SUSTAINABILITY STATEMENT

The key points of this statement are:

- Source and promote a product range to minimise environmental impact: identifying and promoting products that are environmentally friendly, such as those made from sustainable materials and with a lower carbon footprint.
- Provide sustainability training and development for staff: training on sustainable practices and the provision of tools for employees to apply these practices both at work, in their personal lives and within the wider community.
- Value diverse skills and contributions: improving diversity and equality within the company by actively recruiting from diverse backgrounds, providing equal opportunities for career growth, and supporting diversity and inclusion initiatives.
- Invest in local communities: sponsoring community events and participating in local charity efforts.
- Create a healthy, safe and secure workplace: providing a safe and healthy workplace environment, including ergonomic workstations, healthy food options, and mental health support services.
- Ensure the suitability and effectiveness of the supply chain, and monitor their sustainability performance: using sustainable packaging, minimising waste, and reducing carbon emissions.
- Improve resource efficiency, including the use of water, energy (including transport-related energy usage) and raw materials: reducing the use of water, energy, and raw materials by using more efficient production methods, recycling and reusing materials, and reducing energy consumption
- Minimise waste by evaluating operations and ensuring they are as efficient as possible: implementing strategies to reduce waste, such as recycling and composting programs.
- Minimise toxic emissions through careful selection and use of the source of its power requirement: careful selection and use of energy sources, such as switching to renewable energy sources, as well as using low-emission vehicles and equipment.
- Meet or exceed all the environmental legislation that relates to the Company.
- Offset greenhouse gas emissions: use an accredited program to offset greenhouse gas emissions, such as by investing in renewable energy projects or supporting reforestation efforts generated by activities.

We commit to monitoring and reviewing our environmental performance and taking corrective action where necessary.

James Leach
Managing Director
Reviewed 22/10/2026

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