

The Bio-D Company 2021-2022 Sustainability Report

bio[®]

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Statement from Lloyd Atkin, Managing Director



2021 was a significant year for us here at Bio D. Reflecting back on some challenging months also highlights several milestones.

The rebranding of products, a new site move, and the certification of B Corp are three big achievements that fit in to one sentence so easily. However, the work involved took the effort and determination of every staff member to pull together as a team and accomplish what we had set out to do.

With a new fresh look for our products we have launched a 100% naturally derived range with even gentler formulations. Following valued customer feedback we introduced more carefully selected fruity fragrances using essential and natural oils.

Our lovely new Bio D home has the benefit of solar panels and also an electric boiler running from this sustainable energy supply. To be manufacturing products using clean renewable energy is a very important part of our journey to reduce carbon emissions and prevent global warming.

After waiting a long 18 months in the B Corp queue, our patience finally paid off and we became certified. This is a huge achievement for the company with the verified proof of the social and environmental standards that are part of who we are.

Another key highlight was winning the regional and then the national Make UK Energy & Sustainability Award. Though many other worthy competitors it was an honour to be recognised across the whole of the UK manufacturing industry for all we had done and what we are doing.

COP26 brought together world leaders to work together on preventing climate change, and in a similar way we joined Terra Carta, Race to Zero and our local initiative Oh Yes. Building awareness creates a momentum to help drive change, and we will support every way that we can. Every effort is meaningful, every reduction however small is significant, and every decision that takes the planet in to consideration is important.

As we move in to 2022 it is clear that the market is not stabilising and we face yet more challenges this year. Surging prices for raw materials, fuel, and other areas leaves us unsure of the road ahead. But one thing is certain and that is continuing our ever accelerating sustainable journey. So, join with us and read through the following pages to celebrate our work in 2021 and the targets set for 2022.

Kind Regards

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.

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.



CLEANING WITHOUT compromise ♥

Sustainable Manufacturing

Manufacturing eco friendly products at Bio-D involves far more than the ingredients that go into them. We care about the environment and therefore need to make sure our products are produced with SUSTAINABLE MANUFACTURING processes.

Sustainable Manufacturing is defined as

"The creation of manufactured products that use processes that minimise negative environmental impacts, conserve energy and natural resources, are safe for employees, communities, and consumers and are economically sound."

So do we fulfil this criteria? You bet we do!

Minimise negative environmental impacts: We have reduced carbon emissions from travel, commuting, energy, and waste.

Conserve energy and natural resources: We have stopped using gas and are using solar panels to assist with providing electricity for our manufacturing processes.

Safe for employees, communities, and consumers: We ensure employees have training to handle raw materials safely. Our NPD and QC team work together to make sure our finished products are safe to use.

Economically sound: As a family-owned company we reinvest back into the business to give us more opportunities for further growth.

US Department of Commerce (2011), Sustainable Manufacturing Initiative website, <http://trade.gov/competitiveness/sustainablemanufacturing/index.asp>, accessed 27 April 2011





Certified B Corp

We've made quite a song and dance about B Corp and rightly so. It's a milestone achievement for the company and something we are very proud of.

Why is the B Corp certification important to us?

Businesses have to make a profit to continue to invest and grow, but this is often the main focus in today's world. So often companies fail to see the importance of the staff they employ and the people around them, and the importance of respecting our home the planet.

Bio D has always been passionate about the social and environmental aspects of what we do. The company started out of a concern for the environment and people, and Lloyd has continued to maintain and strengthen these values going above and beyond what is legally required in business. As members of staff we enjoy many benefits that are not mandatory. These include extra holiday days, health benefits, KPI Bonuses, Staff Nomination awards, a Cycle 2 Work scheme, Tech Benefit scheme, staff socials, shopping discount platforms, a bottle of spirits at Christmas, the list goes on. It is easy for work to take over our lives, but when the company gives back to the staff it is so meaningful.

All this runs alongside the overriding ethical ethos of the company and the efforts that we go to to make environmentally responsible decisions and produce environmentally friendly products. The research, the detail, and factoring in to many aspects becomes part of each step of the process.

Why is the B Corp certification Important for you?

With so much green washing in the industry today we wanted to provide audited proof of our high environmental and social standards. Our customers need to know that we are what we say we are, that we do what we say we do. The B Corp certification gives our customers this verification of the high standards that we work to. What can be clearer and greener than that?!

When you put people and planet first you can use business as a force for good. And that is the definition of B Corp and Bio D.

bio^D proud to be

Certified

Corporation



Tiago Pinto, Heather Nixon, Phil Keech and Tammy Cardwell.

The Bio-D Sustainability Team

Sustainability is such a key part of our company that we formed a Sustainability Team to include staff from several areas across the business. From the boss to a blender, from the warehouse to the lab, we have joined together proving that as a team we are so much stronger.

We meet once a quarter to discuss targets, goals and most importantly new ideas. We discuss recycling, ways of saving energy, reducing carbon emissions, and other key aspects.

Adding to this we launched our monthly Sustainability Award which invites staff to submit sustainability ideas. This encourages and rewards staff for introducing new ways that we as a business can improve.

Sustainability is about making new changes to help look after the planet

Working with Local Talent

We teamed up with our local university students to work collaboratively on various market areas and research required.

This proved highly beneficial to us all, as the students had the opportunity to study real life situations for their dissertations, and we benefited from independent, fresh thinking.

There is so much potential in the next generation and it is important for us to listen to their ideas and what they have to say. The students gave 101% effort to the amount of research and work they put in, resulting in some incredible dissertations that were inspiring to read and helpful to our business decisions.

We greatly valued their time and enjoyed working with them. Here are two of the students and what they had to say:



"Working on this project was an amazing and insightful process for me as I got to understand the stance of people towards plastic pollution and its profitability, it was also wonderful working with a brand like Bio-D and its customers as they were helpful. I find it fulfilling that my project was able to uncover some facts about sustainability and its profitability financially and to the environment and that my project could be used to make a managerial decision".

Olanfewaju Folorunso

The dissertation exercise was a humbling and educative process for me. I enjoyed gaining access to reputable people in the industry and their knowledge & experience; The joy from listening to a Director of a leading facility management company in Hull speaking highly of Bio D was satisfying and priceless.

My greatest takeaway from this research experience is that "The road to personal and business success lays in the constant development and reconstruction of one's mindset for the benefit of all"

Thank you Bio D for being amongst the few companies producing sustainable cleaning products which suit everyone.

Irene Akwetey-Nyanu



About this Report

We are pleased to complete our third annual sustainability report which outlines the economic, social, and environmental impacts of our organisation. It is an opportunity for us to review our 2021 goals, looking at our achievements and areas where we could have done better, and to set our targets for 2022.

Our aim is to be ethical and transparent throughout our practices, and clearly our readers appreciate this from the feedback. We enjoy sharing our growth journey and the opportunity it provides to use business as a force for good.



Eco friendly, sustainable cleaning products, this is so important for the world! Amazing transparency about your sustainability

This company has a wide range of products that are usually bad for the environment, but these aren't! And their sustainability report is easy to read, and it is fun to see their journey to be more sustainable. I think this product is very promising for our future, good luck!

What incredible products and what an incredible mission! Your sustainability report is really engaging and user-friendly but still super thorough - you really do cover all bases when it comes to caring for people and the environment. I hope more companies follow in your footsteps!

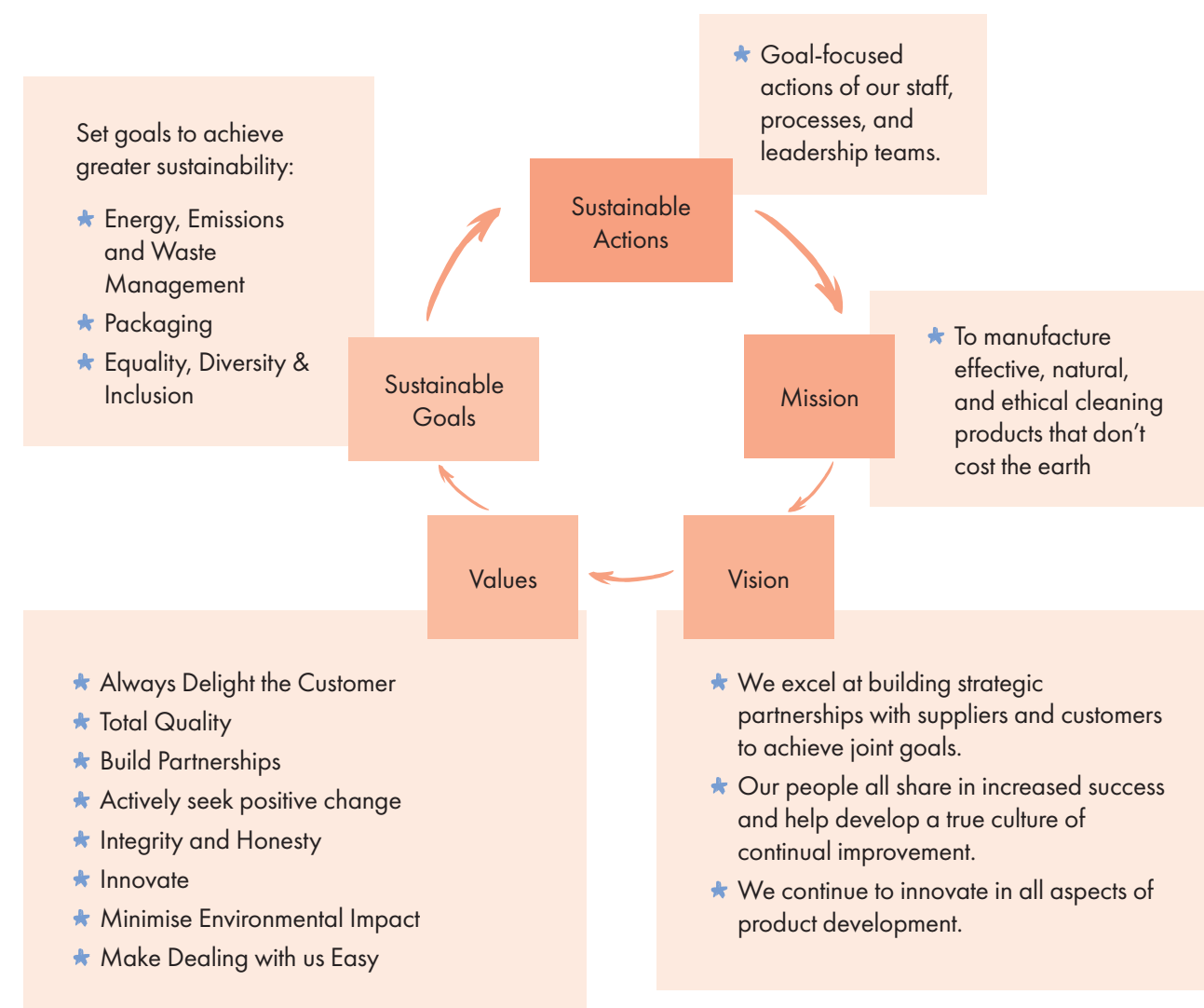
Including your detailed sustainability reports on your website is a huge win in my opinion, a joy to read and first hand proof that the right things are at the heart of your company. A wonderful team with some great products.

You have a really detailed sustainability report, everything looks so nice and I can see all the hard work and effort that you are doing to make this brand more sustainable step by step.

Bio-D is a role model company regarding sustainability in all aspects. We need more companies like Bio-D, showing the way and working on solutions. Best wishes for your journey in 2022.

Our Mission, Vision and Values

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



Energy, Emissions and Waste Management

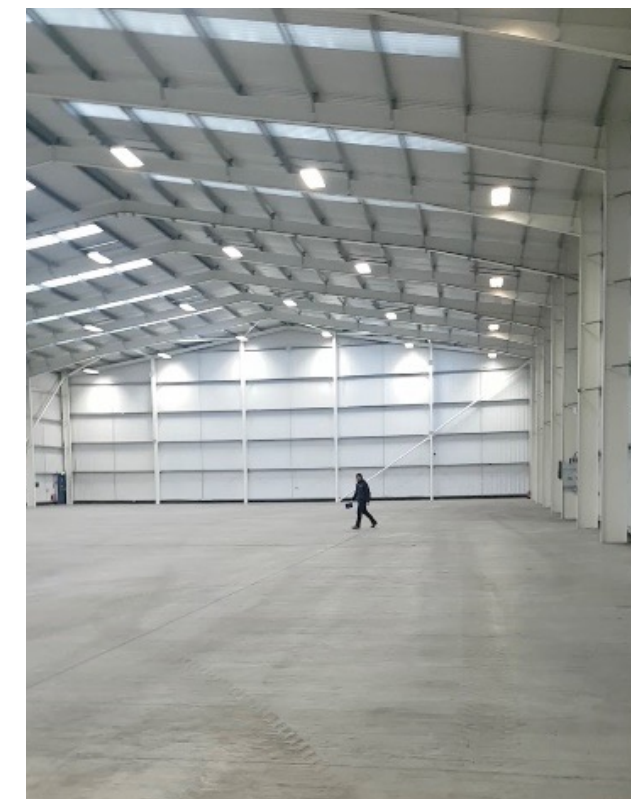
To measure our Ecological Footprint we have continued to monitor our carbon emissions including Scope 1, 2 & 3.

With the 2020 covid production demand behind us we returned to two shifts a day and after the site move we had the new solar energy supply. This was something we had wanted for many years and is a big milestone in the company's sustainability journey.

The new site was an empty building when we first got the keys so extensive work has been conducted to make it suitable for production. We had contractors on site for 5 months. We had to install suitable electrics, an air supply, drainage, warehouse racking, a new water tank, a new wash out area for our closed loop service, heating, an office build with canteen, meeting rooms and great staff facilities. There were cranes operating, scissor lifts, and low loaders to move the production equipment.

For several months each day was a busy schedule of managing site workers, making decisions, organising, and importantly ensuring the production of goods for our customers.

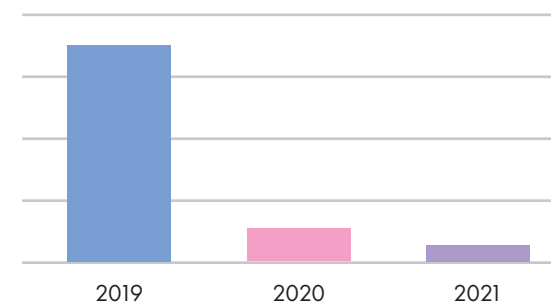
As a result of all this work we knew our carbon emissions would increase significantly, and comparing the year to previous years is hardly a like for like comparison. But this didn't put us off from reporting and when the calculations were completed we were pleasantly surprised.



Travel

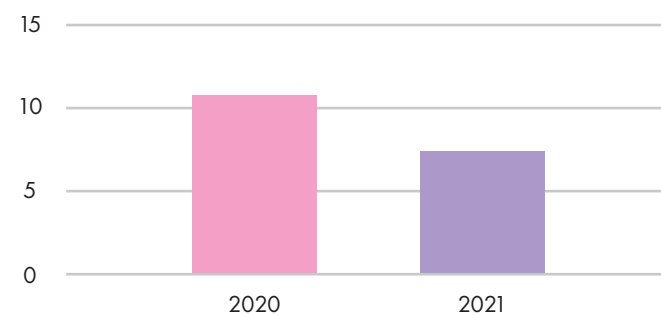
2020 showed us how beneficial technology could be in reducing travel emissions and this now normal working practice has continued throughout 2021. Conducting most of our business meeting in Teams and on Zoom has allowed us to make further reductions in our Business Travel tCO2e emissions.

Business Travel

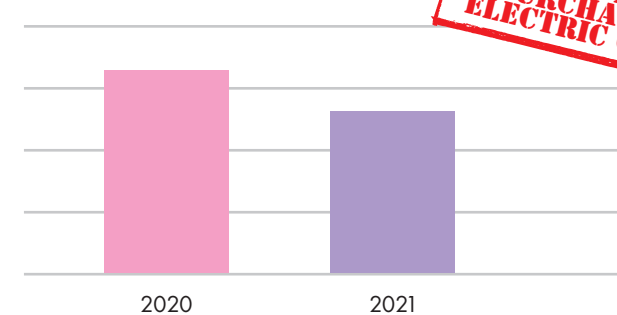


With restrictions easing, most staff returned to work from site on a daily basis. A few continued to work part time from home, but typically, commuting levels were back to precovid times so we expected to see an increase in this area. However many staff live closer to the new site so we saw a massive 35.6% reduction in overall commuting CO2 emissions. When you look at the individual average commute we again have a reduction of just over **11% per member of staff.**

Overall Staff Commute CO2e



Total Per Staff Member CO2e



2 STAFF HAVE PURCHASED ELECTRIC CARS

Electricity & Gas Usage

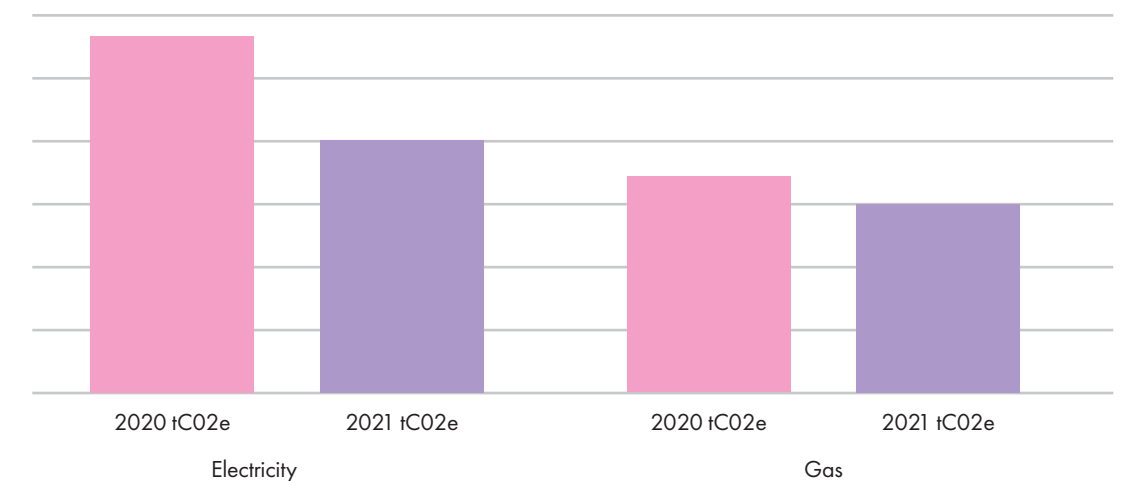
Surprisingly, there is good news and good news!

In spite of all the work carried out on the new building with the help of the solar energy we still managed to **reduce our electricity emissions by an astounding 21%!**

Gas is a non-renewable fossil fuel and we did not feel it was in line with our values to continue using this limited non-sustainable supply. With careful planning at the new site we installed an electric boiler that is run from our solar panels therefore eliminating the need for gas.

Comparing 2021 with 2020 we **reduced the gas emissions by 29.9%** and can now move forward knowing that our products are not sapping this part of the planet's resources.

Electricity & Gas Emissions tCO2



Waste Management

The good, the bad and the ugly.

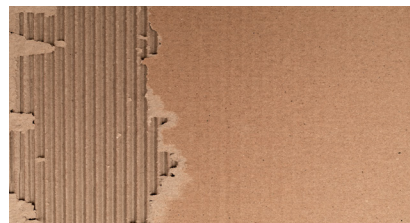
Let's reverse the expression and face the facts!

The Ugly: Every single hour in England, the country produces enough waste to fill up the entire Albert Hall. The majority of this being trade waste in desperate need of collection.*

The Bad: Around 70% of all commercial waste produced by businesses in the UK can be recycled. But unfortunately, the majority of trade waste is still sent to landfill and not recycled*

The Good: At Bio D we continue to manage our waste, giving it a second life instead of going to landfill. It's not rocket science, its simply about being creative and finding solutions.

We recycle:



Cardboard



Plastic



Our old laptops and fax machine were sent to weeecharity.com

Life not landfill



Metal and plastic drums that contained raw materials



We send empty bottles to charities that use them for children crafting projects

WeeeCharity is a Warrington based not-for-profit fully licensed, registered charity who deal in the collection and donations of electrical and electronic items, that they reuse, recycle or resell back in to the community. Any funds made from this are donated back into the local community to help relieve poverty. The volunteers are usually unemployed or faced with a disability or hardship, and find it a struggle to get employment. WeeeCharity give them Sector Based Work Placements on 8 week contracts, to give them the skills and knowledge to give them the experience to gain paid employment.

All other waste goes to be made into
RDF-REFUSE DERIVED FUEL

Be resourceful. Give away any waste that can be a resource for others.

*cheaperwaste.co.uk

Carbon Emissions

We are on a journey to be 'Net Zero' and to do this we review and reduce our carbon footprint.

As a growing business we are putting in every effort to minimise our carbon emissions, but we are a way off from Net Zero. Manufacturing products uses energy and even with our new sun loving solar panels we still have to draw some energy from the grid.

But we take responsibility for these carbon emissions and own them. For us, one of the ways of correcting this is to replace the carbon emissions we have created by investing in a scheme to remove this amount from the atmosphere. It's not cheating, it's a way of simply balancing the scales and is the least we can do until we reach our ultimate goal of Net Zero.

For our 2020 manufacturing carbon emissions we chose to balance these by investing in a project close to our heart in Madagascar.

Almost half the population in Madagascar don't have access to clean water and even less have access to proper sanitation. These are basic human needs that are so easy for us to take for granted.

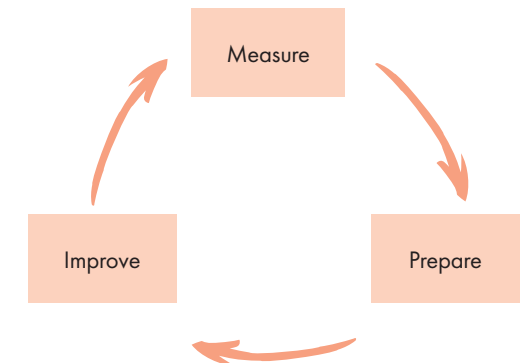
Our investment went towards protecting the headwaters of 8 large rivers that supply 325,000 residents with water. The investment also helped in the preservation of the Ankeniheny-Zahamena Corridor forests and preventing deforestation there.

Our 2021 Scope 1 and Scope 2 emissions have been carefully calculated and an investment made to remove the same amount of carbon from the air. To do this we have teamed up with the Keo Seima Wildlife Sanctuary.

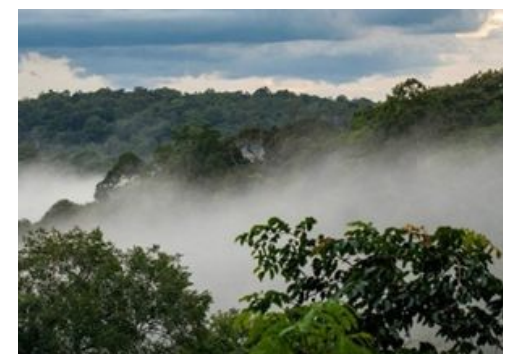
Keo Seima Wildlife Sanctuary (KWS) is home to more than 950 wild species, including 75 globally threatened species. It is also the ancestral home of the indigenous Bunong people, whose unique culture and beliefs are inseparable from the forest in which they live.

Originally designated as a protected area in 2002, KWS is managed by the Royal Government of Cambodia's Ministry of Environment, with technical and financial support from WCS Cambodia.

KWS plays a vital role in the preservation of the region's important and vulnerable wildlife, including the world's largest populations of the endangered black-shanked douc and yellow-cheeked crested gibbon, as well as a nationally important population of Asian elephant and many other species. At the same time, it supports the sustainable development of local communities, providing significant funding to community-chosen and community-led development projects.



Madagascar



Keo Seima Wildlife Sanctuary

Water

Have you seen our two new products?

Our super hero Extra Concentrated Fabric Conditioner reduces each dose from 50ml to 30ml. So, for every three bottles you bought before, you now only need to buy two! That means less trips to the shop for you, and 40% less tCO2e emissions in production for us! A big win win.

Based on 2021 fabric conditioner sales we hope to save up to 3 tonnes of plastic packaging per year by consumers switching to the 'Extra Concentrated'.



Our New Dishwasher Tablets pack a punch with their compact 12g size. Small is definitely beautiful especially as this means we fit 40% more boxes into each lorry than the average size dishwasher tabs. That's correct, for every 5 trucks of 20g tablets we only need 3. Now how about that for reducing carbon emissions?!



2021: Energy & Emission Goals:

1. Reducing emissions where possible.
2. Implementing our own source of renewable energy
3. Investing in approved carbon emission reduction projects to compensate for our Scope 1 and Scope 2 emissions.
4. To join an ethical recycling label scheme that helps consumers identify correct methods of recycling.

2021 GOALS ACHIEVED

2022: Energy & Emission Goals:

- Reducing emissions where possible.
- Invest in a carbon emission reduction scheme to compensate not only Scope 1 and 2 emissions but also emissions created through...
 1. Water usage
 2. Staff commuting to site
 3. Business travel
 4. Recycling
- To conduct a Life Cycle Assessment of our products
- Provide an electric charging point to encourage staff and visitors to site to use electric cars

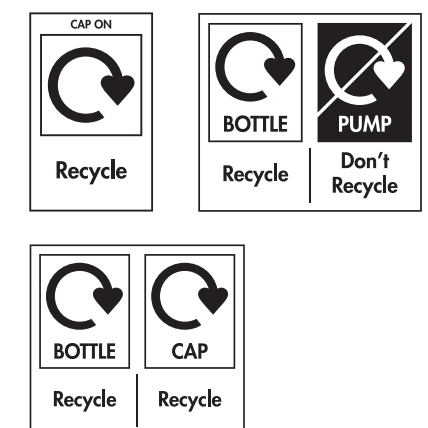
Packaging

Our product packaging is a journey that continues and in 2021 we saw further changes take place.

Following customer input and feedback the rebranding was launched, starting early in the year and continued to roll out across all lines.



As new members of ORPL (On Pack Recycling Logos) we included the easily recognisable recycling logos on the packaging.



Following packaging supply issues we invested in our own bottle tooling for the 500ml, 750ml and 1L bottles. With our logo in prime position, we think you will agree these look fantastic!

But they don't just look great they have been designed with eco credentials too:

- We have continued to use 100% recycled Post Consumer Waste instead of virgin plastic
- Our new laundry caps are 15% less plastic.
- The new slimline Toilet Bottles are 2% less plastic
- All made in the UK

These may seem like insignificant changes but these small changes add up to make a

Big Difference

Plastic Packaging Usage

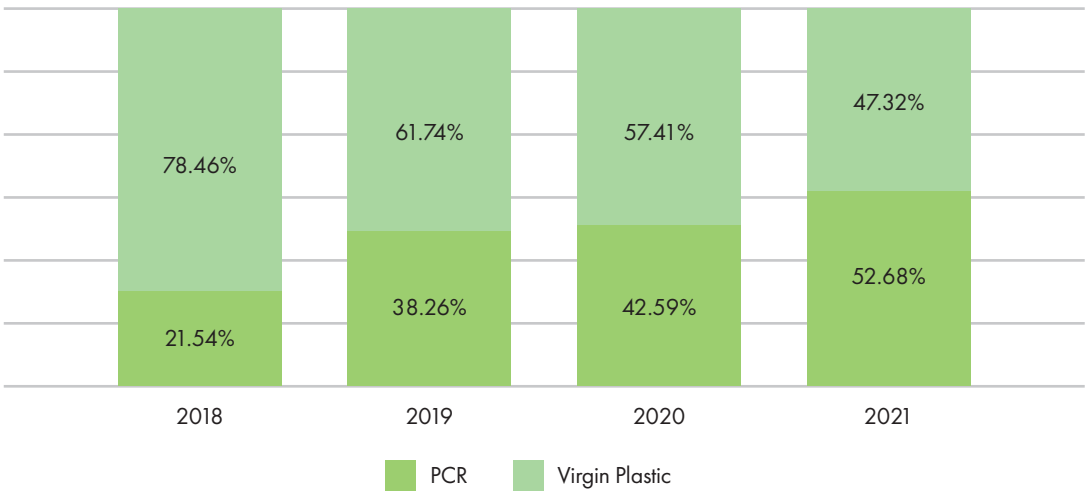
Each decision at The Bio-D Company is made as a result of research and consideration of the facts. We take in to account ethical and environmental impacts to make an informed and responsible choice. Over the past few years plastic has become known as the bad guy and we've been asked many times why we do not use glass. We wanted to share our reasons for our choice in using plastic for packaging our liquid products and hope that you will agree we made the right choice.

Let's take a look at the **Battle of the Bottles: Plastic v Glass**

	Glass	Plastic	The Winner
Manufacturing temperature	Over 1500°C	The manufacture of plastic bottles is about 250°C - 300°C in the mould stages, but drops to 80°C - 90°C	Plastic. Even at 300°C this is 1/5th of what is required for glass
Weight for 1 L Laundry Bottle	247g	30g	Plastic. It's a 12th of the weight of glass making it easier to transport both for the bottle manufacturer and the customer
Raw Materials	Glass is made from liquefied sand, soda ash and limestone. Sand is the second most used natural resource used in the world. With the depletion of sand from rivers and coastlines it is causing flooding and leaves areas vulnerable to rising sea levels. Despite the clear threat to global economic and environmental well-being, there is little national legislation regulating sand use. Climate scientists say it constitutes one of the greatest sustainability challenges of the 21st century ² .	Our bottles are made from PCR plastic. PCR stands for 'Post-Consumer Recycled' material. PCR is used for all our consumer size bottles and 5L containers so when you buy these products you know that the packaging has prevented more plastic in landfill or the ocean.	Plastic: It takes waste and turns it into a resource providing a sustainable way of packaging products.
Recycling Energy (according to The Glass Packaging Institute)	On average, recycling glass uses 66 percent of the energy it would take to manufacture new glass	Plastic shows a much greater efficiency when recycling, only requiring 10 percent of the energy it takes to produce new plastic. In addition, processing the used plastic requires less water, less fossil fuels and less energy than making a bottle from scratch or from glass.	Plastic. When we need to reduce our CO2e plastic uses far less energy.
Usability	If dropped, glass will usually break.	If dropped, plastic will rarely break.	Plastic

Which would you chose? Our decision may not be right for you and your application but we feel it is the most sustainable option for us.

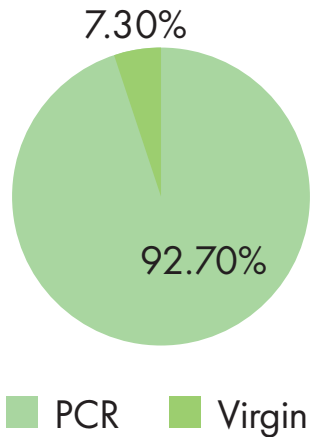
You can see how we have increased our use of PCR over the past few years:



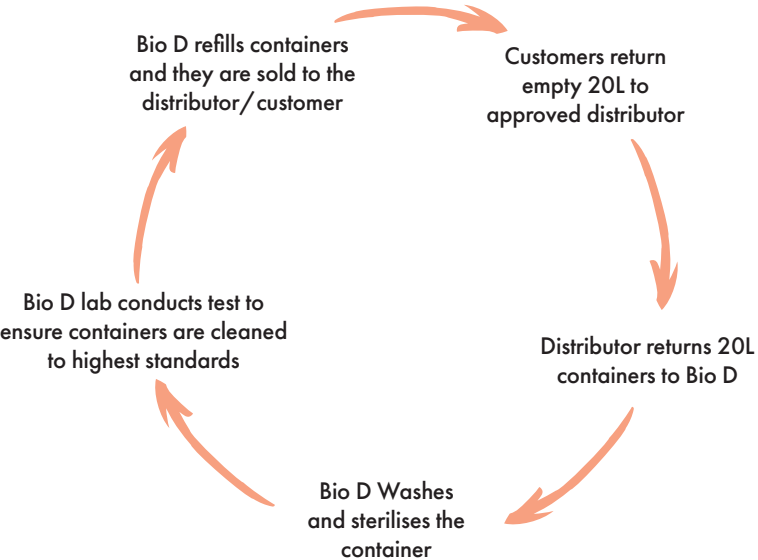
In 2021 we saved over 85 tonnes of tCO2e emissions by using PCR bottles.*

*Based on americanchemistry.com values on production of PCR v virgin

Bottle/container singles Virgin v PCR



Our Closed Loop process continues



Plastic Packaging Usage

Refill Stations continue to grow in popularity as more consumers prefer to refill an existing bottle. The number of refill centres selling Bio D refills grew by 10% last year:



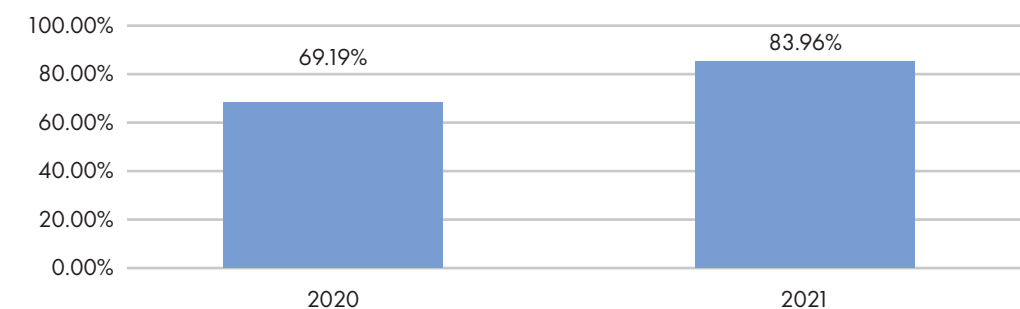
With our focus on refill size products* we saved over 2 million consumer size bottles in 2021!

* 5L, 20L, IBCs

Our refill* products accounted for over 83.96% of weight of Bio D product sold.

* 5L, 20L, IBCs

Refill volume sold by weight



2021 Packaging Goals:

To review the packaging for our powder products and develop a more sustainable solution.

We spent a lot of time on this as there are so many aspects to consider. But no pain, no gain. It was time well spent as we now have a more sustainable solution. As we use up our existing packaging stocks we will replace them with our brand new alternative. Keep your eyes peeled!

WATCH THIS SPACE

2022 Packaging Goals:

Produce a range of cleaning products that have plastic free packaging.

Long Term Packaging Goal:

For virgin plastic to be less than 30% of the plastic we use by 2026. Based on the number of singles we have already achieved this. We are now working on our overall weight total to reach this goal too.

Ingredients

Customers have asked us to provide information about our ingredients and the sustainability spotlight that goes on before we approve them for use in our products.

We want to purchase from companies who have the same ethics that are so important to us, companies that think of today and tomorrow. So we delve straight in and ask a lot of questions to start with. This is a process with many steps to complete before we review, and if appropriate, then approve for trading with.

We ask a lot of details about the ingredients used in the production of our **plant based** raw materials, where they are sourced from, what the harvesting process is, making sure that the workers are treated well, making sure no GMOs are used or no animal testing is conducted, etc. A lot of this supplier information is protected and they all have their own ways of working to be sustainable in the areas in which they work.

However we would like to share the following individual examples with you to give you an idea of just some of our suppliers sustainable practices:

Our lavender fragrance is sourced by a supplier who works in partnership with **100 farmers**. They also work closely together on projects that focus on supporting the lavender production and fighting plant disease.

Our supplier's goal... is to **improve the livelihoods** of individual producer families in our collection network while protecting precious natural resources.

The project, for example, **involves trainings in good agricultural and distillation practices**, as well as strengthening of household financial management and nutritional habits. Another supplier contributes to a scheme for **providing better education for the children of workers**.

Our supplier **supporting communities around local education, health & nutrition** as well as food agriculture and production practices..

Another supplier has committed to **support local communities** in the places where we source our raw materials by working jointly on causes that **benefit them and the raw material supply chain**.

The processing of some raw materials requires heat. Instead of using trees or natural fossil fuels to provide this energy the **'waste' part of the plant(stems etc) is used as the fuel**.

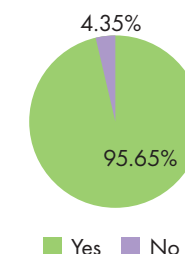
A supplier's mission is to take **responsibility** and hold themselves and each other **accountable**.

We purchase from a supplier who work on the principles of advancing a **circular economy** into our practices globally.

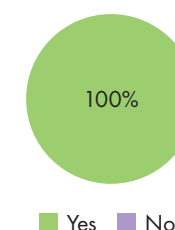
Equality, diversity & inclusion

From day one at Bio D staff are encouraged to welcome and respect diversity in the workplace. All staff should feel included and equal. As part of our 2021 goal we asked staff some important questions to see how well we fared as a company in equality and respect of diversity:

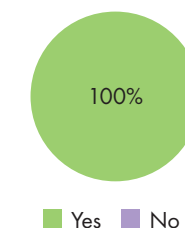
Do you feel Male and Female staff are treated as equal?



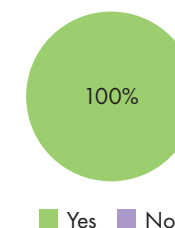
Do you feel that Bio-D encourages an inclusive and diverse workforce accepting staff regardless of age, disability, gender reassignment, race, religion or belief, sexual orientation, or marital status?



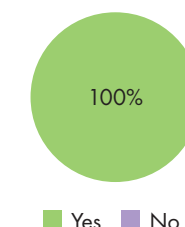
Do you feel the workplace is free of any racial prejudice?



Do you feel that you can 'be yourself' at work?



Do you feel able to voice any concerns or complaints to a member of management in the workplace?

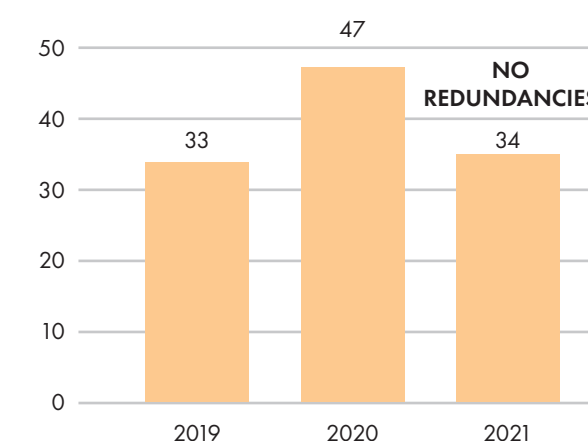


Bio-D Workers: 34

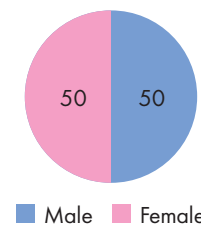
With the Covid inflated demand behind us, our workload returned to normal levels and removing the night shift meant our workers could resume more sociable hours.

This in turn meant that less staff were required. It was important to us that during a difficult year staff did not feel that their jobs were threatened. Instead of making staff redundant we waited until circumstances brought about change naturally. A few staff joined during Covid as they needed work but then chose to return to their skilled trades, another member moved away to be closer to family, and 2 staff members left for a well-deserved retirement.

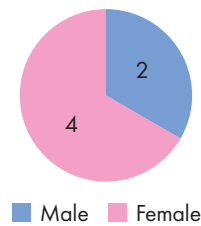
No of staff



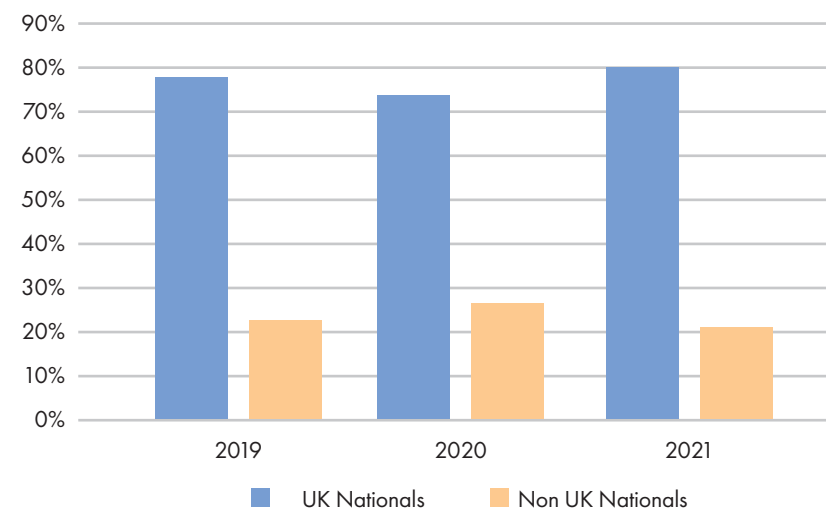
Male / Female



Higher Management



Multi National Workforce



2021 GOALS ACHIEVED

2021 Equality, diversity & inclusion Goal:

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

To continue to increase our employment of local people.

To continue to monitor and establish our company culture on equality and diversity through confidential questionnaires.

2022 Equality, diversity & inclusion Goal:

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

To continue our employee surveys to monitor how employees feel about Bio D's commitment to equality and diversity in the workplace.

To continue to provide more employment opportunities with our commitment to diversity, equality and inclusion

Charity and Community Partnerships



Yorkshire Wildlife Trust

We continue to be Gold Members of the Yorkshire Wildlife Trust, supporting the great work they do in conserving, protecting and restoring wildlife and wild places in Yorkshire.

Their vision is for a Yorkshire that is abundant in wildlife, with more people having a genuine and meaningful connection with nature:

Save wildlife: We protect the incredible species that call Yorkshire home, by understanding what they need and creating spaces where they can flourish.

Connect people with nature: We inspire people, especially children, to experience wildlife, and enjoy it.

Protect the environment: We campaign to protect and restore Yorkshire's irreplaceable natural heritage.



In April we supported the YWLT.



Campaign by donating 3% of the RRP price of Bio D All Purpose Sanitiser (500ml, 5L and 20L) and 500ml capped Hand Washes sold on Bio D's website.



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.

Other Accreditations and Certifications

We have continued our commitment to the following:



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

vegansociety.com



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 result in good quality products that are safe to use.

brcgs.com/our-standards/consumer-products/



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

qmsuk.com



The Round Table of Sustainable Palm is a global, multi-stakeholder initiative on sustainable palm oil.

As audited members we are helping to drive the change to ensure that only sustainable palm oil is used

rspo.org



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

allergyuk.org



Cruelty Free International is the leading organisation working to create a world where nobody wants or believes we need to experiment on animals.

All of our products are audited to verify that no animal testing has been conducted in the supply chain.

crueltyfreeinternational.org



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.

ellenmacarthurfoundation.org



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.

mindfulemployer.dpt.nhs.uk/



As audited members of SEDEX we consistently look at our supply chain and ways to make more sustainable choices. This includes approving all supplier before trading with them to verify that their practises are in line with ours.

sedex.com/



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.

ncsc.gov.uk/cyberessentials/overview



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.

mhfaengland.org



OPRL is a not-for-profit company limited by guarantee, any surpluses being reinvested in their activities to promote recycling of packaging.

The OPRL scheme aims to deliver a simple, consistent and UK-wide recycling message on packaging to help consumers reuse and recycle correctly and more often. That simple consistent message is now recognised by more than 3 in 4 consumers, with over 700 members now using it.

oprl.org.uk



As members of Terra Carta www.sustainable-markets.org/terra-carta/ we are pleased to join in this campaign which is run by HRH The Prince of Wales. 'The 'Terra Carta' offers the basis of a recovery plan that puts Nature, People and Planet at the heart of global value creation – one that will harness the precious, irreplaceable power of Nature combined with the transformative innovation and resources of the private sector.'

SME Climate Hub:

We joined the RACE TO ZERO campaign through SME Climate Hub. The SME Climate Hub is a global initiative that aims to bring together climate action for small to medium sized businesses and enable SMEs to build resilient businesses for the future.

Businesses with under 500 employees represent 90% of business globally, and affect the livelihoods of over 2 billion people. The SME Climate Hub are there to support businesses as they commit to the net zero journey. We know we don't have all the answers so are keen to listen and work with others.

smeclimatehub.org/

In 2021 we donated over 1700 Litres of product to various charities including Westbourne House Hostel in Hull for the homeless, Woodbridge Little Free Pantry which provides food for those that need it, The Warren, Fareshare, Rooted in Hull, Foodbank

2022 Accreditation and Certification Goals:

To work to improve our B Corp score by 5%



Oh Yes Net Zero's aim is for Hull to lead the way to a net zero future and it's easy for all of here to be a part of it. Whether it's choosing a more environmentally friendly way of getting to work, reducing the amount of energy that we use, or simply buying local produce, we all need to take a part and have an impact for generations to come.

ohyesnetzero.co.uk/



Great Place to work help organisations create exceptional, high performing workplaces where employees feel trusted and valued. They help employers improve recruitment, retention and productivity by putting employees at the heart of the organisation, analysing what they think and feel and identifying the real issues that need to be addressed. Part of a global organisation, they apply data and insights from approximately 10,000 organisations across the world to benchmark individual performance and advise employers on how to continuously improve employee engagement.

greatplacetowork.co.uk/

2021 Achievements



We are now B Corp certified



Certified as one of the best workplaces for women 2021.

Finally

As Sustainability Manager I write this report looking back at 2021, feeling a sense of both responsibility and achievement. Amidst the ongoing pandemic it was another challenging and busy year for Bio D but resulted in reaching some of the very ambitious targets we had set.

As awareness grows on environmental issues, and consumers become more selective in which brands they use, it becomes even more important that we strengthen our resolve, increase our sustainability targets, and work harder than ever to reach them.

The need to do this is reflected in Beier et al., 2020 and conveyed to us by a local University student we worked with, that '...sustainability has become a defining issue for the industry in today's world' and **'...sustainability will need to be embedded within all facets of the industry, rather than regarded as a standalone issue.'** My hope is that from this report you will feel confirmed that sustainability is embedded into all areas of Bio D from production to packaging, from site to staff.

We have a busy year ahead and goals to reach so it is time to close off. But there is one important thing left to do. I want to thank my Bio D colleagues, the Green Team, who join in and strive to turn our sustainable goals in to reality. They go above and beyond, and then even further.

Thank you for reading.

Until next year. Goodbye.

Heather Nixon

Heather Nixon
Sustainability, NPD & Regulatory Manager
March 2022

References

1. IEA, April 2020, accessed 5 March 2021, (<https://www.iea.org/reports/global-energy-review-2020/global-energy-and-co2-emissions-in-2020>)
2. International Aluminium Institute, accessed 5 March 2021, (<https://recycling.world-aluminium.org/review/global-metal-flow/>)



Receiving the MAKE UK Regional Energy & Sustainability Award