



Sustainability Report 2025

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CEO Introduction

“At Cole Fabrics, we see sustainability not just as a responsibility, but as an exciting opportunity to shape a better future.

As a small medium enterprise company, we are dedicated to innovative solutions. We believe that meaningful change often starts with focused actions. Over the years, we have made significant strides in sourcing more sustainable materials, reducing waste and improving operations. Each step brings us closer to our vision and strengthens the partnerships we have built with our suppliers and clients.

This report reflects our progress and our optimism for what lies ahead. We’re excited about the path we’re on and committed to making an even greater impact in the years to come.”



This report covers the period between the 1st of January to the 31st of December 2024 for our Nottingham Site only.



Our Company Profile

Cole Fabrics Plc is a small to medium enterprise, consisting of 57 employees. Our headquarters is based in Nottingham, UK. As a family-run business, we are dedicated to creating local employment opportunities while supplying our products globally.

In a nutshell, we are all about ribbons, from garment wash care labels to decorations that adorn gifts. But we don't like to be boxed in; we are not just ribbon aficionados, we also make:



Bows



Tassels



Totes



Pouches



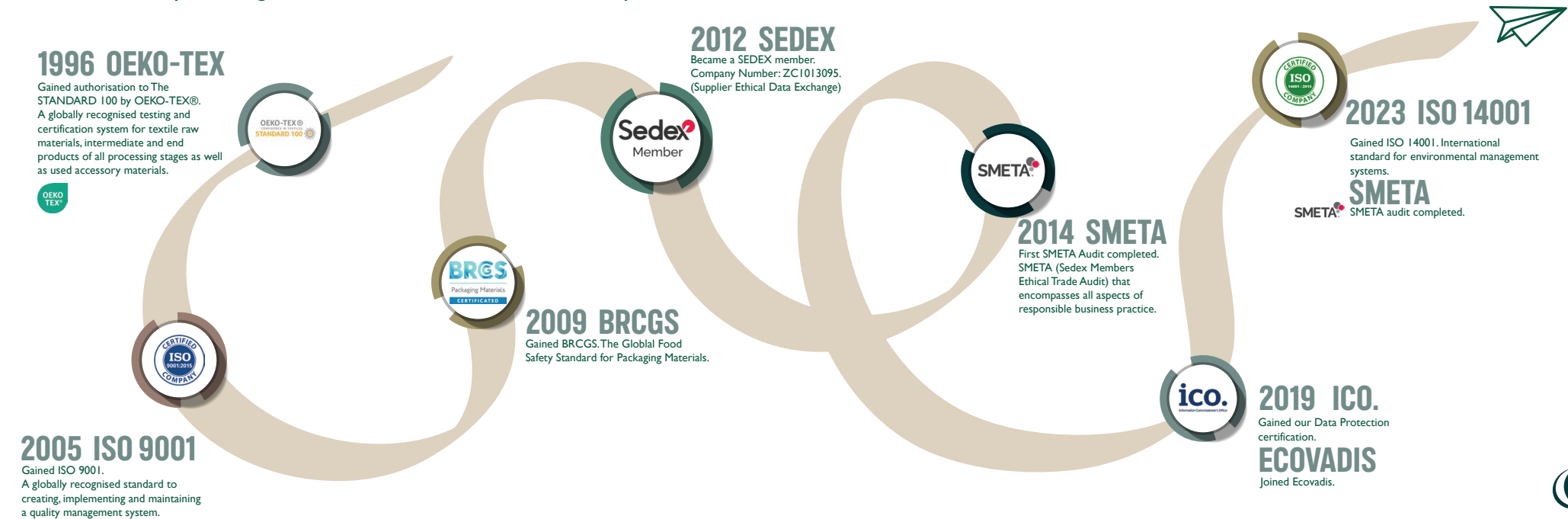
Suit Covers



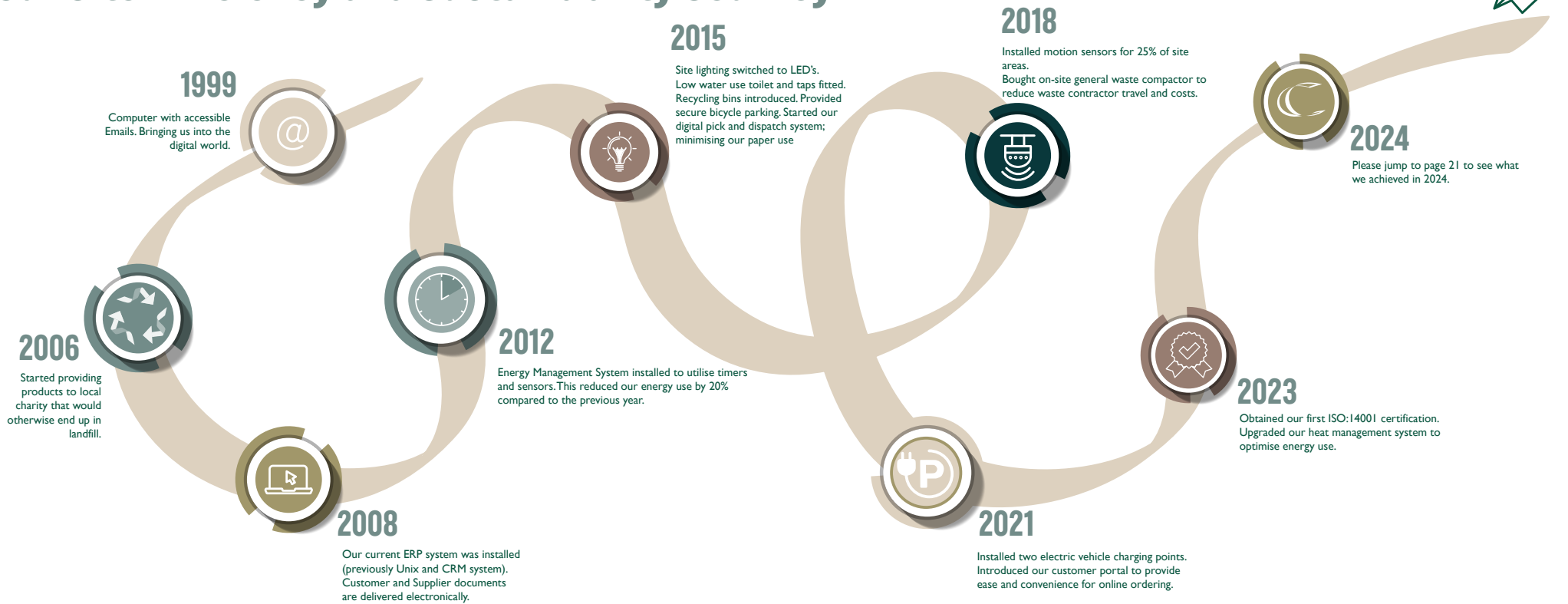
Elastic Cords

We take pride in our outstanding reputation in the UK for conducting business following the highest principles of business ethics. Our dedication to honesty and full compliance with current laws and regulations underscores our commitment to responsible business practices.

We have been working on our sustainability journey adding to our list of certifications and memberships as detailed below. We are continually working hard to increase our certifications to provide more assurance to our customers.



Our Site Efficiency and Sustainability Journey



Our Commitment to the Environment and Sustainability

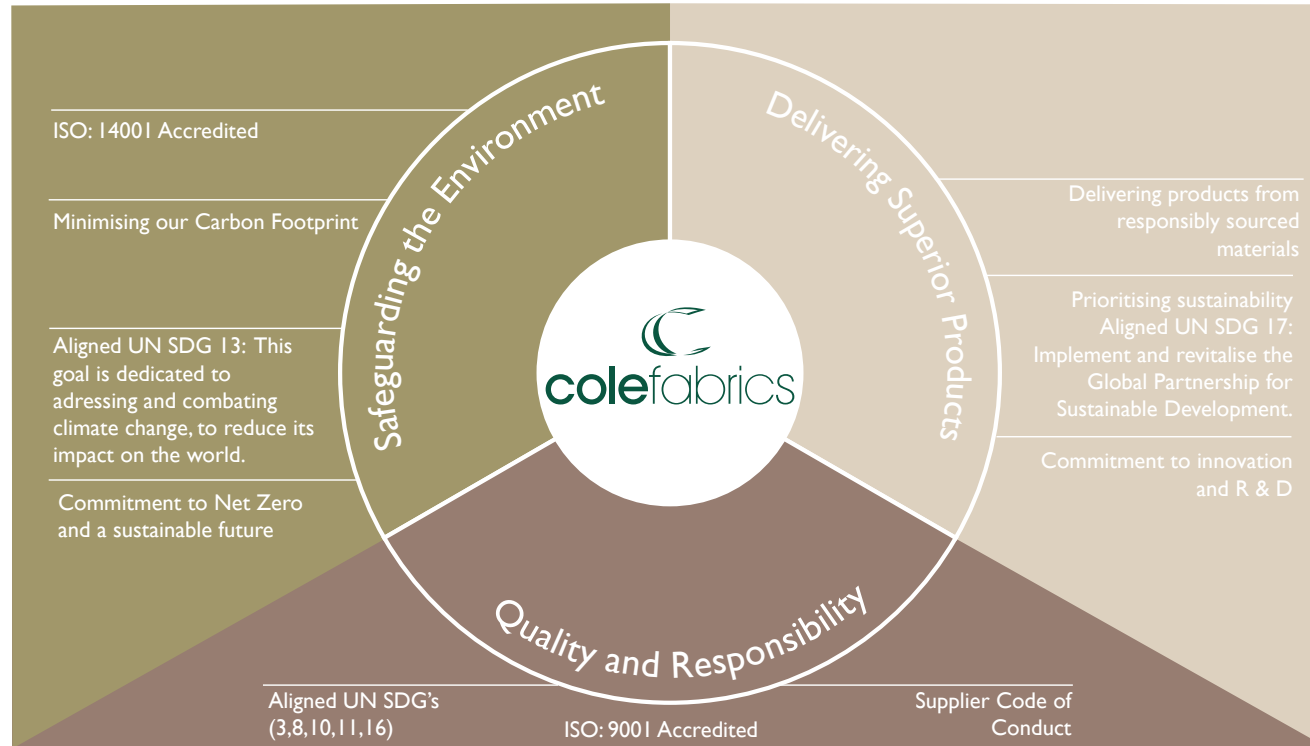
Our commitments to net zero and maintaining our ISO 14001, the international standard for Environmental Management Systems, are within our long-term strategy. We continually train all employees on new initiatives and requirements, as this is an integral part of our company culture.

This report includes our third carbon footprint calculation that covers our Nottingham offices and factory operations. This includes our most accurate scope 3 data, thanks to improved data collection internally and from some of our suppliers. This has involved the use of primary data (the direct measurement of our emissions) as well as data from suppliers who were unable to provide data previously. As a result, we have a clearer picture of our carbon footprint.

Our Mission

We are driven by doing business the right way; we believe in facilitating improvements and innovation to help manufacture the best materials without compromising the environment for the future.

Our Vision and Strategy are built on three key ambitions.



Our Company Values

Our People

Our Community

Our Supply Chain

Our Planet

For each of our company values, we have aligned the United Nations Sustainable Development Goals (UN SDGs) to demonstrate our commitment to sustainability; highlighting our current and future actions to achieve these global objectives. Integrating the UN SDGs into our company's core values, our goal is to drive meaningful change and create a positive impact within the organisation and the community. We have aligned our business activities to the Global Reporting Initiative (GRI) to report on our Environmental, Social and Governance (ESG) on **page 19**, we have included the UN SDGs that collaborate with the GRI topics.

Our People

People are at the heart of any company and ours is no exception. We have training, policies, and procedures in place to support our people and maintain our inclusive work environment. We have an external SMETA Audit each year, to check our systems and labour standards.

We are committed to prioritising our staff's well-being and ensuring our health and safety practices surpass industry standards.

All staff have access to

- Counselling and Support Services
- 2 members of staff are mental health first aiders
- Employee Assistance Programme of up to 4 hours
- Perk box; a rewards and benefit platform
- External professional development opportunities
- Free seasonal fresh fruit to encourage healthy snacking
- Free bread, butter and jam to provide sustenance
- Profit sharing after an entitlement period

Training

Mentor Training / On-the-job training

Our culture emphasises the importance of helping and supporting each other in any training endeavours. We believe in providing cross-training opportunities to relevant staff members, ensuring they can support the team effectively. This approach not only enhances individual skills, but also strengthens the overall team by creating a collaborative and versatile work environment.

Choosing to Train

We encourage employees to inform us if there is any additional training they feel would benefit them. During performance evaluations, we include a specific question to ensure employees are asked about their training needs. This also includes externally financially supported courses that are relevant to the employee's role and development.

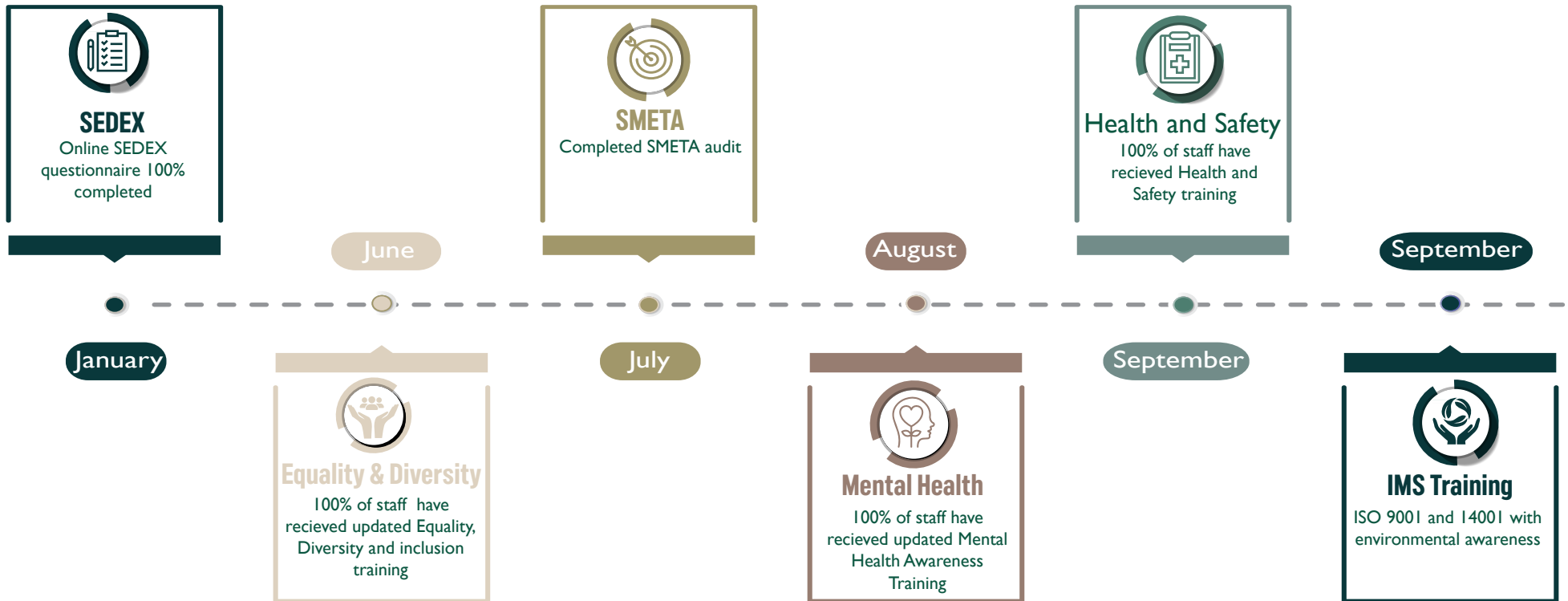
Mandatory Training

All staff members receive comprehensive training in company-wide policies, standards, and any relevant legal requirements. This ensures that everyone is well-versed in the protocols we must follow, promoting a consistent and compliant work environment.

Our training covers, but is not limited to the following;

- Manual handling, and Health and Safety
- Fire Safety Awareness
- Controll of Substances Hazardous to Health (COSHH)
- BRCGS (Food hygiene standard)
- Equality, Diversity and Inclusion (EDI)
- Discrimination, Harrassment and Victimisation
- Mental Health Awareness
- Personal Protective Equipment (PPE)
- Site Security
- ISO 9001 Quality Management System
- ISO 14001 Environmental Management Systems and Environmental Awareness
- Harassment Awareness and Anti-Bribery Awareness

Our completed 2024 Training Targets



Our Aligned UN SDG Goals



Lean and Continuous Improvement

We persistently integrate lean principles into our organisational culture, providing the foundation for empowering our team members to drive meaningful improvements across all processes. This commitment ensures a continuous pursuit of efficiency, innovation, and excellence, shaping the very fabric of our dynamic workplace.

2024 Best Example of Lean and Continuous Improvement

To manufacture ribbon that can be commercially printed, a strong, thin fibre that can go through the weaving and dyeing process is required. There are many sustainable fibres coming to the market as companies work hard to develop new fibres that can work across the textile industry. Unfortunately, not all can be used in the production of ribbon (used for commercial printing). Such as Pineapple Leather and Banana Fibre.

While our manufacturing has moved to mechanically recycled polyester, one of the most sustainable fibres on the market is Tencel™. Especially since the organic solvent used is at least 99% recovered and repurposed back into the same process.

<https://sustainable.ribbon.com/ribbon/tencel/>

The current dyeing process is to tank pressure dye the Tencel™ yarns before weaving, limiting the lead time based on the colour required. We are currently developing the ability to continuously dye Tencel™ greige in the UK. This will allow us to offer both mechanically recycled polyester and Tencel™ in our stock colour ranges.

Looking to the future

- Continue with our employee committee
- Implementing more waste streams within the business
- More Lean ideas throughout the business.

Our Community

Charity Support

Rushcliffe Forum

We proudly collaborate with the Rushcliffe Play Forum, a local charity, exclusively managed by dedicated volunteers. Through consistent weekly donations, we provide material that their members can purchase, cost-effectively, for arts and crafts. This initiative is more than philanthropy; it's a commitment to enhancing lives socially and physically while creating opportunities within and around our local community. We are delighted to have been supporting this charity for 19 years to contribute to a foundation of creativity, resilience, and community support.

Breast Cancer

For over 15 years we have actively contributed to the Breast Cancer campaign through the provision of the symbolic pink ribbon pins. This enduring commitment plays a crucial role in promoting awareness.

Save the Children 2024

In December 2024 we raised over £135 for Save the Children's annual event that raises money for children in the UK and globally. We have been donating to this charity for over 10 years. We find joy in the festive spirit as our staff don their Christmas jumpers in support of this cause. Through this simple yet festive gesture, we contribute to the invaluable work of Save the Children.

Nottingham Trent University and White Rose

In support of a local initiative between Nottingham Trent University and White Rose, a local charity, we ran a donation drive. This was primarily in support of the NTU professional wardrobe, where students can choose an outfit for free for professional settings, such as job interviews and placements. However, all donations were welcome, and our box was filled up within 2 months.

<https://www.ntu.ac.uk/business-and-employers/c/ntu-professional-wardrobe>

Memberships

We are active members of the East Midland Chamber. This membership enhances our business by providing access to webinars presented by local businesses and experts in their fields, particularly on topics related to sustainability. Additionally, it offers valuable networking opportunities.

Looking to the future

- Continue current charity relationships
- Get involved in any local initiatives to help the local community

Our Aligned UN SDG Goal



Our Supply Chain

Trading with Suppliers

We are a global business, and we operate to the Ethical Trading Initiative (ETI) base codes and are committed to responsible sourcing.

- We work closely with our supply partners and promote open and honest relationships.
- We validate our partners as part of our quality management system requirements, and these validations are refreshed every two years.
- We monitor our supply chain's certifications and seek further assurance where needed.
- We acknowledge our limited influence to drive industry-wide changes in this area, but we can selectively choose our partners who align with our own trading standards.

Key Raw Material Suppliers

As our supply chain management system evolves, we have focused on what we have identified as our largest risk area, our key raw material suppliers. This represents raw material suppliers that make up our top 80% annual spend.

Our key raw material suppliers are expected to have

We expect all supply partners to work within the parameters of the ETI:

- ISO 9001 or an alternative standard or their own Quality Management System
- ISO 14001 or an alternative standard or their own Environmental Management System
- ISO 45 001 or an alternative standard or their own Occupational Health & Safety System
- SMETA or an alternative standard or their own Ethical Trading System
- A Code of Conduct

Our Aligned UN SDG Goals



We sold products to customers in 40 countries in 2024. Our customer satisfaction survey results revealed 85% of our customers gave us a perfect score of 5 out of 5.

Our Customers and Products

Our goal is to provide the highest standards of customer service and support. We are committed to ensuring our products meet the specific needs of our customers while adhering to product safety standards and relevant compliance. Some customers require bespoke products, and our projects and design team proudly turn our customer visions into reality.

Code of Conduct

Our code of conduct contains the following key points:

- Labour practice, Health and Safety Standards and Ethics
- Conducting Business with integrity
- Environmental
- Sourcing Responsibility
- Quality and Traceability
- Review and documentation
- Accountability

We cover these points either with external standards or our own internal policies and systems. We ask our key raw material suppliers to either have their own systems in place covering all the points of our code of conduct or to adopt Cole Fabrics policies into their business.

Upon request, we are pleased to provide customers with information on the specific supplier criteria under which their products are manufactured. We embrace transparency and welcome customer audits into our supply chain. This practice is particularly significant as our diverse clientele often demands strict adherence to specific criteria, assuring compliance and regular audits of our supply chain.

Visiting suppliers

We are concentrating our initial efforts and resources on our Raw Material suppliers and the top 75% of our spend and therefore our risk.

These suppliers are visited by one of our team at least once a year.

The top 50% of our spend are visited twice a year. We are not auditors and so rely on external audits and accreditations. Our visits are to observe any fundamental changes and maintain an open and honest working business relationship with our suppliers.

Looking to the future

- Continue to improve traceability through our supply chain; mapping where our raw materials are sourced
- Increase collaboration on responsibly sourcing raw materials

Our Planet

In recognising the impact of our decisions on both people and the planet, we have consistently integrated sustainability into our product development. Our commitment to excellence extends beyond product innovation, as we actively collaborate with suppliers; sharing knowledge and expertise to enhance the overall sustainability of our offerings. The sense of satisfaction is profound as we source a growing portfolio of sustainable options.

Our Carbon Footprint

We maintain a commitment to transparency by openly reporting on our scope 1 and scope 2 information, along with the relevant scope 3 data in accordance with the greenhouse gas (GHG) protocol. We actively engaged with our suppliers to obtain more data and information regarding our activities. This has provided more accurate data to calculate our carbon footprint.

Recognising the varying relevance of scope 3 categories to different businesses, we have identified those that are applicable to our operations, and we have data for 7 of these scope 3 categories. These categories are; Employee commuting, Downstream transportation and distribution, End of life treatment of sold products, Upstream transportation and distribution, Waste, Business travel and Fuel and Engery related activities.

Recognising that upstream transportation and distribution is still our highest emitter, this year we have been provided primary data from 23% of our freight activities. The remaining 77% are only able to provide the weight of our product, plus the origin and destination. This is enough to estimate the carbon emissions for each mode of transportation, but is very likely to be overestimated.

Further to the above, we experienced disruption to our upstream sea freight due to attacks on vessels in the Red Sea en route to the Suez Canal. The vessels have since re-routed around the Cape of Good Hope, a significantly longer route which, consequently, has affected our emissions.

To be on track, we hope to halve our 2021 base year emissions by 2030 and eliminate at least 90% of our emissions by 2050.

Our goals are to decrease our absolute GHG emissions using our 2021 baseline	Percentage decrease by:	
	2030	2050
Scope 1	50%	90%
Scope 2 (location-based)	50%	90%
Scope 2 (market-based)	80%	90%
Scope 3	50%	90%

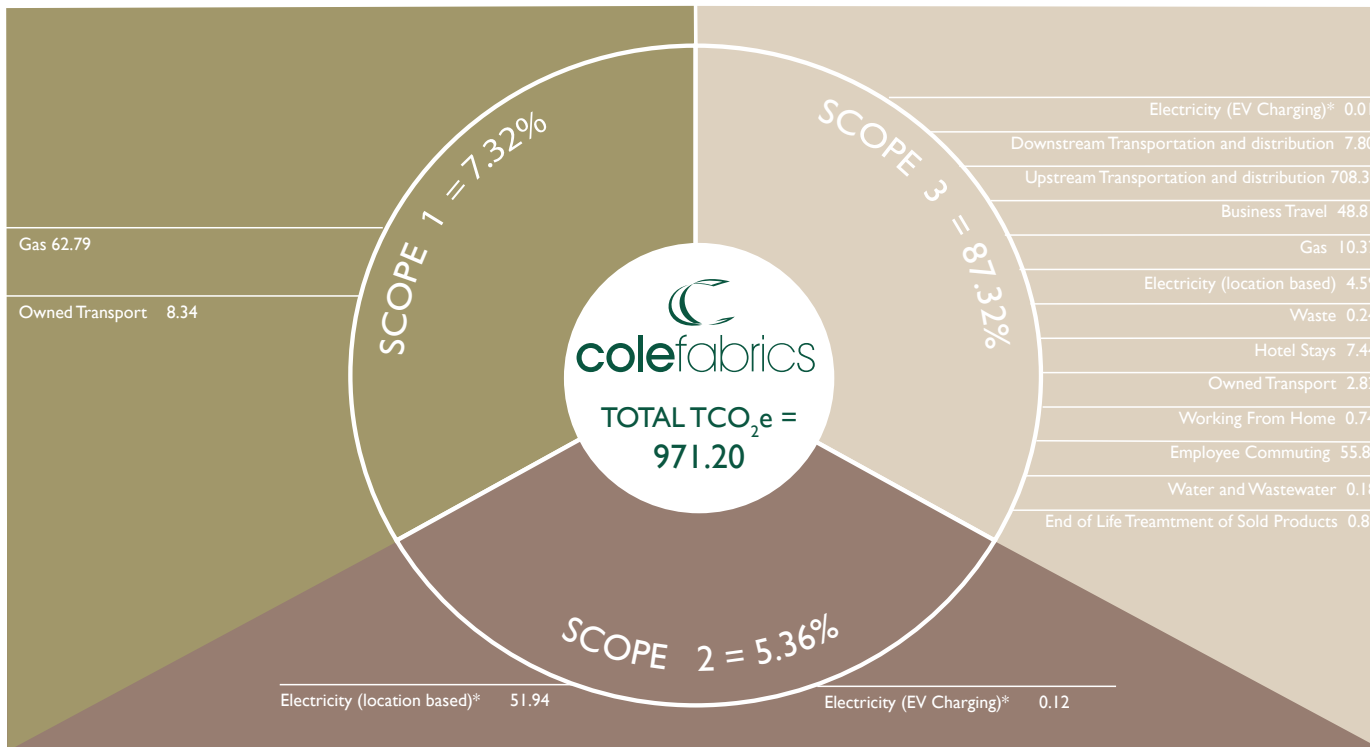
Our Aligned UN SDG Goals



Our Achievements

42% decrease in our general waste compared to 2023 data.
6% absolute decrease in our Scope 1 emissions

Our 2024 Carbon Emissions by Scope TCO₂e



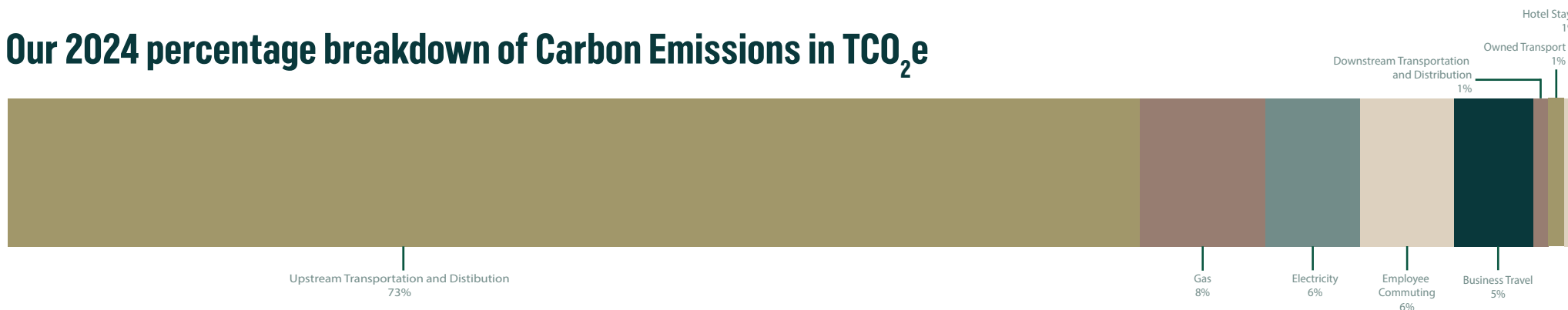
*We have also calculated our electricity (market based), which totals 36.53 TCO₂e

Our Yearly Total Carbon Emission Figures

Year	TCO ₂ e
2021	929.12*
2022	953.82*
2023	755.76*
2024	971.20

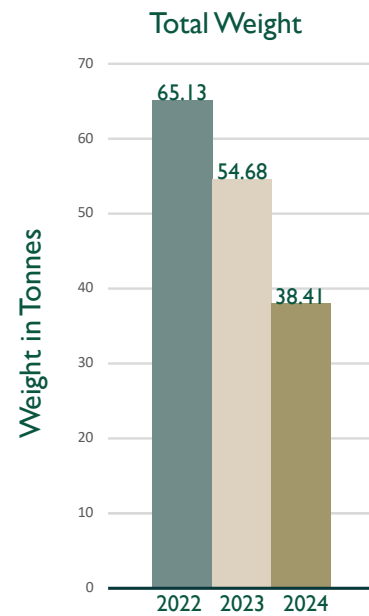
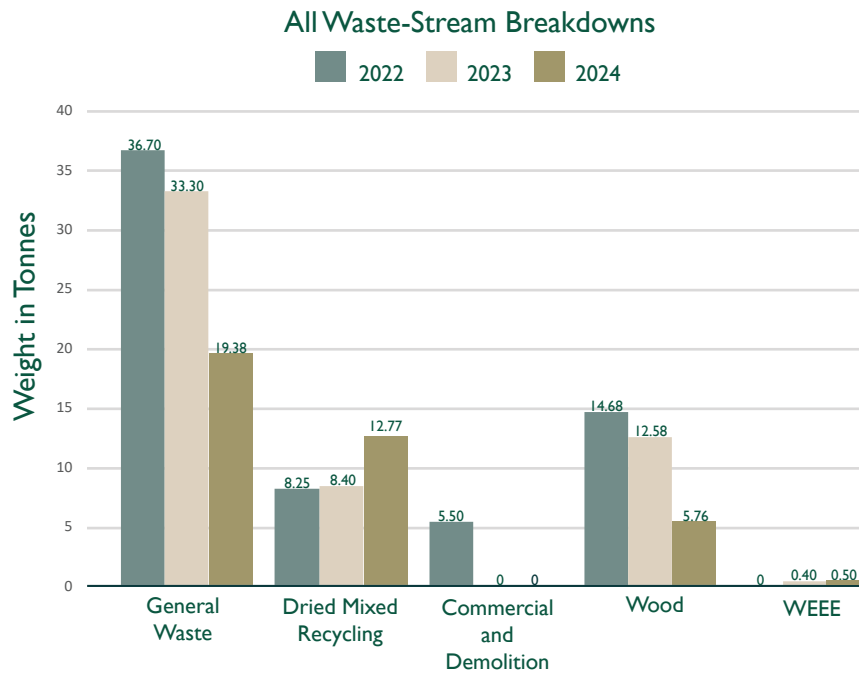
* Includes data being re-calculated; Our organisational boundary is based on our operations and what data we have available. Due to more data capture in 2024, and being provided some primary data from suppliers, we have recalculated the previous years footprints due to significant gaps.

Our 2024 percentage breakdown of Carbon Emissions in TCO₂e



Categories below 1% have not been included in the graph above. These include: Electricity (EV Charging), Water and Wastewater, Waste, End of Life Treatment of Sold Products and Working from home.

Our Waste Breakdown



Net Zero 2050

Our Net Zero Journey in 2024

Our commitment to Net Zero in our first year has seen us strive to achieve the following milestones we set

- Over 50% of our core stock packaging product range is made of 100% post-consumer mechanically recycled polyester.
- Our new company van arrived in January 2024 and is a mild hybrid. This emitted 58 % fewer emissions compared to 2023.
- 50% of tertiary packaging to be circular
- Procure packaging materials that can be 80% recycled within the UK's waste streams

Our Commitment to Net Zero

We recognise that there are factors beyond our control, including the investment for innovation to pave the way forward in reducing global greenhouse gas emissions. Our commitment to net zero 2050 is established with the infrastructure being in place to enable our milestones to be completed.

Our determination to positively impact the environment and contribute to a more sustainable world is embedded in our strategy.

Since we cannot do this alone, we invite all our stakeholders to join us on this impactful journey. However, we understand the limitations that our suppliers face and work with them to understand their progress and commitments.

Our Roadmap to Net Zero



By 2028

- Educate key suppliers in reducing the use of fossil fuels as raw materials and as energy
- Switch to a 100% renewable energy tariff
- Gain the Global Recycling Standard (GRS) certification
- Gain the Global Organic Textile Standard (GOTS) certification
- 95% of our core stock range of polyester ribbon to be made of 100% mechanically recycled polyester yarn
- 90% of tertiary packaging to be circular



By 2030

- To decrease our absolute greenhouse gas emissions in scope 1 by 50% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 2 (location-based) by 50% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 2 (market-based) by 80% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 3 by 50% from a 2021 base year
- Solar panels to be installed to provide our site with at least 25% of renewable electricity
- Procure company cars that have less environmental impact compared to the current company cars
- 100% of all core stock products to be created from recycled or regenerative materials
- Know our core stock product's environmental impact and make this data visible to our customers to allow them to make informed decisions
- Procure packaging materials that can be 95% recycled within the UK's waste streams
- Gain FSC certification (Chain of Custody)
- Source 100% deforestation-free timber products and packaging (certified to FSC or PEFC)



By 2040

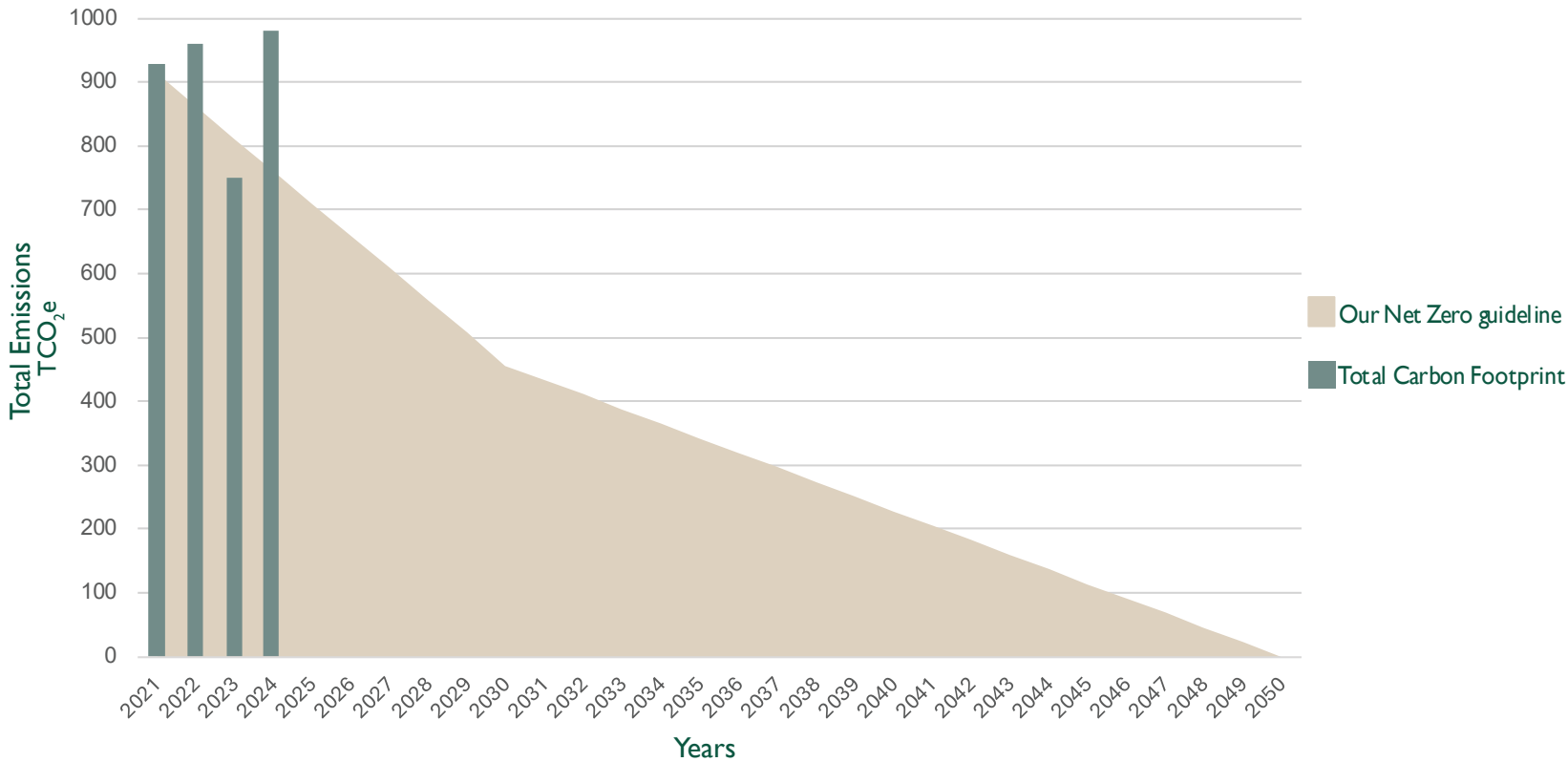
- Solar panels to be installed to provide our site with at least 50% of renewable electricity
- Increase our waste recycling rate by 80% from a 2022 base year
- 95% of all products to be created from recycled or regenerative materials
- All packaging to be part of the circular economy



By 2050

- Purchase a company van that has less environmental impact compared to the current van
- To decrease our absolute greenhouse gas emissions in scope 1 by 90% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 2 (location-based) by 90% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 3 by 90% from a 2021 base year
- Solar panels to be installed to provide our site with at least 70% of renewable electricity
- Reach net-zero emissions

Our Net Zero Trajectory



Our net zero trajectory shows that we are not within our net zero guideline; our 2024 emissions have overshoot the guideline by a total of 197 TCO₂e.

The overshoot is mainly due to the 50 % increase in emissions from our upstream frighting. This huge increase is predominantly due to all our sea freighted goods being rerouted from the Suez canal to go around the Cape of Good hope

Over 75% of our 2024 emissions are through no fault of our own. We have no direct control over the systemic global infrastructure which underpins our operations.

Sustainable Materials

We are proud of the materials we offer under this range. Our collection embodies our commitment to sourcing raw materials exclusively from certified regenerative or recyclable sources, steering clear of fossil fuels. For more information about our sustainable collection, please click here <https://sustainable.ribbon.com/>

Raw Materials Sale Breakdown

The table below shows our 2024 raw material sales breakdown by weight.

Material	Percentage
Recycled polyester	35%
Polyester	28%
Cotton*	27%
Acetate	5%
Tencel	2%
Nylon	2%

*This includes GOTS, BCI, Recycled and Virgin

Polyester Core Stock Decorative Products

The polyester core stock decorative product sales, using the breakdown by weight is as follows:

	2022	2023	2024
Recycled Polyester	17%	31%	86%
Virgin Polyester	83%	69%	14%

By 2028, our aim is to phase our virgin polyester yarn by 95 %, within all our polyester core stock ranges.

Circularity In Textiles

We recognise that recycling our products with textile waste could offer a straightforward end-of-life solution. However, the majority of our products have small dimensions and pose a challenge as they can become entangled, potentially disrupting the machinery used for recycling larger textiles. This underscores a global need for improved infrastructure to effectively manage textile waste.

Progression is very likely to happen within the Extended Producer Responsibility (EPR) legislation. Currently in the UK, EPR only applies to packaging waste. However, EU member states are already or planning on introducing requirements to collect textile waste under EPR. The UK will likely introduce a similar directive under EPR in the future.

We promote the reuse of our products, from decorating a gift to being a hair tie. However, to responsibly dispose of these items at their end of life they must currently be put into general waste bins.

Looking to the future

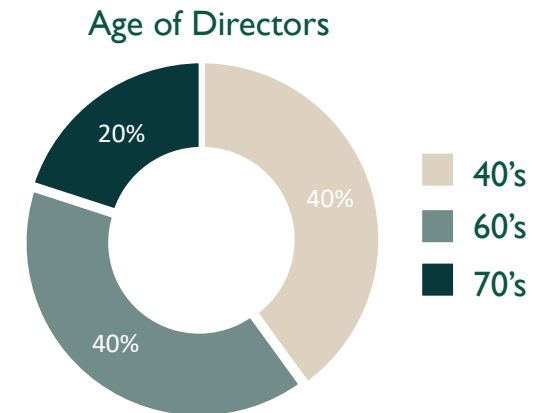
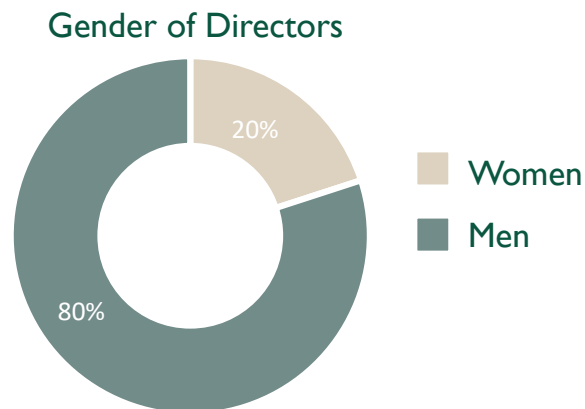
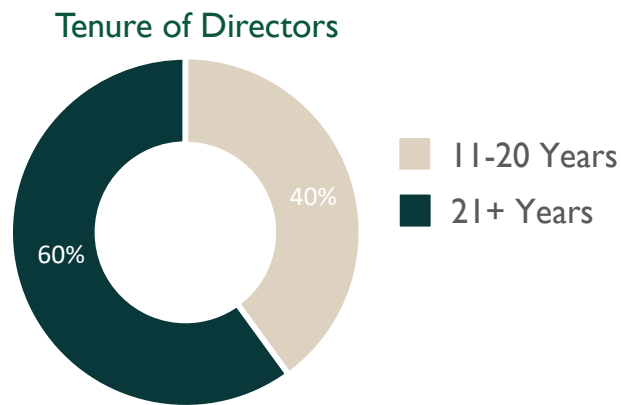
- Continually measure and report our carbon emissions.
- Continually reduce the amount of waste created.
- For all our core stock decorative products to be made from post-consumer 100% mechanically recycled yarn.
- Breakdown our Products data into GOTS, BCI, Recycled and Virgin Material

Our Governance

The Board of Directors are engaged in all matters, especially those concerning sustainability. Meeting once a month to ensure the strategy is in alignment with company goals. Additionally, tasked with the critical responsibility of overseeing and monitoring the management of the company. The Board of Directors duties include:

- **Corporate Strategy and Organisational Structure:** Making decisions on the overarching corporate strategy; ensuring alignment with the company's goals, including climate-related risks and opportunities, and determining the organisational structure to support the strategic objectives.
- **Finance and Accounting Oversight:** Providing supervision and guidance on financial matters, including budgetary decisions, financial reporting, and adherence to accounting principles.
- **Quarterly Investment Budgets:** Playing a crucial role in determining and approving budgets. This involves evaluating proposed investments, considering financial implications, and ensuring alignment with the strategic objectives.

Composition of the Board of Directors



Global Reporting Initiative

GRI Number	GRI Topic	Business Alignment to GRI	UN SDG	Business Alignment to UN SDG	Page Report
103	Management Approach	We have adopted a comprehensive management approach to address ESG issues, integrating environmental and sustainability into our corporate strategy and operations; to address climate-related risks and opportunities. Investing in new technologies and processes- including energy efficiency, and approaches to recycling and reusing materials; products and packaging.	12 13 16 17	-Promotes sustainable consumption and production patterns -Taking action to combat climate change -Promotes effective, accountable and transparent business operations and stakeholder engagement -We are committed to building effective partnerships for sustainable development	16 12 10 10
301	Materials	We disclose the types and percentage quantities of materials used in our onsite manufacturing process We have stated our stance on the materials we source and the sustainable practices we follow to reduce environmental impacts	9 11 13	-Contribute to fostering innovation within the sector -Procuring sustainable materials to minimise environmental impact -Reduce the environmental impacts of our materials; minimising the resilience on fossil-fuel based materials	17 16 17
302	Energy	We report on our energy within scope 1 and 2 of our carbon footprint and aim to reduce our emissions annually	7 11 13	-Improving energy efficiency and reducing our GHG emissions -Adopting more sustainable energy sources to minimise environmental impact -Improving energy efficiency within the business to mitigate GHG emissions	12 16 13
304	Biodiversity	We are committed to responsible sourcing, preservation and minimising our ecological footprint; ensuring our suppliers are aware of these practices too	15	-Promoting the conservation of aiding and restoring ecosystems	11
306	Waste	We report on our waste management, showing the weights for the different waste streams	12	-Improving our waste streams and reducing our waste generation	14

GRI Number	GRI Topic	Business Alignment to GRI	UN SDG	Business Alignment to UN SDG	Page Report
401	Employment	<p>We promote diversity, equal opportunities and fair labour practices within our workforce.</p> <p>We provide free fruit, bread, butter and jam to contribute to our employee welfare</p>	8	-Inclusive, sustainable local economic growth promoting decent work for all	9
			2	-Promoting healthy snacking and ensuring employees have access to a meal throughout the working day	6
			1,10	-Ensuring equal pay for equal work and fostering an inclusive workplace culture.	6
403	Health and Safety	We are committed to the health and safety of our workforce; this is pivotal to ensuring everyone is safe and promotes well-being for all	3	-Promotes healthy lives and includes efforts to minimise workplace accidents and injuries	6
404	Training and Education	We invest in employee training and development to enhance skills and promote lifelong learning	4	-Contributing to ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all	6
			10	-Reducing inequalities by promoting equal access to education and lifelong learning	6
			17	-Providing skills and knowledge to employees to address sustainability challenges.	6
414	Supplier Social Assessment	We provide a self-assessment questionnaire annually to all our suppliers to ensure compliance with labour standards and human rights principles	10	-Holding suppliers accountable for fair treatment of staff and promoting ethical business practice	10
			12	-Ensure that our supply chain aligns with sustainable consumption and best practices	10
			16	-Promoting peaceful and inclusive societies through responsible business conduct	10
			17	-Strengthening global partnerships for sustainable development	11
416	Customer Health and Safety	We are committed to product safety and quality. We ensure that our products are REACH compliant and for the products that need further certification the industry standard testing is conducted.	3	-Ensuring that our products are safe, effective and promote quality	11

What We Achieved in 2024

- Created our first Sustainability Report and net zero roadmap.
- Fulfilled our Extended Producer Responsibility (EPR) obligations.
- Kept up to date with EPR and business readiness forums provided by DEFRA to be aware of future changes.
- Continued contribution to research groups for EPR and the plastic packaging tax (PPT) interface.
- Provided feedback on the first EPR Recyclability Assessment Methodology (RAM); became part of EPR legislation on the 1st January 2025.
- Created our Business travel and transportation policy, promoting sustainable options.
- Recycled more waste than ever before!
- Maintained our Ecovadis score.
- Obtained more accurate data for our carbon footprint calculation.
- Joined more customer platforms to provide insights and data on our operations.
- Set up our Employee Committee.
- Implemented an app based expense management system, which automates processing and reporting.
- Planted some herbs and flowers outside our canteen area.