
B Impact Report

Sept '22 - Sept '23



This report covers September '22 - September '23

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“We’ve been on the B-Corp journey for years without even realizing it. I’m a firm believer in a hybrid form of capitalism, where other stakeholders can participate in the success of a company. Equally important, we have one earth, literally. How do we become good shepherds so future generations can experience and enjoy the privileges we’ve had? How do we minimize our footprint? That’s a question we’re still trying to figure out.”

”

Richard Wang

CEO, NuLiv Science



Core Values

1 Accountability

We take full responsibility for our actions. Learn, grow, and move forward. We don't make the same mistakes twice.

2 Reach for Greatness

We don't settle for average. We aim high, striving for true excellence. To reach greatness, we have to move faster than all of our peers.

3 Spread Positivity

We radiate good vibes, fostering a culture of kindness, empathy, and respect everywhere we go.

4 Embrace Creative Thinking

We dare to be different in a meaningful way. We innovate, think creatively, and set new standards instead of simply following trends.

5 Always Evolving

We embrace personal and professional growth, aiming for continuous improvement, even by 1% every month.

6 Stay Grounded

We leave the ego at the door, staying humble, adaptable, and focused on the present rather than dwelling on past achievements.

Recognition of Impact



As we provide high-quality and thoroughly researched ingredients to our global clients, we also prioritize supporting our team and the environment.

We are fortunate to have received recognition for our positive impact. Although we are in the early stages of our B Corp journey, we are proud to have obtained B Corp certification, as it signifies that our business has met the highest standards of verified social and environmental performance, public transparency, and legal accountability to profit and purpose. B-Corp was by far the hardest and most demanding 3rd party audit and review we've experienced in two decades of operations.



How We Scored in 2022

Based on the B Impact Assessment, we achieved an overall score of 82.4 on our first-time application. The median score for businesses that complete the assessment is 50.9 and the pass mark is 80.

At the time of certification in September 2022, NuLiv Science became one of the 2,200 B Corp businesses in the US and Canada, and over 5,700 B Corps globally, collectively working to foster a world with inclusive and regenerative economics.



Governance

15.7



Workers

30.1



Community

16.8



Environment

16.0



Customers

3.6

Community



NuLiv Science is committed to supporting our community and underserved populations.

This year, we organized our first annual team volunteer and donation event and encouraged our team to participate in our company-wide donation matching program.

We are dedicated to making a positive impact on our community, and we look forward to continuing our efforts in the years to come.

Community

What we said we'd do

- Continue use of local small business vendors
- Get more involved with the community by participating in at least 1 new team volunteer event
- Encourage team to participate in company donation matching program (We match up to \$250 per qualifying donation submitted by our team)

What we did

- One 4 hour team volunteer event with our local Surfrider Foundation chapter
- 15 hours of individual volunteer events attended by our team
- Partnered with local small businesses for printing & embroidery services
- Staff-wide reminder sent out for donation matching program & new electronic submission format created to simplify the process and encourage use.
- 5 local charities supported
 - Children's Hunger Fund
 - Salejian Missions
 - Care
 - St. Labre Indian School
 - Partners in Health

Looking forward

- Recognizing our commitment to continuous improvement, we acknowledge the need to develop better pathways to supplier engagement and increase our community contributions. We are dedicated to allocating more time for team-based community service initiatives, fostering a culture of volunteering and creating a positive impact together moving forward.

Environment



NuLiv Science is dedicated to reducing our environmental impact and supporting conservation efforts.

We enjoy a hybrid work schedule to save on travel emissions to and from the office, volunteer in environmental clean-ups, and participate in a clean energy program for a solar-powered office. Additionally, we have an electric vehicle charging station at our facility to encourage the use of clean energy vehicles. We are committed to continuing our efforts to identify new ways to reduce our environmental impact and support the health of our planet.

Environment

What we said we'd do

- Staff-wide environmental clean up
- Implement a new cardboard recycling program to reduce waste
- Renew our local green energy program for office power usage (Ampion)

What we did

- Surfrider Foundation North Beach Chapter Beach Clean Up
 - 9 employees attended
 - Eco-Friendly team shirts were made from recycled bottles
 - Clean-up contributed to the 11,487 lbs. of trash collected YTD
- Recycling training program in process to ensure all team members are aware of disposal requirements for cardboard recycling
- Through our utility provider, NuLiv Science opted into purchasing 100% of our energy from a local solar farm - Currently averaging 35kWh per day, entirely covered by solar energy.

Looking forward

- We are dedicated to enhancing our recycling practices to minimize waste and promote a circular economy. We acknowledge the impact of our international business travel on our carbon footprint and are open to options to offset this impact in the future. By acknowledging these challenges, we remain committed to continuously improving our environmental performance and fostering a sustainable future.

Governance & Workers



**NuLiv Science believes in
transparency and accountability.**

We prioritize the health and wellness of our team, offer a comprehensive benefits package that includes a stocked fridge, over two weeks of paid time off, and a hybrid remote work schedule with every-other Friday off to support work-life balance. Additionally, we guarantee job security for employees who take short-term leaves, and we are dedicated to fostering a positive work environment where everyone can thrive.

Governance & Workers

What we said we'd do

- 401k Profit Sharing Plan
- Reduce work week to 32 hours
- Increase transparency for team in company goals and where we stand

What we did

- We contributed on average, 4.5% additional profit sharing per employee*
- We now are at 32.5 hours per week
- A tracking document created for all B-Lab measures and made available to all team members, along with training on company goals and values

*Based on total 2022 individual employee compensation

Looking forward

- We actively recognize the challenges and opportunities for improvement in our workers and governance practices. We take pride in maintaining a healthy work-life balance, which is a cornerstone of our culture. Additionally, we are committed to fostering transparency within our team and company, expanding training opportunities, and advancing our governance practices for long-term success.

Diversity & Inclusion



At NuLiv Science, we believe that a diverse and inclusive workforce fosters creativity, innovation, and collaboration.

We strive to create a culture that values and respects differences. We are proud to report that over 40% of our staff comes from underrepresented groups. We believe that promoting diversity and inclusion is not only the right thing to do, but it also benefits our business by creating a more engaged and productive workforce.

Diversity & Inclusion

Our Commitment

We have long been committed to cultivating a diverse and inclusive team, valuing individuals from all gender identities and ethnic backgrounds. Our ongoing goal is to achieve a relatively even gender ratio while fostering an environment that celebrates and respects diversity. We take pride in the progress we have achieved year over year, and we are dedicated to continuing this positive trajectory. As we expand, we actively seek opportunities to welcome stakeholders with diverse backgrounds, experiences, and values, recognizing the invaluable contributions they bring to our team and the richness they bring to our organization.



Looking Forward - Our Goals for 2024

Community	Environment	Governance & Workers	Customers
<ul style="list-style-type: none">• Bi-annual team-wide volunteer events, providing opportunities for collective community engagement and making a positive impact together• Establish an annual team charity drive, fostering a culture of giving and philanthropy within our organization• Develop a Supplier Engagement Survey to enhance our feedback process and strengthen our collaboration with suppliers	<ul style="list-style-type: none">• Committed to allocate at least one of our bi-annual volunteer activities specifically to environmental causes, demonstrating our dedication to supporting and preserving the natural world.	<ul style="list-style-type: none">• Further advancing our profit sharing program to increase employee participation and foster shared prosperity• Development of formal training platforms for Diversity & Inclusion, Workplace Communication and Collaboration, and Professional Development and Skill-Building Workshops	<ul style="list-style-type: none">• Gather more information about our customers charitable partnerships• Implement recurring annual visits to our labs abroad to ensure compliance with our values.

Thank you!



We are filled with optimism and gratitude for the progress we have made on our journey as a Certified B Corp.

We are inspired by the collective effort and dedication of our team, partners, and stakeholders who have contributed to our positive impact. As we look to the future, we are energized by the endless possibilities for growth and improvement. Together, we will create a brighter, more sustainable, and inclusive world for generations to come. Thank you for joining us on this transformative path.