Mallory International

Corporate Social Responsibility

As a medium-sized exporter of schools’ supplies based in the UK, Mallory International has a responsibility to promote a transparent and ethical approach to the supply of educational resources, all over the world.

For us, facilitating the education of others is key and we are committed to operate in a responsible manner at all levels of our organisation, in accordance with ISO 14001: 2015 standard.

**The Environment**

We understand the necessity of reducing the effects of our activities upon the environment to ensure a sustainable present to achieve a perennial future. To reach our environmental objectives such as achieving a zero waste to landfill objective, we have put in place an Environmental Management System which ensures consistency in prioritising environmental commitments throughout the company.

* **Our suppliers:**
  + We work with a preferred list of environmentally responsible suppliers, all vetted closely by us, demonstrating our responsible approach to the environment, including protection, pollution prevention and socio-economic needs.
  + We are careful to develop and maintain relationship with local suppliers as much as possible to avoid unnecessary milage of the goods purchased.
* **Our freight forwarders/ Shippers**
  + We work with shippers and freight forwarders who can demonstrate they are environmentally conscious and are able to assist us with reducing our impact on the environment
  + All our courier shipments are shipped within a GoGreen Climate Neutral scheme.
* **Packaging** 
  + Our staff are trained to pack orders in the most effective way: ensuring the minimum amount of material is used, whilst ensuring the goods are protected from damages
  + We use bio-degradable packaging for 100% of our orders. This includes:
    - * Cardboard boxes fully biodegradable
      * Paper tape: fully recyclable / bio-degradable
      * BIO clear stretch film: fully bio-degradable
      * BIO void fill quilted film: fully bio-degradable
      * BIO bubble wrap: fully bio-degradable
      * BIO document wallets in 3 sizes: fully bio-degradable
  + All boxes and packing materials from publishers / suppliers are reused as a priority if this is not possible, they are compressed in our baler and recycled.

**Operations:**

* All our printers' cartridges are sent to be reused or recycle
* Our old computers and IT equipment are refurbished as part of the WEEE Directive (2012/19/ EU).
* All batteries we use are disposed of via a recognised battery recycling scheme
* Our offices have now made an 90% reduction in paper.
* All remaining documents are recycled via shredding.
* We use low-energy lighting in our work premises.
* We have reduced the number of employees travelling to work by car. We encourage sustainable options such as the 'cycle to work' scheme, shared lift scheme, public transport and working from home.

**Health & Safety**

Mallory International is committed to providing and continuously improving a safe and healthy working environment. This is achieved through compliance with all applicable legislation, and the development and adoption of strong risk management practices and processes designed to eliminate, or mitigate so far as reasonably practicable, the risk exposure of all those affected by our activities.

**People**

Mallory International welcomes the UK’s Modern Slavery Act and the responsibilities it places on businesses. Equality and justice in the workplace and in business relations is regarded as paramount within Mallory.

We pride ourselves on our diverse range of employees and representatives, spanning several countries, nationalities, and languages, bringing an array of skills and knowledge to Mallory International.

We encourage gender equality throughout Mallory International, including aiming to achieve and maintain a neutral gender pay gap across all departments.

We ensure that all staff are offered training (whether in house or outsourced from reputable providers) to develop their knowledge and skills.

**The community**

Mallory never wastes goods that can be used; these are sent to charities and schools in the markets that Mallory is present depending on shipments schedule at the time. We have also donated stock to local schools in the UK to limit the environmental impact.