

# SOLIDX COLLECTIVE

## 2025 Impact Report

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## Message from Our Founder

***“For Solid Collective, every project starts with clear intent.***

*Our purpose has always been to bridge the gap between creative ideas and tangible execution — bringing concepts to life with precision and purpose. We aim to make sure that even though our installations are temporary, the impression they leave is lasting, not harmful.*

*Our attention to detail now goes well beyond the construction site; it’s embedded in how we think, create, and operate as a team.*

*This first Impact Report marks an important step in formalising that mindset. Becoming a Certified B Corporation wasn’t the finish line — it’s the framework that helps us measure, manage, and keep improving how we impact our people, our supply chain, the environment, and the brands we collaborate with.*

*Our strength lies in our small, experienced team and our ability to stay agile. That same agility shapes this report: it’s an honest reflection of where we’re doing well and where we still have work to do. As creators of short-lived physical spaces, we recognise our responsibility to rethink the waste cycle that comes with pop-up design. Our strategy, outlined here, focuses on leading the way in circular design within our industry.*

*Thank you for being part of our collective. We’ll keep pushing forward — learning, improving, and making sure Solid Collective remains a genuine force for good in design and execution.”*

Lukasz Pardus

**Founder**

# Why an Impact Report?

To demonstrate our commitment to transparency and accountability, and to highlight the steps we've taken over the past year to make our business a genuine force for good, we will begin publishing annual Impact Reports on our website.

This report will outline our strategies for driving continued positive impact and improvement, while also assessing our performance against the previous year's commitments.

The goal is to provide our stakeholders with a clear understanding of our efforts as a socially and environmentally responsible business, and to inspire others in the industry to embrace similar commitments.

## Our Mission and Values

Our purpose is defined by both our craft and our accountability. We formally commit to balancing profit and purpose through our amended governing documents.

*"At Solid Collective, we craft unforgettable events that inspire and positively impact our community and planet. Through innovative design and sustainable practices, we set new standards for excellence, inclusivity, and eco-consciousness, ensuring every project reflects our commitment to a better future."*

Our commitment to this mission is guided by four core values:

- 1 Integrity:** Maintaining the highest ethical standards in decision-making and ensuring full transparency with all stakeholders.
- 2 Expertise:** Fostering a high-skilled, resilient team environment that prioritises fair compensation and professional development.
- 3 Stewardship:** Actively pioneering circular design principles to address the unique waste challenges of transient physical installations.
- 4 Expertise:** Supporting the domestic supply chain and leveraging our skills to contribute to local charities and non-profits.

# Our B Corp Journey So Far

We're excited to share that we've begun our journey toward becoming a **Certified B Corporation**. Our values and mission closely align with B Lab's commitment to using business as a force for good; this certification provides a rigorous framework with which to assess our impact, drive meaningful improvements, and hold ourselves accountable to our actions.

Certified B Corporations are for-profit businesses that meet high standards of social and environmental responsibility, transparency, and accountability. They strive to balance profit with purpose, ensuring that their operations benefit all stakeholders - not just shareholders.

By pursuing this certification, we're taking a deep, honest look at how we operate, with a strong focus on enhancing our policies and processes to create a positive impact on our team, customers, suppliers, community, and the environment. To support us on this journey, we've partnered with **transformacy**, a leading corporate sustainability consultancy specialising in B Corp certification. Their expertise will help us not only meet the certification criteria but also implement meaningful, lasting improvements that benefit all those connected to our business.




We look forward to sharing our continued progress towards building an impactful business that prioritises people, the planet, and ethical governance.

# Impact Areas

The B Corp certification assessment, known as the B Impact Assessment (BIA), evaluates performance across five key areas of impact: **Community, Workers, Customers, Environment** and **Governance**. We've structured our report around these categories to facilitate clear year-on-year comparisons and align our efforts with other B Corp businesses.

In addition, we have mapped our actions and commitments against the [UN Sustainable Development Goals](#) for comparison against organisations not following the B Corp process.



## Annual Highlights

The past year was a defining period for Solid Collective, establishing foundational excellence while delivering high-impact projects. The year was anchored by the successful achievement of our B Corp Certification with a verified total score of 84.5 points. This high achievement, significantly above the median score for businesses of 50.9, reflects the strength of our commitment to our team and our environmental operations.

Our operational model is built for sustainability and security. We achieved a major milestone by ensuring 100% of our energy use is sourced from low-impact renewable sources, effectively eliminating our Scope 2 carbon footprint.

Project delivery over the past 12 months has shown our ability to embed this ethos into large-scale, high-profile activations — including global sports awards and a number of major brand experiences.

# Community

## Local Impact & Inclusive Sourcing

Our role as a creative engineering firm extends beyond successful installations; we are deeply integrated into the UK's broader creative ecosystem. The decisions we make regarding our supply chain and our charitable contributions directly influence the vitality and equity of the local economy around our operational hubs. This section outlines our commitment to fostering inclusive supplier relationships, ensuring ethical labour practices for outsourced roles, and dedicating our time and financial resources to community growth.



## Local Economic Impact

We view procurement as an active tool for local economic development. By prioritising independent, local suppliers, we keep revenue within the communities where our projects are built and our team resides, reinforcing the domestic creative and engineering sector.

In the last fiscal year, over 60% of our expenses (not including what we paid our employees) were spent with independent suppliers local to our Ilford, London office. This commitment significantly strengthens the regional trade network that we depend on and supports our local economy.

We also actively work to address historical inequities in the supply chain. We maintain a clear policy preference for suppliers with ownership from underrepresented populations, including women and minority groups.

Our current tracked supplier spend with businesses that are majority-owned by women or individuals from underrepresented populations is over 20%, and we plan to keep developing this over the next few years. This focused sourcing strategy ensures we are actively fostering greater inclusivity and opportunity across the UK creative economy, moving beyond simply compliance to drive genuine systemic change.

## Ethical Outsourced Staffing

Given the project-based demands of our work, we frequently engage outsourced staffing services. Maintaining ethical labour standards throughout this extended workforce is a non-negotiable requirement for Solid Collective.

We require 100% of our outsourced staffing services to be accountable to our formalised code of conduct. This is not merely a formality; it's a critical screening tool that mandates high standards, including:

- Full adherence to all local laws and international human rights and labour standards.
- Payment at or above industry standards, with verification of a living wage.
- Proactive processes to screen against negative social impacts, such as unethical labour conditions or practices that negatively affect local communities.

This thorough process ensures that our commitment to ethical labour practices extends far beyond our permanent payroll.

## Charitable Giving

Solid Collective is committed to giving back through direct charitable donations and skills-based volunteerism, leveraging our core expertise for community benefit. Our team contributed skilled volunteer time to Newham Parents in Mind for Dads and Partners, offering supports for new and expecting fathers with children up to 2 years old – because every dad deserves a helping hand on their parenting journey.

In addition to this, we provide direct financial support to charitable causes, with £300 donated last fiscal year to Newham Parents. Our goal is to ensure both our time and financial resources contribute meaningfully to the causes that align with our values.

### **SDG covered:**

- SDG 5: Gender equality
- SDG 8: Decent work and economic growth
- SDG 10: Reduced inequalities



# Our Customers

For Solid Collective, the customer relationship is a partnership rooted in transparency, quality, and shared responsibility. Our expertise is leveraged not just to build flawless installations, but to guide clients toward sustainable, ethical choices throughout the project lifecycle. This commitment ensures that the final product meets the highest standards of visual impact, material longevity, and data integrity.



## Customer Stewardship & Quality Assurance

We employ formal, rigorous mechanisms to ensure the delivery of exceptional quality and to proactively manage the value we create for our customers over time. From initial concept engineering through to fabrication and final installation, we maintain formal quality control processes at every stage of a project. This process is backed by established client service feedback mechanisms. This structure ensures that potential issues are identified and resolved rapidly, and that client input is systematically captured.

Our commitment extends beyond project completion. We actively monitor customer satisfaction and retention through formal surveys and post-project reviews. Crucially, we regularly assess the non-financial outcomes produced for our customers through our services, such as measuring the efficiency gains from our modular designs or the positive public perception generated by an environmentally-responsible activation.

We operate a formal programme designed to incorporate external testing and feedback directly into the refinement of our service design. By treating every project as a learning opportunity, we ensure that our offering continually evolves to meet the leading edge of the event and design industry.



## Data Security & Ethical Engagement

In an environment increasingly reliant on digital engagement and customer data, protecting the privacy and security of our clients and their end-users is paramount. Solid Collective maintains a formal, publicly available Data and Privacy Policy. We operate under principles of full transparency regarding data handling.

- We ensure all users are made aware of what information is collected, the length of its preservation, how it will be used, and if/how it will be shared.
- All customers have the option to decide how their data can be used beyond the essential scope of service delivery.
- Our email marketing and data collection strategies are strictly GDPR compliant, ensuring the highest international standards of privacy protection are met.

By maintaining high standards in data ethics, we build deep trust, allowing clients to partner with us confidently on sensitive and high-profile projects.

### **SDG covered:**

- SDG 16: Peace, justice, and strong institutions

# Environment

In the experiential design and installations sector, the greatest environmental challenges lie in combating the inherent waste of temporary structures. Solid Collective approaches this challenge as an engineering problem. Our environmental strategy is focusing on transforming material management from a linear model (take, make, dispose) to a closed loop system, ensuring that every design choice is a strategic act of stewardship.



## Carbon Emissions & Renewable Energy

We are relentlessly focused on decarbonising our operations, starting with a fundamental commitment to sustainable energy sources for our permanent facilities.

We are proud to confirm that 100% of the electricity used across Solid Collective is sourced from verified renewable energy providers. This commitment significantly reduces our Scope 2 emissions, ensuring our baseline operations are powered ethically.

We also formally measure and track our Scope 1 (direct), Scope 2 (indirect), and relevant Scope 3 (e.g., travel) greenhouse gas emissions annually. This meticulous tracking allows us to identify new opportunities for efficiencies and build a precise roadmap toward our goal of reducing our operational emissions.

### 2024/25 Greenhouse Gas Emissions

Scope	Metric tonnes of CO <sub>2</sub> equivalent
1	0
2	0
3	41.04

### Waste, Circularity, & Material Integrity

Our core environmental performance is judged by our success in managing the materials used in client installations. Our waste diversion strategy is built upon the principles of refuse, reduce, reuse, and recycle.

#### SDG covered:

- SDG 11: Sustainable cities and communities
- SDG 12: Responsible consumption and production
- SDG 13: Climate action

# Governance

Governance at Solid Collective is the framework that ensures purpose remains paramount to profit. By legally adopting the B Corp requirement, we have formalised accountability to all stakeholders, including our employees, clients, community, and the environment, alongside our financial obligations. This commitment is the bedrock of our operating model, guaranteeing that impact considerations are non-negotiable in every decision, from project scoping to financial planning.

## Mission, Legal Structure & Long-Term Commitment

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## Transparency & Accountability

Transparency is essential to building and maintaining trust with all those who rely on Solid Collective. We maintain formal mechanisms for disclosure, feedback, and ethical conduct.

We actively engage our stakeholders on our social and environmental performance through multiple channels:

- The publishing of this comprehensive report, as well as publicly disclosing our BIA score.
- Internal communication channels allow employees to provide direct feedback on our impact performance and suggest improvements.
- Post-project reviews that assess non-financial outcomes and solicit feedback on our ethical conduct.

We operate under a formal, written Code of Ethics. This policy is regularly reviewed and clearly outlines expectations for all employees, covering areas such as anti-corruption, anti-bribery, conflicts of interest, and fair competition. Our history shows zero formal complaints, fines, or sanctions related to these issues, reinforcing our commitment to operating with the highest level of integrity.

### SDG covered:

- SDG 13: Climate action
- SDG 16: Peace, justice, and strong institutions

# Future Plans

We've made progress towards our goals and are confident that the benefits we've shared are just a small preview of what's to come; we can always do more to elevate our social and environmental initiatives.

Together, we can make this journey a success, creating a business that benefits everyone it touches.

Our dedication to continuous improvement drives us to set even higher goals for the year ahead. Below, we outline our key ambitions for the next 12 months:

## B Corp Accreditation

We are currently working towards achieving B Corp certification, further solidifying our commitment to high standards of social and environmental performance, transparency, and accountability.

As part of this process, we have created several new policies and processes and defined significant commitments to improve our operations. Over the next year we will work hard to implement these and monitor our impact to ensure we achieve the goals we have set.

## Social Targets

We have focused our commitments for the next 12 months on achieving quantified social targets outlining our community, customer and employee-related goals. These include:

### Charitable Giving:

- Increase our positive impact on causes we care about, by increasing our annual contribution to impactful organisations to over £500.

### Volunteer Days:

- Contribute 8+ hours of staff time to local initiatives and impactful organisations.

### Customer Satisfaction:

- Achieve our customer satisfaction targets of 80%+.

## Environmental Targets

To measure the impact of the policies and processes we have put in place this year to reduce our environmental impact, we have also set environmental targets for the next 12 months:

### **Waste:**

- Ensure 100% of our hazardous waste (e.g., batteries and electronic items) are disposed of responsibly, safely, and in compliance with environmental standards, in order to minimise any associated negative environmental impacts.

### **Energy Conservation:**

- Set energy reduction targets.

### **Carbon Emissions & Offsets:**

- Reduce our Scope 3 greenhouse gas emissions by 15%.
- Offset 50% of our emissions through accredited carbon offsetting schemes.

### **Sustainable Procurement:**

- Share our Supplier Policy with 100% suppliers.

## Impact Reports

We will be creating another Impact Report 12 months from now to detail our progress against the previously outlined targets. We also hope to include further improvements in our processes and policies.

By focusing on these priority areas, we aim to continue leading by example and deliver meaningful outcomes for all our stakeholders over the next year.

# SOLID<sup>x</sup> COLLECTIVE

## 2025 Impact Report



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