



Cole Fabrics Sustainability Report 2026

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CEO Introduction

“At Cole Fabrics, sustainability is both a responsibility and an opportunity to shape a better future.

As a small and medium-sized enterprise, we believe meaningful change starts with practical innovation and focused action.

We continue to source more sustainable materials, reduce waste and improve operations through closer supplier collaboration.

I am proud that we have helped clients explore lower-impact options and empower them to make more informed choices, strengthening our partnerships and commitment. I look forward to the years ahead in creating lasting positive change”

This report covers the period between the 1st of January to the 31st of December 2025 for our Nottingham site only.



Our Company Profile

Cole Fabrics Plc is a small to medium enterprise, consisting of 53 employees in 2025. Our headquarters is based in Nottingham, UK. As a family-run business, we are dedicated to creating local employment opportunities while supplying our products globally.

In a nutshell, we are all about ribbons, from garment wash care labels to decorations that adorn gifts. But we don't like to be boxed in; we are not just ribbon aficionados, we also make:



Bows



Tassels



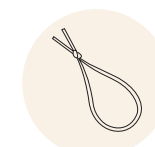
Totes



Pouches



Suit Covers



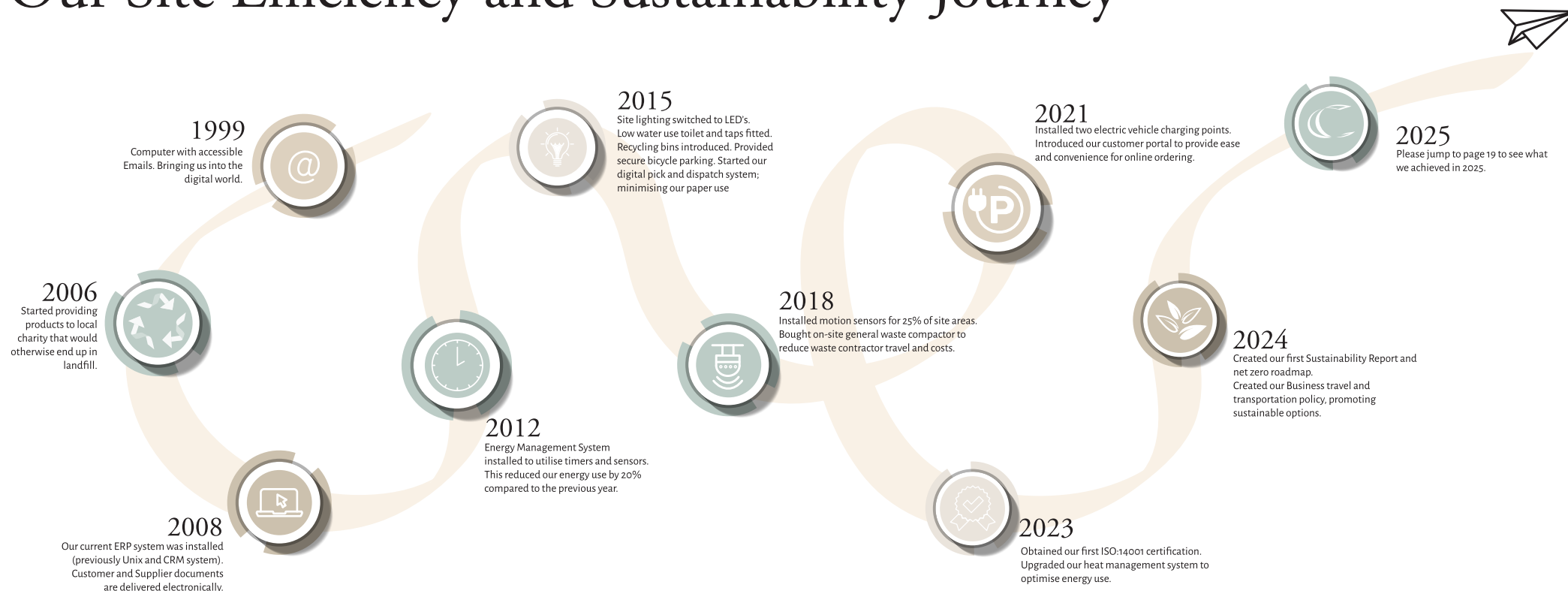
Elastic Cords

We take pride in our outstanding reputation in the UK for conducting business following the highest principles of business ethics. Our dedication to honesty and full compliance with current laws and regulations underscores our commitment to responsible business practices.

We have been working on our sustainability journey adding to our list of certifications and memberships as detailed below. We are continually working hard to increase our certifications to provide more assurance to our customers.



Our Site Efficiency and Sustainability Journey



Our Commitment to the Environment and Sustainability

Our commitments to net zero and maintaining our ISO 14001, the international standard for Environmental Management Systems, are within our long-term strategy. We continually train all employees on new initiatives and requirements, as this is an integral part of our company culture.

This report includes our fourth carbon footprint calculation that covers our Nottingham offices and factory operations. This includes our most accurate scope 3 data, thanks to improved data collection internally and from some of our suppliers. This has involved the use of primary data (the direct measurement of our emissions) as well as data from suppliers who were unable to provide data previously. As a result, we have a clearer picture of our carbon footprint.

Our Mission

We are driven by doing business the right way; we believe in facilitating improvements and innovation to help manufacture the best materials without compromising the environment for the future.

Our Vision and Strategy are built on three key ambitions:

Safeguarding the Environment

- ISO 14001 accredited
- Reporting annually on emissions against baseline targets
- Reducing waste to landfill through recycling and reuse
- Building climate resilience in to long-term planning
- Progression towards our Net Zero commitment, with milestones tracked each year

Quality and Responsibility

- ISO 9001 accredited
- Monitoring supplier compliance against our Code of Conduct
- Reporting on Health, Safety and labour practices across our operations

Delivering Superior Products

- Responsibly sourcing materials without compromising quality
- Decades of craftsmanship and tradition
- Collaborating with suppliers to scale sustainable sourcing
- Committed to innovation and research and development

Our Company Values

Our People

Our Community

Our Supply Chain

Our Planet

For each of our company values, we have aligned the United Nations Sustainable Development Goals (UN SDGs) to demonstrate our commitment to sustainability; highlighting our current and future actions to achieve these global objectives. Integrating the UN SDGs into our company's core values, our goal is to drive meaningful change and create a positive impact within the organisation and the community.

Our People

People are at the heart of any company and ours is no exception. We have training, policies, and procedures in place to support our people and maintain our inclusive work environment. We have an external SMETA Audit each year, to check our systems and labour standards.

We are committed to prioritising our staff's well-being and ensuring our health and safety practices surpass industry standards.

All staff have access to:

- Counselling and Support Services
- 3 members of staff are mental health first aiders
- Employee Assistance Programme of up to 4 hours
- Perk box; a rewards and benefit platform
- External professional development opportunities
- Free seasonal fresh fruit to encourage healthy snacking
- Free bread, butter and jam to provide sustenance
- Profit sharing after an entitlement period

Training

Mentor Training / On-the-job training

Our culture emphasises the importance of helping and supporting each other in any training endeavours. We believe in providing cross-training opportunities to relevant staff members, ensuring they can support the team effectively. This approach not only enhances individual skills, but also strengthens the overall team by creating a collaborative and versatile work environment.

Choosing to Train

We encourage employees to inform us if there is any additional training they feel would benefit them. During performance evaluations, we include a specific question to ensure employees are asked about their training needs. This also includes externally financially supported courses that are relevant to the employee's role and development.

Mandatory Training

All staff members receive comprehensive training in company-wide policies, standards, and any relevant legal requirements. This ensures that everyone is well-versed in the protocols we must follow, promoting a consistent and compliant work environment.

Our training covers, but is not limited to the following;

- Manual handling, and Health and Safety
- Fire Safety Awareness
- Control of Substances Hazardous to Health (COSHH)
- BRCGS (Food hygiene standard)
- Equality, Diversity and Inclusion (EDI)
- Discrimination, Harassment and Victimisation
- Mental Health Awareness
- Personal Protective Equipment (PPE)
- Site Security
- ISO 9001 Quality Management System
- ISO 14001 Environmental Management Systems and Environmental Awareness
- Harassment Awareness and Anti-Bribery Awareness

Our completed 2025 Training Targets



Our production team also had six ‘toolbox talks’, which were 10-minute briefing sessions carried out across June, July, and August.

Our Aligned UN SDG Goals



Lean and Continuous Improvement

We persistently integrate lean principles into our organisational culture, providing the foundation for empowering our team members to drive meaningful improvements across all processes. This commitment ensures a continuous pursuit of efficiency, innovation, and excellence, shaping the very fabric of our dynamic workplace.

2025 Best Example of Lean and Continuous Improvement

Reducing paperwork by introducing a new system via an app that allows employees to request leave.

By implementing a digital leave management app, it removes the need for paper leave request forms and manual approval processes. Employees can submit leave requests electronically, while managers can review and approve requests in real time from any location.

This streamlines administration, reduces processing time, improves record accuracy and provides greater visibility of workforce availability.

The system can automatically notify relevant personnel, reducing the likelihood of errors such as duplicated bookings or lost paperwork.

Looking to the future

- Continue with our employee committee
- Implementing more waste streams within the business
- More Lean ideas throughout the business.



Our Community

Charity Support

Rushcliffe Forum

We proudly collaborate with the Rushcliffe Play Forum, a local charity, exclusively managed by dedicated volunteers. Through consistent weekly donations, we provide material that their members can purchase, cost-effectively, for arts and crafts. This initiative is more than philanthropy; it's a commitment to enhancing lives socially and physically while creating opportunities within and around our local community. We are delighted to have been supporting this charity for 20 years to contribute to a foundation of creativity, resilience, and community support.

Breast Cancer

Since 2010 we have actively contributed to the Breast Cancer campaign through the provision of the symbolic pink ribbon pins. This enduring commitment plays a crucial role in promoting awareness.

Save the Children 2025

In December 2025 we raised over £125 for Save the Children's annual event that raises money for children in the UK and globally. We have been donating to this charity for over 10 years. We find joy in the festive spirit as our staff don their Christmas jumpers in support of this cause. Through this simple yet festive gesture, we contribute to the invaluable work of Save the Children.

Memberships

We are active members of the East Midland Chamber. This membership enhances our business by providing access to webinars presented by local businesses and experts in their fields, particularly on topics related to sustainability. Additionally, it offers valuable networking opportunities.

Looking to the future

- Continue current charity relationships
- Get involved in any local initiatives to help the local community

Our Aligned UN SDG Goal



Our Supply Chain

Trading with Suppliers

- We are a global business, and we operate to the Ethical Trading Initiative (ETI) base codes and are committed to responsible sourcing.
- We work closely with our supply partners and promote open and honest relationships.
- We validate our partners as part of our quality management system requirements, and these validations are refreshed every two years.
- We monitor our supply chain's certifications and seek further assurance where needed.
- We acknowledge our limited influence to drive industry-wide changes in this area, but we can selectively choose our partners who align with our own trading standards.

Key Raw Material Suppliers

As our supply chain management system evolves, we have focused on what we have identified as our largest risk area, our key raw material suppliers. This represents raw material suppliers that make up our top 80% annual spend.

Our key raw material suppliers are expected to have

We expect all supply partners to work within the parameters of the ETI:

- ISO 9001 or an alternative standard or their own Quality Management System
- ISO 14001 or an alternative standard or their own Environmental Management System
- ISO 45001 or an alternative standard or their own Occupational Health & Safety System
- SMETA or an alternative standard or their own Ethical Trading System
- A Code of Conduct

Our Achievements

- We sold products to customers in 46 countries in 2025
- Our customer satisfaction survey results revealed 90% of our customers gave us a perfect score of 5 out of 5

Our Aligned UN SDG Goals



Our Customers and Products

Our goal is to provide the highest standards of customer service and support. We are committed to ensuring our products meet the specific needs of our customers while adhering to product safety standards and relevant compliance. Some customers require bespoke products, and our projects and design team proudly turn our customer visions into reality.

Code of Conduct

Our code of conduct contains the following key points:

- Labour practice, Health and Safety Standards and Ethics
- Conducting Business with integrity
- Environmental
- Sourcing Responsibly
- Quality and Traceability
- Review and documentation
- Accountability

We cover these points either with external standards or our own internal policies and systems. We ask our key raw material suppliers to either have their own systems in place covering all the points of our code of conduct or to adopt Cole Fabrics policies into their business.

Upon request, we are pleased to provide customers with information on the specific supplier criteria under which their products are manufactured. We embrace transparency and welcome customer audits into our supply chain. This practice is particularly significant as our diverse clientele often demands strict adherence to specific criteria, assuring compliance and regular audits of our supply chain.

Visiting Suppliers

We continue to prioritise visits to our suppliers that are in the top 75% of our spend, as this is our highest risk exposure. Members of our team will visit these suppliers at least once a year.

Since we are not auditors, we rely on external audits and accreditations to assess compliance. Our own visits instead focus on identifying any fundamental changes and maintaining an open, honest working relationship with our suppliers.

Looking to the future

- Continue to improve traceability through our supply chain; mapping where our raw materials are sourced
- Increase collaboration on responsibly sourcing raw materials
- Map all our bought raw materials and packaging products to establish what certifications and accreditations they have.

Our Planet

In recognising the impact of our decisions on both people and the planet, we have consistently integrated sustainability into our product development. Our commitment to excellence extends beyond product innovation, as we actively collaborate with suppliers; sharing knowledge and expertise to enhance the overall sustainability of our offerings. The sense of satisfaction is profound as we source a growing portfolio of sustainable options.

Our Carbon Footprint

We maintain a commitment to transparency by openly reporting on our scope 1 and scope 2 information, along with the relevant scope 3 data in accordance with the greenhouse gas (GHG) protocol. We actively engaged with our suppliers to obtain more data and information regarding our activities. This has provided more accurate data to calculate our carbon footprint.

Recognising the varying relevance of scope 3 categories to different businesses, we have identified those that are applicable to our operations, and we have data for 7 of these scope 3 categories. These categories are; Employee commuting, Downstream transportation and distribution, End of life treatment of sold products, Upstream transportation and distribution, Waste, Business travel and Fuel and Engery related activities.

Recognising that upstream transportation and distribution is still our highest emitter, this year we have been provided primary data from 25% of our freight activities. The remaining 75% are only able to provide the weight of our product, plus the origin and destination. This is enough to estimate the carbon emissions for each mode of transportation, but is very likely to be overestimated.

Further to the above, we experienced disruption to our upstream sea freight due to attacks on vessels in the Red Sea en route to the Suez Canal. The vessels have since re-routed around the Cape of Good Hope, a significantly longer route which, consequently, has affected our emissions.

To be on track, we hope to halve our 2024 base year emissions by 2030 and eliminate at least 90% of our emissions by 2050.

Our goals are to decrease our absolute GHG emissions using our 2021 baseline	Percentage decrease by:	
	2030	2050
Scope 1	50%	90%
Scope 2 (location-based)	50%	90%
Scope 2 (market-based)	80%	90%
Scope 3	50%	90%

Our Achievements

- 5% increase in our recycling compared to 2024
- 32% absolute decrease in our Electricity Location based Scope 2 emissions

Our Aligned UN SDG Goals



Our 2025 Carbon Emissions by Scope TCO2e

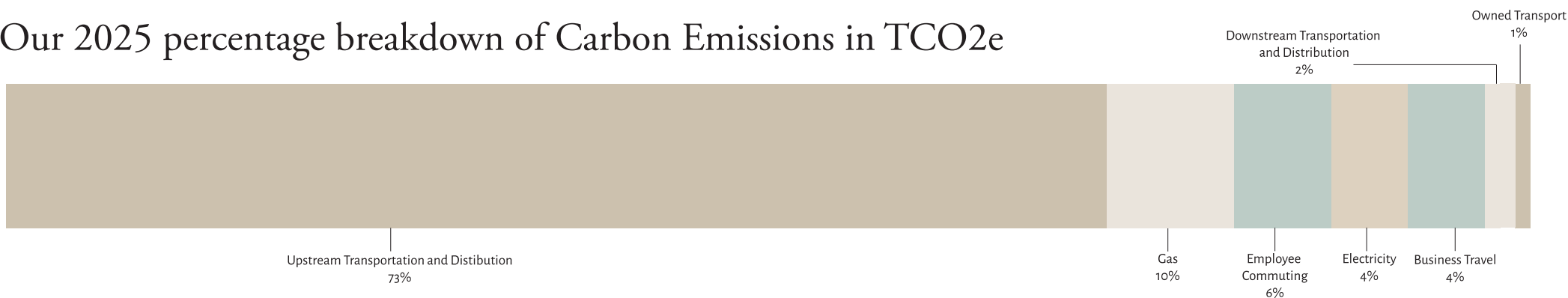
Total Carbon Emissions	Total (TCO2e)	Scope 1 (TCO2e)	Scope 2 (TCO2e)	Scope 3 (TCO2e)
Gas	95.45	81.93	-	13.53
Owned Transport	10.76	8.47	0.21	2.08
Electricity (location)	37.82	-	36.99	0.83
Electricity (Market)	32.54	-	31.71	0.83
Electricity (EV charging on site)	0.57	-	0.56	0.01
Electricity (EV charging on the go)	0.08	-	0.07	0.00
Purchased goods and Services	9.97	-	-	9.97
Upstream Transportation and Distribution	724.43	-	-	724.43
Water and Wastewater	0.13	-	-	0.13
Waste	0.22	-	-	0.22
Business Travel	40.17	-	-	40.17
Hotel stays	2.71	-	-	2.71
Employee Commuting	57.18	-	-	57.18
Working From home	0.53	-	-	0.53
Downstream Transportation and Distribution	17.02	-	-	17.02
End of life treatment of sold products	1.33	-	-	1.33
Totals (electricity location based)	998.38	90.39	37.84	870.15
% Byscope		9.05%	3.79%	87.16%
Totals (electricity Market based)	993.10	90.39	32.56	870.15
% Byscope		9.10%	3.28%	87.62%

Our Yearly Total Carbon Emission Figures

Year	TCO2e
2021	1,064.10
2022	968.92
2023	773.13
2024	1,006.71
2025	998.49

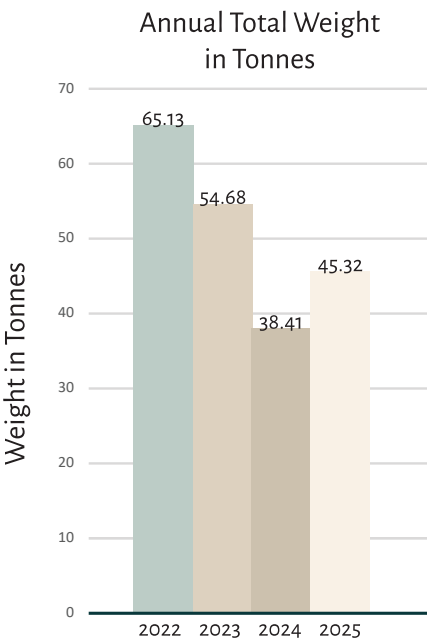
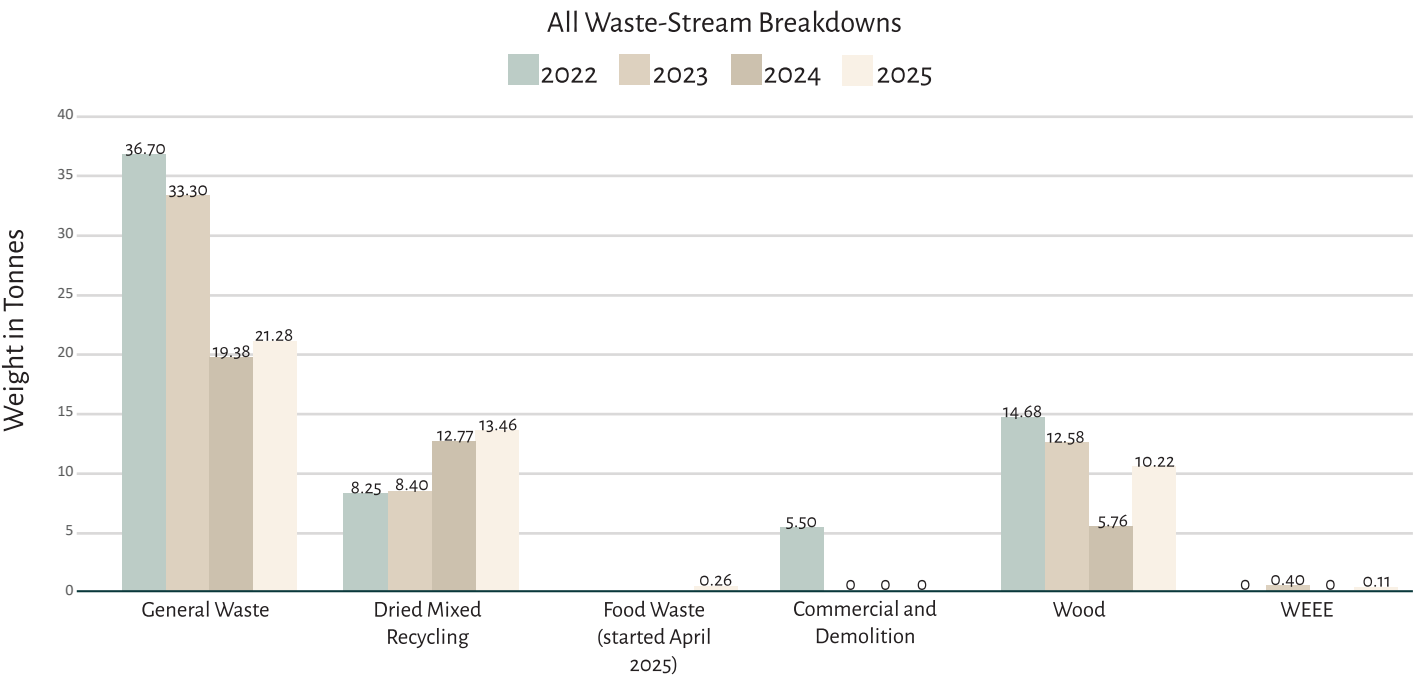
Data being re-calculated; Our organisational boundary is based on our operations and what data we have available. Due to more data capture in 2025, and being provided some primary data from suppliers, we have recalculated the previous years footprints due to significant gaps.

Our 2025 percentage breakdown of Carbon Emissions in TCO2e



Categories below 1% have not been included in the graph above. These include: Electricity (EV Charging), Water and Wastewater, Waste, End of Life Treatment of Sold Products, Hotel stays and Working from home.

Our Waste Breakdown



2025 waste has increased. Why is this the case?

- We had a clear out of some old stock from number 11 (August last year)
- Our total imports increased by 40 % compared to 2024, and shipments have waste associated to them. For example damaged pallets and the plastic wrap.

Net Zero 2050

Our Net Zero Journey in 2025

Our commitment to Net Zero in 2025 has seen us strive to achieve the following milestones we set:

- Over 95% of our core stock packaging product range is made of 100% post-consumer mechanically recycled polyester.
- Gained our GRS and GOTS certification
- Procured company cars that are 100% electric

Our Commitment to Net Zero

We recognise that there are factors beyond our control, including the investment for innovation to pave the way forward in reducing global greenhouse gas emissions. Our commitment to net zero 2050 is established with the infrastructure being in place to enable our milestones to be completed.

Our determination to positively impact the environment and contribute to a more sustainable world is embedded in our strategy.

Since we cannot do this alone, we invite all our stakeholders to join us on this impactful journey. However, we understand the limitations that our suppliers face and work with them to understand their progress and commitments.

Our Roadmap to Net Zero



By 2028

- Educate key suppliers in reducing the use of fossil fuels as raw materials and as energy
- Switch to a 100% renewable energy tariff
- 95% of our core stock range of polyester ribbon to be made of 100% mechanically recycled polyester yarn
- 90% of tertiary packaging to be circular



By 2030

- To decrease our absolute greenhouse gas emissions in scope 1, scope 2 (location-based) and scope 3 by 50% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 2 (market-based) by 80% from a 2021 base year
- Solar panels to be installed to provide our site with at least 25% of renewable electricity
- Procure company cars that have less environmental impact compared to the current company cars
- 100% of all core stock products to be created from recycled or regenerative materials
- Know our core stock product's environmental impact and make this data visible to our customers to allow them to make informed decisions
- Procure packaging materials that can be 95% recycled within the UK's waste streams
- Gain FSC certification (Chain of Custody)
- Source 100% deforestation-free timber products and packaging (certified to FSC or PEFC)



By 2040

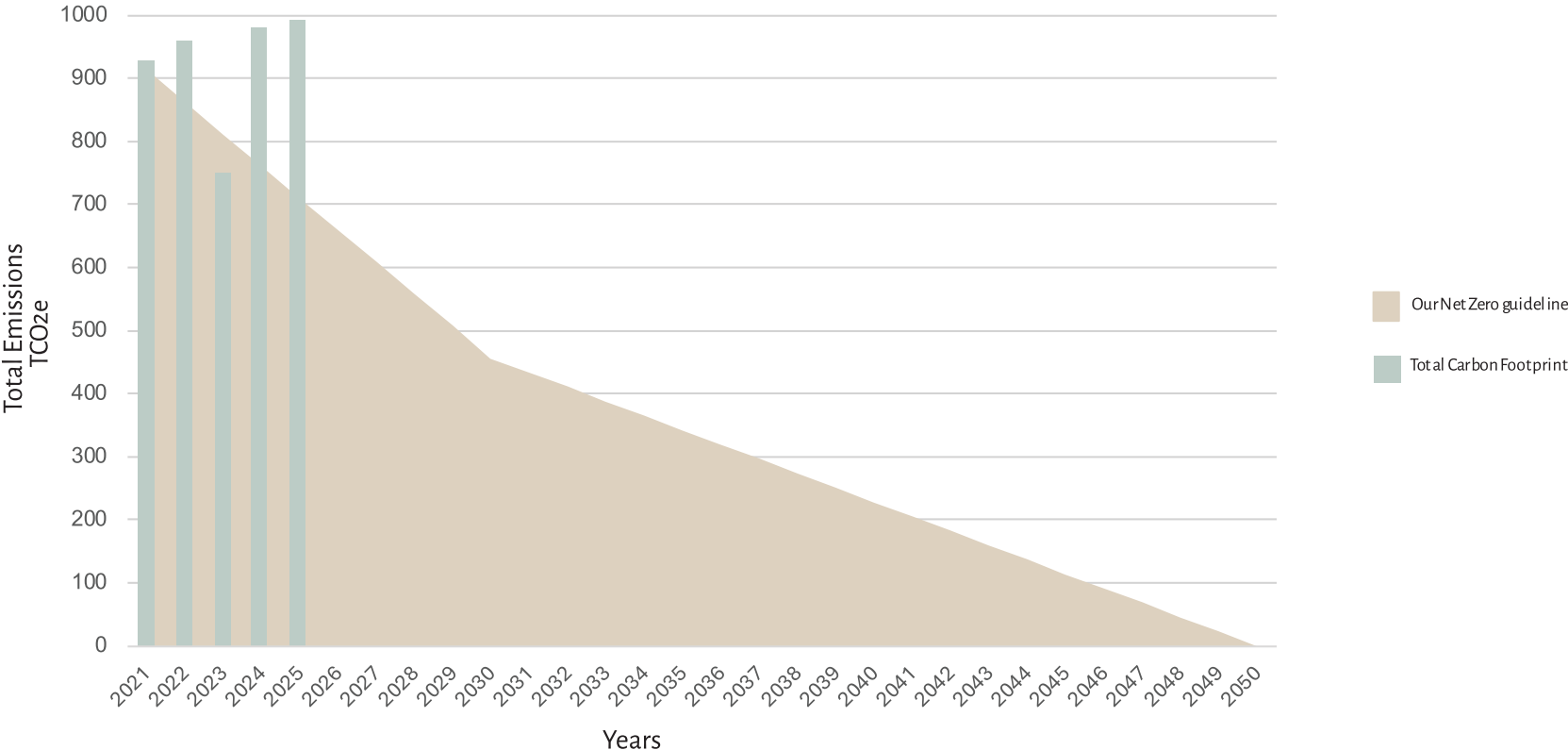
- Solar panels to be installed to provide our site with at least 50% of renewable electricity
- Increase our waste recycling rate by 80% from a 2022 base year
- 95% of all products to be created from recycled or regenerative materials
- All packaging to be part of the circular economy



By 2050

- Purchase a company van that has less environmental impact compared to the current van
- To decrease our absolute greenhouse gas emissions in scope 1 by 90% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 2 (location-based) by 90% from a 2021 base year
- To decrease our absolute greenhouse gas emissions in scope 3 by 90% from a 2021 base year
- Solar panels to be installed to provide our site with at least 70% of renewable electricity
- Reach net-zero emissions

Our Net Zero Trajectory



Our net zero trajectory shows that we are not within our net zero guideline; our 2025 emissions have overshoot the guidance by a total of 89 TCO2e

The overshoot is mainly due to the 50% increase in emissions from our upstream frighting. This huge increase is predominantly due to all our sea freighted goods being rerouted from the Suez canal to go around the Cape of Good hope.

Over 87% of our 2025 emissions are through no fault of our own. We have no direct control over the systemic global infrastructure which underpins our operations.

Sustainable Materials

We are proud of the materials we offer under this range. Our collection embodies our commitment to sourcing raw materials exclusively from certified regenerative or recyclable sources, steering clear of fossil fuels. For more information about our sustainable collection, please click here <https://sustainableribbon.com/>

Raw Materials Sale Breakdown

The table below shows our 2025 raw material sales breakdown by weight.

Material	Percentage
Recycled polyester	43%
Polyester	26%
Cotton*	24%
Acetate	3%
Tencel	1%
Nylon	1%

*This includes GOTS, BCI, Recycled and Virgin

Polyester Core Stock Decorative Products

The polyester core stock decorative product sales, using the breakdown by weight is as follows:

Material	2022	2023	2024	2025
Recyled Polyester	17%	31%	86%	97%
Virgin Polyester	83%	69%	14%	3%

By 2028, our aim is to phase our virgin polyester yarn by 95%, within all our polyester core stock ranges.

Circularity in Textiles

We recognise that recycling our products with textile waste could offer a straightforward end-of-life solution. However, the majority of our products have small dimensions and pose a challenge as they can become entangled, potentially disrupting the machinery used for recycling larger textiles. This underscores a global need for improved infrastructure to effectively manage textile waste.

Progression is very likely to happen within the Extended Producer Responsibility (EPR) legislation. Currently in the UK, EPR only applies to packaging waste. However, EU member states are already or planning on introducing requirements to collect textile waste under EPR. The UK will likely introduce a similar directive under EPR in the future.

We promote the reuse of our products, from decorating a gift to being a hair tie. However, to responsibly dispose of these items at their end of life they must currently be put into general waste bins.

Looking to the future

- Continually measure and report our carbon emissions
- Continually reduce the amount of waste created
- For all our core stock decorative products to be made from post-consumer 100% mechanically recycled yarn
- Breakdown our Products data into GOTS, BCI, Recycled and Virgin Material

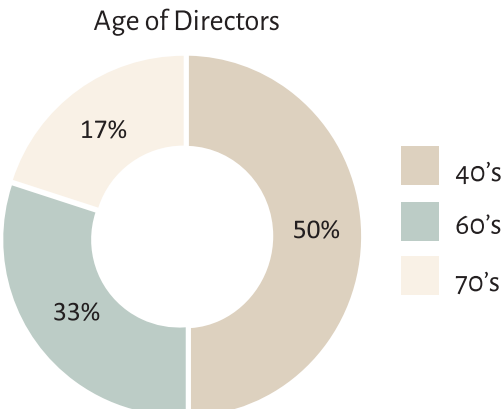
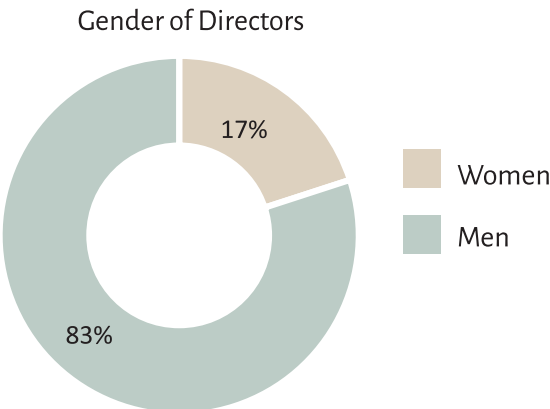
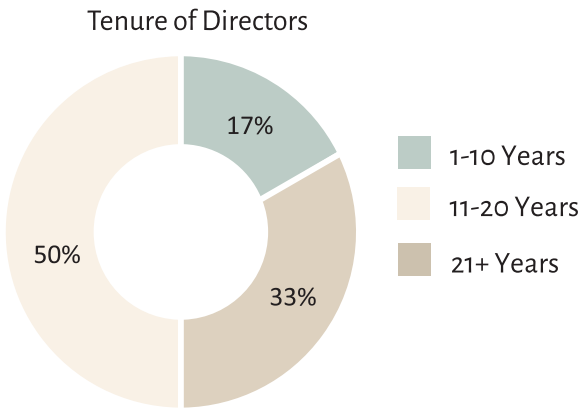
Our Governance

The Board of Directors are engaged in all matters, especially those concerning sustainability. The Board meet monthly to ensure the strategy is in alignment with company goals. Additionally, the Board is tasked with the critical responsibility of overseeing and monitoring the management of the company.

The Board of Directors duties include:

- Corporate Strategy and Organisational Structure: Making decisions on the overarching corporate strategy; ensuring alignment with the company's goals, including climate-related risks and opportunities, and determining the organisational structure to support the strategic objectives.
- Finance and Accounting Oversight: Providing supervision and guidance on financial matters, including budgetary decisions, financial reporting, and adherence to accounting principles.
- Quarterly Investment Budgets: Playing a crucial role in determining and approving budgets. This involves evaluating proposed investments, considering financial implications, and ensuring alignment with the strategic objectives.
- Risk Management Oversight: Identifying, assessing, and monitoring the principal risks facing the company including financial, operational, and climate-related risks and ensuring adequate mitigation measures are in place.
- Stakeholder Engagement: Ensuring transparent and timely communication with shareholders and other stakeholders, and considering the interests of employees, customers, and the broader community in decision-making.

Composition of the Board of Directors



What We Achieved in 2025

- Recycled more waste than ever before!
- Launched our printed ribbon website solely dedicated to all things printed, personalised and custom-made ribbons.
- Maintained our Ecovadis score.
- Obtained more accurate data for our carbon footprint calculation.
- Achieved GOTS
- Achieved GRS
- Achieved ISO: 45001 Health and Safety
- Cyber Essentials
- Added more colour ranges to our Tartan designs, providing more choice for customers
- Fulfilled our Extended Producer Responsibility (EPR) obligations
- Maintained our EcoVadis medal

