

# Sustainability Report

2023-2026



*“Human beings are at the centre of concerns for sustainable development. They are entitled to a healthy and productive life in harmony with nature.”*

– Principle 1, Rio Declaration on Environment and Development, June 1992

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*"On a recent holiday to the Great Barrier Reef while snorkelling I noticed the scattered bleached coral laid all across the ocean floor. This was so devastating it inspired this work representing the feelings and emotions that developed before my eyes. We should all work towards a more sustainable life and future to save our ocean and our world."*

# INTRODUCTION



Tudor Rose is committed to being a responsible publisher and to achieve a higher level of sustainability performance for our readers, our advertisers and sponsors, our suppliers and for ourselves. While every unsustainable practice warrants greater scrutiny, we recognise that our main impacts are:

1. Our content, using the power of our brands to promote positive change
2. Greenhouse gas emissions throughout our value chain
3. Paper use and associated biodiversity loss caused by paper pulp sourcing
4. Use of water and other natural and chemical resources during production
5. Waste generated throughout our value chain

As we move closer to fully mapping our impact, including our carbon footprint (scope 1, 2 and 3 emissions), across our value chain we are hopeful that this data will enable us to accurately measure, report and improve our sustainability performance. But this activity alone is not sufficient as we pursue greater sustainability gains, we must also:

- Regularly review best practice guidance
- Keep up to date with industry advances
- Seek to use new and more sustainable materials
- Commit to periodic improvement targets

This report is divided into three distinct sections that provide insights into our strategy and the thinking that has driven it, our approach to aligning with the Sustainable Development Goals and the UN Global Compact's Ten Principles, and finally, the steps we have taken and the plans we have to improve the environmental performance of our publications.

We recognise the need to listen and to learn in the pursuit of our sustainability ambitions.

If you have comments or suggestions that may help us on this journey please email [info@tudor-rose.co.uk](mailto:info@tudor-rose.co.uk) with 'Sustainability Report' in the subject line.

A handwritten signature in black ink, appearing to read 'Jon Ingleton'.

**Jon Ingleton**  
Managing Director

# PART 1: OUR SUSTAINABILITY STRATEGY

Our Sustainability Strategy and related business priorities are defined through an analysis of our alignment with the Sustainable Development Goals and the UN Global Compact’s Ten Principles. This approach informs our decision making for our social, economic and environmental ambitions. These priorities and ambitions are detailed in Parts 2 and 3:

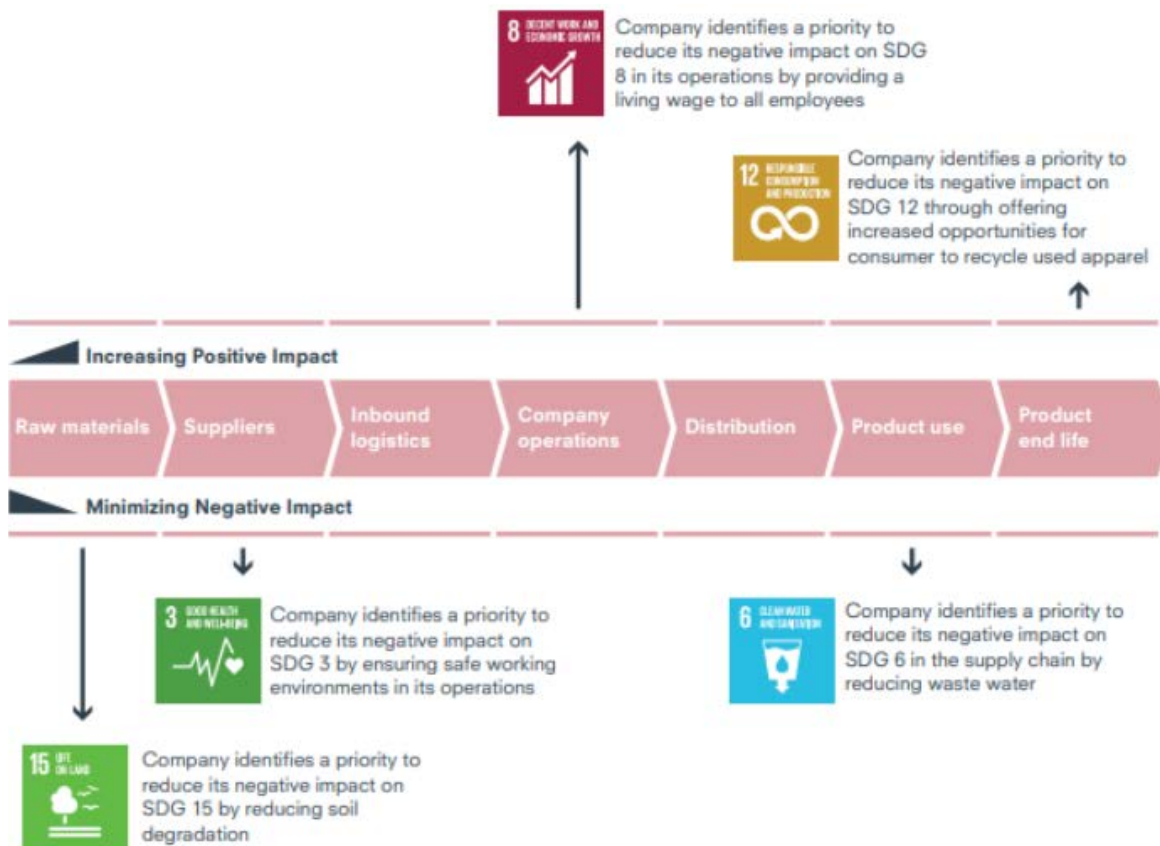
- Aligning with the SDGs
- Environmental Product Ambitions

We are in the early stages of identifying and monitoring our total corporate impact, based on a full review of our value chain, which will drive future initiatives, investment and action. We believe that the primary source of our sustainability improvement activity will come from an intimate knowledge of our value chain and improved communication with our corporate stakeholders:

## Tudor Rose value chain



Example outlining the identification of risk and interconnectedness of SDGs across an apparel value chain



Source: UN Global Compact

### Science-Based Targets

We are acutely aware of the effectiveness of embedding a Science-Based Targets approach within our corporate strategy. However, we are a small business with limited resources and expertise in this field and SBTi does not currently have specific industry guidance for publishing and marketing services businesses. As a result, we anticipated that the development of an emissions reduction target in line with SBTi criteria will need to be an outsourced activity.

Nevertheless, we will continue to research how we can move towards this approach in the years ahead and we will also be guided by SBTi best practices so that we can make continuous improvements in advance of more formal target-based activities.

## Science-Based Targets process



### COMMIT

Submit a letter establishing your intent to set a science-based target



### DEVELOP

Work on an emissions reduction target in line with the SBTi's criteria



### SUBMIT

Present your target to the SBTi for official validation



### COMMUNICATE

Announce your target and inform your stakeholders



### DISCLOSE

Report company-wide emissions and progress against targets on an annual basis

Source: [SBTi](#)

## Value Chain Status

### *Raw materials*

It takes seventeen trees (to produce one tonne of paper which would be sufficient for 2,425 copies of a 192-page issue of one of our magazines, or 3,656 copies of a 72-page issue (cover weight distorts a proportional weight comparison). Buying paper with FSC or PEFC certification assures that it has been made with materials from well-managed and sustainable forests and/or recycled sources, and so supports the ongoing viability of these sources while also protecting against indiscriminate logging.

Our approach to our raw material choices is guided by our corporate stakeholders, publishing companies who have a demonstrable sustainability leadership position and multiple other external sources, but primarily:

- [United Nations Global Compact](#)
- [SDG Publishers Compact](#)
- [Publishing Declares](#)

We will continue to make our ambitions and achievements accessible to other publishers, particularly in the sectors that we serve, so that they may follow our lead and take bigger steps towards improving their own sustainability performance.

Replanting as a means to counter the carbon loss from paper production for our publications continues to divide opinion. For instance, James Temple, MIT Technology Review stated that “A Trillion Trees’ is a great idea – that could become a dangerous climate distraction.” While we have contributed to replanting schemes in the recent past, such as [The Queen’s Green Canopy](#), For now, our stance is to commit to buying paper sourced from certified sustainably managed forests, where good forestry practices ensure well-managed replanting activities.

Of course, we consume other raw materials through our business operations and we are careful to monitor impact, availability and waste related issues associated with this consumption. In addition to being guided by our trusted suppliers, we also monitor external data sources to ensure that we make informed decisions, including:

- [Critical materials](#)
- [Volatile Organic Compounds](#)
- [EU Waste Framework Directive](#)
- [Restrictions under REACH](#)

### ***Suppliers***

All of our supplier partners are encouraged to join us in our journey towards improved sustainability performance and we have recently started auditing our suppliers – with a plan to repeat this exercise every three years, typically through a standard self-certifying form. Our aim is to assess the current standard of sustainability performance throughout our supply chain so that we are equipped to seek improvements – whether through their own initiative or through our guidance and encouragement.

In the coming years, sustainability performance will become an increasingly important criteria for supplier selection decisions. We anticipate that a simple radial diagram with relevant criteria and metrics will be sufficient in the first instance to compare suppliers. Of course, the prices quoted by our suppliers will remain a significant factor as we must remain competitive in our markets in order to maintain our own economic sustainability

The groups of suppliers that we use includes:

- Corporate services (legal and accounting)
- Distribution
- Freelance fulfilment and audience management
- Freelance journalists
- Office suppliers
- Printers
- Warehouse

To date, our most significant areas of focus have been tailored to improving our environmental product performance (with support from our printers) and improving our office supply purchasing performance (for example: LED light bulbs, reduced plastic use and buying local).

Our next step priority is to review our approach to audience management which will include how we distribute publications, print quantities, returns management and waste management. We will also shortly be reviewing our gas and electricity suppliers to see if it's practical for us to move towards renewable energy.



### ***Company operations***

We have made significant strides towards improving the sustainability of our company operations in recent years but there is still much more that we can accomplish, particularly as guided by sustainable green building best practices for water efficiency, indoor environmental quality, durable and maintainable design, energy efficiency, eco friendly materials use and waste reduction.

### Sustainable green building



Source: [C-E Channel](#)

## Company operations highlights and priorities

<b>Office building</b>	Our office is a listed building that carries heavy restrictions on internal and external modifications. Windows are single-glazed and so the office is too cold in the winter and too hot in the summer, requiring a heavy energy load to maintain a comfortable temperature. We are currently reviewing our medium- to long-term office options and sustainability is a prominent factor in these deliberations.
<b>Heating and lighting</b>	Boiler has recently received an E efficiency rating – it is now over 15 years old will likely need to be replaced within the next 3-years, giving us an opportunity to install a more efficient product.  All of our lighting has been changed to LED and we try to turn off lights when a room isn't in use.
<b>Water</b>	We only consume water in the office kitchen and bathrooms and we have a moderate use for the size of building and number of staff. We will aim to install low-flow facets in the bathrooms when they are next refurbished.
<b>Waste and recycling</b>	Tudor Rose is committed to the efficient use of natural resources to reduce waste and increase recycling. Our goal is to send zero waste to landfill from our office by 2030 – initiatives being reviewed to achieve this aim include: <ol style="list-style-type: none"> <li>1. Reduce the amount of general waste produced and recycle as much as possible</li> <li>2. Waste that cannot be recycled to be incinerated for energy generation where available</li> <li>3. Use of sustainably sourced office supplies</li> <li>4. Responsible disposal of all ICT equipment, following Information Security and Data Protection requirements and relevant environmental legislation</li> </ol> Recycle bins are available throughout the office to ensure that a significant proportion of our office waste is recycled. Our recyclable waste is collected by Biffa and our general waste is collected by Leicester City Council. We will investigate the sustainability performance of these two organisations in the near future.
<b>Appliances</b>	All portable electrical appliances are regularly tested for safety but historically we have not considered energy ratings when purchasing new products. Our current plan is to replace appliances as they break with products that are A-rated as a minimum (noting that A+++ is the highest energy rating performance level).
<b>Business travel</b>	Travel remains an essential business activity for both our editorial and sales departments. By 2025 we plan to complete a thorough review of our existing approach to business travel – analysing economic benefits more thoroughly to ensure travel decision-making is well informed. This review will include consideration of: <ul style="list-style-type: none"> <li>• Using the most fuel-efficient, low-emission, and economical transportation</li> <li>• Combining multiple tasks into one trip</li> <li>• Using mass transit in lieu of taxis or cars</li> <li>• Sharing vehicles among as many travellers as practical</li> <li>• Staying in LEED- or green-certified hotels</li> <li>• Travel only when absolutely necessary</li> <li>• Prioritising videoconferencing and using web-based communications tools over in-person meetings.</li> </ul>
<b>ICT equipment</b>	Aside from seeking energy efficient equipment, we currently do not assess any other sustainability criteria in our purchasing process. This is an area that we aim to address in the near future through our preferred suppliers.  ICT equipment is repaired and refurbished whenever practical and when it reaches the end of its productive life at Tudor Rose we resell or donate it whenever possible.
<b>Office supplies</b>	We continue to improve our purchasing specification for office consumables (including stationery, kitchen and bathroom supplies, food and drink), prioritising the use of local suppliers, minimising packaging and products that have known sustainability credentials. In the coming years we will introduce an internally verified and approved sustainable product list to guide our future purchases.
<b>Commuting</b>	We operate a flexible working policy that enables all staff to work from home for at least three days a week, minimising the impact of commuting to and from work. In addition, bicycle storage is provided for members of the team who opt to cycle into work.
<b>Charitable giving</b>	We don't have a regular and structured programme for charitable giving but we do periodically make donations to local charities and good causes, primarily through recommendations and suggestions from our team members.
<b>Volunteering</b>	All staff are aware of the possibility for them to take a limited amount of paid time away from work to volunteer for local charities and good causes.

### ***Distribution***

Our distribution needs are fulfilled through two channels:

- Office post and couriers: [Royal Mail](#) continues to be a leader in sustainability performance within its field, boasting the lowest carbon footprint per parcel of any UK carrier. For this reason, we also prioritise the use of [ParcelForce](#) for courier shipments from our office.
- Book and magazine distribution: [Intersend](#) is our current fulfilment supplier and they have a mature sustain – reduce – recycle approach to sustainability which has led to them implementing numerous environmental initiatives, particularly in relation to material selection and waste reduction.

See '[Raw materials](#)' for details about the packaging we use for magazines, books and bulk shipments.

### ***Product use***

We take great pride in the quality of our content and the aesthetic appeal of all of our publications. These two factors encourage our readership to retain for reference and/or share our publications which broadens our reach and reduces waste.

We also take our responsibility to educate our audiences very seriously. As the curators of respected and trusted content, delivered through our books, magazines and emedia, we are able to influence sustainability opinion and action. Propagation through our media is a powerful tool and it is a responsibility that we take very seriously – taking care to share accurate, informed and useful information to aid others in their pursuit of improved sustainability performance.

In addition to our regular content, we have launched and continue to manage two industry sustainability initiatives that have received widespread recognition:

- [Sustainable Maritime Interiors](#)
- [Human Development Forum](#)

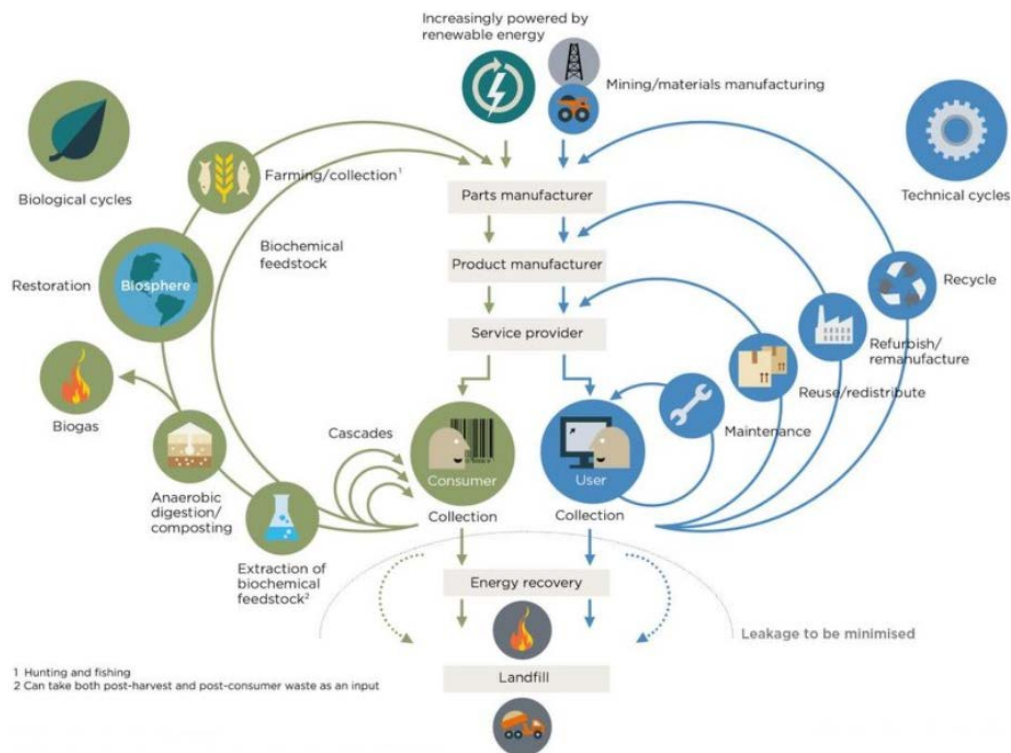
Every publication that we produce has a digital edition, enabling us to continue growing our audiences but with a reduced environmental impact. Our in progress Audience Vision charts our ambitions to grow our audiences for the benefit of our customers but with an emphasis on digital edition growth in support of our sustainability ambitions.

### ***Product end-of-life***

Despite our best efforts, our products do have a limited lifespan. So, we endeavour to reduce the impact of our products, primarily through reducing the plastic and other chemical content of our publications to make them easier to recycle (see '[Environmental Product Ambitions](#)' and '[Raw Materials](#)'). We will continue to champion the recycling of our publications at the end of their life and we will increasingly seek to use recovered fibre in our published output.

Circularity will become increasingly important to our business – not just through our own choice but also through regulations that will impact our operations in the short- to medium-term. Guided by circular economy principles we will improve and ensure our performance keeps us at a level of sustainability far beyond legislated expectations.

Circular economy – an industrial system that is restorative by design
























Source: Ellen MacArthur Foundation – Adapted from the Cradle to Cradle Design Protocol by Braungart & McDonough

## Our sustainability performance priorities, 2023-2026

Sustainability is a collaborative endeavour at Tudor Rose, engaging every department in the pursuit of continuous improvement. Our sustainability performance improvement priorities for the period 2023 to 2026 relate most directly to Goals 3, 4, 5, 8, 12, 13, 15 and 17.

### Company operations highlights and priorities

Team	Activities	Focus SDG alignment
<b>Board</b>	Strengthen sustainability strategy and direction Prioritise investment and resource deployment	
<b>Editorial</b>	Align our content with SDGs and Ten Principles Advocate for sustainability through our content Build and nurture engaged audiences and partnerships	 
<b>Design</b>	Ensure sustainable print specification Stimulate innovation within supply chain	  
<b>Sales</b>	Advocate for sustainability Build and nurture engaged audiences and partnerships	 
<b>Operations</b>	Prioritise employee health and well-being Maintain sustainable HR practices Consider sustainability in all business travel decisions Oversee sustainability of value chain partners Prioritise sustainable office suppliers and consumables	     
<b>Project management</b>	Align our content with SDGs and Ten Principles Advocate for sustainability	 
<b>ICT</b>	Prioritise sustainable ICT products and services Seek energy efficiency improvement	 
<b>Audiences</b>	Research and prioritise sustainable product packaging Find sustainable distribution performance improvement Minimise unsolds and returns through data quality	  







# PART 2: ALIGNING WITH THE SDGS

The Sustainable Development Goals (SDGs) were adopted by all 193 Member States of the United Nations in 2015 (coming into force on 1st January 2016), setting a pathway to building a better world for all by clearly defining poverty, inequality, injustice and environmental priorities.

The SDGs were conceived to be inclusive, involving businesses from the outset (alongside governments, civil society and citizens) by providing a responsible framework to guide best practices. Tudor Rose recognises that it has a part to play in fulfilling these ambitions, through our own endeavours but also through positively influencing our suppliers and our global audiences.

*“It is clear that the SDGs not only identify where we have to be in 2030 to create a sustainable world, they also outline new markets and opportunities for companies all over the world. To succeed, we must turn the global goals into local business.”*

Lila Karbassi, Chief – Programmes, UN Global Compact

SDG	Overview	Tudor Rose alignment
	End poverty in all its forms everywhere	Be a champion for human rights, labour rights and a living wage, be outspoken in the fight against child labour and social injustice.
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Advocate for policies and programmes that contribute to ending hunger, particularly through our Human Development Forum platform.
	Ensure healthy lives and promote well-being for all at all ages	Be considerate of our people’s physical and mental well-being, provide a safe working environment and ensure a healthy work-life balance. Use our brand platforms to stimulate external action.
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Empower our editorial team members, and others as appropriate, to become climate literate and support them to bring that knowledge into our media to educate and inform our global audiences.*
	Achieve gender equality and empower all women and girls	Ensure equal opportunities for all within our business and across our value chain, and proactively convey the importance of diversity and inclusion in our content.
	Ensure availability and sustainable management of water and sanitation for all	Implement sustainable water practices across our value chain and, where practical, raise awareness and support through our brand platforms.

\*Drawn from or guided by our commitment to *Publishing Declares*

Highlighted: Our focus SDGs for 2023-2026 – 3, 4, 5, 8, 12, 13, 16 and 17

SDG	Overview	Tudor Rose alignment
	Ensure access to affordable, reliable, sustainable and modern energy for all	Pursue sustainable energy policies and practices whenever practical by seeking to transition to clean energy sources, improving energy efficiency and reducing scope 1,2 and 3 emissions.
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Create and maintain the conditions that allow our people to have fulfilling working lives, contributing to their prosperity as well as enabling our company's and our client's sustainable economic growth.
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Encourage and support our value chain partners in their pursuit of innovation and promote sustainable technology advances in our books and periodicals.
	Reduce inequality within and among countries	Provide a fair and inclusive workplace that is free of any inequalities, ensure that everyone has a voice that is heard and heeded, and insist on these standards throughout our value chain.
	Make cities and human settlements inclusive, safe, resilient and sustainable	Minimise the environmental impact of our office operations, ensure responsible consumption and proactively engage in both the communities that we reside in and those we serve.
	Ensure sustainable consumption and production patterns	Accelerate the adoption of sustainable practices provided by our supply chain, support responsible consumption, resource efficiency, waste reduction and environmental conservation.
	Take urgent action to combat climate change and its impacts	Contribute to limiting global warming to 1.5°C by setting ambitious, measurable targets across our own operations and extended supply chain to achieve net zero as soon as possible, by 2050 at the latest*
	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	Make good decisions that minimise our impact on marine resources and, when appropriate, give our brands a voice to raise awareness about the importance of waterbody health and biodiversity.
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Protect nature and biodiversity through working with supply chain partners that are resource efficient, use sustainable materials and processes and are continually innovating*
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Keep ethical conduct at the heart of our operational endeavours and advocate for peace, justice and good governance in the communities and institutions that we reach through our publishing output.
	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	Nurture and grow corporate and brand partnerships to distribute knowledge and together foster sustainable development progress in all of our markets to safeguard our planet for future generations*

\*Drawn from or guided by our commitment to *Publishing Declares*

Highlighted: Our focus SDGs for 2023-2026 – 3, 4, 5, 8, 12, 13, 16 and 17

## Aligning with UN Global Compact’s Ten Principles

UN Global Compact is the world’s largest corporate sustainability initiative, a voluntary pursuit that continues to inform our sustainability priorities – through education, insight, best practice and structured guidance. The Ten Principles provide the central core to our sustainability value system, delivering a principles-based approach to good governance and good business.

*“Our strategy and ambition are to grow and take our participants on a journey of demonstrated continuous improvement in the impact that they create. Our goal is to raise expectations of how businesses will embed all Ten Principles. These are intrinsic to a company and serve as the enabler for contributions towards achieving the 2030 Agenda for Sustainable Development.”*

Sanda Ojiambo, CEO & Executive Director, UN Global Compact

Goal	Principle	Policies and initiatives
<b>Human rights</b>	<i>Principle 1:</i> Businesses should support and respect the protection of internationally proclaimed human rights	Statement on human rights* Statement on labour practices* Health and safety policy* Substance misuse policy* <a href="#">Universal Declaration of Human Rights</a>
	<i>Principle 2:</i> Businesses should make sure that they are not complicit in human rights abuses	Statement on human rights* Statement on labour practices* Public interest disclosure policy*
<b>Labour standards</b>	<i>Principle 3:</i> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Statement on human rights* Statement on labour practices* Public interest disclosure policy*
	<i>Principle 4:</i> The elimination of all forms of forced and compulsory labour. <sup>5</sup>	Statement on human rights* Statement on labour practices*
	<i>Principle 5:</i> The effective abolition of child labour	Statement on labour practices*
	<i>Principle 6:</i> The elimination of discrimination in respect of employment and occupation	Equal opportunities policy* Disability policy* Recruitment policy* <a href="#">Women’s Empowerment Principles</a>
<b>Environment</b>	<i>Principle 7:</i> Businesses should support a precautionary approach to environmental challenges	Environmental policy* Sustainability report (In progress) <a href="#">Communication on Progress</a> <a href="#">Caring for Climate</a>
	<i>Principle 8:</i> Undertake initiatives to promote greater environmental responsibility	<a href="#">Sustainable Maritime Interiors</a> <a href="#">Human Development Forum</a> <a href="#">Caring for Climate</a> <a href="#">Publishing Declares</a>
	<i>Principle 9:</i> Encourage the development and diffusion of environmentally friendly technologies	<a href="#">Sustainable Maritime Interiors</a> <a href="#">Human Development Forum</a> <a href="#">Caring for Climate</a>
<b>Anti-corruption</b>	<i>Principle 10:</i> Businesses should work against corruption in all its forms, including extortion and bribery	Anti-bribery and corruption policy* Public interest disclosure policy* <a href="#">Anti-Corruption Call to Action</a>

\*Tudor Rose Company Handbook



## Corporate policies

Our corporate policies provide a legal and moral platform for the high ethical standards that we aspire to achieve for and with our employees, clients, suppliers, partners, clients and global audiences.

### Statement on human rights

Tudor Rose is fully committed to respecting and supporting the protection of all internationally recognised human rights standards as detailed in the International Bill of Rights and the International Labour Organisation's Declaration on the Fundamental Principles and Rights at Work. We believe in upholding everybody's rights to freedom of expression; freedom of religion or conscience; freedom of assembly and freedom from torture, inhuman or degrading treatment and slavery. We expect all of our stakeholders to also respect and support all human rights and we seek commitments from them that this is the case.

### Statement on labour practices

Tudor Rose will always uphold the right for employees freedom of association and the effective recognition of the right to collective bargaining through recognised bodies such as trade unions. We support the elimination of all forms of forced and compulsory labour as well as the effective abolition of child labour. We expect all of our stakeholders to comply to these labour policies as well and we seek assurances from them that they do before engaging with them.

### Equal opportunities policy

Tudor Rose is committed to the principles of equal opportunities in employment and recognises the true value of diversity in the workplace.

The Company is opposed to any form of unfair treatment (direct or indirect) whether it be on the grounds of someone's sex, sexual orientation, status as a married person or a civil partner, race, colour, age, nationality, ethnic origin, religion, beliefs or because of a disability, pregnancy or childbirth, or because they are a member or non-member of a trade union. We also acknowledge that part-time workers should be treated no less favourably and that flexible working arrangements can benefit the Company as well as the employee (*see Company Handbook for full text*).

## Disability policy

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.

If you experience difficulties at work because of your disability, you may wish to contact your line manager to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Your line manager may wish to consult with you and your medical adviser about possible adjustments. We will consider the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment would not be reasonable we will explain our reasons and try to find an alternative solution where possible.

We will monitor the physical features of our premises to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, we will take reasonable steps to improve access.

## Recruitment policy

Recruitment, promotion, and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination (*see Company Handbook for full text*).

## Environment policy

It is the policy of Tudor Rose to operate in a manner which minimises environmental impact and which promotes environmental responsibility. It is company policy to:

- Ensure that employees act in accordance with this policy and in compliance with any environmental management systems.
- Implement procedures to detect, and where possible prevent, pollution through accidental emissions or effluent discharges.
- Continually strive to improve the Company's environmental performance.
- Set and monitor environmental objectives and targets.
- Reduce waste and the consumption of resources (materials, fuel and energy) and ensure that unavoidable waste is recycled, reused or recovered, where possible, or disposed of responsibly.
- Foster a sense of responsibility for the environment amongst the Company's employees.
- Monitor, and where possible reduce, the impact of the Company's activities on the local and general environment.
- Ensure compliance with relevant legislation and regulations.

*Policy review in progress* to cover: Climate action, Water, Oceans, Biodiversity, Air pollution, Waste and Energy & resource use.

### Health and safety policy

Our policy is, as far as is reasonably practical:

- To provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees.
- To provide such information, training and supervision as our employees need for this purpose.
- To accept responsibility for the health and safety of other people including visitors and contractors who may be affected by our work.
- To review this policy, and the way in which it is operated, every year and to keep it up to date, particularly as the business changes in nature and size.

*(General statement, see Company Handbook for full policy)*

### Substance misuse policy

The Company has a duty of care and is committed to providing a safe working environment for all its employees. This includes ensuring employees are able to perform their tasks in a safe and professional manner.

Being under the influence of drugs (including illegal or prescribed drugs or any other mood affecting substances) when attending work, or taking drugs in the workplace, is strictly against company health and safety rules. This also applies to intoxication or unacceptable behaviour due to alcohol consumption. Such cases may be dealt with as a disciplinary matter and could potentially constitute gross misconduct.

### Public interest disclosure policy

Tudor Rose is committed to ethical business practice and, with that in mind, encourages an open culture in raising any concerns about how the Company and its employees conduct themselves.

This policy exists to set out acceptable standards of behaviour and to promote the resolution of such sensitive issues from within the Company. Protection exists under the Public Interest Disclosure Act and any employee or worker who makes a bona fide report under the procedure will not be subject to any detriment.

Employees and workers are encouraged to use this procedure if they have reasonable belief or are concerned about any wrongdoing in relation to Tudor Rose's activities or those of employees. Such matters may be raised in the knowledge that they will be treated as confidential and that no action will be taken against the employee or worker.

The nature of wrongdoing might fall into seven key areas as follows:

- A criminal offence has been, is being or is about to be committed.
- A breach of the Company's policies including the anti-bribery procedure detailed in this document.
- Tudor Rose as the employer is failing to comply with its legal obligations.
- A miscarriage of justice has happened or is likely to happen.
- An individual's health and safety is being jeopardized.
- The environment is or is likely to be damaged.
- Information falling into any of the above categories has been, is being or is likely to be deliberately concealed.

### Anti-bribery and corruption policy

It is Tudor Rose's policy to conduct business in an honest way and without the use of corrupt practices or acts of bribery to obtain an unfair advantage or favour. The Company attaches the utmost importance to this policy and will apply a 'zero tolerance' approach to intentional acts of bribery and corruption by any of employee, worker or business partner working on behalf of Tudor Rose. Any breach of this policy will be regarded as a serious matter by the Company and, in the case of employees, may be dealt with as a disciplinary matter, potentially being classed as gross misconduct. It must also be highlighted that bribery is a criminal offence. The purpose of this policy is to:

- Set out our responsibilities, and of those working for us, in observing and upholding our position on bribery and corruption; and
- Provide information and guidance to those working for us on how to recognise and deal with bribery and corruption issues.

It is a criminal offence to offer, promise, give, request, or accept a bribe. Individuals found guilty can be punished by up to ten years' imprisonment and/or a fine. As an employer if we fail to prevent bribery we can face an unlimited fine, exclusion from tendering for public contracts, and damage to our reputation. We therefore take our legal responsibilities very seriously. In this policy, third party means any individual or organisation you come into contact with during the course of your work for us, and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies, including their advisors, representatives and officials, politicians and political parties.

## International sustainability programmes

Tudor Rose is proud to participate in a number of highly regarded international sustainability programmes and initiatives. These affiliations give us the knowledge and drive to pursue continuous sustainability performance improvement throughout our business activities and relationships.



### UN Global Compact

The [United Nations Global Compact](#) is the world's largest voluntary corporate sustainability initiative, a catalyst for transforming business through principle-driven environmental, social and governance practices. Participating companies are committed to:

- Setting in motion changes to business operations so that the UN Global Compact and its Ten Principles become part of strategy, culture and day-to-day operations
- Publicly advocating the UN Global Compact and its principles via communications vehicles
- Communicating with stakeholders on an annual basis about progress in implementing the Ten Principles and supporting societal priorities.

Tudor Rose has been a participant since 17 January 2012

### Communication on Progress

The enhanced [Communication on Progress](#) enables participating companies of the UN Global Compact to:

- Measure and demonstrate progress to stakeholders and the public on the Ten Principles and the Sustainable Development Goals in a consistent and harmonized way.
- Build credibility and brand value by showing their commitment to the Ten Principles and the Sustainable Development Goals.
- Receive insight, learn and continuously improve performance by identifying gaps, accessing guidance and setting sustainability goals.
- Compare performance against peers with access to one of the largest sources of free, public and comparable corporate sustainability data.

Tudor Rose is an Early Adopter of the Enhanced Communication on Progress

## Universal Declaration of Human Rights

The [Universal Declaration of Human Rights](#) (UDHR) is a milestone document in the history of human rights. Drafted by representatives with different legal and cultural backgrounds from all regions of the world, the Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 (General Assembly resolution 217 A) as a common standard of achievements for all peoples and all nations. It sets out, for the first time, fundamental human rights to be universally protected and it has been translated into over 500 languages. The UDHR is widely recognized as having inspired, and paved the way for, the adoption of more than seventy human rights treaties, applied today on a permanent basis at global and regional levels.

## Women's Empowerment Principles

- **Principle 1:** Establish high-level corporate leadership for gender equality
- **Principle 2:** Treat all women and men fairly at work – respect and support human rights and non-discrimination
- **Principle 3:** Ensure the health, safety and well-being of all women and men workers
- **Principle 4:** Promote education, training and professional development for women
- **Principle 5:** Implement enterprise development, supply chain and marketing practices that empower women
- **Principle 6:** Promote equality through community initiatives and advocacy
- **Principle 7:** Measure and publicly report on progress to achieve gender equality

## Caring for Climate

A [Statement](#) by the business leaders of the Caring for Climate Initiative: “Since business leaders from around the world first came together to issue this statement in 2007, the magnitude and urgency of the climate challenge has become more apparent. Climate change is a momentous threat to development, to peace and security, and to market stability. While the pace of action by governments, businesses and society at large has increased, our efforts, individually and collectively, must be accelerated further if the threat of catastrophic climate change is to be removed effectively. It is with this in mind that we renew our call to the business community to make a lasting commitment to climate action now.”

## Anti-Corruption Call to Action

By signing the [Call to Action](#), we ask Governments to:

1. Fully implement and enforce the tenets of the UN Convention against Corruption by strengthening anti-corruption policies, laws and enforcement mechanisms to create a level playing field and incentivize good behavior
2. Make a commitment to reduce corruption risks from procurement and contract processes of large-scale projects that are designed to support sustainable development
3. Commit to engaging in competitive and transparent procurement processes through public advertising of all Government procurement cases
4. Achieve greater transparency in relation to revenues received by Governments from private sector companies
5. Support corporate efforts to enhance anti-corruption implementation, corporate governance, innovative collective action, and public-private partnership initiatives
6. Take steps to enact and enforce effective anti-bribery legislation within their respective countries

## Sustainable Ocean Principles

The Sustainable Ocean Principles aim to promote the well-being of the ocean for current and future generations, and to emphasize the shared responsibility of businesses to take necessary actions to secure a healthy and productive ocean. Companies signing on to the Sustainable Ocean Principles commit to assess their impact on the ocean and integrate ocean sustainability into their overall strategy.

The principles provide a framework for responsible business practices in the ocean. They build upon and supplement the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

## **UN Global Compact and related programmes for review**

- [Business for Peace](#)
- [CEO Water Mandate](#)
- [Climate Ambition Accelerator](#)
- [Ocean Stewardship Coalition](#)
- [Target Gender Equality Impact](#)
- [Science Based Targets](#)
- [The Poverty Footprint](#)
- [Human Rights and Business Learning Tool](#)
- [Determine your path to water stewardship](#)
- [SDG Industry Matrix](#)
- [Align your business with the SDGs](#)
- [Reporting on the SDGs](#)
- [Blueprint for SDG Leadership](#)

## Industry initiatives

The publishing and marketing services sectors are fortunate to have leadership models to adopt and follow as we pursue our ambitions to be among the leaders in our field. Tudor Rose supports and participates in recognised third-party initiatives and is also responsible for two sustainability programmes that have achieved widespread acclaim.



### SDG Publishers Compact

1. Committing to the SDGs: Stating sustainability policies and targets on our website, including adherence to this Compact; incorporating SDGs and their targets as appropriate.
2. Actively promoting and acquiring content that advocates for themes represented by the SDGs, such as equality, sustainability, justice and safeguarding and strengthening the environment.
3. Annually reporting on progress towards achieving SDGs, sharing data and contribute to benchmarking activities, helping to share best practices and identify gaps that still need to be addressed.
4. Nominating a person who will promote SDG progress, acting as a point of contact and coordinating the SDG themes throughout the organization.
5. Raising awareness and promoting the SDGs among staff to increase awareness of SDG-related policies and goals and encouraging projects that will help achieve the SDGs by 2030.
6. Raising awareness and promoting the SDGs among suppliers, to advocate for SDGs and to collaborate on areas that need innovative actions and solutions.
7. Becoming an advocate to customers and stakeholders by promoting and actively communicating about the SDG agenda through marketing, websites, promotions and projects.
8. Collaborating across cities, countries, and continents with other signatories and organizations to develop, localize and scale projects that will advance progress on the SDGs individually or through their Publishing Association.
9. Dedicating budget and other resources towards accelerating progress for SDG-dedicated projects and promoting SDG principles.
10. Taking action on at least one SDG goal, either as an individual publisher or through your national publishing association and sharing progress annually.



## Publishing Declares

- ***Take action on climate:*** Join the global climate effort to limit warming to 1.5°C by setting ambitious, measurable targets across our own operations and extended supply chain to achieve net zero as soon as possible and by 2050 at the latest.
- ***Protect life on land:*** Protect nature and biodiversity, working with supply chain partners that are resource efficient, use sustainable materials and processes wherever possible in the content we produce, and constantly innovating to make use of new and recycled materials.
- ***Strengthen partnerships:*** Collaborate with our peers, authors, illustrators, supply chain partners and business partners to translate our climate aspirations and commitments into tangible actions to safeguard our planet for future generations.
- ***Educate for sustainability:*** Empower our colleagues to become climate literate and support them to bring that knowledge into the work that they do.
- ***Advocate for sustainability:*** Use our expertise, platform, and voice to raise awareness and drive positive climate action wherever we can.

## Human Development Forum

The Human Development Forum is a media organization founded on close collaboration with UN agencies, UN member states and civil sector organisations, committed to transforming our world. Covering a focused range of sustainable development initiatives, from climate science and land/water management to intercultural dialogue and humanitarian assistance, our outreach media is read extensively by the human development sector, and especially by community leaders in vulnerable regions around the world in pursuit of inspiration through best practice examples.

## Sustainable Maritime Interiors Declaration

In mid-2022 a group of like-minded designers, specifiers and other maritime experts came together to try and change the way maritime interiors are designed, built, maintained and managed through best practices and considerate end-of-life planning. Over the following three months the Sustainable Maritime Interiors Ambassadors debated the issues and summarised the key principles in a declaration that the entire maritime interiors community can support – a line in the sand that starts by trying to follow a series of commitments.

## Other corporate initiatives and programmes for review

- [Supply Chain Sustainability](#)
- [Waste Resource Action Programme](#)
- [OPRL – On-Pack Recycling Label](#)
- [Book Chain Project](#)
- [CDP Supply Chain Program](#)
- [Rainforest Action Network](#)
- [Disaster Risk Reduction PSP](#)
- [Human Rights Campaign](#)
- [The MacKay Carbon Calculator](#)
- [SME Climate Commitment](#)
- [World Benchmarking Alliance](#)
- [Two Sides and Love Paper](#)
- [UK Business Climate Hub](#)
- [Recycle Now](#)

# PART 3: ENVIRONMENTAL PRODUCT AMBITIONS



Our environmental policy demands that we “operate in a manner that minimises environmental impact and promotes environmental responsibility.” With printed publications a foundation of our business we have a duty to make good decisions for the environment for all our products and throughout our wider value chain.

There are seven primary considerations for sustainable book and magazine production:

- **Waste:** many of the print processes generate waste but the volume can be reduced through good practices. Print suppliers with ISO 14001 accreditation or a recognised alternative integrated environmental management systems (EMAS) are more likely to perform well against this metric.
- **Chemical management:** the use of chemicals in printing is reducing but when used, they are subject to careful management practices, including the safe disposal of waste products. Printers with EMAS certification provides welcome reassurances that good practices are followed. Publishers can make print-buying decisions that reduce chemical usage.
- **Paper-only creative options:** many of the creative options available to publishers come at a high environmental cost. Print finishing decisions must consider options that can be achieved with only paper and other renewable materials.
- **Plastics:** small quantities of plastics are commonplace in print production. Responsible printers and their suppliers are continuously seeking to reduce plastic use. Publishers must stay up to date with progress and specify the most appropriate solutions.
- **Recycling:** Plastics and other impurities are mostly removed from paper pulp during the recycling process but publishers who buy responsibly will significantly reduce the volume of plastic used in their products and therefore the plastic waste generated during recycling.
- **Energy consumption:** printing requires energy so it is preferable to source suppliers that use (ideally, entirely) renewable energy. And, the more processes added into the print project, such as adding finishing options, the more energy is consumed.
- **Transport emissions:** the transportation of print publications around the world consumes energy and generates emissions. Print decisions (notably pagination and paper weight) can reduce the energy and emissions burden. Selecting distribution partners who prioritise the use of renewable fuels will enable significant environmental savings.

## Raw materials

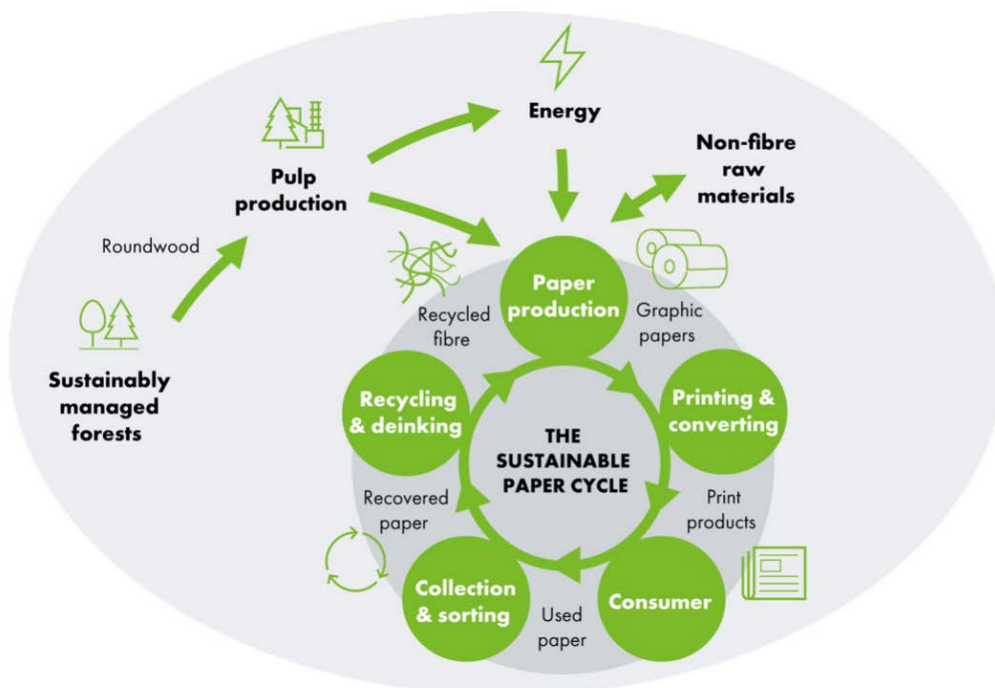
The raw materials used in our printed products are agreed with our print partners when we provide a specification for our publications during the standard print quoting process.

Our default and high performance specifications are listed at the end of this report.

### Paper

- Virgin fibre – recycled paper stock is not necessarily required to produce a sustainable publication. FSC (Forest Stewardship Council) or PEFC (Programme for the Endorsement of Forest Certification) certified virgin fibre is considered to be entirely sustainable.
- Recycled – typically rougher in texture and off-white in colour with visible inclusions from the recycling process. Recycled paper tends to be approximately 30% more expensive and there is generally a smaller choice of paper sizes and weights.
- Part-recycled – using a mix of virgin fibre and recycled pulp, blended paper stocks are available in some size and weight categories. There is still a premium on the virgin fibre options, but it is less expensive than 100% recycled paper.

### The paper life cycle



Source: [UPM](#)

All our print partners offer a selection of PEFC and/or FSC certified paper products including paper made from renewable forest raw material, a part-recycled mix and fully recycled paper. FSC's chain of custody certification only allows the FSC logo to be placed by printers who ensure the following:

- The forest-based materials used in part, or all, of the production are FSC certified. This includes reclaimed materials.
- FSC-certified material is identified and tracked during the manufacturing and distribution processes.
- All documents and records relating to FSC-certified product production, purchase and sales are kept.

PEFC operates a similarly rigorous approach to certification. In addition to PEFC/FSC certification, Gomer Press – our usual book printing partner – is a registered Carbon Balanced Printer, certified by the World Land Trust.

Standard recycled paper is made from recycled paper pulp but there are a variety of other materials that are increasingly being incorporated into paper products, including food waste, textiles and natural raw materials. We will continue to track material developments and explore our options to achieve improved sustainability performance through new paper materials.

## Ink

Printing inks have three primary components: a colourant (either a pigment or a dye), a binder (such as resin) and a carrier. It is the carrier that differentiates vegetable inks from synthetic alternatives. The three choices of carrier are solvent-, water- and vegetable-based. Vegetable-based carriers are typically made from soy, palm, rice bran, corn, linseed or other vegetable oils whereas petroleum/solvent carriers are made using a form of crude oil.

In addition to the issues surrounding the use of petroleum products, solvent inks release harmful emissions during the printing process, when the printing machinery is cleaned and during recycling.

## Paper coatings

Paper is a naturally delicate product. It is absorbent and easily marked – including by the oils in our skin. Paper coatings are primarily used to protect the surface but can also provide distinctive visual effects. While we have moved away from using any coating on the text pages of our books and magazines, there remains a strong case for applying a coating to covers to extend their functional and aesthetic lifespan.

Each type of coating has different performance attributes:

- Laminates are oil-based and have the highest proportion of plastics of the four options, yet they offer the greatest level of protection and are only slightly more expensive than aqueous coatings and varnishes. Laminates are typically used on covers to produce a hard-wearing publication with a gloss, matt or silk finish.
- Biofilm is a biodegradable laminate typically comprising a cellulose-based acetate applied with a non-toxic PVA (polyvinyl alcohol) glue. Biofilm uses only a very small quantity of plastic content in the adhesive and offers a comparable level of protection to laminates, but it is an expensive option.
- Aqueous coatings have no plastic content and are similarly priced to press varnishes and seals. While the level of protection is a little better than press varnishes (though not against water damage), both fall quite a distance short of the protection provided by laminates and biofilm. Aqueous coats are applied during printing and dry instantly. They are suitable for both covers and text pages and are available with a neutral, gloss and matt finish.
- Varnishes are oil-based and have some plastic content, though a little less than laminates. They offer the least protection of the four alternatives but are one of the cheapest options. Varnishes are carbon-based and so have a higher carbon footprint than the other options.
- No coating remains an option for covers as well as text pages but this must be a decision taken in full consideration of the impact on readers and sponsors/advertisers.

## Finishing

Foiling, embossing and debossing, silk screening, spot UV varnish, die cutting and other finishing options all involve adding extra material or using extra energy during the publishing process.

Finishing options are generally for aesthetic rather than functional purpose and so we no longer use them for our own publications. We now also encourage our marketing services clients to consider the impact of finishing choices.

## Binding

- Saddle stitching is the simplest binding, usually using two steel stitches (staples). It's totally plastic-free and the stitches can be separated from paper pulp during recycling and can also be recycled. This is the preferred method of binding but can only be used for publications with fewer than 60-80 pages (depending on paper weight).
- Thread-sewn binding collates the text pages without any adhesive and only a small amount of EVA (ethylene-vinyl acetate) is needed to affix the cover. It provides a good balance of sustainability and strength but is more expensive than perfect binding, mostly suitable for book projects.
- Perfect binding is a reasonable balance between strength and sustainability. EVA is the primary adhesive for perfect-bound publications and while it melts and is mostly removed during recycling a little is left in recycled paper, visible as small flecks. Low proportion vinyl acetate is used to make the adhesive, mixed with wax and other plastic resins.
- PUR (polyurethane reactive) binding is a stronger alternative to perfect binding yet uses approximately 70 per cent less adhesive. PUR glue is a thermoset plastic which is filtered out during recycling. The PUR binding process consumes more energy than perfect binding and is generally considered to be less sustainable despite the lower adhesive requirement. As with perfect binding, not all of the adhesive is removed from the pulp during recycling.

## Adhesive

- EVA – mixed with additives like resin and wax to create a non-toxic adhesive product that is crack resistant and waterproof.
- PUR – PUR adhesives utilising polyols derived from vegetable oils provide a sustainable motive for their increased use.
- PVA – widely available and popular in book-binding due to its strong and flexible bond and non-acidic composition.
- Metallocene – an adhesive compound typically comprising two cyclopentadienyl anions with a metal centre which yields a product with a higher heat resistance than other adhesives, making it particularly well suited to book binding.

## Packaging

- FSC/PEFC certified boxes provide a guarantee that the fibre originates from a sustainable forestry or is recycled fibre (depending on the certificate).
- Recycled boxes are made from recycled paper waste or are previously used boxes.
- Bio-bags are made from sustainable, natural resources and are completely compostable and biodegradable.
- Paper carton tape is a significantly preferable option to traditional plastic packing tape, typically made with a natural rubber-based adhesive.

## Bioplast composting performance over 12-months at 250°C



Source: Biotec

## Specifying sustainable raw materials

Print suppliers offer different levels of sustainability in their default specification raw materials. Our existing and future print suppliers are periodically asked to declare their default print raw materials as well as to highlight how we can improve our sustainability performance, and at what cost.

Our new approach to quoting will always require two prices for every new job: to match our current minimum sustainability standard and to seek higher performance levels.

### Our print and distribution partners

Print: [The Manson Group](#), [Gomer Press](#) and [Micropress](#)

Distribution: [Intersend](#) and [Biotec](#)



Product specification – 2023 editions

<i>Environmental specification</i>	<i>Environmental benefit</i>	<i>Category</i>	<i>Micropress</i>			<i>Manson</i>			<i>Gomer</i>
			<i>TR</i>	<i>GCA</i>	<i>GP</i>	<i>CFR</i>	<i>CFI</i>	<i>CFIP</i>	<i>HDF</i>
Process-less plate technology	Less waste, lower energy use, reduced emissions	Pre-press	✓	✓	✓	✓	✓	✓	✓
Optimised paper sheet sizes	Less waste, Reduced cost	Pre-press	✓	✓	✓	✓	✓	✓	
Recycled printer blankets	Less waste	Pre-press				✓	✓	✓	
FSC/PEFC certified paper/cover	Renewable raw material, recyclable	Paper	✓	✓	✓	✓	✓	✓	✓
Virgin fibre paper/cover	Virgin raw material, recyclable	Paper	✓	✓	✓	✓	✓	✓	
Recycled fibre paper/cover	Utilising recycled material	Paper							
Part-recycled paper/cover	Utilising recycled material	Paper							✓
Vegetable-based inks	No VOCs, No petroleum, No cobalt	Ink	✓	✓	✓	✓	✓	✓	
UV ink	Chemical composition, reduced curing time	Ink							✓
Laminates	Oil-based, highest plastic content	Coating – cover							✓
Biofilm/bio laminate	Biodegradable, requires PVA adhesive	Coating – cover							
Aqueous	Water-based	Coating – cover							
Varnish	Carbon-based, small plastic content	Coating – cover	✓	✓	✓	✓	✓	✓	
No coating	No environmental impact	Coating – cover							
Aqueous	Water-based	Coating – text							
No coating	No environmental impact	Coating – text	✓	✓	✓	✓	✓	✓	
Foil	Small plastic content	Finishing							
(Spot) UV varnish	Small plastic content	Finishing							
Silk screen	Small plastic content	Finishing							
No finishing	No environmental impact	Finishing	✓	✓	✓	✓	✓	✓	✓
Perfect binding	Small plastic content	Binding				✓	✓	✓	
Thread-sewn binding	Very small plastic content	Binding							✓
PUR binding	70% less adhesive than Perfect binding	Binding	✓	✓	✓				
Saddle stitched	No plastic	Binding							
Ethelene-vinyl acetate (EVA)	Plastic content	Adhesive							
Polyurethane (PUR)	Plastic content, polyols from vegetable oil	Adhesive	✓	✓	✓				
Polyvinyl acetate (PVA)	Plastic content	Adhesive				✓	✓	✓	
Metallocene	Plastic and metal content	Adhesive							✓
Virgin fibre box	Virgin raw material, recyclable	Packaging	✓	✓	✓	✓	✓	✓	
PEFC/FSC box	Renewable raw material	Packaging	✓	✓	✓	✓	✓	✓	✓
Recycled fibre box	Zero virgin wood used	Packaging							✓
Bio-bags (singles)	Compostable	Packaging	✓	✓	✓	✓	✓	✓	
Paper jiffy bags	Plastic-free padded envelopes	Packaging							✓
Paper carton tape	Renewable raw material, recyclable	Packaging				✓	✓	✓	

## Product specification preferences

	Category	Current default	High-performance alternative	Observations
<i>Magazines</i>	Cover paper	FSC/PEFC standard (250-300gsm)	FSC/PEFC recycled (250-300gsm)	30% higher cost, lower gsm gives paper and shipping savings, note inclusions
	Text paper	FSC/PEFC standard (100-115gsm)	FSC/PEFC recycled (90-100gsm)	
	Ink	Vegetable-based inks	Vegetable-based inks	n/a
	Coating – cover	UV varnish	Aqueous (or bio-film)	Dependant on printer's set up
	Coating – text	No coating	No coating	n/a
	Finishing	None	None	n/a
	Binding	PUR or Perfect	PUR or Perfect (marginal difference)	PUR requires less adhesive, Perfect requires less energy
	Adhesive	PUR or EVA	PUR or EVA (marginal difference)	
	Packaging – bulks	FSC/PEFC box	FSC/PEFC recycled fibre box	FSC certified wherever possible
	Packaging – box tape	Plastic	Paper	Always paper-based tape if available
Packaging – singles	Bioplast bags (< 700g); Paper jiffy bags	Bioplast bags (< 700g); Paper jiffy bags	Managed through distribution partner	
<i>Books</i>	Cover board	3mm greyboard (recycled fibres)	2mm greyboard	33% board saving – priced on weight
	Cover paper (170gsm)	FSC Mix (170gsm)	FSC recycled (170gsm)	+34%
	Text paper (150gsm)	FSC Mix (150gsm)	FSC recycled (150gsm)	+52%
	Ink	UV ink	UV ink (currently no alternative)	Need to review when options available
	Coating – cover	Laminate	Bio-film (Cellogreen**) or no coating	+115%
	Coating – text	None	None	n/a
	Finishing	None	None	n/a
	Binding	Thread-sewn	Thread-sewn	n/a
	Adhesive	Metallocene	Metallocene (currently no alternative)	Need to review when options available
	Packaging – bulks	FSC certified recycled box	FSC certified recycled box	n/a
Packaging – box tape	Plastic	Paper	Always paper-based tape if available	
Packaging – singles	Shrink wrap	Paper Jiffy bags	Managed through distribution partner	

\* % cost increase of high-performance selection

\*\* Not anti-scuff

