COLORMAN

SUSTAINABILITY & SOCIAL RESPONSIBILITY REPORT

Q3 2025

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Executive Summary

At Colorman, sustainability and social responsibility are central to our long-term strategy. We recognise the challenges of operating a facility with high energy needs, and we remain committed to driving meaningful change through operational efficiency, innovation, and responsible business practices.

This quarter, we continued to make progress in reducing greenhouse gas emissions, optimising our machinery, engaging with international sustainability initiatives, and upholding our responsibilities to employees, clients, and the wider community.

Key Highlights

75 % of electricity from renewable sources

FSC / PEFC audits ✓

SBTI application initiated ✓

Equipment and Operations

Colorman maintains a tradition of investing only in world-class equipment from industry-leading manufacturers such as Heidelberg, Polar, Klobus, Burkle, and Bobst. These investments not only enhance efficiency but also contribute directly to reducing environmental impact.

New Installations

Bobst Novafoil

- ✓ 10% faster make-ready
- ✓ 100% waste foil segregation
- ✓ 15% faster run speed
- ✓ 7% OEE improvement

Bobst Expertfold + Accucheck

- ✓ 5% quicker make-ready
- ✓ Automation saving ~ 50 hours/week
- ✓ Up to 35% faster run speeds, Reduced waste

Ongoing Efficiency Gains

Heidelberg 102 CutStar press: Reel-to-sheet ratio of 2:1, reducing material footprint and improving run speeds.
Robotic pallet transfer trials: Reduced electricity, lighting, and labour demands during out-of-hours operations.

Energy & Carbon Metrics

Electricity

- 75% of purchased electricity is renewable.
- On track to achieve 65% renewable share in 2025.

Natural Gas

- Gas use remains a significant emissions source, no renewable supply available.
- Reduction measures: improved heat control air circulation

Emissions

- Verified annual GHG emissions for 2024: 2,296 tCO_2
- On target for 5% reduction in 2025 as set under ISO 14001 objectives.

Certification & External Verification

- EcoVadis and Sedex benchmarking continued.
- FSC audit (Oct 2025): No findings.
- PEFC audit (Oct 2025): No findings.
- Science Based Targets initiative (SBTi): Application initiated.
- Engaged with Carbon Based Printing UK to explore collaborative pathways to carbon neutrality.

Ethical Governance Reporting

Our monthly ethical reporting provides transparency on environmental, workplace, supply chain, and compliance issues.

- **Environmental Responsibility:**
  - Targets met for waste reduction and energy optimisation.
- **Workplace Practices:**
  - No well-being initiatives launched this quarter; compliance with H&S and union agreements maintained.
- **Supply Chain Integrity:**
  - New procedure EP34 – Sustainable Procurement Policy implemented.
- **Compliance & Governance:**
  - No violations recorded under Irish/EU legislation or internal policies.
- **Community Engagement:**
  - Supported local charitable publications.

Labour & Human Rights Reporting

Colorman upholds international labour rights standards and Irish legislation.

Workplace Profile

- 125 employees
- 32% female
- 68% male
- One new hire this quarter

Human Rights Due Diligence

- One Supplier Audit
- No issues identified

Labour Rights Compliance

- No breaches
- Average working week - 38 hrs

Employee Wellbeing

- No mental wellbeing initiatives
- No mental health concerns flagged

Health & Safety

- One Supplier Audit
- No issues identified

Training & Awareness

- Staff handbook under revision

Next Steps

- Begin supplier code of conduct review

Looking Ahead

Over the next quarter, Colorman will:

- Finalise SBTi application and publish 2030 targets.
- Continue reducing gas consumption through operational efficiencies.
- Launch supplier code of conduct to strengthen ESG expectations
- Expand wellbeing initiatives to support employees in a changing work environment.

Conclusion

Colorman remains dedicated to sustainability, ethical governance, and social responsibility. By combining innovation in operations with transparency in reporting, we aim to deliver meaningful progress while preparing for the future move to more energy-efficient premises.

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