

# Our 2025 Impact Report

Demo Company

*Crafted with people and planet in mind*

# A Letter From Our Founder

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*Dear stakeholders, partners, and friends,*

*At Demo Company, sustainability isn't just a business strategy—it's fundamental to who we are. Our commitment to environmental stewardship and social responsibility drives every decision we make, from sourcing ingredients to crafting our products.*

*This year has been remarkable for our sustainability journey. We've achieved significant milestones in reducing our carbon footprint, with total emissions of 269209.9 tonnes CO<sub>2</sub>e across our operations. We've also strengthened our commitment to renewable energy, now sourcing 50% of our electricity from renewable sources.*

*However, we recognize that challenges remain. Climate change demands urgent action, and we're committed to doing our part. Our goal is to achieve carbon neutrality by 2030, and we're making concrete progress toward this target every day.*

*Looking ahead, we remain focused on innovation, transparency, and continuous improvement. Together, we can create a more sustainable future for our industry and our planet.*

**Founder & CEO  
Demo Company**

# Our 2026 Vision: The Big Picture

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## Our Mission

To create exceptional spirits while minimizing our environmental impact and maximizing our positive contribution to society.

## Our Strategic Pillars

### Planet Positive

Reducing our carbon footprint and protecting nature through responsible sourcing, renewable energy adoption, and circular economy principles.

### Thriving People

Supporting our team of 125 employees and investing in our community through fair wages, training, and local partnerships.

### Responsible Business

Upholding the highest ethical standards in all our operations, with transparent reporting and robust governance practices.

## Our Headline Goals

- **Carbon Neutral by 2030:** Achieve net-zero emissions across our operations
- **100% Renewable Energy by 2027:** Transition all facilities to clean energy sources
- **Zero Waste to Landfill by 2028:** Implement circular waste management practices
- **Living Wage Employer:** Ensure fair compensation for all employees and suppliers

# Our Impact at a Glance

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**-26821%**

Reduction in Carbon Intensity

**50%**

Renewable Electricity

**75%**

Waste Diverted from Landfill

**32**

Avg Training Hours per Employee

**£15k**

Community Investment

**2**

Sustainability Certifications

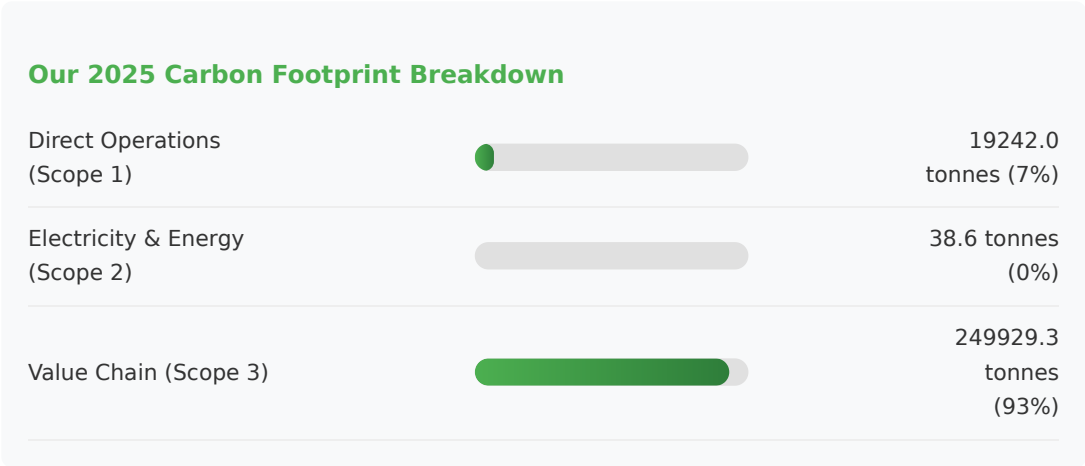
**269209.9 tonnes CO2e**

Total carbon footprint across all scopes

# Planet: Our Environmental Footprint

## Our Climate Action

We are committed to understanding and reducing our carbon footprint across all aspects of our operations and value chain.



### Our Operations (Scopes 1 & 2)

We're actively reducing the fuel used in our distillery operations and have committed to transitioning to 100% renewable electricity by 2027. Current renewable energy usage: 50%.

### Our Value Chain (Scope 3)

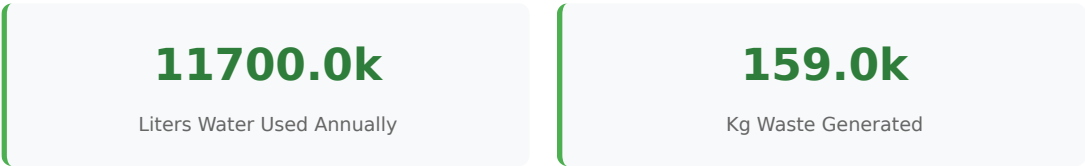
Our biggest impact lies in the ingredients and packaging we purchase. We're working closely with our suppliers to reduce emissions through sustainable sourcing practices and local procurement where possible.

**Product Spotlight: Dark Spiced ecoSPIRITS**

Carbon footprint: N/A kg CO2e per unit

Our commitment to sustainable production extends from farm to bottle, including responsible ingredient sourcing, energy-efficient production, and recyclable packaging.

## Towards a Circular Economy



We're committed to reducing waste and increasing our circular economy practices, with 75% of waste currently diverted from landfill.

# People: Our Social Commitment

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## Our Team

At Demo Company, we believe our people are our greatest asset. We're committed to creating a workplace that supports growth, wellbeing, and meaningful work.

**125**

Total Employees

**32**

Avg Training Hours per Employee

**Yes**

Living Wage Employer

**100%**

Employee Wellbeing Program Coverage

## Our Community

We believe in supporting the communities where we operate, creating lasting partnerships that benefit everyone.

**£15k**

Annual Community Investment

Our community investments focus on education, environmental conservation, and supporting local businesses that share our values.

# Principles: Our Governance & Ethics

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## Our Commitment to Transparency

We are committed to the highest standards of business ethics, transparency, and accountability in all our operations.

## How We Manage Sustainability

Our leadership team reviews sustainability progress quarterly, ensuring that environmental and social considerations are integrated into all business decisions.

## Our Certifications & Standards

- ISO 14001
- B Corp Pending
- Supplier Code of Conduct: Implemented
- Third-Party Verification: Planned for next year

## Our Policies

We maintain comprehensive policies covering environmental management, social responsibility, and ethical business practices. These policies are regularly reviewed and updated to reflect best practices and regulatory requirements.



# Our Road Ahead

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## Looking to 2026

Our key priorities for the upcoming year include:

- Implement renewable energy transition
- Enhance supplier sustainability requirements
- Launch circular packaging initiative

## Our Long-term Commitments

Reduce emissions by 50% by 2028, achieve 100% renewable energy by 2027

## A Call to Action

Sustainability is a journey we must take together. We invite our customers, partners, and community to join us in creating a more sustainable future. You can help by:

- Choosing sustainable products and supporting responsible businesses
- Recycling our packaging and disposing of products responsibly
- Sharing feedback on our sustainability initiatives
- Engaging with us on our sustainability journey

## Contact Information

For questions about our sustainability initiatives, please contact us at:  
[sustainability@demo.company](mailto:sustainability@demo.company)

We welcome your feedback and look forward to continuing this important conversation.

# Appendix: Our Data

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## Full GHG Inventory

Emission Source	Scope	Amount (tonnes CO2e)	Percentage
Direct Operations (Scope 1)	1	19242.00	7%
Electricity & Energy (Scope 2)	2	38.60	0%
Value Chain (Scope 3)	3	249929.28	93%
Total	All	269209.88	100%

## Environmental Metrics Summary

Metric	Value	Unit
Water Usage	11,700,000	Liters
Waste Generated	159,000	Kg
Renewable Energy	50	%
Waste Recycled	75	%

## Methodology Statement

Our carbon footprint was calculated according to the GHG Protocol using emission factors from the 2025 UK Government DEFRA database. Scope 1 emissions include direct combustion of fuels, Scope 2 includes purchased electricity, and Scope 3 covers our value chain including purchased goods and services.

This report covers the period from January 1 to December 31, 2025.