

Environmental Policy



Revision History

Version No.	Date	Summary of Changes	Author	Reason
1.0	01/05/2026	New Policy	Sustainability	Combined policy

Contents

Environmental Policy	1
Contents	3
Purpose	4
Our commitments	4
Scope	5
Governance	6
Our Commitments	6
1. Sustainability Governance	6
2. Environmental Management	7
3. Climate Change and Emissions Reduction	7
4. Sustainable Packaging and Design	8
5. Compliance	8
6. Supplier Engagement	9
7. Employee Engagement	9
8. Stakeholder Communications	9
9. Green Claims Best Practices	10
Our targets	11
Review	12

Purpose

The purpose of this Policy is to establish a framework for protecting the environment and promoting responsible environmental stewardship across adm Indicia's global operations, value chain, and in line with internationally recognized standards and best practice.

Our business decisions and partnerships can have a significant impact on the environment, and we take that responsibility seriously. As a company with a global reach, we recognize our responsibility to minimise our environmental footprint and to embed sustainable practices throughout our operations and supply chain.

At adm Indicia, we believe that environmental protection is fundamental to our purpose and core values. Through our sustainability programme, 'From Purpose to Impact', we are committed to integrating environmental considerations into our decision-making,

supporting the transition to a low-carbon and nature-positive economy, promoting the responsible use of natural resources, and driving continuous environmental improvement across our business and sourcing activities.

We are committed to complying with applicable environmental legislation, reducing our environmental impacts, and working collaboratively with our employees, suppliers, clients, and other stakeholders to create positive environmental outcomes and contribute to a more sustainable future.

Our commitments

We transform marketing compromise into a powerful co-promise, creating and activating meaningful brand experiences that drive ROI. By integrating sustainability, accountability, and collaboration across our value chain, we strive to help brands navigate a changing world and deliver marketing activations that create lasting value for businesses, people, and the planet.

adm Indicia is committed to conducting business responsibly by integrating environmental considerations into decision-making and maintaining the highest standards of environmental and business conduct. We are committed to complying with applicable environmental laws and regulations, as well as our internal policies, practices, and procedures.

To help further our vision, we have updated our Sustainability programme From Purpose to Impact, as we seek to embed sustainability practices into marketing execution across our three pillars – Community, Assure, and Planet.

This Policy is guided by internationally recognised environmental principles and frameworks, including the Ten Principles of the UN Global Compact (UNGC), the Paris Agreement, the UN Sustainable Development Goals (SDGs), and other relevant environmental regulations and voluntary standards applicable to our business.

In addition, this Environmental Policy exists to:

- Inform all our stakeholders, including employees, business partners, contractors, suppliers, and clients, of adm Indicia's environmental commitments and expectations.
- Promote the integration of environmental considerations into business decision-making and implement robust environmental due diligence processes to

identify, assess, manage, and reduce environmental risks and impacts across our operations and value chain.

- Support the responsible management of climate change, water resources, forests, waste, resource use, and circularity by driving continual improvement and responsible sourcing practices.
- Support transparent reporting on our environmental performance, progress against sustainability targets, and compliance with applicable disclosure requirements.
- Collaborate with our employees, suppliers, clients, and other stakeholders to drive innovation, improve environmental performance, and contribute to the transition towards a low-carbon, resource-efficient, and more sustainable economy

Scope

As set out in our Code of Conduct for Employees and Code of Conduct for Suppliers, the objective of adm Indicia's documented policies is to provide a clear framework of expectations for all employees and business partners in managing and reducing environmental impacts across our operations and value chain.

This Policy therefore applies to:

- All employees, including part-time and temporary workers, managers, agency workers, and joint ventures where adm Indicia has a controlling interest.
- All locations and companies under our operational control.
- All third-party contractors, agents, suppliers, strategic partners, consultants, and other business partners representing or acting on behalf of adm Indicia.

It encompasses our approach to environmental management, including climate change mitigation, responsible resource use, water stewardship, forest protection, waste reduction, circular economy principles, responsible sourcing, compliance with environmental legislation, and continual improvement of our environmental performance.

In this Policy, "adm Indicia" means and includes adm (Group) Limited and all affiliates, subsidiaries, and any other entities under its control or within its corporate group. adm Indicia ("adm Indicia", "us", "we") is committed to conducting business in an environmentally responsible manner and to working collaboratively with our stakeholders to reduce environmental impacts and support a more sustainable future.

Governance

At adm Indicia, we view environmental stewardship as a collective responsibility shared across the entire organisation. Oversight of environmental matters is firmly integrated into our broader corporate governance structure, extending from Board-level oversight through to dedicated governance committees and operational implementation by Group-level functions and individual business units. This structure ensures that our environmental commitments are embedded into decision-making at every level of the company.

This Policy outlines our individual and shared responsibilities for environmental management and protection. It is available to all adm Indicia employees and publicly accessible on our website.

The Policy and its associated programmes are owned and managed by the Global Sustainability Team, which is responsible for the development, implementation, maintenance, communication, and periodic review of the Policy. Oversight and formal approval of the Policy are provided by the adm Indicia Policy Committee and the Group Steering Committee, ensuring alignment with our corporate strategy, sustainability objectives, and applicable regulatory requirements.

To ensure our environmental commitments are embedded throughout our value chain, adm Indicia works collaboratively with suppliers and business partners to promote responsible environmental practices. We encourage suppliers to disclose their environmental performance, implement recognised environmental management systems where appropriate, comply with our Supplier Code of Conduct, and support our environmental objectives through responsible sourcing, climate action, water stewardship, forest protection, waste reduction, and continuous improvement.

Our CEO, CSO, Executive Team, and senior management are accountable for the implementation and enforcement of this Policy. Progress against our environmental commitments is monitored through our sustainability governance framework and reported annually through our sustainability disclosures and other applicable external reporting frameworks.

Our Commitments

1. Sustainability Governance

- Maintain robust, effective governance and accountability structures to oversee and drive the environmental agenda.

- Conduct an annual materiality assessment involving relevant stakeholder groups to identify and evaluate sustainability issues that are most material to the organisation and its stakeholders.

2. Environmental Management

- Deliver innovative, value-enhancing solutions to environmental challenges at every opportunity - both for our clients and within our own workspaces.
- Continuously improve our environmental performance and to integrate recognised environmental best practice into our business operations.
- Report on impact, achievements, and progress against sustainability targets across adm-Indicia on an annual basis.
- Review and update targets as our sustainability program continues to mature and as the needs of the business changes.
- Maintain our certifications to ISO 14001, ISO 9001, GRS and FSC through rigorous monitoring and review.
- Initiate monitoring of water consumption, establish a baseline, and define progressive water reduction targets over time, focusing on areas of higher water intensity and material risk.
- Promote water efficiency practices and integrate water considerations into supplier engagement and continuous improvement processes.
- Commit to monitor and control water pollution across our operational footprint.
- Commit to reduce water withdrawal volumes through targeted efficiency and conservation initiatives.
- adm-Indicia recognizes access to safe water, sanitation and hygiene (WASH) as a fundamental component of sustainable development and human wellbeing. We are committed to supporting access to safely managed WASH services within our operations and encouraging good WASH practices throughout our value chain through supplier engagement, human rights due diligence, and continuous improvement initiatives. We should be able to evidence commitments (if required) via SMETA audits and/or community initiatives.

3. Climate Change and Emissions Reduction

- Actively work to reduce energy use and Scope 1, 2, and 3 emissions within our operations and across our value chain.

- Collaborate with suppliers to improve energy efficiency and support the adoption of renewable energy.
- Aim to maximize renewable energy use within our operations and promote its adoption throughout our value chain.
- Pursue science-based emissions reduction targets and our ambition to achieve Net Zero across our value chain by 2040.
- Identify, determine, and evaluate climate risks and opportunities on a biannual basis.
- Align operations with the Paris Agreement and integrate circular economy principles across the business.
- Collaborate with suppliers and clients to reduce greenhouse gas (GHG) emissions.
- Engage employees and leadership in climate initiatives.
- Implement data systems to track GHG emissions.
- Maintain a structured review process to ensure continuous improvement and enhance climate performance across all operations and the supply chain.

4. Sustainable Packaging and Design

- Ensure 100% reusable, recyclable or certified compostable packaging for all items by 2030.
- Sustainable Sourcing of our paper-based fiber item offering 95% FSC, SFI or PEFC certified material by 2030
- Utilize the Sustainable Design Guide and Internal Sustainability tool upstream during POSM brief and concept development to guide marketeers on the impact of potential POSM items and designs.
- Utilise our Internal Sustainability Tool to identify high emission and water consumption hotspots in our suites of products to help target redesign opportunities.
- Promote recycling in all adm-Indicia offices.

5. Compliance

- Ensure compliance with all applicable environmental laws and regulations through the monitoring of emerging regulations by the Climate Risk Committee.
- To minimize CSR risks across the value chain and ensure the highest level of ethical standards assurance, ongoing CSR audits are to be conducted across our suppliers.
- Ensure regulatory compliance with all applicable waste legislation, including accurate reporting, fee payment, and adherence to national requirements.

6. Supplier Engagement

- Ensure environmental criteria are taken into account when onboarding new suppliers and that all suppliers must sign the Supplier Code of Conduct and maintain compliant social audits.
- Grade all key 'approved suppliers' using our global supplier scorecard which includes KPIs related to sustainability performance, thus influencing a suppliers' overall grade.
- Continuously support and educate suppliers who are just commencing their sustainability journey.
- Regularly organize Supplier Spotlight sessions to share sustainable and innovative best practices amongst our suppliers within our adm-Indicia Community.
- Regularly invite suppliers to join/increase their engagement in our Supplier Renewable Energy Engagement Program.

7. Employee Engagement

- Encourage our employees to take responsibility for protecting the environment by providing training and workshops and effectively communicating our environmental principles and expectations.
- Ensure our Management employees are financially incentivized on the group's sustainability and environmental performance, through performance on four key metrics impacting a proportion of their personal bonus.

8. Stakeholder Communications

- Communicate the environmental policy and sustainability strategy to all relevant stakeholders, including employees, suppliers, clients and shareholders.
- Engage relevant stakeholders in an annual materiality assessment to understand their expectations and priorities.
- Work collaboratively with our clients to reduce the emissions of the items we design, source and deliver to them, improve human rights in the supply chain, and promote diversity, equity and inclusion.
- Support our clients' sustainability journey and build a collaborative roadmap for success by ensuring alignment of our sustainability strategy and targets.

9. Green Claims Best Practices

- Ensure accuracy, clarity, and honesty in all environmental claims by using precise language, avoiding exaggerations, and acknowledging areas where improvements are still needed.
- Avoid misleading visual elements, ensuring that images, icons, and graphics accurately reflect the environmental attributes of products and services.
- Quantify environmental benefits whenever possible, providing context that allows stakeholders to understand the real impact.
- Comply with applicable regulations on environmental claims, ensuring all statements are truthful, transparent, and not misleading.
- Promote transparency and continuous improvement by openly communicating environmental impacts, progress, and challenges, and maintaining internal monitoring mechanisms to ensure adherence to these commitments.

Our targets

Topic	Date	Target
Living Wage	2028	100% of our employees globally are paid at or above recognised living wage benchmarks through 2028
Renewable Energy	Ongoing	Maintain 100% renewable electricity in our operations.
Female Representation	2030	40% female representation across our Global Leadership Team by 2030
Sustainability Training	2026	100% of our Global Leadership Team to undertake Sustainability training from 2026
Eco-Scoring	2027	Provide eco-scoring on 100% of our clients' catalogue/webshop offering by 2027.
Carbon Emissions	2030 2040	50% reduction of absolute Scopes 1, 2, and 3 GHG emissions by 2030. Net-Zero emissions by 2040 from a 2021 base year.
Renewable Energy	2030	25% of our suppliers (by spend) powered by 100% renewable energy by 2030.
Sustainable Packaging	2030	Ensure 100% reusable, recyclable or certified compostable packaging for all items by 2030.
Sustainable Procurement	2030	90% of fibre-based procurement through FSC, SFI or PEFC certified material by 2030.
Social Audits	2030	95% of the spend managed to be placed with suppliers with valid social audits by 2030 (SMETA 4P or equivalent).

Review

We recognize the challenging journey ahead in achieving all of the above, but we are resolute in the progress we have articulated. The adm Indicia Sustainability Team, Policy Committee and the Steering Committee will review this environmental Policy periodically. Additional review and amendments can be arranged if there is a request to settle urgent matters