

—
THE
FINE
BEDDING
COMPANY
—

IMPACT REPORT



WE DREAM ^{Certified} B[®]IG
Corporation

**WE DREAM BIG,
INNOVATING FOR OUR
WORLD AND A BETTER
TOMORROW.
BY BEING THE DRIVING
FORCE FOR GOOD
AND INNOVATING
RESPONSIBLY.
TO MAKE THE BEST
INDUSTRY LEADING,
SUSTAINABLY
SUPERIOR, PERFORMING
PRODUCTS.**

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OUR VALUES

OUR COMMITMENT TO RESTORATIVE SLEEP – FOR YOU, AND THE NEXT GENERATION...

Care to do the right thing for people and the planet.

Innovate, dream big, it's in our DNA.

Collaborate, achieve more together.

WE'RE TRANSFORMING WHAT BEDDING CAN DO FOR OUR PLANET.

As a fourth generation British business, our family of innovators have spent more than 100 years investing in better bedding. We have trailblazed technology throughout the eras and longevity is not only part of our history, but our product philosophy too...

Woven in responsibly sourced materials, and manufactured in our Eco-Factory, our bedding is quality, made to last – wash after wash. It's what makes our sumptuous duvets as at home on your bed, as they are in the suites of some of the world's best hotels.

Past, present and future, our united purpose is to create better bedding that delivers a superior night's sleep.

Better for you and for our planet too; threading responsible innovation, materials and manufacturing, through each one of our collections.

A NOTE FROM CLAIRE



“2022 was a special year for The Fine Bedding Company, when we could finally celebrate certifying as a B Corporation® and joining the B Corp™ Community. Throughout our long history we’ve worked relentlessly to pursue better ways of doing things within our sector, in all aspects of our company and our products.

From the moment I learnt about B Corp™ in 2016, it resonated completely with me and my sense of what we as a business stood for. That we can and should have a bigger impact, beyond profit, on broader society, people and planet for the positive. It has not been an easy journey to gain certification and that’s key for us too. Each day brings new possibilities and reducing our impact is an ever-evolving journey, in our focus for continuous improvement.

2022 also brought sadness with the outbreak of war in Ukraine. Families of several of our Estonian team were affected. We are proud to say we have been able to provide jobs for 15 Ukrainians in our factory, and sent duvets into both Ukraine and Poland for those in need.

We continue to look to a more positive future, to evaluate and improve our practices in order to ensure that we have a more positive impact for future generations.”

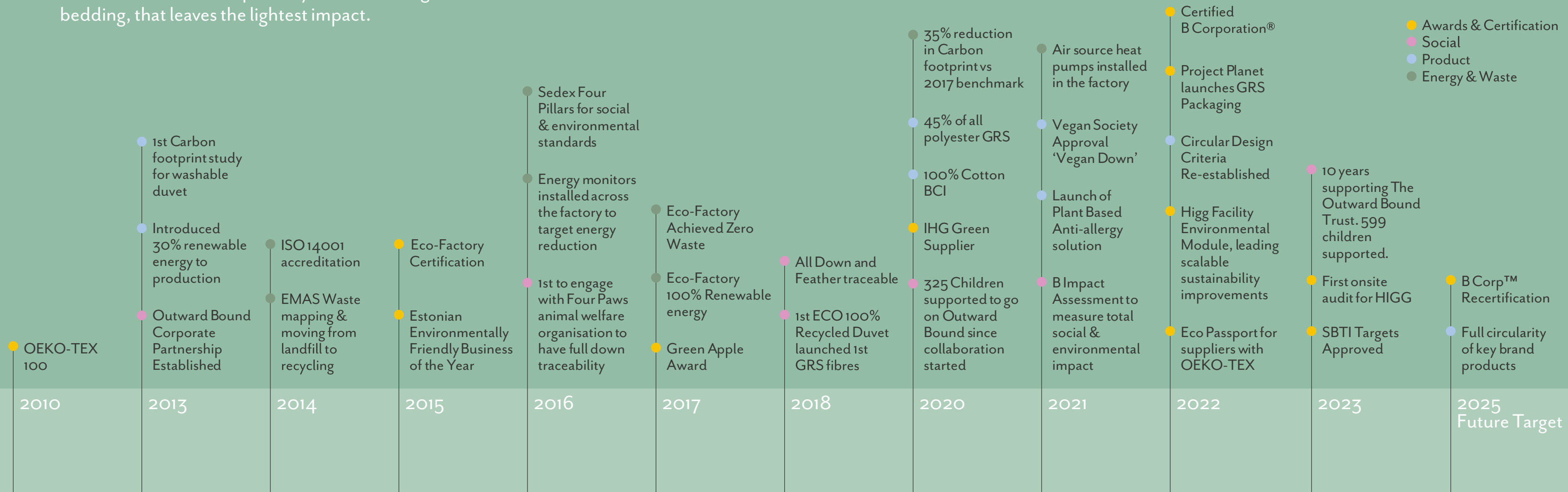
Claire Watkin, CEO

INTRODUCTION

More than a tagline, our sustainability is a thread that runs through the fabric of our entire ethos.

From our recyclable packaging, to our groundbreaking 10.5 tog duvet made from 120 old plastic bottles, to our award-winning Eco-Factory where production is powered by 100% renewable energy – every fibre is woven with a care and commitment to responsibly manufacturing the finest bedding, that leaves the lightest impact.

THERE'S SUBSTANCE TO OUR SUSTAINABILITY



OUR GLOBAL FOOTPRINT & PRODUCTION

UK:

Head Office & Warehouse:
The Fine Bedding Company Ltd

ESTONIA:

Eco-Factory & Warehouses
The Fine Bedding Company OU

US:

Trendsetter Inc
Warehouse

GERMANY:

Trendsetter Bedding
GmbH & Warehouse

CHINA:

Trendsetter Sourcing
& Quality Office



OUR JOURNEY TO B CORP™



2016

Living in Estonia with her family at the time, Claire travelled to the Sustainable Brands Conference in Copenhagen with the Head of Buying & Marketing Manager. Discovering the B Corp™ movement for the first time, it resonated completely with them and gave a name to what The Fine Bedding Company stood for.

2020 - MARCH

The first Saturday of lockdown, we registered on the BIA. Needing more information for the 200+ questions, our core team got to work and dug deep into the business to understand our stance on all things from sourcing to our people. The big question was, could we achieve the required level? Not without learning about some key areas, making some improvements on how we operated and clarifying some of our policies.

2021 - FEBRUARY

After completing a materiality assessment to understand the areas most important to our stakeholders, measuring & quantifying reductions in our Carbon Footprint, developing our People Plan and measuring employee engagement, we were finally ready! We submitted our B Corp™ Assessment for verification!

2022 - JUNE

Due to the huge number of businesses that had also applied, with UK B Corps™ doubling in 2021 it was a long wait through the verification process. Following our online audit, our impact model changed to sustainable products, taking us over the needed 80 points.

2022 - JULY

We're certified a B Corporation®.

B IMPACT ASSESSMENT

The B Impact assessment evaluates how our company's operations and business model impacts our workers, community, environment, and customers.

Based on the B Impact assessment, The Fine Bedding Company earned an overall score of 84.3. The median score for ordinary businesses who complete the assessment is currently 50.9.

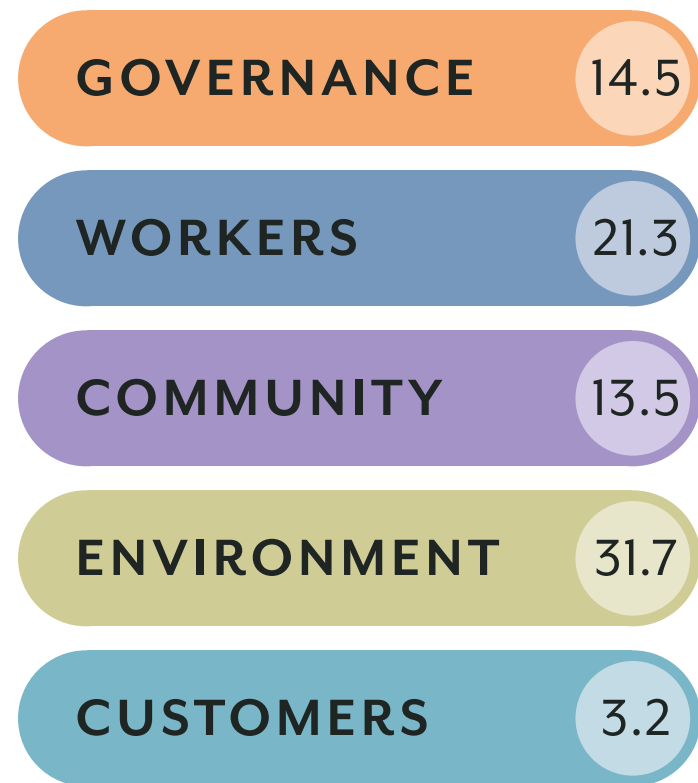
Read more about our impact score [here](#).

OUR B IMPACT SCORE



84.3

OUR B IMPACT SCORE



GOVERNANCE 14.5

The Governance section evaluates our overall mission, engagement around our social/environmental impact, ethics, and transparency.

WORKERS 21.3

The Workers section evaluates our contributions to employees' financial security, health & safety, wellness, career development, and engagement & satisfaction.

COMMUNITY 13.5

The Community section evaluates our engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management.

ENVIRONMENT 31.7

The Environment section evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of our operations and, when applicable supply chain and distribution channels.

CUSTOMERS 3.2

The Customers section evaluates our stewardship of its customers through the quality of our products and services, ethical marketing, data privacy and security, and feedback channels.

GOVERNANCE



GOVERNANCE

Mission and engagement; ethics and transparency; governance; mission locked

IN GOOD COMPANY

Company Leadership: Executive Board and Family Board

As a private family business there are two boards. Our executive board hold many years of experience, a wealth of knowledge and passion for the business. They ensure that our impact is a central element to the running of the business and decision making.

The executive board reports to the Family Board, who are passionate about the impact the business has on our community and environment.



Claire Watkin
CEO



Glyn McQueen
Finance Director



Glynis Holliday
Commercial Director



Richard Carryer
Brand Sales Director

GOVERNANCE

SUSTAINABILITY LEADERSHIP

Our Sustainability Leadership Team are the driving force behind our activities to improve our impact. This cross functional and cross-country team meet quarterly to map and challenge our progress.

- Company Sustainability Goals
- People
- Supply Chain
- Circularity
- Digital Reporting & Governance
- Internal & External Communication

GREEN TEAM

An inter-company group of colleagues who share a personal passion to drive change for the better. They meet bi-monthly to progress sustainability projects and commitments across the business. The team includes members of Marketing, Office Management, Business Support, Purchasing, Logistics, Accounts, Customer Care and Quality.

BEDDING
FOR A
BRIGHTER
TOMORROW

WHAT WE SAID WE WOULD DO

- Our aspirations were to become a B Corp™, this supported our goal to introduce a legal commitment to operate in the best interest of all stakeholders, including our planet.
- As part of our commitment to B Corp™ we planned to introduce an Annual Impact Report. This document will be a transparent update of our progress to better our processes.
- We will include social or environmental mission-related responsibilities and expectations in job descriptions.

WHAT WE DID

- The B Corp™ assessment framework was completed as the first holistic assessment of the business. The audit was a tool for change across several areas, as it identified our strengths and weaknesses. A key change was to update our Articles of Association to reflect our change towards being a company for the people and planet as well as profit.
- We also signed up to the Better Business Act. This commitment will transform the way we do business, so that every single company in the UK takes ownership of its social and environmental impact.
- Collated company data and plans to communicate the difference our business is making to people and planet, along with our future commitments. This report is the culmination of everyone’s efforts across the business to do better.
- We have established companywide sustainability standards and targets which we now include in all staff job descriptions, job adverts and annual appraisals.

FUTURE GOALS

- We are working towards a 10 point score improvement ahead of recertification in July 2025. Achieving B Corp™ status was just the beginning, continuous improvement is at our core.
- We aim to expand on this report and supply more detailed content, publishing every year going forwards.
- We are working on the final elements of role specific responsibilities and sustainability KPI’s.

GOVERNANCE

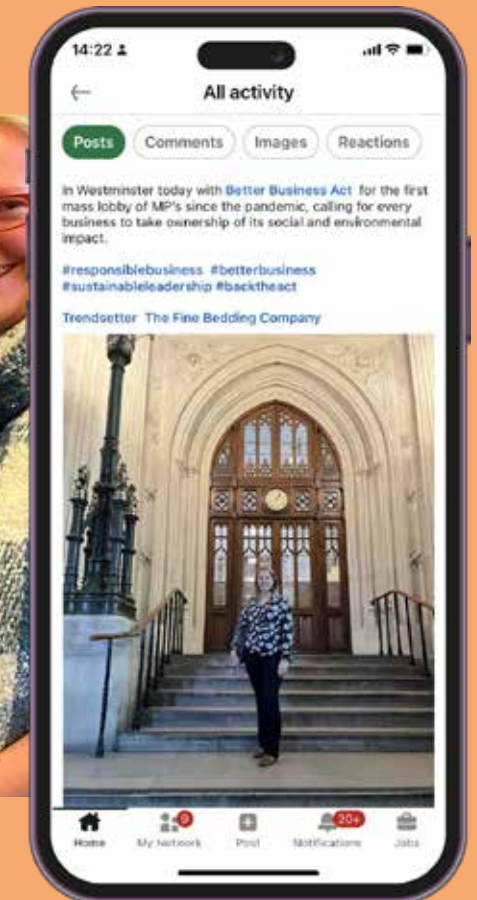
THE BETTER BUSINESS ACT

The objective of the Better Business Act is to see their four principles reflected in an amended Section 172 of the Companies Act.

It can no longer be a choice to align the long-term interests of people, planet and profit. The Better Business Act will transform the way we do business, so that every single company in the UK takes ownership of its social and environmental impact.



Better Business Summit, Manchester 2023.



ALIGNED INTERESTS

The interests of shareholders are now advanced alongside those of wider society and the environment. This establishes a new principle of fiduciary duty within Section 172 of the Companies Act.

EMPOWERING DIRECTORS

This change must empower directors to exercise their judgement in weighing up and advancing the interests of all stakeholders.

DEFAULT CHANGE

This change must apply to all businesses by default. It must no longer be optional to benefit wider stakeholders beyond shareholders.

REFLECTED IN REPORTING

Following this change, businesses must report on how they balance people, planet and profit in a strategic report or impact report, where one is currently required.

WORKERS

OUR TEAM

Career development; health, wellness and safety; engagement and human rights.



WHAT WE SAID WE WOULD DO

- Our internal employee research highlighted a knowledge gap on sustainability. We committed to rolling out training across the business to arm our company with a deeper understanding of the challenges we face and the actions needed to drive change both personally and within business.
- We wanted to continuously raise awareness about Sustainability within our business. We strived to cultivate a caring culture to benefit our staff, the wider community and the planet. We promote a shared culture of responsibility and transparency, making all our staff impact ambassadors.

- We recognise the importance of fair pay and improved working conditions, not just for our business but also in the lives of our employees. We are committed to ensuring that our employees are given a competitive rate of pay that reflects their skills and experience.

- Achieving SEDEX certification can be a great way to improve the visibility of our supply chain and ensure better relationships with suppliers. It is also a powerful tool for continuously monitoring supplier performance and ensuring standards are met, as well as providing assurance for customers about ethical sourcing. With its global reach, SEDEX certification provides an excellent opportunity to demonstrate responsible practices throughout the supply chain and to build trust with customers.

WHAT WE DID

- Our internal communications plan included coffee meetings to discuss values & sustainability and Climate Fresk events took place in Estonia and the UK to educate our key communicators. We introduced Carbon Literacy Training to key UK staff members and Climate School Training to all factory staff in Estonia.
- The business completed Climate Fresk training in Sept 2022.

- In the UK this translates to being a living wage employer.
- In Estonia our wages are at least 20% higher than minimum wage.
- In China we pay the Shanghai Living wage. This enables our staff to have a good quality of life and supports our mission to look after our people.

- We are a SEDEX SMETA 4- pillar certified company. SEDEX certification demonstrates compliance with regulatory requirements and provides an audit trail for any ethical issues or concerns that may arise in the supply chain.

FUTURE GOALS

- We are committed to rolling out Carbon Literacy training to the full business. We strive to embed our culture from the start of employment, so we will develop a training program for new starters.
- At the heart of our B Corp™ activities is a commitment to spread awareness. We recognise that one of the most important steps in becoming and remaining a certified B Corp™ is increasing public knowledge about what it means to be a Certified B Corporation®, and why it is so crucial for businesses to become part of this mission.
- We plan to re-establish our Green Team, a group of people across sites and functions to implement small projects across the business. We will continue to raise awareness of our sustainability goals, both internally and externally.

- We will continue to monitor wages, government guidelines and benchmark to be competitive in the countries we operate in.

- We are committed to meet SEDEX’s high standards of providing a good and open working environment to all our workers.
- We deeply care about our people, they are the driving force behind our business and our commitments to our staff are documented in our People Wellbeing Plan.

SEDEX SMETA AUDIT

SMETA helps us to identify and address any potential issues, and show transparency to key stakeholders that both our staff and suppliers' staff are treated ethically without compromising the quality of their work. We ensure that we comply with all applicable laws and regulations, including those relating to labour rights, health & safety, environmental protection and ethical sourcing.

We also seek feedback from all employees in our business and our supply chain on the effectiveness of the SMETA process. This helps us to continuously improve our policies and procedures, so that all workers are treated fairly and paid a living wage.

The audit also gives us an opportunity to assess our suppliers' sustainability performance, allowing us to identify areas for improvement in order to reduce environmental impacts. We have clear targets in place for improving waste management, reducing energy consumption and minimising water use.

We strive to build long-term relationships with our suppliers based on mutual trust and respect for human rights, so that we can continue to work together in an ethical and responsible way.



We comply to...

ISO 14001:2015

What our factory workers like most about working on site

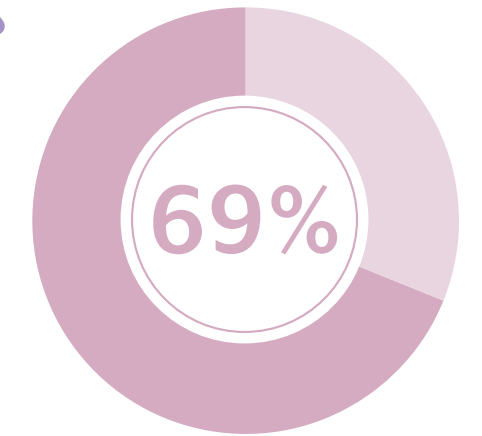


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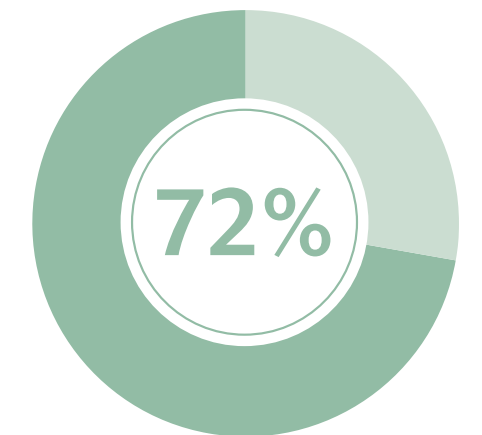
of our workforce earn above minimum wage



95%

 of our factory workforce hold Estonian nationality

69% of workers in our factory are female



72% of managers & supervisors are female



WORKERS



Better Business Network



SUSTAINABILITY EVENTS

BLocal Event



IMPACT REPORT **B**

SUSTAINABILITY SURVEY

In November 2022 we asked our staff to participate in a sustainability survey.

The results of this survey were overwhelmingly positive, we were able to use the findings to support staff by supplying further education and training. Climate Fresk events took place in Estonia and the UK to educate our key communicators, empowering them to make change and educate others.

In 2023 we will introduce Climate Literacy Training to key UK staff members and Climate School Training to all factory staff in Estonia. This will be a fantastic baseline to improve our staff awareness and to help them see how they are making change both inside the business and externally, turning our workforce into ambassadors for change.

WHEN ASKED WHAT IT MEANS TO OUR TEAM FOR A BUSINESS TO BE SUSTAINABLE, THE TOP 3 ANSWERS WERE:

 Environmentally Friendly / "Green"  Reduce Waste (Close to Zero)  Reduce CO2 & Greenhouse Gasses (Close to Zero)

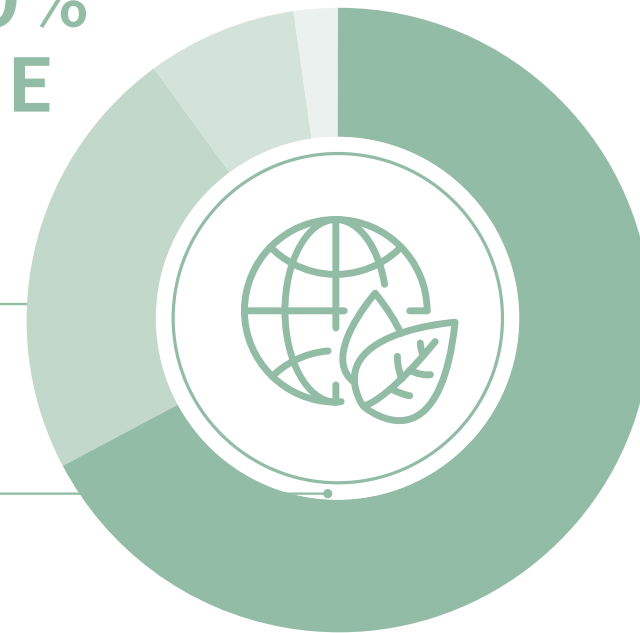
WHEN ASKED ABOUT THEIR PERSONAL INTEREST IN SUSTAINABILITY, OVER 90% OF OUR TEAM DESCRIBED THEMSELVES AS ENTHUSIASTIC OR INTERESTED...

OVER 90% POSITIVE

23% ENTHUSIASTIC

68% INTERESTED

8% answered neutral, 2% answered they didn't have enough knowledge and 0% were against.



OUR TEAM SCORED OUR COMMITMENT TO SUSTAINABILITY:

4.2 / 5

Our workers identified: **SUSTAINABLE & CIRCULAR DEVELOPMENT** as our most important goal to achieve.

95% of our workers recognise sustainability as 'very important' to our overall business success.

COMMUNITY

COMMUNITY

Diversity; equity and inclusion; supply chain and supplier management



WHAT WE SAID WE WOULD DO

- We will continue our work with The Outward Bound Trust as a corporate sponsor, supporting young children to experience the outdoors and push themselves out of their comfort zones in a safe environment.

- We believe in the power of communities and are passionate about creating positive change. We are dedicated to connecting people with resources and support systems to help them overcome challenges and reach their full potential.
- We strive to create healthy, vibrant communities through initiatives that focus on youth development, education, economic prosperity, social justice and environmental sustainability.

WHAT WE DID

- We have continued to support The Outward Bound Trust. By 2023 we will have supported The Outward Bound Trust for 10 years! We will have directly supported nearly 600 young people through their courses.
- Prior to being matched to schools, we supported the General Bursary Fund. This money is used to support children around the country who need it the most.

- We are supporting local communities across the UK and Estonia, specifically homes for the elderly, hospitals and families in need through donations of our duvets and pillows.
- Since the war started in Ukraine, we have been actively supporting the best we can with our products as well as supporting refugees coming into Estonia. In 2022 we donated around 9000 units to Ukraine and Poland.
- Across both sites we have litter picking initiatives to help keep our local areas clean. This creates a cleaner environment for both people and the local wildlife.

FUTURE GOALS

- We strongly believe that The Outward Bound Trust has a positive and lasting impact on individuals, the environment and our communities. We are proud to show our support for their mission, and will continue to support and promote their efforts in order to inspire other businesses into action.

- We intend to increase our community engagement, and support the vulnerable with our products.
- In Estonia we are increasing cooperation with schools to educate young children about the workplace.
- As a company we have planned activities around the office, e.g. planting trees in Estonia and increasing biodiversity in the UK.
- We will continue to attend local sustainability events as we believe that we can learn from each other, and it is important to share our successes and challenges openly.

WHAT WE SAID WE WOULD DO

- The future workforce will undoubtedly be more diverse and inclusive than ever before. Companies need to recognise that we can no longer rely on traditional methods of hiring and must work to cultivate an environment in which all employees feel respected, valued, and included.

WHAT WE DID

- There are many ways employers can create a positive workplace for everyone. An important first step was to review our existing policies and procedures to ensure they are fair and unbiased.
- In Estonia we have actively started cooperating with schools and the unemployment office to showcase our company and future possibilities.

FUTURE GOALS

- We will increase cooperation with local schools to collaborate on different projects. Impact awareness, sustainability, production waste, talking about work opportunities and the possibility of apprenticeships.

COMMUNITY

The **Outward Bound Trust** is an educational charity that inspires young people to believe they can achieve more than they ever thought possible. They take on the difficult task of motivating and inspiring young children through experiential outdoor activities.

Members of our team have supported some of these training events and have seen first-hand the impact they have on our younger generation. The outdoors is the perfect setting to encourage youngsters to come out of their shell and participate in the unknown. The courses are developed to inspire, build confidence, initiate complex team building and embed self-belief.

“To see the development of my group over the course of a few days was a really rewarding experience. The complexities of COVID go far beyond the physical body and that was apparent in these young children. To wave off a coach of excited children, happily sharing their experiences with each other was immensely rewarding.”

Pam Jones



COMMUNITY

UK CHARITY DONATIONS

2021
£108k

2022
£34k

IMPACT REPORT



Mustard Tree

Combatting Poverty –
Preventing Homelessness



TREE OF LIFE CENTRE

COMMUNITY

Supporting Ukraine

We have been actively supporting Ukraine by donating our products and supporting refugees coming to Estonia. We are proud to have made a difference, with our products helping many families across Ukraine and beyond, providing both comfort and hope during these difficult times.

In 2022 we donated approximately 9000 items to Ukraine and Poland.



READ OUR [LETTER OF SUPPORT](#) ABOUT UKRAINE

CEO Sleepout

CEO Sleepout brings business leaders together to make a stand against homelessness. Claire took part in the Manchester event, meeting with like minded professionals joining the fight to support those who are currently homeless.

Partnering with Walking with the Wounded, Claire raised £1825 for those most vulnerable.



Walking With The Wounded

Walking With The Wounded gets those who've served – and their families - back on their feet.

They focus on three important aspects of someone's life: employment, mental health and care coordination which are saving jobs, homes, relationships and lives for the veterans who are struggling since leaving the military.

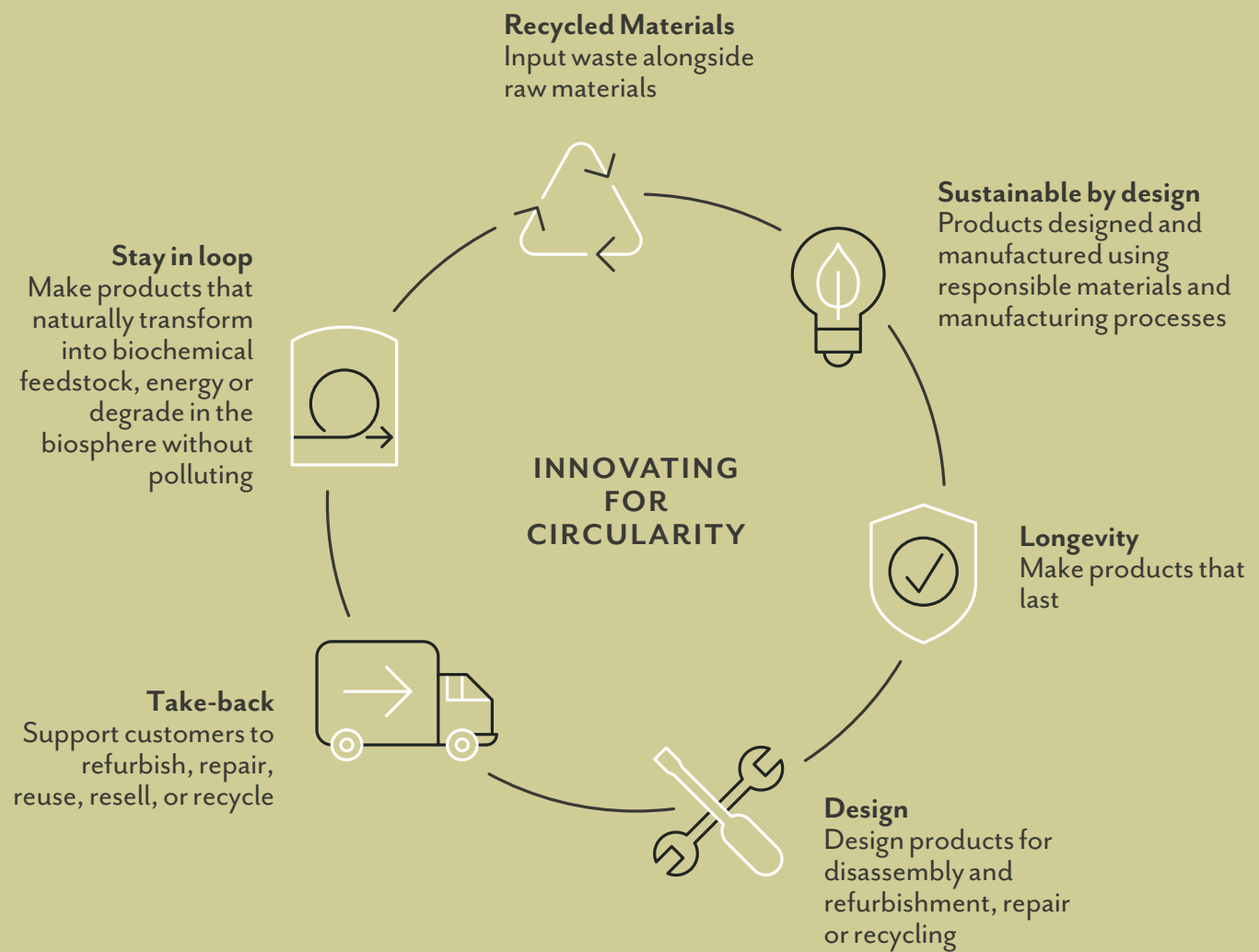


ENVIRONMENT

ENVIRONMENT

Environmental management; air and climate; water; renewable energy; resource conservation; transport distribution & suppliers

WE ARE COMMITTED TO LESSENING THE IMPACT OF OUR PRODUCTS. WE AIM TO BE FULLY CIRCULAR BY 2030.



OUR CARBON FOOTPRINT REDUCTION

We have reduced scope 1 & 2 energy consumption in the factory by 11% since 2018.

We aim to have a completely carbon neutral factory by 2025.

The full business will have reduced its GHG emissions in line with the 1.5C Paris Climate Agreement by 2030.

WHAT WE SAID WE WOULD DO

- We are committed to ensuring the highest standards of quality across our supply chain and strive for sustainability along with ethical practices. To that end, we want to make the OEKO-TEX® Standard 100 certificate mandatory for all fabric suppliers.
- This certificate shows commitment to responsible production by meeting rigorous standards for textile chemicals, harmful substances, and environmental impact. OEKO-TEX® Standard 100 certifies that every component of the product, from the fabric to the thread and accessories, has been rigorously tested against a list of up to 350 toxic chemicals.

- We are committed to designing for circularity and creating products that have a low environmental impact. All of our branded product packaging should be made from 100% recycled, recyclable or reusable materials. This includes our brands The Fine Bedding Company and Night Lark.

WHAT WE DID

- We are committed to only sourcing products that meet our sustainability standards. Our team is now actively working with suppliers to ensure that they comply to the requirements of the certification, and are providing assistance where needed.
- Our procurement policy also requires our suppliers to keep up-to-date records and documentation regarding the source of their materials, certifications held and other relevant information. This is to ensure that we can continue to source sustainable and ethically produced products in the future.
- We also encourage our suppliers to be transparent about their practices, so that customers can make informed decisions about the items they purchase. We believe this transparency will help build trust between us and our suppliers, as well as with our customers.

- The Fine Bedding Company core packaging is now made from GRS recycled materials, in durable bags that can be re-used.
- Night Lark duvet packaging is made from BCI cotton, in a durable multi-use duffle bag.
- Polybags are a minimum 30% recycled content and are fully recyclable.
- All of our cardboard is FSC Mix certified.
- Launched recycled packaging to key private label partners.

FUTURE GOALS

- In order to achieve these goals, our suppliers must be actively engaged in sustainable practices and OEKO-TEX® Standard 100 will be mandatory.
- We will visit our suppliers to discuss high standards of production, such as reducing water and energy consumption, minimising waste and pollution and setting fair working conditions for their employees.

- To make all packaging to be either reuseable or recyclable.
- Our branded product packaging will be made from 100% recycled materials.
- We will work with our private label customers to move to recyclable and recycled materials, reducing unnecessary packaging where practicable.

WHAT WE SAID WE WOULD DO

- We aimed to roll out HIGG FEM across the supply chain (finished goods suppliers, fabric suppliers, fibre suppliers, packaging suppliers) and complete the FEM audit.
- We aimed to continue GHG & Carbon Foot Print measurement of our factory in Estonia.
- Circularity is a concept that has been around for decades, but only recently has it become a priority in many industries. By designing products with circular design principles, we can reduce environmental impact while also creating more efficient and cost-effective solutions.
- We wanted to look at our materials sourcing and revisit the materials we choose in our products.

WHAT WE DID

- We successfully completed the self assessment for the audit. Our business has had initial discussions with the companies that subcontract to our direct suppliers, to start their HIGG FEM journey (our Tier 2 suppliers).
- We completed the audit and are using it to map out future upgrades and changes.
- In 2022 we benchmarked ourselves with the Textile Exchange’s Material Change Index to drive meaningful change. Most of the materials used for fashion, textile, and apparel today come from farms, forests, or fossil fuels. The Textile Exchange exists to ensure the industry treats these resources with respect.
- We scored a 3, a maturing company.

FUTURE GOALS

- The next step is to map out all of the suppliers who need to be onboarded, and do a follow up to future discussions.
- The audit is due in the factory, September 2023.
- In the future we will expand the Carbon Footprint to measure our scope 1 and 2 emissions, including the UK office and Tallinn warehouse. We aim to measure our progress yearly with reduction actions in place. We will reduce carbon emissions inline with SBTIs to be carbon neutral by 2030.
- We are actively taking steps to make sure we reach our goal of becoming fully circular by 2030. We have implemented a number of initiatives, such as optimising the use of materials in our products and reducing waste generation throughout our supply chain.
- We have also started assessing all our processes to identify where additional improvements can be made, with the aim of increasing efficiency and reducing our resource intensity. Additionally, we are actively pursuing the development of innovative closed-loop business models to increase our circularity across all areas of the business.
- Within our industry we will participate on the Circular Economy Working Party and Board of European Feather and Down association. We intend to help spread knowledge and encourage sustainable initiatives and shared learning.

OUR FACTORY, ESTONIA

In April 2000, we established our state of the art manufacturing facility in Estonia and we've been continuously investing to lead the way in sustainable manufacturing since.

Having our own factory gives us full control of our products from conception through to delivery.

We pride ourselves on implementing sustainably responsible practices; running entirely on renewable energy as part of our mission to become a greener business. We continuously search for improvements that can be made to ensure our machinery and processes are environmentally friendly as well as efficient.

Certified ISO14001 and continuous monitoring of our processes ensure our pledge towards improving our environmental impact.

With over 2200sqm of manufacturing space, 5000sqm of warehousing and connections to cargo routes, we're fully established for creating better products for our customers.



Check out our factory in action!

**130 TEAM MEMBERS
IN THE FACTORY**

**42 ENERGY MONITORS
THROUGHOUT THE SITE**

**IN 2016 WE MOVED TO
100% RENEWABLE ENERGY**

A BREATH OF FRESH AIR



In September 2021 we installed air source heat pumps to replace our electricity powered heating system which had fuelled the factory since it opened. Throughout the winter we've gained a consistent warmth even in the coldest weather reaching -25°C!

Air source heat pumps work by extracting energy from the air outside and transferring it to the factory. Effectively, though still requiring some electricity to power the system, it runs off a renewable resource.

During summer as temperatures increase (with temperatures in Estonia now reaching over 30°C) we also have the benefit of cooling the factory during these warm periods.

We have also been able to successfully remove the old energy intensive air-conditioning units which provided spot cooling rather than consistent cooling across the floor.

This has improved the working environment in most areas, although around some of the machines that produce high amounts of heat there is still work to be done to improve temperatures.

What is the benefit of these pumps? As well as significant reduction in energy (and that was before rising energy costs), they have lowered our carbon footprint significantly.

We are now looking to replace the heating system in our UK office with air source heat pumps. This will require integration with our existing central heating system and means we can look to replace the existing air-conditioning system, which uses refrigerants with a higher carbon footprint.

IN 2022 WE SAW A **14% REDUCTION**
IN ENERGY CONSUMPTION IN OUR FACTORY

MAPPING OUR CARBON FOOTPRINT

In 2022 The Fine Bedding Company mapped our full carbon footprint through scopes 1-3 of the GHG protocol for the first time, in our Eco-Factory in Estonia. We have committed to reduce carbon emissions in line with SBTi's, to achieve carbon neutrality on scope 1 & 2 in both the Estonian Factory and UK office by 2030.

The Fine Bedding Company's Science Based Targets were officially approved by the SBTi in May 2023.



SCIENCE
BASED
TARGETS

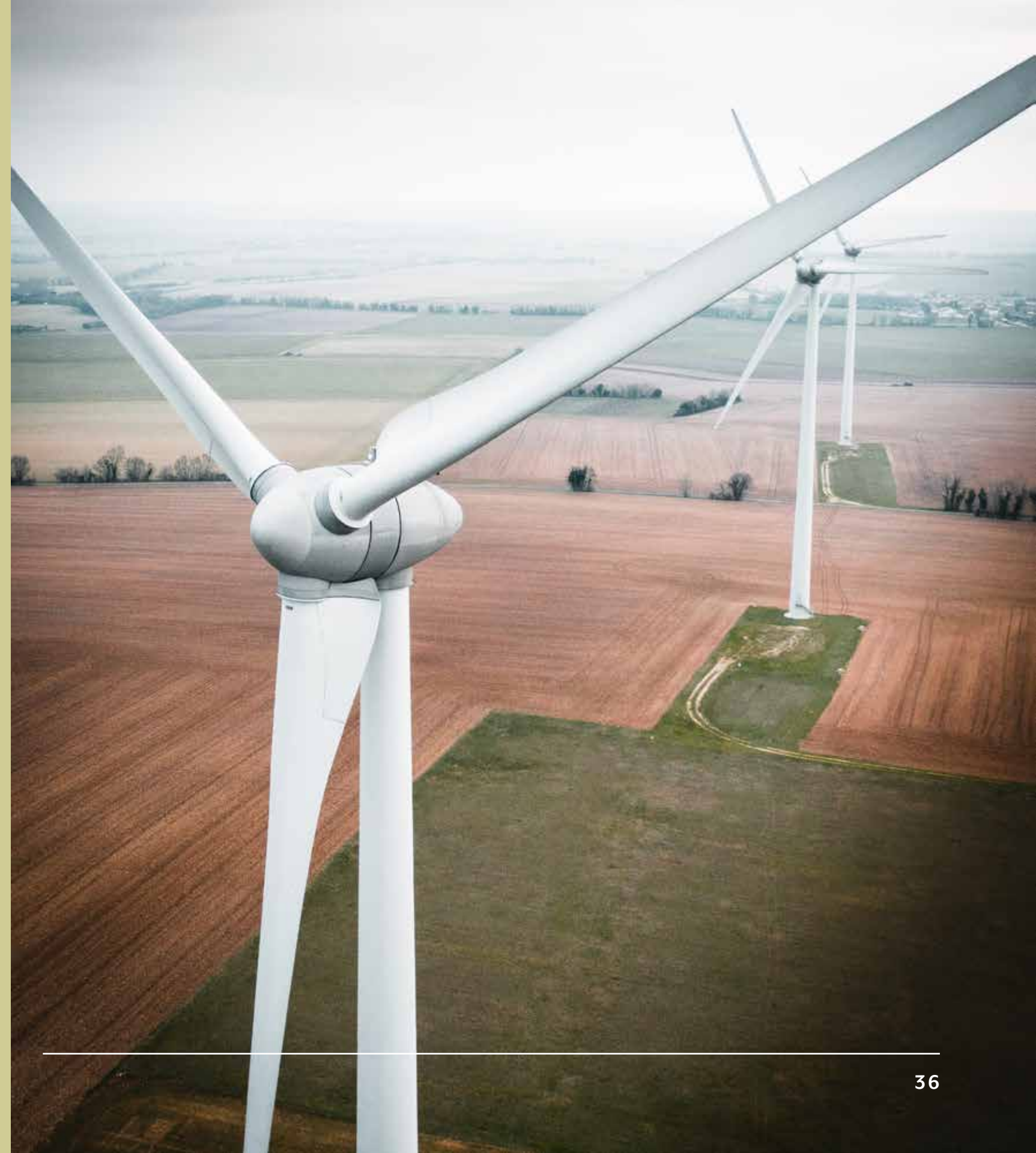
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



The Higg Facility Environmental Module (Higg FEM) is a comprehensive tool designed to provide companies with an easy way to measure their environmental footprint. By providing organizations with detailed data on the impacts of production and operations, Higg FEM helps facilitate sustainable sourcing and manufacturing practices. This ensures that companies are taking steps to reduce waste, improve energy efficiency, mitigate risk, meet regulations, and drive sustainability initiatives.

The Higg FEM assesses

- Environmental management system
- Energy use
- Greenhouse gas emissions
- Water use
- Wastewater
- Emissions to air (if applicable)
- Waste management
- Chemical use and management





Textile Exchange’s Material Change Index (MCI) is the largest peer-to-peer comparison initiative in the textile industry. It tracks the apparel, footwear and home textile sector’s progress toward more sustainable materials sourcing, as well as alignment with global efforts like the Sustainable Development Goals and the transition to a circular economy.



Trendsetter started in 1912 as a small family company, and is now a fourth-generation British business with over 100 years of innovation. Specializing in filled duvets, pillow, and mattress toppers, Trendsetter is building sustainability into every fibre of the products. This includes BCI cotton, recycled polyester, and down products that carry the Downpass seal for compassionate animal welfare, made within their pioneering eco-factory powered by 100% renewable energy.

[Visit website](#)



Sub-sector	Home / Hospitality	3 MATURING	Level 3 - Maturing (50-75) is for companies with emerging leadership.
Reporting scope	An independent brand		
Company size	Medium-sized enterprise		
Survey scope	Material Change Index		
		Strategy score: 4	SDGs score: 3
		Circularity score: 1	Materials Portfolio score: 3

Materials portfolio

Material	Cotton	Polyester	Polyamide	Manmade Cellulosics	Wool	Down	Leather
Score	3	3	0	0	0	3	0
Sector average	3	3	3	3	3	3	1
Sub-sector average	4	3	3	3	3	3	1
Portfolio progress	Preferred >50%				Preferred 100%		

- 1 Developing**
This level is for companies that are laying the foundation of their programs and scored 25 or less out of 100 possible points.
- 2 Establishing**
This level is for companies that are strengthening their programs and scored 26-50 out of 100 possible points.
- 3 Maturing**
This level is for companies with emerging leadership that scored 51-75 out of 100 possible points.
- 4 Leading**
This level is for companies that are pioneering industry transformation and scored 76-100 out of 100 possible points.

BCI COTTON

We chose to use BCI (Better Cotton Initiative) cotton for our products because of its commitment to sustainability and ethical farming practices. BCI cotton is grown with reduced pesticide and water usage, leading to lower environmental impact and healthier ecosystems.

By supporting BCI cotton, we contribute to the livelihoods of cotton farmers by promoting fair labour practices and improved working conditions. Moreover, BCI's emphasis on continuous improvement aligns with our dedication to responsible sourcing and ensures the cotton we use becomes increasingly sustainable over time. By selecting BCI cotton, we not only offer high-quality products to our customers but also actively participate in building a more sustainable and equitable cotton industry.

In 2021 Better Cotton launched their first report quantifying the reduction in emissions, finding that they were 19% lower than comparison production across China, India, Pakistan, Tajikistan and Turkey.



Members of
BCI since 2019

**WHILE YOU WERE
SLEEPING, 100% OF
OUR COTTON WAS
SOURCED THROUGH
THE BETTER
COTTON INITIATIVE.**

GRS POLYESTER

We opted to use GRS (Global Recycled Standard) certified materials in our products as a testament to our deep commitment to environmental responsibility. GRS ensures that the materials we use, such as recycled polyester or other synthetic fibers, meet rigorous sustainability criteria throughout their entire lifecycle, from sourcing to production and distribution.

By choosing GRS-certified materials, we contribute to the reduction of waste in landfills, lower energy consumption, and reduced carbon emissions associated with the production of virgin materials. This aligns perfectly with our company's sustainability goals and reflects our dedication to making eco-conscious choices that resonate with environmentally conscious consumers. GRS not only guarantees the quality of our products but also demonstrates our unwavering commitment to a circular economy and a greener future.



**OUR SMARTFIL
FIBRES ARE MADE
FROM 100%
RECYCLED PLASTIC
PET BOTTLES.**

DOWNPASS & RDS

We have chosen to use DOWNPASS and RDS (Responsible Down Standard) certified down materials in our products because they symbolize our unwavering dedication to animal welfare and ethical sourcing. DOWNPASS and RDS ensure that the down used in our products comes from ducks and geese that have been treated humanely throughout their lives. This means that the birds are not subjected to unnecessary harm, such as force-feeding or live-plucking, and are raised in environments that prioritize their well-being.

By adhering to these rigorous standards, we are not only providing our customers with high-quality products but also supporting a cruelty-free and sustainable supply chain. We believe in the importance of responsible sourcing, and our choice to use DOWNPASS and RDS certified materials reflects our commitment to both ethical practices and customer satisfaction.



COMFORT, WITH A
CONSCIENCE.
REST EASY,
KNOWING EVERY
FEATHER AND FIBRE
IS TRACEABLE
& INDEPENDENTLY
AUDITED.

TENCEL™ LYOCELL

We have chosen to use TENCEL™ Lyocell in our products because it represents a harmonious blend of sustainability, comfort, and versatility. TENCEL™ Lyocell is crafted from sustainably sourced eucalyptus trees, known for their rapid growth and minimal need for water and pesticides. The closed-loop production process ensures minimal environmental impact, and the fibers are biodegradable, promoting circularity.

Beyond its eco-friendliness, TENCEL™ Lyocell offers an exceptionally soft and breathable texture, making our products comfortable for our customers. Its moisture-wicking properties and durability make it an ideal choice. By incorporating TENCEL™ Lyocell, we not only provide superior quality and comfort but also contribute to a more sustainable and eco-conscious future, aligning with our commitment to responsible sourcing and environmental stewardship.



**SLEEP EASY, IN
SUSTAINABLE
FIBRES.**

HEIQ COOL

We've chosen to incorporate HeiQ Cool technology into our products because it represents an innovative solution for enhancing comfort and functionality. HeiQ Cool is a state-of-the-art textile technology designed to keep the user feeling cooler in warm conditions by rapidly dissipating heat and moisture. This not only provides our customers with a more enjoyable and comfortable experience but also promotes overall well-being, particularly in hot and humid climates.

Furthermore, HeiQ Cool's eco-friendly and sustainable properties align with our commitment to responsible manufacturing and sourcing, as it is bluesign® and OEKO-TEX® certified, ensuring its safety for both consumers and the environment. By choosing HeiQ Cool, we are not only staying at the forefront of textile innovation but also contributing to a more comfortable and sustainable future for our customers.



- Biobased Technology
 - Contains more than 50% USDA certified Bio Based content.
- Based on Non petroleum based chemicals
- Saved time in the drying process during finishing compared to standard PCM solutions.
- OEKO-TEX® suited

**TRAILBLAZING
THE LATEST
TECHNOLOGY
IN FIBRE FILLED
BEDDING.**

PROJECT PLANET

‘Project Planet’ was our project name for turning our virgin plastic packaging into something more sustainable - rolling out in 2022.

Recycling packaging materials helps conserve natural resources. By using recycled materials, such as recycled paper, cardboard, or plastic, the demand for virgin resources is reduced. This helps preserve forests, reduce energy consumption, decrease the extraction of raw materials and helps divert waste from landfills. Instead of ending up in landfill sites where they may take years to decompose, recycled packaging materials can be given a new life. This reduces the volume of waste and contributes to a more sustainable waste management system.

Our new ‘Project Planet’ is very robust and we encourage our customers to re-use them for storage.

Our next goal for project planet will be to make our packaging recyclable.

Recycling packaging supports the concept of a circular economy, where resources are kept in use for as long as possible, with minimal waste generation. By recycling packaging materials and incorporating them back into the production process, a closed-loop system is created, reducing the need for new materials and promoting a more sustainable and circular approach to resource management.

- 1. Non Woven material is now GRS certified
- 2. Zips are GRS certified
- 3. Clear window is recycled LDPE
- 4. Swing tags and inserts are certified FSC Mix



CUSTOMERS

CUSTOMERS

Customer stewardship; education and communication

WHAT WE SAID WE WOULD DO

We will reaffirm our commitment to continuously improve sustainability practices within our organisation and beyond, communicating both internally and externally.

By investing in our products, customers can trust and be sure that they are making a responsible decision with their purchase. We will further educate consumers and customers on our circularity plans and how this helps towards reducing impact on our planet.

Polyester-based products are extremely prevalent in the market today, appearing in everything from apparel to home decor. As such, it is essential that these products have end of life solutions for circularity and sustainability.

By setting up a system for polyester takeback programs and product recycling, companies can encourage consumers to keep their items out of landfills and instead put them to good use.

WHAT WE DID

We brought our sustainability to life by including an overview including facts and figures in our Training Guide and Price Lists.

For our consumers we have updated our messaging on packaging, POS, mailers, Advertising on Social Media, PR and emails. We have added a sustainability section on our website and will continuously update and improve this experience.

To ensure that products are made to last, and consumers get the most out of their purchases, we offer a product life guarantee. This encourages people to use our products for longer than expected and helps them reduce waste, which lowers the impact on our planet.

We have redesigned our duvets with end-of-life recycling in mind; the duvet can be easily separated from its components, allowing for a much more efficient recycling process. We believe that this initiative will have a positive impact on the environment and reduce waste by helping us to make our products more sustainable.

FUTURE GOALS

Looking forward we need to further educate our customers on B Corp™. With supermarkets highlighting B Corp™ brands we are hopeful that our messaging will start to resonate more.

We will continue to offer training for our staff, so they become advocates for positive impact. Our sales team will be trained in Carbon Literacy and will have the tools to sell not only our products, but our brand ethos too.

Our goal is to launch information across blogs and videos on our website, to help inform and encourage more sustainable purchasing.

Currently our guarantee is only across our Return to Nature range, we intend to roll this out across our entire range.

To ensure complete product end of life process with minimal environmental impact, we will implement a take back scheme. This will allow all customers to return branded products they no longer require or use.

We understand that this is an important issue for our customers and will strive to implement the take back scheme across both our web and retail channels in order to ensure maximum convenience.

As part of our sustainability initiative, we are launching an end-of-life trial on Spundown Duvets. We are looking for online consumers who would like to take part in this trail.

CUSTOMERS

LEADING BY EXAMPLE

Part of our mission is spreading awareness, driving positive change, building trust, and fostering collaboration in the pursuit of responsible and sustainable business practices.



We're really excited to see more amazing businesses moving towards the **B Corp UK** certification. It is a strong message that we are ready for change, and we're proud to be part of the movement to support people and the planet.

[#bcorp](#) [#sustainability](#) [#familybusiness](#) [#noplanetb](#) [#impactthatmatters](#)



B Corp UK

66,527 followers
1mo · Edited

"As the conversation heats up around the role of purpose in business, it's important we do not let our idea of what business is drift backwards towards an outdated



The Fine Bedding Company | B Corp™

1,260 followers
1mo

We're a proud supporter of [The Outward Bound Trust](#), they provide unwavering support in such a crucial part of youth development.

This autumn will mark 10 years of partnership, and placing 600 young children in the capable hands of this incredible team.



The Outward Bound Trust

8,459 followers
2mo

IMPACT REPORT



WE'VE MADE THIS PACKAGING FROM RECYCLED MATERIALS.
REUSE ME AS A STORAGE BAG FOR YOUR OUT OF SEASON BEDDING.

WE ALL KNOW OF THE CLIMATE CRISIS AND SOCIAL INJUSTICE IN THE WORLD....

Our business is a way to have an impact beyond our size, to be a leader demonstrating that positive change can be made. It's not about an individual but a collective force for good that we can all be proud of.

Claire Watkin, CEO

WHAT'S NEXT?

We will make it easy for our customers to select more sustainable product solutions from us.

By 2025 we aim to complete the roll out of established initiatives across our supply chain for full impact – for instance, our usage of preferred materials in our Brand and our retail partners and working with our supply chain to improve energy, waste, water and chemical usage. Our product development team is working on new materials with lower environmental impact that will become our core materials of the future.

The community that we operate within is crucial to us and we will continue to work with charities and groups closest to us. Our product donations will continue to bring much needed comfort and warmth to those in need.

And so our last words go to our Team and our key Partners. It is only through them that the company thrives and faces the future challenges. We continue to invest in them and fuel their passion and ambition for having a positive impact. We will continue to learn and inspire others on their journey to more sustainable choices.





THE FINE BEDDING COMPANY