

The Bio-D Company 2019 Sustainability Report

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Statement from Lloyd Atkin, Managing Director

Sustainability in business is a priority for us and always has been.

Reflecting our Mission, Vision and Values, we are dedicated to be the most responsible supplier of cleaning and personal care products on the planet, as well as being better stewards of Earth's resources.

Our sustainability journey is about doing the right thing across all of our operations and in partnership with our supply chains.

Our customers expect the brands they trust to deliver quality products with minimal environmental impact. This inspires deliberate sustainability efforts across our manufacturing and operating processes, our supply chain, and our product development. We find that, when we do this well, our business grows and our brand becomes even more meaningful.



Lloyd Atkin

Lloyd Atkin
Managing Director



About Bio-D

Back in the 1980s, our founder Michael Barwell's job was to clean and maintain commercial ships. It was tough work using industrial cleaning products for which heavy-duty safety equipment, including a respirator, had to be worn.

Michael was shocked to discover that many of the ingredients in the products he used at work could also be found in everyday household cleaners. It prompted him to look for naturally-derived alternatives that would clean safely and effectively without harming people or the environment, and in 1989, Bio-D was born.

Michael has since retired from the business with Lloyd Atkin taking over after working with the business since 1996. Lloyd has been a big part of the Bio-D story and we remain committed to making cleaning products that don't cost the earth in any sense.

We use plant based ingredients and, because we don't believe you should have to choose between the planet and your pocket, we work hard to make sure our range is accessible regardless of budget.

About this Report

In this report we aim to demonstrate The Bio-D Company's commitment not only to ethical and transparent practices but also to the responsible management of our environmental impacts and economic and social value.

We will produce future reports on an annual basis profiling the sustainability challenges, opportunities, and performance of The Bio-D Company Ltd.

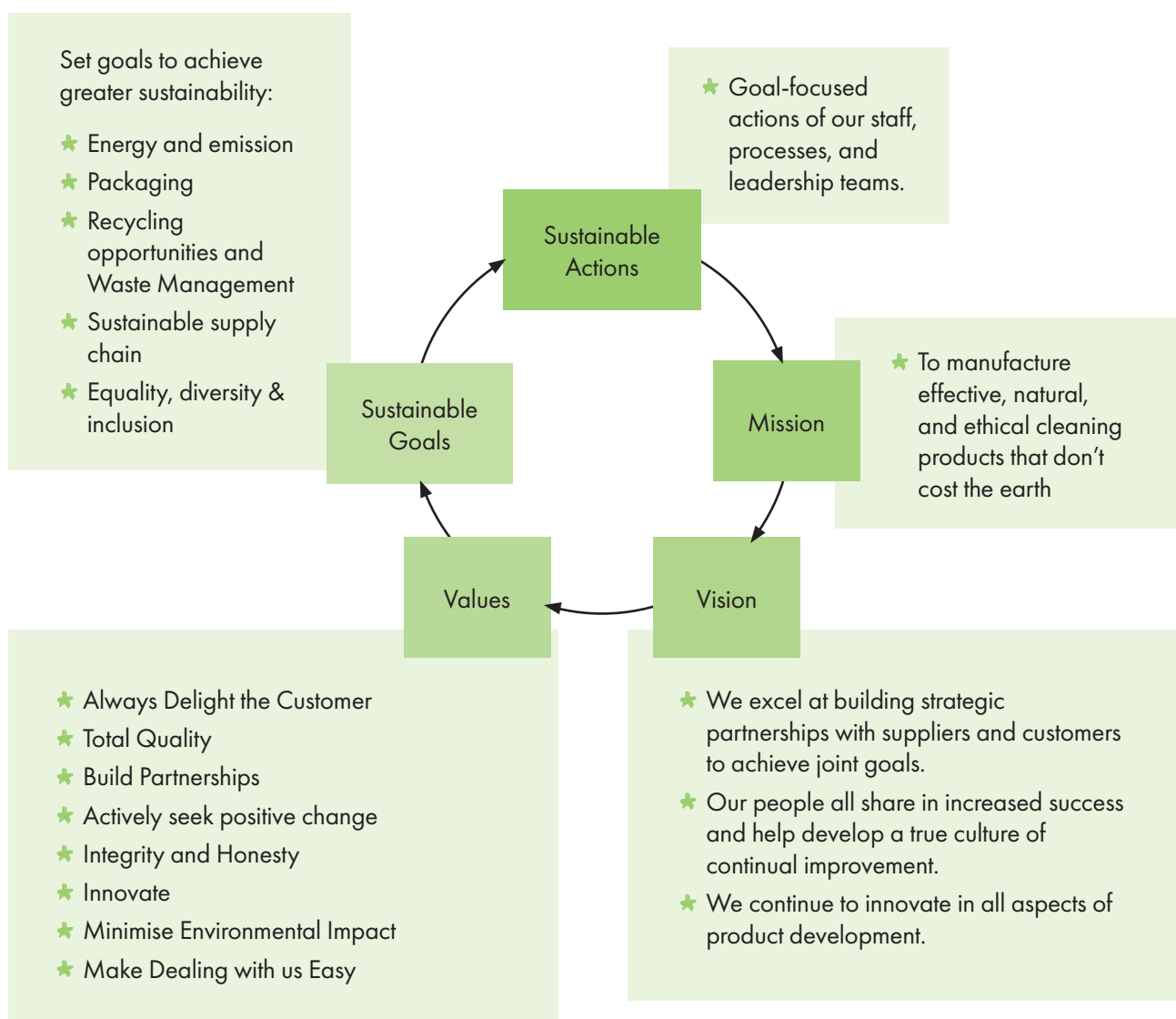
This report outlines the economic, social, and environmental impacts of our organisation.

This reporting period includes activity during the 2019 calendar year, except where clearly noted.

This report does not aim to document all of our goals, initiatives, and performance indicators. It is designed to highlight key achievements, and company commitments. It also covers how we collaborate with our supply chain and other bodies to advance sustainability performance and achieve a more sustainable future.

Achieving our Vision Through Sustainable Business

We use our mission, vision and values to shape our sustainability goals and develop action plans to achieve these.



Energy and emission

There is overwhelming evidence that demonstrates the earth is warming.

Carbon emissions from cars, power plants, factories, and other human activities are the primary cause of contemporary global warming. Scientists agree we must achieve a massive global reduction in greenhouse gas emissions over the next few decades, or risk potentially devastating ecological and economic consequences.

In recognising the immediate and potential long-term impacts of climate change - its effect on our planet, and the well-being of society – leads us to start the challenging task of measuring our Carbon Impact. Investing in this work will enable us to set future goals to improve our carbon impact and reduce the effect on the planet.

We are committed to improving the efficiency of our manufacturing processes to save energy consumption. Therefore, energy usage is measured and tracked enabling us to review and maintain our efficiencies.

There is perhaps no more precious substance than water. It is essential for life and success in nearly every human endeavour. However, today, more than 660 million people lack access to safe, clean drinking water. This is a challenge the growing global population and economies will only exacerbate.

Water is used in our manufacturing process and by consumers when they use our products. Therefore we are committed to providing concentrated products where possible to reduce water consumption.

Energy & Emission Goals:


To introduce 2 concentrated products to our range thereby reducing our water usage required in production.

To conduct a Carbon Impact study of our processes enabling us to set targets and goals for following years.

Packaging

"From Pollution to Solution"

Our product packaging is a journey that has seen several milestones:

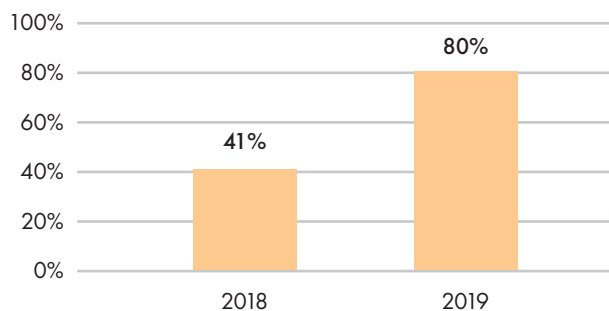
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- Jan 2018** January 2018 saw the introduction of 1L and 750ml size plastic bottles made from 100% post-consumer waste.
- Packaging made from post-consumer waste is different to packaging with a recycled content. Post-consumer plastics have already been used once in a product and have then been recycled through local bin collections. This waste could potentially have ended in landfill.
- We were the first UK cleaning consumer brand to launch products in this type of packaging and this was a big step forward in our journey to pursue more sustainable packaging options and eliminate unnecessary virgin plastic.
- The post-consumer waste packaging can then be recycled at the end of its use, providing a continuous loop of recycling.
- As more manufacturers started processing the post-consumer waste we were able to add to the range.
- April 18** 500ml trigger bottles were changed to post-consumer waste material.
- Sept 18** 750ml Toilet Bottles were changed to post-consumer waste material.
- Jan 19** 5L containers were changed to post-consumer waste material.
- May 19** 500ml hand wash bottles were changed to post-consumer waste material.
- Jan 20** We switched our 15L and 25L containers to 20L.
- Feb 20** We increased our 5L refills range to include Lavender Washing Up Liquid, Glass and Mirror Spray and Bathroom Cleaner. This enables customers to buy in bulk and refill the consumer size bottles, reducing plastic waste.
- May 20** We increased our 20L refill range by adding Lavender Laundry Liquid, Lavender Fabric Conditioner, All Purpose Sanitiser and Hand Washes.

Packaging plastic usage

We monitor our plastic usage by product range and by weight:

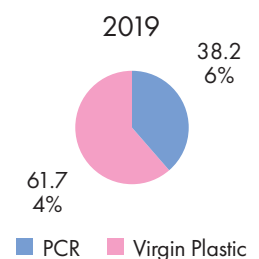
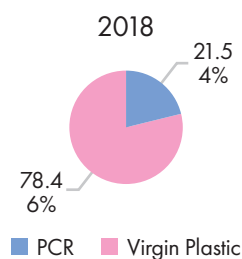
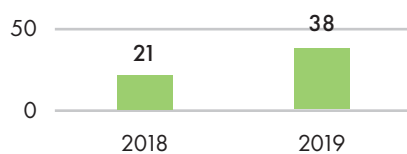
By Product Range

% of Bottles in Range made from Post Consumer Waste



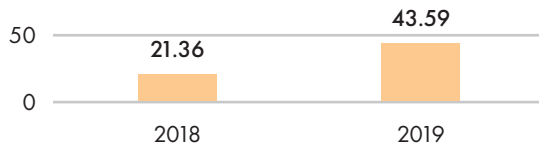
By Weight:

% of Packaging using Post Consumer Waste by Weight



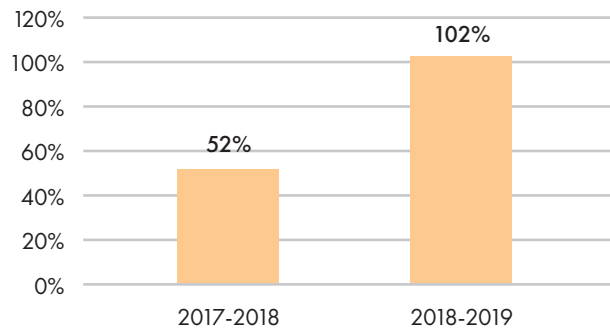
By using post-consumer waste we have saved the following amounts of virgin plastic:

No of Tonnes of Post-Consumer Waste Used



Our larger size products for refill have increased significantly:

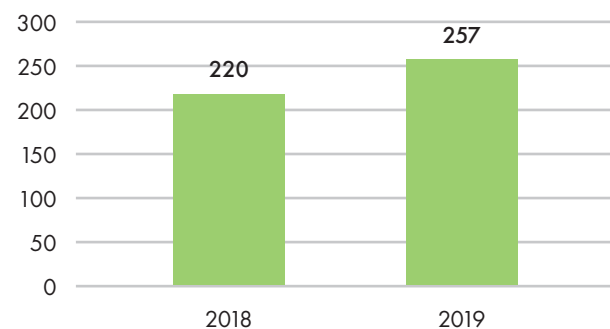
% Increase in Refill Containers



In Dec 19, to meet the demand for refill sizes and promote these further we invested £86k in new machinery to facilitate a higher output.

This enables retail outlets to set up Refill Stations whereby the consumer takes their bottle in to be refilled. The number of refill centres has grown:

No of Refill Centres

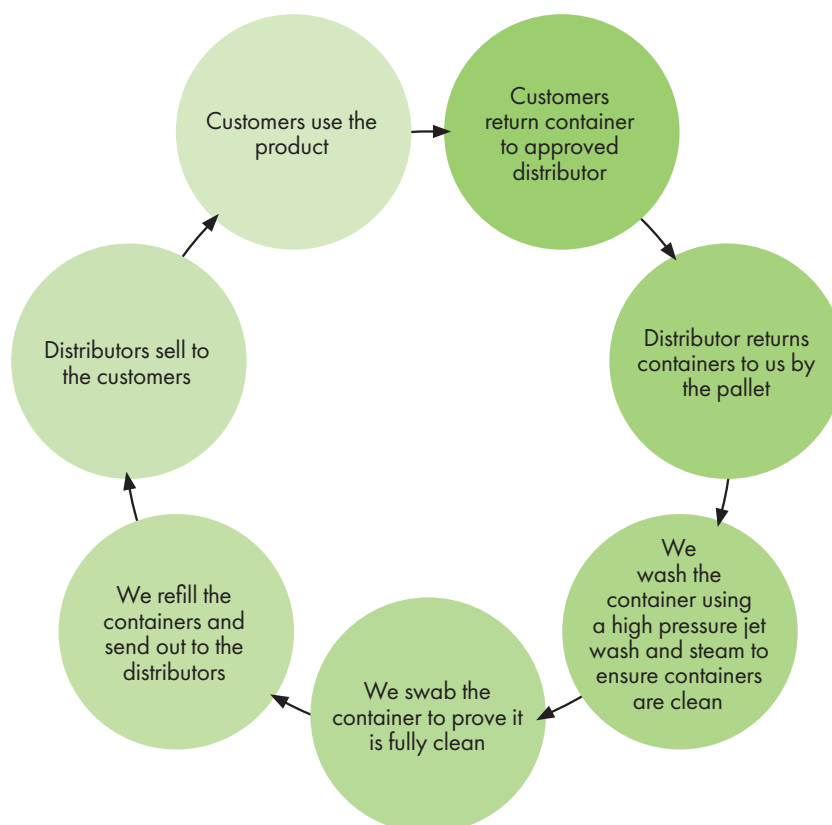


A Refill Station - The Refill Jar, Beverley

Closed Loop Packaging/The Circular Economy

Distributors can currently return the refills sizes to us for recycling. We plan to build this volume to an amount which facilitates a commercial laundering service so that the containers can be reused where possible.

A laundering service would mean that customers can return their used containers, we will clean them and refill for sale.



Packaging Goals:

Laundering Service for re-use.

Long Term Packaging Goal:

We like to plan ahead, to have a vision for the future. To set more challenging goals that can only be achieved over time with continued dedication and commitment.

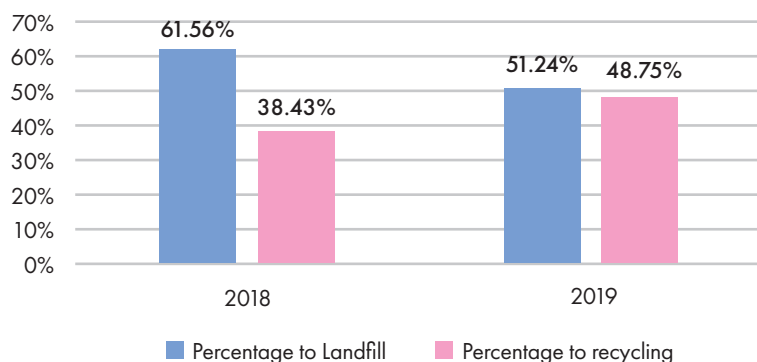
2025 GOAL: PCR Packaging to exceed our use of virgin plastic

Recycling opportunities and Waste Management

We don't believe in waste, we believe in resource.

Therefore, we work hard to ensure the waste materials that leave our site reach their full potential.

Metal drums are used by local craftsmen to upcycle in to benches and BBQs. Plastic drums go to local wildlife areas to help provide water. Cardboard, paper and plastic is recycled. We aim to recycle and repurpose more than goes to landfill and are well on the way to achieving this.



Recycling opportunities and Waste Management Goal:

Send more waste for recycling and repurposing than to landfill.

Sustainable supply chain

As audited members of SEDEX we consistently look at our supply chain and ways to make more sustainable choices.

This includes approving all suppliers before trading with them to verify that their practises are in line with ours.

To facilitate post-consumer waste packaging we have switched approved suppliers to enable us to make more sustainable choices and reach our sustainability goals.



Sustainable Supply Chain Goal:

To promote ISO 14001, Sedex, B Corp and other ethical certifications to our suppliers encouraging them to integrate environmentally sound choices into their practices.

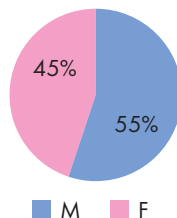
Equality, diversity & inclusion

This is not just a box ticking exercise for us. At its most basic level, this is about ensuring that no one feels left out because of their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marital status, pregnancy/maternity, or other factors such as social background. We want to make sure we provide an inclusive working environment that allows people to be themselves.

For us in the workplace it is about ensuring the people who work within our organisation are representative of wider society. This gives us a mix of people who make our organisation unique.

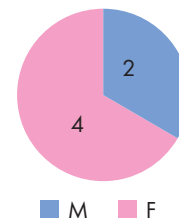
2019 Bio-D Workers: 33

Male/Female staff



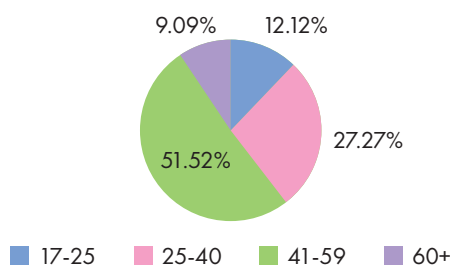
Higher Management: Total: 6

Higher Management



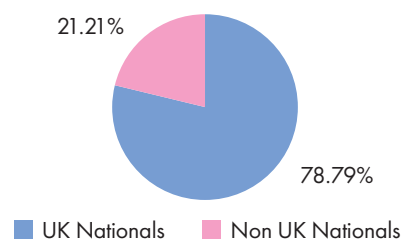
Age of Employees:

Ages of staff



Multi-National Workforce

Multi National Workforce



Equality, diversity & inclusion Goal:

To continue our commitment to providing equal and equitable opportunities to all employees through training, education, and an inclusive culture.

To engage our employees through structured, confidential surveys to identify our current organizational culture on areas of equality and diversity.

To provide more employment opportunities with our commitment to diversity, equity and inclusion.

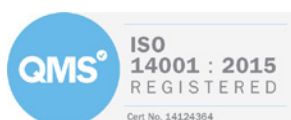
Other Accreditations and Certifications



The Vegan Society endorses products that are free from animal ingredients and derivatives, and animal testing.



The British Retail Consortium Global Standard for Consumer Products is our in-house standard that we are audited to. This ensures good manufacturing practice and verified processes to results in good quality products that are safe to use.



ISO 14001:2015 is our audited Environmental Management System that controls the environmental impact of our operations.



We have a selection of products that are accredited with Allergy UK. These products have been toothcombed by a consultant and a dermatologist resulting in approval that the products certified are very unlikely to cause any reaction.



The Round Table of Sustainable Palm is a global, multi-stakeholder initiative on sustainable palm oil. As members we are helping to drive the change to ensure that only sustainable palm oil is used.



Cruelty Free International's Leaping Bunny programme is the globally recognisable gold standard for cruelty free cosmetics, personal care, and household products. With standards over and above legal requirements, approved brands must adhere to a fixed cut-off date policy and proactively monitor all their suppliers to ensure that products and ingredients continue to adhere to strict criteria. In addition, approved brands' systems are independently audited on an ongoing basis.

More information about Cruelty Free International, Leaping Bunny, and Leaping Bunny criteria can be found on their website.



ELLEN MACARTHUR FOUNDATION
Rethink the future

We are proud to be members of The Ellen MacArthur Foundation. The foundation works with business, government and academia to build a framework for an economy that is restorative and regenerative by design. The concept is a circular economy which drives out waste and pollution.



**MINDFUL
EMPLOYER**

Mindful Employer is a UK wide initiative run by Devon Partnership NHS Trust. Providing employers with easy access to professional workplace mental health training, information and advice; their goal is to help empower organisations like us to take a lead in supporting the mental wellbeing of staff.



**CYBER
ESSENTIALS**

Cyber Essentials is a UK government information assurance scheme operated by the National Cyber Security Centre (NCSC) that encourages organisations to adopt good practice in information security. It includes an assurance framework and a simple set of security controls to protect information from threats coming from the internet.



MHFA England

We have staff trained in Mental Health First Aid to enable us to identify, understand and help a member of staff who may be developing or suffering from a mental health issue.

Accreditation and Certification Goals:



Trust drives the employee experience, improving business and financial performance. With this certification we can help build and maintain trust in a high performing workplace.

Certified B Corp companies are a new kind of business that balances purpose and profit. We are legally required to consider the impact of our decisions on our workers, customers, suppliers, community, and the environment. This is a community of leaders, driving of a global movement of people using businesses as a force for good.



Community Outreach and Goodwill

At Bio-D we want to do more than just our duty and we believe that our purpose is about more than just the manufacture of cleaning products.

We believe in supporting other organisations that focus on environmental issues and improving lives in the communities in which we live and work. We go that extra mile to step out into the community and make valuable contributions with our time, our energy, and the resources available to us.



Yorkshire
Wildlife Trust

We are now a Gold Partner to the Yorkshire Wildlife Trust – a charity dedicated to conserving, protecting and restoring wildlife and the wild places in Yorkshire.

The trust were established as a charity in 1946, and are part of The Wildlife Trusts movement. They look after over 100 nature reserves right across Yorkshire, and are involved in hundreds of other conservation-related projects. The work inspires people to understand the value of nature and to take action for it.

The Trust has been leading the Nature Tourism project in Eastern Yorkshire since 2010. With their partners RSPB, Yorkshire Water, East Riding of Yorkshire, North Yorkshire and Ryedale Councils and LEADER, they know that interest in nature can contribute economic benefits, improving the prospects for both wildlife and the local economy.

The Trust works to protect and save threatened species, such as otter and water vole, while inspiring people, helping people of all ages understand and enjoy their natural environment, and encouraging communities to protect wildlife in their local area.

The Trust is doing brilliant work in the Yorkshire region and we are excited to be contributing to work that has such a positive environmental and social impact.

For
Entrepreneurs
Only

Our Managing Director Lloyd Atkin is on the board of directors at For Entrepreneurs Only. FEO is a Community Interest Company (CIC) based in Hull whose goal is to help entrepreneurs in Hull & East Yorkshire create wealth and jobs. Through regular events and initiatives, the aim is to motivate, educate, inspire and support others. Lloyd gives his time, energy, passion and resources, working hard to promote Hull and the Humber region as a great place to start up and run a business.



Lloyd is also on the board of The Warren a charity that provides support services for vulnerable young people in the city.

This includes educational and employment support, counselling and food parcels. Regular donations of cleaning products are made to assist in the upkeep of the day to day duties

Finally

We are holding ourselves accountable and will continue to do so, reporting annually on our progress. If you have any suggestions or ideas, then we would be glad to hear from you. Our journey is one of continual improvement.

Thank you for reading.

Until next year...goodbye.

Heather Nixon

Heather Nixon

Quality and Regulatory Manager

June 2020

