



INTERIM RESULTS FOR  
THE SIX MONTHS ENDED  
31 JULY 2024

HELLO  
HELLO  
IF IT ISN'T  
THE ORIGINAL  
MORRIS AND CO



# AGENDA

HIGHLIGHTS

FINANCIALS

STRATEGY

OUTLOOK



# AT A GLANCE

We are Sanderson Design Group PLC, an international luxury interior furnishings company that designs, manufactures, and markets wallpapers and fabrics together with strong licensing partnerships that produce a wide range of ancillary interior products. Design is at the heart of everything we do.

## Our Vision

To lead the interiors industry in transforming the way we design, manufacture and distribute, enriching people's lives, helping them to live beautiful.

## Our Purpose & Values

As custodians of over 160 years of design experience, our purpose is to Bring the Beautiful into People's Homes and Lives. We do this by being:

**Intrepid:** We're brave, we're bold, we take the lead, and inspire others around us.

**Imaginative:** We take a creative and innovative approach to everything we do.

**Respectful:** We consider customers, colleagues, the planet, and the people who live on it.

## Journey to Sustainability

### 0/30

#### ZeroBy30

We are committed to being net carbon ZeroBy30

### #1

#### The employer of choice

We are committed to being a great and happy place to work

#### Service Product Overview

The Group is home to a collective of six quintessentially British luxury interior brands targeted at consumers: Sanderson, Morris & Co., Zoffany, Harlequin, Clarke & Clarke and Scion as well as two manufacturing brands that produce fabric and wallpaper for the industry.

We operate in the upper sector of the market, producing high value products. Our UK domestic market is strongly penetrated, and our USA subsidiary is a key strategic pillar for the business.

#### Locations

We employ 580 people globally across our brands and manufacturing businesses, who are based in the UK and provide products globally.





# HIGHLIGHTS

- Revenue decreased to £50.5m (H1 FY24: £56.7m), down 11% in reported currency, reflecting tough market conditions, particularly in the UK
- Licensing revenue at £4.1m (H1 FY24: £6.9m); full-year expectations remain approximately in line with last year
- Notable launches including Sanderson's Giles Deacon collection and the Henry Holland x Harlequin collaboration
- New partnership with The Huntington to launch wallpapers and fabrics inspired by William Morris's unfinished works
- Third-party manufacturing revenue remained stable at £9.2m (H1 FY24: £9.5m)
- Adjusted PBT £2.2m (H1 FY24: £6.8m) impacted by the timing of Licensing revenue
- Net Cash £9.6m (H1 FY24: £15.9m)
- Interim dividend of 0.50p per share (0.75p in FY24)





# FINANCIALS





# KEY FINANCIAL INDICATORS

|            | REVENUE<br>£M | PBT<br>£M | ADJUSTED<br>UNDERLYING<br>PBT £M | ADJUSTED<br>UNDERLYING<br>PBT % | ADJUSTED<br>EPS |
|------------|---------------|-----------|----------------------------------|---------------------------------|-----------------|
| H1<br>FY25 | 50.5          | 1.5       | 2.2                              | 4.3%                            | 2.21p           |
| H1<br>FY24 | 56.7          | 6.2       | 6.8                              | 12.0%                           | 7.39p           |

# KEY FINANCIAL INDICATORS (CONT'D)

|            | REPORTED<br>EBITDA<br>£M | CAPITAL<br>EXPENDITURE<br>£M | INVENTORY<br>£M | FREE CASH<br>FLOW<br>£M | NET CASH<br>POSITION<br>£M |
|------------|--------------------------|------------------------------|-----------------|-------------------------|----------------------------|
| H1<br>FY25 | 3.8                      | 2.6                          | 27.2            | (4.5)                   | 9.6                        |
| H1<br>FY24 | 8.7                      | 1.6                          | 26.2            | 0.6                     | 15.9                       |

# GROUP REVENUE BY SEGMENT

|                                 | H1 FY25<br>£M | H1 FY24<br>£M | % CHANGE<br>H1 FY24 |
|---------------------------------|---------------|---------------|---------------------|
| <b>Brands</b>                   | 37.2          | 40.3          | (8%)                |
| <b>Licensing</b>                | 4.1           | 6.9           | (40%)               |
| <b>Manufacturing – external</b> | 9.2           | 9.5           | (2%)                |
| <b>Total Group</b>              | 50.5          | 56.7          | (11%)               |

- **Brands** Impacted by challenging conditions in the UK market
- **Licensing** Strong H1 FY24 driven by major deals with NEXT and Sainsbury's
- **Manufacturing – external** Lower demand for repeat orders due to a subdued UK consumer market



# BRAND PRODUCT REVENUE BY GEOGRAPHY

|                              | H1 FY25<br>£M | H1 FY24<br>£M | % CHANGE v H1 FY24<br>REPORTED | CER         |
|------------------------------|---------------|---------------|--------------------------------|-------------|
| UK                           | 16.7          | 19.5          | (14%)                          | (14%)       |
| North America                | 11.1          | 10.7          | 4%                             | 6%          |
| Northern Europe              | 4.8           | 5.1           | (6%)                           | (2%)        |
| Rest of the World            | 4.6           | 5.0           | (9%)                           | (9%)        |
| <b>Brand product Revenue</b> | <b>37.2</b>   | <b>40.3</b>   | <b>(8%)</b>                    | <b>(7%)</b> |

- **UK** Challenging market conditions
- **North America** Sanderson brand performing; SVP of sales appointed
- **Northern Europe** Scandinavia performed strongly
- **Rest of the World** Positive results in Spain offset by weaker performance in other countries

# BRAND PRODUCT REVENUE BY BRAND

|                 | H1 FY25<br>£M | H1 FY24<br>£M | % CHANGE v H1 FY24<br>REPORTED CER |             |
|-----------------|---------------|---------------|------------------------------------|-------------|
| Clarke & Clarke | 10.6          | 11.6          | (9%)                               | (8%)        |
| Morris & Co.    | 9.2           | 9.4           | (2%)                               | (1%)        |
| Sanderson       | 7.0           | 6.9           | 1%                                 | 3%          |
| Harlequin       | 6.2           | 7.2           | (13%)                              | (13%)       |
| Zoffany         | 3.5           | 4.4           | (21%)                              | (19%)       |
| Scion           | 0.6           | 0.7           | (14%)                              | (14%)       |
| Other           | 0.1           | 0.1           | -                                  | (43%)       |
| <b>Brands</b>   | <b>37.2</b>   | <b>40.3</b>   | <b>(8%)</b>                        | <b>(7%)</b> |

- **Clarke & Clarke** increased wallpaper offering and collaboration with US influencer Bregan Jane
- **Morris & Co.** licensing income remains strong; successful launches of Bedford Park and Morris & Friends collections
- **Sanderson** Giles Deacon collaboration and strong US +31% and Northern Europe +11%. Disney Home collaboration performing well
- **Zoffany** Reflects a LY major residential project in the US
- **Scion** Licensing revenue strong; recent expansion into the US market via Kravet Inc.



# MANUFACTURING REVENUE

|                            | H1 FY25<br>£M | H1 FY24<br>£M | % CHANGE<br>H1 FY24 |
|----------------------------|---------------|---------------|---------------------|
| Standfast                  | 9.2           | 8.9           | 4%                  |
| Anstey                     | 8.0           | 8.2           | (2%)                |
| <b>Total Manufacturing</b> | <b>17.2</b>   | <b>17.1</b>   | <b>1%</b>           |

|                            |             |             |           |
|----------------------------|-------------|-------------|-----------|
| Revenue – external         | 9.2         | 9.5         | (2%)      |
| Revenue – internal         | 8.0         | 7.6         | 6%        |
| <b>Total Manufacturing</b> | <b>17.2</b> | <b>17.1</b> | <b>1%</b> |

|              | H1 FY25<br>% | H1 FY24<br>% | % CHANGE<br>H1 FY24 |
|--------------|--------------|--------------|---------------------|
| Digital      | 51.2%        | 47.3%        | 8%                  |
| Conventional | 48.8%        | 52.7%        | (7%)                |

- **External revenue** down due to lower repeat orders in a subdued environment
- **Digital** output Increasing, enhancing efficiency and creating new business opportunities at both factories
- **Order intake** encouraging, particularly from US customers, supporting future growth

# LICENSING ANALYSIS

|                            | UNDERLYING<br>PERFORMANCE -<br>£M | PRIOR YEAR<br>ACCELERATED<br>INCOME - £M | CURRENT YEAR<br>ACCELERATED<br>INCOME - £M | IFRS - £M  |
|----------------------------|-----------------------------------|------------------------------------------|--------------------------------------------|------------|
| Category Specialist (core) | 1.6                               | (0.8)                                    | 2.2                                        | 3.0        |
| Retail Groups (core)       | 1.6                               | (1.0)                                    | 0.3                                        | 0.9        |
| Collaboration              | -                                 | -                                        | 0.2                                        | 0.2        |
| <b>H1 FY25</b>             | <b>3.2</b>                        | <b>(1.8)</b>                             | <b>2.7</b>                                 | <b>4.1</b> |
| Category Specialist (core) | 1.4                               | (0.5)                                    | 0.6                                        | 1.5        |
| Retail Groups (core)       | 1.3                               | (0.3)                                    | 4.2                                        | 5.2        |
| Collaboration              | -                                 | -                                        | 0.2                                        | 0.2        |
| <b>H1 FY24</b>             | <b>2.7</b>                        | <b>(0.8)</b>                             | <b>5.0</b>                                 | <b>6.9</b> |

- H1 income of £4.1m, with £2.7m from newly signed and repeat agreements, including major renewals with Blinds2go and Brink & Campman
- Secured licensing partnerships with Zara Home, Swyft Home, and Pottery Barn Kids for Morris & Co., and John Lewis for Sanderson homewares



# LICENSING – UNDERLYING PERFORMANCE

|                 | H1 FY25<br>£M | H1 FY24<br>£M | % CHANGE<br>H1 FY24 |
|-----------------|---------------|---------------|---------------------|
| UK              | 1.4           | 1.3           | 8%                  |
| North America   | 0.9           | 0.6           | 50%                 |
| Asia            | 0.7           | 0.7           | -                   |
| Northern Europe | 0.2           | 0.1           | 100%                |
| <b>Total</b>    | <b>3.2</b>    | <b>2.7</b>    | <b>19%</b>          |

- Licensing revenue grew by £0.5m in H1 FY25, driven by Ruggable and 53% growth in constant currency from Sangetsu in Japan
- Increasing traction in North America, highlighting growth potential in international markets

|                 | H1 FY25<br>£M | H1 FY24<br>£M | % CHANGE<br>H1 FY24 |
|-----------------|---------------|---------------|---------------------|
| Morris & Co.    | 2.1           | 1.8           | 17%                 |
| Scion           | 0.4           | 0.3           | 33%                 |
| Sanderson       | 0.3           | 0.3           | -                   |
| Harlequin       | 0.2           | 0.2           | -                   |
| Clarke & Clarke | 0.1           | -             | -                   |
| Other           | 0.1           | 0.1           | -                   |
| <b>Total</b>    | <b>3.2</b>    | <b>2.7</b>    | <b>19%</b>          |

# GROSS PROFIT

|                             | H1 FY25<br>£M | H1 FY24<br>£M | % CHANGE<br>H1 FY24 |
|-----------------------------|---------------|---------------|---------------------|
| Product Revenue             | 46.4          | 49.8          | (7%)                |
| Licensing                   | 4.1           | 6.9           | (40%)               |
| <b>Revenue Total</b>        | <b>50.5</b>   | <b>56.7</b>   | <b>(11%)</b>        |
| Product Gross Profit        | 30.7          | 31.6          | (3%)                |
| Licensing Gross Profit      | 4.1           | 6.9           | (40%)               |
| <b>Gross Profit Total</b>   | <b>34.8</b>   | <b>38.5</b>   | <b>(10%)</b>        |
| Product Gross Margin %      | 66.1%         | 63.4%         | 270bps              |
| Licensing Gross Margin %    | 100.0%        | 100.0%        | n/a                 |
| <b>Gross Margin Total %</b> | <b>68.9%</b>  | <b>67.9%</b>  | <b>100bps</b>       |

- **Licensing income** Generates 100% gross margin
- **Product gross margin**
  - Brand's margin improvement driven by reduced clearance activity, a stronger North American market mix, and lower sales of low-margin homeware products (now licensed)
  - Manufacturing stable gross margin despite increased utility costs, supported by improved performance at Anstey following restructuring

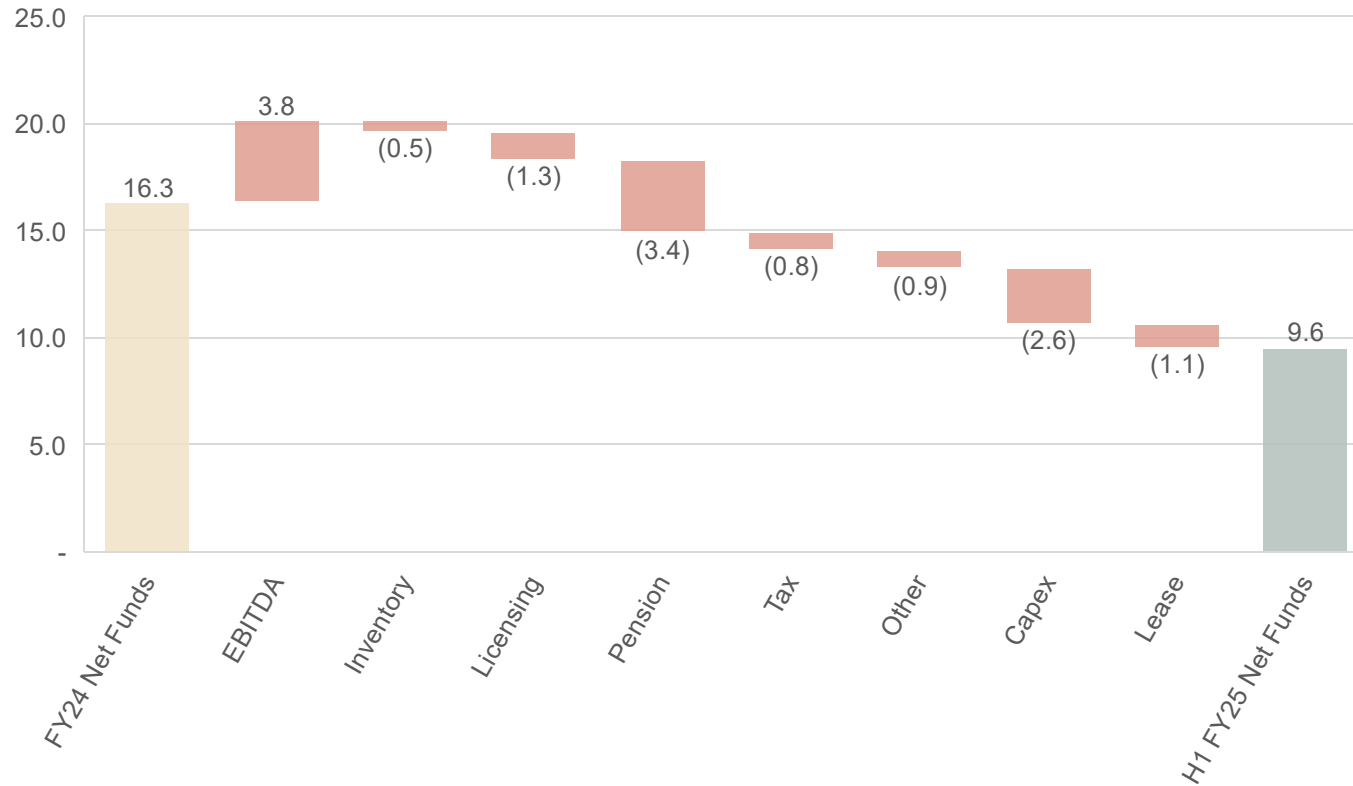
# GROUP INCOME STATEMENT

|                                              | H1 FY25     | H1 FY24     | % CHANGE     |
|----------------------------------------------|-------------|-------------|--------------|
|                                              | £M          | £M          | H1 FY24      |
| Revenue                                      | 50.5        | 56.7        | (11%)        |
| Cost of Sales                                | (15.7)      | (18.2)      | 14%          |
| <b>Gross Profit</b>                          | <b>34.8</b> | <b>38.5</b> | <b>(10%)</b> |
| Distribution and selling expenses            | (14.5)      | (12.8)      | (13%)        |
| Administration expenses                      | (22.3)      | (22.1)      | (1%)         |
| Other operating income                       | 3.1         | 2.4         | 31%          |
| <b>Profit from operations</b>                | <b>1.1</b>  | <b>6.0</b>  | <b>(82%)</b> |
| Finance income/(costs) - net                 | 0.4         | 0.2         | 100%         |
| <b>Profit before tax</b>                     | <b>1.5</b>  | <b>6.2</b>  | <b>(76%)</b> |
| Add back: Non-underlying and adjusting items | 0.7         | 0.6         | 12%          |
| <b>Adjusted underlying profit before tax</b> | <b>2.2</b>  | <b>6.8</b>  | <b>(68%)</b> |

- **Distribution and selling expenses** Increased due to higher patterning and sampling costs, partially offset by patterning revenues (other operating income)
- **Administration expenses**
  - Increases driven entirely by restructuring and reorganisation costs
  - Despite a 14% rise in average salaries over the last two years due to Real Living Wage increases, cost efficiency measures have helped mitigate the impact



# GROUP CASH FLOW



- **Net cash** £9.6m
- **Inventory** Higher-than-optimal inventories due to lower Brand Product sales and reduced factory output
- **Licensing** Minimum guaranteed licensing receivables increased to £11.2m
- **Pension** One-off £2.3m contribution to Abaris Pension Scheme, allowing risks to be transferred to an insurer under a buy-in policy
- **Capital expenditure** Investment in key projects, including a new digital pigment printer at Standfast and Barracks, and the fitting out of the new head office at Voysey House



# STRATEGY





# STRATEGIC STATEMENT

- Built strong and efficient foundations that have enabled SDG to overcome economic challenges in recent years:
  - trajectory of increasing margins
  - steady investment
  - sharp eye on cost control and cash
  - Net cash, debt free
- UK core market is challenged:
  - accelerate key strategic transformation initiatives
  - future-proof and grow in the new environment
- Strategy is based on transformation:
  - build digital capability
  - manufacturing overhaul
  - pivot for new growth as market structures evolve





# 5-YEAR KEY STRATEGIC FRAMEWORK

## OUR LIVE BEAUTIFUL FRAMEWORK

### CUSTOMERS

OMNICHANNEL  
APPROACH

### BRANDS

SANDERSON  
&  
MORRIS & CO.

### PRODUCTS

LICENSING  
&  
COLLABORATION

### GEOGRAPHIES

ACCELERATE  
GROWTH  
IN THE USA

PEOPLE

PLANET

PROFIT

# ACCELERATED TRANSFORMATION

## OMNICHANNEL

The leadership team recalibrates the 5YP from a new base following a reduction in core UK sales, turning to International growth for market diversification and investing in omnichannel capability for customer engagement and to provide data to evidence and drive strategic decisions

## GO TO MARKET

Each product launch and marketing plan will be sharper, moving from classic collection-building and high stocks, towards digital design books, tailor-made patterning and print-to-order principles that reduce inventory and serve all customers in the way they need

## FUTURE FACTORY

Manufacturing overhauled for greater efficiency through focus on digital, shortened lead-times and improved customer service, bringing reduction in working capital and group margin benefit





**DIGITAL TRANSFORMATION**



# ACCELERATED STRATEGIC INITIATIVES

## DIGITAL TRANSFORMATION TO OMNICHANNEL



- Build Direct to Consumer platforms and drive more consumers to all channels (Morris & Co. live Sept. 24)
- Amplify brand visibility and expansion through new marketing initiatives
- Build powerful Brand Hubs and storytelling portals
- Future-proof the business in changing market landscape
- Grow digital capability (over time) and agile mindset
- Overhaul customer experience, winning new trade advocates
- Expand reach and profitability of Licensing products
- Unlock customer data and insights as future capital
- Create a platform to showcase / monetise rich design archive

# OMNICHANNEL

## ENHANCING DIGITAL EXPERIENCE FOR ALL

### *Win Merchants*

- Drives in-store footfall & halo purchases
- New Digital POS
- Sell-through initiatives & rebate scheme
- Click & Collect - all brands & ranges
- “Made to Measure” access in-store & online
- Digital Landing Pages (Microsites) for merchants

### *Win Homeowners*

- “Buy from Brand” reassurance
- Purchase Convenience
- Purchase Choice
- Delivery Options
- “Made to Measure” access
- Enhanced experience & service

### *Win Int. Designers*

- Single Source Product Pricing
- Inspirational tools & content
- Enhanced AI project tools (
- “Made to Measure” access
- Designers Affiliate Scheme (revenue incentive)
- “Find a Designer” directory
- Enables Designer outreach such as “Voysey Social Club”

### *Win SDG / Investors*

- New Channel
- Brand awareness & Market Share Increase
- Incremental High Margin Sales
- Blended Turnover & Margin Uplift
- Future-proofs brands
- Merchant & Designer confidence & advocacy
- Monetises assets including archive
- Adds tangible value



# FUTURE FACTORY





# FUTURE FACTORY VISION

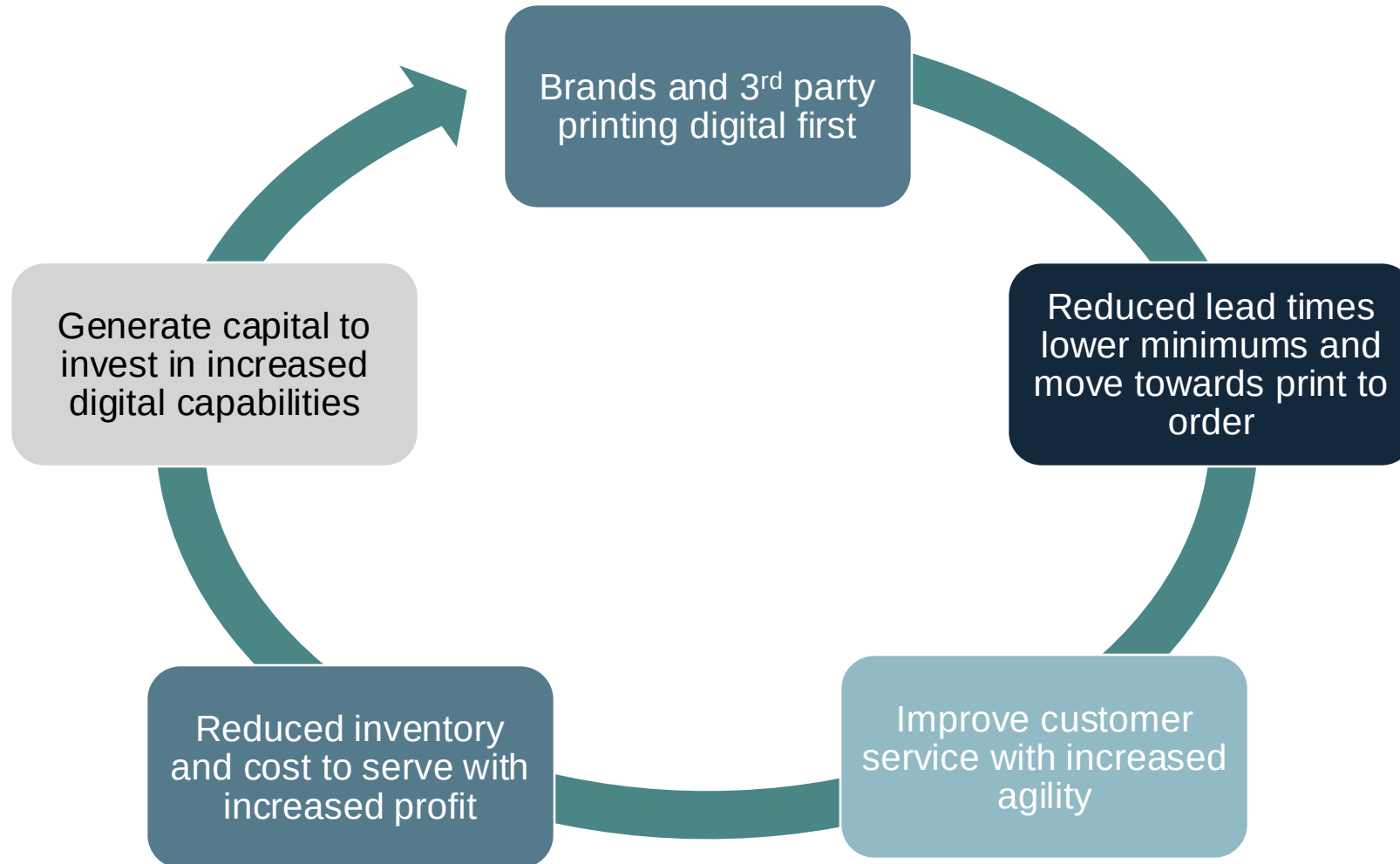
## TO BE THE BEST DESIGN-LED PREMIUM FABRIC AND WALLCOVERING PRINTER IN THE WORLD

- CONTINUE design-led approach, continuous improvement in quality and service
- START focus on innovation in digital printing techniques
- STOP conventional processes except value-add only

All processes have been reviewed with conversion plans to be agile and aligned to future ambition.  
Group production and future launches will be digital-first, using conventional processes only if critical.  
Excess capacity continues to be offered to third party industry customers as important partners



# DIGITAL FIRST OPPORTUNITY



# MANUFACTURING INITIATIVES



- Reduce cloth SKU count, allowing for innovation
- Outsource more prep (move to PFP)
- Focus on digital first, using value-add conventional only
- Move reactive digital to pigment digital
- Withdrawal from all vat inks
- Investigate alternative digital printing techniques
- Implement AVA software and skills
- Reduce manufacturing inventory



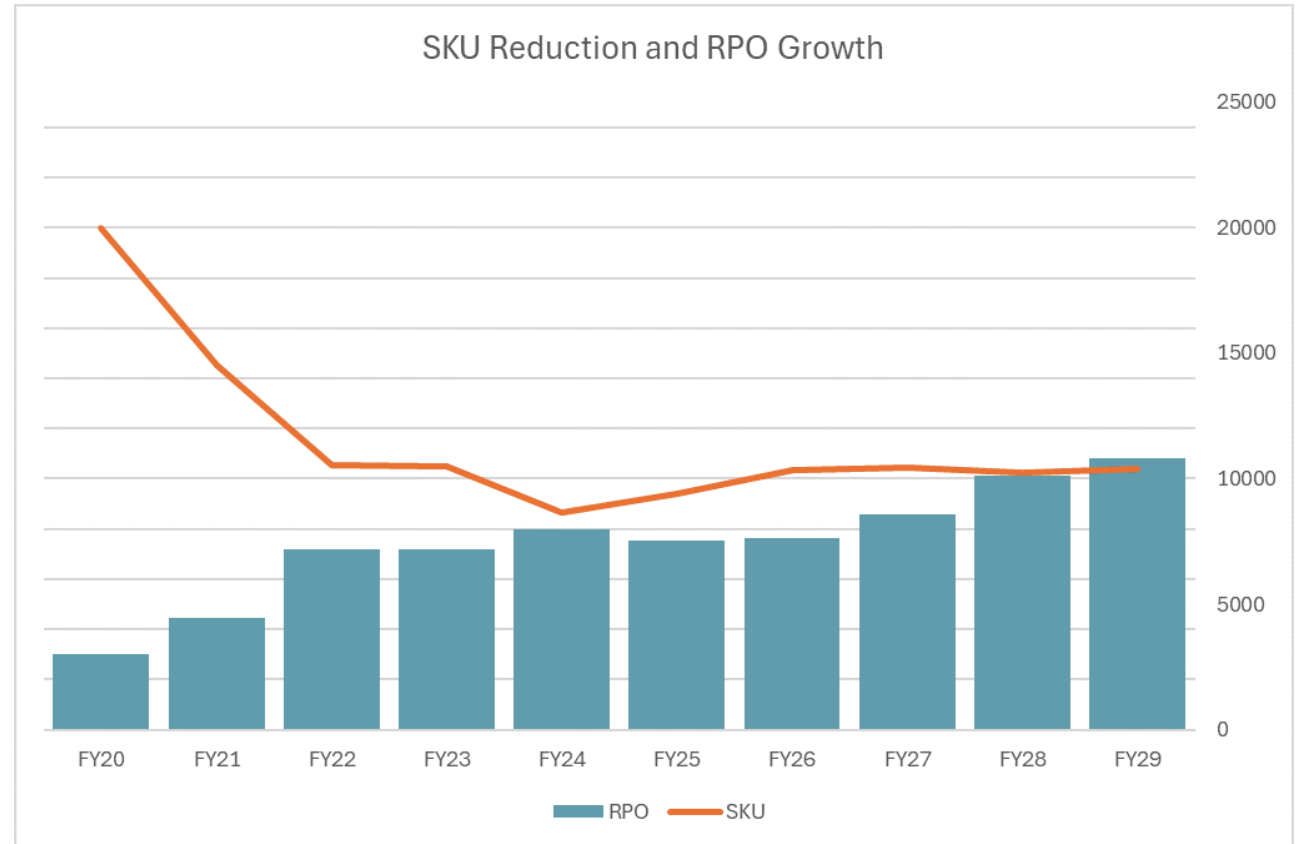


# RESPONSIVE LAUNCHES



# RESPONSIVE LAUNCH STRATEGY

- Utilising omnichannel data to fill assortment gaps e.g. outdoor, smaller scale designs
- SKU reduction completed FY20-24
- FY25-FY29 introduce new designs on a 'one in, one out' basis
- Individual launch strategy for each brand
- Launch designs, special edits, categories (stop default to collections)



Indicative not a forecast



# COMMERCIAL





# COMMERCIAL KEY OPPORTUNITIES



## INTERNATIONAL GROWTH

- Targeting growth in key international markets with USA as top priority
- Expanding global reach with targeted appeal and deep partnerships with regional specialists

## LEAD UK RECOVERY

- Support UK backbone of wholesale customers in an evolving market while changing service proposition to meet new needs, reviewing loyalty schemes, patterning to be relevant
- Develop new omnichannel relationships with new entrants from the digital generation
- Partner with key retail furniture groups, house builders, estate agents

## CONTRACT

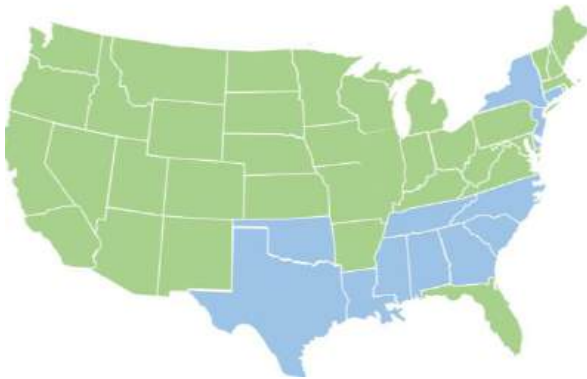
- Grow the contract business in key markets UK, USA and Middle East
- Establish specialised distribution with a network of contract providers

## ARCHIVE

- Digitised over past two years, now being catalogued
- Develop strategy to commercialise to unlock value FY27 onwards



# USA TOP PRIORITY



Increase the US business by 80% over the next five years by establishing SDG as the go-to resource for interior designers. Elevating Sanderson as the leading brand in the group.

## SALES

**FY24: \$26.5M (£21.4M)**

**H1 FY25: \$13.8M (£11.1M)**

## WHO

- Interior Designers, E-Commerce Retailers, Trade Showrooms, Contract, Agent Showrooms, National Chains, License Partners

## HOW

- US as a priority – make all decisions based on US needs, sense-checking other markets. Focus on Southeast, Texas, and Tri-State
- Build relationships with interior designers through Design, PR, Marketing and Sales teams
- Host events – from small scale or intimate to large scale 360 events
- Business of Home collaborative placements to increase exposure
- Add road reps in large territories, more people on the road commission-based variable cost
- Dedicated Clarke & Clarke landing page on [kravet.com](https://www.kravet.com)
- Product - Performance, outdoor fabrics, special textures, small prints, checks, plains, upholstery, expand substrates for wallcoverings
- Expand strategic licensing opportunities to enhance brand awareness

# UK: MAINTAIN MARKET LEADERSHIP



## WHO

- Newly appointed team – changed approach from August 2024 to support independent retailers
- Bespoke – special projects service for Interior Design practices with Zoffany
- Proactive sales team – following leads and new enquiries
- Prime Account Managers – dedicated service for merchant groups and key accounts
- Contract – partnerships with specialist providers

## HOW

- Customer-centric approach, understanding what each needs to grow and use more of our designs
- Clarke & Clarke keen pricing for trade proposition, stockists, contract & hospitality
- Shop-in-Shop program to give brands presence in wholesale stockists
- Creative digital assets freely distributed to all and advice on how to use
- Voysey House Design Club as West London creative hub and event space
- Omnichannel support for trade customers with Digital Trade Hub, creative assets

To maintain market leadership in a challenging UK environment by strengthening our current relationships and seeking new partners.

## SALES

**FY24: £37.9M**

**H1 FY25: £16.7M**



# INTERNATIONAL SALES FOCUS

## 4 X KEY MARKETS OF GROWTH OPPORTUNITY

### FRANCE

CORE PRODUCT  
GROWTH

Build editorial  
Paris Deco-Off takeover  
Intimate designer meals

### GERMANY

CORE PRODUCT  
GROWTH

PR agency appointed  
Designer roadshows  
Core trade events

### SPAIN

CORE PRODUCT  
GROWTH

Morris & Co. Sanderson and  
Clarke & Clarke  
Develop contract sector  
Interior designer led events

### SWEDEN

CORE AND LICENSING  
GROWTH

Edited capsule for territory  
Swedish Influencer activity  
Morris & Co. events

Translated webpages  
Close market analysis  
Customer database segmentation  
Bespoke emails  
Targeted digital advertising  
Building key editorial relationships





# LICENSING

DEVELOPING INTERNATIONAL PARTNERSHIPS  
MAXIMISING BRAND HERITAGE AND BRAND EQUITY



# LICENSING: KEY PILLARS

## TERRITORY FOCUS

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- Continue to build US, Japan and EU partnerships
- Grow network of introductory agents – USA Collab Society, Jewel
- Secure global deals

## ENGAGING RETAILERS

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- Target and secure partnerships with major retailers globally
- Exploit marketing PR opportunities aligned with brands, leveraging partner networks

## SANDERSON BRAND FOCUS

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- Promote important collaborations, layering legacy, sustainability and beauty, to reach a new global customer
- Elevate Sanderson through communications support to secure new global partnerships
- Increase brand awareness and further reinforce brand values

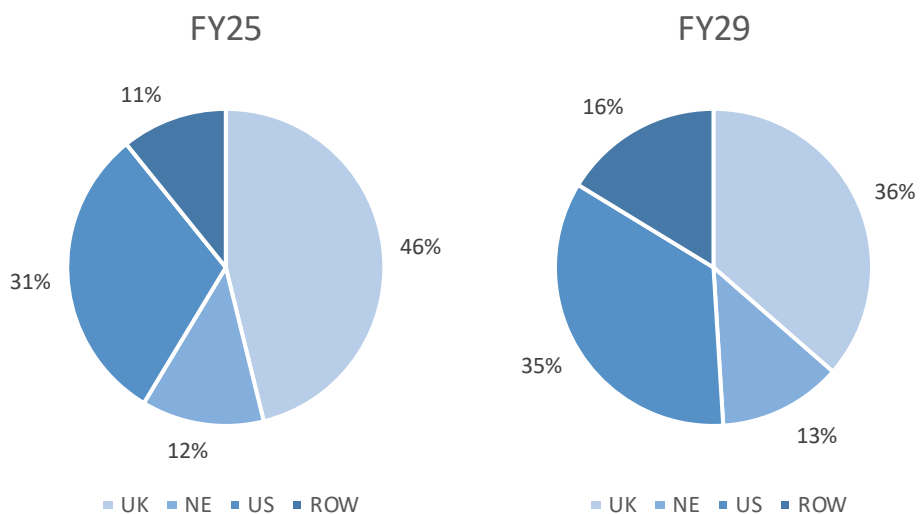
## NURTURING PARTNERSHIPS

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- Maintain 90% renewals, building on strong, long-term partnerships
- Identify growth opportunities with current partners
- Strategically develop new categories for each brand with specialists that mirror DNA and positioning

# COMMERCIAL SUMMARY

- Focus on US growth as a priority
- UK supported by a new team and new mindset
- Omnichannel to service all customers with all brands and categories
- New relationships with third parties to leverage Contract and Licensing
- Improving global distribution for even regional spread 1/3 UK, 1/3 US, 1/3 ROW



Indicative not a forecast





# LIVE BEAUTIFUL





# OUR PURPOSE AND VALUES

‘TO BRING THE BEAUTIFUL INTO  
PEOPLE’S HOMES AND LIVES’

## INTREPID

We’re brave, we’re bold,  
we take the lead and inspire  
others around us

## IMAGINATIVE

We take a creative and  
innovative approach to  
everything we do

## RESPECTFUL

We consider customers,  
colleagues, the planet,  
and the people who live on it



# LIVE BEAUTIFUL



Increased engagement through communication to a broader audience focused on our three pillars

A diverse, engaged and enthused work force through Work Beautiful

An end-to-end approach of the product lifecycle, continually challenging ourselves to minimise the impact our supply chain has on the planet, working with suppliers on scope 3

Zero by 30 near conclusion, with plans for capture of the residual CO2 emissions to be completed with biodiversity initiatives at all our sites

We are therefore recognised as a leader in sustainability, not just in our sector

“To lead the interiors industry in transforming the way we design, manufacture and distribute, enriching people’s lives, helping them to live beautiful”

STARTING THE  
**JOURNEY OF  
SUSTAINABILITY.**

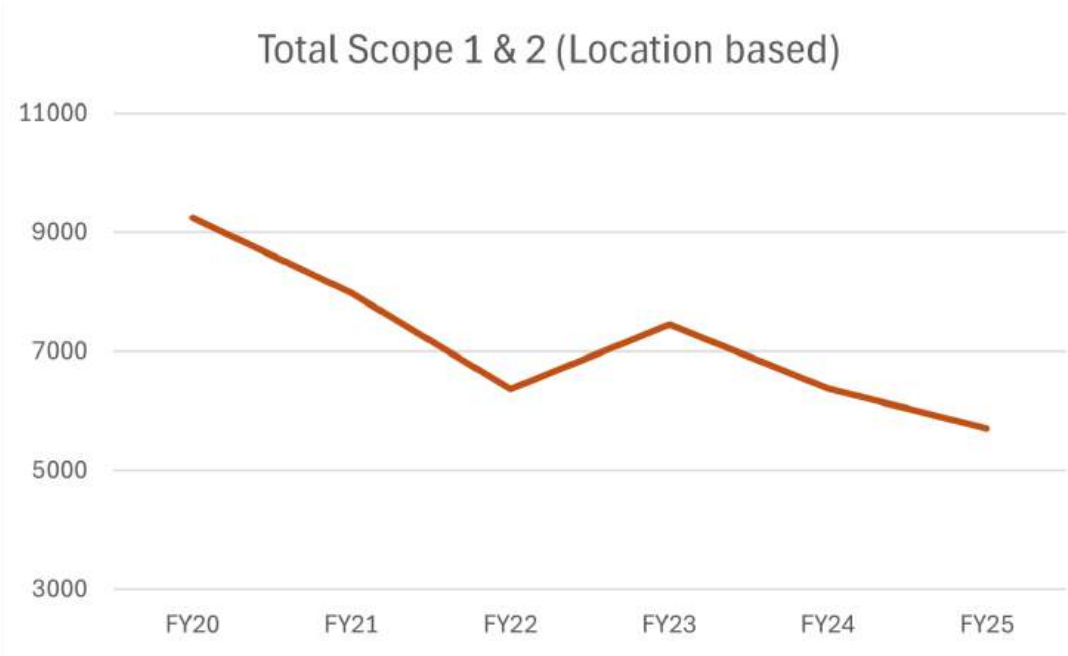
**0/30**

**Zero by Thirty**  
We are committed to being net carbon zero by 2030

**#1**

**The Employer of Choice**  
We are committed to being a great and happy place to work

ZERO BY 30



Currently on track with move to digital printing, new steamer, changes to working patterns plus other energy efficiency initiatives  
Challenge FY29 and beyond with requirement for green hydrogen and continued focus on renewable electricity by the government



# OUR STRATEGIC PEOPLE PRIORITIES- FY 25-29

## Context

- Developed Work Beautiful strategy, focused on building people capability and infrastructure needed to deliver our strategy
- Key priorities of strategy identified and validated
- Invested in People team to ensure capability needed to achieve priorities.
- Investment in technology to further improve our People's experience

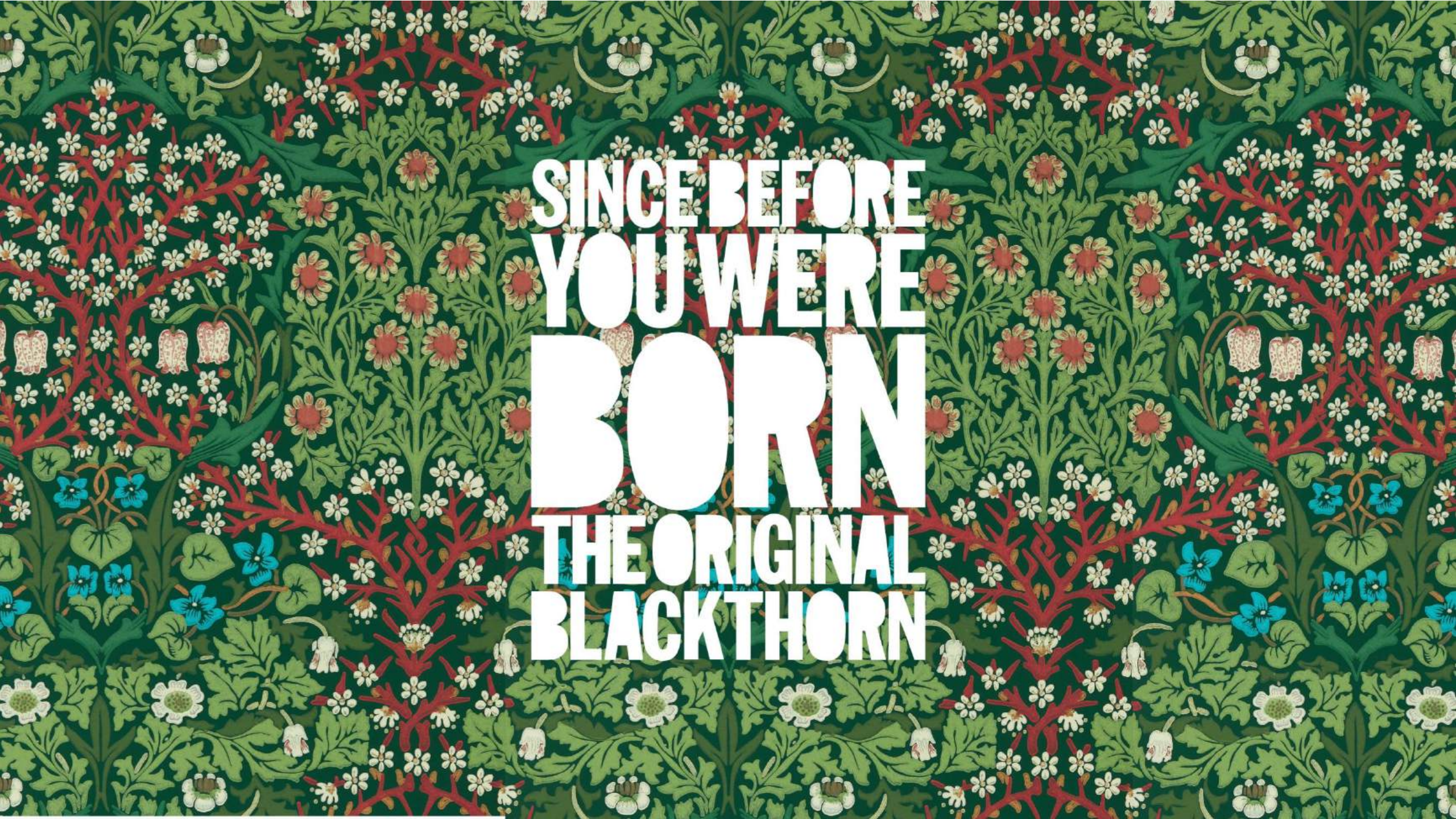


# OUTLOOK STATEMENT

- Focused on the strategic growth opportunity of North America, on careful cost control and on implementing strategic changes
- Licensing has continued to perform well with a number of new contracts signed in the current half
- Trading conditions more challenging than expected, in almost all territories, particularly in the UK and Northern Europe
- Total brand product sales for the first eight months of the current financial year are -10%, which compares with -9% for the first 22 weeks
- Delivery of the Board's expectations is reliant on a projected improvement in trading during the remainder of the financial year







**SINCE BEFORE  
YOU WERE  
BORN  
THE ORIGINAL  
BLACKTHORN**