

ilka

# Impact Report

Our impact - 2023

# Our impact: 2023

This year we worked hard to resubmit our Impact Assessment and recertify as a B Corporation, a process that happens every three years. It was a good chance for us to record the progress that we have made since certifying. Most of which we shared in our last impact report, but hadn't reported to B Lab officially.

Since becoming a B Corp in 2021, we have undergone many changes, and the standards are becoming more stringent. Consequently, our score has dropped to 82/200 from 99/200 in 2021, despite our hard work to enhance our social and environmental credentials in recent years.

This report focuses on our impact in 2023 and having just recertified, we will take some time to understand our new score and make goals for how to improve going forward.

PLEASE NOTE: THESE FIGURES AVAILABLE TO US AS OF JAN 2024.

Share  
your  
circular  
tips.

How much of fast  
fashion is disposed  
of within a year?

50%

Source: The Sustainable Fashion Forum

#CircularGlasgow

CIRCULAR  
HUB

As consumers we  
have so much  
power to change  
the world just by  
being careful in  
what we buy.

## Enough for everyone. Forever.

Becoming more circular is about  
minimising waste and maximising  
resources through long-lasting  
design, maintenance, repair,  
reuse, remanufacturing, recycling  
and upcycling.

Let's use resources to their  
full potential to create a more  
sustainable future.

#CircularGlasgow



In partnership with  
ilka  
IndiNature

The first basic  
step in any zero  
waste journey is  
to understand your  
impact and make  
a firm decision to  
turn it around.

Anna Kóvecses  
Illustrator

#CircularGlasgow

CIRCULAR  
HUB

How much rubbish  
ends up in landfill  
that could've  
been recycled

## Governance

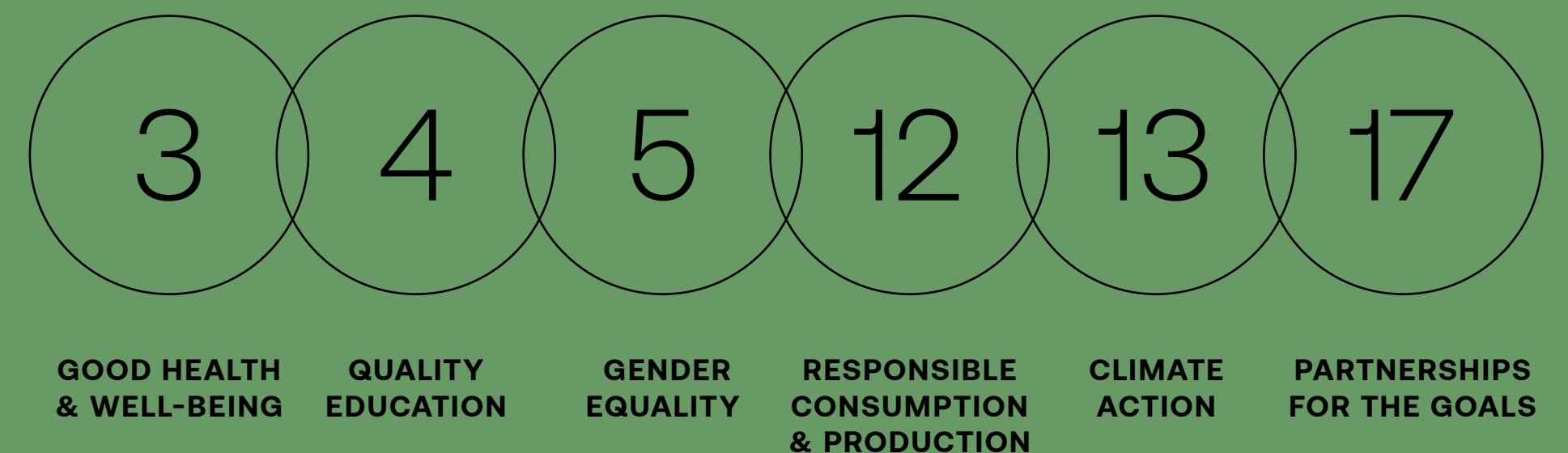
The way we run as a business is different from most other design studios. We are legally committed to supporting our stakeholders, including our community and the environment in our business decisions. Our articles of association to prove it. This year we will work on our transparency.

### Aims

- Set individual goals on our social and environmental impact
- Find effective ways to engage with and gather feedback from stakeholders

## UN SDGs

One way we keep our stakeholders in mind while running our business day-to-day is by trying to support the UN Sustainability Goals, particularly:



## Our team

Our business is powered by people so it's crucial it's a good place to work. We value every member of our team and we want their job to fit in holistically with their life. Each member of the team is responsible for their own professional development and we aim to put formal processes in place to support this.

### Aims

- Make a professional development plan for each member of the team
- Do further research in our employee pension and change plan if necessary

## Benefits breakdown

---

### WORKING HOURS

Mon-Fri  
9–4 with flexibility

### LOCATION

Hybrid to  
support lifestyle

### CERTIFICATION

Living Wage  
employers

### SUNDRIES

Sundries  
subscriptions

### PROFESSIONAL DEVELOPMENT

Learning  
budget

### NEW BUSINESS

Finders  
bonus

### PENSION

Ethical fund

### HOLIDAYS

5 weeks  
(25 days)

### SOCIAL

Annual  
team outings

---

# Community

ilka exists in an interdependent ecosystem of businesses. We choose our suppliers and subcontractors based on criteria this helps us get to know them. It also helps us to support businesses at a social disadvantage.

## Aims

- Review other ways we can be involved in our community.

## Critical friends

Turning the microscope back on ourselves, we have a group of critical friends. People, businesses and organisations who hold us accountable to our values.

### EQUALITY & INCLUSION

Glasgow Women's Library

### ENVIRONMENTAL IMPACT

Certified B Corp: Living Alive

### BUSINESS FOR GOOD

Design studio: Jamhot

## Pro-bono & Charity Partners

Each year we select a charity partner(s) and offer our time pro-bono to causes we think it's important to support. This accounts for at least 5% of our studio time.

### 2022 PRIMARY PARTNER

Scottish Mental Health Arts & Film Festival

### TOTAL %

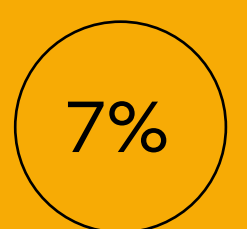


PRO-BONO

### 2022 PRIMARY PARTNER

ALICAS

### TOTAL %



PRO-BONO

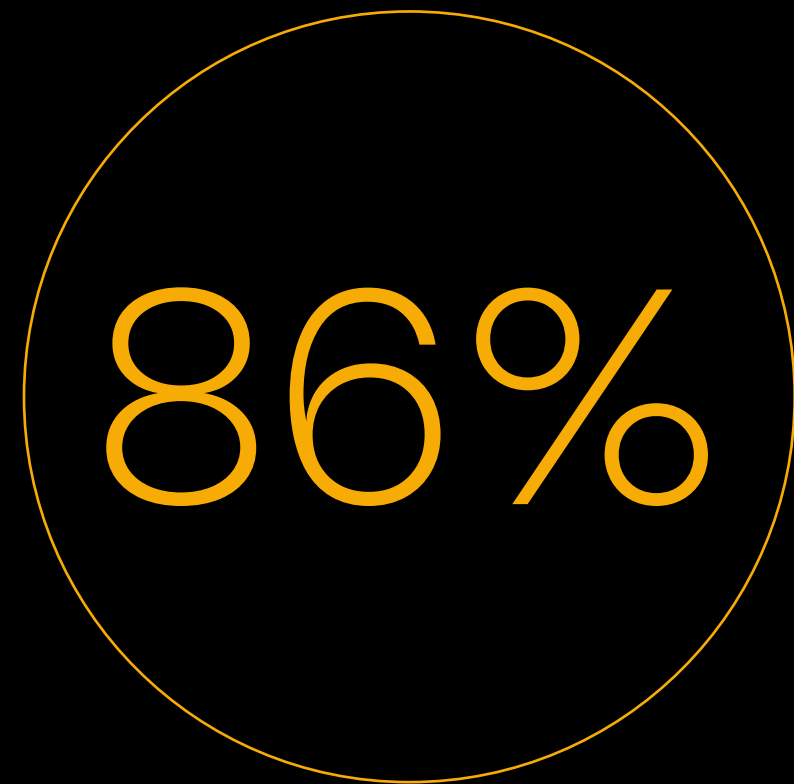
# Gender equality

As part of a global minority of female-owned design studios, we experience challenges our male counterparts don't. We regularly contribute to groups and events to promote gender equality. We work with female-led companies and offer financial support to charities and organisations supporting women. Here are some of our highlights.

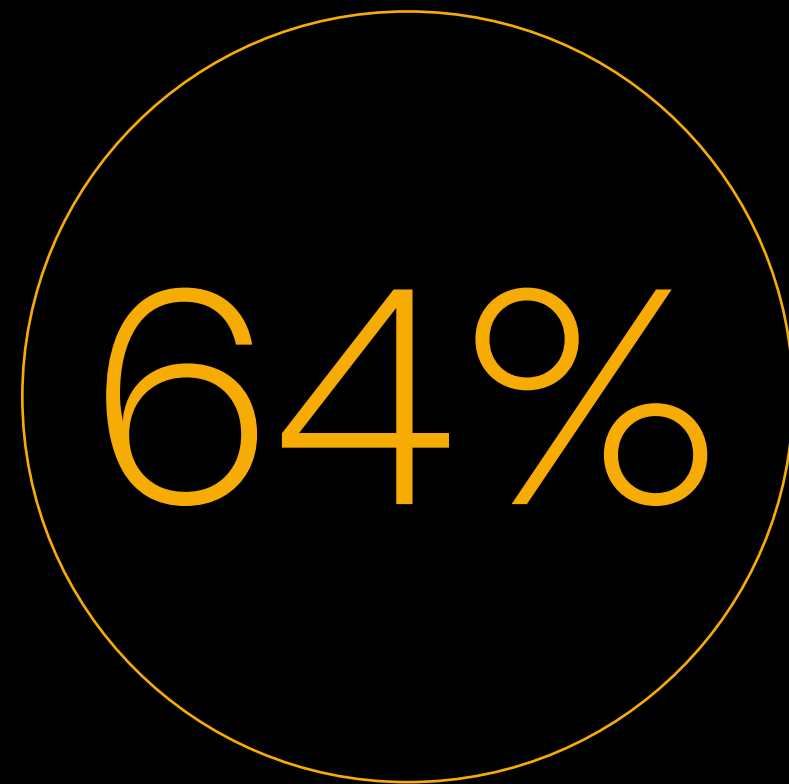
2018	2019	2020	2021	2022	2023
<ul style="list-style-type: none"> <li>- Running Ladies, Wine &amp; Design</li> <li>- Representing designers in and facilitating discussions for Glasgow City Council's Local Cultural Plan</li> <li>- Mentoring students at Graphic Design Festival Scotland</li> <li>- Mentoring students at Edinburgh College of Art</li> <li>- GAB Podcast</li> </ul>	<ul style="list-style-type: none"> <li>- Our first intern – Molly</li> <li>- Mentoring the Glasgow Women's Library designer in residence</li> <li>- Hidden Women panel discussion</li> <li>- Mentoring students at Graphic Design Festival Scotland</li> <li>- Mentoring students at Glasgow Caledonian University</li> <li>- Releasing a charity print for Chariso Press in collaboration with Siobhan Ogg</li> </ul>	<ul style="list-style-type: none"> <li>- Being part of Kerning the Gap panel discussion on gender quality</li> <li>- Continuing to work with the Glasgow Women's Library designer in residence</li> <li>- Virtual internship with female Glasgow Caledonian University student</li> </ul>	<ul style="list-style-type: none"> <li>- Chairing the B Local Scotland</li> <li>- Doing a talk for Leeds University</li> <li>- Designing a paddle for charity Ping Pong bat auction Back Spin</li> </ul>	<ul style="list-style-type: none"> <li>- Working with Molly again on a three month placement to help her refresh her skills after working as a key worker over the pandemic</li> <li>- Successfully navigating sustainable maternity leave in a design team that was 100% and is now 2/3 women</li> <li>- Offsetting our Scope 3 emissions to support the gender equality and learning for women and girls in line with UN SDG no 5.</li> </ul>	<ul style="list-style-type: none"> <li>- Took part in events as speakers and hosts to remain visible as female company directors</li> <li>- Began attending Female Agency Leaders lunches to connect with and learn from other women in our industry.</li> </ul>

## Our suppliers & subcontractors

As a studio we carefully choose the suppliers that we work with. How we get to know our suppliers has evolved over time and in 2022 we created a supplier questionnaire so we can get a better picture of the companies we work with.



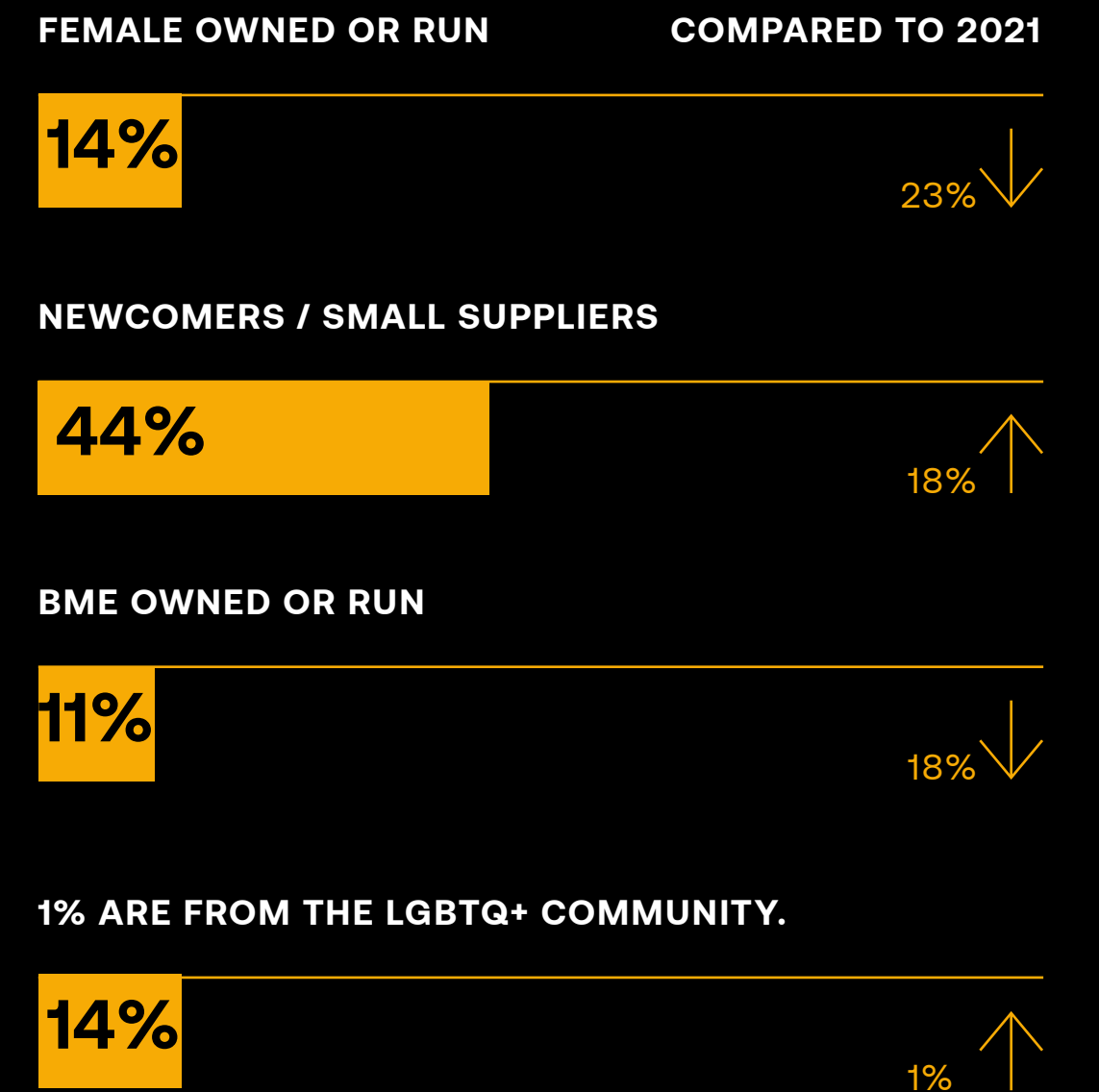
OF SIGNIFICANT SUPPLIERS  
ARE LOCAL. UP FROM 79%  
IN 2022



OF SIGNIFICANT SUPPLIERS ARE FROM  
UNDER REPRESENTED GROUPS UP  
FROM 36% IN 2022.

### Aims

- Use these numbers to inform our supplier selection in 2024.





## Customers

Each project we work on gives us new problems to solve. Through our work, we show clients how they can be more accessible or create a smaller environmental impact. We give them options that are better for people and the planet. We also offer a discount for fellow B Corps, charities and those doing good.

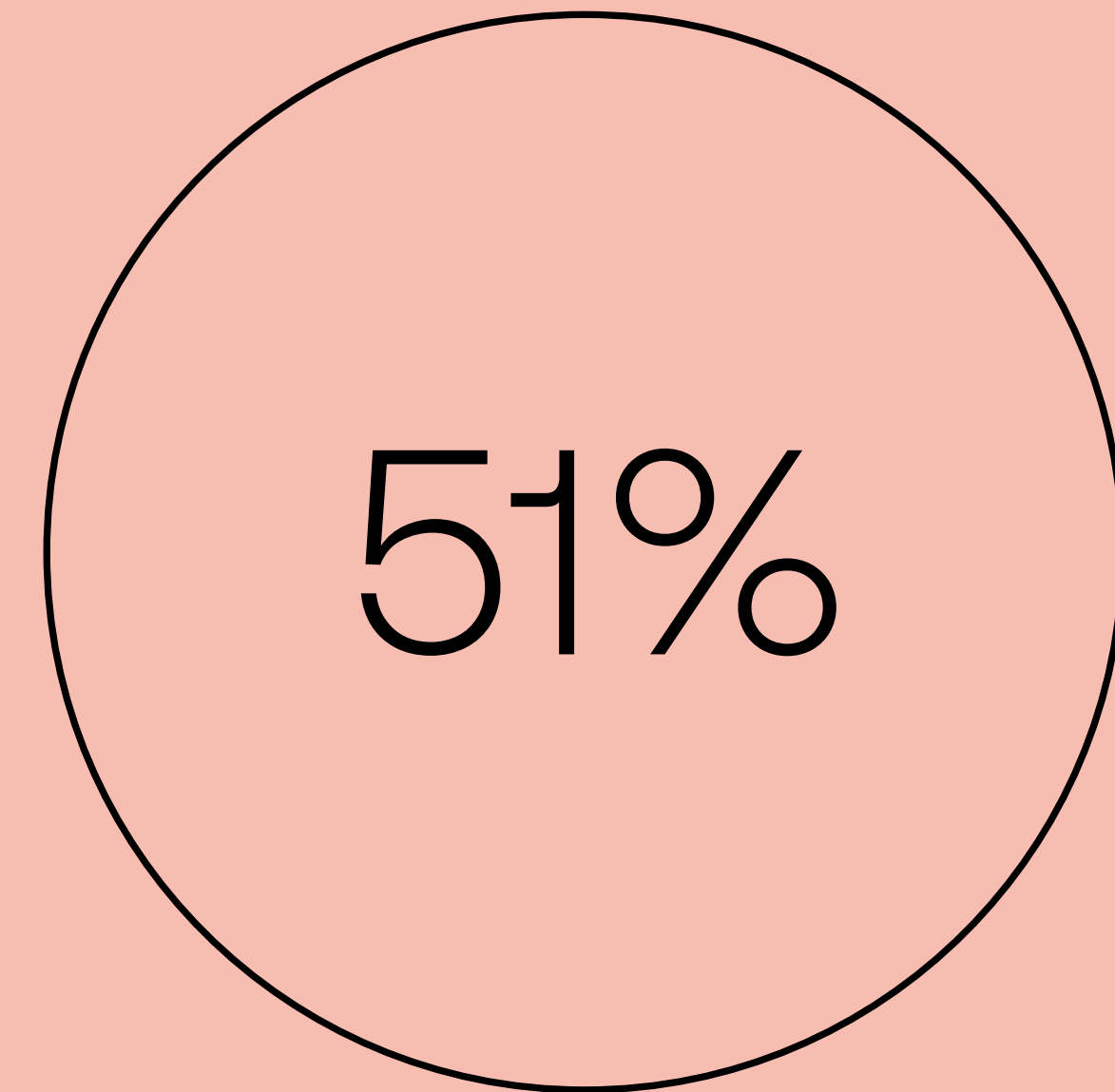
The number of purpose led companies we worked with fell this year, however the theme of using our design for good, weaved through most of our projects.

### Aims

- Explore how we can measure the effectiveness of our work and get feedback from clients.
- Document learnings from each project
- Offer a discount on our services for other B Corps

## Sharing our mission

Amplifying the voices of people working as a force for good will take us where we need to go faster.



ARE DOING GOOD OR LED BY SOMEONE  
FROM AN UNDER REPRESENTED GROUP.

FROM 95%  
IN 2022





Representing,  
inspiring, supporting  
and empowering  
our people.

## Who are our clients?

Here is some of the data about the people we are proud to have worked with over the last 3 years. Although we haven't yet tracked whether us being a certified B Corporation has attracted our clients, particularly those also operating as a force for good, the stats certainly suggest that could be the case.



OF OUR CLIENTS IN 2022 HAVE  
A POSITIVE SOCIAL IMPACT  
DOWN FROM 89% IN 2022.

## Aims

- Define any other ways we'd like to measure our clients to get a better picture of who they are.

FEMALE OWNED OR RUN

COMPARED TO 2021

28%

31% ↓

WITH POSITIVE ENVIRONMENTAL IMPACT

20%

14% ↑

# Environment

We quiz our suppliers about their impact on the environment and this year we joined 1% for the Planet and completed our first Net Zero plan. We have identified our emissions and our offsetting will focus on initiatives on the front line of the climate crisis. People and places bearing the brunt of climate change despite doing the least to cause it. We want our offsets to help achieve the UN Sustainable Development Goals.

## Aims

- Get a more detailed calculation of our scopes to have a baseline year and offset
- Check in with suppliers on progress

## 1% for the Planet

As part of our commitment to supporting the environment, we donate 1% of our profits to environmental causes.

Here are the people we have proudly supported over the last couple of years. These donations have been selected because they are causes close to our hearts. We also wanted to support initiatives that are local to us.

2022

Surfers Against  
Sewage

Black Girls Hike  
UK C.I.C

The Beaver  
Trust

2023

Seawilding

The Wash House  
Garden CIC

## Our emissions

We calculate our emissions using the SME Climate hub emissions calculator that is provided by Normative. We then offset our emissions using the Gold Standard.

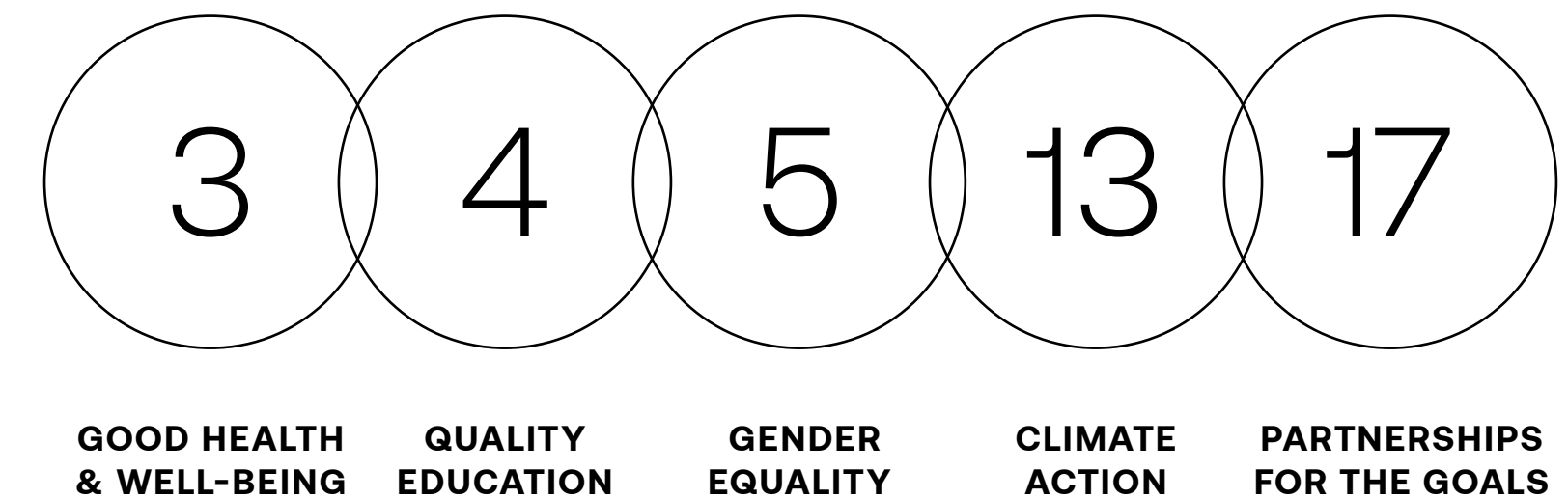
This year our offsets have supported Institutional Improved Cookstoves for Schools and Institutions in Uganda. We want to support those actively working towards meeting UN SDGs that we support as well as those on the front lines of the climate crisis.

<b>Scope 1</b>	0
<b>Scope 2</b>	0.73
<b>Scope 3</b>	2.22
<b>Total</b>	2.95 tonnes CO <sub>2</sub> E

Calculated using a third party tool



UN SDGs  
our 2023  
offsets  
support



ilka

Thank you!