

FOR A STRONGER TOMORROW



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WHO WE ARE

Linney is a creative marketing agency with specialisms in design, print and fulfilment.

Our full-service capabilities, from ecommerce expert and print provider to warehousing resource and creative consultancy, are giving brands a competitive edge in an ever-changing world.

Established in 1851 by the Linney family, we're still family-owned, family-run, and proudly based in Mansfield, Nottinghamshire.

*“Change is everything.
It’s why we’ve been
restless since 1851.”*

– Nick Linney, Chairman



EXECUTIVE SUMMARY

Sustainability: it's who we are *A note from Charlie Linney*

We are proud to present our annual ESG (Environmental, Social, and Governance) report, 2023.

Since our last report, we've been seeing the benefits of our investment in solar energy and energy efficiency. In addition, our adoption of automated fulfilment and packaging systems has enhanced efficiency, moving us forward into ever leaner, and more sustainable operations.

Our 'My Benefits' programme for our people continues to grow and gain traction, and thanks to the guidance of our sustainability council, we've been embedding this work even more deeply into our culture, ensuring every one of us is actively upholding our values and contributing to our progress.

ESG and running a responsible business continue to be a high priority for our clients too, and we're committed to playing our part in supporting their sustainability goals, leading by example and exceeding expectations. By maintaining a steadfast focus on our environmental and social responsibilities, we aim to deliver value to our clients while minimising our 'commitment to being a responsible business'.



We're proud to report an improvement in our CDP (Carbon Disclosure Project) and EcoVadis ratings, which reflect our continued commitment to transparency and accountability. We've also developed a robust framework aligning our operations with ISO 26000 social responsibility standards, further enhancing our commitment to responsible business practices.

The headlines are that we're actively progressing our net zero roadmap and remain confidently on track to achieve our 2025 goals. To add to this, we've committed to the Science-Based Targets initiative (SBTi), further demonstrating our resolve when it comes to global climate action.

As you will see in this report, we continue to build on our legacy of environmental stewardship. As the world evolves, we remain resolute in our pursuit of new goals and opportunities to further integrate best practice into every aspect of our business.

UNSDGs

1  NO POVERTY	2  ZERO HUNGER	3  GOOD HEALTH AND WELLBEING
4  QUALITY EDUCATION	5  GENDER EQUALITY	6  CLEAN WATER AND SANITATION
7  AFFORDABLE AND CLEAN ENERGY	8  DECENT WORK AND ECONOMIC GROWTH	9  INDUSTRY, INNOVATION AND INFRASTRUCTURE
10  REDUCED INEQUALITIES	11  SUSTAINABLE CITIES AND COMMUNITIES	12  RESPONSIBLE CONSUMPTION AND PRODUCTION
13  CLIMATE ACTION	14  LIFE BELOW WATER	15  LIFE ON LAND
16  PEACE, JUSTICE AND STRONG INSTITUTIONS	17  PARTNERSHIPS FOR THE GOALS	 NET CARBON NEUTRAL

Our commitments

Working with the United Nations Sustainable Development Goals

Aligning our sustainability strategy to the United Nations Sustainable Development Goals (SDGs) provides us with a comprehensive framework to tackle global challenges and drive meaningful change.

This ongoing commitment extends to our clients too. As a business working with major global brands, we have an opportunity to help and support them towards sustainable business models.

By sharing knowledge and best practice from our field, we help our clients improve their social and environmental impact.

By embracing the SDGs and monitoring our performance against them, we strengthen our reputation as a socially responsible business, sharpen our competitive edge, and contribute to a better world for future generations. Together, we can make a difference.

ACCREDITATIONS AND CERTIFICATIONS

Our accreditations

Striving for the highest standards

Through accreditations, awards and memberships, we ensure our sustainability practices align with the highest industry standards.

Our dedication to reporting carbon emissions and implementing strategies to reduce environmental impact have been recognised with a B rating from CDP.

We've made substantial progress in our EcoVadis assessment, earning a silver rating in 2023, which highlights our commitment to corporate social responsibility, sustainable procurement practices, and ethical business conduct.

We've been independently verified and are actively working in line with ISO 26000 social responsibility guidance, demonstrating our dedication to fostering positive social impacts, respecting human rights, and engaging in responsible business practices.



Certified Carbon Balanced printer



The Climate Pledge member



EcoVadis certified



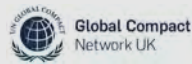
Sedex member



Annual Carbon Disclosure Project submission completed



Member and sustainability multi-award winner



UN Global Compact aligned



UNSDGs guide how we operate



SafeSupplier verified



Two Sides member



ISO standards:

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

SBTi

Joining the Science-Based Targets initiative

Reducing our greenhouse gas emissions

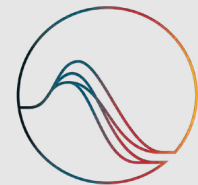
We've taken the significant step of starting the verification process of our net zero roadmap and signing a letter of commitment to the Science-Based Targets initiative – a body that helps organisations establish science-based targets for greenhouse gas (GHG) emissions reduction.

Science-based targets provide clear guidance on how much and how quickly organisations should reduce their emissions to mitigate the impacts of climate change. These targets must align with the latest climate science and support the goals of the Paris Agreement, which aims to limit global warming to 1.5°C above pre-industrial levels.

Our targets – developed using tools provided by the SBTi – include a 70% reduction in combined Scope 1 and 2 emissions and a 42% reduction in Scope 3, all by 2030. We've also established a long-term net zero target, aiming for a 90% reduction in total emissions by 2040.

By undertaking the verification process and committing to science-based targets, we are aligning with the best available science and contributing to global climate action.

You'll find more on our Science-Based Targets on page 38.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

OUR FOUR PILLARS

Measuring our success

Linney is a business built on insight and strategy, and our ongoing commitment to Environmental, Social, and Corporate Governance is no different. The guiding principles we apply to every piece of work are:

Stay restless

We've been restless since 1851 – it's our mantra. And it's how we keep showing up and challenging every aspect of what we do.

Be the change

It's not in our nature to sit back and wait. When it comes to positive action, we're in the driving seat and bringing our partners along with us.

We then measure our success against four key pillars:



ENVIRONMENT

Our carbon footprint is a key consideration at all stages of design, development, manufacturing and beyond.



COMMUNITY

We have long-standing links with local schools, colleges and universities. We're also committed to supporting local community groups, charities and social enterprises.



PEOPLE

We're passionate about recruiting and retaining talented people who reflect our wider society, creating a work environment that's inspiring, diverse and fair for everyone.



SUPPLY CHAIN

We're dedicated to promoting environmental, social and ethical excellence throughout our supply chain, ensuring that all partners share our values.



OUR ENVIRONMENT

OUR ENVIRONMENT: GOALS

By 2025, we aim to...



REDUCE CARBON EMISSIONS BY
6,000 TONNES

...that's the equivalent of 600 flights
between Paris and New York.



REDUCE ELECTRICITY BY
8.7M KWH

...that's the amount of energy used by
4,000 typical UK households per year.



REDUCE OVERALL WASTE BY
30%

...through increased recycling,
smart supply chain initiatives and
business manufacturing efficiencies.



PLANT
25,000 TREES

...by working in partnership with the
Sherwood Forest Trust to help support an
area of natural beauty for future generations.

OUR ENVIRONMENT: ACTIONS

Actions we've taken in the last year



SDG 7

SOLAR POWER

A 2,500-panel, 999kWh solar system on the roof of Linney Make is now generating around 14% of our overall energy usage and reducing our carbon emissions by 9%. We've obtained permission to increase the system by another 20%.

★ **Solar power to be increased by another 20%.**



SDG 9

WASTE NO SPACE

We've doubled the size of AutoStore™, our automated fulfilment system, making more efficient use of space, time and energy when storing and picking products. This has reduced our storage needs by 5,574 square metres – almost 28 and a half tennis courts.

★ **Storage needs reduced by 28.46 tennis courts.**



SDG 12

SUSTAINABLE SHIPPING

Our newly installed Genesys boxing machine scans products and then automatically cuts and creates a box the perfect size, reducing waste, saving space, and eliminating the need for void-fill materials.

★ **Wasted space reduced by up to 40%.**



SDG 12

STILL ZERO TO LANDFILL

Through improved waste segregation and efficient use of materials, we've increased recycling rates to 87% of all waste, with the remaining 13% going to energy recovery to generate power for household use.

★ **87% of waste recycled.**



SDG 15

WORLD LAND TRUST

We continue to support the work of the World Land Trust by investing in the protection of 382,000 square metres (around 53.5 football pitches) of critically endangered rainforest in Ecuador, Mexico and Vietnam, and helping sequester over 2,000 tonnes of CO₂.

★ **382,000sqm of rainforest protected.**





OUR COMMUNITY

OUR COMMUNITY: GOALS

By 2025, we aim to...

INVEST IN

LOCAL BIODIVERSITY



Our business is in the heart of Sherwood Forest, one of the UK's most iconic and prized woodland areas. Through our rewilding activities, we are committed to helping preserve nature and fight climate change through preservation and regeneration projects.

PROVIDE

COMMUNITY SUPPORT



Our roots are deeply connected to our community and we realise the difference it makes when businesses actively support wonderful community causes. This includes working with schools, community groups, a diverse range of charities, and much more. When we think we can make a difference to the lives of others, we try to do so.

CREATE AND PROMOTE

WORK OPPORTUNITIES



Young people are the future – nurturing their talent and power is an important way of creating positive change. We'll continue to offer work placements to young people to equip them with real-world skills.

OUR COMMUNITY: ACTIONS

Actions we've taken in the last year



SDG 10

DONATIONS

Our Regenerate retrade programme has sold thousands of items through its web store, eBay and pop-up shops, raising valuable funds for worthy causes. In addition, we've donated thousands of pounds of unwanted products and materials to our community.

★ **£30k of community donations.**



SDG 4

STUDENT PLACEMENTS

We continue to offer work placements for school, college, and university students to familiarise themselves with work life and to grow and develop their skills.

★ **65 placements in 12 months.**



SDG 10

SCHOOL OUTREACH

We create our Power¹ notebooks from paper offcuts, and for each one we sell, we donate a notebook to a child in a Nottinghamshire primary school. Thanks to our generous clients, we donated 10,970 books in 2022.

★ **10,970 sustainable notebooks donated.**



SDG 3

SKEGNESS BIKE RIDE

Once again spearheaded by some fantastic Linney people, the charity bike ride to Skegness saw over 80 people riding from Nottinghamshire to Skegness in aid of The Brain Tumour Charity.

★ **£3,900 raised for The Brain Tumour Charity.**



SDG 13

REWILDING THE LOCAL LANDSCAPE

To support Linney's commitment to planting 25,000 trees, our teams have been busy helping re-establish the magnificent Sherwood Forest with tree-planting days alongside the Sherwood Forest Trust.

★ **8,000 trees planted in 12 months.**



SDG 15

SUPPORTING THE RSPB

To encourage partners to take part in our client survey, we commit to making a charity donation on their behalf every time we get a response. This year we donated £5 for every completed survey, and the money raised went to the RSPB. The cash has gone towards their work managing the trees, birds, and wildlife around the famous Major Oak in Sherwood Forest.

★ **£560 donated to the RSPB.**



OUR PEOPLE



OUR PEOPLE: GOALS

By 2025, we aim to...



CONTINUE TO PROMOTE **EQUAL OPPORTUNITIES**

We're committed to recruiting and retaining talented people who reflect our wider society and creating a workplace that's inspiring, safe and diverse.



MAINTAIN STANDARDS OF **HEALTH AND SAFETY**

We'll reduce the frequency and severity of accidents year on year through ongoing continuous improvement.



REMAIN A **ZERO DISCRIMINATION EMPLOYER**

We won't ever stop challenging discrimination, whatever form it takes. We're a discrimination-free business, and there are no exceptions to this rule.



SUPPORT OUR EMPLOYEES' **HEALTH AND HAPPINESS**

We're nothing without our people – and that's why employee wellbeing is at the centre of our Linney Healthy Values. We do our very best to encourage a balanced approach to working life, with initiatives like hybrid working, workplace yoga and more.

OUR PEOPLE: ACTIONS

Actions we've taken in the last year



 SDG 11

EV AND CYCLE TO WORK

As part of our employee benefits and incentive scheme, we include options to support people wanting to lease electric vehicles and buy bikes to reduce transport emissions when commuting.

★ **47 people joined our EV and cycle schemes.**



 SDG 8

HEALTH AND SAFETY

We never compromise when it comes to the health and safety of our people and are always looking for ways to improve processes and procedures to maintain the highest standards. In addition to robust internal reviews, we undergo a number of external audits, including one by the British Print Industry Federation.

★ **93% score in BPIF safety audit 2023.**



 SDG 3

ADDITIONAL HOLIDAY PURCHASING SCHEME

Everyone at Linney has the opportunity to top up their annual leave allowance with our holiday purchasing scheme. It's proving to be a popular employee benefit with over a quarter of colleagues taking advantage of the scheme.

★ **26% of colleagues purchased extra holidays.**



 SDG 3

WELLNESS

A Lego session, flower planting, and zorbing are just some of the fun, low-cost ways we've been supporting our teams' wellbeing. We run 5-a-side football, lunchtime crochet and a lively book club. There's also a weekly morning yoga session to set the tone of the day.

★ **Over 1,100 amazing people in our business.**



 SDG 3

MENTAL HEALTH FIRST AID TRAINING

We are committed to providing a supportive working environment that promotes healthy mental wellbeing and ensures everyone is treated with dignity and respect. When our people need support with their mental health and wellbeing, we make sure we're there to help.

★ **8 new mental health first-aiders trained.**



 SDG 12

POP-UP SHOPS

Our Regenerate discount charity pop-up shops are hugely popular. With surplus stock donated by clients and made available to our people at heavily discounted prices, the initiative offers a great bargain, avoids items going to waste, and raises money for good causes.

★ **1,583 transactions.**



OUR SUPPLY CHAIN: GOALS

By 2025, we aim to...



UNDERTAKE EACH PROJECT WITH A **TREAD-LIGHTLY APPROACH**

We'll carefully plan how we work, using only what we need – with each resource being as sustainable and environmentally friendly as possible. Our priority is reducing our carbon footprint throughout our value chain.



ENSURE ALL SUPPLIERS SIGN THE **LINNEY SUSTAINABLE SUPPLIERS' CODE OF CONDUCT**

Our supply chain partners must be as committed to sustainability as we are, across every area of their businesses.



CONTINUE OUR COMMITMENT TO **SUSTAINABLE PROCUREMENT**

Working with many different businesses and procuring hundreds of distinct items, we have a responsibility to make sure we source sustainably – with our procurement team trained to make judgements that are environmentally and ethically sound.

OUR SUPPLY CHAIN: ACTIONS

Actions we've taken in the last year



SDG 17

SHARING KNOWLEDGE

Furthering our commitment to collaborating with clients and suppliers as well as other industry professionals, we hosted the Institute of Sale Professionals sustainability summit, with our people leading many of the discussions.

★ **27 business representatives attended the summit.**



SDG 12

PARTNERSHIPS FOR GOOD

Thanks to the success of our Power¹ campaign – repurposing waste paper into notebooks – we've partnered with our biggest paper suppliers to repurpose their waste, increasing the number of books we can create and the amount of waste we can divert.

★ **12 pallets of paper recycled in the last year.**



SDG 8

SUSTAINABLE SUPPLY CHAIN

Since the launch of our sustainable suppliers' Code of Conduct, we've been making sure existing suppliers maintain their commitment to it, and all new suppliers sign it. It's great to see our suppliers are as committed to a sustainable future as we are.

★ **85% of our suppliers have signed our Code of Conduct.**



SDG 17

SHARED VISIONS AND BENCHMARKING

Ensuring our suppliers understand our environmental goals can help build shared visions. This year we undertook a sustainable suppliers' survey to establish how many of our top 25 suppliers have net zero goals and are tracking their carbon emissions and other actions.

★ **Our sustainable suppliers' survey had a 92% response rate.**



SDG 9

SCOPE 3 ACTIONS

The paper we buy for our print business accounts for the largest part of our emissions, which is why we're working closely and strategically with our paper suppliers. We were delighted when our largest paper supplier, Denmaur, announced its net zero targets had been verified by the SBTi.

★ **Our biggest paper supplier plans to be net zero by 2050.**



OUR CASE STUDIES

Our green displays win gold

Linney's sustainable retail displays won five awards – four of them gold – in a year of record entries at the POPAI Awards 2022.

A flat-pack free-standing display unit for L'Oréal that saves space and can be built in under two minutes was a triumph for the Linney Display team, who won gold in the Sustainability – Temporary Display category.

To distribute 500 units of this unique flat-pack, FSDU requires 186kg of CO₂ and less than one full truck, meaning we deliver nearly 1,000kg of CO₂ savings every time we replace an assembled FSDU with a flat-pack alternative.



Almost 1,000kg of CO₂ savings per unit



A sustainable toolkit

We've been utilising POPAI's eco-indicator tool, Sustain®, to assess and minimise the environmental impact of our 3D point-of-sale units. With this smart technology, we can evaluate the entire lifecycle of our units.

Backing the future

Linney has signed up as headline sponsor of POPAI's 2024 Sustainability and Compliance in Retail research project. The report will study compliance within environmental practices by brands, retailers, and installation specialists.





Continuous improvement

We've been restless since 1851 – it's our mantra, and we live and breathe it with constant benchmarking of investment in our manufacturing tools and processes.

Recent developments include the installation of a state-of-the-art Genesys CMC packaging-making machine by world-leading company CMC Packaging Automation. This means we can work in a quicker, slicker, more cost-effective and environmentally friendly way.

We've also made big moves in our film and animation department, with spend going into our virtual production arm and a 7mx5m LED wall – helping our clients get their messages out with less travel and more impact.



Starring sustainability

Sustainability is more than just a 'nice to have' for Linney. We're constantly looking for ways to do better for the environment we live in, and benchmarking is an important part of this.

The most recent Environmental Packaging Summit gave us insight from Defra, how we can use data to help mitigate costs, and how digital packaging can play a crucial role in boosting recycling.

We're excited to use what we've learned in future projects, helping our business – and our clients – become more sustainable.





One man's waste

Our reduce, reuse, recycle pledge is all about making the most of what we've got – and turning it into things that are even better.

Linney Regenerate was founded with the aim of creating beautiful, functional products out of waste material.

We repurpose our waste card into bespoke lighting, and wastepaper into our Power¹ notebooks. These can be co-branded for offices and events, and for every notebook we sell, we donate one to a child at a local primary school.

We also take on surplus stock for clients and donate it whenever we can – like these dancing llama toys we took to King's Mill Hospital in Sutton-in-Ashfield.



10,970 Power¹ notebooks donated to children across Nottinghamshire



Lighting the way

Our team of in-house sustainability experts was the natural choice for Nottingham-based law firm Browne Jacobson, which commissioned Linney Regenerate to create unique table centrepieces for its annual conference.

We designed a handmade light feature that showcased a stunning curved grain style, with each light displaying a map of one of the six cities where the law firm operates.



Screen vs print

We partnered with one of our global clients to conduct a life cycle assessment, comparing digital screens and point of sale (POS) in-store. The objective was to evaluate the environmental impact of each material, helping us direct clients to the most sustainable POS solution.

This collaboration emphasises our shared commitment to sustainability and our dedication to empowering our clients with data-driven guidance. The findings of this study will enable our client and other businesses to make more conscious decisions.

Together with our clients, we continue to optimise our in-store displays as part of our commitment to a greener future.



Giving back to our community

From donations of stationery and materials at local schools to dropping off over 500 pouches of baby food to the Sherwood Forest Foodbank, we get our clients on board and work hard to give back to our community as much and as often as we can.



Sustainability as the default choice

Are you really trying to be more sustainable? This was the question posed by Linney's James Nevard during a collaborative workshop exploring how organisations can promote sustainable eating and reduce meat consumption.

James examined the gap between intention and action, using data and case studies from the workshop as examples of how we can make informed decisions that have a tangible impact on the environment.

These engaging forums and workshops play a vital role in educating and empowering our people, ensuring that sustainable thinking is embedded in the mindset of every individual at Linney.

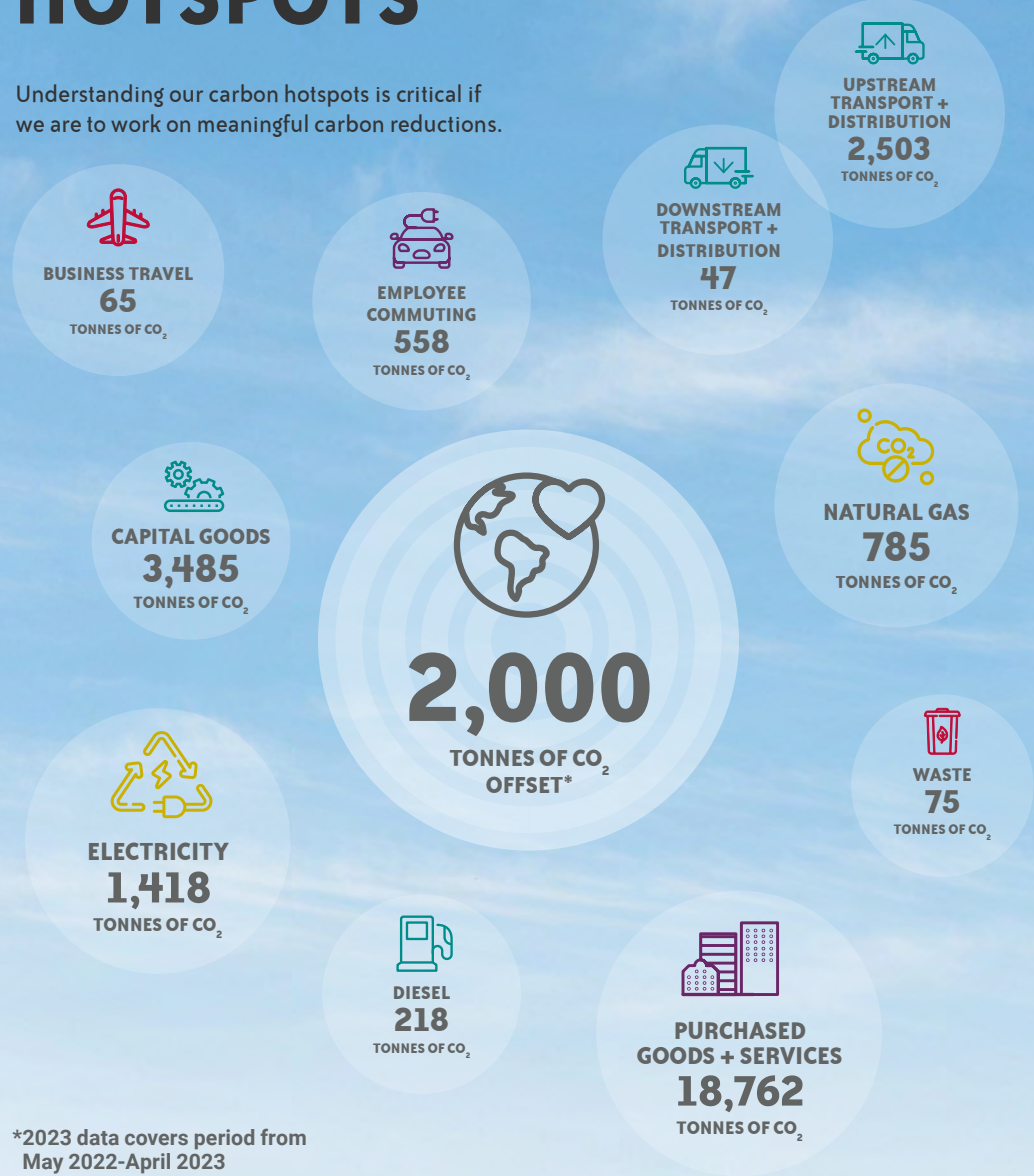




OUR IMPACT

HOTSPOTS

Understanding our carbon hotspots is critical if we are to work on meaningful carbon reductions.



*2023 data covers period from May 2022-April 2023

CARBON FOOTPRINT

Our detailed carbon footprint report has been developed in accordance with the Greenhouse Gas Protocol and gives a detailed insight into the carbon hotspots for our business.

	Activity type	Tonnes of CO ₂ e			
		2019/20	2020/21	2021/22	2022/23
Scope 1	Company premises	982	1,111	991	827
	Company vehicles	396	239	332	306
	Scope 1 – total	1,379	1,350	1,322	1,133
Scope 2	Purchased electricity (location-based)	2,230	1,512	1,621	1,418
	Purchased electricity (market-based*)	3,171	2,471	3,212	3,082
Totals	Scope 1 + Scope 2	3,608	2,862	2,943	2,551
Scope 3	Purchased goods and services	21,006	10,547	15,487	18,762
	Capital goods	1,597	1,772	1,525	3,485
	Fuel and energy-related activities (not included in Scope 1 or Scope 2)	766	567	864	728
	Upstream transport and distribution	2,236	1,414	1,668	2,503
	Waste generated in operations	94	56	81	75
	Business travel	125	27	49	65
	Employee commuting	586	226	491	558
	Downstream transportation and distribution	52	30	53	47
	End-of-life treatment of sold products	2,093	1,227	2,210	1,953
	Scope 3 – total	28,555	15,866	22,427	28,176
	Totals	Scope 1 + Scope 2 + Scope 3	32,164	18,782	25,370
Other	Scope 1 and 2 biogenic emissions	1,689	1,096	2,299	2,245
Intensity ratios: Scope 1 + 2 + 3 location-based	tCO ₂ e per £1m of turnover	32.1	24.1	25.5	26.8
	tCO ₂ e per employee	28.4	17.9	24.6	26.1
	tCO ₂ e per tonne of production	4.2	4.2	3.2	4.5

*Market-based not included in totals.

Reporting years		
2019	01/05/2019	30/04/2020
2020	01/05/2020	30/04/2021
2021	01/05/2021	30/04/2022
2022	01/05/2022	30/04/2023

	2019/20	2022/23	% Change from base year
Scope 1	1,379	1,133	-18%
Scope 2	2,230	1,418	-36%
Scope 3	28,555	28,176	-1%
Total	32,164	30,727	-4%

PROGRESS

Our progress

Since 2020, we've been making steady progress towards our 2025 goals. Between then and now, we have:

1. Source: DEFRA 2021, 0.27596kg of CO₂e per mile in average car, (fuel unknown)
2. Source: Ofgem 2023, average 2-3 bedroom house; 2 to 3 people, consuming 2,900kWh annual www.ofgem.gov.uk/average-gas-and-electricity-usage
3. Source: www.marinemammalcenter.org/animal-care/learn-about-marine-mammals/cetaceans/blue-whale
4. Source: www.woodlandtrust.org.uk/plant-trees/advice/how-to-plant/



Reduced our total Scope 1 and 2 emissions by 29%

A reduction of 1,057 tCO₂e, equivalent to driving 3.8 million miles in an average car¹

Target 30%



Reduced our electricity consumption by 16%

A reduction of 1.4 million kWh, enough energy to power 480 average UK homes for a year²

Target 20%



Reduced our waste by 18%

A reduction of 757 tonnes across all waste streams, a volume equivalent to more than five blue whales!³

Target 30%



Planted 16,666 trees

Covering an area larger than fourteen football pitches.⁴

Target 25,000

SCIENCE-BASED TARGETS

Our targets

Why we've set science-based targets

Science-based targets show organisations how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change.

Targets are considered 'science-based' if they are in line with what the latest climate science says is necessary to meet the goals of the Paris Agreement – to limit global warming to 1.5°C above pre-industrial levels.

Our targets

Our science-based targets have been created using the guidance and modelling tools published by the Science-Based Targets initiative (SBTi).

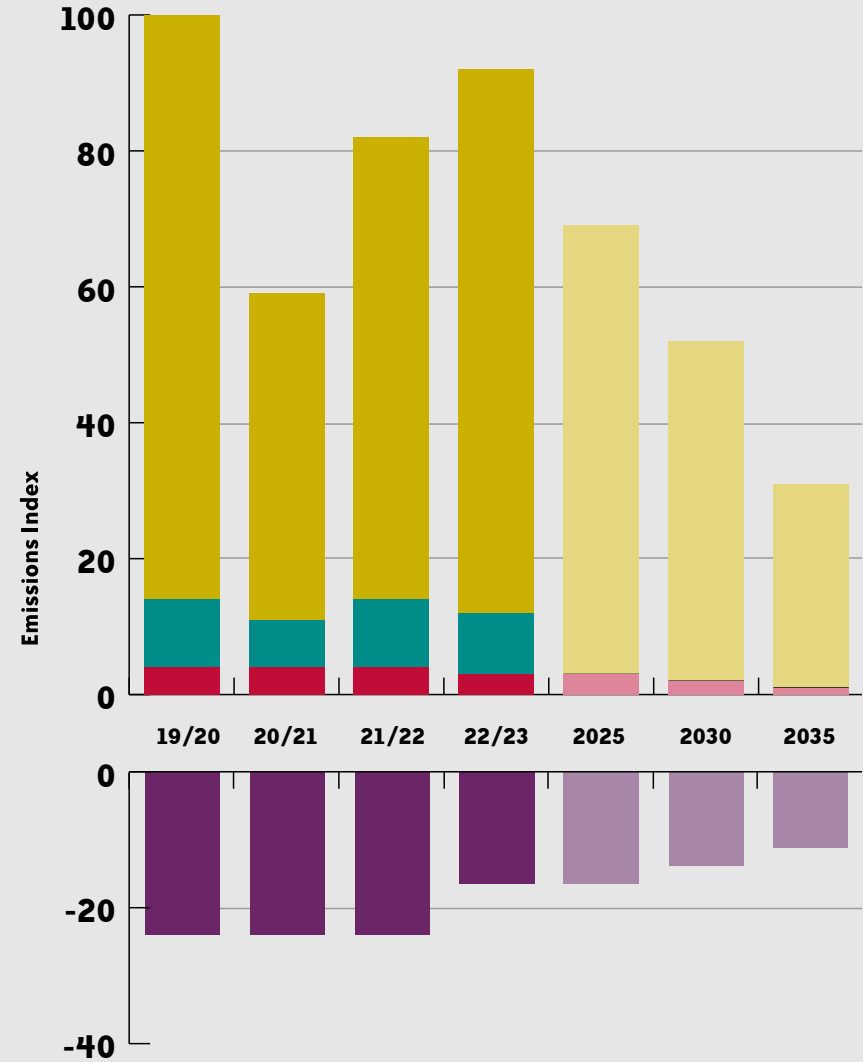
Our near-term targets:

70% reduction in combined Scope 1 and 2 emissions by 2030

42% reduction in Scope 3 emissions by 2030

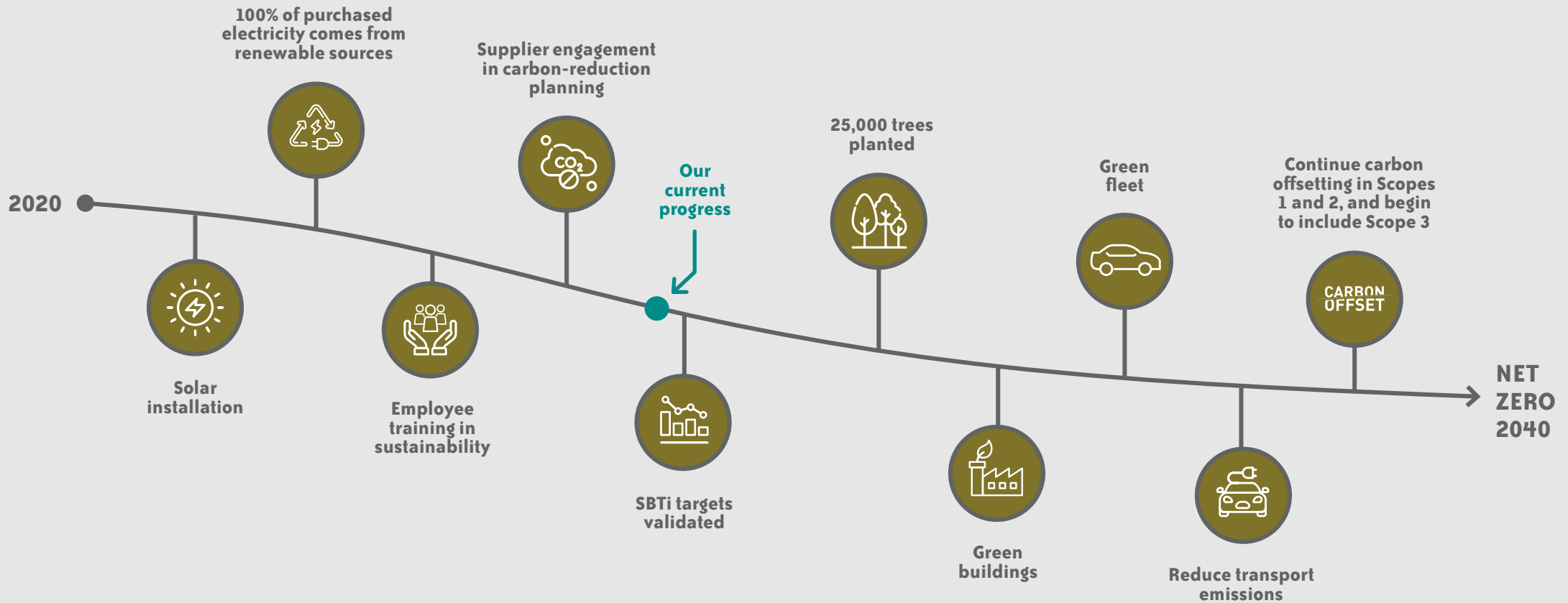
Our long-term, net zero target:

90% reduction in total emissions by 2040



CARBON ROADMAP

Our Carbon Roadmap is a detailed, clear and ambitious route to achieving our goal of net zero by 2040.



GRI STANDARD DISCLOSURES

Reporting standards

GRI Standard	Disclosure	Page Number
102-1	Name of the organisation	Title page
102-2	Activities, brands, procedures and services	3
102-4	Location of operations	3
102-6	Markets served	3
102-7	Scale of the organisation	3
102-9	Supply chain	22-25
102-10	Significant changes to the organisation and its supply chain	22-25
102-12	External initiatives	26-33
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102-14	Statement of senior decision-maker	4
102-15	Key impacts, risks and opportunities	34-43
102-16	Values, principles, standards and norms and behaviour	3-5
102-18	Governance structure	4
102-19	Delegating authority	3
102-20	Executive-level responsibility for economic, environmental and social topics	4
102-50	Reporting period	Title page
102-53	Contact point for questions regarding the report	44
102-55	GRI content index	42
305-1	Direct (Scope 1) GHG emissions	36-39
305-2	Energy indirect (Scope 2) GHG emissions	36-39
305-3	Other indirect (Scope 3) GHG emissions	36-39
305-5	Reduction of GHG emissions	36-39

TERMINOLOGY

BIOGENIC EMISSIONS:

The carbon in wood, paper, grass trimmings, and other biofuels that was originally removed from the atmosphere by photosynthesis and, under natural conditions, would eventually cycle back to the atmosphere as CO₂ due to degradation processes.

CARBON BALANCED PRINTING:

The unavoidable carbon emissions of a business are calculated, verified by a third party and balanced and certified by a body such as the World Land Trust.

CARBON EMISSIONS:

Also known as greenhouse gas emissions, these are emissions of carbon dioxide that are released into the atmosphere and which have a detrimental effect on the planet, such as global warming.

CARBON NEUTRAL:

Refers to achieving zero carbon emissions (across Scope 1 and 2 categories) through avoidance and reduction of CO₂ or via carbon offsetting.

CARBON OFFSETTING:

Reducing emissions of greenhouse gases by purchasing credits through emissions reduction projects or carbon trading schemes.

CIRCULAR ECONOMY:

An economic model of consumption that's based on designing out waste and pollution by keeping products and materials in use, while also benefiting the environment.

CLOSED LOOP:

When a product is used, recycled and then made into a new product – whether the same as or different from its original form.

CO₂:

Carbon dioxide, a greenhouse gas. In simple terms, a contributor to global warming and the gas most commonly emitted by mankind.

CO₂e:

Carbon dioxide equivalent, a lay expression for describing other greenhouse gases in a common measurement unit. This allows 'bundles' of greenhouse gases to be expressed as a single number.

CORPORATE SOCIAL RESPONSIBILITY (CSR):

A set of measurable standards used to help a company stay accountable to its societal and ethical goals.

ENVIRONMENTAL AND SOCIAL GOVERNANCE (ESG):

A set of measurable standards used to track how a company handles its environmental and social obligations.

FSC:

The Forest Stewardship Council is an international non-profit making organisation founded to support the world's forests.

FUGITIVE EMISSIONS:

Greenhouse gas emissions from leaks and other irregular releases of gases or vapours from a pressurised containment – such as appliances, storage tanks, pipelines, wells, or other pieces of equipment.

GREENWASHING:

A false, misleading or untrue action or set of claims made by an organisation about the positive impact that a company, product or service has on the environment.

GLOBAL WARMING/CLIMATE CHANGE:

The unusually rapid increase of the world's average surface temperature, causing a long-term shift in weather patterns. Primarily caused by the burning of fossil fuels and the greenhouse gases released in the process.

GREENHOUSE GASES:

Certain gases in the atmosphere (water vapour, carbon dioxide, nitrous oxide and methane, for example) that trap energy from the sun.

MOBILE COMBUSTION:

Emissions from the transportation of materials, products, waste, and employees resulting from the combustion of fuels in company-owned or controlled mobile combustion sources (e.g. cars, trucks, buses, trains, ships).

NET ZERO:

Refers to achieving zero carbon emissions (across Scope 1, 2 and 3 categories) through aggressive carbon avoidance and CO₂ reduction plans or via carbon offsetting.

RECYCLABLE:

A product which can be repurposed or converted into another usable item.

RENEWABLE:

A product or energy source that is constantly replenishable.

STATIONARY COMBUSTION:

Sources of greenhouse gas emissions from devices that combust solid, liquid, or gaseous fuel, generally for the purposes of producing electricity, generating steam, or providing useful heat or energy for industrial, commercial, or institutional use, or reducing the volume of waste by removing combustible matter.

SUSTAINABILITY:

The practice of maintaining an ecological balance to avoid the unnecessary depletion of the world's natural resources.

SUSTAINABLE:

A concept, organisation or business that has minimal negative impact on the global or local environment, community, society or economy.

UNSDG:

The United Nations Sustainable Development Goals are a set of 17 actions needed to help turn back the clock on climate change. The UNSDGs corresponding to our four pillars:

- a. **Environment** (UNSDGs: 7, 9, 12, 13)
- b. **Community** (UNSDGs: 3, 4, 8, 10, 11, 15)
- c. **People** (UNSDGs: 3, 5, 8, 10, 11)
- d. **Supply Chain** (UNSDGs: 1, 3, 5, 8, 11, 12, 14, 15, 17)

Sustainability at Linney
ESG Report 2023

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