

# Wickes Group Plc - Packaging Materials Policy

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At Wickes, **how** we work is as important as **what** we do.  
Our **Winning Behaviours** underpin the way we work and guide us to **do the right thing**.  
This means making a difference where we can.

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## Packaging Materials for use with Wickes own brand products.

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### 1. **Scope**

All packaging used for Wickes own brand products are to follow the materials and guidance within this document with the intention to inform suppliers of Wickes' Packaging Material requirements. Exceptions are to be specifically agreed with the Sustainable Materials Manager and the Head of Responsible Sourcing.

This Policy applies to all officers, employees and temporary workers (such as consultants, contractors, casual and agency staff) of Wickes Group plc and its subsidiaries.

The policy does not form part of the Company's contracts of employment. The Company reserves the right to withdraw or modify this policy at any time and reserves the sole right of interpretation.

### 2. **Aim**

The guidance within this document is primarily to ensure that packaging design and materials used for Wickes own brand packaging meet or exceed the Wickes Packaging Commitments:

- 1) Minimum of 50% recycled material in our own brand packaging (card and plastic packaging to have high recycled content when structurally viable)
- 2) All own brand packaging to be reusable or recyclable (i.e. take out polystyrene and PVC packaging)
- 3) Eliminate all unnecessary packaging from own brand products (i.e. reduce, remove, make swaps from plastic - where possible)

Adherence to this policy delivers our commitments set out in the Wickes Environment Policy, and contributes to delivering our sustainability objectives set out in our Responsible Business Strategy 'Built to Last'.

In addition, it is the intention of this policy to inform the requirements of recycling and other packaging markings.

Compliance with this policy will encourage good practice so that all packaging is designed, produced, used and disposed of in a manner which is compliant with Wickes policies and UK environmental legislation, including labeling.

### **3. UK Legal Requirements**

The applicable UK Government legislative framework is:

1. The Packaging (Essential Requirements) Regulations 2015 (SI 2015/1640)
2. The Producer Responsibility Obligations (Packaging and Packaging Waste) Regulations 2024 (SI 2024/1332) - also known as Extended Producer Responsibility (EPR).
3. The Plastic Packaging Tax (Descriptions of Products) Regulations 2021

The key principles covered are designing packaging to minimise use of resources, designing and labelling packaging materials to increase the potential for recycling, and reporting on and paying for any packaging produced to be recycled.

### **4. Packaging Materials**

Packaging materials should be selected inline with the commitments outlined in section 2 above in order to have a relatively low environmental impact whilst maintaining product integrity, safety and quality.

All Wickes own brand packaging is to carry the relevant OPRL recycling labeling as per the Wickes Own Brand Guidelines, examples shown in Appendix 1.

Staples are not to be used.

The packaging materials and specifications are to be completed within the key and legend when Wickes branded artworks are created or communicated for approval.

Mixed materials, such as composites or plastic laminated card, are not to be used as they are not easily recycled.

#### **4.1 Plastic**

The use of plastic should be eliminated where possible. Replacing plastic with cardboard packaging is a viable alternative unless the cardboard exceeds four times the weight of the original / necessary plastic packaging.

Any plastic packaging used must be widely recyclable within the UK:

- 1) Polyethylenes (LLDPE, LDPE, HDPE, PE, PET)
- 2) Polypropylene (PP)

These plastics are to have as much Post Consumer Waste (PCW) recycled content as possible, without negatively impacting packaging weight or performance, remaining fit for purpose. The minimum permissible PCW content is 30% with the exception of LLDPE in pallet / cling / shrink wrap. In LLDPE, additional weight of material in order to include recycled content potentially outweighs the sustainability benefits. If recycled content is to be used in LLDPE it is to be approved by the Sustainable Materials Manager / Head of Responsible Sourcing and Quality.

For Primary or Household packaging, any limitations of product visibility or clarity as a result of recycled content being used, are to be approved by Sustainable Materials Manager / Head of Responsible Sourcing and Quality, who will ensure that the inclusion of recycled content is brand enhancing rather than limiting, and visual inspections are not impeded.

Unrecyclable or difficult to recycle plastics are not permitted in Wickes own brand packaging. This includes, but is not limited to, PVC and polystyrene (PS). Any packaging materials not considered as easy to recycle are allowed upon approval of the Sustainable Materials Manager

Oxy, biodegradable or plant based plastics are not currently permitted.

All plastic packaging components are to be either embossed or printed with the relevant Material Identification Symbol (MIS) as per Appendix 2.

#### **4.2 Paper and Card**

Timber derived packaging is to follow this hierarchy:

- 1) FSC Recycled
- 2) PEFC Recycled
- 3) Recycled (high percentage of PCW in line with the Wickes Own Brand Packaging Commitments)
- 4) FSC 100%
- 5) PEFC 100%
- 6) FSC MIX
- 7) Uncertified but verified as responsibly sourced by a credible source

Unverified sources of card without PCW recycled content are not permissible.

Any card that is laminated in plastic is not permissible.

Any card based cores used within the Wickes supply chain are to follow the same principles.

#### **4.3 Metal**

The use of metal packaging is limited to Primary (or Household) packaging, and is restricted to use for certain formulated products e.g. woodcare.

#### **4.4 Wood including pallets**

All wood packaging such as frames and pallets are to follow standard pallet protocol as found in the Wickes Supplier Manual. If the wood packaging / packing material is not a frame or pallet it is to be approved for use by the Sustainable Materials Manager / Head of Responsible Sourcing and Quality.

Where return of wood packaging materials means that a component can be reused, please contact Sustainable Materials Manager / Head of Responsible Sourcing and Quality who can set up the return if it is reasonable to do so.

### **5. Packaging Data**

In order to remain compliant with EPR packaging reporting requirements to DEFRA, to help manage Plastic Tax reporting to HMRC, and to retain accurate reporting to our Packaging Compliance Scheme Administrator and in turn the Environment Agency, information regarding all packaging materials used must be provided by the supplier before any new product can be placed on sale.

The packaging data submitted must be checked by the supplier for accuracy regularly. As outlined in the Wickes Supplier Manual, this is an annual requirement and failure to provide accurate data will result in levies issued to recover costs associated that Wickes should incur, including reputational or regulatory enforcement and third party packaging weight measuring.

Packaging data should be submitted directly to our packaging compliance partner Valpak. This must be accessed via our supplier portal i-Supply; to request access please contact [packagingdata@wickes.co.uk](mailto:packagingdata@wickes.co.uk)

## **6. Where to go for help or support**

Contact the:

- [compliance@wickes.co.uk](mailto:compliance@wickes.co.uk) for queries about packaging
- [packagingdata@wickes.co.uk](mailto:packagingdata@wickes.co.uk) for queries about reporting packaging data

## **7. Failure to comply**

Failure to comply with this policy, intentional or otherwise, may lead to disciplinary action.

## **8. Review**

This policy will be reviewed from time to time to ensure it reflects our legal obligations and business needs. Therefore we reserve the right to amend and/or withdraw this policy at any time at our discretion.

Approved by the Wickes Executive Board on 23 February 2026

## Document Control

<b>Document Title:</b>	<b>Wickes Group plc - Packaging Materials Policy</b>
Document Author / Owner	Victoria Ellis
Owning Department	Commercial
For Use by	Wickes Colleagues
Approved by the Wickes Group plc Executive Board	23 February 2026
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## Summary of Amendments

Version:	Modification
v2.0	Updates to packaging legislation

## Appendix 1 - OPRL Labeling

Header	Additional information		Header	Additional info.
 SLEEVE	 TRAY	 FILM	 SLEEVE – CARD	widely recycled
CARD widely recycled	METAL check local recycling	PLASTIC not currently recycled	 TRAY – METAL	check local recycling
			 FILM – PLASTIC	not currently recycled

## Appendix 2 - Plastic Material Identification Symbols



## Appendix 3 - Glossary

DEFRA	Department for Environment, Food and Rural Affairs
EPR	Extended Producer Responsibility
FSC	Forestry Stewardship Council
HDPE	High Density Polyethylene
HMRC	His Majesty's Revenue and Customs
LDPE	Low Density Polyethylene
LLDPE	Linear Low Density Polyethylene
OPRL	On-Pack Recycling Label scheme
PCW	Post Consumer Waste
PE	Polyethylene
PEFC	Programme for the Endorsement of Forest Certification
PET	Polyethylene Tetrahydrate
PP	Polypropylene
PS	Polystyrene
PVC	Polyvinyl chloride