

Xampla

Certified



Corporation

Impact report 2023

The background of the image is split into two vertical panels. The left panel shows a dark, teal-colored underwater scene with numerous pieces of clear plastic debris floating. The right panel shows a close-up of dark brown, rich soil.

Xampla's mission is to
replace the most
polluting plastics

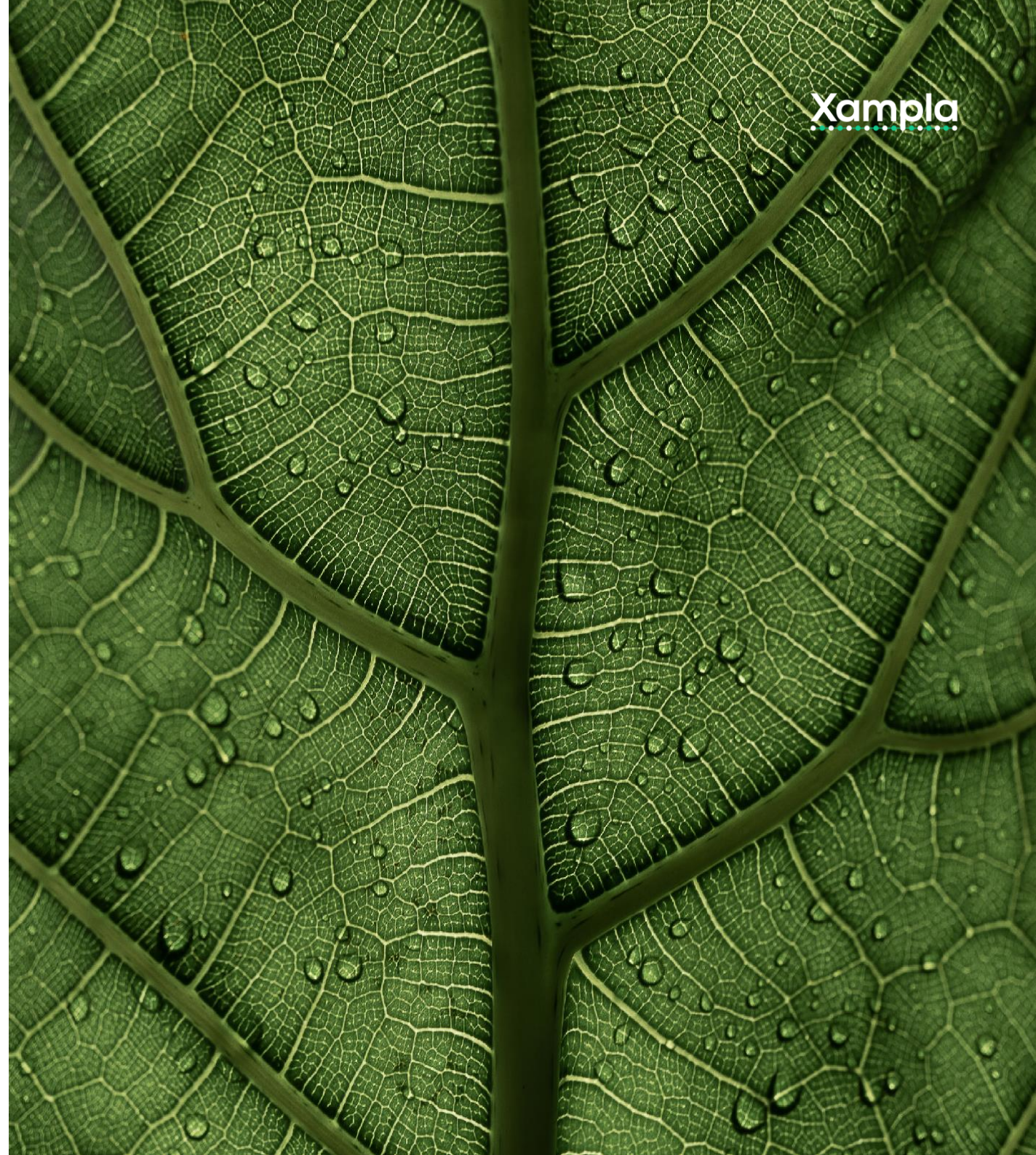
We are a
technology
company with
a purpose

A light teal L-shaped graphic is positioned in the top left corner of the page.

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A word from our Chief Technical Officer



“Xampla’s B-Corp status supports our on-going mission to develop high-performance natural materials to replace the most polluting forms of plastics, and Xampla is committed to continuously improving sustainability across every aspect of our business to balance purpose with profit.”

Marc Rodriguez Garcia, CTO

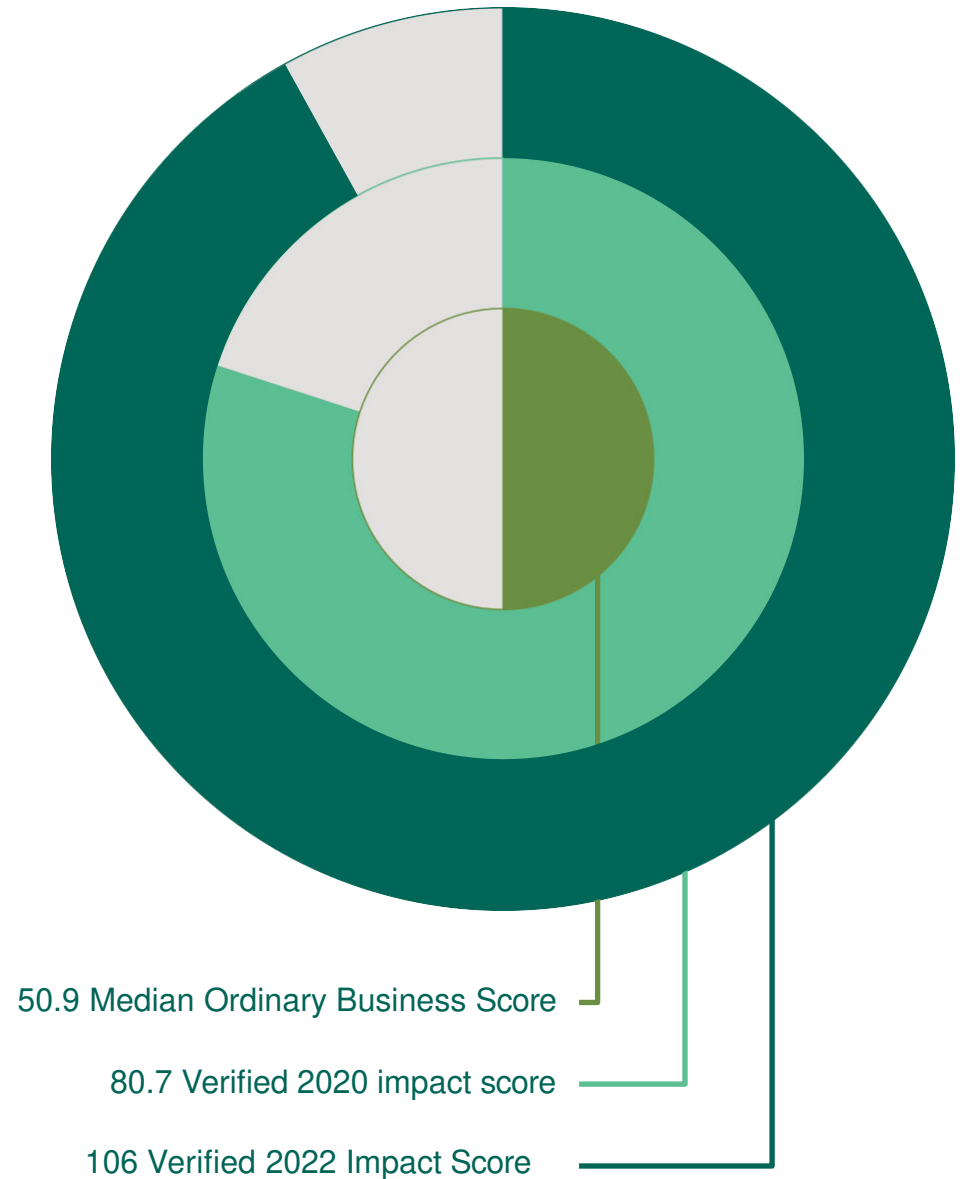


Impact Assessment

Since becoming a Bcorp company in 2020, we have been working hard to improve across all areas of the business. We are proud that this has been reflected in an improved assessment score for 2022.

Verified 2022 Score		Verified 2020 Score	
Overall:	106	Overall:	80.7

Our impact assessment scores are broken down Governance, Workers, Community, Environment and Customers. These areas of focus are explained in more detail on the following page.



Impact assessment: key focus areas



Our impact assessment scores are broken down into Governance, Team, Community, Environment and Customers.

We have been recognised for particular success in the following areas.

Governance:

- Our core company mission
- Engagement on social and environmental impact

Team:

- Equal treatment of part- and full-time employees
- Health & wellness initiatives
- Comprehensive training opportunities and professional development offering

- Comprehensive employee review process
- Excellent treatment of interns, offering review processes and minimum living wage payment

- Generous paid days off allowance
- Comprehensive flexible working options

Community:

- Xampla creates and manages an inclusive work environment

- High rate of female workers in non-managerial and managerial positions

- High rate of female directors
- Excellent age diversity in the workplace

Environment:

- Xampla is committed to environmental management – third party, audited systems, ISO 14001
- Environment is at the core of our product design



Focus area: benefits



What we said in 2020:

We said we wanted to expand our employee benefits as we grow

What we did in 2021:



Introduced discounted gym membership



Implemented regular mental health walks at work



Introduced a cycle to work scheme



Set up an events committee, aiming to organise a monthly social event



Set up an employee referral system for new roles



Offered free fruit in the office



Promoted our flexible working policy and professional/ personal development offerings



Organised workplace massages and encouraged walking meetings



Set up an employee discount scheme, Perks at Work



Launched a free professional counselling service for employees

What we did in 2022:



Appointed volunteer health and wellness champions in the company



Trained mental health first aiders in place

What we are doing in 2023:

- **Cost of living pay increases across the company**
- **Introducing private medical insurance for all employees**
- **Enhancing our sick pay policy**
- **Expanding our offering of wellbeing workshops**
- **Reducing our normal working week hours, without impact on pay**

Focus area: culture & events

What we said in 2020:

- We said we wanted to define what it means to work for Xampla and devise a way to communicate our company culture
- We wanted to organise more company funded events to reward our employees

What we did in 2021:

- We kicked off a project to define Xampla's company values that reflects our environmentally conscious, caring and innovative culture
- We created an Events Committee, ran by our employees and approved an annual events budget

What we did in 2022:

- We have rolled out our company values to all aspects of our business, including recruitment, inductions, appraisals, rewards and all our communications
- We expanded our Events offerings and ran a fun event for our employees once a month in 2022

What we are doing in 2023:

- We will be unveiling our second facility, so will be organising a grand opening for invited stakeholders
- Opening a second site will kick off a new culture project to ensure Xampla's core values are transferred to our new facility



Focus area: certifications



What we said in 2020:

- We said we'd implement a third party audited Quality & Environment Management system to ensure our products and services are held to this highest standards

What we did in 2021:

- We were awarded ISO 9001 & 14001 certification that provides a structure to ensure the quality and environmental considerations of our products and services



Certificate number 19172
ISO 9001
ISO 14001

What we did in 2022:

- We developed our processes further to enhance the quality of our products
- We implement further environmental initiatives, such as reclamation or recycling of the already green ingredients we use in our products

What we are doing in 2023:

- We will be expanding our quality and environment management system to our new pilot plant space in 2023
- We are working towards gaining BRC or ISO food safety certification in 2023



The plastic problem



Contact Us



Xampla are experts in high-performance, drop-in natural materials.

We believe in a world where we can all live without harming the planet.

Our ground-breaking plant-based materials enable us to progress beyond plastic, as well as delivering advances in food and drink fortification.

Made from plants, our natural material biodegrades complete after use, leaving behind only nutrients.

A drop-in solution to existing manufacturing processes, our material can deliver a range of product applications such as flexible films, microcapsules and coatings.

To find out more,
contact hello@xampla.com or visit www.xampla.com

