



bio-bean Limited

UN Global Compact – Communication on Progress 2021

(February 2021 – January 2022)

STATEMENT OF CONTINUED SUPPORT BY THE MANAGING DIRECTOR

11 February 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

ABOUT BIO-BEAN

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. 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, drive behaviour change, and create a real difference for our world by sustainably innovating through coffee waste.

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

DESCRIPTION OF ACTIONS

1. Human Rights

- All our staff are provided with safe, suitable and sanitary work facilities and requisite PPE.
- There has been significant work undertaken in the last 12 months to improve how we operate and the environment we operate in. This has included the installation of a vacuum lift for moving heavy sawdust bales, the provision of individual powered respirators for colleagues to wear when in high dust areas, and Board approval for capex plans to replace our current sieving system with a new, fully sealed system.
- In addition, we have continued to take steps to ensure the wellbeing of all staff in light of the ongoing pandemic, through the provision of PPE, lateral flow tests and additional welfare facilities to better manage social distancing.
- All risk assessments have been reviewed and updated over the last year, standard operating procedures are being reviewed currently off the back of this exercise and our permit to work system has been updated, along with the installation of maintenance software to better monitor planned and unplanned maintenance.
- We maintain an equality, diversity & inclusion policy and an anti-harassment and bullying policy.

2. Labour

- We complete an annual staff survey (the last one was in April 2021), from which we seek to gauge opportunities to improve our working environment.
- We have sought to take on more full-time staff this year, offering security to our workforce and access to pension contributions.
- All employees are granted share options in the company. These vest over 3 years to encourage colleagues to remain in the business.
- We maintain anti-slavery and human trafficking policies. This year we have also put in place working-from-home and volunteering policies.
- We seek to engage colleagues in employment and employee-related decisions through staff forums.

3. Environment

- We operate environmental management system ISO 14001 – seeking to ensure zero non-compliance events.
- We continually seek to improve operational processes to reduce our environmental impact, with increased focus on waste streams and lobbying

our landlord to switch to a renewable energy tariff. We also continue to use biomass for our drying process.

- We have procedures and policies in place to manage risks associated with potentially harmful substances (both environmental and human health). We've sought to remove unnecessary, potentially harmful substances from our site and have implemented more robust measures for those that do remain, under COSHH and DSEAR regulations.
- We monitor CO2e impact of our entire process, from raw material through to use of end product.

4. Anti-Corruption

- We have an anti-bribery and corruption policy in place, and we maintain a register of gifts.
- We're placing increasing focus on our supply chain and looking further into suppliers before decisions are made to ensure they have suitable policies and procedures in place.
- We've made a public commitment to use business as a force for good as a Certified B Corporation™, which aligns our business with the anti-corruption stance.
- Our company values include "integrity", and our internal procedures support our anti-corruption commitment.

MEASUREMENT OF OUTCOMES

1. We continually measure volumes of spent coffee grounds received and processed, and subsequent CO2e savings versus alternative disposal routes through an independent life cycle analysis (LCA) (updated & peer reviewed in 2021).
2. We were recognised by B Lab as a Best for the Environment B Corp for 2021, in the Environment impact area.
3. We continue to record rate of illness, injuries, and absenteeism through a digital HR system. Short term, long term and Covid related absences are all recorded separately.
4. ISO 14001 (and ISO 9001) – we successfully recertified with zero non-compliances in December 2021.
5. Following completion of our new LCA, work is underway to establish routes to reduce Scope 1 and 2 emissions.
6. We plan to set up an environmental management committee in Q2 2022.
7. We implemented a Sustainability Improvement Plan off the back of our B Corp certification and annual staff survey. We're seeking to improve what we do and how we do it – across the environment, society, people and governance.