



Calvium Impact Report 2025

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Prepared for: External Use

CALVIUM^o

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Document Revision History

Version	Date	Changes	Reviewed by
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Table of contents:

1. Leadership Letter	3
2. Journey to Certification	4
3. B Corp score and goals for recertification	5
4. Impact Area plans	5





The Calvium team is taking a break from Volunteering duties at Windmill Hill City Farm.

The Calvium team visited a local (Bristol) independent pottery shop for our Festive activity.



Calvium's Jo Reid CEO and Dr Jo Morrison at the [Regain](#) Gala Dinner in Oct 2025

1. Leadership Letter

Dear Stakeholders,

In the challenging global landscape of 2024 and 2025, Calvium has continued to drive innovation and sustainable growth. I am proud to share that our commitment to balancing profit with purpose has strengthened our position as a forward-thinking organisation. Our journey towards B Corp certification is not only a testament to our values but also a strategic move to embed sustainability into every aspect of our business.

This past year, we have made significant strides in our environmental, social, and governance (ESG) performance. From enhancing our digital governance systems and upgrading our ISO standards to investing in employee well-being and launching sustainability initiatives, we have laid a strong foundation for future growth. Our decision to embrace a remote working model since March 2020 and our recent shift in office strategy - including the planned closure of our Bristol office - underscore our resolve to reduce our carbon footprint and focus on long-term, impactful goals.

As we reflect on our progress, we recognise that our B Corp journey is both a mirror and a roadmap - revealing our strengths while highlighting areas for improvement. I am confident that by engaging our team, partners, and customers in this process, we will continue to lead the way in sustainable innovation. We look forward to accelerating our progress in 2025 and beyond, reinforcing our commitment to a positive impact on people and the planet.

Yours sincerely,

Jo Reid

2. Journey to Certification

In 2023, after several years of careful consideration, Calvium resolved to pursue B Corp certification. Following our enrollment in the SME Climate Hub, we recognised the need to further embed sustainability across our business. Our mission is to drive innovation for people, places, and the planet, as evidenced by our work on projects to increase sustainable aviation fuel production, UK energy crop calculators to support net zero and improve accessibility to help theatres, museums, galleries, festivals and more to welcome deaf, disabled, and neurodivergent people through their doors.

The certification process has been both enlightening and transformative. It has enabled us to streamline our operations, deepen our team's understanding of sustainability, and recalibrate our long-term strategies. With the declining utilisation of our Bristol office, we made the strategic decision to close the office in late 2024. This move will reduce our carbon footprint and allow us to reallocate resources towards initiatives that foster long-term, impactful change.

Ultimately, becoming a B Corp in April 2025 has reinforced our commitment to realising our sustainability promises and provided a robust framework for continuous improvement. It enables us to transparently measure our progress, celebrate our achievements, and openly address the challenges we face, ensuring we remain accountable to our team, clients, and the wider community



3. B Corp score and goals for recertification

Calvium’s B Corp certification scorecard

Year	Month	Impact area 1 Governance Score	Impact area 2 Workers Score	Impact area 3 Customers Score	Impact area 4 Environment Score	Impact area 5 Community Score	Total B Corp Score
2025	submission	20.1	30.4	5	11.2	18.8	85.5
2025	April Audit	18.9	31.2	5	10.1	19.3	84.7

Calvium targets for B Corp scoring in 2026 include:

- Improving the Calvium B Corp score by 1.5
- Strengthening our impact across all five core areas - Governance, Workers, Customers, Environment, and Community
- Improving emissions reporting to support our carbon reduction plan, the SME climate hub's overall net-zero goals

4. Impact Area plans

Governance, workers, Customers, Environment, Community

Below are detailed tables outlining what we set out to do, what we have achieved thus far, and our plans for the next 12 months for each impact area.

Impact Area 1 - Governance	
What we said we’d do	What we did
A. Achieve B Corp certification by December 2025 with a minimum score of 87.	A. We submitted the B Corp assessment in June 2024 and were awarded B Corp status in April 2025
B Upgrade and maintain ISO standards 27001 and 9001	B Upgraded to ISO 27001 and 9001 new standards

<p>C. Carbon reduction</p> <ul style="list-style-type: none"> - Reduce scope 2 emissions by 25% - Audit the emissions reporting process for accuracy <p>SME Hub Report 2023</p> <p>Scope 1 Emission 0 metric tons CO2e</p> <p>Scope 2 Emissions 46.50 metric tons CO2e</p> <p>Scope 3 Emissions 0.21 metric tons CO2e</p> <p>SME Hub Report 2024</p> <p>Scope 1 emissions 0.3 metric tons CO2e</p> <p>Scope 2 emissions 2.77 metric tons CO2e</p> <p>Scope 3 emissions 21.2 metric tons CO2e</p>	<p>C. SME Climate Hub Report 2024 published</p> <p>Emissions calculation process updated for improved accuracy. In 2024, some previously scope 2 emissions moved to Scope 3 due to increased homeworking and the closure of the Bristol office.</p> <p>We continue to make good progress in a significant reduction in our carbon footprint. With fewer employees commuting and reduced business travel, the overall transport-related emissions have decreased.</p>
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<p>D Release detailed reports annually with clear progress metrics across governance initiatives.</p>	<p>D. Annual impact report Dec 2025</p> <p>SME Climate Hub Report 2025 in progress</p>
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Plans for the next 12 months

1. Implement policies and practices to increase our B Corp score by 1.5
2. Publish the Year 1 Impact report in December 2025
3. Hold quarterly internal reviews to track progress and update action plans
4. Conduct audits to ensure ongoing compliance with ISO 27001, ISO 9001 standards
5. Schedule training for staff on updated protocols and procedures, e.g WCAG 2.2 A
6. Carbon reduction goals:
 - a. Maintain Scope 1 emissions below 0.5 metric tonnes c02e
 - b. Maintain Scope 2 emissions below 3 metric tonnes c02e
 - c. We aim to reduce emissions per capita. Overall, Scope 3 emissions may not reduce as Calvium hires new workers in 2026.

Impact Area 2 - Workers	
What we said we'd do	What we did
A. Expand training programs to cover environmental and sustainability goals - provide at least 7.5 hours annually.	A. Weekly coffee talks and individual training to support environmental and sustainability goals
B. Conduct Employee Feedback Surveys - achieve a participation rate of 95% with a goal to improve satisfaction.	B Conducted an employee feedback survey to ask if employees feel engaged. 100% participation with 100% positive response
C. Provide mental health support services, such as counselling or wellness workshops.	C. Regular wellness workshops ran by various team members during Coffee talks
E. Organise carbon-neutral volunteering day - 1 per year for the UK-based employees	E. We are planning a volunteering day in 2026
F. Join Disability and Inclusion Scheme	F. Calvium is a Disability Confident employer. We guarantee to interview disabled applicants who meet the minimum criteria for the vacancy
Plans for the next 12 months	
<ol style="list-style-type: none"> 1. To continue to train and support the Calvium team to achieve our environmental goals 2. Train all Calvium's employees on disability inclusion best practices 3. Reintroduce Calvium's quarterly mission for improved well-being, team engagement and environmental benefits. In July 2025, Calvium donated £1000 to the Gaza Doctors without Borders https://msf.org.uk/ 4. Certify as a Living Wage Employer, committed to paying a Real Living Wage to all employees and contracted workers. 	
Impact Area 3 Customers	
What we said we'd do	What we did

A. Check customer commitment to sustainability schemes or certifications	A. Updated our supplier onboarding process to capture sustainability certifications
C. Develop educational resources - publish 5 new resources annually.	C. Published digital insights https://calvium.com/category/digital-insights/
D. Publish case studies showcasing how your products/services contribute to environmental/social benefits.	D. Published digital project case studies https://calvium.com/category/digital-insights/

Plans for the next 12 months

1. Publish 2 sustainability blogs tailored to customer interests
2. Develop and release 2 case studies highlighting customer success stories with sustainability impact

Impact Area 4 - Environment	
What we said we'd do	What we did
A. Reduce Scope 1, 2, and 3 greenhouse gas (GHG) emissions.	A. Closed Berlin and Mariner House Bristol office in late 2024.
B. Encourage transition to renewable energy sources at home. We anticipate that 50% of the team uses renewable energy sources at home.	B. Shared recycling and energy efficiency resources with employees.
C. Encourage sustainable supplier practices - ensure 50% meet sustainability criteria.	C. Updated our supplier onboarding process to capture sustainability certifications. More than 60% of our suppliers have an environmental certification or carbon reduction plan
D. Prioritise sourcing materials and services from environmentally responsible suppliers.	D. We prioritise suppliers with sustainability commitments, such as using biodegradable materials and delivery methods

Plans for the next 12 months

1. Inform employees about the benefits of using renewable energy suppliers at home
2. Conduct supplier audits, including sustainability assessments
3. Ensure all new suppliers meet sustainability criteria by Q2 2026
4. Add reviewing sustainability criteria for suppliers to the annual supplier audit

Impact Area 5 - Community

What we said we'd do	What we did
A. Increase employee volunteer hours. We plan to establish an annual "Community Impact Day" where employees volunteer locally.	A. We are planning a volunteering day in 2026
B. Build a partnership with a UK-based charity to create impact	<p>The partnership between Regain and Calvium is a collaborative relationship built on mutual trust and shared values, where both organisations contribute skills, resources and expertise to achieve common goals and create lasting positive social impact.</p> <p>https://regainsportscharity.com/corporate-partnerships/calvium/</p>
C. Create inclusive opportunities for learning	<p>C. Calvium is a disability-confident employer providing regular online job shadowing opportunities</p> <p>https://calvium.com/job-shadowing/</p>

Plans for the next 12 months

1. Schedule and execute volunteering day(s) with 80% employee participation
2. Calvium will continue to contribute to charities(s) chosen by Staff when quarterly mission targets are achieved

Thank you

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