

SUSTAINABILITY STATEMENT 2026

Mission: To achieve maximum brand impact for our clients through branded apparel and merchandise with minimal impact on the planet.

Vision: To be the trusted industry expert offering the broadest choice of sustainable branded products and solutions employing the latest in sustainable working practices.

Approach:

With clients we:

- Take time to understand our client's sustainability goals.
- Identify and promote product ranges and branding techniques within our clients' briefs that have the least environmental impact such as those with longevity and made from sustainable materials and with a lower carbon footprint.
- Provide sustainability credentials to accompany the products and production processes we propose.
- Use proprietary technology to offer our clients an on-demand model, avoiding storage, overstock, and waste.
- Support our clients in avoiding landfill for unwanted branded clothing and merch by offering repurposing services and facilitating a certified textile destruction service of which 95% can be recycled.

With products and production, we:

- Carefully select our factories for quality and sustainability certifications and their commitment to ESG.
- Look to source from an increasingly local supply base and apply branding locally wherever possible.
- Ensure our website now only promotes products with sustainable credentials and those from responsible ESG-focussed sources.
- Offer premium embroidery thread made from 100% recycled PET bottles or biodegradable lyocell.
- Continually evolve our in-house branding services to onboard new and innovative sustainable solutions.
- Regularly review and upgrade our machinery to improve energy efficiency. This includes using the latest DTF (Direct To Film) technology, which produces less material and chemical waste than other methods, uses less water and fewer consumables, and replaces the job (and power consumption) of multiple machines.

With our internal practices we:

- Use a 100% renewable tariff for electricity supplied by British Gas (REGO certified) and we use a carbon neutral gas tariff – supplied by British Gas.
- Have reduced, measured and published our Scope 1, 2 and selected Scope 3 Carbon Footprint and will continue to review and take action to comply with current and forthcoming environmental legislation.
- Use distribution packaging made from recycled and recyclable materials.
- Reuse boxes and only purchase new ones when necessary.
- Contract a private waste management company that extracts recyclable materials and generates energy from all waste. 97% of the waste handled is recycled. Nothing is sent to landfill.
- Continually evaluate, save time, minimise waste within our operations, and ensure they are as efficient as possible. E.g. Actively promote a no paper/printing policy.
- Repurpose and reuse TeamTogs staff uniforms.
- Prioritise transport partners who have a forward-thinking sustainable policy and are taking active steps to continually improve the sustainability of their business practices.

With our staff we:

- Provide regular sustainability training and development for our staff.
- Embrace and actively facilitate part-time and flexible working.
- Offer a tax-efficient electric car scheme through salary sacrifice.

With our local community we:

- Support our charity partners [https://goodsforgood.org.uk/\(global\)](https://goodsforgood.org.uk/(global)) and [https://www.gratitudecharity/\(local\)](https://www.gratitudecharity/(local)) by passing on unwanted and/or repurposed clothing from us (our clients).
- Support local charities & organisations with donations of branded merchandise, sponsored activities and printed materials.
- Invest employee time in volunteer days e.g. Team packing boxes at Goods for Good.

Summary:

We are proud to have embedded these activities into our business – many of which we have been doing for years. We're delighted we've been awarded and have retained the BPMA StepForward Pledge which reflects the proactive steps we continue to take on our journey towards sustainability within our products, services, operations and communities to better support people and our planet.