

Impact Report

Quality, Flexibility, and Innovation

2026



About this report

This is Neptune Injection's first impact report. It sets out how the business is beginning to understand, manage and communicate its environmental and social impacts, alongside its commitment to quality, safety and responsible operations.

The report reflects Neptune's current position and direction of travel. In several areas, work is at an early stage. Where data or evidence is still being developed, this is clearly noted, and priorities for the year ahead are outlined.



MD Message

This is Neptune Injection's first impact report, and it marks an important step for our business.

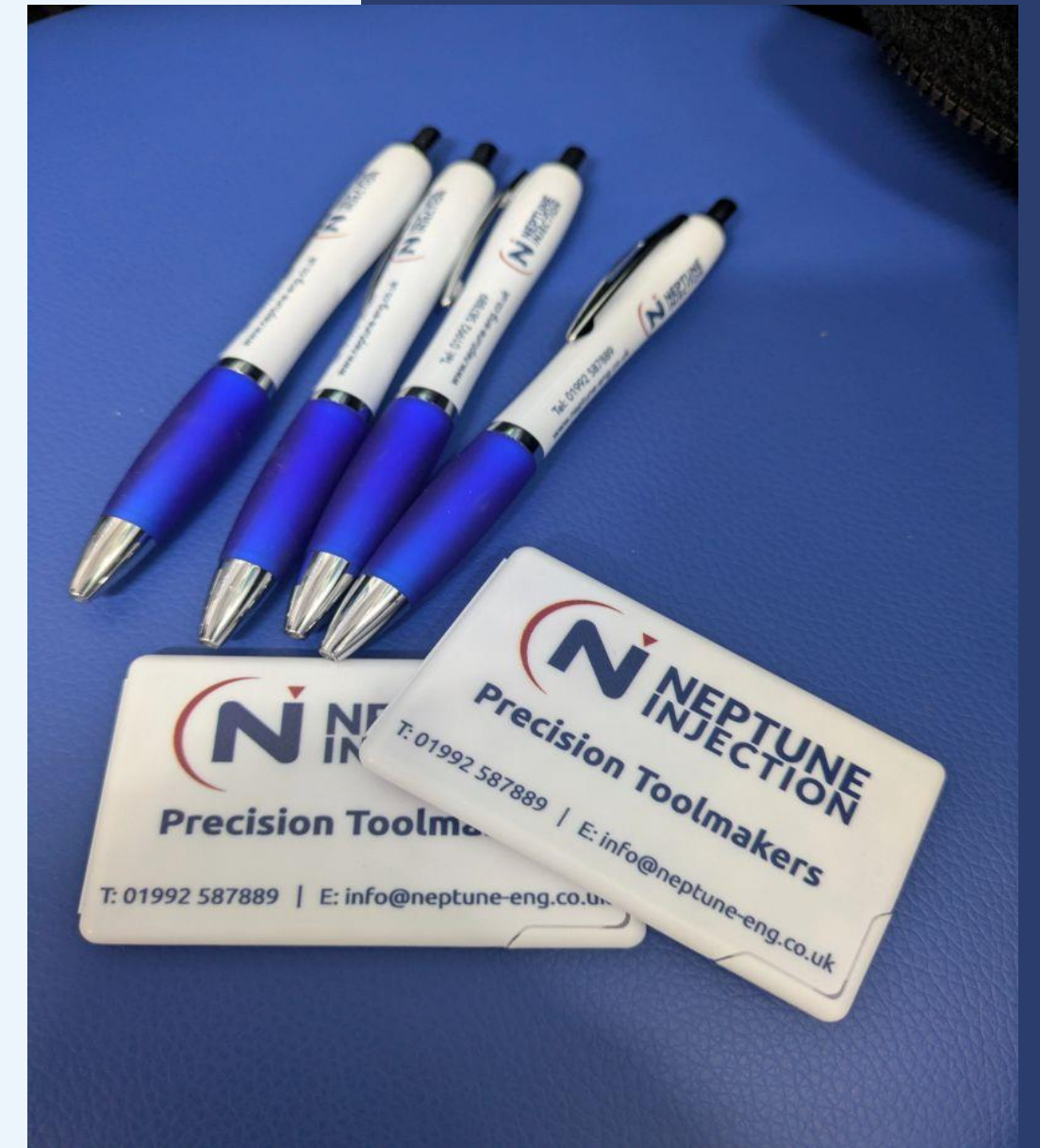
For many years, we have focused on doing the right things day to day: looking after our people, delivering high-quality tooling for our customers, and operating responsibly in a demanding manufacturing environment. As expectations from customers - particularly in the medical sector - continue to grow, we recognise the importance of clearly setting out how we operate, what we already do well, and where we want to improve.

This report brings together much of that activity for the first time. It is not intended to suggest that everything is complete. In several areas, particularly around environmental measurement, we are still building our understanding and putting better data in place. Being open about that starting point is important to us.

Our people are central to Neptune's success. We are proud of the skills, commitment and professionalism of our team, and of the steps we take to support health, safety, wellbeing and development in a specialist engineering setting. We also believe that responsible manufacturing, efficient use of materials and strong quality systems are essential to earning and maintaining customer trust.

Looking ahead, this report will act as a baseline. Over the coming year we will strengthen our data, update our carbon footprint, introduce clearer environmental policies and continue investing in our people and processes. We see this as an ongoing journey and will build on this report year on year.

Gary Statham
Managing Director



Executive summary

Neptune Injection is a specialist injection tooling and moulding business serving customers across multiple sectors, with a strong and growing presence in medical manufacturing.

This first impact report brings together Neptune’s existing strengths - particularly in people, quality and responsible manufacturing - and sets out a clear starting point for measuring and improving environmental performance.



Over the next 12 months, Neptune’s priority will be to strengthen data, particularly around carbon emissions, and to formalise policies that support customer confidence and long-term resilience.



About Neptune Injection

Neptune Injection specialises in injection tooling, moulding repairs and tool servicing. The business supports customers who require precision, reliability and responsiveness, including organisations operating in highly regulated environments such as medical manufacturing.

Neptune operates from the UK and employs a skilled team with deep technical expertise. Quality, safety and customer relationships are central to how the business operates.



Our approach to impact

As customer expectations evolve - particularly in the medical sector - Neptune recognises the importance of clearly demonstrating responsible business practices.

This report uses the UN Sustainable Development Goals (SDGs) as a reference framework to help explain where Neptune's activities have the greatest relevance and impact. The SDGs are used as a guide rather than a claim of compliance.

This first report focuses on:

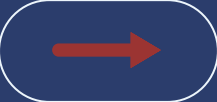
- Establishing a clear baseline
- Being transparent about what is already in place
- Identifying priorities for improvement





Material topics and pillars

Based on Neptune's operations, customer expectations and internal discussions, four priority impact pillars have been identified.



1. Our People

To provide safe, inclusive and rewarding employment in a specialist manufacturing environment.

Neptune Injection recognises that its people are central to the quality of its work and the long-term success of the business. As a precision engineering and manufacturing company, a skilled, engaged and well-supported workforce is essential. This pillar focuses on employee wellbeing, skills development and fair employment practices.

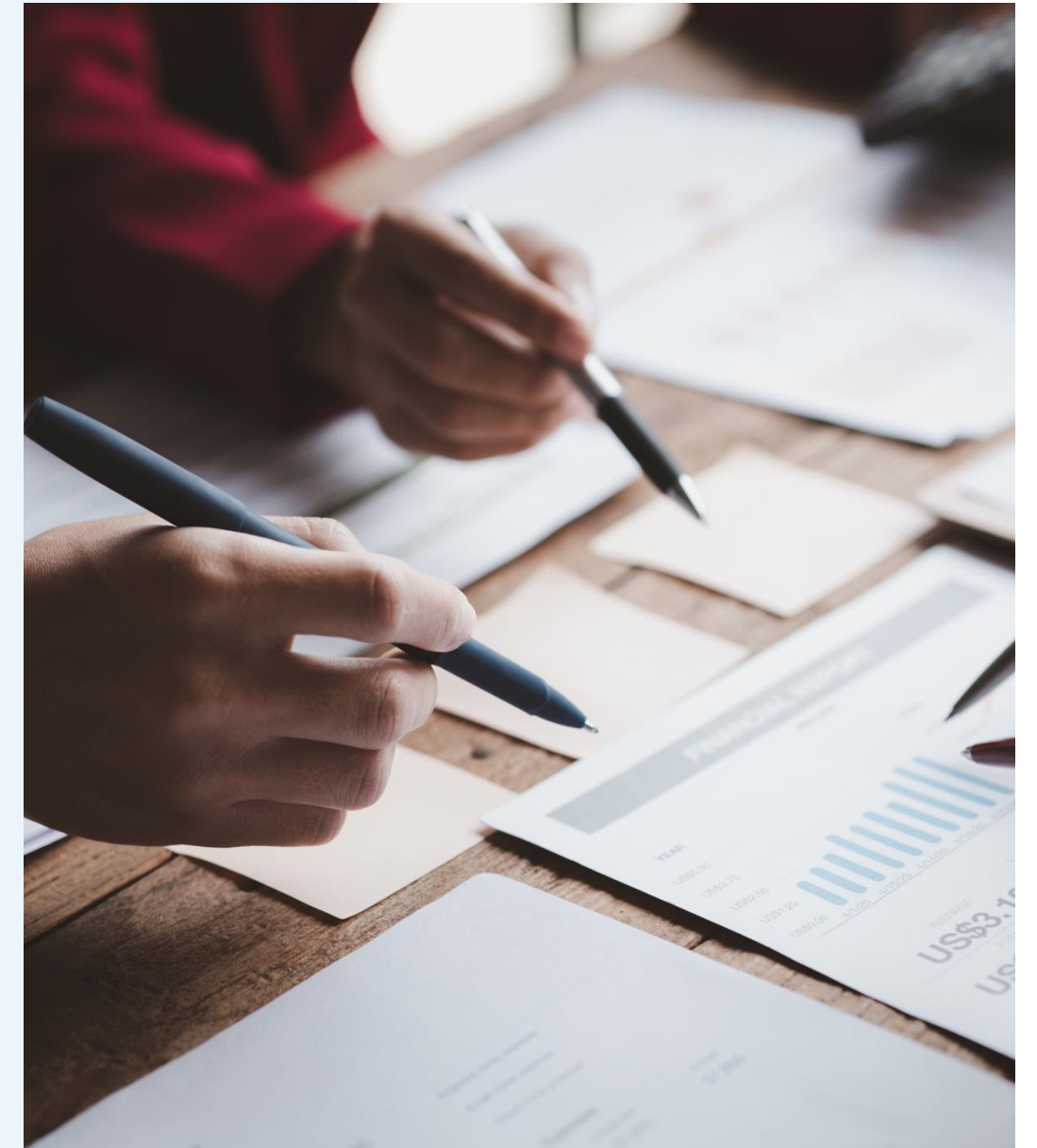
Health, safety and wellbeing

Health and safety are treated as core business priorities at Neptune. Given the nature of injection tooling and moulding work, proactive risk management is critical.

The business operates structured health and safety processes, including risk assessments, safe systems of work and ongoing monitoring. Regular health checks are carried out where appropriate, such as hearing tests, lung function checks and general health screening, helping to identify issues early and support preventative action.

Employees are encouraged to raise concerns, with health and safety viewed as a shared responsibility across the organisation.

- 100% of our team have an annual health check.
- To support of Wellbeing, we participated in a Wellbeing program from Hertfordshire Growth Hub.



1. Our People

Skills and development

Neptune takes a long-term approach to skills development to support quality, resilience and succession planning. The business supports apprentices through structured multi-year programmes that combine formal learning with hands-on experience alongside experienced colleagues.

Neptune also works with local education partners, including Oaklands College and the Hertfordshire Opportunities Portal, strengthening links between education and industry and supporting future engineering talent.

We proudly had 2 Apprentices in 2025.



1. Our People

Inclusion and fair work

Neptune is committed to fair, respectful and inclusive employment. While recognising sector-wide challenges around diversity, the business focuses on creating a supportive working environment.

Neptune is a Disability Confident employer and has experience supporting employees with learning difficulties. Fair pay, secure employment and local recruitment are key principles, contributing to both workforce stability and the local economy.



2. Responsible Manufacturing & Resource Use

To run efficient operations that minimise waste and make the best use of materials.

Responsible manufacturing is embedded in Neptune's day-to-day operations. As a tooling and moulding specialist, the business understands the importance of using materials efficiently, reducing waste and maintaining high operational standards.

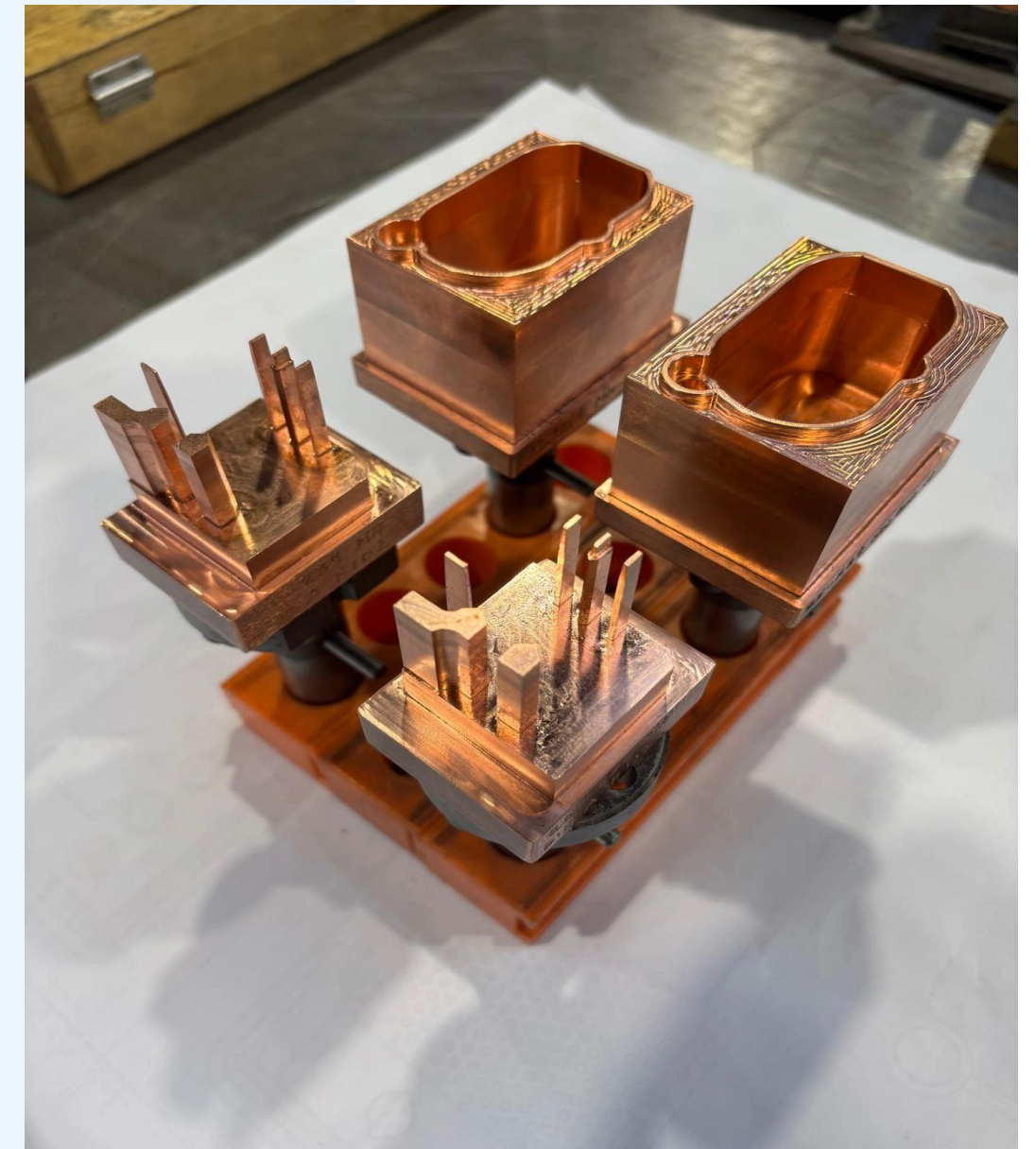
Material efficiency and waste management

Neptune has established practical systems to reduce waste across its operations. Wherever possible, materials are reused or recycled, and waste streams are managed carefully to minimise environmental impact.

Actions currently in place include the reuse of regrind material within appropriate processes, the recycling of metal waste generated through CNC machining, and the responsible handling and recycling of oils and fluids through approved contractors. As a result, very little waste is sent to landfill.

These practices support both environmental performance and operational efficiency, reducing material costs and improving process control.

We are working on reducing our waste to Landfill via our circular practices and aim to set targets in 2026.



2. Responsible Manufacturing & Resource Use

Supporting customers through efficient design



Neptune also plays a role in supporting customers to improve efficiency and material outcomes. Through early-stage advice on tooling design, material selection and process efficiency, Neptune helps customers reduce waste and improve product performance.

This collaborative approach strengthens long-term customer relationships and supports shared responsibility for more efficient manufacturing.

3. Climate & Environment

To understand and manage Neptune's environmental impact and respond to growing customer expectations.

Environmental management

Neptune complies with all relevant environmental regulations and recognises the value of a clearer, more structured environmental management approach.

Planned next steps include the development of a formal environmental policy, improved tracking of resource use by category, waste by category and energy use. The management and benchmarking of these key metrics is enabling Neptune to develop strategies that address our most significant impacts across our value chain.



3. Climate & Environment

Environmental management

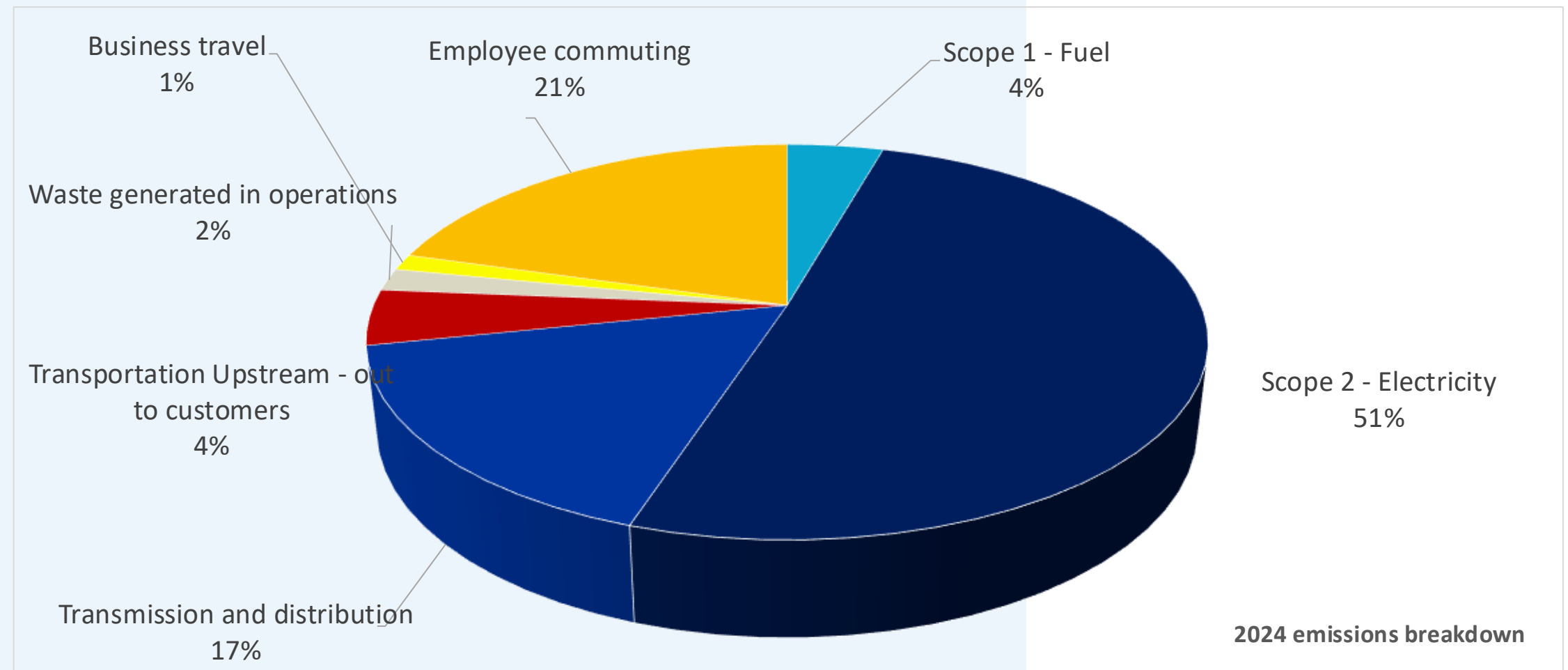
Neptune complies with all relevant environmental regulations and recognises the value of a clearer, more structured environmental management approach.

Planned next steps include the development of a formal environmental policy, improved tracking of energy use and identification of opportunities to improve efficiency. These actions will help provide clearer direction internally and greater confidence for customers.

Our 138.5 tCO₂e footprint in 2024 is dominated by electricity consumption due to our manufacturing activity.

While grid decarbonisation will help improve this impact we now have an annual carbon reduction planning process to accelerate our path to Net Zero.

We will continue to monitor and measure our Carbon Footprint as part of our annual review processes.



4. Quality, Trust & Responsible Business

To operate with integrity, strong governance and a focus on long-term customer trust.

Trust and quality are central to Neptune's reputation. The business operates in sectors where reliability, consistency and compliance are critical, and strong governance underpins customer confidence.

Quality and assurance

Neptune operates an ISO 9001-certified quality management system, providing a structured framework for consistent delivery, continuous improvement and risk management. These systems are particularly important for customers operating in regulated environments such as medical manufacturing.

Governance and ethical conduct

Neptune maintains core governance documentation, including health and safety policies, risk assessments and Bribery Act compliance. These frameworks support responsible decision-making and ethical business conduct.

An environmental policy is currently in development and will further strengthen Neptune's governance framework.

Local value and partnerships

Neptune seeks to work with local suppliers where possible and actively engages with regional networks, trade events and partnerships. This supports local economic resilience and helps build strong, long-term relationships.

The business also has an ambition to secure the Made in Britain mark, reinforcing its commitment to UK manufacturing and quality.



4. Quality, Trust & Responsible Business

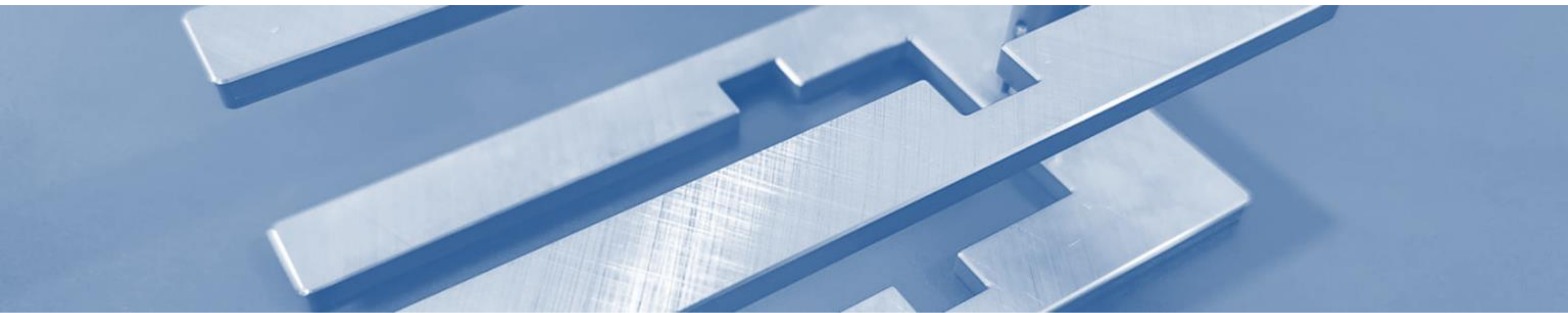
Exceeding our Customer expectations is important to us

“ Since meeting Neptune Injection a couple of years ago, our collaboration has grown and will hopefully continue to do so. Their technical expertise means that by involving them early in the process, product designs can be optimised and potential issues anticipated, ensuring a smooth transition to production with full capability for both new designs and modifications all on-site.

Moreover, they take a pragmatic approach - honest, upfront, and always keen to work with you - providing support to achieve the most valuable outcomes aligned with your goals. Always ready to listen, it's a pleasure to work with a team that has such an in-depth understanding of their craft and a genuine willingness to help.

Thank you.

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Looking ahead: priorities for the next 12 months

Over the next year, Neptune will focus on:

1. Completing an updated carbon footprint
2. Introducing a formal environmental policy
3. Strengthening sustainability data and dashboards
4. Continuing investment in skills and apprenticeships
5. Responding confidently to customer sustainability questions.





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