

IN2 Publishing Ltd (In2)

Environmental, Social and Governmental Policy

Vision: we are committed to:

- Delivering high-quality publications while minimising environmental impact, supporting people and communities involved in the supply chain and maintaining strong governance, transparency and ethical standards
- Achieving this, whilst being 100% committed to delivering excellent products and services for our clients and enjoyable and informative experiences for our audiences
- In 2025 we worked with a B Corp consultant who has helped us audit our practices and identify ways that we can work smarter. Our aim in 2026 is to begin our B Corp journey – with the aim of achieving B Corp accreditation by the end of the year.

During our recent company sustainability audit, it was noted that we can say almost 100% of our products are recyclable which is quite a boast.

Environmental: UK Office and home working

We are committed to:

- Reviewing our office energy suppliers with our landlord to ensure optimum efficiency
- Use LED lighting, natural light and programmable thermostats
- Using DELL laptops for most of our team. We recycle our IT equipment responsibly with Dell's Recovery and Recycling services
- Intelligent use of water to minimise waste
- Promoting power down-habits
- Recycling all plastics, paper and ink
- Using janitorial environmentally preferred products
- Offering hybrid or home working to reduce need for travel
- Offering Cycle to Work scheme for any interested team members
- Using virtual technology for on-line meetings
- Using local staff at events

We have a Sustainability Lead and we regularly review how we work to ensure that we continually improve our sustainability practices

Environmental: Publication Materials and Production

We are committed to:

- Using 100% FSC or PEFC-certified paper as standard
- We are member of TWO SIDES and support Love Paper campaigns which promote sustainable and attractive attributes of print and paper.
- Prioritising recycled-content paper
- Using vegetable or soy-based inks
- The ink our printers use is Premium series PSO – it is free of mineral oil and formulated on the basis of renewable raw materials
- As a modern ink, series Premium PSO complies with all requirements of ISO-Norm 2846-1. Its intensity and dot sharpness allow the printer to meet all requirements of ISO-Norm 12647-2 on the part of colour as well as to achieve a very neutral grey-balance
- Any waste ink is collected as normal waste and is not recognised as chemical waste.
- Should we need to use a plastic bag or a weather protecting wrap, this will be a starch-based product, completely bio-degradable and will not leave any petrochemical waste once decomposed
- Using recyclable or water-based coatings
- Designing for standard sizes to reduce material waste
- Intelligent design to minimize pagination and reduce print
- Industry wide drive on sustainability. The Professional Publishing Association drives positive change and shares information on best practice

All of the printers we work with use FSC or PEFC certified paper. The FSC and PEFC provide solutions to help protect and increase the world's forestry.

Our printers also use vegetable-based inks and chemical-free platemaking processes.

We are committed to:

- Printing publications as close to event locations as possible
- Building a vetted global network of local printers with sustainability credentials
- Having storage facilities at key event sites so that we can store equipment and vehicles to reduce travel and emissions
- Reducing long-distance shipping and associated emissions
- Prioritising ground and sea freight over air freight
- Banded not boxed publications where possible
- Sending 'naked' publications where possible without packaging
- Using recyclable or compostable paper or poly wrap if packaging is required
- Optimising print runs using data-driven forecasting
- Implement split print runs (initial + local reprints) where possible
- Event knowledge allows for accurate print runs to minimise waste.
- Recycling any unused publications
- Offer hybrid print/digital solutions
- Minimising team travel and utilise virtual technology where possible.

Our chosen UK printer makes most of our deliveries using an electric vehicle.

We always strive to keep the carbon footprint of our projects to a minimum.

Social: Diversity, Inclusion, Supply Chain and Labour Standards

We are committed to:

- Implementing a Supplier Code of Conduct covering labour rights, fair wages, health and safety, and non-discrimination
- Working only with suppliers that prohibit child and forced labor
- Prioritising partnerships with local printers and suppliers to support regional economies
- Promoting diversity and inclusion across supplier selection where possible.

We do our best to make the right decisions for people and the planet.

We are committed to:

- Providing fair employment practices for staff and contractors
- Regular reviews with all team members and opportunities for training and development
- Encouraging employee engagement in community and sustainability initiatives
- Promoting diversity – over 50% of our team is female with several in leadership positions
- Focusing on happiness and well-being at work and at home

We have an open-door policy and believe in an environment where everyone is equal and highly valued.

We welcome ideas and feedback on how we can improve everything and anything.

Picnics, team lunches and “Friday pizza and table football” are enjoyed. And we all finish early on a Friday!

We work together to be as happy and as successful as we can be.

Social: Supporting communities

We are committed to:

- Partnering with a local charity North Devon Hospice and 'sponsor a nurse'
- Volunteering and raising funds through a mix of fundraising and donations
- Having a charity box in the office – the team can leave any unwanted items and we will either recycle or rehome
- Recruiting locally and supporting the local rural economy and society
- Offering placements to students for work experience and development

We are keen to support our team and our community.

We are delighted to 'sponsor a nurse' at our local hospice and be involved with volunteering.

Governance: Ethics, Transparency, Accountability and Improvement

We are committed to:

- Maintaining clear ethical standards, including anti-bribery and anti-corruption policies
- Ensuring transparent pricing and sustainability claims
- Protecting client, customer and partner data in line with applicable data protection regulations
- Assigning a Sustainability Lead responsible for ESG performance
- Implementing and reviewing sustainability targets annually at leadership level as part of our Carbon Emission Reduction Planning
- An annual sustainability update outlining progress and challenges

We are committed to improving all aspects of our business and we are excited about the future.

A key goal for us is to achieve B Corp accreditation by the end of 2026.

Watch this space!

We will leave you with some stats from Love Paper (lovepaper.org), a global campaign which promotes the sustainable attributes of print, paper, and paper packaging:

- European forests, which provide wood for making paper, have been growing by over 1,500 football pitches every day.
- 79% of paper and 83% of paper packaging is recycling into new products; one of the highest recycling rates of any material in Europe.
- 62% of the energy used to produce paper and paper packaging in Europe comes from renewable sources.

So that's our story so far, but we have a to do list ready for action and will always be striving to be better.

We'll keep you posted.