



comms express



**ISO 14001
CERTIFIED**

2024

SUSTAINABILITY REPORT

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INTRODUCTION

At Comms Express, we are committed to minimising our environmental impact and maximising our positive social impact throughout our entire value chain, from product sourcing and fulfilment to customer delivery and end-of-life management.

This Sustainability Report outlines our progress on environmental, social, and governance (ESG) issues. We believe transparency and accountability are crucial, and this report provides a comprehensive overview of our sustainability initiatives and performance.



A MESSAGE FROM OUR MANAGING DIRECTOR

Our success as a business depends not just upon an ongoing delivery of profitable projects, but also in our ability to honour our wider commitment to society as a whole. As a company, it is our corporate responsibility to ensure our business is carried out in a manner that is safe, sustainable, respectful of the environment and socially responsible.

We recognise that our operations may have an impact on people's lives, not only in the workplace, but also throughout the lifetime of the assets and infrastructure we create and manage.

Justin Ellis

ETHICAL ISSUES

Interconnected Global Agenda

We are committed to ensuring there is compliance throughout our supply chain, we are working closely with manufacturers at every level of our supply chain to ensure all raw materials are ethically sourced and that all parties comply with the Modern Slavery Act 2015.

Equality & Diversity

A policy of equal opportunity and non-discrimination is strictly followed, and we will not tolerate action or behaviour that is contrary to this whether by an employee, worker or contractor.

KEY HIGHLIGHTS



↓ 50%

WASTE REDUCTION

We have reduced the amount of virgin cardboard used in transit by over 50%; this has also led to a reduction in waste, as boxes are almost always reused.



↓ 95%

WE'RE PAPERLESS

All business operations have been altered so they take a paperless format - we have reduced printing by 95%.

CONFIDENTIAL WASTE

Shredded and repurposed by an external party

GREEN RECYCLING

Waste is recycled at a Materials Recovery Facility

ECO-FRIENDLY CLEANING SUPPLIES

are used to reduce toxic chemicals

MEASURING PROGRESS

Measuring progress towards a sustainable future involves defining clear indicators for each goal and collecting relevant data.

KEY INDICATOR	2024 GOAL	OUTCOME
Reduction of single use plastic	Plastic free packaging implemented across all own brand products	80% of own brand products have had plastic free designs signed off, ready to implement.
Reduction on energy usage	Cut down on all unnecessary energy use in office premises	Eco radiators and energy efficient light bulbs have replaced all existing fixtures, all of which are sensor activated or on timers. Reduction in heating and energy used.
Reduction of business waste	Increase use of MRFs and ensure disposal is a last resort	Cardboard and plastic balers are used to reduce waste. Over 1.5 tonnes of virgin cardboard saved. All electrical waste is recycled and accounted for with duty of care waste consignment notes.

SHORT TERM GOALS



RECORD

Record and report on Scope 1 and 2 emissions in 2025, with a plan for continuous reduction.



REFRESH

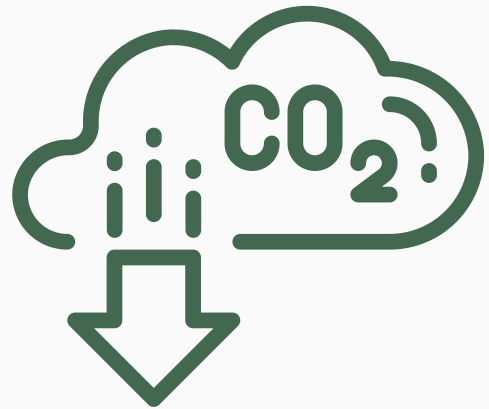
Improve employee engagement and continue to provide all relevant ESG training.



REACH

Improve communication with suppliers, and customers regarding environmental issues.

LONG TERM GOALS



Scope 1, 2 & 3 Reporting

Report on Scope 1 direct emissions, Scope 2 indirect emissions from the generation of purchased energy and Scope 3 indirect emissions, not included in Scope 2, that occur in the company. Create a Carbon Footprint to understand how our business is affecting the climate.



Net Zero

Align with global goals to achieve a net-zero carbon economy by 2050; this will include calculation of Scope 1, 2 and 3 footprint including >95% of emissions, 90% absolute emission reduction, neutralisation of residual emissions.



CONCLUSION



We commit to a future of continuous improvement.



We will take all reasonable steps to manage our operations so as to minimise our environmental impact and promote good practice.



We seek to make a positive contribution to the communities within which we work.



comms
express

THANK YOU

for helping us to grow ethically
and sustainably

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