

# Datagraphic

Impact Report

## Environmental, Social and Governance (ESG)

January 2025 - December 2025





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# Executive summary

Welcome to our 2025 Environmental, Social and Governance (ESG) report; an update on how we operate in a sustainable, responsible and transparent way.

Since achieving B Corp Certification in June 2024, we have established a powerful triple lock on sustainability.

Our B Corp status, commitment as a signatory to the UN Global Compact, and targets validated by the Science Based Targets initiative (SBTi) are a rare combination, with estimates suggesting all three are held by fewer than 0.01% of all UK companies.

This triple lock underpins our approach to high standards of performance, accountability, and transparency in decision-making across our operations.

We have already delivered measurable progress, but refuse to stand still.

Over the next 12 months, we will undertake an EcoVadis assessment to further validate and strengthen our ESG maturity against global best practices.

**Being good and doing good remains our priority**, and our ESG commitments and impacts in this report are proof that we do not chase profit at any cost.



*Peter Wells*

**Responsible  
Business Manager**

# Who is Datagraphic?

**We automate and digitise public sector and large enterprises' communications, securely and sustainably.**

Our unique mix of in-house software development, scalable same-day printing and mailing capacity and laser focus on sustainability means our clients' most time-critical and regulated communications are automated, digitised and dispatched with zero emissions.

**1986**

Established

**106+**

Employees

**30.5m**

Annual turnover

**2**

UK sites

**42**

In-house data security,  
software developers &  
product specialists

**350+**

Contracted clients



“

Our focus continues on delivering measurable outcomes. Our ESG strategy embeds these principles into our operations to strengthen resilience, improve transparency, and to ensure we provide a meaningful, accountable impact.

**Glyn King, CEO**

”



# Making an impact

**Our market-leading solutions enable clients to transform their critical communications sustainably.**

Through advanced automation, mail consolidation and digital innovations, we are helping clients eliminate paper waste, reduce their environmental footprints, lower costs and improve engagement by aligning with their recipients' multi-channel preferences.

**In 2025, our solutions delivered:**

**Zero waste**



From production to landfill

**Zero emissions**



Carbon-free digital delivery

**120m**



Digital documents online on carbon-free green hosting

**14.4%**



Paper waste saved from document matching and automated quality checks.

**240m**



Litres of water saved

**2000**



Trees saved, enhancing biodiversity

**120 tonnes**



CO<sub>2</sub>e avoided

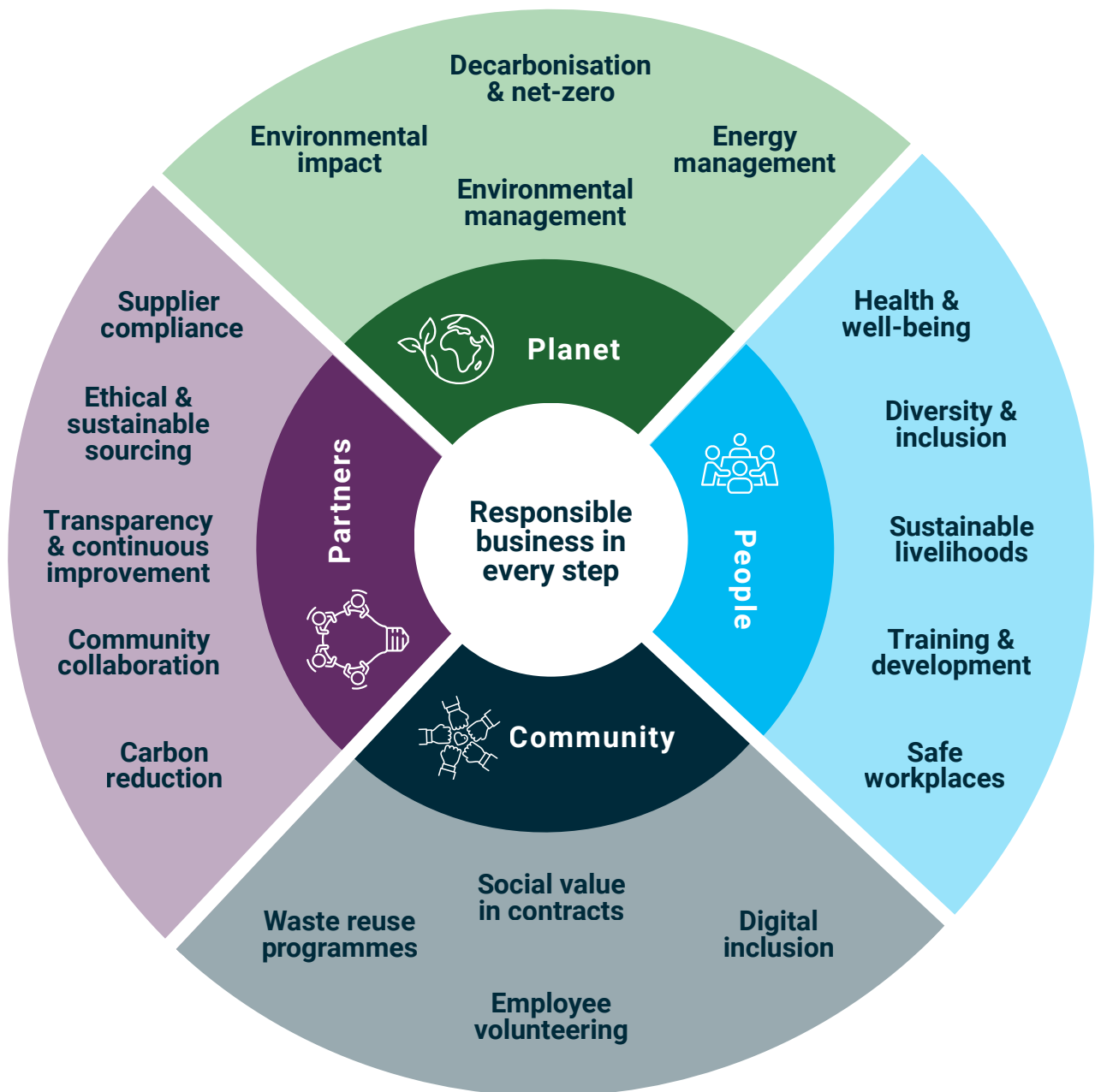
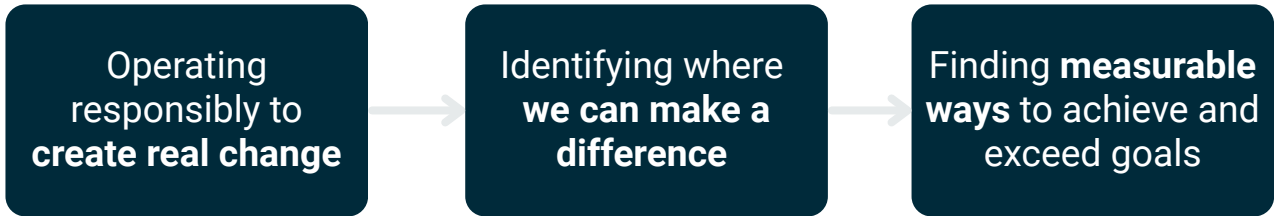
**2.4 tonnes**



Plastic waste avoided

# Our pledge

Creating a lasting positive impact through our operations to benefit the planet, people, community and partners.





# ...and maintaining the highest standards

## SECURITY



## ESG



## QUALITY



# Independently validated

At Datagraphic, independent validation is not an occasional exercise; it's fundamental to how we operate.

We do not rely on self-reported ESG data or unverified claims; we apply a **Triple Lock** approach:

- **Transparency** for full clarity
- **Validation** for independent confidence
- **Accountability** for measurable, audit-ready outcomes

While many organisations only align with voluntary frameworks, we go further by embedding sustainability as a **legal commitment in our Articles of Association**.

This approach ensures our initiatives and reporting are continuous and measured to deliver against client expectations.

“

**We prove our ESG leadership daily through a Triple Lock approach**

”

Scan to see our credentials





# The Triple Lock

Three global initiatives we use to **independently validate and transparently report** our responsible business conduct.

## B Corporation

B Corp certification means Datagraphic has been independently verified to meet high standards of social and environmental responsibility, not just financial performance.

Certified



Corporation

## Science Based Targets initiative (SBTi)

Datagraphic's near-term and net-zero carbon reduction targets are approved and validated by the SBTi, aligning with the latest climate science (warming limited to 1.5°C).



SCIENCE  
BASED  
TARGETS

## UN Global Compact

Datagraphic has made the commitment to align operations with ten universal principles on human rights, labour, the environment, and anti-corruption, and to support the broader UN Sustainable Development Goals (SDGs).

WE SUPPORT



# Our Triple Lock in numbers

## B Corp Certified

Since 2024

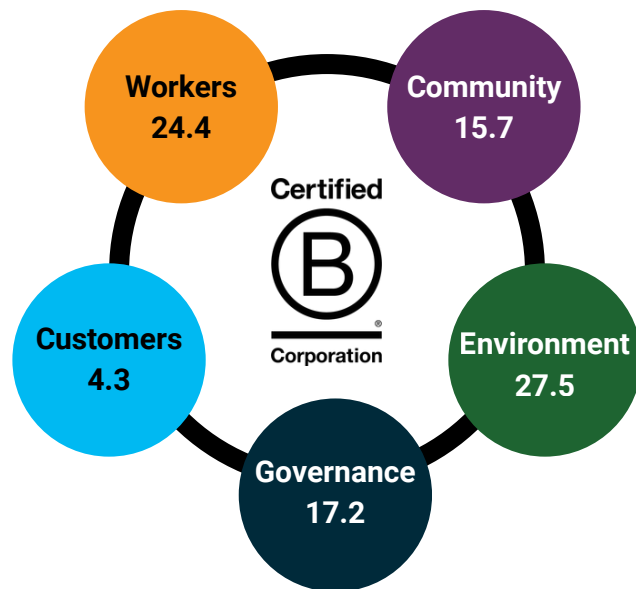
# 89.5

B Impact Assessment score

Pass mark 80

**B Corp status proves Datagraphic prioritises purpose alongside profit, and legally considers all stakeholders.**

Datagraphic is one of **0.05% of UK businesses** recognised for high standards of social and environmental performance.



## SBTi validated targets

Since 2023

**From baseline years of 2019, Scopes 1 and 2, and 2023 Scope 3, Datagraphic has committed to measuring and reducing GHG emissions:**

# 46%

Scopes 1 & 2  
by 2030

# Reduce

Scope 3  
by 2030

# Net-zero

Across our value chain  
by 2050

Datagraphic is in the **top 0.025% of UK businesses** taking this independently verified, credible climate action.



## UN Global Compact

Since 2023

Datagraphic made the commitment to support the UN Global Compact and completes annually a Communication on Progress (CoP).

Fewer than

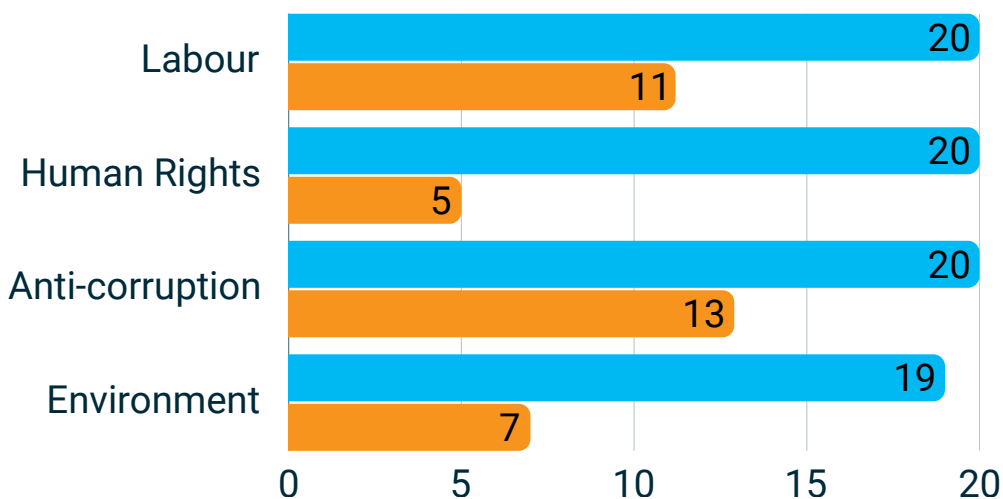
# 0.02%

of UK companies make this commitment to responsible business practices.

## UN SDG Action Manager

We regularly use the SDG Action Manager to assess and manage our impact across key areas.

The graph here shows **our scores** in four key areas against comparable organisations within **our sector**.



# Planet

**Goal:** To operate responsibly, reduce our footprint, and create a lasting positive impact for the planet.

Key focus	KPIs
<ul style="list-style-type: none"><li>• Decarbonisation and net-zero</li><li>• Energy management</li><li>• Environmental management</li><li>• Environmental impact</li></ul>	<ul style="list-style-type: none"><li>• Continue progress toward SBTi-validated net-zero targets</li><li>• Produce annual CRP</li><li>• Purchase 100% green energy</li><li>• Achieve 2.5% reduction in energy consumption in line with ISO 50001 certification</li><li>• Operate a 100% EV/PHEV fleet by 2035</li><li>• Keep zero-to-landfill status</li><li>• Increase waste reuse and recycling rate</li><li>• Publish Environmental Product Declarations (EPDs).</li></ul>

**Our Articles of Association legally require us to prioritise the interests of the environment.**



**B Corp score 27.5**  
Strong meaningful action on climate, biodiversity and environmental management.

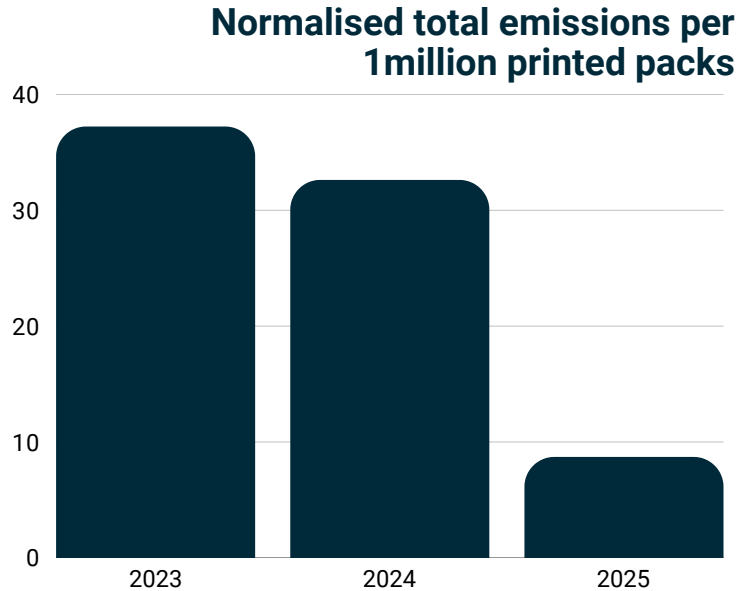


# 2025 Planet progress

## Decarbonisation and net-zero

**70%**  
reduction in  
total tCO2e

**280**  
tCO2e offset  
(Scopes 1, 2, & 3)



## Energy management

- Battery storage technology installed
- ISO 50001 certification retained
- 100% green electricity purchased.

**205**  
kwh produced  
by solar PV

**29%**  
of electricity  
self-generated

**94%**  
of fleet now  
EV/PHEV

## Environmental management

- Full cradle-to-grave Environmental Product Declarations (EPDs) published
- Retained Achilles Utilities Vendor Database (UVDB) Silver+ validated supplier
- Hazardous inks solidified and repurposed as an alternative fuel
- ISO 14001 recertification
- Zero-to-landfill status
- No harmful air pollutants
- Water not used in production

**102**  
tonnes of  
waste recycled

**485**  
m3 of  
water used

# Community

**Goal:** To make a meaningful contribution to communities, local to our operations and those of our clients.

Key focus	KPIs
<ul style="list-style-type: none"> <li>• Social value in contracts</li> <li>• Employee volunteering</li> <li>• Digital inclusion</li> <li>• Waste reuse programs</li> </ul>	<ul style="list-style-type: none"> <li>• Report against recognised frameworks to measure social value and impact.</li> <li>• Facilitate volunteer hours and employee engagement</li> <li>• Invest in digital inclusion projects.</li> <li>• Support schools through reuse initiatives</li> <li>• Provide in-kind donations</li> </ul>

**Our Articles of Association legally require us to prioritise the interests of the community.**



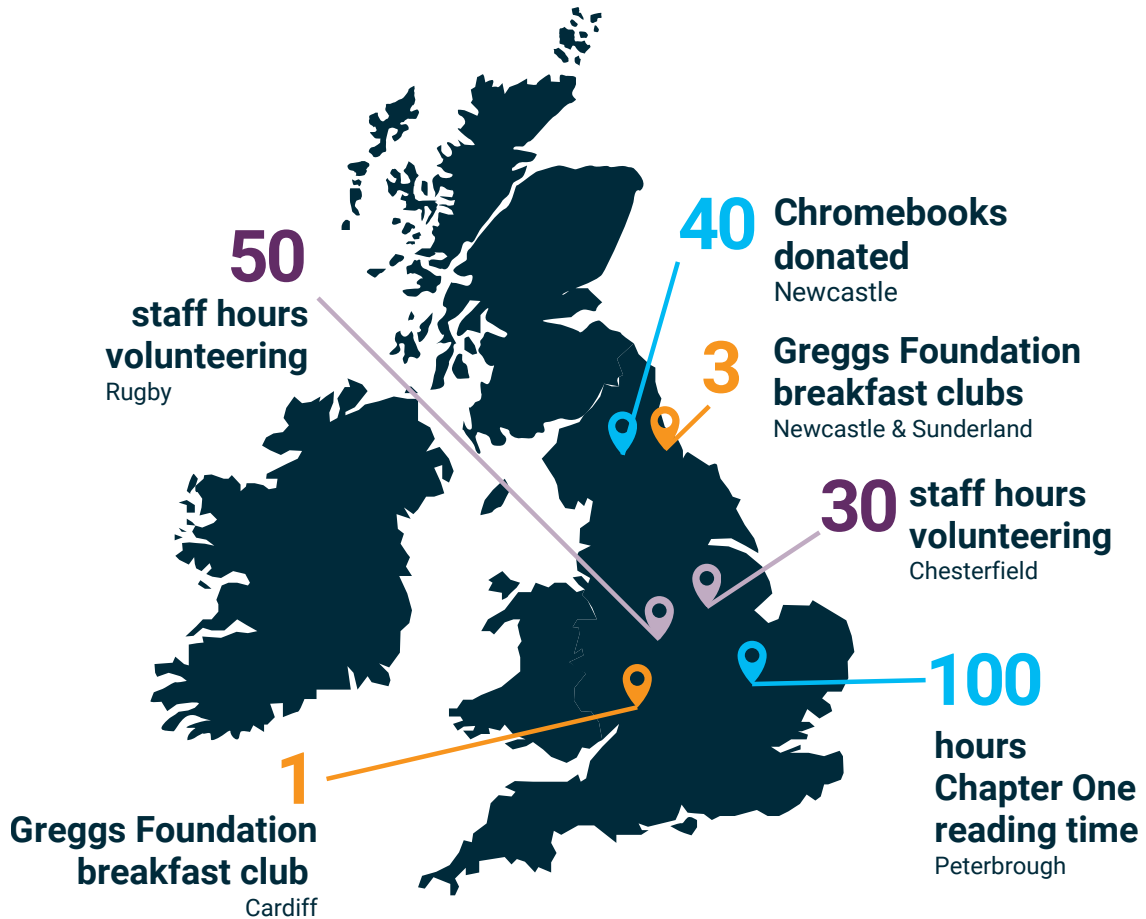
**B Corp score 17.7**  
 Contributes meaningfully and shows real positive community engagement



# 2025 Community progress

## Place-based social value

Delivered **place-based projects** in line with contractual social value commitments in clients' communities:



Donated to causes within Datagraphic's local community, including charities, Spire Boxing Club, Chapter One, and games and resources for breakfast clubs.

### Podcast

on sustainability shared for SMEs & VCSEs

### ½ tonne

paper donated to schools/charities for reuse

### Panelist

at Social Value Portal online conference

# People

**Goal:** To treat employees responsibly and support their safety, health, well-being and development.

Key focus	KPIs
<ul style="list-style-type: none"><li>• Provide a safe workplace</li><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>• Maintain ISO 45001</li><li>• Introduce health and well-being initiatives</li><li>• Provide fair representation and experience for all staff</li><li>• Support staff in their career development goals</li><li>• Continue to pay the Real Living Wage and Living Hours</li></ul>

**Our Articles of Association legally require us to prioritise the interests of our people.**

## B Corp score 17.7

Meaningful contribution to financial security, health, wellness and safety, engagement and satisfaction, and career development



# 2025 People progress

## Safe, inclusive workplace

**0** RIDDOR  
Reportable accidents

**45:55**  
Gender split (F:M)

**37.4**  
Average working  
hours per employee

**ISO 45001**  
Retained with zero  
non-conformances

All people policies updated and available publicly, and a whistleblowing policy available to all stakeholders.

## Employee well-being, satisfaction and development

- Well-being platform, healthcare plans and benefits scheme for all staff
- Salary sacrifice EV car scheme with on-site charging available
- Internal mental health awareness campaigns
- All training/compliance recorded in a comprehensive matrix covering:
  - Health and safety
  - Environment and sustainability
  - Labour and human rights
  - Business and compliance
  - Role-based career development

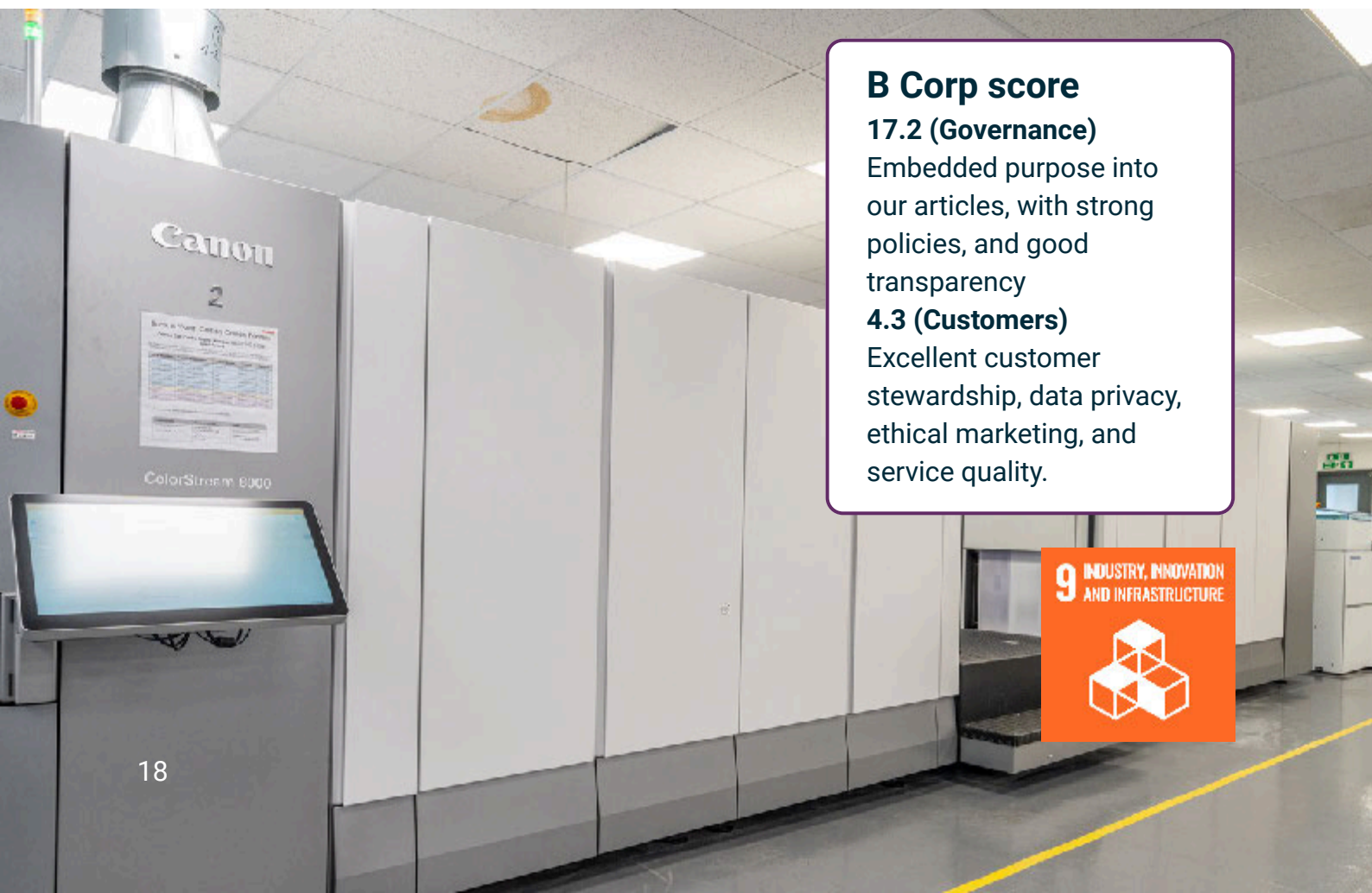
**61**  
average hours of  
training per employee

**100%**  
of staff paid the Real  
Living Wage & Living  
Hours or more.

# Partners

**Goal:** To work closely with partners to achieve innovation and a greater positive impact.

Key focus	KPIs
<ul style="list-style-type: none"> <li>• Ethical and sustainable sourcing</li> <li>• Supplier compliance</li> <li>• Transparency and continuous improvement</li> <li>• Community collaboration</li> <li>• Carbon reduction</li> </ul>	<ul style="list-style-type: none"> <li>• Purchase only from ethical and sustainable suppliers</li> <li>• Conduct annual supplier surveys</li> <li>• Monitor and record supplier ESG performance</li> <li>• Partner with suppliers on community projects</li> <li>• Prioritise suppliers with a carbon reduction plan</li> <li>• Seek digital innovations</li> </ul>
<p><b>Our Articles of Association legally require us to prioritise the interests of our partners and suppliers.</b></p>	



**B Corp score**  
**17.2 (Governance)**  
 Embedded purpose into our articles, with strong policies, and good transparency  
**4.3 (Customers)**  
 Excellent customer stewardship, data privacy, ethical marketing, and service quality.



# 2025 Partners progress

## Ethical supplier management

**100%**

**FSC or PEFC  
sourced paper**

**0 confirmed  
reports of:**

- Whistleblowing
- Corruption incidents
- Information security incidents.

**100%**

**of strategic suppliers:**

- Have signed the Code of Conduct
- Been audited to comply with environment, labour & human rights and ethics policies
- Completed an audit questionnaire
- Undergone on-site audit
- Hold a compliant Carbon Reduction Plan (CRP)

## Strengthened supplier relationships

**Partnered with suppliers  
to deliver:**

- Ethically sourced **recyclable materials**
- Supplier-led **83% reduction in Scope 3** emissions
- Cost and environmental benefits through print optimisation and digital innovations to help clients achieve their sustainability goals

**We commit**

to pay our suppliers fairly  
and to terms

**0 days beyond agreed  
payment terms**

**All suppliers**

**must have a compliant  
CRP by 2030.**

**100% of internal buyers** are trained on our legal requirement to consider people, partners, communities and the environment with all purchasing decisions.

# Conclusion

Our ESG goals are not a destination, but an ongoing blueprint of how we operate and deliver impact.

Since gaining SBTi validation of our CO2 targets and B Corp Certification in 2024, we have continued to strengthen our approach.

We remain legally responsible for continuous improvement and align with evolving frameworks to ensure our activities stay relevant to changing legal, social and client expectations. This focus enables us to deliver measurable, accountable outcomes across our operations and supply chain.

Through collaboration with our clients, partners, and stakeholders, we will continue to build on this momentum, working together to deliver meaningful social value and lasting positive impact for people, communities, and the environment.

**Certified**



This company meets high standards of social and environmental impact.

Corporation



# Learn more

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

T: +44 (0)1246 543000

E: [esg@datagraphic.co.uk](mailto:esg@datagraphic.co.uk)

W: [datagraphic.co.uk](https://datagraphic.co.uk)

## Datagraphic

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.

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