

GLENCRAFT

SINCE 1843

Glencraft Sustainability Policy

1. Purpose & Scope

Glencraft is a not-for-profit social enterprise, handcrafting luxury mattresses in Aberdeen since 1843. We are committed to operating in a manner that minimises environmental impact, supports our people and community, and ensures long-term resilience of the business.

This policy covers our environmental, social and governance (ESG) commitments across our operations, including design, sourcing, manufacturing, packaging, logistics and end-of-life considerations.

2. Sustainability Principles

Our approach to sustainability is built around five core principles:

- Durable craftsmanship and long product life.
- Responsible sourcing of materials and services.
- Efficient use of energy, water and resources.
- Waste reduction and circular practices.
- Positive social impact through dignified work, inclusion and skills development.

3. Environmental Commitment

3.1 Energy & Carbon

- We will measure and monitor energy use at our Aberdeen workshop and offices, including electricity and gas.
- We will work with our utility providers to reduce carbon intensity, prioritising renewable electricity where commercially viable.
- We will identify and implement energy-efficiency measures (for example, LED lighting, equipment upgrades, process optimisation) and track year-on-year consumption.

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3.2 Water Use

- We will monitor water use across our premises and identify opportunities to reduce consumption where material to operations.
- We will promote responsible water use among staff and incorporate water efficiency into any future site improvements.

3.3 Water, Packaging & Circularity

- We will minimise waste generation through efficient cutting, production planning and careful handling of materials.
- We will segregate waste and maximise recycling and recovery, aiming to reduce the proportion of waste sent to landfill year-on-year.
- We will review and reduce single-use plastics in our packaging, choosing recycled and recyclable materials wherever appropriate.
- We will design mattresses for durability, repair and long service life, extending product lifespan and reducing the need for replacement.
- Where appropriate, we will seek opportunities to reuse products and materials or support charitable redistribution before disposal.

3.4 Transport & Logistics

- We will plan deliveries to optimise routes and loads, reducing unnecessary mileage and fuel consumption.
- Where feasible, we will work with logistics partners to improve vehicle efficiency and explore lower-emission options over time.

4. Responsible Sourcing

4.1 Materials

- We will prioritise high-quality, responsibly sourced materials such as natural fibres and sustainably managed timber, consistent with our luxury positioning.
- We will seek to minimise the environmental footprint of adhesives, textiles and other inputs by engaging with suppliers on improved formulations and certifications where practical.

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4.2 Supplier Standards

- We will communicate our expectations on environmental responsibility, labour standards and ethical conduct to key suppliers.
- We will consider sustainability performance, traceability and compliance with relevant regulations when selecting and reviewing suppliers.
- We will favour UK and local suppliers where possible, to support domestic manufacturing and reduce transport impacts, subject to quality and commercial considerations.

5. Social Impact & People

As a social enterprise, Glencraft exists to provide meaningful employment and support to our workforce and community:

- We will offer dignified, fair and safe work for all employees, with appropriate pay, benefits and working conditions.
- We will invest in training and skills development, particularly in traditional mattress-making crafts, to preserve specialist knowledge and improve employability.
- We will promote equality, diversity and inclusion, ensuring non-discrimination and respectful treatment in all aspects of employment.
- We will continue to reinvest surpluses to support our social mission and community impact.
- We will continue to create meaningful employment opportunities for people who may otherwise face barriers to work, supporting independence, dignity and personal development.

6. Governance, Compliance & Transparency

- We will comply with all applicable environmental, health and safety, employment and product standards relevant to our operations.
- We will maintain a documented sustainability policy and an associated action plan, reviewed at least annually by senior management and the Board.

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- We will track progress against key indicators (such as energy use, waste, recycling rates and training hours) and update our actions as needed.
- We will communicate our sustainability commitments and progress to stakeholders, including customers, employees, suppliers and Royal Warrant authorities, in a clear and honest manner.

7. Objectives & Continuous Improvement

Glencraft is committed to continual improvement in sustainability performance. Each year we will:

- Set short to medium-term objectives (e.g. energy-efficiency projects, waste reduction, packaging changes, training initiatives) with clear owners and timelines.
- Review performance against these objectives and our key metrics.
- Update this policy and our action plan to reflect lessons learned, new best practice and stakeholder expectations.

8. Approval & Review

This policy is approved by the Chief Executive on behalf of the Board of Glencraft.

Policy owner: Chief Executive

First issue date: 22nd February 2022

Last review date: 20th May 2026

Next scheduled review: 20th May 2027.

Signed: 

Morven Mackenzie, Chief Executive

Date: 20/5/26.