

17 pages with
purpose & progress!

Social + Environmental Impact Report 2024





Team Elevate Spaces celebrating our B Corp Certification March 2024

Forward

Hello there, fabulous folk! Welcome to our Impact Report. At Elevate Spaces, we are all about creating workplaces where ‘People and planet-first design’ is the star of the show. We believe in crafting environments that prioritise your wellbeing, collective success, and positive impacts on our precious planet.

This year, we hit a high note by becoming an accredited B Corp, and we’re absolutely delighted about it! This achievement is a testament to our commitment to making sustainable, accessible, and beautiful spaces where individuals and teams can truly flourish. We’ve never been more determined to use our business as a force for good.

Our key impact areas include environmental sustainability, community engagement, and employee well-being. We’re on a mission to continuously improve in these areas, ensuring that our actions always align with our values and our mission. And guess what? We’re aiming to become net-zero in under a decade! Talk about ambitious, right?

In this report, you’ll find a captivating tale of our progress —complete with the challenges we’ve faced, the achievements we can celebrate, and our dazzling plans for the future. We’re all about radical transparency, so we invite you to join us in celebrating our progress and learning from our experiences as we work towards creating lasting and durable prosperity for all.

Thank you for taking the time to read our Impact Report. We hope it inspires you as much as it motivates us to keep pushing for a better world.



"As we reflect on becoming a B Corp, we're reminded of the magic that happens when we prioritise people and the planet in every decision we make. This Impact Report isn't just a record of our achievements; it's a testament to our unwavering commitment to create workplaces that foster individual happiness, collective success and positive environmental impacts. The future looks bright, and we're excited about the role we can play in building a more sustainable and equitable world."

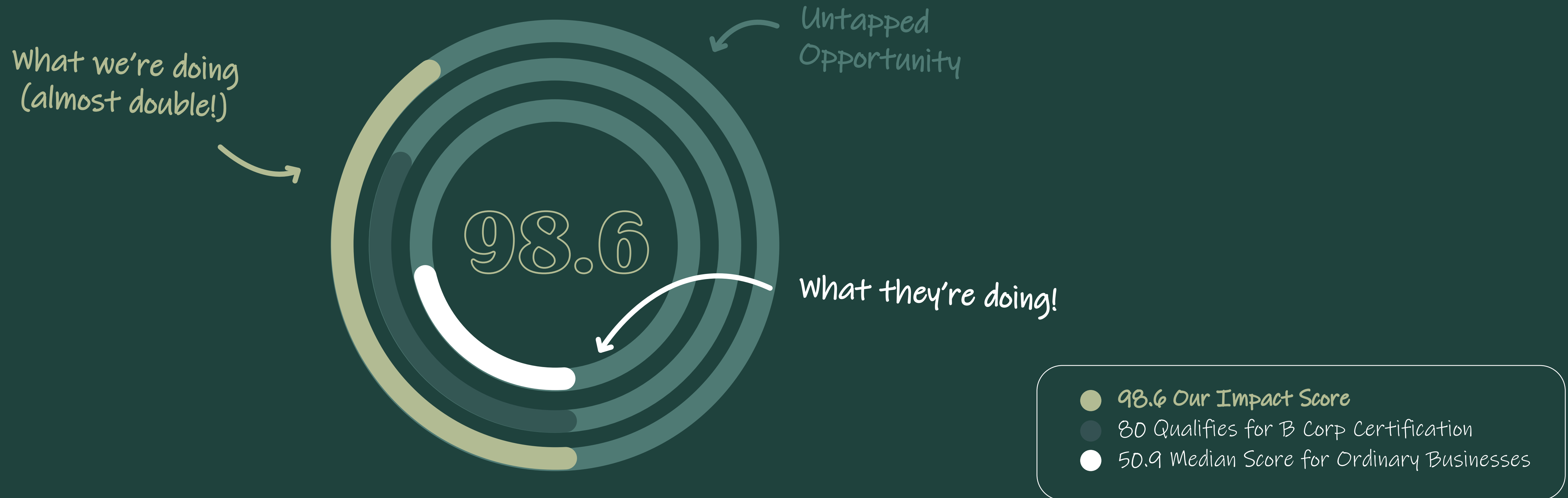
Jenny Wakefield, Comms + Sustainability Manager



This company meets high standards of social and environmental impact.

Our B-Impact Score

In February, we had some fabulous news that made us do a little victory dance around the office! You see, we've just earned a dazzling 98.6 on the B Impact assessment. Now, to put that into perspective, the average business, is sitting at a humble 50.9. That means we're strutting our stuff and outperforming the regular lot by a whopping 93.7%! So, if you've been wondering whether you're supporting a business that truly makes a difference, well, wonder no more!



Our B Corp™ score is a marvellous 98.6

🔗 Find our more [here](#)

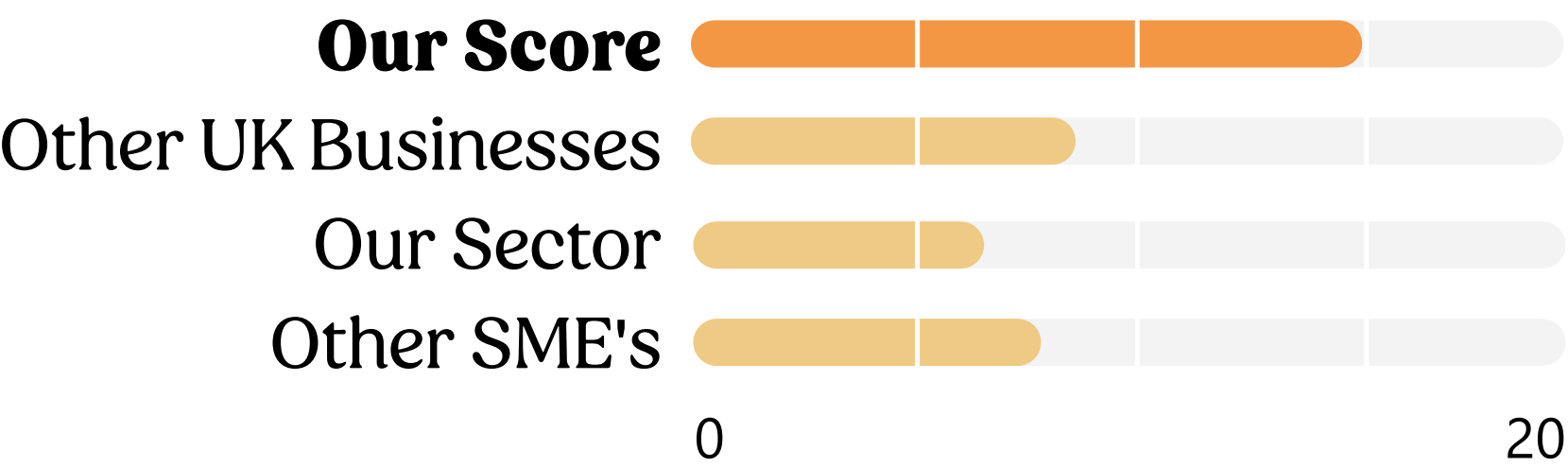


Governance

Our 2024 score: 14.7

Governance is our company’s backbone, ensuring we stay true to our mission, uphold ethics, and maintain transparency. It’s all about harmonising our values and actions, giving everyone a voice through rock-solid governing documents and structure.

Scoring beyond Country, Sector and SME Benchmarks!



Our official Certified B Corp plank in pride of place



Our Mission Lock

To make sure our social + environmental performance stays centre stage in our decision-making, no matter who’s at the helm, we took a bold step in 2022. We jazzed up our corporate governing documents to legally require that we consider all stakeholders—our people and our planet—in every decision we make!

We’ve updated our values



Sustainable + Accessible Design



Campaigning for better workplaces



Honesty + Transparency

Workers

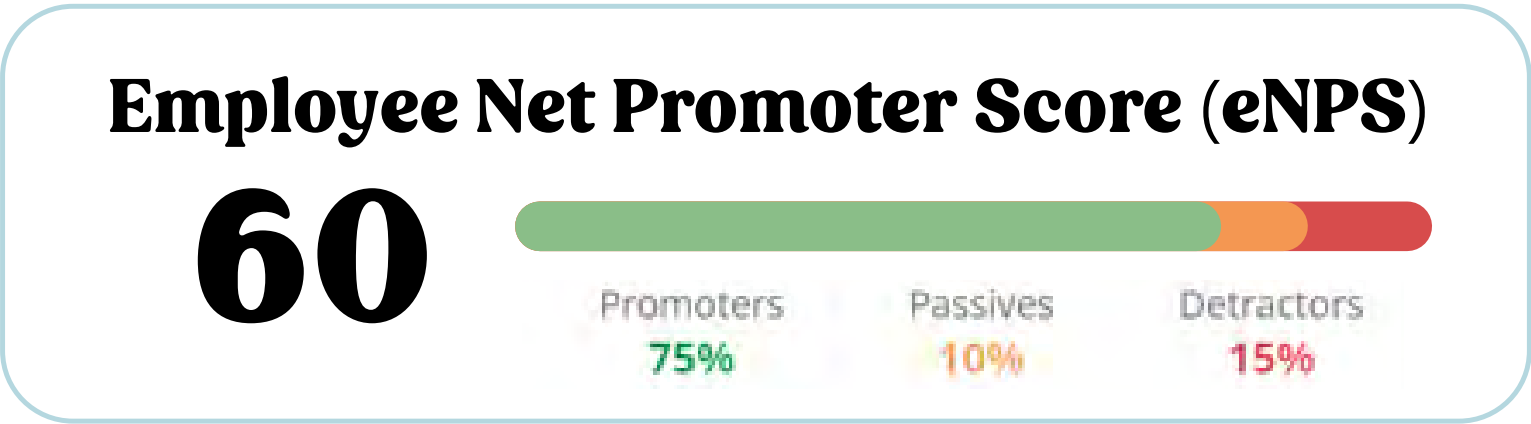
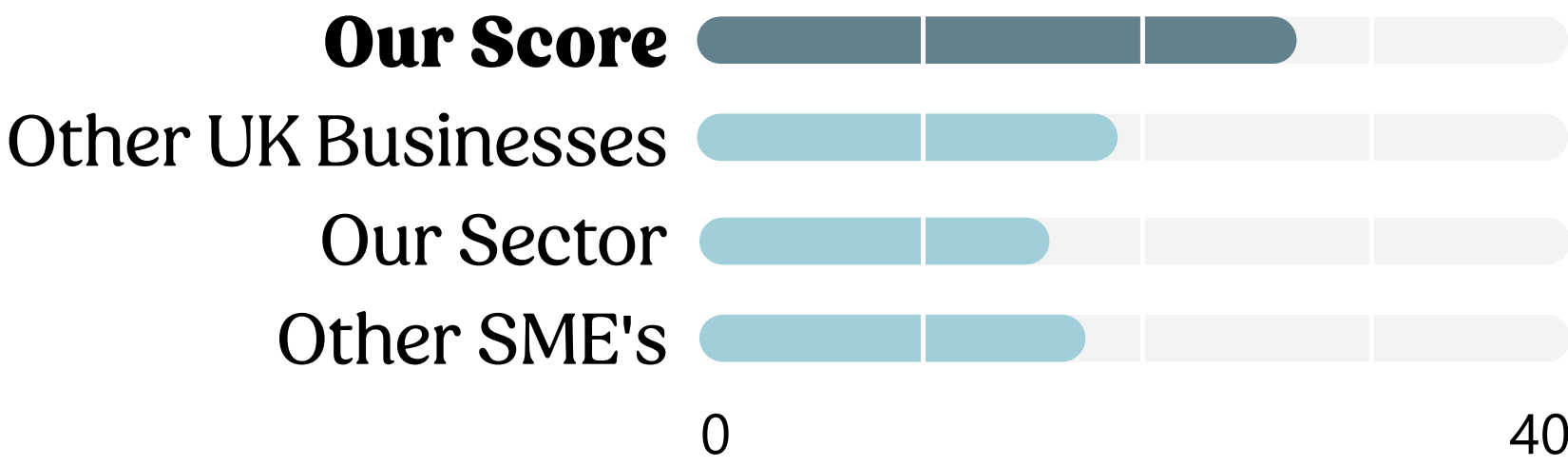
21 team members, all working towards our mission

Our 2024 score: 28.0

This section is all about how we champion our team’s health & safety, wellness, career growth, financial security and overall satisfaction.



Meet our People+Planet Committee, made up of team members from Finance, Design, Sales, Marketing and Customer Services.



Anything above 30 is considered exceptional, indicating strong employee loyalty!

Some of our initiatives so far...

- 1. Elevate Growers Club
- 2. Fajita Thursdays
- 3. Smoothy Mornings
- 4. Meeting free hour
- 5. Lunch Club

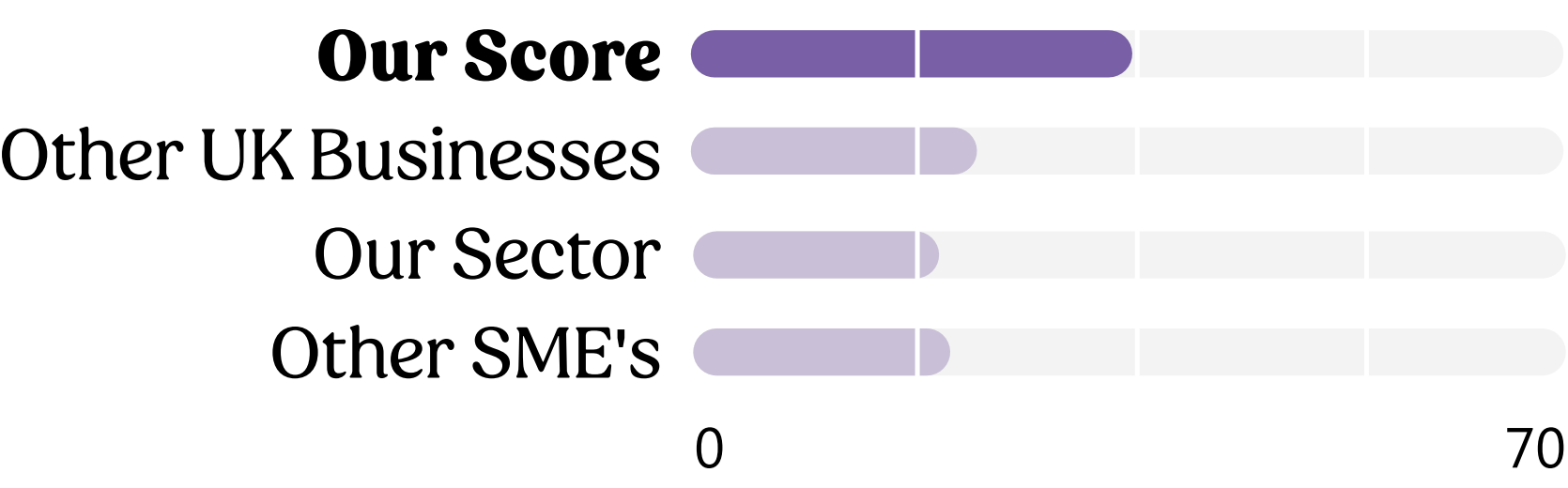


Community

Our 2024 score: 34.9

Community is all about how we get involved with and impact the places where we work, hire, and source our beautiful products from. We're talking diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management - all the good stuff!

Scoring beyond Country, Sector and SME Benchmarks!



Our brave fire walkers raising funds for Bowel Cancer, Nov 2022



Designed to Give Impact Model

20% of our nett. profits are donated to charity & community endeavours each year!

Our Charity Partners 2024/25



Some of the charities we have supported so far...

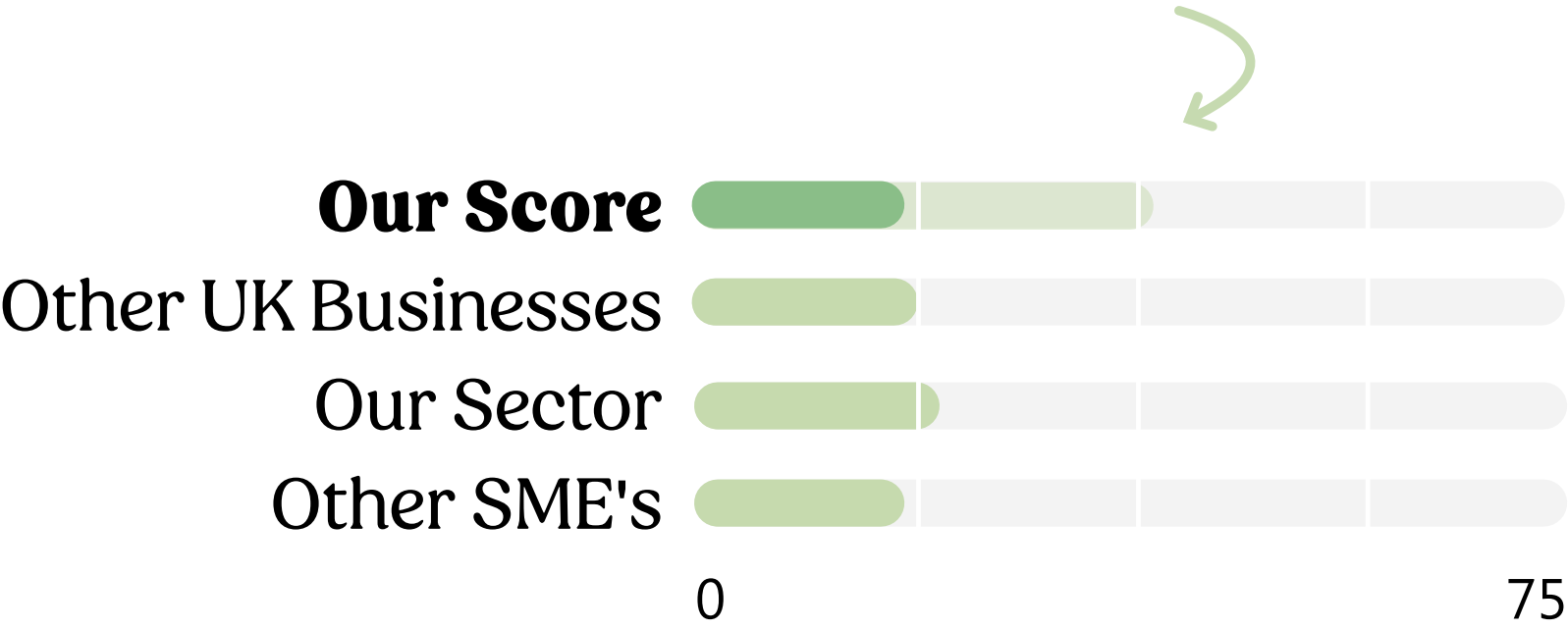


Environment

Our 2024 score: 17.4

This section is all about how we rock our environmental practices and make waves with our impact on air, climate, water, land, and biodiversity. We’re also giving a big cheer to those dazzling eco-friendly innovations and products that give back to the planet, from services cutting down on re-furb waste to conference tables conserving wildlife and offering less toxic alternatives.

We predict our score to sky rocket in the next assessment!



EFG Sela Chairs being refurbished

The Sustainability Collection

The products showcased in our Sustainability collection boasts innovative, low carbon benefits for any interior space.

[Find our more here](#)



Resource Conservation Business Model

We craft our products and services to be as kind to the planet as possible—think office chairs from recycled materials, furniture recycling services, and using clever energy-efficient ways to get things done.

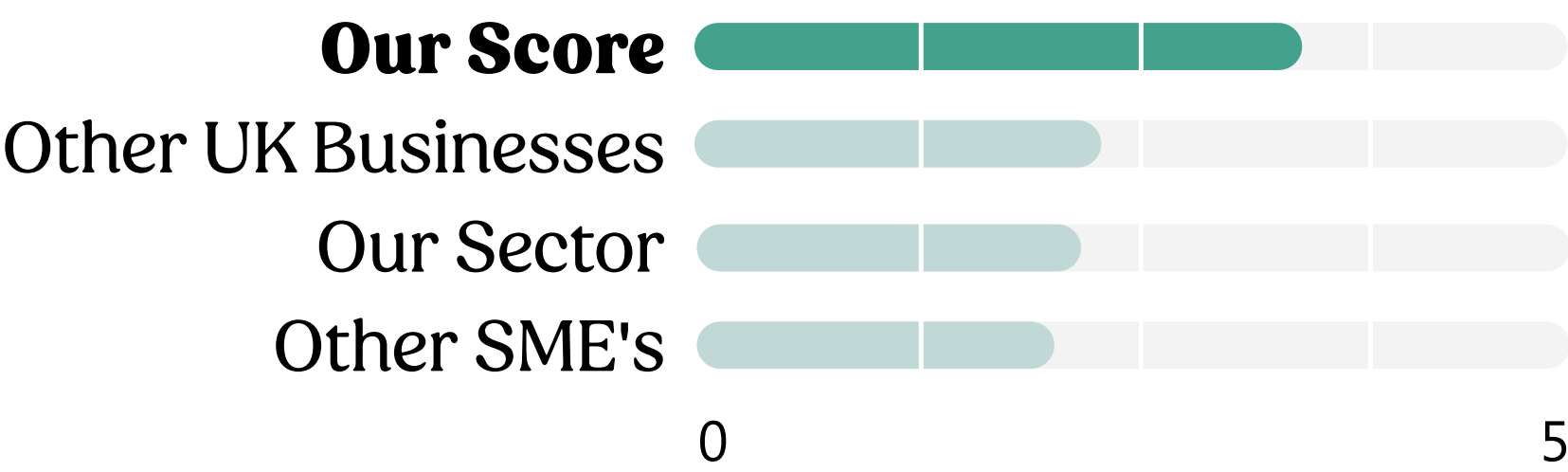
It’s about cutting down on waste and keeping stuff out of landfill, all while helping you create the best workplace interiors you can imagine. We’re here to help you tread lightly on this beautiful earth, without sacrificing an ounce of interior style.

Customers

Our 2024 score: 3.3

This section is all about how we take care of our customers through top-notch products and services, honest marketing and feedback channels. It shines a light on products or services that tackle social issues for or with our customers, like health or educational tools and services that can boost the social impact for our customers and thier users.

Scoring beyond Country, Sector and SME Benchmarks!



Impact Hub Euston, a new collaborative showspace for sustainable co-working + office design

Some of this years lovely customers

without your support we couldn't do what we love - so a big thank you!







Target report 22/23

Summary

We’ve made some brilliant progress since our last report—achieving B Corp status, switching to 100% renewable electricity, revamping our recruitment practices, and greening our pensions, just to name a few! Reflecting on these successes helps us refocus on our goals for the year ahead. We’re gearing up to dive deeper into our data, strengthen our supply chain relationships, and finalise our reduction plan for the next decade. Wish us luck as we continue this exciting journey!

SDG	TARGET	CONTEXT	RESULT
13	Create an Annual Impact Report	<p>We know what you're thinking - "Did they take an extra year?" Well, yes, we did. But, good things take time, don't they? And what we've produced is a bumper report that's absolutely worth the wait. Think of it as a double helping, covering all of the wonderful impacts we've made so far.</p> <p>Moving forward, we'll be making these reports a bit more bite-sized so we can pop them out every year like clockwork.</p>	<div>Achieved</div> <div></div>
13	Switch to 100% Renewable Energy by the end of 2024	<p>We’re thrilled to share that we’ve switched our electricity provider to Ecotricity, ranked #1 for sustainability! With a mix of 20% from their own renewables and PPAs—and no REGO’s in sight, which we wanted to avoid - our electricity is now 100% renewable. This is a huge step forward in our commitment to using only verified renewable energy. We’re still on track to review and transition our gas supply by the end of 2024, so stay tuned as we continue to power our operations in the greenest way possible!</p>	<div>In Progress</div> <div></div>

Target report 22/23

SDG	TARGET	CONTEXT	RESULT
13	Increase Ratio of Environmental Products in our Portfolio	Progress has been made, but just shy of our goals. Our aim was to have over 90% of our portfolio composed of environmental products by now. While we didn't quite hit the mark, our portfolio remains strong at 88%. We're proud of this progress and remain committed to pushing that number even higher as we continue to prioritise sustainability in our offerings.	In Progress 
13	Create a Carbon Reduction Plan	While we're making clear progress in many impact areas, we need a more organised approach to truly hit the high notes. We aimed to develop our Scope 1, 2, and 3 Carbon Reduction Plan by December 2023, but this is still on the to-do list. This plan is essential not only for demonstrating how we will achieve our 2033 net zero target but also for sharing our data and approach to support our broader goal of decarbonising the industry towards a net zero target by 2050. We are committed to prioritising this task and will ensure it is a focal point in our upcoming efforts. A solid plan will help us prioritise, allocate resources, and accelerate our progress.	In Progress 
8	Revamp our Recruitment Practices	We've given our recruitment process a makeover! Now, with our new blind application reviews, we've removed identifiable characteristics, giving unconscious bias the boot. It's all about leveling the playing field and making sure everyone gets a fair run. Diversity, equity, and inclusion are at the heart of everything we do—and we're thrilled to be leading the way with this positive change!	Achieved 
8	Spruce up our Job Descriptions	We've rolled up our sleeves and given our job descriptions a thorough once-over. After carefully analysing the language and requirements, we've made sure they're as inclusive and equitable as they can be. It's all part of our mission to create a workplace where everyone feels welcome, valued, and ready to shine.	Achieved 

Target report 22/23

SDG	TARGET	CONTEXT	RESULT
All	Become a B Corp	<p>We set our sights on becoming a fully certified B Corp by the end of 2022, but let's just say we were a tad optimistic with the timeline. The B-Lab assessment team was as thorough as a detective in a mystery novel, keeping us on our toes all through 2023. But the good news? We officially became B Corp certified in February 2024, and we couldn't be prouder!</p> <p>With a higher-than-average score of 98.6, we've proven that our commitment to doing good is as strong as ever. Sometimes, the best things really do take a little extra time!</p>	Achieved 
8, 12, 17	Green our Pension Options	<p>Inspired by the Make My Money Matter campaign, we discovered that greening our pensions is one of the most powerful ways we can collectively protect the planet. We were determined to ensure that the pension plans we offer to our teams align with socially-responsible investing. And here's the great news - Legal & General, our pension provider, was ranked #2 for climate performance! However, we're pushing for even more. We intend to keep pressure on our provider to make critical changes to their fossil fuel policies and actions against deforestation, ensuring our pensions are as planet-friendly as can be. Now that's a retirement plan we can all feel good about!</p>	Achieved 
12	Begin to track Environmental Product Data	<p>On hold - but with exciting developments ahead! While this target is on hold for now, we're still proud of the groundwork we laid in our last reporting period, even if it was a bit of a manual slog. Recently, our focus has shifted to building and transitioning to a new order system with our commercial team, which has taken up much of our time. But here's the silver lining - there have been no significant changes to our product and material mix, which is already in a great position. Plus, our new system will soon make tracking and reporting environmental data a breeze. We're confident this pause will lead to even greater progress in the near future!</p>	On Pause 

Target report 22/23

SDG	TARGET	CONTEXT	RESULT
12	Track Supplier Certifications & Purpose-Driven Objectives	This target is currently on hold as our commercial team has been fully occupied with other priorities. Our goal was to ensure that 100% of our products came from suppliers with third-party social or environmental certifications, or purpose-driven objectives, by the end of 2023. While we haven't reached this milestone yet, we're confident that once our commercial team has the capacity to refocus on this area, we'll be well on our way to achieving this important goal. We're committed to making meaningful progress as soon as we can.	On Pause 
12	Reduce Packaging Impacts	While we haven't made new progress this year, it's important to note that 0% of our waste ends up in landfill - a significant achievement in itself. We've already made substantial improvements in our packaging streams, as highlighted in our previous report, and despite exploring new opportunities, we haven't found any viable options for further enhancement just yet. However, we remain committed to continuous improvement and will keep reviewing our processes to identify new ways to reduce our carbon and landfill impacts in the future.	Back to the drawing board! 

Thanks

If you've made it all the way to the back page, then a massive thank you for your dedication and passion!

(If you've cheekily skipped ahead from the front, well, we insist you turn right back and dive in from the beginning. Trust me, you won't be disappointed!)

Continue the conversation

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Certified



Corporation

This company meets high standards of social and environmental impact.