



# spinlock

BE ADVENTURE-PROOF

Certified



Corporation

## IMPACT REPORT

August 2022 - August 2024



9963



9963

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# 01. LEADERSHIP LETTER

Spinlock is an independent and innovative company, widely recognised as a leader in design, manufacturing and marketing adventure proof equipment within the marine industry. Based in Cowes, UK, the 'Home of Yachting' Spinlock has been evolving and growing for over thirty years. Our products are in use in ocean, coastal and inland waterways environments around the world enabling leisure adventures to be pursued and professional commercial roles to be fulfilled. The company has three marine product divisions: PROTECT; rope handling devices and hardware, CONTROL; safety products and protective equipment and lastly SENSE; monitoring equipment.

We are committed to our environmental, social responsibilities and continual improvement. As part of this journey, we were the first marine manufacturer to sign up to the New Plastics Economy Global Commitment (Ellen MacArthur Foundation) in October 2018. We achieved B Corp Status in August 2022 and ISO 14001 certified Environmental Management System in July 2024.

Employee wellbeing is of our highest importance and we want employees to be the best they can be by providing a safe and supportive working environment with appropriate training. Each year employees have the opportunity to volunteer for one day every three months at a charity or community group of their choice. We also spend 0.30% of turnover with selected charities each year through donations and product funding.

Our products are built to last in demanding conditions and serviceable to extend their useable lifetime. The supply chain is regularly evaluated for its environmental and social performance, our shipping methods prioritise road or sea and our products only include retail packaging if requested.

We have learnt via the B Corp initiative that every new environmental or social contribution or improvement however small all adds up to build a momentum and a culture with the whole team for positive change.

Chris Hill (Chief Executive/Owner) and  
Caroline Senior (Operations Director/Owner)



*A note on data in this report, we look back at our progress and data for the 12 month periods ending 3 August 2022, 3 August 2023 and 3 August 2024 unless stated otherwise.*

## 02. EXAMPLES OF OUR JOURNEY TOWARDS ENVIRONMENTAL AND SOCIAL IMPROVEMENT



New Head Office insulated to latest standards, new windows and LED lighting to reduce energy consumption.



Lifeguard servicing washing machine fitted with microplastics filter.



Paid volunteer leave to support local environmental or social charities or community groups.



Spinlock reduced its website CO<sub>2</sub> emissions by cutting down on unnecessary data processing.



CONTROL range is serviced with spares for 20 plus years and interchangeable upgrades.



Free to use employee non-fiction library and regular financial and wellbeing talks.



Keert electric cargo bikes deliveries between Head Office and Production.



Energy saving LED lights installed in factory.



Achieved ISO 14001 Environmental Management System Certification in 2024.



Charity support through donations and product funding of 0.30% of turnover.



Orders default to no retail packaging unless specified.

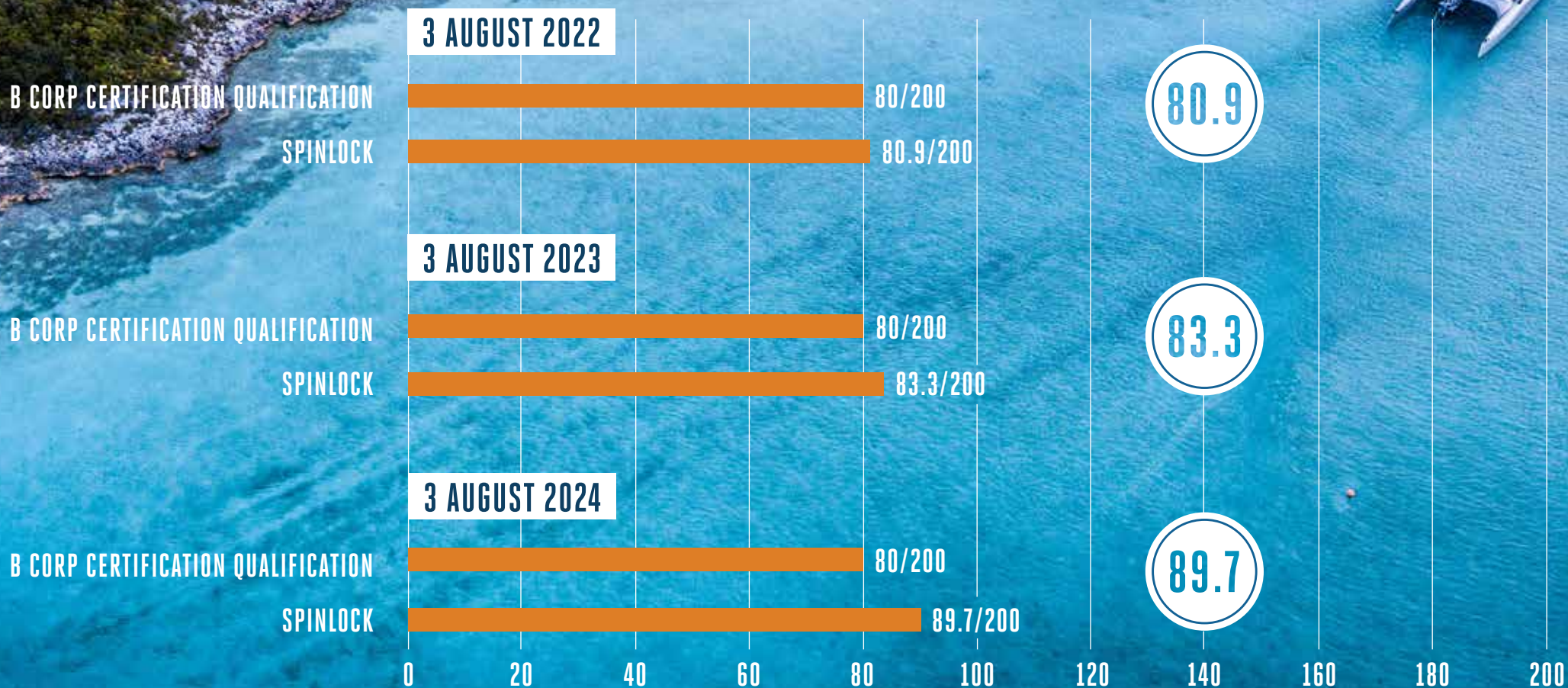


Rescue whistle lanyard replaced by utilising scrap bladder material.

# 03. B CORP 2022 CERTIFICATION AND IMPROVEMENT SCORES



## HOW HAVE WE IMPROVED?



# 03. B CORP 2022 CERTIFICATION AND IMPROVEMENT SCORES

## GOVERNANCE

Mission & Engagement

3.6/4

Ethics & Transparency

3.9/6

Mission Locked- Impact Business Model

10/10

## ENVIRONMENT

Environmental Management

4.4/10

Air & Climate

3.9/15

Water

2.2/8

Land & Life

5.8/12

## COMMUNITY

Diversity, Equity, & Inclusion

4.2/10

Civic Engagement & Giving

3.4/8

Economic Impact

3/10

Supply Chain Management

5.1/12

## WORKERS

Financial Security

9.7/17

Health, Wellness, & Safety

9.8/10

Career Development

3/3.5

Career Development (Salaried)

0.7/1.5

Engagement & Satisfaction (Salaried)

1.9/3

Engagement & Satisfaction

4/5

## CUSTOMERS

Customer Stewardship

4.7/5

Health & Wellness Improvement - Impact Business Model

1.2/5

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# B CORP SCORE BREAKDOWN

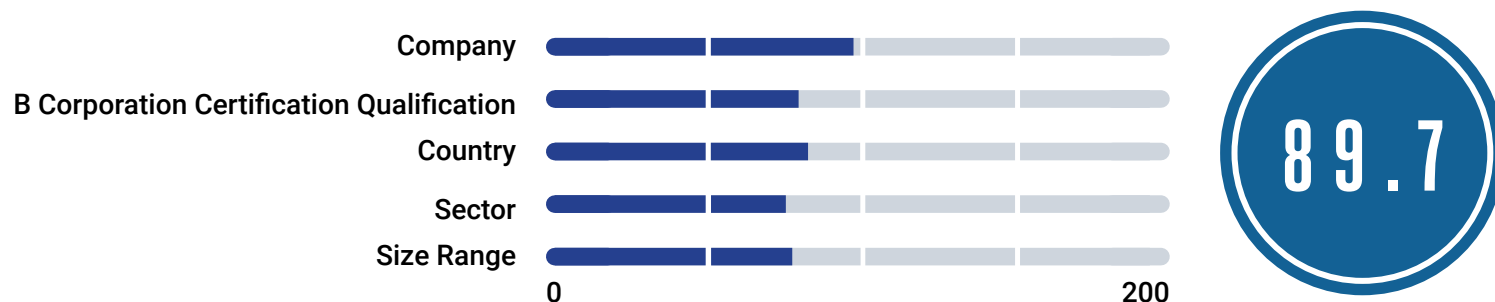
## 3 AUGUST 2024

NB: score at time of print is still to be verified by B Corp during the recertification process.

# OVERALL B IMPACT SCORE 3 AUGUST 2024

## SPINLOCK LTD

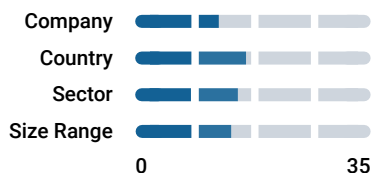
For fiscal year end date: 31 December 2023



### CUSTOMERS

Questions Answered 28/28

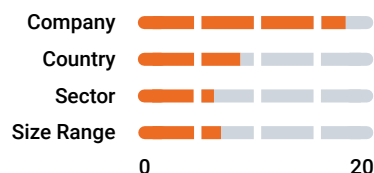
Overall Score 6.9/35



### GOVERNANCE

Questions Answered 29/29

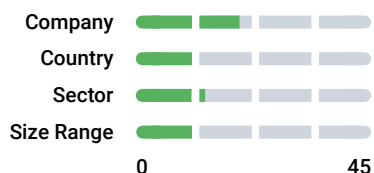
Overall Score 17.6/20



### ENVIRONMENT

Questions Answered 62/62

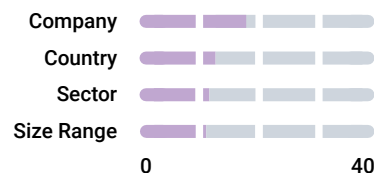
Overall Score 16.9/45



### COMMUNITY

Questions Answered 45/45

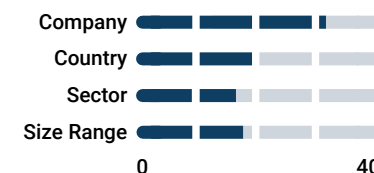
Overall Score 17.5/40



### WORKERS

Questions Answered 56/56

Overall Score 30.7/40



## 04. POSITIVE IMPACT AREAS, PLANS AND PROGRESS

What we said we'd do (GOALS):	What we did:
<b>Increase number of paid days off</b>	Increased to 36 paid days off. Plus up to 5 sailing days and 4 volunteering days.
<b>Measure sourcing % of COGS from local suppliers</b>	Determined that 10 – 19% was spent with suppliers located within 200 miles of where the end product was used during the last fiscal year.
<b>Environmentally certified products</b>	This is a complex goal due to the demanding marine environment the products have to operate within. We have introduced an Environmental Impact Report for new products that are being developed. This is the first step towards this long term goal.
<b>% Water returned to table with same quality</b>	100% of water is returned to the water and sewage companies to process.

*In addition, we added a number of new initiatives which were not originally set as B Corp goals.*





## 04. POSITIVE IMPACT AREAS PLANS, AND PROGRESS

### TARGETS FOR THE NEXT 12 MONTHS:

#### Impact Reporting:

- We set public targets and share progress to those targets.
- We present information in a formal report that allows comparison to previous time periods.
- Reporting information / structure is based on a comprehensive third party standard (B Impact Assessment).

#### Supplementary Health Benefits:

- Private dental insurance.

#### External Professional Development Participation:

- Increase percentage of full-time workers that have participated in external professional development or lifelong learning opportunities in the past fiscal year to 25 – 49%.

#### Skills-Based Training Participation:

- Increase skills-based training to advance core job responsibilities to 25 – 49%.

#### Cross-Job Skills Training Participation:

- Increase skills-based training on cross-job functions beyond regular responsibilities (e.g. public speaking training, management training for non-managers) to 25 – 49%.

#### % of Employees Volunteer Service:

- Increase percentage of employees that took paid time off for volunteer service last year to 25 – 49%.

#### Volunteer Service Per Capita:

- Increase the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period to 0.6-1% of time.

#### Energy Use Reductions:

- Increase conservation and efficiency improvements that lead to energy savings for our facilities to 1-4%.
- Recycling heated air from welding process to heat other areas of Production.
- ESG Training to employees.

A group of six people, three men and three women, are on a boat in the Arctic. They are wearing winter gear, including jackets, hats, and gloves. One woman in the center is holding a white plastic basket filled with marine debris, including a yellow buoy and a piece of driftwood. The background shows a clear blue sky and distant mountains.

## OUR FRONT COVER

# BARBA

Barba is a sailing platform dedicated to Arctic marine conservation and scientific research.

Spinlock has proudly supported Barba for the past 10 years, providing essential products and resources for their vessels and crew, helping them continue their incredible adventures and research.

Having sailed thousands of nautical miles across the Arctic, the project contributes to crucial research on climate change, microplastic pollution, and marine ecosystems. Through expeditions and collaborations with scientists, Barba raises awareness of the urgent need to protect our oceans and address the environmental challenges our planet faces.

[www.barba.no](http://www.barba.no)



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