



Tico Mail Works

Sustainability Report 2022

(published in May 2022)



Corporate Social Responsibility (CSR) is defined by the European Commission as

“the responsibility of enterprises for their impacts on society”

To fully meet this responsibility, the Commission states that, in addition to respect for applicable legislation and collective agreements between social partners, enterprises

“should have in place a process to integrate social, environmental, ethical, human rights and consumer concerns into their business operations and core strategy in close collaboration with their stakeholders, with the aim of maximising the creation of shared value for their owners/shareholders, other stakeholders and society at large, and identifying, preventing and mitigating their possible adverse impacts.”

What inspires us



A Note on Sustainability Reporting from Business in the Community Ireland

This Sustainability Report was completed with the help of Business in the Community Ireland. We want to encourage SMEs to capture and celebrate their responsible and sustainable achievements to support competitive advantage, attract employees, engage their employees and enhance relationships with key stakeholders. This report is a collection of the responsible and sustainable practices in place in this company. This is not a certified or audited qualification to say that this company has reached a certain standard. The aim is for the company to leverage the good things they do to improve their company. What is in your Sustainability Report will be personal to you, and will depend on your size, operations, and location.

If you want further information on how to enhance your responsible business practices, contact Business in the Community at info@bitc.ie.

**BUSINESS
IN THE
COMMUNITY
IRELAND**

Welcome address from the Managing Director, Alex Pigot

Tico Mail Works has been in the bulk mail production business since 1985, and in that time we have gained an excellent reputation for quality, security and professionalism.



Our company strives to act in a socially and environmentally responsible manner at all times by following our principles, which, since September 2015, are the United Nations' 17 Sustainable Development Goals (SDGs). These Goals include two on which we place specific emphasis:

- SDG 5 – gender equality
- SDG 10 – equality for all

Our company strives to reach the highest standards and be a world leader in our industry. To that end we have been certified for:

- ISO 9001 – Quality Management
- ISO 27001 – Information Security
- ISO 14001 - Environmental Management

There are many practices in our business that reflect our principles, some of which are:

- We ensure that our work practices (e.g. our buddy system) enable employees to prioritise their families and home-life over work-life.
- We have a profit sharing initiative with all our employees - that means when the company does well, all employees benefit.
- We encourage connections between the employees and our local community– for example we run our own fundraising events (breakfast, sponsored events, whip rounds, competitions); these not only support local and international causes but also are great for team morale.
- We constantly try to make the company a place where work is enjoyable and gives satisfaction, and where each employee tries to reduce the stress of working by taking full responsibility for his/her actions and looking out for his/ her colleagues in the process. The focus of this effort is on our procedures and getting them right.

You will find more details of what we do and how we work in the report.

Alex

Alex Pigot,
Chairman & Managing Director

January 2023

Our Policies – Promoting Transparency

Our CSR Policy

We strive to provide an inclusive, warm and welcoming work environment where stress levels are managed and we do this by our commitment to respect the economic, social, cultural, political and civil rights of everyone involved in our operations as follows:

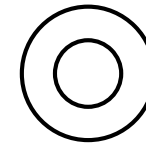
- To always, comply with all human rights legislation.
- To never discriminate.
- To never tolerate any form of harassment in the workplace.
- To provide the highest level of health and safety in the workplace and create a healthy and safe work environment for each employee.
- To give employees fair remuneration for work carried out.
- To always ensure that Tico Mail Works working hours and remuneration are fair and comparable to those offered by similar companies.
- To actively educate and train employees and allow for continued personal development.
- To continually provide employees with equal opportunities regardless of their gender, age, marital status, sexual orientation, disability, race, religion or national origin.
- To always continue to treat our suppliers in a fair, just and ethical manner.

“Our flat organisational structure allows us to maintain a level of highly skilled technical workforce. In turn the lack of management layers keeps our overheads low”

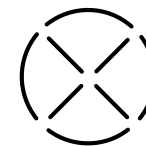


Doughnut Principles of Practice

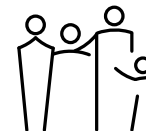
We recognise the Doughnut Principles of Practice which are:



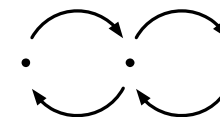
Embrace the 21st century goal. Aim to meet the needs of all people within the means of the planet. Seek to align your organisation's purpose, networks, governance, ownership and finance with this goal. Expect the work to be challenging, innovative and transformative.



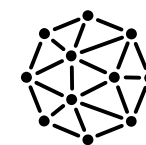
See the big picture. Recognise the potential roles of the household, the commons, the market and the state – and their many synergies – in transforming economies. Ensure that finance serves the work rather than drives it.



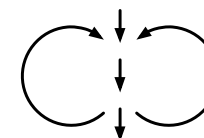
Nurture human nature. Promote diversity, participation, collaboration and reciprocity. Strengthen community networks and work with a spirit of high trust. Care for the wellbeing of the team.



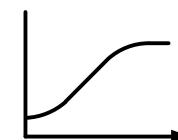
Think in systems. Experiment, learn, adapt, evolve and aim for continuous improvement. Be alert to dynamic effects, feedback loops and tipping points.



Be distributive. Work in the spirit of open design and share the value created with all who co-created it. Be aware of power and seek to redistribute it to improve equity amongst stakeholders.



Be regenerative. Aim to work with and within the cycles of the living world. Be a sharer, repairer, regenerator, steward. Reduce travel, minimize flights, be climate and energy smart.



Aim to thrive rather than to grow. Don't let growth become a goal in itself. Know when to let the work spread out via others rather than scale up in size.

Customised Mailing Solution

Tico Mail Works

What we do

- ✓ Mail Pack Assembly (Machine & Manual)
- ✓ Personalisation (Digital and Inkjet, Colour & Mono)
- ✓ Data Processing & Management
- ✓ Invoice & Statement Printing
- ✓ Pick & Pack
- ✓ Undeliverable Mail Handling
- ✓ Digital Colour Printing (and Print Management)
- ✓ Plastic Card Printing
- ✓ Website Design & Creation
- ✓ Kitting and Logistics
- ✓ Brochure and leaflet design
- ✓ Postcoding/Eircoding Address Data
- ✓ Document Scanning Service
- ✓ Postcoding/Eircoding Address Data
- ✓ Permission E-Mail Campaigns
- ✓ Electronic Billing
- ✓ Envelope Printing

We believe that there are a number of key areas where Tico Mail Works has a distinct advantage over our

- Quality of Service – we are ISO 9001, ISO 27001 and ISO 14001 certified
- Technological Expertise – our operators maintain our machines and our IT department writes our own software
- Tico Mail Works Operating Procedures – our procedures ensure an error free environment
- Our Clients - are blue chip – government, banks, national utilities and retailers, multi-nationals
- Approval to Offer Postal Discounts – we are a ComReg approved postal service provider
- Trusted by Local Authorities and Government Departments such as Justice, Business, Enterprise and Innovation
- Trusted by Major Companies such as AIB, HP, Super Valu, Mercer



Our Operations

Employees:

Full Time Employees: 38

Our Main Operations:

Tico Mail Works has over 30 years' experience in bulk mail production. Our core operations are to produce letters, invoices and statements, to fold and insert them in envelopes and then to prepare them for An Post to deliver.

Our Customers:

We are the approved mailing house for such leading companies as AIB, Beacon Hospital, CRO, Garda Síochána, Dublin Simon Community, Irish Red Cross, SuperValu, EBS, Dublin City Council, An Roinn Talmhaíochta, Bia agus Mara, Department of Agriculture, Food and the Marine, Panda, MAGNET NETWORKS, MERCER, Hewlett Packard Enterprise and Amnesty International.



Our Location:

Unit T8 Maple Avenue, Stillorgan/Sandyford Industrial Park, Co. Dublin A94 RT20, Ireland

For More Information Contact:

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Our Vision and Values Statement



Our vision and values statement

Our guiding vision

To be world class, be the best and most dependable bulk mail production service in Ireland.

Our Mission – what helps us to achieve our vision

- Peace of mind for our customers
- Highly skilled and motivated workforce who are dedicated to quality
- Acting in an ethical and responsible manner
- Competitive pricing for an elite service

We are committed to delivering to customer expectations

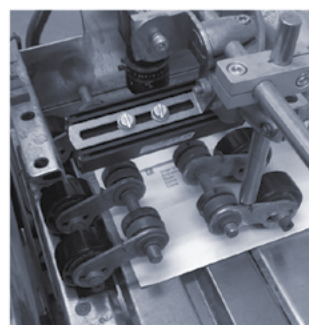
- Assurance to deliver what we say we do
- Efficiency to offer the fairest, competitive rates in the business
- Excellence in service and quality
- Innovating to adapt to future needs

Tico Mail Works is built on our four pillars

Our Four Pillars – what lifts us up and makes us who we are:

- Our employees
- Our suppliers
- Our customers
- Our community

Our Employees and Workplace Policies



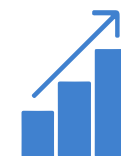
Our Employees and Workplace Policies

Tico Mail Works - The Work Environment



The Buddy System

We operate a "Buddy System" in Tico Mail Works whereby we pair up all roles within the organisation. We ensure that at least two people are trained in every area to cover each other when needed. This reduces stress when it comes to taking leave (annual, sick, maternity etc.). It also ensures minimal impact on production and customer orders.



Profit Sharing

There is a sharing culture within Tico. We provide a profit sharing scheme in which all employees participate. When Tico is doing well, the employees do well too.



Well Designed Work Instruction

Our systems are highly structured with over 40 clear operating procedures. This promotes traceability in our service provision for our customers and ourselves, reduces errors, and improves efficiencies - achieving a high quality for our customers and job satisfaction for ourselves. This clarity also aids good working conditions for employees.



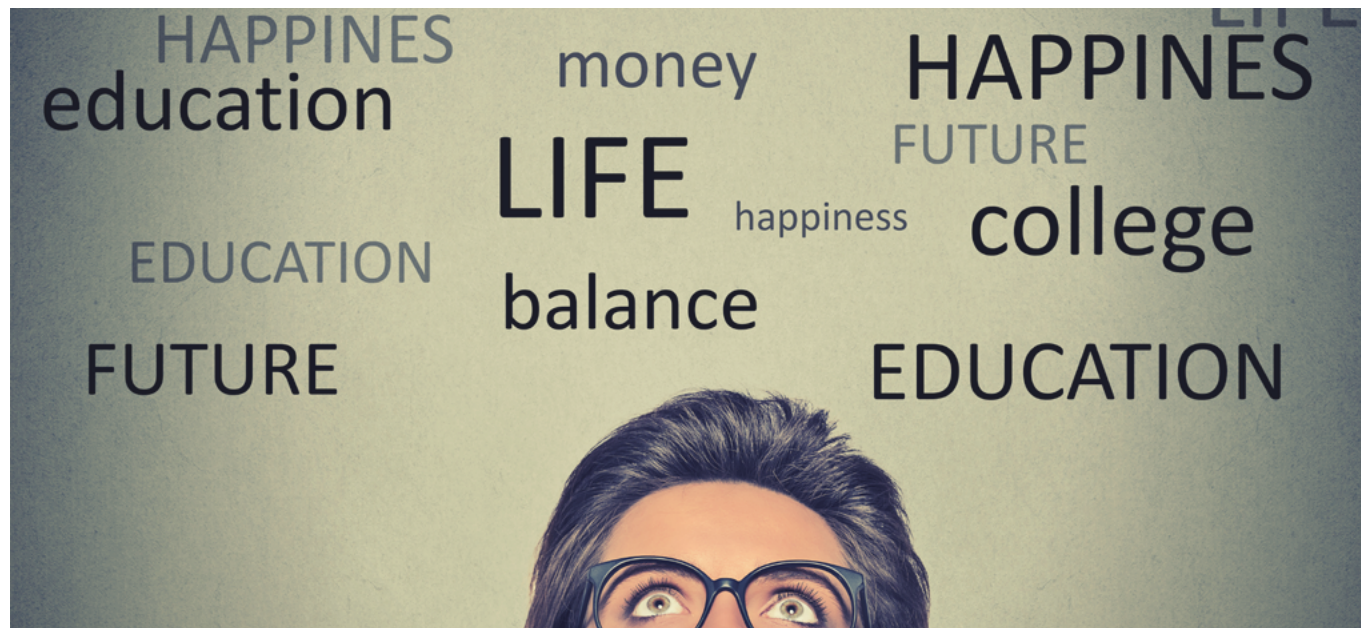
Employee Retention

We have good levels of employee retention. Our employees stay with us; those that leave have a tendency to return after working elsewhere.



Continuity and Job Security - Coping with Seasonality of the Business

The nature of our business means that certain times of the year are very busy while others are very quiet. We continually communicate these forecasts to employees. This workload pattern means that longer hours are required to be worked during the busy periods (September to November and January to June). However, it also means shorter days are available to enjoy the sunshine and to spend more time with family and friends during the summer and over the Christmas period.



Work-Life Balance

We encourage our employees to maintain a good work-life balance. As an employer, we are as flexible as possible to the needs of our employees. While we require that 6 weeks' notice is given for annual holidays, we recognise that providing time off for personal reasons at short notice is an essential for a good work-life balance. Our buddy system (see above) enables us to do this effectively. In addition, the seasonality of our workloads enables those with family or other commitments to work less hours in holiday periods. Furthermore, we have a 6-month leave of absence program for employees who wish to take a career break.



Communications

We regularly communicate to all employees both formally and informally about important issues – but particularly regarding forecasted workloads. A chart in the office visually communicates forecasted workloads each month and shows a six month forecast. If there is a particularly slow period we may have to reduce work hours. Not only is this visible from the forecast chart but also we have a companywide employee meeting about the forthcoming workload every two months.



Health & Safety

We have appropriate health and safety policies and procedures in place. On-the-job training is provided to all employees for maximum knowledge transfer of safety practices within our facility. We also have in place:

- A Safety Statement
- A Health & Safety Officer



Dressed for Work

We provide work wear for ALL our employees, t-shirts in the summer and fleeces for winter (though with Irish weather, employees can wear their fleeces and t-shirts whenever they like!).



Workplace Discrimination¹

For an organisation with 38 employees, we are proud to have:

- A multi-national workforce with 6 nationalities
- A similar number of religious backgrounds are represented
- An almost even split between male and female employees

Our policy is to continue to ensure that no person is discriminated against based on any of the nine grounds outlined in The Employment Equality Act, 1998 and the Equal Status Act, 2001. This includes in our recruitment and our daily practices.



Training and Development

We are a small company, with a flat organisational structure. However, we have many policies in place focused on the training and development possibilities within the organisation such as:

- Annual reviews
- Each year we give each employee a formal opportunity to express their wishes as to what direction they wish their career to take and what they would like to achieve for themselves
- Supported training and up-skilling
- We offer support and fund training for employees that is relevant to the job



Other Policies and Practices

Other policies, practices and documentation that we have in place include:

- IT & Security Policy
- Employee Handbook
- Exit interviews

¹ *Discrimination is described in the Acts as the treatment of a person in a less favourable way than another person is, has been or would be treated. The nine grounds are gender, civil status; family status; age; disability; race; sexual orientation; religious belief; and membership of the Traveller Community.

Our Environmental Practices and New Environmentally Responsible Service

Our Environmental Practices



Net Zero by 2030 – Annual Company Audit

We are continuing our journey to net zero by 2030. Below you will read some of our achievements in terms of reducing our dependency on fossil fuels for energy and transport, as well as our efforts to achieve a circular economy and reduce our usage of resources.

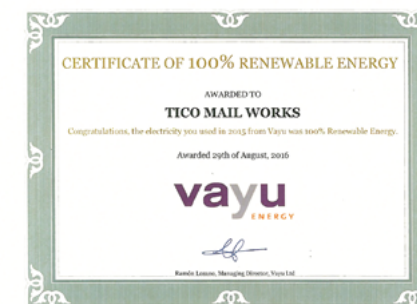
The overarching effort that guides these achievements to date is our company's annual audit regarding energy and overall footprint from Scope 1, 2 and 3 emissions.

For 2021, the first year of our company audit, our auditors have stated we have energy emissions of 50.4 t CO₂e. As part of that audit, we have been presented with an Energy Action Plan. Scope 3 emissions were not calculated as part of this first audit but that has been included the 2022 audit.



Energy Consumption

Since 1st January 2015 - all our energy now comes from renewable resources as certified by the Irish Energy Regulator. Our emissions for y/e 2022 was 136.24 t CO₂ equivalent.





Electric Car Chargers

We run an 'employee renewable energy car to work' scheme which since its inception in April 2018 has resulted in 11 of our 22 employees who have cars changing their fossil fuel run car for an electric only car. (And of the others who do not use public transport, 4 use bicycles)



The Paper We Source

All of the paper that we use is FSC certified and compostable – i.e. paper which: (a) comes from managed forests where when trees are felled for paper production more trees are planted to replace them ensuring a constant sustainable and renewed supply of paper from the same forest area; and (b) comes from recycled sources i.e. paper which has already been used and is then collected (rather than being sent to landfill) and reprocessed to make recycled paper and (c) can be composted with other organic materials.



Waste Minimisation Practices

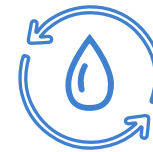
We are continuously improving our waste practices through waste minimisation strategies. All pallets are returned to the supplier or collected by pallet re-use companies. Recycling is well managed within the organisation. For maximum data security and client confidentiality, all our paper waste is shredded on site – and is then sent for re-cycling to produce re-cycled paper. All our cardboard is baled and also sent for re-cycling. All our toner cartridges and batteries are recycled and we are currently looking at new opportunities to treat our waste streams as a resource.



Supply Chain & Transport

We try to strike a balance between our customer requirements and the cost to the environment. We have centralised our collections and deliveries by logistics companies which has enabled us to cut costs and reduce the associated environmental impact by ensuring minimal usage of these services.

We offer the bike-to-work scheme to all employees.



Water Usage

Our sanitary water usage is minimised by reduce the volume required in our cisterns. Our drinking water is de-ionised using the publicly supplied water supply. No disposable cups are used



Communication

We will publish our Sustainability Report publicly on our website, as well as communicating this to other relevant parties within our marketplace and business community.

Tico Mail Works - Hybrid Mail Solution

Our newest service (www.ticohybridmail.com) offers an "in-house from own desk" mailing service for our customers.

Our Tico Hybrid Mail services enable customers to send their mail directly to us from their PCs for us to print in Tico Mail Works, rather than the customer printing these letters (and inserts) at their own printer. We print the letters here in Tico Mail Works, along with any inserts required, we then envelope and post them. And we do this all for less than the price of the postage stamp.

This In turn, this will:

- Reduce energy costs - our equipment is designed for high volumes and efficiency
- Save time and additional documentation– there is no need to process any additional documentation to process orders
- Save transport impacts – our consolidated shipments keep transport requirements to a minimum
- Save toner - our equipment is designed for efficient use of toner
- Save costs – we print the letter, supply the paper and envelope and pay for the postage all for less than the price of the stamp if bought in a post office.

Our Marketplace Practices

Our Marketplace Practices

Our Policies - Promoting Transparency



Sales and Advertising

- We are honest and open in all our business dealings and advertising
- Everything we declare that we can do, we are fully able to deliver
- All services and our complaints procedure are itemised on our website



Customer Feedback and Communication

- We have an annual on-going feedback process for our customers which includes email surveys
- We ensure every customer receives an annual (face to face) review meeting with some customers receiving quarterly review meetings



Our Ethical Purchasing Policy

- We partner with suppliers to provide a unified and excellent service to our clients and focus on building long term relationships with suppliers
- We actively achieve our environmental commitment to only buy paper which comes from resources where trees, grown for paper, are replaced as and when they are cut down, and/or recycled paper
- We have always and will continue to give a commitment to the development of long-term partnerships with our suppliers in-keeping with our well-established ethical and environmental values

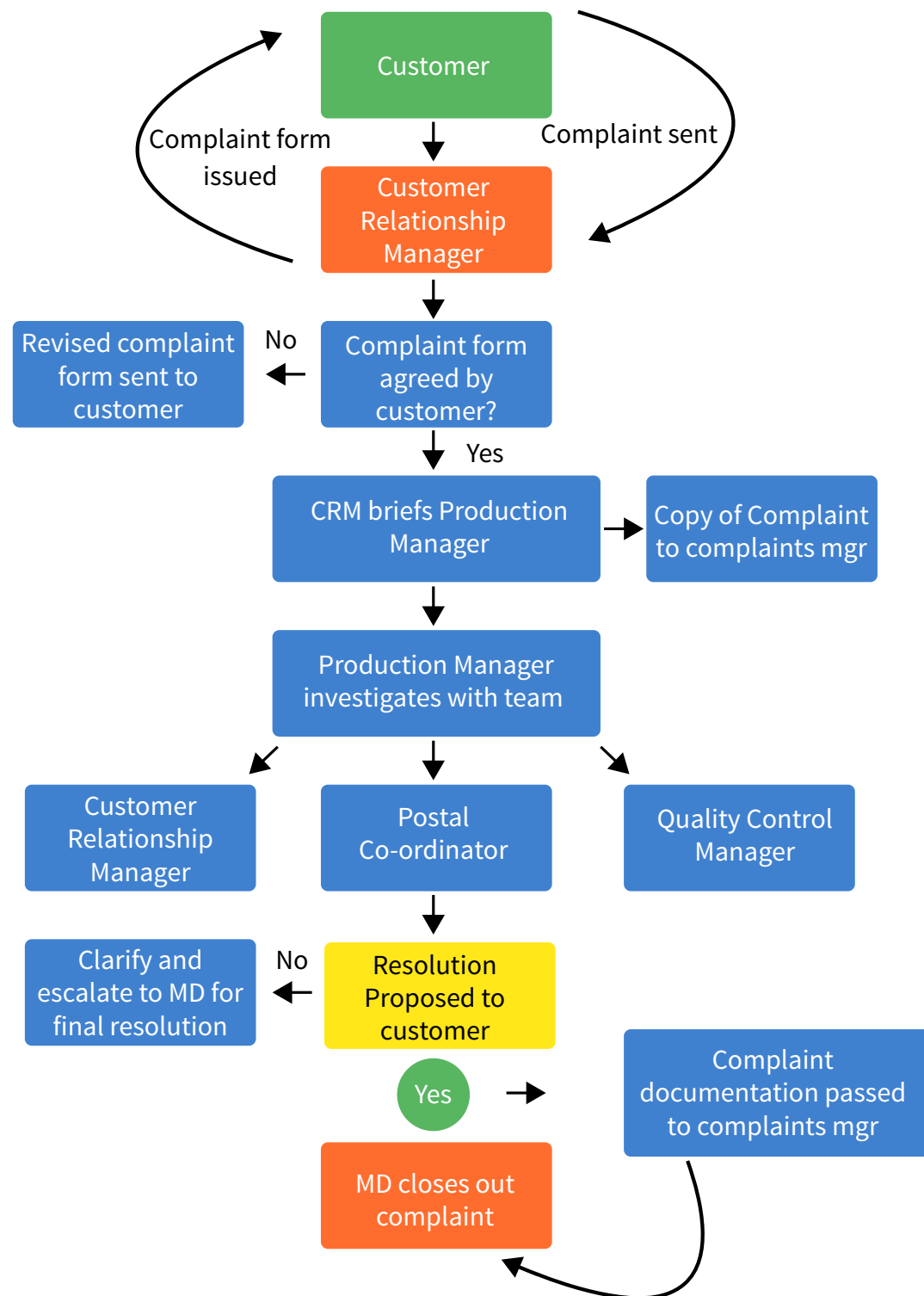
Supply Chain

- We source almost everything that we purchase through local Irish suppliers
- We try to avoid using more distant suppliers, as a local supply chain is more transparent and manageable and it ensures that our products and services are delivered efficiently
- The suppliers in Ireland which we use and would recommend include Bryan S Ryan and Xerox (for printers), An Post (for postal delivery service), Antalis Ireland (paper), Pitney Bowes Ireland (packing machines) and Trimfold Envelopes (manufacturing in Ireland since 1971)



Our Code of Practice for Complaints

Our Code of Practice for handling customer complaints relating to postal and our professional services, is publicly available on our website and summarised below



Our Networks & Business

Two Sides - The Two Sides initiative busts the myths and sets out the facts about print media's attractiveness and sustainability.

Two Sides aspire to ensure that, in today's digital world, print and paper's unique qualities can be enjoyed for generations to come. Two Sides was created in 2008 with members from the graphic communications supply chain, creating a forum for the industry to work together and share experiences; improving standards and practices; maximising customer confidence in our products. Two Sides are an initiative by companies from the graphic communications supply chain including forestry, pulp, paper, inks and chemicals, pre-press, press, finishing, publishing, printing, envelopes and postal operators. Our common goal is to promote the sustainability of the graphic communications supply chain and dispel common environmental misconceptions by providing users with verifiable information on why print and paper is an attractive, practical and sustainable communications medium.



Scan the QR Code to read more about Two Side
And See the truth in there Myths and Facts Section



Business in the Community Ireland (BITCI)

We are connected with Business in the Community Ireland, Ireland's Network for Responsible Business, who work with the largest companies in Ireland to help them develop, manage and measure their corporate social responsibility (CSR) and sustainability strategies.

BITCI's vision is to make Ireland the most responsible place to do business. We are working closely with them in the development of their service to smaller companies like ourselves. This sustainability report is produced with their help.



Universal Postal Union

Our Chief Executive is a founding member of the consultative committee of the UPU and also was a member of their addressing group.



Community Involvement



Community Involvement



Employment

- We recognise the importance of just and sustainable employment as part of a work/ life balance
- Our sustainable business practices will help ensure the survival and continuation of our business and long-term employment of our employees
- We currently provide 38 full-time positions



Community Engagement

We are involved in both ad-hoc and targeted community projects on an ongoing basis, many of which are of significant importance to our employees.

These include:

- Engagement with Saoirse, who provide short term refuge accommodation for women and children suffering domestic abuse, and a 24-hour helpline providing support and a listening, non-judgemental ear
- We are involved in St. Vincent de Paul's Christmas annual hamper packing



Tico Mail Works Quarterly Coffee Mornings

- We run our very own fund-raising coffee mornings approximately every 3 months
- Everyone in the company gets involved in these fun events, which

Community Involvement

International Project - Addressing the Unaddressed (ATU)



How ATU operates

Due to our CEO's background in the worldwide post code and addressing industry and as a member of the United Nations affiliated Universal Postal Union (UPU) Addressing Group, he became involved in their "Addressing the World – An Address for Everyone" initiative in 2010. There are 7 billion people on the planet. But only 3 billion of them have a unique address.

In response to the UPU initiative, the organisation Addressing the Unaddressed (ATU) was co-founded by him. It is a not-for-profit organisation which gives postal addresses to people who live in unplanned settlements – particularly in urban slums.

In addition, the unique address identifier facilitates accurate data processing involved in census taking, social impact assessment and planning by NGOs working in the community.

How ATU operates

ATU employees come from within the community and works closely with the NGOs already working in the community. ATU works with central government, the local authorities, the utilities and the banks to improve the identity of the dwellers.

Why is this work important

This will enable the dweller to

- Have a full address to use in normal daily life
- Receive postal items directly (rather than communally)
- Apply for and receive identity cards, including voter's card and bank accounts with their full address which helps them identify themselves when applying for services from schools, hospital, utilities, local authorities and banks

Tico Mail Works and ATU

All staff in Tico Mail Works are committed to the success of ATU.



United Nations Sustainable Development Goals

We follow the United Nations Sustainable Development Goals especially noting the following:

People

We are determined to end poverty and hunger, in all their forms and dimensions, and to ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment.

Planet

We are determined to protect the planet from degradation, including through sustainable consumption and production, sustainably managing its natural resources and taking urgent action on climate change, so that it can support the needs of the present and future generations.

Prosperity

We are determined to ensure that all human beings can enjoy prosperous and fulfilling lives and that economic, social and technological progress occurs in harmony with nature.

Peace

We are determined to foster peaceful, just and inclusive societies which are free from fear and violence. There can be no sustainable development without peace and no peace without sustainable development.

Partnership

We are determined to mobilize the means required to implement this Agenda through a revitalised Global Partnership for Sustainable Development, based on a spirit of strengthened global solidarity, focussed in particular on the needs of the poorest and most vulnerable and with the participation of all countries, all stakeholders and all people.

The interlinkages and integrated nature of the Sustainable Development Goals are of crucial importance in ensuring that the purpose of the new Agenda is realised. If we realize our ambitions across the full extent of the Agenda, the lives of all will be profoundly improved and our world will be transformed for the better.

Management Team Summary for 2022

Our company mission is:

“To deliver a world class mailing and postal service to our customers, providing for our employees a satisfying career, our suppliers a trustworthy professional business partner, support for the community, protection for the environment, and at the same time doing what we can to help achieve the UN SDGs. We aim to be carbon neutral by 2030.”

As proof to ourselves and the community that we are achieving this mission we have won the following awards over the last few years:

2021

- Sandyford BID – Sustainable Business Impact Award - SME Category – Winner
<https://www.sandyford.ie/news-events/news/sbd-business-impact-awards-finalists-and-winners-2021>
- Chambers Ireland – Sustainable Business Impact Awards – Excellence in CSR by an SME – Runner Up
<https://www.chambers.ie/news/sustainable-business-impact-awards-2021-shortlist-announced>
- Green Awards – Small Company of the Year – Runner Up
<https://www.greenawards.ie/shortlist>

2020

- Chambers Ireland – Sustainable Business Impact Awards – Excellence in CSR by and SME – Winner
<https://www.chambers.ie/events/sustainable-business-impact-awards/shortlist-2020>

As further proof to ourselves, our staff, our customers, suppliers, and our community that we follow best practice we are certified for ISO 14001 showing that we carry out environmental management to (a) minimize how our operations (processes, etc.) negatively affect the environment (b) ensure we comply with applicable laws, regulations, and other environmentally oriented requirements; and (c) continually improve in the above

To back up what we do to maintain our ISO 14001 certification we are also certified for ISO 9001 as proof that we follow quality management principles and ISO 27001 as proof that we handle data professionally and securely.

There are several environmental KPIs that we currently work to which ensure we reduce as far as is possible the environmental impact of the goods and services we provide, which includes the goods and services we are offering in this tender. In the document <https://www.epa.ie/publications/circular-economy/resources/Irish-GPP-Criteria-Paper-and-Printing.pdf> on page 9 are the following Green Public Procurement (GPP) aims:

1. Safeguard forests to ensure that only paper products from legally and sustainably harvested timber are used
2. Promote the appropriate use of recycled paper products
3. Reduce emissions to water, air, and soil during the production process
4. Promote energy-efficient production of paper products
5. Reduce environmental damage or risks linked to hazardous chemicals
6. Promote responsible waste management for paper products

Here is how we achieve the above aims:

1. Safeguard forests to ensure that only paper products from legally and sustainably harvested timber are used

All the paper we use in Tico Mail Works comes from certified sustainably managed forests. We insist on certificates from our paper and envelope suppliers to prove this.

2. Promote the appropriate use of recycled paper products

Where we are requested to do so we supply recycled paper products to our customers. We are a member of the NGO Two Sides and use their information when advising our customers of the benefits to the environment of using recycled paper.

<https://www.twosides.info/documents/factsheets/3-Paper-Recovery-and-Recycling.pdf>

3. Reduce emissions to water, air, and soil during the production process

WATER

We have water conservation measures as follows:

- All toilets have reduced flow cisterns
- All drinking water is from the local municipal supply and is filtered on site before consumption



AIR

We have air cleansing in the production area to extract paper particles.



SOIL

The staff maintain the gardens around the factory, growing trees, flowers, vegetables, and fruit, and supporting biodiversity using bird tables and insect hotels. No weedkillers or chemicals are used in these processes.



- Promote energy-efficient production of paper products

ENERGY USE IN THE FACTORY & OFFICES

All energy (since 2014) used by Tico Mail Works on site comes from renewable resources as certified by the Commission for Energy Regulation:

These certificates are pictured on page 17 above.

ENERGY USE FOR LIGHTING

All lighting in the factory and offices now (since 2019) comes from LEDs, reducing our energy needs by over 10% annually.

ENERGY USE FOR TRANSPORT

Of the 22 staff who drive cars to work, 11 of them now (end of 2021) have electric vehicles whose purchase was supported by the company. The savings in terms of carbon emissions are approximately 22 tCO₂e (tonnes of carbon dioxide CO₂ equivalent)

- Reduce environmental damage or risks linked to hazardous chemicals

All inks used are Xerox own inks designed to have a minimal impact on the environment, see: <https://www.xerox.com/en-us/innovation/insights/sustainable-ink>

- Promote responsible waste management for paper products

All paper products which are not posted as mail items or sent back to the customers are recycled. All paper is shredded securely on site using Great White's weekly on-site service.

This service is as follows:

- We have secure, locked containers in our offices in which is placed all printed paper.
- When Great White arrive, these locked containers are wheeled to the warehouse door where the Great White van awaits and are loaded into the van for shredding.
- When the shredding is completed Great White present is with a Certificate of Destruction after each service.
- All shredded paper is 100% securely recycled by Great White.

FINALLY – OUR ANNUAL SCOPE 1,2 & 3 DECLARATION

We have produced our second Annual Scope 1,2&3 Declaration. This shows that our company's emissions for the financial year end June 2022 were just over 130 t/CO₂e. We will be producing a similar report each year from now on with the aim that we will reach net zero by end of 2030.

SIGNED by the Management of Tico Mail Works:

Alex Pigot
Managing

Gareth Steed
Finance

Mary Pat McAlarey
Marketing

Jason Handbridge
Operations

Robin Pigot
Sales

Svaja Jakubiene
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