

colart

SUSTAINABILITY REPORT 2018-2019



COLART SUSTAINABILITY REPORT

2018-2019

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“WHEN IT COMES TO **SUSTAINABILITY**, COLART HAS GREAT AMBITION”

This ambition continues to be our guiding star and source of energy, giving us a purpose to get out of bed every morning. I'm encouraged by the fact that so many artists, creative professionals and customers agree with us.

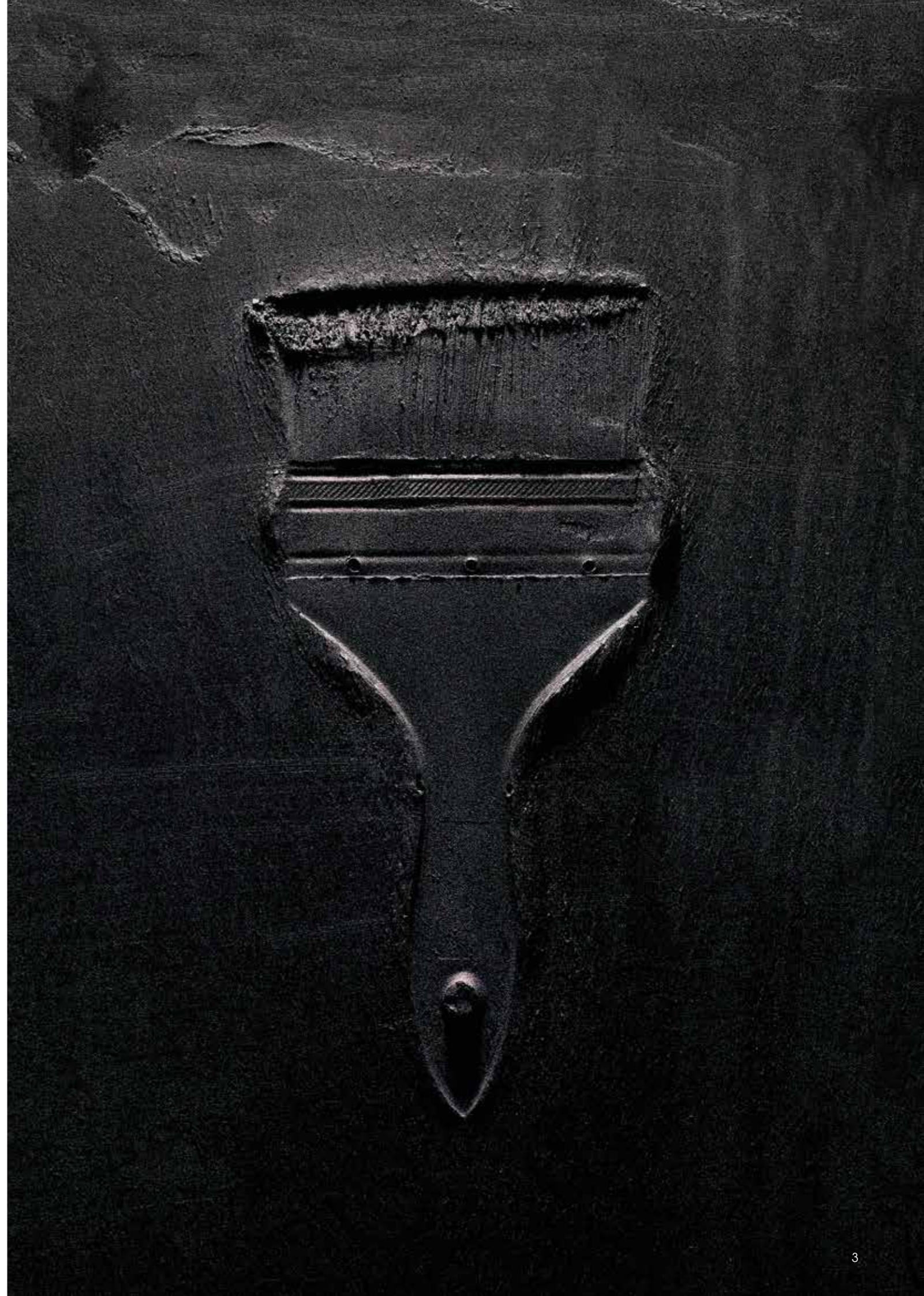
During the last two years, Colart has significantly invested in many areas of our business. We have introduced new products, developed 360 consumer engagement programmes, upgraded our digital capabilities and continued to optimise our operational footprint. Hard work and true passion across the entire company is building the foundation for a prosperous future.

When it comes to sustainability, Colart has great ambition, and in order to achieve our ambition we have a lot of work to do. Looking after our planet, people and profit in a multi-dimensional way is core to who we are and what we stand for. There is still a lot to improve, but it's an exciting challenge.

As we are in our third year of transformation, the financial turnaround is planned for 2019. While this is a significant achievement, I'm convinced that our sustainability spirit lives on to not only contribute to today's turnaround agenda, but even more so to set the standards in our industry for what a sustainable company should look like.

Dennis van Schie, CEO

*Facing page: Imprint of
Liquitex Professional Freestyle
Flat Brush in black pigment*



SUSTAINABILITY STRATEGY RECAP & SDGs

COLART'S SUSTAINABILITY STRATEGY IS

'Enhancing the wellbeing of people and the planet through creativity'

WHAT ARE WE DOING?

1. INCREASING WELLBEING

This includes employee and consumer wellbeing across Colart's end-to-end value chain. We have a wellbeing programme across all sites (see more in 'People').

Colart is always looking at ways to remove toxic substances from our products, without impacting the properties of the paint. We are reducing SVHCs (Substances of Very High Concern) in our products.

2. REDUCING ENVIRONMENTAL IMPACT

We are continuously looking at improving our packaging and reducing our single use plastic.

Our consumer feedback includes a desire for vegan products. Although this is not always possible, we are looking at alternatives to ensure that our consumers have a choice.

SUSTAINABLE DEVELOPMENT GOALS


In 2015, the UN developed 17 Sustainable Development Goals (SDGs) around water, energy, climate, science, transport, technology and other important areas of focus that require action to secure a peaceful and prosperous future. All 193 UN member states have signed up to the goals, which aim to alleviate poverty and hunger, improve health and education and encourage economic growth and reduced inequality, while tackling climate change and species extinction.

Colart still has some work to do to embed the SDGs to ensure there is clear understanding before we start reporting against them.

COLART'S SUSTAINABILITY STRATEGY



KEY PERFORMANCE INDICATORS



ENERGY

Our objective is to continuously reduce our energy consumption and use renewables where feasible.


£13.13 sold per kWh used in 2018

8.8% increase against 2017

A lot of product was transferred in 2018 between the sites. This meant that some products would have been produced in both locations in order to satisfy customer demand.

0% increase in share of renewable energy

In 2019, we will look at **strategising our energy buying** in order to **change to renewable energy**.



SHVCs UPDATE

Substances of Very High Concern (SVHCs) continue to be our focus in terms of raw materials. SVHCs are chemicals that will eventually be banned due to their environmental and health impacts.

Our R&D teams are working tirelessly to ensure that we **remove SVHCs** from our products **without any impact to the performance of our products**.


Since 2018

50% reduction in the number of RM which contain SVHCs

19% reduction in the number of SKUs that contain SVHCs in Colart's manufactured products

8% reduction in the number of pastes with SVHCs


The list of **SVHCs is increasing** all the time as there is scientific research being conducted on various chemicals. The results of the research show potential **human and environmental health effects** that have not been previously recognised.



GENDER PAY GAP

Whilst Colart is currently not legally obliged to report on the gender pay gap, in the spirit of **openness** we will be communicating the paygap in summer 2019 and we will also look at the following:

- 1. Gender split** across all demographics (function, business areas, country etc.)
- 2. Gender representation** at **senior levels**
- 3. Gender split for recruitment**
- 4. Flexible working** arrangements review



FOOTPRINT

We are continually working towards reducing our CO₂ impact.

Scope 1	Scope 2
Direct emissions from owned or controlled sources	Indirect emissions from the generation of purchased energy
2018	2017
Scope 1&2 4185 tCO ₂ e	Scope 1&2 4490 tCO ₂ e

Reduction of 1.7% year-on-year

This has been due to monitoring our energy usage, **reducing our energy** across our sites and the new LED lights in our Kidderminster site has helped reduce our CO₂ impact over the last year.

Le Mans has reduced their CO₂ emissions **by 25%**


China has reduced their CO₂ emissions **by 7.6%**



SOCIAL IMPACT

4632 hours spent on **community involvement** towards a target of 1 day per employee per year -30% vs last year

165 suppliers signed up to Sedex **increase of 24%**




SICKNESS

Our objective is to monitor sickness levels and have awareness of any issues that may occur.

2.15% sickness level

Target less than **3%**




ACCIDENTS

Colart's target is to have **zero industrial accidents**

In 2018

20 industrial accidents


1788.5 hours of lost time



WASTE

2.3% of waste per kg shipped. Target 3%

25% of all waste recycled in 2018 +2% v's last year



INCLUSIVENESS & DIVERSITY

We currently **measure gender** according to our new organisation Levels 3-5 - see People section for more information on organisational design.

Year 2018

Male 75%

Female 25%

Target 50%



| Business

BRAND UPDATES



Colart launched the cadmium-free watercolours and Designers Gouache.

Colart is committed to developing sustainable alternatives without compromising on performance. Last year we launched our Liquitex and Lefranc Bourgeois cadmium-free range, allowing artists to choose which paint best suits their artistic practice from an array of options.

Our brand Winsor & Newton has been at the forefront of colour innovation since 1832. It's the first to launch eight cadmium-free watercolour paints and seven Designers Gouache colours that provide the same performance as genuine cadmium paints.

LAUNCHING JEWEL WATERCOLOURS

Artists' needs are at the heart of Winsor & Newton's product development.

This is why we are introducing five of our most popular limited edition single pigment colours on a permanent basis. Each colour has been carefully formulated with the purest pigments to provide unrivalled transparency, lightfastness and brilliance.

*Facing page: Pen making process at our factory in China
Right: Striking colours from the Winsor & Newton jewel collection*



ACRYLIC GOUACHE

Liquitex is committed to innovation, and nowhere is this more evident than with our Acrylic Gouache.

We wanted to develop a paint that had a fluidity somewhere in-between our Soft Body and Liquitex Ink, and with a matte finish that is flexible. The end result, which took two years in the lab to develop, is a pure formula with ultra-fine pigments dispersed evenly in a flexibly acrylic vehicle.

The ultra-pigmented Acrylic Gouache is available in 50 solid, matte, intense colours that are all water-resistant when dry and with no brush strokes, cracks or need to dilute.

INTRODUCING OUR NEW MERCHANDISING SYSTEM

As part of Liquitex's mission to constantly innovate and evolve, we want to continue to support creatives as much as we can.

The company is also striving to be more sustainable across the brand and our new merchandising units will have a longer lifetime than the previous versions and can be re-used many more times.



LEFRANC BOURGEOIS RELAUNCH

After successfully relaunching its oil category with a completely refreshed graphic identity, we developed the new Lefranc Bourgeois Acrylic range to meet the needs of painters and the requirements of modern painting, while offering more consistency to our brand.

The 50 exceptional shades are made in France and include 23 single pigments for increased mixability. The matte opaque ultra-covering Flashe Vinylic Emulsion palette offers 76 colours.

Its recyclable and reusable glass jar, available in sizes 125ml and 400ml, is a more sustainable choice for artists. The range also includes a new 80ml tube, which offers painters the opportunity to try new colours in smaller doses or transport it outside the studio.





GOVERNANCE

Colart is committed to enhancing its governance and compliance structure across the group and continuing to develop an in-house agenda covering anti-bribery and corruption, competition law and data protection as part of a wider emphasis on its code of conduct. The UK-based finance team has been restructured to create a more aligned model to enhance controls, which has been reinforced by the updating of Colart's Financial Control Framework.

SUPPLY CHAIN

The company worked to reduce its portfolio over 2018 in order to capitalise with suppliers. At the same time, part of our supply chain strategy is to have alternative suppliers for critical components and raw materials to ensure supply. This year we will strategise our raw materials because regulatory and resource-scarcity will impact us in the near future.

Colart continues working with Sedex and alternative supply chain tools such as BSCI or Ecovadis, to ensure that the company continues to drive transparency in our supply chains. Our internal RFI also provides a tool to assess our suppliers.

We are bringing our websites in-house. This will mean we can work with more flexibility, efficiency and self-sufficiency, saving time and money.

DIGITAL

We are bringing our websites in-house and will host them all on WordPress, where the digital team build and maintain them, rather than external agencies. This means we can work with more flexibility, efficiency and self-sufficiency, saving time and money. This is the more sustainable option as the business grows and allows us to use programmed languages that run faster, on up-to-date servers that give us huge performance gains.

B2B PORTAL

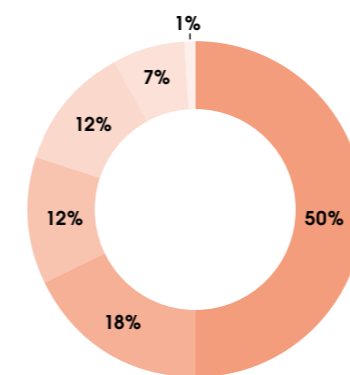
Colart is creating a B2B portal that removes the need for paper-based orders, to help smaller customers and retailers order online more easily and efficiently.

MIGRATING OUR INTRANET TO WORDPRESS

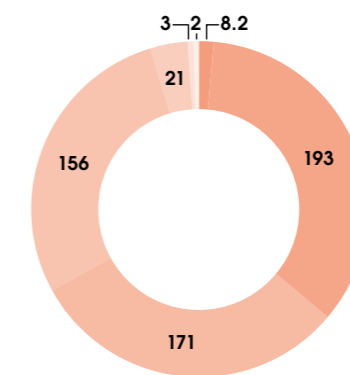
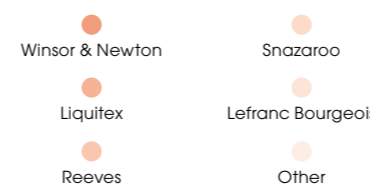
We are revamping our intranet to make it the main destination for employees for business-related news and information.

CONSUMER CARE

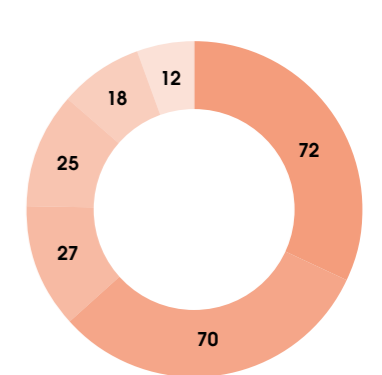
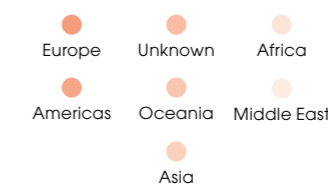
Out of all 11,980 questions received by the consumer care team globally, over a period of 8 months, 4.7% were related to regulatory and sustainability. This helps to give us direction and know what is important to our consumers. In particular, we have seen a rise in the interest of vegan products and the use of plastics.



Regulatory and sustainability tickets received per brand



Where did these regulatory/sustainability tickets come from?



What themes did these regulatory/sustainability tickets have?



Facing page: Watercolour washes, at the lab in Le Mans

Right: Our chemists always have products at hand



NEW PRODUCT DEVELOPMENT

WINSOR & NEWTON'S MARKERS RELAUNCH

Colart is swapping the clamshell packaging for plastic boxes on the Winsor & Newton 6-pack and 12-pack sets, reducing plastic packaging by almost two thirds. This also makes it easier for us to ship it around the world.

THE LIQUITEX RELAUNCH

The new Liquitex bottles are fully recyclable and reusable, as the design allows for easy cleaning. They are also made with FSC cardboard, with standardised thickness to help drive affordable prices. We have also re-used existing components within our current packaging portfolio to improve simplicity for operations.

PACKAGING DESIGN AND ARTWORKING

Agency expenditure is being reduced by bringing all of our packaging artwork in-house and using artwork automation software.

We are reducing plastic packaging by almost two thirds on some products.



INSIGHT AND INNOVATION

STEP-CHANGED INSIGHTS AND INNOVATION APPROACH

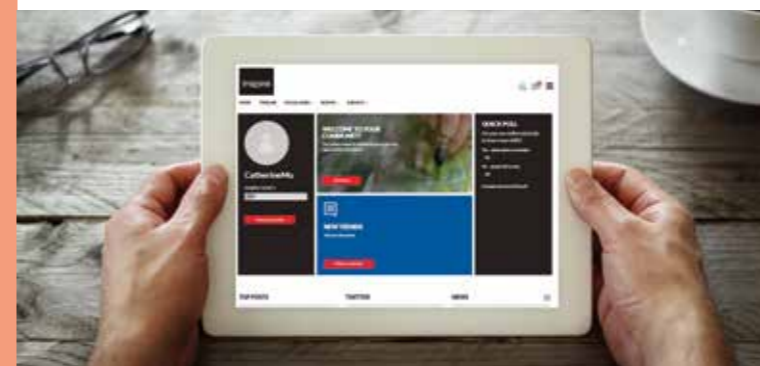
After years of having a lack of official data in the industry, we set up an insight framework.

We understood that an integrated view and analysis of consumer, customer, channel and category insights would be pivotal for creating business value and we also decided to explore how we use external partners to accelerate innovation.

LAUNCHING INSPIRE, OUR ONLINE CONSUMER PANEL AND COMMUNITY

Understanding consumer needs, attitudes and behaviours is more critical than ever before; young people have very different consumption patterns to their parents' generation and the environment is a common and pressing concern for them.

In addition to validating projects with our consumers, we also wanted to be aware of what we don't know. We wanted to find out how to encourage our consumers to talk to us about what's important to them. We also wanted to make sure we have access to the right people, so we launched our own consumer community panel.



Today, the community consists of around 2,100 people from the US and UK of all ages, including professionals in creative industries, fine art practitioners, students and members experimenting with creative expression for fun.

Members participate in specific research projects and share their opinions on various topics. We plan to expand the community to include other countries and languages.

Left: Winsor & Newton watercolour

Above: Homepage of Inspire, our online consumer panel and community

Above right: The blue dinner - one of our Innovate research projects with Central Saint Martins

INNOVATE UK'S SPONSORED RESEARCH WITH CENTRAL SAINT MARTINS

As Colart continues to build on its strong relationship with the University of Art London (UAL), we have embarked on a two-year research programme with Central Saint Martins. Hundreds of students from various disciplines, including fine art and fashion, will contribute ideas on how to use our products differently.

The programme is sponsored by Innovate UK, a government body that supports initiatives contributing to growing the UK economy.



BUILDING A DEDICATED TEAM FOR LEVERAGING SUPPLIER AND PARTNER LED INNOVATION

Capturing ideas and leveraging innovation from suppliers and partners, as well as building close relationship with companies driving innovation and sustainability solutions, will strengthen our global footprint.

In 2018, we created a new team dedicated to leveraging supplier and partner led innovation.

The team works closely with brand teams and other key stakeholders to understand the long-range strategy and make sure we have the right suppliers in our portfolio.

THE FOCUS FOR 2019

This year, Colart has been focused on further embedding and strengthening, as well as sharing more with key strategic partners and customers.

NEW PROJECT SPACE AT ELEPHANT WEST

Colart is working to reduce the carbon footprint of Elephant's print magazine to make the printing and distribution process as efficient as possible by reducing waste and developing a digital version. We are also preparing a food-themed issue for the summer, focused on sustainability.




At our new project space, Elephant West, we have built environmentally friendly operational routines. Fuel, our café-bar uses only biodegradable materials and promotes reusability by offering discounts to customers who bring their own cups. We recycle other materials and our suppliers have sustainability policies in place.

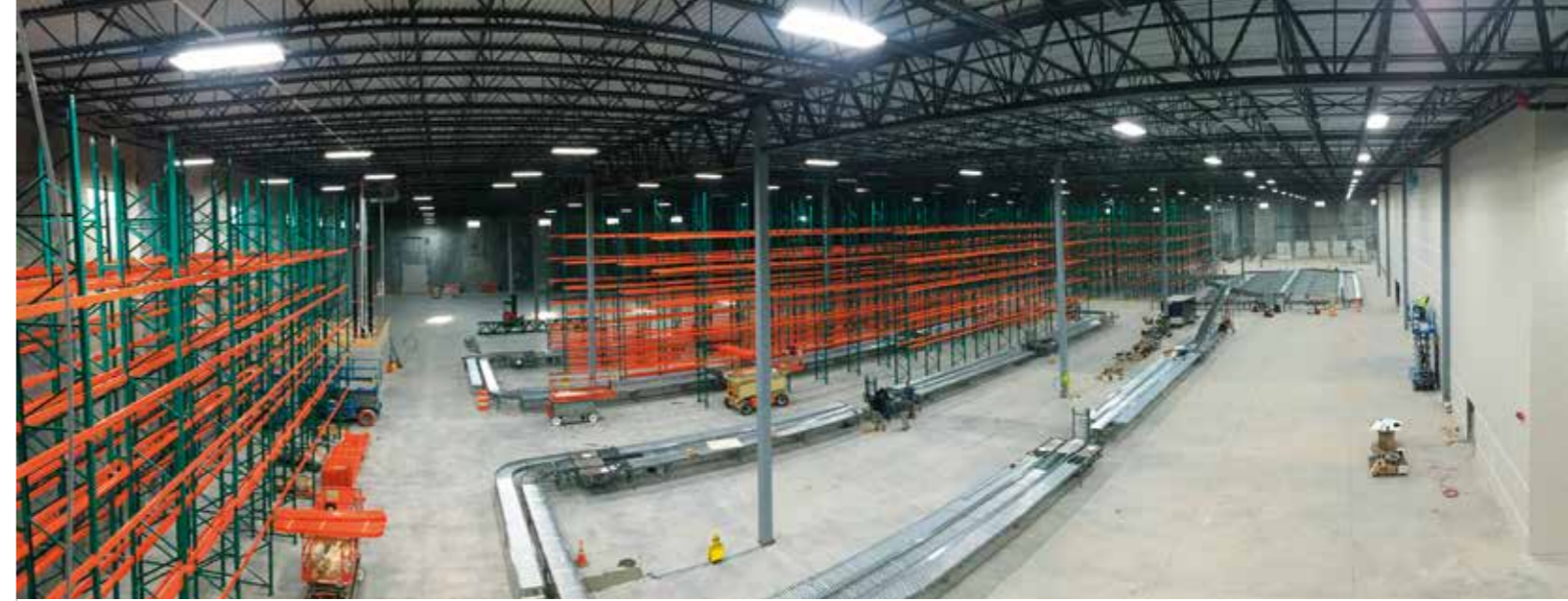
NEW DISTRIBUTION CENTRE IN THE USA

As we were approaching the end of the tenure on the lease, and US being our key market, our previous Distribution Centre did not provide storage and capacity required to fulfil the market. We were using third party warehouse space which added further costs to the DC.

The new DC gives us the opportunity to optimise e-commerce in the US, as well as providing a state-of-the-art warehouse for our employees to work in.

The business's new DC building has a few items that support energy sustainability. They are:

-  1. LED lighting throughout the entire facility, with motion sensor activation in the warehouse area
-  2. Additional insulation in the walls and roof
-  3. A HVAC web-based building management system operating the heating/cooling systems for efficiency.



At our new project space, Elephant West, we have built environmentally friendly operational routines.

Top: Our new distribution centre in Piscataway, opened in May 2019

Right: Elephant West, our art project space, opened in November 2018



People

OUR PEOPLE




We know Colart's people make a difference, and we value everyone's input whether as a leader, part of a team or an individual contributor. With this in mind, Colart continues to develop and boost our people's understanding of and engagement in sustainability, both inside and outside of Colart.

LEADERSHIP

Colart's leaders are responsible for setting an example for everyone in the company. We continue to embed the Colart Way, which outlines what we expect from leadership behaviours and management responsibilities. We do this through a number of routes.

LEADERSHIP LEVELS

In 2018 we clarified levels of leadership through a redefined leadership structure. The aim was for leaders to:

-  Have space to lead, with the right authority for making decisions
-  Feel empowered, thanks to a flatter leadership structure and clearer accountability
-  Have the right number of direct reports to avoid unnecessary hierarchies and improve communication.

MENTORING

Colart supports mentoring and has rolled this approach out across the group. The company operated more than 20 active pairs during 2018, and we have refreshed the programme this year to enable new people to join the programme.

LEADERSHIP DEVELOPMENT

We have continued to support the growth of our leaders. During 2018, we activated our bespoke Leaders for the Future programme, which focused on the leading of self, of others and of the business as a whole.

The 20 leaders chosen for this programme were recognised performers who had growth potential and were seen as ambassadors of our core values.

In 2019, we will activate our e-learning leadership development through the Colart Academy.

LEADERS PLUS

In 2018, Colart joined Leaders Plus, a social enterprise enabling talented people in the UK with young children to develop their leadership careers. It offers high-quality training, mentoring, peer support and access to role models, and aims to build a positive movement for change so new parents can thrive in leadership roles. We will continue to support Leaders Plus during 2019.

We know our people make a difference and we value everyone's input, whether as a leader, part of a team or an individual contributor.

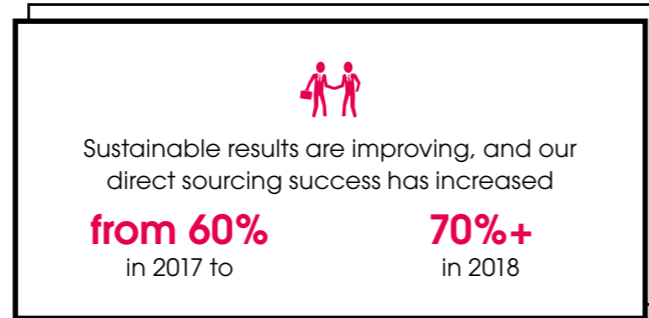
Facing page: Maxime Mayeux making water colour pans at our factory in Le Mans

SPLASH

While Colart retains its family feel, we operate on a global scale. For this reason, in 2018 we launched Splash (our global People System) across Colart with the aim of improving the global transparency of our business.

The Splash platform contains all people-related information and activities, and reflects Colart's value of openness. It features an automated onboarding process, holiday-booking functionality and allows employees to see who works where and what they do. Most importantly it allows people to recognise each other in real time through High Fives.

During 2019, we will use Splash to enable a global gender pay-gap analysis and expand it to incorporate an automated recruitment process. Splash Recruit will further enhance our multi-channel candidate journey, which puts candidates at the heart of everything that we do in recruiting.



Splash has helped to align our people with the Global Data Protection Regulations and during 2019 we aim to use this platform for the revised Code of Conduct to ensure everyone understands the expectations of the regulations and our code. We recognise the importance of being clear on our code and continue to support our online Incident Reporting platform, which is available in all languages.

HEALTH & SAFETY

Health and Safety is of vital importance to the physical wellbeing of people in Colart. The health and safety committee meets virtually, quarterly and when serious incidents take place, so we can investigate and use others' knowledge to best understand how we can make Colart a safe place to work.

E-learning is implemented as part of every employee's induction, which includes Health and Safety training. Our sites follow up any incidents with 'toolbox' talks to ensure all employees have awareness. Our Health and Safety committee is made up of members across the world and people are selected from the committee to conduct audits across sites.

Also, we completed a zoning exercise to improve safety across our manufacturing and distribution sites to segregate them depending on their risks. Staff are trained accordingly and issued a permit to work in these areas.

We aim to provide training on the risks associated with the whole area in which they work, not just limited to their daily tasks.

DIVERSITY AND INCLUSION

Colart monitors the diversity of our people and activates positive reinforcement in all aspects of the People Cycle to ensure diversity.



Our active support of flexible working continues to help us promote diversity and inclusion at Colart. We continue to enhance our digital opportunities, such as Business Skype and the Surface Hub, across the group. We believe the trust we place in our people through our flexibility strengthens their motivation and engagement.



WELLBEING

We pride ourselves on the business and Colart's people having mutual ownership of living our values. The company puts people at the heart of its operations, so creating a place based on respect and collaboration is of utmost importance. We value our social, physical and mental wellbeing, and focus on the whole person. We also adapt this on a local basis. For more details go to the 'Planet' section for news from our offices.

Whilst we continue to grow and promote our grassroots commitment to wellbeing, it is important that we operate a wellbeing calendar with initiatives covering all aspects in this area. These initiatives are adopted and adapted on a local basis by our 26 wellbeing ambassadors to suit each business unit across the world.

Colart believes that connecting to its own community is core to the wellbeing of employees, and we continue to support everyone spending at least one day with a charitable cause of their choice.

Above: Afro Djembel session in Le Mans, enhancing our physical wellbeing

| Planet



*Facing page: Winsor & Newton
watercolour paint French
Ultramarine with brush*

MADRID

Liquitex has participated in the new edition of Art Madrid, an important Spanish contemporary art fair, as collaborator for the #SomosKanva project.

Liquitex donated painting materials for Kanva during its visit to India and organised art workshops with the children. The materials are to be used for activities at the school "María Soliña," allowing the children a chance to paint murals. Now, we would like to fundraise through artists for the school with the help of Art Madrid.

The project is led by three non-profit organisations:

Kanva - an International aid network that works through artistic creations.

Shanga India - a charity who schools children from poor families in India.

Un Plato de Comida - whose purpose is to provide meals at a school in India. Its main goal is to meet the educational needs of children living in poverty, marginality or abandonment in the rural Orissa area in India.

The three organisations, together with Liquitex and Art Madrid, created an artistic challenge that will be followed with an online exhibition at the Art Madrid Market. The entire donation of sales will be given to the NGO Un Plato de Comida.

National and international artists including Carla Fuentes, Thomas Cian, Anwei and Julio Linares have united with this cause, creating and donating works that were later presented in a charity exhibition that raised over 6,000 euros entirely allocated to the three NGOs.

MINEHEAD

WELLBEING

At Snazaroo, we take our team's wellbeing very seriously and understand that a lot of factory work can be repetitive.

With Colart's Wellbeing and Culture Collective programme, the team is encouraged to take part in activities, which are centred around physical, mental and social themes. The majority of our events, including skittles, ten pin bowling, quiz nights and bingo, have a focus on socialising.

Other activities for 2018 included archery, breakfast club, fruit weeks, Cardz4Kidz, sausage sizzles and home safety awareness.

These events allow colleagues to bond and build on their professional relationships.

SUPPORTING OUR COMMUNITY

As a team, we have supported and raised money for various good causes throughout 2018, including:

- Race for Life and Pretty Muddy for Cancer Research UK
- Our local foodbank
- ActionAid
- Children in Need Appeal
- Marie Curie
- Macmillan Cancer Support
- Brain and Spine Foundation
- Bristol Children's Hospital Charity
- Movember Foundation

KEEPING OUR TEAM SAFE - NEW HEALTH & SAFETY HANDBOOK

In 2018, we launched our Health and Safety handbook. Our guidelines and protocol are now all in one place. The handbook was specially designed for the Snazaroo team to use as a reference and to aid the training process.

PARIS

CHARBONNEL SPACE TRANSFORMATION

Colart's Charbonnel location, the company's Parisian headquarters, underwent renovation in 2018 to adapt three rooms to the team's needs and to the Creative Community Engagement plan.

It offers team members a dedicated meeting room, workshop and office, that will be used to host dedicated workshops for partners including the Centre Pompidou Museum, as well as professional artists.

THE BEAUX-ARTS DE PARIS PARTNERSHIP: WORKSHOP FOR CHARBONNEL AND LEFRANC BOURGEOIS OIL PAINT

Continuing our decade-long legacy of educational sponsorship for the Beaux-arts de Paris (Paris Fine Arts School), Colart France's Engagement Department has repositioned our partnership with the institution, placing our chemical innovation at the forefront of our strategic positioning.

In 2019, in preparation for Lefranc Bourgeois' 300th celebration in 2020, the Beaux-arts invited the company to create two product-specific workshops at the arts school, one for the painting students and one for the engraving students, combining art and science.

Lefranc Bourgeois sparked printmaking experimentation and creativity in a bespoke, three-day programme, where students and teachers made single-proof prints.

Their experiment produced 100 pieces by 15 students in only three days, which were exhibited at the school. This was a great achievement that confirmed that printmaking is on trend, with Charbonnel/Lefranc Bourgeois as key players.



Colart's Parisian site has been thoroughly refurbished to give more space for employees and the creative community.



LE MANS

The Le Mans plant is focusing daily on sustainability activities as part of the ISO1001 standard.

2018 was an important milestone, with the new re-organisation of the production layout to simplify and improve the flow of materials, goods and working conditions. The new Le Mans production team is taking action to continually improve safety and sustainability over the coming years. Wellbeing also continues to expand with new activities being implemented, similar to the "Congés Solidaires" in 2018. An employee went to Peru during her vacation to train women on computer usage.



LOWESTOFT



GOVERNANCE, ETHICS & COMPLIANCE:

The company has recorded a non-disclosure agreement with top suppliers, and put in place an up-to-date contract for key commodities that promotes ethical sourcing according to legislation.



PEOPLE & SOCIETY:

The canteen has been re-designed to accommodate a wellbeing space for staff to relax during break times. We promoted the global initiative for Mental Health Awareness Month 2018 by sharing our initiatives with colleagues on a global scale.



SERVICES & PRODUCTS:

The company worked with one key supplier to introduce a water-base solution for dipping handles, as part of Colart's sustainability journey and development.



PACKAGING:

We also changed a packaging supplier from overseas to UK-based, which helps us to reduce our carbon footprint. It also helps improve quality as well as reduce costs and waste by rationalising packaging for a set of Liquitex products.

Above: The team who helped the Le Mans factory to achieve the ISO9001 standard

Facing page: Green pigment in the weigh room in Le Mans

TIANJIN

Sustainability in Tianjin during 2018 mainly consisted of internal engagement and external community reach.

INTERNAL ENGAGEMENT

Colart carried out a survey in 2018 with all departments helping us collect 30 ideas for continuous improvement. Since then, two thirds of the ideas generated in the survey have been actioned.

EXTERNAL COMMUNITY REACH

We have helped charities and art education within communities close to our sites in a variety of ways through our Community hour programme:

- Worked with the Yi Tong children's education institute to call on the volunteers to provide continuous sensor integrity training for the orphans of Tianjin Welfare to aid their recovery. Over the course of a year, the children started to demonstrate higher balance and focus abilities than the other children at Tianjin Welfare house.
- Donated our products to the Red Cross for the Little Mask charity event for unwell children.
- Donated acrylic products to a charity institute for wall painting.

Colart's social mission is to educate people about art and inspire children to think creatively and enjoy art:

- We participated in Peking University's 120th anniversary children activities with Reeves Products in April and June.
- Another huge focus for us is the Art Academic exchange. In 2018, we worked with the Tianjin Watercolour Association to organise the Tianjin-Beijing-Taiwan Senior Watercolour artist academy workshop.

One idea in particular
**saved 30% cost in
waste removal.**

*Facing page: Sustainability themed
head office Christmas party*

Below: Wellbeing activity in Tianjin



KIDDERMINSTER

Our Site Maintenance Engineer, Steve Cooper, saw that by introducing a nylon washer into one of the steel load-bearing arms of the carousel equipment, he could extend the life of the part indefinitely.

SAVING ELECTRICITY BY SWITCHING TO LED LIGHTING

By changing our lighting in B warehouse to LED from the old style tubes, we have saved 27% KW per annum, which equates to lighting more than 16 average houses per year. White light is more akin to natural daylight, and therefore kinder on the eye, and its motion activated so only on when needed.

CAN WE REDUCE OUR CARBON FOOTPRINT BY 10%?

This year we are making efforts to reduce our commuting carbon footprint by encouraging staff to car share, walk or cycle to work at least one day a week.

INSPIRING EVERY ARTIST

This year we have donated over 10 pallets of mixed stock to schools and children's groups, day-care centres for homeless and/or vulnerable people and local hospices.

**We have saved 27% KW
per annum, which equates
to lighting more than 16
average houses per year**

Kidderminster



HEAD OFFICE

At Head Office, we encompass sustainability in our wellbeing activities all year around. The highlight of 2018 was our local Christmas party, which we planned around the theme of sustainability.

All decorations were made of recyclable materials, activities were planned around our own discarded products, and food was provided by local companies and our own people.

The Culture Collective and Wellbeing Ambassador of our site have partnered to offer other activities such as free yoga sessions, card-crafting for Cardz for Kidz charity, Walk to Work Day, a Halloween bake-off competition, an Art and Mental Health talk, and our traditional Easter Egg Hunt in the office.



MEASURING THE IMPACT OF THE DISTRIBUTION OF ART MATERIALS

Colart has been running its charity donation programme for the last 13 months. In addition to working with the RSA (Royal Society of Arts), we have been offering a range of support:

- Helping over 200 charities in the UK, Europe and the US.
- Donating to schools, mental health charities, homeless charities and women in prisons.
- One charity donated to is Paradise Cooperative, an educational charity based in Wandsworth, London.
- Brendan Conway, is a fellow of the Royal Society for the encouragement of Arts, Manufactures and Commerce (RSA). Brendan received a grant from the RSA to measure the social impact of our art supplies donations in a qualitative way.

“I have been inquiring in an entrepreneurial way into how to address the problem of the decline in art-related funds in UK education. It’s important to measure this impact through qualitative research, in order to build a sustainable gifting programme. With the help of a grant from RSA Catalyst, Paradise will explore the social impacts of this partnership with Colart and investigate ways to scale up and enable more participation in the arts across the UK.”

Brendan Conway
on the importance of art in education,
and the impact of Colart’s donations

Collaboration

Internal Sustainability Awards

At Colart we try to encourage sustainability at every level. That's why in 2018 we decided to create the Internal Sustainability Awards.

To celebrate the engagement and achievements of people in the business, we asked our leaders to nominate employees for the following categories. More than 78 employees were nominated across the world, and the final winners were:



BEST EXTERNAL COLLABORATION

(retailers, consumers, charity)

Recognising people who go the extra mile to ensure the success or indeed value of Colart in the community.

2018 Winner: Stephanie Nebbia (HO)



BEST SUSTAINABILITY IDEA

Recognising the person who has acted to increase business growth while reducing our business footprint.

2018 Winner: Antoine Sauvage (Spain)



BEST LIVING COLART VALUES

Recognising those who live our values in everything they do.

2018 Winner: Frank Bi (Tianjin) and Amanda Herman (USA)



BEST INTERNAL COLLABORATION

Recognising people who lead by example in the way they work with others, and create a real sense of belonging in Colart.

2018 Winner: Johanna Irigaray (HO)



BEST COST-SAVING OR EFFICIENCY

Recognising the person who has made a real difference.

2018 Winner: Guillaume Cordier (Le Mans)

Report in brief

Colart's strategy has changed, and the business has quickly aligned with the new aim and so has Colart's sustainability agenda.

- We continue to work on increasing transparency in our supply chain and our procurement teams are building on the roadmaps of 2018, to incorporate sustainability into our procurement process.
- Our charity donation initiative goes from strength to strength, and this year we will be looking at measuring the tangibles of this initiative by further embedding our sustainability strategy.
- The decrease in plastic for our markers packaging, proves that we can decrease single use plastic for our products and we will be looking at further ways we can improve our packaging across our portfolio.
- We were able to capture a snapshot of our sites for this report, as this was the biggest critique of last years report.
- Our KPI's highlight the need for an energy strategy, in 2019 we will continue to analyse financially viable alternatives to fossil fuels.
- We continue to embed our strategy and focus on understanding SDGs and how they relate to Colart.
- Our people are core to our business. With our leadership programme and new organisational design, we are able to recognise the needs of our people.
- Our three key brands are working towards sustainable packaging and product innovation. With the help of our work on insights and innovation and consumer feedback, we can focus on what is important.
- The focus on insight and innovation will also help us understand our consumer needs. It is important to recognise current trends and impacts in order to meet our consumers' expectations.



colart

Sustainability Report 2018-2019

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