



Certified



This company meets the highest standards of social and environmental impact

Corporation

Annual Impact Report 2021

“We use design & technology to create positive change for people and planet.”

We consider our team, clients, suppliers, community and the environment in everything we do. As creatives we use our power to inspire others.

Embedding sustainability into the heart of our bespoke process brings it to our clients and spreads the message.





Founders' Statements

"We have created a workplace where we connect as humans, not just co-workers. Emotional intelligence is key to success, and we nurture this at Solve."

Nadine Harmer - Director

"We're setting an example that businesses can be financially sustainable and sustainable for people and the planet too."

Lawrence Harmer - Director

2021 Snapshot

80.5

B IMPACT SCORE

100%

EMPLOYEE HAPPINESS

9930

TREES PLANTED

317t

TONNES CO2 COMPENSATED
FROM PLANTING TREES

100%

RENEWABLE ENERGY OFFICE

100%

SERVERS POWERED BY
RENEWABLE ENERGY

Our Journey

We have always felt strongly about supporting our teams' wellbeing, be it mental or physical.

Ultimately, we believe that body and mind are so entwined that if we nurture one, the other will benefit! We support our team's mental health and overall wellbeing with a variety of in-office and out of office staff perks...



Team perks & days out

PRIVATE HEALTHCARE PLANS

OFFICE FRUIT BOWL

WIMHOFF WORKSHOP ❄️

KOMBUCHA DRINKS

PETS AT WORK

KING COASTEERING

PROFESSIONAL TRAINING & DEVELOPMENT

MASSAGE THERAPY AND MANICURES BY LOCAL BEAUTICIAN

FLEXI WORKING & HYBRID WORKING

MONTHLY TEAM AWARDS

AFTER WORK BEACH OUTINGS

LUNCHTIME YOGA AND SCREEN-FREE TIME

COAST BOAT TRIP

ADOPT A PLANT

WEEKLY TEAM SOCIALS

TREE PLANTING



Team satisfaction

"Solve is the happiest work environment I've been a part of."

"Much of this job satisfaction is down to the wonderful team of people I work with, and much of this can also be attributed to the steps that Solve consistently takes to boost employee wellbeing. The space we work in is beautiful and positive, surrounded by colour and plants. Even the music adds to the atmosphere, as each of the team takes it in turns to put on their favourite tunes. It's the little things that make a big difference, like quality organic coffee, oat milk and kombucha in the kitchen, and "Who gives a crap" toilet paper in the bathroom!

Solve always makes an effort to purchase supplies from ethical/local/sustainable sources and is always open to suggestions from the team about where we can improve. Bettering a business for good is a constant process, with more sustainable or better options being made available all the time and Solve stays at the forefront of finding these new ways and putting them into practice. This is important to me and the rest of the team, who are a group of like-minded eco-conscious individuals, and I love working somewhere where I know has its heart in the right place. "

Mia Cuff, Designer

Team satisfaction



"I've been at Solve just under 3 months and I've seen a HUGE improvement in not only my professional life but personal as well. I genuinely look forward to going to work every day. It's a great working environment and everyone is really friendly and we're always looking to help each other out."

Perry Hughes, Web Developer



"The new Solve office is so light and airy and full of greenery- it makes it such a nice environment to work in, and it just seems to lift the mood of everyone working here! Plus it gets so many compliments from any visitors!"

Francesca Hume, SEO

Customer satisfaction



**"I'm blown away by it all.
And so is everyone else"**

"Solve Web Media redesigned my portfolio website and is managing the hosting and SEO. I'm blown away by it all. And so is everyone else. I'm an international artist with projects everywhere and meeting lots of people. Everyone congratulates me on the website. The site is significantly improving my brand and business worldwide. Don't hesitate, you won't regret working with this remarkable team. Truly. Thanks to all the team for the amazing work. Cheers. "

John K Melvin, Eco Artist

Customer satisfaction



"It has been an absolute pleasure working with Solve. Having worked with many web developers, SEO specialists, consultants, etc. over the years I can honestly say Solve is leading the way with their overall service. Their communication, honesty, efficiency and attention to detail is 11/10. They truly go above and beyond and I can't recommend them highly enough. Well done Lawrence and a special shout-out to Keavy, Francesca, Esme & Fred."

Mabey Ski



"Tremendously impressed with Lawrence and the team at Solve Web Media - completely transformed the website and our SEO ranking. The website produces unthinkable results and the hard work of Solve has played a key part in growing our audience and maximising sales. Would 100% recommend their services."

The Headland Hotel

Planet satisfaction

Renewable

ENERGY IN THE NEW OFFICE AND FOR ALL WEBSITES LAUNCHED

9930

TREES PLANTED

Recycled

WE COMMISSIONED A RECYCLED PLASTIC COMPANY SIGN

5000

MANGROVE TREES DONATED IN
MADAGASCAR

Community satisfaction

- Spread industry awareness about supporting women in tech via social media and our blog
- Work placements for local youngsters
- Community website for a local village - St Eval
- Nansledan community Christmas lights powered by renewable energy
- Branding, logo, & social setup for St Eval Community Land Project (Wild Flower Meadow)
- Employed and trained 3 local young people



Charities we believe in



Donating Our Web Guru's Skills and Services

- POW
- Padstow Lifeboat
- Pedal4Parks
- Saint Eval Community Land Project
- Think Feel Creative

Donating to Causes We Believe In

- Surfers Against Sewage
- St Petroc
- Protect Our Seas

Charities we believe in



Solve collaborated with chefs as a direct response to lockdown.

We created the website to connect food suppliers with people in a time when food mattered most and to stop thousands of tons of food waste.





Our Goals, 2022



2022 Goals

Being a B corp has become a massive part of who we are. It inspires our client relationships and how we lead our team to health and success. We're excited to set detailed goals and work towards a happier, healthier planet.

2022 Goals: Team

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”

Margaret Mead

Happiness is at the core of our beliefs. It's a natural choice to provide an environment where our team can thrive, both professionally and personally. To aid everyone's mental and physical health further, we are setting out to offer even more wellbeing perks:

- Offer meditation subscriptions
- Power of positive messaging workshop
- Individual occupational health assessment
- Appoint a mental health first aider
- Group workshop on ethical pensions to highlight the power of investment
- Start lunch and learn talks
- Quarterly team surveys to assess wellbeing regularly

2022 Goals: Customers

“The true growth of a business is when it influences growth around it – our team, our clients, our community and plenty of flourishing trees!”

Lawrence Harmer, Director

Our customers are a huge part of our journey. Inspiring businesses to consider greener, more conscious options is so exciting! As creatives, we have the power to open minds and spread awareness. By being a B Corp certified company, we start to embed our green thinking into our clients’ businesses. Many have now started the shift towards using their business for good.

- Add sustainable consultancy to our services
- Create a sustainability checklist for our standard audits
- Only offer printing services using eco printers
- Build a low-impact website guide for our team

2022 Goals: Planet

“What you do makes a difference, and you have to decide what kind of difference you want to make.”

Dr. Jane Goodall

At Solve, we have the power and influence to make lasting changes. What we do now will shape our planet and business for years. COP26 inspired us to focus on creating a company with minimal impact and take strides towards becoming Net Zero by 2030.

- Measure our carbon footprint
- Offset our carbon footprint
- Create Solve climate committee
- Employ a sustainability officer
- Join the B Corp climate collective
- Take part in a Cornish Boardroom 2030
- Grow our mangrove tree donations
- Training team members on achieving net zero by 2030

2022 Goals: Community

*"Alone, we can do so little;
together, we can do so much "*

Helen Keller

We lead by example by introducing more inclusive and charitable practices. We support local business where possible. This includes working with local companies, suppliers and social activities for the team. We especially enjoy supporting and collaborating with fellow B Corps where we can.

- Reach out to charities for free web hosting for community projects
- Reach out to local schools to encourage women in tech
- Take action towards STOP Cyberbullying Day
- Include the team in choosing charities we would like to support
- Grow volunteering time
- Become an LGBTQA+ verified workplace



Certified



This company meets the highest standards of social and environmental impact

Corporation

We love

BEING A B
CORPORATION

OUR PLANET

TO GROW AND
EVOLVE

Follow our socials to stay up to date with our sustainability journey!
If you have any questions please drop us an email: hello@solve.co.uk