

Environmental and Sustainability Policy

21 February 2024

INTRODUCTION

Concern for the environment is an integral and fundamental part of our operations. IG Design Group recognises that it is a moral and commercial imperative that we innovate and improve to reduce the environmental impact of our operations, working collaboratively with our supply chain and customers. Thinking and acting with the environment in mind underpins everything that we do and we aim to minimise our impact on the environment by constantly challenging ourselves to find ways in which we can use our scale and people to influence and drive positive and proactive change.

This may be achieved by changing the design and architecture of our finished goods, by purchasing materials from sustainable supply chains, improving compliance through supplier audits, eliminating / reducing the effects of our highest scoring environmental aspects, reducing waste from our transformation processes, reducing the use of plastic in our products and packaging, increasing the use of recycled materials and ensuring the onward recyclability of our merchandise. We are committed to using methods that do not harm the environment so securing natural resources and quality of life for future generations.

OUR ORGANISATION

IG Design Group BV is the market leader in Europe in gift packaging and stationery products, offering customers both branded and bespoke solutions across a range of product categories.

Operating from two locations in Hoogeveen (NL) and Zgorzelec (PL), IG Design Group designs, manufactures, sources and distributes products to customers throughout Europe.

IG Design Group BV and IG Design Group Sp.Z.o.o. are both part of IG Design Group Plc – a diverse group of companies operating across multiple regions, categories, seasons and brands.

Our Environmental & Sustainability Policy aims to integrate a philosophy of sustainable development into all the organisation's activities and to establish and promote sound environmental practice in our operations.



OUR COMMITMENTS

Be environmental leaders

Our dedicated Sustainability Project Teams, supported by the Sustainability Steering Group and the Management Team, will ensure environmental issues are identified and managed effectively, providing the support and resources to deliver on our objectives. To sustain our longer term commitment to our environmental responsibilities, we will build and nurture an organisation capability of like-minded colleagues who want to engage and contribute to a future environment we are all proud and safe to live in.

Protect the environment and prevent pollution

We will design, manufacture and source responsibly, from ESG compliant vendors who responsibly use materials derived from sustainable sources. We will work to protect the environment and avoid pollution and waste across the lifecycle of our products, services and operations by continuing to innovate to lower our environmental impact. We will re-engineer our products and supply chain and, where possible, remove the use of potentially harmful materials and replace with recycled alternatives that can be recycled after use, so reducing the impact on the environment.

Reduce our carbon footprint

We will target the removal of carbon from our supply chain starting with our in-house carbon-generating footprint, such as already powering our manufacturing facilities with electricity entirely from renewable sources. Where possible, we will re-shore manufacturing to help decarbonise the distribution chain and promote job creation & security for our employees.

Value our people & communities

We will ensure an open, comfortable and progressive environment to invest back into the people who give us so much. We will adopt progressive, altruistic policies to give back in all of the communities where our businesses are based, and where many of our team members call home by promoting worthy initiatives to leave a positive impact.

Be committed to continually improving our environmental performance

By setting annual environmental improvement objectives and targets that are regularly monitored and will be reviewed annually to evidence progress. We will demonstrate our commitment to the reduction in our company's environmental impact and increase year-on-year our use of more sustainable materials.

Use our position and expertise to create positive environmental outcomes

In collaboration with our suppliers and customers, we will use our position in the market and apply product expertise to guide our partners and take action to create positive environmental outcomes.



Meet our obligations

The IG Design Group directors take responsibility to meet our obligations. We will share our progress with our internal network and externally with all stakeholders and we will certify our work with external experts where applicable.

OUR CURRENT PRACTICES AND PLAN

Sustainable Development Goals

We have developed a framework to help shape our approach to sustainability to enable us to demonstrate, monitor and improve our performance to drive our business forward sustainably. Our approach is underpinned by the United Nations Sustainable Development Goals (SDGs). The 17 goals were reviewed and three were identified as areas where IG Design Group can maximize our positive contribution.

IGDG BV Sustainability plan

In our Sustainability plan we describe how we organize sustainability within our company and supply chain.

RESPONSIBILITIES

It shall be the responsibility of the IG Design Group Management Team and the Sustainability Steering Group to establish, review and maintain this policy and to bring this policy into effect.

The policy and the obligations and responsibilities required by the environmental management system have been communicated to all employees and persons working on behalf of the organisation.

This policy will be reviewed regularly.

Joost Bogers

Managing Director

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