



Our First Impact Report

October 2022



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October 2020 - June 2022

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A note from our directors

George May, Managing Director

Peter Griffiths, Chief Operating Officer

Certifying as a B Corporation™ 2 years ago, as we battled through a global pandemic, was a significant and hugely proud moment for the bio-bean team.

Our business is built on a bedrock of environmental sustainability. We're conscious, though, that alongside the urgent need for positive climate action, there is more to being an impactful business than simply delivering greenhouse gas emissions savings.

We must support our colleagues to enable them to achieve their best; engage with, and have a positive impact on, our suppliers and local community; and put in place systems, processes and procedures to facilitate these efforts.

In other words, we must use our business as a force for good. This is why we made the commitment to become a B Corp™. It's a movement that understands the breadth of what it takes to do business the right way and has a robust evaluation method to appraise a company's impact.

In this, our first impact report, we set out our progress made against this commitment - what we've achieved since certifying, and actions we plan to take in the future.

Our thanks to those who have and continue to support us as we grow.

George & Pete

About bio-bean

We're the
world's largest
recycler of coffee
grounds.

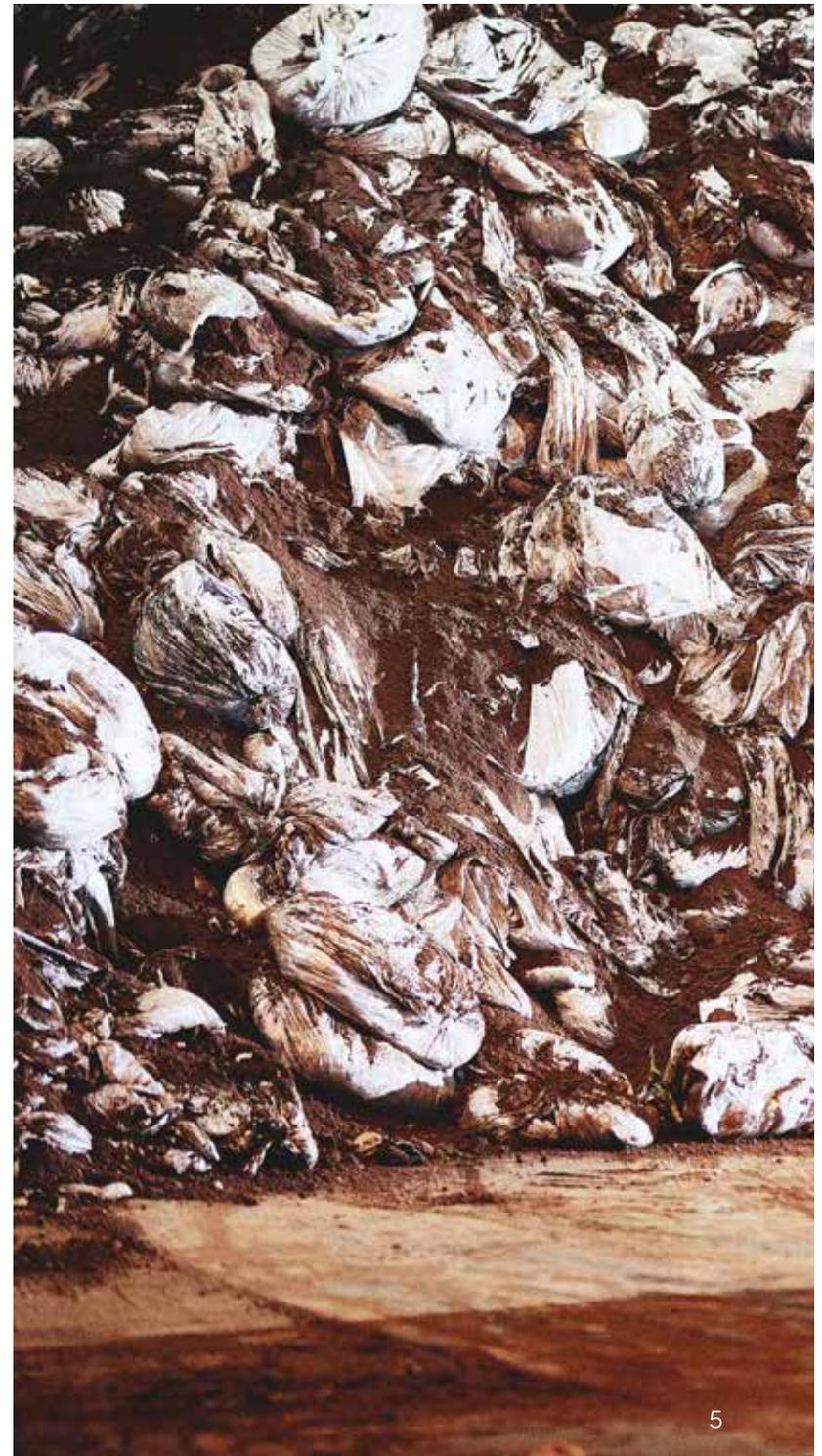
Our purpose

bio-bean is about creating change: at scale, with longevity and with real impact.

Since industrialisation the world's short-termist harvesting of the earth's resources has set off an invisible chain of waste creation, leading to long-term environmental damage. A big change in human behaviour started this problem, and a big change is required to fix it.

We're a team of tenacious problem-solvers, driving impact and behaviour change through action at scale. Bold and ambitious, we continually push forward, creating a real difference for our world by sustainably innovating through coffee waste.

As a B Corp, and with sustainability at the heart of everything we do, we're in it for the long haul, helping to create a path for sustainable, impactful business to prosper.



Our values

We have five core values which we look to as guideposts for our decision making, ensuring that our actions are reflective of these, our culture and the purpose which defines us.

We are nurturing

We value every contribution.

We have integrity

We are honest and accountable.

We keep the faith

We believe in each other and our purpose.

We are tenacious

We tackle our goals head on.

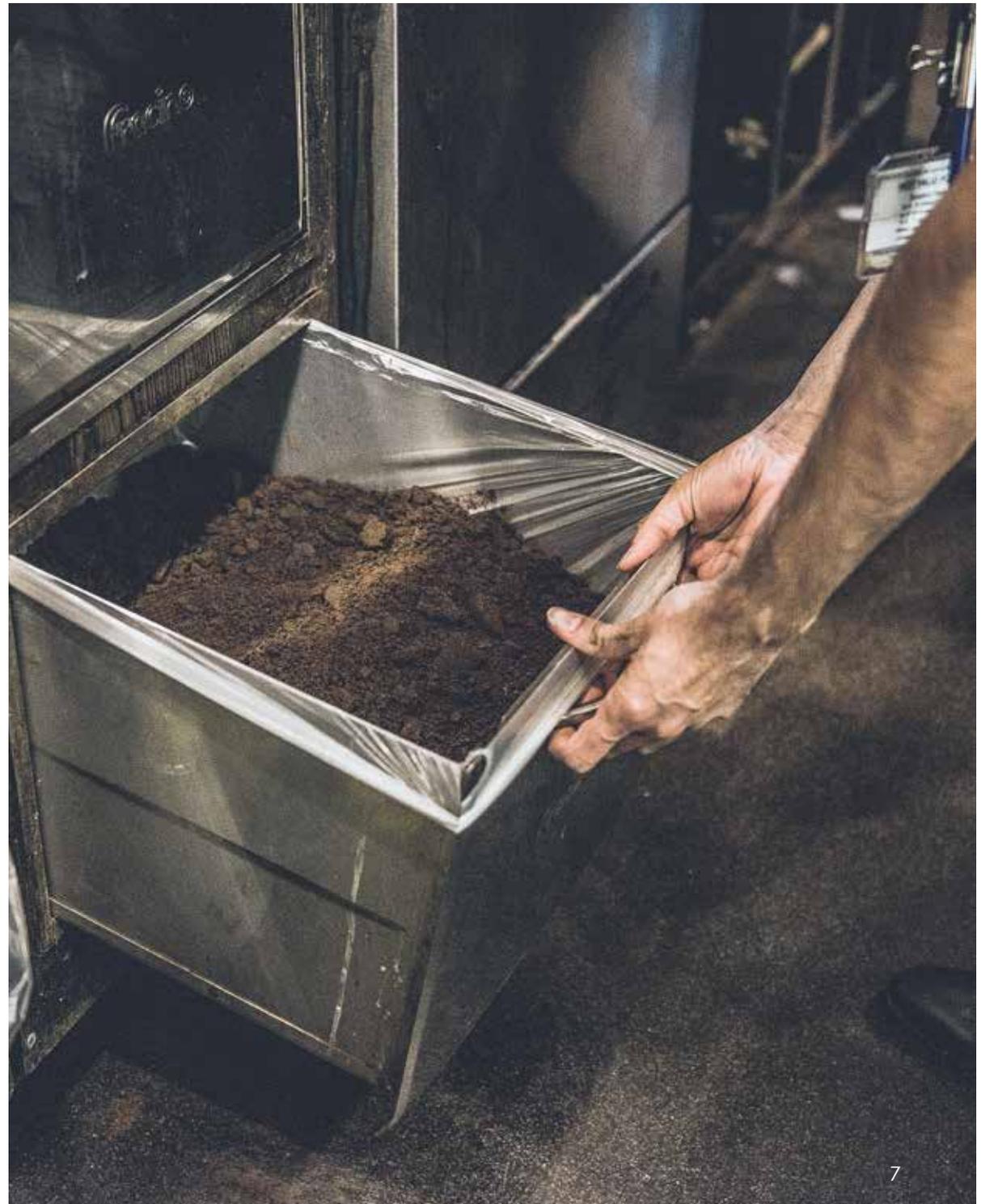
We are ambitious

We challenge everything to be better.

Coffee was wasteful...

The UK consumes 98 million cups of coffee every day, creating an estimated quarter of a million tonnes of spent coffee grounds every year. Much of this resource ends up discarded through disposal methods that waste the grounds' full potential.

But we've developed a better solution - one which reduces waste, saves on greenhouse gas emissions, saves businesses money, and reduces reliance on virgin and scarce resources...



Our solution

We recycle spent coffee grounds from UK businesses and transform them into sustainable bio-product solutions.

Working with the existing waste management and logistics infrastructure, we take spent coffee grounds collected from coffee shops, restaurants, office blocks and instant coffee manufacturers, as well as airports, universities and more.

By upcycling the nation's spent grounds, we give new life to a material previously considered waste, and contribute to the circular economy.



Inficaf

Inficaf is the circular economy in action. It's a sustainable raw material for innovative product design and development. It's also our newest product, launched in July 2021.

Inficaf effectively displaces conventional, carbon-heavy virgin and synthetic materials, such as in plastics, automotive friction, and cosmetic exfoliants. It also has applications in packaging, foundry, inks, and more.

Natural flavours

Spent coffee grounds still retain up to a third of the volatile aroma and flavour compounds contained in fresh roasted beans. These compounds make up the taste of coffee.

We extract these compounds to produce natural flavouring products which can be used to displace extracts from virgin coffee beans or synthetic flavours in food and beverage manufacturing.



Coffee Logs

Our planet-friendly fire logs for home wood burners and multi-fuel stoves burn 20% hotter than kiln-dried wood. Meaning you need fewer logs to get the same level of heat.

Not to mention they reduce greenhouse gas emissions by just over 130% compared to the standard disposal method for spent grounds!

Coffee pellets

For use in large commercial and industrial biomass boilers, our coffee pellets displace the need to use virgin timber and reduce reliance on imported pellets.



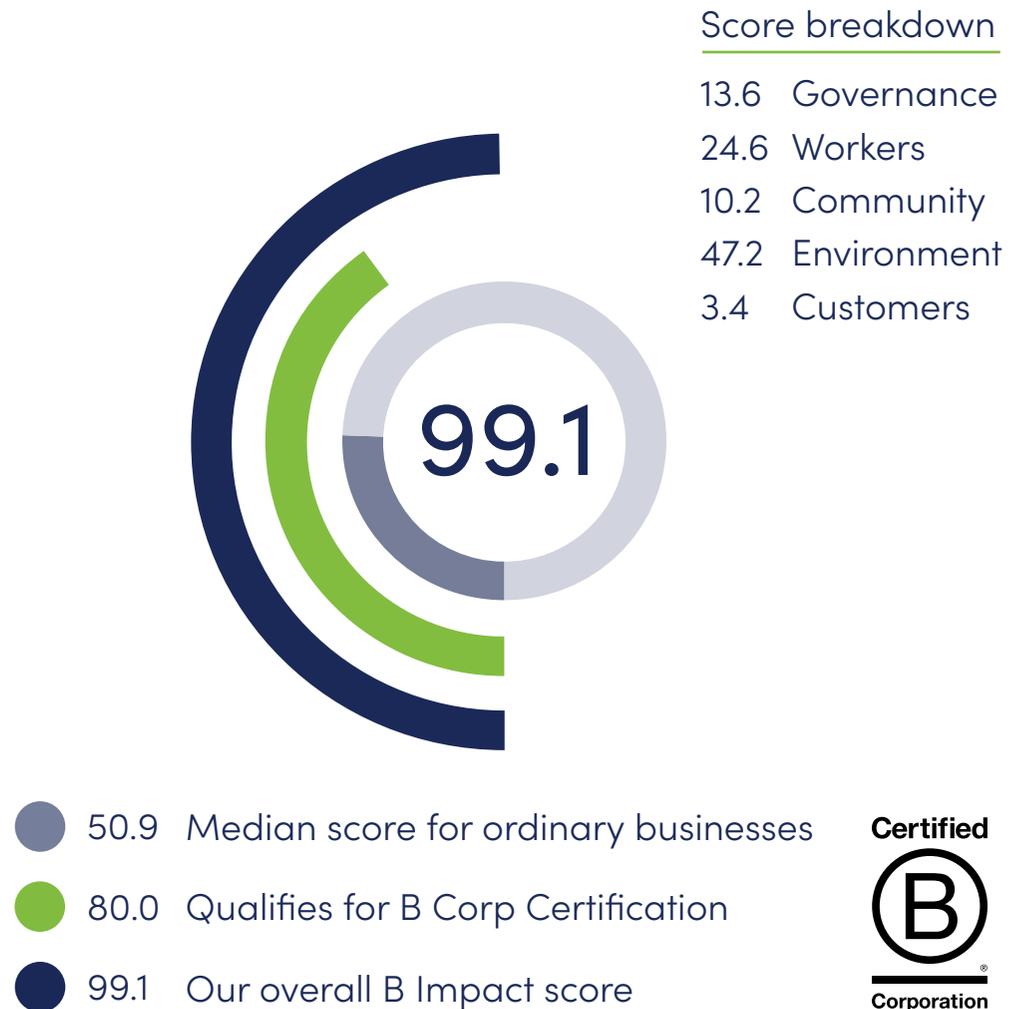
Our impact

B Corp

In October 2020, we became a Certified B Corporation™, with an overall impact score of 99.1.

Initially, we saw the B Lab standards as an excellent benchmark for environmental and social sustainability and used the B Corp self-assessment tool to see how we compared whilst identifying areas for improvement.

Following on from this - and knowing how much the B Corp movement aligns with the direction we want to take the business - we decided to apply for full certification.



Best for the World

For two years running – 2021 and 2022 – we’ve been recognised as a ‘Best for the World’ B Corp in the Environment impact area. Meaning our score in the Environment area of the assessment is in the top 5% of all B Corps in our size group.

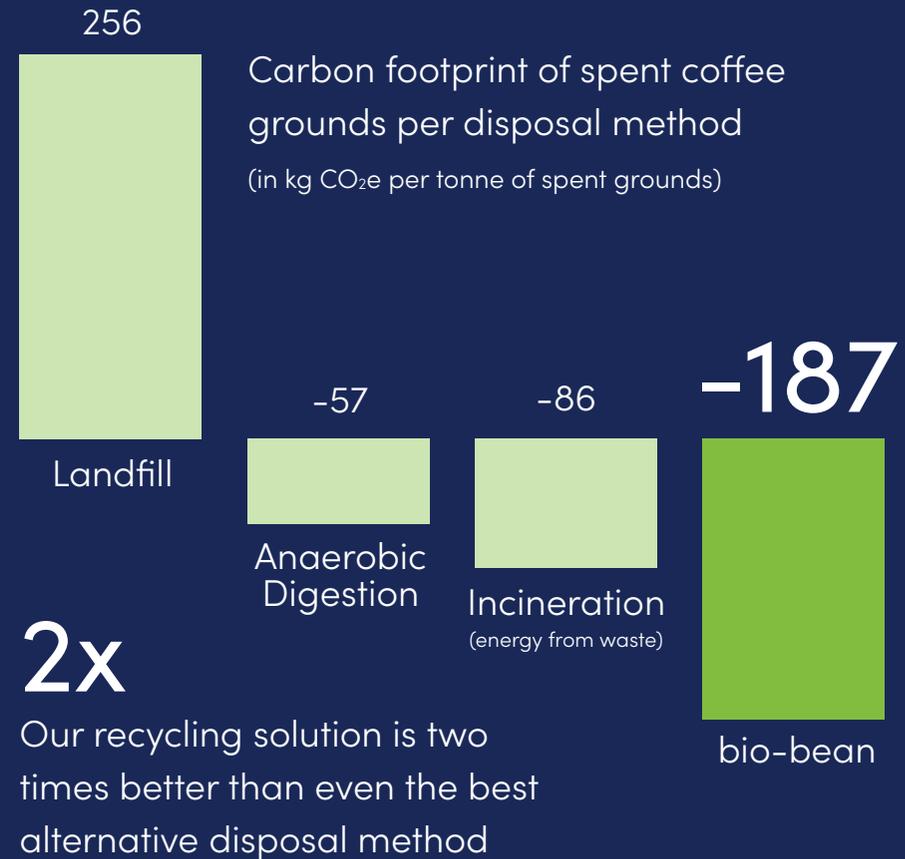
We’re proud to have joined the global B Corp community, which currently includes over 5,000 businesses (more than 800 of which are here in the UK), all meeting high standards of environmental and social impact.



Our environmental impact

In 2021 we commissioned an updated life cycle analysis (LCA), conducted by Eunomia Research & Consulting. The scope of the study took into account all existing life cycle stages from upstream emissions of raw materials and downstream waste processing, to the typical end uses of our products.

Our carbon footprint is -187kg CO₂e per tonne of spent grounds processed. It's a net negative, which is a positive! And as it turns out, our coffee recycling solution is better for the environment than all the other standard disposal methods (landfill, anaerobic digestion, and incineration).



6% Last year we removed the thin, outer wax layer on Coffee Logs, reducing our overall carbon footprint by 6%!



11,100 tonnes

Amount of spent coffee grounds recycled since our certification as a B Corp (October 2020)
[31,500 tonnes since we first began collections]

2,076 tonnes

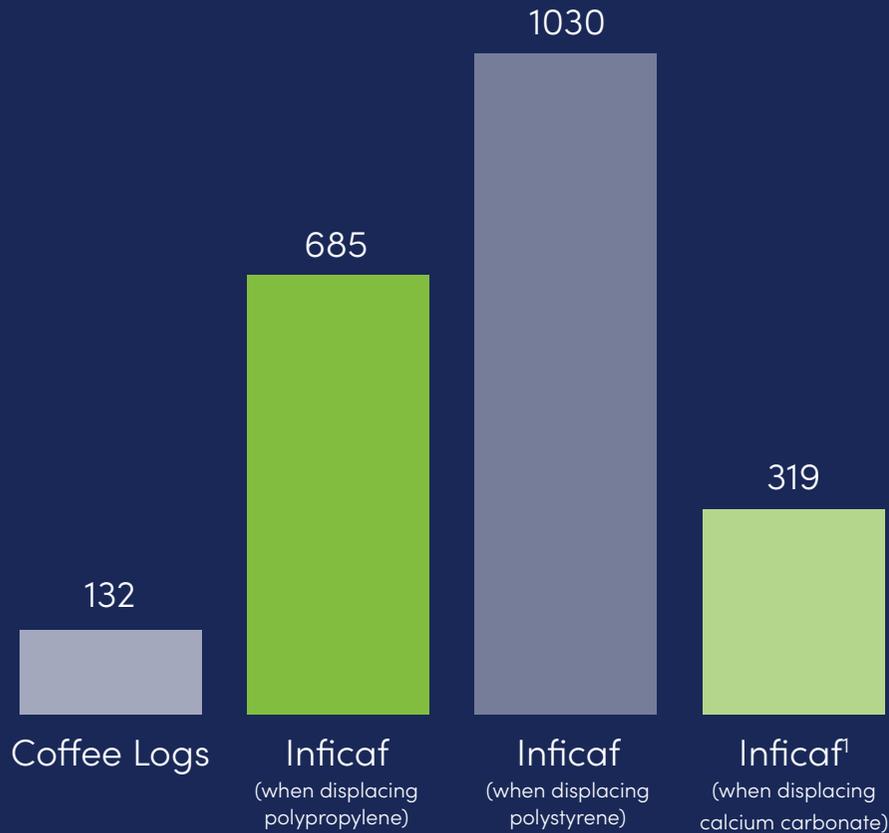
Amount of CO₂e we've saved in that same timeframe



103,800 trees

Number of trees it would take to capture the same amount over a 1-year period ¹





Amount of greenhouse gas emissions we save (in kg CO₂e) for every tonne of spent coffee grounds we recycle into these products.

17x

By recycling spent grounds into our range of bio-products, we save up to 17 times more in greenhouse gas emissions, when compared to the grounds going to the standard disposal method of anaerobic digestion.



We've built our business on a foundation of environmental sustainability. It is inherent in what we do as a company. So, alongside our coffee recycling, what about our day-to-day operations?

In July 2020, we conducted a gap analysis of our B Corp Impact Assessment results and the results from our annual staff engagement survey. From this analysis we identified some initial areas for improvement under a Sustainability Improvement Plan.

Here are a few of our achievements that stemmed from that plan...



Switched to a **stronger pallet wrap** for Coffee Logs, reducing plastic use by 31%.



Clarified our **office recycling streams** and created guidance on proper waste disposal to help improve recycling rates.



Installed **push taps** in our office toilets, saving approx. 50% on handwashing water.



Changed our emergency lighting to **LED bulbs**, which use 30% less electric.



Switched to more **eco-friendly cleaning & hygiene products**, whilst remaining with a local supplier.

Our social impact

As a small team of 30 with big ambitions, we recognise that without our people we're nothing. So we do our best to support, develop and empower them.

We also recognise that with our focus so heavily placed on environmental impact, we have room to improve when it comes to our impact on our team, our community and our customers.

Being a sustainable business is a journey of continuous improvement, and so we're consistently looking into ways we can effect positive change, not just on the planet, but on people, too.

Here are a few things we've been working on during this reporting period...



- ✓ All staff have access to an **employee assistance programme** for help with mental health, financial and legal matters.
- ✓ We sent 2 laptops to our fellow B Corp, Reconome, for refurbishment and **donation to schools and charities**.
- ✓ Began scheduling regular sponsored **social activities** to build connections amongst our team.
- ✓ Provided 50% of team members with external **training in leadership & management**.
- ✓ We implemented a **working from home** policy.
- ✓ Staff are now given one **paid volunteer day** per year.
- ✓ Added **grandparent leave** to our paid time off policy.
- ✓ All staff are given EMI share **options in the company** after one full year of employment.
- ✓ We took a company-wide **extra day's holiday** during the Queen's Jubilee week, on top of the additional Bank Holiday.
- ✓ We've invested in driving a **health & safety** culture through reducing red risks and our team have collectively completed 336 relevant health & safety training courses.

Looking ahead

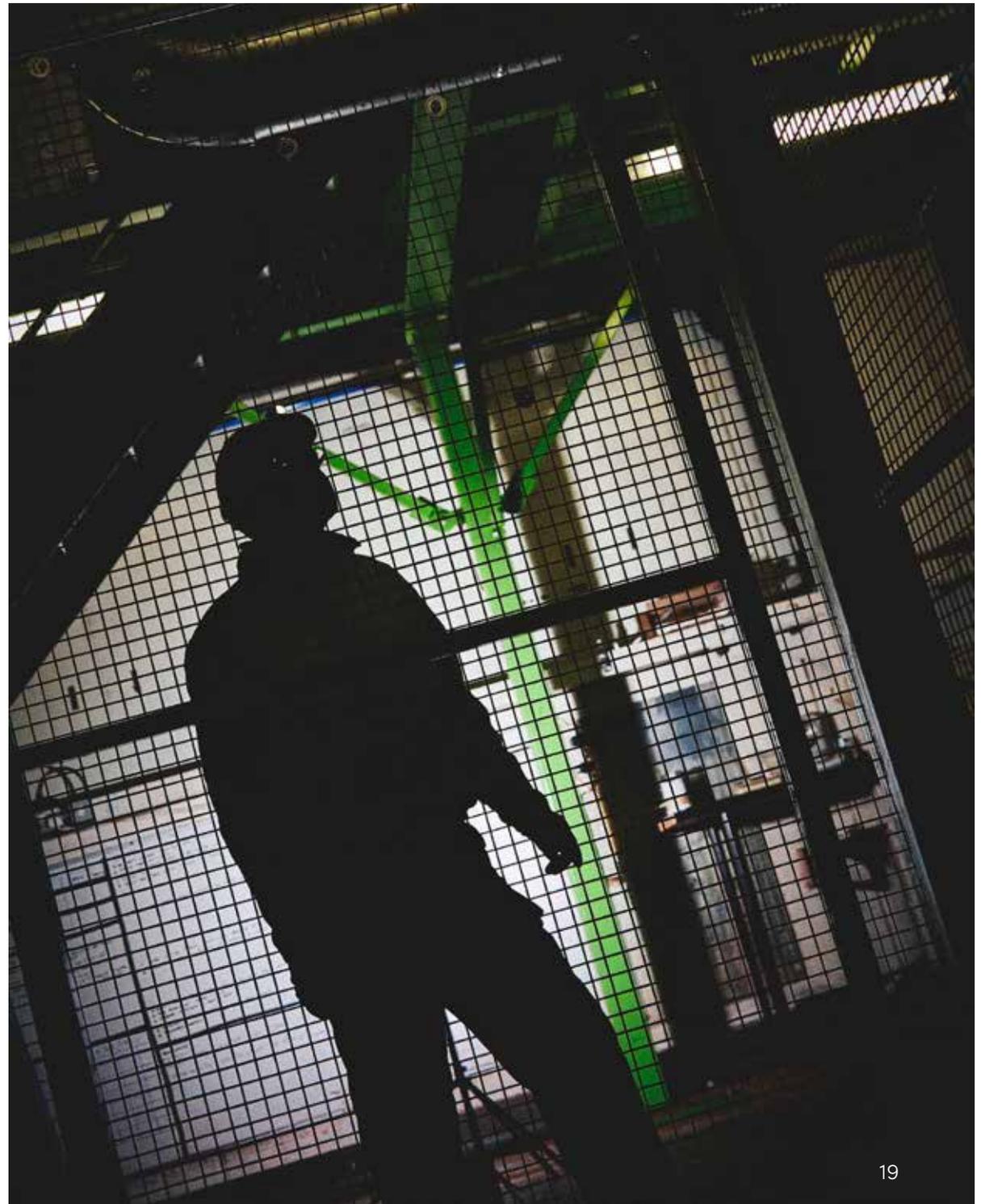
We're in it for the long haul

Our efforts to improve our impact haven't stopped with this report. We're continuously looking for ways to do better, to be a better business.

With sustainability at the heart of everything we do, we're in it for the long haul, creating impact built to last.

In 2023 we plan to go through the B Corp recertification process, and we're aiming for a score of above 110.

Here's how we're planning to achieve this...



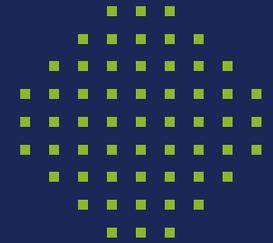
Improving our environmental impact

We can deliver our greatest impact by doing more of what we do best – processing greater volumes of spent coffee grounds. So one of our key areas of focus for the next year is exactly that.

We're aiming to increase our average annual processing volume to 10,000+ tonnes. We have the capacity to do so already. So to reach the higher volumes, we'll collaborate with our existing coffee recycling partners to increase efficiencies in collections. We also plan to onboard 2 more nationwide coffee outlet chains.

10,000 tonnes

Amount of spent coffee grounds we aim to process in the next year.



2 chains

Number of nationwide coffee outlet chains we plan to onboard in the next year.

0 to landfill

We will eliminate all remaining waste to landfill from our site.





40%

Third-party logistics (scope 3 emissions) accounts for around 40% of our carbon footprint, though it is not yet something we can feasibly address.

1 and 2

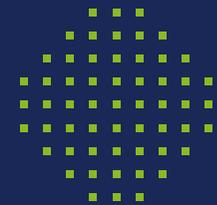
We'll be investigating our scope 1 and 2 emissions further, particularly as they relate to commuting, IT, and other supporting systems and processes.

We're establishing an Environmental Management Committee to consult, communicate and engage with the entire team on all environmental matters relating to our factory operations - the area of our business that has by far the greatest environmental impact.



We will work with our major coffee recycling partners to reduce the contamination we receive in the collected spent coffee grounds, and therefore how much ends up rejected.

And, given Inficaf has up to a 17-fold increase in greenhouse gas emissions savings compared to the alternative standard disposal method, another key area of focus for us is selling more of this material. The more Inficaf used in sustainable materials design and product development, the greater its impact.



Improving our social impact

As we said before, we're nothing without our dedicated workforce. So internally, we'll be focusing on continued development and upskilling of our team, whether through hard skills training directly related to their role or through wider management-related training.

We'll also be sending some of our operational staff on an extended Health & Safety management course.

We'll work to eliminate all outstanding 'red' Health & Safety risks in the business, and will be undergoing an external Health & Safety audit to ensure continued focus on maintaining a safe working environment.

We're working on a collaborative plan and procedure for a more consistent and thorough approach to onboarding any new starters.

And we've set a goal of 30% of our team using their volunteering day this next year, an increase from 0%.



Let's create
sustainable
change, together