

**Datagraphic**

# 2024 ESG report

Progress on our roadmap to net zero

Certified



Corporation

01010



# Executive summary

**We are pleased to present our 2024 Environmental, Social, and Governance (ESG) Report, which outlines our ongoing commitment to sustainable practices, social responsibility, and ethical governance.**

This year marked a significant milestone in achieving B Corp Certification; a testament to balancing purpose and profit while meeting the highest standards of social and environmental performance, accountability, and transparency. It's not just an accolade but a reflection of long-embedded principles in our operations, culture, and decision-making processes.



*Peter Wells*

Responsible  
Business Manager

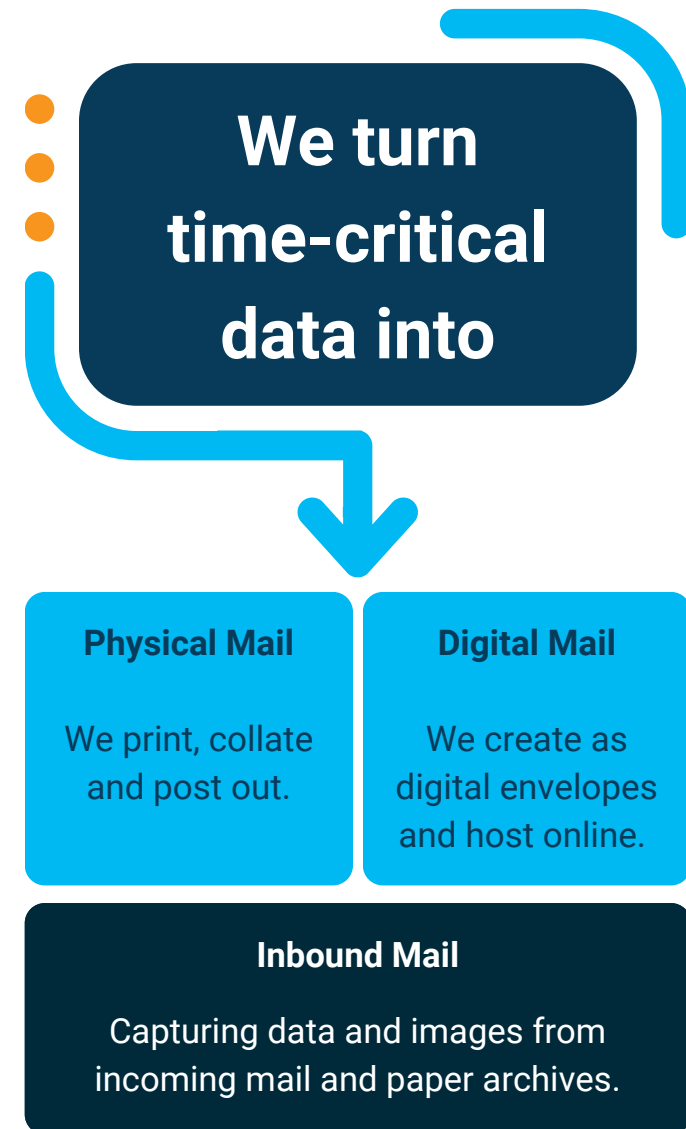
Our journey to B Corp status underscores our belief that business can be a force for good. Practices that are woven into the fabric of Datagraphic drive us to reduce our environmental footprint, foster an inclusive and equitable workplace, and uphold integrity in operations.

In 2024, we made substantial progress across our ESG pillars, including reducing carbon emissions, enhancing community engagement, and strengthening governance.

We are immensely proud of this achievement and the hard work of our employees, partners, and stakeholders who have embraced these values alongside us.

As a B Corp, we are committed to continuous improvement, ensuring that our operations not only deliver value to our shareholders but also create a positive impact on society and the planet. This report highlights our accomplishments, challenges, and forward-looking goals as we strive to lead by example in building a sustainable and responsible future.

# Who is Datagraphic?





# It's more than just profit

“

Achieving B Corp Certification is a proud moment for us, reflecting the deep-rooted commitment to sustainability, equity, and integrity that defines our business. These principles guide everything we do, and I'm thrilled to lead a team dedicated to making a real difference for our planet and communities.

*Glyn King, Datagraphic CEO*

”

## Data Security



## ESG



## Quality



# ESG goals

A collaborative approach to creating a better world

**Throughout 2024, Datagraphic worked tirelessly to lead its social value strategy.**

During this time, we produced a number of publicly available documents, including:

- Our Social Impact Strategy
- The inaugural ESG Report
- An updated Carbon Reduction Plan
- Employee Volunteering Policy
- Updated governance policies, e.g. Modern Slavery and Ethical Trading

We also became a signatory of  
**The Climate Pledge.**



# We are a Certified B Corp

The B Impact Assessment tool measures positive impact performance for customers, the environment, communities, suppliers, workers, and shareholders.

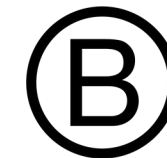
B Corp Certification is awarded for a qualifying score of 80 or more.

The median score for ordinary businesses completing the assessment is 50.9.

**Datagraphic scored 89.5.**



Certified



Corporation

This company meets high standards of social and environmental impact.

## SUSTAINABLE DEVELOPMENT GOALS

# ACTION CAMPAIGN





## Commitment to the UN Global Compact

The SDG Action Manager brings together B Lab's B Impact Assessment and the Ten Principles of the UN Global Compact to enable meaningful business action through dynamic self-assessment, benchmarking, and improvement.

**Datagraphic Baseline Score: 81.7%**



# 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	<ul style="list-style-type: none"> <li>Decarbonisation and net-zero</li> <li>Energy management</li> <li>Environmental management</li> </ul>	<ul style="list-style-type: none"> <li>Health and well-being</li> <li>Diversity and inclusion</li> <li>Training and development</li> <li>Sustainable livelihoods</li> </ul>	<ul style="list-style-type: none"> <li>Community enhancement</li> <li>Educational partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Ethical business</li> <li>Supplier compliance</li> <li>Supply chain relationships and resilience</li> </ul>
KPIs	<ul style="list-style-type: none"> <li>Be operationally net-zero by 2030</li> <li>Achieve science-based net-zero by 2050</li> <li>Operate a 100% EV/Hybrid fleet by 2035</li> <li>Retain ISO 50001 and ISO 14001</li> <li>Publish Environmental Product Declarations (EPDs)</li> </ul>	<ul style="list-style-type: none"> <li>Provide a safe workplace according to ISO 45001</li> <li>Introduce a number of health and well-being initiatives</li> <li>Continue to comply with Health and Safety regulations</li> <li>Support staff in their career development goals</li> <li>Continue to pay Real Living Wage and Living Hours</li> </ul>	<ul style="list-style-type: none"> <li>Assess measurable social value and community impact against the National TOMs framework</li> <li>Facilitate volunteer hours and employee engagement</li> <li>Establish partnerships that deliver social value</li> <li>Continue to invest in the community</li> </ul>	<ul style="list-style-type: none"> <li>Ensure suppliers are ethically and legally compliant</li> <li>Prevent supply chain disruption</li> <li>Develop partnerships to drive innovation</li> </ul>

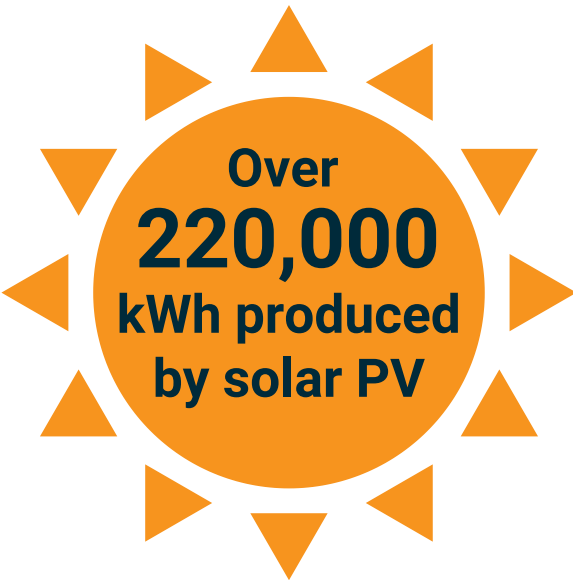
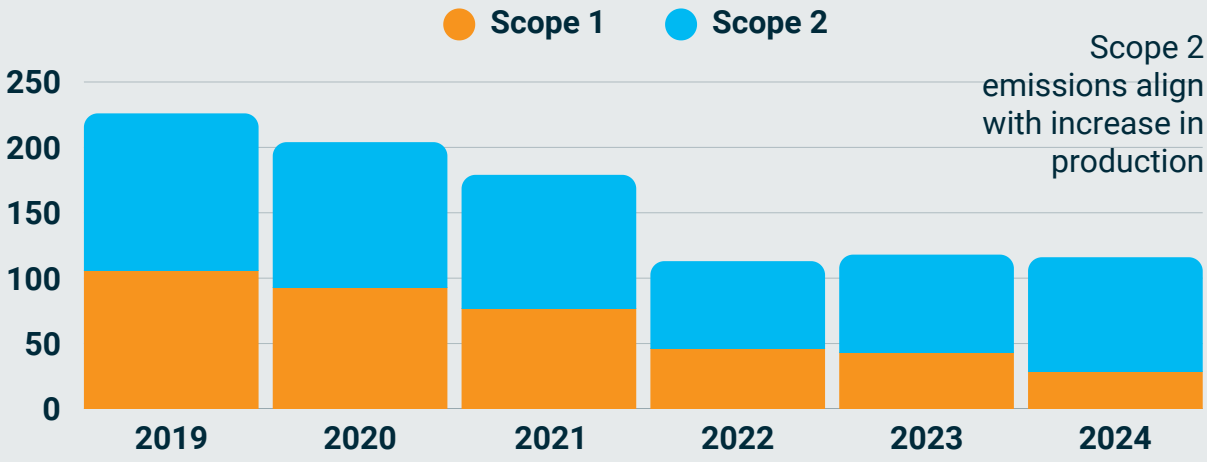
# We have made significant progress in 2024

Planet	People
<ul style="list-style-type: none"><li>• Retained SBTi approved and validated science-based targets</li><li>• Consumed 25% less gas</li><li>• Reduced Scope 1 CO<sub>2</sub> emissions by 33%</li><li>• 87.5% of fleet EV or hybrid</li><li>• Retained ISO 14001 &amp; ISO 50001</li><li>• Achieved full lifecycle assessment EPD for print services</li><li>• Achieved Green Web Foundation accreditation</li><li>• Increased solar generation to over 220K kWh</li></ul>	<ul style="list-style-type: none"><li>• Continued to offer free healthcare available to all employees</li><li>• 46:54 Female:Male workforce</li><li>• Updated Modern Slavery, Equality Diversity, Inclusion and Anti-bribery policies</li><li>• Zero RIDDOR reportable accidents in the workplace</li><li>• 2 new local graduates employed</li><li>• Rolled out online EDI training</li><li>• Launched salary sacrifice EV car scheme</li></ul>
Community	Partners
<ul style="list-style-type: none"><li>• Renewed Chapter One literacy programme</li><li>• Introduced employee volunteering policy</li><li>• Funded local community sponsorships</li><li>• Delivered litter picks</li><li>• Donated unused paper to local causes</li><li>• Supported several local charities through staff fundraising</li><li>• Funded 2 breakfast clubs</li><li>• Delivered partner Christmas card competition</li><li>• Delivered 165 hours of paid staff time through volunteering initiatives</li></ul>	<ul style="list-style-type: none"><li>• Updated our Ethical trading policy</li><li>• Delivered supplier compliance survey</li><li>• Became signatory of The Climate Pledge</li><li>• Achieved B Corp Certified status</li><li>• Achieved FSC® Chain of Custody</li><li>• Developed Canon partnership to implement new equipment</li><li>• Worked with suppliers on a number of awareness initiatives</li></ul>

# PLANET HIGHLIGHTS

Become a carbon-negative, climate-positive operation, maximising resources within a circular economy.

## 33% reduction in direct CO2e



25% reduction in gas usage

Became a B Corp & signatory of The Climate Pledge



Achieved FSC® Chain of Custody certification



87.5% EV or hybrid fleet

## PEOPLE HIGHLIGHTS

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



### Living Wage Employer

100% of staff paid the Real Living Wage or above

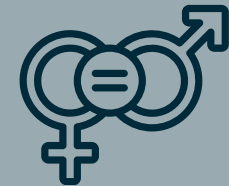
### Salary sacrifice

Provided a staff salary sacrifice scheme for electric vehicles, reducing the cost whilst promoting sustainable travel



Updated all people policies, including diversity, inclusive recruitment and modern slavery

0 RIDDOR reportable accidents in the workplace

 46% female  
54% male

2 new graduate programmers employed locally

2 Equality, Diversity & Inclusion training rolled out to all staff





**Local sports team sponsorship**  
and support of staff charity causes



**100 HOURS**

online reading with  
young children



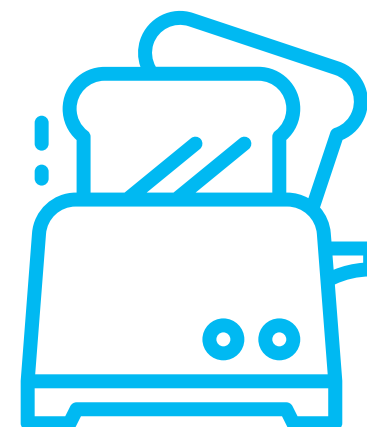
### **Staff litter picks**

collecting 80 bags of litter  
from green areas near  
both sites

## **COMMUNITY HIGHLIGHTS**

Commitment: to make a meaningful contribution  
to our communities.

**2** schools funded  
to provide free  
breakfasts



& Christmas card competition with  
over 1000 schools

### **Volunteering policy**

offers two paid days to volunteer  
to benefit the community

**65 HOURS GIVEN**

## PARTNER HIGHLIGHTS

Commitment: work closely with partners to achieve innovation and a greater positive impact.

Pay suppliers  
days earlier than  
industry average **27 DAYS**



**Sustainably sourced materials** used in mail production

### Social value supplier partnerships

- Christmas card design competition with Chapter One and Greggs Foundation
- Recycling Week feature for internal and external awareness
- Litter pick with local businesses

**Ethical Trading**  
and anti-bribery policies  
updated, with suppliers  
surveyed for compliance

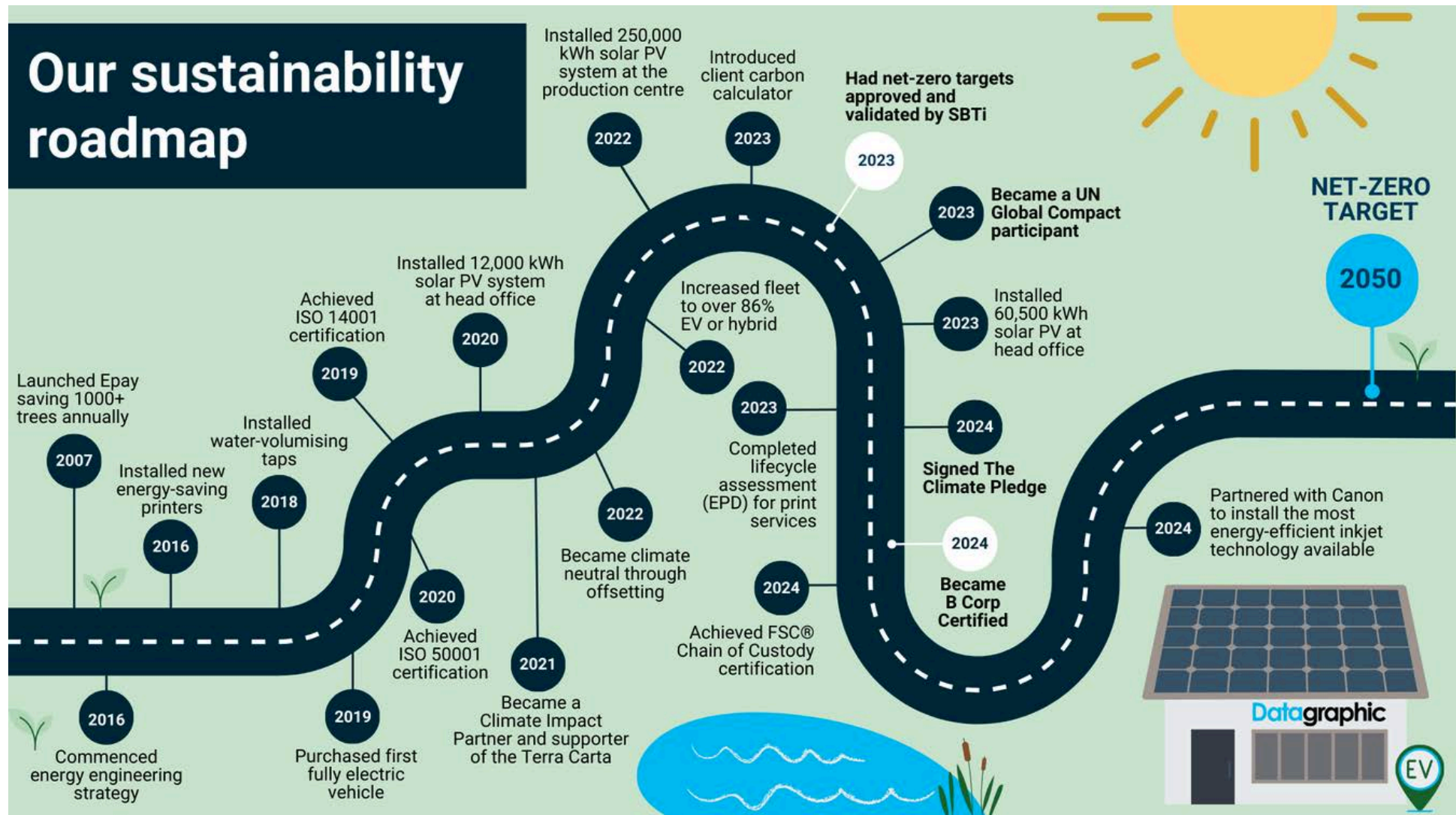


# Canon

**New partnership launched**  
to make significant investments in the  
most energy efficient technology  
with improved quality  
and capacity



# Roadmap



# Conclusion

**Social value is more than a commitment—  
it's an ongoing journey.**

In 2024, we built on the strong foundations of our inaugural ESG strategy to drive greater progress in sustainability, well-being, and equity across our operations and supply chain.

Recognition for our ethical practices through the B Corp Certification solidifies the strength of our strategy and accountability.

Collaboration remains key to our vision. By fostering transparency and open dialogue with clients and partners, we aim to create lasting, positive change for people and the planet.





# Learn more

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

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Certified



Corporation

Registered companies: Datagraphic Group Limited (Reg No: 01215380) and Datagraphic Limited (Reg No: 02913191).  
Both registered in England at: Ireland Industrial Estate, Adelphi Way, Staveley, Chesterfield, S43 3LS.

