



B·ABLE

FIVE STEPS TO KICKSTARTING YOUR SUSTAINABILITY JOURNEY





Mirry Christie

Founder & CEO

B-ABLE is a full service **social and environmental impact consultancy** offering guidance to companies on their sustainability journey.

From strategy creation to implementation we **simplify sustainability**.

Our efficient end-to-end service is **tailored to our clients' needs**, from one-off projects to long-term support.

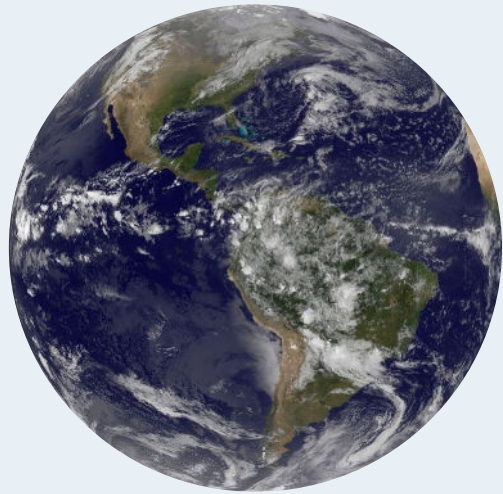


Sustainability is

“meeting the needs of the present without compromising the ability of future generations to meet their own needs.”

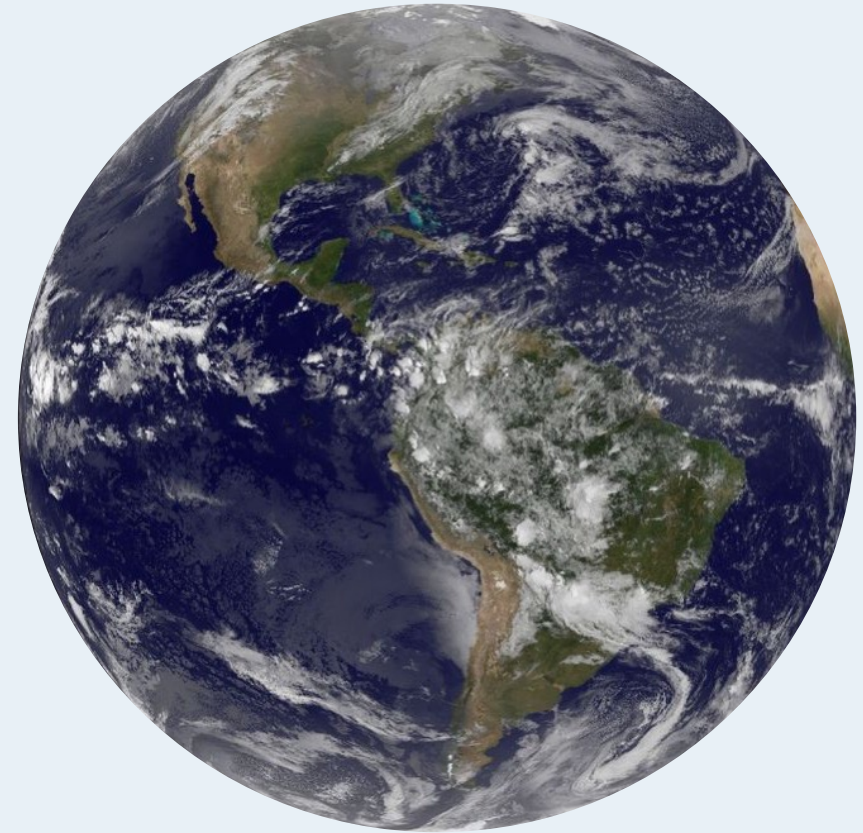
The United Nations Brundtland Commission (1987)

WE'RE ALREADY EXCEEDING EARTH'S CAPACITY....



What we
have

1.8x



What we
currently use

NEARLY **HALF** OF THE
WORLD'S POPULATION LIVES
IN POVERTY

LACK OF **FOOD & WATER** IS
KILLING THOUSANDS
EVERY SINGLE DAY

MODERN SLAVERY DIRECTLY
AFFECTS **OVER 50 MILLION**
PEOPLE GLOBALLY





**OVER 80% OF
CONSUMERS ARE
WILLING TO PAY MORE
FOR SUSTAINABLY
PRODUCED OR
SOURCED GOODS**

SOURCE: PWC, 2024

WHAT ARE THE BENEFITS?



**IMPROVE BRAND
VALUE & IMAGE**



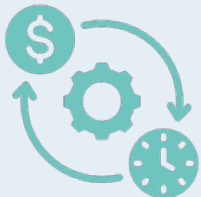
**SECURE
INVESTMENT**



**ENHANCE
COMPLIANCE**



**ATTRACT NEW
CUSTOMERS**



**ACHIEVE
EFFICIENCIES**



**ENGAGE YOUR
EMPLOYEES**

WHAT CAN GO WRONG



Boohoo faced a **£100m lawsuit** from investors after allegations of modern slavery in its Leicester factories wiped over £1bn from its value.



Keurig Green Mountain were sued by customers and **paid \$10m settlement** after marketing their K-Cups as recyclable, when most facilities could not process the cups.

WHAT GOOD LOOKS LIKE

unequally divided
like the chocolate industry ↘



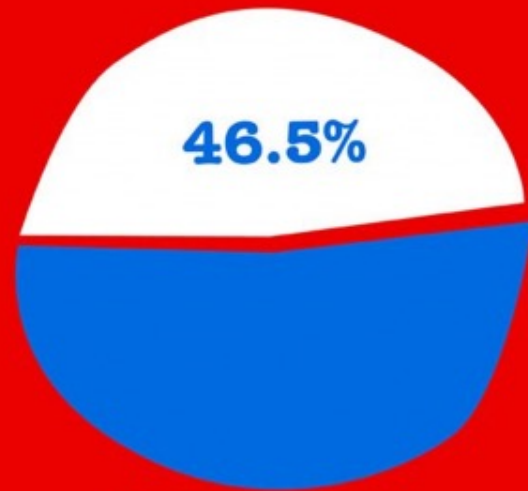
↙
Fairtrade
and B Corp
certified



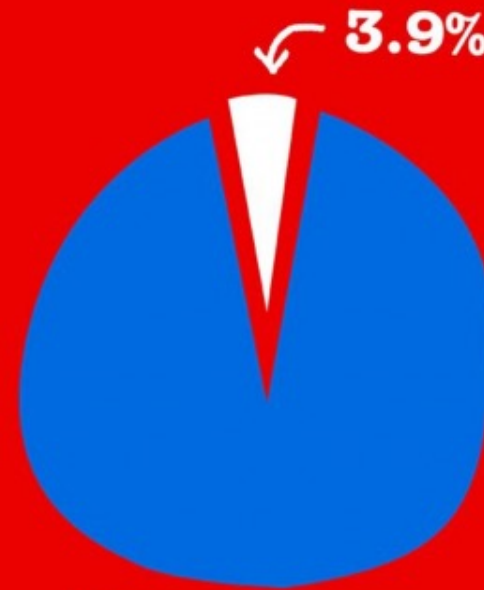
FINDING CHILD LABOUR IS A GOOD THING

because then we can help sort it

child labour cases
in the cocoa chain:



industry
average



Tony's long
term partner
co-ops



ENGAGE YOUR STAKEHOLDERS

- Identify your internal and external stakeholders
- Determine methods of engagement
- Gather insights and input on what's important

2

CREATE YOUR PLAN

- Understand your market and your peers
- Set your overarching vision for sustainability
- Identify your top areas of focus
- Develop goals and targets for 5-10 years

3

ENGAGE YOUR EMPLOYEES

- Share your plan across the business
- Create momentum across all levels and teams
- Assign accountabilities for each goal/target

4

IMPLEMENT YOUR PLAN

- Set up data collection systems
- Allocate budget and resources
- Hold regular forums for internal discussion and provide support to individual departments
- Consider certifications e.g. B Corp

5

REPORT YOUR PROGRESS

- Report annually on your progress – share internally and externally
- Be proud of your achievements and honest and transparent about your challenges
- Avoid greenwashing and greenhushing

John Lewis

Happier World

Our Ethics & Sustainability strategy sets the direction for us to become a more sustainable and ethical business.

In service of our Partners' Purpose, Working in Partnership for a Happier World, we are set to protect the planet and nature and support the growth of all those touched by our business. Each area of our strategy is critical to us in creating a more sustainable future for the planet and a kinder, fairer future for Partners, customers, suppliers and the communities in which we operate. [Click here for details](#) within our operational no net-zero and net-zero system.

This report highlights the progress we have made against our Plan. A Sustainability Strategy along the 50 weeks of the Financial year ended 27 January 2024 (same year, 50 weeks ended 28 January 2023), unless otherwise stated. It covers key achievements and performance data, as well as the challenges and opportunities we have faced across the Partnership.

“Every single aspect of our business depends on and has an impact on nature and the communities in which we source and operate. From the use of raw materials to create our products, through to the running of our operations. Progressing our Ethics & Sustainability strategy is central to delivering the Partnership's Plan, as well as having a positive impact for generations to come.”

John Owen
Executive Director, John Lewis

Working in Partnership for a happier world		
OUR ETHICS & SUSTAINABILITY STRATEGY		
SUPPLY CHAINS	ENVIRONMENT	COMMUNITIES & HEALTH
<p>REDUCE the impact of our supply chains and improve the way we source</p> <p>Read more on p22-23</p>	<p>CIRCULARITY & WASTE</p> <p>Designing with circularity, reducing and recycling waste</p> <p>Read more on p33-35</p>	<p>SOCIAL IMPACT</p> <p>Connecting and going back to communities and charitable causes</p> <p>Read more on p23-25</p>
<p>ADAPT to climate, environmental, resource & raw material risks</p> <p>Investing in our ability to transition and supporting them to meet net-zero</p> <p>Read more on p36-37</p>	<p>CLIMATE ACTION & RESILIENCE</p> <p>Reducing greenhouse gas emissions in our operations and supply chain, and protecting our resilience against climate change</p> <p>Read more on p38-41</p>	<p>HEALTH, NUTRITION & WELLBEING</p> <p>Leading customers, Partners and communities to lead healthy and happy lives</p> <p>Read more on p34-38</p>

Introduction | Supply Chains | Environment | Communities & Health | Appendix | Ethics & Sustainability Report 2023/24

Monica Vinader

LEADING CHANGE | SUSTAINABILITY REPORT 2023

MONICA VINADER

We are leading the change in the jewellery industry so that others can do the same. While progress is a process, we're proud of how far we've come and the breakthrough moments we've celebrated.

M&S

Reshaping M&S

Mark and Spencer Group plc
Sustainability Report 2023

Innocent Drinks

2022 in numbers

18 markets	over 800 employees	Certified B Corporation 105.2 points	healthier people sugar in our drinks is down 2.5%	healthier planet our bottles are now 7% lighter
14 different locations	10% of our profits go to charity	1.3 billion portions of fruit & veg into people	50% recycled plastic	we got 3,308 farming livelihoods
healthier communities	93% of our ingredients are sustainably sourced	we donated 1,188,804 drinks	17% of our drinks are now carbon neutral	

L'Occitane

FY2023 SUSTAINABILITY PERFORMANCE OVERVIEW

CREATING ECONOMIC VALUE

100% of direct group employees by FY2024

98% of core ingredients by FY2023 and FY2023

Target: 100% of core ingredients certified for week-up FY2026

DEI GENDER DIVERSITY IN THE BOARD OF DIRECTOR

	Male	Female
FY2023	46%	54%
FY2022	39%	61%
FY2021	34%	66%

DEI GENDER DIVERSITY IN THE GROUP'S SUBSIDIARY CORPORATE

	Male	Female
FY2023	45%	55%
FY2022	48%	52%
FY2021	54%	46%

DEI EMPLOYEE SATISFACTION

	Score
FY2023	4.5
FY2022	4.5
FY2021	4.5

LOCCITANE EN PRODUCE, PRELITA, BRUNO MAGLI, LOCCITANE HAIR CARE, NUMBER OF ENTITIES CERTIFIED BY GFTW

7 out of 18 entities certified by FY2023

MARK OF 28 COUNTRIES by FY2023

GIVING BACK

€4.8M donated

An aerial photograph of a winding asphalt road with yellow lane markings, curving through a dense forest. The trees are in various stages of autumn, with some showing vibrant orange and red leaves, while others are still green or have turned grey. The overall scene is a mix of natural colors and textures.

**SUSTAINABILITY IS A JOURNEY
NOT A DESTINATION**

THANK
YOU

For more information please contact
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website www.bale.world

