



bio-bean Limited

UN Global Compact – Communication on Progress 2021

(1 March 2020 – 28 February 2021)

## STATEMENT OF CONTINUED SUPPORT BY THE MANAGING DIRECTOR

8 March 2021

To our stakeholders:

I am pleased to confirm that bio-bean Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, I describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Yours sincerely,

George May  
Managing Director

## DESCRIPTION OF ACTIONS

bio-bean is the world's largest recycler of spent coffee grounds, recycling thousands of tonnes annually into sustainable bio-products.

The UK drinks 95 million cups of coffee every day, creating up to 500,000 tonnes of spent coffee grounds every year. Typically, these grounds are sent to landfill where they emit greenhouse gases, including methane. Discarding in landfill is not only damaging to our environment, but also a costly method of waste disposal for businesses due to the UK government's landfill tax.

Working within the existing logistics infrastructure to collect spent coffee grounds from businesses at every scale, we recycle these grounds into sustainable products for a variety of industries.

At bio-bean we're on a mission to reduce waste, reduce emissions and create a real difference for our world by sustainably innovating through coffee waste.

As a B Corp™, sustainability is at the heart of everything we do. We're in it for the long haul, creating impact built to last.

## 1. Human Rights

- Workers are provided with safe, suitable and sanitary work facilities and requisite PPE.
- Measures taken to eliminate designs, defects and side-effects that could harm or threaten human life and health during processing and manufacturing of our products.
- Suitable, written risk assessments and standard operating practices are put in place for all activities undertaken.
- Policies in place:
  - an equal opportunities policy; and
  - an anti-harassment and bullying policy.

## 2. Labour

- All employees paid above the UK living wage.
- All agency staff paid above the UK minimum wage.
- All employees have been granted share options in the company.
- Anti-slavery and human trafficking policy in place.
- Employment-related decisions are based on relevant and objective criteria and involve discussion(s) with relevant staff.

## 3. Environment

- Operate environmental management system ISO 14001 – seeking to ensure zero non-compliance events.
- Seek to improve operational processes to reduce environmental impact (air pollution control, wastewater treatment, remove reliance on fossil fuels).
- Procedures and policies in place to manage risks associated with potentially harmful substances (both environment and human health) (i.e. those under COSHH regulations).
- Monitor CO2e impact of bio-bean process from raw material through to use of end product.

## 4. Anti-Corruption

- Anti-bribery and corruption policy in place.
- Public commitment to use business as a force for good (as a Certified B Corporation™) – aligns business with anti-corruption stance.
- Company values include “Integrity” – internal procedures support anti-corruption commitment.

## MEASUREMENT OF OUTCOMES

1. Continually measure volumes of spent coffee grounds received and processed, and subsequent CO<sub>2</sub>e savings versus alternative disposal routes through carbon footprint assessment tool (to be updated & peer reviewed in 2021).
2. Achieved Certified B Corporation status in October 2020 – following thorough verification of company policies and procedures. This included:
  - the demographics of employees broken down by diversity factors (e.g. gender, ethnicity, age); and
  - equivalent hourly rates of pay (£).
3. Record rate of illness, injuries, and absenteeism through HR system.
4. Implementation of ISO 14001 – provides opportunity for continuous improvement in environmental management.
5. Implementation of quality management system ISO 9001.