



# OUR COMMITMENT TO SUSTAINABILITY

At Avery UK, we conduct our business in a socially and environmentally responsible way that is grounded on our core values.

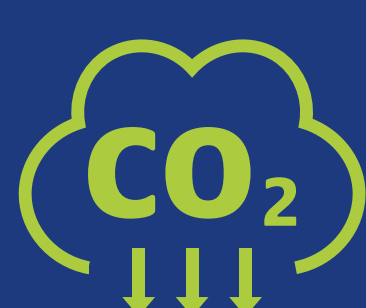
Caring for our planet and our people is at the heart of this mission.



## WE ARE COMMITTED TO



Sourcing materials from sustainable sources.



Manufacturing locally to reduce CO2 emissions.



Recycling waste from our production process.



Continually measuring our environmental impact & striving to improve.

Promoting the importance of the above throughout our organisation, suppliers and customers.

## OPERATIONS

We continue to focus on our European strategy of 'local for local' basis. This means we manufacture the vast majority of our products in Northamptonshire, which is at the centre of demand for our customers.

This helps reduce freight journey distances to customers, therefore reducing emissions and our carbon footprint. Our local approach means manufacturing is largely under our control, allowing us to make good sustainability and environmental decisions.

WE HAVE AGGRESSIVE PROCESS SCRAP REDUCTION TARGETS.

3% → 2.5%

Current scrap (process & design)

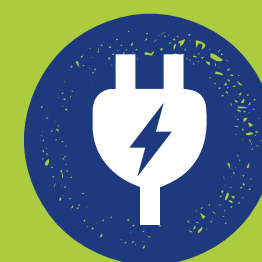
Target for 2021



ALMOST 100%  
of our brown box waste is re-used or recycled



OVER 90%  
of our products are produced in Northamptonshire



HIGH EFFICIENCY  
Replaced old factory lighting with LED lighting



LED LIGHTING  
Replaced office lighting with sensor-triggered lights



OVER 80%  
of our paper label products are FSC-certified

## PRODUCTS AND PACKAGING

We continue with our commitment to sustain and grow the FSC-accredited range of products. This includes recycled labels and indexing card stock. Our Family Labels range is in recyclable packaging.



Changing to LED UV ink from water based has removed the use of water from the process.



Invested in state-of-the-art digital offset presses that are carbon neutral.



Reduced the use of shrink film in our processes by over 40% and continue to look for alternative solutions.

Outer Packaging  
100% RECYCLED MATERIAL

Inner Packaging  
60%+ RECYCLED PACKAGING

We strive to improve the use of recycled materials across all areas.



Our badges 4 events category is the only fully recycled & recyclable PET (polyethylene terephthalate) badge in the events market. We have also changed our lanyards to recycled PET.

Our research team has developed specialized water-based coatings that are easily managed in the waste and recycling streams without contaminating recycled resins.



OUR ECO DESKTOP RANGE  
is made from fully recycled post-consumer plastics, and is recyclable.



## ACCREDITATION AND STANDARDS



FORESTS  
FOR ALL  
FOREVER

SMETA

ISO 9001  
2015  
CERTIFIED

WE ARE FSC, SMETA & ISO 9001-2015 ACCREDITED.

## PEOPLE

We have policies and initiatives in place which help ensure ensure employees' rights are respected, and that they feel comfortable, safe and secure in the workplace.



Have fully funded health and well-being schemes.



Issue eye care vouchers and free flu vaccination vouchers.



Have a free of charge occupational health program for employees.



Have Flexible working policy that allows employees to work some days from home, where practical.



Support the government cycle purchase scheme.



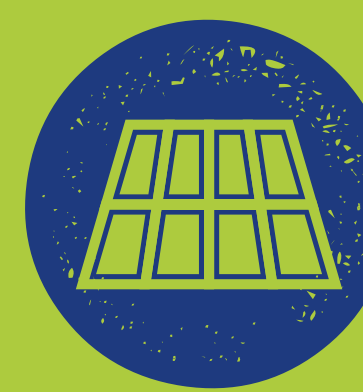
Installed electrical car charging points at our sites.

## PROJECTS FOR 2021 AND BEYOND

We are currently investigating the following projects:



Replacing bubble bags with card lattice made from our own cardboard waste.



Looking into our manufacturing warehouse having solar panels by end-2022.



Car-pooling schemes, and replacing pool cars with electric vehicles.

