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## 2023 IMPACT REPORT



## ONE OF OUR GOALS IS TO ESTABLISH GPG AS A COMPANY WITH A POSITIVE IMPACT ON ALL STAKEHOLDERS:

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EMPLOYEES, CUSTOMERS, SUPPLIERS, COMMUNITY, AND THE ENVIRONMENT, with the ambition of becoming a B-Corporation.

- A B-Corporation is a business that meets the highest standards of SOCIAL AND ENVIRONMENTAL PERFORMANCE, with a purpose beyond profit.

This is a summary of activities that took place across the business to support this goal.





# People

- 100% of our employees on an FTE (Full Time Equivalent) basis are now paid at least the equivalent of a living wage after they complete their probation.
- A portion of bonuses are now linked to our Environmental, Social, and Governance (ESG) and BCorp goals, including those of our Leadership Team.
- Our Board of Directors are now involved in the review of our environmental and social goals annually.
- All employees now receive training opportunities around BCorp and sustainability, and are allowed an opportunity to input into the projects we develop on these topics.
- We have committed to reviewing and updating our Code of Ethics statement annually to ensure that it stays relevant and effective, and is adequate in accomplishing our ESG goals.
- We conducted our first ever Diversity, Equity & Inclusion (DEI) survey with the aim to measure, manage and improve workplace diversity and inclusivity.

Any inequalities in opportunities that may exist will be addressed, so that we can create a truly inclusive culture where every employee can thrive and feel like they belong irrespective of their background or beliefs.





- As part of our focus on Mental Health awareness and our Wellbeing programme, we now train Mental Health Champions across the organisation who offer support to employees in the first instance, who may be struggling with mental ill-health.
- Our company won the Health & Wellbeing Award at the Kildare Business Awards 2023, in recognition of our efforts and achievements in this area amongst our peers in Co. Kildare.
- As part of our commitment to worker health and safety (H&S), we have started preparations to acquire **ISO 45001 CERTIFICATION** to manage risks and improve organisational H&S performance in line with international standards of excellence.



## WHAT IS ISO 45001?

ISO 45001 is an international standard that specifies requirements for an occupational health and safety (OH&S) management system. It provides a framework for organisations to manage risks and improve OH&S performance.

The standard establishes criteria for an OH&S policy, objectives, planning, implementation, operation, auditing and review. Key elements include leadership commitment, worker participation, hazard identification and risk assessment, legal and regulatory compliance, emergency planning, incident investigation and continual improvement.

ISO 45001 utilises the Plan-Do-Check-Act methodology to systematically manage health and safety risks. It applies to organisations of all sizes and can be integrated with other ISO management system standards.





Community

**We have a new Community Policy which incorporates a formal statement on the intended social and environmental impact of our community projects.**

- We have a formal donations commitment towards charitable, community and sustainability initiatives which is now 1% of annual turnover.
- Our workers and customers can select charities to receive our company's donations and we have an established mechanism for staff to provide input into the charities we support.
- Our sponsorships & donations budget is allocated by our Community Steering Committee based on three areas of focus that align with our company's core values, within which proposals are considered:
  - **Diversity, Equality & Inclusion**
  - **Learning & Development**
  - **Creativity & Culture**

- We now have a **Supplier Code of Conduct** which outlines our commitment to sourcing quality materials, sustainably.
- By collaborating with suppliers who share our values and commitment to sustainable development, we aim to uphold ambitious standards of social, environmental, and ethical practices and increase our impact across our value chain.
- Our target is to have at least a 50% of our suppliers by value signed up to this policy, and to have mechanisms in place to ensure screening and compliance.



## SPONSORSHIPS & DONATIONS

We sponsored several projects under our 3 strategic themes:

- **CREATIVITY & CULTURE:**  
The Waterford Walls, Seek Dundalk, and the Royal Hibernian Academy of Arts (RHA).
- **LEARNING & DEVELOPMENT:**  
Social Entrepreneurs Ireland, TCD Access Programme (TAP), and Community Foundation Ireland (CFI) programmes with Spirasi, Tiglin Challenge, and Kinia Education & Training.
- **DIVERSITY, EQUALITY & INCLUSION:**  
St Vincent de Paul Celbridge, UNICEF, St John of Gods, See Beyond Borders, and Operation Childlife.

## HERITAGE WEEK EVENT:

We organised our third and largest-ever public tour of our historic famine workhouse with local historian Cathi Fleming.

This event was organised in person and attracted over a 100 people from our local community over two nights in August.

## VOLUNTEER DAY:

We organised our second Volunteer Day for our employees. We donated two days of our time, services, and paint products to the Acre Project and Tidy Towns in Celbridge.

Our staff contributed to 140 hours of volunteer work over the Heritage Week and Volunteer Day events.





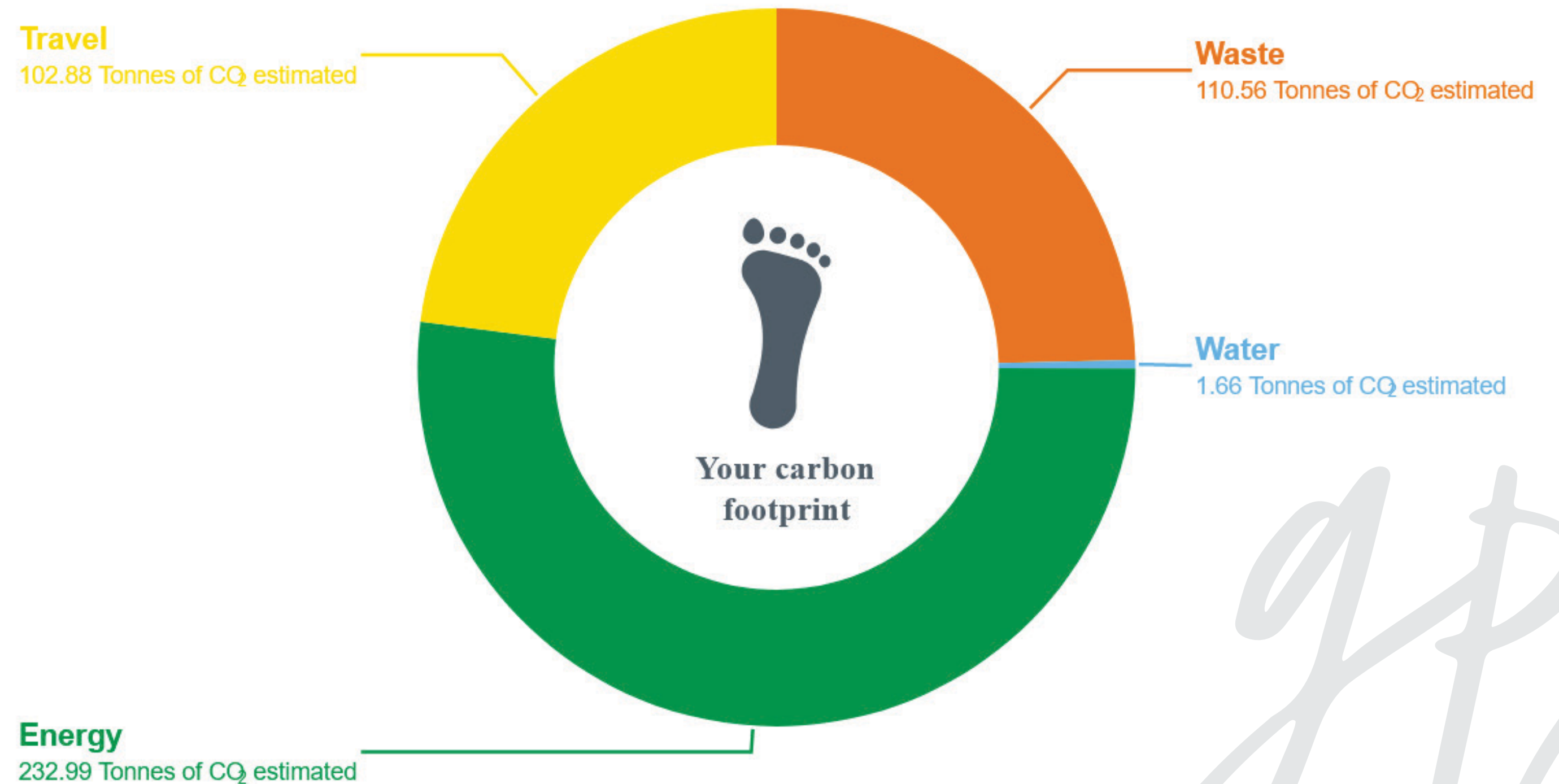
### Environment was a key focus for us in 2023.

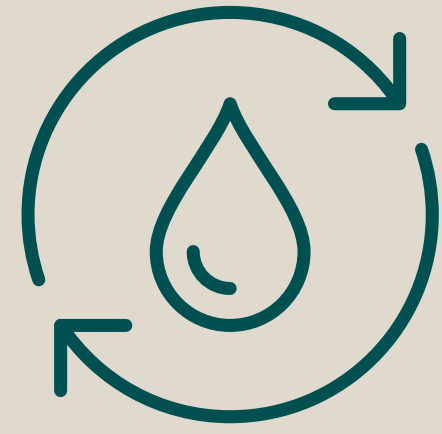
- We kicked off the BCorp project completing the recruitment of a BCorp project manager and allocating the necessary resources to the project. We launched the project formally with a team meeting in May and have organised regular presentations and trainings for staff members since then.

- We established our company's baselines around energy and water use and the generation of waste and Scope 1 & 2 emissions, based on which we now have an environmental management policy documenting our organisation's commitment to the environment, setting concrete and quantifiable targets for the years ahead.



### CO2 FOOTPRINT FOR 2022





## Environment

- As part of demonstrating our environmental commitment within our own operations and across our value chain, we have started preparations to acquire **ISO 14001 CERTIFICATION** to manage all natural resources sustainably, protect the environment, and prevent pollution in line with international standards of excellence.
- We are also dedicated to understanding our environmental footprint within our own operations and across our value chain. We have commenced a series of formal life cycle assessments (LCAs) of all our production processes and our entire product portfolio on a cradle-to-gate basis.
- We joined the UN Global Compact to show our public commitment to the 10 principles of good governance around human rights, labour, environment, and anti-corruption as we recognise that the transition to a net-zero, nature-positive and socially just society will require a radical transformation in the way we do business, and transparency and accountability are key to our commitments around these values.

### **WHAT IS ISO 14001?**

ISO 14001 is the internationally recognised standard for environmental management systems (EMS).

It provides a framework for organisations to design and implement an EMS, and continually improve their environmental performance.

By adhering to this standard, organisations can ensure they are taking proactive measures to minimise their environmental footprint, comply with relevant legal requirements, and achieve their environmental objectives. The framework encompasses various aspects, from resource usage and waste management to monitoring environmental performance and involving stakeholders in environmental commitments.







**We have a range of projects that we aim to continue working on and complete in 2024:**

- 1. WASTE:** Implement segregation systems across operations & offices; environmental impact packaging.
  - a. Separate recyclable and non-recyclable waste across all units;
  - b. Formally assess all packaging design & materials.

- 2. WATER:** Reform production practices through Standard Operating Procedures (SOPs) & equipment that encourage wastewater reuse.
  - a. Ensure all wastewater produced in manufacturing is reused.



- 3. CARBON:** Estimate Scope 1 - 3 emissions & develop a carbon action plan.
  - a. Commit to a science-based emissions reduction target.

- 4. ENERGY:** Analyse electricity & gas bills and establish an energy management system.
  - a. Reduce energy use by 5% by Q4 2024;
  - b. Move towards 100% renewable energy by 2030. Utilising grants and supports available; the first step in this process is the installation of solar pv on site.



## 2024 Roadmap

### 5. **STAKEHOLDER ENGAGEMENT:** Materiality assessment.

- a. Create mechanisms to identify and engage all stakeholder groups, and set performance targets for all identified material issues and measurements.

### 7. **CERTIFICATION:** Take a considered approach to New Product Development (NPD) based on LCAs.

- a. Get ISO 14001 and ISO 45001 certifications in place, as well as LCAs for all products & relevant Environmental Product Declarations (EPDs);
- b. Expand the Eurofins Indoor Air Comfort Gold Certificate to more of our products in our Curator range.

### 9. **WASTE:** Post-consumer waste.

- a. Maintain the quality of our paints and their durability;
- b. Develop an intuitive web-based paint calculator for customers and stockists to minimise waste at the consumer end;
- c. Research & innovate around circular economy principles for paint reuse and recycling.

### 6. **PROCUREMENT:**

Engage with top suppliers 1:1 around our supplier code of conduct; environmentally preferable purchasing programme.

- a. Ensure our top suppliers by value are signed up to our supplier code of conduct policy.
- b. Commit to new raw materials sourcing practices based on impact over cost.

### 8. **STAFF ENGAGEMENT:**

Engage workers through regular updates & training opportunities.

- a. Ensure 100% staff are offered relevant sustainability training;
- b. Show commitment to financial literacy and transparency through training and education.

