



McBride plc
Sustainability Report 2009

Delivering sustainability

We are Europe's leading provider of Private Label Household and Personal Care products.

We develop, produce and sell our products to leading retailers primarily in the UK and across Continental Europe. We manage the business through three divisions – UK, Western Continental Europe and Eastern Continental Europe – with sales in all major European markets and many beyond.

We consistently deliver our strategy through:

- Growth
- Efficiency
- Scale
- Innovation
- Sustainability
- Teamwork

This is underpinned by our people, culture and ways of working.

Contents

■ Overview

Our commitment to sustainability	02
Group policy on sustainability and the environment	03
Accreditations – FTSE4Good and AISE	04
Chief Executive's review	05
Executive summary	06

■ Highlights

Reducing our carbon footprint	10
Greener aerosols	11
Developments in laundry cleaning	12
Work in the community	13
McBride run	14

■ Our performance

Business overview	15
Environmental performance	16
Production related health and safety	22
Product related health and safety	26
Social and community	29
Glossary	30

Our commitment to sustainability

The issues of the environment and climate change impact on all our stakeholders. For us the key to thriving in our dynamic market is to set the standards, not merely follow them.

We remain aligned with the evolving needs of our customers and our consumer markets. It is this close, proactive relationship that keeps us at the top of the Private Label sector.



McBride is committed to achieving a long-term successful and sustainable business as the leading provider of Private Label Household and Personal Care products.

As a Group we believe in the importance of social responsibility in our business and the contribution it makes to our success. Our approach to the environment, product safety, health and safety in our operations, how we treat people, our customers and suppliers, the communities in which we operate and other stakeholders, is embedded in our company culture and values.

This year we have been:

- Adding more compact and concentrated products;
- Increasing the eco-efficiencies of our operations;
- Reducing the carbon footprint of our operation;
- Introducing more eco ranges;
- Focusing on improvements in health and safety performance;
- Increasing employee participation; and
- Working with our communities.

In the following pages we will look at each of these areas in detail, revealing some of the initiatives behind our ongoing commitment to a sustainable business.

We are particularly pleased that this year McBride has been accepted into the FTSE4Good Index of leading companies that meet globally recognised corporate responsibility standards.

Group policy on sustainability and the environment

McBride plc is committed to minimising the environmental impact of our operations and achieving a long-term and sustainable business as Europe's leading supplier of Private Label Household and Personal Care products. We endeavour to comply with and surpass all relevant legislative requirements and industry standards and use the best practicable means to continually improve our environmental performance in recognition of the need for a sustainable future. We are committed to the concept of Sustainable Development as defined by the Brundtland Commission:

"...development which meets the needs of today without compromising the ability of future generations to meet their own needs."

We are committed to conducting our business according to the following principles:

- Consideration of environmental issues and minimisation of environmental impact in our business decisions, manufacturing processes and product development programmes;
- Minimising the environmental impact of products in manufacture, use and disposal where such changes can be agreed with our customers;
- Driving down energy consumption and carbon emissions through initiatives on process plant, ongoing investment in energy efficient equipment and by raising awareness of all our employees to the need for energy conservation;
- Reducing waste in all processes from the specification of incoming raw materials, the use of materials on site and the transmission of materials into the supply chain in the form of packaging. Where waste is unavoidably created we will take steps to manage the re-use, recycling, recovery and disposal in the most appropriate manner giving full consideration to environmental issues;
- Recognising the importance of minimising and controlling the discharge of liquid and atmospheric effluents from our sites. Where appropriate, discharges will be monitored, minimised so far as is reasonably practicable and controlled so as to comply with legislation and consent agreements;
- Employing purchasing procedures that give consideration to environmental and societal issues as well as financial, and by engaging with suppliers who are committed to minimising the impact of their operations on the environment and who operate in an ethically and socially responsible manner;
- Ensuring that employees and contractors are made aware of the Group's Sustainability & Environmental Policy and are involved in continuous improvement programmes of our operations and supply chain;
- Motivating and educating employees to work in a sustainable manner;
- Establishing and maintaining Management Systems and audits which are accredited to appropriate external standards to regularly monitor and enhance environmental performance; and
- Monitoring performance against relevant, measurable environmental and sustainability objectives and targets.

Accreditations – FTSE4Good and AISE

FTSE4Good

McBride was accepted into the FTSE4Good Index in April 2009. The FTSE4Good Index Series has been designed to measure the performance of companies that meet globally recognised corporate responsibility standards, and provides a benchmark for potential investors in those companies.

In order to be listed, companies are required to satisfy a series of ethical criteria; these are intended to develop, in terms of scope and degree of rigour, over time. The criteria cover three broad areas: environmental sustainability, relationships with shareholders and attitudes to human rights.

For inclusion, eligible companies must meet criteria requirements in five areas:

- Working towards environmental sustainability;
- Developing positive relationships with stakeholders;
- Upholding and supporting universal human rights;
- Ensuring good supply chain labour standards; and
- Countering bribery.

Investors can use the FTSE4Good Index in the following way:

- Investment
As a basis for responsible investment, financial instruments and fund products;
- Research
As a research tool to identify environmentally and socially responsible companies;

- Reference
As a reference tool to provide companies with a transparent and evolving global corporate responsibility standard to aspire to and surpass; and
- Benchmarking
As a benchmark index to track the performance of responsible investment portfolios.

AISE Charter on Sustainable Cleaning

The AISE Charter for Sustainable Cleaning is a voluntary initiative of the Soaps, Detergents and Maintenance products industry designed to bring benefits for society and the environment.

The Charter is a life-cycle based framework for promoting a common industry approach to sustainability practices and reporting. It covers a wide variety of activities and initiatives ranging from, for example, the human and environmental safety of chemicals and products, eco-efficiency to integrated product policy. Going beyond current legislative requirements, the Charter is aimed at driving the industry towards continual improvement in sustainability.

Companies participating in the Charter will apply sustainability thinking at all phases of the product life-cycle, from product design, through manufacture, to use and disposal. This means they will not only be active in reducing impacts on the environment but also in guarding the health and well-being of customers and consumers, in operating with high ethical standards and in contributing to economic advancement.

McBride is committed to achieving a long-term successful and sustainable business as the leading provider of Private Label Household and Personal Care products.

As a Group we believe in the importance of social responsibility in our business and the contribution it makes to our success. Our approach to the environment, product safety, health and safety in our operations, to how we treat our people, our customers and suppliers, the communities in which we operate and other stakeholders is embedded in our company culture and values of ambition, openness, respect, teamwork and responsibility.

Work continues in the AISE to develop the Sustainability Charter, to refine the procedures and especially to add a product dimension in addition to the operational aspects. McBride plays a leading role in this work and is represented on the Steering Group responsible for moving the project forward. McBride has also been involved in a range of other activities within the AISE including air fresheners, the Classification and Labelling Regulations and REACH.



Chief Executive's review



We remain aligned to the evolving needs of our customers and our markets for more sustainable solutions. It is this close, proactive relationship that keeps us at the top of the Private Label sector.

A handwritten signature in black ink, appearing to read 'Miles Roberts'.

Miles Roberts
Chief Executive

McBride is committed to achieving a long-term successful and sustainable business as the leading provider of Private Label Household and Personal Care products.

This is the sixth McBride Sustainability Report. The worsening economic climate and slowdown in consumer spending means that the work we have been undertaking during the last six years to make our business more sustainable has never been more relevant or important.

The issues of environment and climate change impacts all our stakeholders, McBride intends to stay at the forefront in understanding the environmental impact of our products and proactively driving it down. In particular, we accept the responsibility as a leading business to drive down energy consumption in order to support the need to dramatically reduce carbon emissions by 2050. It is our aim to set the standards in the Private Label Household and Personal Care product sectors. We are working with our customers and suppliers to understand the overall impact of our supply chain and the carbon footprint of our business and to develop more energy efficient solutions.

We are working hard to reduce the impact of our operations and products on the environment by increasing efficiency, minimising waste and reducing our energy consumption in the factories. Also, McBride is developing more concentrated and compact products, introducing new eco ranges, and are continually looking at options to reduce our carbon footprint and waste.

There is an increasing interest from stakeholders in how businesses report and develop a sustainable approach to business. I am therefore particularly pleased to report this year that McBride has been accepted into the FTSE4Good Index. The Group has undertaken a significant number of initiatives to make our business more sustainable including the expansion of the 5,000 solar panels at leper Household factory with a further 2,700 panels being installed at the leper Personal Care factory.

We have been active in the development of concentrated laundry liquid products, which wash at 15°C providing consumers with more sustainable washing treatments. We have also launched a number of eco ranges in both the UK and France to meet the increasing consumer demand for more environmentally friendly products. In the past year we have made improvements in energy efficiency, water consumption, and in recycling or re-using our waste. Accident statistics have also improved.

I would like to thank all our employees for their contribution and commitment to the progress made in the last year and their commitment to continue.

The following pages expand and provide further insight into the efforts made this year and the actions that are still required to make our business even more sustainable in the future.

Executive summary

McBride plc is a large manufacturing and distribution business, operating across the whole of Europe and now includes a manufacturing facility in Zhongshan, China. We operate from 19 manufacturing sites in eight countries, but deliver products to many more, meaning we face important environmental, safety and social issues across a large diverse geographic and cultural region.

This is the company's sixth sustainability report and is set against the background of a sharp recession throughout most of the European economies and continuing volatility of many oil derived raw materials and other commodities. McBride, as the leading producer of Private Label Household and Personal Care products in Europe, is confident that consumers are recognising the benefits of Private Label products due to the excellent value and performance they offer.

During the year we have increased our investment in new product development which continues to focus on improving performance and reducing cost. Our development priorities are based on:

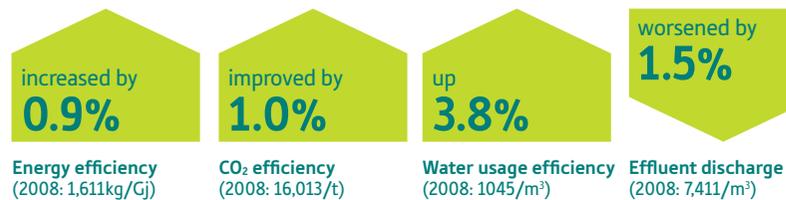
- Improved product performance;
- Lower environmental impact;
- Improved convenience of use;
- Packaging reduction; and

...are aimed at delivering a more sustainable business for the future.

Eco-efficiency KPIs

Eco-efficiencies are the key performance indicators for the Group and will be the measure going forward by which we will monitor our performance and improvements.

The eco-efficiency (kg production per unit) performance improved for our energy consumption, CO₂ emissions and water usage by the Group. The eco-efficiency relating to effluent discharged worsened slightly.



* The CO₂ eco-efficiency performance for the year has been calculated before any benefit to the business of renewable energy supply implemented during 2008-09 to provide a comparative with the prior year.

Executive summary continued

Waste

Total waste generated as a percentage of total production volume in the year increased slightly to 1.3% in volume terms, up from 1.2% in the prior year. The slight increase includes the adverse impact of closing two factories and commissioning a new one during the year. The amount of waste generated that was subsequently re-used, recycled and recovered was further increased by 1% to 67% of total waste.

For a more detailed review of our waste, water use and discharge performance across the Group see pages 17 and 20 of this report.

CO₂ emissions

73,694 tonnes of carbon dioxide equivalents were generated, a 6.2% improvement compared to last year, and improved by 1% in the eco-efficiency measure in terms of kgs per tonne of CO₂. The 73,694 tonnes of CO₂ generated is reported on a consistent basis with the prior year and excludes benefits to the Group during the year from the solar panel installation at Ieper or benefits of electricity sourced from hydroelectric sources described below.

Ieper Household has completed the installation of 5,000 solar panels on the roofs of the Household cleaners factory in Belgium. Since going live in January 2009 the panels have generated enough electricity to save the equivalent of 150 tonnes of CO₂. We are now installing

a further 2,700 panels on the roof of our Ieper Personal Care factory capable of generating a further 425,000 kWh per year or roughly 10% of the energy consumption of the Personal Care factory. When fully operational the combined benefit will be to reduce CO₂ emissions by over 550 tonnes per annum.

During the year the Belgian business contracted for the supply of its electricity with a supplier generating its power from hydroelectric sources. This is equivalent to a saving of 20,000 tonnes of CO₂ on annualised basis for the Group reducing our emissions from c.74,000 tonnes per annum to c.54,000 tonnes per annum. This benefit has not been included in the 2008-09 quoted emissions in this report.

Health & safety

We reduced the number of accidents with over three days lost resulting in a 22% improvement compared to the prior year. The Frequency rate per 100,000 hours worked at 1.42 was the best result for the Group since we started measuring this performance index. We are also pleased that the risk rate of our accidents has fallen to its lowest level in nine years 0.26 (2008: 0.36) and our rate of seriousness has reduced to 0.61 (2008: 0.79). These are particularly encouraging performances as accident reduction had been highlighted as a focus area for improvement last year.

For a more detailed review of our Health and safety performance across the Group see pages 22-24 of this report.

Executive summary continued

Our achievements in 2008-09

What we said

The result

The following targets have been established to be set against the baseline performance in 2008-09

Energy

Objective: to reduce the overall energy consumption of the Group.

- Eco-efficiency improved 1% to 1,611kg/Gj.

Our target is to deliver a 20% improvement in our eco-efficiency in terms of kgs per Gjoule of energy consumed by 2020.

CO₂

Objective: to investigate the use of renewable sources of energy and reduce the Group's CO₂ emissions.

- CO₂ emissions improved by 1% in terms of eco-efficiency to 16,013/tonne.
- Increase from 5,000 to almost 8,000 solar panels on our factories in Ieper Belgium.
- Researched the potential for renewable energy sources for the Estaimpuis factory in Belgium.
- Entered into contract for supply of electricity from a renewable source.

Our target is to achieve a 20% improvement in the eco-efficiency measure in kgs per tonne of CO₂ by 2020.
We will invest more in energy saving capital investment.
We will target further sources of renewable energy supplies to achieve a minimum of 20% of energy sourced from renewable sources by 2020.
We will look to external advisors on assisting us achieve these targets.

Water

Objective: to focus on reducing the Group's water consumption.

- Water usage improved 3.8% on an eco-efficiency basis to (1045 kgs/m³).

Continue to refine our products and processes to reduce water consumption.
Review signing up to the UN, CEO Water Mandate.

Waste

Objective: to reduce overall waste generation and increase the level of waste recovered, recycled and re-used.

- Recovered, recycled and re-used waste now accounts for 67% of waste generated up from 66% prior year.
- Total waste generated increased from 1.2% to 1.3%.

Continue to increase the level of recovered, recycled and re-used waste by 1% per annum.
Target to achieve a 1% waste level as a percentage of production volume by 2012.

NPD

Objective: to focus on developing more environmentally friendly products.

- During the year we eliminated the use of phosphates from all our laundry detergents and tablets.
- We have introduced aerosols based on nitrogen propellant.

Continue to support retailers to develop more eco-friendly products.

Health and safety

Objective: continue to focus on our Health and safety processes to reduce risks and ultimately accidents.

- During the year we have achieved a 22% reduction in the number of LTIs compared to the prior year.

Continue to focus on our Health and safety processes to reduce risks and ultimately accidents.

Executive summary continued

Benefits to our stakeholders

McBride is committed to achieving a long-term successful and sustainable business as the leading provider of Private Label Household and Personal Care products for the benefit of all our stakeholders.

The issues of environment and climate changes impact all our stakeholders, McBride intends to stay at the forefront in understanding the environmental impact of our products and proactively driving it down. It is our aim to set the standards in the Private Label Household and Personal Care product sectors. We are working closely with our customers and suppliers to understand the overall impact of our supply chain and the carbon footprint of our business.

Satisfying the needs of all our stakeholders.

Supporting our people by listening to them and providing the right opportunities to grow with the business in a safe working environment.

Giving our customers great service and products, and assisting them in product safety, packaging reduction, supporting them with regulatory compliance and minimising the environmental impact.

Giving our consumers value for money products.

Giving our suppliers opportunities to grow and work with us on developing more effective products and supply chain efficiencies.

Giving our shareholders a return on their investment based on globally recognised corporate responsibility standards.

Giving a real contribution to our local communities in which we operate by providing local employment, and safe manufacturing practices and assisting local communities.

Long-term value and performance for all our stakeholders.

Health and safety
McBride strives to maintain a safe workplace at all the locations in which it operates in accordance with statutory legislation and encourages all employees to participate in the development of a safe working environment.

Product safety
McBride is committed to producing safe products through comprehensive management systems that reflect legal and regulatory compliance as a minimum standard and covers raw material use and product assessments, labelling and packaging requirements.

New product development
McBride's new product development aims to deliver products that have lower environmental impact, are more convenient to use, minimises packaging and optimises performance.

Energy efficiency
McBride aims to drive down energy consumption and carbon emissions through initiatives on process plant, ongoing investment in energy efficient equipment, using renewable energy sources and by raising awareness of all our employees to the need for energy conservation.

Water and waste management
Recognising the importance of minimising and controlling the amount of water the Group uses, minimising and controlling the discharge of liquid and atmospheric effluents from our sites, reducing waste generated and increasing the amount of recycled, re-used and recovered waste.

Highlights

Reducing our carbon footprint

Last year we reported that we had installed over 5,000 solar panels on the roof of our Ieper Household factory in Belgium with the capability of producing 800,000 kWh per year. Since going live in January 2009, the 5,000 panels have generated enough electricity to save the equivalent of 150 tonnes of CO₂. We are now installing a further 2,700 panels on the roof of our Ieper Personal Care factory capable of generating a further 425,000 kWh per year or roughly 10% of the energy consumption of the Personal Care factory. When fully operational the combined benefit will be to reduce CO₂ emissions by over 550 tonnes per annum.

During the year the Belgian business contracted for the supply of its electricity with a supplier generating its power from hydroelectric sources. This is equivalent to a saving of 20,000 tonnes of CO₂ on an annualised basis for the Group reducing our emissions from c.74,000 tonnes per annum to c.54,000 tonnes per annum. This reduction has not been included in the 2008-09 quoted emissions in this report.



The roof of McBride Ieper Household products factory.



Solar panels in place at Ieper.

Highlights

Greener aerosols

Today's consumers are increasingly aware of the need for greener and safer products for use in the home.

Nitrogen makes up 80% of the air we breathe, it's a natural, odourless and inert gas and is all around us.

Nitrogen has the benefits of being:

- Non-flammable;
- Non-toxic;
- Environmentally friendly as it does not contribute to greenhouse gases; and
- Non-oil based and therefore not influenced by the oil price.

These properties make nitrogen an ideal eco-friendly propellant for a number of aerosol products such as air fresheners, furniture polishes and insecticides.

Nitrogen also allows for more active ingredient per can which reduces the overall carbon footprint of the product across the supply chain.

Being non-flammable, it has the added benefit that air fresheners based on nitrogen are safe for use in the kitchen.

To date, we have equipped one filling line at our aerosol factory in France to produce air fresheners using nitrogen. A second line is due to be installed this year to provide greater capacity.



Stanhome nitrogen based air freshener.

Highlights

Developments in laundry cleaning

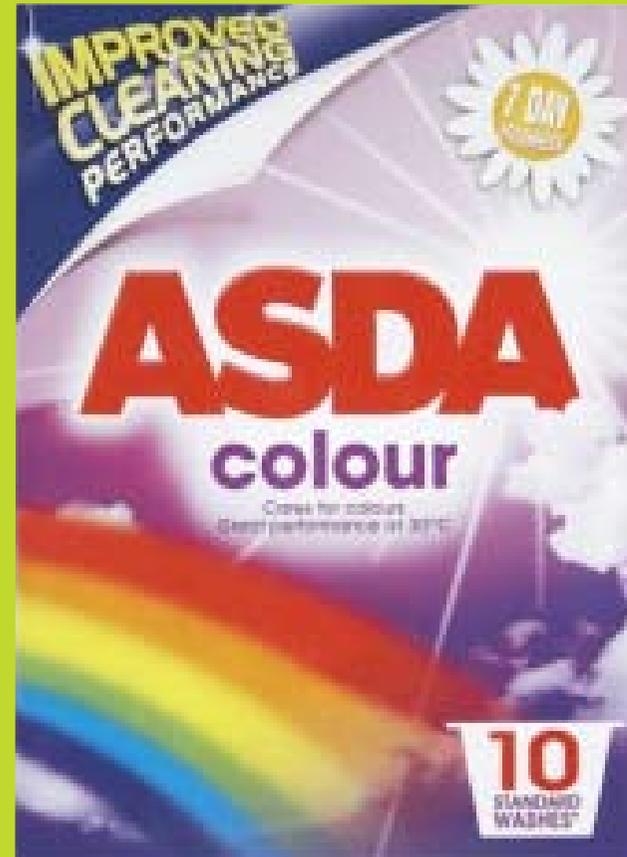
Laundry powders

McBride has been gradually moving away from the use of phosphate to zeolite based compositions due to concerns about the eutrophication of surface waters. This switch has now been completed for all laundry powders and tablets.

The continuing concentration of powders has continued with the introduction of a complete new range of laundry powders that are 20% more concentrated and designed to work well at 30°C which is the lowest wash temperature for cottons in the UK. The washing performance has not been compromised and the new range gives better fabric softening and is more effective on some food stains thanks to the use of the latest developments in enzyme technology.

Laundry liquids

In laundry liquids, McBride is at the forefront of Private Label developments in new super concentrated liquids and gel formulations which will wash at 15°C. These products have significant benefits in reducing environmental impact by operating at lower temperatures, reduced transportation and packaging costs. These super-concentrated products will be launched in the UK in Q3-Q4 of 2009.



New no-phosphate concentrated laundry powder.

Highlights

Work in the community

Children Challenging Industry

As part of the 'Children Challenging Industry' scheme that the McBride Burnley site signed up to in 2007, the site hosted a visit from pupils of the local Redeemer CE Primary School.

The scheme is a joint initiative between the Chemical Industries Association and the University of York. The aims are to raise the perception of chemical related industries in the eyes of primary school children and their teachers, to enthuse those pupils with a love of science and to provide teachers with training in delivering scientific investigation.

The project is run by a team of science teachers, who deliver exciting science lessons, set in industrial contexts, to primary school pupils and who liaise with industry, giving advice to company personnel on how to plan interesting tours of their sites for children.

While the children visited the Burnley site, they were invited to produce a mix of window cleaning solution. The day proved to be very successful with everyone saying how much they enjoyed the experience.

Science and Engineering Ambassador

As a result of Burnley site's interest in the 'Children Challenging Industry' scheme, John Aizlewood, Burnley site Quality and Technical Manager has been appointed as a fully qualified Science and Engineering Ambassador by the Lancashire Education Business Partnership.

STEM Ambassadors (Science Technology Engineering and Maths) voluntarily promote the benefits of a career in science by sharing their enthusiasm, commitment, and passion in what they do. This involves going into schools and helping in a number of ways, from participating in school science projects to helping out with practical challenges involving science.

One of the recent events that John attended was the 'Tetrahedron Challenge'. This involved a day at a high school in Fleetwood, Lancashire, assisting Martin Carette, a STEM Development officer, in running the event. The challenge on the day involved 30 students, aged 14, as a team constructing a giant tetrahedron (pyramid type structure). This was followed by smaller teams competing to build a bridge across a chasm, a shelter for five and a vehicle capable of carrying water over the bridge, in a simulated earthquake scenario. The only materials available were elastic bands and dowels.

Armed with the knowledge gained about the strength of the tetrahedron shape, these structures were physically tested using their vehicles to carry heavy cans across the gap! All of this was against the clock.

There was plenty of maths involved in calculating the usage of materials and written project plans with sketches were also completed. The final results were very impressive with the bridges being tested to the limit.

The excitement shown by the children made the day very worthwhile.



John Aizlewood, Site Quality and Technical Manager, Burnley.



The Giant Tetrahedron challenge.



The bridge across a chasm.

Highlights

McBride Run

The McBride Run was held again in Ieper Belgium for the sixth time on the 14 June 2009. 915 entrants took part in the 21 km run between Ieper and Poperinge. The race, started by McBride WCE Managing Director Gary Saunders, included 33 competitors from McBride businesses in Spain, Italy, France, Belgium and Poland, raising 2,013 Euros for Médecins Sans Frontières.

In this event, which is organised by FLAC, the Flemish athletics federation, Frederick Colpaert of Belgium was the overall race winner.

Xavier Agea Navarro from Spain was the fastest McBride entrant for the second year running with a time of 1 hour 21 minutes and 16 seconds in 30th place.



The start of the race at the famous Menin Gate in Ieper.



Jacques Michel, Technical Manger WCE battles on.



Francis Lietaert, Business Unit North Director setting the pace.



Gary Saunders congratulating Xavier Navarro, the fastest McBride entrant.

Business overview

We are Europe's leading provider of Private Label Household and Personal Care products, developing producing and selling our products to leading retailers primarily in the UK and across Continental Europe.

- We manage our business through three divisions UK, Western Continental Europe (WCE) and Eastern Continental Europe (ECE).
- We have sales in all major European markets and many more beyond.
- In the year ending 30 June 2009 McBride closed two factories in the UK (Coventry and Warrington) and commissioned production at St Helens.
- In the year ended 30 June 2009 McBride generated £792 million of revenue and £36 million of operating profit.
- Today, McBride employs approximately 5,000 people at 19 manufacturing sites across seven European countries.

Country	Site	Laundry products	Household cleaners	Personal Care	Aerosols	Employees ⁽¹⁾⁽²⁾	BRC/ IFC*	ISO 14001	OHSAS 18001
UK	Middleton	✓	✓			525	✓	✓	
	Barrow	✓	✓			236	✓		
	Burnley	✓	✓			365	✓	✓	
	Bradford			✓		450	✓	✓	
	Hull		✓	✓	✓	295	✓	✓	
	St Helens	✓	✓	✓		133	✓		
France	Moyaux	✓	✓			117	✓	✓	
	Rosporden		✓	✓	✓	133		✓	
	Etain		✓			39			
Belgium	Ieper Household	✓	✓			403		✓	✓
	Ieper Personal Care			✓		174	✓	✓	✓
	Estaimpuis	✓	✓			353		✓	
Italy	Solaro	✓	✓			138		✓	
	Bergamo (two sites)	✓	✓			118			
Luxembourg	Foetz	✓	✓			282	✓	✓	✓
Poland	Strzelce	✓	✓	✓		403		✓	✓
Spain	Sallent	✓	✓			157			✓
China	Zhongshan		✓			51			

Notes

(1) Employee numbers exclude employees in central administration, finance, sales and marketing functions and employees in the Group's head office.

(2) These are normalised employee numbers and not Full Time Equivalent (FTE) employee numbers reported in the McBride plc Report and Accounts.

* All UK sites plus Foetz, Moyaux and Ieper Personal Care are registered to the British Retail Consortium Quality Standard. The remaining European sites are implementing procedures for The International Featured Standard (IFS) which combines quality management with hygiene standards with the objective of achieving IFS Certification in Q2, 2010.

Environmental performance

McBride is committed to making continuous progress in reducing the environmental impact of our operations. This is supported by comprehensive internal environmental management systems, the use of key performance indicators and achieving exacting external environmental accreditation for its operations.

The focus of our commitment to good environmental stewardship is to measure, monitor and manage the key environmental issues relevant to the Group. This is done in the context of the long established nature of many of our operations and the ongoing impact on the environment inherent in the Group's operations through air emissions, waste water discharges, the use and handling of hazardous substances and packaging materials, energy consumption and distribution of the Group's products.

McBride is a member of the AISE Sustainability Charter. The AISE Charter second verification exercise took place in May 2008. Estaimpuis, Etain, Moyaux, Foetz, Barrow and Coventry were included in the process, along with the sites included in the first verification Ieper Household, Sallent, Middleton and Burnley. Additional procedures were covered in the second verification process and a team from UK head office and each of the affected sites worked together to demonstrate the evidence required to support our activities.

The exercise was successful and as a result McBride became the first company to pass the second verification thus maintaining the licence to use the Charter logo on products which we manufacture.

Environmental performance: 2008-09

Eco-efficiency KPIs

Eco-efficiencies are the key environmental performance indicators for the Group and will be the measure going forward, by which we will monitor our performance and improvements.

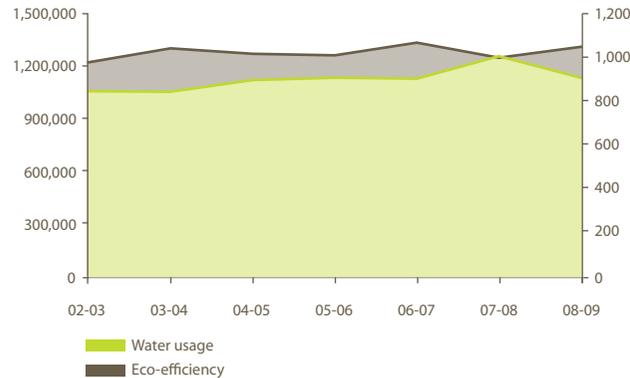
The eco-efficiency (kg production per unit) performance improved for our energy consumption, CO₂ emissions and water usage by the Group. The eco-efficiency relating to effluent discharged worsened slightly.

- Energy efficiency increased by 0.9% (1,611kg/GJ).
- CO₂ efficiency improved by 1% (16,013/t)*.
- Water usage efficiency up 3.8% (1,045/m³).
- Effluent discharged worsened by 1.5% (7,411/m³).

* The CO₂ eco-efficiency performance for the year has been calculated before any benefit to the business of renewable energy supply implemented during 2008-09 to provide a comparative with the prior year.

Environmental performance continued

Trend in Group water consumption 2002-03 to 2008-09



Resource usage

Water

Water is a key raw material in production of our products and as a means for cooling, sanitising and cleaning of production vessels. The total volume of water used by the business fell by 8.8%. The result in terms of eco-efficiency of 1,045kgs of product per m³ of water, an improvement of 3.8% from 995kgs of product per m³ of water last year.

Trend in Group water consumption 2002-03 to 2008-09

The major uplift in water usage in 2007-08 was due to the inclusion of four additional factories namely Dasty in Italy, Foetz in Luxembourg and Coventry and Warrington in the UK.

Both actual water consumption and the eco-efficiency measure have been influenced by the number of factory closures and openings in the last two to three years which has not allowed a consistent baseline for comparatives to be established. One of the factories acquired was extremely inefficient in terms of its water usage and is now closed with production transferred to a much more efficient site.

As part of our strategy to identify new potential sources of water supplies for our factories at leper, we are currently studying the feasibility of using water from the local canal (surface water) for production water to supplement and eventually replace the use of mains water.

Water discharge

One of the biggest environmental impact of the Group's operations is waste water or effluent from our manufacturing process. All effluent is treated before release to surface water, either in-house or by downstream treatment works. Our emissions of effluent to water decreased by 3.8% reflecting the impact of decommissioning two smaller production sites in the UK.

In terms of eco-efficiency in kgs production per m³ effluent the Group saw a 1.5% reduction.

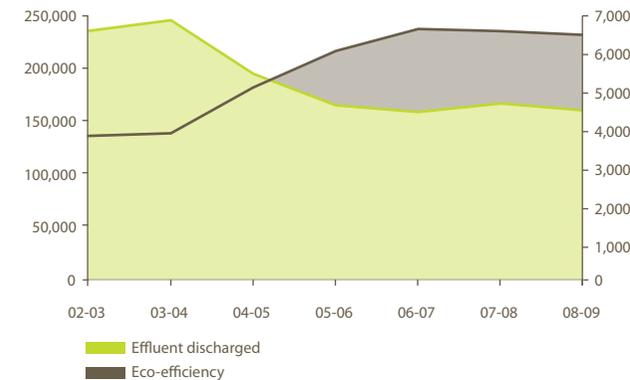
The focus on reducing effluent discharge continues to be a key focus for the Group. McBride is continually striving to drive down waste water generation and increase the eco-efficiency in terms of kgs of product per cubic meter of waste water generated. Despite slight declines in the last two years the performance in 2008-09 is a 60% increase in output per cubic metre over the last five years.

Continuing to improve our eco-efficiency will be an objective for the Group going forward.

The same factors that impacted the water usage performance in 2007-08 and 2008-09 namely the production facilities added to Group asset base in 2007-08 and the two factory closures and the commissioning of a new facility in 2008-09 have impacted the waste water volumes and eco-efficiency performance in the last two years.

In relation to the total water volume consumed in the business circa 85% is used directly in our finished products with the remaining volume used for production washdown and sanitary purposes.

Trend in Group waste water generation 2002-03 to 2008-09



Environmental performance continued

Energy

Energy consumption is managed in the context of changing product mix, improving overall operating efficiency and the carbon emissions of our operations.

Energy consumption is most significant in the production of products such as laundry detergents but also in the production of containers in which the products are sold and stored.

The Group has a strategy of reducing supplies of bottles from third parties by investing in its own blow moulding capacity. This brings the Group benefits of lower costs and greater operational flexibility and eliminates the energy consumption used in transporting empty bottles to production sites.

All energy entering the business used for manufacturing purposes and ancillary functions such as heating, lighting and the operation of administrative equipment in offices is measured.

Energy was supplied in three forms, electricity, gas and fuel oils.

- Electricity = 69.3%.
- Gas = 29.2%.
- Fuel Oils = 1.5%.

In 2008-09 over 15 million additional bottles were blown in-house, an increase of over 2% compared to 2007-08.

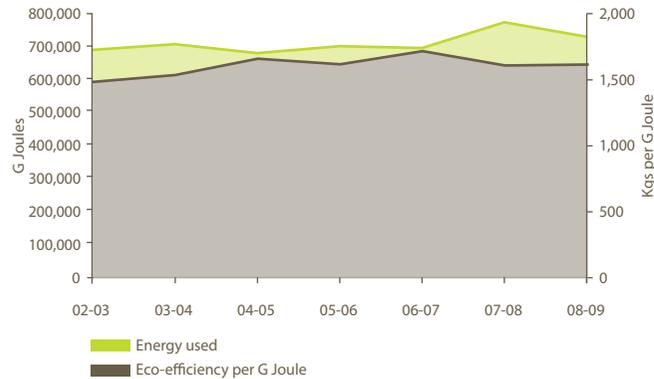
We will continue to look at opportunities to reduce our overall energy usage of our manufacturing sites through measuring energy consumption more accurately in order that further measures can be undertaken to reduce our direct energy usage.

Future projects

The Company is investigating the benefit of a cogeneration project (biomethanisation) at the factory in Estaimpuis in Belgium and if implemented would convert the site to 100% renewable electricity. Other projects to increase the use of renewable sources of energy are also being studied in the UK.

Environmental performance continued

Trend in Group energy consumption 2002-03 to 2008-09



CO₂ emissions

73,694 tonnes of carbon dioxide equivalents were generated from energy used in manufacturing processes a 6.3% decrease on 78,624 tonnes generated last year.

Ieper Household has completed the installation of 5,000 solar panels on the roofs of the Household cleaners factory in Belgium with the capability of producing 800,000 kWh per year. Since going live in January 2009, the 5,000 panels have generated enough electricity to save the equivalent of 150 tonnes of CO₂. We are now installing a further 2,700 panels on the roof of our Ieper Personal Care factory capable of generating a further 425,000 kWh per year or roughly 10% of the energy consumption of the Personal Care factory. When fully operational the combined benefit will be to reduce CO₂ emissions by over 550 tonnes per annum.

During the year the Belgian business contracted for the supply of its electricity with a supplier generating its power from hydroelectric sources. This is equivalent to a saving of 20,000 tonnes of CO₂ on an annualised basis for the Group reducing our emissions from c.74,000 tonnes per annum to c.54,000 tonnes per annum.

This 10,000 tonne credit in CO₂ emissions for the half year has not been included in the 2008-09 quoted emissions in this report.

The eco-efficiency expressed in litres (or kilos) of product per tonne of carbon dioxide equivalents is used as an indicator to measure improvements in energy efficiency which has improved by 1.1% compared to last year despite the greater number of bottles blown in-house during the year.

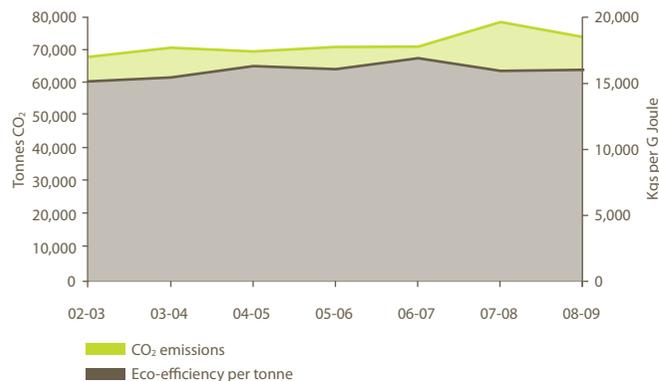
We will continue to examine alternative renewable energy sources to reduce the overall CO₂ emissions of the Group, similar to the projects underway in Belgium.

Climate change is a major issue for all businesses, not least because of the continuing volatility of fuel and other energy costs. The UK business is registered for the Government Carbon Reduction Commitment which comes into effect in 2010 and our efforts in monitoring and reducing energy consumption will be focused towards meeting this commitment.

In 2008-09 the Continental European business continued to move away from fuel as an energy source (vs gas) which has a positive impact on the Western Continental Europe CO₂ emissions.

The use of liquid fuel use has been significantly reduced over the years. Ieper Household is the only remaining fuel user of importance and this has been reduced by 50% by replacing the existing oil boiler with a gas boiler. At the Etain factory in France, the replacement of the fuel burner by gas is planned and this will reduce the consumption of fuel oil by a further 25%.

Trend in Group CO₂ emissions 2002-03 to 2008-09



Environmental performance continued

Waste

By following the waste hierarchy of Minimise, Re-use, Recycle, Recover and finally Dispose, we consider the best options for waste disposal in every case. Careful consideration is taken when assessing the nature of waste. Under the requirements of the Hazardous Waste Directive 91/689/EC, waste is segregated into hazardous and non-hazardous categories and specific disposal routes are taken.

Re-used, recycled and recovered waste now accounts for 67% of total waste.

Total waste generated as a percentage of total production volume in the year increased slightly to 1.3%, in volume terms up from 1.2% in the prior year. This includes the adverse impact of closing two factories and commissioning a new one. Re-used, recycled and recovered waste increased by 1% to 67% of total.

Waste minimisation programmes continue at all sites. Data this year includes St Helens which opened this year, but has no contribution from Coventry which closed. Only in Bradford was there an increase in waste produced. Where waste is unavoidable, better methods of disposal and the attraction of improved rebates for recyclable materials are sought. Much work in this field has been carried out at Bradford this year where they have been looking to identify a preferred partner to assist reduce waste levels and minimise costs. This work is close to completion and should come to fruition next year.

In Western Continental Europe Division, waste is classified by destination into five categories:

- Landfill;
- Incineration without energy recovery;
- Incineration with E-recovery + composting;
- Recycling material (eg plastic, wood); and
- Re-use of material such as (drums, pallets).

Using these destination classifications the waste performance of our European Business was as follows;

	2008-09	2007-08
1. Landfill	10,40%	11,23%
2. Incineration without energy recovery	4,46%	10,74%
3. Incineration with E-recovery + composting	26,40%	16,07%
4. Recycling of material	50,04%	53,60%
5. Re-use of material	8,69%	8,36%
Recycled, recovered re-used (3, 4 and 5)	85.1%	78.0%

The major improvement in recycled recovered and re-used waste is a positive trend that the division aims to continue going forward.

Plans for further improving our environmental performance

In the past we have not set targets due to the need to have a set of base line figures on which to measure from.

During the next 12 months we intend to improve our performance by:

- Improving and expanding our energy and waste monitoring capacity;
- Continuing to focus our new product and packaging development on packaging reduction and reducing our environmental impact;
- Continuing our efforts to improve eco-efficiencies in all indicators;
- Setting site and Group targets for eco-efficiencies and building these targets into site business plans; and
- Continue the work towards reducing our carbon emissions.

The following targets have been established to be set against the baseline performance in 2008-09 and in-line with these environmental performance objectives.

Environmental performance continued

Environmental priorities	Our targets
<p>Energy Objective: to reduce the overall energy consumption of the Group.</p>	<p>Our target is to deliver a 20% improvement in our eco-efficiency in terms of kgs per G Joule of energy consumed by 2020.</p>
<p>CO₂ Objective: to investigate the use of renewable sources of Energy and reduce the Group's CO₂ emissions.</p>	<p>Our target is to achieve a 20% improvement in the eco-efficiency measure in kgs per tonne of CO₂ by 2020.</p> <p>We will invest more in Energy saving capital investment.</p> <p>We will target further sources of renewable energy supplies to achieve a minimum of 20% of energy sourced from renewable sources.</p> <p>We will look to external advisors to assist us achieve these targets.</p>
<p>Water Objective: to focus on reducing the Group's water consumption.</p>	<p>Continue to refine our products and processes to reduce water consumption and move away from non-sustainable water sources and examine options for renewable water supplies.</p> <p>Review signing up to the UN, CEO Water Mandate.</p>
<p>Waste Objective: to reduce overall waste generation and increase the level of waste recovered, recycled and re-used.</p>	<p>Continue to increase the level of recovered, recycled and re-used waste by 1% per annum.</p> <p>Target to achieve a 1% waste level as percentage of production volume by 2012.</p>
<p>NPD Objective: to focus on developing more environmentally friendly products.</p>	<p>Continue to support retailers to develop more eco-friendly products.</p>

Specific environmental targets include:

- Improve control of effluent tanks across the Group to ensure controlled release. Minimise overflowing into bunds in the UK.
- Complete the review of the option for supply of water from the canal to the leper factories.
- Improve machine controls to minimise spillage.
- Continue support to Barrow, St Helens, Etain, Sallent and Bagnatica (Bergamo) sites for ISO 14001 accreditation.
- Complete the review of the co-generation plant in Estaimpuis.
- Comply with SEVESO legislation for those sites impacted by the changes in hypochlorite classification.

Production related health and safety

McBride strives to maintain a safe workplace at all locations in which it operates. We continue to ensure that our business activities are undertaken in a responsible manner and in accordance with relevant statutory legislation, and that all employees participate in the development, promotions and maintenance of a safe and healthy working environment for employees, visitors and the public.

Achievements in health and safety

- OHSAS 18001 certification retained in leper Household, Personal Care, Foetz, Sallent and Poland.
- LTIs down 22% at 125 compared with 160 in 2007-08.
- Accident frequency at 1.42 per 100,000 hours worked was the best performance in nine years.

Systems are in place at all sites to manage health and safety based on risk assessment and compliance with legislation and health and safety policy with the European sites operating under the OHSAS 18001 system.

During the year we have closed two factories and one production site and in addition commissioned the St Helens site.

Health and safety matters are co-ordinated by the Group's Human Resource Director supported by local teams that manage and co-ordinate activities. Each site has a health and safety manager in full or shared role. These managers have, or are working towards, qualifications required by local legislation, and also receive training required by McBride internal standards.

All sites work closely with local enforcing inspectors who make regular visits, not simply to investigate incidents but also to plan compliance audits and agree priorities.

Regular safety team meetings continue to be well attended and provide the main forum for sharing information and experience, and for continuous improvement in safety.

Training

Training is such an important and integral part of health and safety that, in the UK, we maintain links with the local provider of training for safety professionals, MANCAT and sponsor the Award for best student in health and safety.

Across the Group, 5,869 hours of health and safety training were delivered in 2008-09 on all aspects of health and safety using our own competency based training packages.

Production related health and safety continued

Safety performance

All accidents and major incidents are reported internally and are fully investigated to determine appropriate corrective and preventive measures. Investigations are discussed with all those concerned, communicated internally on-site and in the formal joint health and safety committees. All accidents are reported to official authorities following the local legislative reporting requirements (reporting requirements differ per country).

The business investigates all accidents and significant incidents. In the year ended 30 June 2009, we registered 125 accidents of over three days lost, an encouraging reduction compared to last year reflecting the increased training and focus on health and safety across the Group. The risk rate of our accidents has fallen to its lowest level and the rate of seriousness has reduced to 0.26 (2007-08: 0.36) a very encouraging result.

The overall safety performance this year is encouraging but we need to continue to build on this result. The major objective for the business is to continue our focus on safe practices and thorough accident investigation to continue the positive trend achieved this year.

Overall Group performance

Year	LTI >3 days	Frequency per 100,000 hours worked	Rate of seriousness	Risk rate
2000-01	148	1.79	0.25	0.67
2001-02	144	1.78	0.27	0.70
2002-03	117	1.47	0.28	0.64
2003-04	149	1.72	0.27	0.68
2004-05	158	1.88	0.31	0.76
2005-06	117	1.44	0.29	0.65
2006-07	162	1.96	0.35	0.83
2007-08	160	1.72	0.36	0.79
2008-09	125	1.42	0.26	0.61

2008-09	Hours worked	LTI	Frequency per 100,000 hours worked	Days lost	Hours lost	Rate of seriousness	Risk rate
WCE	3,693,434	72	1.95	1,300	10,402	0.35	0.83
Poland	559,398	14	2.50	192	1,536	0.34	0.92
UK	4,463,758	39	0.87	804	6,428	0.18	0.4
China	91,769	0	0.00	0	0	0.00	0.0
Total	8,808,559	125	1.42	2,296	18,376	0.26	0.61

Production related health and safety continued

UK

Total accidents reported in the UK were down to 434 from 564 last year, a 23% reduction. Agency workers were involved in 2.5% of these accidents.

Lost Time Incidents (LTIs) (more than three days/HSE RIDDOR reportable) totalled 39 for the year, compared with 63 last year, a decrease of 24 (38% reduction).

Average lost time accident frequency was 0.9 per 100,000 hours worked compared with 1.30 last year and 1.03 in the previous year.

Last years top two accident causes have remained at the top but have reversed position. Manual handling was the highest cause of accidents during the year at 24.8% (20.9% last year) with striking against stationary objects in second place at 18.4%. Slips, trips and falls was again third down to 15.9% from 20.2% last year. An increase in accidents involving moving machinery was recorded and this will be an area for particular focus in the coming year.

We aim to maintain our focus on continuous improvement in health and safety by working on training, improving and updating risk assessments, accident investigation and rectification. Last year we reported that auditing of all our sites would be undertaken by McBride, our insurers AIG and insurance brokers Marsh in a new tripartite initiative.

A programme of joint auditing was carried out in five sites during 2008-09. Detailed reports and recommendations were provided by site and a Company overview was prepared. Sites are now working on carrying out recommendations and regular updates on action plans are provided to the insurance auditing partners as well as being reviewed at site and quarterly meetings. St Helens was at too early a stage to be included in the work but will be picked up early in 2009-10 along with short, topic specific interim audits at all sites.

No enforcement notices have been received in the year 2008-09.

Western Continental Europe (WCE)

In Western Continental Europe, LTIs of greater than three days was 72 (87) with LTIs > 1 day at 92 (118). The frequency rate of 1.95 (2.21) has been the best performance for over five years.

Analysis of the accidents in WCE indicates that the causes vary by site and even departments within sites and therefore action plans are specific to departments but overall attention is given to targeting behaviours and awareness of health and safety issues.

The key objective for the WCE health and safety team is to reduce the number of hours lost due to accidents.

Poland

Poland has full health and safety practices in place with an HSE committee that publishes minutes in Polish and English, safety inspections and improvement action plans are undertaken, as you would find elsewhere in the Group.

Significant investment in training in health and safety was undertaken during the year in Poland supported by visits from our UK and WCE health and safety specialists. During the year LTIs of greater than three days was 14 compared with 11 in the prior year and a frequency of 2.5 per 100,000 hours worked.

Production related health and safety continued

Specific objectives going forward include:

- Agree common standards whilst ensuring national reporting requirements are maintained;
- Focus on health and safety process to reduce risks and ultimately accidents;
- Increase the number of production sites with OHSAS 18001 accreditation;
- Elimination of the majority of 'A' risk areas identified in safety review (WCE);
- Continue the plan for implementation of the health and safety management system;
- Improve machine safety through improved control of the purchasing process (WCE);
- Undertake a safety audit of all blow moulding machines (WCE);
- Implementation of safety awareness programmes in all sites; and
- Undertake insurance audits and conformity.

Occupational Health

The McBride UK Occupational Health (OH) team consists of OH professionals with a wide range of knowledge and experience. Our aim is a strong OH resource that is fully integrated within the health and safety team. Activities include health surveillance in-line with identified risks; health advice in relation to risk assessments to prevent work related accidents and ill health; health promotion to meet ongoing health and well being needs; and case management of long-term sick cases.

In WCE risk assessments are undertaken in collaboration with external company doctors, Monitoring is undertaken either by the company or external specialists but the results are always reviewed by the doctors. The external doctors undertake regular visits to the sites.

Product related health and safety

Our commitment to producing safe products is supported by comprehensive management systems that reflect legal and regulatory compliance as a minimum standard and cover raw material use and product assessments, labelling and packaging requirements.

AISE Charter on Sustainable Development



Regulatory compliance

Verification of compliance with applicable legislation and regulations is a primary requirement of our policy. No fines or prosecutions were received for non-compliance of sites.

Product related health, safety & environment

Our commitment to producing safe products is supported by comprehensive management systems that reflect legal and regulatory compliance as a minimum standard and cover raw material use and product assessments, labelling and packaging requirements.

Compliance

Legal compliance on product safety and labelling

No non-compliance's with regulations concerning customer health and safety were identified during the year. No fines or penalties were incurred as a result of non-compliance with regulations.

In March 2009, it was discovered that some batches of alcohol-free mouthwash had been contaminated with a common bacterium during the manufacturing process. This discovery led to the recall of alcohol free mouthwash products and the resolution of a number of consumer enquiries. We believe our procedures were proved adequate in dealing with this matter.

Trade association work

Much of the legislation work is done through the trade associations where new regulations are evaluated, commented on and lobbying strategies developed and implemented where necessary. In the UK, we work primarily through UKCPI where Sheila Kirkwood chairs the Technical Committee, and BAMA with Margaret McCaw on the Regulatory Committee and Executive and Liz Colson on the Aerosol Ingredients Working Group and Scientific Committee. June Graham represents McBride in CTPA (Cosmetic, Toiletry & Perfumery Association) for cosmetics legislation.

In AISE on a European level we are active in many different areas. Sheila Kirkwood and Margaret McCaw are involved in technical issues while David Walker handles the Management Committee, communications, Charter review and Sustainability. Sheila Kirkwood now chairs the Irritancy and Extreme pH task force.

McBride became the first company to pass the second Charter verification thus maintaining the licence to use the Charter logo on products which we manufacture.

Product related health and safety continued

We seek to ensure product safety, customer satisfaction and legislative compliance by:

- Assessing products before launch in technical evaluations and occasionally in consumer test panels;
- Handling complaints on our own products and for some retailers, and monitor complaint activity in others. Complaints are acknowledged within 48 hours of receipt and fully investigate the cause of the complaint; and
- We have a policy of not testing products on animals, or requesting testing of products or ingredients by any supplier or third party. Many of our UK retail customers operate fixed cut-off dates for testing of raw materials and these are respected.

Safety impacts

Human safety is assessed for all Household products under the requirements of the revised Dangerous Preparations Directive (99/45/EC) and for Personal Care products under the Cosmetic Products Directive (76/768/EEC and amendments). Products involving risks to human safety under normal and foreseeable conditions of use will not be sold. Raw materials and novel delivery systems are also assessed.

While we take every effort to ensure that our products are fully scientifically and legally compliant, we are aware that safety is also about the perceptions of our consumers and the organisations that advise and inform the public.

We therefore monitor issues raised by external organisations such as Greenpeace, Friends of the Earth and other consumer groups. Of the chemicals highlighted by such groups, very few are used by McBride and those which are used are monitored and reviewed regularly and action taken when new information causes a re-evaluation of our position.

Environmental impacts

Environmental impacts are assessed for all Household products under the requirements of the revised Dangerous Preparations Directive (99/45/EC). Products involving risks to the environment under normal and foreseeable conditions of use will not be sold.

In the past, most of the laundry detergents manufactured and sold in the UK and a number of other European countries contained sodium tripolyphosphate, a very effective agent which prevents re-deposition of dirt onto fabric. Phosphate has been implicated in the development of eutrophication of surface waters.

A consultation document was published by DEFRA on proposals to reduce phosphate content of laundry detergents by 2015. Robert McBride Ltd contributed to the information submitted by UKCPI in response to the consultation.

During 2008-09 McBride has successfully developed new formulations which have resulted in the elimination of all phosphates in the manufacture of laundry powders and tablets.

Flemish Environmental Charter for Sustainability

During the year Ieper Household and Personal Care factories successfully underwent an audit for the Environmental Charter for Sustainability. This is a ten point program which focuses on:

- Legislation;
- Communication;
- Human friendly company;
- Sustainable buying, investing;
- Raw materials, waste, packaging;
- Energy;
- Water;
- Emergency procedures;
- Neighbourhood; and
- Transport.

Legislation changes

Detergent regulations

Systems and procedures developed during 2004-05 to allow compliance with the requirements of the Detergents Regulations were used to maintain a full complement of product data on the www.detergentinfo.com website.

Product related health and safety continued

Biocidal Products Directive (BPD)

Active substances for insecticides and disinfectants, the product categories of interest to McBride, continue to be assessed under the Review Programme. It was expected that the first active substances for insecticide products would be approved for Annex I inclusion during Q2 of 2008, however delays in the approval process mean that decisions are now not expected until 2010. As a result, the European Parliament voted to adopt a resolution to extend the Review Programme transitional period by four years until 14 May 2014. This will enable biocidal products containing active substances to remain on the market while their active substances are being reviewed. The possibility to further extend the period of review was limited to a further two years.

Classification, Labelling and Packaging Regulations 2008 (CLP)

The CLP Regulation was published in December 2008 and implements in Europe the Global Harmonised System (GHS) for classification and labelling. The new limit values for classification and the emphasis on data means that a lot more products will be classified and the classification will be more severe than at present, as well as having to use different symbols and warning phrases.

We are working with other companies within the AISE on how best to implement the changes required, sharing available test data and knowledge to make full use of all classification routes available to us under CLP.

Sodium hypochlorite

As a consequence of technical details in CLP, products containing sodium hypochlorite will have to be labelled as 'Dangerous for the environment' and carry the risk phrase 'Toxic to aquatic organisms', at a concentration based upon the aquatic toxicity of sodium hypochlorite rather than at the default concentration of 25% active chlorine as defined by the current system.

The consequences of environmental classification goes beyond adverse labelling and consumer perception. Products not already classified as dangerous for transport will become so, requiring additional labelling and packaging constraints. Production and storage sites could also be brought under the requirements of the SEVESO Directive requiring additional safety reports and emergency action plans to be drawn up along with potential site modifications to be made.

REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

The first formal activity required for REACH compliance was the pre-registration of phase-in (existing) substances between June and November 2008. In McBride plc, 53 pre-registrations were done for a total of 23 substances. The multiple pre-registration of some substances was necessary as REACH requires individual legal entities to be treated separately making it difficult to work cohesively.

Pre-registration was mandated in order to allow all entities with an interest in the same substance to be identified to each other so that they could work jointly on the technical dossiers needed for registration, and in particular to pool any test reports in order to minimise the need for further testing. The plan was for each SIEF (Substance Information Exchange Forum) to start to work together from January 2009. This has not happened in the majority of SIEFs which is a worry in those cases where all of the data has to be collated and submitted during 2010.

With the support of McBride purchasing it was eventually possible to obtain a reply from all of McBride's current chemical suppliers that they are REACH compliant at this stage. Obtaining the relevant data from packaging suppliers has proven to be more challenging.

We also monitor status of SVHC (Substances of Very High Concern) in products supplied by McBride and do not have any use of materials on the current list of SVHCs.

Air fresheners

In response to challenges from NGOs and media, AISE introduced the Air Freshener Products Stewardship programme in 2007. The seven participating companies, including McBride, agree to go beyond current legislative requirements in order to ensure and to demonstrate the safety of their products. The requirements specifically cover safety assessment, sustainability and labelling information. It has since been recognised that more is required. AISE is discussing with the Belgian government industry's preference for a voluntary code of conduct rather than additional legislation.

Social and community

McBride seeks to play an active role in the local communities in which it operates. As well as providing significant employment opportunities, we aim to make positive contribution to local communities building goodwill and a reputation as a good neighbour and employer. There is regular dialogue with relevant community groups such as local authorities, educational establishments, community groups and charities which enables discussion and implementation of a range of initiatives to the mutual benefit of the relevant stakeholders.

All Western Continental European sites are subjected to the obligation to have an operating permit. Prior to obtaining the permit, a request for permit is to be entered to the authorities. In the procedure to obtain the permit an evaluation is included on the impact of activities on the surrounding environment. The nature of the activities legally requires an official hearing of expert parties and of people living in the neighbourhood. In some sites extra meetings are held with neighbours to inform them of activities and plans.

The various McBride sites are involved in many different social and community activities which are determined by local needs and interests of colleagues rather than a Group wide approach to community involvement.

The Group is involved in a wide range of local community activities including:

- Factory visits;
- Providing career advice for students and school children;
- Providing mentoring support;
- Providing work experience placements;
- Providing the McBride Bursary and Scholarship awards to undergraduate students;
- Supporting disadvantaged children in the local community; and
- Supporting local charities.

Specific initiatives during the year have included:

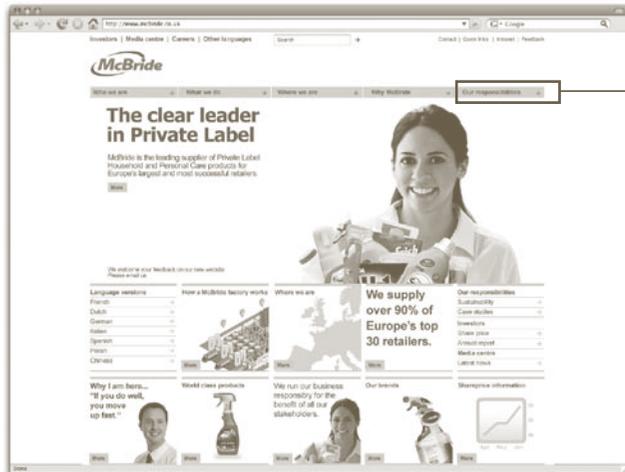
- Assisting disabled people in finding jobs and work experience;
- Donations of the Group's products to charities local schools and social organisations;
- Donations or financial support for local charities and good causes;
- Sponsoring of local sport initiatives;
- Grants for employees children attending high school or university;
- Support for transport of elderly people with mobility difficulties around Sallent, Spain;
- Involvement in 'Children Challenging Industry' run by York University for local schools;
- Sponsorship of the sixth McBride leper to Poperinge half marathon;
- Involvement in The Manufacturing Institute 'Make It Campaign' for the second year in Barrow;
- A number of our employees are now School Governors or Industry ambassadors; and
- Links with a number of local schools for work experience for students.

Glossary

AISE	European Federation of Soap & Detergent Manufacturers	NGO	Non-governmental Organisation
AFR	Accident Frequency Rate	OH	Occupational Health
BAMA	British Aerosol Manufacturers' Association	PPE	Personal Protective Equipment
BAT	Best Available Technique	PRN	Producer Recovery Note
CBT	Competency Based Training	RA	Risk Assessment
COD	Chemical Oxygen Demand	REACH	Registration, Notification and Authorisation of Chemicals
COMAH	Control of Major Accident Hazards Regulations	RPE	Respiratory Protective Equipment
CTPA	Cosmetics, Toiletries and Perfumery Association	RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995
DEFRA	Department for Environment, Food and Rural Affairs	RoSPA (QSA)	Royal Society for Prevention of Accidents (Quality Safety Audit)
EMS	Environmental Management System	RSI	Repetitive Strain Injury
ESG	Environmental Steering Group	SEVESO	SEVESO directive on control of major accident hazards (COMAH)
FLT	Fork Lift Truck	SMS	Safety Management System
GHS	Global Harmonised System	UKCPI	UK Cleaning Products Industry Association
GSN	General Safety Notice	VOC	Volatile Organic Compound
HASWA	Health & Safety at Work Act	WRAP	Waste and Resources Action Plan
HSE	Health & Safety Executive		
HSE Review	Robert McBride Ltd Health, Safety & Environment Quarterly Review Meeting		
IPPC	Integrated Pollution Prevention and Control		
IOSH	Institute of Occupational Safety & Health		
ISM	Institute of Safety Management		
JTA	Job Task Analysis		
KPI	Key Performance Indicator		
LEV	Local Exhaust Ventilation		
LTI	Lost Time Incident (more than three days off work)		
MANCAT	Manchester College of Arts and Technology		
MAPP	Major Accident Prevention Policy		

Get more online at: www.mcbride.co.uk

McBride home page



Link from home page
to Our responsibilities

Our responsibilities home page



Our approach

Sustainability reports

Our new website is due to go live in the fourth quarter of 2009.

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FTSE4Good

McBride has been accepted into the FTSE4Good Index of leading companies which meet globally recognised corporate responsibility standards.



McBride is a leading contributor in the development of the AISE Charter for sustainable cleaning and was the first Private Label company to achieve Charter status.