



Sustainability Report 2023



Introduction

Geiger are passionate about sustainability and proud of our achievements to date but there is more work to do on this critical issue for our planet.

The next 7 years are crucial for the future of our planet if we are to achieve the Sustainable Development Goals outlined by the United Nations and as a leader in our industry and signatory to the UN Global Compact, we want to play our part by operating responsibly and with the smallest possible environmental footprint.

We continue to leverage long term relationships with employees, partners, customers and vendors to maximize positive impact on shared goals and objectives that benefit us all. We continue to be proud of our participation in the United Nations Global Compact; our active membership of SEDEX, and our Platinum sustainability rating from EcoVadis in 2023.

We have updated our annual sustainability report to bring together all the amazing work across the business that has been undertaken to move Geiger UK towards its sustainability goals. This report continues to act as a benchmark and sits alongside our Sustainability Pledge to outline where we are today and where we want to be tomorrow to help make the world a cleaner, safer, more respectful and more sustainable place.

Vicky Kinasz
Managing Director
Geiger Ltd.



Impact Highlights – Pledge to Progress



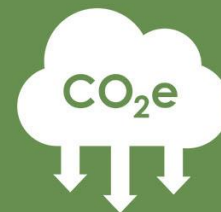
3,664 Trees Planted



100% Paper, Textile & Plastic
waste recycled & 35.7%
General waste recycled



Platinum rating in 2023
assessment



191.28 Tonnes of Carbon
Reduction



350+ Qualified Eco
Products & Growing...



Verified Carbon
Standard

6 Verified Carbon
Avoidance Projects Funded



3 Awards from Ecologi



PLASTICS FOR
CHANGE

15.9 Tonnes of Plastic
Prevented from
Reaching the Ocean



Employee Perks, Health &
Wellness Scheme
Launched



4,644 kWh Renewable
Energy

Sustainability Strategy

Our vision on sustainability is clear:

To ensure our products and services have the smallest possible environmental footprint and make a positive contribution to the sustainable development of our organisation, people and planet.

To realise our vision, Geiger pledges to:

- Carefully select and promote more sustainable products and services
- Engage our internal teams, vendors and customers on sustainability
- Carefully consider the impact of our products and operations on the environment and communities;
- Adopt more responsible purchasing practices and operational processes.

Our Sustainability strategy covers 4 pillars to ensure we consider the full product journey from design to end of life: Product Design; Packaging; Manufacturing and Operations.



United Nations SDGs

Geiger is a proud signatory of the United Nations (UN) Global Compact, along with over 9,000 other purpose driven companies in over 160 countries worldwide, in support of overarching UN goals including:

- Commitments to support a precautionary and responsible approach to environmental challenges
- Undertaking initiatives to promote greater environmental responsibility
- Encouraging the development and use of environmentally friendly materials and technologies.

By focusing our efforts, we aim to make a positive contribution towards the achievement of the 17 UN Sustainable Development Goals (SDGs) which provide an essential blueprint for achieving a better and more sustainable future for all by 2030.



Advocating for Sustainability

Geiger has a mission to maintain a position as a thought leader on sustainability in the promotional merchandise industry.

Our 2025 goals for sustainable products include:

In May 2023, we held our 2nd annual sustainability conference, Geiger Green Live, to shine a spotlight on the latest innovations in sustainable products, materials and production methods and encourage responsible consumption with our customers. Over 200 customers and 38 suppliers attended and talks were provided from sustainability ratings provider, EcoVadis, and collection climate action leader, Ecologi, on how businesses can better manage and report on the environmental impact of their operations.

The Geiger team were also delighted to receive an award from our industry body, BPMA, for sustainable marketing campaign of the year for Green Live 2022 in recognition of our efforts to transform perception and maximise impact from sustainable merchandise.
ing a better and more sustainable future for all by 2030.



Advocating for Sustainability

A few snap shots from our Geiger Green Live Extra 2023 event which was another great success!



Sustainable Product



TARGETS

Our 2025 goals for sustainable products include:

- Decrease the volume of single use plastics in our products
- Increase the volume of alternative sustainable materials used
- Eliminate 100% of problematic and unnecessary plastics
- Continue to report on the number of 'Eco' products quoted & sold
- Reduce product safety complaints year on year

HOW ARE WE DOING?

- 15,971 Kgs of plastic prevented from entering our oceans
- 1,545 Kgs of virgin plastic recycled in our Eco travel cups
- Eco catalogue expanded to cover all categories & 350+ SKUs
- Average 21% of Quotes in 2022 included Eco alternatives
- Sales of Eco products increased by 150% to £4.13m in 2022
- Zero qualified product safety complaints received in 2022
- Sustainable Development Goals (SDGs) which provide an essential blueprint for achieving a better and more sustainable future for all by 2030.

CERTIFICATE OF SOCIAL PLASTIC COLLECTION

PROUDLY AWARDED TO

Geiger
Brandpiration

FOR PREVENTING

15,971 KGS

FROM ENTERING OUR OCEANS



Sustainable Packaging



We are working with our vendors to minimize negative environmental impact from the packaging we need to protect and deliver our products safely.

TARGETS:

Our 2025 goals for sustainable packaging include:

- Minimum 75% of paper and card packaging to be FSC certified or recycled
- 100% of plastic packaging to be reusable, recyclable or compostable
- Eliminate 100% of problematic and unnecessary plastics that can not be reused or recycled

HOW ARE WE DOING?

- We introduced 30% recycled poly bags in '22 for all clothing orders, saving 352 Kgs of virgin plastic to date (198,942 bags).
- We replaced bubble wrap for delicate items with recycled shredded paper wrap, saving 216 Kgs of plastic to date.



Sustainable Packaging



- 100% (195 Kgs) of textile waste from our internal operations recycled in 2022.
- 100% (4,800 Kgs) of our plastic, paper & glass waste recycled in 2022.
- We published a Packaging Guidelines document for customers and vendors to highlight the types of packaging that are essential for our core product categories.

Preferred Packaging Table for Key Product Categories

Product	Individual Poly Bag	Gift Box	Bubble Wrap	Shredded Card	Tissue Paper	Foam Peanuts	Inner Carton (Cardboard)	Inner Poly Bag	Outer Carton (Cardboard)	Pallet Wrap	Mailer Bag	Padded Envelope
Clothing	Only if 30%+ recycled						✓	✓	✓	✓	✓	✓
Electronics		✓		✓		✓	✓	✓	✓	✓	✓	✓
Bags							✓	✓	✓	✓		
Drinkware – SS Bottles		✓					✓		✓	✓		
Drinkware – Plastic						✓	✓	✓	✓	✓		
Drinkware – Mugs		✓		✓		✓	✓		✓	✓		
Pens				✓			✓	✓	✓	✓		✓
Executive Pen		✓					✓		✓			
Headwear							✓	✓	✓	✓		
Confectionery		✓		✓		✓	✓	✓	✓	✓		
Notebooks				✓	✓	✓	✓	✓	✓	✓		



Sustainable Manufacturing



TARGETS:

We are committed to avoiding the most polluting and resource heavy production methods in our supply chain to help reduce our footprint, lower the risk level for factory workers and help us be better stewards of our environment.

2025 goals for sustainable manufacturing include:

- Eliminate 100% of problematic and unnecessary plastics that can not be reused or recycled.
- Adoption of responsible sourcing rules for highest priority raw materials and communication of a restricted materials and substances list to vendors.
- Adoption of new approach to single use products ensuring that durable alternatives are always available.
- Contributing to reduction of waste, water and energy usage across our supply chain and reduce the risk of Modern Slavery practices existing.



Sustainable Manufacturing



HOW ARE WE DOING?

- We surveyed our top 40 Preferred Vendors in February 2023 to check on the progress of their Sustainability Journeys. The results showed how our top vendors are becoming increasingly engaged, innovative and committed to sustainability:

56 % Offering New Circular Economy Products	(34% 2021)
88 % Introduced Recycled Products & Packaging	(58% 2021)
44 % Acquired New Eco Certification	(32% 2021)
41 % Started Reporting Carbon Emissions	(36% 2021)

- We increased our offering of 'Eco' alternatives and now have over 350 sustainable options in our Eco Catalogue.
- We increased the % of quotes to customers for Eco items from 15% to 28%, almost 1/3 of quotes are now Eco!
- Sales of Eco products during 2022 increased by almost 300% from 1.63m ('21) to 4.13m ('22).

Sustainable Manufacturing



HOW ARE WE DOING?

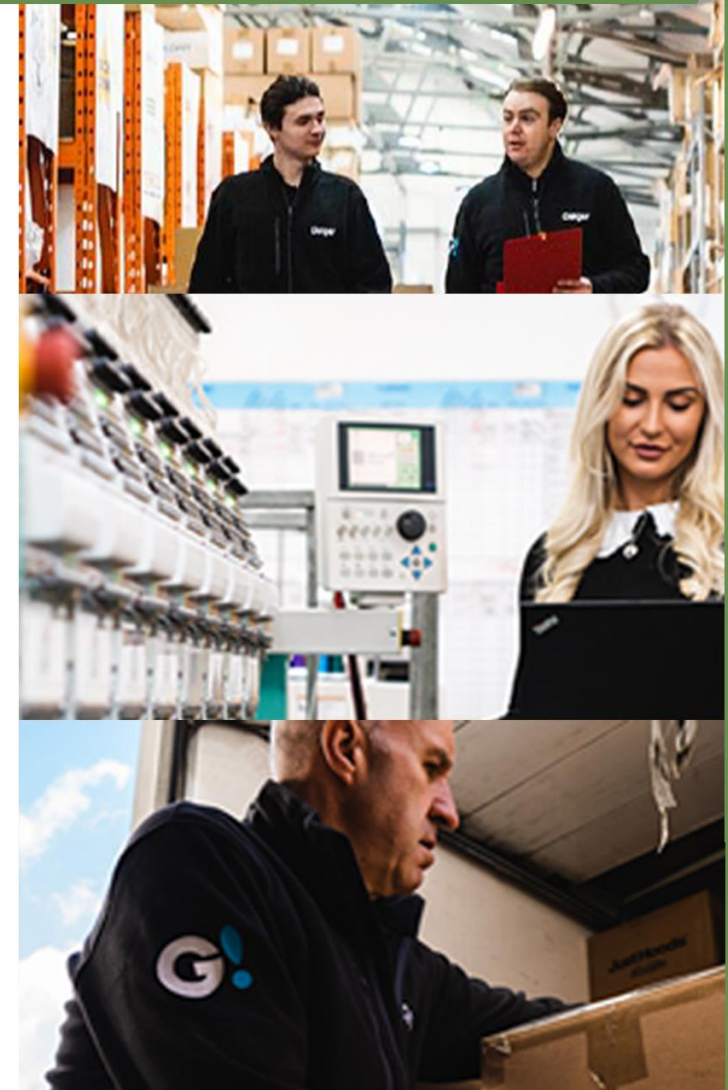
- We prevented 15,971 Kgs of ocean bound plastic from entering our oceans through our sales of sustainable water bottles.
- **Risk Mapping**
The Procurement Team used the 2022 ITUC Global Rights Index to identify the most high-risk sourcing regions in our supply chain, including Bangladesh, Turkey, China, Pakistan & Egypt (Risk Rating 5). Mid-risk sourcing regions include UK & Poland (Risk Rating 3) and Low-risk sourcing regions include Taiwan; Spain; Portugal; Germany & Netherlands (Risk Rating 1).
- In 2022, 90% of external tier 1 factory sites in high-risk regions were independently audited.
- 80% of CAPs were updated.
- 75% Non-Conformities were rectified.
- Zero critical non-compliances and Zero instances of child labor or forced labor found in supply chain audits.

Sustainable Operations



TARGETS: Operational targets include:

- Reduce our amount of waste going to landfill.
- Increase our amount of waste being recycled.
- Reduce our Accident Frequency Rate.
- Reduce our number of operational days lost to sickness.
- Reduce our number of customer complaints.
- Increase our employee engagement and satisfaction.
- Renew our ISO 9001 & 14001 certification annually with zero critical issues.
- Renew our EcoVadis scorecard annually and continually improve rating.
- Reduce our GHG emissions to achieve 30% reduction by 2025 and carbon neutrality by 2030
- Reduce our energy usage by 10% year on year



Sustainable Operations



HOW ARE WE DOING?

- In 2022 we started working with a new secure textile recycling partner, Greenaway, to safely shred 100% of our branded textile samples.
 - 100% (195 Kgs) of textile waste recycled in 2022.
 - 100% (4,800 Kgs) of our plastic, paper & glass waste recycled in 2022.
 - In 2022, we started to calculate an official Accident Frequency Rate according to ISO principles and established a baseline AFR figure:
- In 2022, zero operational days were lost due to occupational injury.
 - 417 sick days were reported, increased from 316 in '21 after full return post-Covid.
 - Zero customer complaints received from product safety.

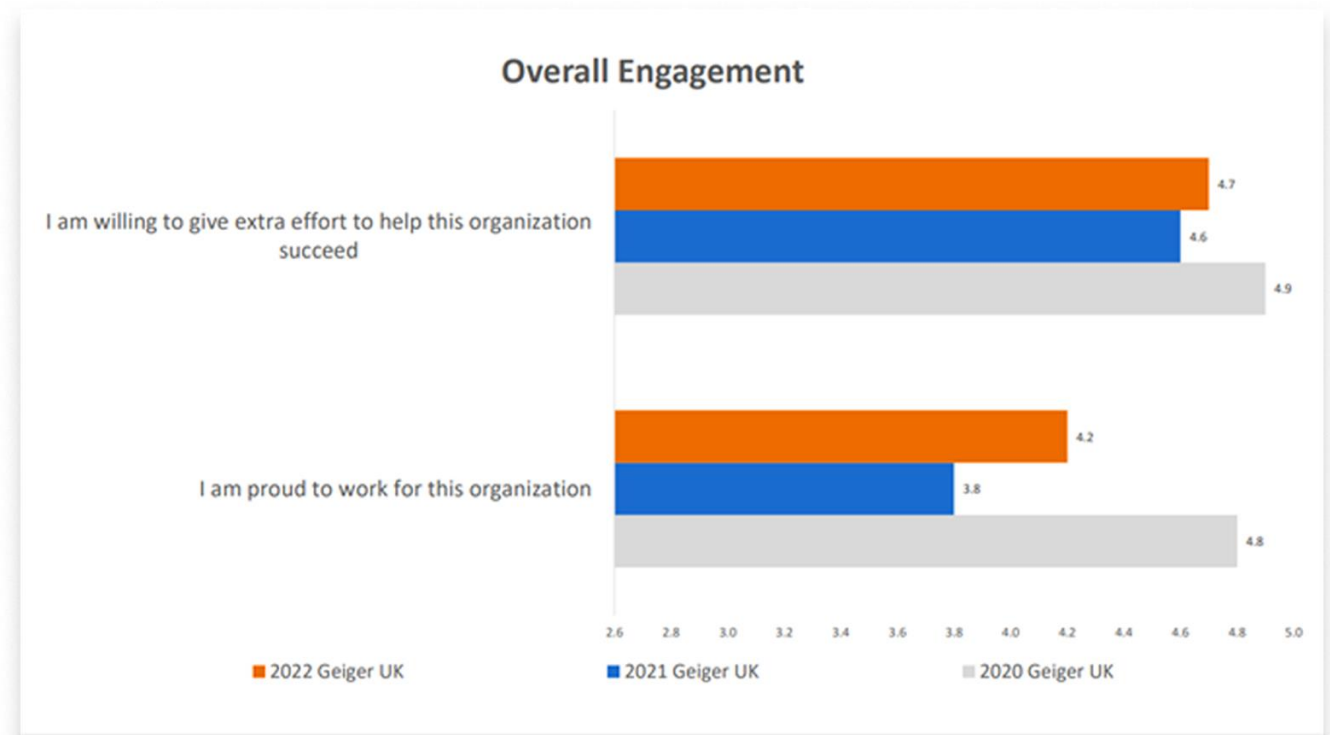
No Accidents in Year	Severity	Number Working Hrs in Year	Accident Frequency Rate: No Accidents x 200000/Employee Total HRS Worked
1	2	124800	1.602564103

Sustainable Operations



HOW ARE WE DOING?

- From our 2022 employee satisfaction survey, we were thrilled to see our engagement KPIs increasing.
- Our 'employees going the extra mile' rating increased from an average 4.6 out of 5 to 4.7.
- Our 'employees proud to work for Geiger' rating increased from 3.8 out of 5 to 4.2.



Sustainable Operations



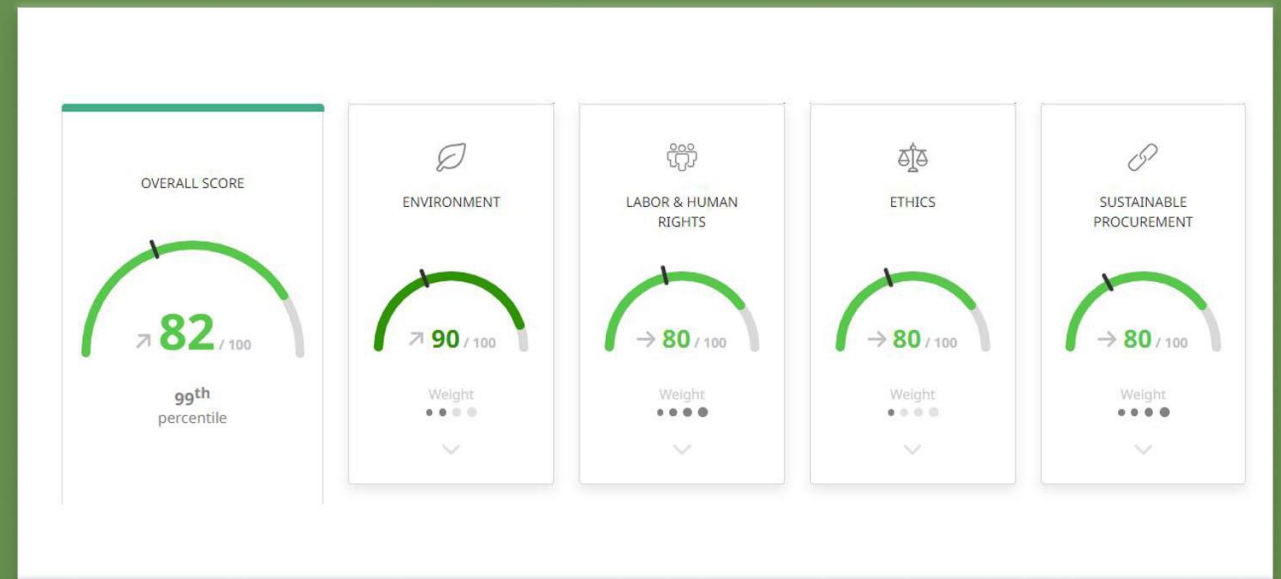
HOW ARE WE DOING?

- **EcoVadis**

We were very proud to receive a score of 82% in our 2023 EcoVadis assessment, achieving a PLATINUM rating and placing us in the top 1% of over 80,000 companies rated each year.



- We passed our ISO 9001 Quality Management & ISO 14001 Environmental Management audits with flying colours in November 2023.
- 15 Positive Observations were noted along with zero non-compliances.



- RESPOSNIBLE PROCUREMENT

To better screen our new vendors, we implemented a new Authorization Survey in 2023 to collect key information on CSR and sustainability credentials.

Vendors are allocated a survey according to their profile and region.

		SUPPLIER PROFILE		
		LOW	MED	HIGH
REGIONAL RISK LEVEL	LOW	Level 1	Level 2	Level 3
	MED	Level 2	Level 2	Level 3
	HIGH	Level 3	Level 3	Level 3

- ANTI-BRIBERY & CORRUPTION

We documented a list of our at-risk staff who could be exposed to potential bribery or corruption in their day to day activities.

Actions have been implemented in 2023 to limit any risk including security awareness training with KnowBe4 (total 106 hrs); updated fraud policy and 2 step approval process for payments.

- CREDITSAFE

We introduced a new screening process with external third party, CreditSafe, to check the identity, credit limit and risk profile of new customers and suppliers.

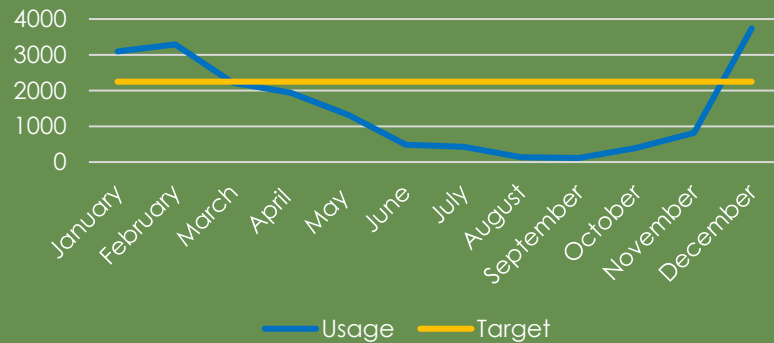


For The Planet - ENERGY & GAS USAGE



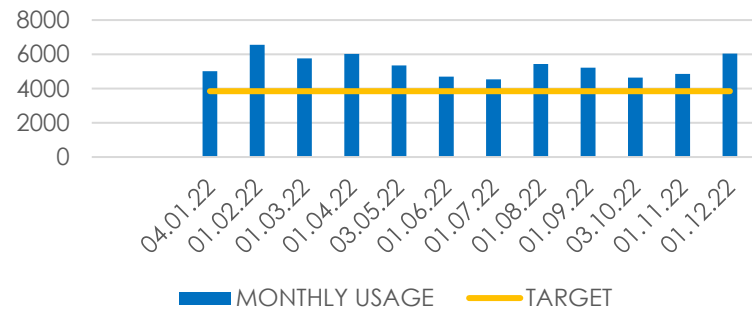
Energy and gas reduction target includes 10% year on year reduction.

Gas Usage 2022



Target usage for 2022 was 27,000 units
Actual usage for 2022 was 17,978 units
Target achieved from close control of heating, air con and appliances.

Electricity Usage - 2022



Target usage for 2022 was 46,089 kWh
Actual usage for 2022 was 64,082 kWh
Target not achieved but 2022 included return to the office after Covid so a more realistic baseline has been established for future years.

For The Planet - GHG Emissions



GHG Emissions targets include 30% reduction by 2025 and carbon neutrality by 2030.

We reported on our Scope 1, Scope 2 and Scope 3 GHG Emissions in 2022 to understand our footprint.

- Scope 1 = 62.6 Tonnes CO₂
- Scope 2 = 20.3 Tonnes CO₂
- Scope 3 = 2,787.3 Tonnes CO₂

REDUCTION TARGET:

- 30% Reduction = 861 Tonnes



Emissions report Geiger UK 1 Dec 2021 - 30 Nov 2022			Business Carbon Calculator by Normative		
Estimated total emissions			tonnes CO ₂ e	Country	United Kingdom of Great Britain and Northern Ireland
2,870				Sector	Retail and wholesale
Scope 1			% of emissions	tonnes CO ₂ e	
Stationary combustion			100.0 %	62.6	
Scope 2			% of emissions	tonnes CO ₂ e	
Electricity			100.0 %	20.3	
Scope 3			% of emissions	tonnes CO ₂ e	
Business travel			0.5 %	14.9	
Upstream transportation and distribution			18.6 %	519	
Purchased goods and services			80.4 %	2,240	
Capital goods			0.5 %	13.4	

For The Planet - CO2 Off-Set & Renewable Energy



- **Carbon Reduction**

In January '23 we certified with Ecologi as a Climate Friendly Workforce.

Through the scheme, we plant 5 trees per employee per month in reforestation projects around the world and off set 4.5 tonnes of CO2 per employee per year.

By April '23, we have planted **3,664 trees** and funded 6 verified carbon reduction projects, reducing **191.28 Tonnes of CO2**.

- **Renewable Energy**

Through our partnership with Grundon, we converted 4,884 Kgs recycled waste into 4,644 kWh of clean renewable energy!



This is no small feat, that's the same amount of carbon that eleven homes would generate over a whole year!

Case study: Carbon Reduction Project

Through our Ecologi membership, we have funded 6 verified carbon reduction projects.

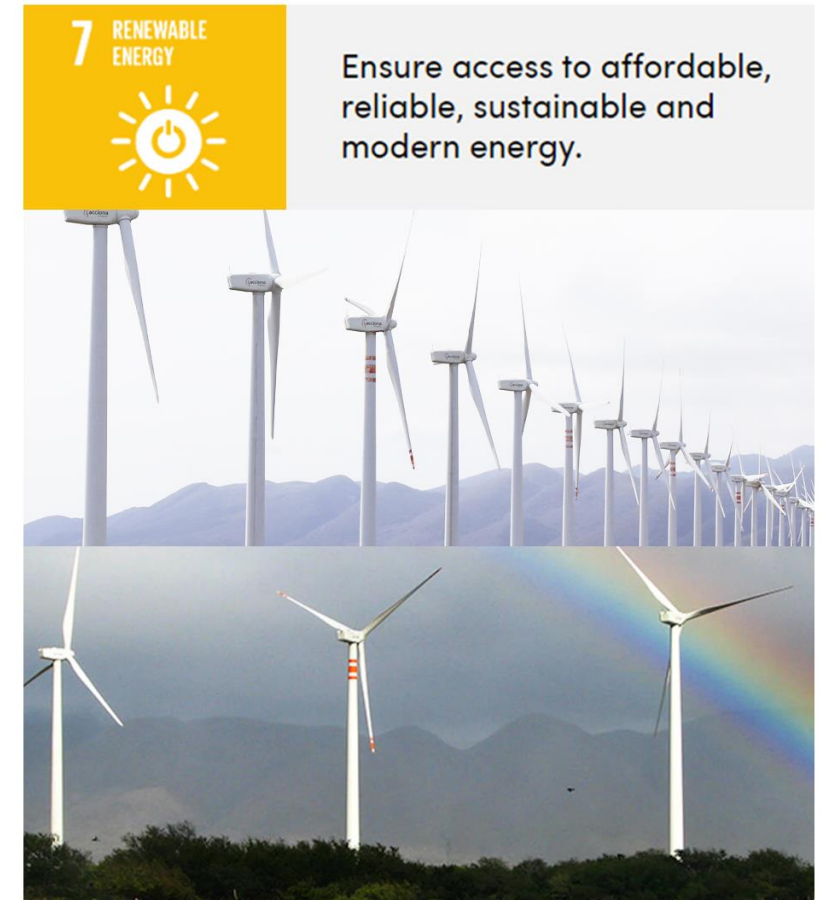
One example is the OAXACA WIND FARM in Mexico.

Mexico has a lot of wind power potential due to its geographic location. It also has a rapidly increasing population which will be a huge source of greenhouse gas pollution in future.

So, to the Oaxaca project which generates 6% of Mexico's energy, provides electricity for 700,000 homes and prevents the emission of 245,000 tonnes of CO2 every year!

The project also provides:

- Improved health services in the local area
- Free medical examinations for young people
- Access to higher education
- Support for primary schools
- Employment opportunities from jobs at the plant
- Increased biodiversity by restoring habitats for wildlife
- Support for UN SDG No 7 for Renewable Energy



For Our People – Social Justice Statement



Geiger, as a company and as caring people, is committed to cultivating and preserving a culture of Justice, Equity, Diversity, Inclusion and Sustainability.

A JEDIS culture guides our deliberations, actions, and conduct.

Our greatest strengths are derived from the collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, and talent.

Treating every person and our planet with respect not only makes our company stronger, but also contributes to making the world better. It has never been more



For Our People



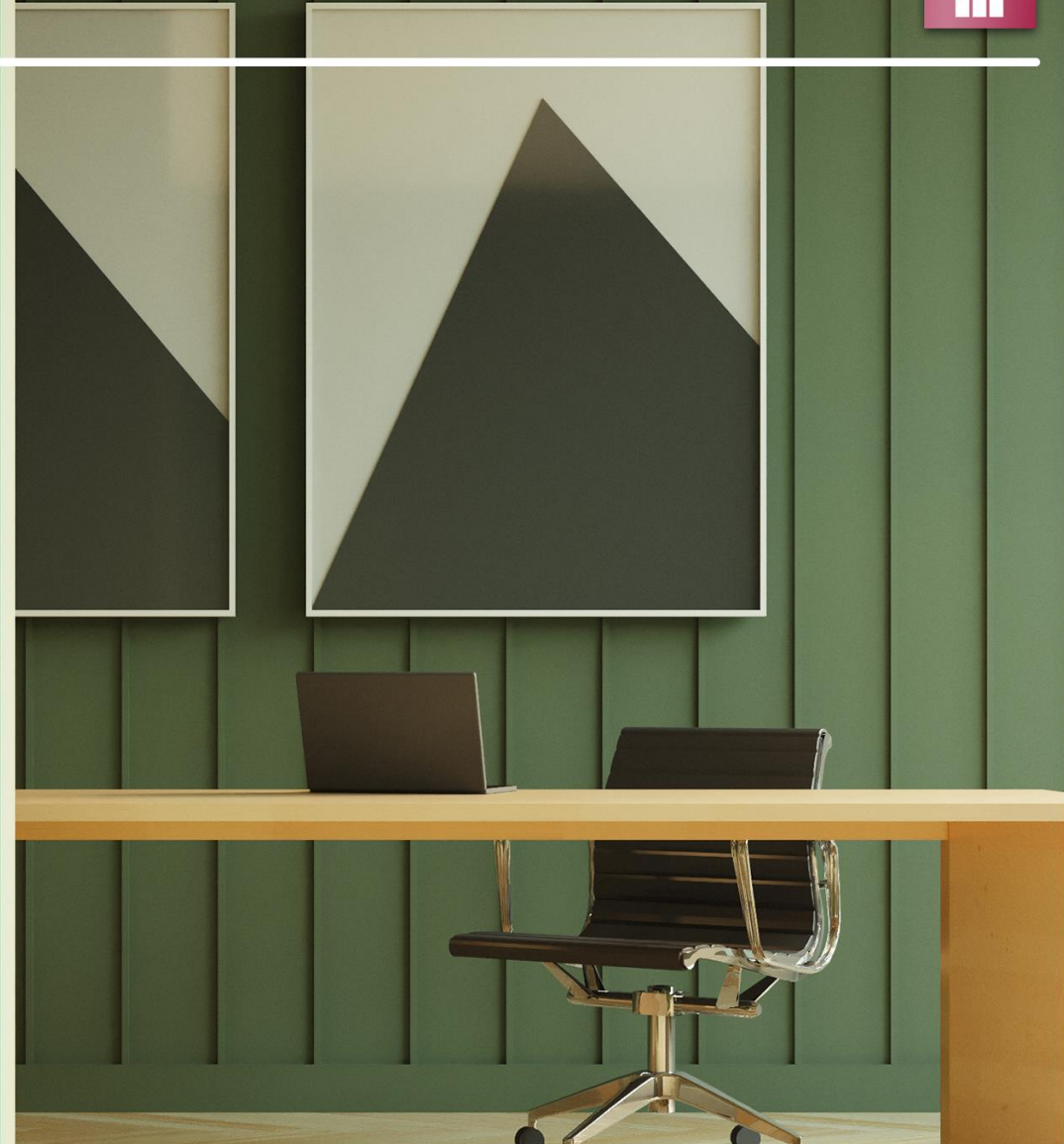
TARGETS:

Year on year targets for include:

- Increase levels of equality, diversity and inclusion in the workplace.
- Achieve zero reports of unlawful acts of discrimination, bullying and harassment.
- Increase training and education of managers and all other employees.
- Increase the level of employee satisfaction year on year.
- Reduce the risk of Modern Slavery existing in our external supply chain.
- Embed sustainability in everything we do!

HOW ARE WE DOING?

- We continue to be proud of our diverse workforce and celebrate individual differences.
- Zero reports of discrimination, bullying or harassment were reported in 2022.



For Our People



HOW ARE WE DOING?

- We were delighted to announce 15 internal promotions in our team during the past year.
- Essential Health and Safety training was provided for 30 new team members in 2022 and a new Fire Safety policy was implemented and trained out in April 2023 to 100% of our UK staff.
- Our team engaged in training on a range of topics in 2022/23 totaling 254 hrs including H&S & ETI Base Code (30 hrs); Security Awareness (106 hrs); Introduction to Sustainability (12 hrs); Environmental Reporting (7 hrs); BPMA industry (92 hrs); APAC Logistics (7 hrs).



Checklist

Here are the steps to implementing environmental reporting within your company:

Academy

This certificate is presented to

**Neel Gohill, Vicky Kinasz, Steven Wickham
Luke Hudson, Andy Friend, Renu Pal, Sonia Thapar**

In recognition of your completion
of the training course

Environmental Reporting

04 April 2023

Environment | beginner



For Our People

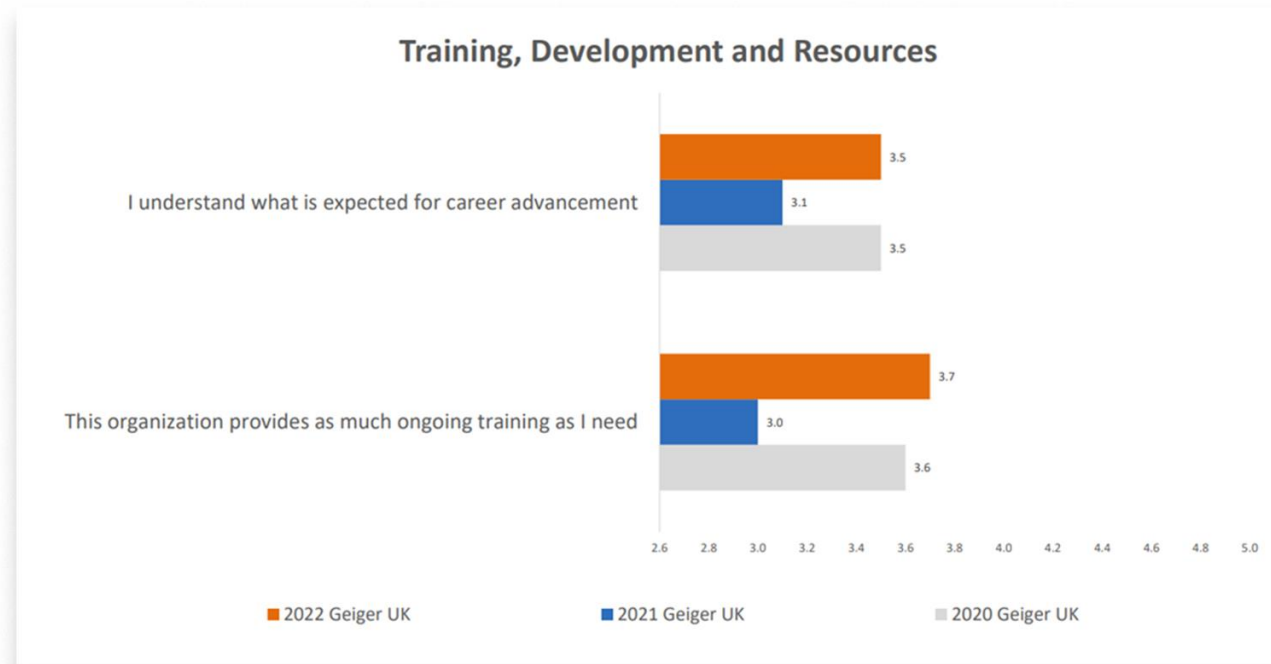
HOW ARE WE DOING?

- 100% of our UK team participated in a 2-part training Workshop for our JEDIS initiative in 2022, covering the topics of Implicit Bias and Microaggressions.
- Using real examples, role play and life experiences our team explored how acts and comments can unintentionally cause harm to others and the difference between intent and perception.



HOW ARE WE DOING?

- 5 team members received new professional qualifications during the past year – go team!
- 100% of our UK team were appraised with a performance review in 2022, allowing us to discuss and plan their training needs and career progression.
- On the topic of training in our 2022 employee engagement survey, we were delighted to see our scores for Career Development increase from a 3.1 in 2021 to 3.5 in 2022 and our scores for training needs increase from a 3.0 in 2021 to a 3.7 in 2022 as a result of more relevant, targeted training for job roles.



For Our People

HOW ARE WE DOING?

- In January 2023 we launched a new benefits & rewards program for 100% of our UK employees, called Vivup.
- The program provides wellbeing initiatives, financial planning advice, support with healthcare payments and prescriptions, retail savings and 24/7 telephone support line for mental health.
- The program has helped to drive increased employee engagement and additional support during the current turbulent economic period.
- 100% of our UK team received 52 weekly Fully Charged newsletters during 2022, full of tips for a healthier lifestyle and improved work-life balance.



Action Plan for 2023



In 2023, our priority focus areas will be on achieving the following targets:

PRODUCT

- Continue to increase our range of products that support the shift to a Circular Economy; Give Back to our Community & achieve sustainability through durability, to achieve 500+ qualified products in our Eco catalogue by 2024.
- Increase the % of Eco quotes to customers above 25% and aim for 50% target by 2024.

PACKAGING

- Increase education of vendors & customers in our sustainable packaging needs.
- Maintain recycling of 100% of all plastic, textile and paper waste packaging materials.
- Promote increased use of our 30% recycled clothing bags to increase recycled plastic total above X by 2024.



Action Plan for 2023



MANUFACTURING

- Work to achieve greater transparency in our supply chain to know the source of a wider range of raw materials.
- Focus on locally manufactured products to reduce carbon footprint.
- Avoidance of hazardous Azo Dyes and SVHCs in 100% of products.
- Reduction of water usage in the supply chain through use of natural colours and organic materials in core products including apparel and bags.
- Avoidance of the most polluting production processes such as electro plating and unnecessary production of carbon black.

OPERATIONS

- Continue our partnership with Ecologi as a certified Climate Friendly Workforce and aim to achieve a minimum 15% GHG Emissions Reduction target by 2024 and ensure we can hit our 30% reduction goal by 2025.
- Achieve a 10% reduction in energy & water usage in 2023 compared to 2022

Action Plan for 2023



In 2023 we will continue to develop our Sustainability Strategy to ensure that we can:

Work in Harmony with Nature

By providing products utilising biodegradable, renewable and ethically sourced materials we can reduce environmental footprint.

Value Natural Resources

By providing products that are durable, recycled, recyclable and sustainably manufactured we can avoid waste, support the Circular Economy and reduce our use of natural resources.

Reduce CO2 Emissions

By offering locally sourced options with low impact production we can reduce carbon footprint and achieve our shared goal of 30% emissions reduction by 2025 and carbon neutrality by 2030.

Public Commitments for 2025



By 2025 we pledge to strive to achieve the following targets:

- Minimum 75% of paper and cardboard packaging to be FSC certified or recycled.
- 100% of plastic packaging to be reusable, recyclable or compostable.
- Eliminate 100% of problematic plastics that can not be reused or recycled.
- Achieving 10% year on year water and energy usage reduction for our UK HQ.
- Tracking Scope 1 – 3 GHG emissions with the objective of achieving 30% reduction in carbon footprint by 2025 and carbon neutrality by 2030 through careful selection of materials, transport and production partners and utilisation of off-set schemes.
- Adoption of responsible sourcing rules for highest priority raw materials and communication of a restricted materials and substances list to vendors.
- Adoption of new approach to single use products ensuring that durable alternatives are always available.
- Contributing to reduction of waste, water and energy usage across our supply chain through education, leadership and strategic partnership with preferred vendors.



Let's work together to ensure a sustainable future for all.

