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SMYTHSON  
OF BOND STREET

## SUSTAINABILITY POLICY

At Smythson, we are committed to conducting our business responsibly, with respect for people, the environment, and animals. Our sustainability policy is built upon the following key pillars, which in turn are woven into our sustainability strategy.

### 1. Ethical Supply Chain Management

We advocate for environmentally responsible behaviour and ethical conduct from all our suppliers. A significant proportion of our supply chain is vertically integrated, allowing us to closely monitor and have greater control over our operations. We demand compliance with all local legislation, regulations, and labour laws and require a commitment to continuous improvement regarding sustainability and environmental awareness. All core product and packaging suppliers comply with REACH (Registration, Evaluation, Authorisation, and restriction of Chemicals) regulations. They must also comply with our Code of Ethics, which is based on recognized standards such as International Labour Organisation Standards (ILO), the Universal Declaration of Human Rights (UDHR), and the Ethical Trading Initiative (ETI).

### 2. Sustainable Product Sourcing

All supply partners must comply with our Animal Welfare & Sustainable Sourcing Policy. We are committed to only working with tanneries who are certified and audited by the Leather Working Group, an international body that promotes sustainable and environmental best practices within the leather industry. We source paper for our stationery, books, and diaries exclusively from mills based in England and Italy. The printing of these products is carried out in-house at our workshops in Wiltshire and Hertfordshire. The paper used is sourced from FSC-certified sources, and all printing press inks are vegetable-based. Chemicals used in manufacturing are managed per REACH requirements, with waste chemicals safely disposed of via certified environmental services. All Tier 1 vendors must comply with our Product Restricted Substances List.

### 3. Employee Wellbeing and Diversity

We are committed to supporting the health and well-being of our employees, ensuring a safe and positive working environment, and attracting and retaining the best talent in the industry. Smythson is an equal opportunity employer, ensuring all employees have fair opportunities for advancement

based on ability, qualifications, and suitability without discrimination. Over 50% of our senior management team, including board members, are women.

#### **4. Environmental Sustainability**

We are committed to minimizing the environmental impact of our operations. Since 2019, we have been measuring our carbon emissions using the Greenhouse Gas Protocol and have successfully reduced our Scope 1 and 2 emissions by 25% (2019 vs. 2023). We are also measuring our Scope 3 emissions, representing the largest proportion of our overall emissions, with Life Cycle Analyses carried out for 2019 and 2023. We strive for continuous improvement by seeking practical and economically feasible opportunities to reduce the environmental impact of our products, processes, and facilities, driven by data.

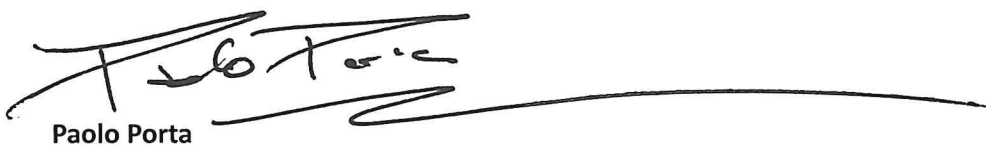
#### **5. Community Engagement and Charitable Initiatives**

Our People and Community Involvement Strategy outlines our dedication to social impact initiatives. We partner with the National Literacy Trust, donating a percentage of sales from a range of our Christmas cards to support literacy skills for disadvantaged children. Additionally, we are working alongside the Royal Warrant Holders Association Charity Fund to support literacy initiatives in the Swindon area. In 2024 we donated a selection of seconds stock to Fight for Sight, the leading UK charity dedicated to preventing sight loss and improving the lives of those affected. Sales from the donated stock are fuelling groundbreaking research and essential support, creating a brighter future for those with vision loss.

#### **6. Commitment to Circular Economy and Innovation**

We recognize the benefits of a circular business model and strive to implement relevant practices across our operations and supply chain. We offer repair services for our products, aiming to extend their lifecycle and reduce waste. Reduction of production waste is a key focus, and we are exploring innovative techniques to promote product circularity. We are also researching ways to enhance transparency and traceability within our value chain by way of SaaS innovations.

Smythson is dedicated to integrating these principles into all aspects of our business, ensuring that we operate responsibly and sustainably for the benefit of current and future generations.

A handwritten signature in dark ink, appearing to read 'Paolo Porta', with a long horizontal flourish extending to the right.

**Paolo Porta**

**Chief Executive Officer**

**September 2025**