



Healthy Bean

Registered in England: Company Registration Number 12498439 | VAT Number: 345963272
Registered Office: Unit 6 Workstack, 599 Woolwich Road, London, UK, SE7 7GS

Environmental and Sustainability

Company awareness.

Healthy Bean is an ISO 14001 certified organization and have in place an established Environmental Management System to help us achieve our target of being carbon neutral by 2030. Healthy Bean would be excited to be a driving force towards reducing our clients carbon emissions.

Healthy Bean have a Sustainability Director who is responsible for the delivery of the sustainability and social value initiatives. This Sustainability Director oversees the internal Sustainability Committee and hosts quarterly steering committees to monitor process and ensure reporting is accurate. They are supported by a Business Analyst in data collection and implementation of initiatives.

We have in place a published Sustainability Policy which is annually reviewed. We are currently in the process of establishing baseline emissions data to benchmark our performance going forward. We are guided by Carbon Trust's guidance towards Net Zero and continuously look to improve our reporting / policies. In line with ISO 14001, we keep an up-to-date **Environmental Aspects Programme & Risk Register** which is updated semi-annually. This allows us to monitor various risks (e.g., energy use, waste handling, sustainable procurement) and provide an impact score (driven by likelihood and consequence scoring).

Sustainable material sourcing.

For this contract we will be working with a large range of world class manufacturers who are at the forefront of sustainable clothing (t-shirts, sweatshirts, jackets, trousers, polo shirts and more), PPE, and other reusable protective wear.

Please see below a selection of practices used by the manufacturers within our supply chain:

- **Eco-Conscious Sustainable Product Range:** Our partnered manufacturers offer extensive sustainability products made from various raw materials which offer great sustainable advantages whilst providing the same technical specifications. Further advancements and investments in technology have also ensured these sustainable alternatives are cost effective.
- **Vetting our partnered manufacturer's procurement:** Choosing manufacturers who sustainably procure cotton with accreditations. For example, Portwest, one of core manufacturer relationships, partner with the Cotton Made in Africa initiative (CMIA) whereby sustainable cotton from Africa is used within products. 1kg of cotton through CMIA uses 2l of water, whereas the global average is 1,563l.
- **Assessing our partnered manufacturer's accreditations:**
 - Choosing manufacturers who work closely with organisations such as Sedex® (e.g., Portwest, Brook Taverner, and Leo Workwear), one of the world's leading ethical service providers, to continuously better manage and improve ethical performance across global supply chains. This includes working together to improve working conditions, drive responsible sourcing improvements and implement measures to protect the environment. Frequent factory audits ensure all the above is adhered to.



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- A large proportion of our product offering carry the OEKO-TEX® STANDARD 100 label – guaranteeing that every component of the product has been tested for harmful substances. For example, 85% of Portwest's product range carry the OEKO-TEX® STANDARD 100 label.
- **Commitments to continuously improve:** Ongoing commitments to source 100% recycled or sustainability sourced materials through new annual product innovations (e.g., ØRN International aims to source 100% recycled or sustainability sourced materials). Throughout the contract period, Healthy Bean will present new versions of products which are increasingly sustainable and higher performing.

Minimising the environmental impact of packaging

Please see below a number of practices we will implement:

- Healthy Bean also works closely with our manufacturers and logistics teams to ensure our provided products have little excess packaging (e.g., a high package to product ratio)
- Consolidate deliveries where possible to reduce total amount of packaging required
- Promote recycling of packaging by targeting 100% of packaging is recyclable. Across Healthy Bean's packaging for man-packed orders, plastic bags which are 100% recyclable will be used as well as bags which have been made from 80% reclaimed material.
- Reduce use of other protective packaging such as bubble wrap, void filler packaging used to fill gaps in boxes, plastic tape, ties, and seals which can account for a significant proportion of SUP. Replace these packaging types with shredded paperwork and cardboard from elsewhere in the process.

Supply chain selection process.

For our clients, we will be leveraging our existing supply chain which has a focus on sustainability and reducing raw material usage and increasing the use of products with recycled content. Our chosen manufacturers are thought leaders within sustainability.

To ensure our supply chain conforms to the appropriate environmental regulations, we have in place a thorough supplier assurance process. As part of our supplier quality assurance program, and in accordance with the requirements ISO 9001 and ISO 14001 certifications, we conduct new and periodic assessments of our suppliers and subcontractors. From an ESG perspective, this includes an analysis of (i) the supplier's environmental policies, breaches, and management systems in place; (ii) ethical sourcing and forward-thinking approach in adding social value (e.g., all employees paid above the Real Living Wage); (iii) details of awarded standards / certifications and accreditations (i.e., ISO 9001; ISO 14001); and (iv) health and safety programmes, procedures, and key performance indicators over last 12 months.



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As part of our supplier quality assurance program, we conduct new and periodic assessments of our suppliers and subcontractors, including an ESG perspective. All of our partnered manufacturers are members of leading organizations which reflect their best-in-class capabilities and thought leading positions in areas such as ESG. For example, one of our partnered manufacturers, Portwest, own and operate several world class manufacturing plants which are Gold WRAP rated. This ensures ethical working conditions and removal of the dependency of 1 sole manufacturing plant.

Minimising the environmental impact of our logistics and planning

Healthy Bean will be delivering all products using through our logistics partners, DPD (UK) (“DPD”) and Palletways. Our goods will be stored in our warehouse in Witney, Oxfordshire to ensure close proximity to the delivery addresses. Our ongoing environmental commitment is supported by DPD and Palletways given their real focus on delivering greenhouse gas emission savings. For example, DPD have submitted a net-zero ambition by 2040 to the Science Based Target initiative. As a pioneer in its sector, the company is taking decisive action to achieve net-zero emissions by 2040. Similarly, Palletways have been awarded bronze awards from the Fleet Operator Recognition Scheme (an industry-led accreditation scheme, promotes road freight as a safe and sustainable mode of transportation).

We will achieve delivery optimisation by:

- **Dedicated logistics manager:** Healthy Bean’s dedicated logistics manager will work directly with the Contract Manager to provide clear timelines and notice to ensure deliveries/pick-ups remain on track. Given our dedicated team to the contract and strong relationships with DPD and Palletways, orders will be prioritised across peak period and any issues will be flagged and resolved rapidly.
- **Compact supply chains:** We work directly with our manufacturers to ensure a compact supply chain and reduce the overall distance that each product has travelled. Where possible (i.e., no man-packing required), we will also send products directly from our manufacturer / branding site directly to the client. Therefore, there will be one less leg to the journey and fewer carbon emissions.
- **Consolidation of orders:** Where possible, Healthy Bean recommends consolidating orders of the same day or week, going to the same address provided that this is preferred by the client in order to provide carbon savings.
- **Electric Vehicles:** DPD are building the largest all-electric delivery fleet in the UK to deliver a real saving in greenhouse gas emissions. To-date, DPD’s electric vehicle fleet to over 2,500 in total.
- **Young fleet age:** 50% of DPD’s fleet are younger than 6 years – leading to great fuel efficiencies and reduced carbon emissions.



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Circular Economy

We introduce circular economy initiatives to our customers in order to lower the carbon footprint of contracts. We work with our existing clients to introduce sustainable and individually tailored solutions for the collection and secure recycling of branded end-of-life textiles (e.g., t shirts, polos, jackets, trousers, shorts) in the UK – helping to combat the issue that only 1% of clothes are recycled effectively (according to the Ellen McArthur Foundation).

Please see below a demonstration of how the end-of-life textiles (Healthy Bean to manage the service through our recycling partner Avena) will be collected and processed.



Processes in which the textiles are recycled:

1. **Re-use:** Primary and preferred route is to re-use waste material for future manufacturing of other garments, cloths, and textiles via recycling.
2. **Recycle:** Recycle materials for use in the world again via a range of different products, like insulation, geotextiles, partition walls and sound boarding. Ensuring materials are used again and recycled.
3. **Repurpose for energy production:** When the material is currently not recyclable, our recycling partners has a zero to landfill policy. Only then will the material be made into RDF chips and used to generate energy.



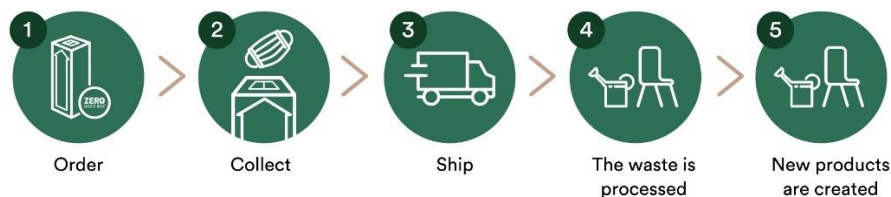
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Healthy Bean are able to provide a cost-effective and efficient solution for difficult to recycle items to recycle / reuse goods to extend their life. This will allow for items such as unused clothes, textiles, hard hats, and goggles to be recycled in addition to the easily recyclable items like cardboard. The collected recyclable materials will end up in new products such as milk bottles, garden furniture or plant pots, whilst clothing and textiles will be reused to extend their lifespan where possible or end up being remanufactured into new textiles. Clothes will be reused and worn as they are or processed into other fibre products.

Healthy Bean is able to provide its customers with containers in a preferred size (depending on projected clothing volumes) and waste stream that you're looking to recycle.

1. **Disposal of Products:** The customer directs its employees to place products in the designated containers (to be placed in the most convenient locations to maximise use) once they have reached their end-life.
2. **Collection:** Once the containers are full, the customer can notify Healthy Bean and a date will be arranged for the collection of the container / ensure an empty container is left at the customer's site
3. **Recycling:** The materials will be collected and then prepared for processing and re-purposed in order to produce value add products. The outputs and metrics will then be shared with the customer to assist in reporting metrics.



Healthy Bean also takes guidance from think tanks such as Love Your Clothes for best practices in care & repair (washing, drying, and ironing, repair and alterations and stain removal techniques) and processing unwanted clothes. We would be pleased to share lessons learnt and advise the client where appropriate on how to extend the useful lives of garments.

Raw material traceability

Healthy Bean ensures our supply chain remains as compact as possible to guarantee full oversight, high quality of processes and traceability. For this contract, Healthy Bean will be sourcing all products directly from the manufacturer. This will allow for a transparent supply chain mapping exercise to be completed where we can assure you that all goods provided have been ethically sourced. We have previously worked extensively with the manufacturers and conduct similar mapping exercises for our



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other public sector clients. We will share details of any high-risk products and ensure we continue to tolerate zero unethical sourcing within our supply chain.

Healthy Bean's understanding and approach to energy consumption within our offices

- Our offices are highly energy efficient and are rated as Building Research Establishment Environmental Assessment Method (**"BREEAM"**) **Excellent**. This means our premises rank within the top 10% of UK new non-domestic buildings (best practice).
- Ensure roll out of **electronic records document management system** and online services initiatives to reduce need for paper.
- **Promote a circular economy regime** whereby product use is avoided / minimised, e.g., ensuring all employees have reusable water bottles and reducing single use plastic (e.g., using recyclable cutlery vs. plastic).
- We have **eliminated the use of single use plastics and use recyclable options** as an alternative.
- Type of waste recycled: office paper - white high-grade paper; mixed paper - coloured paper, leaflets, envelopes; cardboard packaging; printer cartridges; plastic bottles; food and drink cans; and electrical equipment.
- **Ensure use of high energy efficiency and HVAC in our offices through LED lighting, automated sensors and procuring electricity through renewable sources.**
- Ensure use of lights is minimised by maximising natural sunlight in the office and ensure all employees switch off their electronic devices overnight.