

# Xampla: Innovators of Morro™ Materials

B Corp Report 2025



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# Innovation as nature intended

Xampla is a materials innovation company unlocking the power of plants to create materials that change the world.





Xampla is incredibly proud of our B Corp status, reflecting our dedication to people and planet with our company mission, as well as our ways of working.

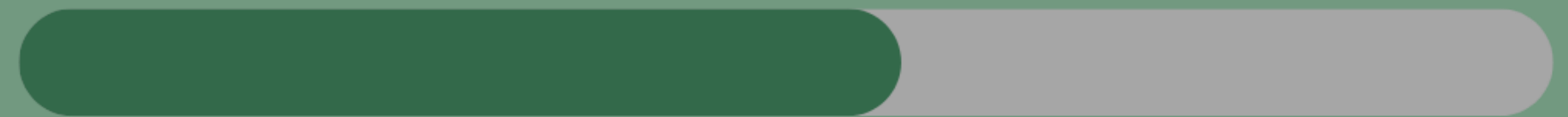
We are committed to continuously improve sustainability across every aspect of our business, balancing purpose with profit.

*Alexandra French, CEO at Xampla*

# Impact Assessment

Xampla continues to make improvements across all areas of the business, since being the first University spin-out company to gain B Corp accreditation in 2020. This is reflected with our improved assessment score for 2024.

**2024 verified impact score: 115**



**2023 verified impact score: 113**



**Median ordinary business score: 50.9**



# Impact Assessment Scores

## Governance

Xampla adheres to the B Corp principle of supporting the ‘triple bottom line’ – people, planet, and profit – by prioritising social and environmental impact alongside financial performance.

Since our recertification in 2023, we have extended our commitment to improving social and environmental impact by working towards My Green Lab certification and introducing an annual company-wide volunteering week.

## Team

Company-wide training on sexual harassment prevention to support our equality, diversity, and inclusion goals.

Revision of the appraisal process with improved focus on mapping out career development pathways to enhanced personal development and growth opportunity for all employees, both full time and part-time.

A continued programme of social, health, and wellbeing initiatives including volunteering week and a sustainability commitment initiative to support Earth Day.

## Community

We are proud to retain a strong gender balance across the workforce for the 4<sup>th</sup> consecutive year.

In addition to our annual volunteering week, we have partnered with Cambridge Unlocked to offer work experience placements to disadvantaged young people within our community.

## Environmental

Xampla is committed to environmental management – third party audited systems, ISO 14001.

Environment is at the core of our product design.

## Partnerships

Xampla has secured partnerships to delivering our plastic-free solutions at scale, across multiple industries including FMCG and foodservice.



# Focus Area: Health & Safety

## Improvements made in 2024

- One year without accidents celebration
- Legionella training
- IOSH refresher training
- Induction to pilot plant
- Fire warden & fire safety training
- Introduced health & safety walks across all times and sites



## Continued progress for 2025

Prioritised programmes and support for stress management, counselling, work-life balance. Put in place regular employee surveys and accessible resources for mental health.

Regularly updated risk assessments for new technologies, processes, and equipment. Address hazardous substances, noise, ergonomic risks (MSDs), and workplace incidents with preventive measures and monitoring.

Fostered a culture where health and safety are shared responsibilities. Encouraged feedback, employee reporting, and committees for continuous improvement and open communication.

# Focus Area: Benefits

## Improvements made in 2024

- Improving our pensions offering for all eligible employees
- Introducing group life assurance for all employees
- Enhancing our maternity, paternity, and adoption pay policies
- Investing in leadership and management development training
- Offering competitive pay increases for all employees
- Continuing to support staff by offering access to fully funded counselling services, employee discount schemes, workplace massages, health and wellbeing initiatives, cycle to work scheme, and free fruit.

## Continued progress for 2025

Improving the benefits offering for all employees through the introduction of enhanced company pension scheme and group life assurance

A full policy review to ensure we adopt a best-practice approach to family-friendly leave

Benchmarking and review process to ensure we provide a fair and competitive pay and benefits package to all our employees





# Focus Area: 2M Partnership

## Improvements made in 2024

- Awarded Innovate UK Smart grant to accelerate manufacturing of Morro™ Coating
- Increasing production to replace up to 10,000 tonnes of single-use plastic coatings and 1 million km of paperboard by 2031
- In-market activation for Morro™ Coating via 2M Group of Companies and various supply deals with global packaging suppliers such as Huhtamaki



## Continued progress for 2025

Undertaking a world-first product launch of Morro™ Coating in food-to -go boxes with Huhtamaki and Just Eat Takeaway.com in Germany - a project which won Gold at the Environmental Packaging Awards

Partnered with Bunzl UK & Ireland to make Morro™ Coating widely available to the food service industry

Finalists for Eco-Friendly Pack of the Year awards at The Grocer New Product & Packaging Awards

Finalists for Innovation of the Year at the UK Packaging Awards

Working with 2M to scale up manufacturing capacity of Morro™ Coating



80% of all plastic ever made  
now pollutes our environment

## The plastic crisis threatens our planet and our health



Plastic chemicals have been found  
in people of all ages, including  
newborn infants exposed in utero



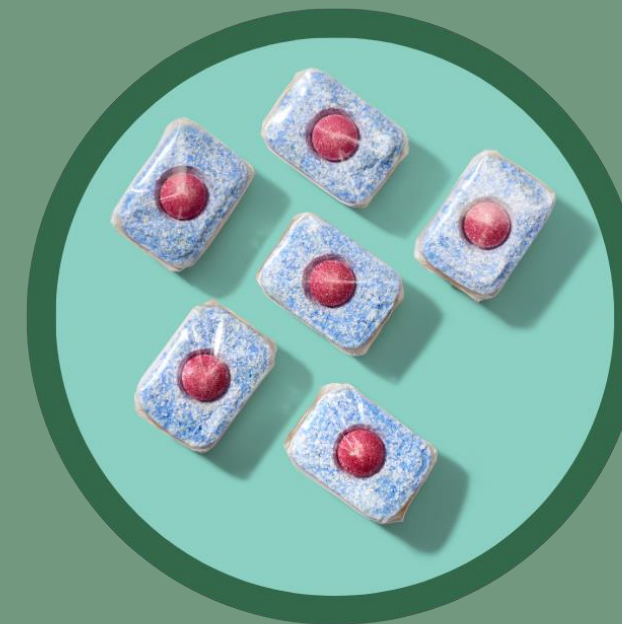
Morro™ Coating



Morro™ Edible Film



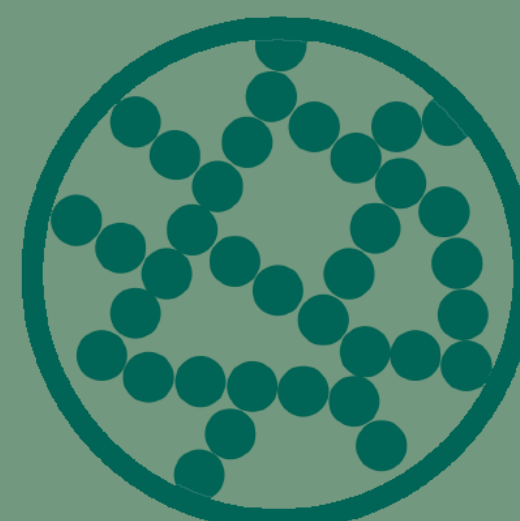
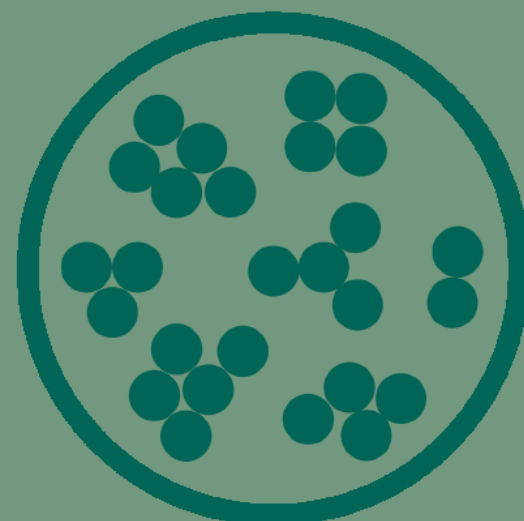
Morro™ Soluble Film



Morro™ Micro



A new age of materials to eliminate the most polluting plastics  
made from plants with no chemical modification



Use abundant feedstocks suitable for  
material agnostic technology

Source plant protein from  
natural raw materials

Unfold protein chains to  
create a stable resin

Enable protein's ability  
to self-assemble

Create world-first applications from  
Xampla's plant protein technology





# CONTACT US

If you have any questions  
regarding our work,  
our impact, or our team,  
please get in touch with us.

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