



bensons together

working towards a sustainable future



Be a business that enables our customers to live more sustainable lives

What we plan to do

2023

- Provide flexible plastic packaging recycling scheme

2024

- Provide bedframe and bedroom furniture recycling services
- Provide softs recycling scheme

2027

- Have sustainability rankings on every product



Be a business that works with ethical suppliers who hold the same values as Bensons

What we plan to do

2023

- Collate all product bill of materials

2024

- Complete our full supply chain map
- 100% of tier 1 suppliers with a recent SMETA Audit (or similar alternative)

2025

- 100% of tier 1 suppliers to have set a Net Zero target

2030

- 100% of tier 1 suppliers with a SMETA 4 Pillar Audit (or alternative) - Green score



Be a net zero business by 2040

What we plan to do

2023

- Set science-based targets

2024

- Zero waste to landfill

2027

- 100% electric company car fleet

2028

- 100% LED lighting
- Recycle 75% of our customers old mattresses

2030

- Supplied by 100% renewable electricity

2035

- 70% reduction in virgin plastic packaging
- 100% responsibly sourced timber related materials

2040

- Recycle 75% of our customers old bed frames and bedroom furniture

2034

- Remove natural gas from our estate

2035

- 100% of customer deliveries made via low carbon vehicles

2040

- Be a net zero business



Be an employer that provides safe, healthy, diverse workplaces that promote a healthy work/life balance

What we plan to do

2023

- Introduce Women in Business community
- Introduce LGBTQ+ community

2025

- 100% of job adverts analysed for gender neutral wording
- 300 in-house mental health advisors

2025

- Maintain incidents per employee rate
- 10% improvement in Employee Engagement work/life balance score
- 10% improvement in Employee Engagement Wellbeing score

2025

- 50% uptake in increased paternity leave
- Total gender parity on the mean hourly rate of pay of full pay relevant employees



Be a key community partner that provides value through helping mitigate bed poverty and promoting sleep wellness

What we plan to do

Continue to:

- Support charities and local organisations
- Help mitigate bed poverty

2023

- Choose a charity partner

2025

- Provide 300 cumulative hours of sleep community education
- Provide 6,000 cumulative hours of volunteering