

IMPACT REPORT 2024

Xampla

Certified



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INTRODUCTION

Xampla is a technology company unlocking the power of plant polymers to create natural materials that change the world



MESSAGE FROM OUR CEO

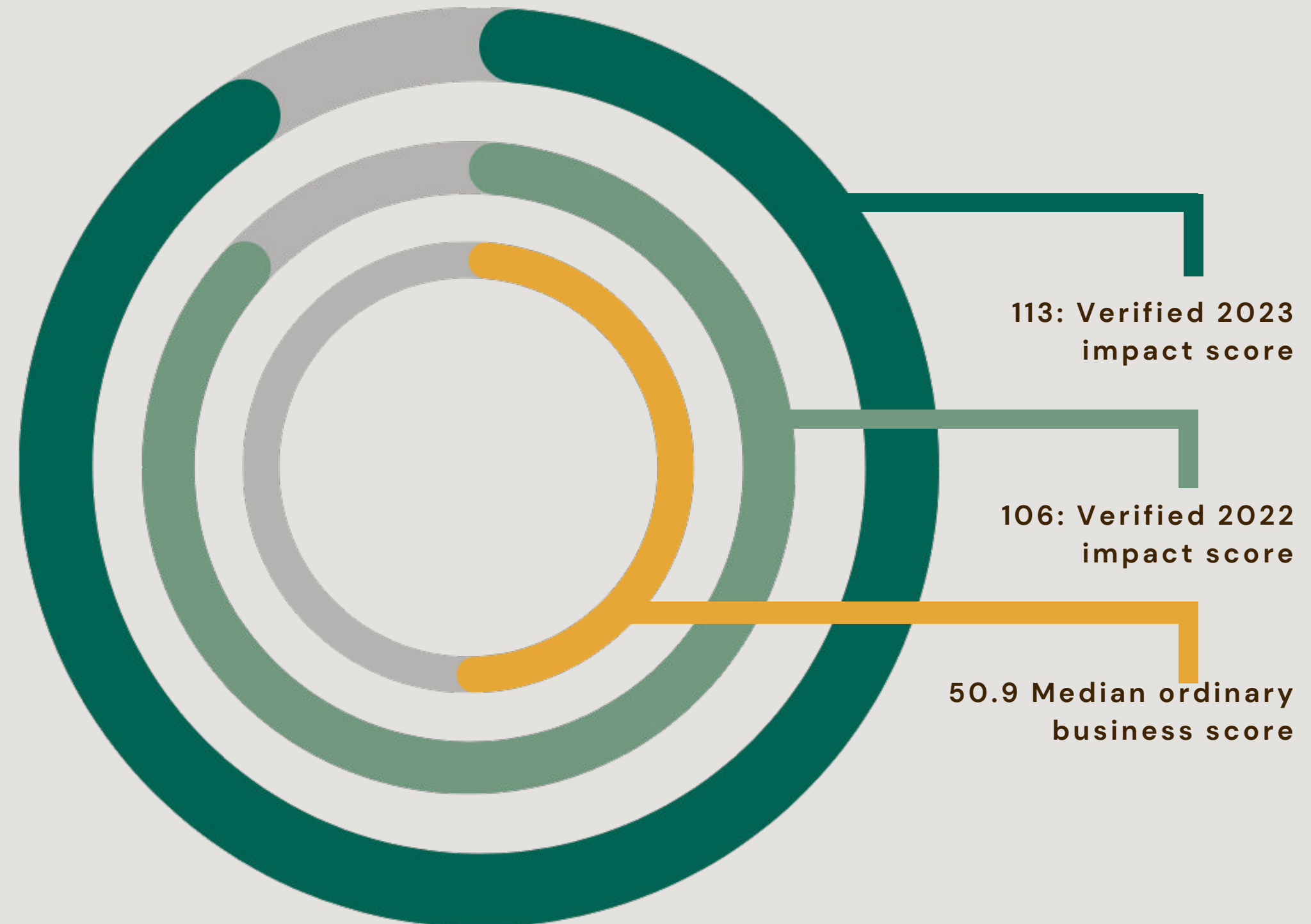
“

Xampla is incredibly proud of our BCorp status, reflecting our dedication to people and planet across health, safety and environmental governance, team and community management, and commercial partnerships. We are committed to continuously improve sustainability across every aspect of our business and balance purpose with profit.

”

IMPACT ASSESSMENT

Xampla continues to make improvements across all areas of the business, since being the first University spin-out company to gain BCorp accreditation in 2020. This is reflected with our improved assessment score for 2023.



Impact Assessment Scores



Governance

- Our core company mission
- Engagement on social and environmental impact

Team

- Equal treatment of full-time & part-time employees
- Health & wellness initiatives
- Improving benefits offering to all employees
- Comprehensive training opportunities and professional development offering
- Comprehensive employee review process
- Generous paid days off allowance
- Excellent treatment of interns offering review processes and living minimum wage payment

Community

- Xampla creates and manages an inclusive work environment
- High rate of female workers in non-managerial and managerial positions
- High rate of female directors
- Excellent age diversity in the workplace
- Improved workplace facilities with new office
- Increase focus on DSE and H&S

Environment

- Xampla is committed to environmental management – third party, audited systems, ISO 14001
- Environment is at the core of our product design

Partnerships

- Xampla has secured partnerships to delivering our plastic-free solutions at scale across multiple industries including FMCG and Foodservice.



Focus Area: Health & Safety

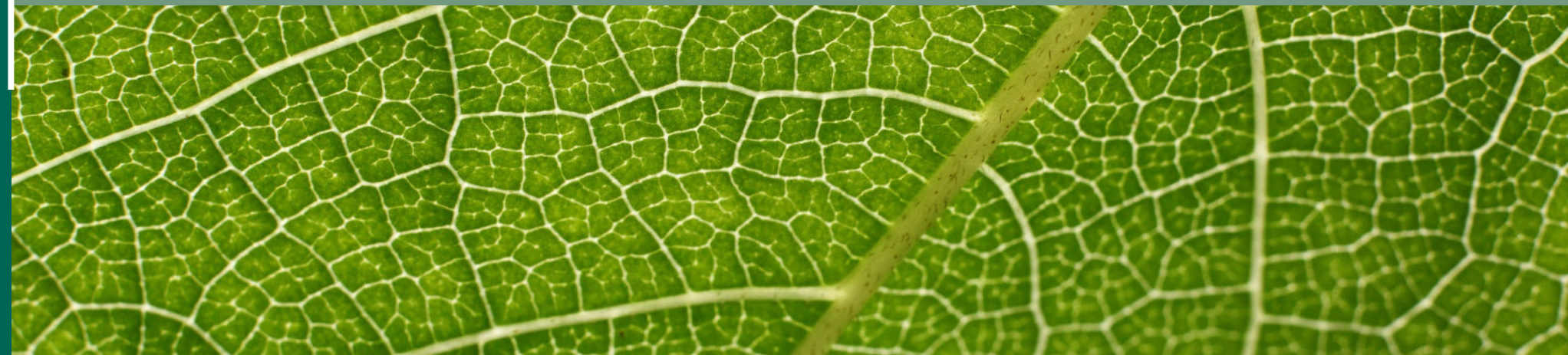


What we did in 2023

- Updated the company's policy regarding health and safety validated by an external audit, with a significantly improved audit score, highlighting the impact of the changes that were made.
- Ensured safe working conditions in new pilot plant facility by creating a risk assessment policy, supported by delivering training across all employees.
- Created cross-departmental Health & Safety team to ensure best practices across the company as well as individual departments including permits to work and risk assessments.
- Streamlined chemical control processes to one system to ensure safe working within both laboratories and pilot plant facilities.
- Delivered a range of training and support for employees to ensure preventative and corrective measures are in place such as dynamic risk assessment and first aid training.

What we are doing in 2024

- Increased awareness and focus on hazard identification and reporting across the entire business, contributing to maintaining an excellent safety record
- Company celebrations for health & safety milestones, uniting employees with positive reinforcement as well as championing achievements.
- Training and upskilling employees with development and qualifications including water and legionella training, IOSH refresher courses to remain up-to-date with new regulations, and our Quality & Food Safety Manager is doing an NVQ Level 6 Diploma in Health & Safety.
- Activated new ways of working based on training received, for example Health & Safety walks across all teams and sites within the company and continued focus on hazard reporting.



Focus Area: Benefits

What we did in 2023

- Supported employees during the cost-of-living crisis by implementing salary increases for the whole company.
- Focused on highlighting the importance of health and wellbeing through expanding offering of wellbeing workshops across multiple areas.
- Introduced health and wellbeing benefits for all employees such as private medical insurance and enhancing our sick pay policy to help keep employees healthy.
- Created positive changes for work-life balance for both full-time and part-time employees by reducing our standing working week hours with no impact on pay.



What we are doing in 2024

- Reviewed company benefits and implemented additional offerings including an improved pension scheme and group life assurance, to help employees prepare for the future.
- Supported employees with families by enhancing our maternity, paternity, and adoption pay policies.
- Investing in leadership and management development training to help the leadership team in company deliver targets whilst caring and managing their team employees with best practices.
- Furthering on cost-of-living crisis increases, we offered competitive pay increases for all employees to keep company motivation and morale high.
- Continuing to support staff health & wellbeing by offering access to fully funded counselling services, employee discount schemes, workplace massages, health and wellbeing initiatives, cycle to work scheme and free fruit.

Focus Area: 2M Partnership



What we did in 2023

- Established licence agreement with a leading manufacturing firm, 2M Group of companies, to scale production of our plastic-free Morro™ Coating for UK and European markets.
- Addressing formulation, manufacturing, and distribution requirements for Morro materials in partnership with 2M Group of Companies.
- Targeting a range of industries including foodservice, FMCG, personal care, and HI & I markets to eliminate the most polluting plastics in packaging.
- Our licence agreement with 2M Group of Companies enables the commercialisation of our material at scale to reduce the plastic and PFAS coatings in packaging and supporting companies to adhere to expanding legislation and the SUP directive.
- 2M Group of Companies are committed to driving positive change in the packaging industry with their portfolio of cutting-edge bio-based technology to embrace sustainability.

What we are doing in 2024

- Awarded Innovate UK Smart grant to accelerate manufacturing of Morro™ Coating.
- Increasing production to replace up to 50,000 tonnes of single-use plastic coatings and 5 million km of paperboard by 2031.
- In market-activation for Morro™ Coating via 2M Group of Companies and various supply deals with large food packaging suppliers, including global packaging company, Huhtamaki.



The Plastic Pollution Crisis



400 millions tonnes of plastic waste are produced every year globally, a third of which is attributed to the food and beverage industry

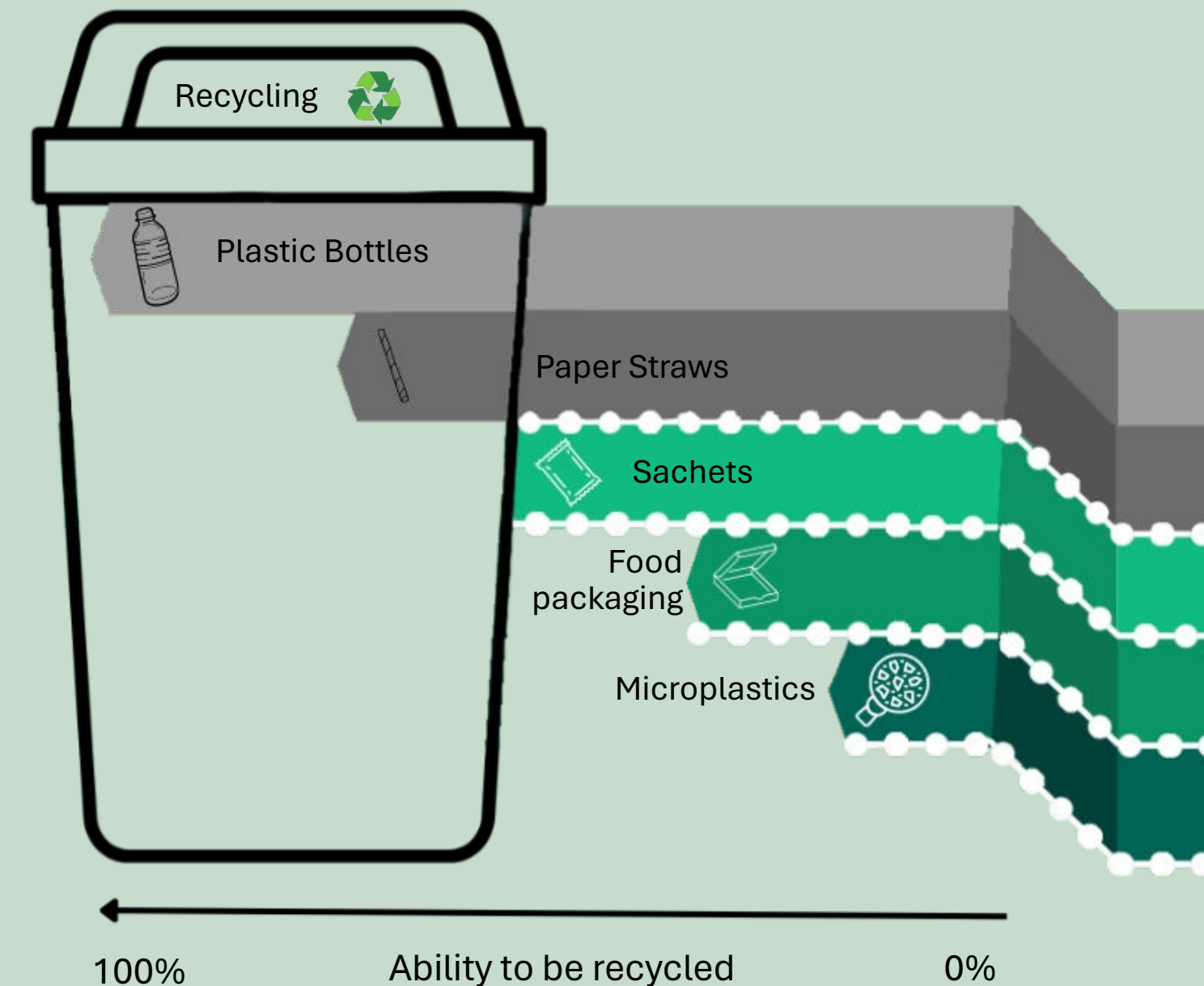


358 trillion microplastic particles are estimated to be floating in the world's oceans



'Plastic in Product' logos act as deterrents for brands and consumers, and encourage plastic-free choices

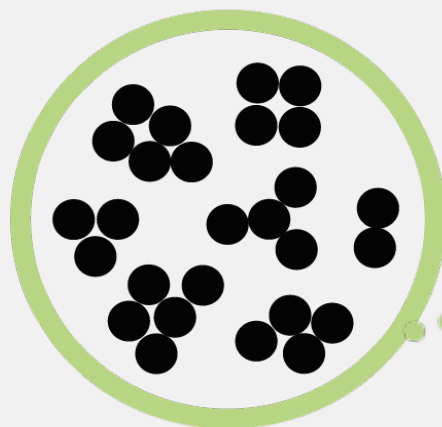
Xampla's Morro™ materials eliminate the most polluting forms of plastics, even those which cannot be recycled and are often invisible



Xampla's Morro™ Materials

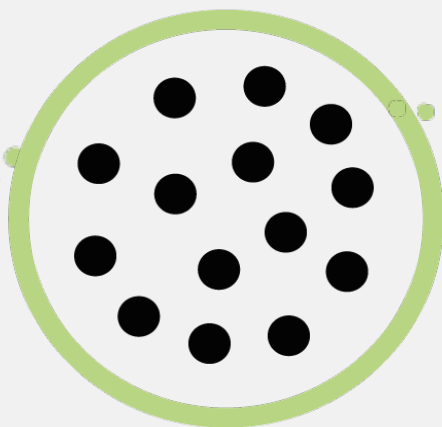


Without chemical modification, plastic free, SUPD exempt, fully biodegradable, drop-in replacement for the most polluting plastics



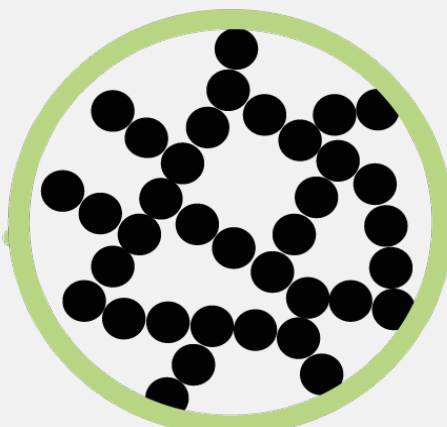
Step 01

We untangle plant-based proteins and reassemble them into new structures



Step 02

We reassemble without altering the chemical structure of the molecules



Step 03

We exploit protein's ability to self-assemble into supramolecular structures



Morro™ Coating



Morro™ Edible Film



Morro™ Soluble Film



Morro™ Micro





CONTACT

If you have any questions
regarding our work,
our impact, or our team,
please get in touch with us.

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