



# XEROX XEROX



XEROX TECHNOLOGY GROUP PLC - IMPACT REPORT - AUGUST 2024

## MESSAGE FROM OUR CEO

At Xeros, we are committed to making a meaningful impact on the environment through our innovative solutions. Our technologies have been designed with the specific intent to advance the efficiencies of our chosen industries of laundry and apparel manufacture by saving water, energy and chemistry usage whilst preventing harmful microplastics from polluting our oceans.

As a business we feel passionately, not just about the delivery of this tech but how we operate to achieve this. We have always actively monitored our carbon footprint, considered our relationship with our local community and who we do business with. Official company goals have driven us to improve in each of these areas. As such B Corp certification has been an obvious next step.



NEIL AUSTIN  
CEO

We are a proud member of the B Corporation community, and all of our team take great pride in the greater ambitions of using business as a force for good.

The accreditation process has allowed us to reach a greater level of understanding of the impacts of our operations against the environment, society, and governance.

Whilst I am pleased to have the teams hard work validated by the results of our assessment, it also highlights how we can do more to deliver on our commitment to a better future for all.

## WHO WE ARE

Xeros licenses sustainable proprietary technology solutions for the laundry and apparel industries. These drive significant cost, energy and water efficiencies, reducing pollution, in both the manufacture and laundering of clothing.

Our mission is to reduce waste wherever possible by creating visible solutions for the invisible issues facing our planet.

We have developed patented and proven, industry-leading technologies which reduce the environmental impact of how we make and care for clothes.

Our technologies reduce water, energy and chemical use, make clothes last longer, and can capture 99% of microfibres produced during the laundry process.





## OUR MISSION

Xeros are inventing the impossible.  
Powered by science, we create technologies engineered for our future.

Born out of textile research and advancing new standards of performance and responsibility.

Today, we reduce the impact of clothing on our planet, conserving water and preventing waste.



## OUR VISION

Tomorrow, we rethink industries, helping conserve our ecosystem.

We are leading environmental technology experts, making the invisible, visible – we expose the true causes of the problems others don't see.

We incite huge transformation. Our innovations impact industries and people on a global scale.

## OUR VALUES



### CURIOSITY

We are SERIOUSLY CURIOUS. Fascinated by finding new solutions, experimentation and innovation. We believe in relentlessly questioning what we know, and exploring new frontiers and emerging technologies.



### OPTIMISM

We are unwavering OPTIMISTS. We create solutions for a limitless future, to ignite and inspire imagination. We show what's possible, and our partners make it scalable. Through our technologies, we welcome a world of profound possibility.



### ACTION

We deliver REAL ACTION. We are committed to reducing environmental impact and preserving ecosystems. Our team of experts is dedicated to the future of this planet, doing good and driving a movement towards a world where people and planet thrive.



## JOURNEY TO B-CORP

A COLLECTIVE OF INNOVATORS, DELIVERING VISIBLE SOLUTIONS FOR THE INVISIBLE ISSUES FACING OUR PLANET.

Xeros was created as a business to make a positive impact on the planet. Everything we continue to do today, looks at how we can reduce waste and use resources more responsibly to support a better future for both people, and the world we call our home. So as soon as we heard about B Corp, we knew we needed to be part of this movement towards systematic change.

In 2022 we started our B Corp journey with a cross-sectional team working on collecting the data and evidence we needed to complete our first Impact Assessment. This process allowed us to understand and assess the impacts of our operations and highlighted the value of having an intentional impact business model, where our company and technology are designed to create a specific positive outcome for stakeholders.

In August 2023 we were proud to successfully become a certified B Corp, joining thousands of other companies that also demonstrate accountability in how they do business and represented a significant moment in our journey.

B Corp is a certification, a community, an opportunity, and an ongoing commitment.

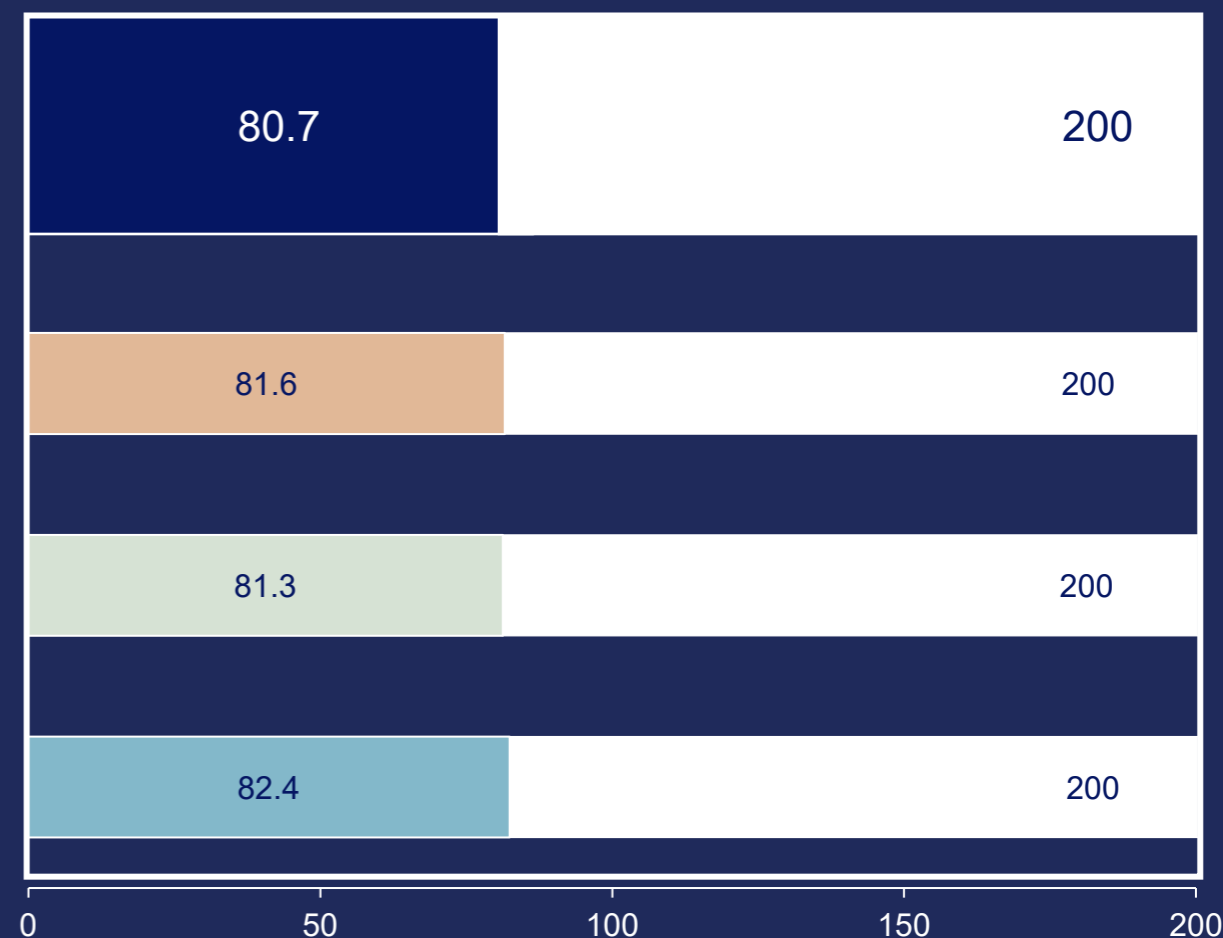
B Corp status is given to businesses that meet B Lab's high standards of verified social and environmental performance, public transparency, and legal accountability. Unlike traditional corporations, B Corps are legally required to consider the impact of their decisions on their workers, customers, suppliers, community, and the environment. They are also required to demonstrate accountability and transparency by disclosing this record of performance in a public B Corp profile. By voluntarily meeting these standards, B Corps aim to redefine success in business and promote a more inclusive and sustainable economy.

Becoming a certified B Corp is not the end of our journey. We recognise that there is always more to be done to create a positive impact and we are committed to continuous improvement. As we have always done, we will regularly reassess our practices, have set goals, and will work towards achieving them. We will remain transparent about our progress and hold ourselves accountable to the highest standards.

Our transformation into a certified B Corp marks an important milestone in our commitment to responsible and sustainable business practices. By aligning ourselves with the B Corp movement, we are demonstrating a different way of doing business—one that prioritises purpose, people, and the planet alongside profits. We remain dedicated to making a positive difference in our communities and beyond.

## OUR B-CORP SCORE

OVERALL SCORE: 80.7



### OUR SCORE



### BENCHMARK SCORES



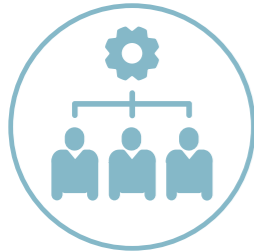
# IMPACT AREA

## OUR SCORES

The B Impact Assessment evaluates the impact of a company's operations and business model across five key areas;



### GOVERNANCE



### WORKERS



### COMMUNITY



### ENVIRONMENT



### CUSTOMERS



## IMPROVING OUR IMPACT

We are delighted to have achieved our first B Corp certification. Our scores highlight our belief that our people are at the core of what we do and will remain our priority. Our scores also emphasise areas where we still have work to do.

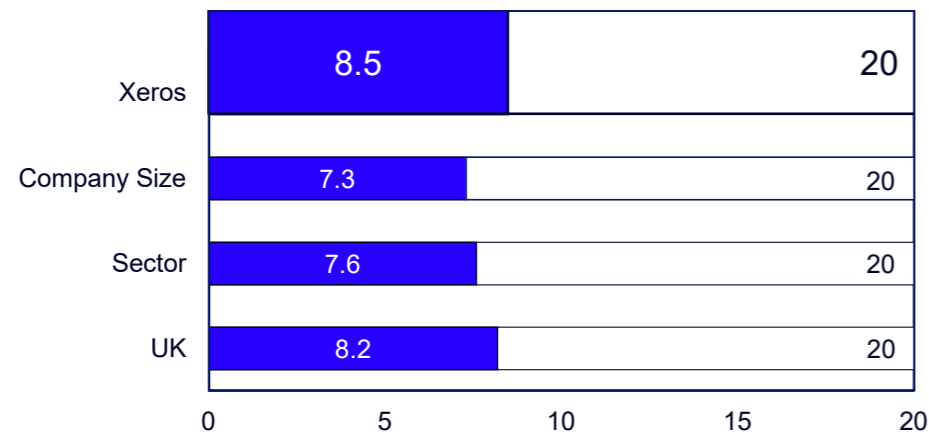
As a minimum our aim is to improve our score when we recertify in 2026, and while we would like to see improvement in all areas, our specific area of focus, where we would like to see significant improvement, is Community. We are passionate about engaging with our local communities and believe we can do more to support Diversity, Equality and Inclusion.

# GOVERNANCE

OUR SCORE: 8.5

Governance evaluates a company's overall mission, engagement around its social/ environmental impact, ethics, and transparency.

It evaluates the ability of a company to protect its mission and formally consider stakeholders in decision making through a corporate structure or corporate governing documents.



## OUR ACHIEVEMENTS

Xeros was created with a clear purpose and mission – to radically rethink industries and to reduce the impact of our clothes on the environment.

Xeros' mission sets out the impact of the Group's technology, reducing the impact of the apparel and laundry industries on the planet through the reduction of water, energy and consumable use and the prevention of the release of waste.

Xeros has a clear governance structure, led by the Board and a strong code of ethics adopted by all employees, which supports a culture of transparency and collaboration across the organisation.

## OUR AIMS

We will continue to promote and foster a culture of integrity, honesty and accountability with the senior leadership team leading by example.

We will communicate openly and transparently with our employees and other stakeholders about our business practices, performance and impacts.

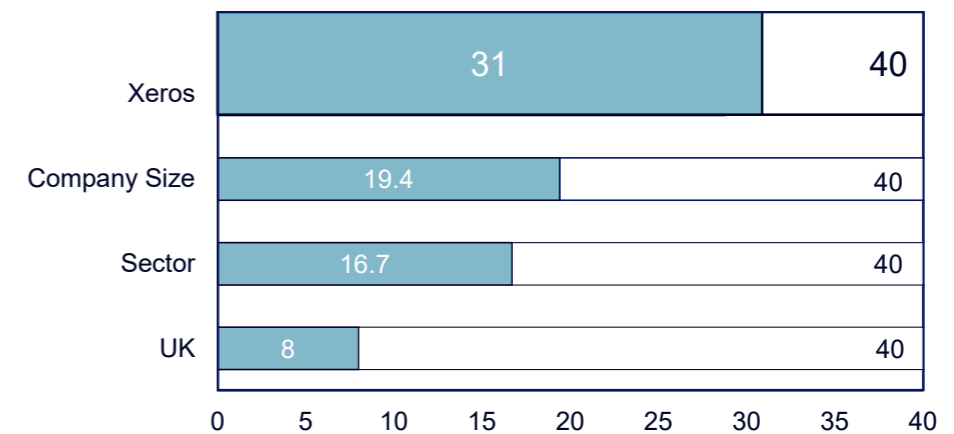
The business has an overall ESG strategy, supporting the commercial adoption of the Xeros technology and aims to weave this into individual employee's personal development plans to encourage wider adoption.

We will introduce training to our employees to ensure that the results of the Group can be understood in the commercial context in which we operate.

# WORKERS

OUR SCORE: 31

Workers evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction. It recognises business models designed to benefit workers, such as companies that are at least 40% owned by non-executive employees and those that have workforce development programs to support individuals with barriers to employment.



## OUR ACHIEVEMENTS

Xeros fosters a welcoming and rewarding environment for its employees and is proud to pay above living wage for all employees. We regularly review the remuneration of our employees together with an independent remuneration committee and provide cost of living support where appropriate.

We provide a range of non-payroll benefits to all employees including; healthcare, life assurance and access to an employee assistance programme. We recognise the need to support the wellbeing of our employees and offer both internal support via our Mental Health First Aiders and Wellbeing Committee and access to external wellbeing support.

We pride ourselves on a culture that supports a true work-life balance with a 4.5 day week and flexible hours/hybrid working to suit our employee's home life commitments.

Our Health and Safety policies and practices are regularly audited and in our recent external audit, we showed continuous improvement for the second year running and scored in the top 10% of all companies audited by our external provider, SML.

## OUR AIMS

We plan to continue offering and developing the support and packages to our employees. We challenge ourselves to continually improve upon our employee engagement score and are exploring the opportunity to gain external accreditations to validate the work done. We are committed to the ongoing development of our employees and will work to provide tailored personal development plans supported by training and external development where necessary.

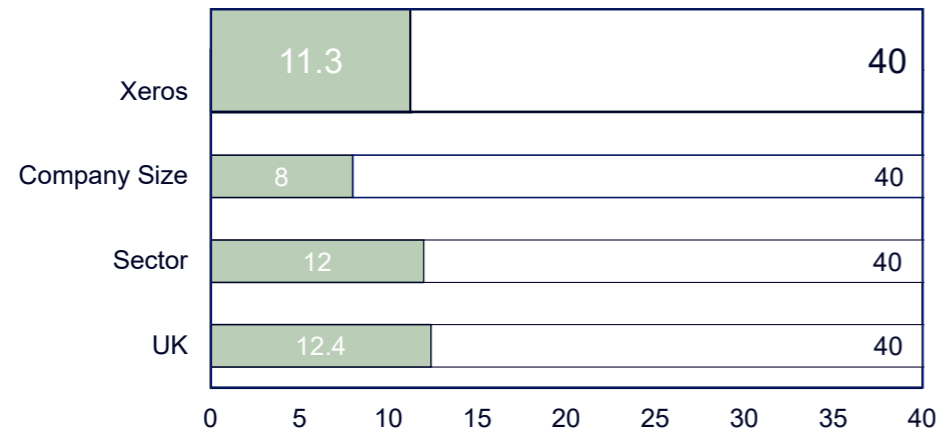
We will promote diversity, equality and inclusion through our recruitment and learning and development and will review our policies to ensure we continue to provide an inclusive and supportive work environment for all our employees.

# COMMUNITY

OUR SCORE: 11.3

Community evaluates a company’s engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management.

It recognises business models that are designed to address specific community-oriented problems, such as poverty alleviation through fair trade sourcing or distribution via microenterprises, producer cooperative models, locally focused economic development, and formal charitable giving commitments.



## OUR ACHIEVEMENTS

Xeros works to have a positive impact on the community in which it works, and works with a number of NGOs, independent bodies and legislators to provide its input and expertise on laundry, apparel and microplastics. This allows the community to make more informed decisions on the challenges facing the world. Most recently we joined an IEC working party to develop standards for the industry and participated at the Blue Earth summit which was part of climate action week.

Xeros’ technology operates in communities across the globe, including some of the world’s most disadvantaged. Our technologies reduce the impact of industries on these communities, reducing their energy, water and consumable needs.

We work in our own community, providing support locally through litter picks, working with local institutions and charitable giving.

## OUR AIMS

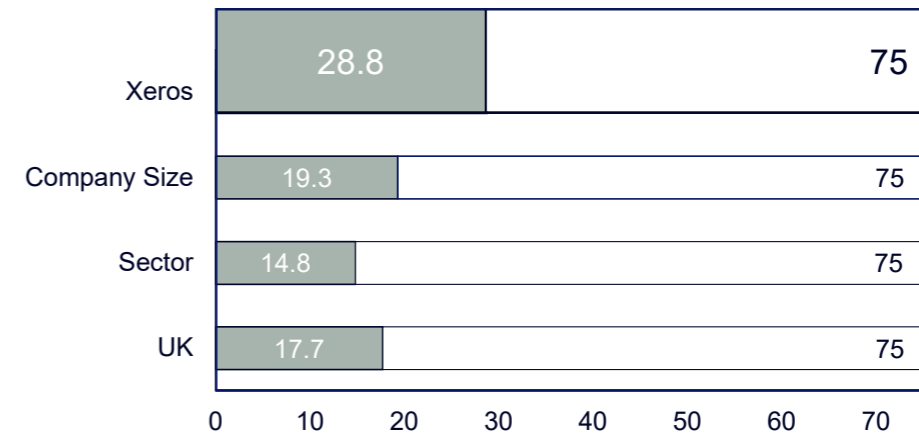
We aim to engage with our local community to understand their needs and contribute positively to their development.

We will support further charitable giving by the Group and its employees by making payroll giving available to employees, running quarterly charitable initiatives and providing support to our employees to help their communities.

# ENVIRONMENT

OUR SCORE: 28.8

Environment evaluates a company’s overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of a company’s operations and, when applicable its supply chain and distribution channels. It recognizes companies with environmentally innovative production processes and those that sell products or services that have a positive environmental impact. Some examples might include products and services that create renewable energy, reduce consumption or waste, conserve land or wildlife, provide less toxic alternatives to the market, or educate people about environmental problems.



## OUR ACHIEVEMENTS

At its heart, Xeros is a company focussed on providing environmental solutions to huge global industries which are in need of innovation. Xeros’ Care and Finish technology allow the laundry and apparel processing industries to drastically cut their water, energy and chemistry usage, and Xeros’ Filtration technology can capture up to 99% of microfibres released during the laundry process, stopping one of the leading contributors to global microplastic pollution at source.

We also work to reduce the impact of our operations on the environment, using sustainable options for travel and consumables where available and providing our employees with EV chargers and cycle schemes to allow more environmentally conscious commuting.

## OUR AIMS

We aim to further embed our environmentally conscious ethos within our operations, aiming for further improvements on both travel and energy. We will continue to measure and report on our carbon footprint annually, setting targets for continuous improvement.

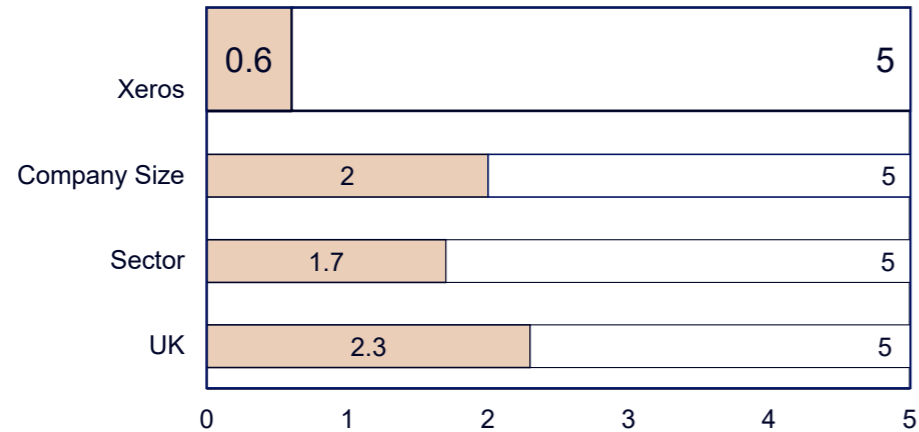
Xeros is an R&D business and continues to work to improve the solutions we offer to open up greater environmental benefits.

# CUSTOMERS

OUR SCORE: 0.6

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels.

It recognises products or services that are designed to address a particular social problem for or through its customers, such as health or educational products, arts & media products, serving underserved customers/clients, and services that improve the social impact of other businesses or organizations.



## OUR ACHIEVEMENTS

Xeros works with partners across the globe, working together to implement Xeros' ground-breaking technologies into global industries and supply chains.

Xeros technology has allowed its longstanding French partner, Georges SAS, to extend the life of the uniforms it launders for its customer by 20%, providing financial and sustainability benefits through the supply chain.

We manage the privacy and security of customer data with a publicly available data and privacy policy.

## OUR AIMS

We will work with our partners to gain further understanding of their sustainability goals and how we can support each other to achieve them.

We aim to work with existing partners to gather feedback on the technology and the transfer process, allowing future processes to be run in a more effective manner.

Xeros believes that its technology should be in the hands of global consumers and continues to work with OEMs and partners to make this a reality.



TO THE POWER OF CHANGE