

Climate Action Plan

Our commitment

We recognise that climate change presents significant risks to people, ecosystems, and supply chains. We are committed to supporting the global ambition to limit warming to 1.5°C, in line with the Paris Agreement.

As a business within the physical media and packaging industry, we take a practical and proportionate approach, focusing on both:

- areas where we have direct operational control, and
- areas where we have meaningful advisory influence across the supply chain

Our priority action areas

1. Governance & Measurement

Target

From 2026 onwards, ensure Board oversight of climate action, with annual review of operational and travel-related data.

Key actions

- Board oversight of the Climate Action Plan
- Executive responsibility held by Director of Strategy & Sustainability
- Annual monitoring of Scope 1, Scope 2, and relevant Scope 3 emissions
- Regular review and update of the plan at least every three years

2. Business Travel

Target

By the end of 2026, apply a low-carbon approach to business travel, prioritising virtual meetings and lower-emission travel modes, with annual monitoring.

Key actions

- Use virtual meetings where they can replace travel effectively
- Prioritise rail over flights where practical
- Acknowledge that flights remain necessary for some international travel
- Monitor travel activity and review patterns annually

3. Office-Based Waste & Material Efficiency

Target

From 2026 onwards, maintain responsible office-based waste practices and improve visibility of waste data where practical.

Key actions

- Maintain waste segregation and recycling systems
- Reduce unnecessary printing and use of materials
- Work with facilities providers on responsible waste management
- Improve review of available waste data over time

4. Customer and Supplier Engagement on Freight Choices

Target

By the end of 2027, consistently include guidance on lower-emission freight options in project discussions.

Key actions

- Encourage alternatives to air freight where feasible
- Raise freight choices during project planning
- Share information on climate impacts of different transport options
- Engage in industry initiatives to support improvement

Freight decisions ultimately sit with customers and suppliers; our role is advisory.

5. Circular Economy & Materials

Target

By the end of 2027, support the development and use of circular economy approaches in the supply chain.

Key actions

- Encourage use of recycled and recyclable materials
- Support projects using circular material solutions (e.g. recycled polymers)
- Engage with industry developments in sustainable materials
- Share best practice with customers and partners

Governance and review

This Climate Action Plan is approved and overseen by the Board.

Progress is reviewed annually, and the plan is updated at least every three years.

Last updated: May 2026