

2022



Sustainability Report



Table of Contents

- 03 — Introduction
- 04 — A Message from Our CEO
- 05 — Our Key Achievements
- 06 — Our Plan of Action
- 07 — Our Performance Indicators
- 08 — Our Planet
- 09 — Our People
- 10 — Our Community
- 11 — Acknowledgements

Introduction

What we do:

For over 20 years, Bidpath has been developing and providing globally leading software solutions for auctioneers. It has been our pleasure to watch the auction industry and our clients within it grow across numerous countries and verticals. We now proudly serve more than 800 clients in 30+ countries and will continue to do so as the years roll on.

Our Mission :

It is our mission is to support the growth of the auction industry and a circular future by empowering clients with solutions to help grow their businesses at the expense of a traditional linear economy.

We will continue to innovate and develop best in class white label auction software for any and all types of auctioneer as we strive towards a net zero target for 2030. Be it heavy machinery or fine art, we aim to make the auction management process that much simpler, future-facing and accessible, so auctioneers can do more of what they love doing, on a platform that works best for them and their environmental footprint.



Message From Our Founder & CEO

Our business is focused on advancing a circular economy- that is the nature of our industry and is something everyone in the auction world can be proud of. That being said, 18 months ago we decided we needed to do more. Everyday we see the incredible challenges associated with the climate emergency taking form and the impacts it will have moving forward. We believe that businesses need to put the future of the planet at the center of what they do- for their own good, the good of their employees and the broader communities in which they operate.

We have made enormous steps of progress in the past 18 months, and are only just getting started. We realise we still have much farther to go, and we are committed to this journey, so we will continue to put environmental and societal considerations at the heart of our business processes and decision making. Our aim is to become B-corp certified and we are working towards achieving this as soon as possible. As we do this, our people remain our greatest asset and we are very proud to share the results of our first ever employee survey with an overall satisfaction score of over 90%. We would like to thank our team for all their amazing work in the past and in the future as we move forward.



**We have made
enormous
progress in the
past 18 months,
and this is just
the beginning.**

Adam Alexander, Founder & CEO

WWW.BIDPATH.COM

SUSTAINABILITY REPORT 2022

Our Key Achievements



01. Green Code Verification

We became verified by GreenCode as for achieving high environmental standards across their eight judging criteria (www.greencode.world)



02. Carbon Footprint

In 2022, we calculated the carbon footprint of our entire value chain for the first time and have offset our scope 1 and 2 emissions, helping us reach a carbon status neutral in our direct operations. Going forward we will to reduce our emissions further and work to reach net zero by 2030.



03. Community Activities

Across our team, we participated and hosted various activities to give back - including supporting charity fundraising auctions, running group beach cleans for Surfers Against Sewage and raising money for charities. Overall we helped raise \$457,952.46 for good causes.



04. London Circular Economy Week

We participated and held an event as part of ReLondon's Circular Economy Week (www.ceweek.london). The event can be viewed here: [Auctions & The Circular Economy- CE Week 2022](#)



05. Employee Engagement

We have engaged all our staff in sustainability with a major focus on the climate emergency and what we can do about it as a business and also as a group of individuals.



06. Employee Health & Wellness

We developed and implemented an 11 point program to help support our staff in their personal wellness.



07. Employee Satisfaction

We undertook our first ever anonymous survey to get feedback from our employees and scored over 90% for overall positive employee satisfaction.



08. Waste

We have committed to be zero waste to landfill and zero single use plastics from 2023 onwards.

Our Plan

We now have a long term sustainability care plan with **four guiding principles**:



Our Planet	Our People	Our Community	Our Governance
<p>We already operate under a minimal environmental footprint and commit to pushing it as low as possible through achieving zero waste to landfill, zero single use plastics and continuous efforts towards reaching longer term net zero carbon emissions.</p>	<p>We provide high quality jobs with leading benefits packages. We aim to continue this and invest in professional development, the health and wellness of our team and regularly engage with our teams to make Bidpath an even better place to work.</p>	<p>We are passionate about the auction industry and the role the industry can play in driving a circular economy. We also encourage and support our teams to take part in community activities during work hours to give back more broadly to society.</p>	<p>Our sustainability program is governed by Bidpath's Senior Leadership Team and is easily accessible by any employee at any time. We care deeply about enabling a greener future and have invested significant time and resource towards the provision of a program to get closer to it.</p>

Our Performance Indicators

We will report on these annually with 2022 representing our baseline.

Total Carbon Footprint

- Scope 1
- Scope 2
- Scope 3

232 Tons

- 1 ton
- 8 tons
- 223 tons

Waste to Landfill

Zero

Use of Single Use Plastic

Zero

- | | |
|-------------------------------------|---------|
| • % employees receiving Living Wage | • 100% |
| • % of team women | • 28% |
| • % of senior leadership women | • 25% |
| • Attrition rate | • 3% |
| • Employee Satisfaction | • 91.6% |

- | | |
|--------------------------------|----------------|
| • Money raised for good causes | • \$457,952.46 |
|--------------------------------|----------------|

232 Tons

the average US citizen has an annual footprint of 21 tons.
our average footprint per employee is 2.5 tons- about
1/10 of the national average

WWW.BIDPATH.COM

SUSTAINABILITY REPORT 2022

Planet



01. GreenCode

GreenCode is a Global Sustainability Accreditation scheme and through 2022 we worked with them to improve our environmental standards and at the end of 2022 we went through the audit process and became an accredited organisation. The scheme assesses organisations on eight criteria: *Management, Transport, Energy, Water, Pollution, Waste, Biodiversity and Procurement*. We are incredibly pleased and proud to have passed this audit and become a GreenCode accredited organisation. (www.greencode.world)



02. Carbon Footprint

Over the last year we have been working with MyCarbon (www.mycarbon.co.uk) to measure the carbon footprint of our entire value chain. As a mostly virtual company with home based staff, our footprint is low by design, but we are still committed to work towards net zero. *We have 96 staff so our footprint per employee is just under 2.5 tons.*

The key parts of our footprint are :

Scope 1 Emissions	1 ton	Travel in company vehicles which have now all transitioned to electric.
Scope 2 Emissions	8 tons	Purchase of electricity for our offices.
Scope 3 Emissions	223 tons	Procurement of all other services. Main components are business travel, IT services and an allowance for staff who work from home.

We have offset our scope 1 and 2 emissions buying carbon credits in a reforestation project in the Yarra Yarra Biodiversity Corridor in Australia via the Cloverly platform : [Read more here](#)

Going forward we will be working to reduce our emissions further with a 2030 net zero target

People

We continue to focus on the development of our people and had three important programs running throughout 2022 :



01. Good to Great Program

We extended **coaching sessions** to a larger number of our employees to support their personal development and growth.



02. Environmental Stewardship

All staff attended **sessions to discuss the impact Bidpath and they themselves have on the planet** including climate, waste, pollution and biodiversity. We discussed the issues, the causes and what we as individuals and as a company can do to improve the situation.



03. Wellness

We developed and implemented an **11 stage program** to support our staff in physical and mental health. Different issues were discussed and tools and techniques to improve physical and mental health were shared.

Additionally we undertook our **first ever survey** of what our employees think about working at Bidpath. This was totally anonymous and we gained some great ideas from this for how to make Bidpath an even better place to work. Overall the results were really encouraging with a lot of positives about working at Bidpath.

Some key highlights are :

Overall Satisfaction	92%
Would recommend Bidpath as a great place to work	94%
Finds job interesting	93%

Community

We allow our employees during work time to support a variety of initiatives. Each employee is entitled to **2.5 days paid time per year** to support good causes.

Across many different charity auctions in 2022 we raised \$456,263.29 for a variety of charities working with several different auctioneers.

A good example is the work we did with Propstore :



“Propstore are hugely grateful for Bidpath’s ongoing support of our online charity auctions and charity lots. With their help and expertise, we have been able to raise money for a range of fantastic charities, including the Ukraine Humanitarian Appeal, Lasting Life the Simon McCorkindale Legacy, Scottish Women’s Aid and many more worthy causes.”



01. Beach Cleans- Surfers Against Sewage

15 of our team took part in **13 different Beach Clean activities** and between them they **covered 115 miles** and collected **over 100kg of plastic** and other rubbish. In doing so they also raised \$143.36 for Surfers Against Sewage Surfers Against Sewage - UK charity campaigning for the ocean (sas.org.uk)



02. Food Banks- The Trussell Trust

Across our team we did **3 days of volunteering** at local Food Banks and also raised \$299.19 for the [Trussell Trust The Trussell Trust - Stop UK Hunger](https://www.trusselltrust.org/).



03. 72 mile Charity Fundraising Run

And one of our team members undertook an epic 72 mile running event to raise money for two charities – [Dougjie Mac](https://www.dougjiemac.com/) and [Pendragon Multi-Sensory Centre](https://www.pendragonmulti-sensorycentre.co.uk/) – and we contributed \$1246.62 to this fundraising

[WWW.BIDPATH.COM](https://www.bidpath.com)

SUSTAINABILITY REPORT 2022

Acknowledgements

Thank you for taking the time to read our first annual ESG Report. As we grow and evolve, we believe it is crucial to remain as transparent and honest as possible.

Thank you to our team for eagerly engaging in this journey and effectively communicating feedback and suggestions.

We would also like to thank the team at MyCarbon for assisting us in the calculation of our operational footprint and we look forward to continuing our work with them. Visit www.mycarbon.co.uk

Please do visit our [Sustainability Hub](#) on our website, where we will continue to post resources, articles, and copies of all reports and information to maintain our pledge towards transparency.

This past year, we targeted our operational charity efforts towards [Surfers Against Sewage](#), [The Trussell Trust](#), [Dougie Mac](#) and [Pendragon Multi-Sensory Centre](#). If you would like to donate or get Involved, click through to their websites for more Information.

Stay tuned on our social media for more updates and announcements of any beach cleans, charity initiatives and spotlights to members of our community going the extra mile.

Any questions or suggestions for us?

Reach out to our team :)

Contact

Bidpath
www.bidpath.com

marketing@bidpath.com

Follow Us:

@bidpath



WWW.BIDPATH.COM

SUSTAINABILITY REPORT 2022