

UNCOMMON

Impact Report

2025

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A message from our MD

The ESG landscape in the flex office world continues to evolve and we've seen further requirements this past year. Investors, clients, and regulators are paying more attention to carbon footprints, how efficiently we use resources, and what we're doing to make a positive social impact. Our industry has its challenges – from refurbishment works to managing energy use in shared spaces to creating truly inclusive environments that focus on the wellbeing of our members.

But the flex office model also gives us unique opportunities for sustainability through better space utilisation, building communities, and bringing circular economy principles into refurbishment and design. We're noticing more competitors starting to publish ESG reports, making transparency not just good practice but essential to staying competitive.

This year we've broadened what we measure and report. Greater transparency strengthens our relationships with stakeholders and helps us spot areas where we can do better. We've aligned our climate strategy with the Science Based Targets initiative (SBTi). After taking a fresh look at our net zero journey, we've extended our targets to match SBTi guidelines and stay in line with the latest climate science.

It has been a very active year for Uncommon, we opened our largest space in Holborn which showcases our focus on sustainability, and we continued to work on the efficiency of our existing buildings to reduce our emissions further. Our Leadership team has very specific environmental and social targets which are built into everyday operations. This additional metric means sustainability considerations flow into decisions throughout our organisation. The pillars of Uncommon: Be Sustainable, Show Uncommon Care, and Push for Better guide everyone at Uncommon to do the right thing for our people, and our business.

Furthermore, as a certified B Corporation, we continue to embrace this valuable framework that helps us balance purpose with profit. The B Corp standards keep us focused on improving our social and environmental performance as we grow and this year, we are preparing for the re-certification process which will commence in the second half of 2025.

The flexible workspace sector has plenty of environmental challenges and opportunities. We're showing that business success and environmental responsibility can grow hand in hand.

Magda Al-Nugaidi
Managing Director



Our Roadmap

- Hit**
 - Develop a supplier code of conduct
 - Investors in People accreditation
 - B Corp application
- Hit**
 - 4 buildings BREEAM certified



- Hit**
 - Achieve carbon negativity
 - 70% of workforce complete training
 - Provide all team members with access to programmes that support wellbeing
 - Provide our members with the knowledge and tools to help reduce impact and embed sustainability
 - Develop a member guide, setting standards across our workspaces for sustainability
 - B Corp & Investors in People accreditations

- Goal**
 - Uncommon Holborn BREEAM Excellent In-Use certification
 - Engage all members on climate action
 - Conduct educational ESG workshops for our core suppliers and define criteria for sourcing more sustainable products and services
 - Increased ENPS score
 - 600 charity hours used by team

- Goal**
 - Investors in People Gold recertification

- Goal**
 - B Corp recertification
 - All buildings to achieve EPC B or above
 - Continuous work with our core suppliers to collect ESG related data and drive Scope 3 emissions reduction

- Goal**
 - Our new Net Zero target, now extended, to align with the Science Based Targets initiative (SBTi)

Environment - Net Zero target update

Expanding Our Climate Commitment

In light of the expanding requirements around Net Zero standards, Uncommon is expanding its Net Zero target from 2027 to align with the **Science Based Targets initiative (SBTi) goal of 2050**. This strategic adjustment reflects our deepened understanding of the comprehensive nature of emissions reduction and our commitment to meaningful, sustainable progress.

We have historically looked at our operational footprint but going forward we will take into account our full Scope 3 including construction works and embodied carbon within our annual footprint and targets.

What's SBTi?

The Science Based Targets initiative (SBTi) guides companies in cutting emissions in line with the Paris Agreement's 1.5°C goal. With over 10,000 businesses already on board, setting science-based targets helps to future-proof growth, improve efficiency, stay ahead of regulations, and boost customers trust, while demonstrating real climate commitment.

Our Achievements to Date

We are proud of the significant strides we have made in reducing our Scope 1 and Scope 2 emissions. These direct and energy-related emissions have been a key focus of our initial sustainability efforts, and we have demonstrated substantial progress in minimising our environmental impact in these areas:

- **Scope 1 (gas only):** 38.05% reduction from our baseline year 2019 - due to the significant decrease in heating consumption between 2023 and 2024 (43.39% reduction year-on-year)
- **Scope 2 (market-based):** 100% reduction from 2019 due to the move to all sites on renewable electricity

We have expanded our reporting on Scope 1 to include refrigerants in 2024, we have therefore seen an increase in total Scope 1 emissions in 2024. We will be recalculating our baseline to take into account refrigerants so that our future reporting can be compared like-for-like.

Our Expanded Commitment

While our previous target was ambitious, we recognise the need for a more holistic approach. Therefore, we are committing to:

- Align our net zero strategy with the SBTi 2050 target
- Continuous work with our core suppliers to regularly collect ESG related data and drive Scope 3 emissions reduction by 2027
- Develop a comprehensive, transparent roadmap for emissions reduction across all scopes
- Implement robust measurement and reporting mechanisms for Scope 3 emissions including the calculation of our construction emissions

Looking Forward

This extended commitment demonstrates our better understanding that meaningful climate action requires a long-term, collaborative approach. By extending our timeline and broadening our focus, we are positioning Uncommon as a **responsible leader in sustainable business practices**.

We remain dedicated to transparency and will continue to provide regular updates on our progress towards our net zero goals.

Environment - other updates

Carbon Projects

At Uncommon, we recognise that supporting carbon projects beyond our immediate supply chain is a vital part of a holistic climate action strategy. Since 2023, we've continued to contribute to high-impact projects that help avoid, reduce, and remove emissions globally - while also progressing our own decarbonisation roadmap to contribute to societal Net Zero.

Our Projects

- **Afforestation in Dingxi, China:** this project restores 49,060 hectares of degraded land through forestation, reducing over 45 million tonnes of CO₂ while benefiting local communities with sustainable irrigation and improved infrastructure.
- **Clean Drinking Water in Laos:** by providing locally made ceramic water filters, this project gives communities safe drinking water, reduces emissions, and supports local livelihoods through social enterprise.
- **Protecting Oceans from Ocean-Bound Plastic:** this initiative prevents ocean pollution by enabling people in coastal regions to exchange collected plastic for essential goods and services, creating both environmental and social impact.

BREEAM

BREEAM stands for “Building Research Establishment Environmental Assessment Method” and is the world’s **leading sustainability assessment method for buildings**. It provides a comprehensive framework for evaluating the environmental performance of buildings and validates this performance with a third-party certification.

BREEAM assesses various sustainability criteria across several categories, each focusing on a different aspect of environmental sustainability and building performance, including: energy, health & wellbeing of occupants, innovation, land use, materials, management, pollution, transport, waste and water.

BREEAM at Uncommon

- **Holborn:** Excellent in Refurbishment and Fit-out and targeting Excellent in In-Use
- **Liverpool Street:** Very Good in In-Use
- **Borough:** Very Good in In-Use
- **Fulham:** Very Good in In-Use
- **Highbury:** Good in In-Use

EPC

An **Energy Performance Certificate** (EPC) rates the energy efficiency of buildings on a scale from A (most efficient) to G (least efficient), helping owners, tenants, and buyers understand a property’s environmental impact and energy usage.

For commercial properties in London, tightening regulations reflect the city's push toward net zero. As of April 2023, all non-domestic rented buildings must have a minimum EPC rating of E to be legally let, with future targets requiring a minimum rating of C by 2027 and B by 2030. These targets are driving significant investment in retrofitting and sustainable building upgrades across the capital.

EPC at Uncommon

- **Borough:** A
- **Liverpool Street:** B
- **Holborn:** B
- **Fulham:** B
- **Highbury:** C

Our Suppliers

Supply Chain and Scope 3 emissions

In our continued commitment to environmental stewardship, we recognise that the most significant portion of our carbon footprint lies beyond our direct operations. Scope 3 emissions – those occurring in our value chain – represent approximately 92% of our total greenhouse gas impact. With our new climate advisors, we are intensifying our **focus on supply chain sustainability** to address these complex challenges in 2025 and beyond.

Understanding Our Scope 3 Landscape

Our Scope 3 emissions are predominantly within Category 3.1: Purchased Goods and Services. This means we rely significantly on our suppliers to provide accurate emissions data for their products and services to drive meaningful reductions. Whenever possible, we incorporate publicly available carbon footprint data from our suppliers, to improve accuracy with the hybrid approach. However, where supplier-specific data is unavailable, we have had to rely on spend-based industry emission factors to estimate our impact.

We have made further progress in categorising our spend for more accurate emissions calculation to allow us to understand where are most significant emissions hot spots are. Examples of these categories are: Food & Beverage, Capital goods, and Operating supplies.

Overall, **our Scope 3 emissions decreased by 5% year-on-year**, but we recognise we need to focus more on engaging our suppliers going forward and making sure they are joining us on the environmental journey.

While we have made significant progress in managing Scope 1 and 2 emissions, addressing these upstream and downstream sources requires collaborative innovation and system-wide changes that begin with improving data collection capabilities throughout our value chain.

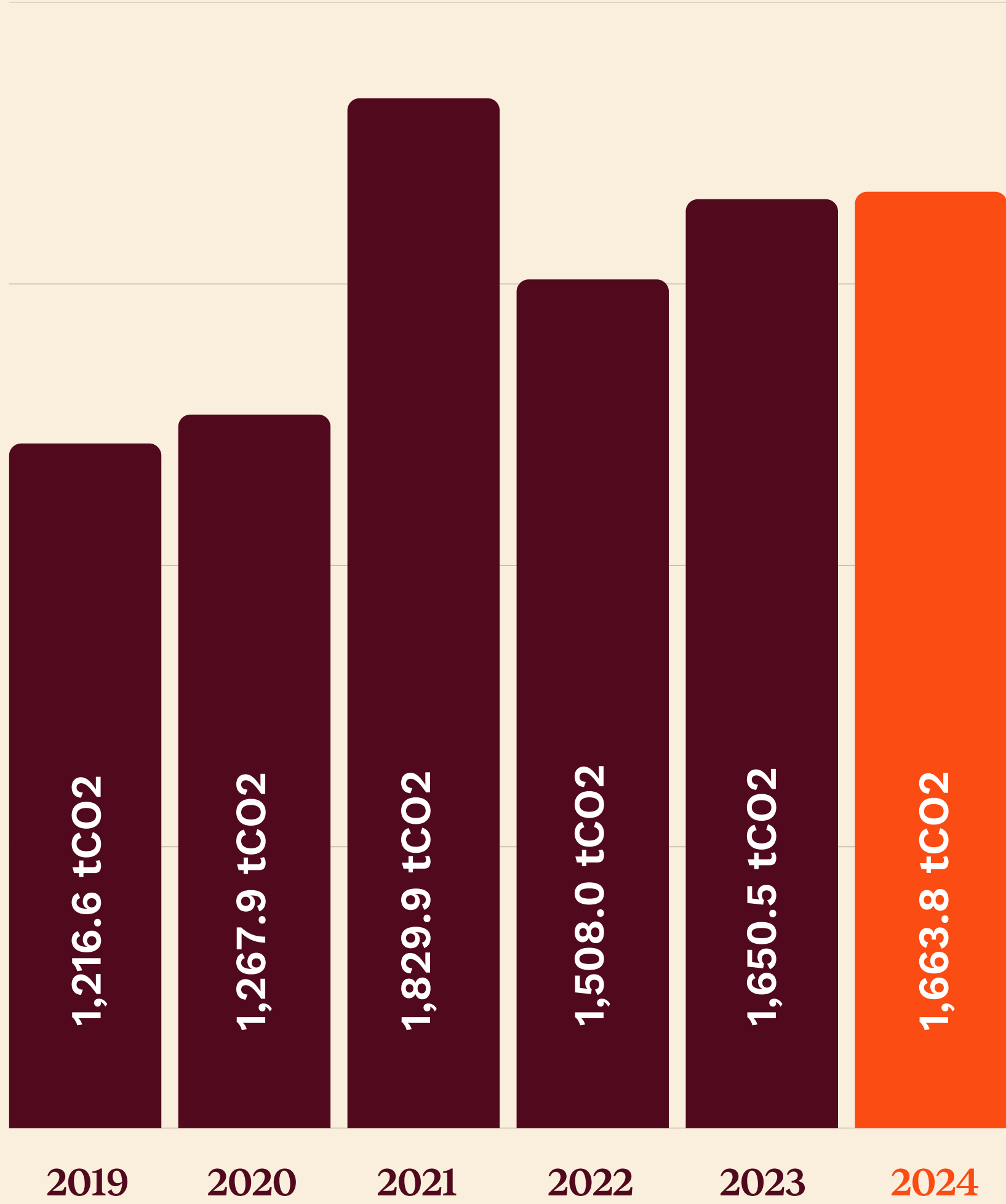
Looking Forward

As we progress towards our climate goals, we recognise that addressing Scope 3 emissions requires **both immediate actions and long-term transformation**. In the coming year, we will:

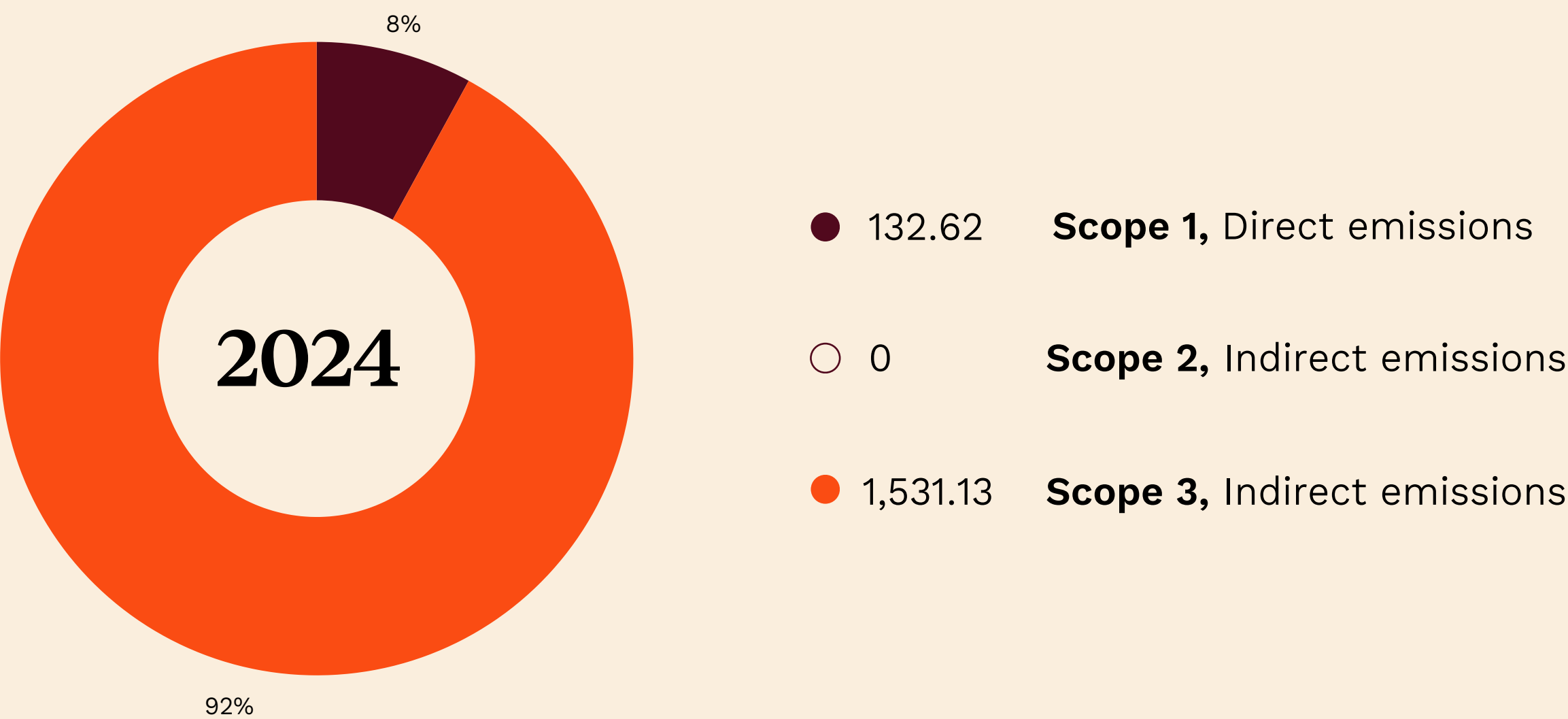
- Enhance our digital supply chain mapping capabilities to improve data collection
- Assess supplier sustainability maturity through targeted engagement
- Support supplier education to help those early in their sustainability journey
- Encourage suppliers to share primary emissions data associated with their products and services to improve our data accuracy
- Integrate sustainability criteria into our procurement policy to assess new suppliers
- Continue to explore alternative low-carbon materials and services
- Understand the emissions impact of potential new office builds
- Implement a sustainable travel policy to promote low-carbon commuting and business travel

The journey toward supply chain decarbonisation is challenging, but necessary. By fostering deeper collaboration with our partners, investing in innovative solutions, and maintaining transparent reporting practices, we remain committed to leading meaningful change throughout our value chain.

Carbon Performance 2019 to 2024



Annual Emissions (tCO2e)



Zero emissions have been reported in Scope 2 (market-based), due to the procurement of 100% renewable energy (backed by REGO certification)

Scope 3 Breakdown

	GHG Emissions (tCO2e)
Purchased Goods & Services	1,432.25
Fuel & Energy Related Activities	54.3
Waste	1.65
Employee Commute	19.25

Scope 3 emissions generated from purchased goods and services have increased from 2022. We can't directly control these emissions, so change will take time. The rise in these emissions reflects additional purchasing that took place to get ready for opening our new Holborn location.

People

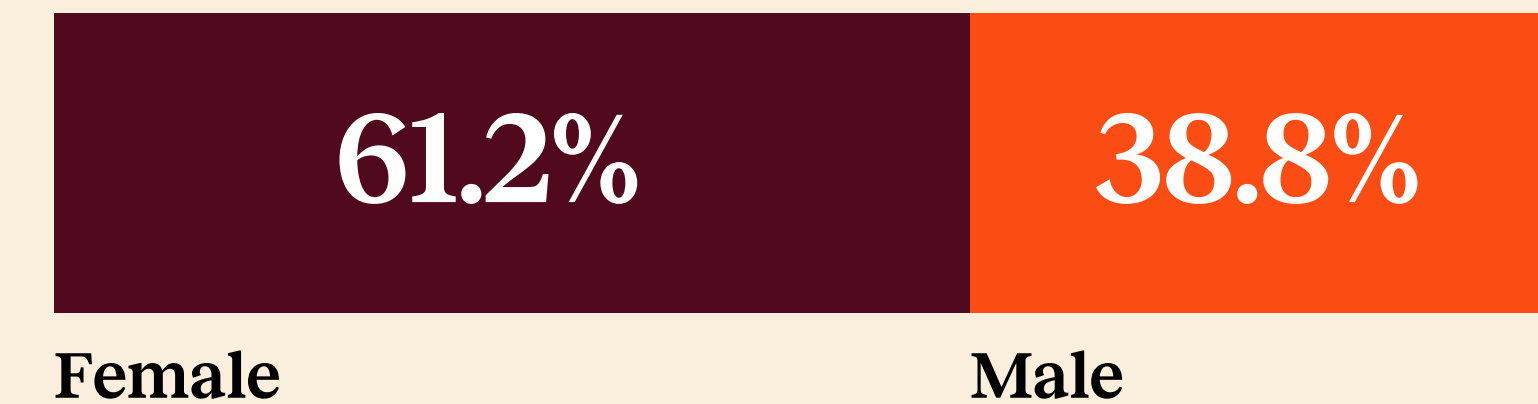
What we did last year:

In the past year, we remained committed to fostering a supportive, inclusive, and high-performing workplace.

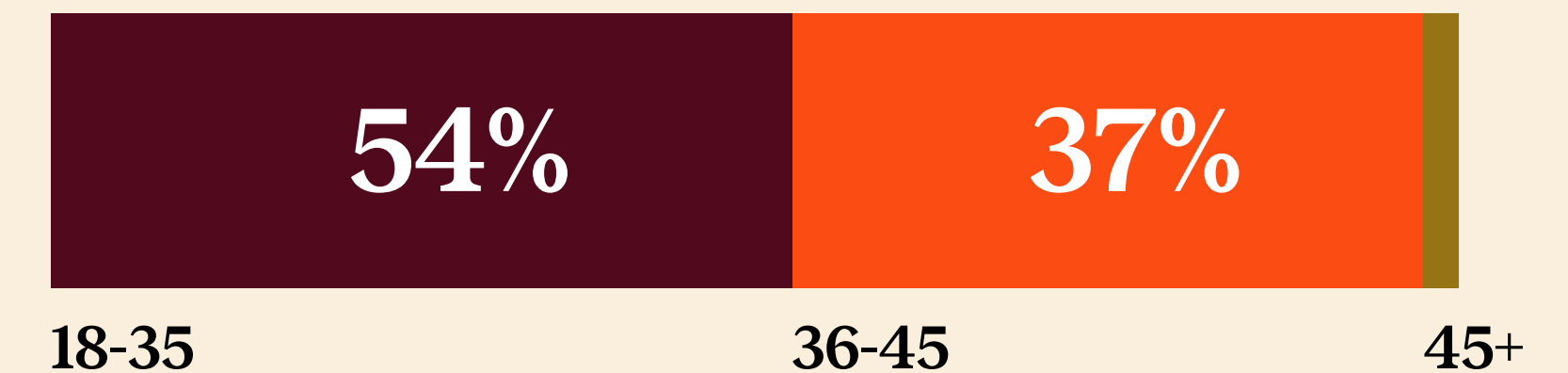
- In March 2025, we re-launched bi-annual **anonymous employee survey** and achieved an overall **score of 78% and ENPS of 0**. We're now ensuring we're addressing the key feedback through various initiatives.
- We achieved **100% team training participation**, delivering workshops on service excellence, change management, constructive feedback, whistleblowing, and disability inclusion in the workplace. Our all-team in-person events featured insightful speakers' presentations on sustainable fashion and building resilience.
- We dedicated 35 days to charity initiatives, collectively **raising £41,131 for our charity partners**.
- In our charity efforts, while we are proud of our achievements, we identified the need for a more diverse range of opportunities that align with individual passions. To support this, in 2025 we launched **Matchable** - a dynamic platform offering personalised ways to give back and set a company goal of **600 hours** used by entire team by the end of the year.
- Our commitment to DEI led to the launch of the **Inclusion Collective** and their calendar of team activities - an LGBTQA+ book club for Pride, language exchange classes for Inclusion Week, and a vegan cook-off in October, **engaging over 50% of our staff**.

Our Team DEI Stats

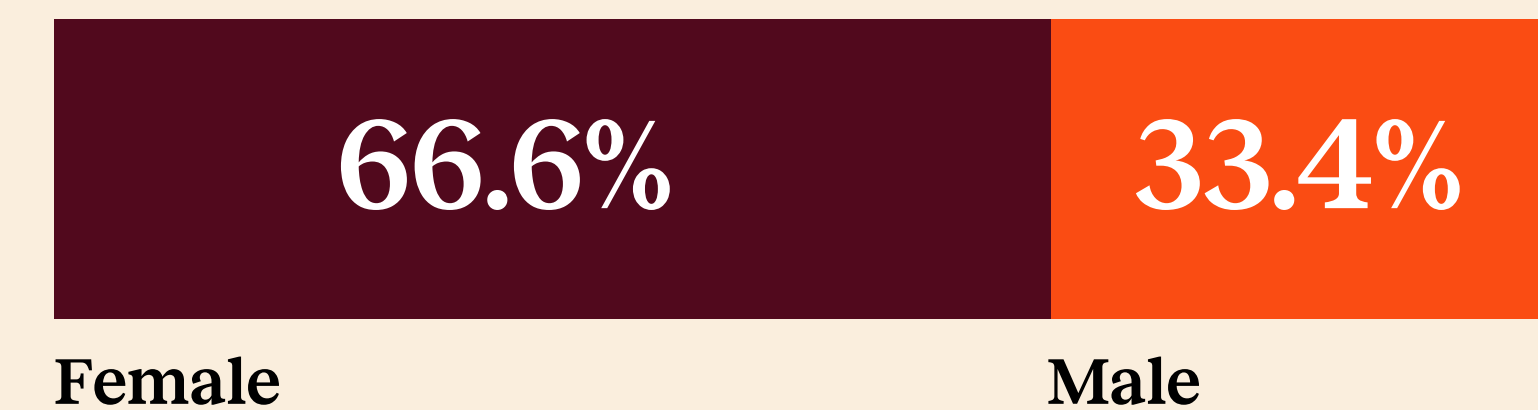
Gender - all Team



Age - all Team



Gender - Leadership Team



People

What we're still working on:

As we continue our journey toward greater impact, we recognise key areas for growth and improvement.

- To improve the consistency and effectiveness of our **DEI efforts**, we are developing new, trackable targets and a robust reporting system to be implemented in 2025, with continuous focus on tracking age and gender and further focus on **ethnicity** across our team. This will address previous challenges, including inconsistencies in data collection due to changes in HR tools and the lack of clearly measurable goals in the past.
- The Rest Less recruitment platform we introduced last year was not resulting in increased diverse applications. We continue to up skill our managers on interviewing to **eliminate bias** instead.
- We also launched a new HR tool **Korero** which adds clarity on **personal goals** tracking and enhances **career conversations**.
- Finally, we have relaunched our **team pillars**, reinforcing our commitment to a strong, unified culture that drives meaningful progress and focus on sustainability.

Our plans for 2025 & beyond:

- In 2025, we are committed to fostering a thriving culture by embedding our team pillars throughout the entire **employee journey**, from attraction and recruitment to onboarding and engagement.
- We will also embed a culture of **continuous feedback** through quarterly reviews and place a special emphasis on the first 90 days of the employee journey to set strong foundations.
- Acting on employee survey feedback will guide improvements in experience, while the rollout of a **new communications strategy** will strengthen how we connect as a team.
- We will continue to **review all our policies** to ensure they met the highest standards and respond to ever-changing employees needs.
- To improve our team member development, we will enhance our L&D offering to all team members, with a focus on **effective team management**.
- Additionally, we will launch a **mentorship programme** to help support the development of our emerging talent within the team.



Uncommon
Team Christmas
Event, 2024

Gender Pay Gap Report

Although we are not required to publish Gender Pay Gap (GPG) data due to our size, we are proud to lead by example when it comes to gender equity in pay. We achieved pay parity across equivalent roles, and actively uphold fair and consistent compensation practices regardless of gender or any other protected characteristic.

As part of our ongoing commitment to equity and inclusion, we have reviewed our gender pay gap data for the most recent reporting period, April 2025. The findings offer valuable insights into the makeup of our workforce and the progress we are making in supporting gender balance across different levels of the organisation.

Mean Pay and Bonus Gap

Our mean gender pay gap stands at 23%, reflecting the current distribution of roles within the organisation, where a greater proportion of senior, higher-paid positions are held by men. For example, in the upper pay quartile, 57% of employees are men.

Similarly, the mean gender bonus gap is 30%, largely influenced by the presence of male employees in senior roles. This highlights opportunities to support greater female representation in these areas over time.

Median Pay and Bonus Gap

The median gender pay gap is -10%, and the median bonus gap is -17%, both in favour of women. This indicates that, when comparing the typical (middle-ranking) male and female employee, women are currently earning slightly more. This positive indicator reflects strong female representation in mid-level roles and a generally balanced approach to pay across much of our workforce.

Pay Quartile Distribution

Our pay quartile analysis shows encouraging signs of gender representation throughout the organisation:

- Upper quartile: 43% women
- Upper middle quartile: 87% women
- Lower middle quartile: 54% women
- Lower quartile: 53% women

These figures demonstrate broad female representation, particularly within the upper middle quartile (all General Managers of our locations are female). While we continue to see balanced participation at most levels, there is further opportunity to improve gender diversity at the most senior levels.

Metric	Uncommon (2025)	UK Wide (ONS 2023/24)
Mean Gender Pay Gap	23% (in favour of men)	11.8% (in favour of men)
Median Gender Pay Gap	-10% (in favour of women)	13.1% (in favour of men)
Upper Pay Quartile – Female	43%	
Leadership Team – Female	66.60%	

Looking Ahead

We are encouraged by the progress we’ve made so far, especially the positive median pay and bonus indicators, and the strong presence of women across much of our organisation. We aim to enhance and expand upon this foundation by:

- Supporting career development and progression for women into senior and leadership roles
- Ensuring equitable access to reward opportunities
- Continuously reviewing our pay structures to maintain fairness, consistency, and transparency
- Including non-binary representation in the future reporting

Ultimately, we remain dedicated to fostering a workplace culture where everyone feels valued, supported, and empowered to thrive.

Our charity partners said...



Spread a Smile

“We can't underestimate the impact Uncommon's support has had on Spread a Smile. As well as organising fundraising events and volunteering for us, giving us extraordinary office space has had such a positive impact on our team, has transformed our ways of working and opened up so many possibilities for us.”

Lucy Jackson
Chief Executive



Trekstock

“Trekstock is grateful to have Uncommon's kind support. From trekking Hadrian's Wall to providing amazing meeting spaces, we are thankful for everyone who has got involved and played their part in helping us to redefine what life alongside cancer looks like for people in their 20s and 30s.”

Sophie Epstone
CEO and Founder



Good Nugget

“We're so very lucky to use the excellent spaces at Uncommon for our workshops. The support from their team is invaluable, they always go above and beyond to help us and we're incredibly thankful for the continued support from Uncommon in our mission to empower the next generation of creative talent.”

Katy Unsworth
Youth Engagement Officer /
Programme Manager



The Kusp

“The Uncommon team have provided us with an incredible space to host our community events, allowing our creators to network, collaborate, and develop in a beautifully designed environment. Beyond our mixers, the opportunity for our members to have weekly access to Uncommon's co-working spaces has been invaluable.

We truly value this partnership and are excited to continue creating meaningful experiences together.”

Priscillia Assemien
People & Culture Manager

Members

What we did last year:

Over the past 12 months, our **Green Collective** has continued to foster engagement around ESG topics, creating meaningful opportunities for our members to connect, learn, and contribute to their communities. We hosted **12 workshops and initiatives, with 250 members and 50 companies participating**. Highlights include:

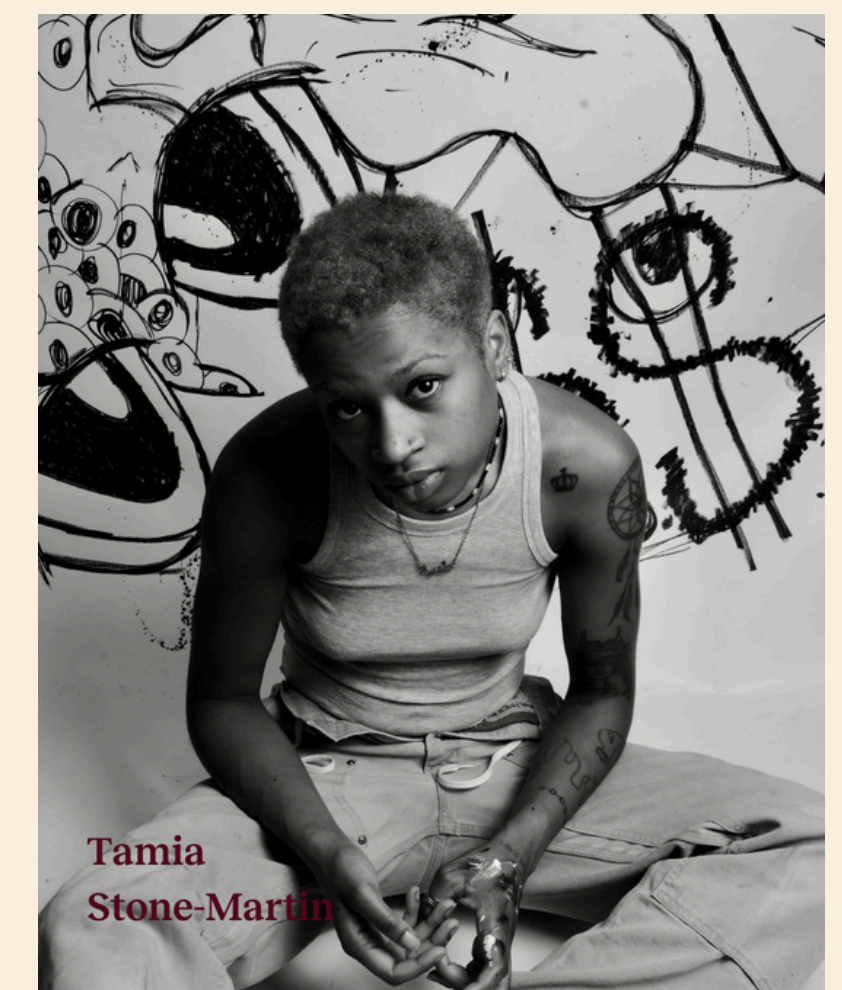
- Charity initiatives with **local BIDs**, like becoming Southwark Climate Collective Champion or the local school carol concert at Holborn, raising money for creating a sensory room for their students
- Members **charity Bingo nights**, fundraising £2,300 for our partner charity Spread a Smile
- **Wellness workshops** on various subjects including sleep & gut, winter wellness, office posture and self defence
- **Green Investment talk** on the value implementing an ESG strategy can bring to a business
- **Men suicide prevention workshop** run by National Centre For Suicide Prevention around International Men's Day
- **Networking activities:** speed networking sessions and Networking Festival with 50 member companies participating and over 100 guests attending

Art Project at Fulham:

Empowering local artists and enriching our community, we have partnered with talented young female creatives, **Harriet Adkin**, **Lilly Meikle**, **Olivia Longstaff**, and **Tamia Stone-Martin**, to transform Uncommon Fulham into a dynamic gallery space.

By providing a free platform to showcase their work, we aim to break down financial barriers that often limit artistic opportunities, offering our spaces as a showroom for artists to connect with potential clients and expand their reach.

This initiative not only supports emerging talent but also enhances the aesthetic and atmosphere of Uncommon Fulham, creating an inspiring environment for members and visitors.



Members

What we're still working on:

While we have made positive strides, some key initiatives remain in development.

- **Our ESG onboarding program**, originally planned for this year, faced challenges in content collation and preparation. To ensure a comprehensive and effective rollout, we have rescheduled its launch for **April 2025**.
- The Green Collective continues to engage with members on ESG topics, driving progress toward our set goals and we are in the planning stages for our workshops.
- We have selected a new partner, **Future Shift**, to support our members on their ESG journey, with plans of launching regular members workshops and an optional further business specific tailored support.



Future Shift was founded in 2019 with a bold mission: to redefine sustainability for businesses. Working across a range of industries, they pride themselves on delivering real, measurable change and empowering organisations to improve their impact.

Our plans for 2025 & beyond:

In 2025, we remain dedicated to strengthening our ESG efforts and member engagement.

- We will launch an **improved induction and onboarding** process to better integrate new members into our community, our sustainability strategy and the essence of B Corp values.
- A key focus will be on transparency, with **quarterly reports** detailing members' energy consumption and waste for each private office.
- To support continuous learning, we will create an **ESG Hub** on our member portal, providing valuable insights into each building's certifications and sustainability initiatives.
- Additionally, we will deepen collaborations with **local BIDs and councils** to foster greater community engagement.
- Our commitment to supporting the **like-minded supply chain** remains strong, offering suppliers access to ESG-focused workshops.
- Lastly, we will seek further partnerships with fellow B Corp companies and ethical partners, offering **more sustainable products**, office supplies, and janitorial items across all our operations and locations.



Brands we work with

In our commitment to creating a meaningful and responsible **community**, we partner with **like-minded ethical brands** that share our values of sustainability, integrity, and social impact. By collaborating with these purpose-driven businesses, we enhance our members' experience with high-quality, consciously crafted products and services while amplifying our **collective impact**.

The logo for Assembly, featuring the word "Assembly" in a large, elegant, black serif font.

Assembly Coffee

An award-winning specialty coffee roastery founded in 2015 and based in Brixton, London. They are a B Corp and Carbon Neutral certified business working to advance speciality coffee as a fair, sustainable and impactful value chain.

We proudly use Assembly coffee at all Uncommon onsite cafes to create best in class, responsible speciality coffee.

The logo for Grace & Green, featuring the words "GRACE & GREEN" in a bold, black, sans-serif font.

Grace & Green

As a world-leading B Corp, they create zero waste reusables and consciously craft tampons, pads, and liners with organic materials for both body and the planet. They also fight for access, inclusivity, and education, dismantling barriers to essential care.

At Uncommon, we supply their period products across all locations.

The logo for Bird & Blend Tea Co., featuring the words "BIRD & BLEND" in a bold, blue, sans-serif font, with "&" in a script font. To the right is a blue icon of a bird with a leaf on its back. Below the main text is "TEA CO." in a smaller, blue, sans-serif font.

Bird & Blend

Bird & Blend Tea Co. is a B Corp, independent, award-winning tea company on a mission to spread happiness & reimagine tea. In their mission, they focus on treating people fairly, minimising impact on the planet, driving their ChariTEA programme and engage their community.

All our Uncommon members and team can enjoy a complimentary selection of Bird & Blend teas.

The logo for WeMaintain, featuring a circular icon with a stylized "WM" inside, followed by the word "WeMaintain" in a bold, black, sans-serif font.

Our Operational Suppliers

Behind the scenes, our commitment to sustainability is just as vital. We carefully select and collaborate suppliers who align with our ESG criteria across all operations.

A recent example is our new lift maintenance partner, WeMaintain, a fellow B Corp, reflecting our dedication to responsible and ethical partnerships.

Growth

Uncommon Holborn Opening

In 2024, we proudly opened the doors to Uncommon Holborn, our biggest and most ambitious project to date. Set within a retrofitted ten-storey building in London's historic Holborn, this space **added 105,000 sq ft** and welcomed **over 2,000 new members** to our portfolio.

Designed to inspire **productivity and wellbeing**, the location features a rooftop terrace, Wellness Studio, a dedicated meeting room suite, members' bar, and a striking double-height atrium showcasing a bespoke art installation, all with an abundance of plants and natural light.

Sustainability was at the heart of this project, with a strong focus on material reuse to minimise waste and reduce environmental impact and prioritising sustainable sourcing (like FSC-certified timber or recycled countertops).

With high occupancy, outstanding feedback, and industry recognition already, we are now aiming for a **BREEAM Excellent** In-Use certification, reinforcing our dedication to high environmental standards.



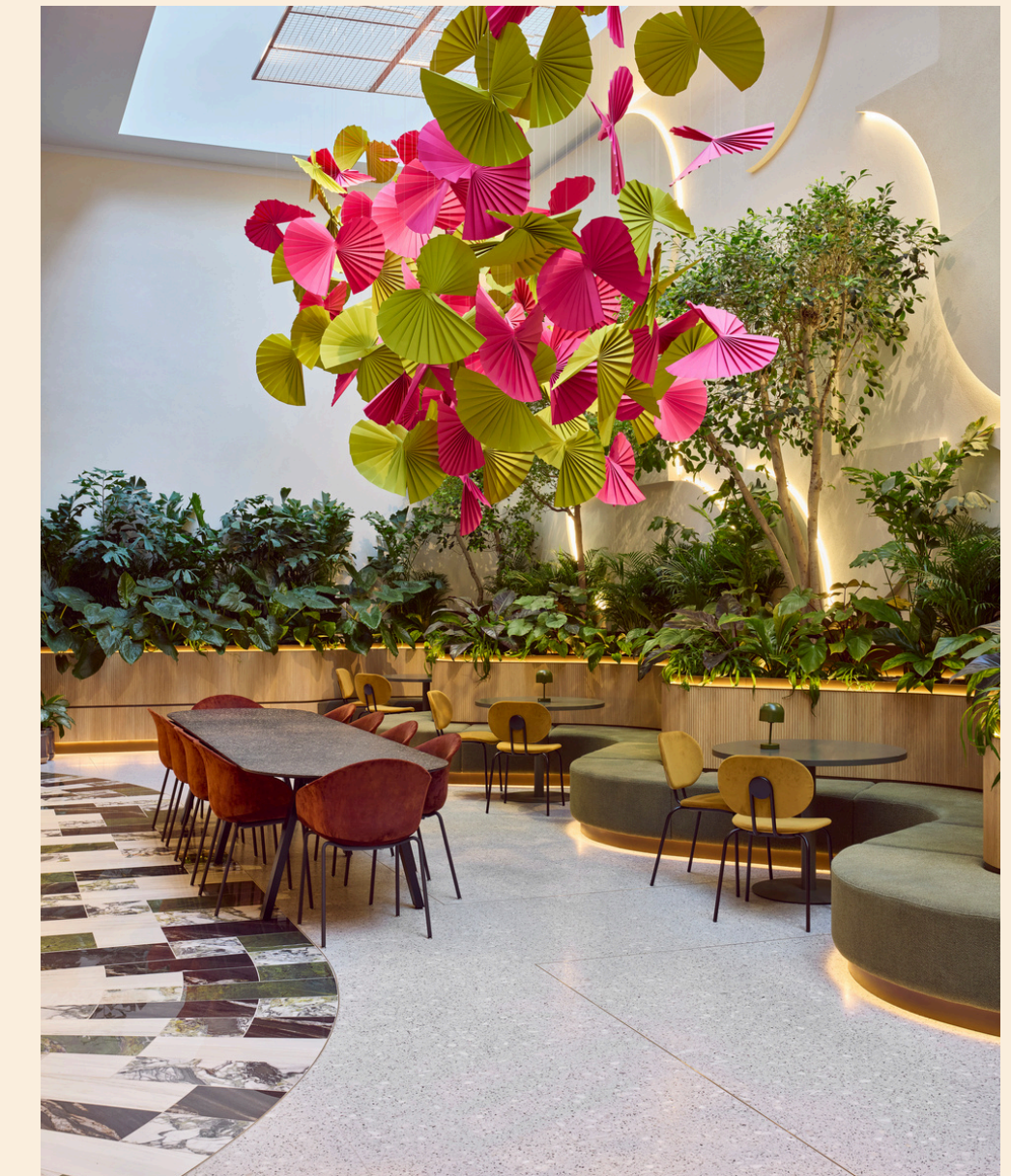
Member Lounges



Wellness Studio



Rooftop with
London skyline
views



Flying In Nuanced Colours, bespoke
installation by Pauline Loctin, launched as
part of London Design Festival

Growth

Governance

As always, we continue to ensure that our ESG strategy is solidified by strong Governance and sense of responsibility. Our performance incentive and personal goals structure directly aligns with our business ESG commitments, ensuring accountability at every level. Every job description includes ESG responsibilities, reinforcing that sustainability is not just an initiative but a fundamental part of our ethos and culture pillars. By embedding ESG into our governance framework, we are fostering a **culture of responsibility, transparency, and long-term impact**.

Projects Framework

To drive efficiency and innovation, we have developed a structured Projects Framework which provides **clear processes, accountability, and strategic alignment**, enabling teams to deliver projects on time, within budget, and to the highest standards.

By fostering **cross-functional collaboration**, we streamline decision-making and maintain a consistent approach to any business changes. As we continue expanding, our Projects Framework will play a crucial role in enhancing scalability, improving resource allocation, and ensuring the long-term success of Uncommon.

Committees Framework

Our Committees Framework continues to play a vital role in supporting projects and team initiatives, ensuring that key areas of our business receive dedicated focus.

We have three core Committees: **Environmental, Social, and Members** and four Collectives running alongside them, each formed by passionate team members who volunteer based on their interests:

- **Green Collective**, which organised ESG related activities for our members;
- **Experience Collective**, focused on enhancing the members' journey;
- **Inclusion Collective**, leading our internal DEI initiatives;
- **Charity Collective**, driving our charitable engagement.

We are incredibly proud that our efforts have been recognised within the wider industry, with Uncommon receiving the **ESG Edge Award by Property Week** for **“Governance Initiative of the Year”**.



Environmental Committee accepting the ESG Edge Award for the “Governance of the Year”

Dorry Price, Senior ESG Associate at the Carlyle Group;
Magda Al’Nugaidi, our Managing Director;
Michael Logan, our Head of Facilities.

Being a B Corp

Last year

Over the past 12 months, we have taken significant steps to embed B Corp values into everything we do:

- In collaboration with our Borough member & fellow B Corp, **Faulkers** we hosted our first B Lab networking event **B Social** - a fantastic opportunity to connect with other B Corps.
- We received a nomination from **edie Awards** in the “**B Corp of the Year**” category, alongside brands like Abel & Cole or Danone UK.
- To celebrate **B Corp Month**, we launched a series of activations aligned with the "Gen B" theme, including a panel discussion “**From Hire to Inspire: Creating a Workplace for a Happy and High-Performing Team**”, featuring leaders from B Corp businesses like smol and Octopus Finance.
- Internally, we ensured our entire team had the chance to participate in **B Corp training**, while also refreshing our Team **B Corp Toolkit**, a comprehensive resource filled with FAQs and key insights.
- We also partnered with B Corp F&B brands The Uncommon and Bird & Blend to **enhance our monthly member events** during the B Corp month, showcasing mission-driven businesses that align with our values.

Through these initiatives, we continue to embed purpose into our daily operations, ensuring that being a B Corp remains at the heart of Uncommon.

Our B Corp Recertification

B Lab have recently announced their new certification standards, raising the bar for responsible business. At Uncommon we are starting to work on our transition to the new standards for our upcoming recertification in April 2027. The new framework will focus on key Impact Topics below:

- Purpose and Stakeholder Governance
- Fair Work
- Justice, Equity, Diversity, & Inclusion (JEDI)
- Human Rights
- Climate Action
- Environmental Stewardship and Circularity
- Government Affairs and Collective Action

To continue our journey of ongoing improvement, we are establishing a working group of key Uncommon Team members to identify any development areas for meeting the new standards and to strengthen our overall positive impact.



B Social, December 2025



B Corp Month Panel Discussion
“From Hire to Inspire”,
March 2025



Connect with us

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