

Geiger[®]
Brandspiration.



Sustainability Report 2024

Introduction

Geiger are passionate about sustainability and proud of our achievements to date but there is more work to do on this critical issue for our planet.

We are entering a critical period for climate change. During 2023, we saw the hottest ever recorded temperatures in our oceans and global warming exceeded 1.5C for the first time.

We need to double down on our efforts during the coming years to continually reduce our environmental footprint and help our planet achieve the Sustainable Development Goals for 2030 outlined by the United Nations.

As a leader in sustainability in our industry, we are also proud of our continued participation in the UN Global Compact, our active membership of SEDEX and Platinum rating from EcoVadis and we will continue to collaborate with customers and vendors and advocate for improvements across the supply chain.

We have updated our annual sustainability report to bring together all the amazing work across the business that has been undertaken to move Geiger UK towards its sustainability goals. This report continues to act as a benchmark and sits alongside our Sustainability Pledge to outline where we are today and where we want to be tomorrow to help make the world a cleaner, safer, more respectful and more sustainable place.

Vicky Kinasz
Managing Director
Geiger Ltd.



Impact Highlights – Pledge to Progress



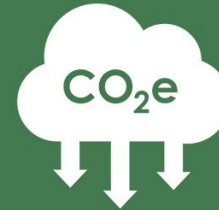
8,455 trees funded and planted



100% of paper, textile and plastics recycled & 48.9% of general waste recycled



Platinum rating in 2023 (82%). Top 1% of companies worldwide!



435.7 Tonnes of CO2e reduction



Expanded to cover all 6 key categories & focus on genuine impact



14 gold standard carbon avoidance projects supported



10 achievement awards from Ecologi



62.8 Tonnes of Plastic Prevented from Reaching the Ocean



100% team engagement with employee wellness and health perks



2,430 kWh generated

Sustainability Strategy

Our vision on sustainability is clear:

To ensure our products and services have the smallest possible environmental footprint and make a positive contribution to the sustainable development of our organisation, people and planet.

To realise our vision, Geiger pledges to:

- Carefully select and promote more sustainable products and services
- Engage our internal teams, vendors and customers on sustainability
- Carefully consider the impact of our products and operations on the environment and communities;
- Adopt more responsible purchasing practices and operational processes.

Our Sustainability strategy covers 4 pillars to ensure we consider the full product journey from design to end of life: Product Design; Packaging; Manufacturing and Operations.



United Nations SDGs

Geiger is a proud signatory of the United Nations (UN) Global Compact, along with over 9,000 other purpose driven companies in over 160 countries worldwide, in support of overarching UN goals including:

- Commitments to support a precautionary and responsible approach to environmental challenges
- Undertaking initiatives to promote greater environmental responsibility
- Encouraging the development and use of environmentally friendly materials and technologies.

By focusing our efforts, we aim to make a positive contribution towards the achievement of the 17 UN Sustainable Development Goals (SDGs) which provide an essential blueprint for achieving a better and more sustainable future for all by 2030.

In December 2023, Geiger published a group report to the United Nations to share our progress and objectives for the coming years and to re-affirm our long-term commitment to supporting the Global Compact & SDGs.



Ethical Trading Initiative

Respect for workers worldwide



Advocating for Sustainability

Geiger has a mission to maintain a position as a thought leader on sustainability in the promotional merchandise industry.

In May 2023, we held our 2nd annual sustainability conference, Geiger Green Live, to shine a spotlight on the latest innovations in sustainable products, materials and production methods and encourage responsible consumption with our customers. Over 200 customers and 38 suppliers attended and talks were provided from sustainability ratings provider, EcoVadis, and collection climate action leader, Ecologi, on how businesses can better manage and report on the environmental impact of their operations.

In November 2023, we staged our first regional edition of Geiger Green Live Extra at the Here & Now Microsoft campus in Reading and introduced 150 businesses from the tech and software sectors to a new sustainable approach to merchandise.

In 2023 Geiger signed up to the Step Forward Pledge with our industry body, the BPMA, advocating for reduced environmental footprint across our combined supply chains for promotional merchandise.



Firebrand Promotions



- Our partner company, Firebrand Promotions, have had an amazing year in 2023 on their sustainability journey too.
- Information on sustainable products and carbon emissions was included in 75% of their customer quotes during 2023.
- Firebrand planted 10 trees per order over £500 with Climate Wise throughout the year too, totalling 14,310 trees in 2023, that's a mighty carbon absorbing forest!
Firebrand continued their support of positive environmental projects across the globe to enable offset and reduce environmental footprint, including a Wind Power project in Andhra Pradesh, India & Safe Water project in Cambodia.
- 100% of carbon emissions from operations offset with Climate Wise:
 - Scope 1 & 2 Emissions: 11,231 tonnes CO₂e
 - Scope 3 Emissions: 21,964 tonnes CO₂e
- Firebrand also re-affirmed their commitment to the UN Global Compact with Geiger in December 2023.
- We are super proud that Firebrand were awarded a Platinum rating from EcoVadis with an amazing score of 86% in their February 2024 assessment. This places Firebrand in the top 1% of companies assessed by EcoVadis worldwide and aligns their rating with Geiger.



Sustainable Product



TARGETS

Our 2025 goals for sustainable products include:

- Decrease the volume of single use plastics in our products
- Increase the volume of alternative sustainable materials used
- Eliminate 100% of problematic and unnecessary plastics
- Continue to report on the number of 'Eco' products quoted & sold
- Reduce product safety complaints year on year

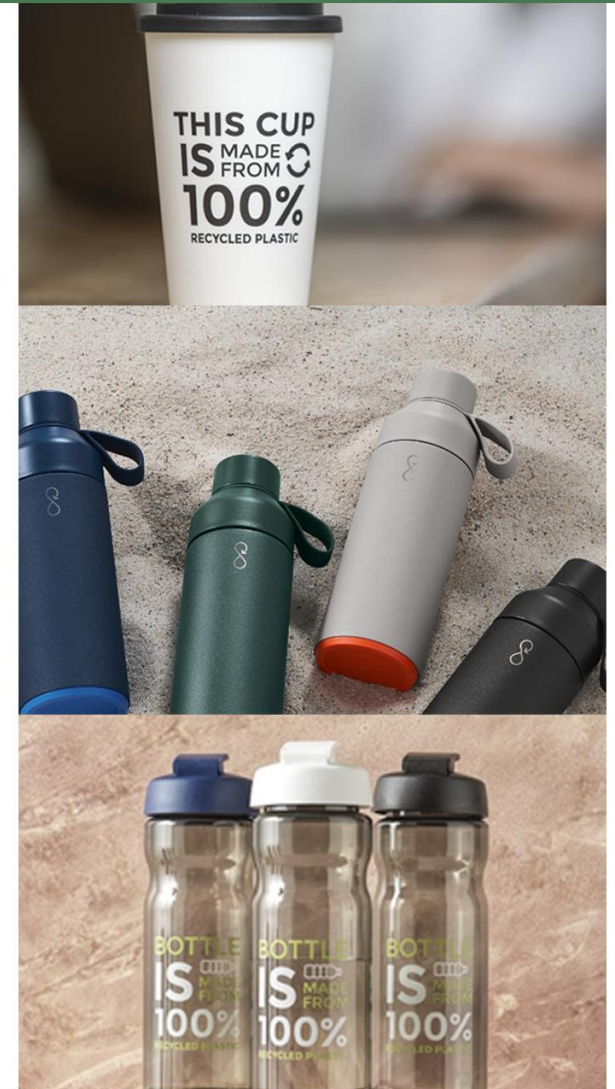


Sustainable Product



HOW ARE WE DOING?

- 62,876 Kgs of plastic prevented from reaching our oceans through sales of our ocean plastic bottles.
- Equivalent to 5.4 million plastic bottles saved from entering our ocean.
- Supporting 22 ocean plastic collection sites across 4 countries – Egypt, India, Kenya & Indonesia.
- 2,800 Kgs of post-consumer plastic waste recycled in our Americano made in UK coffee cups.
- 2,395 Kgs of post-consumer plastic waste recycled in our H2O Active made in UK water bottles
- Eco catalogue expanded to include over 500 sustainable products from all 6 key product categories including food & drinkware, stationery, apparel & accessories; leisure & lifestyle, growing products and technology.
- Sustainable alternatives now available for over 80% of our product range.
- Average 25.6% of customer quotes in 2023 included sustainable alternatives (+5% from '22).
- Sales of sustainable products increased by 38% to £5.76m in 2023.
- Zero qualified product safety complaints received in 2023.



Sustainable Packaging



We are working with our vendors to minimize negative environmental impact from the packaging we need to protect and deliver our products safely.

TARGETS:

Our 2025 goals for sustainable packaging include:

- Minimum 75% of paper and card packaging to be FSC certified or recycled
- 100% of plastic packaging to be reusable, recyclable or compostable
- Eliminate 100% of problematic and unnecessary plastics that can not be reused or recycled

HOW ARE WE DOING?

- We introduced 30% recycled poly bags for t-shirts and polo shirts in our UK decoration centre in 2023 saving 420 Kgs of virgin plastic (30% of 1,400 Kgs)
- We introduced 100% recycled poly bags for our larger hoodies and fleeces in our UK decoration centre in 2023 saving 1,600 Kgs of virgin plastic
- We implemented 30% recycled poly bags with our external third-party decoration centre in 2023 saving 1 18 Kgs of virgin plastic (66,601 bags @30% recycled)



Sustainable Packaging



- 100% of our textile waste from internal operations recycled in 2023 (3,700 Kgs)
- 100% of our paper, plastic and glass waste recycled in 2023 (4,400 Kgs)
- We published a Packaging Guidelines document for customers and vendors to highlight the types of packaging that are essential for our core product categories.

Preferred Packaging Table for Key Product Categories

Product	Individual Poly Bag	Gift Box	Bubble Wrap	Shredded Card	Tissue Paper	Foam Peanuts	Inner Carton (Cardboard)	Inner Poly Bag	Outer Carton (Cardboard)	Pallet Wrap	Mailer Bag	Padded Envelope
Clothing	Only if 30%+ recycled						✓	✓	✓	✓	✓	✓
Electronics		✓		✓		✓	✓	✓	✓	✓	✓	✓
Bags							✓	✓	✓	✓		
Drinkware – SS Bottles		✓					✓		✓	✓		
Drinkware – Plastic						✓	✓	✓	✓	✓		
Drinkware – Mugs		✓		✓		✓	✓		✓	✓		
Pens				✓			✓	✓	✓	✓		✓
Executive Pen		✓					✓		✓			
Headwear							✓	✓	✓	✓		
Confectionery		✓		✓		✓	✓	✓	✓	✓		
Notebooks				✓	✓	✓	✓	✓	✓	✓		

Sustainable Manufacturing



TARGETS:

We are committed to avoiding the most polluting and resource heavy production methods in our supply chain to help reduce our footprint, lower the risk level for factory workers and help us be better stewards of our environment.

2025 goals for sustainable manufacturing include:

- Eliminate 100% of problematic and unnecessary plastics that can not be reused or recycled.
- Adoption of responsible sourcing rules for highest priority raw materials and communication of a restricted materials and substances list to vendors.
- Adoption of new approach to single use products ensuring that durable alternatives are always available.
- Contributing to reduction of waste, water and energy usage across our supply chain and reduce the risk of Modern Slavery practices existing.



Sustainable Manufacturing



HOW ARE WE DOING?

- We surveyed our top 40 Preferred Vendors in February 2024 to check on the progress of their Sustainability Journeys. The results showed how our top vendors are becoming increasingly engaged, innovative and committed to sustainability:

65% sharing carbon emissions data on product manufacture	(53% 2023)
65% have introduced initiatives to save resources	(53% 2023)
61% acquired a new ESG certification in the past year	(44% 2023)
65% introduced new sustainable materials for packaging	(43% 2023)

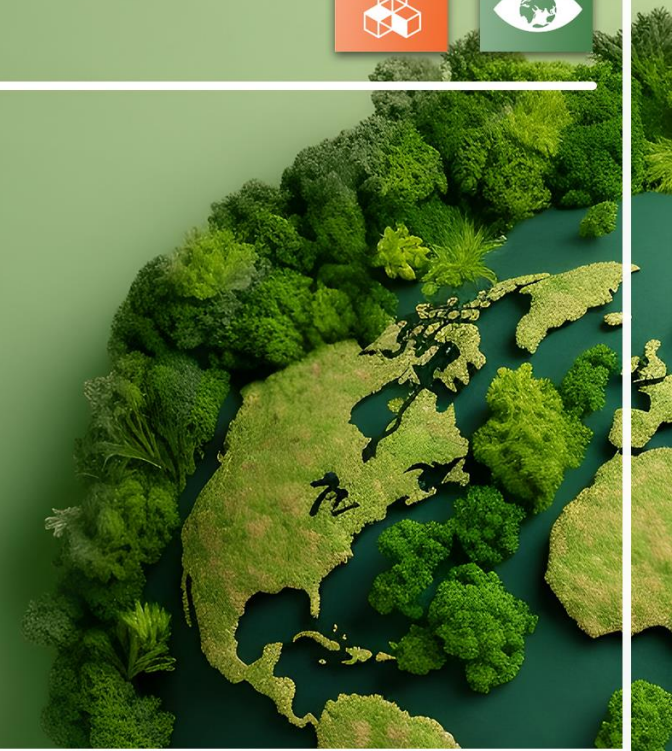
- Increased average % of customer quotes including sustainable alternatives to 25.6% (21% in 2023).
- Increased sales of sustainable products by 38% to £5.76m in 2023

Sustainable Manufacturing



HOW ARE WE DOING?

- We prevented 62,876 Kgs of ocean bound plastic from entering our oceans through our sales of sustainable water bottles made from ocean prevented plastic
- **Risk Mapping**
The Procurement Team used the 2023 ITUC Global Rights Index to identify the most high-risk sourcing regions in our supply chain, including Bangladesh, Turkey, China, Pakistan, India & Egypt (risk rating 5). Mid-risk sourcing regions include UK and Poland (risk rating 3) and Low-risk sourcing regions include Taiwan, Spain, Portugal, Netherlands & Germany (risk rating 1).
- In 2023, 90% of external tier 1 factory sites in high-risk regions were independently audited.
- 80% of CAPs were updated.
- 75% Non-Conformities were rectified.
- Zero critical non-compliances and Zero instances of child labor or forced labor found in supply chain audits.



Sustainable Operations



TARGETS: Operational targets include:

- Reduce our amount of waste going to landfill.
- Increase our amount of waste being recycled.
- Reduce our Accident Frequency Rate.
- Reduce our number of operational days lost to sickness.
- Reduce our number of customer complaints.
- Increase our employee engagement and satisfaction.
- Renew our ISO 9001 & 14001 certification annually with zero critical issues.
- Renew our EcoVadis scorecard annually and continually improve rating.
- Reduce our GHG emissions to achieve 30% reduction by 2025 and carbon neutrality by 2030
- Reduce our energy usage by 10% year on year
- Train 100% of our employees and Managers on essential health & safety and fire safety in the workplace by the end of 2024.



Sustainable Operations



HOW ARE WE DOING?

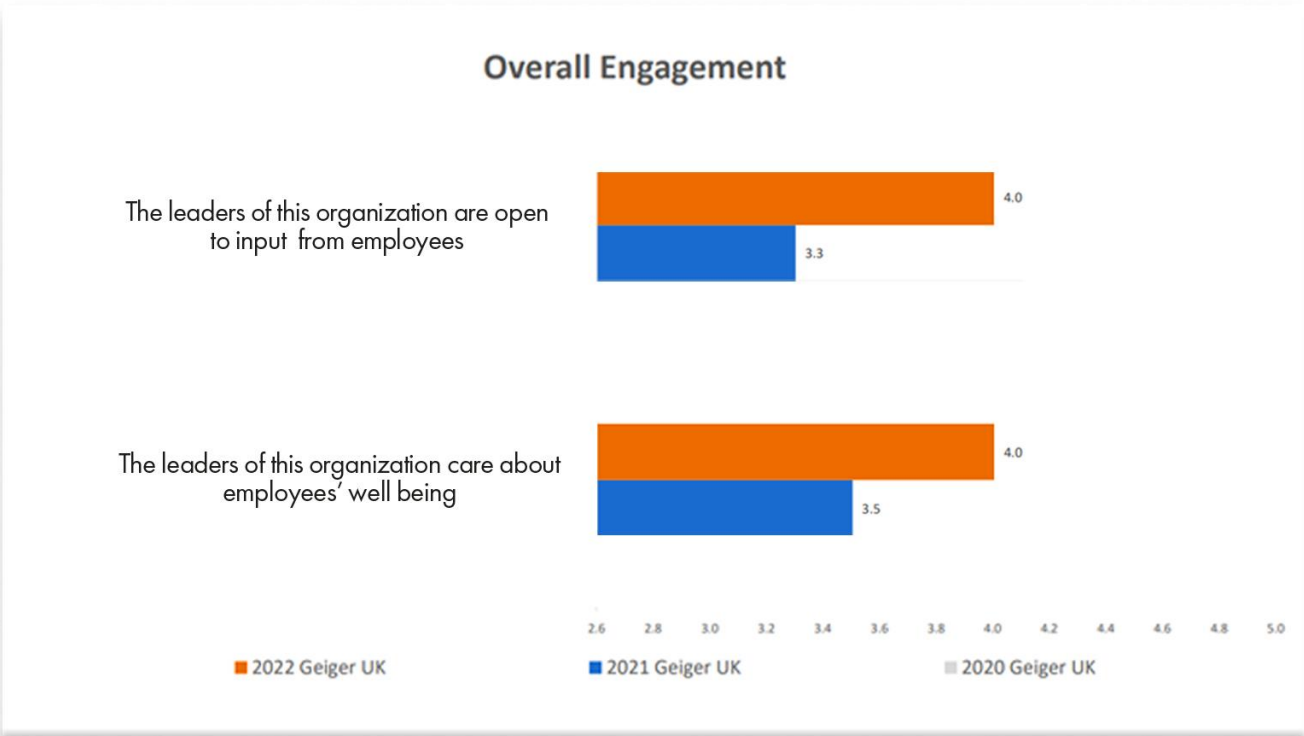
- In 2023, we continued working with our textile recycling partner, Greenaway, to securely recycle 100% of our waste textile samples and products, equal to 3,700 Kgs.
 - 100% of plastic, paper and glass waste recycled in 2023 (4,400 Kgs).
 - In 2023, we continued to calculate the Accident Frequency Rate in our warehouse & decoration centre according to ISO principles and reduced the rate from 1.6 in 2022 to 0.8 in 2023:
- In 2023, zero operational days were lost due to occupational injury.
 - 456 sick days were reported in 2023.
 - In 2023, zero qualified customer complaints were received for product safety issues.
 - In 2023, zero instances of bribery or corruption were reported.
 - In 2023, 100% of employees and Managers received training on essential health & safety and fire safety in the workplace topics.

Sustainable Operations



HOW ARE WE DOING?

- From our latest employee satisfaction survey, we were thrilled to see our engagement KPIs increasing
- Our 'employees going the extra mile' rating increased from an average 4.6 out of 5 to 4.7
- Our 'employees proud to work for Geiger' rating increased from 3.8 out of 5 to 4.2
- Response from employees on openness to ideas increased from 3.3 to 4 out of 5
- Employee response on care and wellbeing in the workplace also increased from 3.5 to 4 out of 5.



Sustainable Operations



HOW ARE WE DOING?

- **EcoVadis**

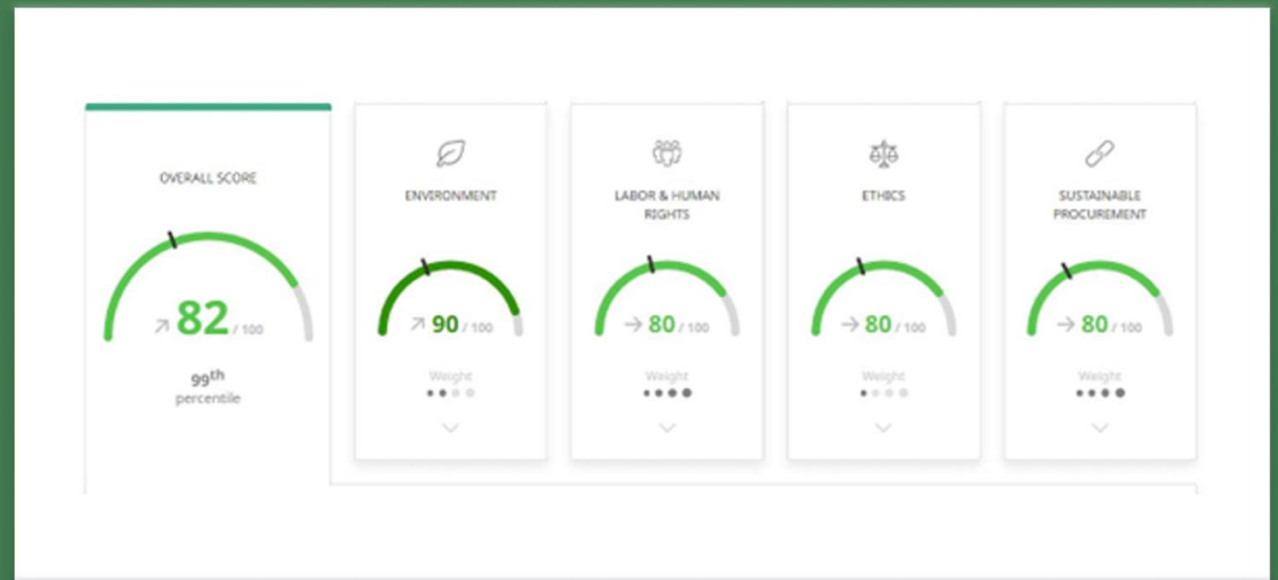
We were proud to increase our score from 78% to 82% in our 2023 EcoVadis sustainability assessment, achieving a PLATINUM rating which places Geiger in the top 1% of 90,000 companies assessed worldwide for environmental performance.



- We maintained our ISO 9001 Quality Management & ISO 14001 Environmental Management certifications in November 2023.

- Zero Non-compliances and 13 positive observations were reported in our ISO 9001 audit.

- Zero Non-compliances and 12 positive observations were reported in our ISO 14001 audit.



Sustainable Operations



RESPONSIBLE PROCUREMENT

- To better screen our new vendors, we implemented a new Authorization Survey in 2023 to collect key information on CSR and sustainability credentials.
- Vendors are allocated a survey according to their profile and region.

		SUPPLIER PROFILE		
		LOW	MED	HIGH
REGIONAL RISK LEVEL	LOW	Level 1	Level 2	Level 3
	MED	Level 2	Level 2	Level 3
	HIGH	Level 3	Level 3	Level 3

ANTI-BRIBERY & CORRUPTION

- We documented a list of our at-risk staff who could be exposed to potential bribery or corruption in their day to day activities.
- Actions have been implemented in 2023 to limit any risk including security awareness training with KNOWBE4 Security Awareness and Anti-Fraud, Bribery & Corruption Training provided to 100% of team members, totalling 504 hrs (7.3 hrs per employee) in 2023. Updated Anti-Fraud, Bribery & Corruption policy in January 2024 and introduced 2 step approval process for bank payments to reduce risk.
- In 2023, zero instances of bribery, fraud or corruption were reported from our operational activities.
- Zero acts of illegal business activity were reported in 2023.
- 100% of all issues and violations were dealt with in accordance with our ethical Code of Conduct and Sustainable Procurement policy.

CREDITSAFE

- We introduced a new screening process with external third party, CreditSafe, to check the identity, credit limit and risk profile of new customers and suppliers.

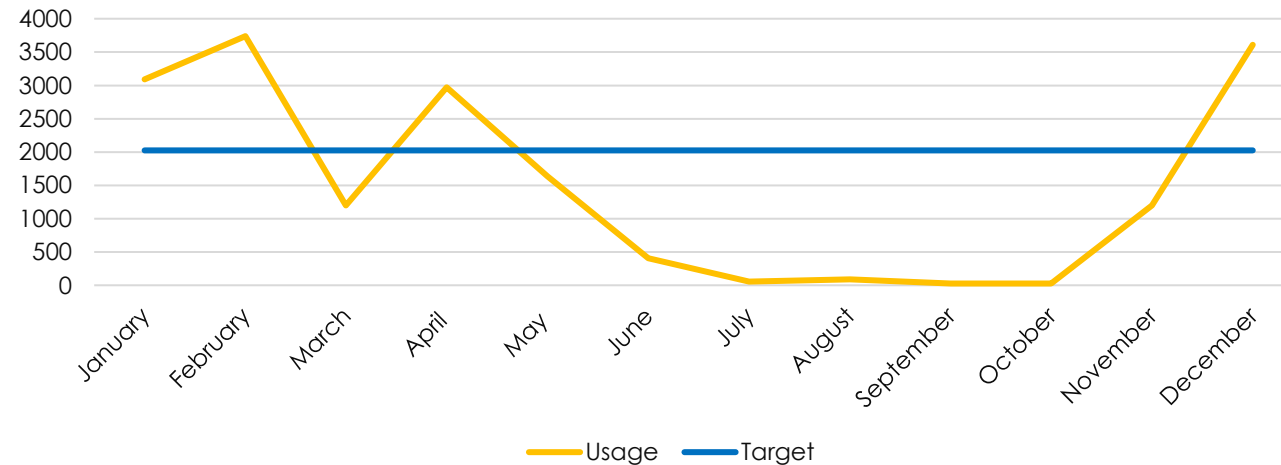


For The Planet - ENERGY & GAS USAGE



Energy and gas reduction target includes 10% year on year reduction.

Gas Usage 2023



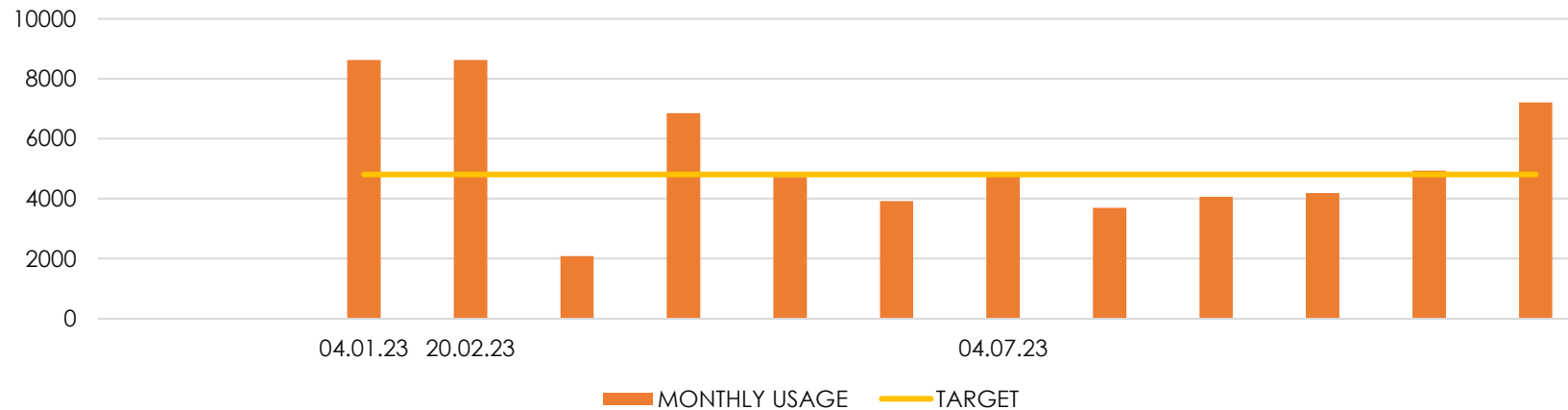
- Target gas usage for 2023 was 24,300 units
- Actual gas usage for 2023 was 18,063 units (saving 6,237 units)
- Reduction target achieved from close control of heating, air con and appliances
- Overall usage was 85 units higher in 2023 compared to 2022 which is reasonable considering the increased working hrs in the office in 2023

For The Planet - ENERGY & GAS USAGE



Energy and gas reduction target includes 10% year on year reduction.

Electricity Usage - 2023



- Target electricity usage for 2023 was 57,673 kWh
- Actual electricity usage for 2023 was 63,738 kWh
- 10% reduction target not achieved due to increased working hrs in the office in 2023 but usage still reduced from 2022 (64,082 kWh) which is positive, saving 344 kWh

For The Planet - GHG Emissions



GHG Emissions targets include 30% reduction by end 2025 and carbon neutrality by 2030.

We reported on our scope 1, scope 2 and scope 3 GHG emissions in 2023 to understand our footprint:

- Scope 1 = 58.5 Tonnes CO₂e
- Scope 2 = 20.1 Tonnes CO₂e
- Scope 3 = 8,771 Tonnes CO₂e
- Total Emissions = 8,850 Tonnes CO₂e

30% REDUCTION TARGET for 2023 = 2,655 Tonnes CO₂e

- Carbon intensity figure per £1 m turnover = 520.58 Tonnes CO₂e (based on £17m).

Reduction achieved in 2023 through off-set:

- 31% reduction in CO₂e from production of sustainable goods (34% of total scope 3 goods & services) = 861.12 Tonnes CO₂e
- Ecologi Carbon Credits from Project Funding: 379 Tonnes CO₂e
- UPS Carbon Neutral Reduction: 2.63 Tonnes CO₂e
- Grundon Carbon Off-set from Recycling: 1.9 Tonnes CO₂e

Total offset reduction achieved in 2023 = 1,244.65 Tonnes CO₂e (14%)

- Shortfall in 2023 emissions reduction = 1,410.35 Tonnes CO₂e (16%)
- Upstream Transportation & Distribution emissions in 2023 = 562 tonnes of CO₂e.

Emissions report		Business Carbon Calculator	
Geiger UK		by Normative	
1 Jan 2023 - 31 Dec 2023			
Estimated total emissions	tonnes CO ₂ e	Country	United Kingdom of Great Britain and Northern Ireland
8,850		Sector	Retail and wholesale
Scope 1	% of emissions	tonnes CO ₂ e	
Fuel combustion	100.0 %	58.5	
Scope 2	% of emissions	tonnes CO ₂ e	
Electricity	100.0 %	20.1	
Scope 3	% of emissions	tonnes CO ₂ e	
Business travel	0.3 %	23.9	
Upstream transportation and distribution	6.4 %	562	
Purchased goods and services	93.1 %	8,170	
Capital goods	0.2 %	15.1	

For The Planet - CO2 Off-Set & Renewable Energy



- **Carbon Reduction**

In January 2023 we certified with Ecologi as a Climate Action Workforce.

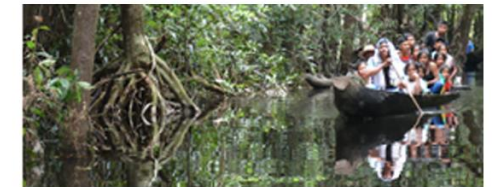
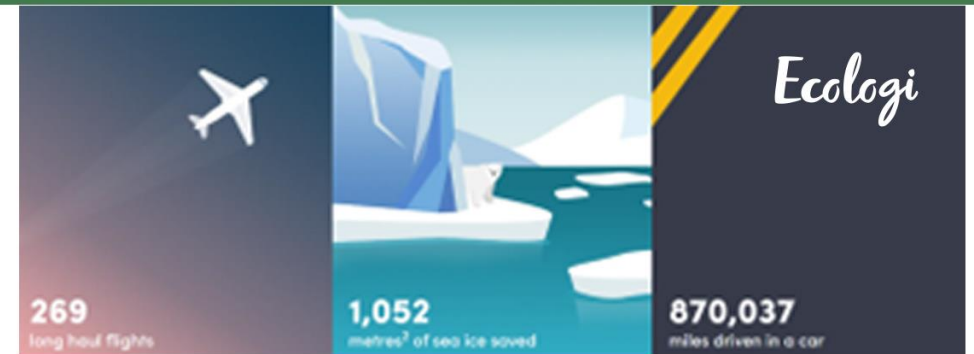
Through the scheme, we plant 5 trees per employee per month in verified reforestation projects around the world & off set 4.5 tonnes of CO2e per employee per year.

By December '23, we had planted 8,022 trees and avoided 379 tonnes of CO2e from our support of 14 gold standard environmental projects. That's equal to 269 long haul flights, 1,052 metres of sea ice saved or 870,037 miles driven in a car!

Projects funded include protection of Mataven rainforest in Colombia & Tanzania, avoiding methane emissions from landfill in Brazil, supporting the largest solar power facility in Morocco & wind power projects in Mexico.

- **Renewable Energy**

Through our partnership with Grundon, we converted 4,884 Kgs recycled waste into 4,644 kWh of clean renewable energy!



For The Planet - CO2 Off-Set & Renewable Energy



In 2023, the Geiger logistics team introduced carbon neutral shipping with UPS for all domestic parcels.

- Our parcels ship as normal through UPS's fleet of vehicles powered by renewable energy.
- UPS calculates footprint per delivery & buys carbon offsets.
- Supports reforestation & renewable energy. Verified by SGS & Climate Impact Partners
- Geiger received quarterly reports to demonstrate offset.
- In 2023, the emissions from 1,868 shipments were offset saving 2.63 tonnes CO₂e.



Case study: Carbon Reduction Project

Through our Ecologi membership, we have funded 14 verified carbon reduction projects.

One example is the OAXACA WIND FARM in Mexico.

Mexico has a lot of wind power potential due to its geographic location. It also has a rapidly increasing population which will be a huge source of greenhouse gas pollution in future.

So, to the Oaxaca project which generates 6% of Mexico's energy, provides electricity for 700,000 homes and prevents the emission of 245,000 tonnes of CO2 every year!

The project also provides:

- Improved health services in the local area
- Free medical examinations for young people
- Access to higher education
- Support for primary schools
- Employment opportunities from jobs at the plant
- Increased biodiversity by restoring habitats for wildlife
- Support for UN SDG No 7 for Renewable Energy



For Our People – Social Justice Statement



Geiger, as a company and as caring people, is committed to cultivating and preserving a culture of Justice, Equity, Diversity, Inclusion and Sustainability.

A JEDIS culture guides our deliberations, actions, and conduct.

Our greatest strengths are derived from the collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, and talent.

Treating every person and our planet with respect not only makes our company stronger, but also contributes to making the world better. It has never been more



For Our People



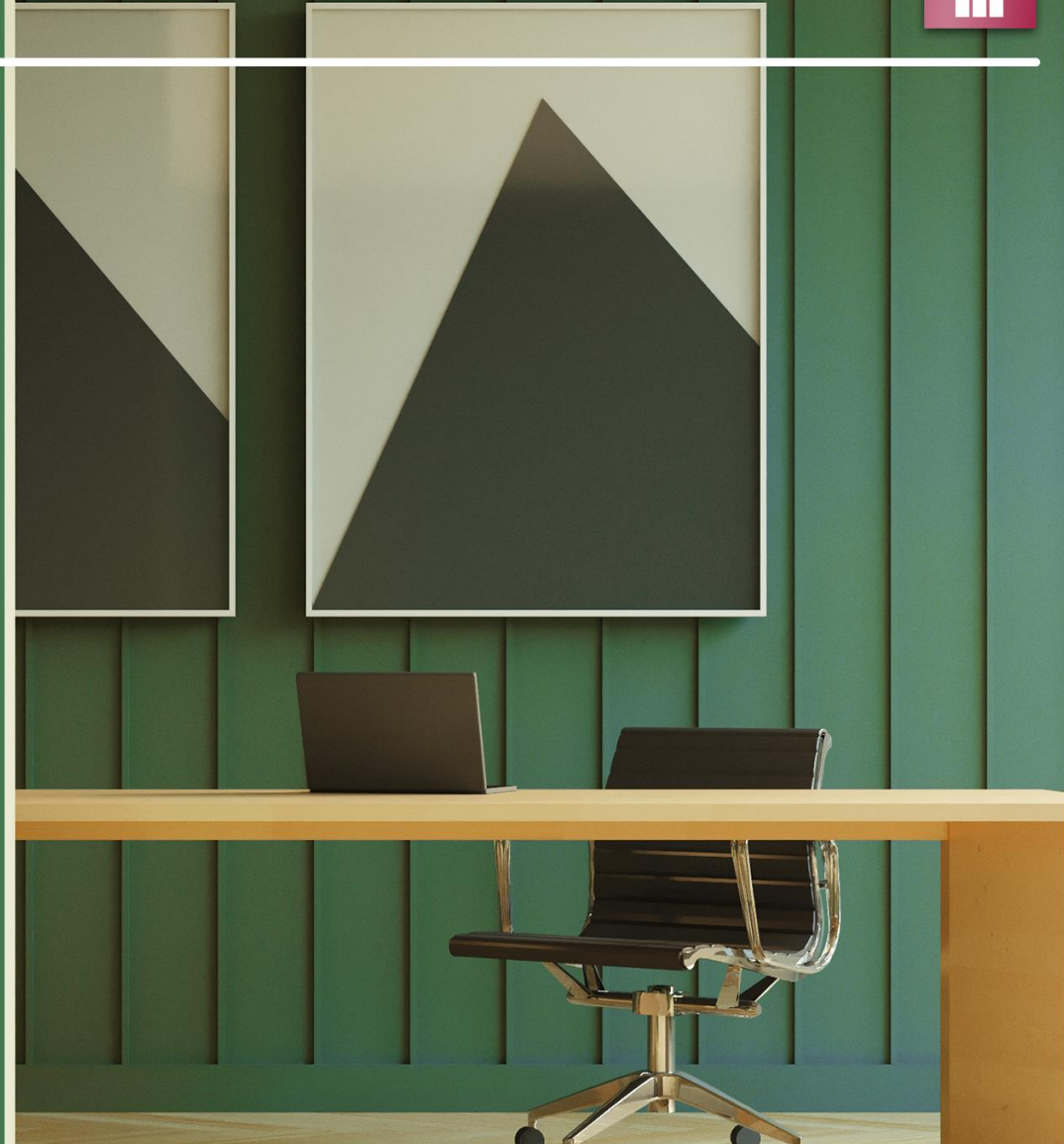
TARGETS:

Year on year targets for include:

- Increase levels of equality, diversity and inclusion in the workplace.
- Achieve zero reports of unlawful acts of discrimination, bullying and harassment.
- Increase training and education of managers and all other employees.
- Increase the level of employee satisfaction year on year.
- Reduce the risk of Modern Slavery existing in our external supply chain.
- Embed sustainability in everything we do!
- Train 100% of our employees and Managers on discrimination topics by the end of 2024.

HOW ARE WE DOING?

- We continue to be proud of our diverse workforce and celebrate individual differences.
- We had Zero reports of discrimination, bullying or harassment in the workplace in 2023.
- 100% of employees paid above the UK minimum wage.
- 100% of employees received and completed a performance appraisal.
- Number of employees by gender in 2023:
 - Male: 24 employees
 - Female: 55 employees
- % of female employees is 70%.

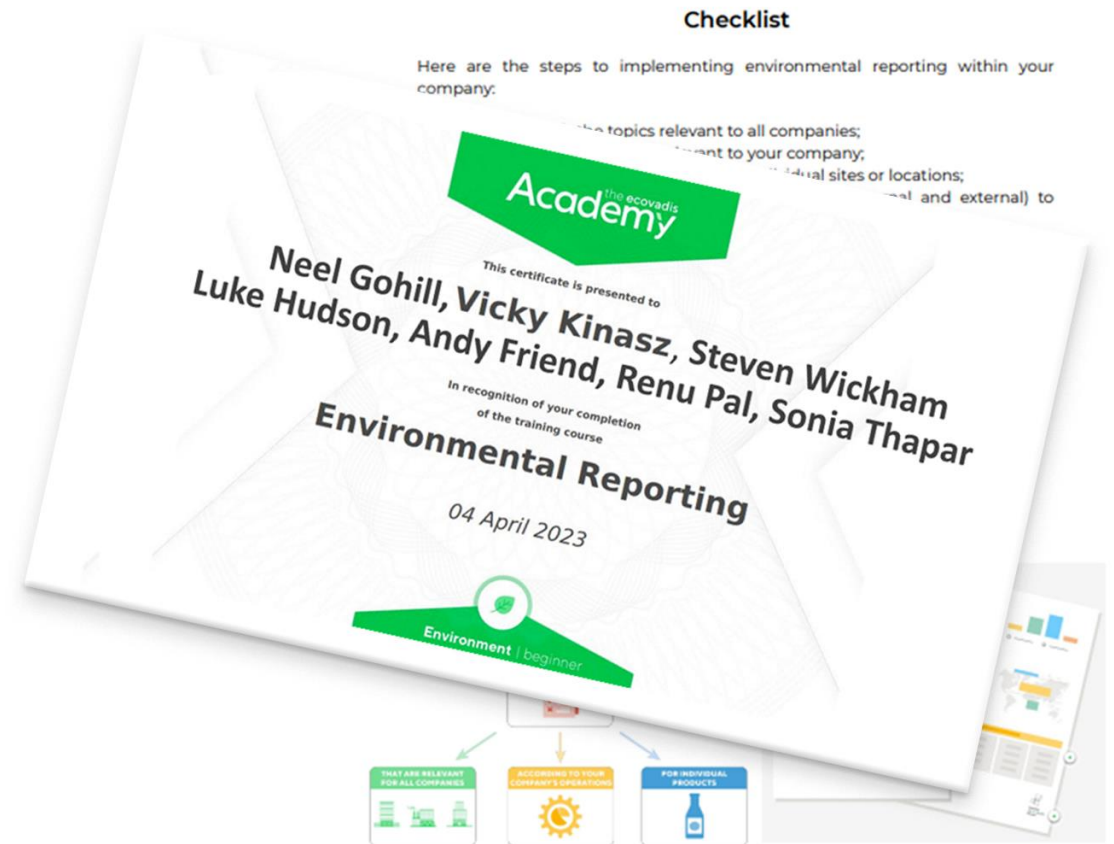


For Our People



HOW ARE WE DOING?

- We were delighted to announce 5 internal promotions in our team during 2023.
- 100% of internal promotions were female employees.
- Total training hours for Geiger employees during 2023: 809 hrs
- Average number of training hrs per employee in 2023: 11.7 hrs per employee
- Our team engaged in training on a range of topics in 2023 including:
 - Discrimination & Harassment in the Workplace
 - Emotional Intelligence
 - Health & Safety and ETI Base Code
 - Introduction to Sustainability & Environmental Reporting
 - KnowBe4 Online Security Awareness
 - Logistics & Customs
- 100% of our employees and managers participated in essential health & safety training and Fire Safety training in 2023.



For Our People



HOW ARE WE DOING?

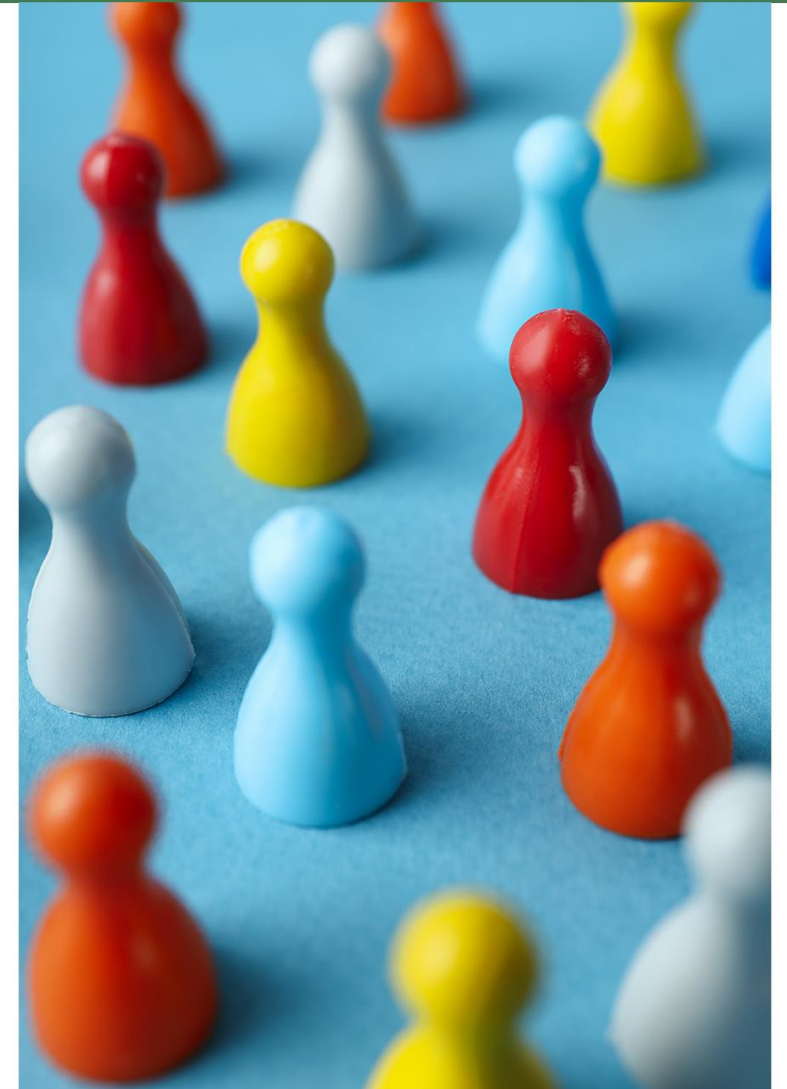
- 100% of our UK team also participated in Understanding Emotional Intelligence training in 2023, designed to give our team the tools to recognise discrimination, behaviours, moods and impulses and manage them according to the situation.
- 100% of our Managers and team leaders participated in Harassment Prevention training to address sensitive topics related to inappropriate behaviour, harassment and discrimination.
- The training included discussions, role plays and support on various forms of harassment in the workplace.



Diversity, Equity & Inclusion



- In 2023 we established an internal, cross functional group, MOSAIC, to drive and implement Diversity, Equity and Inclusion initiatives in the business.
- The aim of the group is to help monitor, highlight and encourage equity, diversity and inclusion at Geiger through training, events, data collection and support.
- In 2023, we started to collect data on gender and ethnicity and surveyed X% of our employees.
- Our objective is to survey 100% of employees on gender and ethnicity by the end of 2024.
- 100% of employees and Managers participated in Emotional Intelligence and Harassment Prevention training in the past year.

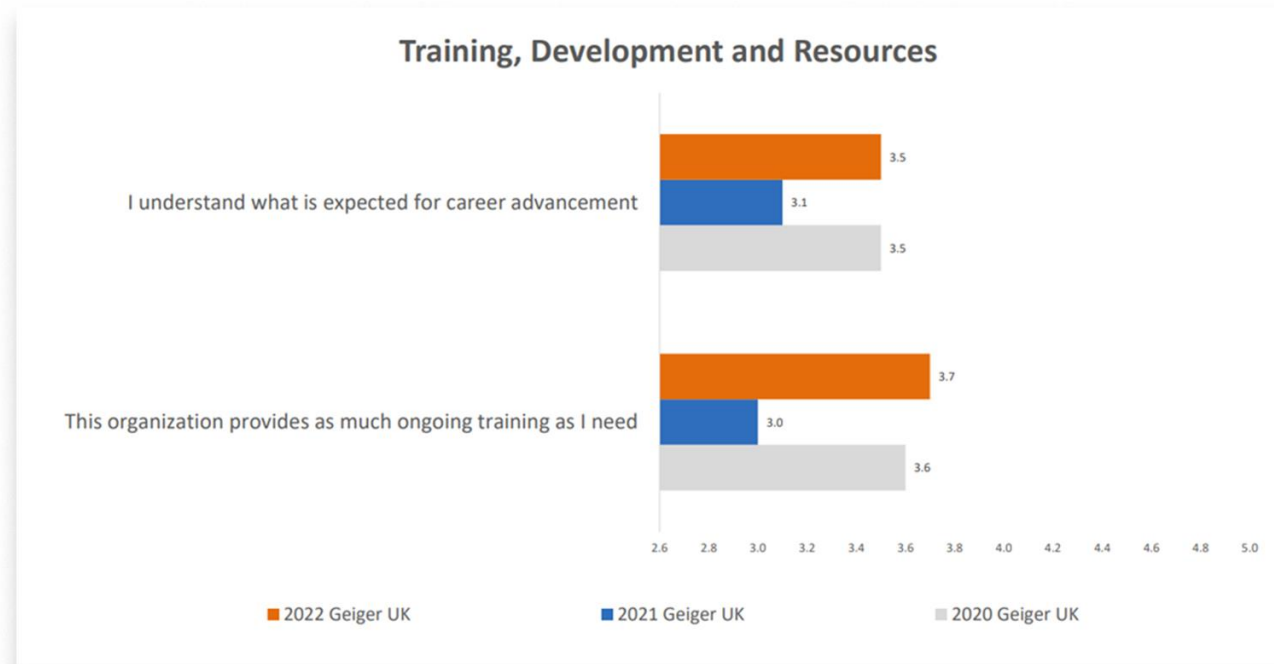


For Our People



HOW ARE WE DOING?

- 9 team members received new professional qualifications during 2023 – go team!
- 100% of our employees were appraised with a performance review in 2023, allowing us to discuss and plan their training needs and career progression.
- In our latest employee engagement survey, we were delighted to see our score for Career Advancement to increase from 3.1/5 to 3.5/5 and our score for training provision increase from 3.0/5 to 3.7/5 as a result of more relevant, targeted training for job roles.



For Our People

HOW ARE WE DOING?

- In January 2023 we launched a new benefits & rewards program for 100% of our UK employees, called Vivup.
- The program provides wellbeing initiatives, financial planning advice, support with healthcare payments and prescriptions, retail savings and 24/7 telephone support line for mental health.
- The program has helped to drive increased employee engagement and additional support during the current turbulent economic period.
- 100% of our UK team received 52 weekly Fully Charged newsletters during 2023, full of tips for a healthier lifestyle and improved work-life balance.
- Average number of sick days in 2023 = 5.7 days per employee.
- Absenteeism rate in 2023 was 2.2%.
- Percentage of employees with access to healthcare benefits through Vivup = 100%.



Action Plan for 2024



In 2024, our priority focus areas will be on achieving the following targets:

PRODUCT

- Continue to increase our range of products that support the shift to a Circular Economy; Give Back to our Community & achieve sustainability through focusing efforts on products with genuine and verified impact.
- Increase the % of Eco quotes to customers above 30% and aim for 50%+ target by 2025.

PACKAGING

- Train and educate 100% of preferred vendors on our sustainable packaging guidelines for all product categories.
- Maintain recycling of 100% of all plastic, textile and paper waste packaging materials. Promote increased use of our 30% recycled clothing bags to increase recycled plastic total above 500 Kgs by 2025.



Action Plan for 2024



MANUFACTURING

- Continue to increase level of transparency in our supply chain to understand the source of a wider range of products and materials.
- Focus on locally manufactured products to reduce carbon footprint.
- Avoidance of hazardous Azo Dyes and SVHCs in 100% of products.
- Reduction of water usage in the supply chain through use of certified sustainable materials, natural colours and organic materials in core products including apparel and bags.
- Avoidance of the most polluting production processes such as electro plating and unnecessary production of carbon black.

OPERATIONS

- Continue our partnership with Ecologi as a certified Climate Friendly Workforce and aim to achieve a minimum 15% GHG Emissions Reduction target by 2024 and ensure we can hit our 30% reduction goal by 2025.

Ecologi

Action Plan for 2024



In 2024 we will continue to develop our Sustainability Strategy to ensure that we can:

Work in Harmony with Nature

By providing products utilising biodegradable, renewable and ethically sourced materials we can reduce environmental footprint.

Value Natural Resources

By providing products that are durable, recycled, recyclable and sustainably manufactured we can avoid waste, support the Circular Economy and reduce our use of natural resources.

Reduce CO2 Emissions

By offering locally sourced options with low impact production we can reduce carbon footprint and achieve our shared goal of 30% emissions reduction by end-2025 and carbon neutrality by 2030.

Public Commitments for 2025



By 2025 we pledge to strive to achieve the following targets:

- Minimum 75% of paper and cardboard packaging to be FSC certified or recycled.
- 100% of plastic packaging to be reusable, recyclable or compostable.
- Eliminate 100% of problematic plastics that can not be reused or recycled.
- Strive to achieve 10% year on year water and energy usage reduction.
- Tracking Scope 1 – 3 GHG emissions with the objective of achieving 30% reduction in carbon footprint by 2025 and carbon neutrality by 2030 through careful selection of materials, transport and production partners and utilisation of off-set schemes.
- Adoption of responsible sourcing rules for highest priority raw materials and communication of a restricted materials and substances list to vendors.
- Adoption of new approach to single use products ensuring that durable alternatives are always available.
- Contributing to reduction of waste, water and energy usage across our supply chain through education, leadership and strategic partnership with preferred vendors.



Let's work together to ensure
a sustainable future for all.

