



A photograph of a female teacher with dark hair and sunglasses on her head, wearing a light blue button-down shirt, sitting on the ground under a large tree. She is smiling and reading from a yellow book to a group of four diverse children sitting around her. The children are also sitting on the ground, which is covered with fallen leaves. The background is a lush green forest with sunlight filtering through the trees.

# THE LYRECO EDUCATION GOODNESS REPORT

2023

# What is Lyreco Goodness?

It is the underlying, golden thread woven through our business around being and doing the best for our stakeholders



Having experience in working in the educational sector for almost 15 years of my career and having four young children, I know first hand that educating children and young adults in sustainability and social responsibility is critical. We need an education system which equips students with the necessary competencies to face and address the climate and ecological emergency and deliver on climate justice, to avoid repeating mistakes of our past. Every organisation and all their employees have a responsibility to reduce their impact on society and on our climate, and no matter what children grow up to do in their lives, it will involve sustainability.

Lyreco has focused on sustainability for many years, either through reducing our impact as a business on the climate or through working with our suppliers to provide customers with products that reduce the impact on our planet. With a large portion of our customers that are in the education sector, we wanted to provide an overview of the work we do to support our education customers in the hope we can support others from educating you on our work in this area.

**Andrew Bryers**  
Head of Sustainability



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# PRIMARY SCHOOL

## BIRD BOXES

As part of our ongoing work with the local community, the Lyreco team were invited to work with Telford and Hollinswood Primary as part of their World Environment Day activity.

We had the idea of turning old waste pallets into bird box kits for the pupils to assemble new homes for the local birds. Our team cut the wood to size, created instructions and delivered the kits to the school. Pupils assembled the bird boxes, half of which were given back to Lyreco to put up in the area outside the office. The school also invited some of the Lyreco team to attend the school's Environmental Sustainability Assembly and talk about the project.



## DONATION OF CLASS SUPPLIES TO A LOCAL PRIMARY SCHOOL

Avril Taylor from our Education Sales Team donated exercise books, class supplies and general office supplies to Holy Trinity Academy in Telford.

## NEWPORT JUNIOR SCHOOL

Our Talent Acquisition team supported Newport Junior School on a career fair they organised for their Year 3 to Year 6 students. Students were told about the variety of jobs that we have at Lyreco that children may be interested in doing when they grow up. Nicola, from Lyreco said "The children were so enthusiastic about their future careers on this day, with lots of students wanted to visit Lyreco and meet our wellbeing dog Winston!"



## DONATION OF BOOKS TO LOCAL PRIMARY SCHOOLS

One of our colleagues, Tammy Clark has published a children's book *The Secret in the Rainbow*. Tammy has donated around 300 of her books to three primary schools in Shropshire to be given to children at the school including Apley Woods Primary School, Hollinswood Primary School & Nursery and Captain Webb Primary School



## SECONDARY SCHOOL

### YOUNG ENTERPRISE PARTNERSHIP

**Young Enterprise is a national charity specialising in Enterprise Education and Financial Education. Young Enterprise works directly with young people, teachers, volunteers and influencers to build a successful and sustainable future for all young people. Lyreco has been a corporate partner with Young Enterprise since 2018.**

Young Enterprise believes that the potential of the UK's young people is unlimited, and academic education is not enough. As a national charity, they motivate young people to succeed in the changing world of work by equipping them with work skills, knowledge and confidence.

To date, Lyreco has donated £120k, which has enabled them to run their Enterprise Day Programmes in 22 schools, Company Programme in 8 schools and support five regional finals. Lyreco's support has helped over 3,500 young people with career education, providing them with meaningful employer encounters and helping them to develop the skills they need for the future, bridging the gap between education and work.

"Lyreco staff have been amazing, giving up their time to bring our programmes to life volunteering in schools and being judges at the regional finals." -

**Keith Lee, Partnership Manager at Young Enterprise**



Find more  
information  
on Young  
Enterprise  
**here**







### OLYMPIAN MEET & GREET

Lyreco organised its first leadership day since Covid-19. The day took place in January and was hosted by Dr Jamie Barker and Professor Matt Slater, who delivered a packed programme of resilience training. As part of the day, we had the Olympian Holly Bradshaw talk to us about her experience with resilience in her sport, pole vaulting. During this part of the day we invited Idsall School, who are local to the venue, to listen to Holly and meet her after the talk.



### STAR AWARDS

As part of our commitment to the Education Sector and support of our customers, Lyreco invested in sponsorship of the Star awards at Star Multi Academy trust in Blackburn in March 2023.

Lyreco sponsored the category for most inspirational learner across the Star Family of schools. We had the pleasure of co-presenting the awards with Olympic Gold medallist James Cracknell. The awards were attended by students from all the schools in the trust. It was an inspirational event highlighting the great work students and teachers do across the Star schools.

# HIGHER EDUCATION

## LYRECO LAUNCHPAD

Investing in people through their education to increase enhance and support them moving into a career is important at Lyreco. This is why in 2023 we have started our Lyreco Launchpad programme. Initially we are trialling the programme this year with us employing one student for 12 months during their undergraduate placement year. We have worked with Aston University to employ this student, with the idea this can be repeated each year and hopefully expanded in future years. As part of the Launchpad programme, we are also working on a graduate scheme for 2024.

Within the Launchpad programme, we have invested £225,000 into an apprenticeship fund that we use to support 30 existing employees to become apprentices and gain further education, which is supported by several colleges and universities.

## WORK EXPERIENCE

Last year we supported ten under 18s work experience students from schools around Shropshire. Students spent a week in three or more departments in our Telford Head Office to get a taster of how different teams work within Lyreco. This year we already have filled our work experience places that will occur later in the year.

## LYRECO SITE VISIT

In October 2022, the compliance team were very pleased to host a visit of 22 students on different Environmental courses from Harper Adams University. They learnt Environmental management in practice with plenty of good examples on energy, waste and carbon emission reduction. A presentation on Lyreco UK environmental management, a tour of the NDC, solar PV and eco-garden completed the visit.





NEW PACKAGING  
100% PAPER

Clairefontaine



ZERO PLASTIC



# Trophée

The market's reference colour range

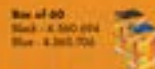
# SHOP OUR



# RANGE



The perfect ballpoint pen for filing notes with a 1.0 mm medium point. Made from 74% recycled material.



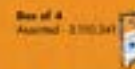
These BIC Bate ECOchoice mechanical pencils are certified by the NF Environment eco-label.



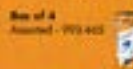
This HB, wood-free pencil has a built-in eraser. Made with 52% recycled material, certified by the NF Environment eco-label.



The best bullet nib writes with a clean fluid line. Available in black, green, blue and red. Made from 37% recycled material.



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Discover the range of BiC products made from recycled material

# REMANUFACTURED VS REFURBISHED

Circular Computing™ remanufactured laptops

PREMIUM QUALITY

Typical refurbished laptops

GRADED QUALITY



## CONSISTENT QUALITY

We remanufacture to BS 8887 Standards which means we guarantee this quality whether you buy 5 or 5,000 laptops.



## RIGOROUS TESTING

BSI Kitemark Certified 5+ hour Circular Remanufacturing Process produces products 'equal to or better than new' as required by the BS standards.



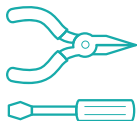
## LOW RMA

Our 360-point process ensures less than 3% RMA.



## 5 TREES PLANTED

We plant 5 trees for every laptop you buy.



## PRECISION ENGINEERING

With state of the art robots vs basic refurbishment.



## INCONSISTENT QUALITY

Varying grades and condition based on opinion means you will never be able to guarantee a standard of product.

## LIMITED TESTING

Varying levels of undocumented testing could mean you're using a laptop that has only been tested to turn on.

## HIGH RMA

Our customers tell us they experience much higher RMA with refurbished laptops.

# CASE STUDIES



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### HELPING TO END PERIOD POVERTY WITH HEY GIRLS

Hey Girls are an award-winning buy-one, donate-one social enterprise, creating plant-powered period products that fund the fight to end period poverty in the UK.

Set up in 2018 by Celia and her two daughters Kate and Bec as a kitchen table start up after experiencing period poverty themselves first-hand. With 18 wonderful employees, they've grown into a UK-wide operation with dispatch teams in Scotland and Norfolk.

They work collaboratively with Lyreco to support a range of schools, colleges and universities across the UK and to promote period equality, period product access and period education.

Hey Girls have also created some comprehensive lesson plans for teachers to use with students of all ages about periods. These lesson plans range from games like "period bingo" to more detailed information about female anatomy. They also have education packs for parents and carers.

#### Samantha McIlvogue

Director of Learner Services at Grip Llandrillo Menai, Grip Llandrillo Menai oversees three of the largest colleges in north Wales, with more than 30,000 students studying a range of courses on both a part-time and full-time basis.

"The launch of the new home delivery services means that our learners now have access to free sanitary products, which are delivered straight to their homes in a discreet way. Being able to order products for free online, delivered to their home, will ensure that learners do not miss out on any college time and they can participate fully in society."

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# LYRECO YOUNG APPRENTICE PROGRAMME

## SUPPORTING THE FUTURE WORKFORCE

The Lyreco Young Apprentice Programme, in partnership with **Peabody Community Foundation**, was designed to help students in London learn more about the world of work and help raise their aspirations for the future.

**Peabody** has more than 150 years of history, experience and expertise as one of the oldest and largest housing associations in London. Its programmes support people in gaining the skills and capabilities needed to access employment opportunities. With Peabody's expertise in working with young people and Lyreco's wide industry experience, the programme provided an opportunity to develop the students' work skills, climb the ladder and identify which career path best suits their skillset and personalities.

The first Lyreco Young Apprentice Programme ran in 2020. To find out more details about the programme head to [why.lyreco.com](http://why.lyreco.com)



Scan here to read the full story







# REY

*The Conscious Choice*

**REY® IS NOT ONLY A PAPER BRAND, BUT AN AMBASSADOR WILLING TO ACT AND TO BE PART OF THE CHANGE.**

Not only the conscious choice for our sustainability credentials, but also through the projects which REY® is involved with across the UK with the National Literacy Trust. Our paper is making a real difference through our ongoing partnership.



## **PROUD OF OUR PARTNERSHIP WITH NATIONAL LITERACY TRUST**

We support the NLT's mission to create better futures by helping children in need develop the literacy skills to succeed in life.



We want to create a stronger link to paper in the areas of **creativity, learning and development** – which we all know exist but need to be talked about a lot more.



We believe the NLT's cause is something we ourselves and our distribution partners both understand and can get behind – **it matters**, and it means something to all of us.



It matters because there are, in certain sectors of our society, clear issues with children in learning and development. We believe that we should, as manufacturers and distributors of paper, **together make a positive, nationwide impact** in this area.

**REY**  
*The Conscious Choice*





Pukka Pad

# Pukka Pad

## Recycled Project Book

200 pages of Premium Quality Ivory Writing Paper



- Quality Paper 80
- Manufactured for Easy Removal
- Five Dividers



# IT'S TIME FOR A POSITIVE CHANGE!

MAKE A CONSCIOUS DECISION AND SWITCH YOUR EVERYDAY NOTEBOOK TO THE PUKKA PAD RECYCLED/KRAFT RANGE

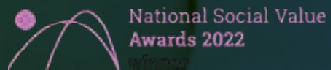
ALL NOTEBOOKS AND PADS ARE MADE FROM SUSTAINABLE MATERIALS



## LYRECO GOODNESS SUPPLIER SUPPORT PROGRAM

In order to play a small part in supporting these businesses, Lyreco launched the Lyreco Goodness Supplier Support Programme in 2021. The programme onboarded 10 VCSEs and/or Microbusinesses as 2022 Lyreco suppliers with a support package worth £25,000/€29,000 in social value as valued by the Social Value Portal.

The initiative backs businesses that align with Lyreco's CSR and environmental credentials and those that provide products and services in a similar field, namely PPE, hygiene, catering supplies, office furniture, workplace technology and general office supplies.



## OUR EDUCATION SUPPORTED SUPPLIERS



It's Our Planet Too- Tool Kits is a monthly subscription box aimed at children. Made for little eco heroes the letterbox gift is full of fun with exciting things to do to inspire children to love and care for our environment.

Each month will focus on a different theme and will include fun activities, news and information to connect children with our precious planet and inspire them to take action to protect it.

The packs are 100% sustainable and plastic-free

**Coming soon to Lyreco**



You can find out more about our Supplier Support Programme here



**WASTE TO  
WONDER**

Founded in 2002, Waste to Wonder is the ethical clearance provider working alongside some of the biggest companies in the UK to redistribute their redundant office furniture and equipment.

Their process, which includes their charitable programme School in a Box, has equipped over 1,200 schools in over 27 countries so far. They typically achieve 80-100% reuse for their customers, diverting furniture and equipment into their charitable pool which would have otherwise been sent to landfill or recycled.

**Coming soon to Lyreco**



**S'wheat**

### **SWHEAT WATER BOTTLES**

Their reusable, biodegradable bottles have been created using wheat straw, a form of agricultural residue. It's the stalk part of cereal plants that remains after they've been harvested. Wheat straw uses are limited — in some cases, it's used as a biofuel or commonly, as animal feed. The S'Wheat team plant a tree for every sale, and you can track its progress. The bottles come in a range of colours and can be branded with your school's name on it.

**Find out more here**





### FRANK WATER

Frank Water are working towards a future where the world's water sources are protected from the impact of the climate crisis. Their vision is of a global water system in which everyone, everywhere has enough safe water to stay healthy, sustain their livelihoods and unlock their potential.

Through the sales of their UK Spring water and refill services, funds go to support several global water projects. Since 2020, Frank Water launched their programme in the UK that aims to educate and inspire us all to better look after the world's most precious resource. If you're interested in working with Frank water on organising a workshop for your school, please contact us.

**Coming soon to Lyreco**

## OUR EDUCATION CHARITY PARTNERS

In 2022, Lyreco UK and Ireland worked with a selection of national charities for 12 months to support them, raise funds and communicate them externally. For 2023, we will be supporting four charities, three of which are UK based and linked with one of our key product categories, and a fourth being our Irish charity partner.

Our support for each charity partner isn't just about raising funds, Lyreco aims to support these charities further through a range of external communication and activities, offering business advice or asking these charities to present to our employees the issues they lead on, such as mental health, homelessness and suicide.





## MANY OF OUR CHARITIES SUPPORT EDUCATION INITIATIVES, INCLUDING:



Mental Health Foundation - Since 1949, the Mental Health Foundation has been the UK's leading charity for mental health. With prevention at the heart of what they do, they aim to find and address the sources of mental health problems so that people and communities can thrive. Mental Health Foundation is linked with our Tech, Print and General Office Supply Categories.

The Mental Health Foundation provide several resources that are available on our website free of charge, but with an encouraged £5 donation for each download from those who are able to do so. Some of the resources that focus on children in education include:

- Becoming a Man- BAM aims to support the personal development and wellbeing of young men aged 12 to 16.
- Feeling Our Way - Feeling our Way provides care-experienced young people with a package of support of digital and physical resources to improve their coping strategies and feelings of social connectedness during the challenging COVID-19 pandemic.
- KidsTime Workshops – These provide a fun and safe environment for families affected by mental ill-health to come together and learn how to support each other.
- The Peer Education Project - The Peer Education Project (PEP) is a secondary school-based educational programme that gives young people the skills and knowledge they need to look after their mental health, and also their peers'
- U OK? is our university, college and sixth form based project that aims to give students the skills they need to look after their mental health

**Find out more at [www.mentalhealth.org.uk](http://www.mentalhealth.org.uk)**



Pieta - Our Irish charity Pieta provides a free, therapeutic approach to people who are in suicidal distress and those who engage in self-harm. In 2020, Pieta delivered over 52,000 hours of intervention and bereavement counselling. They managed over 70,000 crisis support calls and texts through their 24 freephone helplines and directly supported more than 600 households devastated by the loss of a loved one by suicide.

Pieta have a number of free resources available to schools in Ireland. The Resilience Academy offers programmes for secondary school students aimed at equipping them with emotional resilience tools.

Skills training programmes aim to increase protective factors such as coping skills, problem solving, decision making, and cognitive skills. While these programmes don't directly target suicide, by targeting risk factors and giving youth important skills, the goal is to prevent the development of suicidal behaviour. For more information please go to Pieta | Resilience Academy

Schools can also register to go on their Amber Flag Initiative. This initiative recognises the individual efforts of primary and secondary schools, youth outreach, third level institutions, community groups and clubs to create healthy, inclusive environments that support mental well-being. Uniting these groups in their efforts, working together toward a happier, healthier Ireland and eradicate the stigmas associated with mental health issues. Pieta | Amber Flag Initiative

**Find out more at [www.pieta.ie/](http://www.pieta.ie/)**

## OUR COMMUNITY PARTNERS

Lyreco partners with many great national organisations that have a similar passion for supporting our communities with a focus on sustainability and social responsibility.

The following community partners have strong links in the Education Sector and by supporting these initiatives and introducing them to our customers we believe that involved all can benefit.



## ABC life support

ABC Life Support CIC is a Social Enterprise training company providing interactive and engaging First Aid and Mental Health First Aid training across the UK. They are passionate about delivering this life-saving training to all and are working towards a day when everyone can gain this access.

Their Social Enterprise model works by providing organisations with mandatory health and safety training. Through partnerships, they then offer parents and those with low social/economic mobility the opportunity to access life-saving skills. The impact comes in two parts: those who gain the knowledge to save a life and providing free of charge or discounted training to impact partners.

**Find out more**

## valuematch

Value Match believe in creating sustainable prosperity through positive commercial interventions that support responsible and inclusive growth for both individuals and organisations.

As a key Community Partner to Lyreco UK & Ireland, they are experts in matching the social impact outcome requirements of Lyreco's customers with key projects and themes to deliver practical improvement solutions for people, our planet, and its communities. They focus where help is needed most and ensure measurable outcomes are achieved whilst complying with legal, regulatory and policy obligations.

**Find out more**

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The Carbon Literacy Project offers everyone a day's worth of Carbon Literacy learning, covering – climate change, carbon footprints, how you can do your bit, and why it's relevant to you and your audience. The Carbon Literacy Project is globally unique – there is nothing else quite like it anywhere. It was recognised as such by the UN at COP21, in Paris, where it was awarded as a TAP100, one of 100 worldwide Transformative Action Programs. Carbon Literacy (CL) is aimed at three distinct audiences – Those that live, Those that work, and, Those that study.

**Find out more**



Wee Seeds is a socially driven organisation, with a mission to bring positive mental health to all early years children, regardless of their circumstances. Whether it be at home or in the classroom the Wee Seeds Wellbeing Toolbox nurtures calm and connection for those who use it, as well as providing children with the skills they need to future-proof their mental health.

Children's mental health issues are a rapidly rising statistic and Wee Seeds believes that prevention is better than cure. In addition, Wee Seeds offer an employee benefits package which enables employers to support their families, helping to reduce stress, anxiety and burnout. Wee Seeds also offers a buy one, give one programme to support families who might not be able to.

**Find out more**



SOS-UK is a student-led education charity focusing on sustainability. We know environmental sustainability cannot be achieved in isolation so their work spans issues of justice and wellbeing as well. They believe in lifelong learning and work on sustainability across all forms of education from early years to workplace learning. They act as a support crew - facilitating, encouraging and mentoring people wherever they are on their sustainability journey in sustainability. They deliver meaningful programmes and campaigns that enable students and society to act on sustainability. Their programmes include:

- Alcohol, Drugs and Student Wellbeing
- Green Impact Students' Union – Their UNESCO award winning change and engagement programme for Sus.
- Responsible Futures – a framework for embedding sustainability in learning.

Teach the Teacher - an international, youth-led campaign bringing students into their schools to talk to their educators about climate change.

**Find out more**



## LYRECO FOR EDUCATION

Lyreco for Education is an international charity set up by Lyreco Group in 2008 to raise funds from the 25 Lyreco subsidiaries around the world. Through the Lyreco For Education programme, Lyreco employees develop fundraising actions to give children in developing countries better access to education. The objective is to increase school enrolment and reduce dropout rates by improving the quality of education and learning conditions.

### CAMBODIA 2019-2022

Our project was in CAMBODIA. Since January 2019, our 12,000 employees were taking action to raise 1 million euros to directly support children and teenagers enrolled in primary and secondary schools in North-Eastern Cambodia.

In partnership with CARE, Lyreco aims to improve the quality of education and learning conditions, in particular for ethnic minorities, with the following targets:

- 11,000 children supported
- 26 schools supported
- A boarding house built for 60 students
- 92 teachers trained in scientific and digital education
- 60 scholarships



To ensure the development of this project Lyreco works in partnership with the non-governmental organisation CARE.



## RESULTS

### DIRECT BENEFICIARIES

**10,934 students (5,368 girls; 976 children with disabilities) aged 6-15 years, enrolled in 8 primary and 18 lower secondary schools in targeted provinces**



**92 teachers and house parents**

### INDIRECT BENEFICIARIES

**18,522 School Support Committee members, students, parents and family members**





## ETHIOPIA 2023-2025

Our next project is in Ethiopia. Ethiopia is one of the 25 world's poorest countries and recently devastated due to war. 77% of schools have no sanitary infrastructure. Our objectives for this project are:

- Improve education in 10 schools based in Bahir Dar City
- Support 17,600 students, 400 teachers and 54,000 family members
- Commit to give €1,000,000



Find out more  
about Lyreco for  
Education here

## TAKING CARE OF **OUR PEOPLE**

At Lyreco, we are committed to investing in our people and creating and promoting a positive working environment in which employees want to work and excel. Some of the areas where we support our own employees with development opportunities include:

## IT'S OK TO TALK

WE UNDERSTAND  
THAT NOT **EVERY DAY**  
IS A GREAT WORKING DAY.

Our trained Mental Health First Aiders provide employees with confidential support for mental health issues, and emotional distress or can simply be a listening ear.







## GOLD MEMBERS

Lyreco are a Gold member of the Supply Chain Sustainability School.

Launched in 2012, the Supply Chain Sustainability School is a free learning environment, upskilling colleagues in their own time. Focusing on 17 key topics of Sustainability, as well as addressing topics in Procurement, Digital, People and FIR (Fairness, Inclusion and Respect).



## HIDDEN DISABILITY SCHEME

Lyreco is a corporate partner with the Hidden Disability 'Sunflower' Scheme. The Sunflower is a globally recognised symbol for non-visible disabilities, also known as hidden disabilities or invisible disabilities.

Not all disabilities are visible - some are not immediately obvious. They include autism, chronic pain, learning difficulties and mental health conditions, mobility, speech impairments, and sensory loss such as speech, sight loss, hearing loss, or deafness.

People with these conditions often face daily barriers, from a lack of understanding to negative attitudes. Our employees can choose to wear the sunflower badge to discreetly identify they may need more support. The scheme also provides training to our managers about how we can support these individuals in their work.



## TALKING MENOPAUSE

We are driving awareness of menopause and how it can impact people in a multitude of ways. To support our people, we are focusing on manager awareness training, support and guidance with upcoming FAQs that team members can access for themselves and their colleagues.

Menopause awareness training will become mandatory for all managers, and everyone will be able to access the training and webinars if they want to know more about menopause and how to provide the necessary support to colleagues.



## EMPLOYEE WELLBEING

At Lyreco, we are committed to creating and promoting a positive working environment in which employees want to work and excel.

We know many factors influence the health and wellbeing of our employees, and we have categorised these into four wellbeing pillars: Mental, Physical, Social and Financial wellness.

The Health, Safety and Wellbeing Team are involved in many wellness initiatives throughout the year, from coffee catch-ups, and donor registration drives to on-site nutrition, including regular visits from our wellbeing dog Winston.

Winston is a two-year-old Cavapoochon working towards The Kennel Club Good Citizen GOLD Award, having completed Silver in 2021. He is on-site typically three days a week, and colleagues can book time to sit with him.

# MAKE THE RIGHT CHOICE. **LYRECO IS PROUD TO**

SUPPORT  
**6600+**  
EDUCATION  
CUSTOMERS

PROVIDE  
**1440+**  
SPECIALIST EDUCATION  
PRODUCTS

DEMONSTRATED BY  
**90+**  
YEARS SUPPLYING THE  
EDUCATION SECTOR

WE ARE LYRECO. Your responsible workplace solutions partner. We have more than 90 years' experience and operate in 25 countries. We are proud to be an award-winning, socially, and environmentally responsible company who provide the highest standard of products, customer service and account management in our industry.







08000 85 85 85 (UK) | 1800 88 22 76 (Ireland) | [why.lyreco.com](http://why.lyreco.com)

Version 1: May 2023

A limited number of printed copies of this report have been made available for those with restricted digital access.

