



Environmental Social Governance *2025*

Introduction from *Our Team*

“At Place UK, we have seen first-hand the more severe variations in weather patterns, from floods to high temperatures. Anything businesses and consumers can do to minimise their impact on this worsening situation will help to relieve pressure on ecosystems and ensure food production matches population demand. Since the start of the 21st century, there has been a global shift in concern for the environment and a recognition that we must be aware of the greenhouse gases that trap significant amounts of heat in the atmosphere and increase global warming.

For our business, a reduction in carbon emissions can come from our methods of growing, as well as our operational refrigeration and packing. Although we hear many reports about GHG emissions, over the past few years, there has been a recognition that sustainability is a much broader concept and one that involves not only the

environmental impact a business has, but also its social footprint and governance. For our business, a reduction in Carbon emissions can come from our methods of growing, our operational refrigeration and packing and through our collaboration with our suppliers and partners.

We are pleased to present our first Environmental, Social, and Governance (ESG) report, a reflection on the dedication of our team and our vision as we continue to grow sustainably. ESG has a much wider scope than GHG emissions reduction, as it considers who is accountable for how a business operates, sets policies, and reviews risks and opportunities – its governance. Allied to this are the important social aspects that define company values and policies on gender, diversity, equality, equity, labour, welfare, and ethics. Finally, having robust metrics that set a baseline for environmental performance and reference international evaluation platforms ensures that what we share publicly is credible and genuine. ESG excellence is an integral part of our brand identity, and we look forward to building on these foundations in the years ahead.”



The Exec Team
Place UK

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Our Plan 2050

“Fully integrate ESG into our new Company Vision and Mission, strengthening our commitments to innovation, ESG and delighting our Customer”.



“Continue to embed sustainable procurement into our sourcing strategies, for every product we buy. Our balanced approach assesses environmental, social and economic impacts as we set our goals, select our products and locations and engage with our suppliers.”

“Continue to be a Great Neighbour by increasing Social activities, supporting our Charity partner The Feed where we encourage Norwich to eat well, live well and feel connected. Creating more interaction with our neighbours, consulting on change and hearing their needs, reward and recognise our teams empowering further our Wellness committee”.



“Increase Governance of our Operations in relation to ESG, creating and implementing new Key performance Indicators, engaging all to fully utilise the Ecovardis accreditation framework to structure our work”



“Leverage Industry expertise to accelerate our Net Zero Environmental Impact ambitions through our association with leading experts in cooking, cooling and energy technologies our Automation Roadmap and constant drive to develop our teams and internal efficiencies”.



Our ESG Strategy

Environmental Social Governance (ESG) is a new way to describe Sustainability – it has four main areas:

Environment, Health and Safety
Labour Standards
Business Ethics
Ethical Procurement



Environmental

Carbon Emissions
Climate Change Impact
Waste Disposal
Energy Use & Fuel Choice
Pollution
Raw Materials Usage

Social

Gender
Human Rights
Community Engagement
Discrimination
Equality, Equity, Diversity
Culture and Values

Governance

Policy Setting & Review
Stakeholder Awareness
Executive Compensation
Risk Assessment
Ethics
Certification

Working Towards the United Nations Sustainable Development Goals (UNSDG's)

In our first ESG report we have used these UN SDG goals to highlight key areas where we have focused our efforts so far in line with our Values.



Goals 2, 4, 17: We work with the local community to address hunger, with schools to provide education support and value the partnerships we engage with to jointly improve ESG and people's lives



Goals 7, 12, 13: We have mapped our carbon footprint and have a net zero target for operations and supply chain. A proportion of our energy is solar self-generated we utilise Heat Pump technology and we have low waste production.



Goals 6, 14, 15: We source our water through local borehole, harvested rainwater, have created reservoir storage, and have mapped our water availability. Our operations recognise the value of maintaining biodiversity in our natural environment



Goal 10: Our workforce is from diverse cultures which we value and ensure they have good facilities where we provide them accommodation and recreation

Our Values

Pride

in everything we do

Leadership

through trust

Accountability

- we own it

Caring

for our colleagues & community

Environmental

sustainability

We're proud to be Place UK, we create an environment that supports and empowers our colleagues to create the highest quality products. Our values define how we operate and what we stand for.



Environmental

In This Section:

[Climate Risk](#)

[Carbon Footprint Data](#)

[Net Zero or Carbon Neutral](#)

[Innovation](#)

Climate Risk

A climate risk report has been produced for our operations and supply chain to determine the potential impact in the period up to 2050.

Reference has been made to the scenario analysis contained within the UK Climate Change Risk Assessment sector briefings ([Sector Briefings - UK Climate Risk](#)).

Business

The impact to business could be a need to modify working environments in production areas in particular: Risk is reduced worker productivity in higher temperature workplaces and worker recruitment or retention

Low carbon businesses and those with strong Environmental, Social Governance achievements will be better placed to appeal to the increasing customer demand for strong environmental and ethical businesses that are on a fast track net zero pathway

Opportunity: To create a stronger ESG presence to gain business or press for higher margins for low carbon products

Buildings & Infrastructure

There is no specific risk to buildings Infrastructure risk could come from flooding and impact on road and rail network

Risk: Low to Moderate for access to reliable road / rail networks if we see the worst flooding and temperature scenarios

Health & Wellbeing

This category relates to health in general and would only impact Place UK if the recruitment pool was significantly affected by poor health:

Risk considered very low

The report considered a number of key areas:

Transportation & Logistics, Business Risk, Production, Utilities, Health, ICT and Telecommunications, Water, Legislation

We have a Climate Risk report and a Water Scarcity (Risk) report available on request.



Greenhouse Gasses

Global Warming Potential

5th Assessment AR5
100 Year Impact

CO₂ 1
Carbon Dioxide

CH₄ 28
Methane

N₂O 256
Nitrous Oxide

HFC_s 4-17400
Hydrofluorocarbon

PFC_s 6630-17400
Perfluorinated Compound

SF₆ 23500
Sulphur Hexafluoride

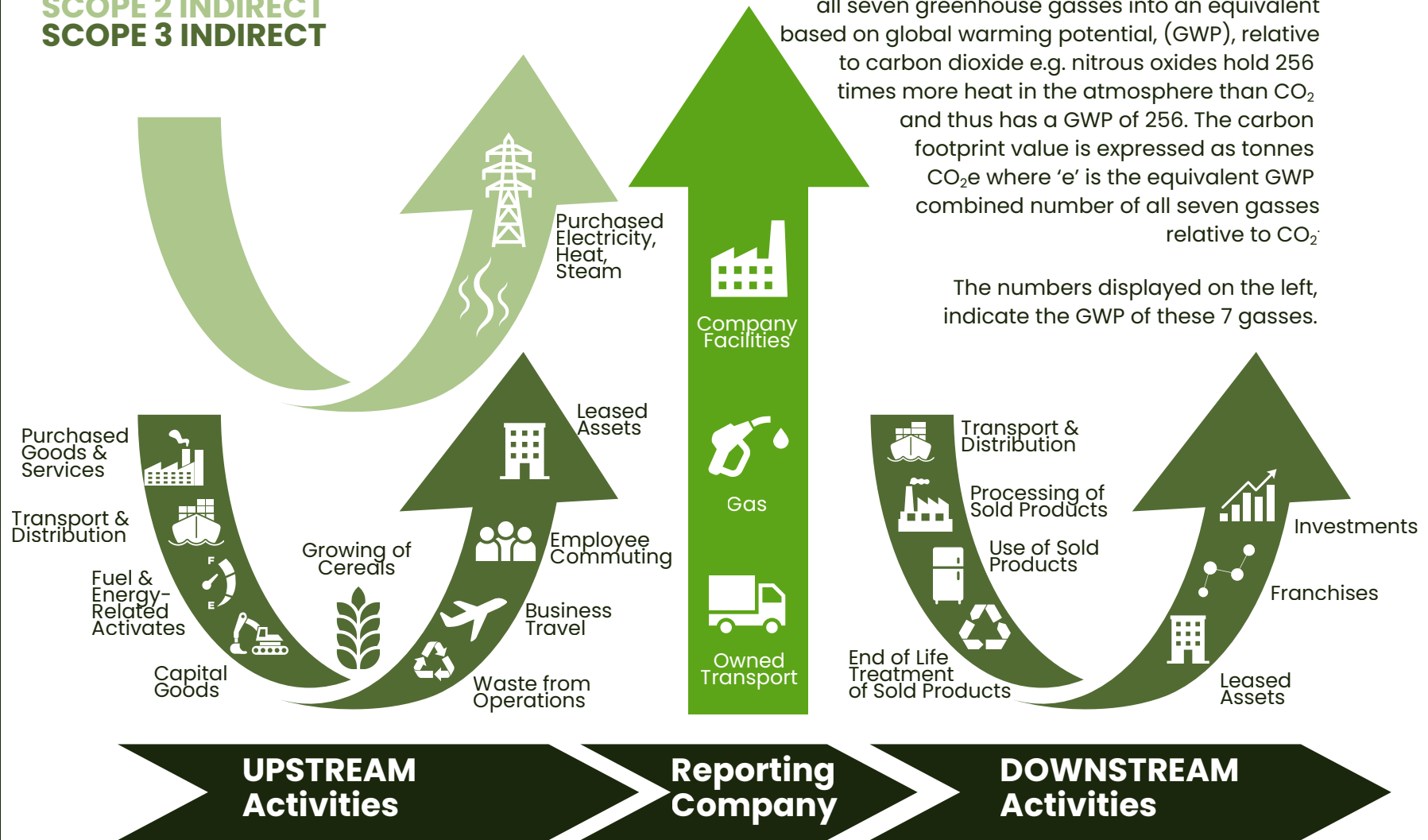
NF₃ 16100
Nitrogen Trifluoride

Carbon Footprint Scopes Explained

SCOPE 1 DIRECT
SCOPE 2 INDIRECT
SCOPE 3 INDIRECT

Carbon Footprint is a generalised term that converts all seven greenhouse gasses into an equivalent based on global warming potential, (GWP), relative to carbon dioxide e.g. nitrous oxides hold 256 times more heat in the atmosphere than CO₂ and thus has a GWP of 256. The carbon footprint value is expressed as tonnes CO₂e where 'e' is the equivalent GWP combined number of all seven gasses relative to CO₂

The numbers displayed on the left, indicate the GWP of these 7 gasses.



We have a Carbon Footprint Report available on request.

Carbon Footprint Data: *Scope 1-3*

This graph shows the **location-based** carbon footprint.

We have been thorough in our calculation and follow the **GreenHouse Gas Protocol**. Calculations include full emissions for the generation and transportation of all the fuel sources in addition to the use of those fuels which is the kWh or litres invoiced.

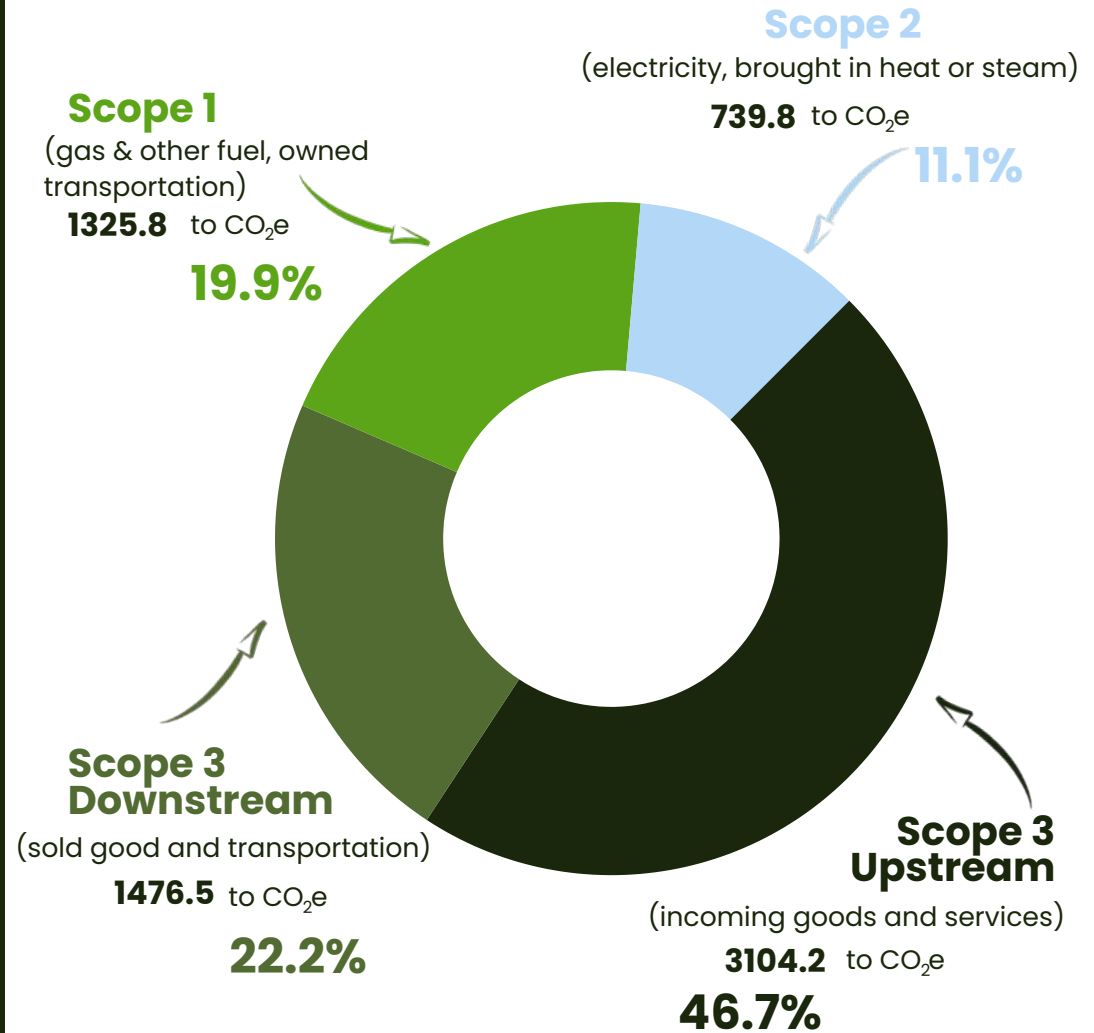
Solar Generation & Use on Site Saved

210

tonnes CO₂e

Renewable Energy Generation saves

52

Family Cars
site saves the emissions of 52 family cars

Net Zero or Carbon Neutral?

Net Zero is the Gold Standard Chosen by Place UK

Carbon Neutral:

A company purchases carbon credits from activities in which external operators have removed CO₂ from the atmosphere and have had these verified as credits usually offered in tonnes CO₂e for others to buy. This does not in fact reduce any of your carbon emissions and is simply a mathematical way to balance out emissions and removals.

Net Zero:

This is a status where CO₂ emissions have definitely been reduced and not just balanced out. A net zero strategy can involve becoming lean in terms of efficiency, green in terms of selection of low or zero emission fuels and mean if any activities can be stopped. The latter 'mean' category is exceptionally difficult to find for most businesses. It is also likely that technology does not yet exist for companies to become entirely net zero.

There are many business leaders who have announced net zero targets believing that they can buy carbon credits to get to that position. That would be a carbon neutral target not a net zero target and frankly not relevant in the context of the entire global population and businesses needing to make real reductions in carbon at source not rely on the mitigating actions of others.

No more than 10% of these reductions should be reliant on the purchase of carbon offsets (credits) in line with the principles of science-based target guidelines

By 2040
we will be operating with
Net Zero
Operational Emissions
By 2050 for Transportation Emissions

Operational: scope 1 and 2;
Transportation (scope 3)



Innovation at *Place UK*

Natural Protection of the Environment

We improve soil health with cover crops, support beneficial insects through beetle banks, and reduce chemical use by controlling pests with natural predators and pheromone traps.

On-Site Reservoir

Our reservoir captures rainwater for sustainable irrigation, helping us grow soft fruits while conserving groundwater and supporting local ecosystems during low rainfall.

Solar Panels

We use 1,900 solar panels to generate up to 1MW of renewable electricity, cutting carbon emissions by around 200 tonnes each year and powering our operations sustainably.

Reduction of Food Waste

We reduce food waste by working with charities to repurpose surplus stock and by-products, and we've created new products like strawberry purees using leftover ingredients.





Social

In This Section:

Social Support Activities

- **In The Community**
 - **Friends of The Feed**
 - **School Visits**
- **In The Business**

Social Support Activities

In the Community

Friends of The Feed

The Feed is dedicated to a powerful mission: empowering communities by ensuring access to nutritious food and fostering social connection. Their initiatives are designed to help individuals eat well, live well, and feel a sense of belonging.

As part of our ongoing partnership, we are proud to commit to raising over £1,000 in 2025 to support The Feed's impactful programmes, including the Social Supermarket and Community Café. These vital community spaces have already provided thousands of people with access to affordable groceries, practical advice, and inclusive social activities.

Why is this needed? Norfolk has the highest malnutrition rate in England. 6.7% of its residents are malnourished which is 1/3rd higher than the average for England. In Norwich, 40% of the city is in the most deprived areas of England - this is twice the national average. (Source: Norwich City Council, State of Norwich report, 2023).



17 PARTNERSHIPS FOR THE GOALS



2 ZERO HUNGER



Social Support Activities

In the Community

Educational Support for Local Schools

Nurturing the next generation: We work with local schools to promote a greater understanding of sustainable farming and to encourage agriculture as a great area to work in



As a business committed to sustainable agriculture and community engagement, we are proud to welcome several local educational groups to our farm every year. These visits are an important part of our outreach efforts, allowing us to share our expertise and demonstrate the real-world application of environmentally responsible farming practices.

Hosting students from Langley School, pupils from Tunstead Primary School, and members of the 1st Wroxham Guides among some, provided us with valuable opportunities to showcase our work in sustainable fruit production, including the use of beneficial insects to support healthy crop growth.

These sessions not only allowed the younger generation to engage with farming in a hands-on and memorable way, but also reinforced our commitment to education, transparency, and inspiring future generations. We believe that fostering a deeper understanding of where food comes from and how it is grown is essential to building a more sustainable future, and we are proud to play a role in that journey.



Social Support Activities

In the Business

Embracing Different Cultures

As part of our commitment to responsible employment practices and social sustainability, Place UK recognises the vital role of our whole workforce.



We are proud to welcome team members from over 20 countries to our International Farm Camp in Norfolk. Their diverse backgrounds, skills and commitment enhance our operations and contribute to the strength of our business.

We are dedicated to maintaining high standards of welfare for our employees. This includes the provision of high-quality accommodation, access to healthcare services, English lessons, welfare support and opportunities for social engagements.

To further support our team, we have a dedicated Wellbeing Team and trained Mental Health First Aiders onsite, ensuring that employees have access to confidential support and guidance whenever needed.

This commitment is closely aligned with multiple areas of our core values: taking Pride in everything we do and Caring for our colleagues & community. These principles underpin our approach to workforce management and reflect our belief that an empowered team is essential in building a sustainable business.

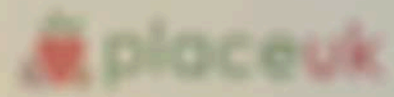
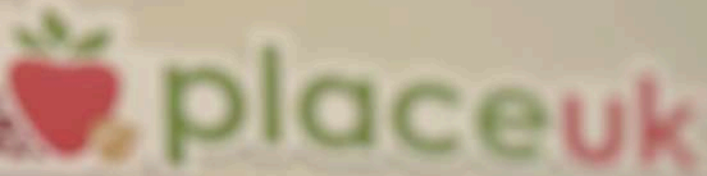


stronger together



An impact driven organisation that provides businesses with practical training, resources, business services and collaborative programmes.

All workers are recruited responsibly and have fair work, free from exploitation



Governance

In This Section:

- Alignment with International Codes for Ethical Business
- Our External Performance Standards

Alignment with International Codes for Ethical Business

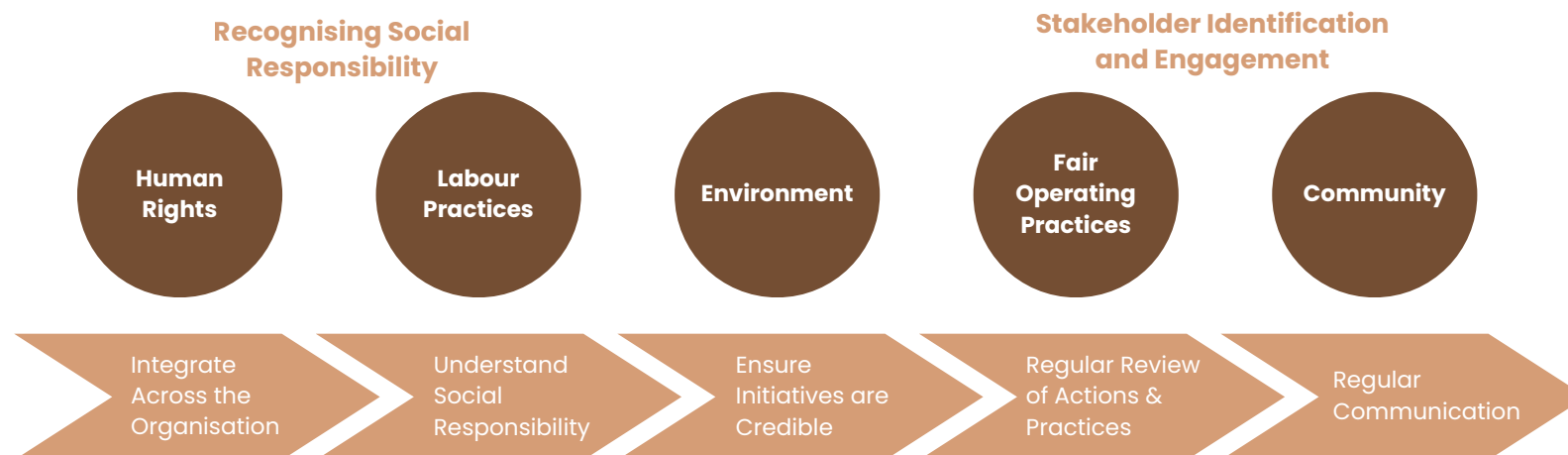


Place UK share ESG data with its customers via the Suppliers Ethical Data Exchange (SEDEX) which is based on the Ethical Trade Initiative (the ETI base code). Within the SEDEX system there are two features that give recognition of good performance. The alignment between management lead policies and understanding by workers at the sites is tested in a SEDEX members Ethical Trade Audit (SMETA):

Sedex also scores companies for Environmental Social Governance performance across 15 business areas. Each parameter is weighted and the sum of all scores is presented as an overall **Management Risk score** out of a maximum 5 points. Place UK is pleased to score a Sedex rating of Good.

Schematic of ISO26001: a social guideline standard that we follow

We recognise that it is important to integrate the social aspects of ESG into normal business operations. The schematic illustrates how social aspects impact many areas. Businesses used to claim social responsibility via their CSR activities. Now it is more authentic to show true social responsibility both inside and outside the business to a wide range of stakeholders. Place UK are keen to show that we recognise our accountability, seek to be transparent and ethical, to respect stakeholder's interests and our legal requirements and respect human rights by promoting good behaviours in our business activities.



Our External Performance Standards

All of our growing, processing and packing activities are independently audited and accredited by numerous bodies, shown below.

In addition to these independently operated schemes, we are regularly audited by most of the major multiples and supply chain partners.

Place UK uses Integrated Crop Management Systems within GAP (Good Agricultural Procedures).



