

A modern office interior featuring a dark wooden dining table with four chairs in yellow and blue. A large grey lamp hangs above the table. In the background, there is a black metal shelving unit with various plants and books. A large window on the right side of the image offers a view of a city with greenery and buildings. A large potted plant is in the foreground on the right.

Blako

ENVELOPES
& PACKAGING

ESG

SHAPING OUR
SUSTAINABLE FUTURE

INDEX

	PAGE
Our Business	3
Introduction	4
About us	6
Our Values	8
Our Environmental Mission	9
Community Involvement	10
Our Products	14
Product Ranges	14
Our Environmental Products	18
Supply Chain	20
Our People	22
Fostering a Happier & Productive Workforce	22
Statistics	23
Valuing our People	24
Social Highlights	25
Case Studies	26
Our Commitment	30
UN Goals	31
Embedding Sustainability	32
Carbon Footprint	34
Recycling	36
VITA™	38
The Blake Foundation	40
Governance	42
ISO & EcoVadis	44
Our Future	50

WE ARE BLAKE.

A business grown out of the love for paper and print. We are market leaders in the world of envelopes and e-commerce plastic-free packaging.

Over two decades we have grown in a fast-changing world. A world where algorithm and automation increasingly rule. Where human interaction can be reduced to the flick of a thumb. Where what is real and what is fake can be hard to separate.

Where distance and time feel shorter. Where our resources and hope for the future are ever more precious. We grow because we value and embrace what is real in our world.

We value real people doing real things for each other. At Blake we develop products and work together with our customers to make things real.

- Business Made Real.
- Choice Made Real.
- Emotion Made Real.
- Experiences Made Real.
- Hope Made Real.
- Tomorrow Made Real.

MADE REAL.



**KNOWLEDGE
MADE REAL**

Foreword from Michael Barter

We at Blake are very conscious of the need to be sustainable in our practice; we are a market leader supplying sustainable postal packaging products to the market and therefore we **MUST** practise what we preach.

I can personally say that it brings an inner smile to know that what Blake is doing is not only respecting the environment but adding to its grandeur.

Many of us have children and some the privilege to have grandchildren, and therefore it is our responsibility to ensure Blake leave a legacy that future generations can enjoy for many years.

In this booklet you will note a selection of our sustainable goals that we have already achieved, however at Blake we never feel we are done, but rather stretch ourselves to achieve more ambitious achievements for the greater good of all.

TOMORROW MADE REAL.

Michael Barter
Founder & Chairman
Blake Envelopes & Packaging

About Us

Here at Blake, we pride ourselves on being a truly sustainable business.

“Where distance and time feel shorter. Where our resources and hope for the future are ever more precious. We grow and embrace what is real in our world.”

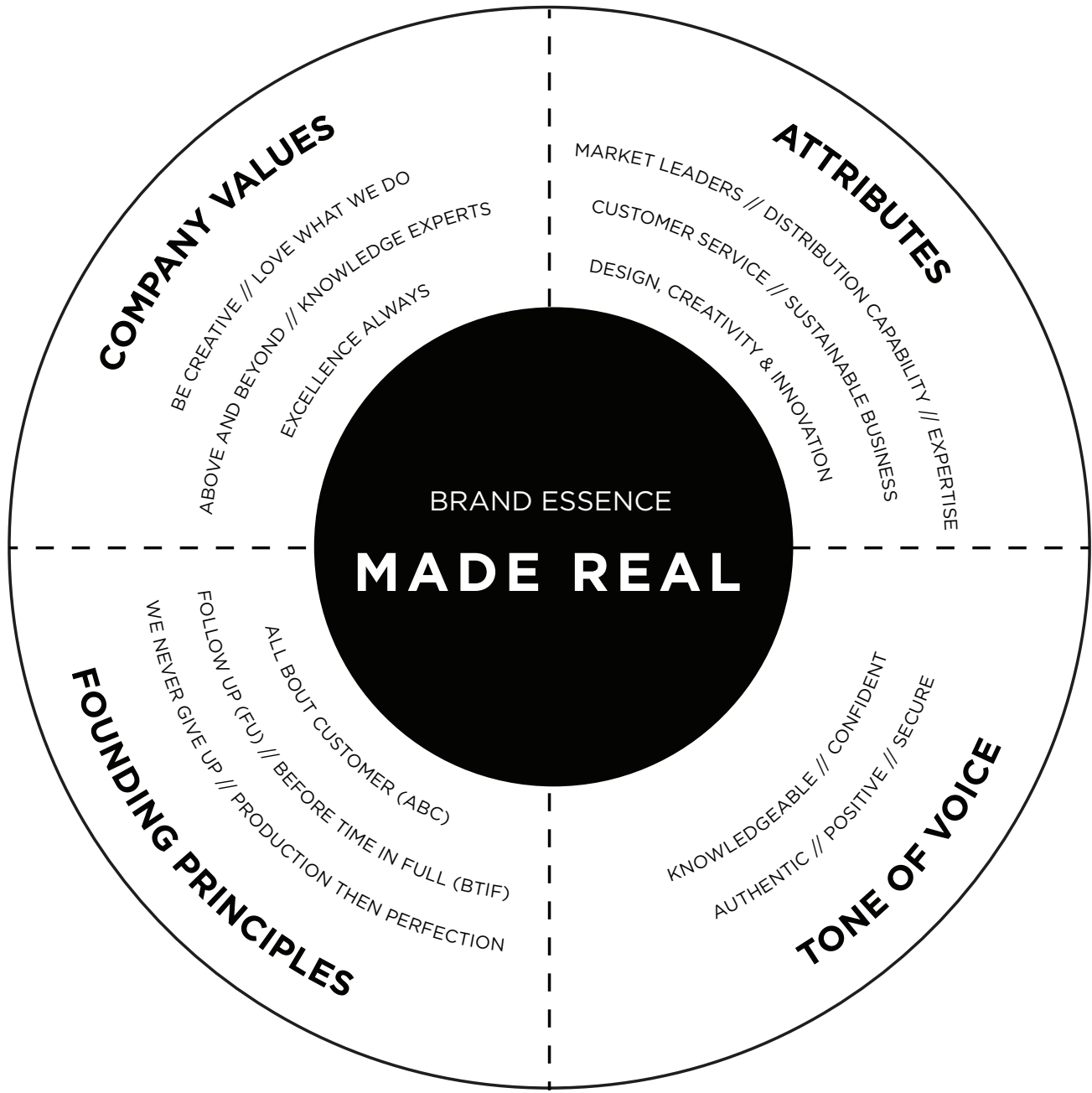
We aim for absolute sustainability in everything we do. Every touch point, from the first contact with Blake, through to the delivery of final product. We have to echo consistency.

We believe that sustainability isn't just about meeting current needs, however, but more importantly, it is about ensuring we are here for the long term and are paving the way for a bright tomorrow...

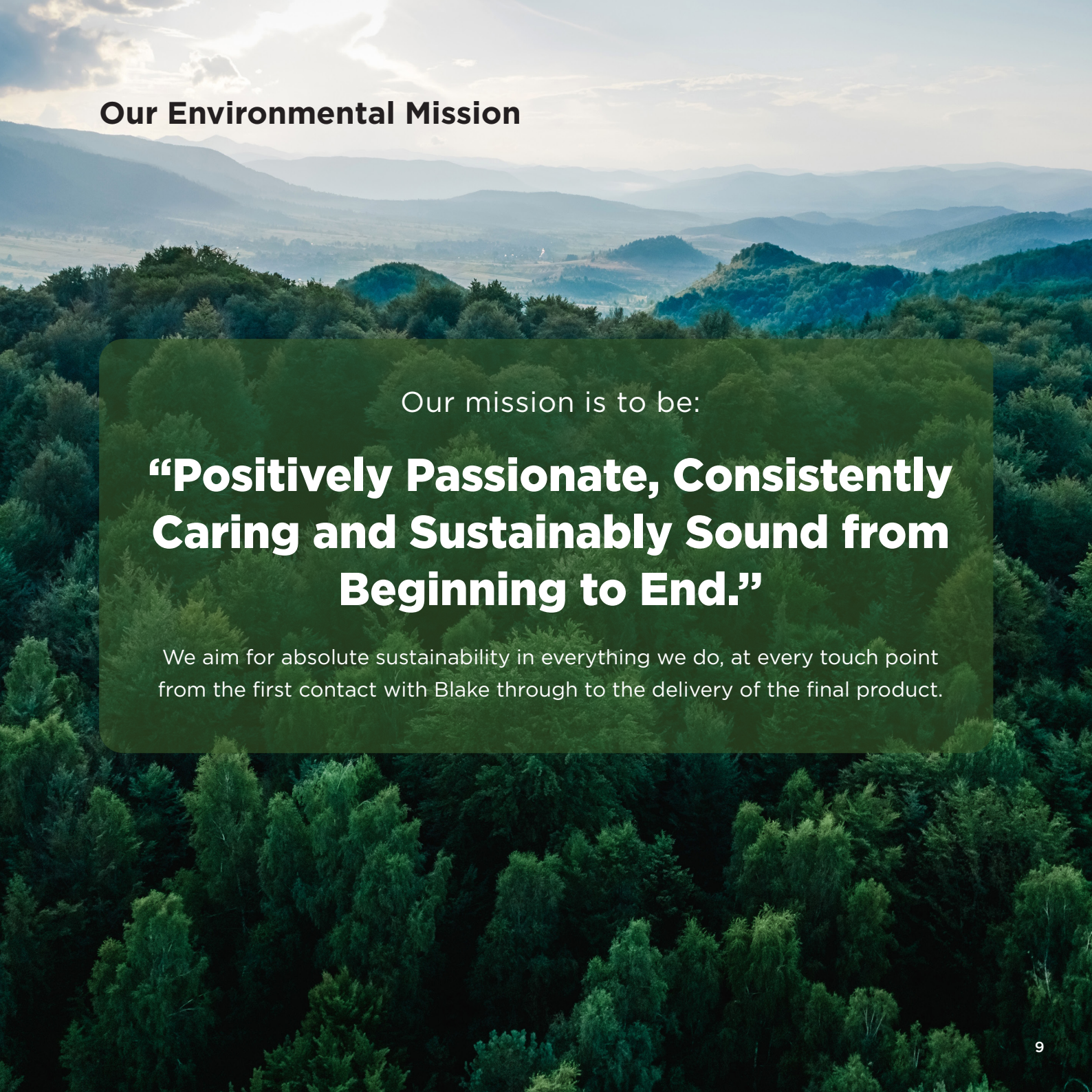


“Sustainability and business must go hand in hand.”

Our Values



Our Environmental Mission



Our mission is to be:

“Positively Passionate, Consistently Caring and Sustainably Sound from Beginning to End.”

We aim for absolute sustainability in everything we do, at every touch point from the first contact with Blake through to the delivery of the final product.

Community Involvement


The Blake Foundation

At Blake, we are committed to making a difference to the world we live in. Not only market leaders in the world of envelopes and postal packaging, we are about so much more.

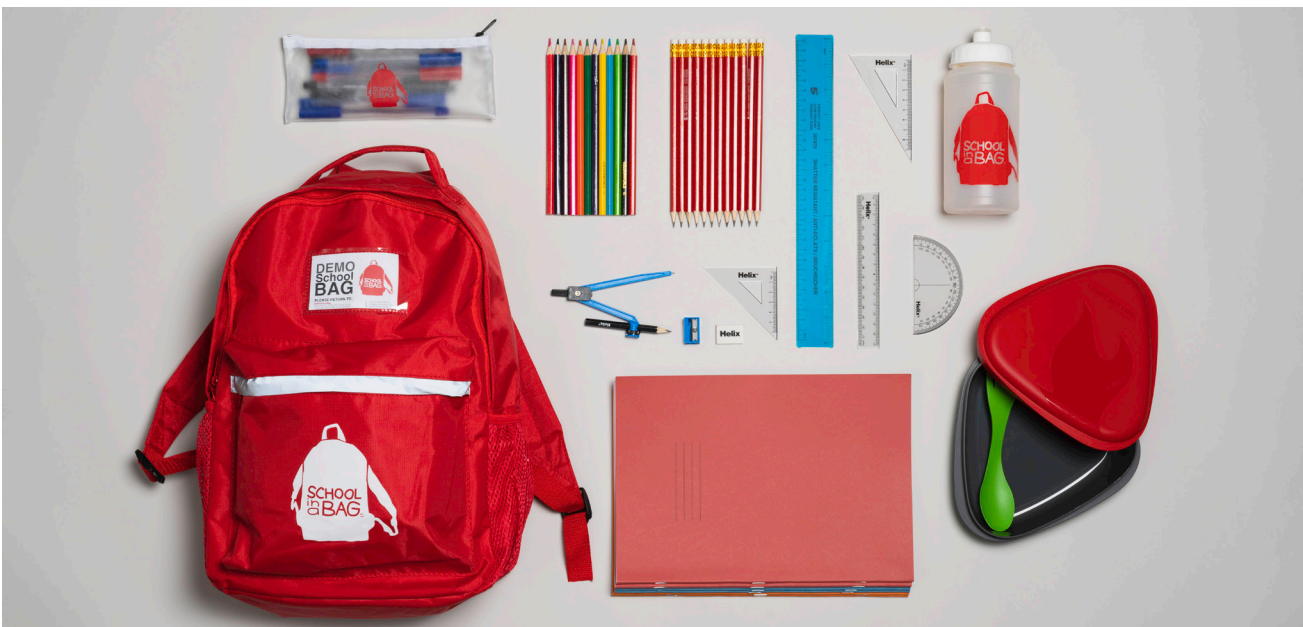


Education, and indeed, literacy, is one cause particularly close to our hearts, as closely linked with letter writing and communication. Throughout the world, millions of children are suffering lives of poverty, neglect and hardship - something that is largely unrecognised, and so they continue to be denied the necessities of life such as a good education. According to UNICEF figures, a staggering 20% of the world's child population will never attend school.

At Blake we are passionate about having an impact on the lives of these children and providing a solution to meet their needs. To do this, we have partnered with the School In A Bag charity, whose ingenious SchoolBag solution has helped thousands of children across the globe.

 For further stories and information regarding our CSR program please visit our website weareblake.com/the-blake-foundation or scan the QR Code.

What is included in the SchoolBags...



So far we have donated to...

- ✓ Gambia
- ✓ Nepal
- ✓ Romania
- ✓ Tanzania
- ✓ Ecuador
- ✓ Afghanistan
- ✓ Ukraine
- ✓ Lebanon
- ✓ United Kingdom

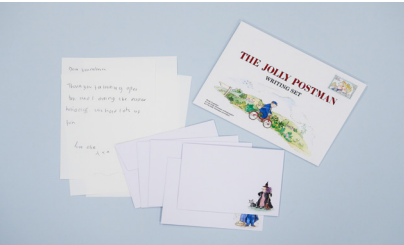


Charitable Giving

At Blake Envelopes, we are deeply committed to making a positive impact on our community and beyond. Each year, we actively support a variety of local and national charities through substantial donations. Our selection process is personal and meaningful: our staff members nominate charities that have directly affected their lives. These worthy causes span a wide spectrum, and we invest significant time researching the impactful work done by each organisation. By doing so, we honour the circumstances that have touched the lives of our dedicated team and friends.

Example

Recent examples include Charities such as the NGS Macmillan Wellbeing Centre, a charity that supports individuals affected by cancer. Our staff member, Zarah Pearce, nominated this charity because her friend benefits from their services. Another is Ring and Ride South Somerset, a local transport service to the elderly in rural areas ensuring they can access essential services for shopping and health appointments.



So far, we have donated...



1,873
SchoolBags



58
Charitable
Donations



1,000
Items of Clothing



6,000
Writing Packs



622
Pairs of Shoes



400
Resource Packs to
children in hospital

Our Product Ranges

VITA™

The VITA range of products are designed to stop two large problems with packaging. The first is to eliminate plastic, while the other is to deal with what is referred to as ‘over-packing’, reducing excess packaging waste.

The VITA brand of products (Vita being Latin for life), provides a paper alternative to any plastic e-commerce postal solution.



Blake Premium

Designed to perform, focused on quality. This supreme envelope range is delivered against every corporate office need, with credentials that appease today’s increasing environmental requirements.

This Brand includes the following ranges;

- ✓ Blake Premium Business
- ✓ Blake Premium Office
- ✓ Blake Pure
- ✓ Blake Postfast
- ✓ Blake Avant Garde
- ✓ Blake Secure



Blake Purely

The largest range of quality envelopes and postal packaging in Europe. Some may say ‘the A-Z of envelopes’ With our environmental range featuring a range of FSC® to recycled envelopes that meets the growing need for sustainability. Regularly used, always trusted, the ultimate in postal packaging solutions for an enterprising world.

This Brand includes the following ranges;

- ✓ Blake Everyday
- ✓ Blake Environmental
- ✓ Blake Packaging



Blake Creative

Provoke imagination and excitement with its innovative envelope range. Colour and texture creates a vibrant, dramatic entrance that will ensure your mailings make a lasting first impression.

This Brand includes the following ranges;

- ✓ Blake Colour
- ✓ Blake Shine
- ✓ Blake Senses



Our Environmental Products

As many of us look to become more environmentally focused and enact practices that illustrate commitments towards building a brighter tomorrow. Here at Blake we look to facilitate this by offering ranges of environmentally-focused products. From envelopes that are produced from 100% recycled materials (reducing carbon footprint), to our 100% biodegradable envelopes that utilise a corn-starch window film as a plastic alternative, we have an environmentally friendly envelope for you.

Our product ranges are full of FSC®, PEFC® and SFP certified products, showcasing our commitment to sustainability.

Our Environmental Ranges:

- ✓ **Blake Environmental** - Range of eco friendly envelopes. Ranging from FSC® certification to recycled envelopes, in a number of different shades.
- ✓ **Blake Pure** - This range comprises of 100% recycled, FSC® certification products - the whitest recycled envelopes in the world.
- ✓ **VITA™** - The VITA™ brand of products provides a paper alternative to any plastic e-commerce postal solution.
- ✓ **Manilla Envelopes** - All products contain no less than 80% recycled content. This collection spans over 148 products and 36 sizes.



CHOICE MADE REAL

The Supply Chain

As a well established company, having a robust supply chain is key to our company performance and continual growth plans.

We have a large and diverse supply chain which operates across the world.

We have a close relationship with our suppliers and the key raw material providers which allows us to closely monitor any market changes which could affect our supply chain. We carry out regular site visits looking to continually improve quality and drive efficiencies to ensure we remain competitive within our market.

We work alongside our suppliers to ensure they have the relevant accreditations needed within the industry to monitor quality, working conditions, pay and any environmental impacts. These are all part of our internal management reviews ensuring they remain valid. We follow internal procedures when onboarding new suppliers to ensure the performance meets our standards.

To minimise risk we source items from multiple suppliers, some with duplicated machines across different sites so production can be switched. This is to enable us to continue providing our customers with stock in the event of raw material delays, defective stock or stock outs.



Our People

Here at Blake, staff well-being is one of our top priorities. We recognise that we have a moral and legal responsibility for our employees’ welfare and we strive to create a supportive work environment where every team member feels valued and cared for.

TEAMWORK MADE REAL



As per our modern slavery statement, we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.



64
Employees



11
people have
worked at Blake
for over 10 years



40%
of our staff have worked
here over 5 years



43%
of our employees
are women



5 Offices
around the world



100%
of our staff are
paid over the
living wage

Fostering a Happier & Productive Workforce

At Blake, we are very passionate about envelopes and packaging. But we are even more passionate about our people! We offer...

- ✔ **Company Awards** - Our staff can nominate their colleagues for outstanding behaviour, and a winner is selected to receive a prize of monetary value. This recognition fosters a positive work environment and motivates employees to excel.
- ✔ **Free daily lunches and drinks** - Blake provides complimentary lunches and beverages everyday. This benefit not only saves employees time and money but also makes sure that our staff have a break and can get some food.
- ✔ **AXA health** - Our free healthcare scheme ensures that staff members have access to medical services without a financial burden. This prioritises their well-being and contributes to a healthier workforce.
- ✔ **Cycle to work scheme** - Employees can participate in our cycle-to-work program. This is where staff can get a bike brought by work if they will cycle to and from work everyday. This prioritises their well-being and contributes to a healthier workforce.
- ✔ **Employee Assistance Program (EAP)** - Our EAP offers confidential counselling and support services to staff, helping them manage personal and work-related challenges effectively.

Social Highlights

Throughout the year Blake puts on some internal Sales Promotion Days for their staff in the office, which is to boost morale and create a lively work environment, and also helping to foster a team spirit throughout all the staff. Here are just a few of the days that have happened at Blake so far in throughout the past year...



Case Study - Zarah Pearce



Tell us about your career at Blake

I started at Blake Envelopes in an admin role at the Yeovil HQ, supporting the sales team. This role gave me a deep understanding of our products and operations. I transitioned into sales after a shipping error and never looked back, always facing problems head-on to find solutions.

In the summer of 2019, I had the opportunity to open the Bristol office and build a sales team that has doubled despite COVID-19 challenges. We value talent and seek the best people beyond our HQ area.

My career has progressed from Sales Admin to Junior Sales, Sales Office Manager, Hub Manager, and now Head of Sales for our Trade division. The early knowledge I gained remains a strong foundation, which I aim to share with the team to support their growth.



What support has Blake provided you with to support your development?

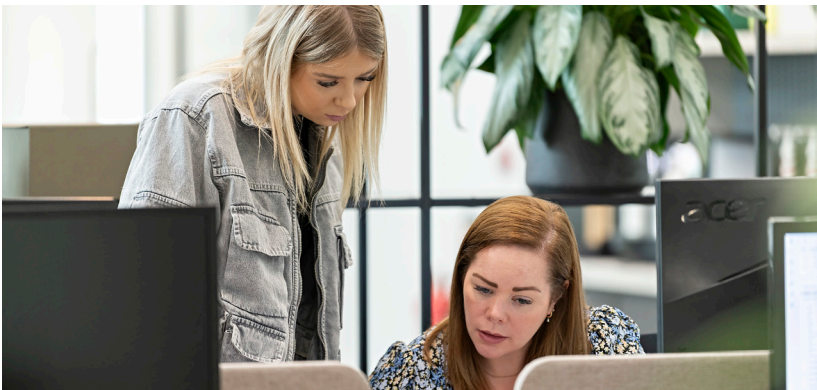
“Blake Envelopes matches individual effort and determination with support and opportunities. I have been given the opportunity to work with customers and on a variety of products that have contributed to my personal and professional growth. I will always be grateful for any opportunity I am given - the results are driven based on the effort you invest.”

Why would you recommend working at Blake?

“In my opinion Blake Envelopes has the best team in the industry, with extensive collective knowledge, a desire to learn, and genuine care for each other, our work, and our business partners. Everyone understands that it’s a group effort and the team is at their strongest when working together. We have always encouraged the team to treat the business as their own and when sharing the vision for the future we are encouraged to give input- ideas, questions, and concerns are valued..”

What sets Blake apart as a company to work for?

“It’s always been its people, even when I first joined the business we have always been lucky enough to have some characters that love what they do and that has always come across with everyone that we speak to.”



Case Study - PJ Bernard



PJ Bernard
Business Development
Manager

What made you choose Blake?

“Blake is a company that really stood out to me when I was looking for the place to start my professional career. What I quickly noticed was the passion and drive exhibited by the people at Blake. It was immediately apparent that everyone here is enthusiastic and committed to what they do. This coupled with the clear professionalism of the business presented the exact environment and culture I was looking for. It also presented a new industry and job role to delve into, an exciting and challenging prospect to push me out of my comfort zone. Despite my lack of experience Blake were happy to take me on and commit to my development through their graduate scheme.”



How has your experience here at Blake been so far?

“My time at Blake has been rewarding and enjoyable. When I joined everybody was welcoming, making it easy to settle in. The supportive culture at the Bristol office which is where I’m based, along with its ideal Aztec West location, has a great culture. I’ve seen significant improvement in my role and gaining confidence since joining here, and I continue to learn and develop every day.”

What do you enjoy most working here?

“For me I enjoy forming and developing new relationships with people. As a social person, it’s satisfying to thrive in this aspect of the role, its interesting learning about clients and how we can support them. Building these connections have been rewarding, especially when re-igniting previous clients or fostering relationships with new clients.”

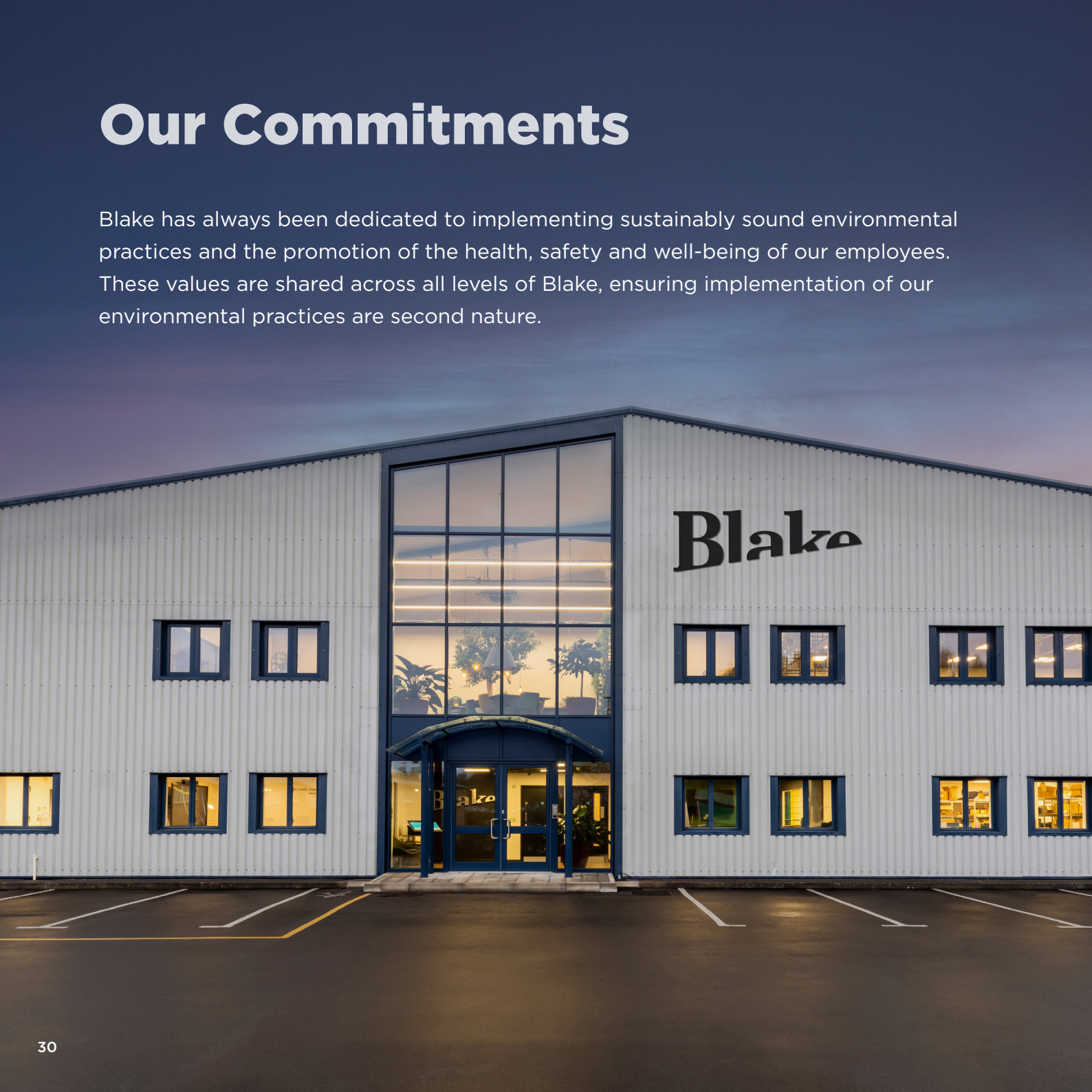
How is Blake helping you develop at work?

“Blake has focused on my development and supported me from the start. Everybody is happy to help and lend a hand, this culture of continuous improvement has motivated me in accelerating my skills and knowledge quicker than expected. I have been involved in excellent training sessions with Martyn Sloman and have an upcoming Discovery training program. Blake has really invested in me making me confident and competent in my role..”



Our Commitments

Blake has always been dedicated to implementing sustainably sound environmental practices and the promotion of the health, safety and well-being of our employees. These values are shared across all levels of Blake, ensuring implementation of our environmental practices are second nature.



UN Goals

The UN Sustainable Development Goals are our governing principle. We are proud to say that we contribute directly and indirectly to all 17.



1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 
6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 
11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 		17 PARTNERSHIPS FOR THE GOALS 		

Embedding Sustainability and Best Practice

Ultimately, we aim to surpass all applicable government legislation, local and company environmental, health and safety standards; acting as an industry pioneer to set the standards for others to follow. Through the application of our EMS (Environmental Management System) Action Plan we can improve our commitment on all these stated principles by using improved technology and diligence.



**We are Blake.
Market leaders in the
world of envelopes and
postal packaging,
sustainably distributing
our products to over
45 countries worldwide.**



Carbon Footprint

Here at Blake we are committed to the journey to NET ZERO and are actively working with an accredited company to accurately measure our carbon footprint. We have adopted a number of strategies to achieve this, such as allocating financial and time resources to incorporate solar panels and other energy-efficient solutions into our offices and operational infrastructure.

Firstly, pollution has never been acceptable. All aspects of our operation are closely monitored to prevent this, including the careful maximisation of space utilisation in our transport and distribution so that the requirement for extra delivery vehicles is reduced. We have a goal to reduce our impact on landfill to zero by the end of 2025 and have a strict recycling scheme promoting the recovery of valuable resources.

- ✓ An additional 50% thermal insulation
- ✓ Fully automatic cooling systems
- ✓ Automated LED lighting
- ✓ Electric forklifts in our warehouses
- ✓ Fan assisted cooling in our server room

These all play a vital part in ensuring our impact on the environment is kept at our very foundation. We are also proud to say that all our electricity is produced from renewable sources. We have Guarantee of Origin (GoO) certification from our electricity suppliers, which, as the only precisely defined instrument that can evidence the origin of electricity generated from renewable energy sources, proves that Blake is running in the most eco-friendly way possible.



**AUTOMATED LED,
FLORESCENT
LIGHTING AND
ELECTRIC FORKLIFTS**



**WE HAVE RECYCLED
OVER 1494 TONNES
IN... THAT IS THE
EQUIVALENT OF 374
ADULT ELEPHANTS**

Recycling

Recycling is a central focus within our company. One of Blake's main aims is to reduce our impact on landfills and promote the recovery of valuable resources. To do this we employ a large baling machine to process pallet wrap and other waste plastics, which are then sent for recycling. This has allowed us to recycle a total of 1494 tonnes.

The same conscientious approach extends to cardboard and paper materials. Plastic bottles and cans from our company canteen are also recycled. Our discarded timber finds a new purpose in heating greenhouses, thanks to a partnering company. Detailed records of our recycling efforts are available upon request. We proudly adhere to a zero-to-landfill policy, ensuring that any residual waste is converted into energy through waste to energy processes.



VITA™

We are passionate about increasing and developing our range of environmentally friendly envelope products.

Incredibly, this now totals more than 67% of our product range making it the largest range available in the UK for next day delivery.

But our VITA® range is our true masterpiece, providing a plastic-free alternative to any e-commerce packaging solution. This range has been designed and carefully selected to address two big current issues that are very much in the public consciousness at present.

The first of these is the drive to eliminate plastic and combat the ever-growing plastic pollution levels, whilst the other is to deal with what is referred to as ‘over-packing’, reducing excess packaging waste: a need which has been made very clear lately, with the discovery that over 40% of online deliveries coming in packaging that is too big for its contents and 72% of consumers feeling that retailers use too much packaging for online orders.*

** According to a survey conducted by Clouder*

VITA™ – the plastic free e-commerce packaging solution.



**TOMORROW
MADE REAL**



**WE HAVE DONATED
1,897 SCHOOLBAGS
AND 58 CHARITABLE
FINANCIAL DONATIONS**

The Blake Foundation

At Blake, we are committed to making a difference to the world we live in.

Not only market leaders in the world of envelopes and postal packaging, we are about so much more. That is why we set up the Blake Foundation to let us have a wider impact on the world.

School in a Bag

Education, and literacy, is one cause particularly close to our hearts, as closely linked with letter writing and communication. That is why we support School in a Bag who have helped thousands of children across the globe get the resources they need for a better education.

Charitable Donations

We also give charitable donations to a variety of different charities. Each year, we actively support a variety of local and national charities through substantial donations. Our selection process is personal where our staff members nominate charities that have directly affected their lives. By doing this we also honour the circumstances that have touched the lives of our dedicated team and friends.

We are not only here for the present, we are actively working to ensure that we have a good impact on the world for the long term: for yesterday, today and tomorrow, whatever that might look like.

Governance

Here at Blake we have a ESG committee that keeps a close eye on the environmental impact of everything we do at Blake.

We have a dedicated team of 8 persons drawn from each operational area of the company.

They are the driving force behind our investigations into new initiatives to reduce our carbon footprint and perform in an increasingly sustainable way. They are brimming with innovative ideas and continually challenge us to keep raising the bar on all social and environmental issues!

Our Key Achievements so far:

- ✓ Reducing the company fleet by **33%** with **50%** electric powered or hybrid vehicles.
- ✓ Installing new motion sensitive LED warehouse lights, reducing our energy consumption by an incredible **32%**.
- ✓ We've switched to paper packing tape for all our boxes, using over **345,000 meters** annually, and eliminated **66,750 meters** of plastic shrink wrap from our envelope packs each year.
- ✓ Striving to reuse as much of our packaging material as we can, using excess inbound cardboard boxes to fill our outbound cartons, protecting your delivery in a completely sustainable way. The amount of void fill purchased in the last 12 months is **zero**.
- ✓ Opting for paper documents enclosed wallets to attach carriage paperwork to all our parcels and pallets, that's more than **52,375** per year.
- ✓ We now have completely **paperless invoicing**, which reduces our environmental impact, and enhances efficiency.





ISO Accreditations

Blake is dedicated to the practise of sound environmental stewardship. In furthering this aim, we endeavour to only source and market products that are manufactured by companies with specified environmental policies.

As a company, we are **ISO 9001** and **ISO 14001** accredited, and **FSC®** and **PEFC®** chain of custody certified.



ISO 9001 can be defined as the international standard which specifies requirements for a quality management system within a business or organisation. Blake is fully ISO9001 certified, which demonstrates our ability to consistently provide products and services that meet customer and regulatory requirements.



ISO 14001 is the international standard that specifies requirements for an effective environmental management system (EMS). The certification proves to our customers and suppliers that we constantly monitor and stay up to date with our procedures to improve efficiency and reduce our waste.

FSC® Certification

The Forest Stewardship Council® is an international, non-governmental organisation dedicated to promoting responsible management of the world's forests. One of the most recognised environmental credentials of the day, their system of forest certification and product labelling ensures full traceability on raw materials such as pulp and paper, enabling people to identify responsibly sourced forest products and other controlled sources.

Here at Blake we have many FSC® certified envelopes in our environmental range.



Forest Stewardship Council®
FSC® Supplier
FSC® Registration Code No. TT-COC-002389
Supporting responsible use of forest resources.

PEFC Certification

PEFC stands for the program for the Endorsement of Forest Certification; the world's leading forest certification system which provides chain of custody certification of all paper based products. PEFC ensures that these standards are adapted to meet local, cultural, socio-economic, physical, biological, climatic and geopolitical realities.

At Blake, like FSC® we have some products that are PEFC approved.



PEFC Programme for the Endorsement of Forest Certification.
Registration No. CATG-PEFC-COC-659
Chain of custody certification of paper based products.

FUTURE
MADE REAL



EcoVadis

EcoVadis is a platform that evaluates a company’s sustainability performance across four key categories: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. EcoVadis conducts comprehensive assessments to provide scores in these areas, culminating in an overall rating that helps give businesses an insight into sustainability performance. The businesses are then awarded an EcoVadis medal based on their results.

For Blake, registering with EcoVadis and achieving certification presents several benefits. We can proudly display our commitment to environmental consciousness with our certification. Additionally, using the EcoVadis assessment results to improve allows us to enhance our operational efficiency and regulatory compliance, thereby reducing risks and costs associated with unsustainable practices. With our EcoVadis Silver medal we can say we are in the top **25%** of businesses that have submitted to receive an EcoVadis medal.



Our Future

Our Journey to 2030

As we endeavour to enact more sustainably, Blake have established a path to 2030 that will enable us to be 100% Carbon Neutral:

- ✓ **Energy Consumption Reduction** - One of the key ways we are able to reduce our energy consumption is through our head offices in Yeovil, which have been designed and built to exacting performance standards.
- ✓ **Reshoring Supply Chain** - Through reshoring our supply chain we will be able to significantly reduce the distances that our products are shipped.
- ✓ **Carbon Offset Program with Tomorrows Forests**- This program will allow us to offset the carbon produced from manufacturing and shipping through reforestation.
- ✓ **Full Supplier Compliance Audit Program** - Through implementing such an audit program we are able to ensure that all suppliers that we work with uphold and practise the same values that we do. The benefit of this is that our entire supply chain would be actively working towards the same sustainable goal.
- ✓ **EcoVadis Gold Status by 2025 & Platinum by 2026** - Having obtained our EcoVadis Silver status our ambition is to continue our path to sustainability and reach these next standards over the coming years. Not only does achieving these accreditations illustrate our commitment to achieving Carbon Neutral status by 2030, but through working with EcoVadis we are provided key resources and insights on how best to manage and improve sustainable performance.



Blake

ENVELOPES
& PACKAGING

BLAKE ENVELOPES & PACKAGING

WATERCOMBE PLACE
WATERCOMBE PARK
LYNX TRADING ESTATE
YEOVIL
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