



INFINITY INC.

ESG STRATEGY 2025

ESG may be a buzzword for many but to us it's a **commitment.**

We're doing our part in making the world a ***happier and healthier*** place by weaving positive practices into every element of our work. From ***reducing our environmental footprint*** to ***uplifting our customers, colleagues and community***, we're determined to make a difference.



OUR ESG STRATEGY



ENVIRONMENT

Reducing our impact on the environment through implementing more sustainable practices.



SOCIAL

Focusing on our workplace culture and the impact of our business on wider society.



GOVERNANCE

Ensuring our processes for decision making, reporting and logistics are fair, accurate and ethical.





ENVIRONMENT



ENVIRONMENT

Our in-house production facility sets us apart, empowering us to implement **eco-conscious processes** at every step of our branding service.



ECO-FRIENDLY GARMENTS

RECYCLED THREADS

WATER BASED INKS

SOLAR POWERED HQ

RECYCLED BOXES

ELECTRIC DELIVERIES

REFORESTATION PROJECTS

UNIFORM RECYCLING



SUSTAINABLE GARMENTS

STANLEY/STELLA

OFFICIAL DEALER

Combining sustainable production with **ethical suppliers** and **responsible partners**, we ensure every part of our supply chain contributes to a greener future.

We bring you clothing that respects people, the environment, and your customers — pieces that **initiate change** in the textile industry, made in a more humane, ethical, and ecological way.

Clothing you are proud to wear.



WHAT MAKES SOMETHING SUSTAINABLE?

Our sustainable range of merchandise and apparel refers to items created with materials and methods that **reduce environmental harm** and **support ethical practices** across the entire supply chain. This includes careful attention to how materials are sourced, the ways in which items are produced, and considerations for their disposal or reuse at the end of their life cycle.



ORGANIC

Organic materials are those grown without synthetic pesticides, herbicides, or genetically modified organisms (GMOs).

Cultivating organic cotton ensures that no harmful chemicals flow into the soil or into adjoining rivers, lakes or seas.



RECYCLED

Recycled fabrics can be crafted from pre or post-consumer waste, diverting materials from landfills and reducing the need for virgin resources.

Using post-consumer PET bottles to create recycled polyester not only makes use of single use plastics that would otherwise go to landfill, it also provides considerable energy savings in the manufacturing process compared to non-recycled polyester.



MONO MATERIALS

Mono materials are made from a single type of material. This uniformity in composition makes mono materials, such as 100% cotton significantly easier to recycle at the end of their lifecycle.

When items are made from mixed materials, separating these different fibers for recycling can be complex, costly, and sometimes unfeasible, often leading to it being sent to a landfill.





ECO-FRIENDLY MATERIALS

We take great care in ensuring our in-house branding methods are as sustainable as possible.

For embroidery, we use **recycled threads**, giving new life to materials that would otherwise go to waste. Our printed transfers are made using **water-based inks**.

Additionally, our packaging is thoughtfully designed to minimise environmental impact – when individual packing is necessary, we opt for **biodegradable** poly bags, and **reduce waste** by reusing cardboard boxes to ship orders.



Since trialing our reusable cardboard box scheme in 2022, we now dispatch over 90% of orders in pre-used boxes.

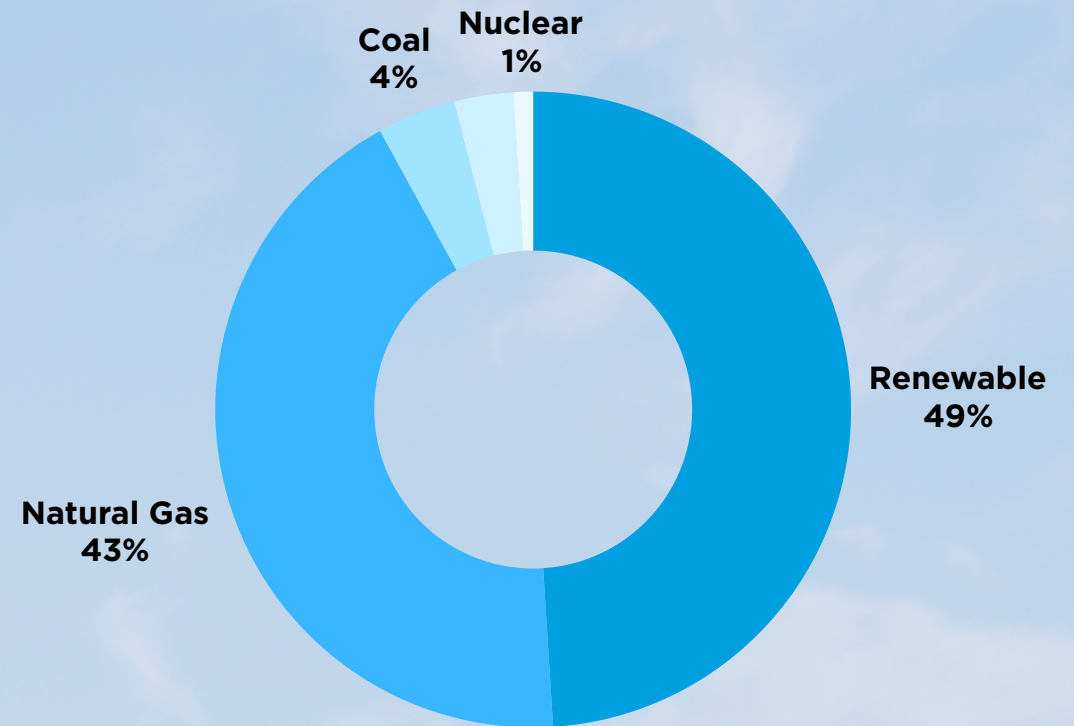


CLEAN, GREEN ENERGY

At our Leeds HQ, we've been harnessing clean energy since 2014, when we installed **solar panels** to power our production and reduce our reliance on fossil fuels.

In 2024 alone, these panels generated 29,089 kWh — that's enough energy to make an incredible 467,400 cups of tea!

For any additional energy needs, we make a conscious effort to utilise **renewable sources** wherever possible. In 2024 49.3% of our grid supply energy was from **zero-carbon sources**.



2024 GRID ENERGY SOURCES





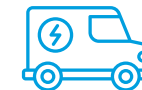
SUSTAINABLE DELIVERIES

Parcelforce is our trusted delivery partner, ensuring that our customers' orders are delivered swiftly and responsibly.

Their commitment to sustainability aligns with our values, helping us reduce our environmental impact while providing reliable service. Parcelforce's initiatives — such as investing in **low-emission vehicles**, using **eco-friendly packaging**, and powering their operations with **renewable energy** — allow us to offer a greener delivery option.



100% renewable energy tariff



2035 zero emission fleet



2040 net zero business



PROUD TO BE WORKING WITH



Infinity Inc. work with Ecologi to support reforestation projects around the globe, partnering with them for their trusted, transparent approach to delivering impactful environmental initiatives.

As part of our ESG strategy we always provide our customers with a **sustainable** alternative for their branded merchandise and apparel, where possible.

To **thank and incentivise** customers who opt for **eco-friendly** products, we offer to plant trees on their behalf - promoting real sustainability rather than offsetting the impact of non-sustainable merchandise. This reflects our commitment to making a genuine difference through responsible practices.



WHY DO WE PLANT TREES?

MAKING A WIDER POSITIVE IMPACT

Planting trees around the world not only supports **reforestation** and **carbon management** but also creates a wider positive impact on local communities, aligning with the UN Sustainable Development Goals.

Tree planting projects contribute to **improving livelihoods**, enhancing **biodiversity**, and promoting sustainable land use, helping to address issues like poverty, clean water access, and climate resilience.

This holistic approach ensures that the benefits of reforestation extend beyond the environment to create lasting **social and economic change**.



The tree planting projects funded by Ecologi align with the UN Sustainable Development Goals above.



UNIFORM RECYCLING

When customers go through a rebrand, they're often left with uniforms that are no longer usable, creating a challenge for **responsible disposal**.

Our new uniform recycling service offers a sustainable solution by preventing these redundant garments from ending up in landfill. We ensure all items are securely and responsibly processed, giving our customers peace of mind while helping to **reduce environmental impact**.



All shredded garments are reused as insulation products.



We provide a bi-annual report of how much waste has been diverted from landfill.



MEASURING OUR PROGRESS

By measuring the impact of our **ESG strategy** we gain valuable insights that allow us to push further with successful initiatives and explore new opportunities to support **people** and the **planet**.

2024



SUSTAINABLE GARMENTS

100,837

organic, sustainable & recycled polyester garments supplied



ECO-FRIENDLY BRANDING

100%

transfers printed with water-based inks. Embroidery with recycled thread



SOLAR POWERED HQ

29,089kwh

solar energy generated



RENEWABLE ENERGY

49.3%

of grid energy used is from renewable sources



BIODEGRADABLE PACKING

328,000

biodegradable poly bags used to pack completed garments



RECYCLED PACKAGING

90%

of orders delivered using used boxes



REFORESTATION PROJECTS

23,231

total trees planted in partnership with Ecologi



ELECTRIC DELIVERIES

2,418

orders delivered via EV, reducing carbon emissions





SOCIAL



SOCIAL

We strongly believe in the power of people.

That's why we prioritise our employees' well-being and foster a diverse and inclusive **work culture**.

Our commitment extends beyond our workplace, as we actively engage with local communities, supporting initiatives that **uplift** and **empower** those in need.

We also work closely with our suppliers to ensure ethical practices throughout our supply chain, creating a **positive impact** at every level.

CUSTOMERS



COMMUNITY



COLLEAGUES

Team development & learning

Flexible working

Access to health & wellbeing services

Dedicated Social Committee





TRANSPARENT SUPPLY CHAIN

We've developed a **preferred supplier agreement** that requires all our supply chain partners to sign our Supplier Code of Conduct, giving us **full transparency** over product origins and factory manufacturing audit trails back to source.

For example, Stanley/Stella works exclusively with certified factories, holds Fair Wear Foundation membership, and upholds strict ethical standards throughout their supply chain.

All the products we supply meet the necessary quality industry standards and regulatory requirements, and we can provide certification as needed, ensuring responsible sourcing and **fair labour** practices.

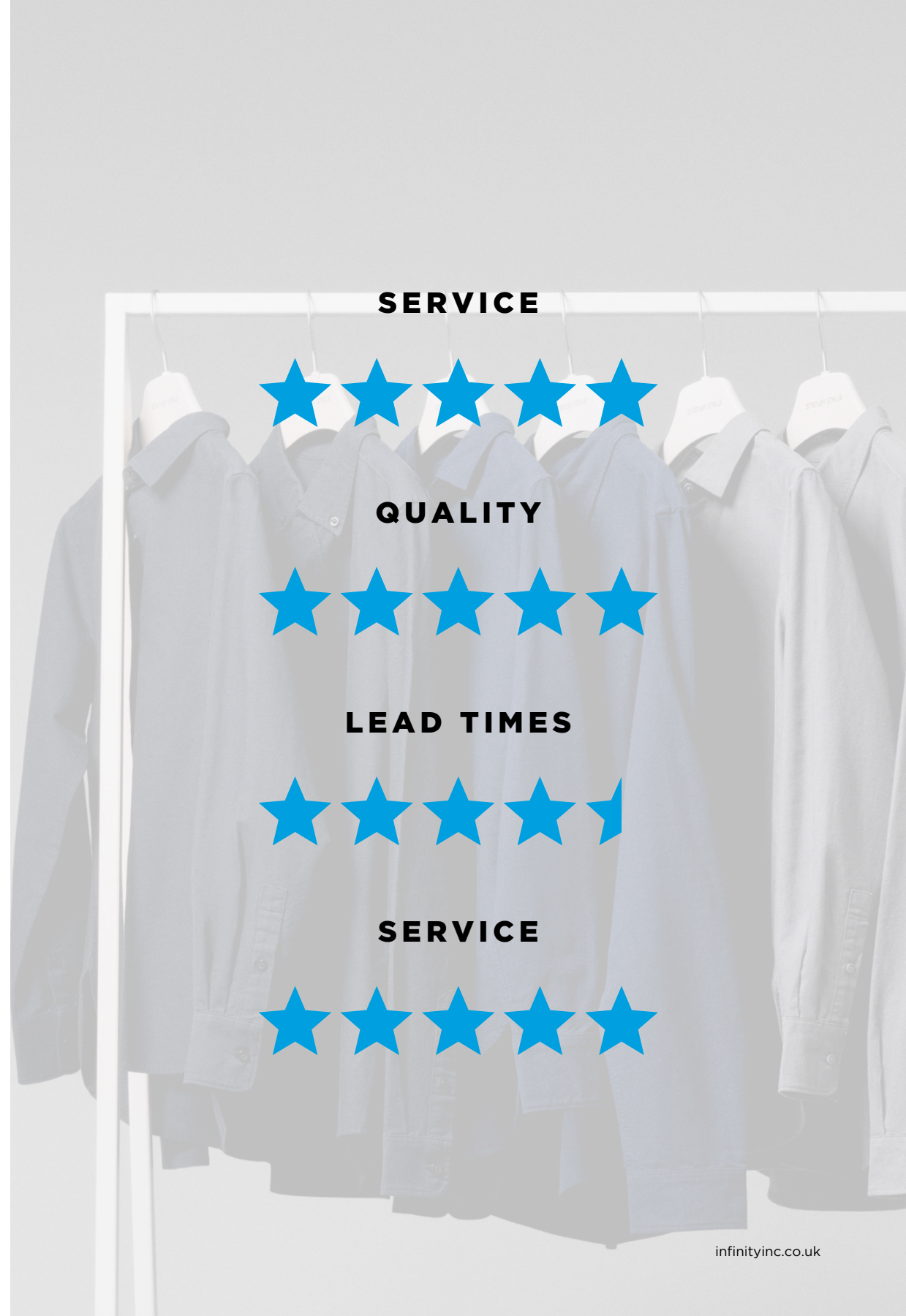


CUSTOMER FEEDBACK

We strive to provide our customers with the best uniform, merchandise, and apparel solutions, backed by **effortless service**.

Our customers' feedback is essential in helping us understand what we are doing well and where we can improve. That's why we invite our customers to share their experiences with us through an annual **customer service survey**.

In 2024, we were pleased to achieve an impressive average **star rating of 4.75**, reflecting our commitment to continuously delivering high-quality service and meeting the needs of those we serve.



SUPPORTING LOCAL CHARITIES



St Gemma's Hospice in Leeds has been our long-term charity partner, holding a special place in the hearts of many on the Infinity Inc. team.

In 2024, through sample sales, volunteering, and charity events, we proudly **raised £4,075** to support their incredible work. Our team also lent a hand in their charity shops and hospice gardens, **contributing time** as well as funds.

In 2025, we're excited to continue our support by taking part in **The Great North Run**, helping St Gemma's provide vital care to those who need it most.





GOVERNANCE



GOVERNANCE

Transparency is the foundation of trust.

As a company we're committed to upholding the highest standards of corporate governance.

This means ensuring that ethical practices and integrity are at the core of our decision-making processes. By promoting transparency and **responsible leadership**, we foster trust with our stakeholders and create a solid foundation for **sustainable growth** and **success**.



Accurate & regular reporting



Robust hiring and induction process



Regular supplier visits



Transparent supply chain



Mandatory training for employees



Health & safety



Data security



Living by our brand values



TEAM INFINITY

Achieving our ESG strategy requires the **collective effort** of every individual in our team. That is why we actively seek and value the input of all team members when setting out our annual strategy.

Implementing our ESG initiatives successfully hinges on the **commitment** and **understanding** of each team member. To facilitate this, we provide training and resources to equip our team with the knowledge and tools needed to integrate ESG practices into our daily work.

By empowering each individual to incorporate **sustainable practices** into their routine tasks, we pave the way for collective success in achieving our ESG goals.



THANK YOU

INFINITY INC.