

# IMPACT REPORT



2018-2019

INVIVO HEALTHCARE

SOCIAL AND ENVIRONMENTAL IMPACT REPORT



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# RESTORING HUMAN HEALTH & ECOLOGY

This is Invivo's mission.

We are a healthcare company that specialises in the multiple human microbiomes. We produce host-microbiome-centred therapeutic and diagnostic products and are lead educators in these fields.

However, we cannot talk with conviction about human health if we do not consider our environment – the outer world that speaks to our inner world. If we do not look after that, then how do we expect to maintain human health?

We are ripe for a paradigm shift in health, and in society. One in which we consider the planet and all its many human and non-human inhabitants as stakeholders. The planet is a finite resource. We must nourish it, as we nourish ourselves.

Restoring human health and ecology is ingrained in the way we think, process and act. We urge you to consider the global picture as you do your inner microcosm of microbial life. Look after it, and it will look after you.

This report outlines our environment and sustainability initiatives. It details what we have done so far, the challenges we face, and a look forward to our aims for 2020.





Humphrey Bacchus, Invivo MD handing the B corp trophy to Stroud's 2nd B corp, Stroud Brewery's Greg Pilley

## B CORP USES BUSINESS AS A FORCE FOR GOOD

2018 was a landmark year for us. Alongside launching Invivo Therapeutics, a range of nutraceutical products, we certified as a B Corp in May. In doing so, we joined a growing global group of organisations committed to using business as a force for good.

The B Corp movement began in the US in (2007) and today there are more than 3,000 B corps globally in 150 different countries.

### What does a B Corp certification mean for business?

Certifying as a B Corp means a shift from old school capitalism, where the goal is to maximise shareholder value, to one that equally values social value (stakeholders) with shareholder value.

The certification process involves a comprehensive and rigorous assessment with detailed interviews and evaluations across every stage of operations. B Corps must re-certify every three years and the detailed assessment provides suggestions for improvement.

All B Corp assessment reports are available on the [bcorporation.eu/directory/invivo](https://bcorporation.eu/directory/invivo) website:





*A 'carbon footprint' is defined as the total greenhouse gas emissions caused directly and indirectly by a person, organisation, event or product, usually expressed in equivalent tons of carbon dioxide (CO<sub>2</sub>).*

*It is a direct way of measuring how much CO<sub>2</sub> is emitted by the actions of the company.*

## CARBON FOOTPRINTING: UNDERSTANDING OUR DIRECT CLIMATE IMPACT

We have started to create a baseline for emissions, so that we can actively set science-based targets for our business processes and prepare the company for a low-carbon economy, aligning ourselves with the Paris Agreement ('pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels').

Alongside scope 1+2 emissions, we have started to include scope 3 emissions that are central to Invivo's business model.

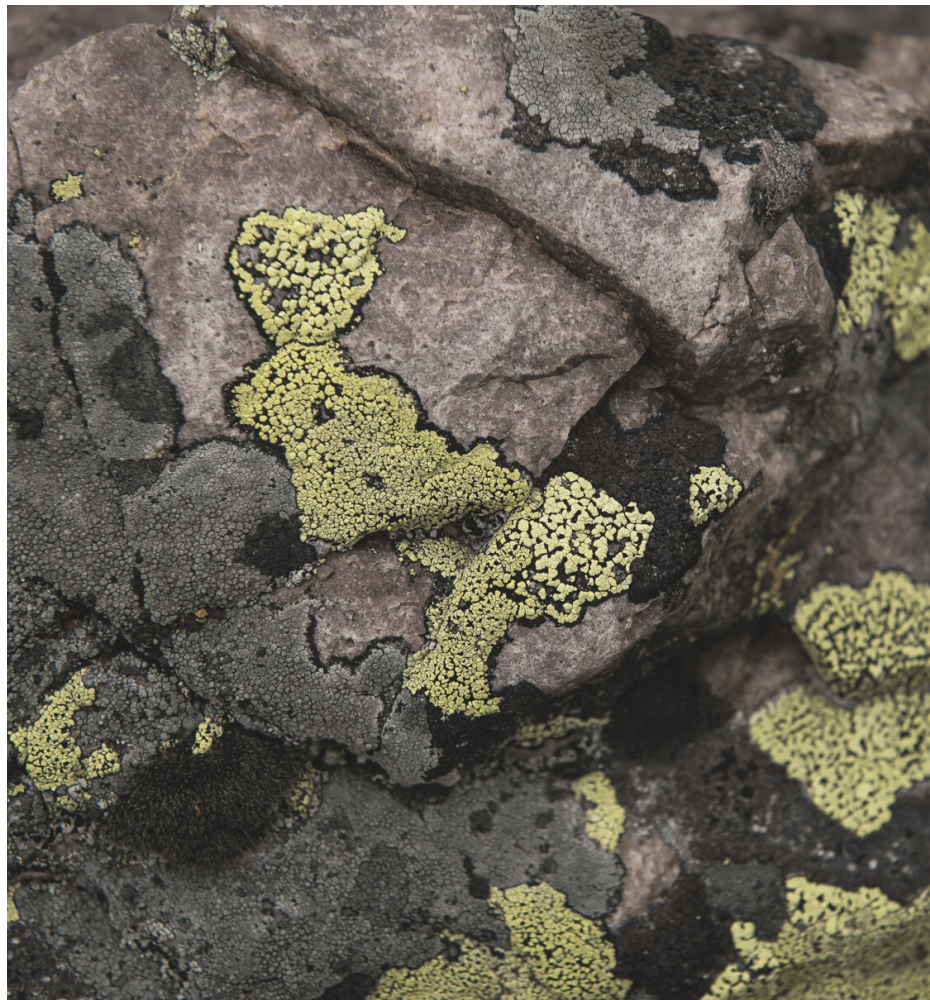
We aim to understand and include more of scope 3 emission every year and in 2018-19 we added downstream distribution (73 ton).

### **Scope 1+2 status/reductions:**

All sites use 100% renewable energy and the greenest gas we can purchase.

To minimise single car use, Invivo have invested in two hybrid cars, one as a carpool and another for the sales team.

Our business travel policy prioritises public transport options to cars and cars to flights.





# OFFSETTING: BECOMING CARBON NEUTRAL

Invivo is a certified carbon neutral company. Our emission calculations are annually verified by **carbonfootprint.com** and our total emissions were offset by investing in a certified forest conservation project.

In 2018 we invested in Zambezi Redd Project (Redd: Reducing Emissions through Deforestation and Degradation). We are glad to see that this project has quantified a broad range of social and environmental benefits.



Zambezi Redd Project is connected to the five SDGs listed above. The project works with 8,300 people to prevent deforestation by creating community development projects and new markets, including development of infrastructure, health and sanitation, education and farming, to promote forest conservation.



	2017/2018		2018/2019	
	Total emissions (tCO2e)	Emissions (tCO2e) per employee	Total emissions (tCO2e)	Emissions (tCO2e) per employee
Scope 1+2	15.01	0.88	18.06	0.69
Scope 3	113.41	6.67	198.47	7.63
<b>TOTAL</b>	<b>128.42</b>	<b>7.55</b>	<b>216.53</b>	<b>8.33</b>

In 2018 we calculated our impact of our downstream shipping of our products. That emissions are not included in 2017 and the emission per employee can not be directly compared between the two carbon accounts.





## TEND TO THE GARDEN YOU CAN TOUCH...

Invivo has fundraised for several causes and charities over the last few years. Since 2018 Invivo has chosen a main charity that we feel is closely connected to our mission: restoring human health and ecology.

In 2018 we supported The Human Milk Foundation, an organisation that is helping babies have access to human milk, to give them the best start in life.

In 2019 we chose to focus on Thrive, a charity that uses gardening to bring about positive changes to the lives of people living with disabilities or ill health, or who are isolated, disadvantaged or vulnerable.



## REGENERATIVE AGRICULTURE

We have invested in a regenerative land project in Spain, working to restore a 400 year old ancient olive and almond farm, which has now been certified organic. This year the farm will start to grow grape vines and trial various botanicals for potential use in Invivo Therapeutics.

We are also planning a native tree planting scheme.



Invivo has been through a period of rapid development over the last four years, which means we have outgrown our second home.

At the HQ, we are committed to run an effective operation when it comes to how we use, reuse and get rid of stuff. At all our sites we sort our waste into at least three waste streams. We have also changed our packaging materials to be completely plastic free and aspire to reuse packaging when possible.

## INVIVO HQ WHAT HAPPENS AT 'HOME'

We aim to put sustainability on the agenda internally, as well as externally. During our monthly 'Lunch and Learn', we talk about best practices around waste, pensions, health and being part of the B Corp movement.

Everyone at Invivo belongs to an environmental impact group that allows each of us to focus on how we can reduce our negative impact and make constructive changes to how we operate professionally, as well as privately.

So far, these groups have given us: vegan lunches to inspire more plant-based alternatives to meat, educational emails around environmental impact and zero waste events

**DoNation** helped us launch a company-wide campaign to pledge to make carbon reductions in our daily lives and make everyone in Invivo more clued up on the UN's Sustainable Development goals.





# A HEALTHY WORK ENVIRONMENT

Invivo believes in company transparency and making a workplace that is supportive and encouraging.

Invivo is a 'living wage' accredited workplace since 2017. We work constantly to make the company a great place to work, where employees feel respected and valued, accountable to co-workers, customers and suppliers.

Invivo benefits:

- Private health insurance for all, which includes gym discounts and travel insurance
- Monthly wellness credit for a therapeutic treatment or gym membership
- Organic fruit, locally roasted coffee and ethically sourced tea
- Lunch and Learn – a monthly team lunch
- Discounted Invivo therapeutics and diagnostics
- Matched 5% ethical pension contribution to staff from Invivo
- Five paid days off a year to work for an environmental/health charity

We are aware of the huge impact that certain parts of the financial sector have in supporting unhealthy global structures. By investing with Ethical Investors, we ensure our resources are invested only into projects we are confident support a sustainable future for our planet.





## PRODUCT DEVELOPMENT

In 2018 Invivo launched its first products. The primary goal was to produce high quality therapeutics that support our practitioner's and their patient's health goals. However, we wanted to minimise the environmental (and social) impact of our products.

The product development team started out with a very simple set of terms to help choose high quality ingredients from potential suppliers:

- Invivo will prefer ingredients produced in Europe when possible
- Invivo will prefer organic produced ingredients, if available, unless we believe we compromise the efficacy of therapeutic action
- Invivo will work on building a relationship with the new supplier and communicate Invivo's values of business

All main suppliers are asked (have to) to sign Invivo's supplier's code of conduct. This conduct includes an environmental impact questionnaire.

Invivo's buying power is still at such a small level that it is a challenge to induce change with the suppliers using only this. However, we have started conversations with key suppliers about our values and have been happily surprised by how well received they are.



## GLASS BOTTLE LESS PLASTIC

Product design was a primary concern during the conception of the Invivo Therapeutics ranges. We spent a lot of time researching different materials ranging from plant-based plastics to glass.

We chose glass for various reasons, including:

- Reduction of plastic production
- Simple and accessible recycling path in most countries
- Can be re-used for other purposes
- Has potential for being refilled by the customer



We are well aware that the carbon footprint for production of a glass bottle is significantly higher than other plastic alternatives, but we believe using a material that's not fossil fuel dependent for its production, is the right choice. We also highly recommend re-using the bottles and if not, glass is a common recyclable material in most countries.

## COMMUNITY CONNECTIONS

In early 2018, Invivo sponsored the screening of the Patagonia-produced 'Blue Heart' and fundraised for Stroud District Action on Plastic (a local Transition Stroud group).

Our support of Stroud District Action on Plastic has helped to:

- Install a public water fountain in Stroud
- Raise awareness for local businesses to cut out single use plastic

Indeed, in the autumn of 2019, Invivo became a 'Plastic Free Champion' in the District Council 'Surfers Against Sewage' accreditation.



## EDUCATION

Education is an important strand to what we offer as a healthcare company, and it is central to our mission.

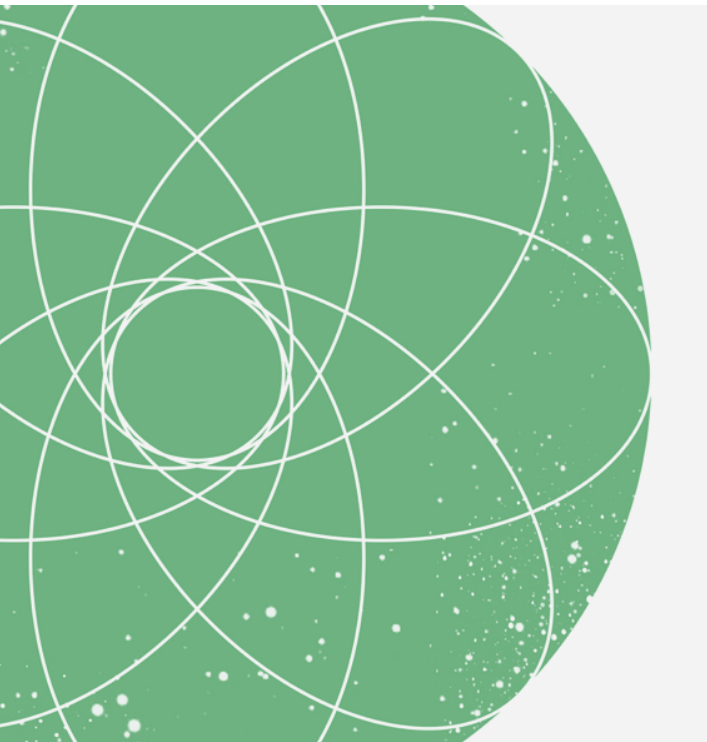
In October 2018 we invited practitioners, suppliers and members of the public to The Human Ecology Talks in London. The evening was a live version of our fortnightly 'The Sunday Journal' newsletter. We had leaders in their fields talking about using breast milk banks as a sustainable health initiative, biodesign and the future of materials, the importance of empathy and nature's influence on business.

100% of ticket sales were donated to **The Milk Foundation**, a grass-roots initiative.

## Sustainable Business

We hosted a regional B social together with B Lab (London) and other inspiring B Corps: Pukka, Carbon Gold and Stroud Brewery. We were excited to meet more than seventy like-minded people from companies, local authorities and organisations.

Invivo also supports the Gloucestershire Green Circle, a startup to help Gloucestershire businesses with sustainable business practices.





## AWARDS AND ACCREDITATIONS



## 2020 TARGETS

- Setting ourselves clear and achievable reduction targets and work towards a higher correlation between £ and carbon accounting
- Monitoring, assessing and reviewing our supply chain by implementation of a supplier management system to track supply chain social and environmental impact
- Contributing to the UN development goals in a structured and visible way with support of the new SDG Action Manager
- Working with all employees to create a code of ethics to support the mission-focused development of Invivo





**invivo**

**WE ASPIRE TO ACT  
WITH THE  
UNDERSTANDING THAT  
WE ARE EACH  
DEPENDENT UPON  
ANOTHER AND THUS  
RESPONSIBLE FOR  
EACH OTHER AND  
FUTURE GENERATIONS.**

FROM THE B CORP DECLARATION OF  
INTERDEPENDENCE

Contact:

Invivo  
Unit 1, Libby's Drive  
GL5 1RN Stroud  
[Info@invivohealthcare.com](mailto:Info@invivohealthcare.com)  
tel. +44 (0) 333 241 2997

Environmental and Social Impact  
Katharina Child  
[katharina.child@invivohealthcare.com](mailto:katharina.child@invivohealthcare.com)

