



# ESG strategy



## Foreword

Since starting Print Data Solutions 25 years ago, our social and environmental responsibilities have grown alongside the business.

We are now embedding our environmental, social and sustainability principles within our Company's mission, vision, and values.

PDS commits to publishing the outcome of this strategy on an annual basis.

We commit to be both transparent and credible in how we conduct ourselves, putting people and our planet alongside profit in our business strategy, which we believe will help grow our business, attract, and retain clients and staff who share our values.



**Nick Shelton**

Founder & Director



pds



## Mission, vision, and values

### Mission

To create value for our clients by providing exceptional service, business-enhancing solutions, and trusted partnerships – empowering them to achieve more with less.

### Vision

Our vision is to accelerate our clients' success, grow sustainably as a business and make a positive impact on our society and environment. We are guided by three core principles: **exceptional service, business-enhancing solutions, and trusted partnerships**. We are committed to providing our clients with exceptional service, going above and beyond to meet their needs and exceed their expectations.

We believe in delivering business-enhancing solutions that help our clients achieve their goals and drive their success. We strive to build trusted partnerships with our clients and suppliers, fostering long-lasting relationships based on mutual respect, transparency, and collaboration.

### Values

PDS upholds seven core values centered around **people, integrity, excellence, reliability, partnership, innovation, and sustainability**. We foster a supportive workplace, conduct business with integrity, and strive for excellence to deliver maximum value for our clients. We build long-lasting relationships and innovate to support sustained success while making a positive impact on society, the environment, and the economy for a more sustainable future.

PDS aims to grow its business profitably by leveraging its ability to build strong client relationships, attract new business, deliver exceptional service, and expand its reach through the growth of our service pillars. In support of this, we have developed personas that best represent our employees' knowledge, skills, and behaviours.



#### **Passionate**

We have the energy and passion for our roles and PDS.



#### **An effective communicator**

We have the ability to convey complex messages effectively.



#### **Focused on self-development**

We have the drive to develop ourselves and our teams.



#### **Tenacious**

We make things happen and won't quit.



# Our focus

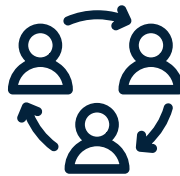
We have developed a comprehensive ESG strategy that underscores our dedication to creating a positive and sustainable impact across all aspects of our business. This strategy reflects our unwavering focus on **Environment, People, Community, Supply chain, and Governance**, as we strive to be a force for positive change. Rooted in our core values, each area of focus of our ESG plays a vital role in our journey.



Environment



People



Community



Supply chain



Governance



### **Our focus on environment**

We maintain a laser focus on the impact we make on the environment and strive to make a positive contribution to tackling the climate crisis.

PDS has assessed the impact of its activities on the environment in partnership with the Planet Mark organisation and has set out its objectives to reduce its impact within an environmental management system.

Progress in association with our Environmental Action Plan and our activities are reviewed quarterly - we are committed to supporting the protection of the environment through the reduction of our carbon footprint, the prevention of pollution and the promotion of the use of sustainable resources.

Through our partnership with the Planet Mark organisation, we have made a commitment to reduce both carbon emissions and waste. Measures to achieve this will include carbon offsetting activities where appropriate and in accordance with our values. We are a Forest Stewardship Council-accredited supplier and active member of Two Sides, an industry initiative that champions sustainability in the graphic communications supply chain.



### **Our focus on people**

Our ability to deliver true value to our clients is dependent on the commitment and dedication of our employees.

PDS is committed to recruiting, retaining, and supporting skilled individuals that reflect the diversity of our community.

We champion equity and equality of opportunity for all and focus on the professional development of our team as part of a collaborative process. PDS is invested in how we care for our employees, always striving to ensure that we are fair, inclusive, mindful of varying needs, and supportive of health and wellbeing.



### **Our focus on community**

We are passionate about giving back to our community by supporting local social and charitable causes. We collaborate as colleagues to identify causes that are close to our hearts and support a number of local charities through financial donations and by producing materials for their fundraising and awareness events.

We are proud to support Speech & Language UK as our designated company charity for 2024, as part of our support we will commit to team fundraising and awareness activities for this charity. Speech and Language UK is a national charity that helps children to communicate.



### **Our focus on supply chain**

We work with suppliers who share our values around sustainability issues, introducing our clients to sustainable product alternatives wherever possible. PDS is committed to working with suppliers that carefully manage their own environmental impact and can demonstrate their commitment to an ethical code of conduct reflecting our values on sustainable procurement.



### **Our focus on governance**

Our strong focus on governance serves as a critical pillar that underpins our commitment to the environment, people, community, and supply chain. We firmly believe that robust governance practices are essential for driving responsible and sustainable business operations across everything we try to achieve.



Our 2024 pledged

# ESG commitments

The following outlines our pledge in commitment to ESG at PDS. These commitments span across **Environment, People, Community, Supply chain and Governance** and reflect our dedication to creating a positive and sustainable impact.

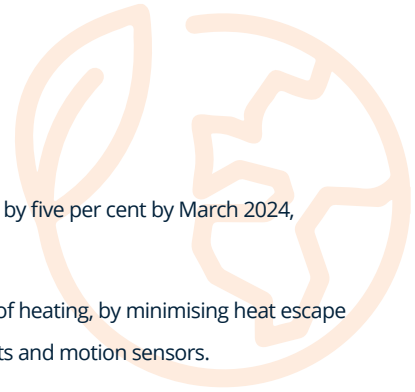




## Environment

We pledge:

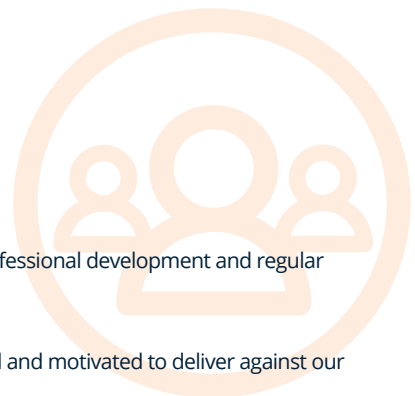
- ✓ To support the protection of the environment by reducing our carbon footprint by five per cent by March 2024, preventing pollution and promoting the use of sustainable resources.
- ✓ To reduce total energy consumption by 26,900 kWh through the optimum use of heating, by minimising heat escape and by achieving efficiency through solar panels and the installation of LED lights and motion sensors.
- ✓ To remove unnecessary plastics from our packaging, void fill, and mailers, facilitating easier recycling.
- ✓ To review and refurbish existing facilities to meet the highest environmental and energy efficiency standards.
- ✓ To install a 42 kWh solar panel system at our Sinclair Drive premises.
- ✓ To maintain zero waste-to-landfill.
- ✓ To increase battery electric vehicles within our fleet, and encourage staff to utilise environmentally friendly methods of travel where possible.



## People

We pledge:

- ✓ To gain Living Wage accreditation.
- ✓ To enhance the skills of all employees through a programme of continuous professional development and regular review.
- ✓ To further embed our recognition culture, to ensure that employees feel valued and motivated to deliver against our Vision and Values.
- ✓ To support employees in making the move to electric vehicles, by further enhancing our benefits package, with the inclusion of subsidised at-home chargers.



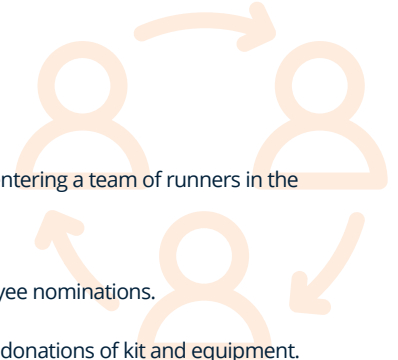




## Community

We pledge:

- ✓ To support national charity Speech and Language UK with their fundraising efforts, by entering a team of runners in the Vitality London 10k run.
- ✓ To continue to fund charitable donations to local and national charities, through employee nominations.
- ✓ To look to support an additional 3 local sports teams or sports semi-professionals, with donations of kit and equipment.
- ✓ To enable employees to volunteer for charities and organisations of their choice.
- ✓ To support fund-raising within the workplace for national and local charities, with quarterly on-site fundraising events.



## Supply chain

We pledge:

- ✓ To select procurement partners that operate environmentally and ethically sound practices.
- ✓ To ensure that all suppliers sign up to the PDS Sustainable Procurement Policy.
- ✓ To plan our use of resources with care, focusing on ways to reduce our carbon footprint.
- ✓ To conduct an audit of all major suppliers to establish their environmental, quality and security credentials as well as adopting a continuous improvement approach to supporting their compliance of PDS standards.



## Governance

We pledge:

- ✓ To achieve Cyber Essentials accreditation by Q1 2024, to further enhance our robust data security policy and processes.
- ✓ To review and improve compliance training for all employees, widening the scope of training provided to all employees, irrespective of the role they currently hold.





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