



Sustainability Policy

At Priority Graphics, we are dedicated to creating a sustainable future by integrating environmentally and socially responsible practices into everything we do. Our goal is to achieve net zero emissions by 2050 and make a positive impact on the environment, society, and economy.

Objectives and Implementation Strategies:

1. Reduction of Waste Management

- By 2026, we'll cut our waste by 20% through better recycling, reduction, and reuse strategies.
- How We'll Do It:
 - **Waste Audit:** We'll identify where most of our waste comes from.
 - **Recycling Program:** We'll set up comprehensive recycling at all our sites such as our Textile Take Back Scheme.
 - **Supplier Partnerships:** We'll work with suppliers to reduce packaging and use recyclable materials.
 - **Employee Education:** We'll train our team on the importance of waste reduction and recycling.
 - **Circular Economy:** We'll design products and services to maximise resource use.

2. Reduction of Carbon Emissions

- By 2028, we'll reduce our direct and indirect carbon emissions by 20% and our supply chain emissions by 15% by using more renewable energy, improving energy efficiency, and collaborating with suppliers.
- How We'll Do It:
 - **Renewable Energy:** We'll use renewable energy at our facilities.
 - **Energy Efficiency:** We'll upgrade to energy-efficient equipment and lighting.
 - **Energy Audits:** We'll regularly check for and fix energy inefficiencies.
 - **Supplier Collaboration:** We'll choose suppliers who are committed to sustainability.
 - **Remote Work:** We'll encourage holding virtual meetings to cut down on travel, where possible.

3. Creating a Great Place to Work

- By 2026, we'll increase employee satisfaction by 20% and gender diversity by 10% through health and well-being programs, training, and policies supporting equality and diversity.
- How We'll Do It:
 - **Health and Wellness Programs:** We will encourage good health and well-being within the workplace and will continue to look for ways that we can do better.
 - **Training and Development:** We'll provide continuous learning opportunities.
 - **Gender Equality:** We'll establish mentorship programs and ensure equal opportunities for roles.
 - **Positive Work Culture:** We'll organise team-building activities and maintain open communication.

- **Fair Wages and Safe Conditions:** We'll ensure all employees are paid fairly and work in safe conditions.

4. Sustainable Economic Growth

- By 2027, we'll improve resource efficiency by 20% and increase revenues from innovation by 25% through investments in sustainable technologies, improving operational efficiencies, and fostering a culture of innovation.
- How We'll Do It:
 - **Sustainable Technologies:** We'll invest in energy-efficient machinery and eco-friendly materials.
 - **Operational Efficiency:** We'll streamline processes to reduce resource use and waste.
 - **Culture of Innovation:** We'll support new ideas from employees and reward innovation.
 - **Collaborative Partnerships:** We'll work with other organisations to drive innovation.
 - **Regular Reviews:** We'll continuously review and update our practices to stay aligned with sustainability goals.

Priority Graphics creates an ethos that all employees are all accountable for managing sustainability through forms of training and delegating responsibilities. In the first instance, these responsibilities will come from the direction of the Managing Director and the Operations/Sustainability Lead.

We'll roll out this policy through strategic initiatives, engaging our employees, and working with stakeholders. We'll monitor our progress regularly with key performance indicators (KPIs) and communicate updates transparently to ensure we continuously improve.

Priority Graphics is dedicated to building a sustainable future by reducing our environmental impact, creating a supportive work environment, and promoting sustainable growth. Together, we can make a lasting positive impact for generations to come.

This policy aligns with the UN Sustainable Development Goals and reflects our commitment to sustainability in every aspect of our business.



Lewis Walters, Director.

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Reviewed Annually