

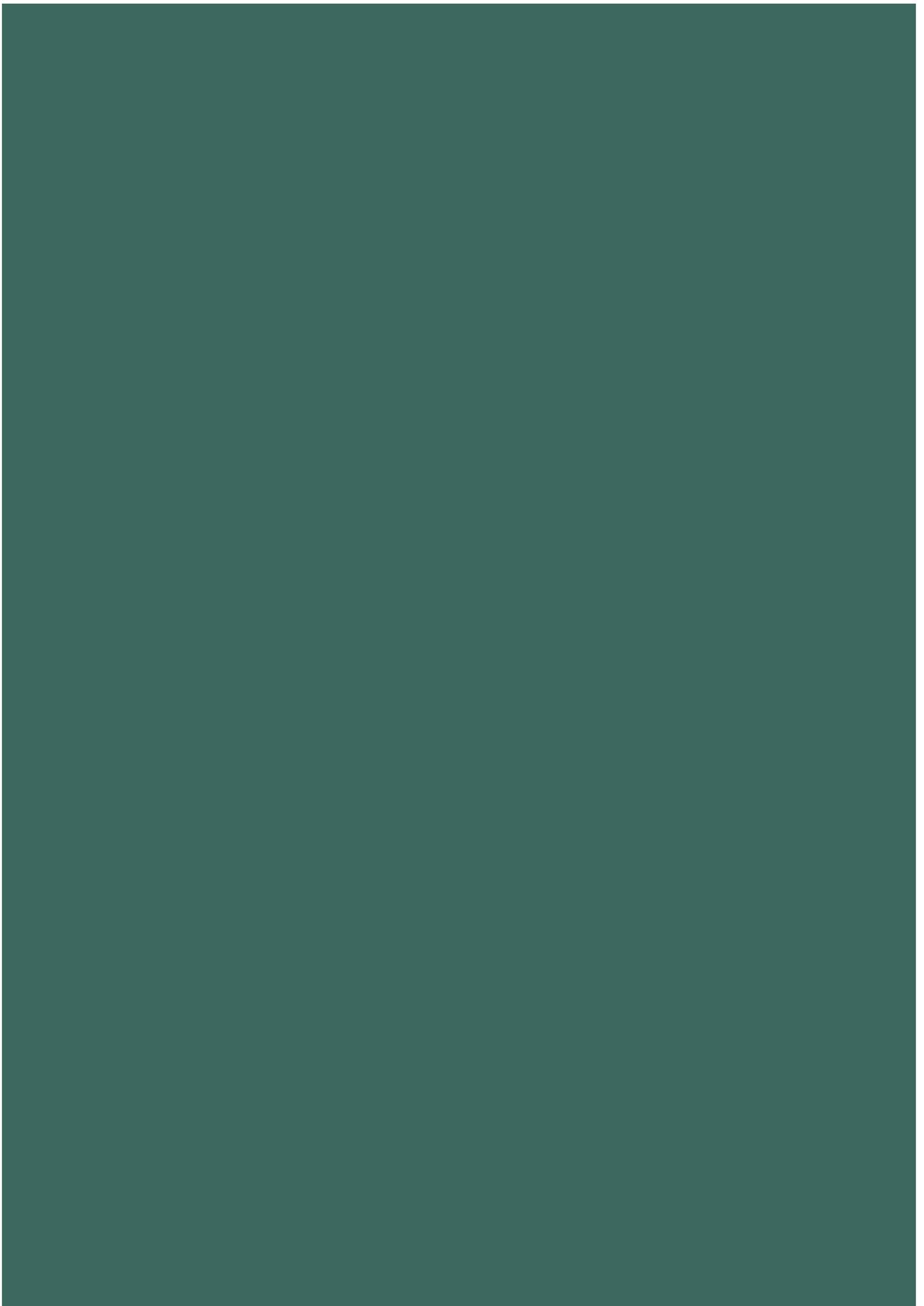
**CODEX**

# GREEN LOOKS GOOD ON IRELAND

Supporting However & Wherever You Work. *Sustainably.*

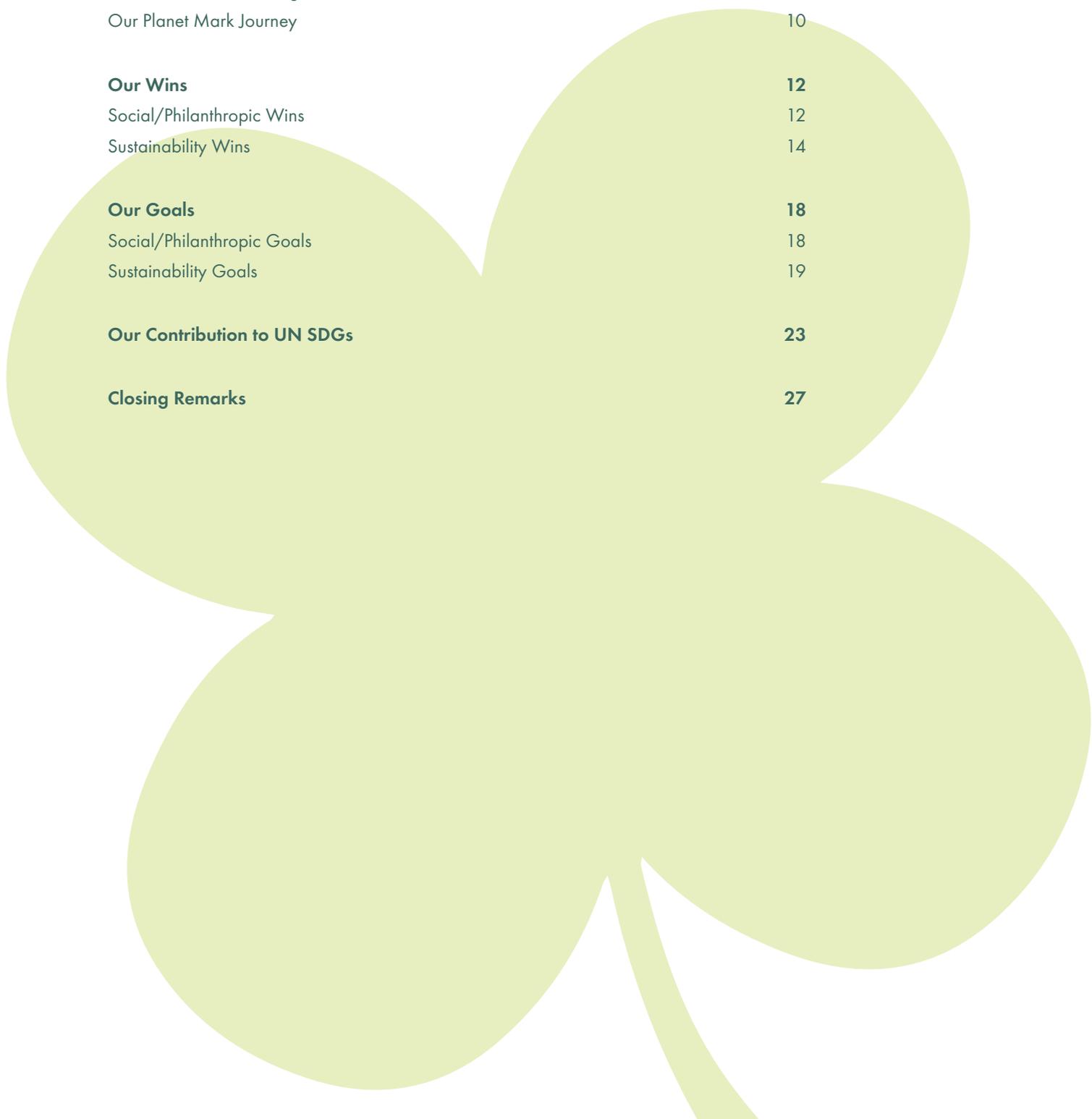


**CSR REPORT 2023**



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# Championing change at Codex

As an Irish family business, we are deeply committed to playing our part in supporting our local community and pioneering innovative ways of working to preserve our Emerald Isle. The urgency of climate change has significantly amplified its importance to me, both as CEO and as a father.

I am aware of the nature of our industry - historically dominated by paper and plastic products - and feel that I have a very important role to play in championing change for our staff, customers, suppliers, and the larger community by being a leader in this space.

The upcoming years will see us driving radical changes and commitments to foster not only a more sustainable business but also to secure a brighter future for our children and the generations to come. This commitment transcends financial considerations - it is simply the right thing to do.

Our dedicated and highly knowledgeable environmental team, the Green Earthlings, are instrumental in advancing our sustainability initiatives company wide. Their exceptional efforts, including organising Codex's First Annual Environment Week in 2023, led to their nomination as finalists for 'Sustainability Team of the Year' at the 2024 Green Awards. Their ongoing actions are pivotal in significantly reducing our carbon footprint across the company.

While we have made some impressive progress, like other Irish SMEs, Codex's work is far from done. Rather, we are at the start of the journey and are on a path of exploration and education, filled with questions, challenges, and ideas. We are keen to figure out what we can do to make changes for the better, and filled with optimism and positivity about the impact we can make if we all work together to preserve our beautiful Emerald Isle.

Sustainability will continue to be a focus in the coming years. From exploring solar panels for our Dublin headquarters to increasing the number of fully electric vehicles on the road to expanding the measurement of our carbon footprint, we have many exciting developments lined up.

This CSR report recognises the importance of transparently sharing our progress and outlining our future plans. As you read through this document, you'll gain insight into our ongoing efforts, achievements, and commitments to corporate social responsibility. This represents our dedication to effective communication and accountability in showcasing our CSR initiatives and their impact on our stakeholders and communities.

Our progress is paving the way to a better future. We have much work ahead, but that's what excites us. We see a huge opportunity to create a more responsible, sustainable, and inclusive world.

*Patrick Murphy*

Patrick Murphy  
Codex CEO

**CODEX**



# Working Together to Preserve our Emerald Isle

## Our Codex Mission

Our mission as an Irish family-owned office provider is to listen and adapt to our business customers' needs in an efficient and sustainable manner. Everything we do is underlined by our five values of **Customer-First**, **Integrity**, **Innovation**, **Ambition**, and **Belonging**. We care about your people, our people and other people and will not remain stationary in our drive for excellence.

## Our Codex Vision

To put people first and be the best and most sustainable B2B office supplier in Ireland.

## Our Codex Values

Our core values reflect not only what is important to our business but are the very crux of who we are and our purpose for existing. Since they were implemented in 2021, they have become critical in how we run the company, and to evaluate any business decisions we might face.



# Our Values



# A



## **CUSTOMER FIRST** ADAPT AND RESPOND

Codex was founded in 1979 with the ambition to offer a better service than its competitors. Over 45 years later, we are proud to say that it is this exemplary service that continues to set us apart in the Irish marketplace.

To maintain our best-in-class principles, we put our customers' needs ahead of everything else. To ensure that we understand what our customers want, we listen, ask questions, and provide a solution that best suits their requirements.

# B



## **INNOVATION** QUESTION AND CREATE

In its simplest form, innovation is defined as the introduction of new processes, ideas or services that add value. Since Codex was founded, our industry has seen substantial change and growth.

We believe that adaptability and risk-taking have been integral to our business success over the years. As such, we encourage employees to think creatively in the workplace. When approaching projects or challenges, we seek to improve the way that we do business by thinking outside of the box or defying the 'norm'.

# C



## **INTEGRITY** REFLECT & RESPECT

We believe that honesty and trust are central to integrity and go about our daily interactions - whether it be with colleagues or customers - with the utmost respect and dignity.

When it comes to making any difficult decisions at Codex, we encourage employees to take time to consider whether their actions demonstrate moral character. Our goal is to ensure that we can leave any scenario with a friendly handshake.

# D



## **AMBITION** ENCOURAGE & INSPIRE

It is important to remember that ambition is not about succeeding over someone else at work, but rather, working with others to achieve a collective vision and goal.

Everyone's role at Codex plays a very integral part in our larger business vision, and as such, no role is more important than another.

# E

## **BELONGING** CONNECT & SUPPORT

As a family business, it has always been important to us to create a supportive and inclusive environment. At Codex, we celebrate innovative and diverse thinking, and do not expect everyone to have the same opinions or beliefs at work.

However, we encourage everyone to practice expressing their thoughts in a manner that is respectful and constructive.



# Our Approach to Sustainability



As a leading B2B office solutions provider, we know our actions affect the environment and society, and it is our responsibility to always look for ways to improve.

Our approach to sustainability is rooted in a steadfast commitment to environmental responsibility and long-term resilience. We believe we cannot improve what we do not measure. With this in mind, Codex approached **Planet Mark** in 2020 to measure our carbon footprint, successfully achieving our first Planet Mark Business Certification that same year. Planet Mark is an internationally recognised sustainability certification that recognises continuous progress, encourages action, and builds an empowered community of like-minded individuals who make a difference. Planet Mark provides us with an annual report which breaks down our carbon footprint into different sources of emissions, which we then use to identify and reduce the biggest emissions contributors.

Through our [Codex Cares Programme](#), we find ways to impact society positively. Embracing innovation and collaboration, we leverage diverse perspectives and expertise across our organisation to cultivate impactful solutions.

With a focus on transparency and accountability, our Green Earthlings Team is leading by example, inspiring positive change within our company and beyond. Together, we are driving towards a more sustainable future for generations to come.



# Meet the Green Earthlings Team



Established in 2023, the Green Earthlings spearhead Codex's environmental initiatives. Comprising a diverse team, each member brings specialised expertise, synergising efforts to exceed our goals and cultivate an ethos of sustainability awareness throughout Codex.

Spanning the organisation, the team's composition serves as a robust foundation for catalysing positive change. Meet the dedicated members of our esteemed Green Earthlings Team, whose passion and expertise drive Codex's environmental stewardship forward:



**Rachel Jackson**  
Continuous Improvement  
Lead and Sustainability  
Champion



**Barbara Schneider**  
Customer Service Agent



**Corah McGuirk**  
Credit Controller



**Maria Cowap**  
Accounts Payable  
Team Lead



**Matt Mooney**  
Dispatch Manager



**Kate Nelligan**  
Furniture Category  
Manager



**Keith McEvoy**  
Furniture Product  
Specialist

The team heightens awareness of Codex's sustainability endeavours both internally and externally. For example, employees' view that "Codex is working to reduce its environmental impact" from 83% to 88% in our 2023 Great Place to Work results.

Their initiatives include engaging campaigns and events and transparent communication of progress, all of which profoundly influence the company's overarching strategic direction.



# Our Planet Mark Journey



Carbon reduction is at the forefront of Codex's sustainability agenda, as we recognise the urgent need to address environmental challenges. We're committed to reducing our carbon footprint by implementing energy-efficient practices, minimising waste, and exploring renewable energy sources.

In 2020, we engaged Planet Mark to measure and provide third-party validation of our carbon footprint. Our current Planet Mark Business Certification measures Scopes 1, 2 and some 'core' Scope 3 emissions that are easily under organisational control (e.g., waste generated in operations and business travel). Planet Mark members must reduce their Scopes 1 and 2 emissions annually by 5% to retain certification each year. Read more [here](#).

Here are some highlights of our Planet Mark journey to date:



Planet Mark accredited for **4 years**

3.4 tCO<sub>2</sub>E



3.0 tCO<sub>2</sub>E

Since our baseline year of 2020:

**Emissions per employee  
decreased 12%**

- from 3.4 tCO<sub>2</sub>E to 3.0 tCO<sub>2</sub>E

Part of the Planet Mark ethos is communicating with stakeholders, and key events during our Annual Environment Weeks have been the Planet Mark Energiser sessions. These sessions aim to upskill and engage all colleagues companywide, brainstorm carbon reduction ideas and explore ways to help our customers on their sustainability journeys.

We report on our carbon footprint yearly to ensure that our achievements align with our sustainability objectives and the broader goals of mitigating climate change. This annual reporting, which is externally verified, allows us to critically evaluate our progress, year-on-year.



“

*Sustainability is not just a goal for us; it is a fundamental principle that guides every aspect of our business operations, decisions, and interactions. Throughout the past years, we have made significant progress in advancing our sustainability agenda, but our journey is far from over.*

”

**Rachel Jackson, Continuous Improvement Lead and Sustainability Champion**

# Our Wins



## Social/Philanthropic Wins

Codex has made notable strides in its philanthropic efforts, combining environmental sustainability with strong community support and responsible business practices.



DCU  
Access

### DCU ACCESS TO THE WORKPLACE SPONSORSHIP

Codex has been proud sponsors of **DCU Access to the Workplace** since 2019.



### SUPPORTING THE LIVING WAGE

In response to the 2022 cost-of-living crisis, Codex began issuing annual vouchers to support employees, providing immediate relief for essential needs amid rising prices.



### GREAT PLACE TO WORK ACCREDITATION

Codex was named a Best Small Workplace in 2022 and has been recognised as a **Great Place to Work** for the past seven years.

**Emily McKenzie** and **Aisling Murray** also won the **Ambassadors Award** at the 2023 Ireland's Best Workplaces Awards.



### OPEN DOORS INITIATIVE MEMBERS

Codex collaborates with the Open Doors Initiative to promote workplace inclusivity and diversity. Through this partnership, we support individuals facing employment barriers, contributing to a more equitable workforce.



### GUARANTEED IRISH MEMBERS

Codex is a member of **Guaranteed Irish**, underlining our support for local economies and job creation.



### IRELAND'S BEST MANAGED COMPANIES

Codex is recognised as one of **Ireland's Best Managed Companies**, highlighting our strategic planning and operational efficiency.





**COMMUNITY CONTRIBUTIONS**

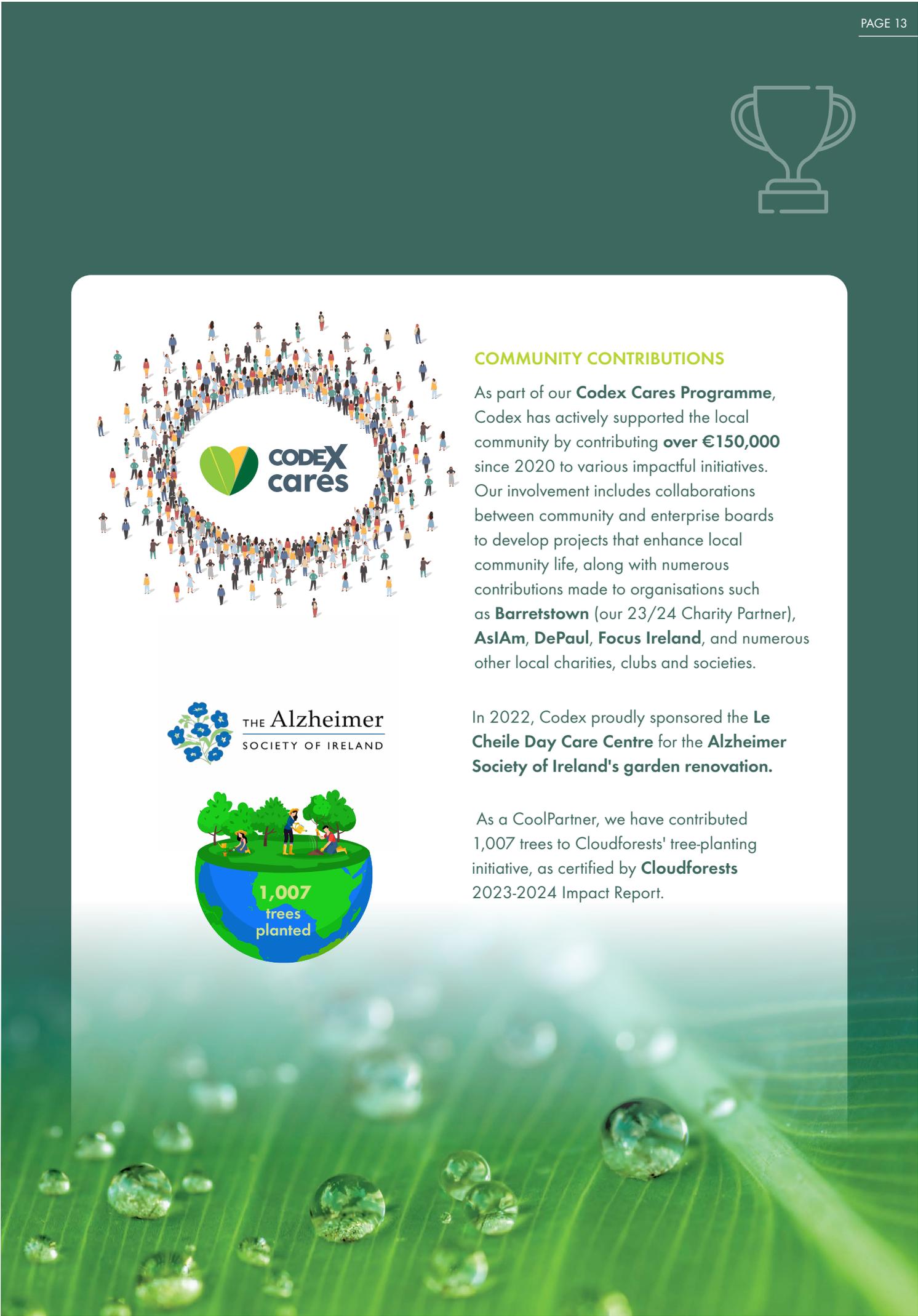
As part of our **Codex Cares Programme**, Codex has actively supported the local community by contributing **over €150,000** since 2020 to various impactful initiatives. Our involvement includes collaborations between community and enterprise boards to develop projects that enhance local community life, along with numerous contributions made to organisations such as **Barretstown** (our 23/24 Charity Partner), **AsIAM**, **DePaul**, **Focus Ireland**, and numerous other local charities, clubs and societies.



In 2022, Codex proudly sponsored the **Le Cheile Day Care Centre** for the **Alzheimer Society of Ireland's garden renovation**.



As a CoolPartner, we have contributed 1,007 trees to Cloudforests' tree-planting initiative, as certified by **Cloudforests** 2023-2024 Impact Report.





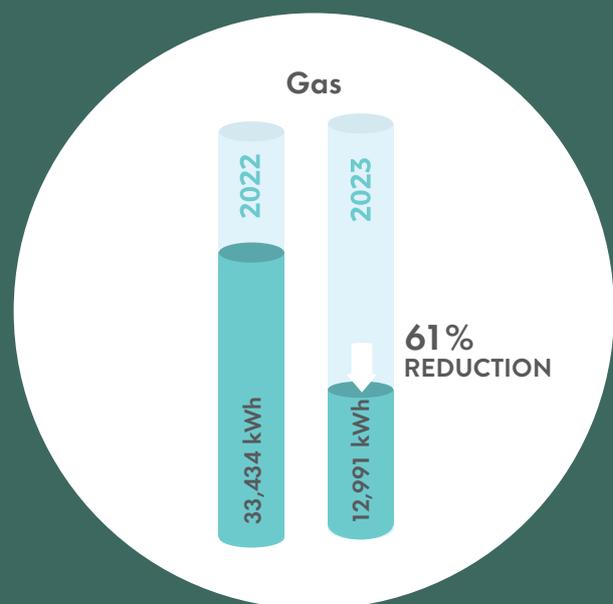
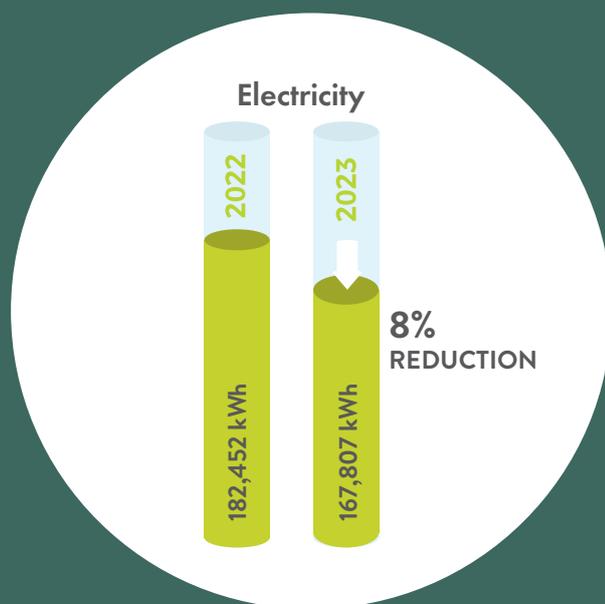
# Sustainability Wins

## ENERGY USAGE

In 2023, the Green Earthlings commenced analysing our utility bills and promoting energy efficiency and reduction.

This involves identifying and actioning opportunities for improvement, while also educating and encouraging energy-saving behaviours among our employees. Initiatives included better management of the air conditioning and heating systems, awareness campaigns on energy conservation and timer switches on appliances.

In 2023, Codex aimed to reduce electricity and gas usage by 10% each and we are pleased to have exceeded our target for gas reduction. Although we fell slightly short of our electricity target, we made significant progress and are well-positioned to achieve further energy reductions going forward.



Electricity used at Codex in 2023 has been verified by Captured Carbon as being sourced from 100% renewable electricity generation!



**BIODIVERSITY**

Codex recognises that climate change and biodiversity are interconnected. Acknowledging this, Codex partnered with **Cloudforests**, an Irish company founded in 2020 whose mission is to enrich biodiversity by creating forests and nature reserves along the Wild Atlantic Way, and in smaller urban forests in schools and other community areas in Dublin.

As a member of the **CoolPartner community**, we will support this mission through active membership, attending tree planting and maintenance events and supporting their conservation initiatives.



**WASTE MANAGEMENT**

Our Green Earthlings visited our waste management partner, Thorntons, leading to implementing new waste streams, including bins for compost and glass, significantly boosting recycling. Now, **98% of our waste is recycled**, and the rest is used to fuel Irish industry. From 2022 to 2023, we reduced recycled waste by **21.5%**, and waste accounted for less than 1% of our 2023 carbon footprint.



In July 2023, Codex partnered with Charity Retail Ireland to minimise waste, diverting valuable products from landfill. A permanent battery recycling station is a legacy from our First Annual Environment Week, during which we safely disposed of **20kg of batteries**. Other initiatives included a **WEEE drive**, which allowed employees to dispose of small WEEE items safely from home, and our Re-Turn bottle segregation, with the deposit recovered and donated to Barretstown. Codex is also a member of REPAK, a not-for-profit Irish organisation leading the way in recycling and sustainability of packaging.



## ENVIRONMENTAL ACCREDITATIONS

Codex has four ISO accreditations – **ISO9001, ISO45001, ISO27001, and ISO14001** – reflecting our dedication to quality, safety, information security, and environmental management.

We conduct annual external audits and internal reviews to ensure continuous improvement.



We also hold **FSC® certification** for responsible business practices and were awarded an **Ecovadis silver medal** in 2023, recognising our commitment to environmental stewardship, ethics, labour rights, and sustainable procurement.



The mark of responsible forestry



## PUBLIC RECOGNITION – AWARD SHORTLISTING

In 2023, the Green Earthlings set a very ambitious objective to be shortlisted for an award in the sustainability space. That objective was exceeded as we were shortlisted for three awards!

- Our First Annual Environment Week in June 2023 was nominated for a **Planet Mark award** in the category of Employee Engagement.
- Our Green Earthlings were shortlisted for Sustainability Team of the Year in the **Irish Green Awards**.
- In the Guaranteed Irish Awards, Codex was shortlisted in two categories for Business Support Solutions and Sustainability Champion. We were delighted to walk away as **winners of the Business Support Solutions category**.



### EMPLOYEE ENGAGEMENT

Central to the success of our sustainability initiatives is the engagement of our employees. Through education and communication spearheaded by our green team, the Green Earthlings, we foster a culture of environmental responsibility and innovation throughout our organisation.



### CODEX ANNUAL ENVIRONMENT WEEK

Codex held its [First Annual Environment Week](#) from 6th to 9th June 2023, coinciding with World Environment Day. The week was focused on recycling, featuring both remote and in-person activities to engage and educate employees and their families on sustainability. Over half of the employees participated in at least three events, with 94% acknowledging increased awareness of sustainability at work and 89% gaining knowledge on proper bin usage. The initiative led to lasting changes, including the removal of desk bins, a garden, a battery recycling station, and children's posters at waste stations.



Codex's [Second Annual Environment Week](#) took place from 4th to 7th June 2024, again linked to World Environment Day, with a focus on biodiversity. The week featured activities including a Helping Hands Day at Barretstown, a brainstorming session with Planet Mark, quizzes, lunchtime biodiversity bingo, and a WEEE drive for recycling small electrical equipment.



### MINIMUM ORDER VALUE

In 2023, Codex introduced an option for our online customers to set a minimum order value on their accounts. Implementing a minimum order value means less traffic on customers' premises, less packaging waste, fewer invoices to process, and reduces their Scope 3 emissions.



These accomplishments reflect our commitment to engaging our employees and customers in meaningful environmental initiatives. We're proud to be acknowledged for our efforts and remain committed to positively impacting the planet through continued innovation and collaboration.



# Our Goals



## Social/Philanthropic Goals

Codex's CSR ambitions focus on three key pillars: Charity, Local Awareness, and Education.



Through proactive engagement and meaningful action, we are committed to making a positive and lasting impact on the world around us, embodying our values of integrity, compassion, and community.



**EDUCATION** is fundamental to empowering individuals and driving long-term societal progress, which is why it forms a central pillar of our sustainability ambitions for 2024. We are dedicated to supporting educational initiatives that promote access to quality education for all, regardless of socio-economic background. This includes providing mentorships, funding educational programmes, and collaborating with schools and educational institutions to enhance learning opportunities. By investing in education, we empower individuals to reach their full potential and contribute to developing a skilled and knowledgeable workforce that drives innovation and economic growth.



**LOCAL AWARENESS** is another key aspect of our sustainability strategy, as we believe in actively engaging with and supporting the communities where we operate. Through community outreach programmes, sponsorships of local events, and partnerships with grassroots organisations, we aim to raise awareness of pressing issues and promote civic engagement. By listening to the needs of our local communities and leveraging our resources to address them, we cultivate solid and meaningful relationships that drive positive change from the ground up.



**CHARITY** remains a cornerstone of our sustainability efforts as we strive to positively impact communities in need. Our commitment to charity involves supporting various causes, both on a local and national scale. We will continue to organise fundraising events, donation drives, and volunteer opportunities to provide support to those facing adversity. By collaborating with reputable charitable organisations, we ensure that our contributions reach those who need them most, fostering hope and resilience in the face of challenges.





## Sustainability Goals

### EVs - 2024

Thanks to our Planet Mark report, we have identified that our fleet of vans is the largest contributor to our measured carbon footprint. In June 2019, we proudly introduced the **first fully electric Renault Master in Ireland**. Continuing our commitment to reducing our carbon footprint, we replaced three diesel vans with electric vehicles (EVs) in 2024, further decreasing our reliance on fossil fuels.



By investing in EVs and supporting the development of a robust charging infrastructure, we anticipate a significant reduction in emissions. Through continuous monitoring, we will evaluate the performance and cost-effectiveness of our EV fleet, seeking opportunities for further optimisation.

### CARBON NEUTRALITY - 2024

Carbon neutrality means not adding new greenhouse gas (GHG) emissions to the atmosphere. Where emissions continue, they must be offset by absorbing an equivalent amount from the atmosphere, for example through carbon capture and reforestation that is supported by carbon credit schemes.

In 2024, we asked staff to vote on their favourite carbon offsetting project from a short list of three. The most popular choice was a project in Cambodia to provide ceramic water purifiers. By supporting this project, Codex has **neutralised its fleet and business campus footprint for 2023** and is contributing to **8 UN SDGs**.



Achieving carbon neutrality is a good step on the sustainability journey but not the end goal. The end goal is net zero. The SBTi Corporate Net Zero Standard requires organisations to reduce Scope 1, 2, and 3 emissions to as close to zero as possible, and by at least 90%. Only the remaining maximum 10% of 'unavoidable' residual emissions may be neutralised using accredited carbon removal offsetting schemes to achieve net zero. An essential step on this journey is to measure the carbon footprint of our entire scope.



## REMOVAL OF SINGLE USE PLASTIC PRODUCTS - 2024

Single Use Plastic products are made wholly or partly from plastic and are typically intended to be used just once or for a short period of time before they are thrown away.

In 2024, we will conform to the EU Single Use Plastic Directive by removing all banned products from our product catalogue:



PLASTIC STRAWS



PLASTIC COTTON BUD STICKS



PLASTIC CUTLERY



PLASTIC PLATES



PLASTIC BEVERAGE STIRRERS



PLASTIC BALLOON STICKS



CUPS AND BEVERAGE CONTAINERS MADE OF EXPANDABLE POLYSTYRENE



FOOD CONTAINERS MADE OF EXPANDABLE POLYSTYRENE



ALL PRODUCTS MADE OF OXO-DEGRADABLE PLASTIC





### FULL SCOPE MEASUREMENT - 2025

Planet Mark has measured portions of our carbon footprint since 2020: Scope 1, 2 and some 'core' Scope 3 emissions that are easily under organisational control (e.g., waste generated in operations and business travel). We recognise that this is a small portion of our full carbon footprint as our supply chain and products aren't considered. For us to reduce our entire footprint, it must be first measured, and for this reason, Codex have made a commitment to commission Planet Mark to measure our full carbon footprint including Scope 3 GHG emissions. We aim to have **full scope measurement** completed by **2025**.

### HELPING CUSTOMERS MAKE MORE SUSTAINABLE CHOICES - 2025

With over 20,000 products in our product range, providing alternatives for our top 200 products online is a key focus. Trials on a cutting-edge methodology and supporting technology are under development which will enable us to offer customers more sustainable alternatives to products in their basket.

We plan to provide clear details of each product's sustainable credentials, empowering customers to make informed decisions.

All these website upgrades represent our commitment to sustainability, making more sustainable shopping accessible and effortless for our valued customers.



### B-CORP CERTIFICATION - 2026

B-Corp certification is a designation that a business is meeting exceptionally high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials.

We believe business is a force for good and can play a leading role in positively impacting and transforming the economy into a more inclusive, equitable, and circular system. B-Corp certification aligns well with our own values of Integrity, Innovation and Belonging and we look forward to initiating the certification process, with a view to achieving certification by 2026.

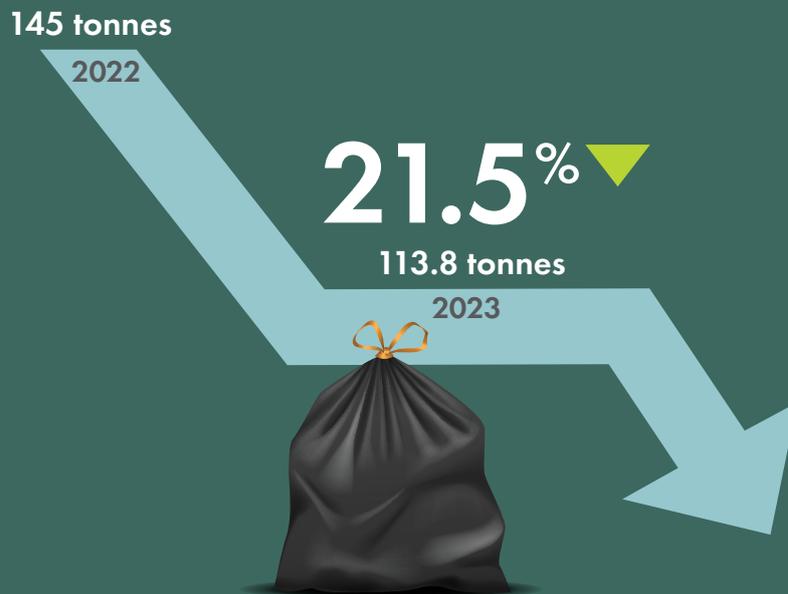


### ZERO WASTE - 2027

We are constantly examining our work practices to identify ways in which we can reduce our waste, including exploring ways to contribute to the circular economy and packaging reduction.

We reduced the weight of our recycled waste **by 21.5%** from 145 tonnes in 2022 to 113.8 tonnes in 2023. Thanks to waste streams throughout our offices and warehouses, **98%** of our waste is **recycled**, and the remaining **2%** is recovered and used to power Irish industry.

However, by working with suppliers, customers and other stakeholders, we aim to eliminate all non-recyclable waste by **2027**.

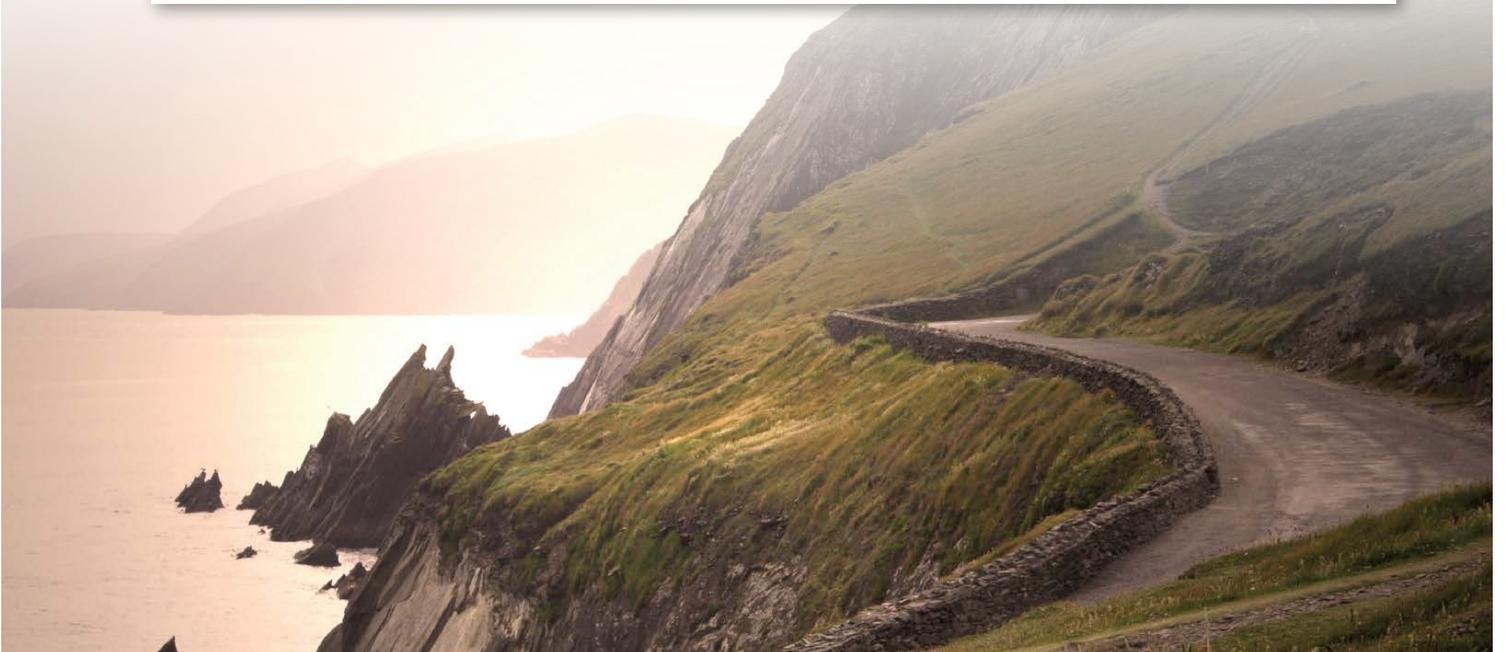


# Our Contribution to UN SDGs



The United Nations Sustainable Development Goals (UN SDGs) provide a framework to enhance global wellbeing and address the adverse impacts of climate change. At Codex, we are committed to aligning our actions with the SDGs, believing that each step we take contributes to these vital global objectives. Our efforts are aimed at creating a more equitable and sustainable world, where achieving the SDGs improves lives and protects our planet for future generations.

Of the 17 UN SDGs, there are 15 that we currently consider are directly relevant to our activities:





## Goal

## What Codex is doing

### 1 No Poverty



Codex ensures a living wage, offers an employee assistance programme with financial support, and provides benefits like paid annual leave and sick leave. The project we chose to offset our measured carbon footprint, which focuses on providing [cleaner water in Cambodia](#), also supports this SDG.

### 3 Good Health and Well-Being



We prioritise wellness and recognition through wellness quarters, an Employee Assistance Program, health insurance, flu jabs, and paid sick leave. Our ISO45001 accreditation ensures team safety and legal compliance. We support health-related charities like Barretstown and an Alzheimer's center garden. Initiatives like "dogs at work" day and a clean water project in Cambodia, offsetting our measured carbon footprint for the reporting year of January 1st, 2023 to December 31st, 2023, further our commitment.

### 4 Quality Education



We invest in our staff through comprehensive educational policies, offering paid training hours and awareness days as part of individual objectives for continuous upskilling. Our focus is on both departmental and individual training to ensure ongoing development.

### 5 Gender Equality



During our EDI quarter, we provide EDI training to all employees. At Codex, 52% of management roles are led by women, and we host events for International Women's Day. We also offer female-friendly leave policies, including paid leave for maternity, fertility treatments, breastfeeding, and pregnancy loss.

### 6 Clean Water and Sanitation



For the reporting year of January 1st, 2023 to December 31st, 2023, we monitored and reduced water usage and waste, as verified by Planet Mark. We are always seeking new ways to minimise waste production. Our ISO14001 accreditation reflects our high standard of environmental protection. Our environmental policy statement outlines our commitment to preventing pollution and supporting local biodiversity and ecosystems. Additionally, we have a Charity Retail partnership to further reduce waste.

## Goal

## What Codex is doing

## 7 Affordable and Clean Energy



For the reporting year of January 1st, 2023 to December 31st, 2023, we monitored and reduced energy usage, as verified by Planet Mark. We meet 100% of our energy demand with renewable energy. Additionally, our ISO14001 accreditation requires ongoing analysis of our energy usage.

## 8 Decent Work and Economic Growth



For the reporting year of January 1st, 2023 to December 31st, 2023, we achieved a year-on-year reduction in absolute carbon emissions, verified by Planet Mark. We are committed to being a Great Place to Work through our GPS (Grow, Perform, Succeed) performance process, offering contracts for all staff, celebrating long service, and providing training on career progression. Additionally, we ensure human rights standards are respected at our suppliers' sites and have partnered with DCU Access to the Workplace.

## 9 Industry, Innovation and Infrastructure



For the reporting year of January 1st, 2023 to December 31st, 2023, we monitored and reduced energy usage, as verified by Planet Mark. Innovation is one of our core values, and our ISO 9001 accreditation helps us to innovate, increase productivity and improve efficiencies. This includes implementing Qualtrics to measure Customer Experience and identify opportunities for improvement.

## 10 Reduced Inequalities



By following the guidance of ISO 45001 (Occupational Health & Safety), Codex helps to reduce inequality and ensure all employees regardless of ability are catered for.

## 11 Sustainable Cities and Communities



For the reporting year of January 1st, 2023 to December 31st, 2023, we measured and reduced carbon emissions, and worked to reduce waste production. We achieve 100% recycling, composting, or recovery of all waste. Our efforts are verified by Planet Mark, through our membership, we also contribute to Planet Mark's donations to the Eden Project. Additionally, we provide car chargers on-site for employees' use.

## 12 Responsible Consumption and Production



For the reporting year of January 1st, 2023 to December 31st, 2023, we measured and reduced our waste, achieving zero waste to landfill as verified by Planet Mark. Our Environmental Policy, as required by ISO14001, and our FSC Chain-of-custody certification outlines our commitment to sustainable resource use and sustainable sourcing across our supply chains. A benefit of our ISO45001 (Health & Safety) accreditation, is a reduction in workplace incidents which helps reduce waste and improve resource efficiency.

## 13 Climate Action



For the reporting year from January 1st, 2023 to December 31st, 2023, we focused on measuring and reducing our carbon emissions and made a donation to the Eden Project. These efforts are verified by Planet Mark. Our ISO 14001 accreditation shows our high level of environmental protection, and our environmental policy statement highlights our commitment to mitigating climate change. The project we selected to offset our carbon footprint, which provides [cleaner water in Cambodia](#), also supports this SDG, as does our support for Cloudforests' environmental initiatives.

## 14 Life Below Water



For the reporting year from January 1st, 2023 to December 31st, 2023, we focused on measuring and reducing carbon emissions and cutting down on waste production, with 100% of our waste being recycled, composted, or recovered. We also made a donation to the Eden Project, and all these efforts are verified by Planet Mark. Our ISO 14001 accreditation ensures we protect our watercourses, and we continuously monitor gas usage to identify potential reductions.

## 15 Life On Land



For the reporting year from January 1st, 2023 to December 31st, 2023, we focused on measuring and reducing carbon emissions and successfully reduced paper use, as verified by Planet Mark. We hold FSC Certification and are members of REPAK and WEEE Ireland. Our ISO 14001 accreditation reflects our commitment to high environmental protection standards. Our environmental policy statement outlines our dedication to preventing pollution and protecting local biodiversity and ecosystems. We also partner with Cloudforests to support these goals.

## 16 Peace, Justice and Strong Institutions



The framework of ISO 45001 helps us to promote social responsibility, transparency, and accountability, which are all essential for building strong and just institutions.



# Closing Remarks

We remain fully committed to building on our achievements and driving continuous improvement in environmental stewardship, social responsibility, and economic prosperity. We recognise that the challenges we face – from climate change and resource depletion to social inequality and economic instability – require bold and decisive action. Therefore, we pledge to redouble our efforts, embrace innovation, and collaborate with stakeholders to address these complex issues and create positive change.

In our pursuit of sustainability, we understand that success requires a collective effort. We are committed to engaging with our employees, customers, suppliers, partners, and communities to foster collaboration, share best practices, and amplify our impact. Together, we can leverage our collective strengths, expertise, and resources to drive meaningful progress towards a more sustainable and resilient future.

As a company, we are acutely aware of our responsibility to future generations. We recognise that our decisions today will have lasting implications for the planet and all its inhabitants. Therefore, we are guided by a long-term vision of sustainability grounded in principles of integrity, transparency, and accountability.

In closing, we extend our gratitude to all who have contributed to our sustainability journey. Your support, collaboration, and dedication inspire us to push the boundaries of what is possible and strive for excellence in sustainability. Together, we can make a meaningful difference and leave a positive legacy.





**GREEN LOOKS **  
**GOOD ON IRELAND**

Supporting However & Wherever You Work. *Sustainably.*

**CODEX**