

2024

Impact Report



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Introduction



As an **independent company**, long term sustainability and future thinking is at the forefront of how we operate. Like most independent businesses, improving sustainability is evolution not revolution and continuous improvement is a driving source of motivation. As a result, we have placed the ethos of sustainability at the core of how we operate - both embracing and actively looking for areas to progress.

This is our first Impact Report. Within, we have aimed to document our journey towards becoming a force for good. In 2023, we **certified as a B Corp** and gained our **EcoVadis accreditation badge** in early 2024. While we are proud of these certifications, they represent just a

small part of our progress and the steps we have taken to improve our impact over the past year. It has been a wonderful process, looking back and reflecting on all of our achievements - and challenges - along the way.

We are committed to having a **positive impact**, aiming to set a benchmark for our colleagues, suppliers, and customers that reflects our focus on excellence and ongoing progress.

Best Wishes

The Kimia Team

Who we are

Kimia is a UK-based specialist supplier of premium quality alcohol and solvents, with a strong reputation both in the UK and internationally for providing the highest levels of service and quality. We supply business to business to the pharmaceutical, cosmetic, flavour and fragrance, and beverage sectors, serving more than 60 countries worldwide.

For over 50 years, we have built long-standing working relationships with some of the world’s leading suppliers. We pride ourselves on our commitment to quality, both in terms of the products we supply but also in the reliability of our supply chain and the service we provide.

Pharmaceutical

Our customers in the pharmaceutical industry require conformance to the strictest standards of quality control and quality assurance. Our alcohol is used in various pharmaceutical applications, from children’s paracetamol to the agent for transporting blood plasma.

Flavour and fragrance

We supply most of the UK’s flavour houses with alcohol, which is used to formulate flavour compounds found in many food and drink products.

Household goods and sanitiser products

We also sell alcohol to producers of household goods and sanitiser products.

Beverages

We provide high-quality alcohol, which serves as a base spirit, to the beverage industry across the UK.

Industry leadership

As active members of the Chemical Business Association (CBA) and Solvents Industry Association (SIA), we follow the guiding principles of Responsible Care to ensure safety, security and integrity in the trading, distribution, handling, movement, and storage of chemicals. This commitment covers the entire chemical supply chain.

As an independent company, we have the unique advantage of greater freedom to experiment and innovate, along with investing in our people and our community.

We are proud to demonstrate our passion for positive change within this sector.

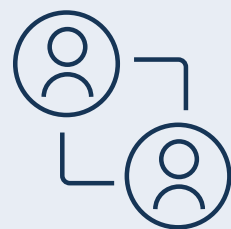


Our progress timeline

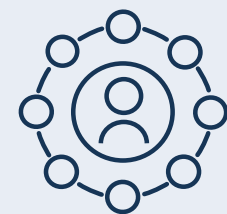
We have worked hard to continuously improve our operations, culture and overall positive impact. Some of our highlight moments include:



We updated our **Articles of Association** to make our business legally required to consider the impact of our decisions on people, customers, suppliers, community and the planet.



We hold annual Company Talks and regular Town Halls, attended by all of our team members, to come together and keep up to date.



We continued to embed our company values - Ownership, Opportunity, Boldness and Decency - that we feel better represent what we are all about - now and into the future.



We conducted our annual Employee Engagement Survey for feedback on how we can improve, and to gain a better understanding of our company-wide diversity.

Learn more about the survey on page 12 →



Certifying as a B Corp,
with a score of 89.4!
We go into depth on this on page 10 →



We implemented annual training on our company ethics and Equality, Diversity & Inclusion (EDI) policies.

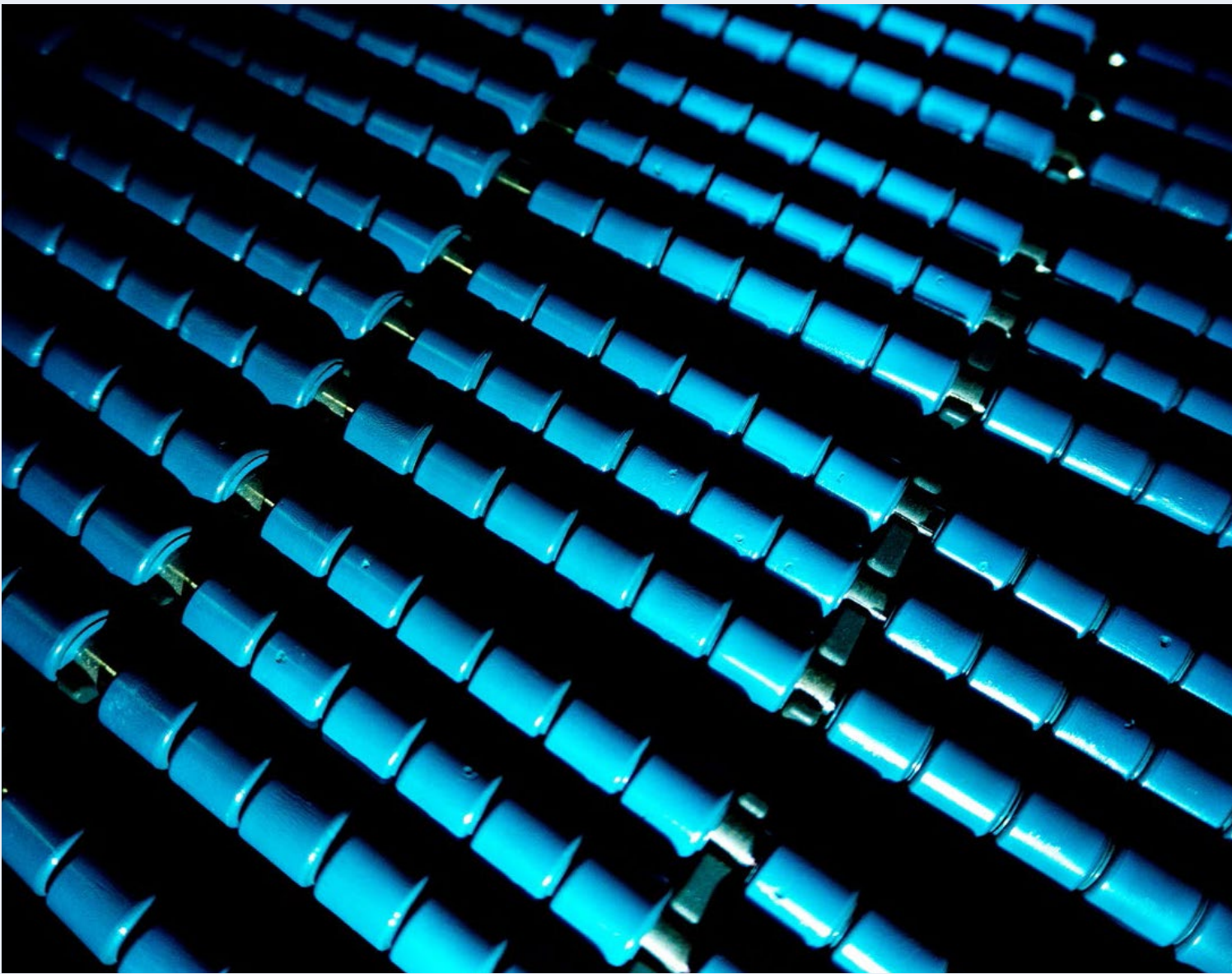


We were awarded our EcoVadis badge in February 2024.
Find out more about this achievement on page 16 →

We retained our silver workplace accreditation from **Investors in People**, which represents organisational improvements for the development of its people.



We completed audits for ISO 9001, Responsible Care, the BRCGS Food Safety Standard and the Supplier Ethical Data Exchange (Sedex) against their published standards.



Our B Corp journey

Our journey to becoming a B Corp officially started back in Spring 2022, and we later achieved certification in December 2023. But the symbol of certification is just the beginning; it is what lies beneath the logo that really matters...



What is B Corp Certification?

B Corp certification demonstrates to our colleagues and team that we want to have a positive impact and that we will uphold our values in everything that we do.

In a nutshell, B Corp Certification is awarded to businesses that are able to prove they meet verified high standards of social and environmental performance, transparency, and accountability.

While we had already begun a number of practices that prioritised social and environmental advancement, we were looking for a framework that both embodied our approach to long-term sustainability, and provided us with a detailed action plan to implement tangible improvements. For us, the breadth of the B Corp framework complimented our company ethos to continue to do things better each day.

But B Corp is not about words – it is about actions and taking steps to continuously improve across five key impact areas. A company’s verified performance within each impact area is assessed using a scoring system.



Unpacking our score

We are very proud of what our score represents, because it speaks to the determination and collaboration of Kimia as a business that wants to do the right thing.

We have worked hard to formalise and implement a programme of action under each Impact Area to help us achieve our improvement goals and gain Certification. But we are not stopping there. B Corps are all about progress, and are required to recertify every three years.

We are already looking forward to renewing our Certification in 2026 with so much opportunity for improvement ahead of us. This Impact Report both recaps the progress we have made in different areas of the business, and details what we have identified to work on in the future.



B Corp certification gives confidence to our team, customers and suppliers that we are accurate and positive in our claims and goals.



Our people

Our people are core to the longevity of Kimia, which is why we are passionate about ensuring our work environment is fulfilling, collaborative and enjoyable.

Employee engagement

We recently launched our Employee Engagement Survey to give us even more insight into how everyone finds working at Kimia. While we welcome and **encourage suggestions for improvement year-round**, we will be rolling out the survey on an annual basis, allowing us to further enhance the experience of our team.

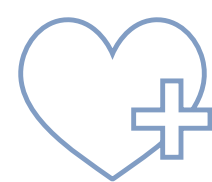
In addition to our survey, we have communicated how important feedback is and the various ways people can

feedback, which includes at Town Hall and Company Talks, via our Feedback Form, as well as through our **Communications Group**. Representatives from each department attend the group to review communication within the business as well as our charity and events calendar. We also have a monthly **Safety Forum** for everyone to have a voice on health and safety matters and feedback any news and updates to their colleagues.

94%	are proud to work at Kimia
89%	feel our values are aligned with their personal values
95%	enjoy working with their team



Employee experience



We continue to prioritise a **framework and culture which keeps our people safe**, and we ensure we are compliant with legislation across our sites, protecting everyone’s health, safety, and wellbeing.



We promote an **inclusive working environment** and have annual training on our company ethics and EDI policies.



We have a family feel and collaborative approach, **celebrating birthdays, key events and milestones**.



We recently launched a values recognition scheme: **we celebrate team members who demonstrate our values** in their day-to-day work.



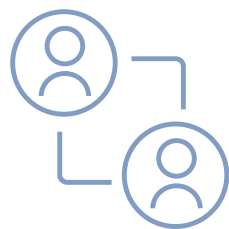
We actively use quality standards and feedback to help **identify areas for improvement** including the recent refurbishment of our warehouse and offices.



We have a **thorough welcome induction programme** for all new starters to ensure they feel welcomed and settle in quickly. Everyone has an annual and mid-year performance review.



We offer a **range of supplementary benefits** from life insurance, private pension and an Employee Assistance Programme, to staff discounts on our products, fitness incentives, and healthy fruit and snacks.



We also hold regular **People Manager meetings** to provide cross-department feedback, communication and training, aimed at improving our team members’ experience of work.

Our people

Future improvements

- We are planning to improve training and development through implementing a company-wide learning management system, to be rolled out in 2025.
- We are investigating ways to improve the perception of manufacturing and production roles as a career pathway.

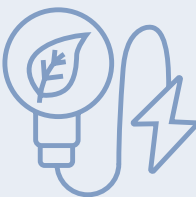


Our environment

We are always thinking about the future and taking a long-term view. For us, this means striving to enhance the sustainability of our products, while reducing the impact of our operations on the environment.



Environmental progress



Our electricity supply is from **100% renewable sources**.



We have made **energy efficiency improvements** to our warehouse and offices by installing a roof that is better insulated, allows for more natural light through skylights, and can take solar panels.



We have continued installing LED lighting and introducing sensors to turn off lights in rooms with no activity, to **reduce energy consumption**.



We have developed a company-wide **Environmental Management System (EMS)**, providing a framework that helps us to reduce our environmental impact while maintaining operational efficiency. Our EMS details environmental targets and associated actions, making it easier for us to accurately measure our progress.



In February 2024, we were awarded our accreditation badge by **EcoVadis** - a globally recognised assessment platform that rates businesses' sustainability based on environmental impact, labour and human rights standards, ethics, and procurement practices.



We take an innovative approach to our raw materials, including our IBC return and reuse scheme and ensuring that labels on our containers are recyclable wherever possible. We work closely with waste management companies to guarantee that all waste is recycled or reused. **We are continuously looking for new opportunities to improve.**

Our environment

Future improvements

- Reduce direct energy consumption by 3% annually.*
- Continue to procure 100% of our operational electricity consumption from renewable sources by 2025.
- Reduce direct water consumption by 3% per litre of production annually.
- Maintain a minimum of 90% waste diversion from landfill across our operations and zero to landfill by 2050.
- Reduce Scope 1-3 operational carbon emissions by 3% per litre of production annually.

*Based on measurements as at 2021/22.



Our community

We really enjoy the positive impact we are able to have on our wider community, thanks to fostering long-term partnerships with local organisations that work to make a difference.





WITHAM COMMUNITY HUB

Every year, we organise a Christmas and Easter raffle, as well as a collection box with donated gifts and food for the local community. More recently, we have supported the Witham Community Hub by providing a venue and volunteers to help sort and pack donated Christmas presents for local families who are going through hardship.



BACK UP TRUST

We donate prizes to Back Up Trust’s charity auctions at key events throughout the year. This dedicated charity supports individuals affected by spinal cord injury through services such as peer mentoring, therapy, and vocational training, helping them regain confidence and independence. We are proud to have supported Back Up Trust for nearly 10 years.

MAHAKALI ALM PARK

We continue to support Mahakali ALM Park in Mumbai, India with an annual donation that goes towards supporting the upkeep of the park and the local children and community it supports.



Our suppliers

Kimia is committed to ensuring a high standard of ethical and environmental trade practices.

We strongly believe that all businesses have a responsibility to protect and respect human rights. Our **Ethical Trade Policy** ensures those who work with us to produce and deliver our products are not being exploited or exposed to unsafe working conditions. This policy also helps us to manage and work to minimise environmental impacts across the whole value chain.

We adhere to the **Modern Slavery Act** and **Ethical Trading Initiative (ETI) Base Code**, and are a member of **Sedex (Supplier Ethical Data Exchange)**. We strongly encourage our suppliers to provide the same levels of commitment, continuously improving their social and environmental performance and complying to all local laws and regulations, as well as the Modern Slavery Act.

Collaboration will play a crucial role in helping us to achieve our sustainability goals. We encourage transparency, using our supplier questionnaires to screen and audit the third parties we engage with. **By prioritising relationships based on mutual trust and respect, where information is shared openly and freely, we have the opportunity to improve standards to the benefit of the whole supply chain.**

As an example of this, we are increasing our use of sustainable packaging through working with our suppliers.



We follow the guiding principles of Responsible Care adhered to by the Chemical Business Association (CBA) to ensure safety, security and integrity in the trading, distribution, handling, movement and storage of chemicals. This covers the whole of the supply chain – from manufacturers, through to distributors and logistics companies.

Our community

Future improvements

- We are working towards a more structured approach and commitment to how we support our local and industry-wide community and charities, shifting towards meaningful, impactful partnerships.
- We will dedicate more time to engaging with our B Corp community through events and online forums.
- We will continue being active members and strengthening relationships with our trade associations including SIA and CBA.
- We will maintain our commitment to ensure our suppliers comply with our Ethical Trade Policy to drive high ethical standards and minimise environmental impacts across the whole value chain.



Our governance

A pivotal moment along our B Corp Certification journey was our *mission lock*.

We have made a legal commitment to stakeholder governance. This means **we are now accountable not only to our shareholders, but to all stakeholders affected by our actions as a business** — including customers, employees, suppliers, communities and the environment. This pivotal change and commitment is captured in our Articles of Association.

To ensure collaboration and buy-in, all our employees have a social and environmental goal included in their job description and individual contributions towards this goal are assessed at their annual performance review. We have a companywide focus on reducing waste: environmentally, financially and in terms of time.

We are passionate about educating our employees and our wider network on sustainability and our efforts to do better. We have actively participated in industry talks and discussions, including the annual SIA conference and CBA seminars and workshops.

We measure our environmental targets and share our performance publicly. We also share our **Sustainability Policy, Code of Conduct** and **Ethical Trade Policy** publicly to promote transparency towards our stakeholders.

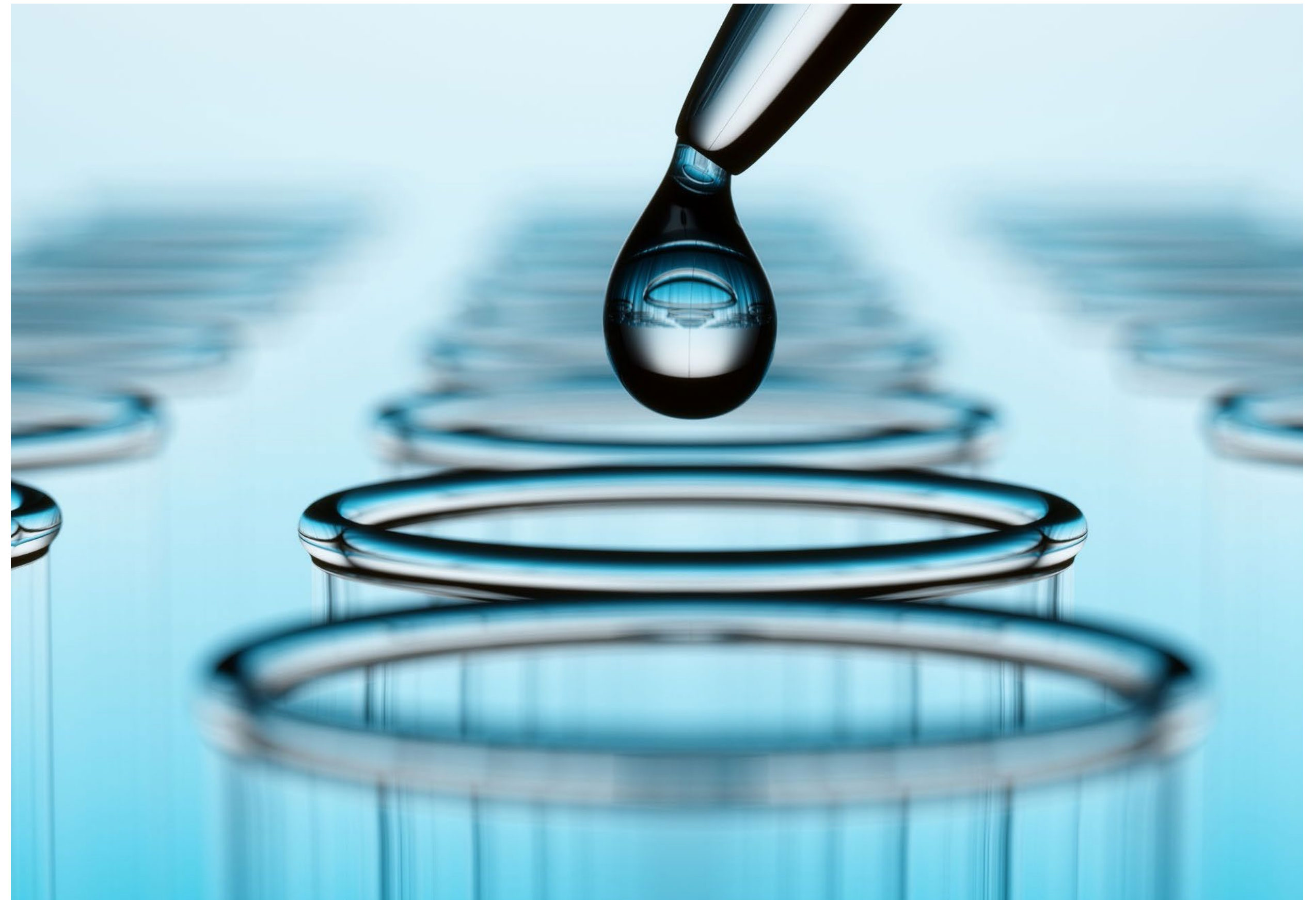


SIA Annual General Meeting and Conference 2023

Our governance

Future improvements

- We are working towards creating a unified approach to our social and environmental goals, accreditations and improvement plan.
- We are formally embedding the improvements, objectives and annual requirements initiated over the past 18 months through the B Corp framework.
- We will be building on internal communications so we can engage with our sustainability goals and recognise their value to the business, as well as promoting a greater understanding of what this looks like in practice.
- We will ensure that team members have a good knowledge of our goals and can speak confidently externally.



Our customers

Being an independent business means we are constantly reminded of the importance of maintaining good relationships and prioritising how we treat others.

At Kimia we pride ourselves on high levels of customer service through our personalised and tailored approach to doing business – making sure our customers feel heard and valued.



We are B Corp, EcoVadis, BRC, ISO 9001 and Sedex accredited, giving our customers, suppliers, and our team the assurance that we are committed to our values to do things better, as well as deliver our annual sustainable goals to reduce the impact of our operations on the environment.



We are focused on creating a winning culture of operational excellence based on delivering value for our customers.

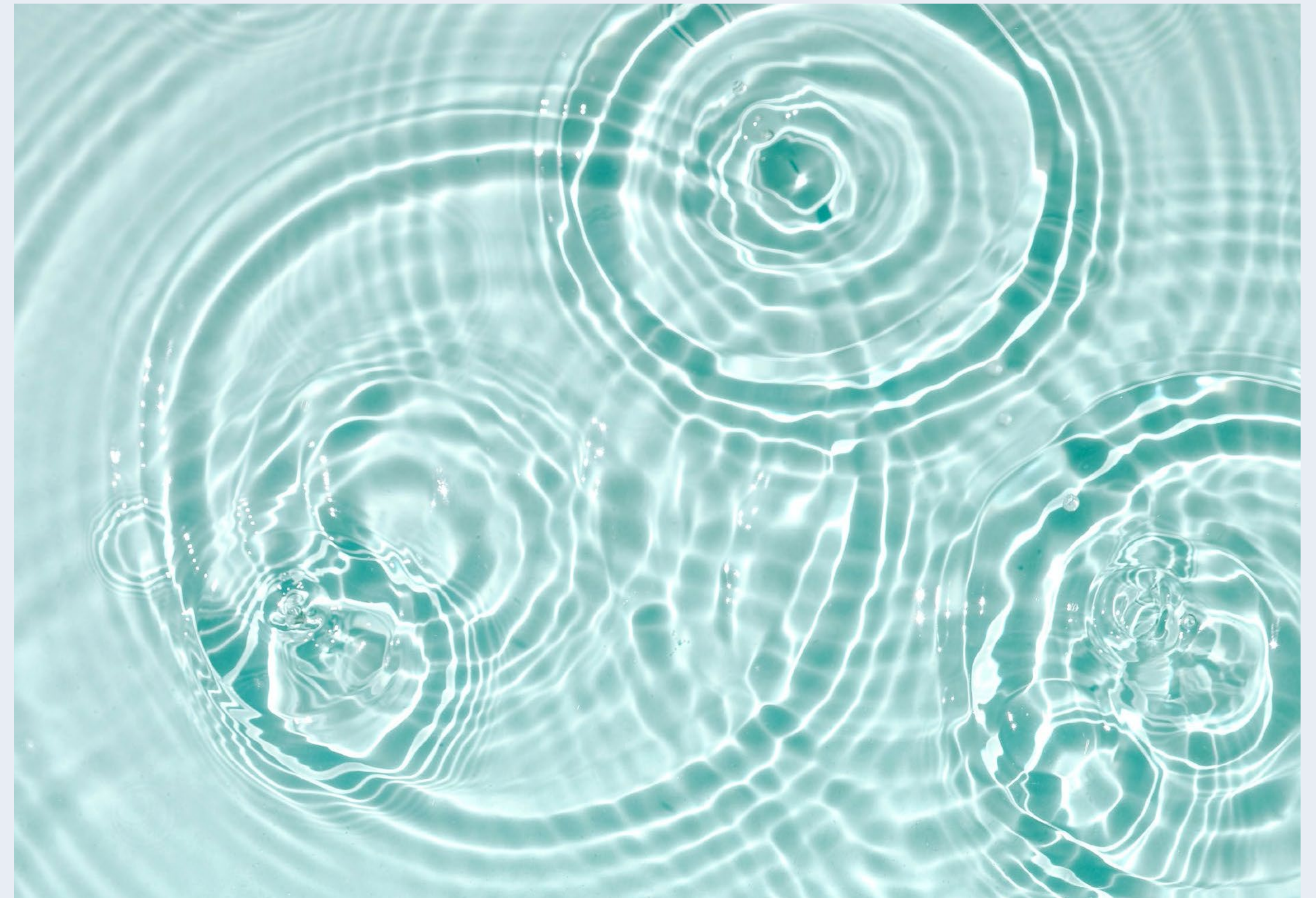


Quality is a core focus, and we continue to work on creating the optimum quality framework to consistently deliver the perfect product.

Our customers

Future improvements

- We will be engaging further with our customers to improve awareness of our accreditations, and developing a continuous improvement approach to sustainability through more external-facing resources...like this Impact Report!
- We are working towards **GMP excipient certification** by Excipact, an international certification body for pharmaceutical excipients, to ensure the quality of our products used by our pharmaceutical customers, to further emphasise our commitment to rigorous quality standards.
- We are continuously reviewing our customer service and performance to identify improvement areas where we can exceed customer expectations.



Our 2025 vision



Our people

- Implement company-wide learning management approach
- Promote manufacturing and production as a career pathway



Our environment

- Reduce energy and water consumption
- Maintain 100% renewable operational energy by 2025
- Maintain 90% waste diversion from landfill
- Reduce Scopes 1-3 by 3% annually



Our community

- Structured partnerships for community support
- Deepen engagement with B Corp community
- Strengthen relationships with trade associations



Our governance

- Create a unified approach to social and environmental goals
- Embed improvements and objectives through the B Corp framework
- Enhance internal communications on sustainability
- Promote understanding and value of sustainability practice



Our customers

- Bring customers along with us on our sustainability journey
- GMP excipient certification
- Continuous improvement to exceed expectations



kimia.co.uk