HIVE CLEANING

Certified B Corporation

Impact Report 2025



A GLOBAL LEADER IN A MOVEMENT TO BENEFIT PEOPLE & PLANET

LEADERSHIP LETTER



"B Corp remains the most meaningful certification we could ever hold — a true reflection of who we are and how we operate".

— Louis Beaumont, MD

From the very beginning, our mission was clear — to build a cleaning company that does things differently, with genuine sustainability and strong ethics defining commercial success. We are proud to remain the leading B Corp-certified office cleaning company, serving over 140 clients and continuing to grow with purpose and passion.

Our successful journey has been powered by our dedicated team — skilled, motivated, and proud of the work they do. We're committed to creating a nurturing and inclusive workplace where everyone feels valued and heard.

Over the past year, we've advanced our Net Zero goals: eliminating all the emissions in Scopes 1 and 2, and reducing the Scope 3 footprint to only unavoidable emissions.

We also expanded our beehive adoption, reforestation, and canal cleaning initiatives — all part of our commitment to people, community, and planet.

As we look ahead, our goal remains simple: to lead by example, proving that success is about more than measuring profit.



Founders Daniella and Louis Beaumont accepting the Best Overall Company award from the Planet Mark

What We Do

We are a commercial cleaning company founded on strong, sustainable and ethical principles. Our success is measured by our people, the clients we attract, how we care for the planet, how we treat each other, and our customer retention.

Our Principles

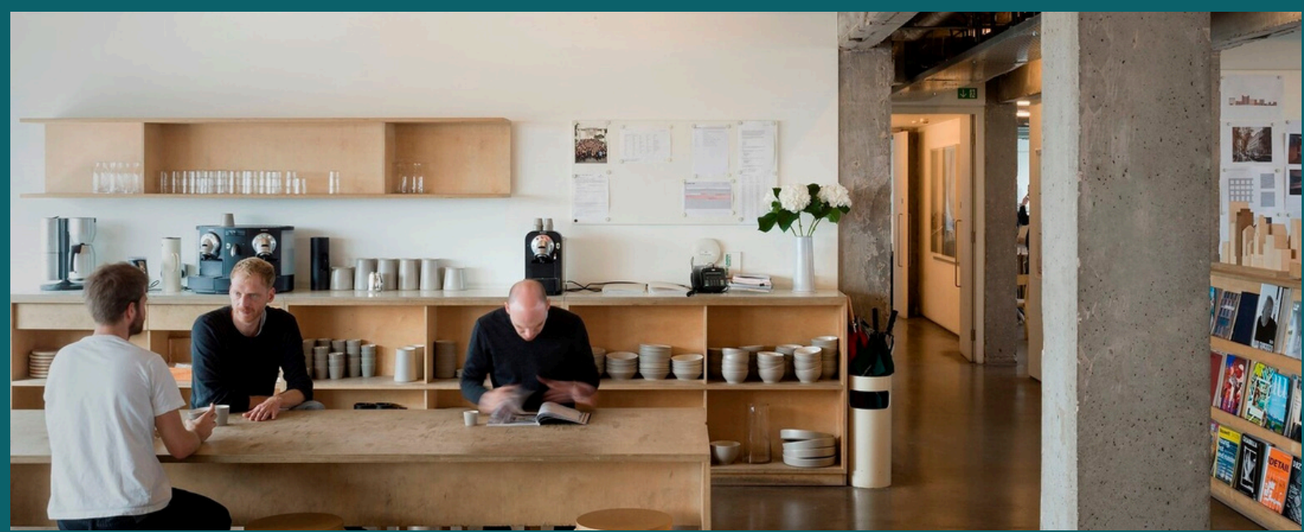
Immaculate cleaning	Extremely high standards of customer care	Motivated and valued staff
Comprehensive carbon reduction strategies	Innovative green technologies	Engaged stakeholders & transparency

We make these principles a reality:

- We pay all employees a Real Living Wage or above
- We use only non-toxic cleaning materials and products
- We utilise circular economy models wherever feasible
- We continuously monitor, measure and reduce our carbon footprint
- We deliver three major environmental volunteering initiatives, based around Land, Air and Water
- We are fully transparent, from quotations through to our ESG reporting
- We work with honesty, dedication and integrity
- We only work with suppliers and customers with similar principles







Journey to Certification

Our commitment to ethical and sustainable business made becoming a B Corp a natural milestone. In 2022 we received certification with **an impact score of 108.5 – the highest in all UK cleaning and facilities companies** – this was a clear reflection of our dedication to responsible business.

As we prepared for recertification, we aimed even higher and, over the following 3 years, focused on further strengthening our social and environmental performance across the business. In October 2025, after months of meticulous assessment, we were delighted to be awarded an industry-leading **B Impact assessment score of 122.2.**

Being part of the B Corp community has brought many tangible benefits – from collaboration with other purpose-driven organisations to new partnerships and growth opportunities – many of them with fellow B Corps.

Our impact now extends through our supply chain. Major partners *Futures Supplies*, *Simply Washrooms*, *Liberty* and *First Mile* are all certified B Corps, and we supported Futures Supplies throughout their certification journey.

We also source many materials from other certified B Corp manufacturers such as *Cheeky Panda* (bamboo tissue products) and *&Sisters* (sustainable period care), ensuring our positive impact reaches far across our network.

Our B Corp Score: Overall

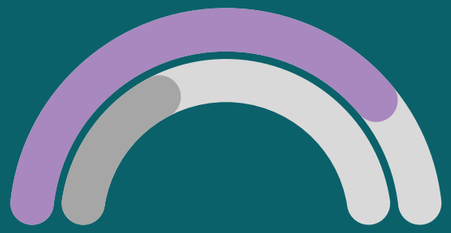
HIVE CLEANING

HIVE CLEANING	122.2
UK AVERAGE	82.2
SECTOR AVERAGE	81.0





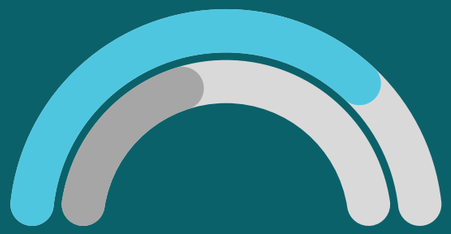
Our B Corp Score: Categories



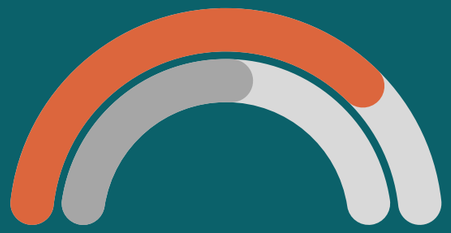
Governance
Hive Cleaning 16.3
Industry Average 7.9



Community
Hive Cleaning 43.8
Industry Average 21.1



Customers
Hive Cleaning 3.1
Industry Average 1.8



Workers
Hive Cleaning 23.5
Industry Average 16.8



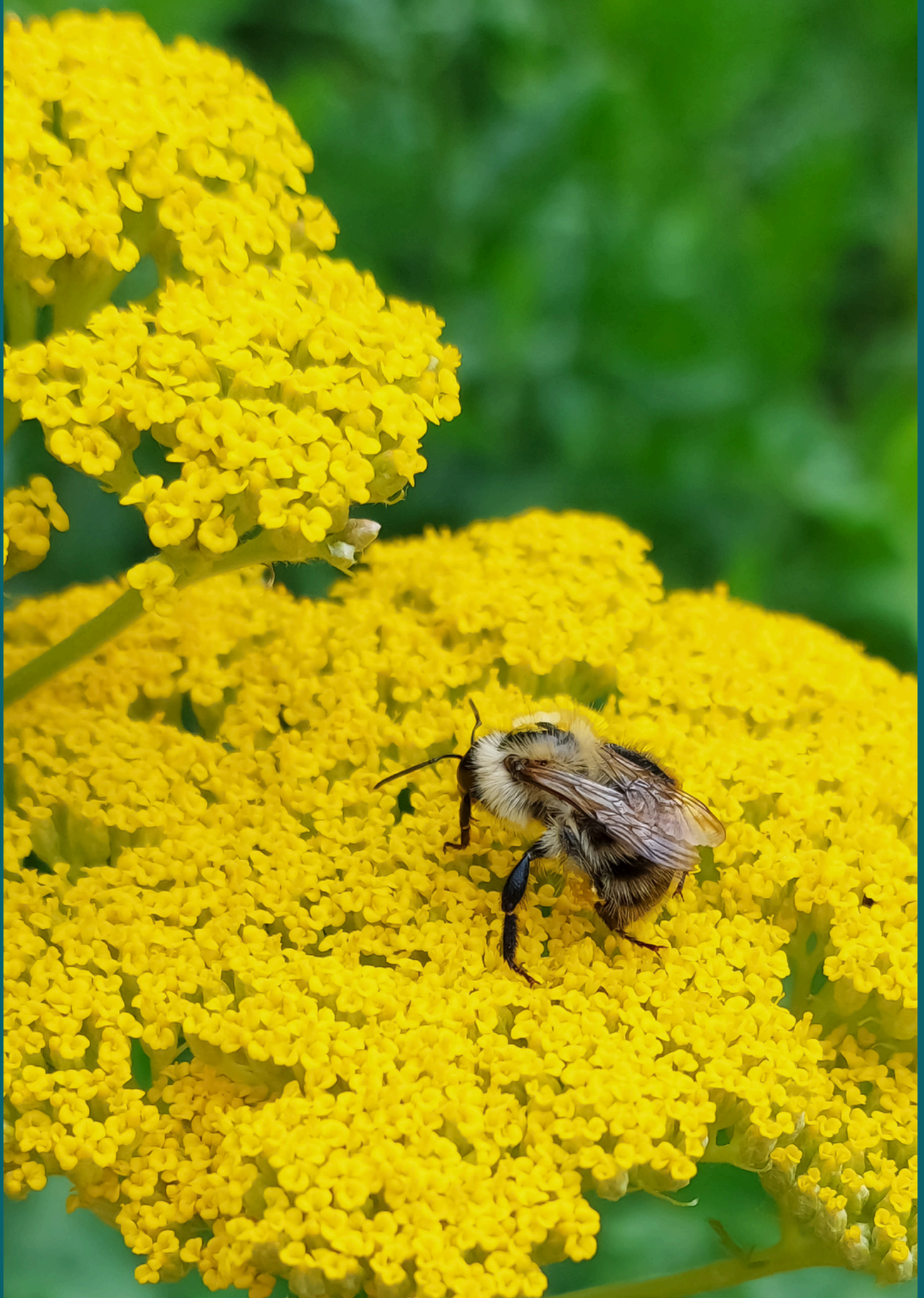
Environment
Hive Cleaning 35.3
Industry Average 21.7

Our Impact



Our philosophy around B Corp areas is simple:
tangible, achievable, meaningful results.

We gather data, document and measure our impact in all the strands of ESG and an everyday, consistent approach to sustainable and ethical business is our priority.



Our Certifications

Certified B Corporation

Part of a global movement working to benefit people and the planet.

Learn more at bcorp.com

PlanetMark

plasticbank foundation

SafeContractor APPROVED www.alcumusgroup.com

LIVING WAGE EMPLOYER

CERTIFIED WEConnect INTERNATIONAL WOMEN'S BUSINESS ENTERPRISE

ISO 14001 ISOQAR

ISO 45001 ISOQAR

ISO 9001 ISOQAR

Impact Area 1: Governance

MISSION-DRIVEN

Our purpose guides our decisions, from sourcing the most planet friendly products to partnering with clients and suppliers who share our commitment to people and the planet.



LED BY WOMEN



We are female-owned and certified by Weconnect International, with over 80% of management roles held by women — and are creating a culture where women thrive.

TRANSPARENT

We share our B Corp impact score, sustainability goals, and employee feedback openly and take an 'open book' approach to quotes and costs.



ENGAGED STAKEHOLDERS



Employees, clients, and suppliers help shape our operations — from testing eco products to volunteering in our community initiatives and B Corp collaborations.

ETHICAL

We ensure fair pay, safe working conditions, robust training and open lines communication for all directly employed employees and select suppliers who meet these high ethical standards.



GROWING RESPONSIBLY



Our client base is consistently growing, many of them are B Corp-certified — proof that we can scale sustainably without compromising our values.

Impact Area 2: Workers

London Living Wage:
Hive Cleaning has been a Real Living Wage employer since day one, paying at least the Living Wage (£14.80) to every employee.

UHUB Training:
Our City & Guilds-accredited platform delivers practical training modules, giving every staff member sustainable, transferable skills.

Internal Promotion:
Most of our managers and supervisors began as cleaners. Each has been promoted and supported to grow their skills and careers.

Equal Wages:
We ensure everyone earns the same as others in similar roles, regardless of gender, background, or any other personal characteristics.

Reward Schemes:
We run two employee reward schemes — one for learning and development, and the other - celebrating performance in quality audits.

Flexible Working:
We match employees' addresses with client sites to minimise commute, support work-life balance, and reduce our carbon footprint.

Tight-Knit Teams:
We ensure strong and supportive communication — supervisors manage around 15 cleaners, and each area managers oversee two supervisors.

Guaranteed Hours:
We never use zero-hour contracts. Every employee has fixed working hours, providing job security, consistency, and a regular income.



Impact Area 3: Community

We run three volunteering initiatives to help promote environmental awareness:
AIR (Bees), LAND (Hive Wood) and WATER (Canal Clean-Up).
These programmes extend our core values and engage our customers, suppliers, and team members in meaningful environmental projects. Every activity is fully funded by Hive Cleaning and is operated on a not-for-profit basis.



BEEHIVES (AIR)



Our bees add to the biodiversity of London and supply us with delicious honey to share with our clients. Our bees are housed at Bee Urban in Kennington Park, where we run monthly Beekeeping Experience Days, learning about bees, building beehives, harvesting honey and more.



HIVE WOOD (LAND)



We purchased a 7 Acre meadow in Devon in 2023 to plant trees and restore the traditional broadleaf woodland known as Hive Wood. It is a living initiative to remove carbon dioxide from the atmosphere, enhance the natural beauty of the area and boost biodiversity.

CANAL CLEAN-UP (WATER)



From May to September, Hive Cleaning is proud to host a canal clean-up volunteering initiative from Paddington Basin to Camden Lock, all aboard eco-friendly electric Go Boats. Our mission is to reclaim our canals and tow paths from the scourge of plastic and litter.



Impact Area 4: Environment

Since 2017, our baseline year, we have been measuring carbon emissions in Scopes 1, 2, and 3 and monitoring the reduction. As a new business, our turnover has been growing constantly, and we report our emissions against both spend and activity. We are proud to have achieved a massive 90% reduction in our CO2 emissions in the 2017-2024 period.

Along with internal measurement, we have been externally certified by the Planet Mark for the past 7 years, meeting and exceeding the targets set by them. We won the Best Company award for our overall excellence in all areas in 2024 and in we won the Absolute Carbon Reduction Award in 2025.



SCOPES 1 AND 2

In 2024, we achieved Net Zero across Scopes 1 and 2 by transitioning to a fully electric fleet and powering our head office and vehicle charging exclusively with renewable electricity.



SCOPE 3

While we generate some carbon footprint in several Scope 3 categories, we have been working tirelessly to reduce them, and all our **Scope 3 emissions are unavoidable now.**

- **Commuting**: 0.12 tCO2 per employee
- **Water**: 0.005 tCO2
- **Waste**: 0.01 tCO2
- **Purchases**: 0.018 kgCO2 per £ of turnover

Plastic Reduction

- We supply our clients with free 100% recycled, UK-made glass bottles for hand soap, lotion, dish soap, sanitiser and more, saving thousands of plastic bottles from entering the waste stream ecosystem.
- We use the state-of-the-art Toucan Eco technology across the company, which makes over 80% of our cleaning solutions on site, using only tap water and salt, reducing chemical use, transportation and plastic waste.
- We use plastic-free products and packaging in the vast majority of our supplies.
- We are also proud to be certified by the Plastic Bank Foundation for 6 years, stopping an equivalent of 50,000 plastic bottles yearly from entering the ocean.
- We have reduced the use of microfibre clothes by 30%. saving plastic
- We have also made annual contributions to offset the minimal but unavoidable plastic used in our operations.





Double Materiality

Hive Cleaning's double materiality assessment highlights areas where our operations impact people, communities, and the environment **(impact materiality)** and are shaped by stakeholder expectations and sustainability priorities **(stakeholder materiality)**. In other words, the topics critical to our stakeholders are also those that drive our long-term business success.

Each of the five B Corp Impact Areas below shows how our material sustainability impacts align with areas where **we consistently score above industry and sector averages**, reinforcing both our contribution and leadership as a certified B Corp.



MATERIALITY: HIGH

- Fully funded volunteer programmes and meaningful stakeholder engagement drive significant community outcomes.
- This strong score reflects our community commitments and their material relevance to stakeholders.



MATERIALITY: VERY HIGH

- Governance practices centred on purpose, transparency, and ethical oversight are essential to managing material impacts and maintaining stakeholder trust.
- High governance scores reflect robust mission, stakeholder engagement, and accountability.



MATERIALITY: VERY HIGH

- Environment is a core material impact area, driven by carbon footprint, toxic materials, plastic reduction, and nature stewardship.
- Significantly outperforming sector averages reflects both operational leadership and strategic prioritisation of environmental performance.



MATERIALITY: VERY HIGH

- Fair pay, secure contracts, training, and progression are core material issues shaping our impact on workers.
- Strong performance confirms that prioritising workers is both ethically material and a important area of our impact, appreciated by our clients.



MATERIALITY: HIGH

- Responsible customer relationships and ethical service delivery are recognised material issues for stakeholders.
- Some 63% growth in this score proves how responsible practices across our service delivery contribute to overall stakeholder impact.

Our Achievements in 2025 and Goals for 2026

	What we said we would do	What we did	What are we planning to do
Governance	Continue developing our stakeholder engagement programme	Continued and implemented successfully	Continue encouraging and influencing our stakeholders to become B Corps
Workers	Continue to pay the Real Living Wage and champion for others to follow Continue the bi-annual staff feedback process.	Continued and implemented successfully Continued successfully	Continue paying at least Real Living Wage Implement the new Workforce app to help staff manage their time, shifts and holidays more effectively
Environment	Increase biodiversity by planting 1000 more trees and 500m of hedgerow Work further on our plastic reduction strategies	Completed successfully during our March 2025 tree planting weekend More plastic-saving products and operations implemented	Continue consistent carbon reduction Research, test and use more Zero Plastic products
Community	Grow our beehive colonies and look after more bees Continue our beekeeper experience days, increasing engagement	Implemented successfully Engaged 300 volunteers in 2025	Grow our beehive colonies and look after more bees Continue our community volunteering days, increasing engagement at beekeeper experience, canal cleaning and tree planting days
Customers	Continue a bi-annual customer feedback process, aiming to maintain the current 100% customer satisfaction.	Implemented successfully	Maintain high customer satisfaction levels Organise training sessions for the management team for working with the clients

Thank you!

Thank you for reading our Impact Report.

We are grateful to our staff, customers and suppliers for making Hive Cleaning Ltd® an exceptional company and for enabling us to achieve this very high B Corp score!

We are very proud to be progressing so well on our B Corp journey, and setting the benchmark for the cleaning Industry.

We are living proof that you can provide exceptional cleaning services whilst being transparent, ethical and sustainable.

Finally, thank you to our wider community of B Corps, who continue to support, inspire and inform us.

For more information, visit our website or find us on social media:

www.hivecleaning.com