

January 2024

# The Bio-D Company Sustainability & Impact Report

**bio<sup>D</sup>**



# Contents

2	Contents
3	Statement and Summary from Lloyd Atkin, Managing Director
4	About Bio-D
5	About this Report, Half a decade of reporting
6	Journey to certification
7	B Corp Verified Score
8	Mission, Vision and Values
9	Working with Local Talent
10	Carbon Footprint
16	Packaging
20	Governance
22	Customers
24	Ingredients
25	Community
27	Workers
30	Other Accreditations & Certifications
31	Final from The Sustainability Manager

# Lloyd Atkin

I would like to wish all our customers a Happy New Year and to thank you for your ongoing business. We love working with you and look forward to the year ahead.

They say time flies when you are having fun, and as much as I love Bio-D, it is hard work to maintain and progress sustainably in today's world. With the constant challenges around Climate issues, it makes us all responsible to act now.



We have been seeing green since 1989. That's 34 years of focusing on the environment and manufacturing products that don't cost the earth. The only way to do this responsibly is to focus on the sustainability aspect and impact of our operations.

Which brings me to another significant milestone. We have been producing Sustainability Reports for 5 years now, that's half a decade of transparent reporting which has driven changes with significant results. Looking back, I could never have predicted just how much progress we were going to make:



- ♣ 5 years ago our gas carbon footprint was over 26 tonnes for the year. Now it is zero!
- ♣ In 5 years we have transferred from fossil fuelled electricity to solar power.
- ♣ In 5 years our electricity CO2e has reduced to almost a third.
- ♣ In 5 years our waste management CO2e has reduced to less than half.
- ♣ In 5 years our business travel CO2 has reduced to a quarter.
- ♣ We are now feeding back excess energy from the solar panels back to the grid for others to use.
- ♣ And I finally have an office dog, Bailey, who visits from time to time when important decisions need to be made.

None of this could happen without our dedicated team that go above and beyond on our ever-evolving green journey.

Read on to enjoy the ride with us.

*Lloyd Atkin*, Managing Director





# About Bio-D



Back in the 1980s our founder, Michael Barwell, had a job cleaning and maintaining 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 for 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.



# Half a Decade of Reporting

**We are proud to celebrate our fifth year of public reporting. The report outlines the economic, social and environmental impacts of our organisation, together with our B Corp journey. It is an opportunity for us to review our 2023 goals, look at our achievements and areas where we could have done better, and to set our targets for 2024.**



Our aim is always to be ethical and transparent throughout our practices.

## Why are we including B Corp Impact Reporting?

We truly believe that all businesses should be a force for good and have a positive impact on their customers, staff, communities and the planet. This report gives us the opportunity to report on our commitment and progress.

## What are we trying to achieve with our B Corp Impact Reporting?

We want to record our achievements as well as challenge ourselves to improve and do better. Our stakeholders can see that The Bio-D Company is against greenwashing and unproven claims.

## How often will we publish an Impact Report?

This will be published annually giving you lots of interesting useful information in one place.

Having a positive impact on the world is a journey and we hope that this document demonstrates our full commitment to People & Planet.



# Journey to B Corp certification



Certified



Corporation

This company meets the highest standards of social and environmental impact

**B Corp allows you to spot the brands that have an incredible ethos and are continually striving to do things better – for its team, the planet and the people within it.**

*The Independent*



We're so proud to introduce the B Corp logo onto our products.

# B Corp Impact Reporting

## Why is B Corp so important?



B Corp continues to be a key part of our business strategy, driving change for a better way of doing business. Connecting in with other likeminded B Corp companies has created a network for business that we have never previously experienced.

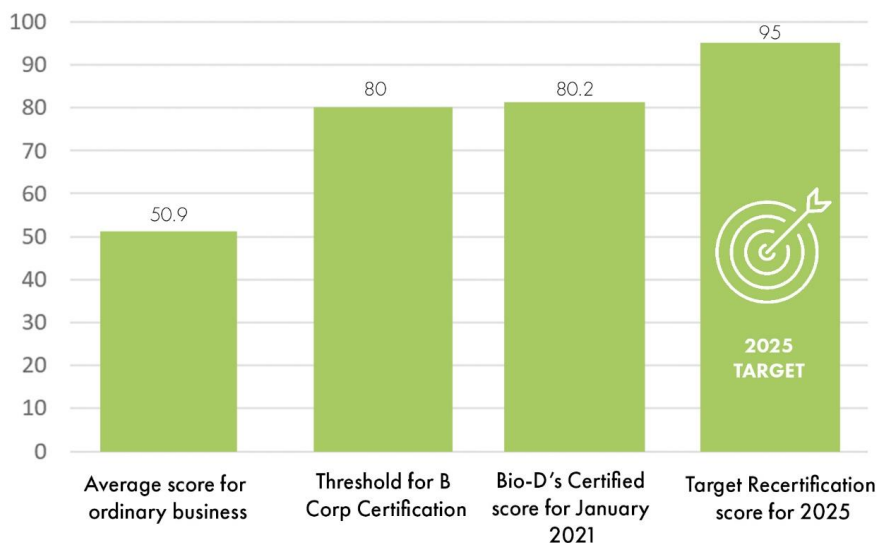
Tom Ebbutt, Director of Impact from the B Lab UK Team, reported in September 2023 that there are now 1,500 certified companies in the UK. That is an incredible 50% increase in less than a year.



*Lloyd Atkin* Managing Director

To become B Corp certified, a business has to achieve a minimum verified score of 80 on the B Impact Assessment (BIA). Our verified score at certification was

**80.2**



# Our Vision

Lead the green cleaning movement, change attitudes, be the product of choice worldwide and avoid causing harm at all costs.

# Our Mission

To manufacture effective, natural, and ethical cleaning products that don't cost the earth

- We build strategic partnerships with suppliers and customers
- We innovate in all aspects of product development
- We minimise Environmental Impact
- We act with integrity and honesty in all we do
- We actively seek positive change

# Our Values



Consistency



Collaborate



Actively seek positive change



Innovate



Integrity



Sustainable

"Cleaning without compromise"



# Working with Local Talent



We always appreciate working with local talent and were pleased to collaborate with students at York University. The team conducted a Life Cycle Analysis on our washing up liquid bottle verses a plastic pouch and presented us with an impressive 33-page report at the end of work. Check out the 2023 report for more detail.

This is what they had to say:

**"As a team, we were delighted when we found out we had been assigned the Bio-D project and the opportunity to make a real impact.**

**It was great to get stuck into the project and work with Bio-D, where it quickly became apparent that Bio-D truly values sustainability through incorporating it into all of their business operations."**



Maxwell Beckett



Redza Remee



Isabella Hick



Harriet Duke



Ben McCourt



In 2023 we visited Hull University to have a tour of their AI department, a hugely impressive and insightful set-up.

Bio-D has submitted a proposal to the data science and AI projects for their MSc students in the hope that we can do a joint project in 2024. This data would enable us to champion potential innovation and decision making.

# Carbon Footprint

**"The good thing about renewable energy is that it will never run out"**

**David Attenborough**



## 2023 Environment Pledge

- Continue to reduce emissions where possible.
- 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.
- To have an external review of the site to see what other energy savings can be made and implemented.



## What we did

**2023 Goals Achieved**

We did! A massive 13% reduction in CO<sub>2</sub>e per single product compared to 2022

We worked with a Team at York University to conduct an assessment. Job Done.

We have installed not one but two EV charging points.

A site audit was conducted by NPS Humber who made some great recommendations for investments that would save energy and therefore costs. Page 12 gives details on our new lighting.

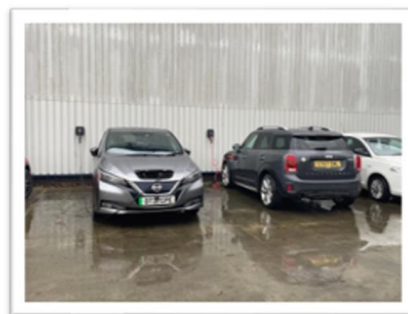
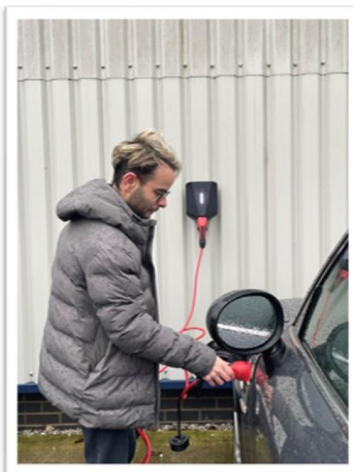
## 2024 Environment Pledge

- Continue to reduce emissions where possible.
- Invest in carbon emission reduction projects to compensate for specific CO<sub>2</sub> emissions.
- To conduct a Life Cycle Assessment of our powder packaging.
- To implement sensors on Canteen and Locker Room lights. Every little helps.
- Gain recognition in a reputable award. It is independent proof for our customers that we are doing it right.

## We have made huge progress with our *energy goals*.

Firstly, we installed two EV charging points for staff and visitors.

The electric cars charged at Bio-D are fuelled by *sunshine!*



We are also

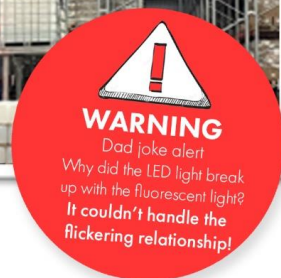
## delighted

with the new LED lighting in the warehouse

The LED lighting was just **WATT** we needed and replaced fluorescent tubes that were guzzling our solar energy.

But it gets even better with another bright idea we had. The LED lights are fitted with motion sensors so if no staff are operating in an area then the lights stay asleep saving energy and CO2e!

It was a big investment to make, but we are already seeing a significant reduction in our energy usage.





# Carbon Footprint: *Energy*

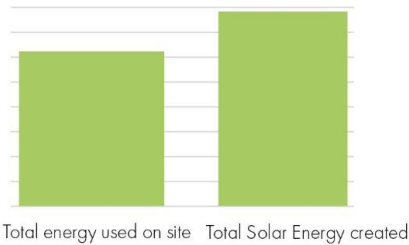
Scope 1 - Gas was banished from site in 2021

Scope 2 - Solar Energy used on site

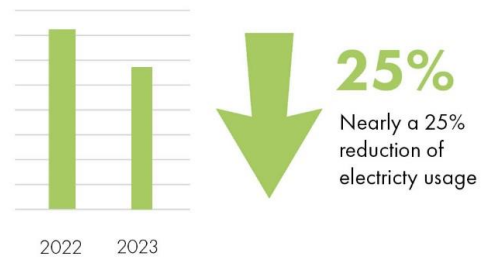
(When the sun is hiding for the day we sometimes draw from alternative wind and hydro assets. This provides non fossil fuel 100% renewable electricity that is verified by EcoAct.)



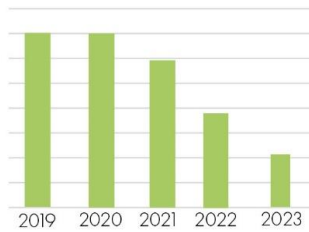
Energy Production on Site



Total energy used on site



Electricity CO2e



From fossil fuels to solar

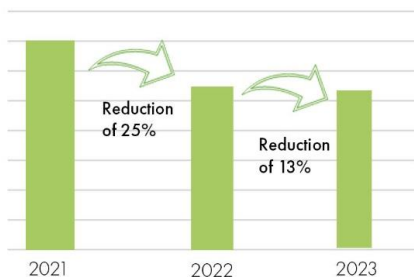


Looking back 5 years, you can see we have reduced our CO2e to almost a third!

# Carbon Footprint: *Products*



CO2e per single product produced



With the savings across the board we have again significantly reduced our CO2e per single product produced!

Wait for it...

Over **13% reduction** per single product compared to 2022.

That's right. 13% reduction.

Mic drop moment.



# Carbon Footprint: Waste

"It's only one straw" said 8 billion people.

Unknown

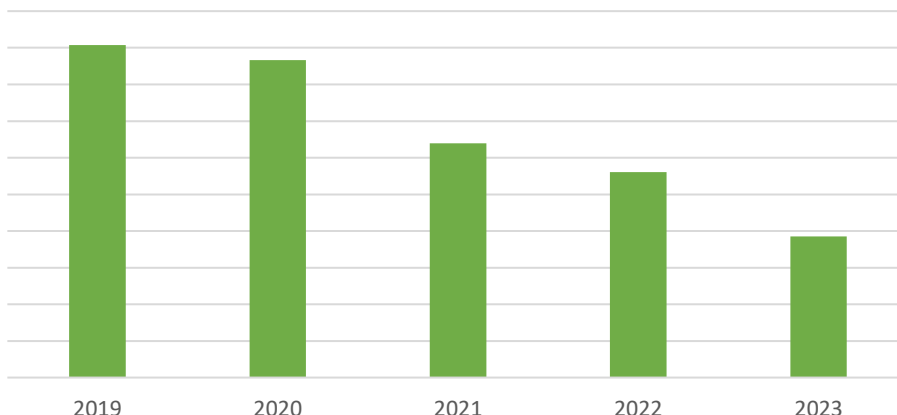
At Bio-D we manage our waste, giving it a second life instead of going to landfill.

Life not  
landfill

Size always matters, especially when it comes to managing waste. We continually look at our processes to see how we can reduce, minimise and eliminate waste.

In 2023 we reduced our waste CO<sub>2</sub>e by over 30% compared with 2022.

Looking back, the changes made over the past five years has meant we have more than halved our carbon footprint on waste management. That's a significant achievement and again proof that every single change matters and contributes.



We recycle Paper, Cardboard, Plastic Pallet Wrap, Metal Drums, Plastic Drums, etc. We send disused packaging to charities for craft projects. All other waste goes to be made into RDF-REFUSE DERIVED FUEL



# Carbon Offsets:

Is this the *one size fits all* solution?  
Quite simply, no.

Our main focus is working on *reducing* our carbon footprint. That is our priority and always will be.

We see carbon offsets as *something extra* we can do to support our sustainable journey.

There is much criticism around carbon offsets and we are well aware that there are issues. But we won't be part of those that prefer to justify their inactivity with excuses.

We won't sit back and do nothing, that's not who we are. We want to contribute to wider society and investing in carbon offsets we can do this.

"Nobody made a greater mistake than  
they who did nothing because they  
could only do a little."



# Investing in Carbon Offsets

We have invested to offset our carbon footprint for:



Water



Waste



Virgin Packaging



Business Travel



Staff Commute

**We have invested in an energy improved Cookstoves Programme providing clean cooking solutions to homes in rural Uganda.**

Uganda is considered by the UN to be a Least Developed Country (LDC) with 94.8% households (i.e. 97.9% population) which use wood or charcoal for cooking.



Cooking over open fires or inefficient stoves emits one-quarter of global black carbon emissions. This is second largest contributor to climate change after carbon dioxide.

The consumption of non-renewable biomass for fuel, in the form of both wood and charcoal derived from wood, consumes a high proportion of beneficiaries' income and time.

In addition, fuel harvest leads to deforestation, erosion and threatens habitat in Uganda.

According to a study by the World Health Organization, Ugandan women and children spend up to four hours per day collecting firewood. This leaves little time for income-generating activities.

Young girls are often kept home from school to collect wood for the family, and families can spend a large portion of their family income in treating illnesses caused by open fire cooking.



The UP Energy Improved Cookstoves Program targets areas with traditional biomass stove users to facilitate the transition away from inefficient traditional stoves.

"The world is changed by your example, not by your opinion." – *Paulo Coelho*

# Packaging Update



After rigorous testing of our 5L containers we have been able to reduce the weight by over 10%. Over a year that should save us over 2 tonnes of PCR plastic.



We introduced 30% Post Consumer Waste content in to our 20L Refill Containers. Over a year that should save over 5 tonnes of plastic.

## There's no point shipping fresh air.

We have redesigned our 12.5kg washing powder boxes saving over 25% cardboard.

The same amount of powder but a more compact box. Oh, and we put some great graphics on it too!



Our laundry bottle was shortlisted with the UK Packaging Awards



# Packaging: 20L Closed Loop

Each 20L container is rinsed, washed, steamed, dried and then QC swab checks are conducted before the packaging has Positive Release for production.

You can be assured that the containers are as good as new, except they are better as they are:

- 1) Part of our 'No Brainer Containers' Closed Loop process
- 2) Truly preloved, upcycled... whatever you want to call it. They have been used before and will be used time and time again.
- 3) Any new containers introduced into the Closed Loop will now have 30% PCR content.



## 3 Tree-mendous Facts:



In 2023 our No Brainer Container process saved the equivalent

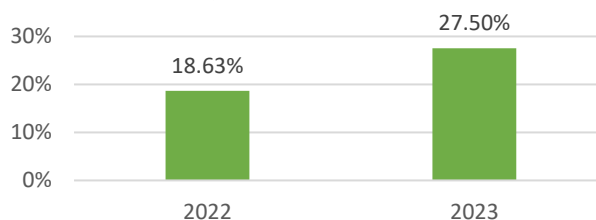
CO<sub>2</sub>e of **556 trees** growing in a year!

**That is a saving of 27% CO<sub>2</sub>e compared with 2022!**



In 2023 we relaunched 27.5% of containers. That is an increase of over 47% compared to 2022!

Percentage of 20Ls Relaunched



We worked hard with our supplier and in August 2023 we introduced 30% PCR content into new 20L containers. In 2023 this saved over 1.7 tonnes of virgin plastic being used.

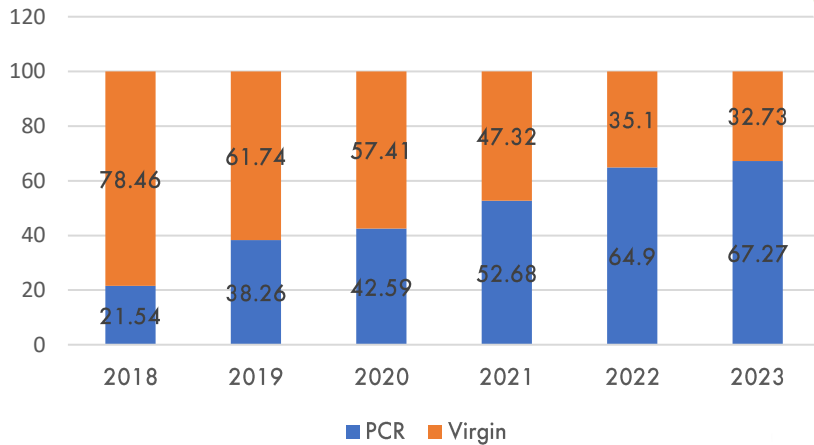


# Packaging

## PCR to Virgin Ratio

Usage of PCR volume has increased year by year.

We expect a bigger jump in 2024 with what we have planned.



For the first time we are investing to offset our virgin plastic usage

*In 2023 we saved over 70.4 tonnes of CO<sub>2</sub>e emissions by using PCR bottles.\**

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

With our focus on refill size products we saved over

**1.3 million** consumer size bottles in 2023!\*

\*5L, 20L, IBCs

### 2023 Packaging Goals

- Attend a packaging show to see what new eco options are available.
- Continue to roll out the PCR trigger products to wholesalers & distributors.
- Reduce weight in a products packaging.
- Review 1kg and 2kg Washing Powder Packaging.

### What we did

Our Managing Director, Lloyd and Sales Manager, Lucy attended the Packaging Innovations & Empack show in February 2023.

This has been put on the back burner as they were not visually pleasing.

Goal achieved with our 5L containers.

Watch this space!

2023 Goals Achieved

Watch this space!

### 2024 Packaging Goals

- Introduce recycled content in labels.
- Introduce Toilet Caps, 750ml Caps and Laundry caps with a minimum of 30% PCR.
- Reduce packaging sizes where excess packaging is used.

# Plastic

In previous reports we have looked at alternatives from plastic including glass and pouches. We've also had experts, engineers and students all investigate what packaging we could use. The result has so far come back the same each time – plastic is the best option.

Plastic has become the bad guy in packaging and we are sometimes asked why we are using it. But is it really the villain in the story?

We hear of plastic in landfill, rivers and oceans. The BIG question that no one asks is

## "Who put it there?"

There are a few answers to this.

- Plastic ends up in landfill because the user doesn't refill or recycle it.
- Poor government management of waste
- Many reports state that majority of plastic in the ocean is due to industrial fishing nets and floats.

**Ultimately, plastic is only single use if the user decides it is.**

Shout out to our friends over at Abel & Cole for their transparent reporting on plastic last year too – more of this please: [Club Zero Refillable Milk \(abelandcole.co.uk\)](http://abelandcole.co.uk)

**Abel & Cole**  
New kids on the blog since October 2016

It's taken us 3 years. 7 teams of experts. 3 failed experiments.  
But we've finally cracked refillable milk bottles. Thanks to plastic. Surprised? So were we. We've said no to pointless plastic since 1988. But we challenged ourselves to ask if it was better to use glass milk bottles, or to go against the grain. Our sustainability expert Hugo tells us more and delves into the science behind our UK-first plastic bottle innovation.

# Governance

Governance is the control we have over our impact as a business.

The Governance category looks at our social and environmental impacts, ethics, and transparency.

Our mission is simple – to produce ethical cleaning products that don't cost the Earth.

We were recognised for our Impact Business Model, which is designed to create a positive outcome for workers, the community, environment, and customers. All of our wonderful ingredients and packaging can be traced back to the source, meaning full transparency for our customers.

"There are no  
passengers on  
spaceship earth.  
We are all crew."  
Marshall McLuhan





## Governance

**“The sustainability revolution will, hopefully, be the third major social and economic turning point in human history, following the Neolithic Revolution – moving from hunter-gathering to farming – and the Industrial Revolution.” - King Charles**

2023 Goal  
Achieved



*2023 Governance Pledge*



**Improve our B Corp score by a further 5%**

### *What we did*

Our 2022 B Corp Impact Assessment showed 86.4.

After some further improvements in 2023 we are now showing 91. We have achieved the 5% increase. Amazing!

### *2024 Governance Pledge*

- To verify our increased score at audit!
- To collaborate with a minimum of 5 B Corp companies
- To engage with the local Yorkshire B Corp group

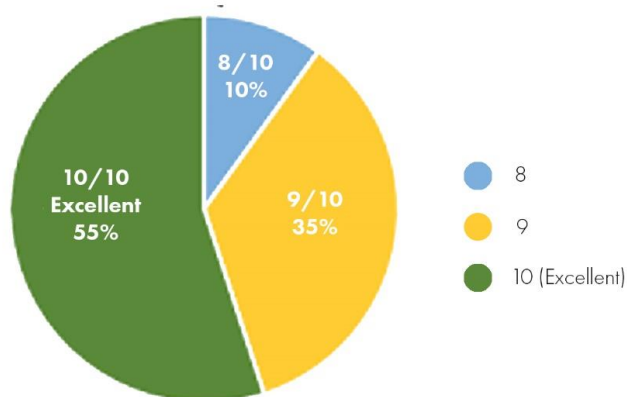
How we look after our customers is of utmost importance to us. Ongoing customer service and support, including the quality of products and services, is something that we are dedicated to.

Part of this section includes recognising products designed to address a particular social problem, which we provide with high-quality and non-toxic ingredients that don't cost the Earth.

## Top 3 reasons our customers work with us



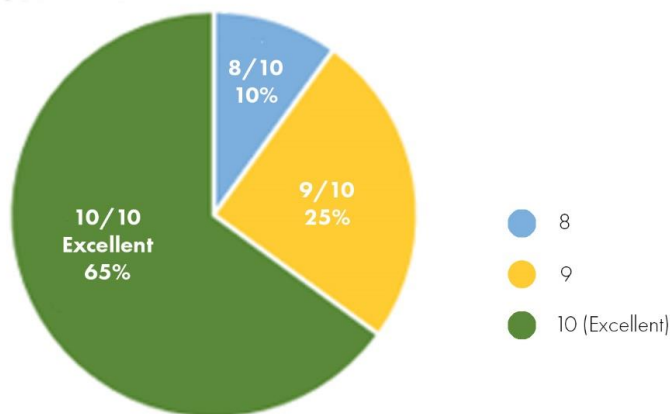
## Level of Customer Service received by customers:



# 21%

Our Excellent score has increased 21% compared to 2022 (45.45%)

## Level of Account Management received by customers:



# 55%

Our Excellent score has increased 55% compared to 2022 (41.67%)

## Customer service isn't a department it's the entire company



### 2023 Customer Pledge

### What we did

2023 Goals  
Achieved

To continue to work transparently with all communication, whether that be good or bad



We have had great feedback from customers about our customer service with an increase our 10/10 score from 45.45% to 55% .

To be trusted advisors



We spend a lot of time talking to customers about anything from ingredients to regulatory concerns. It's all in a day's work for us.

To deliver consistently marvellous products



Our fabulous Dishwasher Tablets secured a Which? Eco Buy endorsement after undergoing rigorous testing. the tablets received full marks for their eco credentials for both their ingredients and their packaging credentials.

To offer new innovation, whether that be packaging, product or process



We launched our new concentrated floor cleaner which gives 75 washes per 750ml bottle compared to the previous floor cleaner which provided 44 washes per bottle. This gives a 33% reduction in price per wash which is a huge saving for our customers.

To collaborate, listen and move forward together



A customer questionnaire gathered valuable information and has been key to 2024 product planning.

### 2024 Customer Pledge

- Feedback is a gift. In 2024 we aim to proactively collaborate and test ideas with an engaged group of members. As the saying goes, 'knowledge is power'.
- To continue to be trusted advisors
- To deliver consistently marvellous products
- To offer new innovation, whether that be packaging, product or process



Liquid

Conditioner



## Giving to the community

"No one has ever become poor by giving."

Anne Frank

We donated over  
**£1,000**  
to chosen charities



We donated over  
**5 TONNES**  
of cleaning products  
to those in need



PINK GRAPEFRUIT

# Charity and Community *Partnerships*

Certified



**2023 Community Pledge**

*What we did*

**2023 Goals  
Achieved**



Continue to work with local charities and donate goods for those in need.



Donated over 5.094 tonnes of cleaning products to:

Fareshare  
Hull YFC  
NHS Hull & Humber  
Baby Beat  
Candlelighters  
Diocese of York  
Foodbank



Wellbeing bags gift bags for NHS staff



We are Silver members of Yorkshire Wildlife Trust.



Work with local talent to share our in house expertise to give students real life experience.



We worked with students at York University, see page 9



Facilitate the discounted purchase of end of run products for staff with funds raised going to a charity of their choice.



Raised over £1,000 for charities:

Ukraine Charity	£482.24
Dementia UK	£275.44
Just Giving	£100.00
Candlelighters	£167.98
Sailors Children Society	£50.00



**Total £1,075.66**

## 2024 Community Pledge



Continue to work with local charities and donate goods for those in need.



Facilitate the discounted purchase of end of run products for staff with funds raised going to a charity of their choice.



Work with local talent to share our in house expertise to give students real life experience.





# Ingredient update

The improvements keep on coming.

We invested in machinery to manufacture our own de-ionised water in house.

This saves us transporting tonnes of water across the UK saving fuel and CO<sub>2</sub>e.

Meet Dee and Isa: absolute machines in their work.





**"A person who feels appreciated will always do more than what is expected."**

In order to achieve our goals, it is important that we recruit and retain excellent staff who are highly motivated to work in the team. This is why we offer several perks and value suggestions from staff.

It's important that we listen to those in our Bio-D family. When staff asked for a better work/home life balance Lloyd worked hard to rejig our hours so that **our weekends start at 1pm on a Friday!**

WE'VE GOT  
THAT  
FRIDAY  
FEELING



All staff benefit from being members of Simply Health. This provides a wide range of benefits from optical and dental care, to acupuncture and physio etc.

We are members of Mindful Employer to ensure staff have access to professionals if they need help with their mental health.



We also have trained Mental Health First Aiders on site.



Staff can also benefit from the Cycle 2 Work scheme, Tech Benefit scheme and other incentives are available.



We all love our holidays and Bio-D staff get to enjoy an extra 5 days holiday per year above what is required by law.



**Marcus**

Marcus is a blender at Bio-D who left in April to pursue another opportunity. When this didn't work out Marcus was welcomed back to the team a few months later and we are very glad to have him back.



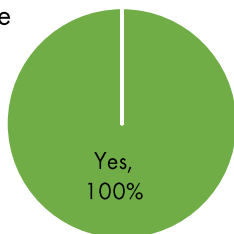
**Hannah**

We are delighted to welcome Hannah to the team as our very first in-house marketeer.

# Equality, Diversity & Inclusion

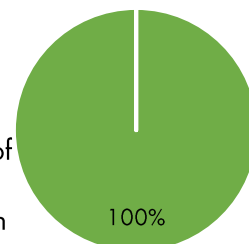
Bio-D staff are encouraged to welcome and respect diversity in the workplace. All staff should feel included and equal. As part of our 2023 goal we asked staff some important questions to see how well we fared as a company in equality and respect of diversity:

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



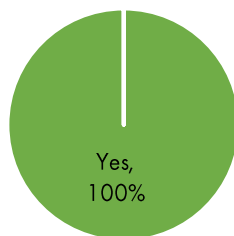
■ Yes ■ No

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?



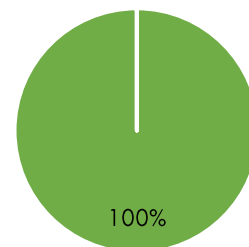
■ Yes ■ No

I am proud to work for Bio-D



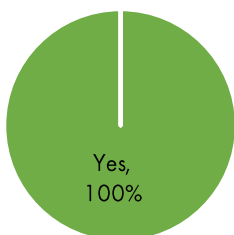
■ Yes ■ No

I see myself still working at Bio-D in two years' time



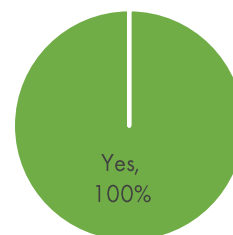
■ Yes ■ No

Do you feel able to voice any concerns or complaints to your line leader or manager



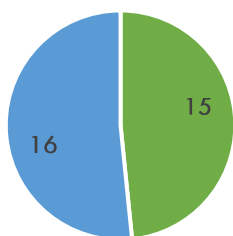
■ Yes ■ No

Do you understand how your role contributes to the organisation's overall vision and mission?



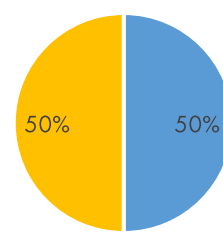
■ Yes ■ No

Male/Female



■ F ■ M

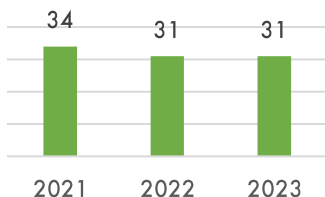
Higher Management



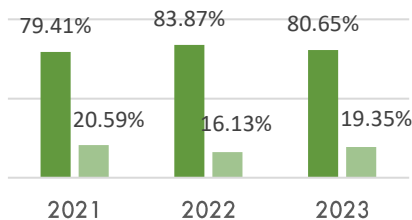
■ Female ■ Male

# Workers

## No of staff

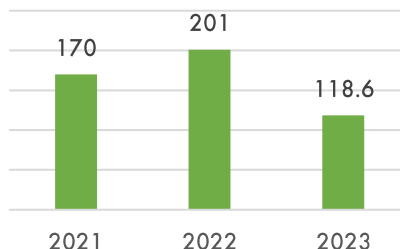


## Multi National Workforce



■ UK Nationals ■ Non UK Nationals

## Hours of Staff on External Training Courses



Bio-D staff are always asked what training they would like during their appraisals, this doesn't have to be specific to their role. We will be encouraging more up take for 2024!

Certified



## 2023 Workers Pledge

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



## What we did

We now have our own in-house marketer. Hannah Boynton joined us in November 2023. This is a new role at Bio-D.

## 2023 Goals Achieved

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



Surveys completed with encouraging results which are published in this report.

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



**WE'RE HIRING**

We're always on the lookout for talent. Come and join us! Send over your CV to [info@biod.co.uk](mailto:info@biod.co.uk)

## 2024 Workers Pledge

- To continue our Equality, Diversity & Inclusion 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 diversity and inclusion in the workplace.
- To continue to provide more employment opportunities with our commitment to diversity, equality and inclusion



# Other Accreditations and Certifications



Our Allergy UK Certified 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.



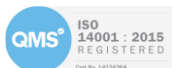
The Vegan Society endorses products that are free from animal ingredients and derivatives, and animal testing.



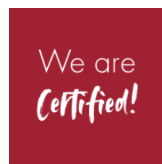
All of our products are audited by Cruelty Free International to verify that no animal testing has been conducted in the supply chain.



We are Silver Members of the Yorkshire Wildlife Trust, supporting the great work they do in conserving, protecting and restoring wildlife and wild places in Yorkshire.



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



The British Retail Consortium Global Standard for Consumer Products is our in-house standard ensuring good manufacturing practice and verified processes to result in good quality products that are safe to use.



As audited members of RSPO we are helping to drive the change to ensure that only sustainable palm oil is used. Check our progress at [rspo.org](https://rspo.org)

No 9-3722-20-000-00



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.



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.



As audited members of SEDEX we consistently look at our supply chain and ways to make more sustainable choices.



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.



Oh Yes Net Zero's aim is for Hull to lead the way to a net zero future.



We are pleased to join in this campaign which is run by HRH King Charles III - 'Terra Carta' - offers the basis of a recovery plan that puts Nature, People and Planet at the heart of global value creation.

# Finally, we are back to the start...

...of another year.

2024!

So often in a flurry of Christmas goodwill we set New Year Resolutions. Some chose to join a gym, some to spend more time with the family, some for a quieter lifestyle. Here at Bio-D our Sustainability and Impact report lays out our commitment to our 'New Year Resolutions'. For us, the commitment to our goals is taken very seriously as the planet needs us to.

With the increase of greenwashing and ever growing 'eco' brands, our customers can be assured that creating environmentally responsible products is far more than wording on a label. For half a decade now we have been reporting on our practises and goals. We have been holding ourselves accountable, and that in itself has driven great changes and improvement.

When I look back to the first Sustainability Report, I could never have imagined the progress we have made. It's enthusing, it's inspiring, it's so meaningful. And this gives us all at Bio-D great hope for another great year of moving further forward on our eco journey.

I was also pleased last year to take part in assisting the National Poison Information Service with upcoming detergent registration changes. It is a much needed requirement for the industry and it is good for Bio-D, with over 30 years' experience in the industry, to be at the forefront of this regulatory change.

We are always busy.  
Until next year,  
Goodbye.

**Heather Nixon** (and Bramble) 🐾  
Sustainability, NPD & Regulatory Manager

