

 Talking  
Tables  
host it. love it.

# Impact Report 2026



*Some of the team hosting a Tea at TT community event*

# Contents



*Some of the team at our 'Total Team Dinner' celebration in October*

A note from our MD	3
Our year in numbers	4
Our 2025 highlights	5
Who we are	6
<b>People</b>	<b>7</b>
Our people	8
Community	14
Customers	18
Suppliers	19
<b>Product</b>	<b>23</b>
Highlights	24
Collection spotlight	25
Product spotlights	26
Key achievements	27
<b>Planet</b>	<b>28</b>
Ecologi	29
B Corp	30
Our partners	31
<b>Target tables</b>	<b>32</b>

2025 marked our third year as a B Corporation, and we were pleased to recertify with a significantly improved score. When we first certified in 2022 our score was 87.5, and this year we increased this to 113.2.

One of the most encouraging outcomes from the recertification process was seeing how many sustainable principles are now embedded naturally across the business. That was always our aim in becoming a B Corp, to ensure sustainability is part of our everyday TT life, decisions, and processes, rather than something separate.

This result reflects contributions from across the business, including:

- Volunteering hours and community initiatives
- Robust supplier onboarding, ethical standards and environmental traceability
- Leading industry events such as Talking Together
- Strong customer feedback loops and response times
- Employee welfare and benefits – including retaining our Great Place to Work accreditation
- Growth in FSC-certified products purchased and sold

Becoming and recertifying as a B Corp is a significant commitment and requires a huge amount of work across the business. A key focus for 2026 will be working towards the new B Corp standards (V2.1), aligning us with the Empowering Consumers for the Green Transition (ECGT) Directive.

There are still relatively few B Corps in the giftware industry and we would like to help change that. We believe progress is stronger when it is shared, and during the autumn we hosted our first B Corp brand breakfast at our head office. We look forward to building on this in 2026.

We also welcomed a group at the beginning of their working journey to our offices this year. Twenty students from St John Bosco College and Southwark College joined us for our first Career Aspiration Day. Organised with Access Aspiration and hosted by our sales team, the day included workshops, role insights and sales activities. It was a great opportunity to open our doors and we hope to welcome some of these students back for work experience in the future.

We closed the year on a high with the launch of our new Table Kind collection in Booths. Backed by data from our napkin survey, this sustainable everyday tableware range combines strong environmental credentials such as recyclability, European production and FSC certification with accessible pricing. Consumers increasingly expect sustainability as standard, and Table Kind reflects how we are responding to that shift.

We are proud of the progress we have made, but there is still plenty more to do. We look forward to another year of continued improvement and positive impact.



*D Fagan*

Daniel Fagan  
Managing Director

74 community gatherings supported

100% of games are free of single-use plastic

Great Place to Work score  
72%

68 face to face supplier visits

wellness budget for every member of staff:  
£600

533 volunteer hours

12,715 trees planted

gender pay gap 2.9%

113.2 B Corp score



Fragments of Fashion debuts – decorations made from fashion industry fabric offcuts



We launch two kids' games made from recycled paper



We host our first B Corp breakfast

**Great Place To Work®**  
**Certified**  
 NOV 2025-NOV 2026  
 UK™

We once again achieve  
**Great Place to Work**  
 status



Our Major Retail Partnerships team host a careers day for Inner London Schools

We recertify as a B Corp with an improved score of

**113.2**

**Certified**  
**B**  
 Corporation

Learn more at [bcorp.com](https://bcorp.com)



All of our standard napkins are made from recycled paper



We switch to recycled plastic for string lights battery cases

# Who we are

Talking Tables brings people  
*together* through joyful,  
design-led *celebrations*  
that feel special, inclusive,  
and effortless.

We believe that  
*gathering together*  
matters.



# People

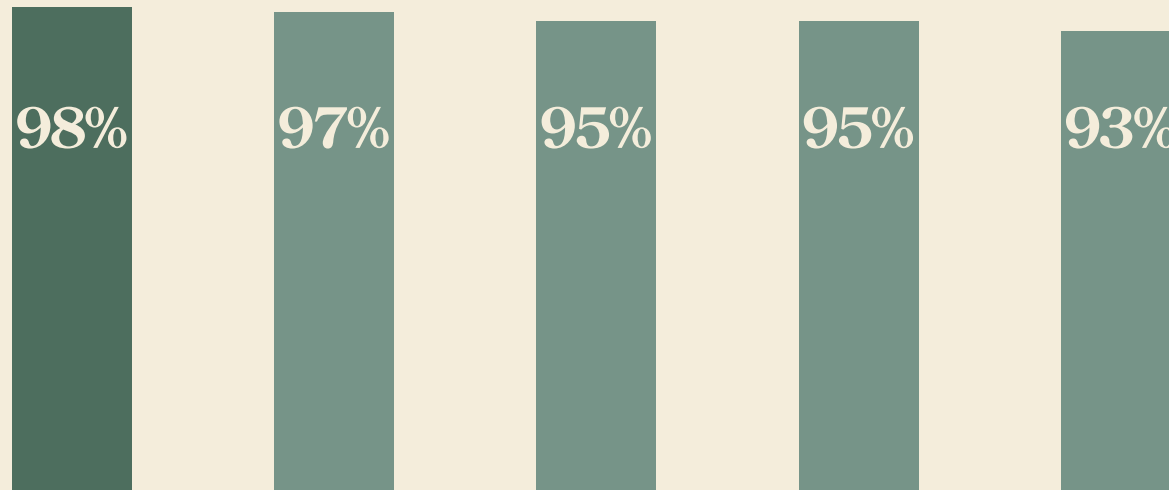


In 2025 our employees declared us a

# *Great Place to Work.*

Great Place to Work is an independent accreditation scheme. To qualify you have to score 65+ in its staff engagement survey. We achieved 72%. This compares to 54% for a typical UK company.

As it's a detailed and anonymous staff survey, the results are 100% credible and provide us with a benchmark as to how we are doing – where we are doing well and where we can do better.



People here are treated fairly regardless of their sexual orientation.

I feel good about the ways in which we contribute to the community.

People here are treated fairly regardless of their sexual orientation.

When you join the company, you are made to feel welcome.

People here are treated fairly regardless of their race.



# The TT Way

We have a set of values we all aspire to called The TT Way. Every month team members have the opportunity to call out where they have demonstrated the values in their meetings with their managers.



## Agile

We take the initiative,  
question and strive to  
improve.

## Collaborative

People are at the heart of  
everything we do.  
We work together and  
champion equality and  
inclusivity.

## Go the extra mile

We are accurate,  
hardworking and timely.  
We exceed expectations.

## Customer centric

We see the world through  
our customers' eyes.

## Hardworking

We work hard but  
also laugh hard.  
We celebrate success.

## Sociable

We build professional  
relationships.  
We can share interests through  
clubs and trips to the local.

## Give back

We have a responsibility  
to our colleagues, our  
community and the planet.

*Some of the team volunteering at a tree planting day*

# Volunteering

2025:  
**533** hours

2024:  
**461** hours



Everyone at Talking Tables has two paid days to volunteer. During the year we helped at foodbanks, litter picked, hosted community gatherings, offered careers advice and more...

# Wellness

What would you do with a £600 wellness budget. Well Fero Krivda, our artwork and packaging technologist, went hiking in the Lake District.

During the year *62 per cent* of staff used their wellness budget.



## Coming together

We love an opportunity to come together.

Here we are celebrating Chinese New Year on the happy occasion of Brenda Zhu from our China based team visiting the London office. Commented Brenda:

*“It was so joyful to see you all in person here in London office and the yummy Chinese food was a big surprise. Xin Nian Kuai Le – Happy New Year.”*

We also have eight subsidised clubs that range from wine tasting, to theatre visits, to crafting.

# Green choice

Our Green Choice Group meets monthly and brings together various areas of the business – from product development, to supply chain to marketing – to discuss our progress against our sustainability focuses.

Each area of the business represented at the meeting has clear sustainability KPIs for the year. For example, recycled materials targets were:

- Maintain above 60% recycled card packaging.
- Reach 25% of product made from recycled material.



*Daniel volunteering at a tree planting day*



Another important goal was to hold our first B Corp breakfast at our offices for B Corp brands in our sector. This took place in September and among the topics discussed were recertification, new standards, supplier engagement and carbon literacy training.

# Targets

## 1. Carbon product data:

increased data understanding that supports tangible actions and progress.

## 2. Recycled material:

increase the use of recycled material in product and packaging.

## 3. Sustainable product and packaging innovations:

share updates across teams.

## 4. Extend product life cycle:

share ways customers can extend the life of Talking Tables products.

## 5. TT office sustainability stewardship:

ensure our own office and operations are supporting sustainable progress.

## 6. Voice of authority:

through marketing and communications.

# Community



*Guests getting together at a Tea at TT community event*

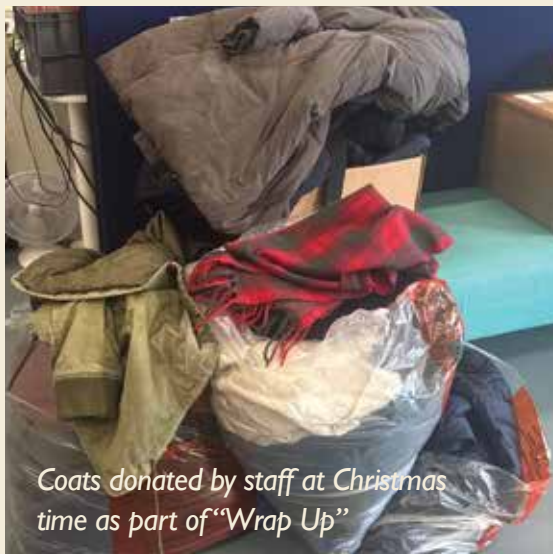
# Our community

Extending the joy of gatherings to people who don't have the same opportunity to get together as many of us underlines our community activity. As we get older our social circles can often diminish and so a lot of our community work revolves around older people.

We have a Community Committee that meets monthly. However, it's encouraged that everyone at Talking Tables is involved in activities – and it's something the team really gets behind.

If you have an event you'd like us to support, please do get in touch:

[info@talkingtables.co.uk](mailto:info@talkingtables.co.uk)



Coats donated by staff at Christmas time as part of "Wrap Up"

Our main community activity revolves around the Four Business Units: Shared Services, Brand, Major Retail Partnerships and Amazon and Marketplaces. Each unit is allocated a quarter and organises two activities – one a hosting one.

We have a pledge on our public website that we will donate a pack of products to a community gathering for every order we receive. This is in line with our mission to ensure that as many people as possible can enjoy gatherings.



Clare, our founder, at a Tea at TT community event

# Re-Engage

Re-engage has been our key charity partner for four years. There is a great fit between us as their purpose is to end social isolation among older people via tea parties.

The main way we work with Re-engage is to supply their local tea party groups with products to jazz them up.

We also support Re-engage via:

- An annual bake sale to raise money, usually during Loneliness Awareness Week in June.
- A donation during the Big Give (thereby doubling the amount).
- Donating the services of our photographer for their special events.



Re-Engage bake sale last June



## Tea at TT

Three times a year we invite the local older community to afternoon tea and entertainment at our offices, we call it Tea at TT.

To date we have put on ballroom dancing, crafting, bingo and karaoke as entertainment for our 'Stockwell friends'. They are organised by whichever Business Unit is running the quarter they fall in.

*"I absolutely loved organising our Valentine's Bingo Tea Party with our local older community. A huge thank you to my amazing team for their support in setting up the event and for being on hand with plenty of tea and prosecco refills. It's so heartwarming to hear how much our guests value the chance to chat, laugh, and spend time together — which is exactly what Talking Tables is all about."*  
Kieran Clark, head of the Amazon and Marketplaces Business Unit.

# Mayor's Fund for London



We are keen to support young people into work, especially those who may not have the advantage of family members with connections that can help their career paths via routes like internships.

We are affiliated via an annual payment to the Mayor's Fund for London that works with young people in urban areas. It has two arms:

## Access Aspiration

Works to improve students' pathways into work. We work with AA via mock interviews, career talks, internships and career days.

During the year we held a career day at our offices. Among the activities, the pupils split into groups to role play selling a Talking Tables product to a retail buyer.

## Kitchen Social

Provides out of school term or hours meals.

We support Kitchen Social by providing colourful tableware and decorations for their events.

During the year we supported 27 events.

# Go Beyond

And we supported eight Go Beyond holidays. Go Beyond are a charity that takes children who have a difficult home life away for adventure holidays. Many of these children may never have experienced a holiday and are troubled by their experiences. We support the charity with decorations and tableware to make their meal times feel special.



*Go Beyond adventurer enjoying an ice cream with our napkin*

During the year our IT team also donated 20 laptops and desktops to Little Lives, a charity dedicated to transforming the lives of disadvantaged children and young people across the UK.

# Our customers



*We are constantly visiting our store customers.  
Here's some of our SS25 product in Restoration Yard.*

We sell to retailers as well as the public, with the majority of sales 'B2B'. We recognise that high service levels for our retail customers are vital and we measure ourselves monthly on how we are doing.

Here's how we did in November 2025:

## Courier deliveries

On Time In Full: 99.9%

99.9%

## Pallet deliveries

On Time In Full: 97.14%

OTIF

During the year we also launched Close Friends on Instagram for our independent customers to both share information and generate feedback.

We have a product guarantee, called a 100% happiness guarantee, for product on our consumer website. If for any reason a customer feels we didn't brighten their occasion we provide a free order of equal value.



# Our suppliers

All of our suppliers are signed up to our code of conduct, called the “Talking Tables Way”. We check they are complying with it via audits, information requests and visits.

## Sustainable

We strive to ensure all resources  
- including paper, water and waste  
- are managed in a sustainable  
and circular way.

## Supportive

Talking Tables works to support and educate  
our suppliers. We are also proud to support  
the cultural, economic, and social wellbeing of  
the communities in which they operate.

## Fair & equal

All our business is conducted lawfully and  
with integrity. We are committed to ensuring  
labour rights are respected; that workers are  
paid responsibly, have paid time off and  
opportunities for development.



*Some of the team visiting a supplier*

# Supplier Engagement Survey

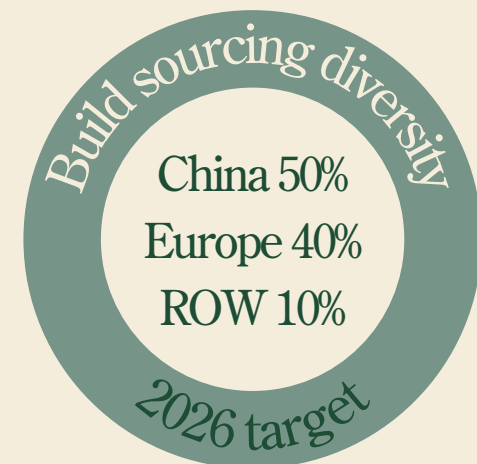
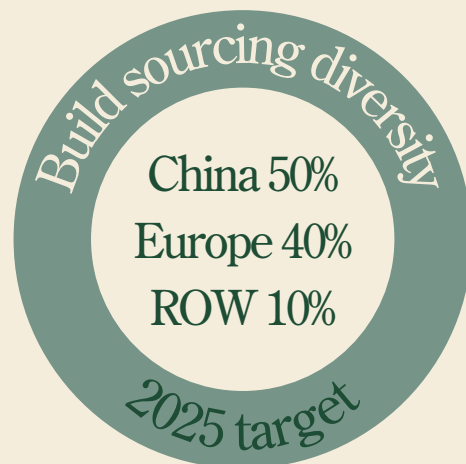
Our annual Supplier Engagement Survey is designed to determine if there is clear communication between ourselves and our suppliers and highlight any areas where we need to improve.

As part of the survey we ask suppliers to rate our commitment to sustainability:



We were particularly pleased to learn our suppliers share our commitment to investing in both governance and training around sustainability.

Since receiving the results, we've shared feedback across our teams, held internal sessions to address key blockers, and are strengthening our focus on faster approvals – an issue highlighted in the survey.



# In 2025 we discovered...

76%

of suppliers provide community or charity support

52%

take part in tree planting initiatives

82%

of suppliers have waste reduction targets in place

16%

have net zero targets

22%

of suppliers are female owned

36%

of suppliers we have worked with for +10 years

18%

record their greenhouse gas emissions

82%

have recycling policies in place

# Last year we worked with our supplier base to...

1. On board one new female owned supplier.
2. Increase percentage of suppliers to have waste reduction targets in place to 80%.
3. Improve suppliers with net-zero targets by 5%.
4. Have an additional 10% of suppliers taking part in tree planting.
5. Increase percentage of suppliers with recycling policies to 80%.
6. Increase percentage of suppliers giving back to the community to 70%.
7. Increase percentage of suppliers recording their greenhouse gas emissions to 10%.

# This year we will work with our supplier base to...

1. Continue to improve staff volunteer hours – 55% of suppliers to offer this.
2. On board one new female owned supplier.
3. Increase percentage of suppliers recording greenhouse gas emissions to 25%.
4. Increase percentage of suppliers giving back to the community to 80%.
5. Increase percentage of suppliers with recycling policies to 85%.
6. Increase percentage of suppliers with waste reduction targets to 85%.
7. Increase net zero targets by further 5%.
8. Increase tree planting initiatives by further 5%.





# Product

# Product highlights

2



100% of our standard paper napkins are made in Europe from **recycled paper**

3

We launch our first two games made from **FSC® recycled paper**

6



100% of our games are free of **single-use plastic**

7

We launch **Table Kind:** a recyclable and compostable collection of paper napkins, plates, bowls, tablecloths, cutlery and straws, plus wooden cocktail sticks, made in Europe.

1

20  26  
**GIFT OF THE YEAR**

Fragments of Fashion – decorations made from **recycled** fashion industry fabric offcuts – is shortlisted for Sustainability Gift of the Year Award



4

We introduce tote bags made from **recycled plastic**



5

We switched to **recycled plastic** battery packs for all string lights

8

We expand our Azo-free dye felt collection with a **World Fair Trade** supplier.

9

We expand our Gift Kindly **sustainable** gift wrapping collection with the addition of birthday products



# Product spotlight

## Table Kind – *An eco-nomy choice for the every day*

Our new Table Kind is aimed at major retailers and offers consumers an every day tableware collection at accessible prices.

Featuring:  
Paper napkins, plates, bowls, tablecloths, cutlery and straws, plus wooden cocktail sticks.

Eco credentials:  
Paper from well-managed Forest Stewardship Council® (FSC C111442) certified forests, recyclable, compostable and European production.

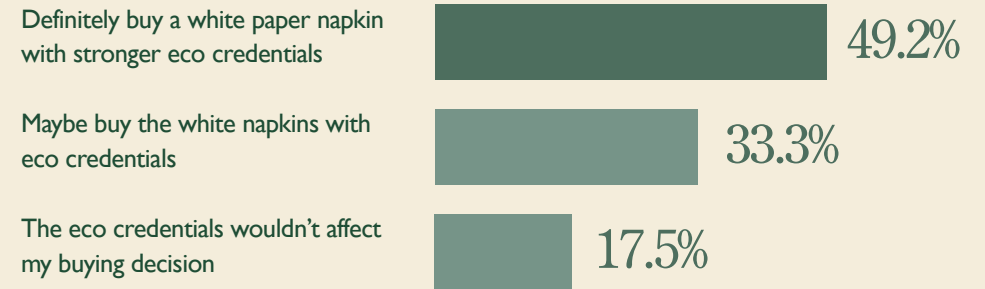
Pricing:  
Matched to standard in-store options.



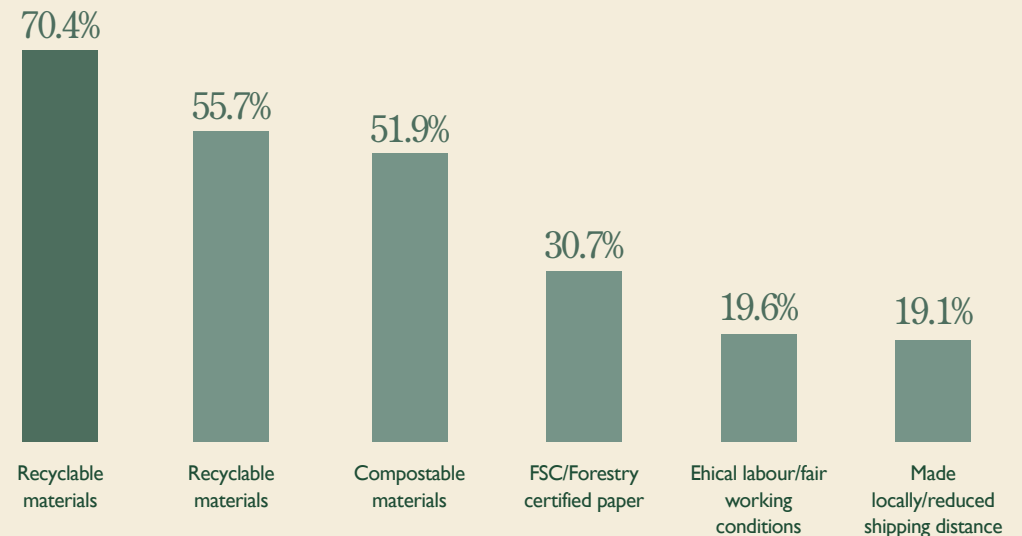
Some of the collection on shelf in Booths supermarket

The collection is backed by customer research. For example, we surveyed 1,000 consumers on their attitudes towards white paper napkins...

*If you were buying white napkins, and two packs were the same price and 'apparently similar', would you:*



*When you think of 'sustainable paper napkins' what matters most to you?*  
Respondents were asked to pick up to three



# Games

During 2025, steep and unpredictable US tariffs on products produced in China dramatically increased our costs and disrupted traditional supply chains. To ensure we could deliver affordable products to customers worldwide we moved around 65% of our games production to India. As a result, we weren't always able to source some of the more complex materials that are available in other territories. This affected our ability to source sustainable materials such as recycled packaging and cellulose tamper seals. We aim to rectify this for 2026.

## Key achievements

- ★ 100% of games in 2025 were single use plastic free
- ★ We launched our first two 100% FSC® recycled games
- ★ 67% of new games used CDUs (counter top display units) that replaced inner packaging, reducing waste packaging
- ★ 100% of games were made from FSC® material
- ★ We added two more titles with 100% FSC® recycled packaging

## Goals for 2026

1. One game collection using bamboo pulp for inner packaging
2. 50% of games have recycled packaging
3. All key games suppliers can source cellulose tamper seals
4. Produce one new game with a European supplier
5. Replace 65% of all inners with CDUs to reduce packaging waste

# Party and lifestyle

Spring 2025 saw us launch Bon Appetit, a collection majoring on reusable materials like enamel and ceramics. Following its success, this concept was expanded for autumn/winter. This spring/summer sees further growth in the range and the new collections Bon Amour and Bon Jardin launching.

## Key achievements

- ★ SS25 (Party & Lifestyle)
  - 60% of product reusable
  - 82% of product plastic free
  - 100% of packaging plastic free
- ★ AW25 (Party & Lifestyle)
  - 55% of product reusable
  - 61% of product plastic free
  - 97% of packaging plastic free

## Goals for 2026

1. Launch a range of kitchen textile products using sustainably sourced, organic cotton.
2. Remove plastic candle holders from all new birthday candle packs, reducing the amount of plastic used within our products.
3. Eliminate glitter across all existing candle ranges and transition these lines to more eco-conscious alternatives without compromising on design or enjoyment.
4. Where products have display units, ensure they double up as inner cartons, allowing them to serve a dual purpose and reduce unnecessary packaging.

# Product spotlight

## Fair trade felt

Our felt bunting and sprigs are made in the foothills of Kathmandu, Nepal by a World Fair Trade supplier. The factory's workforce is 80% women from local villages and it employs handmade techniques, keeping crafting skills alive.

The felt is handmade and 100% wool and free of Azo dyes.

We have been working with the supplier for three years and autumn/winter saw us expand our numbers of lines by a third.

New product lines include a wreath and birthday bunting.



## Fragments of Fashion

The collection of tree decorations was introduced for the Christmas season and comprised six designs of tree decorations. All were handmade by Indian artisans from mache made from offcuts of fashion industry waste.

Combatting fashion waste is a pressing sustainability challenge, with 350,000 tonnes of clothing going to landfill in the UK alone annually, contributing to environmental issues like pollution and greenhouse gas emissions.

Two new collections have been introduced for spring/summer 25 with more to follow for autumn/winter.

# Planet





## Mangrove Restoration in Pakistan

Mangroves are highly efficient at capturing and storing carbon and protecting coastal eco systems. Unfortunately, mangrove forests in the Indus Delta in Pakistan have experienced massive deforestation. Through mangrove reforestation, the Delta Blue Carbon Project aims to promote climate change mitigation, maintain biodiversity and create local employment and well-being.



63,138  
trees funded



913.5  
tCO2e avoided



58  
tCO2e removed



80  
m habitat restored

## Replanting what we use with



We work with climate group Ecologi who provide companies and individuals with the opportunity to plant trees via projects involving local communities around the world.

- We offset our paper napkin products with tree planting.
- We plant trees to celebrate staff birthdays.
- We use tree planting as an incentive (rather than discounts) for customers.
- And this year we began offsetting the coated paper we use to produce product mock ups.

We also support immediate carbon impact projects with Ecologi, like fuel efficient cook stoves and solar energy.



## Peatland restoration in the UK

Peatlands are one of the planet's most important ecosystems, playing a crucial role in carbon storage. This project supports the restoration of UK peatland – 80% of which is degraded or in decline. Degraded peatlands, instead of storing carbon, have become significant sources of greenhouse gas emissions. The project will:

- Help to combat biodiversity decline
- Slow water runoff and soil erosion
- Increase resilience to wildfires
- Protect and enhance long-term carbon sequestration

# B Corp

2025 marked our third anniversary as a B Corp which meant applying for recertification. We're really happy to report we recertified with a significantly higher score than originally achieved in 2022.

We believe that in an age of green washing, independent accreditation provides consumers with assurance that the claims a business is making are valid. Being a B Corp also focuses all our people in their daily working lives on achieving improvements to our social and environmental impact.

17.1 + 27.8 + 24.6 + 39.5 + 4.1

Governance      Workers      Community      Environment      Customers



- 113.2 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

## What is B Corp

Talking Tables is one of over 10,500 B Corp companies worldwide committed to using business as a force for good. To become a B Corp you have to pass a rigorous independent assessment of your social and environment practises. UK B Corps include Ella's Kitchen, The Body Shop, Kallo Foods and Innocent Drinks.

Awareness of B Corp is steadily increasing among the UK public. Each summer we survey 200 consumers on their shopping preferences and include a question on B Corp awareness.

**2025: 33%**  
2024: 29.5%  
2023: 25%



# Recycling with First Mile

Talking Tables are one of 30,000 businesses working with recycling group First Mile to recycle as much as we can. We currently have eight recycling streams with them including: glass, general waste, mixed recycling, napkins, paper, food, cardboard and Oatley cartons. We'll be shortly adding soft plastics. What there is of general waste is burnt to create energy rather than going to landfill.

Everyone who joins Talking Tables goes through a recycling induction and First Mile's reporting enables us to share what our efforts convert into. For example, overall percentage of waste recycled, and number of trees and Co2 tonnes saved. This really helps to get the team together behind recycling.



As Lottie, our receptionist and host who manages the relationship, says:

*"I like using First Mile because it's so efficient and easy to use and navigate. Having separate streams has made it so much easier for everyone to dispose of waste correctly."*



# Our partners

We have held a Forest Stewardship Council® licence for 13 years. The FSC® is the leading organisation promoting the responsible management of the world's forests via certification. We undergo annual auditing of our supply chain to ensure the paper we are using is from well-managed FSC® (FSC C111442) certified forests, recycled materials, and other controlled sources.



We source our organic cotton from a supplier who is signed up to the Better Cotton Initiative, the largest cotton sustainability project in the world. It helps cotton communities survive and thrive, while protecting and restoring the environment.

We are an accredited Living Wage employer. This means that we ensure our employees and contracted workers are paid a fair day's wage. The Real Living Wage is independently calculated on an annual basis.



We are proud to be accredited by the Good Business Charter (GBC). The GBC consists of ten components; including ethical sourcing, prompt payment of suppliers and staff wellbeing.

We are signed up to the Better Business Act which is working to change the UK law to ensure every company in the UK aligns their interests with those of wider society and the environment.



Products of Change helps us keep up with key sustainability developments via articles and training sessions. It is a global educational hub driving sustainable change.

# 2025 what we said and what we did

<b>Workers</b>	Maintain Great Place to Work status.	✓
	100 new user manuals to aid staff.	✓
	Support the next generation with six intern placements.	✓
	Achieve zero gender pay gap.	✗
<b>Community</b>	Hold two industry Talking Together events improving standards and sharing.	✓
	Each business unit team to host a quarterly Tea at TT community event and a volunteering group activity.	✓
	Support 150 community events.	✗
	Eight foodbank group volunteering activities.	✓
<b>Customers</b>	Dedicated survey on customer attitudes towards sustainability.	✗
	Improve customer happiness score to 9 out of 10, measured biannually.	✓

<b>Environment</b>	Recertify successfully for B Corp.	✓
	Achieve First Mile gold status for office recycling.	✗
	Measure the lifecycle of key product categories.	✗
	25% of products will be made from recycled and upcycled material. Based on order volumes for AW25 & SS26.	✗
<b>Governance</b>	Training on our anti-corruption system.	✗

# 2026 goals

## Workers

Maintain Great Place to Work with an increased rating.

Support the next general with six intern placements.

Achieve zero gender pay gap.

Automate 4 processes across Customer Service and Accounts team to aid staff.

Quarterly staff pulse surveys.

## Community

Hold two industry Talking Together events, sharing experiences and improving standards.

Each business unit team to host a community event at HQ and a volunteering activity.

Support 150 community events.

Support 50 Re-engage tea parties.

## Customers

Reduce trade customer backorders by 5%.

## Environment

Recertify successfully to the New B Corp standards by September 2026.

Achieve First Mile gold status for office recycling.

Reach 75,000 total trees funded on Ecologi platform.

Launch Table Kind sustainable range into 2 x volume retailers.

## Governance

Publish Modern Slavery Statement.