




Creative
BRANDED CLOTHING
MERCHANDISE &
PRINT EXPERTS



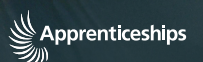
LIVERPOOL UK · DUBLIN IRELAND EU · NEW JERSEY USA

A TRUSTED SUPPLY PARTNER

ESG REPORT JAN – DEC 2024



PLACING ESG AT THE HEART
OF OUR TEAM, COMPANY
AND CULTURE



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What does ESG mean?

ESG – short for Environmental, Social and Governance – is a set of standards measuring a business's impact on society, the environment, and how transparent and accountable it is. Here's a more detailed breakdown:

Environmental

The environmental aspect focuses on how the business minimises its impact on the environment. It covers the business's products/services, the supply chain and operations. This considers the company's full impact on the environment, including its carbon footprint, waste management, resource consumption, pollution so it can then implement more sustainable, ethical practices.

Social

The social aspect focuses on how a business impacts wider society and workplace culture. Organisations can positively contribute to fairness & making a difference in society, investing in fair and equal opportunities and conditions for employees, people working in the supply chain, and make a difference in their local communities and society that could include things such as charity partnerships and volunteering.

Governance

Governance refers to the processes of decision-making, reporting, and the logistics of running a business. It also looks at the business's ethical behaviour and its transparency with stakeholders about its activities. All linked to the environmental and social aspects of ESG in that it looks at the transparency and decision-making behind them & policies, processes or certification they have in place to monitor their governance.

KEY MESSAGES

Wild Thang's shared vision and mission is to deliver one world-class solution that elevates creative branded clothing, merchandise, and print through sustainable practices and ethical production – The Wild Thang Way.

From our Managing Director:

We are proud to have made more progress than ever across all areas of Environmental, Social & Governance in 2024 which is showcased in our very first official ESG report, placing ESG at the heart of our company and team our combined efforts have really paid off and something we can all be incredibly proud of across our organisation. It was a special moment for our team efforts to be recognised by becoming Liverpool Chamber Sustainable business of the year. We are hoping to make even more impact by making 2025 a year of promoting health and wellbeing internally and externally, which includes providing our team with mental health support through our support partner, along with many other planned initiatives to create better work life balance across our team.

From our ESG Manager:

We have continued to make fantastic progress over the last year and as a team we are proud of the progress we have made, there are too many to list individually so we have touched on a small number of key incredible moments covering each area of ESG. Our support to many local and national organisations has helped so many and continued to elevate our reputation for all the right reasons, I genuinely hope this will have a ripple effect to inspire other companies to elevate their efforts by balancing purpose and profit for a better world.

CLEAR SUSTAINABILITY PLEDGE



SUSTAINABILITY PLEDGE



1

AIMING TO BECOME
CARBON NET ZERO
BY 2030

2

PARTNERING & SUPPORTING
OTHER SUSTAINABILITY
INITIATIVES AS PART OF OUR ESG

3

ENGAGING, ENCOURAGING
& EDUCATING OUR TEAM,
CLIENTS & SUPPLY CHAIN
TO BECOME MORE
SUSTAINABLE FOR THE
LONG TERM

4

CARBON
OFFSETTING BY
PLANTING TREES &
FUNDING VERIFIED
AVOIDANCE
PROJECTS ON
BEHALF OF OUR
TEAM AND FOR
EVERY ORDER
RECEIVED

5

OFFERING AS MANY
LOWER-ECO IMPACT
PRODUCT
ALTERNATIVES
AS POSSIBLE

6

MAKING OUR OWN BUILDING &
ENVIRONMENT MORE SUSTAINABLE

7

CONTINUE TO SUPPORT
THE SUSTAINABILITY
WORK WE ALREADY
HAVE IN PLACE

8

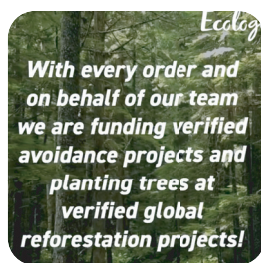
WE HAVE
STARTED OUR
JOURNEY TO
BECOME B-CORP
CERTIFIED IN
2025

Certified



ENVIRONMENT

We started our journey to lowering our Carbon emissions in 2022 with Greenly who partnered with us to create our first GHG report for 2022, we then continued the journey with 2030Hub into 2023. We have a completed report for 2023 and continue to work on lowering our carbon impact. We are posting monthly sustainability videos to keep everyone up to date on our progress which we believe is an industry first.



We were delighted to be nominated and win Sustainable Business of the Year for the second consecutive year in the Liverpool Chamber of Commerce Innovation in Business Awards in October 2024, it was one of our highlights for the year and a testament to our dedication to being a sustainable company and working towards Net Zero.

We announced our Sustainability Pledge at the Good Small Business Awards in 2023, this new and innovative event is the first of its kind to take place in the UK to highlight the most innovative and sustainable SMEs that are committed to 'Progress Not Perfection'. Since then we have made great strides to reduce our carbon emissions, we have installed 290 solar panels on our roof at Wild Thang which results in us producing more electricity than we need, therefore contributing more green energy back to the grid.

In 2024 with the support of 2030 HUB, we have now surveyed all our supply chain and our clients so we can encourage those partners to make more sustainable decisions for the long term and help us on our journey towards Carbon Net Zero. We have already partnered with Ecologi who are a groundbreaking organisation helping companies, individuals and organisations to fund climate projects to help offset their carbon impact. Since February 2023 we are pleased to announce that on behalf of our team and for every order received we have been planting trees and investing in carbon avoidance projects meaning that we have made an incredible impact:

PLANTED OVER 60,000 TREES

SUPPORTED PROJECTS TO PREVENT EMISSIONS OF OVER 3516t CO2e

100% NOT TO LANDFILL

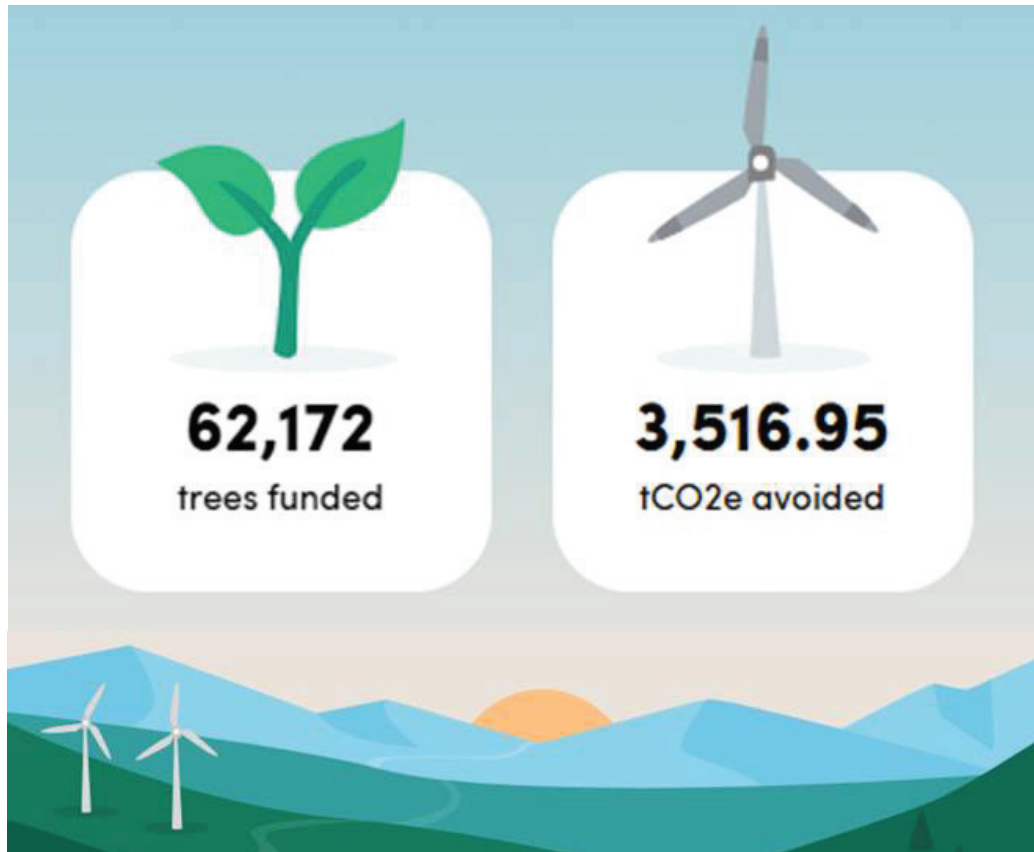
Since February 2023 to March 2025 we are pleased to announce that on behalf of our team and for every order received we have been planting trees and investing in carbon avoidance projects meaning that we have made an incredible impact:

That is equivalent to 2,699 long haul flights, 10,551 m2 of sea ice saved and 8,725,553 miles driven.

This year our catalogue will feature more Lower-Eco Impact products than ever before and we will offer many more sustainable alternatives to all clients wherever possible to encourage them to make more sustainable choices from our product range for the long term. This will of course be a step-by-step process, but by 2030 the aim will be to make sure all the products we supply will have a Lower-Eco Impact.

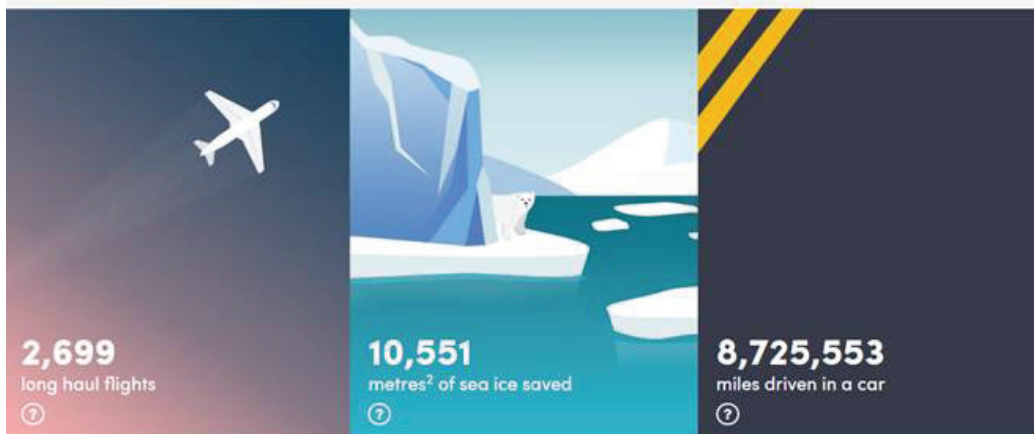
WILD THANG IMPACT VISUALISED

FROM FEBRUARY 2023 TO MARCH 2025



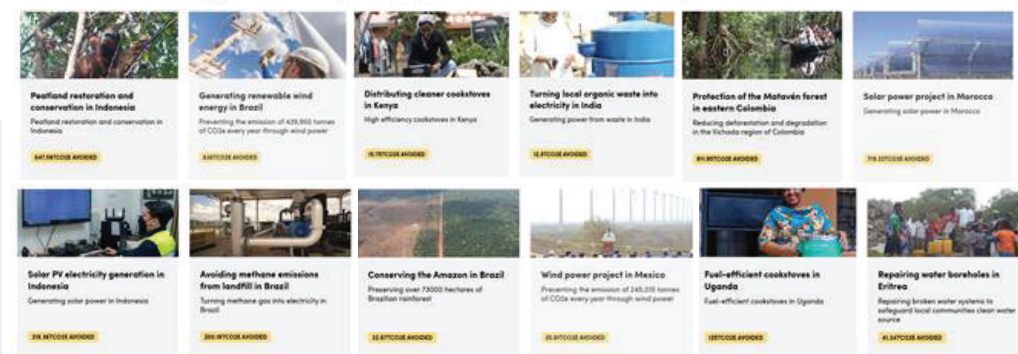
Wild Thang Ltd's impact visualised

3,516.95 tonnes of CO₂e is equivalent to one of the following



Climate projects Wild Thang Ltd has supported

Their funding directly supports climate projects all over the world



SOCIAL

We have a joint vision at Wild Thang to ensure that equality, diversity and inclusion is present in Wild Thang and our wider community, we are committed to supporting local charities and communities through branded collateral and monetary donations.

We also allow our staff to take 1-2 days per year to volunteer at one of our chosen charity partners, while still receiving their full pay they can give their time to help a local charity.

We also funded one of our team to go to Africa to help build a school for local children, Beth Reardon, from our Accounts team enjoyed the experience immensely and took away pride from helping children to be able to receive an education.

In 2024 we joined with a number of local charities, organisations and events to collaborate our services to help with their own missions:

41 Charities Supported

17 Local Events Supported

All the support we provided through donations and collateral support enabled us to give a total of £33,054.40 to local charities.



In Wild Thang we like to treat our staff to a quarterly social outing, this enables our workforce to socialise together, we celebrate any new starters and long service awards, we also have regular staff treat days and buy fruit for everyone each week, in 2024 we arranged the below:

We held a number of team fundraising events in 2024 and together we raised £7,000 and supported charities that are close to our hearts –

Sponsor of YKids Believe Awards

Clatterbridge Glow Green Walk

Clatterbridge Dragon Boat Race – which we won!

Christmas Jumper Day & 2 staff treat days to raise money for The John Haynes Foundation



4
Socials

7
Staff Treat
Experiences

46
Fruit
Purchases

GOVERNANCE

As one of the most certified companies in our sector Wild Thang has continued to uphold the highest standards in accreditation for our industry, **ISO 9001**, **ISO 14001** and **ISO 27001**, **SEDEX SMETA** audited, **BPMA** Charter status, **Cyber Essentials Certificate of Assurance**, we are also getting nearer to the end of the **B-Corp** application process and hoping to receive our certification news in 2025.

We are continuing to strengthen our reporting structure across all departments to ensure that our reporting is transparent and we can track progress against our goals. Clear and concise reporting will provide us with more direct lines of sight through the business and into our management team to make the steps into the future to elevate our position in the industry even further.

Certified



We know B-Corp aligns with our values and aspiration to become Carbon Net Zero by 2030 perfectly, their focus on transforming the global economy to benefit all people, communities and the planet. We love our local community, it really is in our heart, soul and DNA of everything we do at Wild Thang which is exactly why we go above and beyond to support events and charities on both a local and national level and we 100% know they will want us to be more committed to creating a more sustainable future for those very communities. This is why we have now officially started our journey to become B-Corp certified in 2025.



WHAT'S NEXT?



SUSTAINABILITY PLEDGE

25



In 2025 we are making it a year of Health and Wellbeing internally and externally to support our teams and work life balance while continuing to support as many charities and local organisations and events that we can, we are also rolling out a voluntary programme with our employees which will allow our staff to take 1-2 days per year to volunteer at one of our chosen charity partners, while still receiving their full pay they can give their time and relevant skills to help a local charity.

We are planning to continue with our Sustainability Pledge by continuing to monitor our impact carefully, invest in planting trees and investing in carbon avoidance projects on behalf of our team and for every order received. Offering as many lower-eco impact products as possible to all of our customers, continuing to feed green energy from our 290 solar panels back into the grid and we are also planning to replace our company cars with more electric cars and an electric van added to the fleet.



PROUD TO WORK WITH

THE
WILD THANG
WAY



Ecologi



PER:OD
REALITY



WILD THANG ESG IMPACT IN ACTION

