Datagraphic

2024

Social Impact Strategy

Creating a sustainable and positive impact through our operations to benefit the **Planet**, **People**, **Communities** and **Partners**

Executive summary

At Datagraphic, this Social Impact Strategy is more than a plan; it is a roadmap informing the decisions and actions we take across our organisation.

We pledge to lead with integrity, innovate, and leave the world better than we found it across four Environmental, Social, and Governance (ESG) pillars: **Planet, People, Communities and Partners.**

This strategy defines our current position, priorities, and success measures, all aligned to globally recognised initiatives and standards.

Guided by our values and a principles-based approach, we will meet fundamental human rights, labour, the environment, and anti-corruption responsibilities. We enact the same values and principles wherever we have a presence and know good practices in one area do not lessen harm in another.

We know that across our organisation, there is a shared integrity culture. Everyone works to uphold basic responsibilities to the planet and people, setting the stage for long-term success.

As we move forward, we will continually learn, adapt and collaborate with the needs of our stakeholders. As we do, this document will evolve to grow and respond positively to insights, challenges, and innovation opportunities.

We invite all stakeholders to join us, hold us accountable, provide feedback, and collaborate to create lasting and meaningful value.

The Senior Leadership team

Datagraphic

Glyn

Robert

Sarah

Joanne

Suzanne

Peter

Bradley

Russell

Introduction and purpose

A collaborative approach to creating a better world

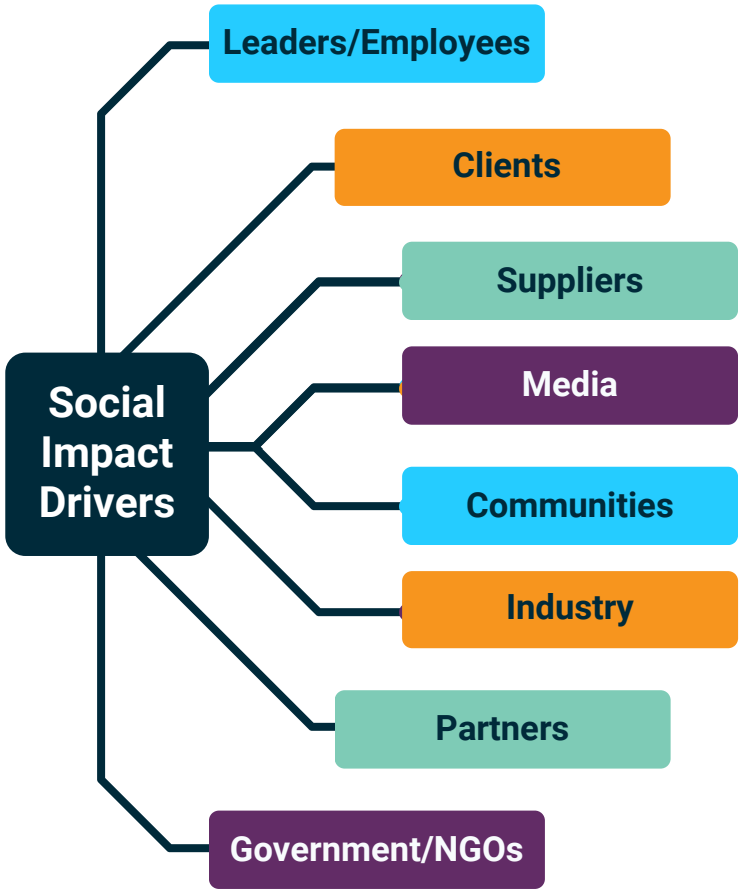
This Social Impact Strategy outlines how Datagraphic will use its resources and efforts to bring meaningful societal change. It's our game plan for a better world.

It's about identifying where we can make a difference and finding ways to do it. Whether that's protecting the planet, helping our local or client communities, promoting equality or innovating with partners.

This document outlines our commitment to key priorities within the Environmental, Social, and Governance (ESG) framework and the steps to achieve and measure progress.

As a participant in the **United Nations (UN) Global Compact**, with our activities aligned to the **UN Sustainable Development Goals (SDGs),** we measure success against some of the world's largest initiatives.

Going further, our recent submission to become a **B Corporation (B Corp)** recognises how we prioritise social and environmental values alongside financial goals to balance purpose and profit.



Contents

Planet

1. Decarbonisation and net-zero 7
2. Energy management 10
3. Environmental management 11

People

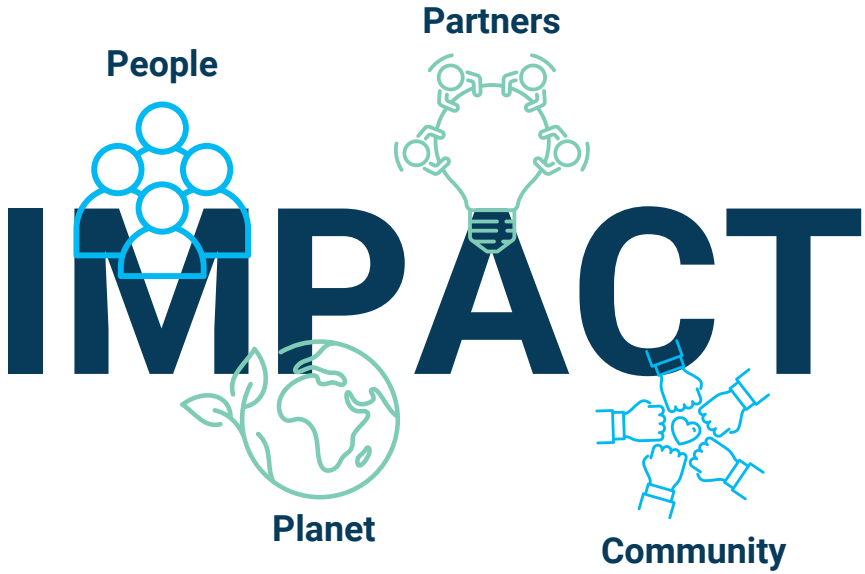
1. Health and well-being 16
2. Diversity and inclusion 17
3. Training and development 18
4. Sustainable livelihoods 19

Community

1. Community enhancement 20
2. Educational partnerships 23

Partners

1. Ethical business 27
2. Supplier compliance 28
3. Supply chain relationships 29



Targets & priorities

	Planet	People	Community	Partners
Commitment	**Become a carbon-negative, climate-positive operation, maximising resources within a circular economy.**	**Treat people fairly, equally and support employees' safety, health, well-being and development.**	**Make a meaningful contribution to the communities we touch.**	**Work closely with partners to achieve innovation and a greater positive impact.**
Key focus areas	• Decarbonisation and net-zero • Energy management • Environmental management	• Health and well-being • Diversity and inclusion • Training and development • Sustainable livelihoods	• Community enhancement • Educational partnerships	• Ethical business • Supplier compliance • Supply chain relationships and resilience
Priorities	• Implement carbon reduction strategy in line with Science Based Targets initiative (SBTi) • Reduce energy consumption by 5% annually • Execute green business travel policy • Conduct lifecycle assessment of products and services	• Promote an inclusive workplace where employees feel valued and empowered • Invest in training and development opportunities to help employees reach potential	• Dedicate employee hours to community service/ volunteering • Collaborate with community: non-profits, schools, or local government bodies. • Make contributions to support community initiatives	• Ethical procurement policy • Legal compliance with relevant laws • Suppliers engagement to strengthen supply chain, share learnings and encourage innovation
KPIs	• To be operationally net-zero by 2030 • To be a net-zero company by 2050 • Fleet to be 100% EV/Hybrid by 2035 • Continued certification to ISO 50001 • Continued certification to ISO 14001 • Published Environmental Product Declarations (EPDs)	• Continued certification to ISO 45001 • Number of health and well-being initiatives • Health and Safety regulations compliance • Training delivered • Real Living Wage & Living Hours	• Assess measurable social value and community impact against the TOMs framework • Volunteer hours and employee engagement • Partnerships established • Community investment	• Supplier evaluation of ethical an legal compliance • Supply chain disruption

Pillar 1

Planet

Commitment

To follow a science-based approach to become a carbon-negative, climate-positive operation that maximises resources within a circular economy.

Key focus areas

1. Decarbonisation and net-zero
2. Energy management
3. Environmental management

1. Decarbonisation and net-zero

Objectives

Datagraphic commits to net-zero Greenhouse Gas (GHG) emissions across its value chain by 2050, aligning with the Paris Agreement.

We have near-term, long-term and net-zero carbon reduction targets **approved and validated by the Science Based Targets initiative (SBTi):**

- **Near-term** - Reduce scope 1 and scope 2 GHG emissions by 46% by 2030 from a 2019 base year.
- **Long-term** - Reach net-zero greenhouse gas emissions across the value chain by 2050 from a 2019 base year.
- **Net-zero** - by 2050.

Further to this, we have signed up to the following:

- **Business Ambition for 1.5°C** and the **UN Race to Zero** requiring emissions to be halved by 2030.
- **The Climate Pledge** - to neutralise any residual emissions through quantifiable offsets by 2040.

Before **2030**, reduce by

50%

our **Greenhouse Gas (GHG) emission**

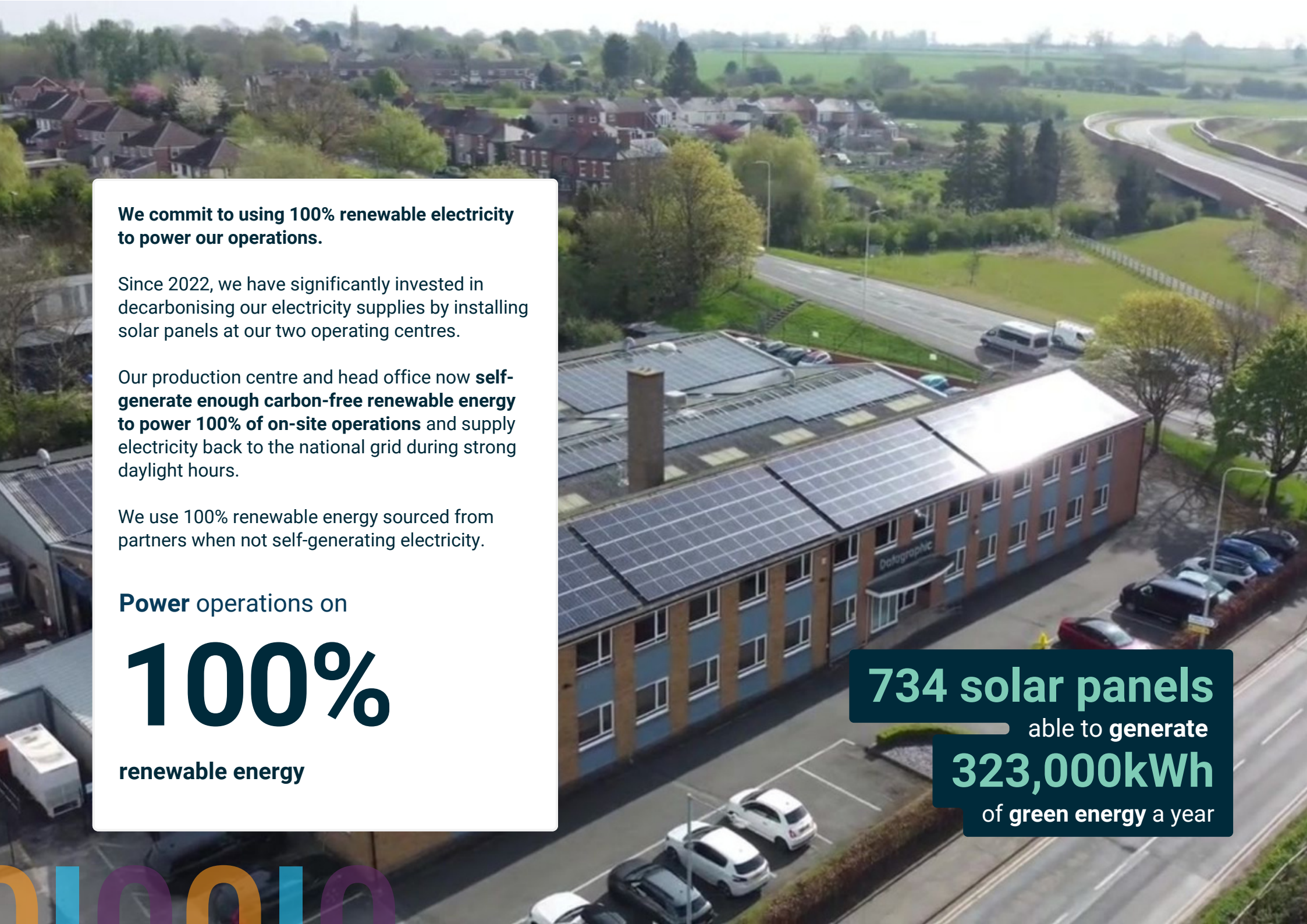
By 2040, achieve

net-zero

Greenhouse Gas (GHG) emissions

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



We commit to using 100% renewable electricity to power our operations.

Since 2022, we have significantly invested in decarbonising our electricity supplies by installing solar panels at our two operating centres.

Our production centre and head office now **self-generate enough carbon-free renewable energy to power 100% of on-site operations** and supply electricity back to the national grid during strong daylight hours.

We use 100% renewable energy sourced from partners when not self-generating electricity.

Power operations on

100%

renewable energy

734 solar panels
able to **generate**
323,000kWh
of **green energy** a year

We commit to replacing 100% of Datagraphic's fleet with low or no-emission vehicles by 2035.

Datagraphic currently operates a small fleet of vehicles. Already, 86% are Electric Vehicles (EVs) or hybrid models, producing no or lower levels of carbon emissions when in use.

We switch fleet vehicles to hybrid or EV models as they come up for renewal.

Fleet vehicles have access to on-site charging from 100% renewable electricity supplies.

By **2035**

100%

of our fleet to be **EV or hybrid vehicles**

We will continue to support staff to make 'greener' business travel choices.

87% of Datagraphic employees work in roles where business travel isn't required. Therefore, our Scope 3 business travel emissions are minimal. That said, staff who travel on business will continue to be supported in making sustainable travel choices.

Green travel plans.

We encourage all employees to adopt sustainable transport options, whether travelling for business, commuting, or during their time. We will continue encouraging and sharing travel benefits by cycling, walking, car sharing, public transport and ultra-low emission vehicles.

2. Energy management

We commit to further developing our ISO 50001 certified Energy Management System (EnMs).

ISO 50001 provides a framework which helps us implement, maintain, and continually improve our energy management.

To comply with ISO 50001, we complete an annual energy consumption review to understand Significant Energy Use (SEU).

We identify, measure, monitor, and analyse the SEUs to adopt more energy-efficient processes and technologies.

By **2030** use

0%

natural gas

Reduce **each year** by

5%

energy consumption

We will continue to source 100% renewable gas and electricity from providers who offset emissions by supporting carbon reduction projects globally.

We make it a procurement requirement that every carbon offset certificate is verified and meets one of three internationally recognised standards:

- The Gold Standard
- The Verified Carbon Standard
- UNFCCC's Clean Development Mechanism

3. Environmental management

We commit to maintaining and continually improving our ISO 14001 certified Environmental Management System (EMS) and associated activities.

We will continuously reduce our environmental impact and comply with environmental regulations whilst following ISO 14001 Standard requirements to:

- Minimise disturbance to the local environment and the quality of life of local communities.
- Assess, in advance, the possible environmental effects of new processes and developments.
- Provide necessary information to enable proper use, storage and disposal of Datagraphic products to avoid environmental harm.
- Provide information for employees to operate processes properly and minimise effects on people and the environment.
- Maintain and continually improve a comprehensive EMS.
- Regularly review environmental performance at a management level.
- Maintain and communicate our Environmental policy, outlining our commitment to environmental protection and compliance with relevant regulations.

- Identify any environmental issues, set objectives and improvement targets, and plans to achieve them.
- Integrate environmental thinking into daily operations.
- Evaluate and measure our environmental performance to ensure objectives are met and compliance is maintained.
- Review our EMS annually to identify opportunities for improvement and ensure it remains effective.

Circular economy

Following circular economy principles, we commit to more efficient and innovative resource use that minimises our environmental impact whilst adding value for clients with more sustainable communications that optimise costs.

To **reduce** resource use, we will:

Identify and implement resource efficiency and waste reduction improvements.

- Conduct lifecycle assessments to understand resource usage
- Optimise print layouts and seek more efficient paper and ink use
- Partner with suppliers and encourage clients to use sustainable materials
- Innovate with digital technologies to reduce demand for physical printing and paper use
- Remove single-use plastics from operations.

To **recycle** resources, we will:

At every opportunity, continue recycling operational waste.

- On-site materials separation from production processes and office activities to enable recycling
- Pre-sort and compact waste on-site to yield a higher recyclable material volume, meaning less waste reduces collections and unnecessary carbon emissions.

To **reuse** resources, we will:

Improve product life extension and reusability.

- Offer eco-friendly and recyclable materials
- Find innovative ways to expand existing extensive recycling programmes for waste, including IT waste.

Stakeholder Engagement

Stakeholder engagement and collaboration are essential for successfully implementing our **Planet** commitments and fostering positive environmental outcomes. To engage with stakeholders, we will:

Clients	Share progress and recommend eco-friendly solutions.
Suppliers	Make sustainable procurement decisions to influence our supply chain.
Media	Use the trade press and social media to share knowledge and progress.
Communities	Address local community concerns and contribute positively.
Industry	Align with and measure performance with recognised initiatives, such as **UN Global Compact, B Corp, SBTi, We Mean Business Coalition** and **SME Climate Hub**.
Partners	Continue to partner with independent consultants, ISO Standard providers, third-sector charities and voluntary groups to align with best practices.
Government/NGOs	Monitor, contribute and implement regulatory changes.
Employees	Run a Social Impact Steering Group, multi-department action days, and training to promote responsible practices. Share progress against targets.

Pillar 2

People

Commitment

Treat people fairly and equally and support employees' safety, health, well-being and development.

Key focus areas

1. Employee health and well-being
2. Diversity and inclusion
3. Training and development
4. Supporting sustainable livelihoods

Our people are our biggest asset

Overview

Datagraphic is committed to fostering positive social change within our organisation.

We strive to support employees' financial security, health and safety, wellness, career development, engagement and satisfaction and nurture a diverse, inclusive and adaptive work environment.

Throughout Datagraphic, we are committed to helping our people thrive with strong corporate governance, board diversity, ethical conduct, transparency, and risk management.

We aim to establish an environment of equity and wellbeing and create a diverse and inclusive culture where our colleagues feel valued and respected.

1. Health and well-being

We prioritise employee health, safety and well-being and commit to a proactive approach.

- Working within an ISO 45001 certified Occupational Health and Safety Management System (OHSMS) and as a British Safety Council member to prevent work-related injury and ill-health and to provide safe and healthy workplaces.
- Maintaining a safe and healthy work environment compliant with all applicable laws, where we regularly assess risks and provide appropriate training to prevent accidents and ensure our employees' well-being.

We commit to supporting the whole person and considering physical and mental well-being.

- Providing private and reduced-cost healthcare options
- Offering all employees access to L2-qualified on-site mental health first-aiders
- Providing mental health resources, counselling services and stress management programmes to promote employee mental health and well-being
- Organising on-site employee talks, workshops and training by well-being experts
- Encouraging work-life balance with flexible work arrangements, remote work options, and paid time off policies that support employees' personal lives.
- Offering pension scheme access, financial advice and discount products and services to support employees through the cost-of-living crisis.

2. Diversity and inclusion

We commit to continuing our work fostering diversity and inclusion in our workforce by:

- Employing people without discrimination or bias and actively seeking a diverse talent pool through hiring practices, outreach to underrepresented groups, and partnerships with diverse organisations
- Promote an inclusive workplace culture where employees feel valued, respected, and empowered to contribute unique perspectives
- Ensure all employees receive fair compensation regardless of gender, race, or other factors and regularly conduct pay equity assessments
- Protecting against discrimination and harassment through education and training and clear policies and practises employees know they can confidentially follow.

3. Training and development

We commit to championing personal growth and investing in employee training and development to nurture skills and knowledge in the workforce, contributing to efficiency and effectiveness in their roles.

We aim to equip staff with the tools to adapt to changing job markets, technological developments, and changes in the wider economy by:

- Providing ongoing training and development opportunities to enhance skills and knowledge, fostering career progression
- Identifying and nurturing leadership talent internally, ensuring a pipeline of future leaders
- Educating employees on key business themes, for example, sustainability practices and Information Security, to empower them to contribute to our ESG goals and data protection
- Providing enrichment opportunities for employees to gain skills beyond those essential to their role. Such as physical or mental health first aiders and community volunteer training.

4. Sustainable livelihoods

We commit to providing individuals with meaningful and fair compensated employment and equipping employees with the skills and tools to adapt to changing markets, technological developments, and the needs of the wider economy.

We aim to support sustainable livelihoods by:

- Creating jobs that provide fair pay and contribute to long-term economic stability and growth for individuals and communities
- Rewarding employees with purposeful roles and remuneration that, as a minimum, aligns with the Real Living Wage and Real Living Hours
- Promote meaningful careers that align with environmental and social responsibility goals
- Ensure our workplace adheres to ethical labour practices and upholds fundamental human rights
- Protect employees from modern slavery and child labour concerns.

Stakeholder Engagement

To engage and collaborate with stakeholders to deliver a safe, inclusive, diverse workplace with career opportunities for all employees, we will:

Leaders	To take responsibility for ensuring we deliver on our People commitments.
Employees	Managers and employees together to monitor and fulfil professional development and personal goals.
Communities	Employ from within the local and underrepresented communities.
Government/ Regulatory bodies	Ensure working conditions and employment terms are ethically and legally compliant.

Pillar 3

Community

Commitment

Make a meaningful contribution to the communities we touch.

Priorities

1. Community enhancement
2. Educational partnerships

1. Community enhancement

We commit to strategic partnerships that maximise our resources in delivering community social value.

We strive to support community development projects, education, and initiatives that address specific local or client-community needs through donations or in-kind support.

Support ranges from:

- Providing opportunities, encouraging employees to volunteer, and offering in-kind support
- Helping local initiatives such as charities and community groups
- Partnering with SMEs to share knowledge and skills to champion business growth.

Whether providing support as a Datagraphic specific initiative or fulfilling social value commitments aligned to client-specific projects, we will follow established reporting frameworks to calculate the true social value of projects and communicate how they make a difference to the communities involved.

2. Educational partnerships

We commit to designing initiatives and following practices that encourage and support future generations through educational partnerships and knowledge sharing.

Datagraphic's team can potentially deliver short and long-term social value in our local and client communities.

Working in partnership with charities, education and third-sector specialists, we will:

- Create and support apprenticeship opportunities
- Provide valuable work experience
- Build on our 'Grow your own' graduate recruitment programme
- Support literacy skills with disadvantaged early readers
- Promote STEM opportunities to under-represented groups.

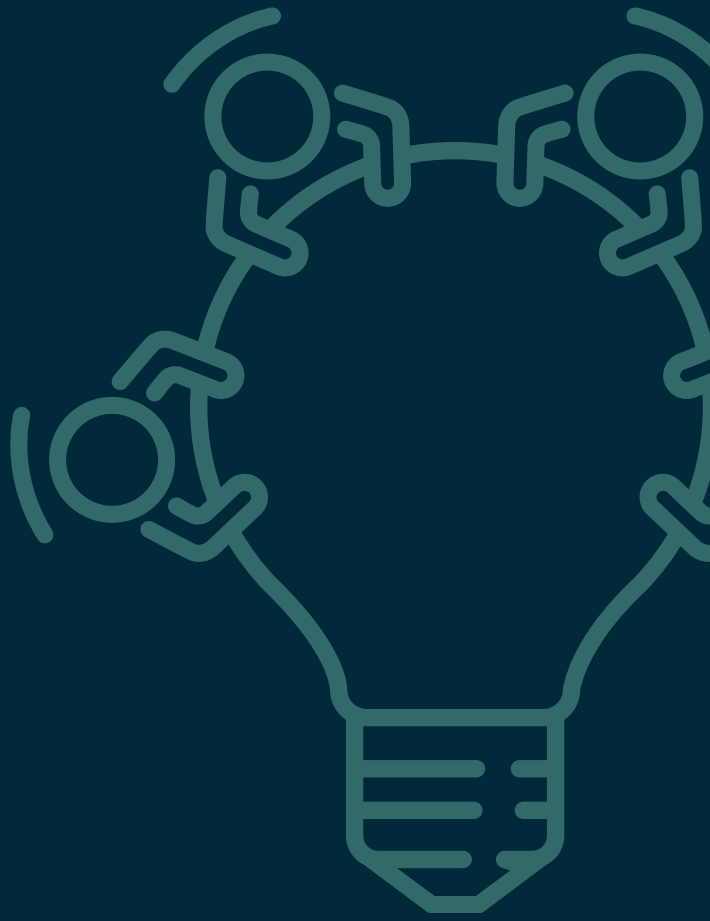
Stakeholder Engagement

Stakeholder engagement and collaboration are essential for successfully implementing our **Community** commitments and helping Datagraphic and its clients build and maintain strong, mutually beneficial relationships with local communities, residents, and stakeholders. To foster trust, goodwill, and a positive reputation. To engage with stakeholders, we will:

Community	Identify initiatives that align with our objectives. Then, during and after social value initiatives, communicate the value delivered to the community.
Clients	Working with clients, understand their community needs and how we can collaborate to help make a measurable positive impact for everyone. Report on outcomes to clients and support them in communicating the social value delivered.
Employees	Facilitate a culture where employees can easily participate in corporate volunteering and/or in-kind support.
Suppliers	Communicate regularly to highlight opportunities for collaboration on social impact topics and encourage circular practices.
Leaders	Devote time and budget to identify effective community projects to benefit others in line with our brand awareness, strategic goals and client-specific social value pledges.

Pillar 4

Partners



Commitment

Work closely with partners to achieve innovation and a greater positive impact.

Priorities

1. Ethical business
2. Supplier compliance and diversity
3. Supply chain relationships and resilience

Partners

Making a greater impact by working closely with partners.

Overview

Corporate responsibility extends far beyond traditional business boundaries. It represents an opportunity to enhance our corporate ethos and collaborate with clients, suppliers and partners to effect meaningful change.

At Datagraphic we recognise the power to drive positive social change lies in our operations and in unlocking opportunities through strategic partnerships to encourage and amplify positive social impact in a powerful way to contribute to the community and society.

Datagraphic is committed to ensuring an ethical, sustainable, robust and diverse supply chain, working collaboratively to innovate on an ongoing basis.

1. Ethical business

We commit to asking suppliers to adhere to high ethical standards in all business activity areas to make a positive difference through our supply chain.

Datagraphic's operations are run with honesty, transparency and integrity in all exchanges with clients, suppliers, employees, and other stakeholders.

Partners supplying goods and service to Datagraphic operations must uphold these same standards, and:

- Provide evidence of ethical business operations, sourcing, environmental credentials and employment rights
- Prove they comply with laws and regulations governing their industry to minimise legal risk across the entire supply chain
- Use trusted suppliers to create a reliable and resilient supply chain.

Regular monitoring and supply chain audits will be conducted to ensure continued compliance with as least the minimum standards we require.

2. Supplier compliance

We commit to ensuring partners comply with laws and regulations governing their industry.

Datagraphic partners must comply with all applicable laws and regulations in the regions where they operate and legally conduct business, including prioritising the health and safety of suppliers' employees and Datagraphic's workforce collaborating in business operations.

At Datagraphic, we respect and uphold human rights, including freedom of association, fair wages, safe working conditions, a zero-tolerance policy against discrimination, modern slavery and child labour. These are crucial principles for partners in any ethical business relationship.

Compliance

Datagraphic complies with over 40 regulations and industry standards. We expect partners to comply with many of these same standards: dependent on their relationship with our operations. By example, some key requirements include compliance to:

- **Human Rights Act 1998**
- **Modern Slavery Act 2015**
- **Data Protection Act 2018**
- **General Data Protection Regulation (GDPR)**
- **Health and Safety at Work Act 1974**
- **Environmental Protection Act 1990**

3. Supply chain relationships and resilience

We commit to ensuring the products and services we produce and deliver align with sustainability principles and responsible business practices. We will:

- Ensure materials are sourced from suppliers who adhere to sustainable environmental practices.
- Assess suppliers' labour practices, working conditions, and human rights to ensure fair and ethical treatment of employees throughout the supply chain.
- Avoid materials linked to issues like child or forced labour and seek alternatives produced responsibly.
- Support local economies and SMEs when possible and strive for fair and transparent pricing.
- Ensure the supply chain is transparent and products can be traced back to their source, allowing for accountability and verification of sustainability.
- Develop strong and collaborative relationships with suppliers to work together on improving sustainability practices.

By working with our partners, we can mitigate negative environmental consequences and promote sustainable practices in our upstream and downstream supply chain.

Datagraphic provides Environmental Product Declarations (EPDs) for our key products and services, and asks our suppliers to share evidence of their environmental impact assessment throughout the lifecycle, from cradle to gate.

An EPD covers factors such as resource use, energy consumption, emissions and waste generation associated with production, use and disposal.

EPDs help businesses make more informed choices regarding sustainability and environmental performance.

Stakeholder Engagement

Stakeholder engagement and collaboration are essential for successfully implementing our **Partner** commitments and making a difference to the planet, people, and community across our supply chain. To engage with stakeholders, we will:

Clients	Work with clients to understand their social value goals and communicate how our standards and supply chain align with the clients' goals.
Suppliers	Work in partnership to increase innovation in operations and ensure resilient, ethical and sustainable practices that follow Datagraphic's Ethical Trading Policy.
Leaders	Continue to lead by example and with continuous improvement to forge partnerships and build communications on trust and long-term relationships to support robust supply chains.
Partners	Report and collaborate with SBTi, B Corp and the UN Global Compact to remain focused on progress.

Conclusion

Social value is more than a tick-box exercise. It's a roadmap that began with making conscious choices to do the 'right thing' and led to a comprehensive vision to effect a change in the communities we touch.

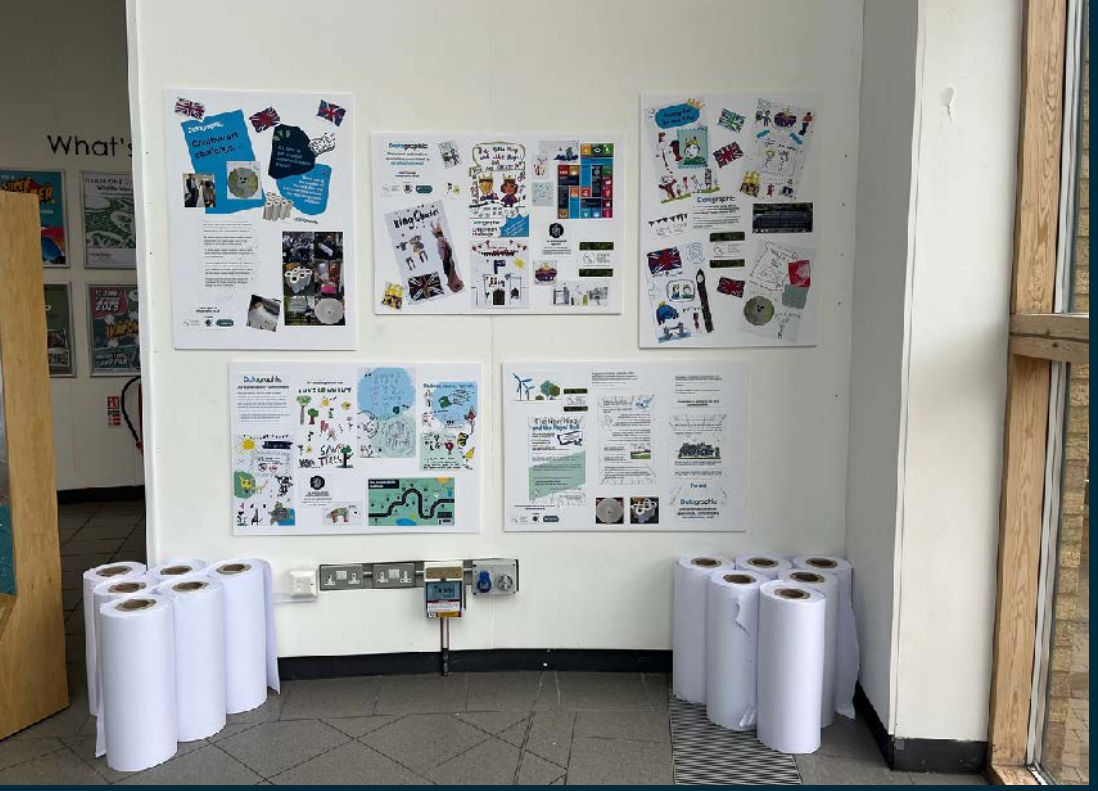
Being sustainable means meeting the needs of the present without compromising the needs of future generations. We want to be responsible and balanced and promote long-term well-being for people and the planet.

Datagraphic's social impact strategy is strategically crafted to benefit everyone, internally and externally. We aspire to create a greener, healthier, smarter, safer and fairer place through our operations and supply chain partnerships.

At Datagraphic, partnerships are key to this success, and we openly share our strategic goals with clients and supply chain partners.

How we work, travel, use raw materials and innovate through technology as a collective is the only way to drive innovation, improve lives and leave a lasting legacy.

Thank you for being part of our progress.



MPLICAT
ANSWERS
Psychedelic Salad Kit
Funky Veg Kit

KEEP CALM AND LISTEN TO ELVIS

5 WAYS TO PRACTICE GROUNDING
Boost your wellbeing
ANXIETY'S RULE OF 3

WE ARE ONE OF
THOUSANDS
OF ACCREDITED
LIVING WAGE
EMPLOYERS
Join the movement
livingwage.org.uk

Drite

Learn more

For more details or to clarify any of the information in this strategy, please get in touch:

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Registered companies: Datagraphic Group Limited (Reg No: 01215380) & Datagraphic Limited (Reg No: 02913191).
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