Integrity
COMMUNICATIONS GROUP

CARBON REDUCTION PLAN

Contents

Overview

At Integrity we prioritise environmental sustainability in every aspect of our operations. We are committed to SBTi (Science Based Target initiative), and actively engage with the Government backed ESOS (Energy Savings Opportunity Scheme) and CCA (Climate Change Agreement). This ensures that we operate a robust and effective environmental management scheme that is accredited to ISO14001.

In addition, Integrity has committed to achieving Carbon Net Zero by 2035 and have partnered with Auditel, one of the UK's leading Carbon Solutions companies to achieve this goal. Auditel provide the tools to look at all aspects of our operations and supply chain to understand our environmental impacts.

Working with Auditel, we have made good progress in measuring our emissions across the Group and published our first Carbon Reduction Plan in early 2024.

Over the last 12 months we have continued to develop and progress our plans and are pleased to publish the updated plan for 2025.

Commitment

Integrity Communications Group are committed to:

- Achieving Net Zero Carbon Emissions by 2035.
- Creating a culture in our business where Carbon impacts and reduction are considered in all aspects of our organizations processes and decision making.
- To work with Clients and Suppliers collaboratively in their journeys to Net Zero.
- Ensure compliance with existing and future legislation, and engaging with Government schemes such as CCA and ESOS.
- To have a clear and pragmatic plan as to how we will reduce our Carbon impact.
- To explore Industry best practice and adopt viable initiatives, such as the Science Based Target Initiative SBTi.
- Having Policies and Procedures that reflect our commitments.
- To have a set of targets in place so we can track our progress.
- To continue to purchase 100% renewable electricity.

Baseline emissions 2021

- To help us target areas of highest carbon intensity, we compiled an inventory of carbon emission sources within our business and supply chain. Our carbon footprint includes 100% of scope 1 and 2 emissions and all scope 3 emissions that we can accurately calculate.
- To compile this baseline emissions measurements, we used the independent services of Auditel. They used the requirements of the PAS2060 standard in compiling this data.
- Electricity and gas data is obtained from automated half hourly meter readings, manual monthly meter readings plus electricity bills and gas bills. Diesel use and propane gas use data is obtained from supplier invoices. Business transport data is obtained from business mileage expenses claims and pool car records.
- Data was collected from the sources outlined above in kilowatt hours, litres of fuel and vehicle mileage. This has been converted using the UK Government Greenhouse Gas (GHG) Conversion Factors and is shown in tonnes of CO2 equivalents (tCO2e).

Emissions

Title		Tonnes CO2e
Scope 1	Gas for heating	406.15
Scope 1	Diesel for Forklifts	21.81
Scope 1	HVAC – F Gas	28.22
Scope 1	Fleet	11.17
Scope 1	Process Emissions – Lubricant	3.90
Scope 2	Electricity	1,562.32
Scope 3	Fuel and energy related	145.04
Scope 3	Upstream transportation and distribution	201.96
Scope 3	Waste from operations	111.60
Scope 3	Grey Fleet	3.94
Scope 3	Other Business Travel	2.89
Scope 3	Employee Commuting	152.99
Scope 3	Home working	13.41
Scope 3	Downstream transportation and distribution	1,545.24
	Total	**4,210.64**

Progress to date

Integrity Communications Group has achieved multiple environmental accreditations and certifications (including ISO14001 and FSC) and in line with these standards has implemented processes that positively encourage continuous improvement. This includes the approach to sustainability and the environment.

We have delivered a number of important carbon abatement projects and detailed below is a representative but not exhaustive list of what we have already done.

Replacement of all lighting in the production areas with LEDs.

Installed a Building Management System to control our gas heating.

Reduced our compressed air systems from six units to one efficient centrally controlled system.

Upgraded loading bay and large internal doors with high-speed doors for improved heat retention.

Invested in more energy efficient air conditioning units.

Focused on waste minimisation across manufacturing operations.

Structured 'Switch it Off' campaigns to ensure workforce engagement.

Operational systems review to achieve the minimisation of air leaks.

Upgrading windows and doors for heat retention.

Installing additional roof insulation in office areas for heat retention.

Installing PIR motion sensors for lighting to decrease electricity usage.

Motor and drive replacement on presses to reduce water consumption.

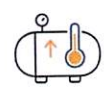
Purchase of 100% green energy for entire property estate.

Engagement with the Government CCA and ESOS initiatives.

EV Chargers installed for workforce & visitors.

Whistl ESG/ Bio fuel Initiative for downstream mail distribution.

LED Drying on litho presses to decrease power usage.



Compressor upgrade to enable re-use of generated heat.

Carbon Reduction Target Setting

Integrity has committed to set science-based targets. To this end we will be putting in place a pathway to deliver carbon emissions reduction consistent with limiting global warming to 1.5°C and to help us achieve our goal of delivering Net Zero by 2035.

We recognise that our business will undergo change as we see decline in traditional markets and growth in new. We will therefore express our targets in terms of per £M revenue.

There are four areas where we have set targets.

1 Electricity

To halve our electricity usage by 2035 using the metric kWh/£m.

We will continue to buy 100% renewable electricity. We have a structured plan to replace gas heating units with electric heat pumps. While this will potentially increase electricity usage, this will continue to be purchased from renewable sources.

2 Gas

To eliminate our gas usage by 2035 using the metric kWh/£m.

3 Recyclable Waste

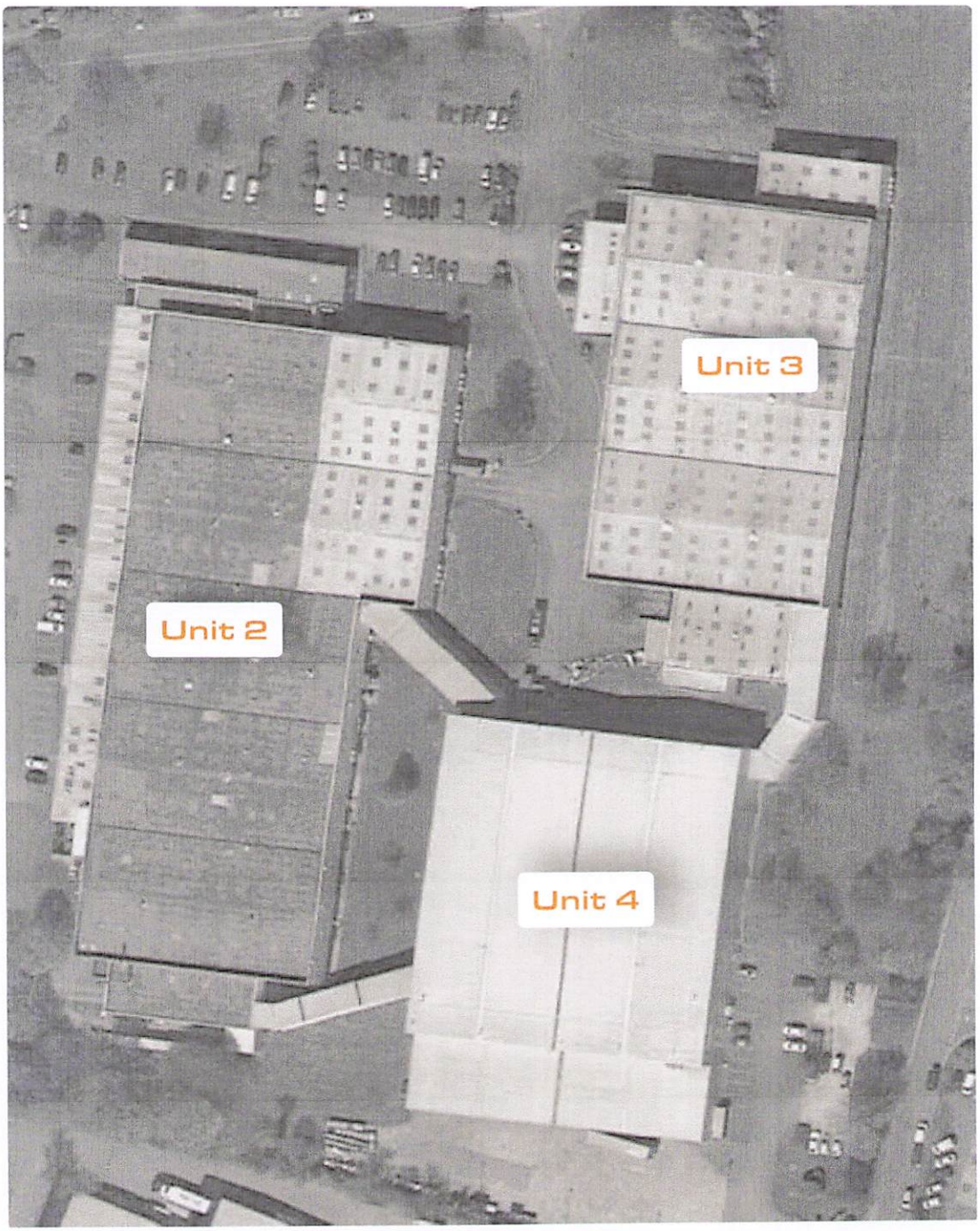
To halve our recyclable waste by 2035 using the metric TONNE/£m.

Our recyclable waste includes all waste that we send for recycling including packaging that we receive on materials supplied. It also includes all labels waste that is sent to waste to energy plants. Many of our products create waste as it implicit in the manufacture, for example labels are typically sold with the skeleton waste removed so it is easier for the customer to apply the label.

4 Hazardous Waste

To halve our hazardous waste by 2035 using the metric TONNE/£m.

Carbon Reduction Initiatives



General site layout at Westfield Trading Estate BA3 4BS

1 Electricity

We will continue to purchase 100% renewable energy.

We recognize that Electricity is the dominant element in our Scope 2, and that reducing the amount of electricity is desirable.

We recognize that Gas is dominant in our Scope 1, and we would prefer to eliminate our usage of Gas even if this means an increase in our Electricity. Our Gas is only used in heating and a logical replacement is heat pumps which are driven by electricity.

The below are areas that we are focusing on to reduce our Electricity usage.

- Upgrading our old transformer to modern high efficiency units.
- Replacing UV Lamp Drying with quicker and more efficient LED.
- Switching off the old, centralised paper waste extract system and using small local units as and when needed, as a result of changing manufacturing processes.
- Solar PV. We recognize that we have issues with the age and condition of our roofs and the length of the lease, but this remains a desirable project that we will continue to pursue with our property landlord.
- We will take into consideration the energy requirements of new machinery as part of the procurement process.
- We will continue to upgrade old motors with newer more efficient ones when replacement is necessary.
- We will continue to reinforce our 'Switch it Off' campaigns with our workforce.

2 Gas

We only use Gas to heat our factories.

Heat is necessary as:

- We need to control humidity as paper is hydroscopic and will curl/cockle. A high proportion of our base products are personalized by our end clients and moisture negatively affects printing.
- Our traditional Litho and Flexo presses run best when warm, and the inks that they use become more viscous when cold.
- Our modern kit prefers to operate in a temperature window and will shut the machine off if too cold or too hot.
- We wish to provide a working environment suitable for our employees.

We have:

- already replaced the gas heating in part of Unit 2 with electricity driven units.
- a staged project plan for replacing Gas Boilers in the following sequence:

Unit 2 Factory This is currently heated with the oldest boiler.

Unit 2 Offices Remove and replace with air conditioning. The majority of offices already have this in place.

Unit 4 Central Warehouse is heated with Powermatic units.

Unit 3 Factory

Unit 3 Offices

We currently operate a Building Management System to control our gas boilers, but this is now 20 years old. This needs to be replaced but be compatible with the heat pumps that we will install.

The factory site is, in parts, over fifty years old and currently has relatively low EPC levels. We recognise that all three main buildings have their original roof and will need to have insulation improved. The timing of this will involve the site landlord as the regulation around EPC ratings is changing and is currently expected to rise in 2025 to a minimum of D, in 2027 to a minimum of C, and finally in 2030 to a minimum of B.

Unit 2 is rated D
Unit 3 is rated D
Unit 4 is rated C

We recognize that some of our traditional printing machinery produces large amounts of heat particularly from the UV systems and chillers. Currently we tend to find in normal working periods that the excess heat from the machines is sufficient to heat the factory apart from the very coldest winter nights. As we replace this machinery and change to LED we will significantly reduce the excess heat produced which will mean that we will have to increase heating in the factories to maintain the desired levels

3 Waste

We recognize that our traditional mechanical equipment does inherently create waste, and these levels are significantly higher than modern digital equipment. Our transition from mechanical to digital will continue to accelerate and will result in reductions of both recyclable and hazardous waste.

4 Material Purchases

Our material purchases are dominated by paper. The number of mills that make the paper we use is reducing and they are all outside the UK.

We deal directly with the mills who provide detailed carbon information about the paper, with CEPI Ten Toes being the methodology used by most European paper makers. We will use this information as part of our sourcing decision along with price, quality and availability.

5 Upstream Transportation

We typically buy based on a delivered basis meaning the choice of carriers is controlled by the supplier.

Paper from the mills is typically shipped to a UK wharf and from there it is called off as required. The mills will also ship to UK based merchants. We will continue to work with the mills and merchants so that we call material in logical but efficient loads.

6 Downstream Transportation

This is the dominant contributor to our Scope 3 emissions.

Traditionally we shipped our products out on pallets and boxes and we have processes in place to create efficient loads for delivery to our clients. We use transport partners to physically move and deliver the goods. Currently virtually all these vehicles are using diesel, but we are beginning to see a level of electric powered vans and lorries come into the market. We will work with our carriers as they transition to electric.

Increasingly we are mailing product through DSA suppliers and direct with Royal Mail. However, the overall market for mail is in steep decline and the cost of postage has climbed significantly in recent years and the market expectation is that postal costs will continue to rise. This will change the economics of mail campaigns, and we expect more clients to switch to electronic delivery channels. We will continue to work with our clients to offer electronic alternatives to mail.

We are also seeing postal providers to transition away from diesel vehicles to electric, with Royal Mail committed to delivering the final mile via electric vehicles. We have initiated a contractual change with Whistl, our primary mail distribution partner, who will collect and deliver our mail using biofuel, making a significant contribution to the reduction of fossil fuel usage.

7 Employees

We are fortunate that the vast majority of our workforce live locally and do take the option to walk or cycle to work. We will continue to promote cycling by offering 'Cycle to Work' schemes and secure bike storage at site.

We have EV changing points available for our employees and as people transition away from petrol/diesel vehicles to electric we will increase the number of EV points.

As we are a manufacturing site the vast majority of staff are unable to work from home as they are directly involved with the manufacturing processes. However, there are more opportunities for hybrid working for our office staff, and these are encouraged.

We will continue to promote the use of video conferencing (EG Teams, Zoom, etc.) rather than actual travel.

Declaration and sign-off

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors.

Signed on behalf of Integrity Communications Group

Mark Cornford

Mark Cornford
Chief Executive Officer

24th June 2025

Date

VERSION: 3.0
March 2025