



SHIPPED BY SAIL

OUR FIRST IMPACT REPORT
SOCIAL & ENVIRONMENTAL
PERFORMANCE

2022 - 2023





shippedbysail.org





LAST REVIEW: 04/2023

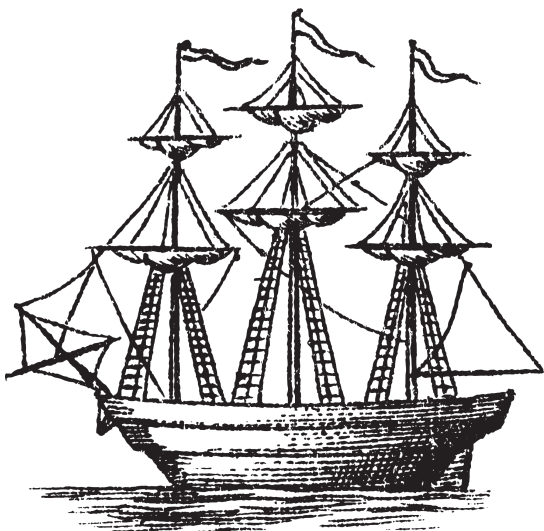
This Impact Report of Shipped by Sail's social and environmental performance is our first. Therefore we understand that there is still much more to do. And we can't wait to get stuck in.

In the meantime, this report serves as a starting point and a key milestone within our journey into the B Corp movement, and our continued growth and development as a socially and environmentally conscious business.

We are completely focused on driving purposes through our business, and we are extremely proud to share the progress which we are making.

As this is our first ever Impact Report, we will talk about the decisions and opportunities we have adopted before, exactly what we are doing now, and our key goals and ambitions for the future.

Enjoy!





CONTENTS

ABOUT US
Pg. 5

HIGHLIGHTS
Pg. 6

WHAT WE HAVE DONE
Pg. 7

**WHAT WE ARE
DOING**
Pg. 9

TARGETS & AMBITIONS
Pg. 14

FINAL THOUGHTS
Pg. 15





ABOUT US

Our Mission: Regenerating business logistics through story and sail.

Shipped by Sail is an environmentally responsible shipping broker and importer of ethically-sound goods. The passion of the Shipped by Sail team is to bring high quality products, which cannot be grown or produced domestically, to our discerning customers in a sustainable way. At present these products include extra-virgin olive oil from Portugal and coffee from Colombia.

At Shipped by Sail we transport our products on traditional sailing ships, emissions free. This gives us a very low carbon footprint and none of the air and marine pollution caused by conventional shipping. Once on land our products are delivered by electric vehicles, using energy from renewable sources, and by cargo bike. We also arrange shipping for our customers using our network of sailing ships, to enable them to move their goods and import their products sustainably with minimal emissions. We use integrated, sustainable transport solutions with transport both on sea and land possible.

WHO WE ARE

Shipped by Sail is a busy team of three, working hard to promote sustainable shipping and ethically sourced goods, collaborating with ethically minded individuals to reduce their environmental impact, and delivering goods (which can't be produced in the UK) emission free, by sailing ship.



Will A
Co-founder

Will A is passionate about connecting to the natural world - in the sea and on the land. He creates and works with regenerative businesses to create sustainable supply chains.



Will T
Co-founder

Will T is an accomplished craftsman and boat builder with a passion for traditional sailing ships, emission free shipping and ethical, sustainable, delicious produce.



Thomas

Thomas is a sailing enthusiast, passionate about sustainable, eco-friendly shipping and working with ethically sourced goods and traditional cargo-carrying sailing ships.



HIGHLIGHTS

OUR CARBON
NEUTRAL
BRITAIN
SUBSCRIPTION

SEVERAL
NEW
PARTNERS

LAUNCH OF
SOLENT
SAIL
CARGO

¹
NEW
EMPLOYEE

JOINED POLLINATOR
B
CORP
COHORT

ATTENDED 2022
SAIL
CARGO
ALLIANCE
MEETING

COOPERATION WITH
HAMPSHIRE
VEG
BOX





WHAT WE HAVE DONE

This section will focus primarily on what Shipped by Sail has done or achieved to get to our current stage as a business.

Mission Lock:

A key part of becoming a B Corp is to commit to adopt a legal entity that requires consideration of all stakeholders in its decision-making. This is called our “Mission Lock” and demonstrates that we value our social and environmental performance over profit. This has always been a consistent goal of ours and is now an official commitment incorporated into our company articles of association.

Our Products & Influencing Change in our Industry:

Five years ago, Shipped by Sail was founded as a way in which to bring delicious, high-quality products, which cannot be grown or produced domestically, to discerning British customers in the most sustainable way, by emission-free sailing ship.

The way in which most of our food and other goods is currently imported is bad for the environment, contributing to both climate change and poor air quality, and is not sustainable. And this needs to change. We understand that transport is only one aspect of sustainability, and that is why the products we offer come from well supported farms and have as little detrimental effect on the environment as possible, as well as being from ethical and sustainable provenance.

As an organisation we have chosen to work with organic and fair-trade certified products of exceptionally high standards from small family producers and smallholder farmers in out-of-reach locations. We have deliberately chosen to work with suppliers who believe in paying farmers a fair price. For example, with our coffee we always pay at least the price of certified coffee, but almost always significantly more than that, because we pay for quality. All our producers are UTZ and Fair Trade certified and our supplier, who visits the farms on a regular basis, is committed to working with the producers to be sustainable and to take care of their environment, treating their wastewater and using as few fertilizers and pesticides as possible.



WHAT WE HAVE DONE

Partners:

Shipped by Sail has been partnering with like-minded individuals and organisations committed to ethical, responsibly sourced goods and low-emission transport.

We would like to recognise the following shipping partners: New Dawn Traders, EcoClipper, Blue Schooner Company, Fairtransport and Timbercoast.



Workers:

Shipped by Sail is proud to have expanded in late 2021 and now has one full-time local employee.

We want Shipped by Sail to be an excellent place to work and will continue to improve everywhere we can.

We are a living wage employer.

Transport:

We have an electric van for local deliveries and for transporting goods from the harbour to our business address as sustainably as possible. Our employees use public transport to reduce the environmental impact of their commute.

For any emissions out of our control, we offset through our Carbon Neutral Britain Small Business Plan.



WHAT WE ARE DOING

This section will focus primarily on what Shipped by Sail is working on at present.

Solent Sail Cargo:

In 2022, we launched a sub-brand named Solent Sail Cargo. This is a community-based initiative connecting customers across Hampshire, Devon and Dorset with small global producers, importing goods which cannot be produced in the UK sustainably by sailing ship to local communities and community projects.

The Solent Sail initiative takes a pre-order and collect approach, connecting local customers with the provenance and journey of the products that they purchase.



CONNECTING LOCAL CUSTOMERS WITH SMALL GLOBAL PRODUCERS



DELIVERING ETHICALLY SOURCED GOODS SUSTAINABLY BY SAILING SHIP



shippedbysail.org/ssc @solentsailcargo





WHAT WE ARE DOING

Our Journey Towards B Corp Certification

Shipped by Sail is in the process of applying for B Corp certification to challenge ourselves to be better, by doing better. In order to do this, in 2022 we joined The Pollinator- a series of 8 workshops led by two local Winchester- based B Leaders, aimed at walking small businesses like us through the sometimes complex process of B Corp certification. We couldn't have made it this far without them.

In 2022, we achieved the following goals:

Governance:

- Created our first ever Impact Report!
- Changed our company corporate structure to align with the B Corp movement
- Created a formal written Stakeholder Engagement Policy
- Produced our first written Code of Ethics
- Created our first written Whistleblower Policy

Workers:

- Created a written Internal Promotions Policy and Onboarding Process
- Created an Employee Handbook
- Produced our first Employee Satisfaction Survey

Community:

- Created a written Local Hiring Policy
- Formerly documented our Charitable Giving Commitment
- Documented our Diversity, Equity and Inclusion Policy

Environment:

- Formerly documented and put together information for employee virtual office stewardship
- We have begun tracking and documenting our business carbon footprint



WHAT WE ARE DOING

Our Supply Chain:

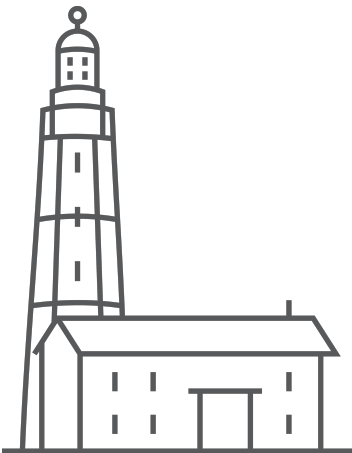
We believe that it is important and necessary to work together with others across the world to build a more sustainable, integrated, and flexible supply chain, providing opportunities for the shipping of goods with minimal emissions and damaging pollution.

We work with partners across a range of sectors including growers, food suppliers, shippers, shops, restaurants, and consumers to deliver our services and products.

We are committed to continue our journey seeking out, working with, and developing existing relationships on a yearly basis.

We select our partners based on their sustainable and ethical choices, as well as their location to minimise our transport and delivery emissions as much as possible.

We are extremely proud to be partnering with Hampshire Veg Box to offer our Shipped by Sail and Solent Sail Cargo products to our local community.





WHAT WE ARE DOING

Our Donations Commitment:

We are proud to announce our partnership with Surfers Against Sewage, an environmental charity and movement dedicated to the protection of our oceans and wildlife, building plastic-free communities, and inspiring future generations to look after our oceans.



Our Carbon Removal Plan:

For the emissions which we cannot reduce right now, we are removing them from the air. In fact, we are removing considerably more CO₂ with our Carbon Removal Plan than we are emitting as a business. Since 2022, Shipped by Sail uses Ecologi and Carbon Neutral Britain to offset remaining carbon emissions related to business activities. Scope 1 (direct emissions from our operations), Scope 2 (indirect emissions from the production of energy we use) and Scope 3 (emissions from our overall supply chain) are covered by this. Shipped by Sail uses Ecologi for one-off purchases of carbon reduction at any given time for projects which lead to an increased production of CO₂ emissions. Through Ecologi, we also help to fund projects focusing on the production of sustainable energy. Shipped by Sail also has a monthly subscription with Carbon Neutral Britain to fully offset all daily business activities generating emissions currently beyond our control, planting 30 trees a month, and removing 60 tones of CO₂e each year. This means that Shipped by Sail will have the most minimal detrimental impact on the environment as possible. In fact, we deliberately over-estimate our carbon impact to offset more CO₂ than we are generating as a company.



WHAT WE ARE DOING

United Nations Sustainable Development Goals:

We want our business to have the best impact that it can on the planet and our society, in line with the United Nations Sustainable Development Goals.



3
- Surfers Against Sewage
- Building a good place to work

7
- Environmental investments

8
- Building a strong business
- Living wage employer

9
- Innovation in shipping

10
- Equality policies
- Ethical trading practices

11
- Sustainable transportation

12
- Sustainably sourcing
- Reducing waste through supply chain

13
- Carbon Removal plan
- Reduce GHG's from transport

14
- Plastics emission reduction



OUR TARGETS & AMBITIONS

This section will focus primarily on what Shipped by Sail is looking to achieve within the next couple of years.

Our ambition as Shipped by Sail is to continue to strive forwards with the key goals and ideas which we are founded upon, putting social and environmental factors ahead of profit and continuing to tell our story.

We will continue to challenge current business logistics through demonstrating our story first-hand. We will do this by continuing to explore regenerative and sustainable practices in the Transport & Logistics industry, using emission free sailing ships and electric vehicles, and by developing our relationships with our partners, as well as actively seeking out new partners to work with who are aligned with our values.

We will continue to work with suppliers producing high quality, sustainable, and ethically sourced goods.

We will set out to thoroughly identify and calculate our company environmental metrics.

We will continue to expand our Carbon Removal Plan by calculating and then offsetting our remaining carbon emissions, and then more, to have the most minimal detrimental effect on the environment as possible.

We will continue to support key local charities which we see as doing excellent work within the community.

In 2023, as part of our journey into the B Corp movement, and hopefully towards certification as we align our company with others in the movement, we have produced a set of goals for documentation, policies, procedures, and initiatives. Our timeline is to expect most of these goals to be completed upon submission of our final Impact Assessment. These will be updated and developed on a regular basis to allow us to demonstrate our progress towards these goals.

These goals are based around our BIA (B Impact Assessment) which is our primary tool for measuring our social and environmental impact, goals, and progress over time.

These goals will be structured around Governance, Community, Workers, Environment and Customers.



FINAL THOUGHTS

We have loved every second of the last five years since we were founded, and we can't wait for the many more years of storytelling there is ahead for us.

We look forward to this Impact Report being the first of many, and can't wait to update you with our new projects and progress as we grow as a business.

The world is changing, and we are excited to encourage the vital change that's needed in our industry.

Let's continue this journey together.

Scan the QR code below to follow our journey or visit shippedbysail.org

