



the baby gifting
company

THE BABY GIFTING COMPANY

Impact Report

3 April 2022 - 30 April 2023



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A few words from Shiba



As I reflect back on the past 12 months and our first year of operation at The Baby Gifting Company, I feel a great sense of gratitude and pride, knowing that we have placed sustainability at the core of our business since the very beginning.

I feel proud of our initial range of products made from high quality and sustainable sources, with a premium touch, and strict standards in health and safety since our ultimate end users are not able to communicate their discomfort the way that the rest of us do. Yet my dream for the company goes beyond this. To be successful, The Baby Gifting Company would need to be more than just sourcing sustainable goods, we need to be a sustainable company taking into account the best interest of our customers, investors, environment, community, team, and supply chain. It was taken for granted that our products would have to be of the highest quality.

You will soon read in this report that our business model, by nature, requires us to consider the interest of many stakeholders. This includes procuring products that are safe for our ultimate users who are babies, vulnerable and unable to speak for themselves.

Then we have parents who are receiving gifts and want to feel the joy of receiving gifts, and would require them to be practical and durable enough to help them take care of their babies at early stages. First time parents typically do not know what exactly they will need the most until they start using them. When I had my first child, I was fortunate to receive many lovely gifts from friends and family. Of course, toys and cute baby clothes were plentiful, but very few lasted the test of time or provided the practicalities of dressing a precious newborn. Super soft and comfortable choices won over the pretty but uncomfortable outfits. Several pair of mittens were never used before our first child grew out of them. That brings us to our other stakeholder, the beloved friends, colleagues and families that want to give someone unique, beautiful for the occasion.

A few words from Shiba



Most of them visit baby stores and believe that everything in the baby store must be useful, and you already know from my story that it seldom turned out to be the case.

That is why the Baby Gifting Company was born. To make it memorable, long-lasting, and practical.

**Sustainability
will be key to our
success.**

In the short to medium term, our vision is to validate the impact areas that we have identified so far, and improve the way we measure our environmental impact, social impact and strengthen our company's governance.

This report and the data behind it is going to be our north star so that we can stay focused on what appears to be our most significant impact areas. During this process of assessing materiality, one of the most interesting topics we came across was trade-offs.

My procurement principles led me to several main suppliers that I was familiar with as a mother, manufactured environmentally conscious and socially responsible baby products. I knew they were reputable and had robust quality management systems and all the right certifications. However, they had to travel a long way to the UK. So we had to make decisions and we decided to look for ways to reduce our impact by setting up a supplier's code of conduct which I am actively sharing with my suppliers to ask them to help us look for transportations modes that emit less; of course this means we have to have better inventory planning so that we account for the additional time it might take when we need to restock.

We also decided to offset everything that we cannot reduce, and I hope to put these actions in place during the next reporting period.

**Giving back to
our community is
also education.**

Apart from that, I have also wanted to give back to our local community here in London to mothers that are not receiving our products as a gift. Over the years, I have seen the need for families to be more educated in how to make purchase decisions for their families, know what and why certain products are potentially harmful, and empower mothers and other women to be more active in contributing towards the environment and community around them.

A few words from Shiba

I finally decided that the Women's Environment Network is a great place to start. Through joining 1% for the planet, we formalise our commitment to give 1% of our total revenue to WEN to support the work that they do. In the next year, we also want to expand our impact further and integrate support to GOSH to bring relief and joy to children that are less fortunate than others and need frequent medical attention.

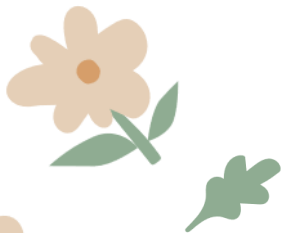
It is a great time for a business like us to start nowadays. We find ourselves completely aligned with several of the UN Sustainable Development Goals and our actions to source responsibly, reduce emissions, improve the health and wellbeing of our community will have a magnified impact because we are joining a much greater force of businesses that are doing good.



In the long run, my dream is to have a carbon neutral supply chain with the least offset possible and a more circular business model where we can extend the longevity of each product. Ultimately, we would like our gifts and all our programs to have a lifetime impact on families. As a small business, our main challenges ahead of us are tremendous. We want to grow but grow sustainably. For the next year or so, we must first achieve the above short to medium term goals. I have the ambition to line up our values and efforts with businesses alike and give a stamp of confidence to our customers ensuring them that we are serious about our commitments to the community, to our environment, to our employees and customers. I know it is going to be a longer journey, but it shall be worth it.

To the beginning of something great.

Shiba Babamiri
Founder & CEO, The Baby Gifting
Company



About us

ABOUT THE BABY GIFTING COMPANY

The Baby Gifting Company is an online retail platform that offers personalised baby gift hampers in the United Kingdom which includes infant clothing, toys and accessories made with natural materials (GRI Sector: Other services & light manufacturing: Retail).

The company sources high quality, safe, sustainably, and ethically produced products from various manufacturers around world including Turkey, Inner Mongolia, China, Thailand and the United Kingdom. Within the supply chain, the company works directly with some of the manufacturers, whilst others are tier 2 suppliers where their products are sourced through reputable wholesalers. On demand, the customer can request for personalisation of the products which are performed in-house at the company's premises and dispatched via ground transportation using DPD courier services.

We trade under the legal entity of The Baby Gifting Company Limited, which is a privately owned incorporated entity headquartered in London, United Kingdom. The highest governance body in the organization is our Board of Directors, whom are responsible for decision-making and overseeing the management of The Baby Gifting Company's impact. We also have a non-fiduciary advisory board which is a committee that provides guidance on the day-to-day operations and subject matter expert support. The operations is solely managed by our CEO and founder of the company, Shiba Babamiri.

The Baby Gifting Company is a member of the 1% for the Planet community.





We welcome all types of suggestions to continuously learn and improve our design and operations. During this reporting period there were no fines issued against the company concerning non-compliance with any law and regulations.

We are constantly looking for ways to reduce our negative impact and bring positive impact through our products. The Baby Gifting Company is committed to provide for and/or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to. For any external stakeholders that wish to seek clarification or raise any concerns to us, they can do so using the contact details on the contact page on our website, or directly using the chat and contact form functionalities. These concerns will be reviewed directly by Shiba to investigate and provide stakeholders with feedback according to the outcomes of the investigation.

For questions about The Baby Gifting Company or this report, please use the following contact details.



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About this report



Acknowledging that this is our first year preparing a voluntary sustainability report to provide our stakeholders with more transparency, we wanted to do it right. This report was prepared in collaboration with a certified GRI Sustainability Professional. It is prepared with reference to GRI standards so that it would be based on internationally recognized standards.

Our CEO Shiba Babamiri has been instrumental in reviewing and validating the accuracy of this report. In the spirit of adopting a multi-stakeholder approach, the Board of Directors and advisory board of The Baby Gifting Company has overseen the materiality analysis, and the content of this report. The Board of Directors and CEO of the company has approved for this report to be published and validates that all of the content is a truthful reflection of The Baby Gifting Company's operations.

As GRI Standards do not yet have a set of Sector Standards for our sector, we have conducted our materiality analysis using the GRI Topics Standards and UN Sustainable Development Goals (SDG) to help us map how each area that would contribute (positively or negatively) towards our global targets.

By cross-referencing the relevant areas back to the GRI Topic Standards, the following Topic Standards were shortlisted as potentially being material to the company's operations.

Other Topic Standards that are deemed relevant to our operations and potentially material are disclosed in the Content Index with relevant explanations.

Environmental

GRI 301: Materials 2016

GRI 305: Emissions 2016

GRI 308: Supplier Environmental Assessment 2016

Social

GRI 204: Procurement Practices 2016

GRI 414: Supplier Social Assessment 2016

Reporting Entity	The Baby Gifting Company Limited
Reporting Frequency	Annual
Publication Date	31-July-2023
Reporting Period	3 April 2022 - 30 April 2023 (First year reporting only. Normal Financial reporting period: 1 May - 30 April)
Financial Reporting Period	3 April 2022 - 30 April 2023 (First year reporting only. Normal Financial reporting period: 1 May - 30 April)
Restatements for This Reporting Period	None. First report
Externally Assured	No

Our mission & values



To preserve our environment and the joy of luxurious baby gifting – inclusive, personal, practical, long-lasting. We help friends and family give meaningful high-quality products to become a sentimental part of a family's heirloom, that gives back to communities in need at the same time.

To achieve our mission, we do the following:

01

We preserve our environment by offering products that are made by renewable and recycled materials.

02

We combat waste without sacrificing the joy in unwrapping a premium gift, through recyclable packaging.

03

Our gifts are uniquely made for each baby, allowing friends and family to give a treasure that will stay in the family for generations.

04

We are inclusive of babies with additional needs without making them feel different, by including tactile sensory toys designed to engage and stimulate their baby's senses and aid early development.

05

To support our local community and bring health and equality to mothers and children through donation.

To ensure that we walk the talk, we have established several important policies that will guide our actions.

A large, solid brown circle containing the letters 'COC' in white, uppercase, sans-serif font.

COC

SUPPLIER'S CODE OF CONDUCT

lays out our requirements and selection criteria for a supplier in terms of labour, human rights, and environmental management. We share our values and expectations clearly and expect to only work with suppliers that are aligned with those values or a ready to commit to them (link [here](#)).

A large, solid brown circle containing the letters 'ESP' in white, uppercase, sans-serif font.

ESP

ENVIRONMENTAL STEWARDSHIP POLICY

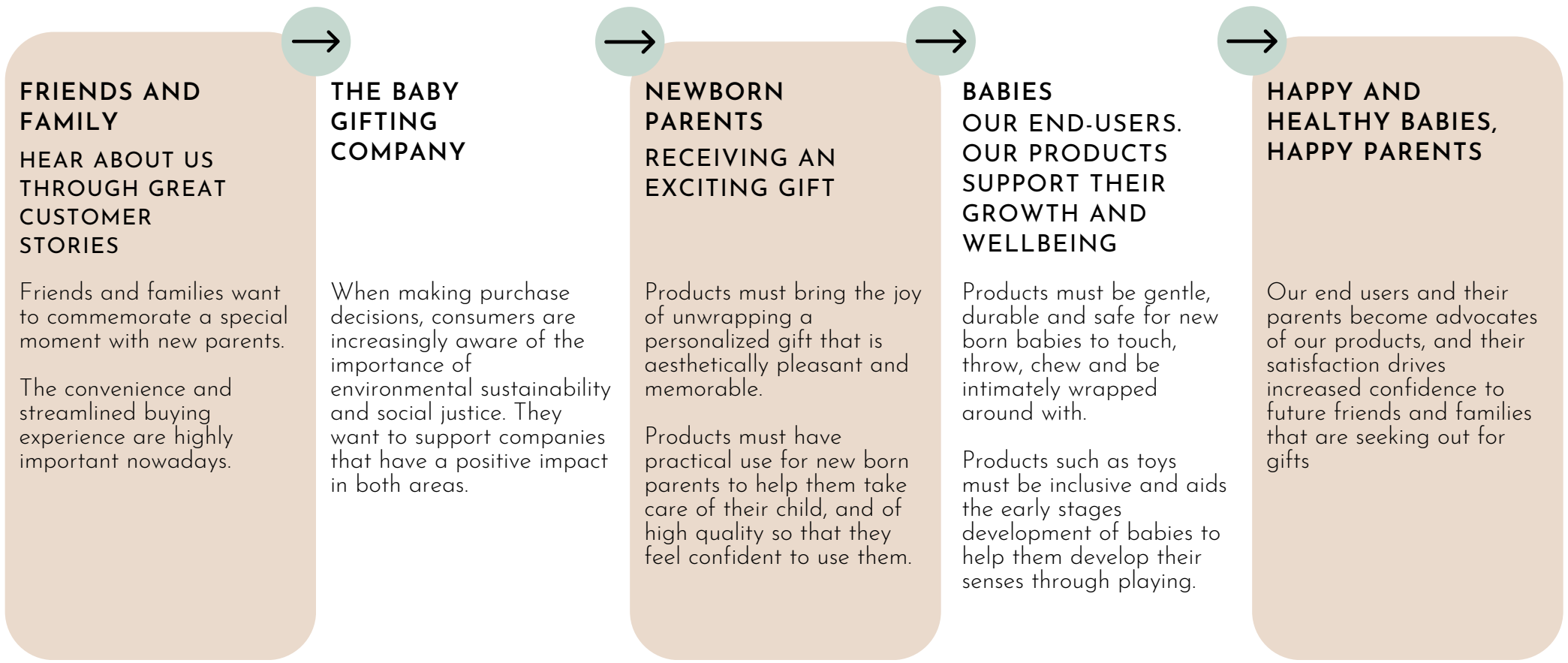
is a key internal document for employees. We call it environment stewardship because we strongly believe that everyone in our value chain should take up the responsibility and accountability towards our environmental challenges.



Our business model & customers



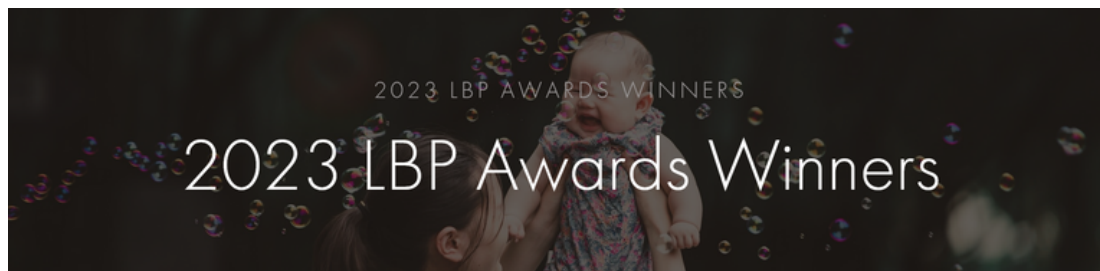
Our business model is an interesting one. Our customers are not our end users. By nature of our products and services, we need to take a step back not just to focus on pleasing the customer.



Our business model & customers



The Baby Gifting Company won two Loved By Parents awards in 2023, proving that our journey is heading in the right direction.



Our ambition is to have excellent customer stewardship. All feedback from our customers is shared with the entire team and our advisory board on a regular basis, and our impact report is the vehicle to further share this information with all stakeholders.

Our objective for 2023:

Today we have implemented mechanisms for our customers and other stakeholders to interact with us through email, on our website and social media platforms. Whilst parents can use them, it was primarily designed to help our customers when they are placing their orders.

In 2023 we are looking for ways to implement a feedback mechanism that is designed to encourage parents to provide us with their feedback on the products itself.

The board & the team

GOVERNANCE

The Baby Gifting Company is owned by Shiba and a business partner. Whilst Shiba is currently the sole working executive, she is supported by a diverse group of initial investors that have also acted as a non-fiduciary advisory board and our north star for the first year of our operations. Half of our investors are non-accredited investors which allows us to think broader in how to approach challenges.

The advisory board has been extremely important to ensure that The Baby Gifting Company has been approaching issues on all fronts with the principle of always considering the expertise and experience from a wider perspective. Our advisory board encapsulates expertise from strategy setting and corporate governance, IT, marketing, communication, to finance. To truly ensure that we are on the right path towards a sustainable business model, we have also solicited advice and support from an independent sustainability consultant to help us refine our roadmap.

In addition to our informal governance, we established a Board in 2023, chaired by our CEO. The Board plans to meet at least twice a year, and more frequently if needed to help guide the key steps of The Baby Gifting Company.

During the nomination our objective was to ensure that there were independent individuals (non-executives) from The Baby Gifting Company, with the right competency to provide us strategic guidance. Cultural and gender diversity was also an important factor so that formal decisions are weighed in by a diverse perspective. Our Board of Directors composes of one executive (our CEO) and three non-executive members. As we grow our community, we will continue to take a wide, multi-stakeholder approach and strive to improve the collective knowledge of the Board in the topics of sustainability and impact. To avoid conflict of interest, it is intended to rotate the chairperson within the boardroom every year.



Until recently, the advisory board and consultants have worked in the capacity of supporting the CEO to developing our values, mission statement, strategies, and policies. Since the board has been established, this responsibility has been shifted to the board to continuously update and approve any changes as required. Additionally, the Board will also be responsible in overseeing our compliance towards our company policies, and review any grievance or complaints during its bi-annual meetings. In the reporting period, these had not been any critical concerns brought up thus far.



The board & the team

OPERATIONS

As we are still a small company, we have two permanent employees in which one of them is the CEO. To get the company off the ground, the CEO has taken a pay sacrifice and as such it doesn't allow us to report any data related to compensation ratios in this report. In the future as the company grows.

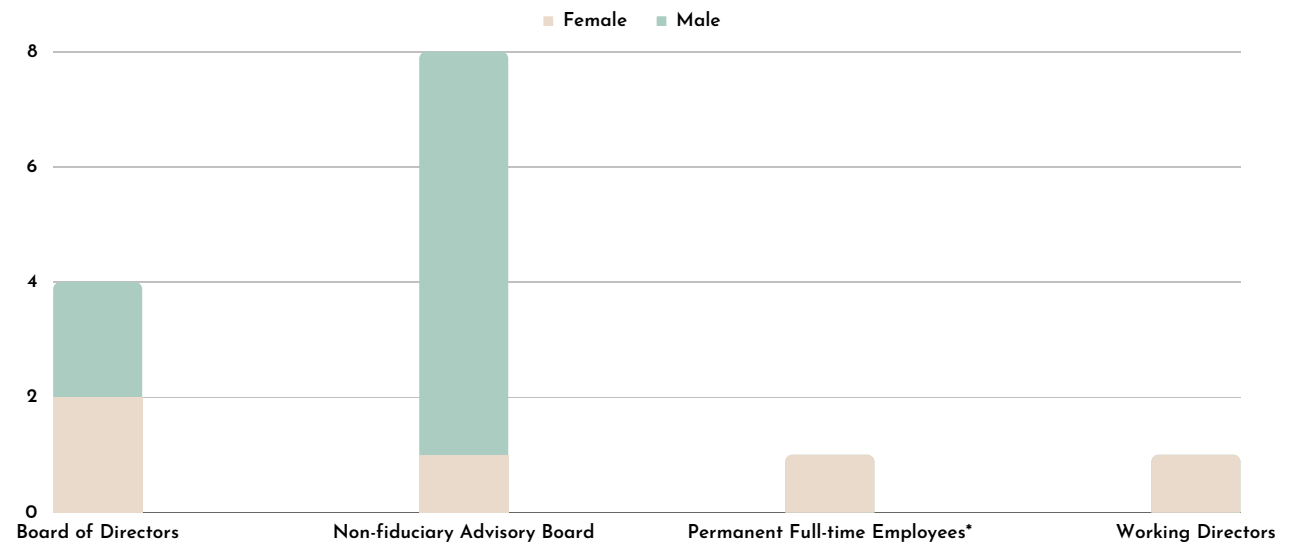
We have committed to providing for descent jobs that will allow our staff to feel secure with their continuity and committed to what they do. As such, our employees benefit from proper insurance, healthcare, parental leave, retirement provisions and pension plans. In our first year, we have not had any unexplained absents or work-related injuries or employee dissatisfaction. We look forward to continuing this through as we grow our team, through proper onboarding training and ongoing learning.

In our first year we have also collaborated with 4 contractors to help us get our business off the ground. Many of the tasks were one-off tasks to help set-up the company and required specific skillsets that are not generally needed in our day-to-day operations.

We thought it would be best to seek support from skilled experts on a contractual basis. The type of work includes content creation, graphic design and sustainable business consulting.

All data are expressed by headcount as per the end of the reporting period.

GENDER EQUALITY



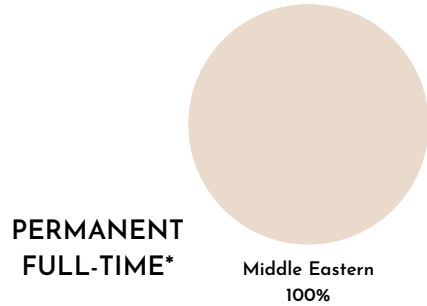
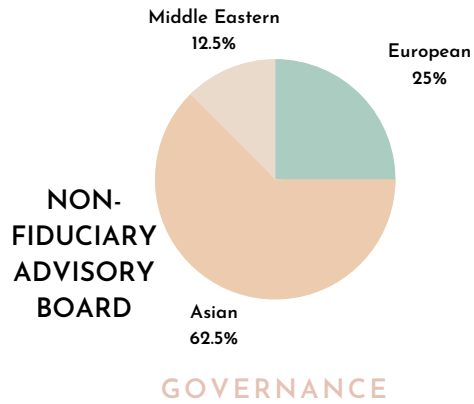
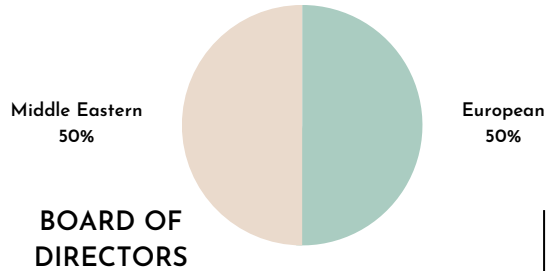
GOVERNANCE

OPERATIONS

*The Baby Gifting Company currently does not hire and part-time employees.

CULTURAL DIVERSITY

We are grateful to be based in the UK, where we have a melting pot of rich and diverse culture. Whilst the entire team is based out of London, we are rich in ethnic diversity.



*The Baby Gifting Company currently does not hire and part-time employees.



Our impact and goals

MATERIALITY ANALYSIS

To better understand where our most material impact could be, we hosted several working sessions to go through our supply chain to identify areas of environment and social impact our activities have an impact on together with a GRI Certified Professional.



We wanted to link both all our positive and negative impact to the UN Sustainable Development Goals because no matter how big or small, we believe that our actions have an impact to our world's sustainable development.



This section was mapped based on the documentation "Linking the SDGs and the GRI Standards May 2022".



SUSTAINABLE MATERIAL



RESPONSIBLE SUPPLY CHAIN



GIVING BACK - LOCAL COMMUNITY



Our footprint

In this section, we share with you some base data with regards to our environmental footprint and some of the challenges we faced in the process of getting this data.

We acknowledge that our supply chain is not very local, and that is a trade-off to make for supporting great, sustainable, and responsible wooden toy makers, and soft toys made with recycled materials and high safety standards. The safety of our end-users is of our highest priority.

We compensate for our emissions released through the transportation of our products with a carbon offset program that offsets more than our estimated emissions per annum.

GREENHOUSE GAS (GHG) EMISSIONS

The Baby Gifting Company does not manufacture its products and thus we do not have any Scope 1 emissions. In this report we report on our Scope 2 and 3 emissions.

We have followed the GHG protocol to calculate the emissions and we hope to use this year's data as our base year for future benchmarking in GHG reductions. We have used the 2014 IPCC Fifth Assessment as reference for the Global Warming Potential (GWP) values applied to convert the emissions into CO₂e (tonnes).



SCOPE 2: PURCHASED ELECTRICITY 0.833 CO2E (TONNES)

The challenges we faced as a small business is that we are a small part of a larger community, and it was not possible to obtain information from our landlord with regards to our portion of the energy consumption or the type of energy that is supplied to the complex. We have taken stock of our office and daily activities to come up with the closest estimate of our energy consumption in the office, with the assumption that the energy supplied is not from renewable sources. We have estimated an annual energy consumption of 2185kW.

SCOPE 3: PROCUREMENT 3.818 CO2E (TONNES)

As indicated in our materiality analysis, most likely the highest environmental impact in our current processes are the scope 3 emissions from our suppliers. However, we believe that a few of our key suppliers such as the wooden toy producer in Thailand have very strong environmental and social impact and their values align with ours.

Going forward, we are committed to continuously seek to regionalise our supply chain wherever it makes sense to do so. From 2023 for instance, we will seek for packaging alternatives in the UK or Europe.



SCOPE 3: ONLINE SALES 0.694 CO₂E (TONNES)

All our sales are delivered by DPD within the UK. In 2022 we had a couple of orders from Asia as well, those were delivered by air.

We chose DPD to support their pledge in becoming the greenest couriers services in the UK with their efforts to move towards a zero emission fleet by the end of 2023. Currently approximately 30% of their fleet are electronic vehicles, and we keep track of their progress, and also take that into account to prorate our emissions during the year as the transition continues. For this report, we considered 29.58% being electric fleet and the rest as normal fleet.

Our total emission to run our operations in 2022 was 5.34 CO₂e (tonnes).

**Note that this excludes any emission that was incurred by our suppliers to produce our material as we could not find sufficient information to help us estimate this.*

As this is our first year measuring these activities, we understand that the information is not accurate nor complete, the data has been collected to the best of our ability and we have made assumptions along the way. However, we believe that this forms a strong basis for us to understand what areas we should focus our efforts on in the future as we scale up.

ACTIONS TAKEN

From June 2023 onwards, we have started to offset our emissions through Carbon Neutral Britain. We remove 60 Co₂e tonnes of emission per year to make sure that we cover for the areas that we have not identified yet or are unable to account for due to lack of data, to avoid underplaying the potential impact our business has. With that, we are now a carbon neutral business. See our certificate [here](#).

Our objective for 2023:

To increase the percentage of local suppliers for products where we can find superior quality with strong sustainability credentials to try and minimize our carbon footprint.

Continue to offset the same amount of carbon emissions, with the expectations that we will become a carbon positive company by 2025.



**Total emission 2022
5.34 CO₂e
(tonnes)**

Our products

All of our products have been selected because they are made of natural materials such as organic cotton, cashmere and wood. From our sold products in 2022: 80% of the materials are biodegradable, 77% are renewable material, 23% are made of recycled materials and 76% of the materials are certified sustainable sourced materials.

Our packaging materials are all FSC certified and recyclable. Due to the design of our gift boxes, initially we wanted to provide a storage solution that could be reused and the boxes have a magnetic closure. We do acknowledge that for consumers this makes it confusing for recycling purposes. We have produced tutorials to help them understand how to correctly recycle their gift boxes.

Our suppliers were all screened under our environmental and social criteria during the year. Whilst we had only finished formalizing our supplier's Code of Conduct later in the year, we have been applying all the requirements in our policies before making any purchase decisions. Our supplier's code of conduct can be found here.



Our objective for 2023:

For our products sold in the coming reporting year we wish to:

- Maintain the percentage of biodegradable materials at 80%*
- Increase recycled materials to at least 40%
- Increase certified sustainable sourced materials to 80%
- Switch to a fully biodegradable packaging solution once we have depleted our original stock of gift boxes
- 100% of Suppliers to acknowledge their alignment to our values and sign the code of conduct

*Note: Due to the quality and high safety standards of our soft toy supplier, whilst the raw materials are not biodegradable, all of their soft toys are made of 100% recycled PET. Their ambition is to become the most sustainable soft toy producer in the UK and the percentage of recycled materials used for their products has been increasing in the past year. At the time we closed our reporting period the manufacturer makes all of their products using recycled PET. For that reason, until we find a more sustainable solution, we intend to continue working with this supplier.



Our community



The Baby Gifting Company exists to celebrate families and the preservation of our environment. Apart from doing so through our products and services, we support organizations that are actively doing the same in our local community.

Education, awareness and empowerment to mothers on environmental topics and how to make educated consumption decisions and improving the quality of life for their families (Member of 1% FTP, supporting Women's Environment Network)

WOMEN'S ENVIRONMENT NETWORK



As a member of 1% For The Planet, we commit to give back 1% of our sales to our local community to help families in the UK live a healthier, more sustainable life.

The Women's Environment Network acts to foster an environmentally sustainable world in which we have achieved gender, racial and social justice. They do so through connecting, inspiring and mobilising women to take action on issues that connect gender, health, equality and the environment.

A few of the key areas that Wen is working on include:

- Raising awareness towards toxic-free living. Wen runs several projects that aims to help women become more educated on the potential harms to the health of their families and the planet in synthetic chemicals found in everyday products. These include harmful paints and plastics in children's toys, waste problem arising from disposable nappies and menstrual products, amongst others. Through introducing alternative options they strive to help families make more educated choices.

- Creating a fairer, healthier and more sustainable food system. Wen runs several projects that raises the awareness of the environmental and health impact of industrial mass food production. They promote community food growing projects to share food growing skills, build community gardens. They also run a local food hub to empower the local community to cook, grow and eat in a way that is healthy for people and the planet. These initiatives also promote positive mental health and wellbeing through therapeutic gardening, food growing and cooking.
- Advocate for women to have a stronger voice in climate issues. The Climate Sisters 'Local Women of the World at the Climate Table' project aims to make systemic change by amplifying marginalised women's voices in climate justice debates and in the transition to a low-carbon economy.

Learn more about the Wen's work here (<https://www.wen.org.uk/>)

2022-23 at a glance

FOR OUR COMMUNITY

1% FOR THE PLANET

Supporting the Women's Environmental Network Trust, and their mission to make the connections between women, health and the environment in our local community in London.

- To inspire women to make environmentally informed choices
- To empower women to become agents of change in their families, networks and society
- Women to participate equally in an environmentally sustainable future

FOR OUR ENVIRONMENT

CARBON NEUTRAL

We have setup a carbon neutral business through minimising carbon emissions and offsetting through trustworthy verified sources.

100% NATURAL TEXTILES

All our textiles are made of 100% natural materials including sustainable Mongolian cashmere and GOTS certified organic cotton.

RECYCLED MATERIALS FOR TOYS

All our toys are made of recycled wood, and teddy bears made from recycled polyester.

FOR OUR CUSTOMERS

EVENTS

Exhibited at the Baby Show, Ramadan Souk at the Bulgari Hotel, and Bicester Village to let our customers touch and feel our products in-person.

AWARD

Winner of the Loved By Parents award 2023 (PLATINUM winners for Best Baby Gift and Best Personalised Gift in this years)



GRI content index

Statement of use	The Baby Gifting Company has reported in accordance with the GRI Standards for the period 3 April 2022 - 30 April 2023				
GRI 1 used	GRI 1: Foundation 2021				
GRI Standard	Disclosure	Page Number(s)	Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organisational details	4-5			
	2-2 Entities included in the organization's sustainability reporting	6			
	2-3 Reporting period, frequency and contact point	4, 5, 6			
	2-4 Restatements of information	6			
	2-5 External assurance	6			
	2-6 Activities, value chain and other business relationships	4-5			
	2-7 Employees	11-13			
	2-8 Workers who are not employees	11-13			
	2-9 Governance structure and composition	11-13			
	2-10 Nomination and selection of the highest governance body	11-13			
	2-11 Chair of the highest governance body	11-13			
	2-12 Role of the highest governance body in overseeing the management of impacts	11-13			
	2-13 Delegation of responsibility for managing impacts	6			
	2-14 Role of the the highest governance body in sustainability reporting	6			

treasure the moments

GRI Standard	Disclosure	Page Number(s)	Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	11-13			
	2-16 Communication on critical concerns	4-5			
	2-17 Collective knowledge of the highest governance body	11-13			
	2-18 Evaluation of the performance of the highest governance body	11-13			
	2-19 Remuneration policies		a-b	Not applicable	
	2-20 Process to determine remuneration		a-c	Not applicable	
	2-21 Annual total compensation ratio		a	Confidentiality constraints	As we are still a small company, we have two permanent employees in which one of them is the CEO.
	2-22 Statement on sustainable development strategy	7-8			
	2-23 Policy commitments	7-8			
	2-24 Embedding policy commitments	7-8			
	2-25 Processes to remediate negative impacts	11-13			
	2-26 Mechanisms for seeking advice and raising concerns	4-5			
	2-27 Compliance with laws and regulations	4-5			
	2-28 Membership associations	4-5			
2-29 Approach to stakeholder engagement	4-5, 9-10				

GRI Standard	Disclosure	Page Number(s)	Requirement(s) Omitted	Reason	Explanation
	2-30 Collective bargaining agreements		a-b	Not applicable	Only one staff member in reporting period.
<i>Material Topics</i>					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	6, 14			
	3-2 List of material topics	6, 14			
<i>Carbon Footprint</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 14			
GRI 305: Materials 2016	305-1 Direct (Scope 1) GHG emissions		a-g	Not applicable	
	305-2 Energy indirect (Scope 2) GHG emissions	15-17			
	305-3 Other indirection (Scope 3) GHG emissions	15-17			
	305-4 GHG emissions intensity		a-d	Information unavailable/incomplete	
	305-5 Reduction of GHG emissions			Information unavailable/incomplete	First year of reporting.
	305-6 Emissions of ozone-depleting substances (ODS)		a-d	Not applicable	
	305-7 Nitrogen oxides (Nox), sulfur oxides, and other significant air emissions		a-d	Not applicable	
<i>Usage of Natural Resources</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 14			
GRI 301: Materials 2016	301-1 Materials used by weight of volume	14			
	301-2 Recycled input materials used	14			
	301-3 Reclaimed products and their packaging materials		a-b	Not applicable	

GRI Standard	Disclosure	Page Number(s)	Requirement(s) Omitted	Reason	Explanation
Material Topics					
<i>Suppliers</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 14			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	6, 14			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	18			
	308-2 Negative environmental impacts in the supply chain and actions taken		a-e	Not applicable	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	18			
	414-2 Negative social impacts in the supply chain and actions taken		a-e	Not applicable	

Note: All Topic Management Disclosures can be found in the same section where the Topic Standard is being reported.

Treasure the moments

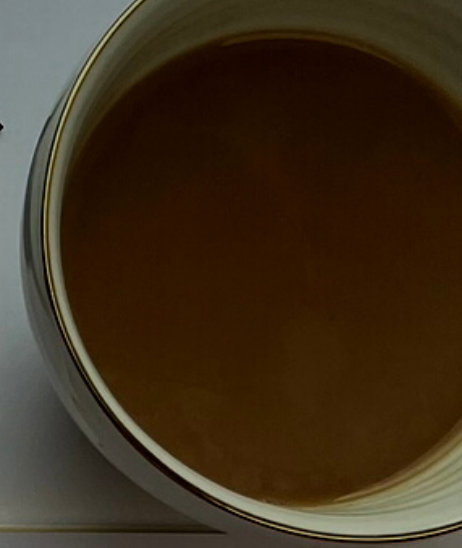
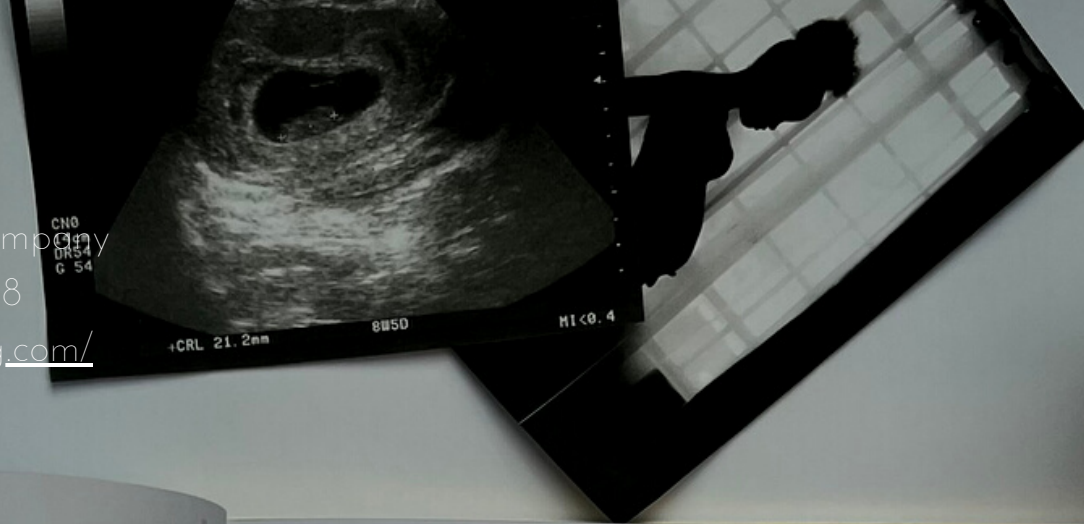
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A LITTLE MIRACLE IS ON THE WAY!

How did we find out?

The baby shower

This report was prepared by

The story of your name

Amber Wan

B Leader

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OUR PREGNANCY/SCAN PICTURES

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