

Tico Mail Works

Sustainability Report 2020

(published in March 2021)



Corporate Social Responsibility (CSR) is defined by the European Commission as

“the responsibility of enterprises for their impacts on society”

To fully meet this responsibility, the Commission states that, in addition to respect for applicable legislation and collective agreements between social partners, enterprises

“should have in place a process to integrate social, environmental, ethical, human rights and consumer concerns into their business operations and core strategy in close collaboration with their stakeholders, with the aim of maximising the creation of shared value for their owners/shareholders, other stakeholders and society at large, and identifying, preventing and mitigating their possible adverse impacts.”

This document demonstrates our efforts here in Tico Mail Works to do just that!

What inspires us



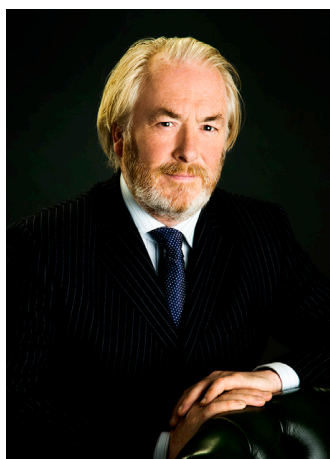
A Note on Sustainability Reporting from Business in the Community Ireland

This Sustainability Report was completed with the help of Business in the Community Ireland. We want to encourage SMEs to capture and celebrate their responsible and sustainable achievements to support competitive advantage, attract employees, engage their employees and enhance relationships with key stakeholders. This report is a collection of the responsible and sustainable practices in place in this company. This is not a certified or audited qualification to say that this company has reached a certain standard. The aim is for the company to leverage the good things they do to improve their company. What is in your Sustainability Report will be personal to you, and will depend on your size, operations, and location.

If you want further information on how to enhance your responsible business practices, contact Business in the Community at info@bitc.ie.

**BUSINESS
IN THE
COMMUNITY
IRELAND**

Welcome address from the Managing Director, Alex Pigot



Tico Mail Works has been in the bulk mail production business since 1985, and in that time we have gained an excellent reputation for quality, security and professionalism.

Our company strives to act in a socially and environmentally responsible manner at all times by following our principles, which, since September 2015, are the United Nations' 17 Sustainable Development Goals (SDGs). These Goals include two on which we place specific emphasis:

- SDG 5 – gender equality
- SDG 10 – equality for all

Our company strives to reach the highest standards and be a world leader in our industry. To that end we have been certified for:

- ISO 9001 – Quality Management
- ISO 27001 – Information Security
- ISO 14001 - Environmental Management

There are many practices in our business that reflect our principles, some of which are:

- We ensure that our work practices (e.g. our buddy system) enable employees to prioritise their families and home-life over work-life.
- We have a profit sharing initiative with all our employees - that means when the company does well, all employees benefits.
- We encourage connections between the employees and our local community– for example we run our own fundraising events (breakfast, sponsored events, whip rounds, competitions); these not only support local and international causes but also are great for team morale.
- We constantly try to make the company a place where work is enjoyable and gives satisfaction, and where each employee tries to reduce the stress of working by taking full responsibility for his/her actions and looking out for his/ her colleagues in the process. The focus of this effort is on our procedures and getting them right.

You will find more details of what we do and how we work in the report.

Alex Pigot,
Chairman & Managing Director

March 2021

Our Policies – Promoting Transparency

Our CSR Policy

We strive to provide an inclusive, warm and welcoming work environment where stress levels are managed and we do this by our commitment to respect the economic, social, cultural, political and civil rights of everyone involved in our operations as follows:

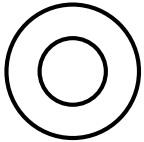
- To always, comply with all human rights legislation.
- To never discriminate.
- To never tolerate any form of harassment in the workplace.
- To provide the highest level of health and safety in the workplace and create a healthy and safe work environment for each employee.
- To give employees fair remuneration for work carried out.
- To always ensure that Tico Mail Works working hours and remuneration are fair and comparable to those offered by similar companies.
- To actively educate and train employees and allow for continued personal development.
- To continually provide employees with equal opportunities regardless of their gender, age, marital status, sexual orientation, disability, race, religion or national origin.
- To always continue to treat our suppliers in a fair, just and ethical manner.

“Our flat organisational structure allows us to maintain a level of highly skilled technical workforce. In turn the lack of management layers keeps our overheads low”



Doughnut Principles of Practice

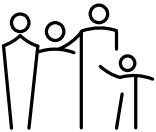
In order to ensure the integrity of the ideas of Doughnut Economics as they are put into practice, we have turned the Seven Ways to Think, and the five key design traits of organisations, into the Doughnut Principles of Practice. We ask that these principles are followed by any initiative that is working to put the ideas of Doughnut Economics into practice.



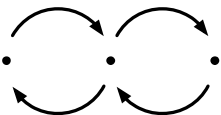
Embrace the 21st century goal. Aim to meet the needs of all people within the means of the planet. Seek to align your organisation's purpose, networks, governance, ownership and finance with this goal. Expect the work to be challenging, innovative and transformative.



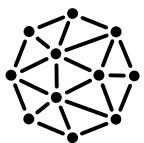
See the big picture. Recognise the potential roles of the household, the commons, the market and the state – and their many synergies – in transforming economies. Ensure that finance serves the work rather than drives it.



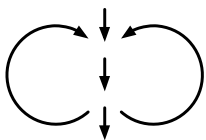
Nurture human nature. Promote diversity, participation, collaboration and reciprocity. Strengthen community networks and work with a spirit of high trust. Care for the wellbeing of the team.



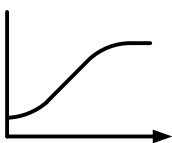
Think in systems. Experiment, learn, adapt, evolve and aim for continuous improvement. Be alert to dynamic effects, feedback loops and tipping points.



Be distributive. Work in the spirit of open design and share the value created with all who co-created it. Be aware of power and seek to redistribute it to improve equity amongst stakeholders.



Be regenerative. Aim to work with and within the cycles of the living world. Be a sharer, repairer, regenerator, steward. Reduce travel, minimize flights, be climate and energy smart.



Aim to thrive rather than to grow. Don't let growth become a goal in itself. Know when to let the work spread out via others rather than scale up in size.

Customised Mailing Solution



Tico Mail Works

What we do

- ✓ Data Processing & Management
- ✓ Mail Pack Assembly (Machine & Manual)
- ✓ Print Personalisation (Colour & Mono)
- ✓ Invoice & Statement Printing
- ✓ Pick & Pack
- ✓ Digital Colour Printing
- ✓ Plastic Card Printing
- ✓ Website Design & Creation
- ✓ Kitting and Logistics
- ✓ Brochure and leaflet design
- ✓ Document Scanning Service
- ✓ Postcoding/Eircoding Address Data
- ✓ Permission E-Mail Campaigns
- ✓ Electronic Billing
- ✓ Postage Management
- ✓ Undeliverable Mail Management
- ✓ Hybridmail
- ✓ Print Management
- ✓ Inkjet printing
- ✓ Envelope Printing

We believe that there are a number of key areas where Tico Mail Works has a distinct advantage over our competitors. These are as follows:

- Quality of Service – we are ISO 9001, ISO 27001 and ISO 14001 certified
- Technological Expertise – our operators maintain our machines and our IT department writes our own software
- Tico Mail Works Operating Procedures – our procedures ensure an error free environment
- Our Clients - are blue chip – government, banks, national utilities and retailers, multi-nationals
- Approval to Offer Postal Discounts – we are a ComReg approved postal service provider
- Trusted by Local Authorities and Government Departments such as



Our Operations

Employees:

Full Time Employees: 38

Our Main Operations:

Tico Mail Works has over 30 years' experience in bulk mail production. Our core operations are to produce letters, invoices and statements, to fold and insert them in envelopes and then to prepare them for An Post to deliver.

Our Customers:

We are the approved mailing house for such leading companies as AIB, Hewlett Packard, Panda, Diageo, Super Valu and many more.



All things considered, it's
SuperValu



Dublin City Council
Comhairle Cathrach Bhaile Átha Cliath



An Roinn Talmhaíochta,
Bia agus Mara
Department of Agriculture,
Food and the Marine



MERCER

MAKE TOMORROW, TODAY



Our Location:

Unit T8 Maple Avenue, Stillorgan/Sandyford Industrial Park, Co. Dublin A94 RT20, Ireland

For More Information Contact:

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Our Vision and Values Statement



Our vision and values statement

Our guiding vision

To be world class, be the best and most dependable bulk mail production service in Ireland.

Our Mission – *what helps us to achieve our vision*

- Peace of mind for our customers
- Highly skilled and motivated workforce who are dedicated to quality
- Acting in an ethical and responsible manner
- Competitive pricing for an elite service

We are committed to delivering to customer expectations

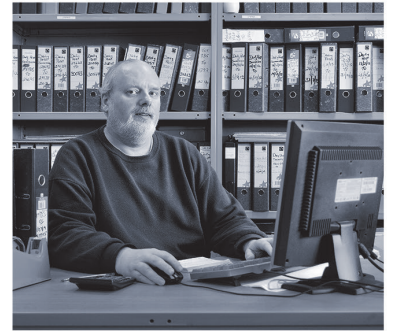
- Assurance to deliver what we say we do
- Efficiency to offer the fairest, competitive rates in the business
- Excellence in service and quality
- Innovating to adapt to future needs

Tico Mail Works is built on our four pillars

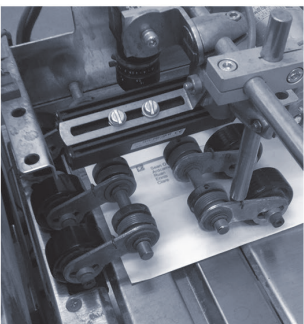
Our Four Pillars – what lifts us up and makes us who we are:

- Our employees
- Our suppliers
- Our customers
- Our community

Our Employees and Workplace Policies




Tico Mail Works
Your Mailing Solutions Expert



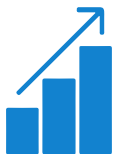
Our Employees and Workplace Policies

Tico Mail Works - The Work Environment



The Buddy System

We operate a “Buddy System” in Tico Mail Works whereby we pair up all roles within the organisation. We ensure that at least two people are trained in every area to cover each other when needed. This reduces stress when it comes to taking leave (annual, sick, maternity etc.). It also ensures minimal impact on production and customer orders.



Profit Sharing

There is a sharing culture within Tico. We provide a profit sharing scheme in which all employees participate. When Tico is doing well, the employees do well too.



Well Designed Work Instruction

Our systems are highly structured with over 40 clear operating procedures. This promotes traceability in our service provision for our customers and ourselves, reduces errors, and improves efficiencies - achieving a high quality for our customers and job satisfaction for ourselves. This clarity also aids good working conditions for employees.



Employee Retention

We have good levels of employee retention. Our employees stay with us; those that leave have a tendency to return after working elsewhere.



Continuity and Job Security - Coping with Seasonality of the Business

The nature of our business means that certain times of the year are very busy while others are very quiet. We continually communicate these forecasts to employees. This workload pattern means that longer hours are required to be worked during the busy periods (September to November and January to June). However, it also means shorter days are available to enjoy the sunshine and to spend more time with family and friends during the summer and over the Christmas period.



Work-Life Balance

We encourage our employees to maintain a good work-life balance. As an employer, we are as flexible as possible to the needs of our employees. While we require that 6 weeks' notice is given for annual holidays, we recognise that providing time off for personal reasons at short notice is an essential for a good work-life balance. Our buddy system (see above) enables us to do this effectively. In addition, the seasonality of our workloads enables those with family or other commitments to work less hours in holiday periods. Furthermore, we have a 6-month leave of absence program for employees who wish to take a career break.



Communications

We regularly communicate to all employees both formally and informally about important issues – but particularly regarding forecasted workloads. A chart in the office visually communicates forecasted workloads each month and shows a six month forecast. If there is a particularly slow period we may have to reduce work hours. Not only is this visible from the forecast chart but also we have a companywide employee meeting about the forthcoming workload every two months.



Health & Safety

We have appropriate health and safety policies and procedures in place. On-the-job training is provided to all employees for maximum knowledge transfer of safety practices within our facility. We also have in place:

- A Safety Statement
- A Health & Safety Officer



Dressed for Work

We provide work wear for ALL our employees, t-shirts in the summer and fleeces for winter (though with Irish weather, employees can wear their fleeces and t-shirts whenever they like!).



Workplace Discrimination¹

For an organisation with 38 employees, we are proud to have:

- A multi-national workforce with 7v nationalities
- A similar number of religious backgrounds are represented
- An almost even split between male and female employees

Our policy is to continue to ensure that no person is discriminated against based on any of the nine grounds outlined in The Employment Equality Act, 1998 and the Equal Status Act, 2001. This includes in our recruitment and our daily practices.



Training and Development

We are a small company, with a flat organisational structure. However, we have many policies in place focused on the training and development possibilities within the organisation such as:

- Annual reviews
- Each year we give each employee a formal opportunity to express their wishes as to what direction they wish their career to take and what they would like to achieve for themselves
- Supported training and up-skilling
- We offer support and fund training for employees that is relevant to the job



Other Policies and Practices

Other policies, practices and documentation that we have in place include:

- IT & Security Policy
- Employee Handbook
- Exit interviews

¹ *Discrimination is described in the Acts as the treatment of a person in a less favourable way than another person is, has been or would be treated. The nine grounds are gender, civil status; family status;

Our Environmental Practices and New Environmentally Responsible Service

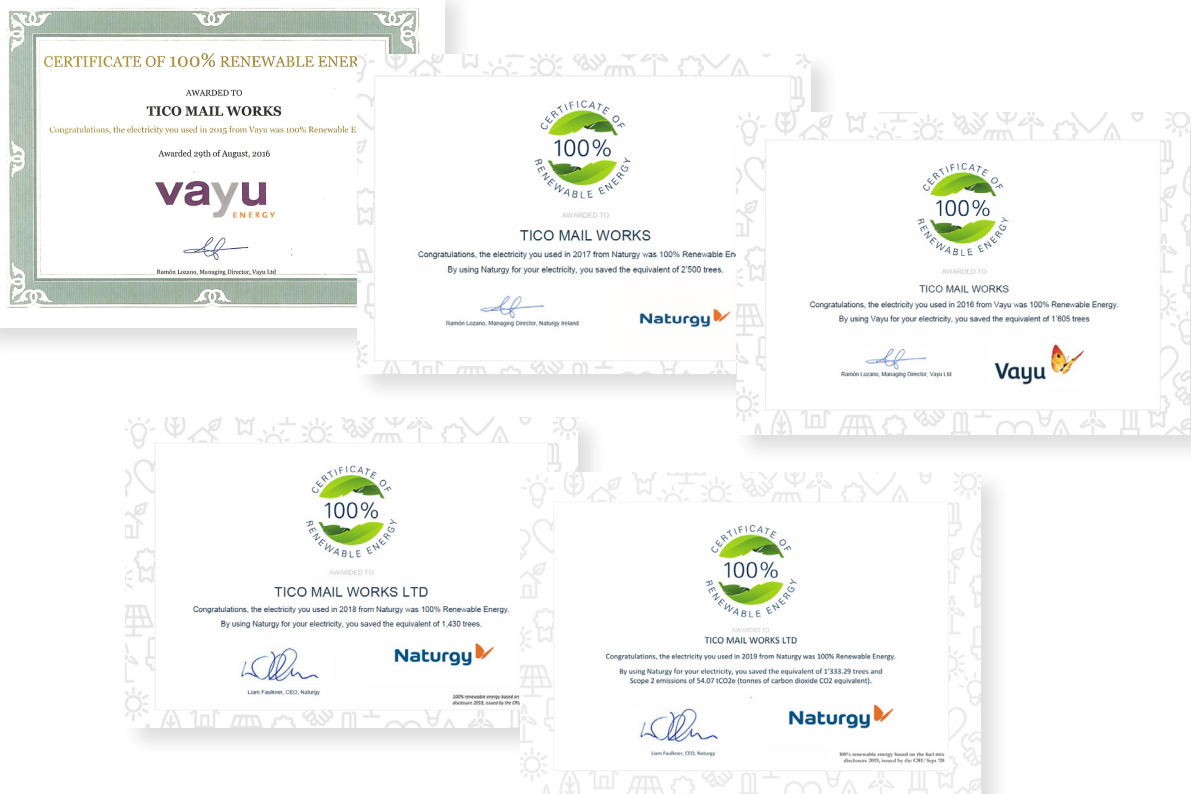
Our Environmental Practices

Tico Mail Works - Environmental Practices & Policies

Energy Consumption



Since 1st January 2015 - all our energy now comes from renewable resources:



LED Lighting



In 2019 we installed energy efficient LED baton lighting in the warehouse and offices. The effect has been two fold. Firstly our energy consumption has dropped by 40% and secondly the light emitted is brighter than we had





Electric Car Chargers

We run an 'employee renewable energy car to work' scheme which since its inception in April 2018 has resulted in 9 of our 22 employees changing their fossil fuel run car for an electric only car. We hope by April 2023 that all cars



The Paper We Source

All of the paper that we use is FSC certified and compostable – i.e. paper which: (a) comes from managed forests where when trees are felled for paper production more trees are planted to replace them ensuring a constant sustainable and renewed supply of paper from the same forest area; and (b) comes from recycled sources i.e. paper which has already been used and is then collected (rather than being sent to landfill) and reprocessed to make recycled paper and (c) can be composted with other organic materials.



COMPOSTABLE
IN INDUSTRIAL FACILITIES
Check locally, as these do not exist in many communities. **Not suitable for backyard composting.** CERT # SAMPLE



Waste Minimisation Practices

We are continuously improving our waste practices through waste minimisation strategies. All pallets are returned to the supplier or collected by pallet re-use companies. Recycling is well managed within the organisation. For maximum data security and client confidentiality, all our paper waste is shredded on site – and is then sent for re-cycling to produce re-cycled paper. All our cardboard is baled and also sent for re-cycling. All our toner cartridges and batteries are recycled and we are currently looking at new opportunities to treat our waste streams as a resource, through the SMILE Resource Exchange.

smile :-)
Resource Exchange



Supply Chain & Transport

We try to strike a balance between our customer requirements and the cost to the environment. We have centralised our collections and deliveries by logistics companies which has enabled us to cut costs and reduce the associated environmental impact by ensuring minimal usage of these services.



Water Usage

Our sanitary water usage is minimised by reduce the volume required in our cisterns. Our drinking water is de-ionised using the publicly supplied water supply. No disposable cups are used



Communication

We will publish our Sustainability Report publicly on our website, as well as communicating this to other relevant parties within our marketplace and business community.

New Environmentally Responsible Services

Tico Mail Works - Hybrid Mail Solution

Our newest service (www.ticohybridmail.com) offers an “in-house from own desk” mailing service for our customers.

Our Tico Hybrid Mail services enable customers to send their mail directly to us from their PCs for us to print in Tico Mail Works, rather than the customer printing these letters (and inserts) at their own printer. We print the letters here in Tico Mail Works, along with any inserts required, we then envelope and post them. And we do this all for less than the price of the postage stamp.

This In turn, this will:

- Reduce energy costs - our equipment is designed for high volumes and efficiency
- Save time and additional documentation– there is no need to process any additional documentation to process orders
- Save transport impacts – our consolidated shipments keep transport requirements to a minimum
- Save toner - our equipment is designed for efficient use of toner
- Save costs – we print the letter, supply the paper and envelope and pay for the postage all for less that the price of the stamp if bought in a post office.

Digital Communications System For AGMs During COVID

Tico Mail Works - Hybrid Mail Solution

In this time of COVID it is not possible to organise a meeting in person and so communications which relate to such meetings must be put on paper or transmitted online. This can add to the costs of the meeting, especially where voting is involved.

We at Tico Mail Works have a solution which minimises those extra costs, and at the same time uses the opportunity to invest in a system which will increase the savings for further meetings by increasing the % of the total communications which can be done online (which is less costly) and decreasing the % of those which must be done by post (which is more costly).

What we do is send out by post a mail item to the invitees (members in the case of a credit union) a personalised document with the list of items to be agreed at the meeting (e.g., motions and nominations for the various positions). Other items can be sent with this mail item (for example explanatory booklets, personalised statements etc).

In each mail item (along with such items such as a personalised letter, a personalised account statement, a personalised voting paper, an explanatory booklet, and a business reply envelopes) we enclose an explanatory leaflet which details how voting can be done online and how it can be done by post. The invitee then can either respond by post or can go online (by scanning a QR code printed on the personalised letter) and so cast his/her vote(s).

To count the votes, the organisation nominates two tellers, who will be given secure access by Tico Mail Works to the online voting system where they can examine and count the votes cast, after the closing date in readiness for the AGM.

All postal votes will be gathered by Tico Mail Works, scanned, and verified against the votes cast online, to ensure an invitee has not exercised both options (in which case the postal vote will supersede, and the online vote is not counted). The tellers will have access to all votes cast, both online and postal to enable a formal voting process to be part of proceedings of the "Virtual AGM".

Our Marketplace Practices



Our Marketplace Practices

Our Policies - Promoting Transparency



Sales and Advertising

- We are honest and open in all our business dealings and advertising
- Everything we declare that we can do, we are fully able to deliver
- All services and our complaints procedure are itemised on our website

Customer Feedback and Communication



- We have an on-going feedback process for our customers which includes a regular 6 month email survey
- We ensure every customer receives an annual (face to face) review meeting with some customers receiving quarterly review meetings

Our Ethical Purchasing Policy



- We partner with suppliers to provide a unified and excellent service to our clients and focus on building long term relationships with suppliers
- We actively achieve our environmental commitment to only buy paper which comes from resources where trees, grown for paper, are replaced as and when they are cut down, and/or recycled paper
- We have always and will continue to give a commitment to the development of long-term partnerships with our suppliers in-keeping with our well-established ethical and environmental values

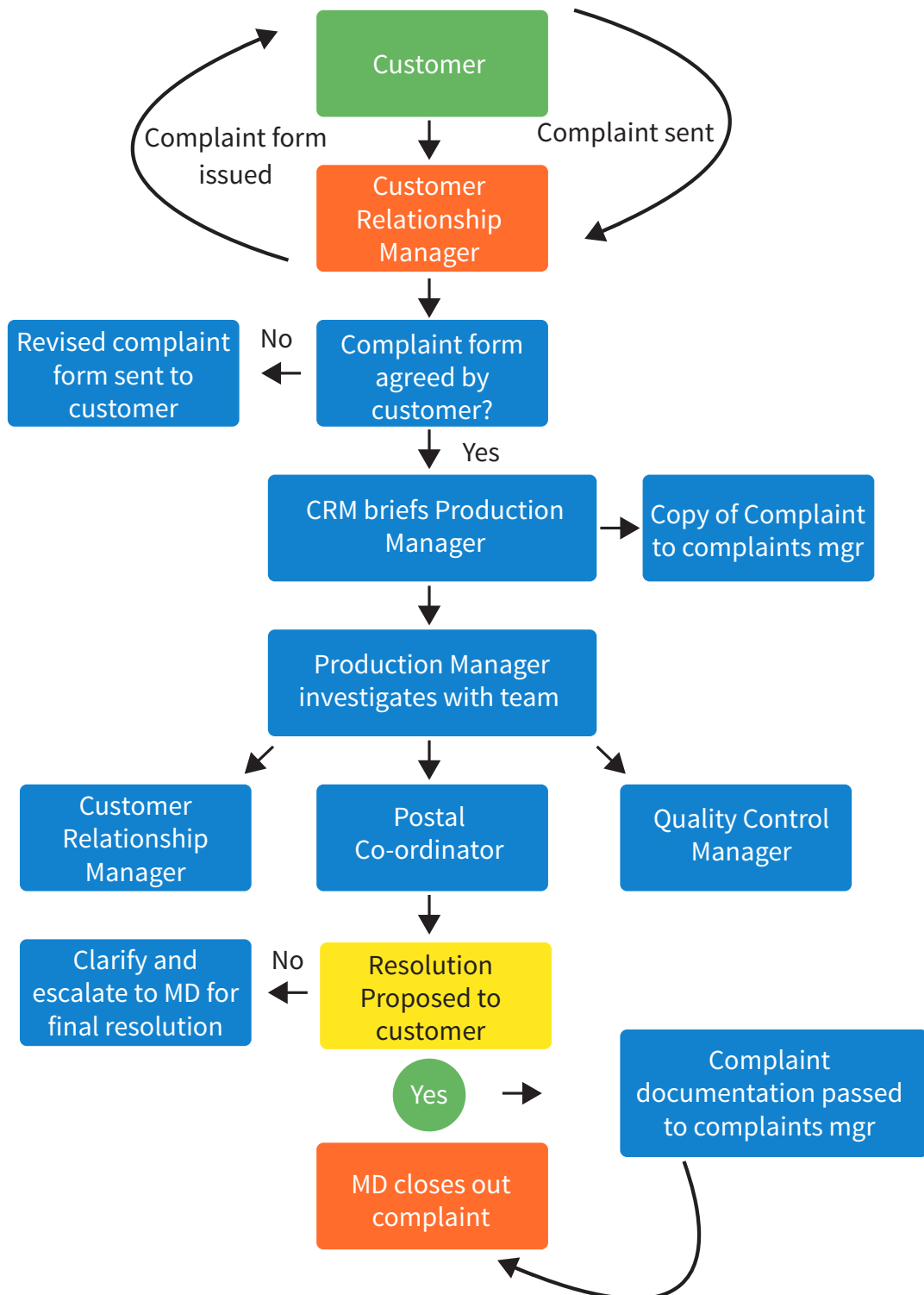
Supply Chain

- We source almost everything that we purchase through local Irish suppliers
- We try to avoid using more distant suppliers, as a local supply chain is more transparent and manageable and it ensures that our products and services are delivered efficiently
- The suppliers in Ireland which we use and would recommend include Bryan S Ryan and Xerox (for printers), An Post (for postal delivery service), Antalis Ireland (paper), Pitney Bowes Ireland (packing)



Our Code of Practice for Complaints

Our Code of Practice for handling customer complaints relating to postal and our professional services, is publicly available on our website and summarised below



Our Networks & Business Organisations

Two Sides - *The Two Sides initiative busts the myths and sets out the facts about print media's attractiveness and sustainability.*

Two Sides aspire to ensure that, in today's digital world, print and paper's unique qualities can be enjoyed for generations to come. Two Sides was created in 2008 with members from the graphic communications supply chain, creating a forum for the industry to work together and share experiences; improving standards and practices; maximising customer confidence in our products. Two Sides are an initiative by companies from the graphic communications supply chain including forestry, pulp, paper, inks and chemicals, pre-press, press, finishing, publishing, printing, envelopes and postal operators. Our common goal is to promote the sustainability of the graphic communications supply chain and dispel common environmental misconceptions by providing users with verifiable information on why print and paper is an attractive, practical and sustainable communications medium.



*Scan the QR Code to read more about Two Side
And See the truth in there Myths and Facts Section*



Business in the Community Ireland (BITCI)

We are connected with Business in the Community Ireland, Ireland's Network for Responsible Business, who work with the largest companies in Ireland to help them develop, manage and measure their corporate social responsibility (CSR) and sustainability strategies.

BITCI's vision is to make Ireland the most responsible place to do business. We are working closely with them in the development of their service to smaller companies like ourselves. This sustainability report is produced with their help.

**BUSINESS
IN THE
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IRELAND**

Global Address Data Association

Whose mission is to promote higher business standards and better business methods across the entire international data collection and processing industry with special reference to data relating to address data in any form, whether postal, geophysical, digital, or other form.



Universal Postal Union

Our Chief Executive is a founding member of the consultative committee of the UPU and also is a member of their addressing group.



Community Involvement



VOLUNTEER

VOLUNTEER

VOLUNTEER

Community Involvement

National Project



Employment

- We recognise the importance of just and sustainable employment as part of a work/ life balance
- Our sustainable business practices will help ensure the survival and continuation of our business and long-term employment of our employees
- We currently provide 38 full-time positions



Community Engagement

We are involved in both ad-hoc and targeted community projects on an ongoing basis, many of which are of significant importance to our employees.

These include:

- Engagement with Saoirse, who provide short term refuge accommodation for women and children suffering domestic abuse, and a 24-hour helpline providing support and a listening, non-judgemental ear
- We are involved in St. Vincent de Paul's Christmas annual hamper packing



Tico Mail Works Quarterly Coffee Mornings

- We run our very own fund-raising coffee mornings approximately every 3 months
- Everyone in the company gets involved in these fun events, which also raise money for various charities e.g. Irish Cancer Society, ISPCC etc.

Community Involvement

International Project - Addressing the Unaddressed (ATU)



How ATU operates

Due to our CEO's background in the worldwide post code and addressing industry and as a member of the United Nations affiliated Universal Postal Union (UPU) Addressing Group, he became involved in their "Addressing the World – An Address for Everyone" initiative in 2010. There are 7 billion people on the planet. But only 3 billion of them have a unique address.

In response to the UPU initiative, the organisation Addressing the Unaddressed (ATU) was co-founded by him. It is a not-for-profit organisation which gives postal addresses to people who live in unplanned settlements – particularly in urban slums.

Why is this work important

This will enable the dweller to

- Have a full address to use in normal daily life
- Receive postal items directly (rather than communally)
- Apply for and receive identity cards, including voter's card and bank accounts with their full address which helps them identify themselves when applying for services from schools, hospital, utilities, local authorities and banks

In addition, the unique address identifier facilitates accurate data processing involved in census taking, social impact assessment and planning by NGOs working in the community.

How ATU operates

ATU employees come from within the community and works closely with the NGOs already working in the community. ATU works with central government, the local authorities, the utilities and the banks to improve the identity of the dwellers.

Tico Mail Works and ATU

All staff in Tico Mail Works are committed to the success of ATU.



United Nations Sustainable Development Goals

People

We are determined to end poverty and hunger, in all their forms and dimensions, and to ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment.

Planet

We are determined to protect the planet from degradation, including through sustainable consumption and production, sustainably managing its natural resources and taking urgent action on climate change, so that it can support the needs of the present and future generations.

Prosperity

We are determined to ensure that all human beings can enjoy prosperous and fulfilling lives and that economic, social and technological progress occurs in harmony with nature.

Peace

We are determined to foster peaceful, just and inclusive societies which are free from fear and violence. There can be no sustainable development without peace and no peace without sustainable development.

Partnership

We are determined to mobilize the means required to implement this Agenda through a revitalised Global Partnership for Sustainable Development, based on a spirit of strengthened global solidarity, focussed in particular on the needs of the poorest and most vulnerable and with the participation of all countries, all stakeholders and all people.

The interlinkages and integrated nature of the Sustainable Development Goals are of crucial importance in ensuring that the purpose of the new Agenda is realised. If we realize our ambitions across the full extent of the Agenda, the lives of all will be profoundly improved and our world will be transformed for the better.



Tico Mail Works
Your Mailing Solutions Expert

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A94 RT20, Ireland

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