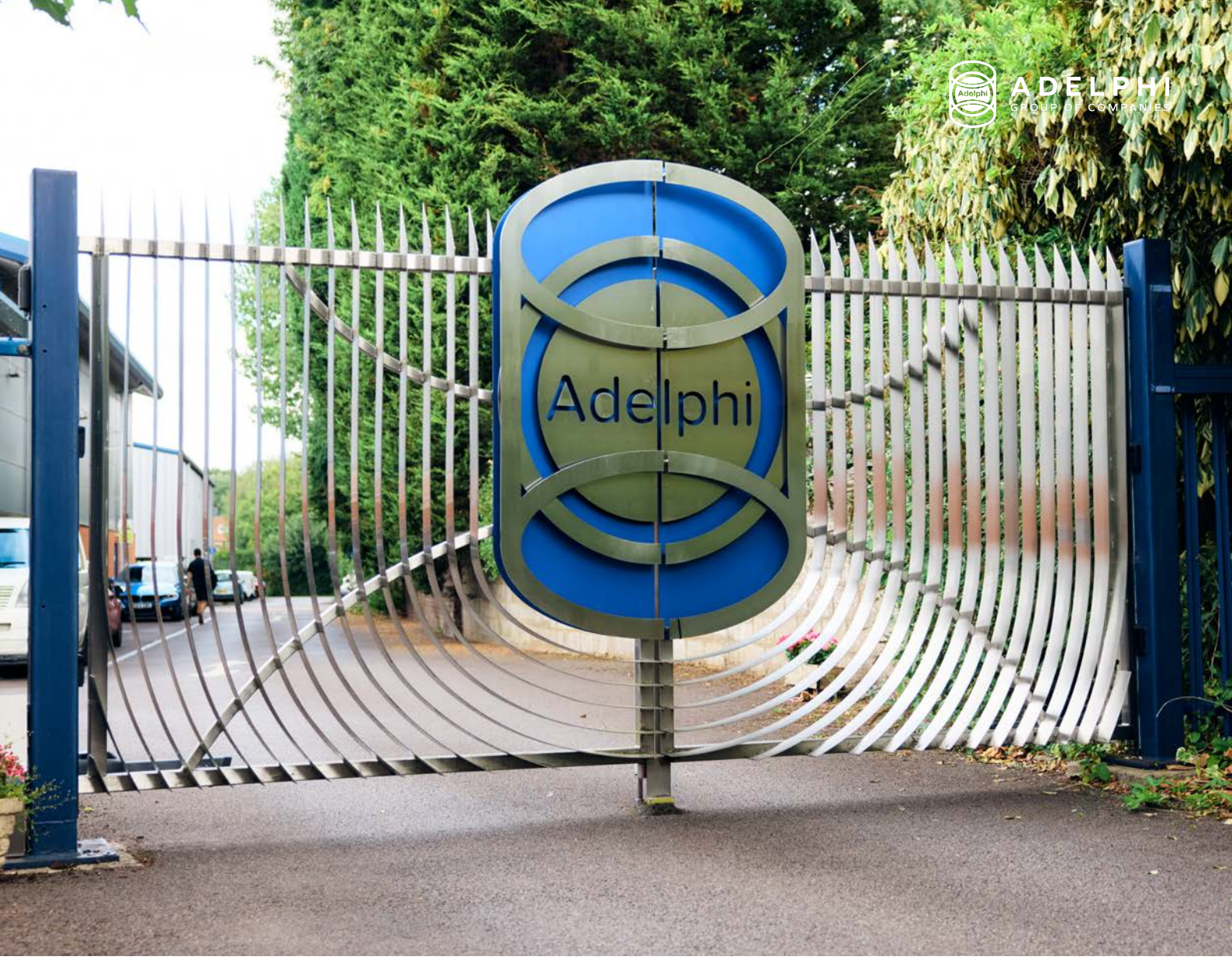
Delivering Sustainable Growth Through Action,
Innovation and Accountability



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Mission, Vision & Values

Our **mission** is to meet and exceed customer expectations, to continually improve our products and systems, to embrace positive change and to provide secure and rewarding employment opportunities.

Our **vision** is to be the preferred supplier of packaging machinery, laboratory and process equipment, primary packaging and drug delivery systems across the pharmaceutical, food & drink, cosmetic, toiletries, chemical and lube oil sectors.

Our **values** underpin everything we do: supporting the local economy and natural environment, operating with integrity, delivering on our commitments, nurturing future generations, appreciating colleagues and rewarding excellence.

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Foreword

Sustainability is not a standalone initiative at Adelphi.

It is embedded in the way we operate, invest and grow.

We recognise that long-term business success depends on balancing commercial performance with environmental responsibility. Throughout 2026, we continued to invest in practical solutions that reduce environmental impact while strengthening operational resilience.

This year marked an important milestone in our sustainability journey. Adelphi achieved EcoVadis Committed status, recognising our environmental and ethical performance. We also secured approval of our greenhouse gas reduction targets by the Science Based Targets initiative (SBTi), aligning our climate ambitions with the most ambitious 1.5°C pathway.

From renewable energy generation and water conservation to biodiversity enhancement and waste reduction... we remain focused on delivering measurable improvements that create lasting value for our business, our customers and our communities.

While we are proud of our progress, we know there is more to do. Sustainability is a continuous journey of improvement, innovation and accountability.

We look forward to building on these achievements and delivering even greater impact in the years ahead.

"Sustainability is not an aspiration; it is **embedded** in how we operate **every day**."

Sustainability at a Glance

Our sustainability strategy is driven by measurable action. The figures below highlight some of the key outcomes achieved through our environmental programmes during 2025.

1,007
Solar Panels Installed – **300** panels installed in the last 12 months

20-40%
Reduction in Grid Electricity Consumption

12,000 Litres
Rainwater Harvested Monthly

144,000 Litres
Annual Water Saving

95%+
Cardboard Recycling Rate

EcoVadis
Committed Status

SBTi
Targets Approved

12.33 Acres
Woodland Protected

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ABOUT US

Engineered for Reliability. Designed for Every Industry.

The Adelphi Group of Companies is an ISO certified, award-winning UK manufacturer and supplier of processing and packaging machinery, trusted worldwide for precision, quality and innovation.

Founded in 1947, the Adelphi Group of Companies has a long and proud history as a UK-based manufacturer and supplier of machinery, equipment and packaging components for industries including pharmaceuticals, cosmetics and food and drink. What began as Adelphi Manufacturing Company Limited in offices just off The Strand in London has evolved into a multi-division group serving customers across the UK and around the world.

Over more than 75 years, Adelphi has grown through steady expansion, strategic acquisitions and long-standing partnerships with leading global equipment manufacturers. From early moves within London to the establishment of specialist healthcare packaging, stainless steel process equipment, and precision engineering divisions, each milestone reflects a commitment to innovation, quality and customer-focused solutions.

Still family-owned today, the Adelphi Group operates from its modern headquarters in Haywards Heath, bringing together advanced manufacturing facilities, engineering expertise and a personal approach that has defined the business for generations.





A **Personal Approach** on a **Global Scale**

ADELPHI'S ACTION



Cooling system
The Griffin



Beekeeper



2026 Cooling system
The Griffin



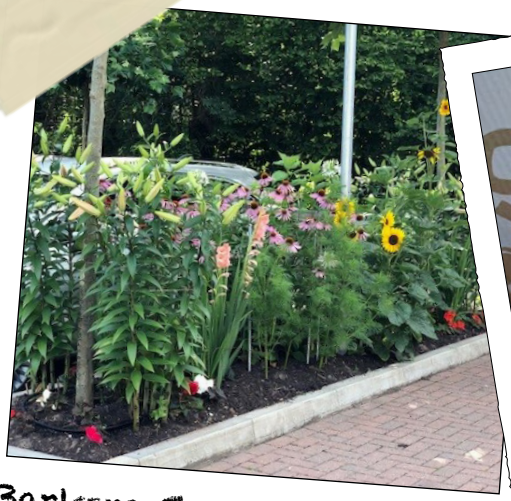
Battery recycling

You've just flushed with **rainwater**

Making a difference

The original cooling system at The Friary





Barkers Garage garden



An Oddbox delivery to all sites - Tandem, Griffin and Olympus House

COMMITTED
ecovadis
Sustainability Rating
OCT 2025

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Photovoltaic Solar Panels



Photovoltaic Solar Panels



Recyling Points Soft Plastics



Food Waste Bin



Recyling Points Mixed & General



Wildflower Meadow

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Our Five Focus Areas

At Adelphi, sustainability is integrated into decision-making across every area of the business.

Our approach is based on five key pillars:

RENEWABLE ENERGY

Reducing dependence on conventional energy sources through on-site renewable generation.

WATER STEWARDSHIP

Conserving natural resources through water recovery, reuse and efficiency.

CARBON REDUCTION

Investing in lower-carbon technologies and reducing greenhouse gas emissions.

CIRCULAR RESOURCE MANAGEMENT

Maximising recycling and reducing waste sent to landfill.

BIODIVERSITY AND COMMUNITIES

Enhancing natural habitats and supporting environmental projects beyond our own operations.

Each of these priorities contributes to our goal of reducing environmental impact while ensuring operational excellence and long-term business resilience. Our sustainability strategy is supported by independent verification and measurable targets, ensuring that our commitments translate into tangible outcomes.

"Our actions are not only **meaningful**...

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Renewable Energy

Investing in renewable energy remains one of the most significant steps we have taken to reduce our environmental footprint.

Across our estate, we have installed a total of **1,007 photovoltaic solar panels**, generating clean electricity to power our operations and export surplus energy back to the grid. This investment has reduced our reliance on grid electricity by between 20% and 40%, lowering emissions while improving energy security.

As energy demand continues to grow across industry, renewable generation provides a practical and scalable solution that supports both environmental and operational objectives. By producing electricity onsite, we are taking greater control of our energy future while contributing to wider decarbonisation efforts.

Site	Panels
The Strand	181
Tandem Works	119
The Sheldonian	256
The Griffin	142
Other Properties	309
Total	**1,007**

1,007 Solar Panels Installed Across Our Estate

... but **measurable** and **credible**."

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WATER STEWARDSHIP

Water is a valuable resource and responsible stewardship is an important part of our sustainability strategy.

Adelphi has invested in rainwater harvesting systems capable of collecting approximately 12,000 litres each month. The harvested water is used across a range of operational activities, helping reduce demand on mains supplies.

In addition, we restored an artesian well to support machine testing and cleaning operations, further reducing reliance on treated drinking water for industrial processes.

Collectively, these initiatives have reduced mains water consumption by approximately 144,000 litres each year and achieved an estimated 10% reduction in overall water usage.

These improvements demonstrate how targeted infrastructure investments can generate lasting environmental benefits while increasing resource resilience.

144,000 Litres
Reduction in mains water use annually.

12,000 Litres
Collected every month through rainwater harvesting.

10% Reduction
in mains water consumption.

"These measures **significantly reduce reliance** on mains water."

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Reducing Carbon Emissions

Reducing carbon emissions requires practical investment in technologies that deliver measurable results.

During 2025, Adelphi continued to improve energy efficiency through the introduction of an air source heat pump, reducing emissions associated with heating.

We have also adopted a future-focused fleet strategy. All future company vehicles will transition to hybrid models as standard, supporting our longer-term decarbonisation goals. We currently have four charging points installed for company owned hybrid vehicles, and plan on installing a further four points for all staff to use.

Additional efficiencies have been achieved through evaporative cooling systems installed within the Friary and Griffin buildings. These systems consume significantly less energy than traditional air conditioning technologies while maintaining comfortable working environments.

Together, these initiatives form part of our broader strategy to reduce operational emissions and support our Science Based Targets.

Scan here to see our CarbonFit Certificate and full report.



75% Less
energy consumption than traditional air conditioning systems.







Waste & Circular Economy

Responsible waste management is supported through both infrastructure and employee engagement.

At Adelphi, sustainability is embedded into day-to-day operations through well-established recycling procedures and clear waste segregation processes.

Today, we consistently recycle more than 95% of all cardboard waste generated each month.

Our waste-management programme covers a wide range of material streams including cardboard, mixed recycling, food waste, wood, metal, WEEE, batteries, soft plastics, vapes and toner cartridges.

This comprehensive approach ensures materials are managed responsibly and recycling opportunities are maximised wherever possible.

Environmental awareness is actively encouraged across the organisation, empowering employees to incorporate sustainable behaviours into their daily work and contributing to a culture of shared responsibility.



Training

Staff receive regular recycling and waste management training from our external waste management partner, helping to promote best practices and improve recycling performance across the business.

Best Practice

Recycling practices are regularly promoted through our bi-weekly internal slideshow, providing employees with ongoing reminders and tips to support effective waste management and sustainability goals.

No Landfill

Our waste management company sends no waste to landfill. Instead, materials are diverted through recycling processes, anaerobic digestion, and energy-from-waste facilities, helping to reduce environmental impact and recover valuable resources.

95%+ Monthly Cardboard Recycling Rate

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ACCOUNTABILITY & INDEPENDENT RECOGNITION

Meaningful sustainability requires transparency, accountability and independent verification.

- In 2025, Adelphi achieved **EcoVadis Committed** status, recognising the strength of our environmental and ethical practices.
- We also secured **Science Based Targets** initiative approval for our greenhouse gas reduction targets.
- This approval aligns Adelphi with the most ambitious 1.5°C climate pathway and **demonstrates that our climate commitments are evidence-based, measurable and independently validated**.
- These achievements **provide confidence** that our sustainability programme is **delivering credible outcomes** and **supporting long-term environmental progress**.

COMMITTED
ecovadis
Sustainability Rating
OCT 2025

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

"Our targets demonstrate that our climate actions are **measurable**, evidence-based and **independently validated**."

Everyday Essentials

As part of our commitment to sustainability, we provide **oat milk** as a readily available option for all employees.

Compared with traditional dairy milk, oat milk production is associated with lower greenhouse gas emissions and reduced water consumption.

In 2024, we switched to **bamboo toilet paper** to reduce the environmental impact of our everyday consumables. Its natural brown colour comes from being unbleached, avoiding additional processing and chemicals.

Following the success of this initiative, we will also be trialling bamboo blue roll.

Our **hand soap** and **washing-up liquid** are supplied in containers made from 65% recycled plastic.

We use **cleaning products** which are non-toxic, 100% biodegradable, and made with 98% naturally derived ingredients. The containers are made from 100% recycled material and are fully recyclable, helping to minimise environmental impact while maintaining effective cleaning standards.



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BIODIVERSITY & NATURE

Supporting Nature Beyond Our Operations

Protecting and enhancing biodiversity forms an important part of our environmental strategy.

Across our site, we have created a dedicated wildflower meadow that provides habitat for pollinators and a range of local wildlife species.

This has been complemented by the installation of beehives which support local bee populations while raising awareness of biodiversity among employees.

Beyond our own operations, we actively support environmental projects that strengthen ecosystems and enhance natural habitats within the wider community.

These initiatives reflect our belief that businesses can play a valuable role in protecting and restoring nature while creating opportunities for education and engagement.

12.33 Acres

Mixed broadleaf woodland supported within the High Weald National Landscape.

"Enhancing biodiversity both **within our operations** and in the **wider community**."

Community Impact

Creating **Positive Environmental** Change

Our sustainability responsibilities extend beyond our own operations.

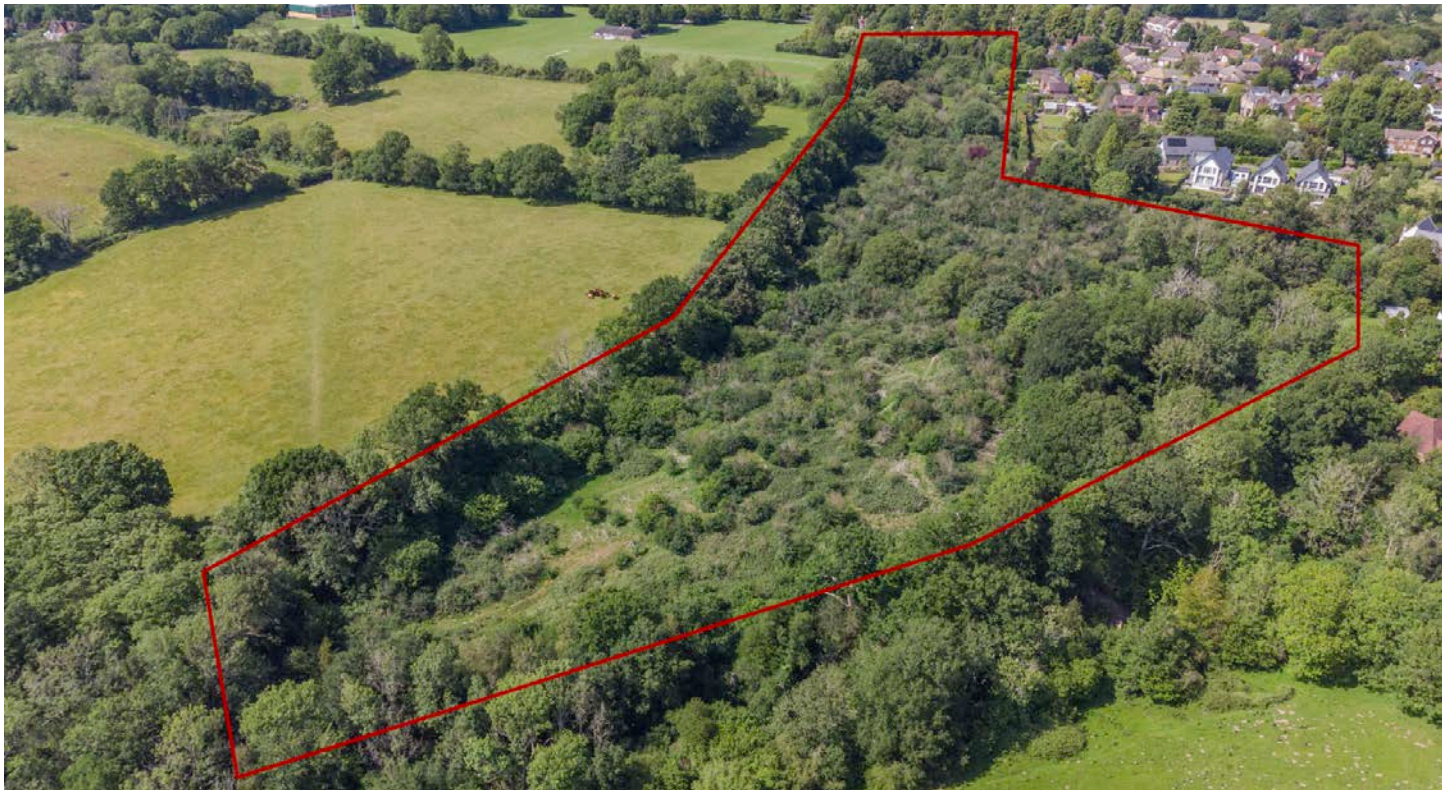
Adelphi is proud to support New England Wood and has helped raise funds to secure approximately 12.33 acres of mixed broadleaf woodland and open ground within the High Weald National Landscape.

This investment contributes to the protection and enhancement of valuable natural habitats while supporting long-term conservation efforts within the local community.

By working alongside environmental organisations and community partners, we aim to deliver positive impact that extends well beyond our business boundaries.

Sustainability is strongest when organisations work together, and we remain committed to supporting projects that create meaningful environmental benefits for future generations.

"We recognise our responsibility to **contribute to wider environmental progress**."



AWARDS & SPONSORSHIP

This year has seen Adelphi win two awards for our sustainability efforts:

WINNERS!

BHBiz Awards 2026

Green Champion

FINALISTS

BHBiz Awards 2026

Future Talent & Skills Champion

WINNERS!

Automate UK PPMA Awards

Environmental Initiative of the Year

FINALISTS

Automate UK PPMA Awards

Innovative Packaging Machinery

The Young Green Briton Challenge

The Young Green Briton Challenge empowers whole year groups of secondary school students to innovate, design, and launch real-world solutions to the climate crisis.

As well as securing funding partners, they also seek passionate, forward-thinking volunteers to share their time, expertise and enthusiasm to help bring these projects to life; people who have a background in sustainability, business, design or simply care about making a difference.

Adelphi is proud to sponsor YGBC year on year because the programme closely aligns with some of our core values – supporting youth and promoting sustainability. It is a truly meaningful and beneficial partnership.



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LOOKING AHEAD: OUR FUTURE PROJECTS

While we are proud of our achievements, sustainability is an ongoing journey.

Looking ahead, we will continue to build on our progress through investment, innovation and continuous improvement.

Our priorities include:

Delivering our Science Based Targets
Further reducing greenhouse gas emissions
Expanding renewable energy generation
Continuing water conservation initiatives
Enhancing biodiversity programmes
Strengthening employee engagement in sustainability

Through measurable actions and clear accountability, we will continue working towards a more sustainable future for our business, our people and our communities.

"Adelphi has moved beyond **sustainability commitments** to **sustainability delivery.**"



1,007
Solar Panels Installed

144,000 Litres
Annual Water Saving

SBTi
Targets Approved

EcoVadis
Committed Status

95%+
Cardboard Recycling Rate

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MADE IN BRITAIN

09/26

ADELPHI MANUFACTURING | ADELPHI Masterfil | ADELPHI PHARMA HYGIENE PRODUCTS | COLDSTREAM ENGINEERING | ADELPHI HEALTHCARE PACKAGING | ADELPHI HEALTHCARE PACKAGING | USA