

Generation Press Impact Report 2024

Print People Planet
(Th)inkers & Doers



Using vegetable-based inks



Using 100% recycled stock



Using FSC paper



This is compostable and recyclable



Living Wage



We use renewable energy sources



We help tree initiatives



We are Carbon Neutral



We are Solar Powered



We are ISO14001 certified



Who We Are

Generation Press.

Collaboration, craft, commitment, don't just make it, make it better, family business, fourth generation, heart and soul, borderline obsessive, not even borderline, invent, reinvent, stay curious, listen, print with principles, make more from less, less waste, less cost, quality, quality, quality, years of EMAS-certification, now a B Corp, not impossible, just hard, dig into details, price it fairly, pride in each project, ideas into print.

(Th)ink about ink.

A word from our MD, Paul Hewitt

As we commemorate our 25th anniversary as (fourth) Generation Press, we are thrilled to announce our recent accomplishments. We are proud to have secured four prestigious quality awards, with four of our printed books emerging victorious in their respective categories.

Among the awards, our very own publication, **Print - People - Planet**, was honoured as the **Sustainable Book of the Year** at the esteemed **British Book Design & Production Awards**. Such recognition comes hot on the heels of being acknowledged as the **Environmental Company of the Year 2023 SME** at the renowned **Print Week Awards**. These achievements underscore our commitment to sustainability and excellence.

Reflecting on our journey over the past quarter-century, it's been a remarkable adventure filled with laughter, camaraderie, and, indeed, a great deal of vegetable-based ink on FSC paper. Against all odds, the fourth generation dared to dream and establish Generation Press. Despite scepticism from some quarters about our longevity, we stand today as a testament to perseverance and innovation.

In those early days, our focus wasn't solely on printing; we aspired to do things differently—to be clean and brilliant, as we envisioned it, albeit without the explicit understanding of terms like “environmentally friendly” and “sustainable”. Our approach was driven by insatiable curiosity and a passion for pushing boundaries,

embracing sustainability practices, and elevating the standards of design and quality.

None of this would have been possible without the steadfast support of the third generation, who provided us with the encouragement and guidance needed to soar. We owe them a huge debt of gratitude for their unwavering belief in our naivety and vision.

As we celebrate 25 years of defying expectations and making our mark in the industry, we look forward to continuing our journey, leaving an indelible imprint on our industry. Here's to the past, present, and future of Generation Press—may we continue to innovate, inspire, and thrive for years to come.

Paul (Scrub) Hewitt,
Owner & fourth generation print obsessive

Soul Statement

Our mission is to produce the highest quality sustainable print with honesty and integrity. Inspired by three generations before us, we are determined to find the most ethical route to print excellence for future generations.

This is the 11th year we have produced our Environmental Statement and made it public, and this is our second annual Impact Report for B Corp. Our Environmental Management System (EMS) is designed to help us meet the extremely high standards and requirements of being a certified B Corp.

What We Do

Creative solutions

Doing it clean

Doing it with care

Doing it our way

Litho, Digital, Foiling, Letterpress,
Die-cutting, Colour-edging,
Duplexing, Packaging & Prototyping.

Activities & Services

We offer a diverse range of creative print solutions, from business cards, fashion books, corporate and personal stationery, charity annual reports and accounts to art catalogues and distinctive invitations for private functions and giant corporate events. We bring brands to life with beautifully designed, tactile communications.

Specialist activities

— Graphic Limited Editions — Fine Art Catalogues — Photographic Books — Coffee Table Books — Luxury Stationery — Business Stationery — Creative Packaging — Invitations

Litho

Our core craft. Exploring. Fine-tuning. Investing. Combination of the latest technology (e.g. closed-loop colour control) + human know-how (from experience). Very, very versatile. Fine art. Reports & accounts. Detailed work. Short/medium/long runs. Pride in every project.

Digital

Adventure in technology. Good for short runs. Personalised. On-demand. Improving quality & range. Invested in HP Indigo Press. Seven-colour. Handles more stocks than ever. Dark materials. Clear materials. White ink. Takes human expertise. Digital is now a craft.

Foiling

Hot metal fusing foil to stock. Silver. Gold. White. Coloured. In-house on modified Heidelberg Press. Hand-operated. Human craft. Stationery loves it. Business cards love it. Premium projects love it. We love it.

Die-cutting

Precision incision. Any shape. Many materials. Also kiss-cutting. Where you cut a layer & leave the base untouched.

Peel-off stickers. Bespoke paper-over-board presentation boxes. 2mm-thick duplexed stocks. Heavy-duty grey boards. All in-house. Takes know-how to do it well.

Letterpress

Old school. In our blood. Our first & second generations were letterpress compositors. Revived with love. Original craft aimed to 'kiss' ink onto paper with no sign of indent. Now seen as part of the charm. Nice with opulent metallics. Bold fluorescents. Rich primary colours. Old + new.

Colour-edging

The third dimension of print. Applying colour to the edge of a business card, invitation, book block. Spent years mastering it. Mixing the inks in-house. Metallics. Colour gradients. One edge or many. GP speciality.

Duplexing

Bonding sheets of paper/board together. Two or more. Triplex. Quadruplex. Pentaplex. Hexaplex. (Hexaplex = great word.) Most we've done is six sheets. So far. All about texture & heft. Layers of colour. Print geology.

Th(ink)ing Beyond the Here & Now

We are here for people and brands who give a damn, are part of a more thoughtful future, share a mindset of quality and purpose, and take that moment to consider the impact of their choice of partner in print.

Timeline — The Story So Far . . .

Vegetable Ink
since forever

Carbon Neutral
Deliveries
since 2013

FSC Paper from
Certified Forests
since forever

EMAS Certified
from 2013–2018

ISO14001:2015
since 2013

UK Tree Carbon
Negative Initiative
since 2013

965%
Reduction
of Waste
to Landfill
since 2009

Tree Planting Initiative
(7,179 trees planted)
since 2013

B Corp Certified
since 2021/22

100%
Renewable
Energy
since 2009

Solar Power
since 2013

B Corp Impact
Assessment
(in COVID queue)
since 2019

Environmental
Company of
The Year: Print
Week Awards
2023

Recycling
(now 98.5%)
since 2013

Chemical-free
Processor
since 2014

Living Wage
(unofficially
since 2010)
since 2020

B Corp
Best for the
World
(environmental
impact)
since 2022

Carbon Neutral
since 2006

100% Recycled
Packaging
since 2013

On-site Beehives
since 2016

Awards & Recognitions — Environment & Printing Craft

2024



Photographic Books:
British Book Design &
Production Awards 2023
- Winner



Brand / Series Identity:
British Book Design &
Production Awards 2023
- Winner



Exhibition Catalogues:
British Book Design &
Production Awards 2023
- Winner



Sustainable Books:
British Book Design &
Production Awards 2023
- Winner

2023



Environmental Company
of the Year: Print Week
Awards 2023 - Winner



Book Printer of The Year:
Print Week Awards 2023
- Shortlisted

2022



Book Printer of the Year:
Print Week Awards 2022
- Winner



Exhibition Catalogue:
British Book Design &
Production Awards 2022
- Winner



Exhibition Catalogue:
British Book Design &
Production Awards 2022
- Highly Commended

2019



Book Printer of the Year:
Print Week Awards 2019
- Highly Commended



Fine Art Printer of the Year:
Print Week Awards 2019
- Highly Commended

2018



Environmental & Sustainability
Company of the Year: Digital
Printer Awards 2018 - Winner



Book Printer of the Year:
Print Week Awards 2018
- Shortlisted



Exhibition Catalogue:
British Book Design &
Production Awards 2018
- Highly Commended



D&AD Wood Pencil 2018 with
Arjo Wiggins, Build and Nick
Asbury - Winner

2016



Queen's Award for Enterprise:
Sustainable Development
2016 - Shortlisted

**2023
Environmental Company
of the Year: Print Week
Awards 2023 – Winner**

Judges Summary:

Generation Press is not just ahead of the curve on the environment, it is defining what the curve should look like. Carbon neutral for 14 years, and carbon positive for 10, it recycles an astonishing 99.6% of its waste, and has used vegetable inks since 2003. Earning B-Corp status in 2022, it immediately entered the top 5% of all B-Corp companies. Generation Press pushes sustainability throughout every fibre of its work, the quality of which won it our Book Printer of the Year Award in 2022. "They are not just shouting about offsetting," said one judge, "they have thought holistically about sustainability and really live their values."

**Printweek
2023 Awards
Winner** 

**Environmental
Company
Of The Year**

Evangelise B Corp's Practices With All Our Customers

When Generation Press embarked on an extraordinary journey towards becoming a B Corp, our commitment to sustainability and purpose-driven practices became evident in every aspect of our operations. We are delighted to share our story through an award-winning book created in collaboration with our esteemed partners, including GF Smith, who embraced the B Corp ethos during the book's development.

This book not only chronicles our path to B Corp certification but also celebrates the invaluable contributions of our partners and collaborators. From the meticulous design and thoughtful brand strategy to the stunning photography, choice of sustainable paper stocks, and expert bookbinding, every detail reflects our dedication to showcasing the artistry and craftsmanship inherent in book production.

But beyond the pages of this book lies a deeper narrative—a testament to the enduring partnerships we've cultivated over time. Our relationships are built on respect, trust, and mutual understanding, transcending mere business transactions to embody the essence of friendship and support, even through life's ups and downs.

At Generation Press, we're not content with following the crowd. Instead, we forge our own path, guided by a commitment to authenticity, sustainability, and lasting impact. This book is a

celebration of character, of the belief that genuine connections and meaningful work are the true markers of success. It's a tribute to the enduring legacy we're building—one that prioritises People, Planet, and Print, and we're proud to share it with our customers, partners, and the world at large.



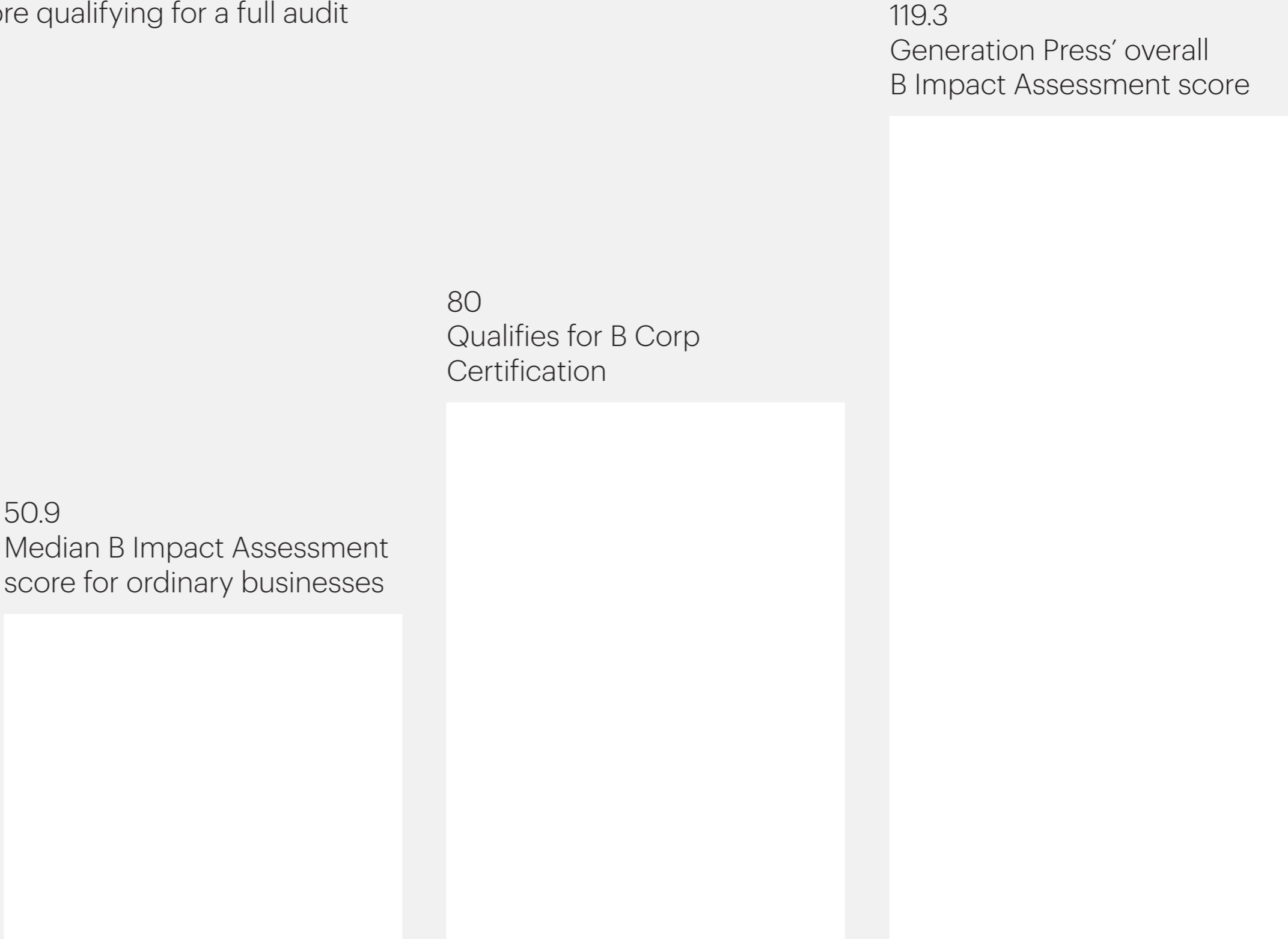
We are really proud of our B Corp certification and look forward to renewing it in 2024.



119.3
Overall B Impact Score

B Corp Certification — B Impact Score

The first step towards achieving B Corp Certification is the B Impact Assessment (BIA), a digital tool used to measure a company's practices and impact on its governance, workers, communities, the environment and customers. Businesses must score at least 80 points before qualifying for a full audit and evaluation.



We are currently the **Best for the World** for Environmental Impact within the worldwide B Corp community.

Out of over 6,000 B Corp-certified companies in over 80 countries, Generation Press is in the top performing 5% for the environment. Sadly, B Corp has chosen to drop this nomination in the future :(



GP's Goals & Fundamental Beliefs

Our public commitment is to protect the environment, including preventing pollution, meeting our compliance obligations and legal requirements, and continually improving our environmental management system to enhance performance.

GP's Goals & Fundamental Beliefs

These are our long-term goals and fundamental beliefs:

- Quality print forever
- Reduce energy consumption
- Reduce CO₂ emissions
- Zero waste: zero to landfill
- Encourage and effect behavioural change internally and externally

These differ from our targets, which we refresh annually to ensure we continue to improve, achieve and sustain our long-term objectives above.



Zero waste: 99.6%
98%+ consistent recycling rate since 2013. Last year and this year, 99.6%. We recycle 100% of any waste stream with calorific value without adding fuel to incinerate.

GP's Impact Breakdown

Generation Press'
Overall Impact B score

119.3

Generation Press'
Impact B score breakdown

67.8 Environment
20.3 Workers
15 Community
14.9 Governance
1.1 Customers

Our Goals & Results for 2023

Environment

Replace all lights with LEDs.

This has been researched and quotes sourced. Our first chosen supplier was unable to fulfil the contract. The project was put back to tender, and quotes are still being sourced as not all contractors understand or can provide the solution required.

Research and source an electric work van and set up electric charging points.

None yet, keeping abreast of developments in the EV market. New models and technologies are constantly emerging, and what may not have been suitable today could be tomorrow. This is still very much under review. We commit to not replacing our combustion engine van with another but await the best solution for our requirements.

Reduce CO₂ by Premises by 1%.

Analysing the Carbon Neutral Assessment Audit for 2023 shows that a direct comparison with last year's figures is not straightforward. Introducing new calculation factors, notably fuel/oil upstream emissions, has led to a discernible increase of 4.84 tonnes. Despite efforts resulting in an overall reduction in Premises CO₂ emissions, an unforeseen refrigerant gas leak incurred an additional 19.4 tonnes. These supplementary factors significantly impact the precise calculation of CO₂ emission reductions, necessitating equivalent data on baseline emissions, production increases, and the leak. Without these additional factors, our

premises emissions would have totalled 8.6 tonnes this year, compared to 11.3 tonnes. This achievement shows a premises reduction of 26% of CO₂.

Continue to plant trees and record the amount of CO₂ saved.

We planted 601 trees in Sussex in this period, accounting for an extra 15 tonnes of CO₂ saved. This is in addition to our carbon offsetting programme.

Carbon Neutral. Go deeper and offset 105% of carbon emissions for our premises.

We offset our premises emissions by 105%. This year, our total tonnage is 32.5 compared to our yearly average of 10. The 5% extra credits mean an additional

1.63 tonnes we offset. Therefore, we put back more than we took.

Plant more trees. Help protect and restore other natural habitats.

Always planting! To date, we have planted a total of 7,179 trees through eForests.

Protect and nurture our bees. We currently sponsor two beekeepers and five beehives.

2023 was an excellent year for our bees, growing to five colonies in total and two locations. We experienced robust growth in both apiaries, with all five colonies thriving. Each colony supported three supers throughout the summer months. Honey-gathering operations were buzzing. Having managed

to mark our queens on our first spring inspection, we added two supers per hive to support the spring laying and growth in the hives and were rewarded with large honey stores over the summer. The weather was unchallenging to the bees this year, and except for one colony swarming and the usual queen management, it was all about honey extraction this summer. The honey flow was so abundant that we did two extractions. Our first extraction was in early August, and we netted 60 lbs of honey. The second extraction was in late August, producing nearly 80 lbs of honey. The honey surplus meant beautiful honey gift boxes for our clients at Christmas. The label design and the boxes gave a luxury feel to our honey.

This year's winter project is to clean and repair the super and brood boxes and the wax frames, ensuring they are weather- and disease-proof. We have joined forces with some fellow beekeepers locally, and between us, we are responsible for overseeing nine hives as we share and support each other to keep our bees healthy and well-managed. We feel confident and well-prepared for the coming beekeeping season, hoping that fears of the Asian Hornet advancing from France are unfounded. We have made Asian Hornet guards to protect our bees from attack and will keep close watch as the beekeeping community is anticipating the worst.

Develop an ethical supplier checklist to ensure all our suppliers meet specific ethical and environmental standards.

This is now a more in-depth and updated part of our EMS. It is reviewed and updated annually.

Change suppliers in line with B Corp ethos, e.g. bank (we currently use B Corp-certified coffee, loo rolls, Christmas gifts and mobile phones).

We reached out to the B Corp banks Triodos and Coutts, but Triodos has closed applications from new accounts, and Coutts only accepts new clients with a minimum deposit of £1 million. We aim to leave our current bank (Barclays)

while researching Monzo and the Co-op's online solutions to see if they are compatible with what we hope to achieve with our banking partners. We are committed to making the transition to a more ethical bank.

Reduce energy compared to production.

We have achieved a 64% rise in production compared to a 22.6% increase in energy.

Workers

Provide all staff free eye tests and a £100 contribution towards new glasses.

This policy was created, launched, and communicated to all staff in November 2023.

Research volunteering partners and enable all staff to commit to regular volunteering in the community—ideally engaging at least 50% of our workforce.

A highlight for most GP staff was visiting the Knepp project to plant our donated trees, focusing on areas outside the rewilding zone, particularly camping areas. We strategically planted bushes alongside the new trees to attract wildlife and shield them from potential damage by larger animals, ensuring their growth and preservation.

Continue supporting professional development—360-degree reviews.

In 2023, we conducted new 360-degree reviews.

Organise Diversity and Inclusion training for all staff.

A basic introduction has been provided alongside a TED talk by Asif Sadiq MBE: “Diversity, Equity & Inclusion. Learning how to get it right” on the 23rd of January 2024.

Implement a Carers’ Policy for staff looking after family members or partners with a disability, illness, mental health issues, addiction, etc.

After careful consideration, we have decided that implementing a Carers’ Policy within our small family business is not feasible. Through our experiences, we’ve found that accommodating the diverse family needs of our employees and addressing individual requirements yields better results than implementing strict policies. Our approach involves working together to manage support and time off, with decisions made collectively by those directly

impacted. Embracing this flexible and collaborative approach allows us to better meet the varied needs of our team members while nurturing a supportive and inclusive work environment.

Establish a policy to give all staff the day off for their birthday starting in January 2024.

This was successfully communicated, and all employees have marked their birthdays off on the company holiday planner.

Research and produce a mental health policy.

The policy is now available on our website.

Mentor interns in the creative industry.

Although not an intern, we currently have an industry-supported apprentice working with us on a 2-year apprenticeship programme. This programme is supported

by the BPIF and the Government Apprenticeship Scheme.

Research and conduct an annual staff engagement exercise to determine what our people think about working at Generation Press.

The first step towards achieving this goal was asking all our staff to complete the Riso-Hudson Enneagram Type Indicator. The test determines your personality type and enables you to understand yourself and others objectively. An awareness of how each of us works and responds in certain situations creates a happier and more productive working environment.

Community

Formalise our partnership with Tackle Africa by putting a contract in place to recognise our relationship as one of their official sponsors.

We formalised our long-held relationship with Tackle Africa with a signed contract.

Participate in the Creative Industries Mentorship Programme for people from disadvantaged backgrounds.

Paul was invited to become a mentor on the Creative Mentor Network: "I was paired with a young creative from a socially and economically challenged background. The premise is to help the young person have access to your network and to help guide them with building their own. My mentee was selected

from the animation industry. This was a hugely rewarding process."

Research and discuss with staff their preferences and implement a flexible volunteering policy available to all workers.

Our main volunteering project is with our local Sussex, UK-based tree planting initiative. Each year, we take a day off to help and plant trees. We will make this a flexible policy in the future. This year, we partnered with the City Girl Network (which helps support, empower and inspire women to feel more connected to where they are) by supplying paper and cards for two letterpress workshops.

Governance

Move our business banking to an ethical bank (e.g. Monzo, Triodos, Nationwide, Co-operative, etc.)

We contacted Triodos to request they accept a fellow B Corp customer. No response. We will continue researching alternatives.

Continue to build our Diversity, Equity & Inclusion policy with more training.

A basic introduction has been provided alongside a TED talk by Asif Sadiq MBE: "Diversity, Equity & Inclusion. Learning how to get it right" on the 23rd of January 2024.

Hold 360-degree reviews that include social and environmental ethos training.

Part 1 of our 360-degree reviews was completed on the 22nd of March, 2022. Part 2 was completed in December 2023. This work is ongoing and constantly evolving.

Develop an ethical supplier checklist and survey for all new suppliers.

The 'GP Questionnaire' was given to our suppliers in 2017 and again in 2020, and we continue to provide this to new suppliers.

Continue to adhere to the ethos of our Ethics Risk Assessment and ensure all staff are well looked after.

ISO14001 annual audit. Certification January 2024. Annual renewal.

Research and implement a happiness survey for all staff.

After a quick survey around the studio, we're glad to say everyone in the studio is happy, although it is raining outside. The workshop team have left for the day, so we suspect they are even happier. We will develop this into a more meaningful, formal and thorough survey in the future, and we hope the sun returns.

In all seriousness, we have created a survey that will give us an honest, accurate and measurable reflection for our entire team moving forward.

Continue to support a dog-friendly workplace with up to three dogs at a time (doggy fiesta!)

GP studio dogs, some more regular than others: Pepper, Arthur, Blanche and Lola.

Engage in monthly company-wide meetings.

Our new company meetings are now held on the last Thursday of every month. So far, so good!

Review and update our EMAS-based environmental management system to incorporate B Corp's processes.

This has been completed and always under review.

Customers

Help clients achieve their charitable goals. For example, working with Analogue Folk to produce a high-quality book that targets access and internships to the Creative Industries for the Mentoring Network charity.

We collaborated with the design agency to create an elite-level book tailored for individuals at the pinnacle of the creative industries. This publication is designed to illustrate how they can extend a helping hand to the next generation from less privileged backgrounds, facilitating their entry into the creative industry. Access to this industry is often challenging for those without pre-existing connections, making it particularly difficult for individuals lacking familial or social ties within the field.

Implement a Client Survey to understand better what our clients are looking for.

The survey has been finalised and is currently undergoing

a trial period with our regular customers. Once any final adjustments and refinements have been made, we will implement the survey across all interactions with GP. This will enable us to gather feedback and assess areas for improvement in our engagements with customers.

Advise on sustainable packaging and how to reuse or recycle it.

We have created communication advising our customers on how to recycle (locally) any products and packaging we supply. This information will be available on our new website.

Create GP's Return scheme.

We're currently developing a scheme to facilitate collecting and recycling our clients' packaging and surplus paper-based products. While our preference is to collect materials that we have supplied previously, we also encourage the proper recycling of all suitable

materials, regardless of their origin. This initiative aims to promote responsible recycling practices and reduce environmental impact. We are investigating an appropriate B2B return scheme with the Post Office and courier partners for the best solution.

Create GP's Recycled Packaging Box Scheme. We have joined forces with Russell Simpson to ensure they return their delivery boxes for reuse.

Russell Simpson is spearheading the recycling scheme, leveraging our regular supply of goods to collect unused materials and retrieve our packaging for reuse. Our success with this approach has shown us its feasibility, motivating us to expand and offer it to more clients. We're committed to promoting sustainability and minimising waste in our operations and beyond.

Continue to develop our recycled/no-glue business card boxes.

A successful solution for years, but we have ideas of making a box that requires less material than the current one, which is under development; watch this space.

Embed face-to-face feedback calls with clients into our project processes.

As part of our cost estimates, we now include initial meetings on new projects that require development. Utilising platforms like Zoom or Teams enables us to maintain regular engagement with our clients across various projects. This approach reduces the need for extensive travel and enhances collaboration and communication efficiency.

Add internal and external debriefs to our project processes to ensure effective two-way communications between our clients and the team.

We now begin the work with a briefing Zoom call to agree on the parameters for specific projects. Next, we aim to establish how to incorporate a debriefing into the process.

Install two electric charging points to encourage electric vehicle use and make the points available to customers and the local community.

See page 18.

Educate and consult with customers about the print production process.

We prioritise educating and consulting with our customers about the print production process, focusing on encouraging environmentally conscious decisions for their projects. This is ongoing and comprehensive, often beginning with an educational tour of our factory, machines, and

studio at the project's outset. We discuss paper options, production processes, and environmental considerations. Following the tour, we engage in online meetings, dispatch samples, and hold discussions to ensure that our customers have knowledge and understanding at every production stage. We actively discuss environmental options for paper stocks and production processes, empowering our customers to make informed and sustainable choices.

Evangelise B Corp's practices with all customers.

Generation Press has created an award-winning book celebrating our path to becoming a B Corp. It was produced in collaboration with our long-held partners, including GF Smith, who became a B Corp whilst the book was being developed. We share it with our clients, and GF Smith's paper consultants share it with theirs, spreading the word far and wide.

Review our services and processes to offer better value and more transparent quoting. Review and restructure our team and internal processes.

Two goals scored in one: We have reviewed our internal setup to provide a more collaborative process amongst the team; we have rearranged the studio so that the communication between each team member is much easier. This means communications amongst ourselves can be more collaborative in offering solutions and cost savings to clients.

Improve GDPR and data security by renewing and investing in better systems.

Securing our network with stringent passwords and administrator-level controls is a proactive step towards enhancing cybersecurity. We have also implemented Multi-Factor Authentication (MFA) for all user accounts, requiring further forms of verification in addition to passwords. This

adds an extra layer of protection against unauthorised access, even if passwords are compromised. By implementing these additional security measures with passwords and administrator-level controls, Generation Press can create a robust defence against cyber threats and safeguard sensitive information and critical infrastructure from unauthorised access or malicious attacks.

Prepare a formal customer feedback mechanism to review and action improvements.

We are collating responses to the survey mentioned in a previous goal. When completed, the survey will be shared with stakeholders on completion of projects. By implementing a formal customer feedback mechanism, Generation Press can effectively capture, review, and act upon customer feedback to drive continuous improvement and enhance overall customer satisfaction and loyalty.

Our Goals for 2024

Our Goals for 2024

Environment

1. In addition to replacing the remaining conventional lights with LEDs, we are committed to searching for areas where energy-saving practices can be improved.
2. Continue our research to source an electric work van suitable to our requirements (connect to our solar energy) and set up charging points for car chargers to encourage staff to travel in EVs. These charging points would also be available to customers and the local community.
3. Continue to plant trees and record the amount of CO₂ saved. To maintain our net positive position.
4. Participate in Bee Conservation Initiatives: Partner with local conservation organisations, beekeeping associations, and research institutions to support bee conservation initiatives. This could involve volunteering for bee monitoring programmes, participating in habitat restoration projects, or providing financial support for research projects.
5. Flights for worldwide deliveries are responsible for most of our tCO₂ emissions, so we've removed our carbon calculation for aviation use from our annual assessment. Instead, we have partnered with fellow Best for the World B Corp, SKOOT, to help us monitor our footprint more meticulously and reduce it. From now on, we shall calculate our monthly carbon, flight-by-flight, using a carbon calculator and offset it by planting mangroves, which are vitally important to the ecosystem and essential habitats for thousands of species. We've already planted 10 trees. One mangrove sapling counters 5.9 kg of carbon annually. We and SKOOT consider only the first year of its life, and the subsequent years are a gift to nature.

Workers

1. Help staff to reduce their own footprinting.
2. Build on the Enneagram results. After all team members have identified their Enneagram types, organise small group discussions or one-on-one sessions where employees can explore how their Enneagram type influences their work preferences, communication styles, and interpersonal dynamics. Help foster self-awareness and empathy among team members.
3. Continue to hold 360-degree reviews that include social and environmental ethos training.
4. Research and implement a formal happiness survey for all staff.

Community

1. Discover opportunities locally to help protect and restore natural habitats.
2. Move our business banking to an ethical bank (e.g. Monzo, Triodos, Nationwide, Co-operative, etc.)
3. Continue to engage with B Corp suppliers wherever possible.

Customers

1. Form more partnerships with fellow B Corps and other social and environmental pioneers to strengthen movements for change.
2. Continue to implement our Client Survey to better understand what our clients are looking for, and create a system to review our feedback and take actions to improve our processes and practices.
3. Launch GP's 'Return Scheme'.
4. Explore better ways to implement internal and external debriefs to our project processes to ensure effective two-way communications between our clients and the team.
5. Continue to advise on sustainable packaging and how to reuse or recycle it.
6. When we update it, we will seek a more carbon-friendly solution to host our new website.
7. Promise to not make unsubstantiated dated pledges that we can't keep.
8. Develop our new ideas for recycled/no-glue business card boxes that require less material.
9. Continue encouraging suppliers and clients to transition to B Corp status and provide guidance and support. Our new award-winning book will help inspire businesses on their journey to sustainability.

Our B Corp Goals For The Next Five Years

Governance, Workers, Community and Customers are four of the five areas we would like to focus on and improve in our Impact Score. It's a big ask. But we are ready to put some thought and effort into advancing current practices within our company and the wider community.

Legal Requirements

Compliance makes all the difference. Year-on-year, we will continue to identify where we need to make improvements. A register is maintained, updated and controlled by our Environmental Management System.

No trade effluent is discharged from any of our sites. We do not need a Local Authority permit under Environmental Permitting Regulations. We are also not required to register with the Environment Agency under the Producer Responsibility Obligations Regulations 2010 – (less than 50 tonnes of Packaging Waste annually). All applicable environmental legal requirements are completed via the 'Compliance Obligations Register' (D 02).

Summary Data on Performance

GP's Key Environmental Performance 2023

1. Paper Usage	COVID ¹⁹ 2021 2019/20	COVID ¹⁹ 2022 2020/21	2023 2021/22
Environmental data			
1. Paper			
Purchased (tonnes)	74,032	85,350	73.8
Sheets printed (B2 & B3)	1,793,721	1,769,37	2,411,907
Sheets printed (Foiling/Letterpress)	764,536	769,437	1,021,283
Sheets printed (Indigo)	718,912	839,193	1,964,689
Total Sheets	3,277,169	3,323,067	5,397,879
Ink Purchased (kilos)	1,124	1,014	1,655
Sheets printed per kilo of ink	2,916	3,277	3,262
2. CO2 Emissions (tCO ₂)	38	54.5	84.5*
3. Energy Usage			
— Electricity - 100% Green renewable from external sources (kWh)	61,014	48,248	55,992
— Electricity - Renewable from internal PV Panels (kWh)	13,538	9,985	15,406
— Fuel (litres)	3,251	4,050	71,398
Degree days (15.5 degrees)	1,839	1,981	1,661
4. Waste Product (tonnes)	26.7	16.4	16.6
5. Water (m3)	239	239	96
6. Environmental Complaints	0	0	0

64.44% Increase in production
 6.5% Decrease in paper purchased
 63% Increase in ink purchased
 0.5% Increase in efficiency sheets printed per kilo of ink

Recycling rate 99.6%

Note: Water (m3), we have used an updated, more accurate equation provided by Ecometrica for estimating.

2. CO₂ Emissions GHG

CO ₂ Emissions GHG	COVID ¹⁹ 2021 2019/20	COVID ¹⁹ 2022 2020/21	2023 2021/22
Electricity & Transmission (tCO ₂)	1.31	0.922	1.01
Electricity (New) Upstream calculations (tCO ₂)	0	0	2.97
Fuel Oil (tCO ₂)	8.22	10.20	7.24
Fuel (New) Upstream calculations (tCO ₂)	0	0.05	1.51
Landfill Waste (New calculations) (tCO ₂)	0.07	0	0.052
Premises Total (tCO ₂)	9.7	11.3	32.5*
Business Travel (tCO ₂)	2.66	1.39	0.72
Transport (New calculations) (tCO ₂)	25.13	40.80	46.7
Total (tCO₂)	38	54.5	84.5
Staff	9	10	11
Key Performance Indicators (KPI) tCO ₂ = per full-time equivalent employees	4.2	5.5	7.7

*84.5 tCO₂ TOTAL: 46.7 tCO₂ Flights/deliveries/company van (162% Less distance/weight/31% Less flights - New calculation)

*32.6 tCO₂ Premises (production).

Note: We had a 19.4 tCO₂ refrigerant leak + New calculations for Upstream, totalling 4.84 tCO₂. Without these **unforeseen** additions, a direct comparison to last year's 11.3 tCO₂, we would have achieved 8.26 tCO₂ for our 'premises' total.

This year, we have offset 105% of 32.5 tCO₂.

Changing your Carbon Neutral Partner. Beware. This 'should' make very little difference to your carbon calculation based on your data. However, we have experienced something very different. If you would like some tips on changing, contact us at GP.

Here's a remaining challenge for anyone reading this. We prioritise minimising our environmental impact, and despite our flight-offsetting partnership with SKOOT, we would prefer to find cleaner alternatives to aviation. We avoid shipping across the Atlantic due to moisture risks (until we can source sealed moisture containers). So, any other suggestions are welcome.

3. Energy Usage (100% Renewable)

	2021 2019/20	2022 2020/21	2023 2021/22
Energy Usage			
Electricity - 100% Green renewable from external source MWh	61 Mwh	48.3 Mwh	55.9 Mwh
Electricity - Renewable from internal PV Panels	13.5 Mwh	10 Mwh	15.4 Mwh
21.5% Decrease			

4. Waste

This is a breakdown of our waste and recycling.

Waste	2021 2019/20	2022 2020/21	2023 2021/22
DMR Recycling	0.53 tonnes (531 kg)	0.31 tonnes (313 kg)	0.31 tonnes (313 kg)
General Printed Waste	19.36 tonnes (19,360 kg)	9.52 tonnes (9,520 kg)	9.04 tonnes (9,040 kg)
Mill Dyed Paper	2.20 tonnes (2,200 kg)	2.04 tonnes (2,040 kg)	2.32 tonnes (2,320 kg)
Wax Wrappers	1.04 tonnes (1,038 kg)	0.79 tonnes (7,88kg)	1.3 tonnes (1,025 kg)
Cardboard	1.3 tonnes (1,300 kg)	1.4 tonnes (1,440 kg)	2.0 tonnes (1,960 kg)
Polywrap	0.23 tonnes (230 kg)	0.25 tonnes (248 kg)	0.23 tonnes (225 kg)

Waste	2021 2019/20	2022 2020/21	2023 2021/22
General Landfill	0.11 tonnes (106 kg)	0.06 tonnes (62 kg)	0.06 tonnes (62 kg)
Hazardous Liquid	0.33 tonnes (330) (litres)	0.31 tonnes (314) (litres)	0.16 tonnes (160) (litres)
Hazardous Solid	0.42 tonnes (424 kg)	0.81 tonnes (805 kg)	0.06 tonnes (60kg)
Non-Hazardous Waste	1.31 tonnes (1,306 kg)	0.83 tonnes (828 kg)	1.42 tonnes (1,442 kg)
Total Waste	26.65 tonnes	16.36 tonnes	16.58 tonnes
Recycling Rate	99.4%	99.6%	99.6%

This year, 99.6% recycling rate.
Last year, a 99.6% recycling rate
98% + consistent recycling rate since 2013.
We recycle 100% of any waste stream with enough calorific value to recycle.

This is an estimated water usage: 142 litres / 31 gallons per person per day.
(This calculation is provided by Ecometrica). The Komori press uses 0.75 litres of water per hour per unit. So, with our machine, we're looking at 30 litres per 8 hours or 3.75 LPHX 240 days per year. Our water is on a shared meter with Manor Farm. Most of our water usage comes from sanitary provisions in our office, barn and building 2. All water is discharged to a public sewer. Our water usage is minimal.

6. Environmental Complaints

There have been no environmental complaints.

<u>Core Indicators 2023</u>	A Total annual input / impact	B Production (Sheets printed per kilo of ink)	R Ratio of A to B
Energy Efficiency Electricity - 100% Green renewable from external source	55,992 kWh	3,262	17.16
Energy Efficiency Electricity - Renewable from internal PV Panels	15,408 kWh	3,262	4.72
Energy Efficiency Fuel (Heating Oil)	28,000 kWh (2,851 ltrs)	3,262	8.58
Material Efficiency (Paper Purchased)	79,748 tonnes	3,262	24.45
Water	95.6 m ³	3,262	0.03
Waste General Waste Hazardous	16.36 tonnes 0.22 tonnes	3,323	0.005 0.00031
Biodiversity - all sites at Manor Farm, Poynings	338.4 m ²	3,262	0.10
Emissions (Annual GHG) Annual Gaseous	84.5 tonnes 0.51 tonnes	3,262	0.03 0.0002

<u>Annual (GHG) Greenhouse Gases 2023</u>	Tonnes	Conversion GWP @ 100 years	Tonnes
CO ₂			
CO ₂ – Carbon Dioxide	84.5	1	84.5
CH ₄ – Methane	0.0107	25	0.082
N ₂ O – Nitrous Oxide	0.00149	298	0.369
HFC – Hydrofluorocarbons	0	14,800	0
PFC – Perfluorocarbons	0	1,430	0
SF ₆ – Sulphur Hexafluoride	0	22,800	0
Annual Gaseous SO ₂ – Sulphur Dioxide			1.03
NO _x – Oxides of Nitrogen			0
PM – Particulate Matter			0



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Environmental Declaration

This Impact Report is an annual reporting process and will replace our Environmental Statement.

It is our 11th report and is audited and verified by Ecometrica, Fen Consult for FSC certification, NQA for ISO14001:2015 and B Corp-certified.

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