

UK Greetings is the UK and ROI's market leading direct-to-retail publisher, manufacturer and importer of greetings cards and associated social expression products. Based in West Yorkshire and Farnham, we are suppliers to all key distribution channels including major supermarkets, high street specialists, independent UK & international retailers. Our activities include the design and publication of greetings cards and giftware, conversion of wrapping paper, importer of greetings cards and associated social expression products, and finally the despatch of products using haulers from our distribution centres.

We recognise that we must look at the impacts of our social, economic and environmental activities and give each area equal weighting. We are committed to improving our sustainability development by a programme of continuous improvement. The 17 Sustainable Development Goals (SDGs), also known as the Global Goals, frame the agenda for the Company's work towards 2030. The SDGs are a global agenda, adopted by all United Nations countries in 2015, with a vision of ending poverty, protecting the planet and ensuring that all people enjoy peace and prosperity.

In particular we are committed to ensure:

- Senior management and supervisory staff are responsible for the implementation of the policy, ensuring that the environmental issues are given adequate consideration through sound sustainability practice, which are integrated into all our business decisions.
- Through our environmental management system, we maintain a commitment to continually improve and enhance our sustainability performance, which will be achieved through our objectives and targets. This policy, together with the 17 SDGs, provides a framework for setting sustainability objectives, through a prioritised method of identifying and evaluating the environmental aspects of our activities, such as:
 - Waste minimisation, maximising the efficient use of materials and resources, working towards a circular economy.
 - Avoiding unnecessary packaging through sound design and collaboration with our retail partners.
 - Managing waste in a responsible manner within the duty of care framework.
 - Promote sustainable forms of transport and reduce carbon emissions associated with our transportation needs.
 - Actively reducing our carbon emissions through the effective use of space, utilities, goods and services. Remain committed to procure 100% energy that has come from renewable sources. Support science-based targets towards achieving net zero carbon emissions.
- The protection of the environment, including prevention of pollution, whilst delivering operational excellence and outstanding customer service. We will fulfil our compliance obligations and other specific commitments relevant to the context of the organisation, such as climate change mitigation, or:
 - Operating strict sourcing policies, endeavouring that our products meet the highest environmental standards, in order to reduce the end of life impact. For instance, sourcing all paper used in the production of our finished products from managed sustainable forestry which has been certified to a high standard. Investigating methods to improve the recyclability of our products.
- Engaging in two-way dialogue with our major suppliers, contractors and customers to optimise the impact of their operations on the environment, society and the economy.
- Establishing a communication plan to ensure this policy is published and available. Open communication will be maintained on environmental issues both within and outside of the organisation.
- This policy, together with our sustainability plan, will be displayed on the UK Greetings website www.ukgreetings.co.uk, and if requested made available to any interested parties.
- Awareness and responsibility training will be made available to all relevant employees on sustainability matters.
- Progress against specific objectives and targets will be reported at least annually.
- This Sustainability Policy Statement, together with any supporting guidelines, shall be reviewed at regular intervals and updated as required.



Ceri Stirland | CEO International

16th November 2025

Prepared By:	Approved By :	Signature:	Page No.	Document Ref.	Version No.	Date:
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