

FERMOIE

A photograph of a field of white flowers, likely a meadow or pasture, with a wooden fence in the background. The scene is captured in a warm, golden light, suggesting late afternoon or early morning. The flowers are in the foreground, and the fence runs across the middle ground. The background shows a rolling green hill under a clear sky.

SUSTAINABILITY JOURNEY

Our Sustainability Manifesto

At Fermoie, we design and make unique and beautiful printed fabrics, while treading lightly on the Earth.

Sustainability is the thread that runs right through our business, in our commitments to keep our House in Order, source Ever-Better Materials and work towards Net Zero Carbon emissions.

“What follows is a simple account of our journey so far.

You could call it a prequel to an impact report. There is an awful lot still to do but the whole team are proud of the progress made to date.” Martin Ephson Co-Founder



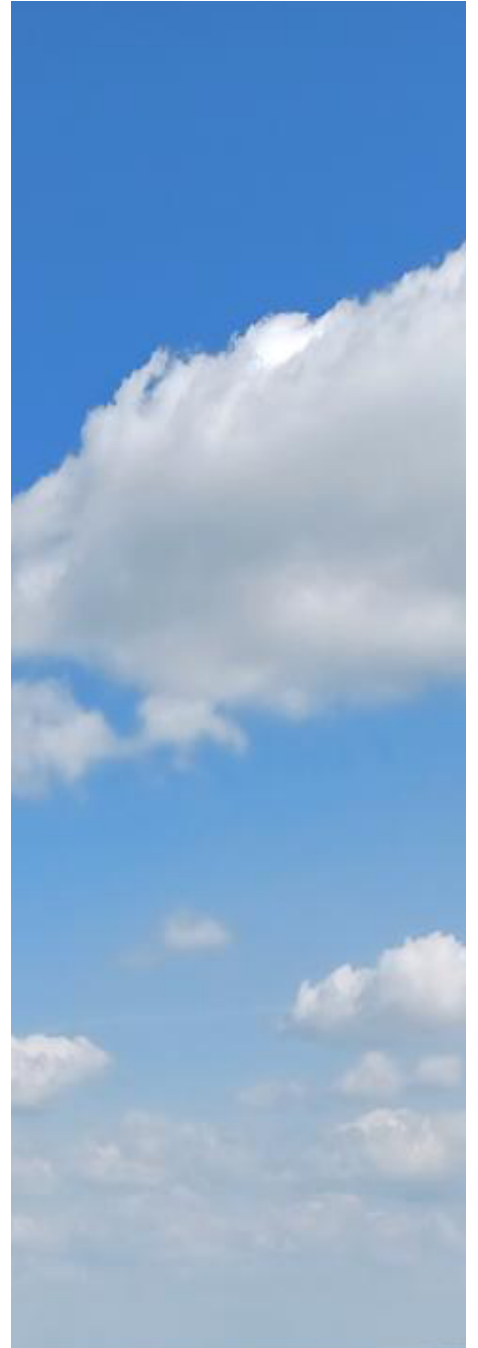
Our sustainability strategy is built on three pillars



Getting our own **House in Order** by the end of 2025, embedding and practising good governance and social responsibility across our business.



Creating beauty in design and print while treading lightly on the Earth by exploring and using **Ever-Better Materials**, becoming 100% sustainable by 2030.



Pursuing **Net Zero Carbon**, become a Net Zero Carbon emissions organisation by 2040 in line with the 2015 Paris Agreement.



To achieve this



We have:

House in Order

We pay all of our employees a Real Living Wage.



Set up robust environmental education and recycling programmes and include them in our induction and ongoing team training processes.

Kept our team fully informed about and engaged with our processes and the wider issues we're seeking to address.

Defined and implemented good social governance across our business introducing a Human Rights policy and a Code of Business Conduct.

Established a Fermeio Green Champion community.

Ever-Better Materials

Use a **regenerated*** weft yarn for our cotton base cloth.

**Regenerated fibres are created by transforming waste fibres and post-consumer textile waste into new fibres.*

Print all our fabrics using water-based pigments.

Launched a new Indoor-Outdoor fabrics collection made from

100% recycled plastic bottles.

Our polythene packaging is carbon neutral and made from sugar cane, which is **100% recyclable.**

Our finished rolls of fabrics are secured with **biodegradable** cable ties.

Net Zero Carbon

Mapped our Scope 1 and 2 emissions.

We began transitioning to **100%** renewable energy and, by 2023, managed to reduce our Scope 2 emissions by **17%** by converting **40%** of our manufacturing facilities in Marlborough to **renewable** energy sources.



To achieve this

We are:

House in Order

Implementing a detailed EMS (Environmental Management System) covering energy, water and waste across our Marlborough design studio and production facilities, and Marlborough and London showrooms.

Ever-Better Materials

Trialling organic yarn for our cotton basecloth.

Investigating and trialing yarn dyeing over piece dyeing.

Net Zero Carbon

Move from natural gas to Biogas for our fabric curing oven in September 2024.

Purchasing new equipment to reduce water consumption in our print factory by **a further 25%**.

Segregating our waste so it can be processed appropriately. Textile waste is shredded to make cleaning cloths and similar items; food waste is turned into natural gas in an anaerobic digester; **all our cardboard and paper is recycled.**

Working with suppliers in the UK and continental Europe wherever possible to reduce our carbon emissions and fabric miles'.



Defining near term Science Based Targets (SBTi), a clearly-defined path to reduce emissions in line with the Paris Agreement goals across our business.





To achieve this



We will:

House in Order

Achieve B Corp accreditation by 2025.

Honour our pledge to reinvest a **minimum of 1%** of our gross sales directly supporting our sustainable journey.

Continue to learn about and implement social and environmental standards. **Empower** our team and ensuring they will all receive relevant training and support.

Ever-Better Materials

Transition all our packaging to be **100% sustainable** by the end of 2025. Includes the use of recycled and FSC accredited boxes, moving away from plastic tape.

Continue our progress towards **100% sustainable** materials for all our basecloth by 2030.

We are integrating circular practices in our design process by the end of 2025.

Net Zero Carbon

Expand coverage to Scope 3. Realistically, Scope 3 is extremely complex, since it's affected by the activities, choices and carbon emissions of hundreds of different providers and suppliers. It nevertheless remains our ambition to reduce it.

Continue to reduce our Scope 1 and 2 emissions by transitioning to **100% renewable energy** for all of our facilities in Marlborough and London.

Never stop monitoring and trying to reduce our waste and energy consumption.

Achieve near term **Net Zero Carbon**, in line with the latest climate science and the 2015 Paris Agreement (see our targets next page).



To achieve Net Zero

our near term carbon targets:

SCOPE	FY 2022 BASE-LINE (*tCO ₂ e)	FY 2023 (*tCO ₂ e)	(Targets) FY 2027 (*tCO ₂ e)	(Targets) FY 2027 CHANGE TO BASE-LINE 2022
Scope 1	24.505	17.882	0.022	-99.9%
Scope 2 (* * market-based)	28.267	25.741	0.586	-97.9%
Total	52.772	43.623	0.608	-98.8%

*tCO₂e - stands for tonnes (t) of carbon dioxide (CO₂) equivalent (e) (standard unit for counting greenhouse gas (GHG) emissions).

* *The market-based approach shows emissions Fermoie is responsible for through its purchasing decisions, such as a renewable energy contract.



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