



CONSCIOUSLY CRAFTED

A YEAR IN REVIEW 2025

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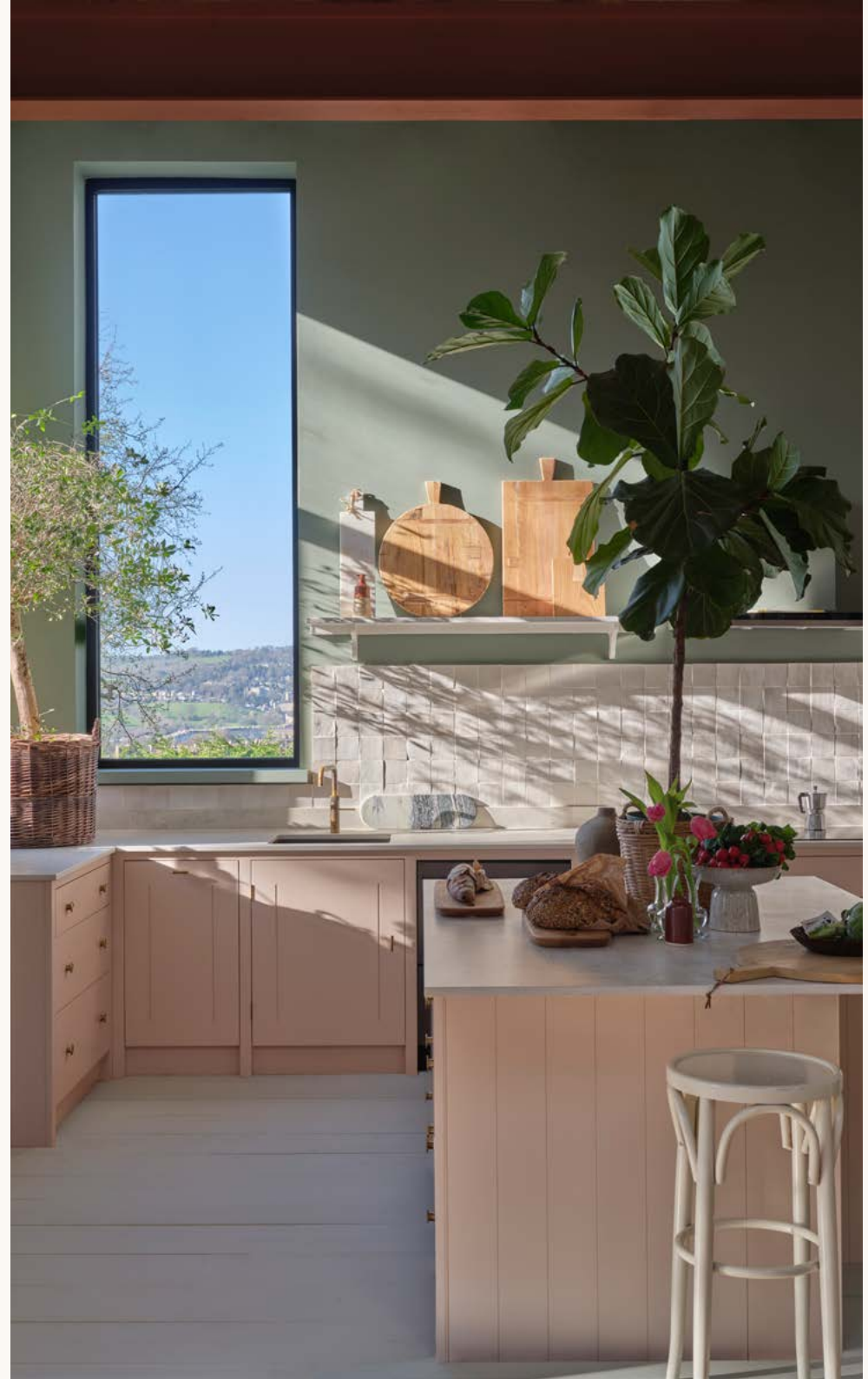
OUR COMMITMENTS

FARROW & BALL®

HANDCRAFTED PAINT AND WALLPAPER

For nearly 80 years, Farrow & Ball has been pioneering the art of paint and preserving the craft of wallpaper in Dorset, England. As the original luxury paint makers, our reputation rests not only on the exceptional quality of our ingredients, recipes and craft but also on our commitment to creating beauty responsibly.

The *Year in Review* highlights the progress made over the past 12 months, including improvements to environmental performance, community impact and transparency across every part of the business. As part of Hempel A/S, whose purpose is to shape a brighter future with sustainable coating solutions, and under the stewardship of the Hempel Foundation, Farrow & Ball continues to contribute to a collective mission that champions biodiversity, education and innovation for good.



2024/2025 HIGHLIGHTS

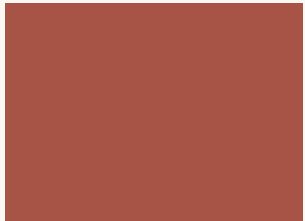
For the first time we are making our full list of raw ingredients available

We have continued to reduce our carbon footprint, with a decrease of 6 per cent

We conducted a full external audit to ensure we can safely say our paint is PFAS free

We have had 0 lost time accidents globally across Farrow & Ball

The Farrow & Ball commitment to sustainability has four key pillars:



PRODUCT 1

Our raw materials and our finished product



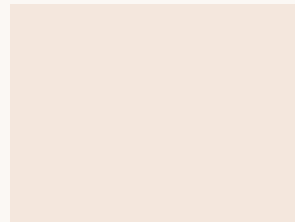
PEOPLE 3

The heart of Farrow & Ball: our employees and wider communities



PERFORMANCE 2

Our manufacturing methods, energy use, waste and packaging



PARTNERS 4

How we ensure we have an ethical supply chain and, finally, how our customers use our products on their decorating journey

This is an ongoing journey and the principles behind sustainability is constantly evolving. Conceived as a companion piece to our annual report, *A Year in Review* provides a look back over the past 12 months and the progress we have made against our goals.

We have step-by-step plans and science-based targets in place to keep us on the right path, making strides towards a better future for people and the planet.



Clare Dunbar Managing Director

Sustainability is not a standalone initiative at Farrow & Ball. It is woven into the way we think, create and operate. More than a decade ago, we moved entirely to water-based paint. That decision changed the course of our business and set a clear expectation for the future. Today, that same spirit of responsibility

informs everything we do, from the raw materials we choose to how we treat our people and support our communities.

Our responsibility begins with our people. We have placed greater emphasis on employee wellbeing and development, improving our benefits and support so that our teams feel appreciated and able to grow. Farrow & Ball is shaped by the people who work here, and their care, creativity and commitment move us forward.

Looking at our product range, this past year has been one of great progress. We have introduced more detailed CO₂ reporting so we can better understand our footprint and make informed decisions about where we must change. We have also taken meaningful steps towards using bio-based additives and fossil-saving binders in our paint, reducing our reliance on fossil fuel materials.

Our role within the community remains equally as important. This year we have supported causes close to our heart, including the River Allen Association in Dorset, Mind (the UK mental health charity) and the Leslie Lohman Museum in New York. We

have also worked on redecoration projects for community spaces that were in need of renewal. These acts, small and large, reflect what we stand for: partnership, compassion and craft in service of something bigger than ourselves.

As we look ahead, we do so with humility and determination. We know we are on a journey and there is always more to learn. What matters is that we continue to act with honesty, transparency and care for both people and our planet.

Clare.



PRODUCT

1

This section of the report covers developments in what goes into our paint and updates from the prior year in Research and Development.



PRODUCT

1

OUR PRODUCT GOALS

- 1. Contribute to the Hempel A/S target to reduce Scope 3 of the group's carbon footprint by five per cent by 2030.**
- 2. Continue to substitute fossil-based ingredients with sustainably sourced renewable alternative where possible.**
- 3. Always maintain water based formulations across our full range.**
- 4. Monitor and respond to the changing science and legislation surrounding Synthetic Polymer Microparticles (commonly known as SPMs or 'microplastics').**

2024-2025 Progress

- We have developed a detailed carbon roadmap extending through to 2030 with a clear ambition to reduce carbon emissions and increase both bio-based and recycled content across our paint range. Once fully implemented, the roadmap is projected to save approximately 3,000 tonnes of CO₂ per year – representing around 16 per cent of the company's 2030 Scope 3 target.
- We improved our reporting and analysis to reassess our 2023 benchmark with more categories included. Against a more robust 2023 result we have shown a reduction of -5.6 per cent in Scope 3 carbon emissions in 2024.
- Two new formulation changes introducing bio-based additives and fossil-saving binders in our paint.
- We have changed our ways of working so every Research and Development project now includes a carbon calculation and each project must identify a CO₂ reduction opportunity without compromising product quality.
- A new EU definition and guidance on SPMs has been published, expanding the scope of regulated materials. All binders commonly used in paint are now classified as SPM. In response to this, we completed a full supply chain audit to identify all potential sources of SPM. We found that all binders identified as sources of SPM are essential to paint performance and durability, and removing them would compromise product longevity and increase carbon footprint through more frequent redecoration. To mitigate potential emissions to the environment, we have updated the guidance on responsible tool cleaning and waste disposal in our Product Advice Sheets.

OUR POSITION ON SUSTAINABILITY

Gareth Hayfield,
Head of Research and Development

At Farrow & Ball, sustainability is not an initiative; it is integral to how we design, make and improve everything we do. In Research and Development, our mission remains clear: to create paints that are not only beautiful and long-lasting but also kinder to people and the planet.

Real change begins long before a tin of paint or a roll of wallpaper reaches a wall. It starts with the decisions we make in our laboratories, the raw materials we choose, the suppliers we work with and the standards we set for ourselves at every stage of the process. Each choice is a step towards reducing our impact, from the sourcing of ingredients to the way our products perform and last in our customers' homes.

This year, our focus has been on deepening our understanding of material impact and accelerating innovation across our portfolio. We introduced Flat Eggshell, a breakthrough finish that combines exceptional durability with a classic 20 per cent sheen level. Designed with both performance and sustainability in mind, it incorporates bio-based and fossil-saving materials and achieves minimal VOC levels and an A+ indoor air quality rating.

These developments are part of our wider carbon roadmap, which will deliver a projected saving of 3,000 tonnes of CO₂ per year by 2026, representing 16 per cent of our 2030 Scope 3 target.

We know that even the most sustainable decorating has an environmental impact, which is why we design for longevity. The longer a finish lasts and the more it is loved, the less need there is for redecoration, and the lower the overall impact becomes. Sustainability, to us, is about creating products that last in every sense: technically, aesthetically and ethically.

For Farrow & Ball, success means creating products that delight customers while minimising environmental impact. Progress

is measured through quantitative data such as carbon footprint reduction, waste management, and recyclability, as well as qualitative measures including product longevity, customer satisfaction, and design integrity.

This is the internal benchmark and the standard by which it ensures continuous progress year after year. Our goal is simple: to make paints and wallpapers that customers choose to keep for years because they love them and they have withstood the test of time.



SUSTAINABLE BY DESIGN

In recent years we have made a commitment to ensure sustainability is embedded in the design of every product. Our Research and Development team now follows Sustainable by Design principles, ensuring that every new project includes a carbon calculation and a defined plan for reduction whilst improving performance.

Each ingredient is carefully considered, not only for its colour or technical function, but also for its safety, environmental profile, ethical sourcing and traceability. For example, one bio-based ingredient is created from sugar cane waste which is converted to ethanol and then refined into a raw material. Our parent company, Hempel, has also expanded its supplier auditing criteria to include the environmental and social impacts of bio-based raw material extraction, ensuring accountability throughout the chain.

Our focus on reducing VOCs continues to deliver strong results, with 80 per cent of our portfolio now classed as as “Trace VOC”. Trace VOC means it has only background levels, the lowest possible classification. In the US, the Federal Trade Commission define “trace” as when something has not been intentionally added, does not cause harm and is at an acknowledged background level.





FLAT EGGSHELL

A Milestone in Sustainable Innovation

A central part of our innovation pipeline is the ongoing development of new finishes that combine sustainability and performance. The launch of Flat Eggshell marked a significant breakthrough – a game-changing finish that delivers outstanding durability and aesthetic quality at a classic 20 per cent sheen level.

Flat Eggshell was designed with both performance and sustainability at the forefront. It features minimal VOC levels, achieves an A+ indoor air quality* rating and incorporates bio-based additive and fossil-saving materials. It demonstrates how we continue to improve our products while advancing towards a lower-carbon future.

This philosophy of continuous improvement runs throughout the innovation programme, with each new product launch representing a step forward in reducing CO₂ emissions and improving material sustainability.

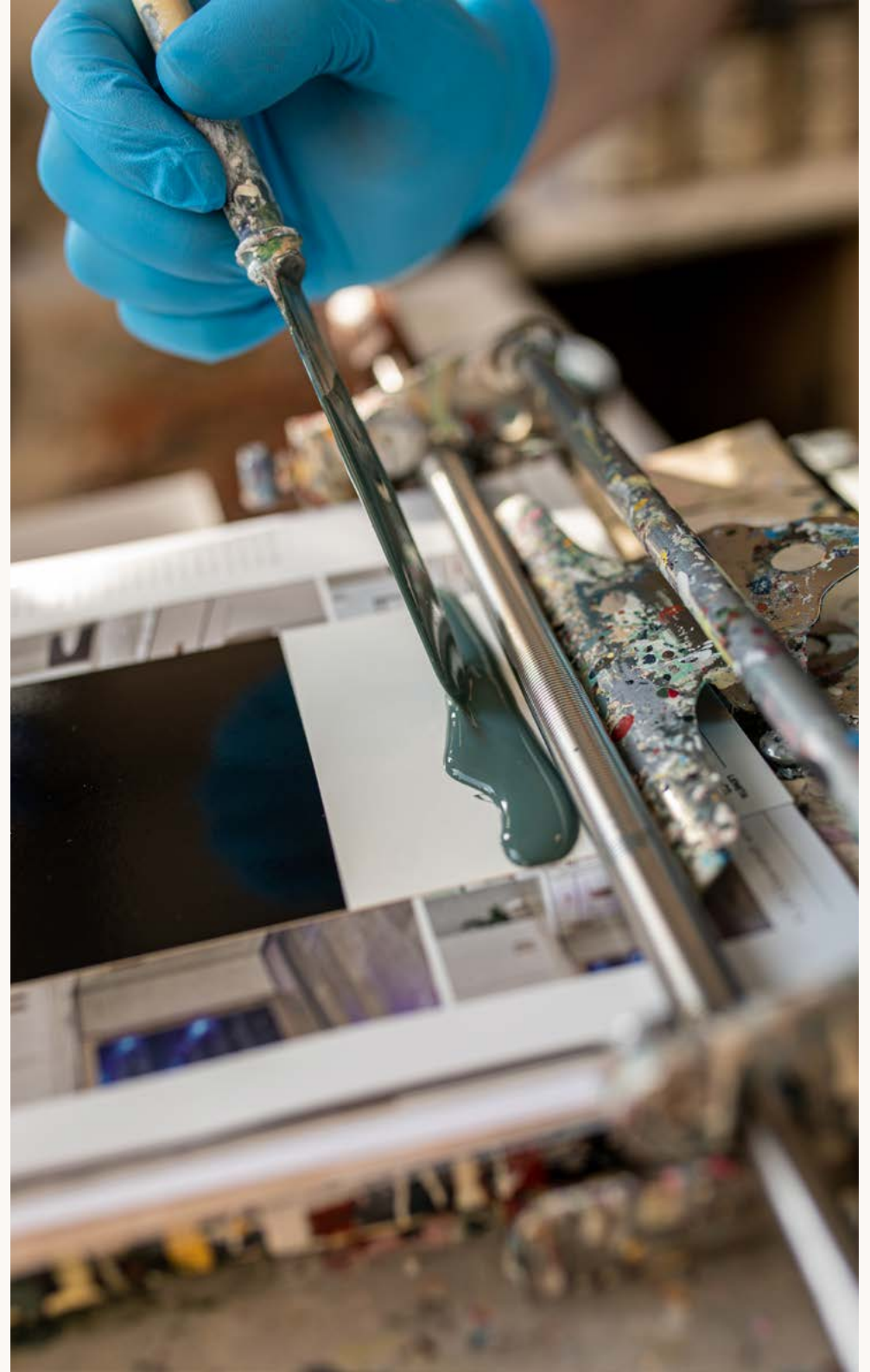
*A+ for the French Indoor Air Quality Decree N° 2011-321 – Arrêté April 2011

PFAS

At Farrow & Ball, we do not intentionally add PFAS (per- and polyfluoroalkyl substances, or ‘forever chemicals’) to any of the paints or wallpapers we manufacture.

We have conducted a thorough audit of our suppliers and have performed external testing to now guarantee our paint and wallpaper are PFAS free.

The company remains fully committed to transparency, scientific integrity and continuous improvement in this area. We will continue to monitor developments in PFAS regulation and analytical testing and collaborate across the supply chain to ensure the safest and most responsible products possible for customers and the planet.





A NEW ERA OF TRANSPARENCY

For the first time, we have chosen to publish a full list of the ingredients used in our paints. This step allows customers and other stakeholders to clearly understand what goes into every tin and reflects our commitment to greater transparency.

Last year, we set out the fundamental groups of ingredients that make up our products. This year, we have gone further by publishing every individual ingredient, described in clear, consumer-friendly language. For each ingredient, we explain its function, its origin and, where relevant, how it may be encountered in everyday life beyond paint.

By making this information accessible and easy to understand, we aim to support informed decision-making, increase confidence in our products and demonstrate accountability for the materials we use, while continuing to protect the integrity of our formulations.

LOOKING AHEAD

In line with our commitment to continuous improvement, we are looking at ways of lowering the carbon footprint of our paints even further, which includes introducing more bio-based and carbon-saving ingredients. This shift represents another important step in reducing the embedded impact of our products while maintaining the performance, depth of colour and finish quality expected from Farrow & Ball.

These next developments build on the progress we have already made and reflect our belief that innovation is never finished. By refining our formulations, rethinking our materials and challenging ourselves to go further each year, we move closer to our long term ambition of creating products that are beautifully crafted, responsibly made and built to last.

This is the future we are working toward: a range that delights customers, stands up to the demands of everyday life and moves us steadily toward a lower impact, higher performance world of colour.



This section of the report focuses on how we have made and transported our product in the past year.



OUR PERFORMANCE GOALS

1. **Contribute to the Hempel A/S target to reduce Scope 1 and 2 of the group's carbon emissions by 90 per cent by 2026.**
2. **Maintain our current level of zero for our Scope 2 CO₂ emissions across our manufacturing and warehouse sites.**
3. **Assess Scope 1 and 2 CO₂ emissions for our showroom estate to drive improvements.**
4. **Continue to send zero waste to landfill from our production sites.**
5. **Aim to achieve 50 per cent recycled content in primary and secondary packaging by the end of 2026.**

2024-2025 Progress

- 2024 Scope 1 emissions*: 249 t CO₂e a reduction of 17 t CO₂e (4 per cent) vs 2023.
- Fuel oil usage eliminated (saving 13.3 t CO₂). However natural gas consumption has increased, offsetting part of this reduction.
- Scope 2 emissions remain zero for our factory and head office.
- Due to refined methodology, we are now able to include showrooms. Our 2024 Scope 2 emissions total is 136 t CO₂e.
- We aim to reduce this through continued use of renewable electricity and improved energy efficiency across sites.
- We have continued to send zero waste from production to landfill.
- We now have 31 per cent recycled content in our packaging.

*Hempel A/S refined its carbon footprint calculation methodology in line with evolving standards. Under the new methodology, Farrow & Ball's 2023 Scope 1 emissions were recalculated at 266 t CO₂e

MANUFACTURING FOR A LOWER IMPACT

Sustainable ingredients are only part of the story. This section of the report shares how we continue to refine the way we make our paint and paper, from energy and waste to packaging and transport.

Every tin and roll is still carefully crafted in small batches and made to meet demand to minimise waste. We continue to push ourselves to improve, regularly reviewing our factory operations to find smarter and more sustainable ways of working.

Our manufacturing already runs on 100 per cent renewable energy, produces zero waste to landfill and delivers a range of additional environmental benefits. These efforts have had a meaningful impact on our carbon footprint, reflected in our low Scope 1 emissions and zero Scope 2 emissions from our factory and warehouse.

In 2024, our Scope 1 emissions were 249 t CO₂e, a reduction of 17 t CO₂e (6.4 per cent) compared with 2023. This reduction includes the full elimination of fuel oil usage, saving 13.3 t CO₂. Although natural gas consumption increased and offset part of these gains, we remain committed to driving this number down.



Scope 2 emissions for our factory and head office remain at zero. Due to refined methodology, we are now also able to report emissions from our showroom estate, bringing our 2024 Scope 2 total to 136 t CO₂e. We aim to reduce this further through continued use of renewable electricity and improved energy efficiency across all sites.

But we are not standing still. In 2026, we are continuing to invest in site developments that will help us lower our footprint even further, building on the progress we have already made and ensuring our manufacturing operates with the lowest possible impact.





PRODUCTION ON DEMAND

Over the past eight years, we've evolved from producing 100 per cent ready-tinted paint at our home in Dorset to tinting now more than 60 per cent of our product on demand at the point of purchase. This shift in our manufacturing approach has improved customer access to their preferred colours and finishes while significantly reducing the volume of slower-moving stock held around the world. All of our base paints and wallpaper remain handcrafted in Dorset.

OPERATIONAL EFFICIENCY AND SUSTAINABLE MANUFACTURING

This year, we introduced a load-levelling approach in our factory, working closely with key stockist partners to smooth production demand across the year. By reducing peaks and troughs in manufacturing, we can operate more consistently and efficiently, lowering the energy required for stop-start production and improving overall equipment performance. Steadier production flow also reduces movement across our site. Fewer urgent picking and replenishment cycles mean reduced forklift use, lowering energy consumption, minimising equipment wear and supporting a safer, calmer working environment for our teams.

Load levelling enables us to produce what customers need, when they need it, reducing the risk of overproduction and waste while strengthening operational resilience.

Alongside this, we continued to invest in equipment upgrades that improve both efficiency and environmental performance. Notably, the introduction of in-line labelling in our paint factory combines filling and labelling on a single line, reducing handling, energy use and the risk of product damage, while supporting a more controlled and responsible production process.





We have also made important upgrades in our wallpaper factory, including introducing new printing equipment and bringing in smarter production planning. This has reduced the energy used to produce each roll of wallpaper, which not only lowers our overall energy consumption but also contributes directly to reducing our Scope 1 footprint.

Together, these machinery upgrades demonstrate how targeted improvements in our production lines can generate meaningful sustainability gains. By refining the way our equipment runs and ensuring our processes are as efficient as possible, we reduce waste, cut energy use and support the long term resilience of our manufacturing operations.



Dry waste following water extraction at our onsite effluent plant - also known as 'paint cake'.

WASTE MANAGEMENT

Whilst manufacturing paint we try to keep our waste to a minimum, however there is always some created. For this we have an on-site effluent plant that handles any waste that has been generated. Due to process improvements and machinery improvements in our site handling, in 2025 we have seen a 38 per cent reduction in the volume that plant is processing.

We send zero waste to landfill and any paint we are unable to sell due to damage to the tins or packaging, we carefully pass on to a third party which gives the product another life via re-working. On average in 2025 we saw a reduction of 22 per cent in the volume of paint we are unable to sell. This points to great improvement in product damage occurring internally or because of handling by carriers.

PACKAGING WITH PURPOSE

As part of our sustainability ambition, we are focused on reducing the environmental impact of our packaging across both primary and secondary materials. Packaging plays a critical role in protecting product quality and ensuring safe transportation, but it also represents a significant opportunity to reduce resource use, increase circularity and lower our overall carbon footprint.

We have set a target to achieve 50 per cent recycled content across our packaging by the end of 2026. This ambitious goal requires innovation in material sourcing, improvements in design and continued engagement with our supply chain partners to identify lower-impact alternatives.





LOOKING AHEAD

Looking ahead, we will continue to focus on reducing the environmental impact of how we manufacture, package and transport our products, building on the strong foundations already in place.

Our priority remains driving further reductions in emissions, particularly across areas where change is more complex, while maintaining the quality, durability and performance our customers expect. We will continue to invest in operational efficiency, energy reduction, waste prevention and lower-impact packaging, guided by data and ongoing review of our processes.

Through targeted site improvements, closer collaboration with suppliers and a continued shift towards smarter, demand-led production, we aim to further strengthen the resilience and environmental performance of our operations and make steady, measurable progress towards our longer-term commitments.



This section of the report looks at our people, from the values that guide us to employee benefits, our commitment to equality and inclusion to our charity work.



PEOPLE

3

OUR PEOPLE GOALS

1. **Maintain the gender diversity we're so proud of**
2. **Continue to promote inclusion and diversity in the workplace through our benefits, training, leadership and partnerships**
3. **Continue to prioritise a safety-first culture to prevent lost time accidents in the workplace**
4. **Continue to give back to charity partners and causes we're passionate about**

2024-2025 Progress

- 63.5 per cent of employees are women and 58.9 per cent of leadership are women (leaders are classified as having three or more direct reports).
- We have made global enhancements to family leave to provide 16 weeks of fully paid maternity and shared parental leave, alongside a new neonatal care policy to better support families during critical moments.
- For the second year running, we have significantly increased our investment into family healthcare plans for our employees in the United States and Canada.
- We have had zero 'Lost Time Accidents' this year at our manufacturing and warehouse facilities and we undertake regular training with all employees to ensure safety remains top of mind for our entire team.
- We focused our charitable donations on long-term partnerships and targeted community support, using our products, expertise and financial contributions to create meaningful social and environmental impact. By prioritising organisations that support inclusion, wellbeing, creativity and local ecosystems, we aimed to make a positive difference in the places where we live and work.



NURTURING OUR CULTURE, CRAFT, AND COMMUNITIES

Across every part of the business, from designing and developing to crafting, producing, shipping, marketing, and delighting customers, people remain at the heart of every product. A close partnership between our Training and Development team and commercial teams ensures learning programmes are aligned to strategic priorities and bring to life the craftsmanship and story behind each product.

A shared sense of purpose across Farrow & Ball is reflected in the 2025 employee engagement survey, where 92 per cent of colleagues expressed strong belief in the products and mission, and 90 per cent confirmed they understand how their work contributes to the company's strategic goals.

We are focused on strengthening the connection between people, product, customers, and the communities Farrow & Ball increasingly serves. Central to this approach is the belief that People and Culture is not a department, but something lived by every colleague and every leader. Every interaction is considered a moment that matters.

In 2025, our People agenda has been centred on inclusion and belonging, shared responsibility for sustainability and social value, as well as building the capabilities needed for Farrow & Ball to grow globally and responsibly. Key initiatives already delivered include the launch of Women in Leadership apprenticeships, a comprehensive Wellbeing Strategy, a Colleague Voice Forum, and Lunch and Learn sessions. These foundations are enabling further progress in the year ahead.



Evie, Hampstead Studio Manager, 2 years.

RECENT HIGHLIGHTS

Championing Equity and Representation

Women represent 64 per cent of the total workforce, 58 per cent of leadership roles and 55 per cent of executive leadership positions.

Enhancing Family Support

Global enhancements to family leave provide 16 weeks of fully paid maternity and shared parental leave, alongside a new global neonatal care policy to better support families during critical moments.

Flexible Working

A hybrid model for head office colleagues has been fully embedded. Additional flexibility is supported through holiday buy schemes, increased job-sharing and part-time roles.



Listening and Engagement

As a part of Hempel A/S we conduct an annual engagement survey of employees across our business globally. The ‘Hempel Heartbeat’ colleague survey confirmed strong levels of pride and commitment across the Farrow & Ball organisation, with more than 90 per cent of employees participating in 2025.

Collaboration with the University of Bristol – Department of Chemistry

In partnership with the Department of Chemistry at the University of Bristol, we launched a research initiative designed to give undergraduate and masters students the opportunity to apply their academic learning in a real-world context. The project focused on exploring innovative and sustainable materials for use in paint formulations.

Supporting Communities

Through charitable initiatives such as redecoration donations and Painting with Pride, Farrow & Ball continues to contribute to the communities it serves. Colleagues joined the iWitness Tour in Uganda to see first-hand the impact of the Hempel Foundation. The Foundation also offered financial support to employees experiencing personal hardship and to those with children in higher education.

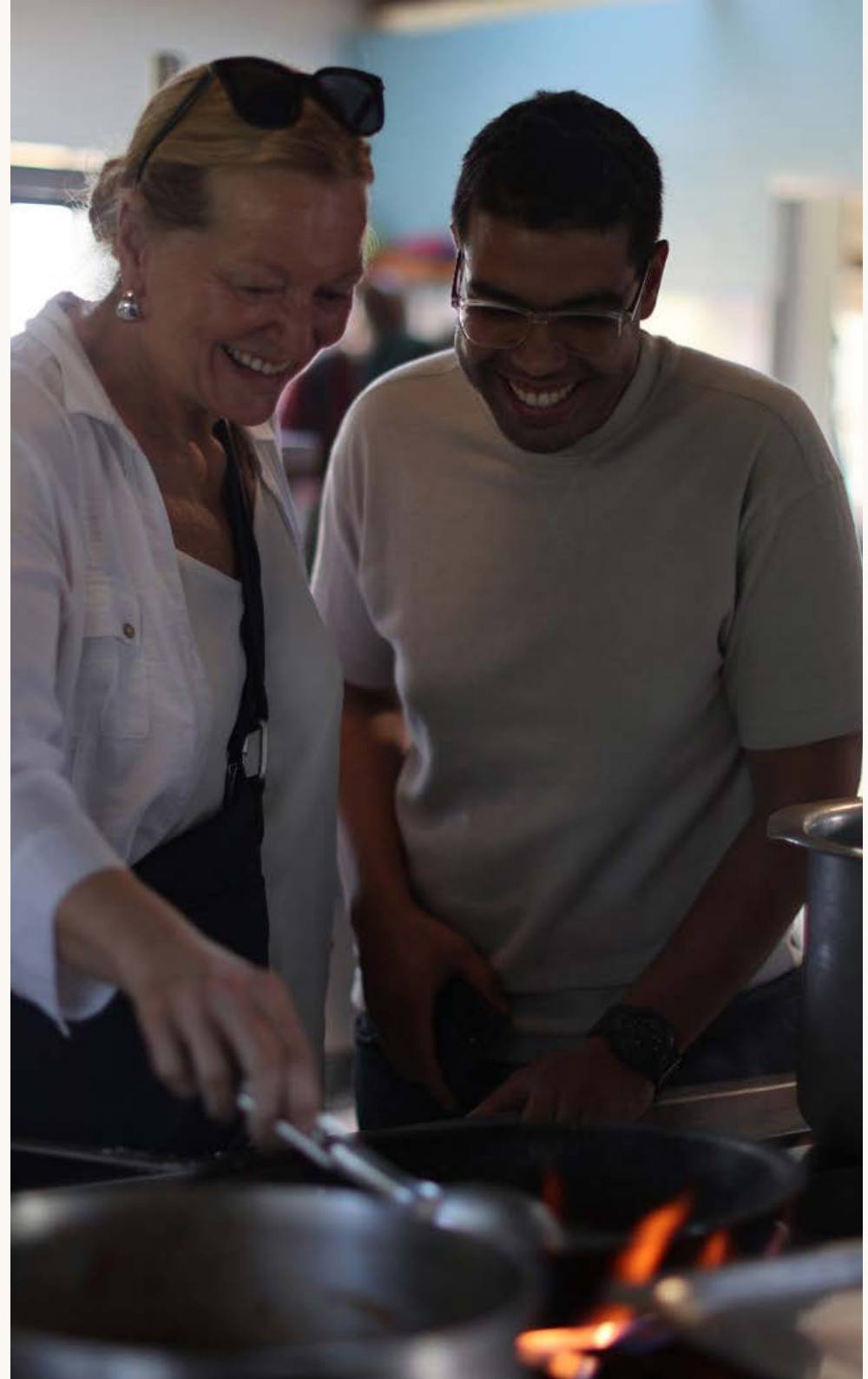
THE HEMPEL FOUNDATION AND FARROW & BALL

As a part of Hempel A/S we are proud to be part of a group majority owned by philanthropic organization the Hempel Foundation

"Being chosen to represent Farrow & Ball on the Hempel Foundation iWitness Tour was one of the greatest honors of my career. Walking into classrooms in Uganda and seeing children experiencing the joy of learning to read was life changing. The Foundation's support is breaking the cycle of learning poverty and creating a pathway to opportunity that will transform not just individual lives, but entire communities. That experience continues to inspire me every single day, giving me a deeper sense of purpose in the work we do at Farrow & Ball."

"It was an incredible privilege to stand in the Rwenzori Mountains of Uganda and witness firsthand the Hempel Foundation's work to restore forests, protect fresh water sources, and safeguard biodiversity in partnership with WWF. Knowing that this work directly impacts the health and dignity of millions of people filled me with both pride and humility. To have been chosen to see this with my own eyes is something I will never forget, and it gives me renewed purpose every day in my role at Farrow & Ball — reminding me that our success as a company fuels something much bigger than ourselves."

Tina LaLima, Farrow & Ball Sales Manager





GIVING BACK

From our Dorset home to international markets, we continue to support charities and community initiatives that align with our values and allow us to use our products, time and expertise to create positive social and environmental impact

Community and Environmental Partnerships

We continue our partnership with the River Allen Community Interest Company, supporting the protection and restoration of the local chalkstream that runs close to our factory and forms part of our wider environment. Our contributions help fund community engagement and conservation activities focused on safeguarding this important natural habitat.





Painting with Pride

In 2025, we strengthened our long-term commitment to the LGBTQIA+ community through Painting with Pride, a year-round initiative focused on creating welcoming, safe and celebratory spaces. In the UK, we supported Stonewall Housing by redecorating community spaces for LGBTQIA+ people experiencing homelessness or living in unsafe environments. In the US, we continued our partnership with the Leslie-Lohman Museum of Art in New York City, the world's only museum dedicated solely to queer art.



East Anglia Children's Hospice, Painted by Natasha Hulse Design | Photography by Taro Juno Rowse.

Supporting Spaces in Need

Over the past year, we have donated paint and materials to a range of charities and community organisations, helping to transform spaces that support vulnerable people, creativity and wellbeing. These projects included hospices, children's charities, community hubs, wildlife organisations and creative workspaces across the UK. By helping to improve physical environments, we aim to contribute to dignity, comfort and a sense of belonging for those who use them.

Responding in Times of Need

In response to the wildfires in Los Angeles in January 2025, we made a financial donation to the LA Arts Community Fire Relief Fund, supporting artists and arts workers whose homes, studios or livelihoods were impacted.

We are proud to support organisations using care, creativity and community action to make a meaningful difference, and we remain committed to giving back in ways that reflect our values and the needs of the places where we operate.



LOOKING AHEAD


Our people are central to our long-term success. As we look ahead, we are committed to creating an inclusive, safe, and inspiring workplace where every colleague can thrive, contribute and grow. Our priorities are designed to support wellbeing, amplify colleague voice, reflect global diversity and ensure our values are lived every day.

Wellbeing

We will continue to deliver our holistic wellbeing strategy, supporting colleagues across four interconnected pillars: financial, mental, physical and social health. Our focus will be on prevention as well as support—equipping colleagues with the tools, resources, and confidence to look after their wellbeing, while fostering a culture where openness, balance and care are actively encouraged. We will regularly review our wellbeing offering to ensure it remains relevant, accessible and impactful across all regions.

Colleague Voice

We are strengthening continuous listening through five always-on themes: inclusion, customer, sustainability, community and change. These themes ensure that colleague feedback is not only heard but meaningfully informs decision-making, priorities and ways of working. By embedding regular feedback loops and transparent responses, we aim to build trust, increase engagement and empower colleagues to shape the future of Farrow & Ball.





Competitive Global Benefits

Our global benefits framework will continue to evolve to reflect the diverse needs of our colleagues across geographies, life stages and demographics. Recognising that a single approach does not suit all, we will balance global consistency with local flexibility, ensuring our benefits remain competitive, inclusive and aligned to wellbeing, family support as well as long-term security.

Living Our Values

Our values—Pioneering, Extraordinary and True—will continue to guide how we lead, collaborate, and serve our customers. We will focus on embedding these values into everyday behaviours, performance expectations and people processes, ensuring they are consistently experienced by colleagues, partners and customers alike.

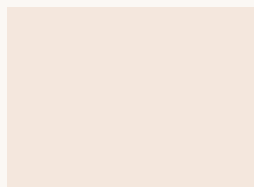
Onboarding for Success

Building on the launch of our new 90-day induction programme in UK retail, we will expand this approach globally and across support functions. Our ambition is to deliver a consistent, high-quality onboarding experience that helps new colleagues feel welcomed, confident and connected—setting them up for long-term success from day one.

Giving Back

We will continue to play an active role in supporting the communities we are part of. This includes our ongoing partnership with River Allen Community Interest Company, supporting the rewilding of our local chalk stream. Beyond this, we will continue to donate our product, time and expertise to community spaces in need, encouraging colleague involvement and reinforcing our belief that positive impact starts close to home.

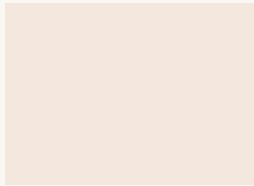




PARTNERS

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This section of the report focuses on our partners across the value chain, from upstream suppliers to downstream customers. We recognise that our sustainability impact extends beyond our own operations and that meaningful progress depends on strong, responsible partnerships that support ethical sourcing, transparency and more sustainable decorating choices.



PARTNERS 4

OUR PARTNERS GOALS

- 1. Commit to an ethical supply chain, sourcing only from responsible providers who agree to our Supplier Code of Conduct.**
- 2. Maintain public transparency through the publication of an annual responsibility report.**
- 3. Educate our colleagues, stockists and customers on sustainable practices and responsible decorating.**

2024-2025 Progress

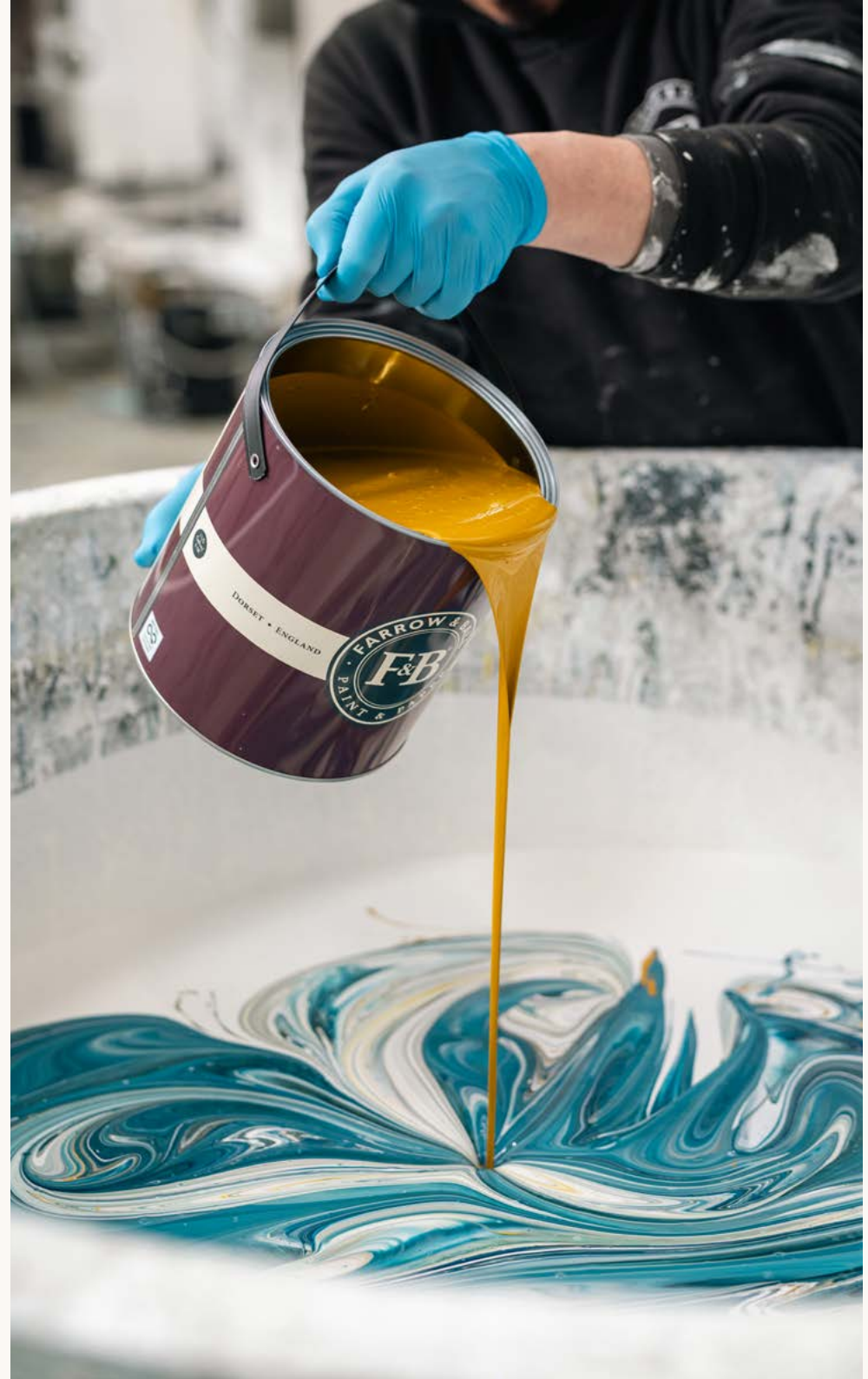
- We have fully audited our supply chain to understand the environmental impact of every ingredient used in our products. This work goes beyond compliance and reflects our broader sense of responsibility.
- We work closely with suppliers to strengthen transparency and traceability, ensuring materials are sourced ethically and produced to the highest standards.
- Since achieving B Corp certification in 2024, we have regularly updated customers and partners on our progress across our pillars of responsibility.
- This year we delivered internal sustainability training across the business, supported industry partners on their own sustainability journeys and refreshed customer guidance on how to decorate in ways that are less harmful to the planet.

OUR APPROACH TO PARTNERSHIP

We view everyone involved in creating and using our products as partners in our journey, including our suppliers and our customers. Our aim is to work with the best possible suppliers while equipping customers with the information and tools they need to reduce the environmental impact of creating beautiful homes.

As a manufacturer, we are in a privileged position. We know exactly what goes into our products and where those materials come from, right back to raw ingredients. Not all paint brands manufacture from scratch. Many purchase a base paint and add colour at a later stage, which places them further from the origin of materials and limits visibility over supplier practices. Our manufacturing model allows us to take greater responsibility for what we use and how it is sourced.

For the first time this year, we have published a list of the raw ingredients used in our paints as part of our commitment to increased transparency. This enables customers with allergies or sensitivities to easily access clear and relevant information, and identify any potential areas of concern. It also supports informed purchasing decisions to an even greater extent. To protect the integrity of our unique formulations, we do not publish a detailed list of suppliers.





THE IMPORTANCE OF AN ETHICAL AND AUDITED SUPPLY CHAIN

We have fully audited our supply chain to understand the environmental impact of every ingredient we use. This approach reflects a commitment to responsibility rather than a simple compliance exercise. We collaborate closely with suppliers to strengthen transparency and traceability, ensuring materials are sourced ethically and produced to high environmental and quality standards.

Paint is a complex blend of many components, some of which currently have limited viable alternatives. As a result, close collaboration with raw material providers is essential. We actively work with suppliers to support improvements in their sustainability performance, accelerate innovation and improve operational efficiency.

This year we carried out an in-depth review of our raw materials against new and emerging regulations. In 2024, our focus was on PFAS and we found no detectable levels in our paints. In 2025, our focus shifted to Synthetic Polymer Microparticles. This work has deepened our understanding of where these particles may enter our products and how they can be managed.



INDUSTRY COLLABORATION AND SHARED RESPONSIBILITY

We recognise that the sustainability challenges facing the coatings industry cannot be solved by any single business. We collaborate with peers, trade bodies and sustainability networks to share knowledge, contribute to improved standards and support collective progress across the sector.

Our long-standing relationships with raw material suppliers are a particular strength. These partnerships allow us to explore lower-impact technologies with suppliers who understand our high expectations for performance, consistency and longevity.

In 2024, we achieved B Corp certification. B Corp certification represents a rigorous assessment of social and environmental performance, accountability and transparency. Certification demonstrates our commitment to meeting high standards and provides assurance to colleagues, customers and partners that we are focused on responsible growth, sustainable innovation and continuous improvement.

We are proud to be part of a global community of businesses using commerce as a force for good, balancing people, planet and profit. We believe in the positive power of colour and light, not only in homes but in shaping a more sustainable future.


LOOKING AHEAD

Looking ahead, we will continue to strengthen how we work with partners across our value chain, recognising that collaboration, transparency and shared accountability are essential to reducing our environmental and social impacts.

We will deepen engagement with our suppliers to further improve traceability, data quality and understanding of environmental impacts at raw material level. This will include ongoing review of emerging regulations and scientific developments, as well as continued collaboration with suppliers to identify lower-impact alternatives where viable, without compromising performance, durability or quality.

We will build on our supply chain audits by moving from assessment to action, working with partners to prioritise improvement opportunities and support progress over time. Where challenges exist, we will focus on long-term partnership rather than short-term substitution, recognising the complexity of paint formulation and the limited availability of alternatives for some materials.





Downstream, we will continue to improve how we support customers to make more sustainable decorating choices. This includes expanding the clarity and accessibility of product information, strengthening guidance on responsible use and disposal, and exploring new ways to communicate environmental impact in a clear and meaningful way.

We will also increase our participation in industry collaboration, using our manufacturing expertise and supplier relationships to contribute to collective solutions. This includes engaging with industry discussions on mass balance approaches and other emerging methodologies that have the potential to reduce reliance on virgin materials and support more sustainable sourcing at scale.

As a B Corp certified business, we will continue to report transparently on our progress, challenges and priorities, ensuring our partners, customers and colleagues can track how our commitments translate into action. Through continuous improvement and shared responsibility, we aim to play an active role in shaping a more sustainable future for the coatings industry.



CARBON FOOTPRINT TRANSPARENCY

Farrow & Ball total carbon footprint in 2024:
36,293T (5.55Kg CO₂e/L of paint), equivalent to
the annual energy use of 13,442 British homes.

Scope 1: 249T (0.038 kg CO₂e/L of paint) 0.7% of
our total emissions.

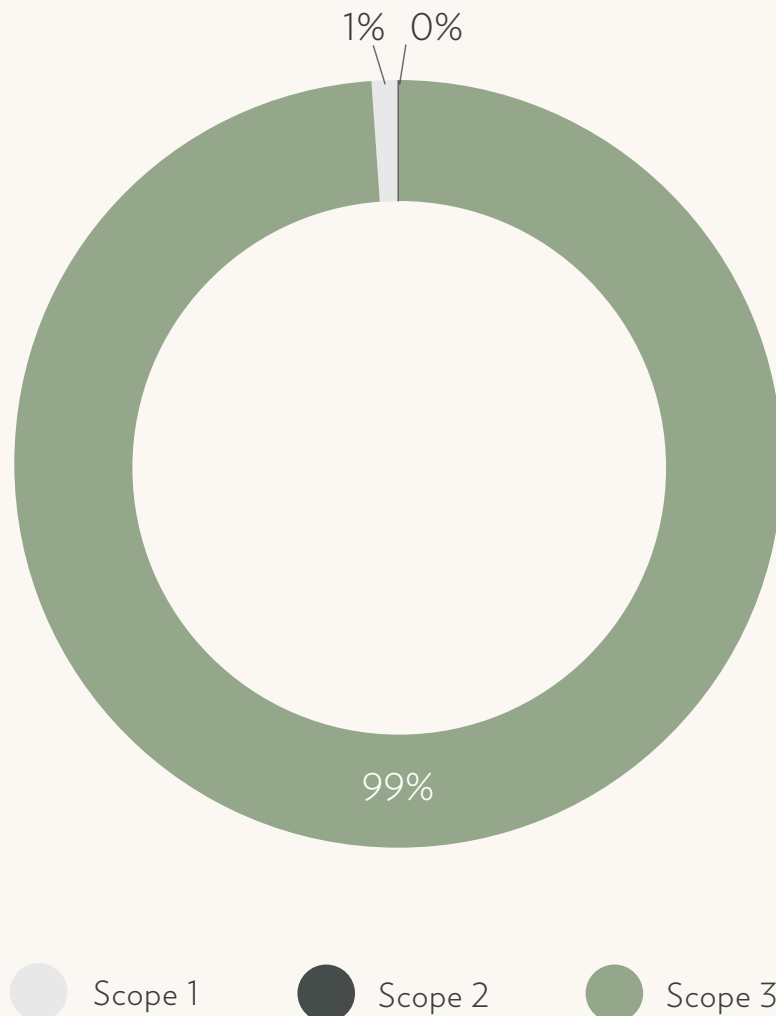
This scope is the emissions directly produced during our
manufacturing and processes at our site in Dorset. For example,
emissions from the petrol used in our non-electric vehicles, and
from the gas used in our showrooms.

Scope 2: 136T (0.021 kg CO₂e/L of paint) 0.37% of
our total emissions.

This scope is indirect emissions produced to generate the energy
(electricity) we use to power our sites in Dorset and North America,
as well as our showroom estate. As we only use guaranteed renewable
energy sources, after many years focus and investment in this area,
we're pleased to confirm this is zero for our Dorset home.

Scope 3: 35,908T (5.488 kg CO₂e/L of paint) 98.9% of
our total emissions.

This scope is all other indirect emissions produced as a result of
our operations, such as employee travel or sourcing raw materials.



All figures are in Tonne CO₂ equivalent unless otherwise stated

We've discovered that 98.9 per cent of our carbon footprint emissions come from Scope 3, of that 50 per cent is from our raw materials. Find about more about the actions we're taking on raw materials in our [Product chapter](#).

We currently aren't offsetting carbon emissions as we're focusing instead on how we can change our business and ingredients to lower our footprint.

OUR COMMITMENTS

Our Plan For More Progress Remains Unchanged

We are focused on making meaningful, measurable improvements by addressing our most significant impacts, embedding sustainability into everyday decision-making and taking a pragmatic, evidence-led approach to change. In addition to our goals under each pillar, we make the following commitments:

Tackling the Biggest Impacts

We are proud of the progress made in reducing Scope 1 and 2 emissions, but we recognise this is not enough. Scope 3 represents our largest environmental impact and spans many areas of the business, from raw materials to logistics and product use. While complex, addressing Scope 3 is essential if we are to make the difference we aspire to. We are committed to giving this challenge the focus, collaboration and long-term thinking it requires.

Sustainability in Every Decision

We do not view sustainability as the responsibility of a single team or function. It is embedded into how we operate and the decisions we make at every level of the business. Sustainability considerations are built into objectives, and we carry out sustainability assessments for new products, processes and material changes to ensure impacts are understood and addressed early.

Keeping It Practical

By treating sustainability as a shared responsibility and embedding it into everyday decision-making, it becomes part of our normal way of working. This approach helps avoid treating sustainability as a single, overwhelming challenge and instead supports continuous progress through consistent, informed choices that deliver positive change over time.

Identify, Implement and Improve

To improve, we must first understand our current position. We use carbon footprinting and impact assessments to identify where the greatest opportunities for change exist. We take a structured approach, prioritising actions that will deliver the most significant impact and have the greatest likelihood of success, while recognising that not everything can be addressed at once.

A FINAL THOUGHT

Longevity is the most sustainable choice of all. When customers choose a paint or wallpaper that performs beautifully and endures, they make a decision that benefits both their space and the planet. Farrow & Ball continues to work everyday to ensure that sustainability, beauty and performance always remain as one.

