

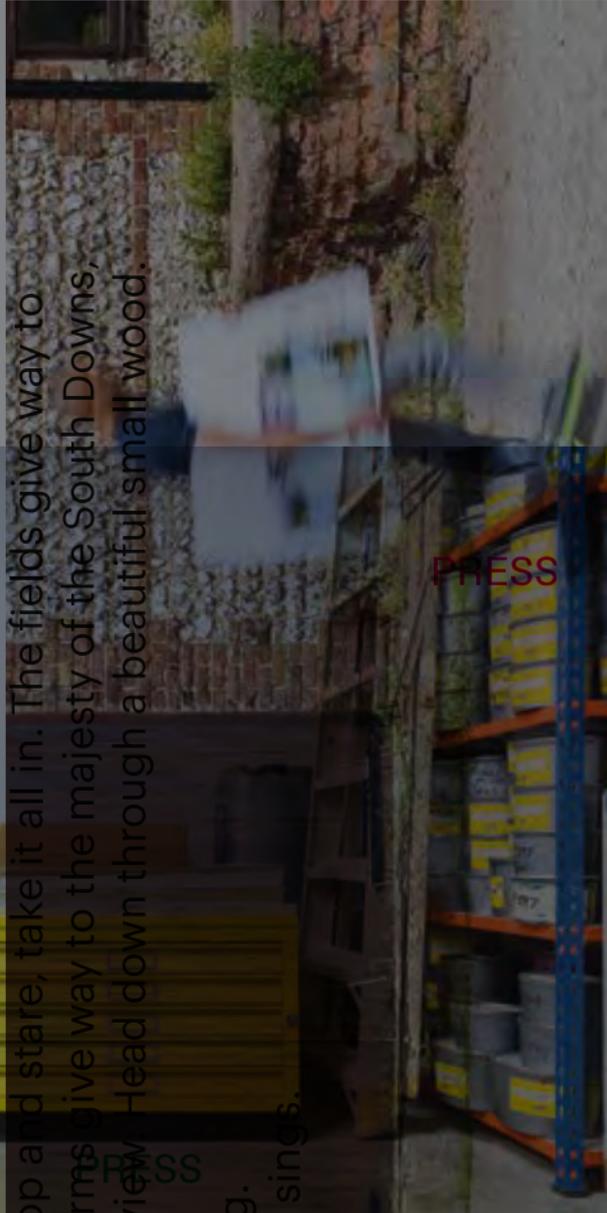
GENERATION

PRESS

ne gate, turn right. Up the street, through the farmers
ware of the dog. Aware of my surroundings I see the
gn 'Footpath', I round the corner, a small footpath
e edge of a field.

ightly overgrown, the view opens up to my right.

op and stare, take it all in. The fields give way to
arms give way to the majesty of the South Downs,
view. Head down through a beautiful small wood.



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IMPACT

GENERATION

REPORT

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REPORT

GENERATION
PRESS

IMPACT

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PRESS

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THINKING BEYOND

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GENERATION

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GENERATION PRESS Ideas (in)to Print

Ideas (in)to Print GENERATION

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PRESS

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HERE AND NOW

5

5

WHO WE ARE.

Collaboration,
Craft,
Commitment,
Don't just
make it,
Make it better,
Family business,
Fourth
generation,
Heart and soul,
Borderline
obsessive,
Not even
borderline,
Invent,
Reinvent,
Stay curious,
Listen,
Print with
principles,
Make more
from less,
Less waste,
Less cost,
Quality,
Quality,
Quality,

Years of EMAS-
certification,
Now a B Corp,
Not impossible,
Just hard,
Dig into details,
Price it fairly,
Pride in each
project,
(Th)ink
about Ink.

**GENERATION
PRESS.**

Ideas (in)to
Print.



IMPACT

GENERATION

REPORT

A

WORD

FROM

OUR

MD

PAUL HEWITT

20

PRESS

25



● Another year has passed, and with it, another chapter added to the Generation Press story – a story that continues to evolve in new and sometimes unexpected directions.

While we've stayed true to the foundations laid over the last 25 years – craft, care, and proper print – we've also stretched further into new territory, guided by curiosity, necessity, and our ongoing commitment to doing things the right way. →

← GP HQ.
Poynings, East Sussex.
14th Century Barn,
21st Century Th(ink)ing.
Sited on a working farm
5 miles from Brighton,
we are nestled deep in
the heart of the South
Downs National Park,
a constant reminder of
why we do what we do.

It's been a year of both persistence and progress. The economic climate hasn't made things easy, and like many businesses, we've felt the pressure. But instead of shying away, we've leaned in – towards more openness, towards better systems, and towards a pricing structure that reflects the real work involved. It's part of our belief that fairness should be baked into everything we do – not just in what we make, but how we make it. Our B Corp recertification was a proud moment – improving on an already high score is no small feat, and it's a testament to the thoughtful, everyday actions of our team. The number is just the tip of it. The real achievement is the culture it reflects – one that values people, planet, and purpose in equal measure. Alongside this, we've seen steady progress in our consultancy work – developing materials and processes tailored to the needs of small to medium packaging runs. It's still early days, but it's growing quietly and organically, as most good things do. Similarly, our capabilities in packaging design and prototyping have continued to mature, giving us an increasingly rare position in the UK: a team that can design and manufacture complete, sustainable solutions under one roof.

It's been a year of both persistence and progress. The economic climate hasn't made things easy, and like many businesses, we've felt the pressure. But instead of shying away, we've leaned in – towards more openness, towards better systems, and towards a pricing structure that reflects the real work involved. It's part of our belief that fairness should be baked into everything we do – not just in what we make, but how we make it. Our B Corp recertification was a proud moment – improving on an already high score is no small feat, and it's a testament to the thoughtful, everyday actions of our team. The number is just the tip of it. The real achievement is the culture it reflects – one that values people, planet, and purpose in equal measure. Alongside this, we've seen steady progress in our consultancy work – developing materials and processes tailored to the needs of small to medium packaging runs. It's still early days, but it's growing quietly and organically, as most good things do. Similarly, our capabilities in packaging design and prototyping have continued to mature, giving us an increasingly rare position in the UK: a team that can design and manufacture complete, sustainable solutions under one roof.

DEAS

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PRINT
NTO
PRINT



WHAT

CREATIVE
SOLUTIONS.
DOING IT CLEAN,
WITH CARE,...
OUR WAY.

LITHO, DIGITAL,
FOILING,

E

LETTERPRESS,
DIE-CUTTING,
COLOUR-EDGING,
DUPLEXING,

DO

PACKAGING
& PROTOTYPING.

IMPACT

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Activities & Services.

We offer a diverse range of creative print solutions, from business cards, fashion books, corporate and personal stationery, charity annual reports and accounts to art catalogues and distinctive invitations for private functions and giant corporate events. We bring brands to life with beautifully designed, tactile communications.

Specialist activities.

Graphic Ltd Editions – Fine Art Catalogues
– Photographic Books – Coffee Table Books
– Luxury Stationery – Business Stationery
– Creative Packaging – Invitations
– Impact Reports – Manifestos

Litho

Our core craft. Exploring. Fine-tuning. Investing. Combination of the latest technology (e.g. closed-loop colour control) + human know-how (from experience). Very, very versatile. Fine art. Reports & accounts. Detailed work. Short/medium/long runs. Pride in every project.

Digital

Adventure in technology. Good for short runs. Personalised. On-demand. Improving quality & range. Invested in HP Indigo Press. Seven-colour. Handles more stocks than ever. Dark materials. Clear materials. White ink. Takes human expertise. Digital is now a craft.

Foiling

Hot metal fusing foil to stock. Silver. Gold. White. Coloured. In-house on modified Heidelberg Press. Hand-operated. Human craft. Stationery loves it. Business cards love it. Premium projects love it. We love it.

Die-cutting

Precision incision. Any shape.
Many materials. Also kiss-cutting.
Where you cut a layer & leave the base untouched. Peel-off stickers. Bespoke paper-overboard presentation boxes. 2mm-thick duplexed stocks. Heavy-duty grey boards. All in-house. Takes knowhow to do it well.

Letterpress

Old school. In our blood. Our first & second generations were letterpress compositors. Revived with love. Original craft aimed to 'kiss' ink onto paper with no sign of indent. Now seen as part of the charm. Nice with opulent metallics. Bold fluorescents. Rich primary colours. Old + new.

Colour-edging

The third dimension of print. Applying colour to the edge of a business card, invitation, book block. Spent years mastering it. Mixing the inks in-house. Metallics. Colour gradients. One edge or many. GP speciality.

Duplexing

Bonding sheets of paper/board together. Two or more. Triplex. Quadruplex. Pentaplex. Hexaplex. (Hexaplex = great word.) Most we've done is six sheets. So far. All about texture & heft. Layers of colour. Print geology.

IMPACT

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THINKING BEYOND

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BEYOND
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W

ARE HERE FOR
PEOPLE AND BRANDS
WHO GIVE A DAMN,
ARE PART OF A MORE
THOUGHTFUL
FUTURE, SHARE A
MINDSET OF QUALITY
AND PURPOSE, AND
TAKE THAT MOMENT
TO CONSIDER THE
IMPACT OF THEIR
CHOICE OF PARTNER
IN PRINT.

AWARDS & RECOGNITIONS



ENVIRONMENT
& PRINTING
CRAFT

2024

Photographic Books:
British Book Design &
Production Awards 2023
– *Winner*

Brand / Series Identity:
British Book Design &
Production Awards 2023
– *Winner*

Exhibition Catalogues:
British Book Design &
Production Awards 2023
– *Winner*

Sustainable Books:
British Book Design &
Production Awards 2023
– *Winner*

2023

Environmental Company
of the Year: Print Week
Awards 2023
– *Winner*

Book Printer of The
Year: Print Week Awards
2023
– *Shortlisted*

2022

Book Printer of the
Year: Print Week Awards
2022
– *Winner*

Exhibition Catalogue:
British Book Design &
Production Awards 2022
– *Winner*

Exhibition Catalogue:
British Book Design &
Production Awards 2022
– *Highly Commended*

2019

Book Printer of the
Year: Print Week Awards
2019
– *Highly Commended*

Fine Art Printer of the
Year: Print Week Awards
2019
– *Highly Commended*

2018

Environmental &
Sustainability
Company of the Year:
Digital Printer Awards
2018
– *Winner*

Book Printer of the
Year: Print Week Awards
2018
– *Shortlisted*

Exhibition Catalogue:
British Book Design &
Production Awards 2018
– *Highly Commended*
D&AD Wood Pencil 2018
with Arjo Wiggins,
Studio.Build and
Nick Asbury
– *Winner*

2016

Queen's Award for
Enterprise: Sustainable
Development
2016
– *Shortlisted*

2023

Environmental Company
of the Year: Print Week
Awards 2023 – *Winner*

Judges Summary:
Generation Press is not
just ahead of the curve
on the environment,
it is defining what the
curve should look like.
Carbon neutral for
14 years, and carbon
negative for 10,
it recycles an
astonishing 99.6% of
its waste, and has used
vegetable inks since
2003. Earning B-Corp
status in 2022, it
immediately entered
the top 5% of all B-Corp
companies. Generation
Press pushes sustain-
ability throughout every
fibre of its work,
the quality of which won
it our Book Printer of
the Year Award in 2022.
*“They are not just
shouting about
offsetting,” said one
judge, “they have
thought holistically
about sustainability and
really live their values.”*



story So Far...

TIMELINE

Vegetable Ink since forever
FSC Paper from Certified Forests since forever

EMAS Certified from 2013-2018

Carbon Neutral Deliveries since 2013

ISO14001:2015 since 2013

UK Tree Carbon Negative Initiative since 2013

96.5% Reduction of Waste to Landfill since 2009

Tree Planting Initiative (7,179 trees planted) since 2013

Carbon Neutral since 2006

100% Renewable Energy since 2009

Solar Power since 2013
Recycling (now 98.5%) since 2013

Chemical-free Processor since 2014

On-site Beehives since 2016

B Corp Impact Assessment (in COVID queue) since 2019

Living Wage (unofficially since 2010) since 2020

B Corp Certified since 2021/22

B Corp Best for the World (environmental impact) since 2022

Environmental Company of The Year: Print Week Awards 2023

B Corp Re-certified - Improved score: 119.3 → 127.3

2006

2009

13

2014

2016

2019

2020

2021

2022

2023

2024

Evangelise B Corp's Practices With All Our Customers

- When Generation Press first embarked on its extraordinary journey towards becoming a B Corp, our commitment to sustainability and purpose-driven practices became evident in every aspect of our operations. We were delighted to share our story through an award-winning book created in collaboration with our esteemed partners, including GF Smith, who went on to embrace the B Corp ethos during the book's development. →





The book not only chronicled our path to B Corp certification but also celebrated the invaluable contributions of our partners and collaborators. From the meticulous design and thoughtful brand strategy to the stunning photography, choice of sustainable paper stocks, and expert bookbinding, every detail reflects our dedication to showcasing the artistry and craftsmanship inherent in book production. Take a look for yourself.

But beyond the pages of this book lies a deeper narrative— a testament to the enduring partnerships we've cultivated over time. Our relationships are built on respect, trust, and mutual understanding, transcending mere business transactions to embody the essence of friendship and support, even through life's ups and downs.

At Generation Press, we're not content with following the crowd. Instead, we forge our own path, guided by a commitment to authenticity, sustainability, and lasting impact.

This book is a celebration of character, of the belief that genuine connections and meaningful work are the true markers of success. It's a tribute to the enduring legacy we're building — one that prioritises People, Planet and Print, and we're proud to share it with our customers, partners, and the world at large.

IMPACT

GENERATION

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PRINT

PEOPLE

THINKING

BEYOND

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A wooden gate stands in a field, partially obscured by dense green bushes. The gate is made of weathered wooden planks and posts. A sign is attached to the central post, reading "SHEEP IN FIELD" in bold, black, hand-painted letters. The background shows a clear blue sky and rolling green hills under bright daylight.

**SHEEP
IN
FIELD**

IMPACT

GENERATION

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PRINT

PEOPLE

THINKING

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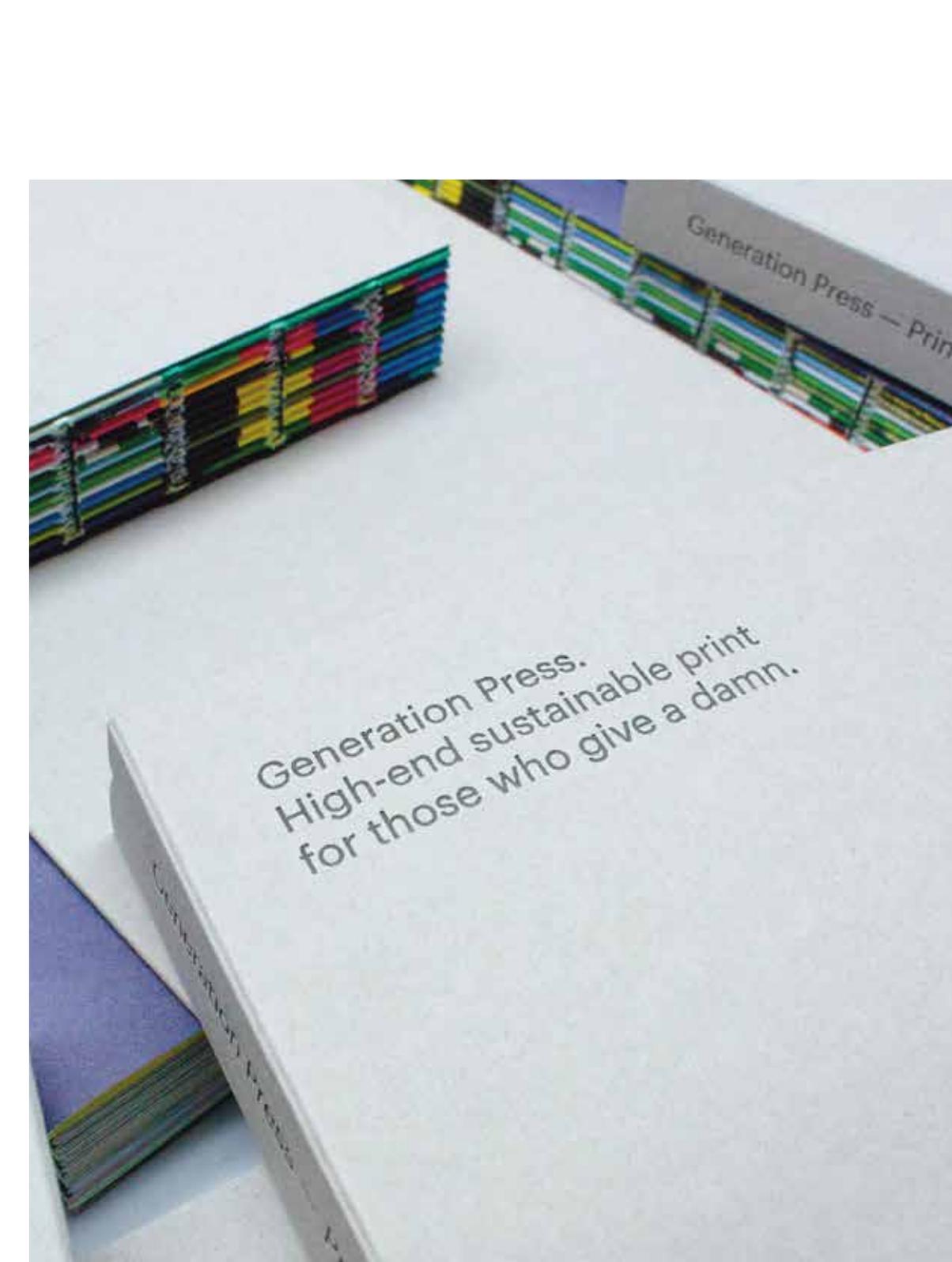
PLANET

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Generation Press.
High-end sustainable print
for those who give a damn.

Generation Press — Print

Generation Press



107 POINTS

→

→

→

WE ARE REALLY PROUD OF OUR RECERTIFICATION RESULTS AND LOOK FORWARD TO RENEWING TO THE NEW STANDARD IN 2027.

— B IMPACT SCORE
THE FIRST STEP
TOWARDS ACHIEVING
B CORP CERTIFICATION
IS THE B IMPACT
ASSESSMENT (BIA),
A DIGITAL TOOL USED TO
MEASURE A COMPANY'S
PRACTICES AND IMPACT
ON ITS GOVERNANCE,
WORKERS, COMMUNITIES,
THE ENVIRONMENT AND
CUSTOMERS. BUSINESSES
MUST SCORE AT LEAST
80 POINTS BEFORE
QUALIFYING FOR A FULL
AUDIT AND EVALUATION.

50.9

MEDIAN B IMPACT
ASSESSMENT SCORE FOR
ORDINARY BUSINESSES

80

QUALIFIES
FOR B CORP
CERTIFICATION

127.3

GENERATION
PRESS' OVERALL
B IMPACT ASSESSMENT
SCORE 2024
(119.3 IN 2021)

THE BEST FOR THE WORLD FOR ENVIRONMENTAL IMPACT WITHIN THE WORLDWIDE B CORP COMMUNITY.

Out of over 6,000 B Corp-certified companies in over 80 countries, Generation Press is in the top performing 5% for the environment. Sadly, B Corp has chosen to drop this nomination in the future :(

GP'S GOALS & FUNDAMENTAL BELIEFS

OUR PUBLIC
COMMITMENT
IS TO PROTECT
THE
ENVIRONMENT,
INCLUDING
PREVENTING
POLLUTION,
MEETING OUR
COMPLIANCE
OBLIGATIONS
AND LEGAL
REQUIREMENTS,
AND
CONTINUALLY
IMPROVING OUR
ENVIRONMENTAL
MANAGEMENT
SYSTEM TO
ENHANCE
PERFORMANCE.

GP's Goals & Fundamental Beliefs

99.5% – 2024*

99.6% – 2023

99.6% – 2022

99.4% – 2021

These are our long-term goals and fundamental beliefs:

- Quality print forever
- Reduce energy consumption
- Reduce CO2 emissions
- Zero waste: zero to landfill
- Encourage and effect behavioural change internally and externally

These differ from our targets, which we refresh annually to ensure we continue to improve, achieve and sustain our long-term objectives above.

*Zero waste: 99.5%
Last year, our zero was 99.6%.

Note:
Our waste partner did not communicate this reduction in time for us to find a solution.

127.3

GENERATION PRESS' OVERALL B IMPACT ASSESSMENT SCORE 2024

119.3 (IN 2021)

B Corp Recertification 2024.
Our B Impact Assessment (BIA)
score went up from 119.4 to 127.3!

TOPLINE IMPROVEMENTS (To name a few)

1. Supplier Survey
2. Customer Survey
3. Staff Happiness Survey
4. No-Glue Projects
5. Birthday - additional day off
6. Glasses Contribution Policy
7. Print Return Scheme
8. Shipping Trial - over airfreight
9. New trial 360-Degree Feedback -
1-2-1s
10. Staff Social & Environmental goals

GP's Impact
Breakdown
Generation Press'
Overall Impact
B score

Generation Press'
Impact B Assessment
score breakdown:

127.3
119.3 (2021)

63.5 Environment
67.8 (2021)

27 Workers
20.3 (2021)

18.5 Community
15 (2021)

16.3 Governance
14.9 (2021)

1.9 Customers
1.1 (2021)

GP

FO(U)R

IMPACT

OUR

GOALS

IDEAS

IN

INTERIM RESULTS

TO

PRINT

FOR

2024

REPORT

GENERATIONS

2025

GOVERNANCE

1. Move our business banking to an ethical bank (e.g. Monzo, Triodos, Nationwide, Co-operative, etc.)

We aim to have a new banking system set up by October 2026. We are waiting for our preferred bank, Triodos, to accept 'businesses' again.

2. Continue to engage with B Corp suppliers wherever possible.

We continually strive to connect with fellow B Corporations – despite the limitations of our industry. Generation Press has recently partnered with B Corp-certified Spark & Bell by supplying them with our pallet wrap to create their hand-crafted, purpose-driven lighting designs.

B Corp Suppliers:
Who Gives A Crap (toilet rolls)
Hasbean Coffee
Tony's Chocolonely (chocolatey Christmas gifts)
Honest (mobile phones)
SkootEco (International Tree Initiative for freight/flights)
Foilco (foils)

GF Smith (paper)
Nirvana CPH (print management)

B Corp Customers:
– Coutts
– Patagonia
– Berghaus
– Bird & Blend
– Elliott Wood – Partnerships
– Pangaia
– The Furniture Practice
– Here Ltd
– Sancroft

In talks with or searching for:
A local coffee supplier
IT Guys (IT support)

3. Year 2 - provide a happiness survey for all staff. Issued on 1 April 2025; a reminder sent on 20 May 2025. We are awaiting the results.

4. Review and update our EMAS-based environmental management system to incorporate B Corp's processes.

We have reviewed and amended D07 – Managers' Review and completed our first one in May 2025. →

WORKERS

1. Help staff to reduce their own footprint at home. We have researched Apps for staff to download for free and trial. Once approved, we will action them before the deadline.

2. Build on the Enneagram results. After sharing the results with each staff member, we provided more information in the December 2024 GP (News). It was the first opportunity for everyone to view each other's results. Teaching everyone how to look up and find out more information about their peers.

What is an Enneagram? It's a personality typology system that describes nine core types, each representing a distinct way of thinking, feeling, and behaving. Often used for personal development, relationships, and leadership, it can help build more productive teams by fostering empathetic interactions.

3. Continue to hold 360-degree reviews that include social and environmental ethos training.

We have assessed the regular staff 360-degree reviews and 1-2-1s and are taking the bold decision to replace them with regular stand-up conversations. Our team thrives in less formal, checklist-style engagement.

The MD will invite staff members individually to request a 1-2-1 meeting if, as, and when they require it and as many times as they wish.

Giving staff the choice and autonomy over their contact with the MD is a more personal approach.

4. Research and implement a formal happiness survey for all staff. Completed. We are on year two. See Governance.

COMMUNITY

1. Discover opportunities locally to help protect and restore natural habitats. We are exploring daily volunteering opportunities to give our staff more choice and flexibility.

2. Move our business banking to an ethical bank (e.g. Monzo, Triodos, Nationwide, Co-operative, etc.) See under Governance

3. Continue to engage with B Corp suppliers wherever possible. See under Governance

ENVIRONMENT

1. In addition to replacing the remaining conventional lights with LEDs, we are committed to identifying areas where energy-saving practices can be improved. Our pursuit of energy-saving practices is ongoing. When our current lighting reaches the end of its life, we will replace it with LED lighting.

2. Continue our research to source an electric work van suitable for our requirements (connect to our solar energy) and set up charging points for car chargers to encourage staff to travel in electric vehicles. These charging points would also be available to customers and the local community. When our current van reaches the end of its life, we will replace it with an electric van, providing us with the opportunity to install a charge point.

3. Continue to plant trees and record the amount of CO2 saved. To maintain our net positive position. We aim to reduce CO2 by Premises by 1%. In 2024, we planted 476 trees, bringing the total number of trees planted for our UK Tree initiative to 7,993. We await our annual Carbon Neutral Assessment 2025.

4. Participate in Conservation Initiatives: Partner with local conservation organisations, beekeeping associations, and research institutions to support bee conservation initiatives. It could involve volunteering for bee monitoring programmes, participating in habitat restoration projects, or providing financial support for research projects. Our staff member, Jess, passed the Basic Bee Assessment with the British Beekeepers Association.

She is also a committed member of the Brighton & Lewes Beekeepers Association and will be teaching hive-building skills with B&LBK in July 2025. Since 2024, Jess has been mentoring a new beekeeper from scratch, covering hive inspections, queen replacement, maintenance, and full-year bee management. She has given guidance in honey gathering, extraction, and bottling.

And what a bumper year 2025 is already. We usually expect a crop in August. We got our first crop this May! 8/5/25 – 75 x 1lb jars (Hurstpierpoint) and 62 x 340g jars (Poynings). Un-bee-lievable!

ENVIRONMENT(cont).

5. Offset our global flight deliveries at source. Flights for global deliveries are our most significant source of CO₂ emissions. They account for a whopping 40% of our annual Carbon Neutral Assessment! To address this, we've removed aviation from our annual Carbon Neutral Assessment and now offset it at source.

Our NEW SYSTEM began in January 2024, and we've partnered with fellow 'Best for the World' B Corp.

SkootEco, to track and reduce our footprint more accurately. We now calculate flight emissions monthly using a carbon calculator and offset them by planting mangrove trees in Kenya.

Mangroves are critical ecosystems that support thousands of species. Local communities are coming together to plant mangrove trees, thus restoring natural forests and ecosystems to help combat climate change.

Our designated site, Tudor Creek, located near Mombasa, is where our tree-planting partner, SkootEco, collaborates closely with the Kenyan government, which is committed to reforestation.

In 2024, we planted 855 mangroves. One mangrove offsets 5.9 kg of CO₂ per year. SkootEco and our team count only the first year's impact – everything after that is a gift to nature. We have still included this in our annual Carbon Neutral Assessment but have already marked it as an offset.

2024
LIVE RESULTS _
<https://skoot.eco/generation-press>
855 mangrove sapling trees planted, certified, and protected, and a carbon reduction of 10.52t from the air and 171t from the water every year.

6. Carbon Neutral – go deeper and offset 105% of carbon for our premises' emissions. Scope 1, Our premises total was 11.1 CO₂. 5% 0.56 CO₂, offsetting total of 11.66 CO₂.

7. Reduce energy compared to production by 1%. We smashed it and achieved a 4.5% decrease in Energy, and an 11% increase in Production.

CUSTOMERS

1. Form more partnerships with fellow B Corps and other social and environmental pioneers to strengthen movements for change. See under Governance

2. Continue to implement our Client Survey to better understand what our clients are looking for, create a system to review our feedback and take actions to improve our processes and practices. We now receive customer feedback. So far, the feedback is positive. If we receive negative feedback, we will address it immediately.

3. Launch GP's 'Print Return Scheme'. All our prints and packaging are recyclable. To help our customers, we have launched a 'Print Return Scheme', which we communicate on specially designed labels and send out with every print job. We encourage customers to recycle small quantities of unused prints and packaging using their local recycling services, thus minimising transport and impact.

For large quantities, we will collect and recycle ourselves. Please contact us for details on the most sustainable option for recycling.

4. Explore better ways to implement internal and external debriefs to our project processes to ensure effective two-way communications between our clients and the team. Establish clear and consistent communication channels by exploring alternatives to personal messaging apps (e.g. WhatsApp) for client interactions. Implement structured internal and external debriefs within project workflows to ensure effective two-way communication between clients and the team.

5. Continue to advise on sustainable packaging and how to reuse or recycle it. Increasingly, our customers regard Generation Press as a sustainable packaging design agency. For example, we designed Selfridges' glueless box sets for internal and external packaging,

a significant improvement over their previous boxes from China, which used glues and laminates. Examples of our other sustainable packaging designs:

Stephanie Burrows OAT & SEA Tarot Card Boxes.
–Lid & Base hybrid box. Corrugated base / Colorplan Lid / No-glue construction / Flat-packed

Euclide Cream boxes x3
–Cartan style boxes / Opening experience / No-glue construction / Flat-packed.

Blue Burnham Jewellery Boxes
–Lid & Base Corrugated / No-glue construction / Flat-packed

Generation Press file copy boxes
–Lid & Base Corrugated / No-glue construction / Flat-packed

Generation Press Impact Report
–Lid & Base Corrugated / No-glue construction / Flat-packed / Upcycling offcuts of ad hoc stock

Skin Wisdom
– Wallet / No-glue
construction /
Flat-packed

6. When we update it, we will seek a more carbon-friendly solution to host our new website.

We used Website Carbon Calculator (<https://www.websitecarbon.com/>) to measure our website carbon rating, a free online service.

Our old website achieved a rating of F.

Our new website build received an A+ rating throughout its design and creation process. We excitedly launched our new A+-rated website in February 2025, only to discover that our rating plummeted to a D the moment it went live.

We were devastated and immediately contacted the company behind Website Carbon Calculator, who claimed they would need to do a comprehensive audit of our new website to determine the error – a paid-for service we did not expect.

Watch this space for further updates.

7. Promise to not make unsubstantiated dated pledges that we can't keep. We have not made any unsubstantiated pledges/statements.

8. Develop our new ideas for recycled/no-glue business card boxes that require less material. Any box produced in the last six months has not used glue. See point 5

9. Continue encouraging suppliers and clients to transition to B Corp status and provide guidance and support. Our new, award-winning book will help inspire businesses on their journey to sustainability. We share with clients our sustainable book collaboration with fellow B Corp G F Smith, promoting ethical paper stock.

IDEAS

GP IMPACT

IN

THINKING

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FO(U)R GENERATIONS

PRESS

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REPORT 2024

PRINT

OUR GOALS



FOR 2025



GOVERNANCE

1. Continue to engage with B Corp suppliers wherever possible.
2. Year 3 - provide happiness survey for all staff.
3. Formalise Staff Goal Setting within the EMS Continue individual environmental goal - Research system to Share updates with each other. Notice board kitchen.

WORKERS

1. Create an internal WhatsApp group for better instant communication.
2. 100% of employees will set at least one personal or role-specific environmental or social impact goal, aligned with the company's broader sustainability and social responsibility objectives.
3. Update Staff Handbook to include more information on the Printing Charity's free services of advice and support to staff.

The debriefing system is up and running, enabling us to discover ways for improvements job by job. An internal debrief with Health & Safety has suggested that we should create two new policies:

- 1) Social Engagement Policy (Mobile Phones & Social Media at Work)
 - 2) Workplace Audio Policy (No Headphones or Music on the Floor)
- Being able to hear instructions, alarms, or unexpected activity helps maintain a safe and productive environment. Staying alert is critical for the health and safety of our team. We will add both new policies to the Staff Handbook.

COMMUNITY

1. Managing an Open Apiary Safari - a beekeeping event where members of a local association visit several apiaries to observe hive inspections and learn from experienced beekeepers.
2. Set up an artwork for print experience day.
3. Tackle Africa 2025 Fundraising.
 - (1) Amex stadium football team - 28 May 2025
 - (2) 24-hour marathon football - 19 July 2025
 - (3) Generation Press Golf Day - September 2025

ENVIRONMENT

1.

Target 03. Plant more trees – help protect and restore other natural habitats. Record the amount of CO2 saved. Maintain net positive position

2.

We aim to reduce CO2 by Premises by 1%.

3.

Carbon Reduction Policy CPR – Research, draft a Carbon Reduction Policy. Make public when complete.

4.

Carbon Neutral – go deeper and offset 105% of carbon for our premises' emissions

5.

Reduce energy compared to production by 1%.

CUSTOMERS

1.

One event with local community. Eventbrite. BCorp Month – March. Bird & Blend. Local food.

2.

Private team build experience for clients/designers/artworkers. Learn how to design for print. Day Rate charge.

3.

Evolve our new ideas for recycled/no-glue business card boxes that require less material.

4.

Continue encouraging suppliers and clients to transition to B Corp status and provide guidance and support. Our new award-winning book will help inspire businesses on their journey to sustainability.

OUR B CORP GOALS FOR THE NEXT FIVE YEARS

Governance, Workers, Community and Customers are four of the five areas we would like to focus on and improve in our Impact Score. It's a big ask. But we are ready to put some thought and effort into advancing current practices within our company and the wider community.

LEGAL REQUIREMENTS

Compliance makes all the difference. Year-on-year, we will continue to identify where we need to make improvements. A register is maintained, updated and controlled by our Environmental Management System. No trade effluent is discharged from any of our sites. We do not need a Local Authority permit under Environmental Permitting Regulations. We are also not required to register with the Environment Agency under the Producer Responsibility Obligations Regulations 2010 – (less than 50 tonnes of Packaging Waste annually). All applicable environmental legal requirements are completed via the 'Compliance Obligations Register' (D 02).

IDEAS

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SUMMARY

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**GP'S KEY ENVIRONMENTAL
PERFORMANCE 2023**

PAPER USAGE Environmental data	COVID ¹⁹		
	2022 2020/21	2023 2021/22	2024 2022/23
1. Paper			
Purchased (tonnes)	85.350	73.8	90.3
Sheets printed (B2 & B3)	1,769,37	2,411,907	3,512,725
Sheets printed (Foiling/Letterpress)	769,437	1,021,283	638,024
Sheets printed (Indigo)	839,193	1,964,689	1,833,805
Total Sheets	3,323,067	5,397,879	5,984,554
Ink Purchased (kilos)	1,014	1,655	1,017
Sheets printed per kilo of ink	3,277	3,262	5,885
2. CO2 Emissions (tCO2)	54.5	84.5*	72.2*
3. Energy Usage			
– Electricity - 100% Green renewable	48,248	55,992	55,053
– from external sources (kWh)			
– Electricity - Renewable from	9,985	15,406	13,108
– internal PV Panels (kWh)			
– Fuel (litres)	4,050	2,851	3,200
Degree days (15.5 degrees)	1,981	1,661	1726
4. Waste Product (tonnes)	16.4	16.6	17.2
5. Water (m³)	239	96	96
6. Environmental Complaints	0	0	0

11% Increase in production
 13.2% Increase in paper purchased
 38.5% Decrease in ink purchased
 104% Increase in efficiency sheets
 printed per kilo of ink

*Note: Water (m3), we have used an updated,
 more accurate equation provided by Ecometrica
 for estimating.*

CO2 EMISSIONS GHG

CO2 Emissions GHG	COVID*19		
	2022 2020/21	2023 2021/22	2024 2022/23
Electricity & Transmission (tCO2)	0.922	1.01	0.984
Electricity (New) Upstream calculations (tCO2)	0	2.97	2.75
Fuel Oil (tCO2)	10.20	7.24	8.13
Fuel (New) Upstream calculations (tCO2)	0.05	1.51	1.7
Landfill Waste (New calculations) (tCO2)	0	0.032	0.050
Premises Total (tCO2)	11.3	32.5*	11.3
Business Travel (tCO2)	1.39	0.72	0.85
Transport (New calculations) (tCO2)	40.80	46.7	41.9
Total (tCO2)	54.5	84.5	72.2
Staff	10	11	12
Key Performance Indicators (KPI) tCO2 = per full-time equivalent employees	5.5	7.7	6.0

*72.2 tCO2 TOTAL (14.6% reduction)
With 11% production increase.

11.3 tCO2 Scope 1 - Premises.
41.9 tCO2 Scope 3 - Flights/
deliveries/company van.

This year, we have offset 105%
of Scope 1 (premises). An extra
0.57 tCO2.

Premises_11.3 CO2

Our pledge continues to offset an additional 5% on our 'premises' total. 11.3 CO2. 5% extra credits mean an extra 0.56 CO2. We offset a total of 11.76% of our CO2 emissions for 'premises'. This means we are putting back more than we create. That doesn't even include our tree initiative in Sussex! We put back more than we take.

Here's a remaining challenge for anyone reading this. We prioritise minimising our environmental impact, and despite our flight-offsetting partnership with SKOOT, we would prefer to find cleaner alternatives to aviation. We avoid shipping across the Atlantic due to moisture risks (until we can source sealed moisture containers). So, any other suggestions are welcome.

ENERGY USAGE (100% RENEWABLE)

Energy Usage	2022 2020/21	2023 2021/22	2024 2022/23
Electricity - 100% Green renewable from external source MWh	48.3 Mwh	55.9 Mwh	55.5 Mwh
Electricity - Renewable from internal PV Panels	10 Mwh	15.4 Mwh	13.11 Mwh

21.5% Decrease

WASTE

This is a breakdown of our waste and recycling.

Waste	2022 2020/21	2023 2021/22	2024 2022/23
DMR Recycling	0.31 tonnes (313 kg)	0.31 tonnes (313 kg)	1.74 tonnes (1,740 kg)
General Printed Waste	9.52 tonnes (9,520 kg)	9.04 tonnes (9,040 kg)	7.92 tonnes (7,920 kg)
Mill Dyed Paper	2.04 tonnes (2,040 kg)	2.32 tonnes (2,320 kg)	1.68 tonnes (1,682 kg)
Wax Wrappers	0.79 tonnes (7,88kg)	1.3 tonnes (1,025 kg)	0.81 tonnes (813 kg)
Cardboard	1.4 tonnes (1,440 kg)	2.0 tonnes (1,960 kg)	1.8 tonnes (1,780 kg)
Polywrap	0.25 tonnes (248 kg)	0.23 tonnes (225 kg)	0.17 tonnes (165 kg)
General Landfill	0.06 tonnes (62 kg)	0.06 tonnes (62 kg)	0.08 tonnes (88 kg)

Waste	2022 2020/21	2023 2021/22	2024 2022/23
Hazardous Liquid	0.31 tonnes (314 litres)	0.16 tonnes (160 litres)	0.59 tonnes (590 litres)
Hazardous Solid	0.81 tonnes (805 kg)	0.06 tonnes (60kg)	1.38 tonnes (1,382kg)
Non-Hazardous Waste	0.83 tonnes (828 kg)	1.42 tonnes (1,442 kg)	2.59 tonnes (2,597 kg)
Total Waste	16.36 tonnes	16.58 tonnes	17.9 tonnes
Recycling Rate	99.6%	99.6%	99.5%

This year, 99.5% recycling rate.
 Last year, a 99.6% recycling rate
 98% + consistent recycling rate since 2013.
 We recycle 100% of any waste stream with
 enough calorific value to recycle.

Note: Our waste partner did not communicate
 this reduction in time for us to find a solution.

This is an estimated water usage: 142 litres/31
 gallons per person per day. (This calculation is
 provided by Ecometrica). The Komori press uses
 0.75 litres of water per hour per unit.
 So, with our machine, we're looking at 30 litres
 per 8 hours or 3.75 LPHX 240 days per year.
 Our water is on a shared meter with Manor Farm.
 Most of our water usage comes from sanitary
 provisions in our office, barn and building 2.
 All water is discharged to a public sewer.
 Our water usage is minimal.

6. Environmental Complaints

There have been no environmental complaints.

Recycling Solution

Is the new weighing system for the
 plates been communicated and
 actioned on this collection. Will we
 get the lorry weight and the yard
 weight communicated to us? Be
 good to get feedback. I will put this
 in place so there is no confusion.

Our rubber blankets will be
 incinerated until we find a more
 sustainable solution.

Our non-hazardous ink will be
 incinerated until we find a more
 sustainable solution.

CORE INDICATORS 2023	A Total annual input / impact	B Production (Sheets printed per kilo of ink)	R Ratio of A to B
Energy Efficiency Electricity - 100% Green renewable from external source	55,053 kWh	5,885	9.35
Energy Efficiency Electricity - Renewable from internal PV Panels	13,108 kWh	5,885	2.23
Energy Efficiency Fuel (Heating Oil)	31,427 kWh (3,200 ltrs)	5,885	5.34
Material Efficiency (Paper Purchased)	90,288 tonnes	5,885	15.34
Water	95.6 m ³	5,885	0.02
Waste General	15.22 tonnes	5,885	0.003
Waste Hazardous	1.98 tonnes		0.0003
Biodiversity - all sites at Manor Farm, Poynings	338.4 m ²	5,885	0.06
Emissions (Annual GHG)	72.2 tonnes	5,885	0.01
Annual Gaseous	0.04 tonnes		0.000

ANNUAL (GHG) GREENHOUSE GASES 2023 CO ₂	Tonnes	Conversion GWP @ 100 years	Tonnes
Total CO ₂ – Carbon Dioxide	72.2	1	72.2
CH ₄ – Methane	0.048	25	0.048
N ₂ O – Nitrous Oxide	0.313	298	0.313
HFC – Hydrofluorocarbons	0	14,800	0
PFC – Perfluorocarbons	0	1,430	0
SF ₆ – Sulphur Hexafluoride	0	22,800	0
Annual Gaseous SO ₂ – Sulphur Dioxide	0.04		0.04
NO _x – Oxides of Nitrogen	0		0
PM – Particulate Matter	0		0

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Environmental Declaration

This Impact Report is an annual reporting process and will replace our Environmental Statement.

It is our 12th report and is audited and verified by Ecometrica, Fen Consult for FSC certification, NQA for ISO14001:2015 and B Corp re-certified (123.7).

This GP Impact Report proudly designed by Studio.Build.
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