

# INVISIBLE *impact*

Discover what **sustainability**  
means to us.

FEMALE  
*owned*



We are a female-owned, future-first company, intent on setting new standards for social responsibility in our industry.



So whether it's choosing non-toxic paint for our showrooms, or cutting down on digital waste, we're constantly looking for ways to improve and grow.

TAILOR  
*MADE*



We deeply value the time it takes to make something beautiful, which is why each of our pieces are made to order.



As well as minimising waste, it also allows us to create pieces that are unique and built to our clients' exact specifications.

OFFSETTING  
*carbon*



88.1 %  
*recycled material*

When it comes to tackling climate-change, we know it's the big numbers that make a difference.



Which is why ever since 2019, we've offset all of the carbon of our shipping with the Coalition for Rainforest Nations.



92.8 %  
*recycled material*

A decision which underscores our desire to  
tread lightly upon the world.

CONSIDERED  
*materials*



At Invisible Collection, provenance is everything. We promise to only ever use the most considered materials, extracted with the utmost care for the Planet.



In practice this might mean only using the highest eco-certified wood. Or prioritising upcycled materials where possible.

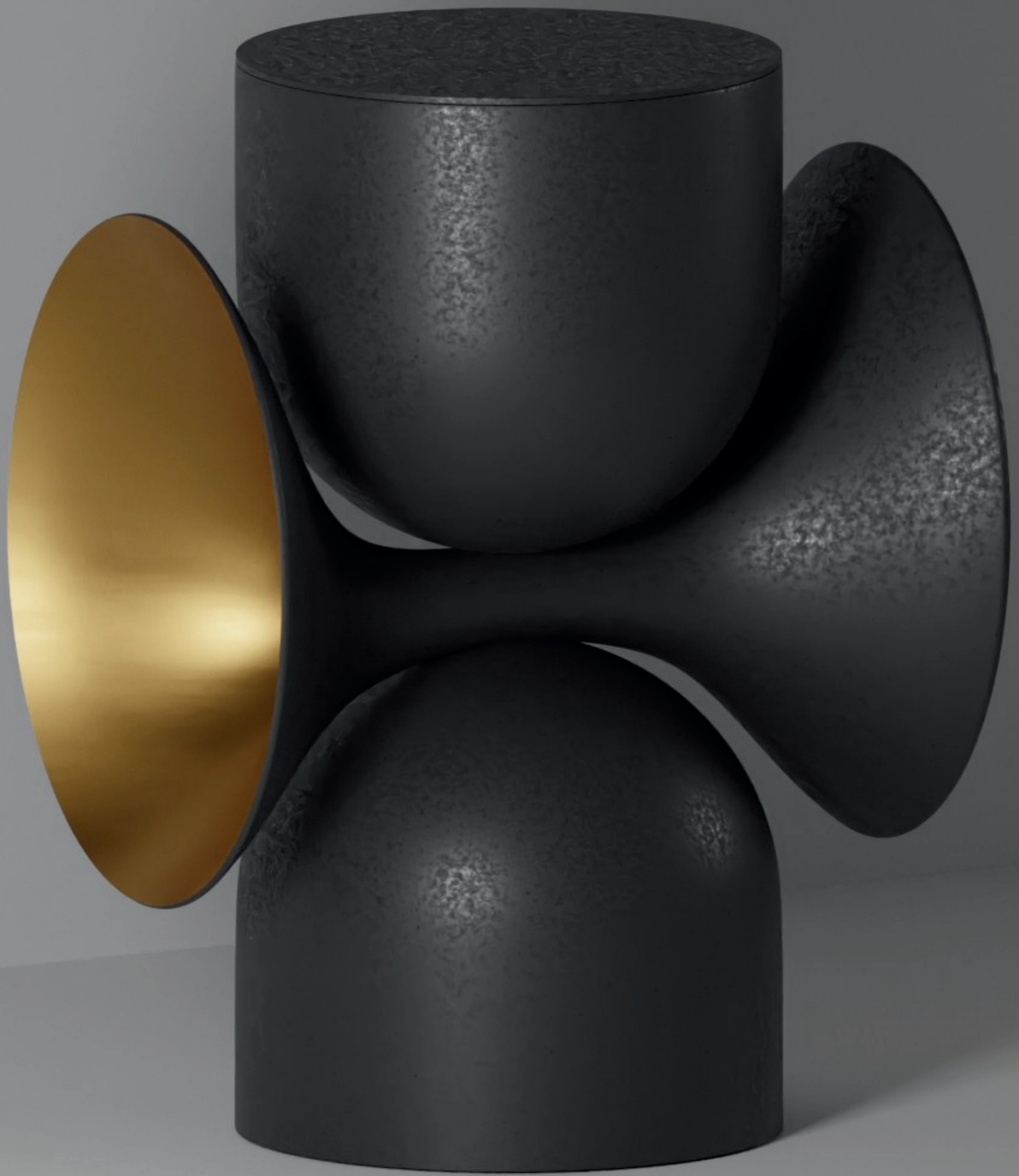


We'll always be able to tell you exactly how our pieces are made. Each with the utmost respect for savoir-faire & the artisans gesture.

PRESERVING  
*heritage*



At Invisible Collection, we see craft as a shared language that connects both people and place.



In supporting local artisans, we make sure that traditions are upheld, while establishing a portal through which to discover master craftspeople around the world.

Dear Friends,

As we reflect on the past year, I am proud to share a milestone that continues to inspire and guide us: in 2023, The Invisible Collection officially became a B Corp-certified company. This recognition is not just a testament to what we've accomplished—it is a promise for the future.

From the beginning, we set out to create something extraordinary: a celebration of craftsmanship, beauty, and the artisans who make it all possible. Becoming a B Corp cemented these values into the foundation of our business, ensuring that our commitment to purpose is as strong as our passion for design.

The B Corp certification holds us to the highest standards of social and environmental performance, transparency, and accountability. It challenges us to think beyond profit, to consider the impact of our decisions on people and the planet. It is a constant reminder that our industry can and must be a force for good.

In 2023, we took bold steps to reaffirm our sustainability practices—offering made-to-order pieces that reduce waste, offsetting our shipping carbon emissions, empowering artisans to preserve their craft, and fostering a deeper connection between our customers and the stories behind each creation. And now, in 2024, we are more determined than ever to lead by example, evolving and innovating to meet the needs of our changing world.

To our community of design lovers, partners, and supporters: thank you for believing in this vision. Your trust and encouragement fuel our mission to prove that our industry can be both beautiful and meaningful.

Here's to building a future where purpose drives progress, and where every piece tells a story worth cherishing.

With gratitude and excitement for what lies ahead,

**Isabelle Dubern-Mallevays**  
**Co-Founder, Invisible Collection**

## Our Certification Journey

The path to B Corp certification is both rigorous and rewarding. It begins with the B Impact Assessment (BIA), a comprehensive evaluation of a company's impact across five key areas: Governance, Workers, Community, Environment, and Customers.

We meticulously examined our practices, ensuring they met the highest standards of social and environmental performance. This process involved providing evidence of responsible practices related to energy use, waste management, worker compensation, diversity, and corporate transparency.

Achieving a minimum verified score of 80 points on the BIA is essential for certification.

We are proud to have surpassed this threshold, reflecting our dedication to positive impact. The certification process also required us to legally embed our commitment to purpose beyond profit into our company articles, ensuring that our mission remains central to our operations.

## Embedding the BIA into Our Business

The BIA is more than an assessment tool; it is a framework for continuous improvement. We have integrated its principles into our daily operations, guiding our decisions and strategies. This integration ensures that we consistently evaluate and enhance our impact on all stakeholders, from our talented artisans to our valued customers.

By embedding the BIA into our business, we commit to ongoing reflection and action. It enables us to measure our progress, identify areas for growth, and implement practices that align with our values. This approach fosters a culture of responsibility and innovation, driving us to set new standards in sustainable luxury.

Our B Corp certification is not the culmination of our efforts but a milestone in our ongoing journey. We remain dedicated to preserving craftsmanship, supporting artisans, and promoting sustainable practices. With the BIA as our compass, we will continue to navigate the complexities of modern business with integrity and purpose.

## Our B Impact Score

The B Impact Assessment evaluates companies across five key areas: Governance, Workers, Community, Environment, and Customers. Surpassing the minimum requirement of 80 points, our score of 95.2 underscores our commitment to excellence in these domains.

## Goals for Recertification

As we approach our recertification in 2026, we are committed to continuous improvement.

Our goals include:

**Enhancing Environmental Practices:** We aim to further reduce our carbon footprint by optimizing our supply chain and adopting more sustainable materials.

**Strengthening Community Engagement:** We plan to deepen our partnerships with artisans and local communities, ensuring fair compensation and supporting traditional craftsmanship.

Promoting Employee Well-being: We are dedicated to fostering a supportive work environment that prioritizes the health, growth, and satisfaction of our team members.

Increasing Transparency: We will continue to provide clear and comprehensive information about our practices, allowing stakeholders to make informed decisions

By embedding the principles of the B Impact Assessment into our daily operations, we strive to not only maintain but exceed our current standards, reaffirming our role as a leader in sustainable luxury.

## Governance 18.3

### The Foundation of Our Commitment

At The Invisible Collection, we believe that strong governance is the cornerstone of a responsible and sustainable business. Our governance practices are designed to ensure accountability, transparency, and ethical decision-making at every level of our organization.

### Key Governance Practices

**Stakeholder Engagement:** We actively involve all stakeholders—including employees, artisans, customers, and partners—in our decision-making processes. This inclusive approach ensures that diverse perspectives are considered, fostering a culture of collaboration and mutual respect.

**Ethical Leadership:** Our leadership team is committed to upholding the highest ethical standards. We lead by example, promoting integrity, fairness, and responsibility in all our actions.

Transparency: We maintain open and honest communication with our stakeholders. By providing clear and comprehensive information about our operations, we build trust and facilitate informed decision-making.

Legal Accountability: In line with B Corp requirements, we have amended our corporate governance structure to incorporate stakeholder interests into our legal framework. This ensures that our commitment to social and environmental responsibility is legally binding and enduring.

## Continuous Improvement

We recognize that governance is an ongoing journey.

As we approach our recertification in 2026, we are committed to continuously evaluating and enhancing our governance practices.

Our goals include:

Strengthening Board Diversity: We aim to increase the diversity of our board to better reflect the communities we serve and to bring a wider range of perspectives to our strategic discussions.

Enhancing Risk Management: We plan to implement more robust risk management frameworks to proactively identify and address potential challenges, ensuring the long-term sustainability of our business.

Promoting Ethical Culture: We are dedicated to fostering a culture where ethical behavior is encouraged and rewarded, and where all employees feel empowered to speak up about concerns.

## Commitment to Our Workers 26.0

At The Invisible Collection, we recognize that our employees are the heart of our organization. Their dedication, creativity, and passion drive our success. Our commitment to fostering a supportive and enriching work environment is reflected in our B Corp certification and our continuous efforts to enhance employee well-being.

### Key Initiatives for Our Workforce

**Fair Compensation and Benefits:** We ensure that all employees receive competitive salaries and comprehensive benefits packages, including health insurance, retirement plans, and paid time off.

**Professional Development:** We invest in our team's growth by offering training programs, workshops, and opportunities for career advancement. Encouraging continuous learning is central to our culture.

Inclusive and Diverse Workplace: We are committed to building a diverse team and fostering an inclusive environment where every voice is heard and valued. Our hiring practices and internal policies reflect this dedication alongside our sustained collaboration with United in Design.

Work-Life Balance: Recognizing the importance of balance, we offer flexible working hours and remote work options to support our employees' personal and professional lives.

Employee Engagement: We maintain open lines of communication, encouraging feedback and collaboration. Regular meetings and surveys help us understand and address our team's needs and aspirations.

## Continuous Improvement

As we approach our recertification in 2026, we are committed to further enhancing our workplace practices. Our goals include:

**Enhanced Health and Wellness Programs:** Implementing initiatives that promote physical and mental well-being, such as wellness workshops, thorough risk assessments and access to counseling services.

**Expanded Diversity and Inclusion Efforts:** Developing programs to attract and retain a more diverse workforce and providing bias training and mentorship opportunities to support underrepresented groups.

**Sustainability Education:** Providing training on sustainable practices to empower employees to contribute to our environmental goals both at work and in their personal lives.

## Commitment to Our Customers 4.0

At The Invisible Collection, our customers are at the heart of everything we do. We are dedicated to providing an exceptional experience that reflects our core values of quality, transparency, and sustainability.

### Key Initiatives for Our Customers

**Curated Selection of Artisanal Products:** We offer a carefully curated collection of bespoke creations, crafted by exceptionally skilled artisans dedicated to preserving ancient crafts.

**Personalized Service:** Our team of design specialists is here to help and will answer all your questions and personalized requests, ensuring a seamless and enjoyable shopping experience.

**Sustainable Practices:** We champion sustainable luxury by promoting local production and heritage, with a made-to-order model that reduces waste and supports artisans.

Transparency and Authenticity: Each piece is authentic and certified, providing our customers with confidence in the quality and provenance of their purchases.

## Continuous Improvement

As we approach our recertification in 2026, we are committed to further enhancing our customer experience. Our goals include:

Expanding Our Collection: Introducing new designers and artisans to offer a broader range of unique and exclusive pieces.

Enhancing Digital Experience: Improving our online platform to provide a more intuitive and engaging shopping experience.

Strengthening Customer Engagement: Developing programs to foster a deeper connection with our customers, including exclusive events and personalized content.

## Environmental Stewardship 22.9

At The Invisible Collection, we recognize the profound responsibility we have towards our planet. Our commitment to environmental sustainability is integral to our operations and is reflected in our B Corp certification.

### Key Environmental Initiatives

**Made-to-Order Model:** We operate on a made-to-order basis, which significantly reduces waste by ensuring that each piece is crafted specifically for its owner.

**Supporting Artisans:** By collaborating with exceptionally skilled artisans dedicated to preserving ancient crafts, we promote local production and heritage, reducing the environmental impact associated with mass production.

**Carbon Emission Offsetting:** We have pledged to offset the entire carbon emissions of our transport and delivery processes, demonstrating our commitment to mitigating our environmental footprint.

Sustainable Materials: We prioritize the use of sustainable and responsibly sourced materials in our products, ensuring that our creations are not only beautiful but also environmentally conscious.

## Continuous Improvement

As we approach our recertification in 2026, we are committed to further enhancing our environmental practices.

Our goals include:

Implementing Circular Economy Principles: Exploring opportunities to incorporate circular economy practices, such as product take-back programs and material recycling, to further reduce waste.

Enhancing Supply Chain Sustainability: Working closely with our suppliers to ensure that all aspects of our supply chain adhere to stringent environmental standards.

Promoting Environmental Awareness: Engaging our community and customers in environmental initiatives and education to foster a collective commitment to sustainability.

## Commitment to Our Community 23.9

At The Invisible Collection, we believe that our success is deeply intertwined with the well-being of the communities we serve.

Our commitment to community engagement is reflected in our B Corp certification and our continuous efforts to make a positive impact.

### Key Community Initiatives

**Supporting Artisans:** We collaborate with exceptionally skilled artisans dedicated to preserving ancient crafts, promoting local production and heritage.

**Sustainable Practices:** We champion sustainable luxury by promoting local production and heritage, with a made-to-order model that reduces waste and supports artisans.

Cultural Preservation: We believe that design is culture and strive to preserve savoir-faire, honor unique expertise, and empower all the fantastic artisans and designers who prove through their work that creative expression goes hand in hand with sustainable practices. This engagement shines through with our non-profit collaboration with le Mobilier national and le 19M.

## Continuous Improvement

As we approach our recertification in 2026, we are committed to further enhancing our community engagement.

Our goals include:

**Expanding Artisan Collaborations:** We aim to partner with more artisans from diverse backgrounds, providing them with a platform to showcase their work and sustain their livelihoods.

**Enhancing Community Support:** We plan to develop programs that support local communities, including educational initiatives and economic development projects.

**Promoting Cultural Awareness:** We are dedicated to fostering a deeper understanding and appreciation of the cultural significance of the crafts and designs we offer.

We'd love to  
know



What can we do  
better?

Type something....