





BRIXTON BREWERY BREW





IMPACT REPORT 2023



INTRODUCTION

WELCOME TO BRIXTON BREWERY'S FIRST IMPACT REPORT!

In 2023 we started our all-team action group to improve our sustainability and measure and report on our activities. This report is the result of review, analysis, investment and, most importantly, team-wide motivation to improve, measure and communicate.

We'll share our progress on improving our impact performance, including carbon footprint, waste management and water quality, community partnerships and company culture.

The natural environment and local communities sustain the production and appreciation of our beer, so the sustainability of our production process and our business generally is incredibly important to us.

We've also included a broader picture, with information about our community impact and our workplace and business ethos. We are increasingly asked for details of our environmental, social and governance commitments. This report brings these elements together for clear, transparent and accurate communication.



A WORD FROM OUR FOUNDERS

When we started more than ten years ago, we wanted to build Brixton a local brewery that would make the area proud, create a strong team, and to share a taste of what makes Brixton great with people everywhere, even if they've never visited. We've always thought of our beers as a love letter to Brixton and its vibrant mix of people and cultures, with each beer flavoured by the area where we began.

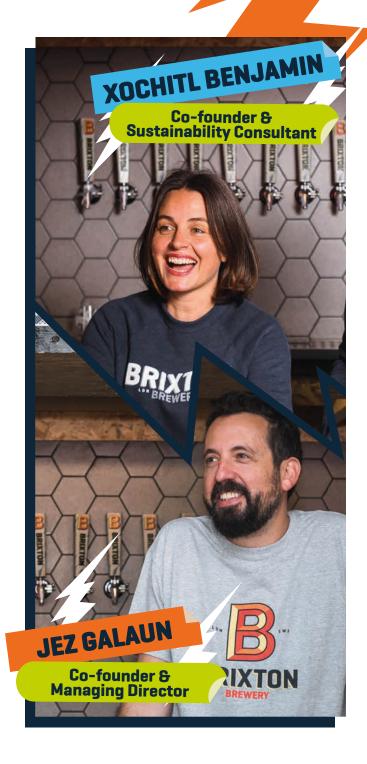
Our local community supported us as a growing business, so as we grow, we're always looking for ways to do better in everything we do, from our work environment to the natural environment. We want Brixton Brewery to be a business that's open and honest about who we are and how we do things, to give people the confidence that by choosing Brixton, they're choosing a brand that does the right thing when it matters. We're proud of the work that this report outlines. As a business, we recognise

there is more we can do, and we're motivated and working hard to make that happen.

Finally, we want to acknowledge the hard work of the dedicated BB team who puts in the effort every day. Credit for the achievements detailed here, and the scope of our ambition for the future, belongs to them.

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AS WE GROW,
WE'RE ALWAYS
LOOKING FOR WAYS
TO DO BETTER IN
EVERYTHING WE DO,
FROM OUR WORK
ENVIRONMENT
TO THE NATURAL
ENVIRONMENT."



OUR CREDENTIALS



















CHARITY SUPPORT





ELECTRIC LOCAL **DELIVERY**



SUSTAINABILITY ACTION GROUP



SPONSORING ARTS IN THE COMMUNITY





TRANSPARENCY



PUBLIC INFORMATION CAMPAIGNS (YES WE CANS)

IMPACT HIGHLIGHTS

CO₂ PER LITRE IN 2023 (kgCO₂e/L)

0.58

34+
MEMBERS OF STAFF IN OUR TEAM

70+

ORGANISATIONS GOT FREE BEER FOR FUNDRAISING

BEGAN WORKING WITH ZEVERO

TO INDEPENDENTLY VERIFY & MEASURE CARBON DATA

FIVE

FESTIVALS SUPPORTED THROUGH THE SMALL FESTIVAL FUND

ONE

WORK EXPERIENCE STUDENT

7500+

FREE CANS OF BEER FOR GOOD CAUSES

TEN

YEARS OF BRIXTON BREWERY

NINE YEARS

AS A LONDON LIVING WAGE FOUNDATION MEMBER





TEN PARTNERSHIPS

BCO, DARCO, ODDBOX, BRIXTON STREETWEAR, VAN GOGH HOUSE, OPEN CITY DOCUMENTARY, STREATHAM STRUT, MANILIFE, BRIXTON WINDMILL, RAW MATERIALS.

16%
LESS CO, BOUGHT IN*†

ONE FULLY PAID INTERNSHIP





THREE

YEARS AS A GOOD BUSINESS CHARTER MEMBER

SUSTAINABILITY ACTION NETWORK



AT MAIN PRODUCTION SITE

WE STARTED USING CO. RECOVERY IN NOVEMBER 2023 SO THIS IS AN AVERAGE FOR THE YEAR. WE EXPECT CO. RECOVERY TO PROVIDE ABOUT 60% OF OUR NEEDS IN 2024.

ENVIRONMENTAL IMPACT & ACTION

Zevero Brewing Sustainability Consultant

Although this report looks at impact in a number of ways. we were particularly strongly focused on applying a rigorous standard to measuring and improving our environmental impact. This section outlines the steps we took and improvements we made in 2023 to reduce our environmental impact.

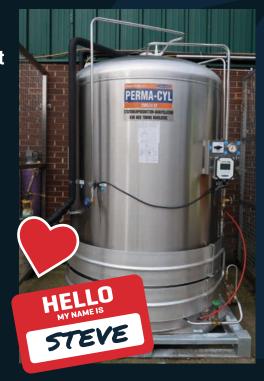
One of the first steps was to commission an audit of our existing operations, which found that:

IT'S CLEAR HOW EXCELLENTLY THE BREWERY IS **BEING RUN. THE CURRENT RESOURCEFULNESS METRICS ARE GOOD AND NO BIG-TICKET ITEMS WERE CAUSING A LOT OF CONCERN. WITH** THIS STRONG FOUNDATION, I TRULY BELIEVE **BRIXTON COULD BECOME A CHRIS LEWINGTON**

CRAFT INDUSTRY LEADER IN SUSTAINABILITY."

Introducing Steve, our CO₂ recovery unit as named by popular choice (a.k.a an Instagram poll). Steve takes the carbon that is a natural by-product of the fermentation process in brewing and re-uses it in the packaging and carbonation process. Previously, CO₂

was simply released because we didn't have the technology to capture it. We jumped at the chance to invest in Steve in 2023. We buy in less manufactured CO₂, which is produced through a resourceintensive process (and also needs packaging and delivery) in favour of re-use. Steve started work in late 2023. We estimate he will provide about 60% of what we need.





GOVERNANCE & ACCOUNTABILITY

HOW ARE WE DOING THIS?

In early 2023 we formed a Sustainability Action Network (SAN) with membership from across the Brewery with the goal of raising environmental awareness and making improvements in every corner of the business. The SAN encourages everyone to always be asking 'How can we do this better?' Sometimes that means having a more positive impact on people and communities, and sometimes it means considering and reducing our impact on the natural world.

BB STAFF ARE PART OF SAN, REPRESENTING ALL TEAMS IN THE BREWERY

Also in 2023 we began working with Zevero, a carbon footprint measurement company to measure our carbon footprint, so we can take concrete, measurable steps to reduce it. We believe it is hugely important for our targets and claims to be independently audited and transparent.

Since 2021, Brixton Brewery has been wholly owned by Heineken UK, but operated independently. This report was compiled independently by Brixton Brewery.



THE SUSTAINABILITY ACTION NETWORK IS HELPING TO BRING ABOUT CHANGE IN ALL CORNERS OF THE BREWERY THROUGH OUR MAKING GREEN MAINSTREAM STRATEGY.



"I started out by tracking a number of metrics like water, utilities and CO_2 use around the brewery to see if I could make our brewing systems more efficient. I found that behaviour change and better awareness both made a big difference, but of course not as big as investment in things like CO_2 recovery and better insulation.

Between 2022 and 23 we managed to reduce our ${\rm CO}_2$ use, even before we installed the recovery unit and became more efficient in our use of water and electricity. The reductions in water and electricity intensity are hard to pin down to any particular process change, so I believe it's been driven by awareness and behaviour change. The team is much more

aware of and accountable to our sustainability and efficiency goals. Our significant reduction in natural gas (down 12%) is mainly because of improvements to steam pipe insulation which means not as much energy is needed or wasted for hot water, but I also see more conscientious use of hot water as contributing here too.

I've been collaborating with a research team at Anglia Ruskin University on putting together a sustainability benchmarking report for London breweries to provide a more detailed basis for industry wide sustainability metrics for comparison and improvement."

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TRACKING A NUMBER OF METRICS LIKE WATER, UTILITIES AND CO₂ USE AROUND THE BREWERY TO SEE IF I COULD MAKE OUR BREWING SYSTEMS MORE EFFICIENT"

3.6%
REDUCTION IN WATER USE INTENSITY*

REDUCTION IN OVERALL ENERGY INTENSITY THROUGH BETTER INSULATION & EFFICIENCY*

ACTIONS

2013

STARTED SENDING SPENT **GRAIN FOR ANIMAL FEED**

2015 HELPED FOUND THE WINDMILL BEER & BREAD **FESTIVAL**





201

MOVING FULLY FROM BOTTLES TO CANS

2018-2023

TRANSITIONED TO **ELECTRIC VAN FOR LOCAL DELIVERIES**

BASELINE MEASUREMENT YEAR FOR REPORTING

APPOINTED A LEAD BREWER FOR SUSTAINABILITY

2022 SUSTAINABILITY ACTION NETWORK TRANSITIONED TO **SENDING SPENT GRAIN FOR BIO-WASTE**



STARTED SUSTAINABILITY ACTION NETWORK



GET A TASTE OF BRIXTON

2023 **PLASTIC-FREE WEBSHOP**

→ 2023

STARTED WORKING WITH ZEVERO, INCLUDING A SUSTAINABILITY AUDIT AS A BASELINE

Szevero

→ 2023

COLLABORATION
ON A STUDY WITH
ANGLIA RUSKIN
UNIVERSITY ON
SUSTAINABILITY
BENCHMARKING



2023
INVESTED IN A CO₂
RECOVERY UNIT TO RE-USE
CO₂ PRODUCED IN BREWING

AND RE-USING IT IN PACKAGING

SUPPORT LOCAL ARTISTS

OUR CARBON FOOTPRINT

METHODOLOGY

This report is built on the Greenhouse Gas (GHG) Protocol Corporate Standard reporting framework and considers all necessary emissions across Scope 1,2 and 3 as verified by Zevero.

Brixton beer is made in our own brewery, but we also contract production to other sites due to capacity constraints as we grow. We worked closely with our contract brewing partners to ensure that these numbers are included in our reporting on total brewing emissions.





REPORTING PERIOD

For our carbon footprint data, we recorded our 2022 emissions as a baseline and gathered 2023 information in the course of the year.



OUR CARBON FOOTPRINT: TOTAL SCOPE 1, 2 AND 3 EMISSIONS 2023



We brewed more beer in 2023 so reductions in Scopes 1 & 2 are encouraging. Scope 3, which makes up the majority of emissions is clearly the area on which we need to focus, including working with suppliers and making efficient use of ingredients (especially malt) to ensure that our emissions intensity is decreasing even as volumes grow.





0.53% DOWN FROM 2022

SCOPE 2 - 2.51% 31.46 tCO₂e



0.09% DOWN FROM 2022

SCOPE 3 - 89.50% 1,120.99 tCO₂e

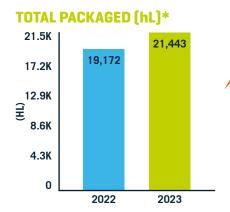


0.74% UP FROM 2022

OUR CARBON FOOTPRINT: YOY COMPARISON

WEIGHTED EMISSION - TOTAL



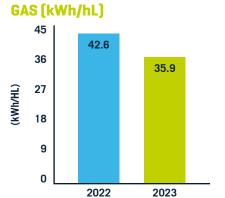




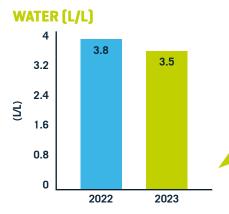
WEIGHTED EMISSION - PER LITRE PACKAGED**

ELECTRICITY (kWh/hL) 12 9.6 (TH/MW) 4.8 2.4 0 2022 2023









BASED ON TOTAL VOLUME PACKAGED ACROSS ALL PRODUCTION SITES.
WEIGHTINGS BASED ON MAIN PRODUCTION SITE ONLY.

OUR CARBON FOOTPRINT: EMISSIONS INTENSITY IN YOUR PINT



EMISSIONS INTENSITY PER PINT (2023) (kgCO₂e)

0.33

EMISSIONS INTENSITY PER PINT (2022) (kgCO₂e)

0.37

12%
REDUCTION IN EMISSIONS
INTENSITY PER PINT*

INTENSITY VS. TOTAL

As we produce more beer, our total emissions may increase but as we make improvements, our intensity should decrease as it did between 2022 and 2023.



OUR CARBON FOOTPRINT: CATEGORY BREAKDOWN

MERCHANDISE 0.6% 7.92 tCO₂e

INGREDIENTS 478.33 tCO ₂ e	PROCESSING* 242.43 tG0 ₂ e	GENERAL BUSINESS OPERATIONS 155.74 tC0 ₂ e	CUSTOMER 143.13 tCO ₂ e	PACKAGING 135.50 tCO ₂ e	TRANSPORTATION 89.50 tCO ₂ e
38.2%	19.4%	12.4%	11.4%	10.8%	7.2%

OUR CARBON FOOTPRINT: TOTAL EMISSIONS 2023

PURCHASED GOODS AND SERVICES - 61.7%

772.75 tCO₂e

USE OF SOLD PRODUCTS - 11.4% 142.46 tCO₂e

COMPANY FACILITIES - 7.9% 98.53 tCO₂e

 $\frac{\text{FUEL AND ENERGY RELATED ACTIVITIES} - 5.4\%}{68.06~\text{tCO}_2\text{e}}$

DOWNSTREAM TRANSPORTATION
AND DISTRIBUTION - 5.4%
67.62 tCO₂e

UPSTREAM LEASED ASSETS - 3.3% 41.29 tCO₂e

PURCHASED ELECTRICITY (LOCATION) - 2.5% 31.46 tCO₂e

UPSTREAM TRANSPORTATION AND DISTRIBUTION - 1.6% 19.97 tCO₂e

MISC - 0.8% 10.38 tC0₂e

TOTAL EMISSIONS FOR 2023 (tCO₂e)

1252.5

COMMUNITY IMPACT

Brixton has a proud history of activism and openness to newcomers and new ideas. As a community-based business, we have always felt that we can contribute to good things in the community through partnerships, fundraising and targeted campaigns. We are proud of the number and range of organisations and individuals we've partnered with to raise awareness, support art and music and campaign for important causes.

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OUR RESEARCH FOUND TWO IN FIVE THINK THAT THEIR VOTE DOESN'T MATTER, WHICH IS REALLY SHOCKING."

YES WE CANS! [CAMPAIGN 2023-PRESENT]

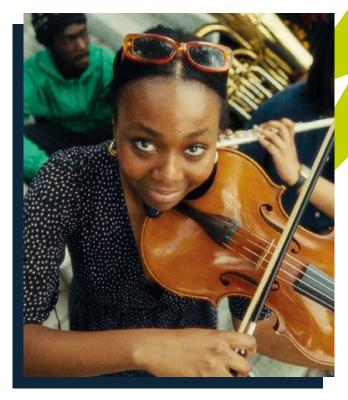
VOTER REGISTRATION AND ID AWARENESS CAMPAIGN

When new rules came into effect requiring voter ID in UK elections, we started an education and awareness campaign called Yes We Cans! to educate, help people get ID and raise awareness about voting.

In 2023 for local elections, we partnered with T-Dawg, the Rapping Returning Officer (and viral social media legend). This campaign will continue whenever there is a significant election - including the 2024 Mayoral elections. It includes public education and awareness and hosting photo booths and events in pubs to encourage people to get free photo ID and to vote.



500
FREE PHOTOS FOR VOTER ID WERE TAKEN IN 2023





BRIXTON CHAMBER ORCHESTRA (PARTNERSHIP 2020-PRESENT)

The BCO is a full chamber orchestra (and charitable organisation) that includes a diverse range of musicians and musical styles from grime to classic pop to gospel. Its community performances are free and accessible to all. We've been official headline partner of the BCO since 2021, sponsoring their summer and winter Estates Tours where they perform free shows on Council Estates throughout Lambeth. For the past two years we've supported the BCO with a £7000 community fund helping community organisations and charities book BCO for their events. We've also brewed them a fundraising beer (Conductor IPA) and regularly host events with them in the BB Taproom and beyond.



OUR ANNUAL
COMMUNITY FUND
IN SUPPORT OF THE BCO

£7,000

WE'VE BEEN OFFICIAL
HEADLINE PARTNER
OF THE BCO SINCE

2021

BB TAPROOM

The Brixton Brewery Taproom in central Brixton is open as a customer taproom from Wednesday through Sunday, but it's also available for free for the use of local charities and organisations for events and has hosted book launches, dance-a-thons and food bank collections. We've raised money for local organisations including Age UK Lambeth, Vauxhall City Farm, Ebony Horse Club and the Norwood & Brixton Foodbank.







BRIXTON WINDMILL (PARTNERSHIP 2014-2023)

Our support for the Brixton
Windmill heritage site was one of
our first. We helped them found
their most successful fundraiser
and community event - the annual
Beer and Bread Festival (first May
Bank Holiday Sunday, sadly not to
return in 2024). All proceeds from
beer sales went directly to support
the educational and cultural work
of the Brixton Windmill.



AZARRA AMOY (2022)





THE ELECTRIC COLLECTIVE [ARTISTS COLLECTIVE 2022-PRESENT]

We launched the Electric Collective in 2022 to bring together a collective of local artists to show off the best Brixton has to offer in arts and culture and give up-and-coming artists a platform.

We collaborate with the Collective on regular campaigns encouraging people to get a taste of all Brixton has to offer, and commissioning art which reflects Brixton's diversity and vibrant cultural scene. Artists we've supported through the EC include musicians Ayo Salawu and Renato Paris and spoken word poet Miss Yankey and we introduce a new line-up every year.

LOCAL BUSINESS SUPPORT

We believe that working with local businesses makes the community stronger, so we make it part of our purpose to shine a light on other businesses working hard to make it in Brixton. We are active members of the Brixton Business Improvement District (Brixton BID) and have worked closely with smaller businesses to give them wider exposure and taken an active role in the Brixton x Harlem Festival celebrating the connections between these two iconic neighbourhoods.

SPECIALS LINE-UP

This line-up shows the range of partnerships and collaborations that we've brewed up over the years, supporting charities, artists, small businesses and community activists.

2016 2017 2021 2021 2022 2022



BLOCK 336 X NEW CONTEMPORARIES

Raised money for local art gallery & studio as part of a high-profile exhibition with the New Contemporaries showing in South London for the first time.



NUCLEAR DAWN X DURATION BREWING

Raised money for the restoration of the Nuclear Dawn mural on Coldharbour Lane.



URBAN ANIMALS X VAUXHALL CITY FARM

Used local hops grown at Vauxhall City Farm and raised money for the farm, which is a charity.



GENERATION X AGE UK LAMBETH

Brewed in aid of Age UK Lambeth, which saw a huge demand for its services in Lockdown. Included a campaign (Bring your gran for a can) to reduce loneliness in older people.



PEOPLE PALE X CANDICE CARTY-WILLIAMS

This alcohol-free beer supported the release of People Person by Candice Carty-Williams celebrating South London, complicated families and human connections.



COMMON THREADS X HARLEM BREWING CO

Brewed as part of the Brixton x Harlem Festival celebrating the two iconic communities. Raised money for the Norwood & Brixton Food Bank.





VINCENT AND OLIVE X HAROLD OFFEH

Brewed with artist Harold Offeh celebrating his immersive installation 'We Came Here' at Van Gogh House centred around an imagined conversation between activist Olive Morris & Van Gogh.



CONDUCTOR X BCO

Supporting Brixton Chamber Orchestra in the community.



ODDHOPS X ODDBOX

Raised over £1,250 for projects fighting food waste and feeding people in need in partnership with Oddbox.



THE LIVING HOUSE X VAN GOGH HOUSE

In support of special exhibitions in the house in which Van Gogh lived while a resident of Brixton (now a museum & gallery).



RAILTON LAGER X DARCO RECORDINGS

We teamed up with Darco Recordings to celebrate Brixton's musical and civil rights legacies, honouring activist Darcus Howe and the history of Railton Road. Proceeds from can sales went to Brixton Soup Kitchen.



YES WE CANS

We brewed Yes We Cans! to let people know about voter ID rules and to encourage voter registration and participation. We will do a new version whenever there's a major election.

WORKPLACE

As we've grown, we've always recognised that our team is central to our success. We became a London Living Wage Employer shortly after we started and have never wavered in our commitment to good pay and conditions for our team.

Improvements we have adopted based on staff feedback and the drive to keep Brixton a great place to work include:

- Private healthcare, employee assistance programme, income protection and life insurance for staff from day one of employment
- Dedicated HR Manager role (hired and started late 2023)
- Flexible working for office-based roles
- 4-day work week for brewers on full pay (this gives them more recovery time due to the physical nature of the job)

- Rewards and recognition including bonuses and regular social events, health and wellness perks like on-site massages and stress reduction sessions
- Subsidised training and further education
- We have raised employer pension contributions from 3 to 5%

BUSINESS FOR GOOD

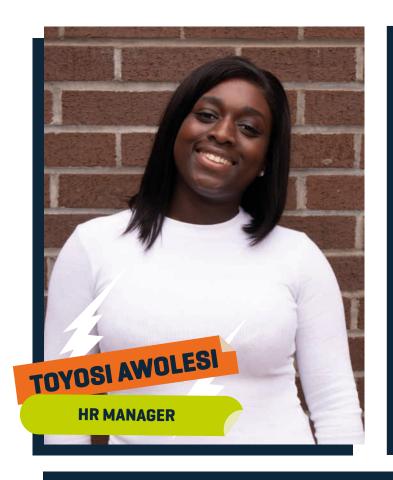
We are members of the Living Wage Foundation and the Good Business Charter, which is a professional association which assesses businesses according to their contributions for the good of people and planet.







BREWER ASAEL WITH HIS COMMUNITY GARDEN ON THE FRONT OF THE BREWERY. ORIGINALLY STARTED IN 2018, IT HAS PASSED THROUGH THE GREEN THUMBS OF A FEW OF TEAM BB AND SUPPLIES VEG AND HERBS AND (THIS YEAR) HOPS. DISCLAIMER: THIS PHOTO WAS TAKEN IN MARCH BEFORE PLANTING!



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TAKE GOOD CARE OF OUR PEOPLE WITH POLICIES THAT SUPPORT THEM IN THEIR LIVES AND CAREERS. I'VE BEEN BUSY HELPING SHAPE AN OPEN AND PROFESSIONAL TEAM OF PEOPLE FROM A DIVERSE RANGE OF BACKGROUNDS, WITH ACCESS TO GREAT HEALTHCARE, SUPPORT AND FLEXIBILITY AND A CULTURE OF OPPORTUNITY, EFFECTIVE LEADERSHIP AND PRIDE IN WHO WE ARE AND WHAT WE DO."

SWITCH ALCOHOL FREE PALE

We started brewing Switch in 2023 and kicked off with a Dry January promotion called Can for a Can. We gave a can of Switch free to anyone in our Taproom who brought in a can of food to donate for the Norwood and Brixton Foodbank.





LOOKING FORWARD TO THE FUTURE

Putting this report together and looking back on the past year and our first ten years as a business has shown us how much we've done and where we can still do more. Our commitment to the three impact areas on which we've reported here will guide us over the next year in our efforts to:

Have a positive impact on the wider community through supporting local groups, arts organisations and artists and local businesses, and through creating campaigns we believe in (like our Yes We Cans voter ID initiative). We believe that the openness and welcoming and activist spirit of Brixton is worth celebrating and sharing. This is at the heart of our approach to our campaigns and our community impact. We we want to give thirsty people everywhere a taste of this unique place we call home.

To be a great place to work by supporting and investing in people and fostering a diverse, creative and engaged team.



To continue to measure our carbon footprint and improve our environmental impact through our 'mainstream green' strategy in which we consider the impact on the planet of our business activities, operations and workplace, and look for ways to do better. In 2024, this will include a priority focus on reviewing our supply chain and working with our suppliers to ensure that they share our commitment to sustainability. We will also look beyond carbon accounting (though we will continue to do this) on initiatives such as water and waste management, nature and biodiversity and smallerscale projects such as support for local hop growing and community gardens and reviewing our partnerships and collaborations for maximum sustainability and awareness impact.

