



B Corp Impact Report 2022/23



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Mission

Our mission is to make
delicious non-alcoholic drinks
that are good for you and
good for the planet.



A Note From Louise Our Founder

When I started L.A Brewery 6 years ago in 2017, it was a very different time. In fact, despite the usual challenges that a young business faces, including cashflow, building a team, building a factory (!) - we had a relatively smooth run of things until the end of 2019, when the wheels fell off. During the first Covid lockdown, we decided to proceed with our B Corp journey in earnest as it seemed the perfect time to really evaluate the business. The food and drink sector has changed rapidly in the last 4 years with supply chain problems, brexit, escalating cost of goods and more. This backdrop arguably has thrown up challenges in finding a path of sustainability but we are somewhat helped by the fact that we built our own brewery and therefore have a greater degree of control over our footprint, supply chain and our ability to work with our people. B Corp has helped us by providing a structure to work towards across all areas and a means to discuss it and also to work with other like minded brands.

In this report, we hope to demonstrate that we have taken significant steps to further improve our environmental impact, our community and our transparency as a business, since our certification last year.

Ingredients



Our teas, fruits, extracts and botanicals are all ethically sourced from trusted & local suppliers.

Our fine artisan whole leaf teas come from our friends at Tea Fields and are grown at high-altitude & completely chemical-free.

They come direct from small ethical tea plantations in India and China, with profits contributing to the local communities.

Environment



Our micro-brewery in Suffolk is powered by 100% dark green energy from a biodigester that converts local organic waste into energy.

Sustainability



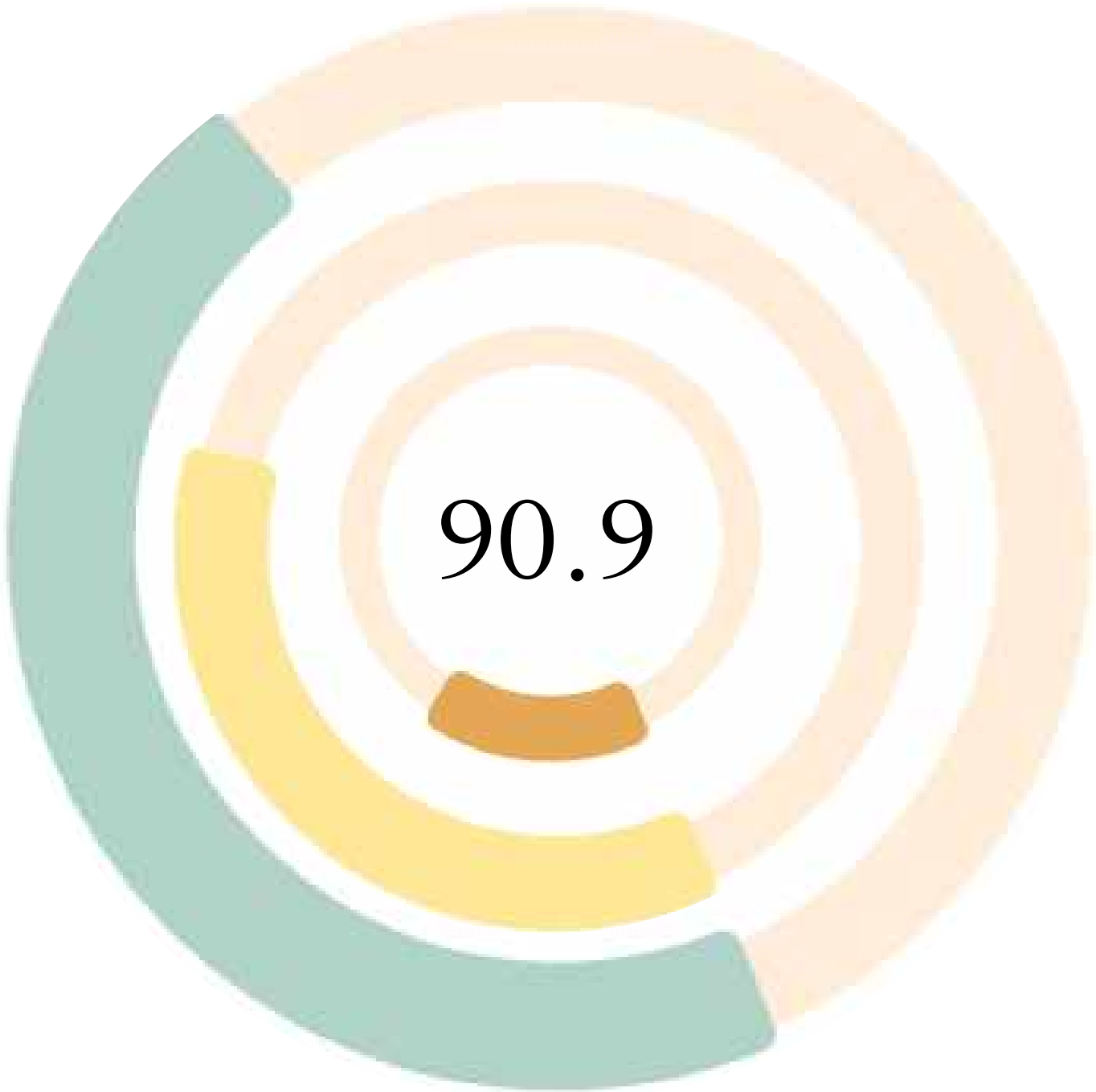
All of our glass bottles and packaging is 100% recyclable.

Our Score

The B Corp certification addresses the entirety of a business’ operations and covers five key impact areas of Governance, Workers, Community, Environment and Customers.

The certification process is rigorous, with applicants required to reach a benchmark score of over 80 while providing evidence of socially and environmentally responsible practices relating to energy supplies, waste and water use, worker compensation, diversity and corporate transparency.

L.A Brewery scored above benchmark at 90.9.



50.9	Median score for non b-corp businesses
80	Qualifies for b-corp certification
90.9	L.A Brewery b-corp certification score

Customer Testimonial

“L.A Brewery drinks are the dream.

It is so nice to have something fancy to drink when you're not drinking. The team are so kind and were really friendly and helpful when I needed my order delivered by a certain date.

They bent over backwards and were really helpful. Having a lovely weekend sipping my delicious sparkly kombucha, very pleased and will be ordering regularly!”

Reyhan, Trustpilot





Stockist Testimonial

“We love working with LA, we wanted to begin our relationship simply because we think their kombucha is great and wanted to give our guests another great non alcoholic beverage that stands up to our non-alc cocktail offering, which we are very proud of.

It also helps that they have great people in their team and we have built a great relationship working with them.”

Jake, Bar Operations & Development
at Dishoom

A person is pouring a golden, sparkling beverage from a bottle into a wine glass. The bottle is labeled "L.A. BREWERY SPARKLING ENGLISH ROSE INFUSED KOMBUCHA" and "100% NATURAL". The glass is held by a hand wearing a gold and silver watch. The scene is set outdoors on a wooden stool, with green foliage in the background. The word "Governance" is overlaid in white serif font.

Governance

What we did said we'd do in 2022/23	What we did in 2022/23
Appoint a managing director to the board of directors.	We have now appointed a female managing director and board member
Enhance communication at all levels within the company. Enhance the tracking of performance metrics against KPIs within the company.	Implementation of a monthly leadership meeting to to review progress against company calendar. This monthly calendar includes business targets, social and environmental goals and fosters transparency and accountability within the business.
	Monthly L.A.B NOTES from MD or Founder to whole company on performance people and any other genernal business updates.
	Weekly Management meeting for the Senior Leadership team
	Bi-monthly board meetings, monthly marketing meetings and monthly sales meetings
	We have worked to increase our in-house reporting and finance capabilities to increase visability

A background image showing a person's hand holding a pen over a wooden table, with a plant visible in the background. The image is slightly blurred and serves as a backdrop for the text.

Goals for 2023 / 24

As a female-led business we will continue to create and build upon our existing diverse and inclusive workforce, ensuring opportunities for professional growth and advancement, and fostering a supportive and equitable work environment.

Implementation of bi-annual all company meetings in Suffolk (Summer and Christmas) – business update and social capital time.
Starting Dec 2023.

Draft and implement governance policies that outline the company's commitment to B Corp principles.



Team

What we said we'd do in 2022/23	What we did in 2022/23
Enhance the terms and conditions of employment we offer to our staff. Offer more job security to team members	Improved job security and unity by moving away from using agency staff and employing workers in permanent positions. All of these employees are hired on the London Living Wage or higher, and enjoy flexible working.
	Converted Fixed Term Contract staff onto Permanent Contracts, giving them additional job security and stability.
	Offered Guaranteed Hours Contracts to staff currently on Minimum Hours Contracts.
Enhance the terms and conditions of employment we offer to our staff.	Increase wages for all hourly paid staff to ensure margin above minimum wage was and continues to be maintained.
	Awarded permanent staff with payraises to help with the cost of living crisis.

What we said we'd do in 2022/23 (Contd.)	What we did in 2022/23 (Contd.)
<p><u>Continue to invest in our staff through training:</u> Provide opportunities for staff to develop professionally and personally. Enhance communication at all levels within the company.</p>	<p>Implementation of Personal Development Plans for all staff. Annual professional and personal goals (1/2 a page per person) reviewed at least twice a year (June and Jan) and linked to pay and reward in the Jan review for a payment change in March.</p>
<p><u>Continue to invest in our staff through training:</u> Promote wellness and health within the team. provide opportunities for staff to develop professionally and personally.</p>	<p>Rolled out accredited mental health awareness training to all staff members.</p>
<p><u>Continue to invest in our staff through training:</u> Provide opportunities for staff to develop professionally and personally. Enhance communication at all levels within the company.</p>	<p>Integration with Cawston Press sister company for shared learning and support.</p>
	<p>Ongoing team 1:1s.</p>

Goals for 2023/24

We intend to get the entire team Mental Health First Aid trained.

Roll out environmental and wellness training to managers and staff.

Increased the provision of First Aiders on site (FAAW full 3-day course) by 50%

Community



What we said we'd do in 2022/23	What we did in 2022/23
Support charitable causes through our business operations.	Donated to Macmillan.
Engage and support the local community.	As part of our move from agency staff we provided jobs for those in our local community of Suffolk.
Support charitable causes through our business operations. Engage and support the local community.	Supported community fundraise events with kombucha donations including local charity golf day (for Wardens Trust), Girls in Film (champions non-binary and trans creatives in the film industry) and Unhidden (inclusivity & diversity in fashion) amongst others.
Engage and support the local community.	Advertised job vacancies in local community hubs, in order to reach those in the community who may not have access online recruitment platforms

Goals for 2023/24

Introduce 1 paid day per year where team can volunteer with a local charity or ethical/environmental organisation of their choice.

Provide industrial placements to students in full-time further education programs.

Continue to attend and support local events, such as the Aldeburgh Food and Drink Festival.



Environment

What we said we'd do in 2022/23	What we did in 2022/23
<p>Increase the use of recycled / recyclable materials within our supply chain.</p> <p>Reduce the carbon footprint of our supply chain.</p> <p>Continue to reduce wastage within our operations.</p>	<p>We introduced a new supplier of brown bottles to prioritise UK manufacturing, reducing the need for amber imports and promoting enhanced recycling practices</p>
	<p>We reduced the range of packaging we use to allow for higher volume deliveries, less regularly, reducing delivery miles.</p>
	<p>We invested in more robust packaging was for ecommerce products experiencing high breakages. Breakages were reduced by up to 8%.</p>
	<p>We adopted lighter-weight champagne bottle in production, reducing the use of raw materials and the carbon footprint of packaging.</p>
	<p>We moved from standard plastic A5 'document enclosed' wallets to a biodegradable paper version. These are used for all commercial and ecommerce orders</p>

What we did said we'd do in 2022/23 (Contd.)	What we did in 2022/23 (Contd.)
<p>Continue to reduce wastage within our operations.</p> <p>Increase the use of recycled / recyclable materials within our supply chain.</p>	<p>We adopted a 100% paper tape policy on site for all packing.</p>
	<p>We regularly donated waste boxes to a near-by business, who recycled them for use packaging their ecommerce orders, reducing their need to use of new cardboard.</p>
	<p>We invested in a filter re-use system allowing for a 50% reduction in consumable use and disposal.</p>
<p>Reduce the carbon footprint of our supply chain.</p> <p>Promote wellness and health within the team.</p>	<p>Introduction of a secure and designated bike storage area to make the production site more 'bike friendly'</p>

Goals for 2023/24

We aim to reduce our water and energy usage in 2023 by implementing new filtration and water collection initiatives.

Implement a Green commuting scheme: Promote public transport usage, biking, or walking to work by introducing incentives.

We plan to introduce additional water meters on site, enabling more in-depth analysis of water use in production

We plan to introduce additional electricity meters on site, enabling more in-depth analysis of electricity use in production

We will invest in a high-capacity filtration system which will allowing for a further 80% reduction in consumable use and disposal.

We will introduce free toiletries and décor to make on-site showers more appealing and encourage cycling to work.

Customers



What we said we'd do in 2022/23	What we did in 2022/23
<p>Continue to enhance our customer's experience.</p> <p>Enhance communication at all levels within the company.</p>	<p>Ensure all customer reviews accross various platforms are responded to within 48 hours.</p>
	<p>Embedded B Corp into all our communications.</p>
	<p>We included the Brewery landline on website and online order confirmations, for assistance with and quick response to order questions and queries.</p>
	<p>We created a dedicated support email account for assistance with and quick response to order questions and queries.</p>

Goals for 2023/24

Update our website to include a B Corp specific section.

Continue to work with and promote other B Corp businesses. This also includes signposting our customers to other B Corp businesses in the UK.

Continue to promote health and wellness through our channels by advocating for inclusivity and responsible consumption whilst ensuring taste and variety is not compromised.

We intend to embed customer service chat function on website to assist with any queries or questions from customers.