

WORLD LEADER IN SUSTAINABLE GROWTH



RK BURT

Annual Impact
Report 2025





WELCOME TO OUR IMPACT REPORT

2025 marked a turning point for GF Smith.

At the start of the year we unveiled a bold new identity — the result of months of listening, questioning and refining. It wasn't simply a visual change. It was a clearer expression of who we are today: a company shaped by people, creativity and a restless curiosity about what paper can become. Our refreshed look and voice reflect that spirit — more open, more confident, and ready for what comes next.

We also made major changes to our supply chain and expanded our product portfolio. We became the UK supplier of Gmund papers, and the Sirio ranges from Fedrigoni, alongside the launch of new ranges including Droplet and Geltex.

We're proud of what we achieved — but even more proud of how we did it: bringing people with us and having plenty of fun along the way.

This Impact Report focuses on the issues that matter most to our business as we continue working towards our goal of being a business for good — for our people, for the planet, for the communities we're part of, and for generations to come.

In practice, this means we are working to:

- Build a future-facing business that's ready for an increasingly uncertain world.
- Create an inclusive culture where people have a voice and genuinely enjoy their work.
- Keep improving our environmental practices and reducing our emissions.
- Play an active role in our communities through our Charitable Trust, embodying our belief in business as a force for good.

We're proud of what we've achieved, but even more excited about what's ahead — a business that grows responsibly and makes a real difference.

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Report 2025

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GF SMITH & RK BURT HERITAGE

GF Smith is an independent British paper company founded in 1885 by George Frederick Smith, who believed printers and publishers deserved access to the very finest papers.

That belief still shapes what we do today.

We work with brands, designers, printers and creatives around the world, helping bring ideas to life through carefully curated papers from around the world. From colour and texture to performance and printability, we believe the right paper changes everything.

At the centre of our story is **Colorplan** — our iconic paper range, conceived and developed by GF Smith and now used by designers and brands in over 30 countries worldwide. Known for its unmistakable colours and versatility, Colorplan continues to evolve as new applications, collaborations and creative possibilities emerge.

For us, paper is more than a surface. It's a creative material for thinking, making and expressing ideas.

As a proud B Corporation, we're committed to ensuring paper continues to feel good — for creativity, for people and for the planet.

RK Burt has been part of the UK's creative paper story for more than 130 years, supplying the fine art world with papers that combine technical excellence with visual beauty. From artists and publishers to printers, retailers and film studios, their papers support creativity across the country.

Working with specialist mills across Europe and Asia — including Japan, Nepal, Italy, France and Germany — RK Burt has become a leading UK distributor of traditional fine art and digital inkjet papers.

In 2019, RK Burt joined the GF Smith family, bringing together two businesses united by deep expertise, shared values and a genuine love of paper.



OUR VALUES

Our values were written with the input of all our people and guide the way we work day to day.

ONWARD

We are a proud, independent, distinctive business that never stops thinking. We were born in Hull but have a global perspective. People are our foundation; we love what we do and warmly welcome everyone on our journey.

HUMAN

We stand for doing our best; being true to our word and treating others with respect. We stand for delighting our customers and each other; for bringing possibilities to life; for always asking 'what more could I do?' and for having fun while we do it.

BOLD

We are not perfect, but we are working hard to become a world class business. One with a growth mindset, which continually improves and where everyone is able to reach their potential and be fully themselves. A successful, sustainable business for good, supporting and building our communities for future generations.



GF SMITH IN NUMBERS

11K PAPERS

500+ RANGES

300+ COLOURS

40+ COUNTRIES

19 NEW PAPER RANGES

Revenue:

2021 - 25,120,002

2022 - 33,032,777

2023 - 31,153,441

2024 - 31,200,000

2025 - 29,000,000 est.

REBRAND OVERVIEW

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Rebrand Overview

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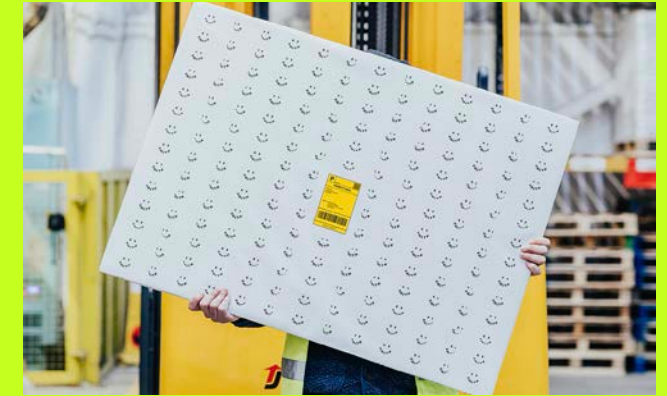
REBRAND OVERVIEW

After many months of planning, in January 2025 we unveiled a bold new identity for GF Smith — one that reflects our values and our place within today's creative landscape.

The refreshed positioning, brand architecture and visual language grew from an extensive research process exploring our people, culture, purpose and the role we play in the creative community.

The result is a brand that better expresses who we are and what we believe.

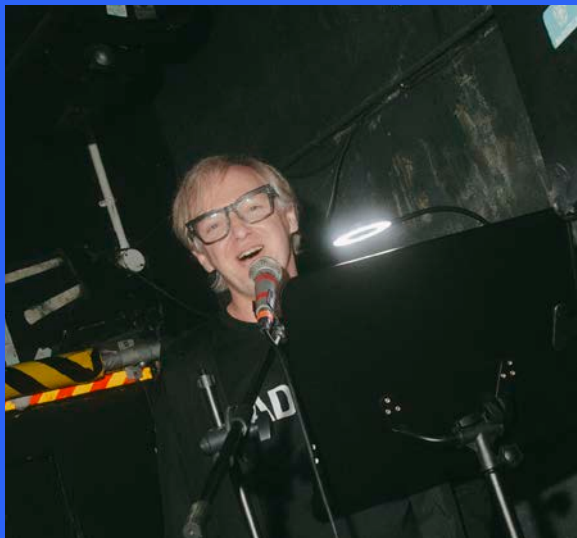
With every sheet of paper, we offer the space, invitation and freedom to create.



“We felt that our visual identity, though much loved inside and outside the company and right for GF Smith at the time, no longer reflected who we were as an organisation or as people, and that it was the right time to change, to create a new energy for the brand and, above all else, to look forward to the future.”

– **Ben Watkinson**,
Global Brand Director, GF Smith





REBRAND EVENTS

It felt important that the GF Smith team saw the new brand first. So in January we gathered at Hull's iconic New Adelphi Club to unveil our new identity — a fitting venue for a moment of reinvention, in a place that has long been part of the city's creative culture.

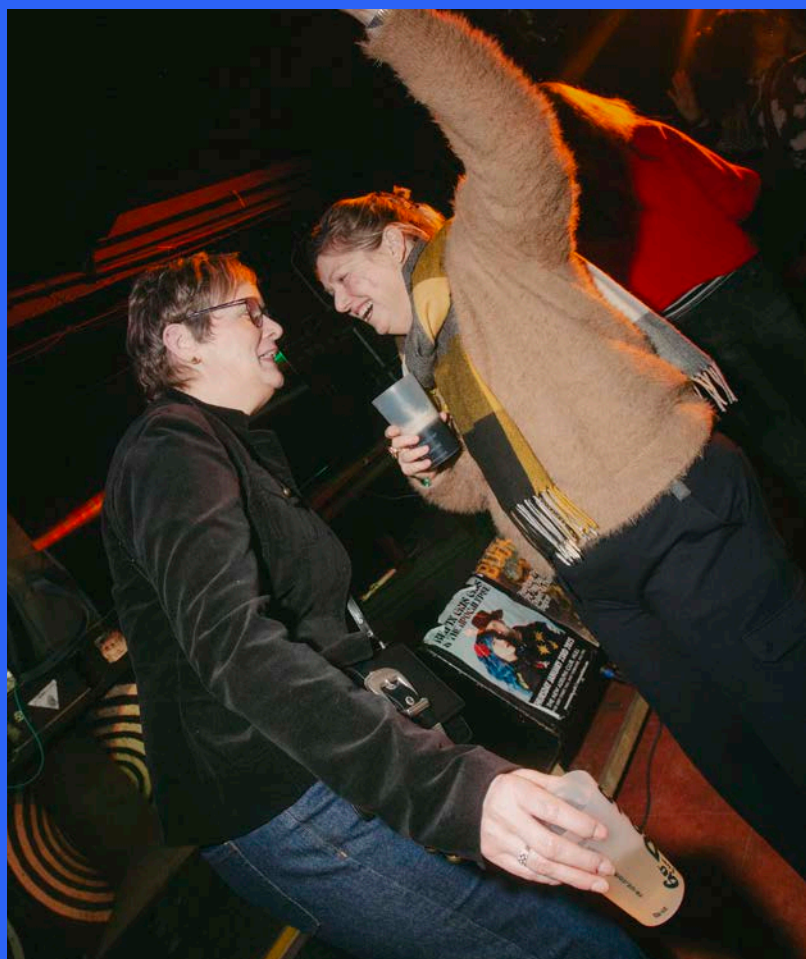
From there we took the new brand on the road.

In partnership with **It's Nice That**, and joined by the team from **Gmund**, we launched our national event series: *New Dimensions — The Future of Paper*. Over three consecutive days we travelled to three major UK cities, hosting two events in each.

During the day we showcased the latest papers and innovations from Gmund, exploring new materials and creative possibilities. In the evening, each venue transformed into a theatre space where audiences of designers, creatives and print specialists gathered to hear the story behind the rebrand.

TEMPLO shared the thinking behind the new identity, alongside inspiring talks from creatives pushing the boundaries of what paper can become.

The tour was an unforgettable experience — and the response from the creative community in every city was genuinely overwhelming.



NEW COLORPLAN RANGES

For the first time in years, we have reimagined our Colorplan collection to include more colours, more finishes and more variety.

We're constantly looking for ways to make our business as sustainable and planet-friendly as possible. This was at the forefront when it came to reimagining Colorplan, so we were delighted to introduce GF Smith Colorplan Extracted and GF Smith Colorplan 50/50.

With ten new colours inspired by our archives and future trend forecasts, Colorplan Extracted is made from 100% recycled fibres, and Colorplan 50/50 showcases our most popular colours and weights, now made from 50% virgin fibres and 50% recycled fibres.

As part of our ongoing commitment to positive evolution, we also reviewed the inclusivity of the range, and decided to rename three Colorplan shades which were originally created in the 1930's.

Language matters. So whilst the colours themselves live on — they have new names that reflect their character, and a world that has moved forward.

Pictured are the 10 colours inspired by our archives and future colour trend forecasts



ACTIVATIONS

In March 2025, we launched the Colorplan Carabiner and Smile Book. The ultimate celebration of our Colorplan collection and designed to bring our customers joy, they were (to our knowledge!) firsts of their kind in the paper industry.

A wearable swatch designed to clip onto your belt loop, bag, or bookshelves? An innovative, award-winning, ram-punched, lay flat bound semi-circle paper book? Our new swatches were, and still are, bold, vibrant, and ready to inspire.



COLOUR LIVES HERE

Our rebrand places colour firmly at the heart of the new GF Smith identity.

The vibrant, high-contrast palette is drawn directly from our paper collections — from the iconic Colorplan range to collaborations with some of the world's finest paper mills. Together they reflect the breadth of our coloured paper offering, which is now more expansive than at any point in our history.

For us, colour is more than something you see — it's something you feel.

This belief inspired **Colour Lives Here**, a campaign celebrating the artists and designers who transform colour into language, memory and movement.

We brought together ten UK and international creatives — Alex Antonescu, Amechi Mandi, Beatrice Cristini, Fiona Quadri, Gabriel Silveria, Ines Gradot, Mathushaa Sagthidas, POoR Collective, Polina Belenchuk and Stella Murphy — whose work begins with colour and grows outward from it.

In their studios, on their desks and in their hands, colour becomes method, mood and meaning.

From the bold immediacy of riso print to the quiet precision of conceptual photography, from objects rooted in craft to spaces shaped by community, each creative reveals a different way colour moves through the world.

Through interviews, studio visits, tools and works-in-progress, the campaign explores how ideas take shape — and how colour continues to spark imagination in unexpected ways.



OUR PEOPLE

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Our People

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OUR PEOPLE

Creating a great place to work, where people feel involved and that have a voice is key to our approach to people.

We demonstrate this in a number of ways:

People Group

Our People Group was established in 2022 with the purpose of ensuring that our people-focussed initiatives reflect the priorities of our teams. It is comprised of around 12 individuals from across the business, each of whom serves a term of between 12 and 24 months.

Since 2022 a total of 22 individuals have been members.

This year People Group have organised a range of events in both Hull and London including:

- Our annual summer 'yard party' which brings people together from across the business.
- A coastal walk.
- Simultaneous Pretty Muddy races in London and Hull.
- Halloween ghost walk and visit to Clink Street Prison.
- Collage workshops with Paper Artist Beth Suzanna.

Additionally, there have been quizzes, coffee mornings, fish & chip and pizza lunches, and hot chocolate stations.

People Group also achieved its most impactful success to date with the introduction of our flexible holidays scheme



Three members of People Group tell us about their experience:

“I’ve been in the people group for 2 years now, whilst working within the production department for around 20 years in total and currently as a lead operative. It’s been great to speak with people from other areas of the business that I wouldn’t have ordinarily come into contact with on a daily basis and have enjoyed listening to their perspectives and ideas.

I am very proud to be a part of the team that brought about the flexible holiday scheme and personally think it’s the biggest thing we have achieved whilst I’ve been a part of the group. The next thing to focus on should likely be to complete the structure of long service.”

– **Jim Ellerby**



“I joined People Group this year, and represent the sales office and purchasing.

I have really enjoyed the events planning, I feel like we planned a great summer party this year and other activities. I’d love to see the people group plan more activities that bring different teams together.

I have really enjoyed being a member of the people group, it’s been great to spend time with everyone & learn how other departments work. I feel like we’ve all worked really well together, especially when people have had different opinions or ideas.”

– **Rae Hasnip**

“I’ve been on People Group since it started 3 years ago. I’m now the Treasurer, so I manage the budget. The business gives a generous budget each financial year to spend on events and other people related things.

The biggest thing we have achieved has been the Buying Holidays process. It took us over two years of debates, conducting research and presenting our proposal to a group of managers and board members — but we did it! The thing I enjoy most is hearing different views from all around the business.”

– Sarah Roberts



PEOPLE FACTS AND FIGURES

129

Employees



are full
time

are part
time



have office
roles

work in
operations



of our leadership team
are male

of our leadership team
are female

49%

64 people have been
with us between 0
and 9yrs

30%

38 people have been
with us between 10
and 19yrs

11%

14 people have been
with us between 20
and 29yrs

8%

10 people have been
with us between 30
and 39yrs

1.5%

2 people have been
with us between 40
and 49yrs

0.5%

1 person has been
with us for over 50yrs

- Ages of people across the business range from 21 to 67
- Service ranges from under 12 months to 51 years
- We recruited 8 new people in 2025 and 32 people were promoted or changed roles within the business.

PEOPLE'S STORIES

We are extremely proud to have people with a wide range of experience and lengths of service. Our Customer Service and Insights Teams are a great example of this.

Ben Palphramand

Role: Customer Support Team Advisor

Length of service: 3 months

I've really enjoyed these first few months at GF Smith. Starting a new role can be scary, but I'm enjoying the learning experience and getting familiar with the products and processes. It's also great to be joining such a welcoming and supportive team that's really helped me get settled in.

Coming from a design background, I love paper, print, and packaging, so it's really interesting to see how the products are actually used. Talking to customers about their projects and ideas, and seeing what creative things can be done with great paper!



Anna Gibson

Role: Insights Advisor

Length of service: 7 years 4 months

In 2018, I was seeking a location to complete my sign-making apprenticeship. GF Smith offered me a job which included the opportunity to complete my qualifications. I learnt the ins and outs of making prototype packaging and bespoke envelopes.

A couple of years later, I moved into the photographic department, where I operated the guillotine, helping to produce bespoke wedding albums, presentation boxes, and making books. But after the photographic department sadly shut, I found myself joining the Sample room. I wasn't there for very long, but I always found this to be the best place to learn about everything we have to offer, and where I gained most of my current knowledge.

I've always been keen to gain more skills, and so I applied for a job in the office. After 2 ½ years in customer service, I was successful in getting a job in the Insights team, where I have now spent 5 months.

100% the best thing about working here is the people - those who get you through the day, especially the tough days! And the best thing about my job would be all the interesting conversations I get to have with creative people.

Ian Thurston

Role: Greeting Advisor in the Customer Service Team
Length of service: 20yrs+ now (Plus 11 from the first-time round)

I started as a fresh-faced school leaver and was given a chance by our former Sales Director, Ray Earle, in 1987. I began as an office junior and then moved to our samples room. After a year, I moved into the general sales office. I left for six years, but I had the opportunity to return to the GF Smith family I loved, and I've been here ever since. The best thing about working here is the people. I spend more time with my friends in the office than I do with my own kids... and of course, the chance to sell beautiful papers. Every day is a new challenge, but I can always leave at the end of the day knowing I've done the best I possibly can.



ENGAGEMENT AT GF SMITH

Communication and connection are at the heart of our approach to people. Although we love to have fun together, as you will have seen from the preceding pages, we are also serious about ensuring everyone knows what is going on, has the information they need to do their jobs, and is able to tell us how they feel.

Here are some of the ways we do this:

● Scorecard meetings

We have held a scorecard brief every month since August 2022 (by October 2025, that was 38 consecutive months and counting!) Starting with the Leadership Team, regular meetings are held to share news and review business performance.

In 2025, this was greatly enhanced by the development of the scorecard in our Qlik data app. This means that everyone receives up-to-date, accurate, consistent, and relevant information.

● News Headlines and Month in Pictures

We share other news and images of recent events in our News Headlines and Month in Pictures. Both of these enable people to feel well-informed and connected to the wider business.

● Friday Pulse

Friday Pulse gives us a way to measure and understand team happiness and culture. We have a weekly pulse survey and a quarterly, more in-depth culture survey that provides managers across the business with real-time, actionable data.

Across the business, for FY 2024/25, our response rate was 56% and our Happiness Index was 64.

Consistently, people tell us our strengths as a business are:

- Team relationships
- Friendships at work
- Free to be yourself
- Pride
- Fairness & respect

We need to improve in the areas of:

- Team co-operation
- Feedback
- Learning
- Creativity

● VIP's

Valuing Individual People (VIP) is the GF Smith equivalent of an appraisal system. This annual process puts the individual firmly at the centre and gives an opportunity to reflect on the past year and plan for the future. The first section is arguably the most important, and simply asks 'How are you?' Everyone, from board members to the newest recruit, has a VIP.

WHAT WE OFFER

Fair wages

Our salaries are reviewed ahead of April each year. We take into consideration both external factors, such as inflation and National Minimum Wage increases, as well as internal factors, including business performance and affordability. In 2025, the minimum increase people received was 3%.

Bonus

Everyone who works for us is eligible to receive a bonus at Christmas. This is discretionary and based on business performance.

Holidays

Everyone who works for us receives at least 26 days of annual leave plus 8 Bank Holidays, making a total of 34 days.

Holiday Purchase Scheme

Based on popular demand, People Group developed a proposal for the purchase of up to a week of extra holiday. This was agreed by the board and introduced in 2025. 20 people will be using the scheme in 2025/26, 11 in Ops and 9 in the office.

EV Charging

We offer free on site charging for electric vehicles, for both cars and bikes.

Enhanced pension contribution

GF Smith offers a pension contribution of 9% to all employees. The statutory minimum employer's contribution is 3%.

Enhanced Maternity and Paternity pay

Regardless of the length of service, all team members on maternity leave will receive 12 weeks at full pay and 12 weeks at 50% pay. People on paternity leave receive full pay for two weeks.

Healthcare Cash Plan and Employee Assistance Programme (EAP)

Everyone who works for us is included in our cash plan. This offers a range of benefits, including cash back for health services such as dentists, opticians, and physiotherapists. It also offers a range of retail discounts and a comprehensive EAP — a helpline that people can call if they are experiencing a wide range of challenges that affect their wellbeing.

Calm App

We also offer all employees access to the Calm App. During 2025, we had 56 engaged users with a total engagement rate of 71.6%.

Cycle to Work Scheme

We are part of the national Cycle to Work Scheme, which offers tax-efficient monthly payment plans for people who commute to work by bike. Electric bikes can also be charged for free at our on-site charging points. In 2025, 3 people took part in the scheme, bringing our total to 24.

Christmas vouchers

Our Employee Benefit Trust funds a £50 shopping voucher at Christmas for everyone who works for us.

Long Service

We recognise long service in a number of ways including financial rewards at , 5 and 10 years, gifts at 20 and 30 years and a week's extra holiday each year for people who reach their 40th anniversary.

COMMUNITY

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Community

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COMMUNITY TRUST

With the GF Smith Charitable Trust, we can now officially focus our efforts where they're needed most.

Every year, GF Smith donates a percentage of our profits to the GF Smith Charitable Trust. This funding is then distributed through grants or practical resources. People and organisations are invited to apply for funding for projects, arts education programmes, cultural events, and opportunities. This could include anything from transport for a workshop visit to purchasing specialist equipment.

The purpose of the foundation is to support good causes in and around our local area of HU2, while locally and nationally we want to help fund creative education projects particularly those aimed at young people and other groups whose access to creativity is limited.



In the year 2024/25 we provided over £10,000 in grants to 5 good causes. Here are some case studies:

Arty Bods

Absolutely Cultured/Humber Street Gallery Designed and facilitated by local artists, Arty Bods was a series of 6 creative workshops for children between 5 and 11. Sessions included Momogami Mice, Magic Papers and Junk Bookbinding. The trust both paid for the course and supplied the paper.

The sessions went down a storm and very nearly 'sold out' (they were free but needed to be booked). Comments from parents included:

"They've created masterpieces!"

"With them both being neurodivergent they struggle in other settings. The fact this is a relaxed atmosphere, and we can be here with them is great."



Triangle Park Project

Further afield we were able to support friends of GF Smith, Foundation Press, who are based in Gateshead, by funding their Triangle Park project in a deprived part of Newcastle.

They ran 10 weekly sessions between July and September. Each session was 2 hours long and had up to 48 children attending! Generally there were around 25 children per session with age ranges from 2 to 14.

Debbie from Foundation Press said: *"Triangle Kids was a weekly art session in a local park that happened over the summer. The impact of these sessions is huge and very moving. The local area has high poverty and environmentally often feels very neglected, high levels*



of rubbish, fly tipping, rodents and arson. The park where the sessions happened is very small and basic. But it is much loved and a gathering point for families in the community. It basically wouldn't have happened if GF Smith Charitable Trust hadn't helped us.

From conversations with children and families we know that many of them do not have art materials at home. This was things as basic as drawing paper and colouring pencils, let alone paints or a paint brush. So we really used the budget we had to introduce materials and processes they might not have used - clay, cyanotypes, sculpture, large scale paintings, wet on wet watercolour, printmaking etc. With the sessions in the park there is the space and scope for expanding and experimenting with art that they rarely find elsewhere.

In our last session they made their own sketchbooks, consisting of beautiful quality paper donated by GF Smith. It ends with them being able to carry on their art making at home."



GF Smith Charity Fundraising

Autumn 2025 was a time of charity fundraising at GF Smith. In September, we hosted coffee mornings and bake sales in aid of McMillan support. We had show stoppers galore including Dicko's Black Forest Gateau, Tear and Share Focaccia from Josh W and Jeannie's famous Biscoff Cheesecake. Who knew that we had so many expert bakers?! In total we raised over £260.00.

In October, we teamed up with our neighbours at Emmaus to help them celebrate their Harvest Festival with a month-long collection of food and personal care items. We had a huge response, in particular from our Operations team. Emmaus were blown away with the amount of donations.



CREATIVE COMMUNITY

At GF Smith, we believe that paper is the place where every creative journey begins. We are committed to supporting our community in celebrating the unique power of creativity — as a way to expand our horizons and escape the challenges of our lives. We pride ourselves on sourcing, curating and supplying the world's finest paper as the foundation for those who seek to create.

Next Gen / New Designers

In 2025, GF Smith was the official paper partner for New Designers — an annual exhibition that brings together the best graduate design talent from across the UK. This partnership gave us the exciting opportunity to launch our ND x GF Smith competition, which had multiple categories with prizes for the most innovative and creative uses of paper. Vanessa Fletcher, our Head of Next Gen Development, explains more

What is Next Gen Development?

Next Gen Development is GF Smith's commitment to supporting, inspiring, and engaging the upcoming generation of creatives, designers, and makers. It involves building meaningful connections with students, emerging talent, and young professionals by giving them access to our materials, expertise, and industry knowledge. In practice, it means creating resources, workshops, talks, and partnerships that help young creatives understand the possibilities of paper and push their ideas further. Our goal is to empower them at the earliest stage of their journey and ensure GF Smith is part of their creative tool-kit from day one.



New Designers

Why is it important (for GF Smith) to support the next gen of creatives through events such as New Designers?

Supporting the next generation is essential because they are the future of design, and ultimately the future of our industry. By being present at events like New Designers, we:

- Build early relationships with emerging talent who will go on to become the designers, art directors, printmakers, and creative leaders shaping tomorrow's visual landscape.
- Showcase the role and relevance of paper in a world that is increasingly digital, helping young creatives understand its value as a creative material.
- Stay connected to new perspectives. Their ideas, sustainability priorities, and design approaches help inform our own innovation.
- Champion creativity by offering encouragement, feedback, and inspiration at a pivotal point in their careers.

For GF Smith, investing in the next generation is investing in the long-term future of the creative sector.

What was your highlight from New Designers?

My highlight from New Designers was the energy and originality that came from speaking directly with students. Seeing how they used paper in unexpected, innovative ways, whether structurally, sculpturally, or conceptually was incredibly inspiring.

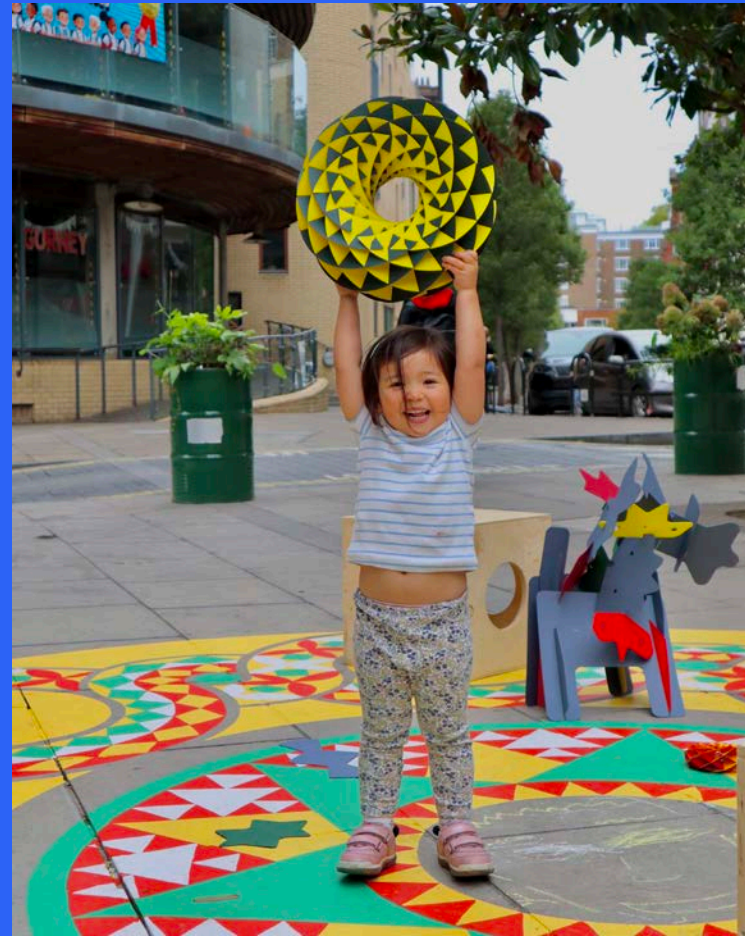
One stand-out moment was hearing a student talk about how discovering GF Smith had completely transformed their final project, and the ability to use our sample service and student discount had made us accessible to her. Moments like that remind me why this work matters: supporting young creatives isn't just beneficial, it's genuinely impactful.

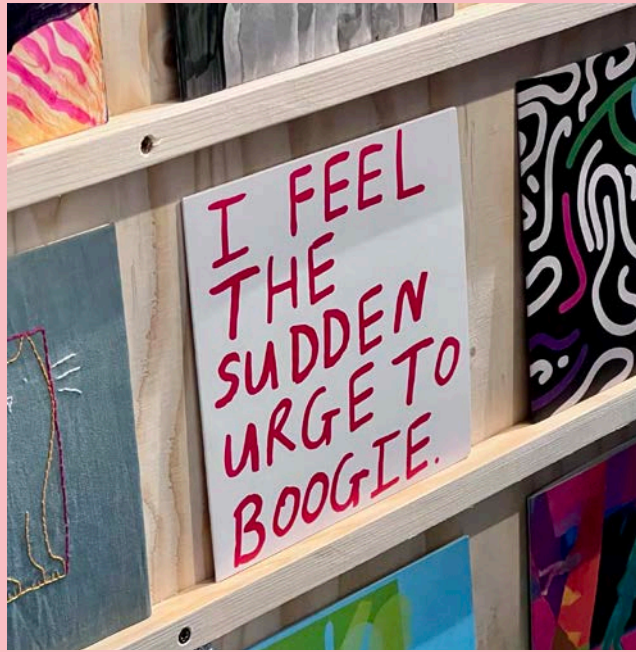


Root & Erect Architecture Project for LDF '25

For London Design Festival 2025 we were proud to have joined forces with Root and Erect for their 3D Sculpture & Paper Workshop.

Inspired by Lacey Ferri's "Seed of Creation" patterns and Villarceau circles, the community came together to sculpt, chat, and imagine — using papers like GF Smith Colorplan, GF Smith Offcut and Notpla Seaweed Paper.





War Child x Secret 7's

We are proud supporters of War Child's Secret 7" project, which provides vital support to children affected by conflict.

The project brings together 7 tracks from 7 musicians, each pressed 100 times onto 7" vinyl records. Creatives from around the world are invited to submit original artwork for the vinyl sleeves. The result is a collection of 700 unique pieces, exhibited in London with the creators' identities kept secret, then auctioned to benefit War Child. In 2025, they raised an incredible £230,000. GF Smith supplied the paper for artist submission packs and for printing the final paper-based designs that brought the exhibition to life.

ENVIRONMENT

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Environment

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OUR ENVIRONMENT

In 2025 our campaign to drive down emissions and look for creative ways to use waste continued.

Environmental Stats

Carbon reduction and resource conservation
Our carbon reduction journey continues. We have already removed 560 tonnes of carbon from our scope 1 and 2 emissions since 2018 — a 75% reduction.
> Scope 1 and 2 emissions down 75%

Our scope 1 emissions are from the usage of gas, a fossil fuel, to heat our facilities. Monitoring and managing how we use our gas fired plant continues to lead to reduced usage and further CO2 emission reductions. Through efficiencies and other practical steps, we have reduced our gas usage by 33% since 2019.
> Gas usage down 33%

Our scope 2 emissions continue to be negligible. All our grid electricity comes from renewable sources. However, we are still mindful of our use of electricity and that usage continues to reduce, a reflection of the link between increased operational efficiency and reduced energy requirement. We are consuming 21 percent less electricity compared with 2019. And let us not forget our solar/PV installations across our roof areas — capable of harvesting 200kW of the sun's energy. We are rightly proud that when this system was first installed back in 2015 it was at the time the largest PV installation in Hull.
> Electricity usage down 21%

Scope 3 — since 2019 our scope 3 emissions have reduced by 20%. Collaborating with suppliers with best-in-class GHG managements systems will drive additional improvements across our supply chain to see this reduce further in the coming years.
> Scope 3 emissions down 20%

Scope 1 and 2 emissions down

75%

Gas usage down

33%

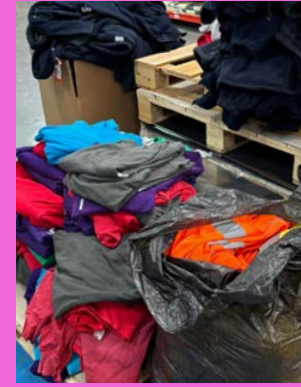
Electricity use down

21%

Scope 3 emissions down

20%





Recycling Old Uniforms

With the rebrand came new uniforms, and with new uniforms came the need to dispose of the old ones. We collected all the items in an enormous box and once we had sorted and counted everything, in total we had a total of 641 individual pieces of clothing.

We approached our neighbours at Emmaus to see if we could donate everything to them either for sale or the rag collection that they sell to raise funds. They told us that, unfortunately, branded items cannot be sold in retail shops or go for rags. At this point we had to think creatively, surely there must be an alternative to sending everything to landfill?

In the end we were able to dispose of every single item. 62 pairs of trousers and 13 pairs of shorts were given to Emmaus who were able to remove the GF Smith labels and either use them for their companions or sell them in their retail shops.

Emmaus also were able to use the 41 Hi Vis winter coats for distribution via their outreach programme to people experiencing homelessness.

This just left us with 37 fleeces, 123 Hi Vis vests, 10 cardigans, 75 sweatshirts and 280 polo shirts. Luckily fellow B Corp Banana Moon who are a uniform supplier based near Huddersfield came to the rescue. They offer a service where unusable clothing is broken down and used to manufacture dog beds. Banana Moon took every single last piece of uniform, meaning the 100% of the returned uniform has been re-purposed in one way or another.

Total number of uniform pieces returned:

37	Fleeces
123	Hi Vis vests
62	Pairs of trousers
13	Pairs of shorts
10	Cardigans
280	Polo shirts
75	Sweatshirts
41	Hi Vis winter jackets
641	Individual pieces of clothing

100%

of returned uniforms were re-purposed.

SCHOOLS WASTE PAPER PALETTE

The school's pallet is an unsung hero of our 're-use, recycle' approach as Warehouse Supervisor Michelle O'Loughlin explains:

'Sometimes we receive returned customer orders; these could have been damaged in transit, or there may have been some other issue. If we can't put the paper back in stock, we will find it a good home elsewhere. All the team know to put returned orders on the school's pallet so it can be sent to good causes.

The name arose because originally, schools would come and pick up the paper. This still happens, but increasingly we also send it further afield and to a wider range of good causes. This year, we have sent pallets to Falmouth Uni and the Graphic Design department of UWE in Bristol. Nearer home, we have supported Wilberforce College and Leeds Beckett Uni.

We have also sent pallets to a community arts project in Grimsby, as well as workshops for young people with mental health challenges.

Josh Williams, our North of England Paper Consultant, shared with us one of the projects he has been involved in using the School's Pallet paper.

'My favourite project we've worked on was a live brief with students from Leeds Art University. Each group of students was tasked with creating a campaign that championed the Tangibility of Paper in a Digital Age. I was really blown away by the commitment and passion they demonstrated with their results. Normally, the University works with a different brand every year; however, they're so impressed with the results, we were invited back again.'

Link to their article: <https://www.leeds-art.ac.uk/whats-happening/leeds-arts-university-news/graphic-design-students-celebrate-paper-in-project-with-g-f-smith>

A WORD ABOUT PAPER

We believe that paper is one of the most remarkable materials known to humankind. Here are a few reasons why:

Paper starts life as a renewable resource

Paper is made from tree pulp, which are grown, harvested and replanted on managed forests where more trees are planted than cut down. Unlike plastics — paper comes from nature and can be grown again and again. Paper literally comes from a living system, not a finite resource such as fossil fuels.

Paper is one of the most recycled materials on the planet

Globally, paper has a higher recycling rate than glass, plastic or aluminium. Paper fibres can be reused multiple times before returning safely to the natural lifecycle. Paper has its own circular economy.

Paper stores carbon

Trees absorb carbon dioxide as they grow and that carbon remains in the fibres that become the paper products for their lifetime. Using paper helps keep carbon out of the atmosphere for longer.

Paper biodegrades naturally — with no waste particles left

When paper reaches the end of its life, it breaks down naturally without releasing harmful microplastics into soil or water systems.

Paper is an endlessly creative material

Paper can be embossed, textured, printed, sculpted, folded, laminated, duplexed, dyed all whilst remaining recyclable and low impact compared to synthetic alternatives.

B CORP AT GF SMITH



As a business we want to challenge ourselves to get better and better all the time. 'Doing the right thing' is in our DNA but we wanted to find a way to become more strategic, so we can understand, and ultimately increase, our impact.

The B Corp certification is the gold standard of social and environmental practice for business so going through the B Impact Assessment process felt both a good fit and a quite a daunting challenge.

Commercial organisations are required to provide evidence of good practice in the areas of Governance, Workers, Community, Environment and Customers. We were delighted when we certified in May 2023 with a score of 98.2 and not one but two Impact Business Models.

In facts & figures:

Overall Impact Score

Based on the B Impact assessment, GF Smith earned an overall score of 98.2. The median score for ordinary businesses who complete the assessment is currently 50.9.

The UK B Corp Community

The UK B Corp community is growing quickly and is now one of the fastest-growing in the world. In 2025, there are already more than 2,700 B Corps in the UK, which are expected to generate over £40 billion in revenue and employ more than 196,000 people. While London and the Southeast remain the primary locations, Yorkshire and the Humber proudly host approximately 100 B Corps, demonstrating the movement's nationwide expansion.

Governance 16.3

In this section we needed to demonstrate our commitment to our mission, our ethics and transparency.

Workers 28.5

This section evaluates our contribution to the financial security, and health, safety and wellness of our people.

Community 18.3

The community pillar looks at our engagement with and impact on the communities we operate in and source from. Internally it looks at diversity, equity and inclusion and civic engagement.

Environment 31.8

This section evaluates our environmental impact both directly in our operations and in our supply chain.

We were also recognised with an impact business model for wildlife and land conservation due to our papers carrying the FSC chain of custody.

Customers 3.1

In this section we needed to demonstrate our stewardship of customers through the quality of our product and approach to customer s

GOVERNANCE AT GF SMITH

We have a full suite of governance policies in place. These were all reviewed and updated in line with the re brand in 2025.

They include but are not limited to:
Business Ethics

- Our Code of Conduct
- Anti Bribery Policy
- Anti-Slavery and Child Labour Statement
- Whistleblowing Procedure

We became Cyber Essentials certified in 2025. This is a UK government backed scheme that helps organisations to protect themselves against cyber threats. As part of this we introduced a full suite of related policies from access control to disposal of equipment.

FSC

FSC provides a global certification system for forests and forest products. The FSC logo signifies that a product is sourced from forests that are managed sustainably. Protecting biodiversity and the rights of indigenous people.

ISO 9001

ISO 9001 is an internationally recognized standard for quality management systems (QMS) that helps us ensure our products and services meet customer and regulatory requirements.

