

RECONNECTING LAND, COMMUNITY AND DRAM

BRUICHLADDICH DISTILLERY COMPANY
IMPACT REPORT 2023



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INTRODUCTION 

AGRICULTURE & BIODIVERSITY 

PACKAGING & WASTE 

ENERGY & EMISSIONS 

ISLAY & COMMUNITY 

This 2023 Impact Report sets out our priorities and progress

A WORD FROM OUR CEO

AS A DISTILLERY, WE ARE RESPONSIBLE FOR OUR IMPACT ACROSS THE WHOLE VALUE CHAIN – AND THAT STARTS WITH THE SOIL IN WHICH OUR INGREDIENTS ARE GROWN.

A Victorian distillery reimagined for the future, our founders set course to be pioneers, provocateurs and change makers. They challenged and re-evaluated the prescribed 'rules' of the industry, championed the concept of terroir, questioned where flavour came from and considered how our essential raw ingredients were grown.

This collective vision remains at the heart of our decision-making today, driving our steadfast mission to reconnect land, community and spirit as a force for good.

Whisky is produced in harmony with the land, and we must consider the entire value chain – from grain to glass – when creating our single malt whiskies. This ethos also applies to our Islay dry gin, where we support plant conservation and biodiversity to future-proof our distilling. We have an impact from the ground up, starting with the soil where our barley is grown and the land where our natural ingredients flourish. Soil health is imperative to the quality of ingredients and the flavour of our spirits, and we prioritise the conservation of land and the agricultural ecosystems that support it.

But it is much bigger than making and selling single malt Scotch whisky and gin. Soil health, regenerative agriculture and crop rotation are crucial to future-proof the land and protect the planet. Sensitive land management and conservation of biodiversity are just a part of the puzzle, and we are working across all areas of our business to bring about positive change.

This is our third Impact Report since our B Corp certification and I am proud of how far we have come. I'm also thrilled to announce on publication of this report that we have recertified as a B Corp, increasing our Impact Score to 100.7 points. This 21% improvement on our 2020 score is an immense achievement that is testament to our brilliant team as we take another step forward in our values-led mission.

We are continuously striving to do things better across every facet of the business and are wholly committed to making lasting improvements for our team members, the wider Islay community and the planet.

Douglas Taylor,
Bruichladdich Distillery CEO



INTRODUCTION

OUR MISSION IS TO RECONNECT PEOPLE, PLANET AND SPIRITS AS A FORCE FOR GOOD AND TO BE MORE SUSTAINABLE IN ALL WE DO.

INTRODUCTION



AGRICULTURE & BIODIVERSITY



PACKAGING & WASTE



ENERGY & EMISSIONS



ISLAY & COMMUNITY




PROGRESSIVE HEBRIDEAN
DISTILLERS
BRUICHLADDICH
SINCE 1881

WHO WE ARE

BRUICHLADDICH DISTILLERY WAS ESTABLISHED IN 1881. AFTER A BRIEF CLOSURE IN 1994 THE DISTILLERY WAS RESURRECTED IN 2001, WITH OUR FOUNDERS COMMITTED TO CARVING OUT A MORE HONEST AND TRANSPARENT VISION FOR THE WHISKY INDUSTRY.

We are currently one of nine working distilleries on the island. Islay and the local community is at the heart of all the decisions we make and the spirits we distill.

BRUICHLADDICH DISTILLERY

A map of the Isle of Islay, Scotland, is shown in a light grey color against a dark teal background. A red dot is placed on the western coast of the island, indicating the location of Bruichladdich Distillery. The text 'BRUICHLADDICH DISTILLERY' is written in white capital letters to the left of the red dot.

**ISLE OF ISLAY,
SCOTLAND**

32KM ACROSS,
640KM²

-
55.77°N,
6.15°W

OUR BRANDS



BRUICHLADDICH:

Unpeated with our signature citrus, floral house-style, Bruichladdich single malt Scotch whiskies encapsulate our unrelenting curiosity and commitment to authenticity and transparency. Each Bruichladdich single malt whisky fully embodies our distillery values - reconnecting land, community and dram.



PORT CHARLOTTE:

The 'alternative' peated Islay single malt Scotch whisky, Port Charlotte is the epitome of everything an Islay whisky can, and should, be. Laced with elegant peat smoke, malted to 40PPM and high provenance, every single drop of Port Charlotte spirit is conceived, distilled, matured and bottled on our island home.



OCTOMORE:

Super-heavily peated, Octomore defies perceived whisky wisdom. Each series pushes the boundaries, exploring the profound influence of cask management, barley provenance, terroir and peat levels in pursuit of extraordinary flavour.



THE BOTANIST:

The Botanist is a gin of layered delicacy and complexity, exploring the botanical heritage of Islay. Made using 22 hand-foraged local botanicals, it is a true representation of our island home.

OUR VALUES

AT BRUICHLADDICH DISTILLERY, WE RESPECT THE PAST BUT DON'T LIVE IN ITS SHADOW. WE BELIEVE IN INNOVATION AND PROGRESS WHILE STRIVING TO CREATE INTRIGUING SPIRITS – SPIRITS WITH REMARKABLE PROVENANCE AND INTEGRITY.

We are always moving forward, challenging convention and asking questions, and are guided by four defining values:

SUSTAINABLE:

We all have a responsibility to give back more than we take. We balance wellbeing, community and the environment with economic factors and profitability in the pursuit of an improved quality of life for people and the planet.

PASSIONATE:

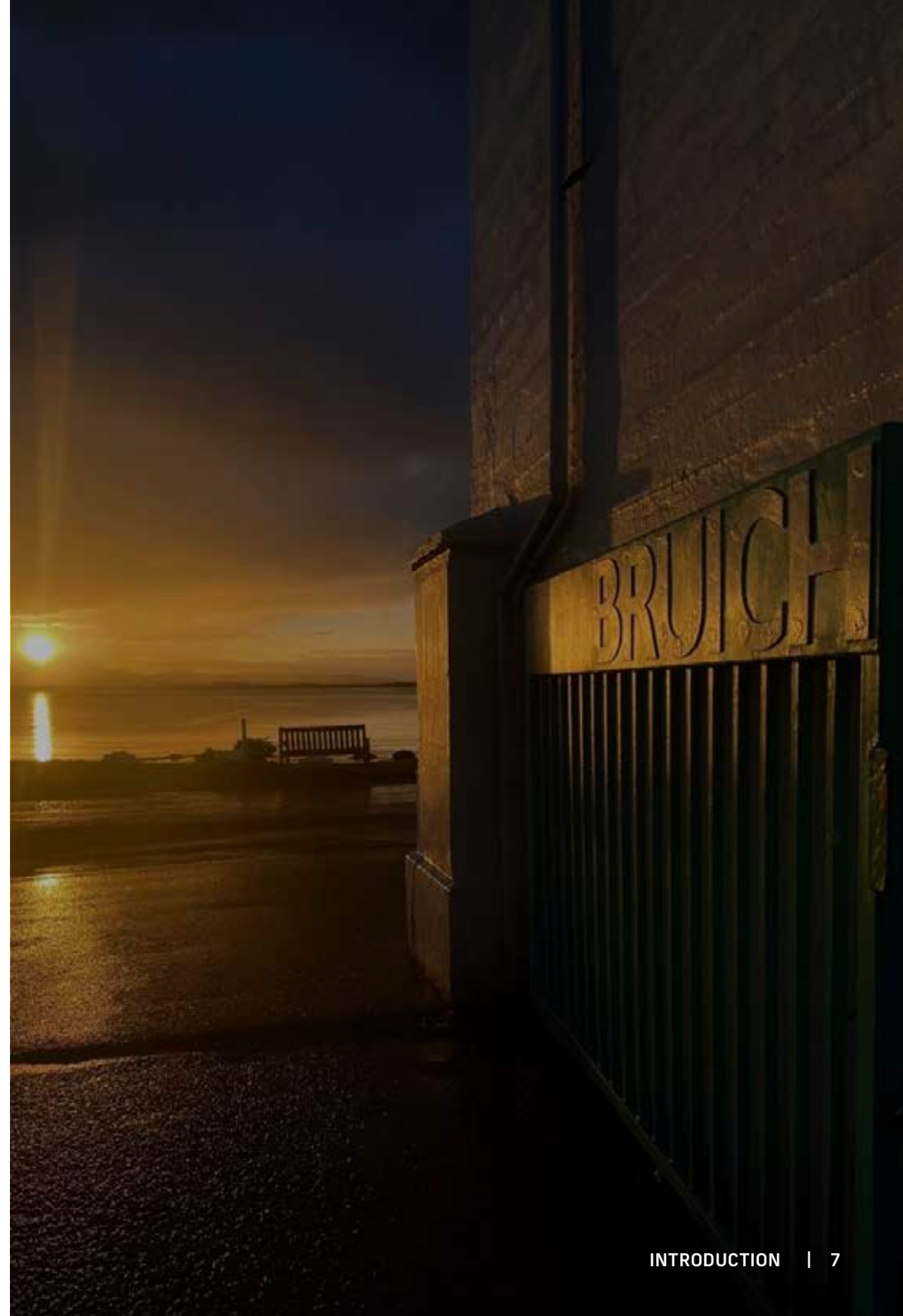
We thrive in the knowledge that we are part of something bigger than ourselves. Together with our passionate team we are committed to our purpose, and believe anything is possible.

TRANSPARENT:

From disclosing all the ingredients in our whisky to establishing mutual respect at all levels of our business, transparency builds trust and understanding.

PROGRESSIVE:

Progress is fundamental to every aspect of our business. Bruichladdich Distillery was resurrected by a team of forward-thinking visionaries and their pioneering spirit is inherent to our distillery DNA today.





OUR B CORP JOURNEY

B LAB IS THE NONPROFIT NETWORK TRANSFORMING THE GLOBAL ECONOMY TO BENEFIT ALL PEOPLE, COMMUNITIES AND THE PLANET. THE GENESIS BEHIND B CORP CERTIFICATION, B LAB BEGAN IN 2006 WITH THE MISSION TO INSPIRE, ENCOURAGE AND ENABLE PEOPLE TO USE BUSINESS AS A FORCE FOR GOOD.

As progressive Hebridean Distillers, we were the first Scotch whisky company in the world, and indeed the first whisky and gin distillery in Europe, to receive B Corp certification. We scored an inaugural Impact Score of 83.2 points and since then have made progress across all areas of our business.

We are now one of 44 distilleries globally to be B Corp certified and are proud to be part of a growing community of responsible drinks makers around the world.

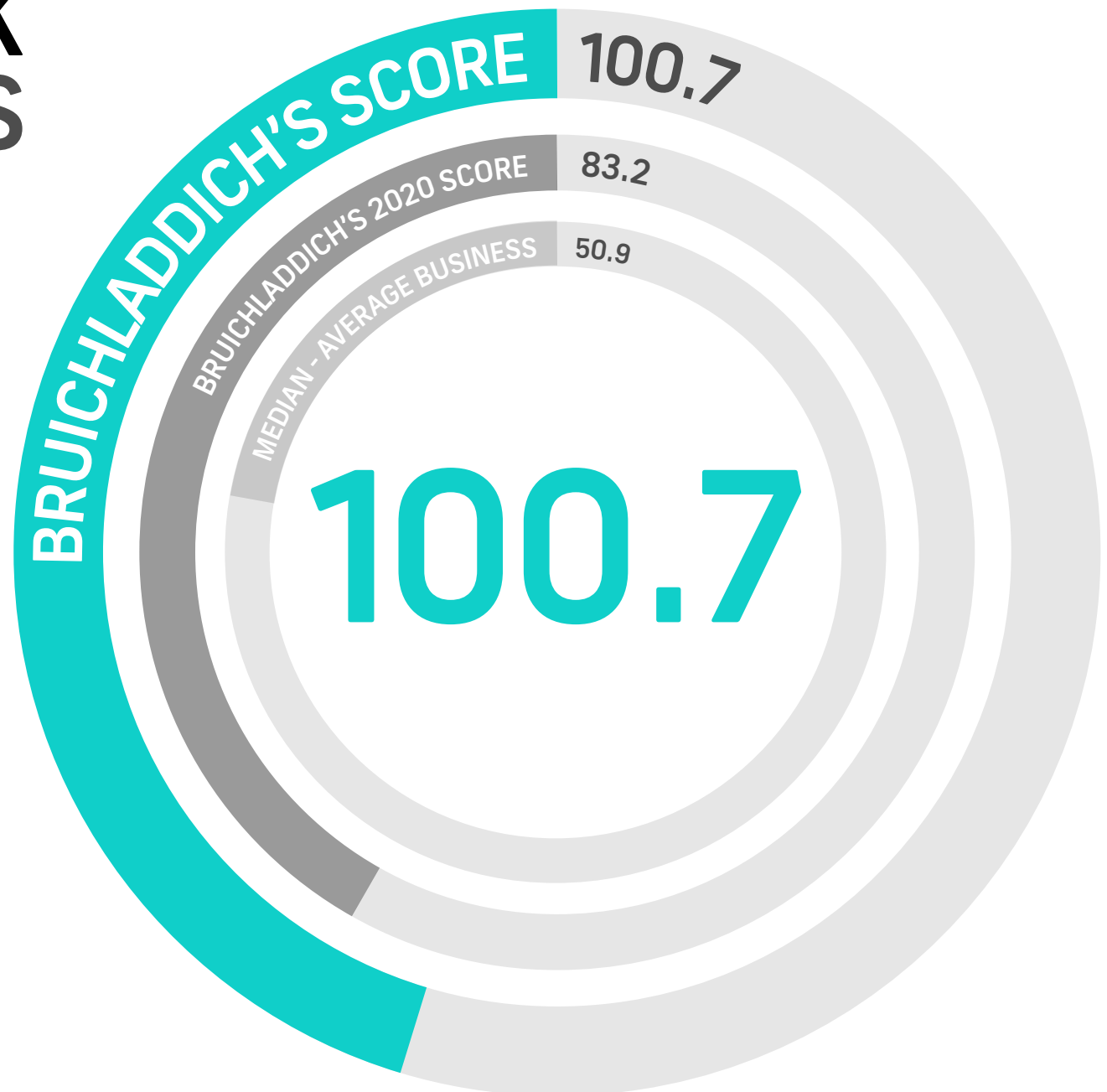
A FRAMEWORK FOR PROGRESS

FROM THE MOMENT WE OBTAINED OUR FIRST IMPACT SCORE OF 83.2 POINTS WE HAVE BEEN ON WHAT WE'VE COINED THE 'ROAD TO 100', SETTING OUR SIGHTS ON AN AMBITIOUS THREE DIGIT FIGURE.

Achieving B Corp certification doesn't last a lifetime, and this internal roadmap - together with our commitment to make positive change - has ensured that we are constantly looking at our social and environmental impact.

Not only did we retain our B Corp certification in 2023 but also increased our Impact Score to 100.7 points - an improvement of 21%. Our new Impact Score is an incredible step forward but we're not resting on our laurels and will continue to work to leave a lasting, positive legacy on Islay and beyond.

*Businesses must score a minimum of 80 points to achieve B Corp certification



B IMPACT SCORES

COMMUNITY +66%

Committed to having a positive impact on Islay, Bruichladdich implemented annual company-wide volunteering in the community. We also improved Diversity, Equity & Inclusion policies within the business and established a new Supplier Code of Conduct and screening process.

ENVIRONMENT +11%

A clearer Environmental Management System and an Environmentally Preferable Purchasing Policy improved our Environment score, with the distillery making packaging improvements across the portfolio and using more sustainable materials.

GOVERNANCE +110%

A score improvement of 110% since 2020 thanks to the distillery's transparency and accountability across the business.

WORKERS +18%

We gained points for how we contribute to employees' financial, physical, professional and social wellbeing. Improvements include enhanced Primary and Secondary Caregiver policies, robust Flexible Working policies and career development.

CUSTOMERS STABLE

We maintained our Customer category score. This evaluates a company's stewardship of customers through a quality of products and services as well as data privacy, security and feedback channels.

IMPLEMENTING OUR SUSTAINABILITY STRATEGY

AS A B CORP, WE ARE ACCOUNTABLE FOR THE IMPACT OF OUR DECISIONS, AND WE HAVE TAKEN A COMPREHENSIVE LOOK AT OUR SOCIAL AND ENVIRONMENTAL IMPACT TO ENSURE CONTINUAL IMPROVEMENT. THIS IS HOW WE MAKE REAL PROGRESS – DROP BY DROP.

We take a holistic approach to sustainability and constantly look for ways to have a positive impact across every facet of our business. From reducing water consumption and CO2 emissions to implementing flexible working hours and prioritising our teams' mental health, we make changes at every opportunity.

OUR FOUR KEY SUSTAINABILITY PILLARS:



AGRICULTURE & BIODIVERSITY



PACKAGING & WASTE



ENERGY & EMISSIONS



ISLAY & COMMUNITY



AGRICULTURE & BIODIVERSITY

ISLAY'S NATURAL RESOURCES ARE THE BEDROCK OF OUR HOME, OUR COMMUNITY AND OUR BUSINESS. IT IS ESSENTIAL THAT OUR LONG-TERM IMPACT ON THE NATURAL ENVIRONMENT, INCLUDING SOIL HEALTH AND LOCAL WILDLIFE, IS POSITIVE.

INTRODUCTION



AGRICULTURE & BIODIVERSITY



PACKAGING & WASTE



ENERGY & EMISSIONS



ISLAY & COMMUNITY





WHAT WE SAID WE WOULD DO

A POSITIVE IMPACT FROM THE GROUND UP

WE ARE AWARE OF THE ROLE THAT WE AND OUR SUPPLY CHAIN PLAY IN THE FARMING AND AGRICULTURAL SYSTEM. AS A NATURAL AGRICULTURAL PRODUCT, OUR SINGLE MALT WHISKY AND GIN RELY ON THE HEALTH OF BIODIVERSITY, SOIL AND WATER FOR THEIR ESSENTIAL, RAW INGREDIENTS.

As a result, sensitive land management is woven into our DNA, and we prioritise the conservation of land and the ecosystems that support it. We take accountability for our impact from the ground up and on our journey have learned that healthy soil is not only important for the quality and flavour of our raw ingredients - but imperative for the planet and future generations.

Harnessing sustainable practices, finding greener solutions and experimenting with tangible ways to reduce our impact have been part of our philosophy since the distillery was resurrected in 2001.





OUR ACHIEVEMENTS SO FAR

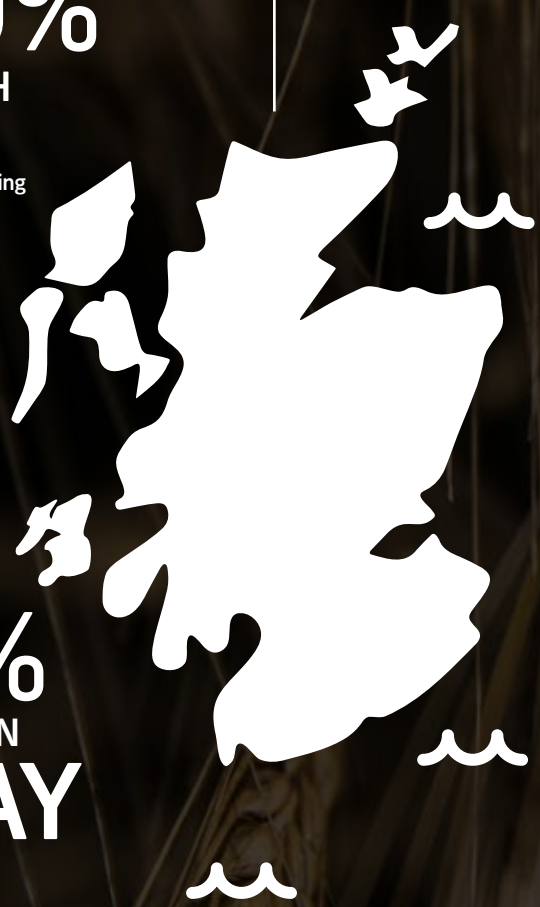
2022/23

SINGLE MALT WHISKIES

100%

SCOTTISH BARLEY

*only exception being biodynamic barley grown on carbon-positive farm in England



52%

GROWN ON
ISLAY

20

LOCAL ISLAY FARMING PARTNERS

LAUNCHED THE FIRST

ISLAY RYE WHISKY CHAMPIONING REGENERATIVE AGRICULTURE AND SOIL HEALTH



CONTINUED



PARTNERSHIP WITH THE JAMES HUTTON INSTITUTE TO UNDERSTAND THE HERITAGE AND IMPORTANCE OF BERE BARLEY

R&D

CONTINUED AT OUR OWN SHORE HOUSE CROFT





WORKING IN PARTNERSHIP WITH FARMERS

FROM ONE ISLAY FARMER IN 2004 TO 20 LOCAL FARMING PARTNERS ON ISLAY TODAY WITH A COMBINED AREA OF 1050 ACRES, OUR 'FARMER FIRST' MENTALITY CREATES MUTUALLY BENEFICIAL PARTNERSHIPS.

We work with farmers, agronomists and research partners to set parameters for happy crops that celebrate flavour, diversity, agronomic yield and soil health combined. This allows us to promote diversification and traceability while also supporting farmers.

We have built a unique and robust portfolio of barley-forward spirits, with over 50% of our total barley for production currently grown on Islay. Stepping outside the commodity system for sourcing barley has required significant investment to bolster local infrastructure and attract farming partners, but the results speak for themselves. These partnerships enable us to make delicious, fully traceable and high-provenance whiskies and give us a better understanding of our essential raw ingredient.

Our direct relationships with farmers allow us to work together to find soil-improving practices and solutions that lessen their environmental impact. Understanding rotational farming, exploring permaculture, and the idea that we can act as a beneficial and accessible market for our local farming community is an important part of our journey.



The pursuit of flavour goes hand in hand with reconnecting whisky with its vital raw ingredient. We use 100% Scottish barley in our single malt whiskies - the only exception being the biodynamic barley grown at the carbon-positive Yatesbury House Farm in Wiltshire, England. This partnership has allowed us to broaden our barley growing programme and explore flavour. To the best of our knowledge, there are currently no certified biodynamic farms in Scotland growing malting barley, but we would look to expand our partnerships in the future should the opportunity arise.



THE REGENERATION PROJECT:

A PIONEERING WHISKY MADE FROM RYE

ADDING TO OUR DIVERSE BARLEY GROWING PROGRAMME, THE REGENERATION PROJECT IS A SMALL-BATCH EXPRESSION WHICH PROVES THAT INCREDIBLE WHISKY CAN MAKE A REAL DIFFERENCE.

SO WHY RYE?

We learned that rye is a beneficial crop to add to the rotation as it can sequester excess soil nitrate. Its fibrous root system also increases soil drainage, helping to conserve moisture. This improves soil health and reduces costs for the farmer, who in turn become less reliant on artificial pesticides and fertilisers.

But with no market for a Scottish-grown rye, and with the crop never commercially harvested on the island before, why would a local farmer grow it?

What if we, as a distillery, could buy it? And create a delicious whisky. While at the same time supporting our vital agricultural community on Islay, protecting the environment and improving soil health.

Our long-standing farming partner, Andrew Jones, was keen to combat the growing cost of agro-chemicals, reduce inputs and diversify his crops. With our partnership he decided to add rye to his rotation at Coull Farm in 2016, with the first harvest in 2017.

AND THE RESULTS?

A whisky innovation which champions regenerative agriculture and soil health, and keeps value in the community – all while pursuing flavour and reducing impact. A whisky which showcases the true power and potential of reconnecting land and dram. And a new market for this beneficial crop which supports farmers and the environment.



“It’s been phenomenal watching the project come to fruition. From what started as a conversation with Andrew, to seeing the rye harvested, matured, distilled and bottled on site, has been nothing short of amazing. The rye is also doing a fantastic job for the environment, helping Andrew in his farming system and his crop rotations.”

ALLAN LOGAN, PRODUCTION DIRECTOR,
BRUICHLADDICH DISTILLERY

“When it comes to rye, the barley crops which come in the following rotation don’t heavily rely on artificial pesticides or fertilisers and we’re seeing much healthier barley crops. We don’t need the same input so that’s a big bonus, especially in the current climate.”

ANDREW JONES, FARMER, COULL FARM



PIONEERING REGENERATIVE TECHNIQUES AT SHORE HOUSE CROFT

SENSITIVE LAND MANAGEMENT IS CRUCIAL TO THE WHISKY-MAKING PROCESS AND WE CARRY OUT VARIOUS INITIATIVES THAT PROMOTE SOIL HEALTH AND WILDLIFE CONSERVATION.

Shore House Croft – our 30 acres of land on site at the distillery – plays a crucial role in research, soil health, regenerative agriculture and crop rotation. It provides an opportunity to test and learn on Islay, and exchange knowledge and learnings with farmers. Shore House Croft will not grow crops for commercial distillation until at least 2028 but it will be part of our agricultural legacy on the island.

It will be a key site in a wider soil health mapping project in partnership with Genesis, recognised as the most comprehensive soil mapping tool. We will continue to analyse the soil health of Shore House Croft along with three other farms on Islay to learn best practices and find tangible solutions to help farmers reduce their input and nurture their land for years to come.

OUR JOURNEY AT SHORE HOUSE CROFT

2018:

Trial plots of 60 different wheat and barley varieties were planted by the James Hutton Institute with no artificial input used. All 60 varieties failed.

2020:

Upgraded drainage and landscaping commenced, with circa 30,000 tonnes of topsoil infilled to make the land more level for arable farming.

2022:

Year one cover crops continued and work was completed on improving field drainage, preparing the land for planting.

2019:

New fences were built around the perimeter of the land.

2021:

Landscaping works completed in summer and cover crops sown later in the year to improve soil health.

2023:

Barley trials planted and monitored across separate three one-acre plots.

Three one-acre plots will be measured and managed differently at Shore House Croft to get a comprehensive understanding of the land:

1st acre – Conventional barley farming

2nd acre – No tillage

3rd acre – No tillage and minimal intervention with herbicides and pesticides



CONSERVING BIODIVERSITY

WE HAVE A NUMBER OF OTHER PROJECTS UNDERWAY TO PROMOTE LAND MANAGEMENT AND CONSERVATION ON OUR ISLAND HOME AND AT THE DISTILLERY:

WILDFLOWER CORRIDORS

and meadows established on the land at Shore House Croft, encouraging and protecting local biodiversity.

CORNCRAKE PROTECTION

on Islay via sensitive land management and improved habitat conditions to protect the declining population on the island.

GREATER BUTTERFLY ORCHIDS

are carefully managed on our croft land. Classified as Near Threatened and uncommon in the UK, survey figures show that the population on Islay has grown from 17 in 2018 to over 370 today.

SUSTAINABLE FORAGING

for The Botanist's 22 botanicals. We have established and continue to develop, a GIS system (digital mapping) to record where populations are found, their extent, and their health. These populations will continue to be paired to geotagged photographs so comparisons can be made over a number of years.



WHAT'S NEXT?

- Investment in long-term Genesis soil mapping project. Genesis is the most exhaustive and comprehensive tool for mapping soil health in the world, and we will analyse the soil health of four farms on Islay in a bid to future-proof the land for generations to come
- Develop trials with organic fertilisers and other practices with the aim of improving soil nutrients and all-round soil health. This includes composting spent botanicals used in the distillation of The Botanist and mixing with cow manures and green manures to spread in fields, helping to improve organic matter
- Increased wildflower corridors to be added to the land at Shore House Croft as well as multiple farms across the island to conserve and promote biodiversity
- Continue to support Botanic Gardens Conservation International (BGCI) in its mission to stop the extinction of plants by funding the Global Botanic Garden Fund
- Continue working with local organisations such as the RSPB to fund wildflower meadows and wildlife monitoring equipment through The Botanist Foundation
- Work with local organisations on Islay to map populations of invasive species such as Gunnera and Japanese Knotweed. Funding a multi-agency approach, The Botanist Foundation is researching the impact of these species which may, in turn, lead to projects for better land management to reduce threats to local biodiversity
- Conserve and protect our island's biodiversity through investing into a seagrass mapping project. Seagrass beds are a Priority Marine Feature in Scotland's seas, providing carbon sequestration, ensuring the health of the marine ecosystem and providing vital habitat for sea creatures

PACKAGING & WASTE

OUR MISSION TO BE MORE SUSTAINABLE ACROSS ALL OUR PROCESSES INCLUDES ELIMINATING UNNECESSARY PACKAGING TO SAVE CARBON EMISSIONS, WEIGHT AND WASTE, AND CONTINUING TO CHAMPION MORE SUSTAINABLE WASTE MANAGEMENT PRACTICES.

INTRODUCTION

AGRICULTURE &
BIODIVERSITYPACKAGING
& WASTEENERGY &
EMMISSIONSISLAY &
COMMUNITY



WHAT WE SAID WE WOULD DO

USE LESS AND USE BETTER

ALIGNED WITH OUR LONG-TERM SUSTAINABILITY STRATEGY AND COMMITMENT TO REDUCE INPUTS ACROSS THE BUSINESS, WE ARE MAKING SIGNIFICANT CHANGES TO OUR PRODUCTS AND PACKAGING.

The entire supply chain is aligned with our mission to use less and use better, with considerations made at every touch point – from how much carbon is used in the production of our glass to optimising the recyclable materials in our shipments around the world.

The Scotch whisky industry has traditionally used outer packaging as standard, with ornate boxes and elaborate display packs often equated to quality.

The need to act and influence a change in this perception of quality feels increasingly necessary, and we are reconsidering our packaging to ensure our decisions positively impact our people, local community and the planet.





OUR ACHIEVEMENTS SO FAR

2022/23

2%

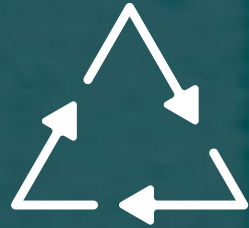
TOTAL WASTE
WENT TO
LANDFILL IN
2022/23

VS 9% IN 2021/22

ALL MERCHANDISE
IS SELECTED ON ECO
CREDENTIALS AS A
NON-NEGOTIABLE



OVERHAULED OUR SIGNATURE
CLASSIC LADDIE BOTTLE AND
REDESIGNED WITH
SUSTAINABILITY IN MIND



FULLY
RECYCLABLE
PACKAGING
IN OUR DISTILLERY SHOP

65%
REDUCTION IN OUR CO2
PACKAGING EMISSIONS

5%
IMPROVEMENT IN THE
RECYCLING RATE FROM
OUR PREVIOUS YEAR

REMOVAL OF
SECONDARY TIN

ACROSS HEAVILY
PEATED PORT
CHARLOTTE RANGE

REDUCING PACKAGING
CO2 EMISSIONS,
WEIGHT AND WASTE



SHIPPING BAGS
ARE MADE FROM
**100%
FSC
PAPER**



LESS WASTE, NO LESS WHISKY

WE ARE LESSENING OUR ENVIRONMENTAL IMPACT WHEN IT COMES TO SECONDARY PACKAGING AND AIM TO REMOVE THE OUTER PACKAGING ACROSS OUR CORE SINGLE MALT WHISKY BRANDS, STARTING WITH THE HEAVILY PEATED PORT CHARLOTTE RANGE.

The move builds on our 'One Tin Lighter' initiative, where customers were able to 'opt out' of receiving a secondary tin with purchase in a convention-challenging move. Around 70% of customers went no-tin when purchasing a bottle of Port Charlotte in 2021 (when the campaign launched), which was seen as a positive response to the initiative.

Removing the secondary packaging from our Port Charlotte single malt whiskies was the natural next step on our journey, and as of summer 2022, the range now comes without a tin – seeing over 270,000kg of packaging CO2 savings in 2022/2023. Although tin plate is among the most widely recycled materials, our decision to remove this packaging will eliminate energy use and emissions involved in its production and transportation.



“We've become accustomed to thinking that single malt Scotch whisky must come with outer packaging as standard, while other premium spirits are readily bought without it. We need to act to change these perceived notions of 'quality' and for us, removing the secondary tin completely is the right thing to do.”

DOUGLAS TAYLOR, CEO, BRUICHLADDICH DISTILLERY



WHAT'S NEXT?

IN 2020 WE EMBARKED ON A THREE-YEAR PROJECT TO DESIGN-OUT WASTE FROM OUR NAMESAKE BRAND BY COMPLETELY OVERHAULING THE BRUICHLADDICH RANGE.

For Bruichladdich, we've gone further than just removing the tin alone. The entirety of the packaging has been reconsidered with sustainability front of mind. The new bottle will take everything into consideration in a bid to lessen our impact, waste and CO2 emissions – from weight and recycled glass content to the shape of the bottle itself to facilitate efficient transportation on and off Islay.

This is one of the most ambitious projects we have undertaken but it is crucially important. We don't believe single malt Scotch whisky needs to come with secondary packaging as standard, and we want to lead the way in showing how this can be done.

What to expect from the new bottle:

- 65% reduction in packaging CO2 emissions
- 60% recycled glass content – an increase of 15% from original bottle
- Optimised design to transport more bottles per pallet
- 32% lighter compared to the original bottle
- Organic ink coating
- Always distilled, matured and bottled on Islay



ENERGY & EMISSIONS

BEING SITUATED ON A REMOTE ISLAND COMES WITH ITS CHALLENGES AND WE ARE AWARE OF OUR ENERGY CONSUMPTION. WE ARE STRIVING TO REDUCE OUR ENERGY USAGE AND EMISSIONS ACROSS ALL AREAS OF OUR BUSINESS AND VALUE CHAIN, WITH THE AIM TO DECARBONISE DISTILLING OPERATIONS BY 2025.

INTRODUCTION



AGRICULTURE & BIODIVERSITY



PACKAGING & WASTE



ENERGY & EMISSIONS



ISLAY & COMMUNITY





WHAT WE SAID WE WOULD DO

REDUCING OUR IMPACT

AS A MANUFACTURER, WE ARE AWARE OF OUR ENERGY CONSUMPTION AND EMISSIONS AND ARE FINDING WAYS TO TACKLE OUR USAGE HEAD ON.

Small, incremental changes and better choices can make a significant difference and we are striving to lessen our impact across various operational touch points. In the short term, we have switched to cleaner grades of biofuels to reduce our impact and have invested in electric vehicles on site. We are also exploring new water systems to reduce our consumption, and use heat from our distillery condensers to keep our buildings warm.

The ultimate aim is to decarbonise distilling operations by 2025 (covering our Scope 1 emissions - the direct emissions of our owned operations on Islay). This comes ahead of the Scotch whisky's industry target of Net Zero emissions across operations by 2040, five years ahead of the Scottish Government's Net Zero target and 10 years ahead of the UK Government.





OUR ACHIEVEMENTS SO FAR

2022/23

3.15%



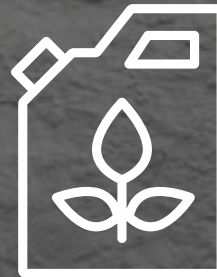
OF THE ENERGY WE CONSUMED WAS FROM RENEWABLE SOURCES.

THE PERCENTAGE IS LESS THAN 2021/22. THIS WAS DUE TO AN OVERALL INCREASE IN ENERGY USED ACROSS THE TOTAL SITE, REFLECTING AN INCREASE IN PRODUCTION VOLUMES.

DEVELOPED

A PLAN TO SWITCH TO BIOFUELS AND PHASE OUT OUR USE OF FOSSIL FUELS

IN 2022/23 WE USED A DISTILLATE MADE UP OF 5% BIOFUEL

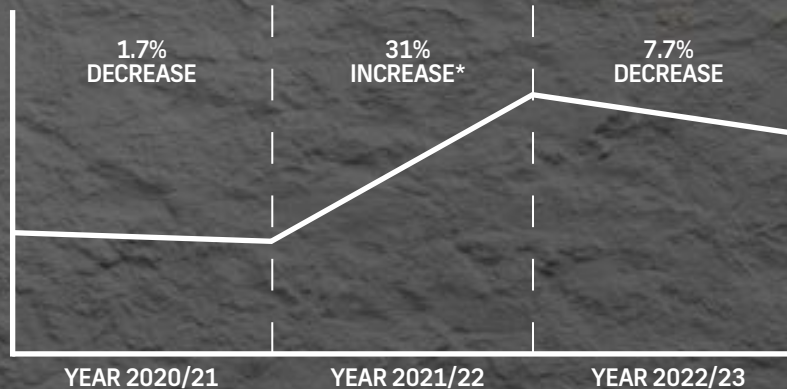


SUCCESSFULLY TRIALLED GREENFLAME A RENEWABLE HEATING OIL

149%

INCREASED RAIL TRAVEL IN A BID TO REDUCE COMPANY-WIDE TRAVEL CO2 EMISSIONS

WATER CONSUMPTION



THIS REDUCTION IS DOWN TO FURTHER EFFICIENCIES WHEN CLEANING OUR STILLS

AND BY BEING MORE ECONOMICAL WHEN IT COMES TO HEATING THEM

* THE INCREASE IN 21/22 WAS DUE TO INCREASING VOLUMES FROM 1.0 MLPA TO 1.2 MPLA (MILLION LITRES PER ALCOHOL)



50%

ELECTRIC VEHICLES ON SITE

REDUCING EMISSIONS ON A REMOTE ISLAND

IMPLEMENTING TANGIBLE, SUSTAINABLE ENERGY SOLUTIONS TO REDUCE OUR EMISSIONS IS CHALLENGING DUE TO OUR GEOGRAPHICAL POSITIONING, ISLAND INFRASTRUCTURE AND INSTITUTIONAL BARRIERS. WE HAVE A LIMITED GRID SUPPLY NETWORK AND OUR PROCESSES RELY HEAVILY ON ENERGY, MUCH OF IT COMING FROM FOSSIL FUELS.

We face the added challenge of retrofitting modern technologies to our traditional machinery, much of which is the original Victorian distillery equipment from 1881.

Islay also faces a wider socio-economic challenge with ferries to and from the island severely limited. This impacts our export on and off Islay. All of our single malt whiskies are distilled, matured and bottled on the island.

We are continuously working to find greener solutions to lower our footprint. We have reduced our CO2 emissions by committing to a 100% step-through biofuel plan, phasing out our use of fossil fuels. Most recently, we

switched to a distillate fuel made up of 5% cleaner biofuel – with the aim of reducing CO2 emissions by approximately 20% by 2024 (with the percentage projected to increase overtime).

We have also reduced our diesel consumption and usage by moving to a small fleet of fully electric vehicles on site, including forklifts, cars and transporter vans. The aim is to be fully electric by 2025.



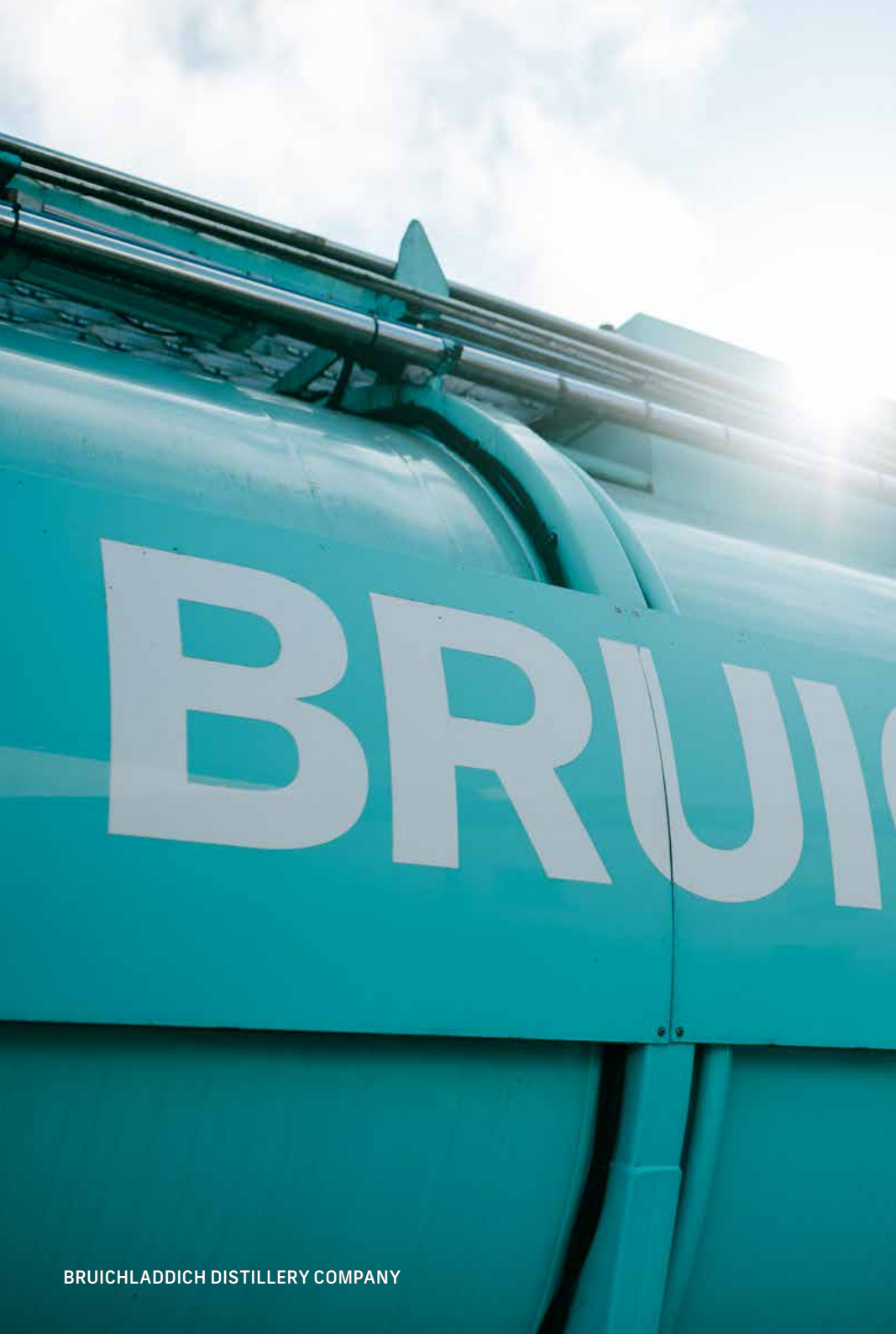
SMALL CHANGES BIG DIFFERENCES

Committed to making progress drop by drop, we have implemented a number of initiatives to reduce our emissions on site. One way we did this was during Rock'ndaal – our annual Feis Ile festival day – where we powered our annual whisky Masterclass and food court with green hydrogen energy.



WHAT'S NEXT?

- Committed to decarbonising distilling operations by 2025
- In 2023 we trialled GreenFlame, a renewable heating oil which has been specifically developed as a low sulphur replacement for the light, medium, heavy and processed fuel oils which are prevalent in the UK. We were the first distillery on Islay to trial the green alternative, with initial results successful. We will continue to explore the feasibility of switching to GreenFlame in the long term, continuing our research and intent to find viable, positive solutions to lower our emissions
- In the short term we are no longer using Medium Fuel Oil (MFO) and have actively switched to cleaner grades of biofuels. It is our aim to incrementally reduce our CO2 emissions with the percentage increasing over time
- Continue to use only renewable electricity on site (Scope 2)
- Find a tangible solution to implement green hydrogen energy at the distillery in the near future. Our HyLaddie project continues and our vision is to install a multi-fuel, hydrogen-firing boiler on site
- We are aligned with the Scotch Whisky Association's (SWA) Sustainability Strategy and industry-wide target to reduce the amount of water per litre of alcohol produced by 2025 (target range of 12.5 to 25 l/lpa). In 2023 we installed a borehole on site, as well as a cooling tower and sub cooler, in a bid to reduce our water consumption and bolster our approach to water conservation. We should see a positive reduction in water consumption in the coming years (2024/25)



ISLAY & COMMUNITY

WE HAVE A STRONG SENSE OF RESPONSIBILITY TO THE ISLAND AND THE PEOPLE WHO LIVE HERE, AND TO US THIS MEANS SPREADING THE ECONOMIC BENEFIT OF THE BRUICHLADDICH DISTILLERY PROJECT INTO OUR COMMUNITY.

INTRODUCTION



AGRICULTURE & BIODIVERSITY



PACKAGING & WASTE



ENERGY & EMISSIONS



ISLAY & COMMUNITY





WHAT WE SAID WE WOULD DO

NURTURING OUR PEOPLE AND ISLAND

WE ARE PASSIONATE ABOUT CREATING A FAIR AND INCLUSIVE WORKPLACE FOR OUR TEAM MEMBERS TO THRIVE, SUPPORTING THE DEVELOPMENT AND WELLBEING OF OUR ENTIRE 'LADDIE CREW'.

We have refined our people policies to ensure that staff mental health remains our priority, with a newly implemented Flexitime Policy, Islay Cost of Living Allowance, and a team of Mental Health First Aiders on hand to support.

It is also important that we continue to give back to our island home and support the community, ensuring that our legacy on Islay is a positive one. By distilling, maturing and bottling all of our single malt Scotch whisky solely on Islay, we continue to have a positive and sustainable impact on the community.

Our unique island locale shapes the flavour and character of our spirits, so it is crucial that we also play our part to protect and conserve the land. Beyond supporting local community projects, we have continued to invest in conservation projects on Islay and beyond.





OUR ACHIEVEMENTS SO FAR

2022/23

CERTIFIED AS A
**GREAT PLACE
TO WORK[®]**

AMONG THE UK'S BEST
WORKPLACES FOR WOMEN[™]
AND WELLBEING[™]



**FLEXITIME POLICY
TO PROMOTE A HEALTHY**



WORK/LIFE BALANCE



**GROWING
TEAM OF MENTAL
HEALTH FIRST AIDERS**

ACCREDITED LIVING HOURS

EMPLOYER PROVIDING
SECURE WORKING
HOURS ALONGSIDE
A REAL LIVING WAGE



**WE ARE
THE LARGEST**

**PRIVATE
EMPLOYER
ON ISLAY**



**IMPLEMENTED
ANNUAL ISLAY
COST OF
LIVING
ALLOWANCE**



**EMPLOYER
BRAND OF THE
YEAR 2022**

BY THE MARKETING
SOCIETY SCOTLAND





WOMEN'S NETWORK

WHILE OUR INDUSTRY IS TAKING STEPS TO INCREASE DIVERSITY AND INCLUSION, THE WHISKY CATEGORY IS STILL MALE-DOMINATED. WE ARE AWARE OF THE CHALLENGES WOMEN FACE AND AIM TO CREATE AN INCLUSIVE, FAIR AND SUPPORTIVE WORKING ENVIRONMENT FOR ALL MEMBERS OF THE TEAM.

In 2022/23, women made up 44% of the workforce at Bruichladdich Distillery and fulfilled 48% of leadership roles spanning all areas of the business – from cask management and production to product design and marketing.

We established a Women's Network to support our female workforce. To mark International Women's Day 2023, the Women's Network ran a week-long programme of events and interactive sessions, creating a safe space for team members that encouraged transparency, sharing and compassion. Both men and women across the business were encouraged to attend events.

EVENT TOPICS:

- **Imposter Syndrome:** an interactive discussion around Imposter Syndrome and how this can manifest at work.
- **Vulnerability:** an open workshop to reconsider our understanding of vulnerability and how this perceived 'weakness' could be our greatest strength.
- **Women's Health:** Clare Knox from See Her Thrive joined us for a talk on women's health covering menopause diagnosis, symptoms and management guidance.
- **Gender Equality:** an open discussion around gender equality in the workplace.

SMART WORKS CLOTHING DRIVE

As part of the International Women's Day programme, we gathered donations for SMART WORKS, a charity that exists to give women the confidence they need to reach their full potential, secure employment and change the trajectory of their lives.

Clothing, shoes, handbags and coats were donated as part of our clothing drive, with over 50 items delivered to our local SMART WORKS centre in Glasgow.

NURTURING THE ISLAY COMMUNITY

THE LOCAL COMMUNITY OF ISLAY IS THE BEDROCK OF OUR BUSINESS AND WE WANT OUR ACTIONS TO HAVE A POSITIVE IMPACT ON OUR ISLAND HOME.

Our annual Community Day sees the full Bruichladdich Distillery team don overalls, work boots and gardening gloves to contribute to a day of work outside the distillery gates.

After having to postpone the initiative in 2021 due to the Covid-19 pandemic, the Laddie Crew took on a number of local projects in 2022 and 2023.

THESE PROJECTS INCLUDED:

- Beach cleans
- Painting Bruichladdich Hall
- Repairs and gardening at Port Charlotte Primary School
- Painting the exterior of The Museum of Islay Life
- Weeding and tidying the Port Wemyss and Port Ban Coastal Paths



UPDATING OUR VOLUNTEERING POLICY

We have updated our Volunteering Policy in recognition of the value volunteering brings to the community and to our employees. All employees are now offered up to two days of paid leave dedicated to volunteering in addition to our annual Community Day.

Many of our team members volunteer as part of the emergency services on Islay – including the RNLI, Coastguard and Fire Service. They are now eligible for up to five days of paid leave per year for induction training when joining a service and two days thereafter for mandatory, specialist training.



CONSERVING BIODIVERSITY:

THE BOTANIST FOUNDATION

AS WELL AS INVESTING IN OUR PEOPLE AND LOCAL COMMUNITY, WE ARE ALSO PASSIONATE ABOUT NURTURING AND PROTECTING OUR ISLAND HOME. SINCE 2015, WE HAVE INVESTED ANNUALLY INTO BIODIVERSITY AND CONSERVATION PROJECTS ON ISLAY AND BEYOND VIA THE BOTANIST FOUNDATION.

In 2022/23, we continued to invest in a PhD student studying genetic diversity in juniper in the UK, in partnership with the UK Centre for Ecology and Hydrology. This vital research will help to understand threats to juniper such as low natural regeneration, a serious Phytophthora pathogen and land management practices with a view to protecting and restoring existing populations.

We commenced a 10 year project with Butterfly Conservation Scotland, supporting their Marsh Fritillary monitoring project. The project will mobilise volunteers to monitor the threatened population of Marsh Fritillary, a species which has seen a 79% decline in distribution in the UK between 1976 and 2014. Through the sponsorship, Butterfly Conservation Scotland will be able to provide training and support through both field and virtual

workshops to upskill and engage local volunteers and farmers to undertake monitoring for Marsh Fritillary on Islay and across the butterfly's Scottish range.

The Botanist Foundation supported the RSPB's Corncrake Calling project by funding the purchase of essential audio equipment. The equipment will allow the RSPB to better monitor this secretive bird, recording its distinctive "crex crex" call. The results of these surveys will prove invaluable in determining the best practices for corncrake management and help give this distinctive bird the best chance at thriving.



SUPPORTING STUDENTS

Each year we're proud to support students wishing to study and pursue careers in the fields of biodiversity, conservation and sustainability. In 2023, we funded three students who were each provided with an annual bursary that has enabled them to pursue their education on the mainland.



WHAT'S NEXT?

- In addition to coaching offered to those returning from Primary and Secondary Caregiver leave and enhanced Secondary Caregiver leave, we will bolster our internal Breastfeeding Policy
- Continue to implement distillery-wide Diversity, Equity & Inclusion training and bolster Disability Policy – outlining our commitment to employees on Islay and Glasgow with learning and/or emotional disabilities
- Implement a Sabbatical Leave Policy, giving employees the option to innovate, gain knowledge and pursue their interests outside their day job
- Give back to the community by supporting projects on Islay and develop a calendar of fundraising initiatives to raise vital funds for charities on Islay and beyond

THANK YOU

WE WOULD LIKE TO SAY A HUGE THANK YOU TO ALL WHO CONTINUE TO SUPPORT OUR JOURNEY – ESPECIALLY OUR LADDIE CREW WHO EMBRACE OUR MISSION TO DO BETTER.

We couldn't do what we do without the support of all our valued and vital partners:

- Our team at Bruichladdich Distillery and the wider Islay community
- All of our farming partners across Islay, mainland Scotland, Orkney and Wiltshire
- Bairds Malt, our maltings partner
- Our network of suppliers and hauliers
- University of the Highlands and Islands Agronomy Institute
- James Hutton Institute
- Breadlab, Washington State University
- Botanic Gardens Conservation International
- The Botanist Foundation Independent Directors and Board Members
- Our valued customers around the world

WE WELCOME YOUR FEEDBACK

We value transparency and want to know where and what we can do better. We are committed to delivering our sustainability strategy and making the most positive impact where we can, and welcome your challenge, suggestions and ideas on how we can be better.

If you have any questions or feedback we'd love to hear from you.

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"After 23 years at Bruichladdich Distillery, co-founder, Simon Coughlin, retired this summer. Following two decades of commitment to project Bruichladdich, Simon leaves behind an incredible, long-lasting legacy. His steadfast belief in using the distillery as a platform for positive growth remains at the heart of our DNA. We can't thank him enough for everything he has done, and while we wish him a happy retirement we are grateful that he remains as our Honorary Chairman. "

DOUGLAS TAYLOR, CEO, BRUICHLADDICH DISTILLERY

PROGRESSIVE HEBRIDEAN DISTILLERS
BRUICHLADDICH
DISTILLERY
COMPANY



BRUICHLADDICH