

The Encore Group (Envelopes and Packaging) Limited

Section 172(1) statement

The directors act in good faith to uphold the values and promote the success of the group in a fair manner and with the highest possible standards of governance and conduct. The group's aim is to provide its clients with the best buying experience available in the marketplace at a fair and sustainable price.

In order for the group to deliver on this, it relies heavily on the skill and commitment of its employees to carry out business in a way that aligns with the group's aims. Therefore employee engagement and wellbeing is of paramount importance to the ongoing success and something that is key to the business strategy.

The directors have a strategy of engaging with employees through a variety of means including having an open door policy to promote confidence in staff to raise any questions they have, operating electronic noticeboards and displays to highlight important information and through its management and supervisory team who are often the first line of support in most workplace situations.

The directors also realise the importance of customers and their loyalty in order to be able to maintain the group at a suitable level to achieve optimum efficiency and remain competitive in a difficult marketplace.

Furthermore, the group is reliant on its suppliers to ensure that the highest quality raw materials are used to achieve the highest quality products that will maintain the loyalty of its customers.

And last but not least the directors recognise the importance of the machinery in achieving this aim. Large sums of money each year are committed to the upkeep, upgrading and renewing of the machinery deployed throughout the business.

The Board is mindful that its strategic decisions can have implications for all its stakeholders. These are carefully assessed with benefits to stakeholder groups such as team members, customers and wider communities and environment in which the group operates being central to the decision making actively participated in by the shareholder directors.

The directors are also aware of the responsibility that business has to form part of the community in all of the locations the group operates in, and try to make a positive contribution to these local communities by donating to local charitable projects. In the last financial year the group donated in excess of 1% of its operating profit to charitable causes. This included medical, sporting and community projects all based in the local areas that the group is based within.

We have taken various steps in 2020 to manage our environmental impact.