

An aerial photograph of a large-scale agricultural facility. The foreground and middle ground are dominated by numerous long, parallel rows of white polytunnels (hoop houses) used for growing crops. The tunnels are arranged in a grid-like pattern, separated by narrow paths. Beyond the polytunnels, there are green fields, some with trees, and a small body of water in the lower-left corner. In the background, a town or city is visible under a blue, overcast sky. The overall scene depicts a modern, intensive farming operation.

# Environmental Social Governance 2025

# Introduction from our Operations Director

“Place UK has built a solid reputation for 70 years as one of Britain’s leading fruit growers and suppliers of IQF produce. With the acquisition of Phaseolus Ltd, we have expanded our range to include beans and pulses. Our market position has been strengthened and will continue to do so for the foreseeable future.

There can be little doubt that we are seeing more severe variation in weather patterns from flood through high temperature and wildfires. Anything businesses and consumers can do to minimise its 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 need to be aware of the greenhouse gasses that hold significant amounts of heat in the atmosphere and increase global warning.

For our business a reduction in carbon emissions can come from our methods of growing and also our operational refrigeration and packing. Although we hear many reports about GHG emissions there has been over the past few years a recognition that sustainability is a much wider concept and one that involves not only the environmental impact a business has, but also its social footprint and governance.

I am pleased that we are able to bring to you our first Environmental Social Governance (ESG) report. ESG has a much wider scope than GHG emissions reduction in that it looks at 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 which 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 a truly integral part of our brand identity and I hope that you enjoy reading about what we have achieved so far.”

**Dean Mayhew**  
Operations Director  
Place UK



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# 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

It is framework to evaluate a company's sustainability and ethical impact



## 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

# United Nations Sustainable Development Goals (UNSDG's)

The 2030 Agenda for Sustainable Development, adopted by the UN in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries. These goals have also been linked to the triple bottom line benefit of sustainable action which impacts: People, Prosperity and the Planet. This principle recognizes that sustainable benefit should be shared across supply chains and that it is possible to find solutions that improve company financial margin in the long run whilst minimizing environmental impact.

**In this first ESG report Place UK use these UN SDG goals to highlight key areas where we have focused our efforts so far.**



**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 6, 14, 15:** We source our water through local boreholes and have mapped our water availability. Our operations recognise the value of maintaining biodiversity in our natural environment



**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 and we have low waste production.



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

**Learn More:**  
[The 17 Goals / Sustainable Development](#)



# Environmental

## **In This Section:**

[Climate Risk](#)

[Metrics & Targets](#)

[GHG Emissions Reporting Boundaries](#)

[Carbon Footprint Data](#)

[Net Zero or Carbon Neutral](#)

[Innovation](#)

# Climate Related Risk & Opportunity: A formal reporting framework

For this report we have followed the current UK standard on climate related risk: the Task Force on Climate Related Financial Disclosure and also the basis of upcoming UK legislation due to be introduced for the largest companies during 2025 that follows the International Financial Reporting Standards (IFRS) enhanced risk assessment for ESG which has two parts: S1 and S2. In Europe this type of reporting is already mandatory via the Corporate Social Responsibility Directive (CSRD) whereas the UK is moving more slowly towards legislation but has indicated this is an essential way for businesses to take climate impact more seriously by identifying material business areas impacted by science and adding in a second materiality based on financial risk, hence a double materiality approach.

There is still much uncertainty around the trajectory for global temperature rise, but the consensus is that we will miss our target of a maximum average temperature rise of 1.5C beyond which we start to lose the ability to predict the impact of changes to people, financial prosperity and our planet. This so-called triple bottom line indicates that there are three ways we can influence business success that leads to supply chain prosperity by engaging with people and minimising our impact on the planet. By reporting openly and transparently what our carbon emissions are now and how we see a path to net zero it is our hope that we demonstrate to other businesses that a solution is within grasp and particularly so if we attach financial value to the consequences and rewards of our changing climate.



The TCFD is a framework established in 2017, formed by the Financial Sustainability Board to encourage the uptake of climate risk and opportunity measurement and disclosure in the private sector. It has been replaced with the IFRS S1 and S2 format which defines material risks by sector and how to report on governance, strategy, risk management and climate targets. It requires businesses to identify risks and opportunities and assign a financial value that will achieve a carbon emissions strategy that will match the reduction pathways identified as necessary to limit the global warming trajectory to as close to 1.5C as possible.

# 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.**



# Metrics & Targets

Place UK engaged a specialist consultancy to calculate the carbon footprint of the whole supply chain from procurement of purchased goods and services through operations and included the impact of sold goods and services. Data analysis followed the GHG protocol for all three scopes: Scopes 1 and 2, operational carbon footprint and scope 3, supply chain carbon footprint. Data gathered was a hybrid set based on the GHG protocol hierarchy which specifies four levels of data that can be captured: 1) Supplier specific, 2) Hybrid, 3) Industry average and 4) Spend-based.

For scopes 1 and 2 detailed invoiced electricity and gas consumption and owned transportation data was available together with the relevant carbon conversion factors and will therefore be highly accurate.

Scope 3 data is notoriously difficult to measure in the supply chain so as a first pass estimation the spend-based analysis method has been used. The method is approved by the Department of Energy Security and Net Zero (DESNZ) within its Streamlined Energy and Carbon Reporting emissions and is based on a model developed by the University of Leeds available as open source on the DESNZ website.

**Place UK are using a baseline year of 2024 as a springboard to enable us to track progress to net zero by 2040 for operational emissions.**

A series of carbon and wider Environmental Social Governance activities provide an engaging set of activities to drive business emissions downwards to net zero and to engage its supply chain to follow a similar path. The net zero target is for operational emissions over which Place UK has direct influence. Scope 3 emissions targets are much more difficult to set and achieve and we have selected out transportation as something tangible where we can engage with our supply chain partners.

The in-depth analysis will be maintained until we hit our net zero target and will enable our investors and other stakeholders to understand our desire to be as open and comprehensive in our analysis of carbon with a view to establishing a robust financial impact of the required technological changes to get to net zero and the benefits of a clear set of metrics to map progress.

## Metrics & Targets:

It is recommended that organisations disclose the metrics and targets they use to assess and monitor climate-related risks and opportunities.

## Disclosure Recommendations:

- a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.
- b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and related risks.
- c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

## Spend-based accounting model

The model was developed for the UK government by the University of Leeds and in use for almost 20 years. It was last updated in November 2022. The model provides spend-based carbon emissions for 110 standard industry classification categories

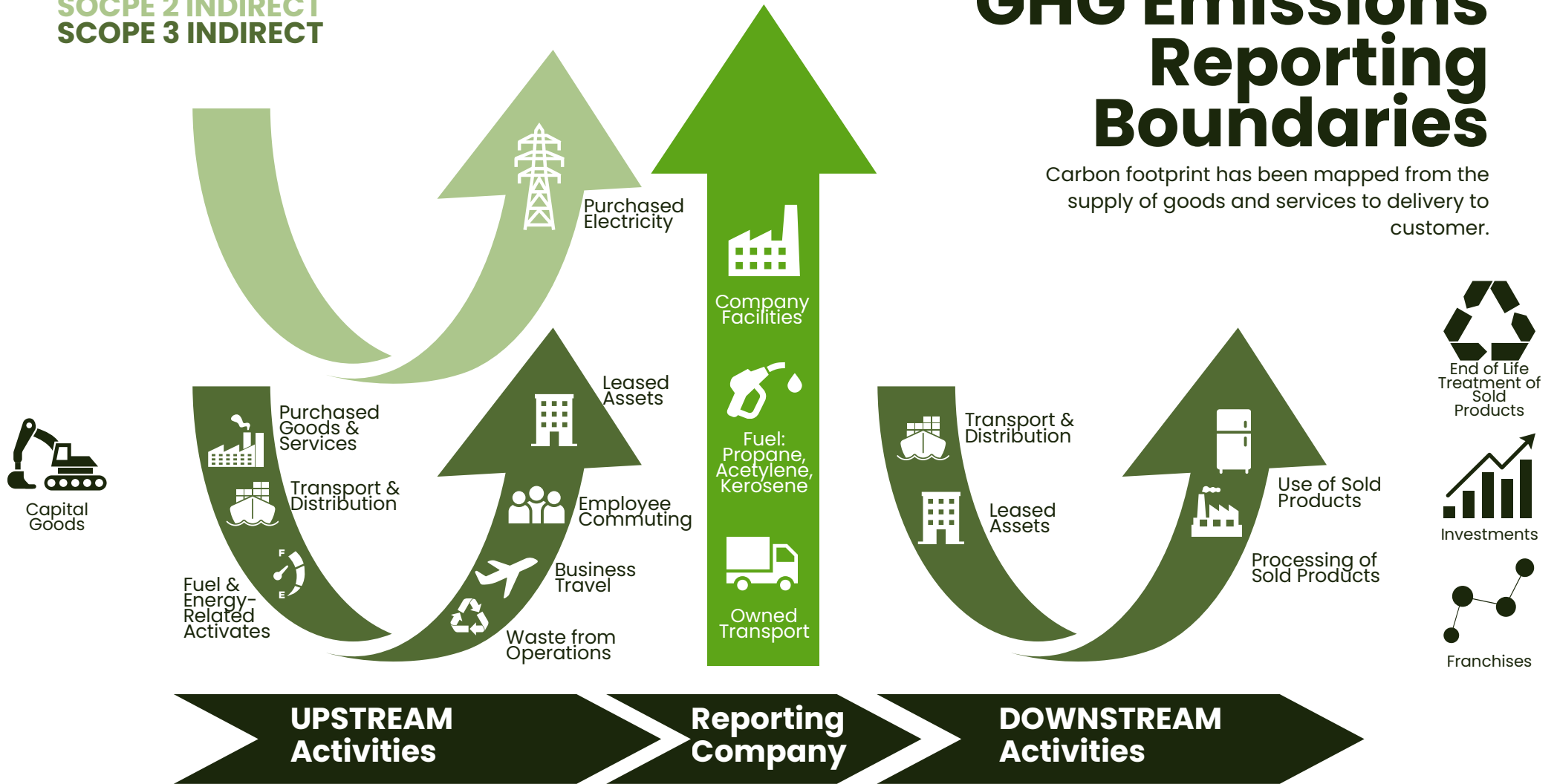
The limitation of scope 3 spend-based analysis is that it gives an estimated average figure for each category. Therefore it is useful for an initial mapping of scope 3 but will not easily show an improvement in those emissions over time.

Where a spend-based estimation indicates a contributing factor has a high percentage it is Place UK aim to engage with those supply chain partners and request more detailed carbon footprint data if they can provide it and that value once ratified will be substituted for spend based assessment in future calculations.

**SCOPE 1 DIRECT**  
**SCOPE 2 INDIRECT**  
**SCOPE 3 INDIRECT**

# GHG Emissions Reporting Boundaries

Carbon footprint has been mapped from the supply of goods and services to delivery to customer.



The map above shows the items that have been excluded primarily because data is not readily available and Place UK would have very little ability to influence supply chains beyond the scope boundary.



# Greenhouse Gasses

## Global Warming Potential

5<sup>th</sup> Assessment AR5  
100 Year Impact

**CO<sub>2</sub>** 1

**CH<sub>4</sub>** 28

**N<sub>2</sub>O** 256

**HFC<sub>s</sub>** 4-17400

**PFC<sub>s</sub>** 6630-17400

**SF<sub>6</sub>** 23500

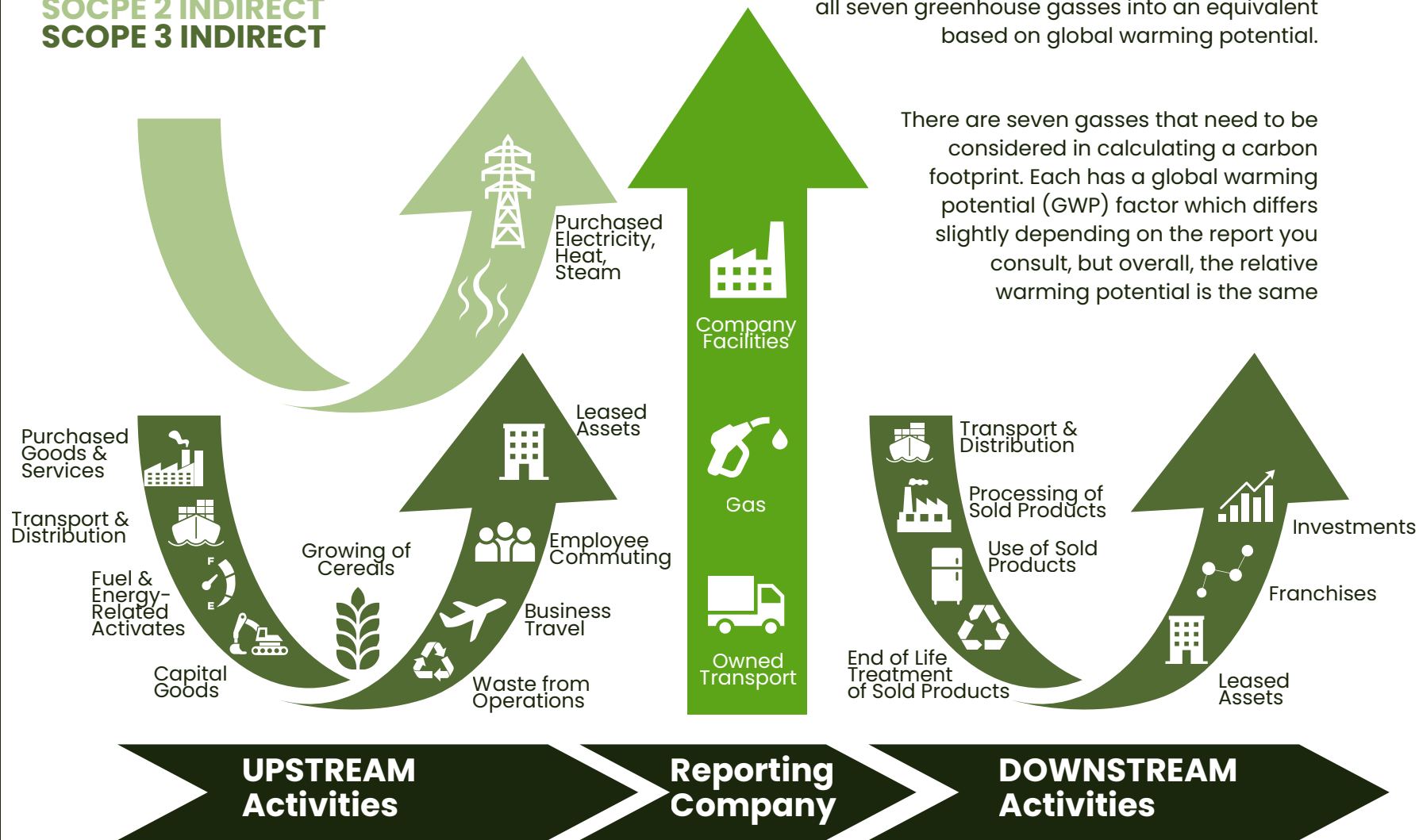
**NF<sub>3</sub>** 16100

# 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.

There are seven gasses that need to be considered in calculating a carbon footprint. Each has a global warming potential (GWP) factor which differs slightly depending on the report you consult, but overall, the relative warming potential is the same



# 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.

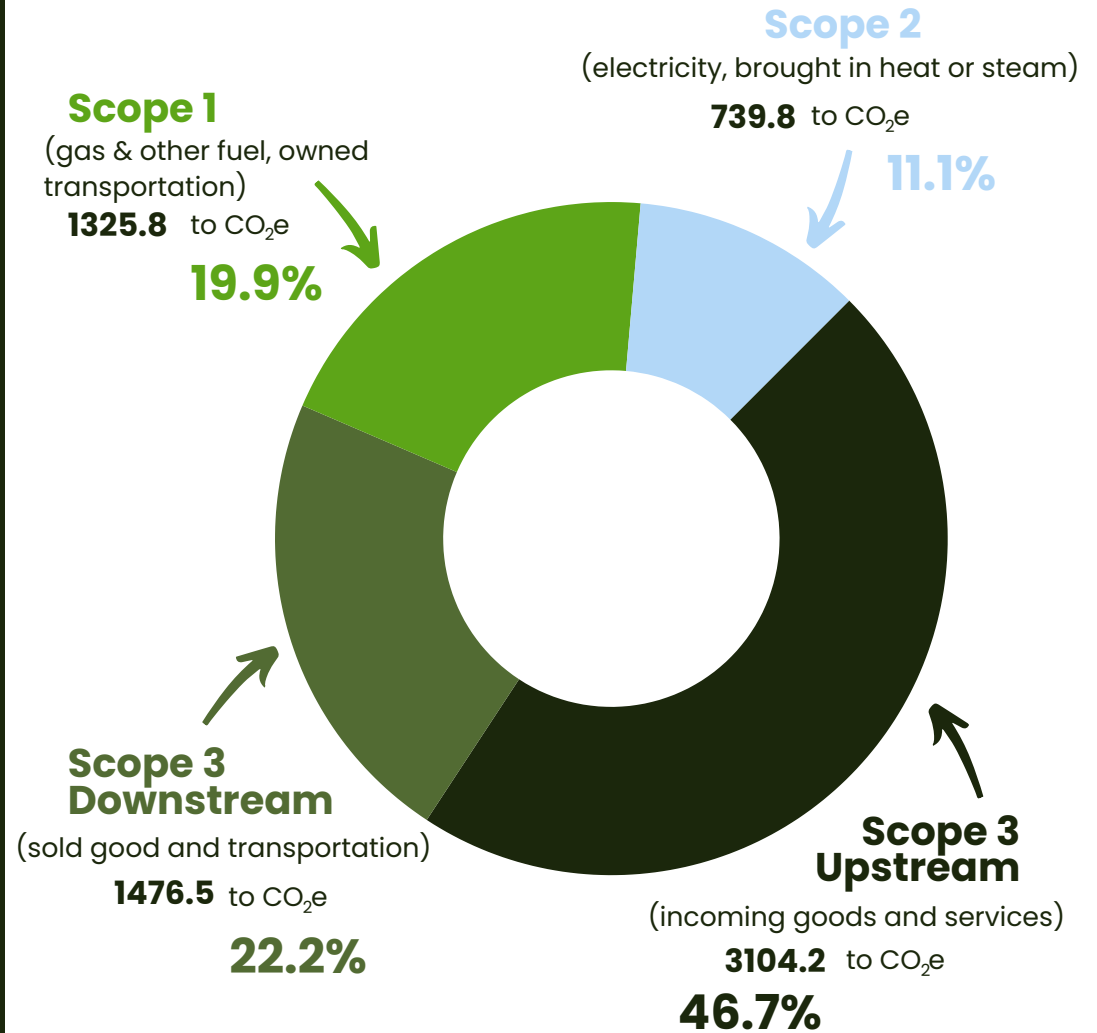
## Solar Generation & Use on Site Saved

# 210 tonnes CO<sub>2</sub>e

## Renewable Energy Generation saves

# 52 Family Cars

site saves the emissions of 52 family cars



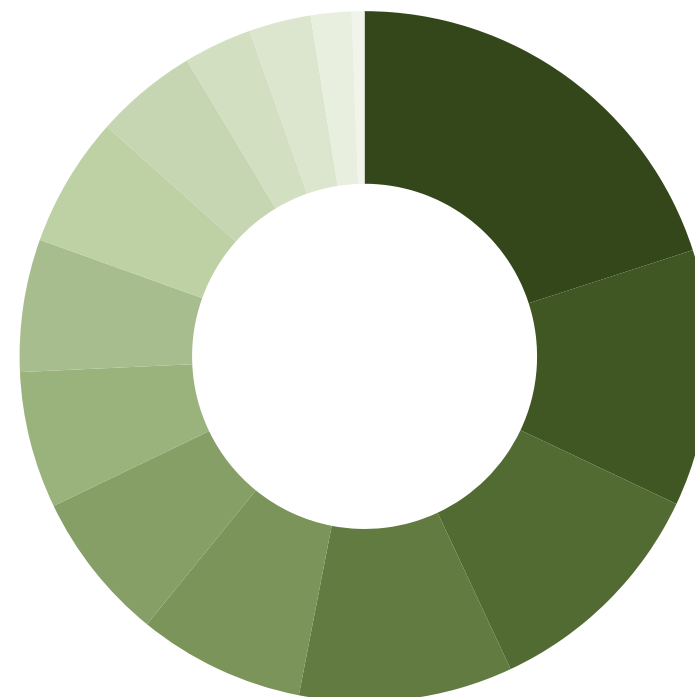
**20% Gas and LPG**  
**12% Processing of Sold Products**  
**11% Electricity**  
**10% Distribution**  
**7.8% Plant Materials**  
**7% Fuel Generation**  
**6.4% Plastic**  
**6.2% Business Support**  
**6.1% Paper & Card**  
**4.8% Maintenance**  
**3.2% Inbound Transport**  
**2.9% Chemicals**  
**1.9% Waste Disposal**  
**0.6% Commuting & Business Travel**

Fuel generation includes the emissions due to the energy used in generating the electricity (well to tank emissions) and for both electricity and gas the transmission and distribution losses in delivering the fuel to site through the network.12243

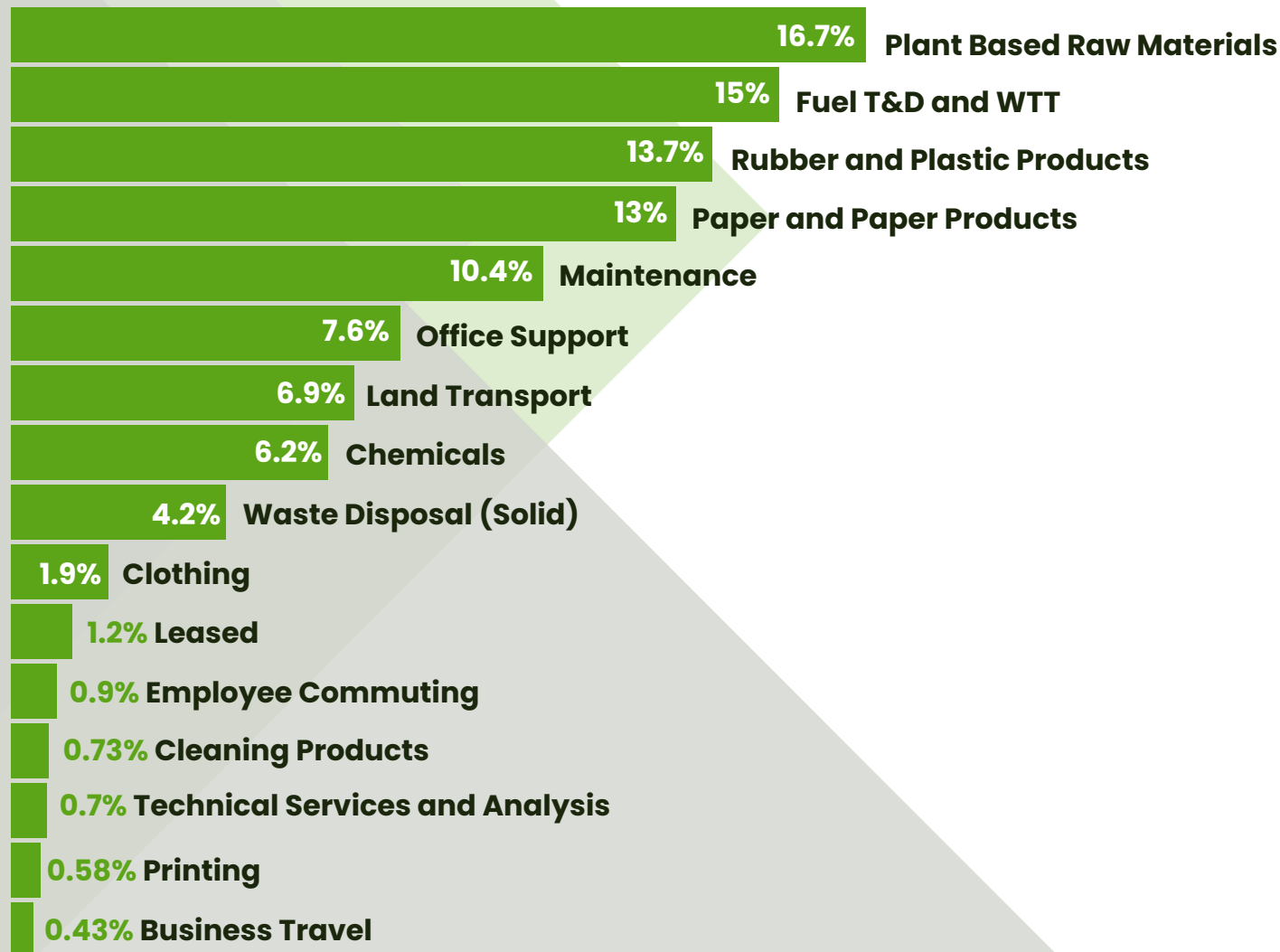
## Our Overall Carbon Footprint Apportionment

The contributions of the various parts of Scope 1-3: Carbon Footprint are shown on this slide.

Chart to show scale in terms of percentage.



# Carbon Footprint Data: Scope 3 Upstream Only



#### What are Fuel and energy generation and transmission emissions?

**WTT** = Well to tank emissions – those associated with generating gas and electricity at the generation site

**T&D** = Transmission and distribution losses through the distribution network



# 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 CO<sub>2</sub> from the atmosphere and have had these verified as credits usually offered in tonnes CO<sub>2</sub>e 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 CO<sub>2</sub> 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

## Reduction of Food Waste

Saving food waste in an effort to care for the planet is a key value at Place UK. We have been making efforts to minimise our waste and support those in need. Working alongside food charities which reduces food waste from residual stock as well as reducing and utilising by-products inside of our factories. Additionally, it allows charities to donate more food to struggling families in times of need.

As part of our food waste reduction plan, we have been using surplus ingredients to create a new range. Some of these include pulses and fruit purees. Both of which can be produced and tailored to your needs. We have a delicious new range of strawberry and gin purees that is a must-try!

## Natural protection of the environment

- Prepare the fertility and structure of the soil with cover crops
- Use beetle banks to maintain and encourage beneficial insects.
- Use predators and pheromone traps to control unwanted pests, thereby minimising the use of chemicals and benefiting our environment.

## On-Site Reservoir

Over the past five years, we have placed a strong emphasis on enhancing our commitment to water sustainability, with our on-site reservoir serving as a central component of this effort. Engineered to capture and store rainwater, the reservoir enables responsible irrigation practices during the drier summer months. However, its benefits extend well beyond agricultural use.

This initiative is not solely about ensuring a consistent water supply for our strawberries, raspberries, and other soft fruits; it is also focused on protecting local ecosystems, conserving groundwater resources, and reducing environmental strain during periods of low rainfall.

## Solar Panels

A key component of our sustainability strategy is the use of solar energy through the installation of on-site solar panels. These panels generate up to 1MW of renewable electricity, all of which is used to power our operations.

The system is expected to reduce carbon dioxide emissions by approximately 200 tonnes annually. With a total of 1,900 solar panels on site, this initiative significantly enhances our use of renewable energy while reducing our overall carbon footprint.



A group of people is gathered at an outdoor event. In the foreground, a man is seen from the back, wearing a dark blue t-shirt with a logo featuring a red apple and raspberries, and the text 'placeuk' in green and red. Below the logo is an orange circle with the text 'FRIENDS OF the feed' in black. The background shows other people, some in green shirts, and a building with 'MAZZANO' signs.

# 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

Friends of The Feed is the group of organisations who have committed to raising £1,000 for The Feed in a year to provide support so that people can eat well, live well and feel connected. The largest such project is our Social Supermarket and Community Café on Hall Road in Norwich. This modest venue provides free and low-cost groceries, plus a range of other advice and social activities, to thousands of people each month.

**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).



# 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



### Langley School

We had the pleasure of hosting Year 7 students who enjoyed a hands-on experience, picking our delicious strawberries and blackberries while learning all about sustainable farming practices. They explored how we use beneficial insects to support our fruit growth. It was a fantastic opportunity to share our passion for farming and educate young minds about the future of agriculture.

### Tunstead Primary School

We taught them everything they needed to know about strawberries: how they grow; how we care for them.

What better way to spend a sunny evening than picking Strawberries and making Jam with the wonderful **1st Wroxham Guides** this week! Thanks given to all that helped including the Guide leaders and parents, who said they had a fantastic time!



# Social Support Activities In the Business

## Embracing Different Cultures

We have a diverse workforce and we are committed to providing good quality accommodation and recreational facilities



## 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



## Our Values

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, reflected in our Strawberry





# Governance

## In This Section:

[Role of The Board at Place UK](#)

[Alignment with International Codes for Ethical Business](#)

[Our External Performance Standards](#)

# Governance

**Organisations are recommended to establish and disclose appropriate internal governance processes for climate-related risks and opportunities.**

## Disclosure recommendations

- a) Describe the Board's oversight of climate-related risks and opportunities.
- b) Describe management's role in assessing and managing climate-related risks and opportunities

Formal risk reporting to the board covers the key ESG areas with clearly defined scope, opportunities for training and improvement and appropriate metrics and mitigating actions.

There are monthly board updates for key ESG metrics, some of which are included at the end of this repo

## Key Risks and Mitigations in Place UK Business

The Board regularly reviews risk and incorporates climate risk and Environmental Social Governance risks into the matrix.

## Role of the Board in Identifying and Managing Risk

The Board is responsible for setting the structures and review in place so that risks are identified, considered and appropriate actions are taken to limit any negative impact to Place UK and its customers or the environment.

The Board is kept informed of key risk and actions through regular reporting as indicated in the diagram below. The relevant ESG reporting categories are shown next to the positions. The brown boxes indicate the management structure at Place UK.

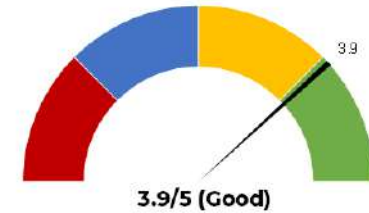


# Alignment with International Codes for Ethical Business



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 as shown on the table (below, right) 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 well above average at 3.9/5.

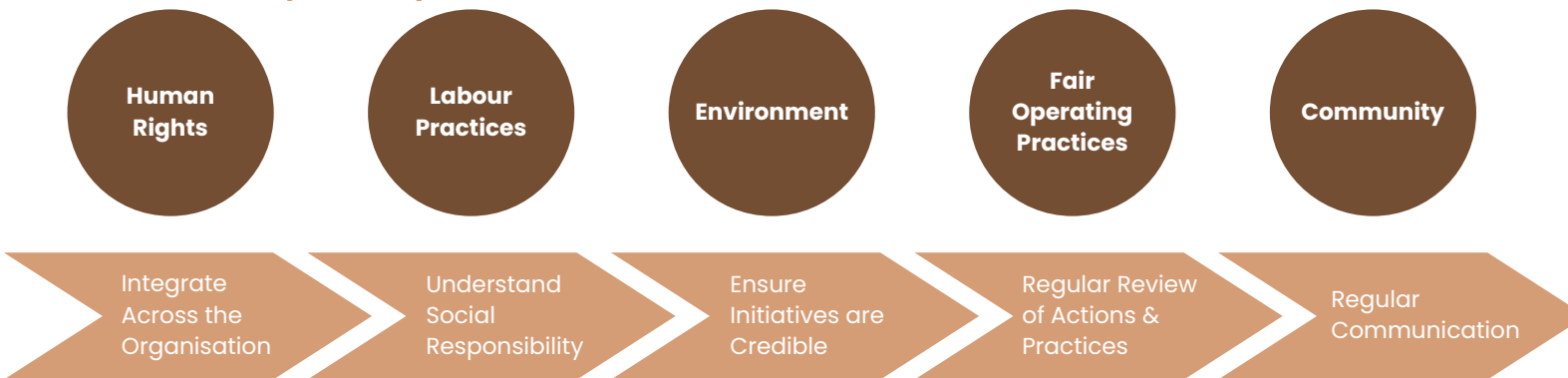


## Schematic of ISO26001: a social guideline standard that we follow

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.

### Recognising Social Responsibility

### Stakeholder Identification and Engagement



### Sedex Management Score Weighting

- 20.7% Health and Safety
- 17.3% Living Accommodation
- 12.1% Environment
- 9.3% Freely Chosen Employment
- 8.7% Discrimination
- 6.1% Discipline and Grievance
- 5.9% Wages
- 5.1% Management Systems
- 4.4% Working Hours
- 3.0% Regular Employment
- 2.1% Children and Young Workers
- 1.9% Business Ethics
- 1.3% Profile
- 1.1% Workplace Impact
- 1.1% Freedom of Association

# 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).



**Farm  
Sustainability  
Assessment**  
BY SAI PLATFORM



The FSA is an international standard from the Sustainable Agriculture Platform Initiative and recognised by global food producers for other schemes to benchmark against: LEAF is recognised as GOLD standard and Red Tractor as SILVER. Global GAP is a SAI partner



# Appendix

# Materiality analysis as determined from IFRS S1 and S2 reporting requirements

Industry Description: The Agricultural Products industry is engaged in processing, trading and distributing vegetables and fruits, and producing and milling agricultural commodities such as grains, sugar, consumable oils, maize, soybeans and animal feed. Entities sell products directly to consumers and businesses for use in consumer and industrial products. Entities in the industry typically purchase agricultural products from entities that grow such products (either directly or indirectly) to then conduct value-adding activities (for example, processing, trading, distributing and milling). Agricultural products entities also are involved in wholesale and distribution. Entities in the industry may source a substantial portion of agricultural commodities from third-party growers in various countries. Therefore, managing sustainability risks within the supply chain is critical to securing a reliable raw materials supply and reducing the risk of price increases and volatility over the long term.

Topics to disclose determined from SASB IFRS S1 and S2 reporting requirements: <https://sasb.ifrs.org/standards/materiality-finder/find/?industry%5B0%5D=FB-AG>

Topic	Category	Reference (IFRS/SASB)	Metric and descriptor	Unit of Measure	2024	Materiality risk 1 LOW, 5 HIGH	Financial risk (Double Materiality) 1 LOW, 5 HIGH	
Greenhouse Gas Emissions	Quantitative	FB-AG-110a.1	Gross global Scope 1 emissions	Metric tons (t) CO <sub>2</sub> -e	1326	3.5	2.6	
	Discussion and Analysis	FB-AG-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	Kerosene is a significant proportion of the scope 1 emissions. It could be replaced by HVO with up to 85% emissions reduction. If the ban on use in domestic situations from 2030 is extended to fixed generators in factories this could be an obvious switch. In terms of its characteristics HVO is more like kerosene than red or white diesel, and generators need no modifications to run on HVO. Propane could be sourced as bio-propane, but currently would most likely be supplied as a carbon neutral fuel because the bio-propane available is limited in supply so would be offsets to some degree or entirely with carbon credits bought by the supplying company. Bio-propane is offered as a large scale solution by 2040 and can have up to 90% less emissions than normal LPG. Natural gas may benefit from introduction of hydrogen at up to 24% in the distribution network but there are no specific plans announced at this point.			
Energy Management	Quantitative	FB-AG-130a.1	Operational energy consumed (CO)	Gigajoules (GJ)	16229	2.5	2.5	
			% grid electricity	Percentage (%)	100			
			% renewable	Percentage (%)	50			
			Global scope 2 emissions	Metric tons (t) CO <sub>2</sub> -e	50			
Water Management	Quantitative	FB-AG-140a.1	Total water withdrawn (‘000 m <sup>3</sup> )	(‘000 m <sup>3</sup> )	99.59	4.6	2.8	
			Total water consumed (‘000 m <sup>3</sup> )	(‘000 m <sup>3</sup> )	111.47			
			% from regions with High / Extremely High Baseline Water Stress	%	0			
	Discussion and Analysis	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	We have a water scarcity report which does not render the water supply or treatment risk as high for our operations. In our supply chain water supply to crops is important and we are supportive of initiatives with farmers to improve soil health and water holding capacity			
Quantitative	FB-AG-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	0				
Food Safety	Quantitative	FB-AG-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Non-conformances MAJOR / MINOR	0	8	5	1.5
				Corrective actions MAJOR / MINOR	0	0		
	Quantitative	FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Percentage (%) by cost	100%			
	Quantitative	FB-AG-250a.3	Number of recalls issued	Number	0			
			Product recalled (tonnes)	Metric tonnes (t)	0			

Topic	Category	Reference (IFRS/SASB)	Metric and descriptor	Unit of Measure	2024	Materiality risk 1 LOW, 5 HIGH	Financial risk (Double Materiality) 1 LOW, 5 HIGH	
Workforce Health & Safety	Quantitative	FB-AG-320a.1	Incident rate (TRIR)	Employees & Contractors	5.5	4	1.2	
			Near Miss Frequency rate	Employees & Contractors	148.5			
			REPORTING METHOD: (occurrence count * 200,000) / total number of hours worked by all employees in the year reported.					
			Represents total number of hours for full-time workers working 40 hours/week for 50 weeks per year.					
Environmental & Social Impacts of Ingredient Supply Chain	Quantitative	FB-AG-430a.1	Agricultural products sourced that are certified to a third-party environmental or social standard.	% of agricultural supplies certified by 3rd party environmental or social standard by cost	100	2	2	
				% of agricultural supplies certified by 3rd party environmental or social standard by standard	100			
	Quantitative	FB-AG-430a.2	Supplier environmental NC rate %	a) MAJOR b) MINOR	0			0
			Supplier environmental CA rate %	a) MAJOR b) MINOR	0			0
Discussion and Analysis	FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	n/a	We engage with our supply chain directly to address issues common to our supply chain.				
GMO Management	Discussion and Analysis	FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	n/a	We do not use GMO material		1	1
Ingredient Sourcing	Discussion and Analysis	FB-AG-440a.1	Identification of principal crops and description of risks and opportunities presented by climate change	n/a	Our major raw materials are currently not likely to be impacted in the near to medium term in terms of climate change. Regenerative agricultural practices may well mitigate impact even more.		3	2.5
	Quantitative	FB-AG-440a.2	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Percentage by cost	0			

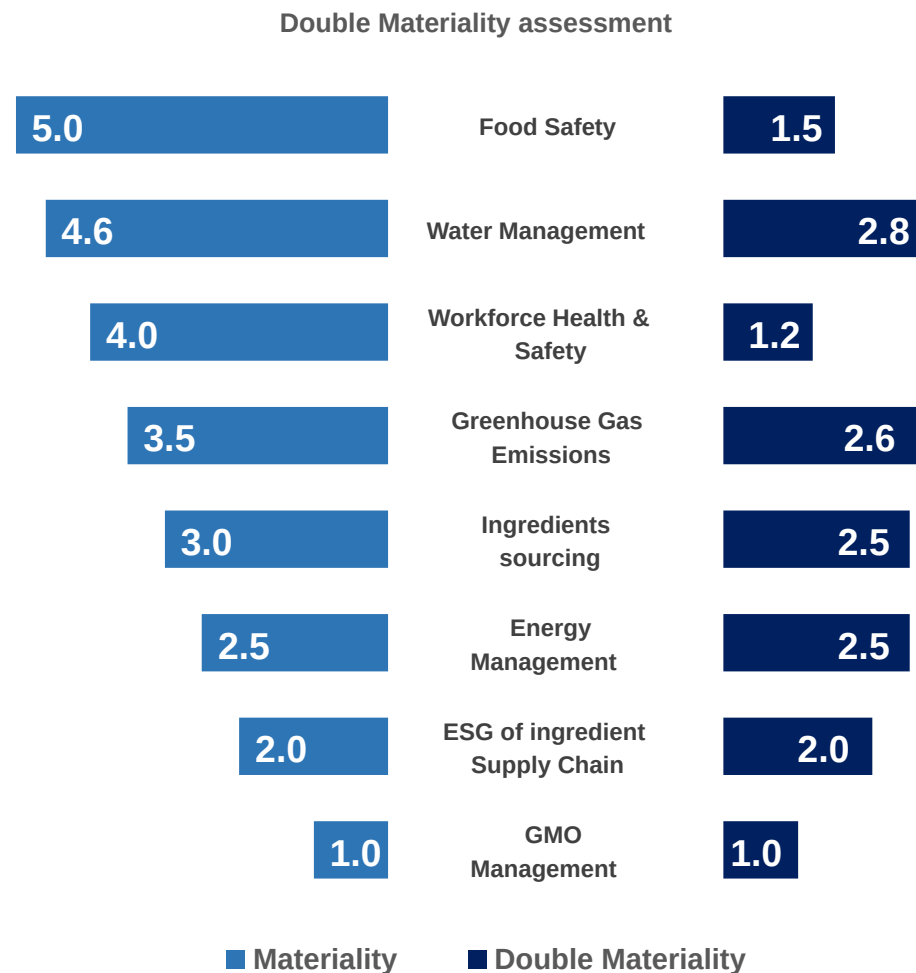
Activity Metric	Category	Unit of measure	IFRS / SASB Reference	2024
Production (sales) by principal crop	Quantitative	Metric tonnes (t)	FB-AG-000.A	12243
Number of processing facilities	Quantitative	Number	FB-AG-000.B	3
Total land area under active production*	Quantitative	Hectares	FB-AG-000.C	4451
Cost of agricultural products sourced externally	Quantitative	GBP	FB-AG-000.D	£348,435

## Materiality and Double Materiality

**Materiality** is the list of climate related issues that have the potential to cause financial impact on our sector (Agricultural Products). Our materiality risk is determined from the SASB IFRS materiality assessment.

**Double Materiality** is the financial impact of the material issues identified. It also widens the scope of the materiality assessment to all areas of ESG.











In our system we have used a number to evaluate the relative risk on a 0-5 sliding scale in each material category and the double materiality is the relative investment of financial resources we deem may be required to address that issue.



# EcoVadis Industry Risk Profile and relevant UN SDGs

The Industry risk profile identifies 6 High and 10 Medium importance risks

Reference numbers guide you to where these are reported in the full KPI reporting table that follow

<b>HIGH WEIGHTING</b>			<b>Reference code to data in the KPI and Materiality metrics tables</b>	<b>Relevant UNSDG</b>
<b>Environment</b>	Energy and GHGs	Energy consumption (e.g. electricity, fuel, renewable energies) used during operations and transport. Greenhouse gases direct and indirect emissions including CO2, CH4, N2O, HFC, PFC and SF6. Also includes production of renewable energy by the company.	<b>H1</b>	 
	Water	Water consumption during operations. Pollutants rejected into water.	<b>H2</b>	 
	Materials, Chemicals & Waste	Consumption of all types of raw materials and chemicals. Non-hazardous and hazardous waste generated from operations. Also includes air emissions other than GHG (e.g. SOx, NOx).	<b>H3</b>	 
	Product End-of-Life	Direct Environmental impacts generated from the end-of-life of the products. These impacts can include hazardous, non-hazardous waste generated, emissions and accidental pollution.	<b>H4</b>	
<b>Labour and Human Rights</b>	Employee Health & Safety	Deals with health and safety issues encountered by employees at work i.e. during operations and transport. Includes both physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substance.	<b>H5</b>	
<b>Sustainable Procurement</b>	Supplier Environmental Practices	Deals with environmental issues within the supply chain i.e. environmental impacts generated from the suppliers and subcontractors own operations and products.	<b>H6</b>	 

<b>MEDIUM WEIGHTING</b>				
<b>Environment</b>	Air Pollution	Impact from operations on local environment around company facilities: emissions of dust, noise and odor. It also includes accidental pollution (e.g. spills) and road congestion around the operation facilities.	<b>M1</b>	 
	Customer Health & Safety	Negative health and safety impacts of products and services on customers or consumers.	<b>M2</b>	 
<b>Labour and Human Rights</b>	Working Conditions	Deals with working hours, remunerations and social benefits granted to employees.	<b>M3</b>	 
	Social Dialogue	Deals with structured social dialogue i.e. social dialog deployed through recognized employee representatives and collective bargaining.	<b>M4</b>	
	Career Management & Training	Deals with main career stages i.e. recruitment, evaluation, training and management of layoffs.	<b>M5</b>	 
	Child Labor, Forced Labor & Human Trafficking	Deals with child, forced or compulsory labor issues within the company owned operations.	<b>M6</b>	  
	Diversity, Equity and Inclusion	Deals with discrimination and harassment prevention at the workplace. Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, termination, based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age. Harassment may include physical, psychological and verbal abuse in the work environment.	<b>M7</b>	 
<b>Ethics</b>	Corruption	Deals with all forms of corruption issues at work including among other things extortion, bribery, conflict of interest, fraud, money laundering.	<b>M8</b>	 
	Responsible Information Management	Deals with third-party data protection and privacy which encompasses the protection of customer personal identification information (PII) and third party intellectual property rights.	<b>M9</b>	 
<b>Sustainable Procurement</b>	Supplier Social Practices	Deals with labor practices and human rights issues within the supply chain i.e. labor practices and human rights issues generated from the suppliers and subcontractors own operations or products.	<b>M10</b>	 



# Key Performance Data

In each section the **red** and **orange** references are to the EcoVadis Industry Risk Profile

Health and Safety <b>H5, M2</b>	Detail	Target	2024
Number Incidents (accidents)	M (Employee)	0	5
	M (Visitor/Contractor)	0	0
	F (Employee)	0	1
	F (Visitor/Contractor)	0	0
RIDDOR (serious) incidents	M	0	0
	F	0	0
Number LOST DAY incidents/ 100 workers		0	1
Lost time incidents x 1,000,000 / total hours worked (Frequency)		0	11
Lost time days x 1,000,000 / total hours worked (Severity)		0	3.3
Near misses x 1,000,000 / total hours worked			29.7
Staff trained in H&S this year	M (number trained)		509
	F (number trained)		224
	Total		735
% workers trained in fire safety	M %		18
	F%		8
	Total number		26

Environment	Detail	Target	2024
<b>ENERGY and CARBON EMISSIONS <b>H1, M1</b></b>			
Total energy consumption (MWh and Gigajoules)	MWh		4507936
	GJ		16229
renewable energy used	% / GJ	>5%	15% / 2434
Energy use intensity			0.963
Total scope 1 emissions (tonnes CO <sub>2</sub> e)			1326
Baseline scope 1 year			2021
Baseline scope 1 emissions (CO <sub>2</sub> e tonnes)			1300
Total scope 2 emissions (tonnes CO <sub>2</sub> e)	Location based		740
	Market based		1522
Baseline scope 2 year			2021
Baseline scope 2 emissions (CO <sub>2</sub> e tonnes)	Location based		1450
Scope 3 emissions	Downstream		1477
	Upstream		3104
	Total scope 3		4581
Scope 3 base year			2021
Baseline scope 3 emissions (CO <sub>2</sub> e tonnes)			5001
Total carbon footprint scopes 1+2+3			6647
Tonnes CO <sub>2</sub> e/tonne processed			0.15
Weight of Non-hazardous material released to air: dust	tonnes		0
Weight of Hazardous pollutant released to air: e.g. NOx, CO, SOx	tonnes NOx		0

<b>WATER <b>H2</b></b>			
Total water withdrawn (mega litres)			99.59
Total water disposed to sewer or other treatment (mega litres)			1
Total water use (mega litres)			111.47

<b>WASTE <b>H3, H4</b></b>			
Total weight HAZARDOUS waste disposed (tonnes)	tonnes		0
Total weight NON-HAZARDOUS waste disposed (tonnes)	tonnes		95.2
% waste recycled			24.51
% waste to landfill			72

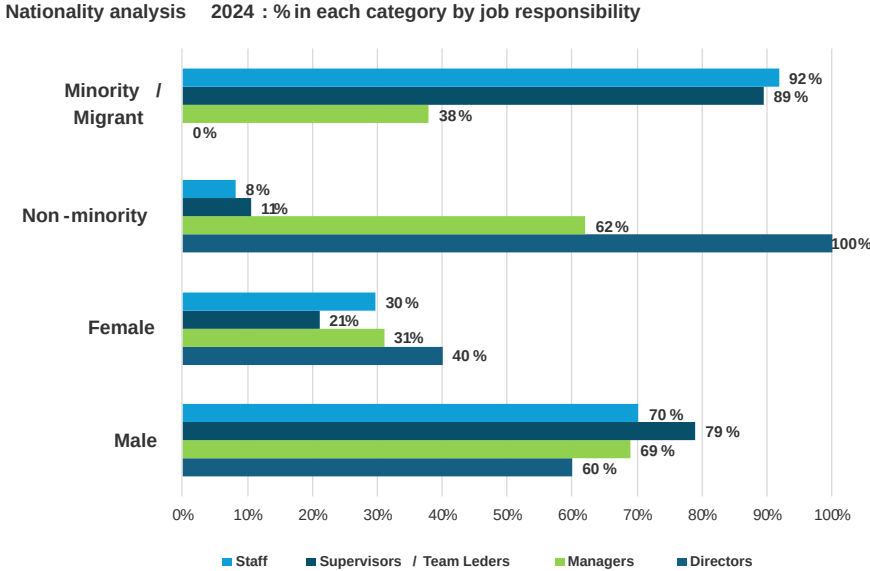
Labour and Human Rights <b>M3, M4, M5, M6, M7</b>	Detail	Target	2024
Average hourly wage	Full time M		£18.76
	Full time F		£18.46
	Part time M		£12.21 (minimum rate, often higher)
	Part time F		£12.21 (minimum rate, often higher)
Average length of employment (months, rolling average)			75
Average hours training per employee			5
Total hours worked			908,337
Grievances raised	M	0	1
	F	0	1
% workers in minority groups	Detailed report available		90% of seasonal workers, 38% of managers and supervisors
% workers in minority groups at executive level			0
% women employees			70.89
% women in executive posts excluding directors	Board %		1.44
	Management %		14.4
Ratio and % of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio		4.2
	%		420%
Child labour	What control methods are in place to prevent child labour issues.		Child Labour Policy & ESG Risk Assessment
	Number of child labour incidents identified	0	0
Modern slavery & Human Trafficking	What control methods are in place to prevent modern slavery		All Staff trained at induction. Stronger Together Business partner
	Number of modern slavery incidents identified	0	0
% absenteeism	M%	% of total absenteeism male	15.47
	F%	% of total absenteeism female	12.47
	Total %		27.94
Turnover rates for staff (%)	M %		50.4
	F %		17.28
Staff trained in Labour Standards and Human Resources	M		0
	F		3
	Total		3

Ethics <b>M8, M9</b>	Detail	Target	2024
% staff trained in ethics		100% of executive team trained	3 from HR Team
Number of whistle blowing incidents		0	0
Number of corruption incidents		0	0
Gender Pay gap data	Average %		10.60%
	Median %		0%
What awareness programme is in place to prevent information security breaches?			Data Protection Policy
Number of confirmed security breaches		0	0
Audits for information security breaches			Ongoing (Sophos)
What procedures are in place to train internal and third party users of secure information			Data Protection Policy
Staff trained in Business Ethics, Bribery and Corruption	Selected senior managers	6	100%
	M	4	100%
	F	2	100%

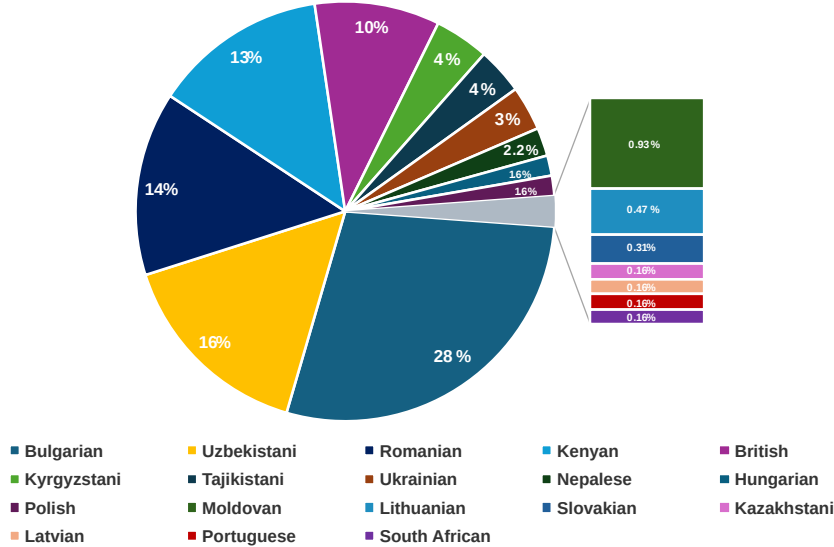
Procurement <b>M6, M10</b>	Detail	Target	2024
% suppliers signing the Conditions of Purchase		100%	100%
% of suppliers with clauses in their contracts on environment, labour relations, human resources	Global Gap/SEDEX PQ052	100%	100%
% of suppliers who have a CSR risk assessment: a report which identifies risk of sourcing region		100%	100%
% of suppliers audited on their sites			0%
% buyers trained in sustainable procurement		100%	0%
% suppliers with corrective actions	Using a Broker. No direct contact with supplier	0%	0%
Average length of supplier relationships (months total)	Brokers (10+ Years)		120+

# Nationality analysis

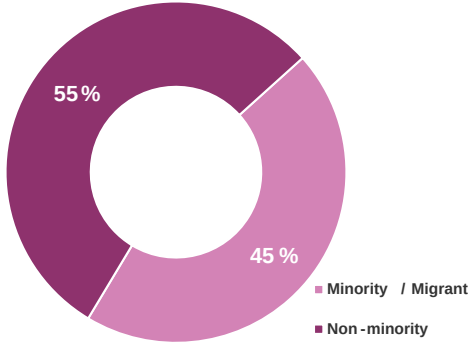
In this analysis we have defined minority as being migrant workers in line with the factors associated with our industry. The definition is: potential for language barriers; seasonal contracts; potential for limited career progression; limited access to higher skill roles. The employee responsibilities are analysed in the following job descriptors: Directors, Managers, Supervisors/Team Leaders, Staff & Seasonal Workers



Nationalities at Place UK Ltd



Management Nationality Analysis



Staff Nationality Analysis

