

Making a Difference



Hobbycraft Sustainability Report | 2023

“We believe in the power of making”

At Hobbycraft, we believe in the power of crafting and making something yourself. The benefits are clear – be they supporting wellbeing and skill development, building confidence via creative play or even just the pure fun and enjoyment people can experience with family and friends or in their community.

Our ESG agenda outlined in our “Making a Difference” plan builds on this belief and seeks to not only encourage more people to craft and make something because it is “good for them”, but also to reassure them they are crafting in the most sustainable way possible.

Within Hobbycraft, we see “Making a Difference” as a team effort – everyone has a role to play, whether they are based in stores, our head office or the distribution centre. Importantly, we are all committed to becoming even more sustainable as we grow. Our focus is on colleague wellbeing, our store communities, our business practices and the way we use our buying power to drive positive change.

In building our “Making a Difference” plan, we have sought feedback from our customers and colleagues, not only to build the detail of what we should and can do, but also to give us clear priorities.



A handwritten signature in dark ink, appearing to read "Dom Jordan".

Dom Jordan – CEO



Making a difference

Our environmental, social and governance (ESG) principles are central to our business and factoring these into business decisions is important for stakeholders, colleagues and the communities in which we operate.

We are committed to becoming more sustainable as we grow, with a focus on colleague wellbeing, our store communities and the way we use our buying power to drive positive change.

In the prior year, we conducted a detailed materiality assessment as part of the development of our ESG strategy. This was an inclusive process involving engagement with our colleagues and with external stakeholders, including our customers, to ensure our strategy focuses on the issues that are most important to our stakeholders. Through the initial survey of 750 colleagues and 3,254 customers, we identified 11 high-level topics that our ESG strategy has been aligned to. These topics fit into four key pillars of focus that also align to the United Nations' 'Sustainable Development Goals'.

We continue to gain colleague and customer feedback through monthly listening groups and surveys.



We are making a difference through...



The icons represent how our pillars align to the [United Nations Sustainable Development Goals](#).

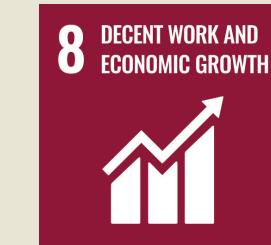
1. Colleagues

We will make sure colleague wellbeing remains at the heart of everything we do.



4. Driving positive change through business practices

We will champion ethical business practices in everything we do, underpinned by a robust governance framework.



hobbycraft

2. Communities

We will add value to the communities that we operate within.



3. Sustainable sourcing

We will work with progressive supplier partners to deliver more sustainably sourced products and reduce waste and carbon emissions.



How are we doing so far?

Whilst we are proud of our achievements to date, we recognise there is still a lot of work to do across each of the four pillars.

Colleagues:



Communities:



Sustainability:

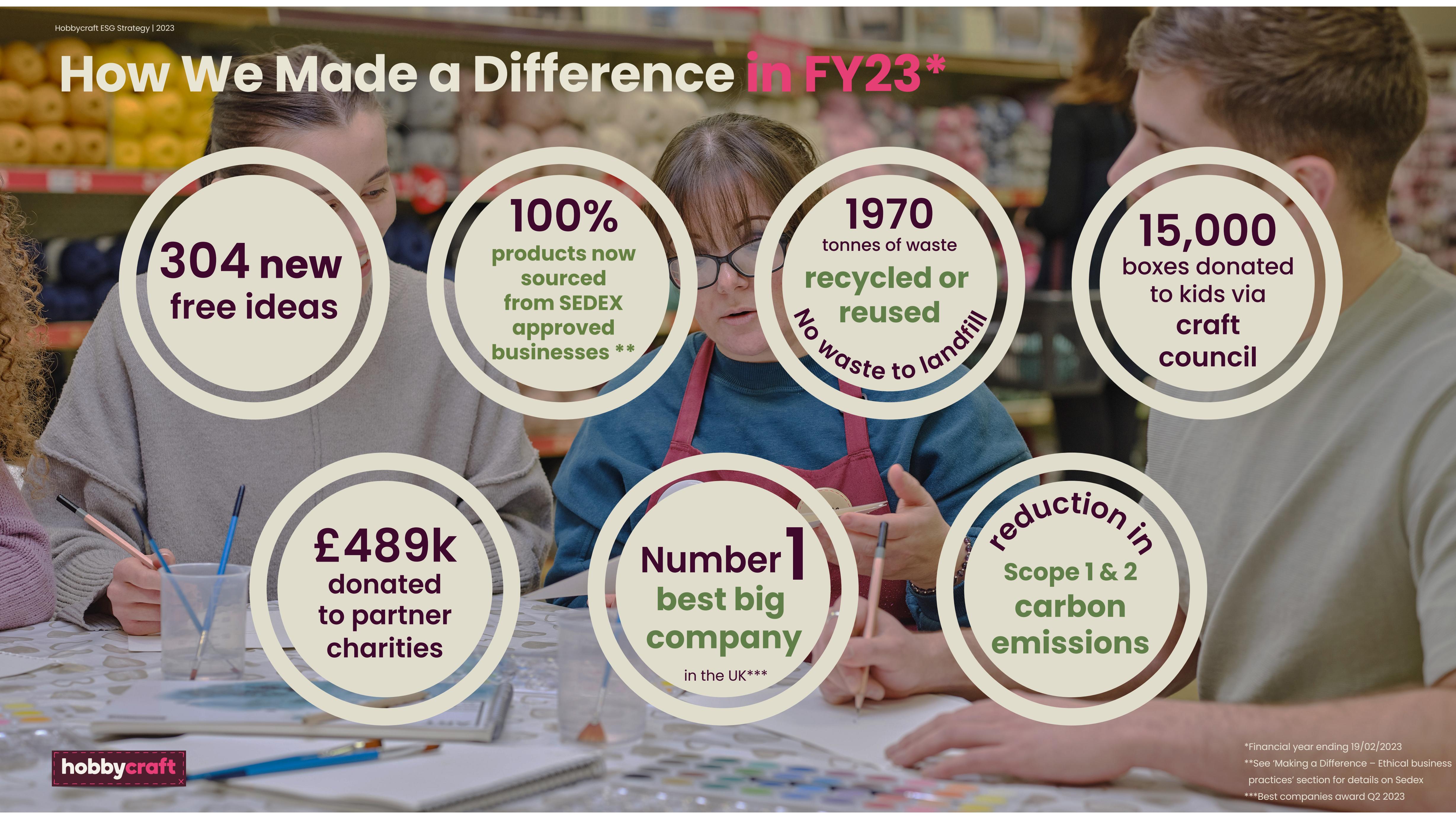


Business practice:



- On plan
- Making good progress
- Getting up to speed
- Progress in FY23

How We Made a Difference in FY23*

A photograph showing several people, including children and adults, sitting around a table covered with craft supplies like paintbrushes and color swatches. They appear to be engaged in a creative workshop or class.

304 new
free ideas

100%
products now
sourced
from SEDEX
approved
businesses **

1970
tonnes of waste
**recycled or
reused**

15,000
boxes donated
to kids via
**craft
council**

£489k
donated
to partner
charities

Number 1
best big
company

in the UK***

reduction in
**Scope 1 & 2
carbon
emissions**

Making a Difference To our colleagues

What have we achieved so far?

Colleague Wellbeing and Health and Safety

We have annual health and safety training for all colleagues, mental health first aiders available to all colleagues, and a Retail Trust employee assistance programme available to all.

Colleague Engagement

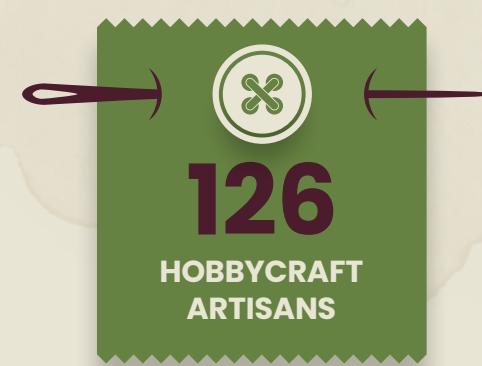
We are proud to be recognised as the **Number 1 Best Big Company to Work For**, and we work hard to support colleague development and training. For example, our Artisan programme has grown to over 126 in-store expert crafting colleagues who embody our love of craft. Reward and recognition are a central part to our plan, including having your birthday off! We also hold quarterly engagement surveys and listening groups.

Diversity, Inclusion and Belonging

We champion an inclusive culture that not only promotes diversity but truly believes in it. When you feel represented, respected and included, you can be more creative, innovative and successful.

We encourage every one of our wonderful colleagues to drive positive change through our Diversity, Inclusion and Belonging Committee and by sharing our interfaith calendar*, with information provided on a range of occasions throughout the year.

*Interfaith calendar in appendix



hobbycraft
Artisan



Retail
TRUST
1832 ONWARDS



Making a Difference To our colleagues

What's next?

Colleague Wellbeing and Health and Safety

- ❖ Continue to provide all senior managers in the business (including store managers) with wellbeing training on an ongoing basis (facilitated by Retail Trust)
- ❖ Reduce the number of accidents per 100,000 transactions (FY23: 3.02, FY22: 3.28)

Colleague Engagement

- ❖ Continue to be recognised as Best Big Company to Work For
- ❖ Last 12 months (LTM) labour turnover to be <25% by FY24 (FY23: 28.2%, FY22: 30.5%)

Diversity, Inclusion and Belonging

- ❖ Continue to drive an inclusive culture throughout the business, championed and supported by our Diversity, Inclusion and Belonging Committee

**"We value our colleagues and the contribution they make to the business;
we are constantly working to ensure we create an environment where colleagues are proud of
where they work and enthusiastic about the products they sell and the services they provide."**

Chris Fenlon – Retail & People Director



Making a Difference To our communities

What have we delivered?

The Benefits of Crafting

We have produced over 2700 free project ideas and how-to guides (FY22: over 2000), which can be found at [Hobbycraft.co.uk/ideas](https://www.hobbycraft.co.uk/ideas). We have also launched a national workshop programme, with over 25 types of workshops available in store and online from kids' clay models to watercolour painting or seasonal wreath making.

Community Contribution and Engagement

We are passionate about helping our communities with their crafting projects and welcome all crafting groups into our stores, providing a social centre for those in the local area. We are proud to have already raised £2.4m for **Together For Short Lives**, a UK charity supporting hospices for children with life limiting conditions. We also support local charities within our communities, as well as raising funds for the **Women's Institute** through yarn product collaborations (raising over £469k so far), and are a founding patron of Manchester charity **HIDEOUT**, who provide young people aged 8-19 with opportunities to shine and fulfil their full potential.

Diversity, Inclusion and Belonging

We work hard to deliver our mission of building a truly inclusive culture, one where diversity in all its forms can be celebrated with pride. We value and celebrate every one of our customers, with our Diversity, Inclusion and Belonging Committee working to ensure that every store is a welcoming environment to all. Our interfaith calendar* allows us to celebrate a diverse range of occasions throughout the year alongside our communities. Many of these occasions offer opportunities to raise money in support of charities and community groups.

*Interfaith calendar in appendix



Making a Difference To our communities

What's next?

The Benefits of Crafting

- ❖ Continue to provide workshops in-store and online to help customers learn a new craft or master advanced techniques
- ❖ Over 3000 free online ideas and projects by the end of FY24

Community Contribution and Engagement

- ❖ Raise another £500k for Together for Short Lives during FY24

Diversity, Inclusion and Belonging

- ❖ Continue to recognise and celebrate customers across all races, ages, religions, cultures, gender identities, sexual orientations and abilities – it's the diversity of our colleagues and customers that makes us who we are and we want everyone to feel part of it

"Based on our shared belief in the power of art and crafts to improve lives and encourage families to spend time together, our partnership with Hobbycraft is now in its 11th year and has raised over £2.4 million. Hobbycraft colleagues have engaged right across the business and have been inspired to exceed all expectations with their incredible fundraising."

Andy Fletcher - CEO Together for Short Lives



Making a Difference Sustainable sourcing

What have we delivered?

Sustainable Products

We have doubled our range of products with plastic free packaging to 43% (FY22: 21%), with a further 20% having no packaging at all (FY22: 19%). All Hobbycraft brand packaging features OPR (on packaging recycling labels) and all children's products are tested to CE/UKCA. We now sell only biodegradable glitter and have removed Styrofoam from our product range. All wood items are sourced in line with EU/UK directive and are now fully FSC accredited.

Reducing Waste in Operations

During the 2022 calendar year, 9.33 tonnes of waste per £m of revenue was generated by internal operations of which 100% was either recycled or recovered and burnt as a fuel source, with no waste going to landfill (FY22: 9.39 tonnes per £m of revenue with zero to landfill). Annual reduction in carbon intensity ratios for scope 1 and 2 emissions:

- ⊗ Tonnes of CO₂e per sqft FY23 = 0.0019 (FY22: 0.0022)
- ⊗ Tonnes of CO₂e per £m of revenue FY23 = 14.62 (FY22: 16.66)

Carbon Footprint

Scope 1 (direct emissions): from owned vehicles

All new company cars are either hybrid or electric, with electric charging points at the Hub (office).

Scope 2 (indirect emissions): purchased electricity and reduction in electricity consumption

All new stores have LED lighting and building energy management systems to reduce consumption.

Electricity is sourced from renewable sources.



Making a Difference Sustainable sourcing

What's next?

Sustainable Products

- ❖ Continue to reduce plastic packaging on all ranges
- ❖ Remove non-recyclable plastic from packaging by FY24
- ❖ 25% of all product to be packaging-free by the end of FY24

Reducing Waste in Operations

- ❖ FY23 store trial for customers to bring recycling back to store ongoing, with rollout to chain by FY25
- ❖ All product packaging to be kerbside recycled by 2025
- ❖ No waste from operations going to landfill

Carbon Footprint

- ❖ Annual reduction in carbon intensity ratios
- ❖ Scope 1 – Achieve net zero by 2035 as aligned to BRC Climate Action Roadmap:
 - ❖ Install additional electric charging points at DC and some stores
- ❖ Scope 2 – Achieve net zero by 2040, aligned with the BRC Climate Action Roadmap:
 - ❖ Begin programme to refit old stores and DC with LED lighting and Building Energy Management Systems for rollout in FY24
- ❖ Scope 3 – Achieve net zero by 2040 as aligned to BRC Climate Action Roadmap:
 - ❖ Quantify scope 3 emissions and work up action plan to reduce

"Even a label can make all the difference. Using environmentally sustainable packaging helps prevent the environment from being harmed and mitigates the effects of plastic packaging."

Heather Robbins – Trading Director



Making a Difference Ethical business practices

What have we delivered?

Ethical Business Practices

- ☒ Member of Sedex to support good practices and audits throughout the supply chain, with all product suppliers now signed up for Sedex (FY22: own brand suppliers only) with factory audits conducted every two years
- ☒ All wood product now FSC sourced

Data Privacy and Security

- ☒ Annual data protection and security training, with Data Protection Officer in place to monitor compliance
- ☒ Cyber security controls in place, with quarterly internal phishing tests to raise colleague awareness

Compliance and Risk

- ☒ Risk management framework in place to identify key risks and procedures to mitigate, reviewed every six months with the Board
- ☒ Quarterly governance and compliance steering committee to regularly review progress on actions and identify any new risks or changes to legislation to ensure ongoing compliance



Sedex is an organisation that supports businesses to source responsibly, have supply chain transparency and ultimately be sustainable and responsible.



Making a Difference

Ethical business practices

What's next?

Ethical Business Practices

- ☒ Continue the rollout of Sedex to all key logistics suppliers throughout the supply chain
- ☒ Continue to monitor Sedex audit results for all product suppliers

Data Privacy and Security

- ☒ Obtain Cyber Essentials Plus accreditation by end of FY24

Compliance and Risk

- ☒ Ongoing monitoring and compliance

"Reducing our carbon footprint means fewer carbon emissions going into the atmosphere, which means slowing down climate change, preserving our environment, and making better use of the earth's resources."

Heather Robbins – Trading Director



Making a Difference

Appendix 1

Material ESG Topic	Director Sponsor	Key achievements to date	Actions / Targets
Benefits of crafting	Customer Director	<ul style="list-style-type: none"> Over 2700 free projects to inspire crafting available on our website and 'Ideas Hub' Workshop channel offers workshops in stores and online to help customers learn a new craft or master advanced techniques During the year we incorporated User Generated Content (UGC) focused on customers' crafting creations into our website and social media campaigns, showcasing a greater range of crafting ideas and the talents of our customers and local communities 	<ul style="list-style-type: none"> Increase the number of free projects via our online 'Ideas Hub'
Wellbeing, health and safety	People Director	<ul style="list-style-type: none"> Annual health and safety training for all colleagues Mental health first aiders throughout the business and available to all colleagues, with wellbeing training provided to all senior managers across the business (including store managers) by Retail Trust during FY23 Retail Trust employee assistance programme available to all colleagues Only three Riddor-reportable accidents during FY23 (FY22: two), with accidents per 100,000 transactions decreasing to 3.02 (FY22: 3.28) 	<ul style="list-style-type: none"> Reduce the number of accidents per 100,000 transactions
Ethical business practices	Trading Director	<ul style="list-style-type: none"> Hobbycraft is a member of Sedex, an organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains All suppliers of own-brand products are signed up to Sedex, with factory audits conducted every two years; audit coverage includes modern slavery, working conditions, minimum wage compliance, environmental standards and health & safety During FY23, we also signed up all non own-brand suppliers to Sedex 	<ul style="list-style-type: none"> Continue the rollout of Sedex to all key logistics partners throughout the supply chain Continue to monitor Sedex audit results for all product suppliers
Waste (in operations)	Supply Chain Director	<ul style="list-style-type: none"> During the 2022 calendar year, 1,970 tonnes of waste was generated by internal operations, of which 100% was either recycled or recovered and burnt as a fuel source, with no waste going to landfill 	<ul style="list-style-type: none"> All product packaging to be recycled kerbside by 2025
Sustainability of products	Trading Director	<ul style="list-style-type: none"> 43% of the product range has plastic-free packaging and 20% has no packaging at all All own-brand packaging features OPRL (on packaging recycling labels) All kids lines tested to CE/UKCA Biodegradable glitter range Styrofoam has been exited from product range All wood items are now FSC sourced 	<ul style="list-style-type: none"> Continue to reduce plastic packaging within all ranges Remove non-recyclable plastic from packaging by FY24 25% of all products to be packaging-free by end of FY24

Making a Difference

Appendix 1

Material ESG Topic	Director Sponsor	Key achievements to date	Actions / Targets
Community contribution & engagement	Customer Director	<ul style="list-style-type: none"> Continued fundraising for our charity partner, Together for Short Lives, with £413k raised during FY23 and over £2.4m raised since the start of our partnership £76k raised for The Women's Institute (WI) from sales of WI yarn with over £469k raised since the start of our collaboration Becoming a founding patron of the HIDEOUT charity in Manchester, which provides young people with a safe and inspiring place to spend their leisure time 100 local and national charities supported during Covid 2020, including NHS PPE charities During FY23 we launched our subscription model 'Hobbycraft Plus' aimed at supporting small businesses and dedicated crafters 	<ul style="list-style-type: none"> Raise £500k for our chosen charity partner, Together for Short Lives, during FY24
Data privacy & security	IT Director	<ul style="list-style-type: none"> Annual data protection and security training provided to all colleagues with compliance testing through internal audits Data Protection Officer in place to monitor compliance Cyber security controls in place with quarterly internal phishing tests to raise awareness for colleagues 	<ul style="list-style-type: none"> Obtain Cyber Essentials Plus accreditation by the end of FY24
Colleague engagement	People Director	<ul style="list-style-type: none"> Training and development courses available for all colleagues, including Trainee Management programme and Artisan programme Annual bonus scheme linked to achievement of annual targets Inflationary pay rises Flexible working Birthday day off for all colleagues Ranked first in the Best Companies Survey Q2 2023, along with maintaining 3-star (world class) accreditation 99% of all Territory Managers have over 12 months of service 126 Artisans across the business by end of FY23 54 Artisan-developed products available for sale, with profits going to Artisans 	<ul style="list-style-type: none"> Become recognised as the Best UK Company to work for by the end of FY25, evidenced in the Best Companies Survey Last 12 months (LTM) labour turnover to be <25% by FY23

Making a Difference

Appendix 1

Material ESG Topic	Director Sponsor	Key achievements to date	Actions / Targets
Diversity and inclusion	People Director	<ul style="list-style-type: none"> A Diversity and Inclusion Committee aims to ensure maximum diversity and inclusivity within our recruitment, advertising, products and content Interfaith calendar launched during FY22 to ensure our products and promotions represent our multi-cultural society and all of our colleagues and customers 	<ul style="list-style-type: none"> Continue to drive an inclusive culture throughout the business, championed and supported by our Diversity, Inclusion and Belonging Committee Recognise and celebrate customers across all races, socio-economic groups, gender identities and sexual orientations to ensure we represent the communities we operate in
Carbon footprint	CFO	<p>Scope 1 (direct) emissions: From air conditioning units and owned vehicles (company cars)</p> <ul style="list-style-type: none"> Company car policy is for hybrid or electric cars only Electric charging point at the Hub (office) <p>Scope 2 (indirect) emissions: Purchased electricity and reduction in electricity consumption</p> <ul style="list-style-type: none"> All new stores have LED lighting and Building Energy Management Systems (BEMS) to reduce consumption All electricity updated from renewable sources Annual improvement in carbon emission reporting <p>Scope 3 (Supply chain) emissions: Product (stock) suppliers, non-product (non-stock) and logistics suppliers</p>	<ul style="list-style-type: none"> Annual reduction in carbon intensity ratios Scope 1 – Achieve net zero by 2035 as aligned with BRC's Climate Action Roadmap. <ul style="list-style-type: none"> Install additional electric charging points across the estate (at the Distribution Centre (DC) and stores) Scope 2 – Achieve net zero by 2030, aligned to BRC Climate Action Roadmap: <ul style="list-style-type: none"> Finalise programme to refit old stores with LED lighting and BEM's in FY23 for rollout FY24 Scope 3 – Achieve net zero by 2040 as aligned to BRC Climate Action Roadmap: <ul style="list-style-type: none"> Launch a project to quantify Scope 3 emissions and work with key suppliers to understand and implement the actions needed to reduce them
Compliance and risk	CFO	<ul style="list-style-type: none"> Risk management framework in place to identify key risks and mitigations Quarterly Governance & Compliance steering committee in place to regularly review the progress of actions as well as identify any new risks or legislation to ensure ongoing compliance 	<ul style="list-style-type: none"> Ongoing monitoring and compliance

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec			
1st January Feast Day of St. Basil Orthodox Christian commemoration of St Basil the Great, who wrote a Eucharist Liturgy which bears his name.	19th January Timkat Ethiopian Orthodox Christian Epiphany celebration of the Baptism of Jesus in the Jordan River.	5th February Tu B'Shevat Jewish celebration of the coming of spring by preparation of foods native to Israel. It is also known as "New Year for Trees" - a method for determining the age of trees for titling purposes.	1st March St. David of Wales Celtic Christian saint known for his wisdom and missionary work.	22nd March Ramadan Ninth month on Islamic calendar, devoted to the commemoration of Muhammad's reception of the divine revelation recorded in the Qur'an. The event begins when authorities in Saudi Arabia sight the new moon of the month of Ramadan, the first period of the Islamic Year. There is strict fasting from sunrise to sunset.	2nd April Palm Sunday Christian celebration of the entry of Jesus into Jerusalem. The day begins with worship celebrations and parades using palm branches.	14th April Vaisakhi Marks the first day of the month of Bahau'l Day period in 1863 when Bahau'l declared that he was God's messenger for this age. Work is to be suspended on days 1, 9, and 12 of the festival.	1st - 2nd May 12th day of Ridvan Bahau'l commemoration of the twelve day period in 1863 when Bahau'l declared that he was God's messenger for this age. Work is to be suspended on days 1, 9, and 12 of the festival.	23rd June Guru Arjan Martyrdom Sikh time of remembering those who have suffered for the faith. Observed by reading the Guru Granth Sahib.	28th June - 2nd July Eid al Adha - Sacrifice Day Islamic Ritual of Sacrifice. The day after Arafat, the most important day of Hajj ritual. A three-day festival recalling Abraham's willingness to sacrifice his son in obedience to Allah.	15th August Assumption of Blessed Virgin Mary Roman Catholic Christian observance commemorating the belief that the Blessed Virgin Mary was assumed body and soul into heaven at the end of her earthly life.	11th September Paryushana Parva Jain eight-day festival signifying human emergence into a new world of spiritual and moral refinement. Marked by recitations from Jain, sacred writing and mutual exchange of cards and letters. Observance of the nine forms of fasts. The eighth day (Samvatsari) is most important and is focused on forgiveness.	7th - 8th October Simchat Torah Jewish day to celebrate the reading of the Law. Synagogue services involve readings, processions and blessing of the children.	1st November All Saints Day Christian day for honouring saints, known and unknown. In general, saints are persons with reputation and role model for gift giving. Many churches named for this saint, who is also the Dutch version of Santa Claus.	6th December St. Nicholas Day Christian celebration of the birth of St. Nicolas, patron saint of children and role model for gift giving. Many churches named for this saint, who is also the Dutch version of Santa Claus.
1st January Shogatsu/Santan-sai (New Year) Shinto New Year's Day celebration.	22nd January Chinese New Year Begins a fifteen day Festival for Chinese people of all religions. Family reunions with thanksgiving and remembrance of departed relatives take place. Traditionally, a religious ceremony honours Heaven and Earth.	13th February Nineteen Day Fast Orthodox Christian time period leading up to Lent. The liturgy involves hymns, odes and scriptures.	5th March Orthodox Sunday Orthodox Christian - First Sunday of Lent. Restoration of icons to the church is celebrated. Restoration of icons to the church is celebrated.	22nd March Hindu New Year The Hindu New Year is celebrated in accordance with the Almanac or the Panchanga, that is, the Hindu Lunar Calendar. The Hindu New Year is also known as the Vikram Samvat. This year it falls on 21st March. It is believed to have begun in the year 57 BC. This day also marks the end of one agricultural harvest and the beginning of a new one. Hence, this event is concerned with the sowing and reaping of crops.	4th April Lord's Evening Meal Jehovah's Witness (Christian) primary annual celebration, taking place in the evening.	17th-18th April Yom HaShoah Jewish Holocaust Day. The day has been established to remember the six million Jews killed by the Nazis in 1933-45. It is observed by many non-Jews as well.	5th May Vesak Wesak Day is a Holy Day for Buddhists. In fact, it is considered the holiest day in the Buddhist calendar. The Buddha's birthday is observed annually on the Sunday nearest to the full moon in May. It is a holiday observed by Buddhists across the world, though the exact date may differ from country to country.	23rd June Asalha Puja Day Turning of the Wheel of Teaching. Buddhist observance of the day when Gautama Buddha made his first public proclamation of the ascetic Dhamma Park. He taught the middle way, the noble eight-fold path and the four noble truths.	3rd July Tish'a b'Av A Jewish day of fasting in remembrance of the destruction of the Temple in 586 b.c.e. and 70 c.e.	15th August Dormition of the Theotokos Orthodox Christian commemoration of the death and burial of the Virgin Mary.	15th - 17th September Rosh Hashanah Rosh Hashanah commemorates the creation of the world and marks the beginning of the Days of Awe, a 10-day period of introspection and repentance that culminates in the Yom Kippur holiday, also known as the Day of Atonement.	15th - 24th October Navaratri Hindu Festival of Lights symbolising the human urge to move toward the light. Goddess Durga, wife of Shiva, and seeking blessings. Also observed as a celebration recalling the days of Lord Krishna.	7th November Diwali Hindu Festival of Lights symbolising the human urge to move toward the light. Goddess Durga, wife of Shiva, and seeking blessings. Also observed as a celebration recalling the days of Lord Krishna.	7th - 15th December Hanukkah Jewish Festival of Lights. It commemorates the re-dedication of the Jerusalem Temple in 165-164 b.c.e. Special readings and praise songs focus on liberty and freedom. The eight candle Menorah is lit.
5th January Guru Gobind Singh Birthday Sikh honouring of the birth of the founder of the Khalsa who lived from 1469-1539 c.e.	14th February St. Valentine's Day Christian celebration of the love of God, particularly in Jesus and in the love of Christian believers. St. Valentine was a 3rd century martyr. This day is widely observed in the USA as a secular celebration of love.	15th February Nirvana Day A regional observance of the death of the Buddha.	25th March Annunciation of the Blessed Virgin Mary Christian celebration of Gabriel announcing to the Virgin Mary the coming birth of Jesus as the Incarnation of Creator God.	4th April Passover Passover, also called Pesach, is a major Jewish holiday that occurs on the 15th day of the Hebrew month of Nisan, the first month of Aviv, or spring.	18th April Laylat al Qadr Laylat al Qadr, also known as Shab-e-Qadr, Night of Decree, Night of Measures, is an Islamic observance that marks the anniversary of the night Muhammad received the first verses of the Koran (Qur'an).	5th April Lag B'Omer Jewish observance of the counting of the days between Pesach and Shavout.	20th April - 2nd May Ridwan Bahau'l Day period in 1863 when Bahau'l declared that he was God's messenger for this age. Work is to be suspended on days 1, 9, and 12 of the festival.	23rd - 24th May Declaration of the Bab Baha'u'llah's declaration that he was God's messenger for this age. Work is to be suspended on days 1, 9, and 12 of the festival.	11th July St. Benedict Day Catholic Christian recognition of the father of the Benedictine Order. It was the first Order of the Western Church Monastic tradition and lived by the Benedictine Rule.	24th - 25th September Yom Kippur Jewish Day of Atonement. This holiest day of the Jewish year is observed with strict fasting and ceremonial repentance.	27th September Emperor Haile Selassie Birthday Rastafari celebration honouring the founder.	30th November Mawlid an Nabî Islamic commemoration of the birthday of Prophet Muhammad, founder of Islam, in about 570 c.e. Not universally observed. The prophet's teachings are not really relevant to most of the world. Shias and Sunnis observe on separate days.	25th December Christmas Day Birth of Jesus Christ, whom Christians believe is the son of God.	
6th January Epiphany Christian commemoration of the manifestations of the divine nature of Jesus Christ. The homage of the magi to the infant Jesus is honoured by some. For others, the Baptism of Jesus is also remembered even though Jesus is the central figure of the Christian year from the close of Christmas to the beginning of Lent.	17-18th February Lailat al-Miraj Islamic observance of Mohammed's night journey from Mecca to Jerusalem and his ascension to heaven.	7th, 8th March Lailat al Bar'a'h Islamic Night of Forgiveness. A night of prayer to Allah for forgiveness of the dead. Preparation for Ramadan through intense prayer.	30th March Ramanavami Hindu celebration of the birth of Lord Rama, hero of the religious epic poem, the Ramayana. The day involves the telling of stories and going to the temple.	6th April Hanuman Jayanti Hindu celebration of Hanuman who was an embodiment of Lord Rama. Devotion and selfless work are encouraged.	21st April Eid al Fitr - Ramadan ends Islamic event marking the close of Ramadan. It is a festival of thanksgiving for fulfilling the month of Ramadan. It involves wearing the finest clothing, saying prayers, and fostering understanding with other religions.	7th April Good Friday Christian remembrance of the crucifixion of Jesus and related events.	23rd April St. Georges Day Christian remembrance of a person who brought Christianity to Ireland in the early days of the faith.	29th July Al-Hijra - New Year begins The emigration of Muhammad and his followers to Medina in 615 c.e.	24th - 25th September Ashura An Islamic, optional one-day fast. The Shia observance is based on the martyrdom of Prophet Muhammad's Grandson, Hussein, martyred on this date in 680 AD during the Battle of Kerbala. Sunni observance is a recognition of Moses fasting in gratitude to Allah/God for liberation from oppression.	27th September Elevation of the Life Giving Cross (Holy Cross) A Christian Day of recognition for the Cross on which Jesus was crucified as a central symbol of the Christian religion.	31st October St. Andrew's Day Christian observance of the Cross to the area now known as Scotland. The martyrdom of St. Andrew is remembered as the season of Advent is about to begin.	26th December St. Stephen's Day Christian remembrance of St. Stephen, the first Christian martyr.		
6th January Feast of the Epiphany (Three Kings Day) (Theophany) Orthodox Christian Feast to recall the revelation of the Holy Trinity in the baptism of the Lord.	21st February Shrove Tuesday Christian carnival day on the eve of Ash Wednesday, which begins Lent. A time of fasting and devotions. Pancakes are often served. It is also known as 'Fat Tuesday' in some places.	22nd Feb - 6th Apr Lent Begins Lent is a period of 40 days during which Christians remember the events leading up to, and including, the death of Jesus Christ, whose life and teachings are the foundation of Christianity. The 40-day period is called Lent, which is the English word meaning 'lengthen'.	17th March St. Patrick's Day Christian celebration of St. Patrick who brought Christianity to Ireland in the early days of the faith.	6th April Maunday Thursday Christian.	9th April Easter Sunday The most holy of Christian sacred days. The day commemorates the resurrection of Jesus Christ from his death by crucifixion. Observances include the serving of bread at sunrise, special music, feasting, and parades.	10th April Easter Monday Easter Monday holds religious significance for Christians, as it follows Easter Sunday, the day Jesus Christ was resurrected following his crucifixion on Good Friday. For some, it's a more solemn remembrance of Christ's death and subsequent resurrection, which is marked with an outdoor procession.		29th September - 6th October Sukkot Jewish Feast of Tabernacles which celebrates the harvest and the protection of the people of Israel as they wandered in the wilderness. During the festival, most dwellings have leaves for a roof so the sky can be seen. In temperate climates the night is spent in the Sukkah.			31 December Watch Night Christian occasion to thank God for bringing people safely through another year.			
8th January Baptism of the Lord Jesus Christian commemoration of the beginning of the public ministry of Jesus.	27th February Clean Monday (Great Lent begins) Orthodox Christian, first day of Lent.	21st March Naw-Ruz (New Year) Baha'i observance of the vernal equinox symbolising spiritual growth and renewal.												

