Marke
Creative
Merchandise

Sustainability Report 2026

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About the Company

Marke Creative specialise in the art of innovative and sustainable merchandise solutions.

Part of Staples Inc, we're a global leader in branded merchandise, working with internationally recognised and loved brands across all sectors. Our bespoke e-platforms, buying power, logistics and fulfilment systems, and transparent, compliant supply chains, are matched with a personal, tailored service that delivers.

Our creative team are brimming with new ideas and designs to help get your message out to the world with a minimal impact on the environment and landfill rates.

The latest innovations such as notebooks from apple peel, socks from discarded fishing nets and uniforms and apparel from recycled plastics are just some of our favourites.

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When people started to become aware of the plastic crisis, we were already promoting sustainable alternatives!

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Our commitment to sustainability and ethical practices has long been integral to our operations. As concerns grew over the throwaway economy, we were already championing products designed with purpose and longevity in mind.

Similarly, as the importance of addressing modern slavery and ethical supply chains gained prominence, we had proactively implemented the highest standards throughout our entire supply network.

We have consistently anticipated and exceeded emerging industry standards in these areas. Our catalogues have been packed with sustainable, ethical, purpose driven promotional merchandise, and our creative teams have focused on offering sustainable branding solutions long before everyone else was talking about it.



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Sustainable Development Goals

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Our operations align closely with six United Nations Sustainable Development Goals (SDGs). The SDGs reflects our environmental, social, governance (ESG), and ethical commitments across all business aeras, including procurement, labour, anti-corruption, data security, and environmental management.



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SDG Commitments

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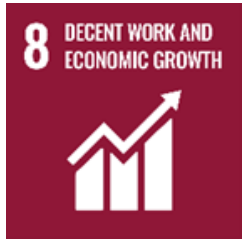
Monitor water use at promo-dedicated facility. Use of water-soluble inks certified to be free of harmful pollutants. Biannual wastewater testing.



Responsible Sourcing measures suppliers. Focus on continuous improvement with waste diversion from landfills and incineration. Outline standards for sustainable products.



Commitment to ethical labour practices, fair pay, flexible work, training, anti-slavery, and job progression.



SBTi approved Staples carbon reduction goal. 85% of shipments were carbon neutral in 2023. 500,00 square foot site in Iowa is powered by 100% green energy.



Focus on diversity, non-discrimination, and increasing representation of underrepresented groups.



Emphasis on supply chain cooperation, sustainable sourcing, audits, and stakeholder engagement.

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SEDEX Membership and Ethical Supply Chain Commitment

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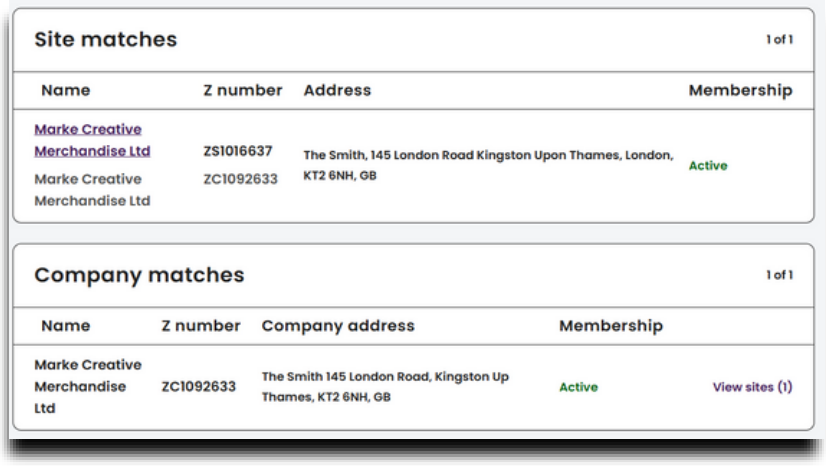
Marke Creative Merchandise is listed as Active on the SEDEX platform, under Z number ZS1016637/ZC1092633, confirming that it participates in a globally recognised ethical trade and supply-chain transparency system. This membership signals our commitment to responsible sourcing, social compliance, and ongoing improvement in labour, environment, health and safety, and business ethics.



Site matches 1 of 1

Name	Z number	Address	Membership
Marke Creative Merchandise Ltd Marke Creative Merchandise Ltd	ZS1016637 ZC1092633	The Smith, 145 London Road Kingston Upon Thames, London, KT2 6NH, GB	Active

Company matches 1 of 1

Name	Z number	Company address	Membership	
Marke Creative Merchandise Ltd	ZC1092633	The Smith 145 London Road, Kingston Up Thames, KT2 6NH, GB	Active	View sites (1)

Being a SEDEX member allows us to:

- Share verified ethical and social audit information (e.g. SMETA reports) with customers and stakeholders.
- Demonstrate third-party oversight of our practices, reducing the risk of reputational issues or supply chain disruptions.
- Benchmark and continually improve our own performance in key ESG areas through access to SEDEX tools and networks.

By leveraging this membership, we strengthen trust in our operations, support more ethical practices across our supply chain, and provide clients with confidence in our sustainability credentials.

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ESG Data Areas

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We've been an AB Member of SEDEX since 2011. Our supply chain practices meet the ETI Base Code, upon which SMETA audits are based.

SEDEX analytics are perpetually monitored to mitigate risks and enable data-driven decisions. Using Radar Risk Assessment tools, we identify and mitigate key social, environmental, and governance risks to protect our reputation and comply with applicable sustainability legislation.

SEDEX's platform ensures transparency in our supply chain, allowing us to participate in supplier audits. It also integrates our production sites with client systems, giving them unhindered visibility into product origins.

Additionally, SEDEX's multilingual E-Learning modules are leveraged to enhance internal and external training. In total, this partnership advances our supply chain practices, promotes sustainability, and ensures ethical operations across our organization.



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ESG Commitments

We operate under the name Marke Creative in the U.K. Our approach to sustainability is customised to our European operations and clients. Our UK-based operations are certified to the ISO14001 standard for environmental management systems.

In 2023, we integrated the Ten Principles of the UN Global Compact into our business, covering Human Rights, Labour, Environment, and Anti-Corruption.

We have been an AB Member of SEDEX since 2011. This partnership advances our supply chain practices, promotes sustainability, and ensures ethical operations across our organisation.

We've signed onto the British Promotional Merchandise Association's Step Forward Pledge. This aligns us to 13 commitments under the sections of Products, People, and Planet. An annual assessment (additional to EcoVadis) corroborates adherence to the commitments while highlighting tactics to progressively improve the sustainability of our operations and practices.

SEDEX Supply Chain Risk Mapping improves value chain integrity and performance.

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Product Testing

We value collaboration with industry leaders, such as Intertek, a multinational product testing and certification company. This partnership allows us to stay up-to-date on prevailing and emerging legislation across different countries. By leveraging Intertek's expertise, we can proactively identify and mitigate potential product risks, ensuring that we apply the correct testing protocols. All products are supplied with product instructions and any applicable warnings, also including age range for usage.

To maintain quality control in our supply chain, we have implemented a rigorous process. Specifically, as part of our supply chain Service Level Agreements (SLAs), we request test reports for review for all off-the-shelf fast turnaround products. These reports are meticulously saved and readily available upon request. Saving them at the time and date of the project ensures that they align with the specific requirements during production.

Additionally, we prioritise the responsible use of chemicals in our products. Therefore, all our suppliers are required to sign SVHC and Reach declarations through a live link. Our team constantly reviews and updates our list of high concern chemicals as we monitor industry developments and regulatory changes closely. This commitment ensures that we remain proactive in providing safe and compliant products to our customers.

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Waste



In our office, we have implemented a clear internal waste sorting system to promote sustainable behaviours and effective recycling practices. As shown in the image above, clear signage is displayed on each waste bin to help employees identify the correct waste stream. Separate bins are provided for paper recycling, general waste, mixed recycling, and coffee cup recycling. This system ensures that materials are disposed of correctly and responsibly while minimising contamination and improving recycling rates across the office.

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Circularity of Waste



To embed circular economy principles across our logistics and office operations, we have introduced a comprehensive cardboard box reuse initiative aimed at driving down Scope 3 supply chain emissions. By establishing designated collection hubs across receiving areas, incoming delivery boxes are systematically inspected, sorted, and routed for internal storage or client order dispatch rather than immediate disposal. Repurposing high-quality packaging directly extends material lifecycles, curtails virgin cardboard demand, eliminates single-use waste, and instils sustainable operational habits throughout our workforce.

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Energy Usage Improvements Space within Office

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To systematically target our Scope 1 and Scope 2 emissions, we have integrated intelligent facility energy controls throughout our workspaces. Motion-sensing PIR technology automatically deactivates overhead LED ceiling lighting across all operational zones after 30 minutes of inactivity, eliminating unnecessary electrical draw. Furthermore, heating systems operate on strict time-based schedules locked to core business hours, preventing out-of-hours heating and cooling waste. Together, these measures optimize power efficiency, reinforce sustainable employee habits, and lower our overall carbon intensity.

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Ethics Reporting Data

1st February 2025 - 31st January 2026

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Percentage of employees trained on business ethics	100%
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0

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Sustainable Procurement Reporting Data

1st February 2025 - 31st January 2026

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Percentage of targeted suppliers who have signed the supplier code of conduct	100%
Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	91%
Percentage or number of targeted suppliers covered by a CSR assessment	94%
Percentage or number of targeted suppliers covered by a CSR on-site audit	0%
Percentage or number of all buyers who received training on sustainable procurement	100%

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Labour Reporting Data

1st February 2025 – 31st January 2026

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Total hours worked	54,131.458
Total hours lost due to work related illness or injury	0
Number of work-related accidents	0
Average hours of training per employees	10.5
Percentage of women employed	84.85%
Percentage of employees from a minority or vulnerable group	Mixed/Asian/African/Caribbean: 18.51% Visible disability: 0%
Number of employees with health and safety training	31
Number of injuries at work	0
Number of employees covered by healthcare plans	6
Number of overtime hours worked	410.08
Number of internal promotions	0
Percentage of employees with performance appraisals	28
Number of external training courses	0
Number of new employees trained on diversity or discrimination	31
Number of harassment complaints	0
Top management male/female split	2 Female ; 3 Male
Board members male/female split	2 Female ; 3 Male

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Environment Reporting Data

1st February 2025 - 31 January 2026

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Scope 1 emissions (tCO2e)	0
Scope 2 emissions (tCO2e)	0
Total energy consumption (kWh)	4046.75
Total renewable energy consumption (kWh)	4046.75
Total weight of hazardous waste (kg)	0
Total weight of non-hazardous waste	1 bin liner per week
Total weight of waste recovered (kg)	0
Number of employees trained on energy efficiency	100%
Carbon offsetting / tree planting	0
Amount of waste recycled at head office	1 bin liner per week
Number of employees trained on recycling	100%
Number of product safety complaints	0
Number of product recalls	0
Number of eco products sold	814

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SASB Reporting

The sustainability metrics in this report have been aligned with the Sustainability Accounting Standards Board (SASB) Standards, a globally recognised framework that allows organisations identify and report on the environmental, social, and governance (ESG) issues most relevant to their industry. The SASB Standards are designed to improve the consistency, transparency, and comparability of sustainability disclosures between organisations.

By aligning our reporting with the SASB Standards, we enhance transparency, strengthen our approach to sustainability, and provide stakeholders with a clear understanding of our material sustainability performance and commitment to responsible business practices.

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SASB Reporting Data

1st February 2025 - 31 January 2026

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Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	1) Management_ Black (Mixed/British/African/Caribbean: 20% 2) Marke Creative_Black (Mixed/British/African/Caribbean): 18.51% 3) Management: Male: 60% Female: 40% 4) Marke Creative: Male: 15.15% Female: 84.85%
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Private and Confidential
Total energy consumed	4046.75 kWh
Percentage grid electricity	100%
Percentage renewable	100%
Revenue from products third party certified to environmental and/or social sustainability standards	£76,690
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	We manage risks and hazards associated with chemicals in our products through a structured process that includes identifying and assessing potential hazardous substances, evaluating exposure and use scenarios, and implementing controls such as substitution with safer alternatives, compliance with restricted substance lists, and rigorous supplier testing. Clear labelling, traceability, and ongoing monitoring ensure compliance.
Discussion of strategies to reduce the environmental impact of packaging	We reduce the environmental impact of packaging by prioritising recyclable, reusable, and responsibly sourced materials, minimising unnecessary packaging, and optimising design to use fewer resources. Where possible, we transition to biodegradable or compostable alternatives, ensure compliance with sustainability standards, and work closely with suppliers to adopt lower-impact solutions.
Description of approach to identifying and addressing data security risks	We protect the data of our customers and employees with a robust privacy policy and controls using high standards to mitigate risks.
Number of data breaches	0
Percentage involving personally identifiable information (PII)	0
Number of customers affected	0

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Double-Materiality

We conducted a double materiality review of the topics that are relevant to our business. This helps us to identify where to focus our efforts on improving our social and ethical business practices.

Labour practices and employee health & safety show strong material impact, reflecting the importance of workforce well-being in maintaining productivity and service quality. Business ethics and supply chain management influence financial resilience and client trust, particularly given reliance on global sourcing. Meanwhile, waste and water management have moderate but increasing relevance as clients and partners demand higher environmental accountability across the value chain.

Overall, these findings show that managing emissions, digital security, ethical sourcing, and workforce welfare directly supports operational stability, client confidence, and long-term financial performance.

		Impact materiality	Financial materiality
Environment	Energy Management	3	3
	GHG Emissions	4	3
	Water Management	2	2
	Waste & Hazardous Materials Management	2	2
Social Capital	Customer Privacy	3	3
	Data Security	4	4
Human Capital	Labour Practices	3	3
	Employee Health & Safety	3	3
Business Model and Innovation	Supply Chain Management	2	2
Leadership and Governance	Business Ethics	3	3

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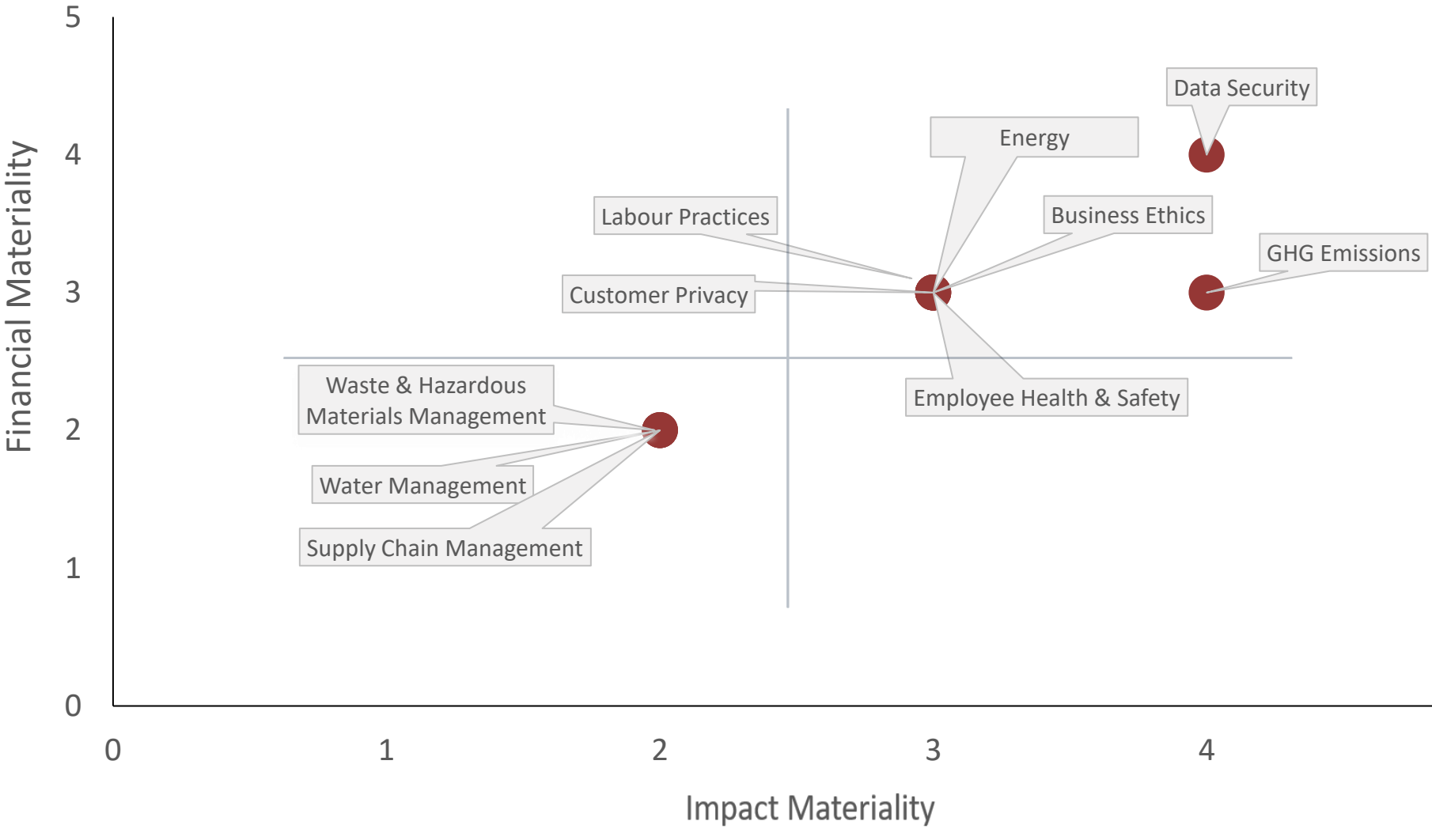
Double-Materiality



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Thank You



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