



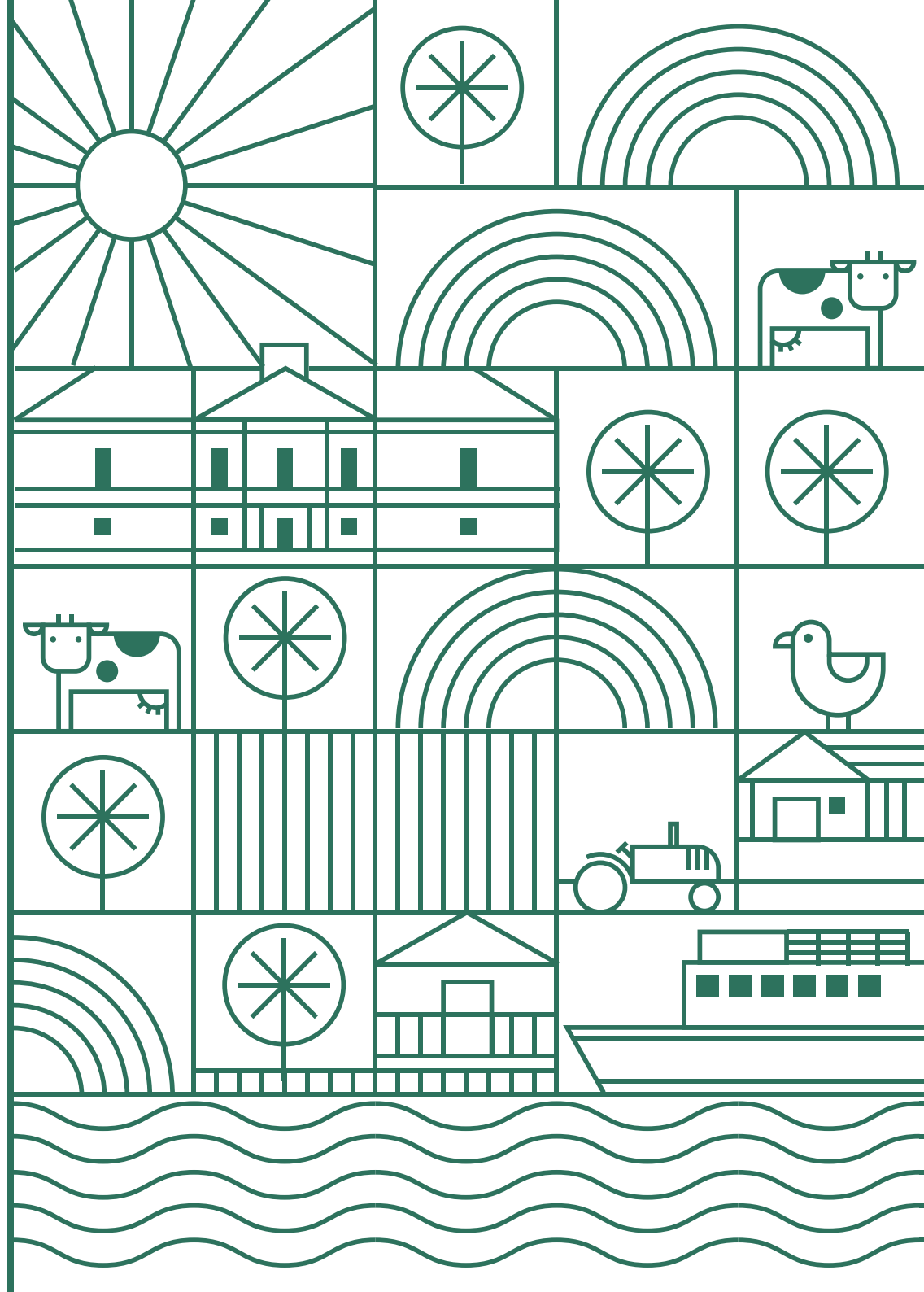
Sharpham Partnership Ltd

B Corp Impact Assessment Year 1 - 2022-23

This report enables B Corp certified businesses to be transparent and accountable to stakeholders about our social and environmental ambitions.

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## INTRODUCTION

### WELCOME TO SHARPHAM DAIRY

Sharpham Partnership Limited makes and sells artisan cheeses and accompaniments to wholesalers, retailers, and consumers. Along with fellow small cheese makers, Sharpham led the renaissance of British artisan cheese across the UK in the early eighties and proudly continues to support and promote the growth of British made cheese.

Sharpham has established a strong reputation for producing high quality products and has won many awards, particularly for Sharpham Brie, Rustic and Ticklemore which were the original products to be made and remain the most popular. Our small, experienced team use traditional methods and skills to make our cheeses by hand, using milk from our own cows and goats, and milk from other local farms.

## Our Vision

By emanating quality and provenance, we aim to responsibly build a boundless community of food lovers and adventurers who will purchase our products and buy into our ambition.

## Our Mission

We will work with nature and great people to make exceptional products responsibly, for the enjoyment of food lovers everywhere.

## Our Values

**To be good people**  
*we respect each other  
and all others.*

**To be nice people**  
*everyone deserves our  
attention and our courtesy.*

**To commit**  
*we will always do our best.*

**To care**  
*for our people, for our planet  
& for our livestock.*

# LEADERSHIP LETTER

FROM GREG PARSONS, THE (CHEESE) BOARD

As owners, directors and 'hands on' team members, our first year as a B Corp certified company has been truly inspiring in so many ways. It has given us and our team some much needed positivity in difficult times, especially with the adverse impact on sales resulting from global and local economic challenges.

Managing and balancing costs and margins has also been very difficult, with increased costs of energy and raw materials and self-imposed investment in our team through increased pay, benefits and development and we also decided to invest in some much-needed new equipment for the dairy.

With our lease due to end in September 2023, our biggest challenge of the year was responding to the need to find a new location for our dairy, when our intended new location became unviable and unfeasible after years of planning. Fortunately, we have found a new home that we will move to in early 2024 and our current landlords have agreed an extension to our lease that will allow us to stay at Sharpham until then. We are very aware that the food sector in the UK and beyond is under extreme pressure to sustain a growing population, whilst responding quickly and effectively to climate change and although we are very small, we use every opportunity to share good practice and encourage collaboration. We also lobby local and national government to increase their understanding of the sector wherever possible and we will continue to highlight the risks to food security through our dependency in importing nearly half of our food to the UK, especially with increasing political and environmental turmoil overseas.



# JOURNEY TO CERTIFICATION

## THE STORY SO FAR...

After a century of life experience between us, much of that in the food & drink sector, in July 2019 we took a huge leap of faith and took over Sharpham Dairy from the retiring founders. Unconstrained by corporate rules we decided that we would run our business like an extension to our family and inspired by Patagonia founder Yvon Chouinard and others, we explored B Corp and discovered that our values and ambitions are very aligned, so we started our B Corp journey shortly after buying the business.

We made good progress with the business and B Corp during our first six months, but like most others, we were thwarted by Covid 19 and resulting lockdowns. We were properly tested financially and emotionally, but our philosophy for our business and our commitment to our team enabled us to galvanize, pivot, innovate and survive.

Since we started our B Corp journey, we evaluate every decision we make, we question and challenge and try to make sure that we make the best possible choices focused on people and planet, and for financial sustainability, ensuring that we will be around to use our business as a force for good for the long term. Our management team have easily engaged with B Corp from assessment to now, but we can and will do more to encourage more participation across the team.

We are very proud to be B Corp certified and being a family business, we tend to make better decisions for people and planet at home too. We have also enjoyed engaging with the wider B Corp community and will continue to support and promote wherever possible.

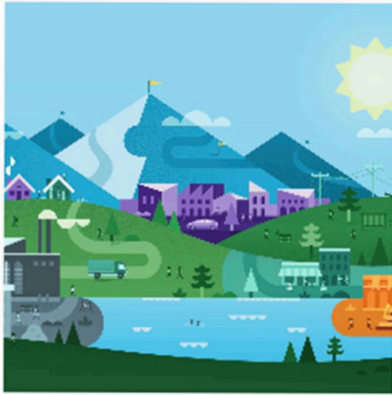
*Greg & Nicky Parsons*

**Greg & Nicky Parsons**



# B CORP VERIFIED

## SCORE AND AIMS



This management tool, used by over 50,000 businesses worldwide, including over 3,000 Certified B Corporations, helps companies assess their impact on various stakeholders, including their workers, community, customers, and the environment.

OVERALL SCORE  
85.5

COMPLETION  
100%

OPERATIONS SCORE  
61.8

IBM SCORE  
18.7

N/A SCORE  
4.8



IMPACT AREA SCORE  
**Governance** 12.3

Learn what your company can do to enhance policies and practices pertaining to its mission, ethics, accountability and transparency.

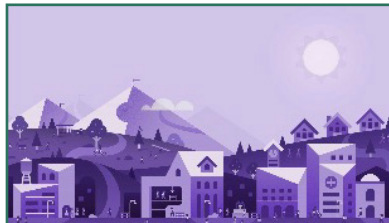
QUESTIONS ANSWERED  
19/19



IMPACT AREA SCORE  
**Workers** 25.2

Learn what your company can do to contribute to your employees' financial, physical, professional, and social well-being.

QUESTIONS ANSWERED  
40/40



IMPACT AREA SCORE  
**Community** 20.9

Learn what your company can do to contribute to the economic and social well-being of the communities in which it operates.

QUESTIONS ANSWERED  
46/46



IMPACT AREA SCORE  
**Environment** 23.9

Learn what your company can do to improve its overall environmental stewardship.

QUESTIONS ANSWERED  
41/41



IMPACT AREA SCORE  
**Customers** 2.9

Learn what your company can do to improve the value that you create for your direct customers and the consumers of your products or services.

QUESTIONS ANSWERED  
7/7

## 2025 AMBITION

Overall Target

100

Governance

14

Workers

28

Community

25

Environment

28

Customers

5

# GOVERNANCE

NOW	NEXT	LATER
Legal – formed partnership with Stephens Scown (B Corp) for IP / brand protection & HR support.	Work with to establish terms of reference for SME B Corp board.	Review staff handbook, policies and training requirements.
Accounting – formed partnership with PKF Francis Clark for management reports, cash flow & financial planning.	Work with to establish financial strategy for relocation and reporting structure for potential investors.	Identify common values for using business as a force for good.
Insurance – formed partnership with Partners & for employee protection policies & business insurance.	Consider other employee focussed benefits. Review policy to fit new location / Dairy.	Identify common values for using business as a force for good.
Banking – working closely with Lloyds for future investment. Evaluating potential switch to Triodos (B Corp).	Explore opportunities with investment ‘angels’ working with Seed Legals and EIS scheme. Conclude Triodos option.	Identify common values for using business as a force for good.
Board – evaluate shape & objectives of ‘formal’ board and engage potential members.	Explore opportunities to exchange NED roles to help to build board. Evaluate SDG’s to be targeted.	Hold first formal board meeting in 2024. Formalise SDG (Sustainable Development Goals) targets.



# WORKERS

NOW	NEXT	LATER
Pay – we are Living Wage Foundation Accredited & our new pay structure fully implemented.	Benchmark pay rates vs comparable skilled jobs and review as necessary.	Implement revised pay structure based on benchmarking.
Protection – we fund; health plan, income protection and sickness protection for employees.	Explore other potential benefits with other B Corps.	Implement new benefits as affordable.
Profit – we offer a share of profits, paid annually after year end.	Share more P&L information with staff & set joint milestones & goals.	Explore longer term aspirations for increased profit share / EOT.
Training – external training offered and completed by staff to progress through wage bands.	Develop training programme for new site including health & safety, wellness & B Corp leadership.	Link training qualifications to pay structure review. Introduce SDI process for all staff.
Fun – we went Gin making for a day and had a ‘build your own’ pizza event with one of our customers in B Corp month.	Bread making and lunch @ Exeter College.  We will hold a further ‘Skills & Socials’ event in Spring.	Celebrate new dairy opening with food & drink neighbours at South Devon Food Hub.
B Awareness – held launch event and introduction.	Conduct staff survey to gauge B Corp understanding & ‘buy in’.	Specify B Corp roles & responsibilities.





# COMMUNITY

NOW	NEXT	LATER
<p>Sharpham Community – supply collaborations (sustainable packaging), joint promotions (honey, olives, rum, meats), new product development (crackers &amp; chutneys)</p>	<p>Set up survey for suppliers and customers (use help from B Corp community). More producer colab's including liqueurs, seaweed, charcuterie &amp; cider.</p>	<p>Lead development of South Devon Food Hub.</p>
<p>Local Community – we support Food In Community &amp; Park Life and are Hospiscare £40k Club members. Friends &amp; Family £10 boxes.</p>	<p>Set up 'pop up' events at South Devon Food Hub. Staff event to support Hospiscare 40k.</p>	<p>Work with team to set annual community fundraising targets, supported by planned events.</p>
<p>B Corp Community – B Corp presentations at events (FDD &amp; SW Tourism). B Corp month colab's (Tracklements, Hattiers, Stephens Scown). Joined events with B Local Cornwall. B Corp London Event.</p>	<p>Set up &amp; Co-Chair of (New) B Local Devon.</p>	<p>Coordinate inaugural B Local Devon event &amp; contribute to strategy, aims &amp; objectives.</p>
<p>Food Drink Devon CIC – Current (Voluntary) Chair – 340 members.</p>	<p>Coordinated and led 'B Corp &amp; Beyond' event.</p>	<p>Launch FDD Sustainability Focus Group.</p>



# ENVIRONMENT

NOW	NEXT	LATER
Decarbonizing – currently participating in Decarbonisation programme to measure footprint set improvement plan.	Publish and implement carbon footprint and improvement plan through clear SMART objectives. Efficient travel plan for staff.	Set carbon targets for 2030 & 2040, ideally around neutrality if feasible and viable.
Packaging – collaborated with 3 suppliers to move to recyclable wrap and labels and all FSC board.	Move from polyboxes to cardboard solution for wholesale & extend use of returnable trays.	Reduce packaging for online orders – smaller boxes & use own shredded materials for insulation & padding.
Biodiversity – 2x pallet seed boxes and plant boxes at current site.	Biodiversity plan for new location. Set up partnership plans with supplying farms.	Set 3-5 year strategy with specific targets.
Water – minimise water use and reuse where possible. New water efficient dishwasher.	Set up water harvesting system for new dairy. Seek solution for cleaning & reusing wash (grey) water.	Work with landlord to maximise water storage and reuse.
Social	Join local ‘clean up’ events.	Create local ‘clean up’ events.
Waste – use ‘Zero to Landfill’ waste partner. Send whey to anaerobic digestion for energy conversion.	Identify ways of adding value to whey through NPD.	Install rubbish shredder and compactor to reduce and reuse waste.



# CUSTOMERS

NOW	NEXT	LATER
<p>Deli's – we have created information sheets &amp; support materials for our deli's. We have also started a programme of support including staff briefings &amp; sampling.</p>	<p>Promote support available &amp; offer online briefings + samples. Introduce new wholesale service for outlets not served by our wholesalers.</p>	<p>Set up an online resource area for Deli customers. Launch newsletter for stockists.</p>
<p>Merchants – responding to staff reductions, we help wholesalers to serve customers with interventions and staff training sessions.</p>	<p>Partner merchant (Orchardlea) at Source Trade Show. UK tour to visit wholesale customers in early 2024.</p>	<p>Promote B Corp philosophy and encourage participation.</p>
<p>Lovers &amp; Adventurers – we have significantly increased our B2C activity through attending more foody events and through investing in our online community.</p>	<p>Set 2024 events schedule and publish on website. Set 2024 targets for social community.</p>	<p>Establish network of brand ambassadors across the UK.</p>
<p>Chefs – we have developed recipes with many chefs &amp; supplied cheese board for 'hospitality' dinners.</p>	<p>Seasonal event with Nkuku (B Corp). Sponsor cheese board competition.</p>	<p>Work with local partners to promote Devon Cheese Board campaign.</p>



# SUMMARY

We are very proud of our family, our team, our business and to be B Corp certified but there is no time to dwell, and we are determined to use all our might, responsible resources and lovely people to be a formidable force for good.

We are passionately committed to leaving behind a better World than we inherited, for people, planet and profit and we start each day with the question of what can we do better.

In writing this report, we are very conscious that there are not many numbers and measures, but please bear with us as we are at the beginning of a journey that we promise will be more quantifiable in future. Whether you are a customer, consumer, supplier, investor or friend, we thank you sincerely for your continued support and look forward to exciting times ahead.

Yours sincerely

*Greg & Nicky Parsons*

Greg & Nicky Parsons



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