



# ESG STRATEGY OVERVIEW

OCTOBER 2021



# Our new ESG strategy overview

Pillar	PRODUCT	PLANET	PEOPLE			
Our ambitions	<b>GREAT TASTING NUTRITIOUS AND SUSTAINABLE FOOD</b>	<b>CONTRIBUTE TO A HEALTHIER PLANET</b>	<b>NOURISHING THE LIVES OF OUR COLLEAGUES AND COMMUNITIES</b>			
	Healthier Nutrition	Taking action on climate change	A diverse, healthy and inclusive culture			
	Plant-based Eating	Protecting our natural resources	A leading developer of people			
	Sustainable Packaging	Reducing waste across our value chain	A caring community partner			
Our standards	<b>Our food excellence ethos</b> Excellence in food quality and provenance	<b>Marketing responsibly</b> Helping consumers make healthier food choices, targeting only adult audiences	<b>Protecting the environment</b> We apply sound environmental practices to continually improve performance and the sustainability of our operations	<b>Sourcing with integrity</b> Trading ethically, protecting human rights, preventing child labour and modern slavery, promoting animal welfare	<b>Being safe</b> Putting health and safety of our food and people first, always	<b>Doing the right thing</b> Applying the highest standards of conduct, preventing fraud, bribery and corruption



# A reminder of what we have already achieved

## PRODUCT



- 17 new better for you ranges in FY20/21
- 84% of ranges have a better for you option
- 1,102 tonnes of sugar removed since 2015

### Packaging



- Founding member of UK Plastics Pact
- Only 12% of our packaging is plastics
- 70% of our plastics is recyclable (from 63%)
- Removed 400 tonnes of non-recyclable plastic packaging in FY20/21
- 94% of packaging by weight is recyclable

## PLANET



- Reduced CO<sub>2</sub> emissions by 5.8% last year and by 43% since 2008<sup>2</sup>
- Maintain zero waste to landfill record
- Water usage reduced by 59% compared to 2007



100% certified sustainable palm oil



100% certified (direct) soya, up from 89% in PY



BBFAW Tier 2 for 2<sup>nd</sup> year plus higher score

## PEOPLE



1. Top 100 apprenticeship employer for 4<sup>th</sup> year
2. 750 leaders and managers undertaken I&D programme
3. Best in class safety record: Accident rate (0.02 RIDDORs) at operational sites is 26 times better than industry average

550,000 meals<sup>1</sup> donated to those in need via Fareshare during Covid pandemic



1 – Equivalent meals based on tonnes donated; 2 - Like for like basis, re-stated for site disposals

# Our Product Pillar targets

Our ambitions	GREAT TASTING NUTRITIOUS & SUSTAINABLE FOOD					
	HEALTHIER NUTRITION		PLANT-BASED EATING		SUSTAINABLE PACKAGING	
Our Targets*	More than double sales of products that meet high nutrition standard	More than 50% of our products (by SKUs) provide additional health/nutrition benefits	£250m sales in plant-based products	Each core range has a plant-based/meat or dairy free offering	100% of packaging to be reusable, recyclable or compostable by 2025	Reduce carbon impact of our packaging by 25% in line with our SBTi targets

Products of a high nutritional standard are defined as products scoring less than 4 on the Department of Health's Nutrient Profiling Model.  
Sales target vs 2020 baseline (c.£300m)  
Health/nutrition benefits = regulated claims.

Definition of Plant based products are products made to a vegan recipe. They do not contain meat, dairy, eggs and other animal products, and all principal ingredients are plant based.

2025 target aligned with the UK Plastics Pact.

\* Targets are for 2030 against a 2020 baseline unless otherwise stated. Our ambitions will guide our approach in all markets however product targets refer to the UK business due to differences in measurement approaches, customer requirements, standards and legislation in many international markets.

# Our Planet Pillar targets



- Targets are for 2030 against a 2020 baseline unless otherwise stated

Note: Premier Foods will include a TCFD statement in the 2022 Annual Report

# Our People Pillar targets

Our ambitions	NOURISHING THE LIVES OF OUR COLLEAGUES AND COMMUNITIES							
	A DIVERSE, HEALTHY AND INCLUSIVE CULTURE			A LEADING DEVELOPER OF PEOPLE		A CARING COMMUNITY PARTNER		
Our Targets*	Gender parity for senior management	Diversity KPIs reflect regional demographic	All sites achieve platinum level Health & Wellbeing accreditation	Provide skills programmes and work opportunities for the unemployed and disadvantaged groups to enable a fulfilling career in the Food Industry	Support employees to develop key skills – 75% of STEM vacancies filled by internal candidates	80% colleagues feel they have opportunity to develop and grow	Donate 1 million meals p.a. to those in food poverty	Be more of a force for good in our communities by volunteering at least 1,000 colleague days each year

\* Targets are for 2030 against a 2020 baseline unless otherwise stated