

Aspect CPM Sustainability Statement

The goal of Aspect CPM is to elevate our brand through responsible, innovative promotional merchandise and custom supply chain solutions. By providing high-impact products, global sourcing insights, and custom fulfilment, we help organisations build meaningful connections, drive campaign success, and maintain brand integrity. Our mission is to engage our clients to embrace sustainable, eco-conscious merchandise that protects the planet while enhancing brand awareness. Therefore, excellence in branded merchandise requires accountability. Our company values strict environmental standards, ethical sourcing of suppliers, and responsible distribution. With our commitment to sustainable practices and transparent supply chain management, we ensure total reliability in every merchandise solution we provide.

At Aspect CPM, we believe that true sustainability begins with internal accountability. We ensure that both our daily business operations consistently exceed standard environmental, social, and ethical benchmarks. By holding ourselves to the highest operational standards, we demonstrate that sustainable transformation is not just a theoretical framework.

To combat pressing environmental issues, we are deeply committed to reducing both waste and greenhouse gas emissions across all areas of our business operations. We achieve this by taking concrete steps to educate and empower our workforce, running comprehensive training sessions for staff in both our offices and warehouses to instil best practices for energy conservation and waste reduction. Furthermore, we actively minimise our environmental impact by promoting circular storage practices in our facilities. Such as routinely reusing wooden pallets and cardboard boxes and by refining our procurement strategy by imposing a stricter code of conduct to ensure our supplier are more inclusive and responsible. To tackle our Scope 2 emissions directly, we also made the conscious decision to switch our energy provider to a supplier that generates 35% of its power from renewable sources.

Aspect CPM is fully committed to dismantling outdated social norms and cultivating a workplace culture that is genuinely inclusive and supportive of every team member. To bolster internal wellbeing across our office spaces, we have delivered targeted discrimination and harassment training, empowering staff to identify inappropriate behaviour and confidently utilise official reporting channels. Furthermore, as an employee-owned business, we actively amplify staff voices within our governance framework. Giving our workforce a direct say in corporate decision-making ensures that the future direction of the business remains authentically inclusive and socially responsible.

While our current efforts drive valuable immediate change, we recognise that sustainable progress requires long-term momentum rather than one-off actions. To ensure lasting impact, we are committing to strengthening our internal reporting and governance frameworks. We will conduct annual reviews of our business policies and employee feedback, enabling us to continuously set fresh, relevant goals. These targets will not only advance Aspect's internal ambitions but also align us with leading external standards, supporting our dedicated drive towards achieving an EcoVadis Gold rating and maintaining active alignment with the BPMA.

Scope

This Sustainability Statement applies to all operational activities, practices, and decisions undertaken by Aspect CPM. The principles and standards outlined herein extend across our employees, suppliers, and any third-party partners or subcontractors contracted to support the delivery.

Targets For 2026

Environmental Targets

We are committed to:

- supplying 100% of Eco-Friendly goods with sustainable packaging
- training 100% of staff in Energy Conservation and Climate Awareness
- training 100% of staff in Waste Sorting and Reduction
- reducing our Scope 2 emission by 100%
- reducing our waste streams by implementing circularity operations by 25%
- eliminating 100% of individual single-use plastic polybags

Social Targets

- zero tolerance to Harassment and Bullying
- training 100% of staff on discrimination and harassment
- 100% Bonus Eligibility & Merit-Based Reward for employees
- 100% Universal Flexible Working
- 100% Living Wage Standard

Procurement Targets

- ensure 100% of our tier 1 suppliers sign our sustainable supplier code of conduct
- ensure 100% of new suppliers are screened against and fully meet our Sustainable Supplier Checklist prior to onboarding
- ensuring that 100% of sustainability-related claims made in our marketing materials are accurate, evidence-based, and fully verifiable

Review Mechanism

This Sustainability Statement and its underlying commitments are formally reviewed on an annual basis by Craig Elsworth, Aspect Managing Director. We routinely update and refine our objectives to ensure Aspect CPM maintains the highest standards of operational integrity and environmental responsibility.