



# Sustainability Report

September 2025



Globally Sourced  
Quality Products

# ABOUT US



H Foster 1875 is a family business specialising in the supply of high quality, globally sourced ingredients for the chemical, coatings, cosmetics and pharmaceutical industries.

With a strong focus on innovation and sustainability, we partner with leading manufacturers and brands to provide our customers with ingredients that meet the highest of industry standards.



# H FOSTER 1875

## OUR COMPANY VALUES



### CONTINUOUS GROWTH

"ALWAYS EVOLVING, ALWAYS IMPROVING"

We are committed to the personal and professional development of our team, continuously improving our products and services to stay at the forefront of the industry.



### FAMILY-CENTERED CULTURE

"FAMILY AT THE HEART"

We treat our employees, customers and partners like family, fostering a supportive and inclusive environment where everyone feels valued. We encourage our employees to prioritise their families.



### ENJOYING THE JOURNEY

"WORK WITH PASSION, CELEBRATE EVERY STEP"

We believe that work should be enjoyable and fulfilling. We encourage creativity, celebrate achievements and create a fun and dynamic workplace.



### INTEGRITY AND RESPONSIBILITY

"INTEGRITY IN EVERY ACTION"

We operate with the highest ethical standards, ensuring transparency, honesty and accountability in all our business practices.



### SUSTAINABILITY & ENVIRONMENT

"LEAVE THE WORLD A BETTER PLACE THAN YOU FOUND IT"

At H Foster, we are passionately driven to lead the way in sustainable business practices, championing responsible environmental stewardship and relentlessly pushing the boundaries of our eco-performance.



### CUSTOMER FOCUS

"CUSTOMER FIRST, ALWAYS"

Our customers are at the heart of everything we do. We strive to exceed their expectations by delivering exceptional products and personalised service.

# H FOSTER 1875

At the heart of our company are our values that guide everything we do.

These values shape our culture, influence our decisions, and help define our path forward.

# Message From The Managing Director

At H Foster 1875, our company values guide everything we do. They shape how we work, how we treat those around us and how we care for our planet. This sustainability report is a snapshot of how we are turning those values into action.

From reducing our environmental impact to responsible sourcing, from investing in our employees to supporting local communities, I am personally proud of the progress we have made. Sustainability isn't a side project for us, it's part of how we do business.

I would like to thank our team, our partners and our customers for joining us on our journey. Together we're not just meeting goals, we are building a better future!

Simon Eggar, Managing Director



***“Sustainability isn’t a side project for us, it’s part of how we do business” - Simon Eggar, Managing Director***



# Sustainability & Environment

Our Values – At H Foster, we are passionately driven to lead the way in sustainable business practices, championing responsible environmental stewardship and relentlessly pushing the boundaries of our eco-performance.



Leave the world a better  
place than you found it



# ENVIRONMENT

## Circular Economy

At H Foster we believe resource efficiency is essential for reducing waste and lowering emissions. Embracing a circular economy is key to achieving our sustainability goals..

To lessen our environmental impact -

- 99.93% of our packaging is recyclable
- 100% of our copier paper and corrugated cardboard is made from 100% recycled material
- We have switched to smart technologies to reduce paper waste. Our warehouse prints only shipping labels and delivery notes.
- 90% of our waste is recycled with the remaining 10% used to produce fuel (RDF)
- 100% of the IBC tanks and steel drums we use are reconditioned

During 2024 these actions have saved

- 38.5 tCO<sub>2</sub>e through the use of reconditioned steel drums and IBC's (source reusablepackaging.org)
- 491 kgCO<sub>2</sub>e by not sending waste to landfill (source GHG Conversion Factors for 2024)
- 67.6 kgCO<sub>2</sub>e in the production of paper by choosing recycled (source Milgro.eu)
- 72.6 kgCO<sub>2</sub>e in the production of corrugated cardboard (source challengepackaging.co.uk)



**Our commitment - Minimise waste and distribute products and packaging with environmentally preferable materials**





# ENVIRONMENT

## Biodiversity



**Our commitment - actively manage Blackbirds Wood to help perpetuate tree growth, regeneration, and safeguarding carbon store**

Blackbirds Wood is 15 acres of amenity woodland owned by H Foster for the purpose of sequestering carbon and supporting diversity.

This year we commissioned a woodland report, identifying the species of trees in our woodland and how much carbon they will sequester in the coming years.

# ENVIRONMENT

## Biodiversity



The open canopy of European Larch in Blackbirds Wood allows sunlight to reach the forest floor, encouraging grasses, wildflowers, and shrubs. Their understorey supports a wide variety of insects, birds, and small mammals. Its rough bark offers nesting and roosting sites for birds and bats, while older trees and deadwood become important habitats for mosses, lichens, and beetles.



Beech trees in Blackbirds Wood support biodiversity by creating shaded environments that are ideal for fungi, and mosses. Their dense canopy and rich leaf litter provide important habitats for invertebrates, which in turn support birds and small mammals. Beech woodlands often have high ecological value offering nesting sites in hollow trunks and deadwood for beetles, bats, and fungi.

## Blackbirds Wood

### Yearly Carbon Sequestration Rates

2024 to 2029 – 3 tCO<sub>2</sub>e per year

2029 to 2039 – 19 tCO<sub>2</sub>e per year

2039 to 2049 – 96 tCO<sub>2</sub>e per year

2049 to 2059 – 367 tCO<sub>2</sub>e per year

2059 to 2069 – 71 tCO<sub>2</sub>e per year



# ENVIRONMENT – Carbon Reduction

## 2024 Carbon Footprint

Scope 1	1.905 tCO <sub>2</sub> e
Scope 2	5.442 tCO <sub>2</sub> e
Scope 3	156.797 tCO <sub>2</sub> e
Total	164.144 tCO <sub>2</sub> e

**OUR  
COMMITMENT  
Become net zero  
by 2035**

H Fosters 1875 Ltd is committed to achieving Net Zero emissions by 2035.

To achieve this goal we aim to reduce our emissions by 15 tonnes per year. By 2029 we hope to have reduced our total emissions by half.

### To aid our journey to net zero, H Foster 1875 hope to implement the following measures

- Energy - Introduce policy to ensure all new purchases of electronics and appliances are of the highest energy-rating
- Procurement - Continue the work within our procurement department and with our suppliers to ensure a sustainable supply chain
- Training - Increase education and opportunity to engage our workforce in environmentally focused training and awareness.
- Renewables - Continue search for new premises, allowing us the opportunity to invest in renewable energy technologies a
- Travelling - Merge warehouse and office to eliminate vehicle emissions caused by travelling between the two sites
- Reuse - Develop our current circular economy model of packaging/material reuse to further minimise waste
- Monitoring - Continually monitor our environmental performance to ensure we hit our targets
- Offsetting - Use carbon offsetting where further reductions cannot be made



# Sustainability

## Sustainable Procurement

H Foster is committed to embedding sustainability throughout the supply chain.

Our Ethical Purchasing and Sustainable Procurement policy ensures all purchasing is guided by a robust set of principles. This means prioritising suppliers who demonstrate strong environmental performance, ethical labour practices and transparency throughout their operations. To this end

- 100% of our palm oil products are from Roundtable on Sustainable Palm Oil (RSPO) accredited suppliers.
- 100% of our carnauba wax is sourced from producers that have signed both contracts with Brazilian Ministry of Labour (TAC) and are members of the Union of Ethical Bio-trade (UEBT)
- 100% of purchased electricity is from a renewable source
- The palletised freight service we use is carbon neutral
- 80% of our products are from a sustainable source
- 100% of our critical suppliers have received a copy of our code of conduct .
- Due diligence checks have been undertaken on 100% of our service suppliers



**Our commitment - To maintain a responsible and ethical supply chain**



# Sustainability

## Roundtable on Sustainable Palm Oil



### H Foster 1875 only purchases certified palm oil.

We choose to purchase only RSPO certified palm oil to support responsible sourcing practices that

- **Protects forests and biodiversity** – helps prevent deforestation and protects endangered species by requiring producers to preserve high conservation value areas
- **Supports ethical labour practices** – promotes fair treatment of workers, including safe working conditions and respect for indigenous land rights
- **Reduces environmental impact** – producers must minimise pollution, reduce greenhouse gases and manage waste responsibility

A RSPO life cycle assessment identified RSPO certified palm oil reduces greenhouse gas emissions by 35% compared to non-certified.

**H Foster saved 686 tCO<sub>2</sub>e in 2024 through the purchase of certified palm oil.** (source [lca-net.com/projects/show/lca-of-certified-palm-oil](https://lca-net.com/projects/show/lca-of-certified-palm-oil))

# Customer Focus

Our Values – Our customers are at the heart of everything we do. We strive to exceed their expectations by delivering exceptional products and personalised service.



Customer first, always



# Customer Focus

Our company certifications demonstrate our strong belief in customer focus and ensure we consistently meet international standards for quality, managing environmental impact and for sustainable development.



## EcoVadis Platinum

We have been awarded an EcoVadis Platinum rating, highlighting our commitment to the environment, labour and human rights, ethical trading and sustainable procurement.



## ISO 14001

We have a certified ISO 14001:2015 Environmental Management System in place to provide a structured framework for managing and improving our environmental performance.



## ISO 9001

Our ISO 9001:2015 certified Quality Management System highlights our commitment to delivering reliable products and services that meet or exceed customer expectations.

# Continuous Growth

Our Values – We are committed to the personal and professional development of our team, continuously improving our products and services to stay at the forefront of the industry



Always Evolving, Always Improving





# Continuous Growth Training & Development



**Our commitment - To invest in personal development and create an engaging workplace to ensure the physical and mental and wellness of our employees**

During 2024 we invested in 92 employee training hours. This year we set a target of 100 training hours and we have already surpassed this.

Training highlights include Data Protection & GDPR, The Responsible Sourcing of Wood & Palm Oil, Waste & Energy and the Handling, storing, transporting of materials, chemicals and waste.



# Continuous Growth

Our four priority impact areas and our progress in reaching our goals.

Commitment	Key Performance Indicator	2021	2022	2023	2024	2025
We will only source our palm products (stearic acid) from RSPO accredited suppliers	Percentage of palm oil sourced from suppliers who are a member of RSPO	100%	100%	100%	100%	100%
We aim to source at least 80% of our products from a sustainable source	Percentage of products sold that are from a sustainable source	78.2%	76.3%	78.37%	76.53%	79.99%
We aim for 100% of our packaging to be recyclable	Percentage of packaging purchased that is recyclable				99.8%	99.82%
By 2035, we aim to be net zero	Carbon emissions (Scope 1, 2 and some Scope 3 according to PPN06/21)	166.96 tCO2e	155.33 tCO2e	169.32 tCO2e	164.14 tCO2e	



# Family-Centered Culture

Our Values – We treat our employees, customers and partners as family, fostering a supportive and inclusive environment where everyone feels valued. We encourage our employees to prioritise their families.



Family at heart

# Family-Centred Culture



We are a living wage accredited employer



We offer flexible working practices to support employee wellbeing



All our employees receive holiday entitlement above the national average



We support our employees by providing paid compassionate leave



Company sick pay entitlement for employees is above Statutory Sick Pay



Our absentee rate stands below the national average at just 1% for 2024



100% of our employees have undertaken DEI awareness training



There have been no occupational accidents across our sites since 2019

**Our commitment - To invest in personal development and create an engaging workplace to ensure the physical and mental wellness of our employees**





# Integrity & Responsibility

Our Values – We operate with the highest ethical standards ensuring transparency, honesty and accountability in all our business practices.



Integrity in every action

# Integrity & Responsibility

## Human Rights & Labour

During 2025 we conducted a Human Rights & Labor Materiality Analysis to identify and understand the labour and human rights issues that are relevant to H Foster 1875 Ltd. Our material topics were identified as below, and these have been integrated into the business through

- The introduction of a new Humans Rights and Modern Slavery Policy Statement
- The introduction of a new Diversity, Equity and Inclusion KPI
- Updating our supplier questionnaires to reflect these findings
- Becoming a Living Wage accredited employer
- Providing whistleblowing channels for external stakeholders

### Fair Wages



### Discrimination LGBTQ+



### Discrimination Gender



### Discrimination Minorities & Indigenous





# Enjoying The Journey

Our Values – We believe that work should be enjoyable and fulfilling. We encourage creativity, celebrate achievements and create a fun and dynamic workplace



Work with passion,  
celebrate every step

# Enjoying The Journey

## Celebrating Every Step



"I've been with H Foster for over 11 years, and I currently work as a Purchasing Administrator—a role I truly enjoy. One of the many things I value is our daily TEAMS meetings, where we're encouraged to share ideas freely and raise any concerns. It's a supportive environment where every employee feels valued and heard" - Purchasing

"Absolutely love this value! A workplace that prioritizes enjoyment and fulfilment not only boosts my morale but also inspires me. I am encouraged by the celebration of achievements of individuals, as it creates a culture where I feel seen, supported, and motivated to do my best. A fun and dynamic environment is exactly what drives our long-term success" - Accounts

"Working at H Foster 1895 Ltd is a privilege to work here. All the people are so friendly. So my time here so far is going really well. I feel as an employee that I'm valued for what I do." - Warehouse

"All ideas, whether marketing or better way of working, are always appreciated in most cases, are put into action. We matter and that matters." – General Manager

"Working at H Foster 1875 Ltd has been a fulfilling journey. Every day brings new opportunities to grow and make a real impact which we do with passion. Each project comes with its challenges, but working with a passionate team makes it rewarding. I also appreciate how we take time to celebrate every achievement, big or small. It's inspiring to be part of a team that values the process as much as the results." - Sales

"My workplace encourages my creativity. I feel that I am recognised in all my efforts, it not only motivates me, but it shows we are encouraged to build a strong positive culture where everyone can thrive. I feel that as an employee we all feel valued and supported. Environments like ours inspire collaboration and encourage new ideas and create a sense of belonging that helps us as individuals reach their full potential." - Administration



# — Enjoying The Journey

**Our commitment - Support charities whose core beliefs align with our own and make a real difference**



# The Living Rainforest

The Living Rainforest aims to educate and empower its visitors to achieve a sustainable future. As members of the Roundtable on Sustainable Palm Oil, this vision resonates with our own core beliefs of halting deforestation; treating communities and workers fairly; and protecting wildlife and the environment. H Foster have donated funds to aid the organisation, promoted it's works to our customers and attended an information day at the charity so our employees could learn about the charity and their important works.



**Chieveley  
School**

Children are our future and by supporting local schools with their fundraising efforts we hope to contribute positively to the children's learning experience. This year we donated 8 soap kits to Chieveley School to help the PTA raise vital funds.



## Local Good Causes

- Kirsty took part in Chieveley Village Charity walk, raising money for local homelessness charity Loose Ends .
- Simon attended an event to raise money for the local Air Ambulance.

# Company Highlights

2025



Globally Sourced  
Quality Products



# UN Sustainable Development Goals

H Foster is committed to sustainable development and aligning our strategy and values with the UN's Sustainable Development Goals. Our 2025 highlights are

Sustainability & Environment	   	<ul style="list-style-type: none"> <li>• Green electricity tariffs to ensure the use of renewables</li> <li>• Energy audits to reduce energy consumption</li> <li>• Managing Blackbirds Wood for biodiversity</li> <li>• Reducing carbon emissions</li> <li>• Reducing waste and consumption through our circular economy model</li> <li>• Updated Due Diligence checks for our suppliers</li> <li>• Investment in smart devices to digitise workflows and reduce paper use</li> </ul>
Customer Focus	 	<ul style="list-style-type: none"> <li>• Customer awareness campaigns to encourage responsible consumption</li> <li>• EcoVadis Platinum rating</li> </ul>
Continuous Growth	 	<ul style="list-style-type: none"> <li>• Training and development opportunities for our employees</li> <li>• Introduction of new KPI's</li> </ul>
Family-Centred Culture	  	<ul style="list-style-type: none"> <li>• Living Wage accredited employer</li> <li>• Fair and inclusive employment practices</li> <li>• Adoption of a set of company values</li> <li>• DEI training and awareness program</li> </ul>
Integrity & Responsibility	  	<ul style="list-style-type: none"> <li>• New Human Rights &amp; Modern Slavery Policy Statement</li> <li>• Human Rights and Labour Materiality Analysis conducted</li> <li>• Working towards Cyber Essentials certification</li> <li>• Introduction of whistleblowing channels for external stakeholders</li> </ul>
Enjoying the Journey	  	<ul style="list-style-type: none"> <li>• Supporting The Living Rainforest</li> <li>• Supporting local causes</li> </ul>

# Future Goals & Commitments

2025



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# Looking Ahead



At H Foster we do not want to stand still. We want to improve the impact our business has, not as a paper pushing exercise, but for our people and for our planet



## **Embed sustainability at every step**

We aim to

- Improve our sustainability metrics
- Introduce employee satisfaction surveys
- Retain our ISO 14001 certification



## **Embrace Sustainable Evolution**

We aim to

- Merge our warehouse and offices to a site that incorporates solar panels and utilises smart technology
- Attain Cyber Essentials certification



## **Support sustainability throughout the supply chain**

We aim to

- Prioritise low impact sourcing to reduce emissions and environmental impact



## **Balance CSR with economics**

We aim to

- Manage Blackbirds Wood for biodiversity and carbon sequestration
- Continue our support for The Living Rainforest

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We are committed to integrity, transparency, and accountability. If you are a customer, supplier or contractor and you have witnessed or are aware of any unethical, illegal, or unsafe conduct related to our business, we encourage you to report your concerns. You may do so by contacting Simon Eggar on the below details:  
Email [simon@hfoster.co.uk](mailto:simon@hfoster.co.uk) Telephone +44 (0) 113 243 9016  
All reports will be taken seriously and investigated thoroughly.  
We are committed to upholding our company values.

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