

# GRI INDEX

RESPONSIBLE BUSINESS  
REPORT *2023*

---

SAMWORTH  
BROTHERS

## General disclosures

**STATEMENT OF USE:** Samworth Brothers has reported in accordance with the GRI Standards for the period 1 January to 31 December 2023.

**GRI 1 USED:** GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
<b>THE ORGANISATION AND ITS REPORTING PRACTICES</b>				
GRI 2: General Disclosures 2021	2-1 Organisational details	<ul style="list-style-type: none"> <li>a. Report its legal name.</li> <li>b. Report its nature of ownership and legal form.</li> <li>c. Report the location of its headquarters.</li> <li>d. Report its countries of operation.</li> </ul>	<ul style="list-style-type: none"> <li>a. Samworth Brothers (Holdings) Limited.</li> <li>b. Private limited company.</li> <li>c. Melton Mowbray, UK.</li> <li>d. United Kingdom.</li> </ul>	
	2-2 Entities included in the organisation's sustainability reporting	<ul style="list-style-type: none"> <li>a. List all its entities included in its sustainability reporting.</li> <li>b. If the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting.</li> <li>c. If the organisation consists of multiple entities, explain the approach used for consolidating the information, including:               <ul style="list-style-type: none"> <li>i. Whether the approach involves adjustments to information for minority interests.</li> <li>ii. How the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities.</li> <li>iii. Whether and how the approach differs across the disclosures in this Standard and across material topics.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. Samworth Brothers Limited, a wholly owned subsidiary of Samworth Brothers (Holdings) Limited. Higgidy Limited. Gibbs Croft Limited (trading as Sreen). Manton Wood Limited.</li> <li>b. Entities included in our financial reporting that aren't included in our sustainability reporting are:               <ul style="list-style-type: none"> <li>• Freshways Limited – 55% ordinary share capital, however we're not in operational control.</li> <li>• The Real Wrap Company Limited – 34% ordinary share capital, however we're not in operational control.</li> <li>• Perfect Redd – investment company, minority investment in growing food companies.</li> <li>• All other subsidiaries are non-trading.</li> </ul> </li> <li>c. Our consolidation approach doesn't involve any adjustments for minority interests, as entities for which we've operational control are 100% included in our reporting. Any mergers or acquisitions would be added to the scope of our reporting if we obtain operational control, and similarly any disposals would be removed after sale. Our approach is applied consistently across our material topics.</li> </ul>	
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>a. Specify the reporting period for, and the frequency of, its sustainability reporting.</li> <li>b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this.</li> <li>c. Report the publication date of the report or reported information.</li> <li>d. Specify the contact point for questions about the report or reported information.</li> </ul>	<ul style="list-style-type: none"> <li>a. Our report covers the period 1st January to 31st December 2023. Our sustainability reporting is annual.</li> <li>b. Our sustainability reporting is aligned to our financial reporting year.</li> <li>c. 26th June 2024.</li> <li>d. Andy Wright, Director of Responsible Business andy.wright@samworthbrothers.co.uk.</li> </ul>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-4 Restatements of information	<p>a. Report restatements of information made from previous reporting periods and explain:</p> <ul style="list-style-type: none"> <li>ii. The reasons for the restatements.</li> <li>iii. The effect of the restatements.</li> </ul>	<p>We're reporting the following restatements of information, due to corrections and improvements in our reporting methodologies.</p> <ul style="list-style-type: none"> <li>• Products in the Treat For You category (NPM score 11 or more) was previously reported as 33% in FY22, now reported as 34% in FY22. A rounding error was identified in the 2022 data and corrected.</li> <li>• Total food waste as a percentage of total food produced (total food waste intensity) was previously reported as 9.8% in FY22.</li> <li>• Edible food waste as a percentage of total food produced (edible food waste intensity) was previously reported as 7.7% in FY22.</li> <li>• We've revised our definition of 'food waste intensity' to align with the WRAP Food Loss and Waste Accounting and Reporting Standard (food waste as a percentage of total food handled). Our new definition gives us a base year position for 2022 of 5.46%.</li> <li>• Food surplus provided to redistribution charities was previously reported as 830 tonnes (1.85 million meals equivalent) in FY22, revised to 842 tonnes (2,004,048 meals equivalent). During the FY22 reporting cycle, newly acquired business data was not available and this was retrospectively updated.</li> <li>• Scope 1 emissions was previously reported as 70,000 tonnes CO<sub>2</sub>e in FY22, revised to 70,503 tonnes CO<sub>2</sub>e. Natural gas usage from a single bakery was underreported due to a factoral error in the automated metering system. The corrected total has been validated with our energy supplier and the revised total reflects the increase in emissions.</li> <li>• The increase in the natural gas figure has also impacted on the energy intensity number. Energy intensity previously reported as 1,087 kWh/tonne product in FY22, now reported as 1,140 kWh/tonne product (energy delivered – natural gas and electricity).</li> <li>• Total energy consumption (electricity and gas) was previously reported as 325.5 million kWh. We've now reported the split of natural gas (192,581 mWh) and electricity (112,254 mWh) in FY22. The previously reported figure for total energy was mis-reported and this has been corrected.</li> <li>• Total water consumption was previously reported as 1,234,304 m<sup>3</sup> in FY22, revised to 1,299,929 m<sup>3</sup>. During the FY22 reporting cycle, newly acquired business data wasn't available and this was retrospectively updated.</li> <li>• Packaging used that's recyclable was previously reported as 63% in FY22. A review of our data analysis has shown we need to improve our data collection methodology in this space and we aren't ready to report currently.</li> <li>• Recycled content in packaging previously reported as 5% in FY22. A review of our data analysis has shown we need to improve our data collection methodology in this space and we aren't ready to report currently.</li> <li>• Meals donated and redistributed to local communities previously reported as 756,000 meals in FY22. In 2023, we've revised our data collection method and adequate data wasn't available for FY22.</li> </ul>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-5 External assurance	<p>a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.</p> <p>b. If the organisation's sustainability reporting has been externally assured:</p> <ul style="list-style-type: none"> <li>i. Provide a link or reference to the external assurance report(s) or assurance statement(s).</li> <li>ii. Describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process.</li> <li>iii. Describe the relationship between the organisation and the assurance provider.</li> </ul>	<p>Our Responsible Business Report 2023 is not externally assured. However, we do seek external assurance for our performance against three KPIs which are aligned to those defined in the Group's Revolving Credit Facility (RCF) Agreement. The KPIs for the FY23 engagement are defined as follows within the RCF:</p> <ul style="list-style-type: none"> <li>• KPI 1 – the energy intensity of the Group calculated as the energy delivered (kWh)/food sold (tonnes).</li> <li>• KPI 2 – the food waste intensity of the Group calculated as the food waste (tonnes)/food sold + food waste + food surplus (tonnes) (%).</li> <li>• KPI 3 – the number of new apprenticeships started on all schemes in the reporting period.</li> </ul> <p>BDO was appointed to undertake a pre-assurance and readiness review in relation to the methodology defined, data collection, aggregation, and reporting of these three KPIs.</p>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS																																					
GRI 2: General Disclosures 2021 (continued)	<b>ACTIVITIES AND WORKERS</b>																																								
	2-6	Activities, value chain and other business relationships	<p>a. Report the sector(s) in which it is active.</p> <p>b. Describe its value chain, including:</p> <ul style="list-style-type: none"> <li>i. The organisation's activities, products, services, and markets served.</li> <li>ii. The organisation's supply chain.</li> <li>iii. The entities downstream from the organisation and their activities.</li> </ul> <p>c. Report other relevant business relationships.</p> <p>d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.</p>	<p>a. Convenience food. SIC Code: 10850, manufacture of prepared meals and dishes.</p> <p>b. Samworth Brothers is a fourth-generation family business producing high quality chilled and ambient foods enjoyed by millions of people across the UK every day. Our products are both own-label for retail customers and our own brand, predominantly for the UK market. Samworth Brothers has a diverse supply chain for raw materials and packaging across a wide range of companies from small local suppliers to large, global organisations. Due to the nature of operating in predominantly short shelf-life chilled food markets, a high proportion of direct supply of our inbound materials are sourced from UK suppliers and manufacturers. Where local supply is not viable, materials are purchased from markets around the world.</p> <p>c. We also have stock holdings in Freshways Limited and The Real Wrap Company Limited, however we don't have operational control of these entities.</p> <p>d. There haven't been any significant changes to our activities or value chain compared to the previous reporting period.</p>																																					
	2-7	Employees	<p>a. Report the total number of employees, and a breakdown of this total by gender and by region.</p> <p>b. Report the total number of:</p> <ul style="list-style-type: none"> <li>i. Permanent employees, and a breakdown by gender and by region.</li> <li>ii. Temporary employees, and a breakdown by gender and by region.</li> <li>iii. Non-guaranteed hours employees, and a breakdown by gender and by region.</li> <li>iv. Full-time employees, and a breakdown by gender and by region.</li> <li>v. Part-time employees, and a breakdown by gender and by region.</li> </ul> <p>c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:</p> <ul style="list-style-type: none"> <li>i. In head count, full-time equivalent (FTE), or using another methodology.</li> <li>ii. At the end of the reporting period, as an average across the reporting period, or using another methodology.</li> </ul> <p>d. Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b.</p> <p>e. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	<p>a. Total 'employees (our colleagues)': 10,605.</p> <p>b. Region: UK.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="border-top: 1px solid black; border-bottom: 1px solid black;"></th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">Male</th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">Female</th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">Other</th> </tr> </thead> <tbody> <tr> <td>Permanent colleagues</td> <td>6,815</td> <td>3,748</td> <td>0</td> </tr> <tr> <td>Temporary colleagues</td> <td>18</td> <td>24</td> <td>0</td> </tr> <tr> <td>Non-guaranteed hours colleagues</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>6,833</b></td> <td><b>3,772</b></td> <td><b>0</b></td> </tr> </tbody> </table> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="border-top: 1px solid black; border-bottom: 1px solid black;"></th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">Male</th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">Female</th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">Other</th> </tr> </thead> <tbody> <tr> <td>Full-time</td> <td>6,210</td> <td>2,973</td> <td>0</td> </tr> <tr> <td>Part-time</td> <td>623</td> <td>799</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>6,833</b></td> <td><b>3,772</b></td> <td><b>0</b></td> </tr> </tbody> </table> <p>c. Data is collected in real-time from our HRIS system and the numbers are reported on a monthly basis as part of our business reporting cadence. FTE is reported as a snapshot at the end of reporting period.</p> <p>d. N/A.</p> <p>e. No significant fluctuation.</p>		Male	Female	Other	Permanent colleagues	6,815	3,748	0	Temporary colleagues	18	24	0	Non-guaranteed hours colleagues	0	0	0	<b>Total</b>	<b>6,833</b>	<b>3,772</b>	<b>0</b>		Male	Female	Other	Full-time	6,210	2,973	0	Part-time	623	799	0	<b>Total</b>	<b>6,833</b>	<b>3,772</b>	<b>0</b>	
	Male	Female	Other																																						
Permanent colleagues	6,815	3,748	0																																						
Temporary colleagues	18	24	0																																						
Non-guaranteed hours colleagues	0	0	0																																						
<b>Total</b>	<b>6,833</b>	<b>3,772</b>	<b>0</b>																																						
	Male	Female	Other																																						
Full-time	6,210	2,973	0																																						
Part-time	623	799	0																																						
<b>Total</b>	<b>6,833</b>	<b>3,772</b>	<b>0</b>																																						

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-8 Workers who are not employees	<ul style="list-style-type: none"> <li>a. Report the total number of workers who are not employees and whose work is controlled by the organisation and describe:               <ul style="list-style-type: none"> <li>i. The most common types of worker and their contractual relationship with the organisation.</li> <li>ii. The type of work they perform.</li> </ul> </li> <li>b. Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:               <ul style="list-style-type: none"> <li>i. In head count, full-time equivalent (FTE), or using another methodology</li> <li>ii. At the end of the reporting period, as an average across the reporting period, or using another methodology.</li> </ul> </li> <li>c. Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.</li> </ul>	<ul style="list-style-type: none"> <li>a. Samworth Brothers uses flexible temporary labour engaged via recruitment agency partners. Around 2,000 FTE agency colleagues work for Samworth Brothers each year. The agency colleagues are employed directly by our recruitment partners under contract for services arrangement. Temporary agency colleagues are engaged to do the same work as permanently employed Production Operative colleagues. Agency workers are paid at the same rate of pay as permanent colleagues undertaking the same type of work.</li> <li>b. We use a number of different methodologies to compile data of workers who aren't employees. We record the total number of hours worked by week, month, quarter and annually. We also record by shifts worked. We use varying methods to record headcount, including headcount via the total number of workers used and FTE. We report as an average across the reporting period.</li> <li>c. The fluctuations in the number of workers used is seasonal and volume related. Typically, across the food categories we operate, volumes are lower at the start of the year in Q1 and build steadily to peak at Christmas in Q4.</li> </ul>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	<b>GOVERNANCE</b>			
	2-9 Governance structure and composition	<p>a. Describe its governance structure, including committees of the highest governance body.</p> <p>b. List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organisation's impacts on the economy, environment, and people.</p> <p>c. Describe the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> <li>i. Executive and non-executive members.</li> <li>ii. Independence.</li> <li>iii. Tenure of members on the governance body.</li> <li>iv. Number of other significant positions and commitments held by each member, and the nature of the commitments.</li> <li>v. Gender.</li> <li>vi. Under-represented social groups.</li> <li>vii. Competencies relevant to the impacts of the organisation.</li> <li>viii. Stakeholder representation.</li> </ul>	<p>a. The Group's governance structure consists of a:</p> <ul style="list-style-type: none"> <li>• Board – made up of executive and independent non-executive directors.</li> <li>• Audit Committee – made up of solely non-executive directors.</li> <li>• Remuneration Committee – made up of solely non-executive directors.</li> </ul> <p>b. Our Group Executive Board is the committee responsible for overseeing the management of Responsible Business issues. The Chief Executive Officer (CEO) has responsibility for overall performance of the Group, which includes Responsible Business governance. Our Group Modernisation and Supply Chain Director has executive accountability for the overall Responsible Business strategy.</p> <p>c. i. Our Group Holdings Board consists of five non-executive directors and one executive director, being the Chief Executive Officer (CEO).</p> <ul style="list-style-type: none"> <li>ii. Each of the non-executive directors is independent and free from any business or other relationship that could affect their judgement.</li> <li>iii. One director has been on the Board for two years, one director has been on the Board for three years, one director has been on the Board for seven years, one director has been on the Board for nine years and two directors have been on the Board for over ten years.</li> <li>iv. We keep a Register of Conflicts of Interest and Other Interests to document significant positions held by each Board member.</li> <li>v. There are two females and four males on the Board.</li> <li>vi. There are no directors from under-represented social groups.</li> <li>vii. The Board comprises individuals from a varied range of backgrounds, each of whom brings experience on a number of key issues for the Group, including strategy, performance, food, manufacturing, culture, sustainability, leadership, diversity, finance, risk and IT.</li> <li>viii. In December 2023, the Articles of Association for both Samworth Brothers Holdings Limited and Samworth Brothers Limited were amended to be B Corp compliant and include the interests of a broad range of stakeholders.</li> </ul>	
	2-10 Nomination and selection of the highest governance body	<p>a. Describe the nomination and selection processes for the highest governance body and its committees.</p> <p>b. Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:</p> <ul style="list-style-type: none"> <li>i. Views of stakeholders (including shareholders).</li> <li>ii. Diversity.</li> <li>iii. Independence.</li> <li>iv. Competencies relevant to the impacts of the organisation.</li> </ul>	<p>The Group Holdings Board make decisions on the membership of the highest governance body, supported by external search firms. When appointing new members, an assessment of the skillset of the current members would be undertaken to identify any gaps in the competencies to support the Company's strategy and key priorities at that time.</p>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> <li>a. Report whether the chair of the highest governance body is also a senior executive in the organisation.</li> <li>b. If the chair is also a senior executive, explain their function within the organisation's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.</li> </ul>	The Board Chair is non-executive.	
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>a. Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies and goals related to sustainable development.</li> <li>b. Describe the role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment, and people, including:               <ul style="list-style-type: none"> <li>i. Whether and how the highest governance body engages with stakeholders to support these processes</li> <li>ii. How the highest governance body considers the outcomes of these processes.</li> </ul> </li> <li>c. Describe the role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review.</li> </ul>	<p>The Chief Executive Officer (CEO) has responsibility for overall performance of the Group, which includes Responsible Business governance. Our Group Modernisation and Supply Chain Director has executive accountability for the overall Responsible Business strategy. Our Responsible Business Programme is reviewed by our Responsible Business Steering Committee (RBSteerCo). The RBSteerCo is sponsored and attended by our CEO, with wider support from senior leadership. The RBSteerCo meets three times a year to review programme performance and ensure the agenda has the support needed to progress at the pace required.</p> <p>We've six Responsible Business Forums (RB Forums), chaired by senior leaders, that provide a topic-specific cross-functional forum to develop and steer our strategy at an operational level. The RB Forums meet at least three times a year to review our roadmaps, exchange knowledge and best practice, to align strategic thinking and to provide recommendations for the RBSteerCo to consider. Specific RB Forums are in place for: People &amp; Ethics, Responsible Sourcing, Energy, Food Waste, Packaging, and Healthy &amp; Sustainable Diets.</p>	
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>a. Describe how the highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment, and people, including:               <ul style="list-style-type: none"> <li>i. Whether it has appointed any senior executives with responsibility for the management of impacts.</li> <li>ii. Whether it has delegated responsibility for the management of impacts to other employees.</li> </ul> </li> <li>b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organisation's impacts on the economy, environment and people.</li> </ul>	<p>Our Group Holdings Board receives an update on our Responsible Business Programme at every meeting (bi-monthly). The Group Holdings Board has delegated responsibility to the Group Executive Board to manage the business' impact on the economy, environment and people.</p> <p>Within the Group Executive Board, the Modernisation and Supply Chain Director has overall accountability for the Responsible Business strategy. Responsibility for the management of impacts is delegated to the Responsible Business Team, led by the Responsible Business Director.</p> <p>The Group Executive Board receives a Responsible Business Programme update at every monthly meeting.</p>	



## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-14 Role of the highest governance body in sustainability reporting	<p>a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organisation's material topics, and if so, describe the process for reviewing and approving the information.</p> <p>b. If the highest governance body is not responsible for reviewing and approving the reported information, including the organisation's material topics, explain the reason for this.</p>	<p>The Group Executive Board is responsible for reviewing and approving reporting information.</p> <p>The Group Holdings Board is consulted and approves our Responsible Business Report, based on the recommendation of the Group Executive Board.</p>	
	2-15 Conflicts of interest	<p>a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.</p> <p>b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none"> <li>i. Cross-board membership.</li> <li>ii. Cross-shareholding with suppliers and other stakeholders.</li> <li>iii. Existence of controlling shareholders.</li> <li>iv. Related parties, their relationships, transactions and outstanding balances.</li> </ul>	<p>A Conflicts of Interest Policy is reviewed by the Board annually.</p> <p>Conflicts of interest are disclosed; each director is requested to declare any conflicts of interest at the beginning of each Board and Committee meeting. We maintain a Register of Conflicts of Interest including actions taken to mitigate the risk.</p>	
	2-16 Communication of critical concerns	<p>a. Describe whether and how critical concerns are communicated to the highest governance body.</p> <p>b. Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p>	<p>a. Samworth Brothers has a number of pipelines for individuals to raise concerns. Colleagues can do so through the Company Grievance Policy, the Confidential Hotline (Navex Global Whistleblowing Line), or through writing directly to the CEO via our 'Ask Hugo' email. Externally, individuals can communicate via the Samworth Brothers website using a form that can be found here.</p> <p>Any critical concerns raised through these pipelines, or identified through our Responsible Business Programme, would be escalated to the Board if necessary.</p> <p>b. No critical concerns were reported during the period.</p>	
	2-17 Collective knowledge of the highest governance body	<p>a. Report measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development.</p>	<p>The Board received updates during the year on current and future legislative developments, including relevant sustainability and reporting requirements.</p> <p>In 2024, the Board will continue to receive updates regarding relevant legislation and reporting developments, and broader upskilling in the breadth of our Responsible Business Programme.</p>	
	2-18 Evaluation of the performance of the highest governance body	<p>a. Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people.</p> <p>b. Report whether the evaluations are independent or not, and the frequency of the evaluations.</p> <p>c. Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organisational practices.</p>	<p>Samworth Brothers' success is based on our Group Holdings Board and Group Executive Board adopting a long term perspective. Responsible Business aspects are an integral element of this performance evaluation. As Responsible Business issues are integrated into our business model, there's no separate formal process for evaluating the performance of the Group Holdings Board in these respects.</p>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-19 Remuneration policies	<p>a. Describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ul style="list-style-type: none"> <li>i. Fixed pay and variable pay.</li> <li>ii. Sign-on bonuses or recruitment incentive payments.</li> <li>iii. Termination payments.</li> <li>iv. Clawbacks.</li> <li>v. Retirement benefits.</li> </ul> <p>b. Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment, and people.</p>		<p>Reason for omission: confidentiality constraints. Explanation: as a private limited company, Samworth Brothers considers information relating to remuneration confidential and does not disclose this externally.</p>
	2-20 Process to determine remuneration	<p>a. Describe the process for designing its remuneration policies and for determining remuneration, including:</p> <ul style="list-style-type: none"> <li>i. Whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration.</li> <li>ii. How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration.</li> <li>iii. Whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organisation, its highest governance body and senior executives.</li> </ul> <p>b. Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p>		<p>Reason for omission: confidentiality constraints. Explanation: as a private limited company, Samworth Brothers considers information relating to remuneration confidential and does not disclose this externally.</p>
	2-21 Annual total compensation ratio	<p>a. Report the ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual).</p> <p>b. Report the ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual).</p> <p>c. Report contextual information necessary to understand the data and how the data has been compiled.</p>		<p>Reason for omission: confidentiality constraints. Explanation: as a private limited company, Samworth Brothers considers information relating to remuneration confidential and does not disclose this externally.</p>

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	<b>STRATEGY, POLICIES AND PRACTICES</b>			
	2-22 Statement on sustainable development strategy	a. Report a statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development.	See page 4-6 of our Responsible Business Report 2024.	
2-23 Policy commitments	<p>a. Describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"> <li>i. The authoritative intergovernmental instruments that the commitments reference.</li> <li>ii. Whether the commitments stipulate conducting due diligence.</li> <li>iii. Whether the commitments stipulate applying the precautionary principle.</li> <li>iv. Whether the commitments stipulate respecting human rights.</li> </ul> <p>b. Describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"> <li>i. The internationally recognised human rights that the commitment covers.</li> <li>ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organisation gives particular attention to in the commitment.</li> </ul> <p>c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this.</p> <p>d. Report the level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level.</p> <p>e. Report the extent to which the policy commitments apply to the organisation's activities and to its business relationships.</p> <p>f. Describe how the policy commitments are communicated to workers, business partners and other relevant parties.</p>	<p>a. Our mission is to be a long term force for good – reinvesting in the future of our business so we can make a positive difference for our people, our communities, and our stakeholders. We believe in doing the right things in the right way, every day. For over a century, we've been committed to building an inspiring business that provides opportunities for all.</p> <p>We're committed to upholding high standards of Responsible Business conduct. Compliance and the adherence to applicable laws and regulations and high ethical and social standards are defined within our People Policies, Whistleblowing Policy, Responsible Sourcing Policy and Human Rights Policy.</p> <ul style="list-style-type: none"> <li>i. Our commitments reference the United Nations (UN) Guiding Principles on Business and Human Rights and the Ethical Trading Initiative (ETI) base code.</li> <li>ii. Our Responsible Sourcing Policy, Human Rights Policy and Modern Slavery Statement outline our commitment and approach to human rights due diligence.</li> <li>iii. We don't explicitly refer to the Precautionary Principle.</li> <li>iv. Our commitments stipulate respecting human rights, as outlined in our Responsible Sourcing Policy and Human Rights Policy.</li> </ul> <p>b. Our Responsible Sourcing Policy for Suppliers sets our key requirements for supply partners, including human rights. It outlines our minimum requirements, but also explains our new approach to work more collaboratively so that collectively we can make a larger positive impact. Our policy defines our expectations for our direct (tier one) suppliers of ingredients, packaging and selected indirect categories. Samworth Brothers is committed to working in line with the UN Guiding Principles on Business and Human Rights. Upholding the ETI base code is one of the requirements of doing business with Samworth Brothers.</p> <p>Suppliers are required to show compliance with the ETI base code and labour laws. We expect our suppliers to have policies and processes in place to proactively manage human rights risks throughout their supply chains.</p> <ul style="list-style-type: none"> <li>c. Responsible Sourcing Policy – publicly available here.</li> <li>Modern Slavery Statement – publicly available here.</li> <li>d. Our policy commitments are approved at Board level.</li> <li>e. Our policies apply to both our own operations and to our suppliers.</li> <li>f. Our policies are shared with colleagues on induction and through ongoing training, and with suppliers via policy documentation.</li> </ul>		

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-24 Embedding policy commitments	<p>a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"> <li>i. How it allocates responsibility to implement the commitments across different levels within the organisation.</li> <li>ii. How it integrates the commitments into organisational strategies, operational policies and operational procedures.</li> <li>iii. How it implements its commitments with and through its business relationships.</li> <li>iv. Training that the organisation provides on implementing the commitments.</li> </ul>	<p>Responsibility cascades from strategic policy commitments at Board level to operational KPIs developed and monitored by our Responsible Business Forums (RBForums). Our Responsible Business strategy and policy commitments are communicated internally through training and upskilling for specific functions. Our commitments are implemented through our business relationships via our Responsible Sourcing Policy for Suppliers.</p>	
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>a. Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to.</li> <li>b. Describe its approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in.</li> <li>c. Describe other processes by which the organisation provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to.</li> <li>d. Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms.</li> <li>e. Describe how the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.</li> </ul>	<ul style="list-style-type: none"> <li>a. Our Responsible Sourcing Policy for Suppliers states that: where any non-compliances are identified, Samworth Brothers approaches remediation in an open and transparent manner and aims to collaborate with its supply partners to resolve issues rather than terminating business relationships. This ensures issues are addressed and any workers impacted obtain access to remedy. However, if we believe a supply partner is not providing appropriate support to remedy issues, we'll have no option other than to terminate our business relationship with them.</li> <li>b. We use an anonymous external helpline (Navex Global) as well as internal grievance procedures to identify and remedy negative impacts when they occur. These apply to both staff and the communities we operate in. Grievances are raised and addressed through our People Team reporting structure.</li> <li>c. We work closely with our suppliers, customers, and peers to identify issues relating to modern slavery and human rights, and cooperate on potential remediation where relevant. We're founding members of the Food Network for Ethical Trade (FNET), which is an initiative made up of UK-based suppliers and retailers whose mission is to improve human rights in global food supply chains through a common approach to managing ethical trade.</li> <li>d. Stakeholders aren't currently involved in the design, review, operation or improvement of these mechanisms.</li> <li>e. We report back appropriate data to the People and Ethics Forum, regarding effectiveness of these mechanisms.</li> </ul>	
	2-26 Mechanisms for seeking advice and raising concerns	<p>a. Describe the mechanisms for individuals to:</p> <ul style="list-style-type: none"> <li>i. Seek advice on implementing the organisation's policies and practices for responsible business conduct.</li> <li>ii. Raise concerns about the organisation's business conduct.</li> </ul>	<p>Whistleblowing concerns can be raised via a free confidential 24/7 hotline managed by an independent and expert third-party (Navex Global). Colleagues can also seek advice or raise concerns via their line manager or People Team.</p>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	2-27 Compliance with laws and regulations	<p>a. Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:</p> <ul style="list-style-type: none"> <li>i. Instances for which fines were incurred.</li> <li>ii. Instances for which non-monetary sanctions were incurred.</li> </ul> <p>b. Report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:</p> <ul style="list-style-type: none"> <li>i. Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period.</li> <li>ii. Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods.</li> </ul> <p>c. Describe the significant instances of non-compliance.</p> <p>d. Describe how it has determined significant instances of non-compliance.</p>	<ul style="list-style-type: none"> <li>a. No instances of significant non-compliance with laws and regulations have occurred in the reporting period.</li> <li>b. None.</li> <li>c. None.</li> <li>d. Following GRI guidance, we've determined significant instances of non-compliance to mean those where restrictions, sanctions or fines are incurred.</li> </ul>	
	2-28 Membership associations	<p>a. Report industry associations, other membership associations, and national or international advocacy organisations in which it participates in a significant role.</p>	<p><b>Business in the Community (BITC)</b> – we're members of BITC, a business-community outreach charity promoting responsible business, and corporate social responsibility (CSR).</p> <p><b>The Courtauld Commitment</b> – we endorse the Courtauld Commitment through our membership of the Chilled Food Association (who are signatories of the Courtauld Commitment 2025).</p> <p><b>Food Network for Ethical Trade (FNET)</b> – we're members and active participants in a range of collaborative workstreams. This is an organisation to improve human rights in supply chains through a common approach.</p> <p><b>Modern Slavery Intelligence Network (MSIN)</b> – a collaboration between a group of leading companies in the UK food sector aiming to combat modern slavery.</p> <p><b>Roundtable on Sustainable Palm Oil (RSPO)</b> – we're members of the RSPO and report on our progress through the Annual Communication of Progress (ACOP).</p> <p><b>Science Based Targets initiative (SBTi)</b> – we've submitted for approval of our own Scope 1, 2 and 3 carbon reduction commitment.</p> <p><b>Sedex</b> is an online platform for sharing ethical trade information through supply chains. We're members of the Sedex Stakeholder Forum and use Sedex tools to drive our systems.</p> <p><b>Slave-Free Alliance</b> – we engage with the Slave-Free Alliance who act as a critical friend to organisations, supporting them to protect their operations, supply chains and people from modern slavery and labour exploitation.</p> <p><b>Soy Transparency Coalition</b> – we're subscribers to this pre-competitive coalition that aims to help supply chain companies overcome transparency challenges in the soy sector to deliver a sustainable production system.</p> <p><b>UK Plastics Pact (UKPP)</b> – we're members of the UKPP and are committed to meeting its targets.</p> <p><b>UK Soy Manifesto</b> – we're signatories to this collective industry commitment to work together to ensure all physical shipments of soy to the UK are deforestation- and conversion-free (cut-off date of January 2020 at the latest), fully implemented immediately where possible and no later than 2025.</p>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	<b>STAKEHOLDER ENGAGEMENT</b>			
	2-29 Approach to stakeholder engagement	<p>a. Describe its approach to engaging with stakeholders, including:</p> <ul style="list-style-type: none"> <li>i. The categories of stakeholders it engages with, and how they are identified.</li> <li>ii. The purpose of the stakeholder engagement.</li> <li>iii. How the organisation seeks to ensure meaningful engagement with stakeholders.</li> </ul>	<p>a. The Group has adopted the Wates Corporate Governance Principles, using this framework to demonstrate how the Board makes decisions for the long term success of the Group and its stakeholders, whilst also meeting the requirements of Section 172 of the Companies Act 2006 and The Companies (Miscellaneous Reporting) Regulations 2018. In doing so, we reiterate our long-standing support for the words of Sir James Wates, that "good business, well done, is a force for good in society".</p> <ul style="list-style-type: none"> <li>i. Key stakeholders include: <ul style="list-style-type: none"> <li>• <b>Our colleagues</b> – part of a diverse and experienced workforce, are our greatest asset and we're committed to helping all our colleagues unlock their potential. Most important of all is the need to ensure we keep our colleagues, our visitors, and members of the public safe as they go about their work and daily activities. It's a fundamental part of our values and how we do business within the Group, as well as how we work in partnership with our suppliers.</li> <li>• <b>Communities</b> – we use the term 'Responsible Business' within Samworth Brothers to encapsulate our desire to leave the world in a better state than that in which we found it, passing on this legacy from generation to generation. Through donations and community projects, we support local activities and disadvantaged groups, such as engaging with local schools to encourage young people to consider a career in the food and drink industry. We also provide mentoring, through local partners, to secondary schools and college pupils on interview techniques and CV writing. In addition, we also focus on reducing food insecurity and run a range of community engagement activities, including pop-up pantries that help ensure children don't go hungry during school holidays.</li> <li>• <b>Our consumers</b> – are the ultimate end user of our products, and it's critical that we understand what's important to them so that we can continue to provide great tasting, sustainable products. To support this work, our dedicated consumer insight, category and brand management teams complete regular market research to understand emerging trends.</li> <li>• <b>Customers</b> – the Group has critically important and, in many cases, long-standing relationships with our customers. To ensure we stay close to their continually evolving requirements, we interact with our customers daily and at multiple levels within the businesses across the Group. We work closely with our customers on new or existing product development, as well as broader innovation initiatives to ensure we're helping them to maintain the best product offer to their customers.</li> <li>• <b>Planet</b> – in addition to collaborating closely with customers on initiatives to reduce our environmental impact, we apply significant effort across the broader business to reduce the effect our operations have on the world around us.</li> <li>• <b>Our shareholders</b> – embrace our vision and values and prioritise the long term success of the business and making a positive contribution to society, over short term profits. We've regular dialogue with shareholders during the year, this includes the Annual General Meeting in June that's open to all shareholders and regular meetings with shareholders during the year where financial information is provided and major business decisions are discussed.</li> </ul> </li> </ul>	

## General disclosures

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021 (continued)	<b>STAKEHOLDER ENGAGEMENT</b>			
	2-29 Approach to stakeholder engagement (continued)		<ul style="list-style-type: none"> <li>• <b>Suppliers</b> – the Group has a complex supply chain that requires careful management to ensure we can consistently meet our customers' expectations. Regular communication with our suppliers is critical so our procurement teams interact with our suppliers daily, allowing us to quickly identify and resolve issues in real-time. We also work in partnership with our suppliers to source ingredients ethically and do business responsibly.</li> <li>• <b>Third-party experts</b> – primarily in relation to Scope 3 emissions, responsible sourcing initiatives and energy management.</li> <li>ii. The primary purpose of stakeholder engagement is to understand stakeholder concerns and feedback, identify our external impacts and to collaborate to drive change with our value chain.</li> <li>iii. Meaningful engagement is sought through deep relationships and agreed plans with supply chain and retail partners.</li> </ul>	
2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>a. Report the percentage of total employees covered by collective bargaining agreements.</li> <li>b. For employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.</li> </ul>	<ul style="list-style-type: none"> <li>a. Samworth Brothers is non-union, with the exception of Sreen which recognises the Bakers, Food and Allied Workers' Union (BFAWU). Sreen weekly paid colleagues are covered by a collective bargaining agreement, representing approximately 1% of the total workforce.</li> <li>b. Samworth Brothers doesn't determine working conditions and terms of employment based on collective bargaining agreements.</li> </ul>		

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>a. Describe the process it has followed to determine its material topics, including:</p> <ul style="list-style-type: none"> <li>i. How it has identified actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights, across its activities and business relationships.</li> <li>ii. How it has prioritised the impacts for reporting based on their significance.</li> </ul> <p>b. Specify the stakeholders and experts whose views have informed the process of determining its material topics.</p>	<p>In 2021, we completed a comprehensive materiality assessment to help us identify the sustainability challenges we most need to prioritise. This year, we've refreshed our materiality assessment following feedback from our key stakeholders and customers, and in 2024 we'll be carrying out a new materiality assessment to make sure our priorities remain relevant.</p> <p>Our materiality process involved the completion of third-party research into the key strategic Responsible Business topics for Samworth Brothers. During interviews with both external (e.g. customers, NGOs, academia, suppliers) and internal stakeholders (e.g. bakeries to boardroom), we were able to determine 17 material topics. Following an in-depth analysis conducted against external benchmarks (including competition, market, customer, and policy drivers) the initial 17 were reduced to a focused list of eleven material topics.</p>	
	3-2 List of material topics	<p>a. List its material topics.</p> <p>b. Report changes to the list of material topics compared to the previous reporting period.</p>	<ul style="list-style-type: none"> <li>a. <ul style="list-style-type: none"> <li>• Climate impact.</li> <li>• Healthy and sustainable diets.</li> <li>• Human rights.</li> <li>• Nature and deforestation.</li> <li>• Packaging.</li> <li>• Food waste.</li> <li>• Water security.</li> <li>• Animal welfare.</li> <li>• People, fairness and wellbeing.</li> <li>• Inclusion and diversity.</li> <li>• Community.</li> </ul> </li> </ul> <p>We've chosen to refresh our materiality assessment following feedback from key stakeholders and to ensure relevant descriptors are aligned with our updated Responsible Business strategy.</p> <ul style="list-style-type: none"> <li>b. Our 2022 Responsible Business Report listed the following material topics: <ul style="list-style-type: none"> <li>• Ensuring product quality.</li> <li>• Taking action on climate and reducing our impact.</li> <li>• Reducing food waste.</li> <li>• Supporting healthy and sustainable diets.</li> <li>• Protecting natural resources and biodiversity.</li> <li>• Animal welfare.</li> <li>• Treating our supply chain fairly and respecting human rights.</li> <li>• Responsible and sustainable sourcing.</li> <li>• Supporting communities.</li> <li>• Sustainable packaging.</li> </ul> </li> </ul>	



## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	<b>CLIMATE IMPACT</b>			
	3-3 Management of material topics	<p>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</p> <p>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</p> <p>c. Describe its policies or commitments regarding the material topic.</p> <p>d. Describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts.</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> <p>e. Report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions</li> <li>ii. Goals, targets and indicators used to evaluate progress</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> <p>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. As a food business, we're conscious of the threat posed by climate change, not only to our direct operations but also to our supply chain. Our impacts relating to climate change are driven by our energy use and emissions within our manufacturing and distribution operations, as well as indirectly through the impact of our supply chain.</p> <p>b. We're directly responsible for energy use and emissions within our own operations. We also work with our suppliers to reduce indirect (Scope 3) emissions from our supply chain.</p> <p>c. We've set targets to reduce all of our emissions, in line with the latest science designed to keep global warming below 1.5°C. These Science-Based Targets (SBTs) have been submitted to the Science Based Targets initiative (SBTi) for approval and form the basis of the work that we're doing to reach net zero. Our near-term targets are:</p> <ul style="list-style-type: none"> <li>• Scope 1 &amp; 2 (energy &amp; industry): we're committing to a 42% reduction in absolute emissions by the end of 2030, from a 2022 baseline.</li> <li>• Scope 3 (energy &amp; industry): we're committing to a 42% reduction in absolute emissions by the end of 2030, from a 2022 baseline.</li> <li>• Scope 3 (FLAG)*: we're committing to a 30.3% reduction in absolute emissions by the end of 2030, from a 2022 baseline.</li> </ul> <p>*FLAG targets are the SBTi's target category for the forest, land and agriculture sectors.</p> <p>Management of emissions, and environmental impacts (such as energy and water use) are covered by our Environmental Policy, and environmental management systems (we operate a combination of in-house and ISO14001-certified environmental management systems).</p> <p>d. We've eco-efficiency plans (for energy and food waste) in place for each of our bakeries. We purchase certified renewable grid-supplied electricity and continue to explore alternative fuels, especially hydrogen and geothermal, and invest in a range of emissions reduction approaches.</p> <p>During 2023, we worked with energy consultancy Ricardo to define a net zero roadmap for our Scope 1 &amp; 2 emissions. Ricardo carried out energy and carbon surveys at six of our sites to identify and quantify energy and carbon emission reduction opportunities. The opportunities identified were scaled up to business category level, based on site observations. Key decarbonisation hotspots were identified that apply across Samworth Brothers. A net zero pathway encompassing the emission reduction opportunities was modelled out to 2040, showing the impact on the projected emission profile. A reference 'business-as-usual' (BAU) pathway was also generated to act as a comparator to the net zero pathway. Based on the site surveys, just under 100 emission reductions measures were modelled, leading to a potential 99% reduction in emissions.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	3-3 Management of material topics (continued)		<p>Our net zero roadmap identifies six key emission hotspots, grouped into three archetypes (transport, process heat, and refrigeration), which are together responsible for 85% of all potential emission savings. This work has formed the basis of our detailed decarbonisation plan including associated Capex requirement for our Scope 1 &amp; 2 emissions.</p> <p>e. Our bakery level eco-efficiency plans are recorded within our monitoring and targeting software system, Carbon Desktop. Plans are tracked and reported on a monthly basis. Reviews are undertaken through our governance structure, specifically our Energy Forum.</p> <p>f. Broader engagement on energy reduction comes primarily through interaction with our key customers and the reviewing of energy reduction plans.</p>	
GRI 305: Emissions 2016	305-1 Energy direct (Scope 1) GHG emissions	<p>a. Gross direct (Scope 1) GHG emissions in metric tonnes of CO<sub>2</sub> equivalent.</p> <p>b. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p> <p>c. Biogenic CO<sub>2</sub> emissions in metric tonnes of CO<sub>2</sub> equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ol style="list-style-type: none"> <li>i. The rationale for choosing it.</li> <li>ii. Emissions in the base year.</li> <li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ol> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. 68,268 tCO<sub>2</sub>e.</p> <p>b. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs.</p> <p>c. None.</p> <p>d. Our base year is 2022:</p> <ol style="list-style-type: none"> <li>i. This was selected due to improved accuracy in data quality and emissions factors.</li> <li>ii. 2022 Scope 1 = 70,009 tCO<sub>2</sub>e.</li> </ol> <p>e. Greenhouse gas reporting: conversion factors 2023 – GOV.UK (<a href="https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023">https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023</a>).</p> <p>f. Operational control.</p> <p>g. Prepared in accordance with GHG Protocol.</p>	
	305-2 Energy indirect (Scope 2) GHG emissions	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO<sub>2</sub> equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO<sub>2</sub> equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ol style="list-style-type: none"> <li>i. The rationale for choosing it.</li> <li>ii. Emissions in the base year.</li> <li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ol> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. 19,647 tCO<sub>2</sub>e.</p> <p>b. 0 tCO<sub>2</sub>e.</p> <p>c. CO<sub>2</sub>e (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O).</p> <p>d. Our base year is 2022:</p> <ol style="list-style-type: none"> <li>i. This was selected due to improved accuracy in data quality and emissions factors</li> <li>ii. 2022 Scope 2 = 21,679 tCO<sub>2</sub>e (location-based); 0 tCO<sub>2</sub>e (market-based).</li> </ol> <p>e. Greenhouse gas reporting: conversion factors 2023 – GOV.UK (<a href="https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023">https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023</a>).</p> <p>f. Operational control.</p> <p>g. Prepared in accordance with GHG Protocol. Market-based mechanism used for Scope 2 emissions.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 305: Emissions 2016 (continued)	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>a. Gross other indirect (Scope 3) GHG emissions in metric tonnes of CO<sub>2</sub> equivalent.</li> <li>b. If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</li> <li>c. Biogenic CO<sub>2</sub> emissions in metric tonnes of CO<sub>2</sub> equivalent.</li> <li>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</li> <li>e. Base year for the calculation, if applicable, including:               <ul style="list-style-type: none"> <li>i. The rationale for choosing it.</li> <li>ii. Emissions in the base year.</li> <li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul> </li> <li>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</li> <li>g. Standards, methodologies, assumptions, and/or calculation tools used.</li> </ul>	<ul style="list-style-type: none"> <li>a. 2022 = 1.36 million tonnes of CO<sub>2</sub>e.</li> <li>b. All included under CO<sub>2</sub>e.</li> <li>c. None.</li> <li>d. Scope 3 categories 1-7, 9 and 15 included in the calculation.</li> <li>e. Our base year is 2022:               <ul style="list-style-type: none"> <li>i. This was selected due to improved accuracy in data quality and emissions factors.</li> <li>ii. 1.36 tCO<sub>2</sub>e.</li> </ul> </li> <li>f. Greenhouse gas reporting: conversion factors 2023 – GOV.UK (<a href="https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023">https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023</a>) AGRIBALYSE 3.1 database for food ingredient emission factors.</li> <li>g. Prepared in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard.</li> </ul>	
	305-4 GHG emissions intensity	<ul style="list-style-type: none"> <li>a. GHG emissions intensity ratio for the organisation.</li> <li>b. Organisation-specific metric (the denominator) chosen to calculate the ratio.</li> <li>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</li> <li>d. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</li> </ul>	<ul style="list-style-type: none"> <li>a. 271 kgCO<sub>2</sub>e/tonne.</li> <li>b. Tonnes of product sold.</li> <li>c. Scope 1 &amp; 2.</li> <li>d. CO<sub>2</sub>e (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs).</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS														
GRI 305: Emissions 2016 (continued)	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	<p>a. Significant air emissions, in kilograms or multiples, for each of the following:</p> <ul style="list-style-type: none"> <li>i. NOx</li> <li>ii. SOx</li> <li>iii. Persistent organic pollutants (POP)</li> <li>iv. Volatile organic compounds (VOC)</li> <li>v. Hazardous air pollutants (HAP)</li> <li>vi. Particulate matter (PM)</li> <li>vii. Other standard categories of air emissions identified in relevant regulations.</li> </ul> <p>b. Source of the emission factors used.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Emissions</p> <table border="1"> <thead> <tr> <th></th> <th>NOx (kg)</th> <th>SOx</th> <th>POP</th> <th>VOC</th> <th>HAPs CO (kg)/HFCs (kg)</th> <th>PM (kg)</th> </tr> </thead> <tbody> <tr> <td><b>Group total</b></td> <td><b>18,982.73</b></td> <td><b>N/A</b></td> <td><b>N/A</b></td> <td><b>9,100</b></td> <td><b>45,640.81/3311.5</b></td> <td><b>N/A</b></td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>i. NOx total of 2,700kg (Charnwood) + 16,282.72kg (The Cornwall Bakery) reported from Pollution Inventory submissions. Below reporting threshold for all other permitted sites; not monitored at non-permitted sites.</li> <li>ii. N/A (below reporting threshold for all permitted sites; not monitored at non-permitted sites).</li> <li>iii. N/A (below reporting threshold for all permitted sites; not monitored at non-permitted sites).</li> <li>iv. Non-methane volatile organic compounds (NMVOCs) total of 9,100kg (The Cornwall Bakery) reported from Pollution Inventory submission. Below reporting threshold for all other permitted sites; not monitored at non-permitted sites.</li> <li>v. Identified HAPs include CO and HFCs. <ul style="list-style-type: none"> <li>a. CO total of 720kg (Charnwood) + 44,920.81kg (The Cornwall Bakery) reported from Pollution Inventory submissions. Below reporting threshold for all other permitted sites; not monitored at non-permitted sites.</li> <li>b. HFC total of 3,311.5kg (total releases of f-gases, also reported under carbon emissions and SECR).</li> </ul> </li> <li>vi. N/A (below reporting threshold for all permitted sites; not monitored at non-permitted sites).</li> </ul> <p>b. N/A.</p> <p>c. Data based on annual Pollution Inventory submissions for permitted sites. Submissions are based on air quality monitoring (where required as a permit condition) or based on air quality modelling completed as part of the environmental risk assessment.</p>		NOx (kg)	SOx	POP	VOC	HAPs CO (kg)/HFCs (kg)	PM (kg)	<b>Group total</b>	<b>18,982.73</b>	<b>N/A</b>	<b>N/A</b>	<b>9,100</b>	<b>45,640.81/3311.5</b>	<b>N/A</b>	
	NOx (kg)	SOx	POP	VOC	HAPs CO (kg)/HFCs (kg)	PM (kg)												
<b>Group total</b>	<b>18,982.73</b>	<b>N/A</b>	<b>N/A</b>	<b>9,100</b>	<b>45,640.81/3311.5</b>	<b>N/A</b>												

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS																																										
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<p>a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <p>i. Electricity consumption.</p> <p>ii. Heating consumption.</p> <p>iii. Cooling consumption.</p> <p>iv. Steam consumption.</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. Electricity sold.</p> <p>ii. Heating sold.</p> <p>iii. Cooling sold.</p> <p>iv. Steam sold.</p> <p>e. Total energy consumption within the organisation, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	<table border="0"> <tr> <td>a. Fuel</td> <td style="text-align: right;">kWh</td> <td style="text-align: right;">KJ</td> </tr> <tr> <td>Natural gas</td> <td style="text-align: right;">203,391,652</td> <td style="text-align: right;">732,209,945,760</td> </tr> <tr> <td>Liquified natural gas (HGV transport)</td> <td style="text-align: right;">5,770,747</td> <td style="text-align: right;">20,774,689,272</td> </tr> <tr> <td>Liquified petroleum gas (forklifts)</td> <td style="text-align: right;">102,647</td> <td style="text-align: right;">369,528,372</td> </tr> <tr> <td>Diesel (static use)</td> <td style="text-align: right;">2,357,515</td> <td style="text-align: right;">8,487,054,936</td> </tr> <tr> <td>Diesel (HGV transport)</td> <td style="text-align: right;">70,231,190</td> <td style="text-align: right;">252,832,285,440</td> </tr> <tr> <td>Diesel (LGV transport)</td> <td style="text-align: right;">11,054,586</td> <td style="text-align: right;">39,796,509,154</td> </tr> <tr> <td>Fuel oil</td> <td style="text-align: right;">1,567,949</td> <td style="text-align: right;">5,644,616,544</td> </tr> <tr> <td>Gas oil (transport)</td> <td style="text-align: right;">8,383,847</td> <td style="text-align: right;">30,181,850,640</td> </tr> </table> <table border="0"> <tr> <td>b. Renewable source</td> <td style="text-align: right;">kWh</td> <td style="text-align: right;">KJ</td> </tr> <tr> <td>Purchased electricity (REGO)</td> <td style="text-align: right;">94,879,754</td> <td style="text-align: right;">341,567,114,328</td> </tr> <tr> <td>Generated electricity (PV)</td> <td style="text-align: right;">133,564</td> <td style="text-align: right;">480,831,840</td> </tr> </table> <p>c. i. 125,336,579 kWh electricity consumed (purchased + generated [CHP + PV]).</p> <p>ii. Not recorded.</p> <p>iii. Not recorded.</p> <p>iv. Not recorded.</p> <p>d. N/A – no energy sold.</p> <table border="0"> <tr> <td>e.</td> <td style="text-align: right;">kWh</td> <td style="text-align: right;">KJ</td> </tr> <tr> <td>Total energy consumption</td> <td style="text-align: right;">397,873,452</td> <td style="text-align: right;">1,432,344,426,286</td> </tr> </table> <p>f. Actual usage recorded monthly in accordance with energy standard (automated meter readings by preference), or purchased volumes where relevant, and validated by Group Responsible Business.</p> <p>g. Greenhouse gas reporting: conversion factors 2023 – GOV.UK (<a href="http://www.gov.uk">www.gov.uk</a>).</p>	a. Fuel	kWh	KJ	Natural gas	203,391,652	732,209,945,760	Liquified natural gas (HGV transport)	5,770,747	20,774,689,272	Liquified petroleum gas (forklifts)	102,647	369,528,372	Diesel (static use)	2,357,515	8,487,054,936	Diesel (HGV transport)	70,231,190	252,832,285,440	Diesel (LGV transport)	11,054,586	39,796,509,154	Fuel oil	1,567,949	5,644,616,544	Gas oil (transport)	8,383,847	30,181,850,640	b. Renewable source	kWh	KJ	Purchased electricity (REGO)	94,879,754	341,567,114,328	Generated electricity (PV)	133,564	480,831,840	e.	kWh	KJ	Total energy consumption	397,873,452	1,432,344,426,286	
	a. Fuel	kWh	KJ																																											
Natural gas	203,391,652	732,209,945,760																																												
Liquified natural gas (HGV transport)	5,770,747	20,774,689,272																																												
Liquified petroleum gas (forklifts)	102,647	369,528,372																																												
Diesel (static use)	2,357,515	8,487,054,936																																												
Diesel (HGV transport)	70,231,190	252,832,285,440																																												
Diesel (LGV transport)	11,054,586	39,796,509,154																																												
Fuel oil	1,567,949	5,644,616,544																																												
Gas oil (transport)	8,383,847	30,181,850,640																																												
b. Renewable source	kWh	KJ																																												
Purchased electricity (REGO)	94,879,754	341,567,114,328																																												
Generated electricity (PV)	133,564	480,831,840																																												
e.	kWh	KJ																																												
Total energy consumption	397,873,452	1,432,344,426,286																																												
	302-3 Energy intensity	<p>a. Energy intensity ratio for the organisation.</p> <p>b. Organisation-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organisation, outside of it, or both.</p>	<p>a. 1,577 kWh/tonne.</p> <p>b. Tonnes of product sold.</p> <p>c. Fuel and electricity (diesel, LPG, LNG, natural gas including transport fuel).</p> <p>d. Within the organisation.</p>																																											

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>CLIMATE ADAPTATION AND RESILIENCE</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. Samworth Brothers recognises the importance of climate change, both as a global crisis and as a principal business risk. In addition to mitigating our impact on the climate, we also consider the risks that climate change has on our business.</li> <li>b. We assess climate change risks both in relation to our own operations, and also in terms of ingredient sourcing from our supply chain.</li> <li>c. We're committed to effectively identifying and managing climate-related risks and opportunities through the implementation of risk management and control frameworks. We've adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and updated our governance, strategy, risk management, and metrics and targets. We're committed to continuing to improve our practices over the coming years until we're fully consistent with the TCFD recommendations.</li> <li>d. In 2023, our focus was on completing our assessment of the total carbon footprint of our supply chain. In 2024, we'll look to build climate action plans with key suppliers, which will see us refining supply chain carbon data, identifying key hotspots, driving reductions and measuring the impact of our actions. The very nature of Scope 3 emissions makes them a particular challenge to tackle, so support and collaboration with our suppliers will play a central role in our efforts in this area. We've also embedded climate-related risk and opportunity assessment within our risk management framework. The outputs from the Responsible Business risk assessment are utilised to complete the Responsible Business function risk register, directly feeding into the Group's risk management process. Our broader risk process helps us to identify climate-related risks and opportunities. Once a recommended list of climate risks and opportunities were identified, these were given further consideration to the size of the impact, likelihood and potential timeframe, to establish their total risk score to the business. These risks cover transition and physical risks that could have a significant impact on our strategy and any associated opportunities that could realise potential upside to our financial performance.</li> <li>e. Our risk identification process is refreshed on an annual basis. All of our identified climate-related risks will be mitigated to some degree by our commitment to deliver net zero emissions across our value chain (Scope 1, 2 and 3). To achieve this, we've set targets to reduce all of our emissions, in line with the latest science designed to keep global warming below 1.5°C.</li> <li>f. Our Science-Based Targets (SBTs) have been submitted to the Science Based Targets initiative (SBTi) for approval and form the basis of the work that we're doing to reach net zero.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:               <ul style="list-style-type: none"> <li>i. A description of the risk or opportunity and its classification as either physical, regulatory, or other.</li> <li>ii. A description of the impact associated with the risk or opportunity.</li> <li>iii. The financial implications of the risk or opportunity before action is taken.</li> <li>iv. The methods used to manage the risk or opportunity.</li> <li>v. The costs of actions taken to manage the risk or opportunity.</li> </ul> </li> </ul>	<p>Please refer to our TCFD report for details of identified climate-related risks and opportunities – report available <a href="#">here</a>.</p> <p>We're committed to continuing to improve our practices over the coming years until we're fully consistent with the TCFD recommendations.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>NATURE AND DEFORESTATION</b>			
	3-3 Management of material topics	<p>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</p> <p>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</p> <p>c. Describe its policies or commitments regarding the material topic.</p> <p>d. Describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> <p>e. Report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> <p>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. Healthy land, ample water and a stable climate are critical to the supply of ingredients we need to make our products. But changing agricultural practices and a growing population means we're putting more pressure on these factors than ever before. Almost 90% of the world's animal species will lose some habitat to agriculture by 2050. Endangering nature in this way threatens the future food supply. And if we do nothing, we won't be able to guarantee a steady supply of ingredients, which is a risk to our business. We're committed to taking a nature-positive approach to our supply chains so we can protect both the future of the planet and of Samworth Brothers.</p> <p>b. Our most significant risks and potential impacts associated with biodiversity and deforestation relate to the sourcing of a broad range of ingredients from our global supply chain. For example, we use palm oil as a direct ingredient in our products and we use soy as an indirect ingredient within animal feed in the protein we source.</p> <p>c. Our Responsible Sourcing Policy defines our targets in this area, which are:</p> <ul style="list-style-type: none"> <li>• Zero deforestation- and conversion-free soy by end of 2025.</li> <li>• 100% segregated palm oil by end of 2025.</li> </ul> <p>d. We want our supply chains to be deforestation-and conversion-free by the end of 2025, ensuring we meet increasing European and UK legislation on deforestation-free products. Our key concern is soy, which can be 'direct' (pure soy), or 'embedded', when it's used to feed animals. The majority of our soy footprint comes from embedded soy ingredients, such as meat, eggs, farmed fish and dairy products. We've signed up to the UK Soy Manifesto, and are committed to working with others in the industry to ensure that all physical shipments of soy to the UK are deforestation-and conversion-free by no later than 2025. We're working with our third-party suppliers to encourage them to make this commitment as well. We're also subscribers to the Soy Transparency Coalition. As part of this, we're committed to annual reporting on our soy progress. We want to use 100% segregated palm oil by 2025. This means using certified, sustainable palm oil that's kept separately from non-sustainable palm oil throughout the supply chain.</p> <p>e. We're committed to annual reporting on our soy progress, and we also collect data every year on palm oil usage.</p> <ul style="list-style-type: none"> <li>• Our soy footprint for 2023 was soy that is certified or verified from a low-risk country of origin.</li> <li>• In 2023, 99% of our palm oil was from RSPO-certified segregated sources*.</li> </ul> <p>*includes all operations with the exception of Fresh Food for Now. Our memberships of external initiatives will help to keep us accountable and track the effectiveness of our actions.</p> <p>f. Increased focus from our customers has helped to drive action, and we've aligned with their expectations on deforestation commitments and reporting. We also collaborate with the broader industry through our membership of the UK Soy Manifesto and Soy Transparency Coalition.</p>	



## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	<ul style="list-style-type: none"> <li>a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:               <ul style="list-style-type: none"> <li>i. Construction or use of manufacturing plants, mines and transport infrastructure.</li> <li>ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources).</li> <li>iii. Introduction of invasive species, pests and pathogens.</li> <li>iv. Reduction of species.</li> <li>v. Habitat conversion.</li> <li>vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).</li> </ul> </li> <li>b. Significant direct and indirect positive and negative impacts with reference to the following:               <ul style="list-style-type: none"> <li>i. Species affected.</li> <li>ii. Extent of areas impacted.</li> <li>iii. Duration of impacts.</li> <li>iv. Reversibility or irreversibility of the impacts.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. Our main biodiversity impacts are indirect through our supply chain. Through our risk assessment process, we've identified deforestation (particularly related to soy and palm oil) as the most significant risk, and we're working to ensure we procure our ingredients from deforestation-free sources. In future, we intend to improve and expand our assessment of biodiversity impacts to gain a better understanding of the potential risks in the supply chain.</li> <li>b. We've not identified any significant direct biodiversity impacts related to our own operations.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>WATER SECURITY</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. Samworth Brothers aims to minimise the pressures our activities place on natural resources such as water. Our impacts are primarily through our withdrawal and discharge of water. In the context of climate change, we're aware of the risks to water availability and quality at a local level.</li> <li>b. Our current work is mostly focused on the management of water at our bakeries. However, we acknowledge that water is also an important issue within our supply chain.</li> <li>c. We're committed to using water responsibly and each bakery manages its water use through environmental management systems.</li> <li>d. We regularly assess the water-related risks at our facilities, and track bakery water use through our monitoring and targeting software, and automated water meters. This allows us to track water usage on a half hourly basis, to determine high usage sites and track unusual consumption patterns.</li> <li>e. We work closely with our water retailer and wholesalers, on our water supply and how to conserve it and our effluent, including monitoring of its quality and implementation of corrective action, in the event of issues being identified. Water saving actions are included as part of eco-efficiency plans at bakery level, recorded within our monitoring and targeting software system, Carbon Desktop. Plans are tracked and reported on a monthly basis. Reviews are undertaken through our governance structure, specifically our Energy Forum.</li> <li>f. Our key stakeholders are the Environment Agency and regional water regulators. We hold regular effluent consent performance reviews with water companies to discuss compliance and improvement activities.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>a. A description of how the organisation interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organisation's activities, products or services by a business relationship (e.g., impacts caused by runoff).</li> <li>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</li> <li>c. A description of how water-related impacts are addressed, including how the organisation works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</li> <li>d. An explanation of the process for setting any water-related goals and targets that are part of the organisation's management approach, and how they relate to public policy and the local context of each area with water stress.</li> </ul>	<ul style="list-style-type: none"> <li>a. Water is primarily supplied through the mains water network, with small volumes of groundwater and rainwater utilised. &lt;1% of total water is abstracted from groundwater through a borehole at The Cornwall Bakery for supply to the combined heat and power (CHP) plant. Small volumes of rainwater are collected and used as grey water for toilet flushing at SBSC Oak Meadow. Water is used within our operations for steam, incorporation into product, cleaning and hygiene, staff restaurants (food preparation and cleaning), staff facilities (toilets, showers, kitchens) and CHP operation at Kettleby and The Cornwall Bakery. Process effluent is discharged to foul sewer. Effluent treatment is utilised where required by the nature of the effluent. Sewage is also discharged to foul sewer. All remaining rainwater is discharged through oil interceptors either to surface water drainage networks, combined sewer or to on-site water retention ponds prior to discharge to surface water.</li> <li>b. Impacts on water are identified through an environmental risk assessment process as part of each bakery's environmental management system (approx. 50% of sites are certified to ISO 14001).</li> <li>c. Compliance with quality standards is managed through bakery environmental management systems. We undertake regular performance reviews with water companies, and environmental permit reviews with the Environment Agency for abstraction.</li> <li>d. We don't have a Group-wide water reduction target, however usage is monitored at bakery level. Where relevant, targets are set at bakery level when water is identified as a key issue or improvement area for the site.</li> </ul>	
	303-2 Management of water discharge-related impacts	<ul style="list-style-type: none"> <li>a. Description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: <ul style="list-style-type: none"> <li>i. How standards for facilities operating in locations with no local discharge requirements were determined.</li> <li>ii. Any internally developed water quality standards or guidelines.</li> <li>iii. Any sector-specific standards considered.</li> <li>iv. Whether the profile of the receiving waterbody was considered.</li> </ul> </li> </ul>	<p>All effluent is discharged to foul sewer for downstream treatment. Effluent treatment is utilised where required by the nature of the effluent, with five sites operating full Dissolved Air Flotation (DAF) treatment plants. No effluent is directly discharged to a waterbody.</p> <p>All discharge of effluent is under trade effluent consent issued by water companies. Quality standards are set by the water companies, determined by the nature of the effluent and the capacity of downstream wastewater treatment plants. Quality conditions for effluent typically include chemical oxygen demand, suspended solids, non-volatile matter, pH, phosphorus and sulphides.</p>	
	303-3 Water withdrawal	<ul style="list-style-type: none"> <li>a. Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources, if applicable: <ul style="list-style-type: none"> <li>ii. Surface water.</li> <li>iii. Groundwater.</li> <li>iv. Seawater.</li> <li>v. Produced water.</li> <li>vi. Third-party water.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. 1,265.64 megalitres.</li> <li>b. None.</li> <li>c. 100% freshwater (≥1,000 mg/L Total Dissolved Solids).</li> <li>d. Metered water usage for primary production sites only.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 303: Water and Effluents 2018	303-3 Water withdrawal (continued)	<ul style="list-style-type: none"> <li>b. Total water withdrawal from all areas with water stress broken down by:               <ul style="list-style-type: none"> <li>iii. Surface water.</li> <li>iv. Groundwater.</li> <li>v. Seawater.</li> <li>vi. Produced water.</li> <li>vii. Third-party water.</li> </ul> </li> <li>c. Breakdown of total water withdrawal from sources listed in a), by:               <ul style="list-style-type: none"> <li>iv. Freshwater (<math>\geq 1,000</math> mg/L Total Dissolved Solids).</li> <li>v. Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids).</li> </ul> </li> <li>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</li> </ul>		
	303-4 Water discharge	<ul style="list-style-type: none"> <li>a. Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination, if applicable:               <ul style="list-style-type: none"> <li>i. Surface water.</li> <li>ii. Groundwater.</li> <li>iii. Seawater.</li> <li>iv. Third-party water, and the volume of this total sent for use to other organisations, if applicable.</li> </ul> </li> <li>b. A breakdown of total water discharge to all areas in megalitres by the following categories:               <ul style="list-style-type: none"> <li>i. Freshwater (<math>\geq 1,000</math> mg/L Total Dissolved Solids).</li> <li>ii. Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids).</li> </ul> </li> <li>c. Total water discharge to all areas with water stress in megalitres, and a breakdown of this total by the following categories:               <ul style="list-style-type: none"> <li>i. Freshwater (<math>\geq 1,000</math> mg/L Total Dissolved Solids).</li> <li>ii. Other water (<math>&gt; 1,000</math> mg/L Total Dissolved Solids).</li> </ul> </li> <li>d. Priority substances of concern for which discharges are treated, including:               <ul style="list-style-type: none"> <li>i. How priority substances of concern were defined, and any international standard, authoritative list, or criteria used.</li> <li>ii. The approach for setting discharge limits for priority substances of concern.</li> <li>iii. Number of incidents of non-compliance with discharge limits.</li> </ul> </li> <li>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</li> </ul>	<p>We don't measure water discharge, however all effluent is discharged to foul sewer for downstream treatment. All discharge of effluent is under trade effluent consent issued by water companies.</p> <p>Trade effluent consents are held for all our primary production sites. Quality limits on discharge by agreement with water companies include: Chemical Oxygen Demand, pH, suspended solids, non-volatile material, phosphorus, sulphides (at some locations), and aluminium (at some locations).</p> <p>There were 38 instances of trade effluent consent non-compliance (out of 974 samples) during the year. We work closely with our water retailer and wholesalers on monitoring effluent quality and implementation of corrective action, in the event of issues being identified.</p> <p>Compliance taken from water company sampling.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>FOOD WASTE</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. It takes a lot of land, energy and water to produce food, so when food is wasted, these resources are also wasted. Up to 40% of all the food produced around the world goes to waste, contributing up to 10% of GHGs. This means food waste is feeding climate change, and at the same time contributes to an unequal food system where millions of people are going hungry every year. By reducing food waste, we can tackle the effects of climate change, improve food security, and make our business more resilient and efficient.</li> <li>b. Our direct impacts are the generation and storage of waste. Our indirect impacts relate to transportation, storage, recycling, treatment and disposal of waste. We aim to reduce food loss and waste in our own operations, as well as working in collaboration to address upstream and downstream impacts.</li> <li>c. The management of waste and food surplus is incorporated into our broader Environment Policy. The responsibility for the monitoring and implementation of this policy is managed through our Responsible Business governance structure, and specifically the Food Waste Forum. Our target is to reduce food waste 50% by 2030, in line with our Champions 12.3 Commitment and the WRAP Food Waste Reduction Roadmap.</li> <li>d. We're committed to the elimination and minimisation of waste at source and the application of the waste hierarchy. We segregate different waste streams across our bakeries to facilitate reuse and recycling. We send no operational waste to landfill as a disposal route. While we view the responsible management of waste as very important, we view the topic of food waste as highly material. We redistribute surplus edible food products where it's feasible to do so. Where waste is unavoidable, we aim for recovery via anaerobic digestion, which produces energy in the form of biogas.</li> <li>e. We collate monthly reports of waste collected by our waste contractor on their customer portal (site by site and Group totals). Data is provided via management reports to the Group. We communicate waste performance through data dashboards. We publish our food waste report every year to ensure we're accountable for progress towards our targets. We measure our food waste against our production volumes on a monthly basis in order to evaluate our performance against our target of 50% reduction of food waste by 2030.</li> <li>f. We participate in industry initiatives including the Champions 12.3 Commitment and the WRAP Food Waste Reduction Roadmap.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<p>a. For the organisation's significant actual and potential waste-related impacts, a description of:</p> <p>i. The inputs, activities and outputs that lead or could lead to these impacts.</p> <p>ii. Whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain.</p>	<p>As a manufacturing business, we utilise a range of resources to make our products, including food ingredients, packaging and consumables. Impacts from food waste include food loss and food insecurity, whereas impacts from non-food waste include loss of resources. Both food and non-food wastes have impacts associated with treatment and disposal.</p> <p>Our manufacturing processes aim to minimise waste through efficient utilisation of resources, elimination of waste at source, or reuse where possible. Surplus food is redistributed to feed people where possible or sent for animal feed or processing into pet food where not suitable for human consumption. Where waste is generated, we aim to segregate it to maximise recycling, with separate collections of card, metal, paper and plastic at our bakeries. Food waste that is unsuitable for other uses is collected for anaerobic digestion. General waste and unrecyclable fractions are collected for use as refuse-derived fuel and incinerated for energy. No waste leaving our sites is disposed of in landfill.</p>	
	306-2 Management of significant waste-related impacts	<p>a. Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.</p> <p>b. If the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</p> <p>c. The processes used to collect and monitor waste-related data.</p>	<p>a. We segregate different waste streams across our bakeries to facilitate reuse and recycling. We use defined waste storage and handling areas at all facilities and ensure waste storage containers and equipment are well-maintained and kept in good condition. We segregate food wastes into waste streams, for anaerobic digestion, pet food and animal feed. We use competent licensed waste contractors and waste treatment sites.</p> <p>b. Our waste services are provided by a primary waste broker (covering the entire Group, with the exception of Higgidy). We conduct annual checks of waste carriers' licences and environmental permits held by all waste subcontractors used. We undertake quarterly performance reviews of our waste contractor. We conduct spot checks and visits of waste destination facilities.</p> <p>c. We collate monthly reports of waste collected by our waste contractor on their customer portal (site by site and Group totals). Data is provided via management reports to the Group. We communicate waste performance through data dashboards.</p>	
	306-3 Waste generated	<p>a. Total weight of waste generated in metric tonnes, and a breakdown of this total by composition of the waste.</p> <p>b. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>a. Total = 36,755.26 tonnes. Food waste = 17,479. Plastic = 1,233.44. Cardboard = 3,615.36. Glass = 1.12. Mixed recyclables = 66.05. Metal = 571.50. Wood = 4,339.78. Paper = 18.36. Workwear = 0.94. Hazardous waste/WEEE = 66.65. General mixed waste = 9,363.06.</p> <p>b. Data provided from Group and Higgidy waste contractors' year-end reports.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS																				
GRI 306: Waste 2020 (continued)	306-4 Waste diverted from disposal	<ul style="list-style-type: none"> <li>a. Total weight of waste diverted from disposal in metric tonnes, and a breakdown of this total by composition of the waste.</li> <li>b. Total weight of hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations:                             <ul style="list-style-type: none"> <li>i. Preparation for reuse.</li> <li>ii. Recycling.</li> <li>iii. Other recovery operations.</li> </ul> </li> <li>c. Total weight of non-hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations:                             <ul style="list-style-type: none"> <li>i. Preparation for reuse.</li> <li>ii. Recycling.</li> <li>iii. Other recovery operations.</li> </ul> </li> <li>d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tonnes of hazardous waste and of non-hazardous waste diverted from disposal:                             <ul style="list-style-type: none"> <li>i. Onsite.</li> <li>i. Offsite.</li> </ul> </li> <li>e. Contextual information necessary to understand the data and how the data has been compiled.</li> </ul>	<ul style="list-style-type: none"> <li>a. 27,392.20 tonnes. All waste except general mixed waste is diverted from disposal.</li> <li>b. &amp; c.                             <table style="margin-left: 20px; border-collapse: collapse; width: 100%;"> <thead> <tr> <th style="border-bottom: 1px solid black;"></th> <th style="border-bottom: 1px solid black;">Hazardous waste</th> <th style="border-bottom: 1px solid black;">Non-hazardous waste</th> <th style="border-bottom: 1px solid black;">Total</th> </tr> </thead> <tbody> <tr> <td>Preparation for reuse</td> <td style="text-align: right;">0</td> <td style="text-align: right;">4,086.76</td> <td style="text-align: right;">4,086.76</td> </tr> <tr> <td>Recycling</td> <td style="text-align: right;">66.65</td> <td style="text-align: right;">23,238.79</td> <td style="text-align: right;">23,305.44</td> </tr> <tr> <td>Other recycling operations</td> <td style="text-align: right;">0</td> <td style="text-align: right;">0</td> <td style="text-align: right;">0</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>66.65</b></td> <td style="text-align: right;"><b>27,325.55</b></td> <td style="text-align: right;"><b>27,392.20</b></td> </tr> </tbody> </table> </li> <li>d. 100% of waste is removed for offsite treatment.</li> <li>e. Data provided from Group and Higgidy waste contractors' year-end reports.</li> </ul>		Hazardous waste	Non-hazardous waste	Total	Preparation for reuse	0	4,086.76	4,086.76	Recycling	66.65	23,238.79	23,305.44	Other recycling operations	0	0	0	<b>Total</b>	<b>66.65</b>	<b>27,325.55</b>	<b>27,392.20</b>	
	Hazardous waste	Non-hazardous waste	Total																					
Preparation for reuse	0	4,086.76	4,086.76																					
Recycling	66.65	23,238.79	23,305.44																					
Other recycling operations	0	0	0																					
<b>Total</b>	<b>66.65</b>	<b>27,325.55</b>	<b>27,392.20</b>																					

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS												
GRI 306: Waste 2020 (continued)	306-5 Waste directed to disposal	<p>a. Total weight of waste directed to disposal in metric tonnes, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery).</li> <li>ii. Incineration (without energy recovery).</li> <li>iii. Landfilling.</li> <li>iv. Other disposal operations.</li> </ul> <p>c. Total weight of non-hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery).</li> <li>ii. Incineration (without energy recovery).</li> <li>iii. Landfilling.</li> <li>iv. Other disposal operations.</li> </ul> <p>d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tonnes of hazardous waste and of non-hazardous waste directed to disposal:</p> <ul style="list-style-type: none"> <li>i. Onsite.</li> <li>ii. Offsite.</li> </ul> <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>a. 9,363.06 tonnes.</p> <p>b. No hazardous waste directed to disposal.</p> <p>c.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: right; border-bottom: 1px solid black;">Non-hazardous waste</th> </tr> </thead> <tbody> <tr> <td>Incineration (with energy recovery)</td> <td style="text-align: right;">9,363.059</td> </tr> <tr> <td>Incineration (without energy recovery)</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Landfilling</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Other disposal operations</td> <td style="text-align: right;">0</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>9,363.059</b></td> </tr> </tbody> </table> <p>d. 100% of waste is removed for offsite treatment.</p> <p>e. Data provided from Group and Higgidy waste contractors' year-end reports.</p>		Non-hazardous waste	Incineration (with energy recovery)	9,363.059	Incineration (without energy recovery)	0	Landfilling	0	Other disposal operations	0	<b>Total</b>	<b>9,363.059</b>	
	Non-hazardous waste															
Incineration (with energy recovery)	9,363.059															
Incineration (without energy recovery)	0															
Landfilling	0															
Other disposal operations	0															
<b>Total</b>	<b>9,363.059</b>															
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.9.2 Additional sector disclosure	Report the total weight of food loss in metric tonnes and the food loss percentage, by the organisation's main products or product category, and describe the methodology used for this calculation.	<p>Total food waste = 17,479 tonnes.</p> <p>Total production = 252,310 tonnes.</p> <p>Food waste intensity = 6.21% (food waste/(food waste + surplus + production)).</p> <p>We report 'food waste intensity' as defined by WRAP in the UK food surplus and waste measurement and reporting guidelines (food waste as a percentage of the food handled).</p>													



## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>ANIMAL WELFARE</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. It's extremely important to us that we source animal-derived ingredients from suppliers that can demonstrate high standards and continuous improvements in animal health and welfare.</li> <li>b. We don't manage animals within our own operations. Our engagement on this topic is through our relationships with suppliers.</li> <li>c. Our approach to animal welfare is based on the 'Five Freedoms' outlined by the Farm Animal Welfare Committee (FAWC). These make sure that animals are free from hunger, thirst, discomfort, pain and fear, and have the freedom to express normal behaviour in quality facilities.</li> <li>d. We're currently in the process of updating our Animal Welfare Policy and will report progress in 2024.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	<p><b>COMMUNITY</b></p> <p>3-3 Management of material topics</p>	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. Throughout our long history, we've always cared for the people in our communities, and we'll continue to do so. We want to have a positive influence on a wide range of local issues, such as tackling food insecurity, promoting healthy lifestyles and supporting the economy through jobs and training opportunities. Communities are the heartbeat of the UK, and it's a Samworth Brothers belief that we help each other thrive.</li> <li>b. We believe that by being a strong and successful business we can boost our local areas through employment, good quality jobs and support for the local economy. Beyond this, we're proud of the direct support we and our colleagues have been giving to communities for generations.</li> <li>c. In 2023, we launched our Community Framework, our policy to focus our community activities into three main areas: reducing food insecurity, improving health and wellbeing, and creating opportunities. This work is led by our dedicated Community Engagement Lead.</li> <li>d. All of our sites and bakeries are encouraged to develop their own plans when it comes to fundraising, volunteering and support. Each bakery has its own Local Committee which organises and runs activities for charities that are nominated by our colleagues, and each site has a nominated Community Champion, who leads initiatives and builds local relationships. Our Community Champions from across the business meet regularly as part of an active network to share their news, ideas and successes. As a leading food company, we've a critical role to play in tackling hunger within our local communities. We've multiple initiatives in this area, including pop-up pantries and holiday lunches, which make sure children in receipt of free school meals don't go hungry when schools are closed. Our surplus food donations to the likes of FareShare, Company Shop and local food banks also help families in our local communities that are struggling with rising costs. We support a number of projects designed to support healthy, happy lifestyles for young people. We donate around 1% of our annual statutory profits to our youth sports clubs and community projects relating to food education. Our brand The Cornwall Bakery has chosen to support the LiveWire Youth Project and its work using music to support young people on their journey into adulthood. Ginsters, meanwhile, continues to work with the Argyle Community Trust on Project 35, which aims to reduce poverty in Plymouth through food education and distribution. We contribute to our local economies by creating jobs in different ways. As well as our Samworth Academies, Early Careers Programme and wide range of apprenticeships, we've also partnered with other organisations to promote opportunities in the food industry. These include local schools and colleges, the local prison service, and the Tasty Careers Programme, which is designed to simplify learning and training options for young people in the food and drink business.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	3-3 Management of material topics (continued)		<p>e. We track our performance using our Community Tracker and report monthly KPIs to management. In 2023, we donated and distributed over 327,000 meals (equivalent) as part of our food donation and distribution work. In addition, we redistributed surplus food to the equivalent of approximately 2.7 million meals to communities.</p> <p>f. We're members of Business in the Community and test our policies and performance via benchmarking with similar businesses.</p>	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	<p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes, including the use of:</p> <ul style="list-style-type: none"> <li>i. Social impact assessments, including gender impact assessments, based on participatory processes.</li> <li>ii. Environmental impact assessments and ongoing monitoring.</li> <li>iii. Public disclosure of results of environmental and social impact assessments.</li> <li>iv. Local community development programmes based on local communities' needs.</li> <li>v. Stakeholder engagement plans based on stakeholder mapping.</li> <li>vi. Broad based local community consultation committees and processes that include vulnerable groups.</li> <li>vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts.</li> <li>viii. Formal local community grievance processes.</li> </ul>	<p>Samworth Brothers encourages and empowers all its bakeries and functions to lead their own agenda and initiatives when it comes to charity support, donations and supporting their local communities. 100% of our businesses and sites undertake community engagement activities.</p> <p>We've a Community Engagement Lead who leads the network of Community Champions from our different business areas. We've local committees who organise and run activities from litter picking and volunteering activities to fundraising for charities nominated by our colleagues.</p> <p>Each site/business has one nominated Community Champion. This person leads initiatives local to their site, builds and nurtures local relationships and partnerships and oversees all site-based fundraising activities.</p> <p>The Community Champions Network meets every three months to share their news, successes and learnings. Any issues or concerns raised at these meetings that need escalating are then taken to the RB Forum for People and Ethics, chaired by our Group People Director.</p> <p><b>Volunteering</b></p> <p>Samworth Brothers encourages and supports colleagues who wish to do voluntary work during working hours.</p> <p>We recognise the positive difference that volunteers can make to our local communities. We also recognise how volunteering can provide colleagues with a sense of community and purpose. Whilst volunteering isn't compulsory, it does allow colleagues to gain new skills outside of the work environment.</p> <p>Many of our community programmes rely on volunteers to make them happen. Research has shown that spending time volunteering to benefit others provides health and wellbeing benefits to the volunteer as well as the recipients of the volunteering activities. We encourage and support our colleagues to volunteer their time to run our programmes by making volunteering opportunities visible and accessible to all.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 413: Local Communities 2016 (continued)	413-1 Operations with local community engagement, impact assessments, and development programmes (continued)		<p>Samworth Brothers provides paid time off to colleagues to volunteer to support our community programmes.</p> <p>The management of volunteering is undertaken at a local (bakery) level via Line/Senior Managers and/or the People Team. All volunteering activities, undertaken during company time, must be approved in advance by the Line Manager/People Team. Volunteering is open to all colleagues, providing prior approval has been obtained.</p> <p><b>Tracking and reporting</b></p> <p>All bakeries, sites and functions record their community/charity activities on the Community Tracker, including on-site fundraising, volunteering hours and food donations.</p> <p><b>Community Opportunity Fund</b></p> <p>The Community Opportunity Fund, originally known as the Sports Opportunity Fund, is a registered charity which receives a donation from Samworth Brothers equating to approximately 1% of its annual statutory profits. The Fund has been re-branded and relaunched in early 2024 to widen its remit to not only include funding applications from sporting projects that support young people from hard to reach or disadvantaged groups but to include applications from clubs or organisations where food, nutrition and cooking skills are the main focus of activities. The Fund has two types of funding awards available: The Community Development Award – for general projects that meet the award criteria, and the Colleague Sponsored Award – for small grants of around £1,000 for projects nominated by Samworth Brothers colleagues. Anyone that works for Samworth Brothers can make one application a year. The Fund has been established since 2013 and has, to date, disbursed or committed awards exceeding £2.1 million with over 120 clubs and organisations benefitting.</p>	
	413-2 Operations with significant actual and potential negative impacts on local communities	<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> <li>i. The location of the operations.</li> <li>ii. The significant actual and potential negative impacts of operations.</li> </ul>	Generally, our operations are run to ensure there are no negative impacts on local communities. Our biggest impact will come from noise and odour management from our operations, both controlled through our Environmental Management System risk assessments and operational control procedures.	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>HUMAN RIGHTS</b>	<p>3.3 Management of material topics</p> <p>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</p> <p>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</p> <p>c. Describe its policies or commitments regarding the material topic.</p> <p>d. Describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> <p>e. Report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> <p>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. Samworth Brothers recognises the inherent risk of human rights issues, such as forced or child labour, occurring in food supply chains due to various factors including seasonal work and use of agency labour. We aim to proactively manage human rights risks and we're committed to working in line with the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labour Organization (ILO)'s Fundamental Principles and Rights at Work.</p> <p>b. As part of our commitment to human rights, we understand our responsibilities to respect human rights and to prevent, mitigate and resolve human rights issues, both within our business and within our supply chains.</p> <p>c. We recognise and adopt Goal 8.7 of the UN Sustainable Development Goals to "Take immediate action and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms". Our commitments to eradicating forced labour and modern slavery are covered in the Group Policy on Modern Slavery and Forced Labour. Regarding child labour, we follow the standards contained within the Ethical Trading Initiative (ETI) base code which are:</p> <ul style="list-style-type: none"> <li>• Child labour shall not be used.</li> <li>• There shall be no new recruitment of child labour.</li> <li>• We shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.</li> <li>• Children and young persons under 18 shall not be employed at night or in hazardous conditions.</li> <li>• These policies and procedures shall conform to the provisions of the relevant ILO standards.</li> </ul> <p>We follow the ETI base code and local and national laws. We require our suppliers to do the same and where standards differ, that which offers the greatest protection to workers should be adopted. We also expect our suppliers to have policies and processes in place to manage human rights risks throughout their supply chains.</p> <p>d. Within our manufacturing businesses, we're a member of Sedex and are audited to the Sedex Members Ethical Trade Audit (SMETA) standard. All of our manufacturing facilities are registered on Sedex and have undergone periodic semi-announced SMETA audits. We address and resolve any non-conformances. Our Human Rights Policy requires all our operations to be subject to third-party ethical audits every two years.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	3.3 Management of material topics (continued)		<p>d. We've recently created an Ethics Working Group with representatives from our People, Responsible Business and Technical Teams to focus on implementing best practice. We're also strengthening our approach to modern slavery due diligence and have partnered with Slave Free Alliance to review and develop internal processes. We're supportive of the Stronger Together initiative and make use of resources available to us.</p> <p>Human rights violations aren't tolerated, and we work with our suppliers and labour providers to uncover and identify issues brought to our attention. We aim to foster a culture of trust and openness both within our company and the wider supply base. Increasing knowledge and understanding and engaging in honest dialogue is key to remedying issues. Please refer to our Modern Slavery Statement for further details of actions taken to tackle modern slavery and human rights risks.</p> <p>e. We undertake third-party ethical audits of our operational sites and monitor our tier one suppliers through the Sedex ethical trade platform. We also report on our progress annually through our Modern Slavery Statement.</p> <p>f. As members of the Food Network for Ethical Trade (FNET), we collaborate with our suppliers, customers and peers to identify and address issues in global food supply chains. Our actions are informed by engagement with experts and peers, and we actively participate in several FNET working groups: collaborative forums that allow members to develop common approaches to ethical trade.</p>	
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	<p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ol style="list-style-type: none"> <li>Child labour.</li> <li>Young workers exposed to hazardous work.</li> </ol> <p>b. Operations and suppliers considered to have significant risk for incidents of child labour either in terms of:</p> <ol style="list-style-type: none"> <li>Type of operation (such as manufacturing plant) and supplier.</li> <li>Countries or geographic areas with operations and suppliers considered at risk.</li> </ol> <p>c. Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour.</p>	<p>a. Samworth Brothers operates solely in the UK and the practices deployed for the employment of direct labour are such that child labour does not exist within our operational workforce. We source ingredients from around the world, and as part of our Responsible Sourcing Policy we risk assess our supply base for human rights risks. Child labour is a consideration within the risk data we use to assess countries of high risk.</p> <p>b. For our tier one food and packaging suppliers we've used data from Sedex to identify countries where there are risks for child labour in food manufacturing. Presently direct suppliers are classed as medium or low risk, with one exception being Vietnam. Further work is being conducted to map risk in our supply chain in this area.</p> <p>c. We undertake third-party ethical audits of our operational sites and monitor our tier one suppliers through the Sedex ethical trade platform. We respond to specific events and risks and conduct more due diligence when required.</p>	
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of:</p> <ol style="list-style-type: none"> <li>Type of operation (such as manufacturing plant) and supplier.</li> <li>Countries or geographic areas with operations and suppliers considered at risk.</li> </ol> <p>b. Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.</p>	<p>a. We source a wide range of ingredients from around the world. Within our supply chain, higher risk areas include seasonal produce, seafood and spices.</p> <p>b. We undertake third-party ethical audits of our operational sites and monitor our tier one suppliers through the Sedex ethical trade platform. We respond to specific events and risks and conduct more due diligence when required. We also have work ongoing to map and review more ethical trade information on our higher risk supply chains.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>FREEDOM OF ASSOCIATION</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. Freedom of association is part of fundamental rights at work and serves as a vehicle for protecting and exercising other rights. There's the potential for negative human rights impacts to occur when workers don't have freedom of association.</li> <li>b. We recognise our responsibility to respect freedom of association within our own operations and promote good practice and resolve issues within our supply chains.</li> <li>c. Freedom of association and the right to collective bargaining are respected. Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.</li> <li>d. We follow the Ethical Trading Initiative (ETI) base code and local and national laws. We require our suppliers to do the same.</li> <li>e. We undertake third-party ethical audits of our operational sites and monitor our tier one suppliers through the Sedex ethical trade platform. Risks related to freedom of association are included within the scope of this platform.</li> <li>f. As members of the Food Network for Ethical Trade (FNET), we collaborate with our suppliers, customers and peers to identify and address issues in global food supply chains. Our actions are informed by engagement with experts and peers, and we actively participate in several FNET working groups: collaborative forums that allow members to develop common approaches to ethical trade.</li> </ul>	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: <ul style="list-style-type: none"> <li>ii. Type of operation (such as manufacturing plant) and supplier.</li> <li>iii. Countries or geographic areas with operations and suppliers considered at risk.</li> </ul> </li> <li>b. Measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</li> </ul>	<ul style="list-style-type: none"> <li>a. We don't have specific data on the right to freedom of association and collective bargaining from our current risk assessment process.</li> <li>b. None.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>PEOPLE, FAIRNESS AND WELLBEING</b>			
	3-3 Management of material topics	<p>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</p> <p>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</p> <p>c. Describe its policies or commitments regarding the material topic.</p> <p>d. Describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> <p>e. Report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> <p>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. We aim to have a positive impact on our colleagues. Samworth Brothers is a welcoming, supportive and dynamic place to work. We listen to our people, provide regular feedback and give them the opportunity to develop themselves and their careers to the maximum. We strive for diversity and inclusion as we believe this is both essential to our strategy delivery and, of course, the right thing to do. Our culture promotes the values of family, pride and togetherness and we continue to build an even safer, healthier and more inclusive working environment for all.</p> <p>b. Samworth Brothers endeavours to be an employer of choice. We're directly responsible for the employment experience our people have with us.</p> <p>c. We've a range of policies in place to ensure a fair and rewarding work environment:</p> <ul style="list-style-type: none"> <li>• Parental Leave Policy.</li> <li>• Flexible Working Policy.</li> <li>• Maternity Policy.</li> <li>• Recruitment Policy.</li> <li>• Equality &amp; Diversity Policy.</li> <li>• Leading The Samworth Way – Purpose, Values and Culture Framework.</li> </ul> <p>d. We annually review our Group People Plan to support our business growth strategy, Samworth Brothers modernisation agenda.</p> <p>We continue to ensure that all leaders, managers and colleagues are aware of our Purpose, Values and The Culture Framework (how we bring the purpose and values to life in our daily actions). 90% of our line managers have now completed the Leading the Samworth Way Programme – we'll continue to run the sessions for newly-promoted and newly-hired managers. The sessions continue to be delivered by our senior leaders to ensure that they're regularly refreshing their knowledge and understanding of the behaviours and actions required and they're visible role models.</p> <p>e. We track the effectiveness of our actions through regular feedback from colleagues via surveys. In our annual People Survey, 90% of colleagues responded and we achieved an 80% engagement score, +2% on 2022. 93% of Directors responded to the annual Director Survey and engagement levels improved by 0.9% from 87.5% in 2022 to 88.4% in 2023. The top three actions arising from the survey were:</p> <ul style="list-style-type: none"> <li>• Improve collaboration and sharing of best practice.</li> <li>• Improve One Samworth Ways of Working.</li> <li>• Improve development and progression.</li> </ul> <p>All three have been addressed this year through our Ways of Working project and the work we've done on internal progression and succession.</p> <p>f. In our 2023 People Survey, 82% of colleagues that responded were aware of our Purpose and Values. 77% felt we were 'living' our purpose: 'We do good things with great food', and 75% felt we were 'living' our values.</p>	



## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS																														
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	<p>a. Total new hires: 2,251 (21%).</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Male (Number/Rate)</th> <th style="text-align: center;">Female (Number/Rate)</th> </tr> </thead> <tbody> <tr> <td>Under 30 years old</td> <td style="text-align: center;">560/59%</td> <td style="text-align: center;">236/37%</td> </tr> <tr> <td>30-50 years old</td> <td style="text-align: center;">804/20%</td> <td style="text-align: center;">309/14%</td> </tr> <tr> <td>Over 50 years old</td> <td style="text-align: center;">255/13%</td> <td style="text-align: center;">87/9%</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: center;"><b>1,619/24%</b></td> <td style="text-align: center;"><b>632/17%</b></td> </tr> </tbody> </table> <p>b. Total turnover: 2,167 (20%).</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Male (Number/Rate)</th> <th style="text-align: center;">Female (Number/Rate)</th> </tr> </thead> <tbody> <tr> <td>Under 30 years old</td> <td style="text-align: center;">526/55%</td> <td style="text-align: center;">205/32%</td> </tr> <tr> <td>30-50 years old</td> <td style="text-align: center;">726/19%</td> <td style="text-align: center;">289/13%</td> </tr> <tr> <td>Over 50 years old</td> <td style="text-align: center;">290/15%</td> <td style="text-align: center;">131/14%</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: center;"><b>1,542/23%</b></td> <td style="text-align: center;"><b>625/17%</b></td> </tr> </tbody> </table>		Male (Number/Rate)	Female (Number/Rate)	Under 30 years old	560/59%	236/37%	30-50 years old	804/20%	309/14%	Over 50 years old	255/13%	87/9%	<b>Total</b>	<b>1,619/24%</b>	<b>632/17%</b>		Male (Number/Rate)	Female (Number/Rate)	Under 30 years old	526/55%	205/32%	30-50 years old	726/19%	289/13%	Over 50 years old	290/15%	131/14%	<b>Total</b>	<b>1,542/23%</b>	<b>625/17%</b>	
	Male (Number/Rate)	Female (Number/Rate)																																
Under 30 years old	560/59%	236/37%																																
30-50 years old	804/20%	309/14%																																
Over 50 years old	255/13%	87/9%																																
<b>Total</b>	<b>1,619/24%</b>	<b>632/17%</b>																																
	Male (Number/Rate)	Female (Number/Rate)																																
Under 30 years old	526/55%	205/32%																																
30-50 years old	726/19%	289/13%																																
Over 50 years old	290/15%	131/14%																																
<b>Total</b>	<b>1,542/23%</b>	<b>625/17%</b>																																
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ol style="list-style-type: none"> <li>i. Life insurance.</li> <li>ii. Health care.</li> <li>iii. Disability and invalidity coverage.</li> <li>iv. Parental leave.</li> <li>v. Retirement provision.</li> <li>vi. Stock ownership.</li> <li>vii. Others.</li> </ol> <p>b. The definition used for 'significant locations of operation'.</p>	<p>a. Samworth Brothers provides competitive benefits to our colleagues. These include:</p> <ul style="list-style-type: none"> <li>• Pension (matched employer and employee contributions).</li> <li>• Profit related pay.</li> <li>• 4 x salary Life Assurance Cover.</li> <li>• Private Health Cover.</li> <li>• Digital GP and other Employee Wellbeing Services.</li> <li>• Employee Assistance Programme (EAP).</li> <li>• Gym membership discount.</li> <li>• Retailer and supermarket discounts.</li> <li>• Parental leave – enhanced maternity and paternity leave.</li> <li>• Extended holiday.</li> <li>• Subsidised restaurants.</li> <li>• Company sick pay.</li> <li>• Recognition schemes.</li> <li>• Long Service Awards.</li> </ul> <p>There's no difference in the benefits provided to full-time and part-time colleagues.</p> <p>b. Benefits provided are standard across all our locations of operation.</p>																															

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 401: Employment 2016 (continued)	401-3 Parental leave	<ul style="list-style-type: none"> <li>a. Total number of employees that were entitled to parental leave, by gender.</li> <li>b. Total number of employees that took parental leave, by gender.</li> <li>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</li> <li>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</li> <li>e. Return to work and retention rates of employees that took parental leave, by gender.</li> </ul>	<ul style="list-style-type: none"> <li>a. Male: 6,275. Female: 3,581.</li> <li>b. Male: 120. Female: 103.</li> <li>c. Male: 120. Female: 87.</li> <li>d. Male: 105. Female: 68.</li> <li>e. Return to work rate:      Retention rate: Male: 100%.                  Male: 88%. Female: 84%.                  Female: 78%.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>OCCUPATIONAL HEALTH AND SAFETY</b>  3-3 Management of material topics	a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights. b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships. c. Describe its policies or commitments regarding the material topic. d. Describe actions taken to manage the topic and related impacts, including: i. Actions to prevent or mitigate potential negative impacts ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation. iii. Actions to manage actual and potential positive impacts. e. Report the following information about tracking the effectiveness of the actions taken: i. Processes used to track the effectiveness of the actions. ii. Goals, targets and indicators used to evaluate progress. iii. The effectiveness of the actions, including progress toward the goals and targets. iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures. f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	a. The health, safety and wellbeing of our colleagues, visitors and contractors is a core value and the number one priority at Samworth Brothers. We continually strive to improve the working environment, systems of work and training for our colleagues, ensuring they remain alert to hazards, and we all take personal responsibility for Health and Safety (H&S). Through our approach to H&S, we seek to avoid any potential negative impacts on people. b. The scope of our occupational health and safety programme covers our own operations. c. Our Group Executive Board (GEB), and in particular our Chief Executive and Chief Operating Officer in conjunction with our H&S Director set the health and safety strategies for the Group and monitor implementation monthly. Our H&S strategy and plan has six key elements: <ul style="list-style-type: none"> <li>• Governance – implementing our H&amp;S Gap Analysis Programme which evaluates compliance of all sites against our internally developed standards and legislative requirements.</li> <li>• Enablers – ensuring we've common systems and processes to achieve a sustainable performance.</li> <li>• Leadership – driving accountability, ownership and responsibility at the right levels.</li> <li>• Culture – implementing our Achieving Cultural Excellence (ACE) in H&amp;S Programme to build trust and accountability.</li> <li>• Engineering safety – to ensure our high-risk activities are well controlled and managed.</li> <li>• HSE (Health and Safety Executive) priorities – to ensure there's a focus on health and other key HSE priorities.</li> </ul> d. Our H&S strategy reflects our commitment to become industry leading. We provide adequate competent resource to manage and advise on H&S at all sites. We identify our risks through a risk mapping exercise which takes account of the priorities of internal and external stakeholders including the HSE. We learn from accidents and incidents and proactively monitor and report back on our performance. We seek to continuously improve and deliver a culture where everyone takes personal responsibility for their own health and safety and that of others. Our approach consists of a range of activities including a H&S Gap Analysis Programme across all sites, management meetings, internal and external audits, customer feedback, Site Board meetings, a H&S Forum, and Steering Group, and monitoring new and changed legislation. e. Performance against the strategy is reviewed and monitored by our GEB and via site board meetings and is also subject to external auditing across our sites.	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	3-3 Management of material topics (continued)		<p>f. Colleagues and others can raise Health and Safety (H&amp;S) concerns in a variety of ways. Colleagues are asked to use the normal line management process initially but can escalate through the Site Management Team and the H&amp;S and consultative committees. There's also a whistleblowing helpline which can be used where satisfactory responses aren't received. Health and safety representatives are appointed at all sites and regular health and safety committee meetings are held. All significant H&amp;S concerns are addressed through site management teams including the H&amp;S leads. Reported incidents are appropriately investigated and any significant 'red' incidents are reported to the the Group Executive Board (GEB). We've representatives on the IOSH (Institution of Occupational Safety and Health) Food &amp; Drink Committee, the Chilled Food Association Health and Safety Committee and the Best in Practice Safety Forum and play a significant role in influencing and benchmarking the H&amp;S agenda for our sector.</p>	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <ul style="list-style-type: none"> <li>i. The system has been implemented because of legal requirements and, if so, a list of the requirements.</li> <li>ii. The system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</li> </ul> <p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p>	<p>a. Samworth Brothers has a comprehensive H&amp;S Policy document which outlines our commitment to, responsibilities and arrangements for managing H&amp;S across our business. This is regularly updated and communicated to all colleagues, including those in managerial and supervisory roles, using our normal process such as induction, briefings and training, including H&amp;S leadership training. The policy is based on our legal requirements including the Plan-Do-Check-Act model as set out in 'Successful Safety Management' outlined in Health and Safety Executive (HSE) Publication HS(G) 65; it's aligned to the requirements of ISO 45001.</p> <p>b. Our H&amp;S Policy and management arrangements cover all our operations including supporting functions, activities and workplaces. The scope includes any person who may visit any of our sites including contractors and hauliers.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
<p>GRI 403: Occupational Health and Safety 2018 (continued)</p>	<p>403-2 Hazard identification, risk assessment and incident investigation</p>	<p>a. a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimise risks, including:</p> <ul style="list-style-type: none"> <li>i. How the organisation ensures the quality of these processes, including the competency of persons who carry them out.</li> <li>ii. How the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</li> </ul> <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	<p>a. Our hazard identification process uses the 'hierarchy of controls' to identify and evaluate options for controlling hazards. Key elements of our approach include:</p> <ul style="list-style-type: none"> <li>• Identifying risks from work equipment, manual handling activities, workplace transport, work at height, contractors' controls, legionella, ammonia and other refrigerants, fire, dust exposure and chemical/cleaning agent risks. Focusing on these key operational risks ensures injury and ill health events are minimised and we can continually improve our workplaces and practices.</li> <li>• Samworth Brothers' standards cover all relevant topics either via the Health and Safety (H&amp;S) Essentials Standard (which is an overarching summary of the minimum controls to be met) or more detailed competencies standards on key risk areas. We'll also reference HSE guidance and regulatory requirements when assessing controls. External expertise is used where appropriate such as for evaluation of the risks from ammonia, DSEAR (Dangerous Substances and Explosive Atmospheres Regulations), noise, dust and asbestos assessments and surveys.</li> <li>• Colleagues are involved in and consulted on risks and controls when risk assessments are reviewed, and safe systems of work are updated.</li> <li>i. Line managers and supervisors are trained on IOSH Managing Safely to carry out risk assessments, supported where necessary by the site Health and Safety Team.</li> <li>ii. Both the Group and the sites identify risks through inspections, audits and following the reporting of hazards and near misses. These are evaluated and where relevant incorporated into our continuous improvement plans. These are reviewed at site and Board level at management meetings and the Safety Committee. Regular reviews are undertaken to ensure that the gap analysis actions are closed out and verified. Our information management system Evotix is used to track actions to completion with self-service management reports available on demand which are updated daily.</li> </ul> <p>b. We encourage all individuals to raise H&amp;S concerns and facilitate near miss and hazard reporting processes through:</p> <ul style="list-style-type: none"> <li>• Visitor inductions and site procedures.</li> <li>• Contractor inductions.</li> <li>• Colleague inductions.</li> <li>• H&amp;S training.</li> <li>• Inspections and audits.</li> </ul> <p>We provide access to an independent whistleblowing service through which colleagues can raise concerns anonymously if they feel uncomfortable raising it themselves.</p> <p>c. Samworth Brothers emphasises that colleagues should always work safely and not endanger themselves or others. We've launched a personal responsibility campaign to measure the degree of involvement via our annual People Survey. This allows us to target appropriate areas. Our ongoing awareness raising campaign targets key topics such as 'struck by' accidents and safe driving behaviours. We communicate through training that people shouldn't undertake activities that could cause harm and should stop work immediately to raise any issues or risks with managers and supervisors. All hazard notifications are investigated immediately to prevent harmful situations with no reprisal risk to colleagues.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation (continued)		d. Our information management system is used to report hazards and incidents via phone, tablet or desktop computer. Incidents are investigated by the line manager and are approved by the managers and Health and Safety Team. We classify incidents as red, amber or green in line with their potential severity to ensure appropriate focus is given to those incidents with serious or fatal injury potential. The newly introduced root cause analysis element of the investigation process is helping us identify those causes which will prevent a recurrent rather than dealing with superficial issues only. The system also tracks the investigations and actions raised through to closure.	
	403-3 Occupational health services	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimisation of risks, and an explanation of how the organisation ensures the quality of these services and facilitates workers' access to them.	<p>We've outsourced our occupational health service to a SEQOHS accredited third-party and are in the final stages implementation. A similar service using the same provider, is being implemented for our agency colleagues. The Occupational Health Policy and standard for Samworth Brothers is determined by a combination of legal requirements and health risks, identified through risk assessments, and informed by our competent third-party. This included colleagues employed as professional drivers. The key elements of the workplace occupational health programmes are:</p> <ul style="list-style-type: none"> <li>• Occupational health needs assessment of all Samworth Brothers controlled workplaces.</li> <li>• Health matrix development in conjunction with our provider.</li> <li>• Health surveillance identification and implementation subject to risk.</li> <li>• Consideration to adjustments or limitations, with regards to individual health conditions, vulnerable, young, or new and expectant mothers.</li> <li>• Critical medicals for those involved in higher risk activities such as work at height, work in confined spaces and FLT (forklift truck) driving.</li> <li>• Case management reviews of the workforce and trend analysis linking incidents with sickness absence.</li> </ul> <p>Mental health, capability from ill health and stress management is monitored through case management reviews and individual risk assessments. Samworth Brothers takes responsibility in a supportive role and provides information, communications and counselling where possible to empower colleagues to achieve their personal responsibility to maintain good physical and mental health, and to enable them to sustain a good work-life balance. Regular reviews of performance of the Occupational Health Policy and programmes is integral to Samworth Brothers' governance and achieved via the Health &amp; Wellbeing Forum. Our Group-wide programme 'Feeling Brighter Together' equips managers to create a positive environment for colleagues to thrive and this together with our values promotes good mental health. Signposts to support services are provided via our colleagues and managers handbook. Many of our colleagues are also members of our subsidised private health care and all have access to our digital GP service.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
<p>GRI 403: Occupational Health and Safety 2018 (continued)</p>	<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.</p> <p>b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.</p>	<p>a. Health and Safety (H&amp;S) and consultative committees are implemented at all sites to allow effective communication and consultation on all H&amp;S matters. 'Go look-sees' are conducted on a regular basis by leaders within our business, which provide an opportunity to engage with our colleagues in their work environment. We've a set of hauliers and contractors' rules which are communicated to contractors, suppliers and hauliers visiting our sites. These provide the opportunity for feedback from those external to our business.</p> <p>b. Samworth Brothers' H&amp;S Policy is to ensure all operational sites promote worker participation and reviews via health and safety and consultative committees. As a minimum the committee will consist of the Site Director, H&amp;S Manager, Senior Engineering Manager, People Manager and safety representatives covering all areas. The Site Director or equivalent will chair the committee or appoint a Senior Manager to chair on their behalf if they're unable to attend. A record of attendance at the meetings is kept and monitored on an annual basis. All committee members are expected to attend at least 75% of the meetings. Meetings are held at an agreed frequency, but as a minimum quarterly. Actions and discussions from the Health and Safety Committee meetings are recorded on an action plan which indicates those required to take the action and the timescales for implementation. This action plan is reviewed and updated at each meeting.</p> <p>The terms of reference for the committees are:</p> <ul style="list-style-type: none"> <li>• To review and advise on any changes to legislation which may require a change in policy or working practice.</li> <li>• The study of accidents and incidents with a view to preventing a recurrence.</li> <li>• Examination of the safety inspections which have been carried out.</li> <li>• To review and act upon reports from safety representatives.</li> <li>• To review and advise on changes to processes or the introduction of new equipment.</li> <li>• To evaluate any issues that require the attention of senior personnel in the business.</li> <li>• To promote other health and safety issues.</li> <li>• To review communications (including Group Hazard and Safety alerts) and publicity relating to health, safety and wellbeing and recommend changes where appropriate.</li> <li>• To review any reports made by the enforcing authorities (e.g., Health and Safety Executive (HSE), Local Authority, Fire Authority) in relation to the site.</li> </ul> <p>The committees represent colleagues and union members where applicable. The actions raised in forums are logged, scheduled an appropriate completion or review date, and monitored via our H&amp;S Gap Analysis Programme.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 403: Occupational Health and Safety 2018 (continued)	403-5 Worker training on occupational health and safety	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	<p>We ensure our colleagues have the right training to discharge their duties and to encourage everyone to take personal responsibility for the Health and Safety (H&amp;S) of themselves and others. The training and development delivers compliance, operational and developmental competencies. Our colleagues and contractors receive an induction which covers key H&amp;S knowledge and hazards, and they also receive a Level 2 Occupational H&amp;S standard as a minimum requirement. Our managers are trained on IOSH (Institution of Occupational Safety and Health) Managing Safety and we've recently developed and trialled a H&amp;S module for team leaders and supervisors which will be delivered as one of the first line managers training modules. Each site identifies and delivers local training needs and training records are managed locally and documented within a site training matrix. Operational, compliance and competence development needs are identified and delivered in partnership with the People and L&amp;D Teams. Functional development has been driven by delivering the IOSH Business for H&amp;S Course over the last four years and this will be replaced by the delivery of a Level 3 apprenticeship in 2024. We support our H&amp;S technicians in their development by funding NEBOSH Diploma level qualifications or equivalent. H&amp;S leadership training has been delivered to our directors and senior management teams, so they understand their responsibilities and how to discharge these.</p> <p>A H&amp;S Compliance Training Programme facilitated by the Group H&amp;S Team has been delivered covering electrical compliance, engineering safety, safety for engineering apprentices, CDM (Construction Design and Management), transport responsibilities, PUWER (Provision and Use of Work Equipment Regulations) for machinery safety, legionella, manual handling, pressure systems, fire awareness, Evotix, accident investigation and root cause analysis.</p>	
	403-6 Promotion of worker health	<p>a. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programmes.</p>	<p>a. As part of our purpose: 'We do good things with great food', Samworth Brothers has committed to being 'a long term force for good' by supporting our colleagues to live healthier and more sustainable lives.</p> <p>To facilitate this, we've formed a Health &amp; Wellbeing Forum which is chaired by our People Director, a member of the Group Executive Board (GEB). We've a variety of support tools in place including access to private health care for most colleagues, access to a digital GP, an EAP (Employee Assistance Programme) 24x7 helpline and support from managers, colleagues and the People Team whenever issues arise. Samworth Brothers partners with GroceryAid giving colleagues access to a free confidential hotline where colleagues and agency colleagues can access free counselling, make general health queries and access wellbeing support for themselves and their families. We provide free menstrual products in all our toilet facilities, and our sites run occasional health and wellbeing weeks where health promotion and checks are carried out.</p> <p>b. Our Charity Challenge event, which is run every two years, encourages all colleagues to keep fit and healthy and the Aviva wellbeing app has many resources for colleagues to use to meet their health and wellbeing goals.</p>	



## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 403: Occupational Health and Safety 2018 (continued)	403-6 Promotion of worker health (continued)		We use health and wellbeing material, flash surveys, the annual People Survey, and reviews of sickness absence to identify potential impacts. We distribute monthly briefings and regular newsletters with health promotion messages. Benefit advisors were employed in 2023 during the cost-of-living crisis to signpost appropriate resources, as we're aware that financial difficulties can often lead to stress and mental health issues. The advisors went into sites to talk face-to-face to colleagues, understand their challenges and offer tailored support.	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organisation's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Major hazards aren't accepted by the business and the risks being introduced are minimised and controlled at source. This is achieved through review processes that ensure: <ul style="list-style-type: none"> <li>• New fire risks are reviewed, and mitigation is suggested by a competent fire risk consultant at our broker.</li> <li>• Control measures are specified at the outset when purchasing new equipment and pre delivery inspections are carried out.</li> <li>• Project management processes support new product development, new customer requirements, equipment and machinery change and installation and construction works are supported by nominated Health &amp; Safety (H&amp;S) resource and competency.</li> <li>• Where appropriate safety standards are specified in the tender, contractual and purchase agreements.</li> <li>• Capital expenditure authorisation process includes a H&amp;S review and significant expenditure requires approval from the Group Executive Board.</li> </ul>	
	403-8 Workers covered by an occupational health and safety management system	a. a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognised standards/guidelines: <ol style="list-style-type: none"> <li>i. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system.</li> <li>ii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited.</li> <li>iii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party.</li> </ol> b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a. <ol style="list-style-type: none"> <li>i. The health and safety management system follows ISO 45001 standards and principles and focuses on legal and customer compliance. 100% of employees and workers are covered by this system.</li> <li>ii. Our occupational health and safety management system is regularly reviewed through scheduled internal audits, which we call gap analysis, inspections and management reviews.</li> <li>iii. Our H&amp;S Gap Analysis Programme is undertaken at least every 18 months dependant on risk, with reviews in between to follow up action closure. It's undertaken by an internal Group H&amp;S Manager together with a risk consultant from our brokers. The scope is defined in a H&amp;S Essentials Standard to ensure legal compliance and compliance with Samworth Brothers' standards. Action closure is reviewed monthly by the Group Executive Board.</li> </ol> b. No workers are excluded.	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS												
<p>GRI 403: Occupational Health and Safety 2018 (continued)</p>	<p>403-9 Work-related injuries</p>	<p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury.</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities).</li> <li>iii. The number and rate of recordable work-related injuries.</li> <li>iv. The main types of work-related injury.</li> <li>v. The number of hours worked.</li> </ul> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury.</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities).</li> <li>iii. The number and rate of recordable work-related injuries.</li> <li>iv. The main types of work-related injury.</li> <li>v. The number of hours worked.</li> </ul> <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> <li>iv. How these hazards have been determined.</li> <li>v. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period.</li> <li>vi. Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls.</li> </ul> <p>d. Any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%; text-align: center;">Number</th> <th style="width: 20%; text-align: center;">Rate</th> </tr> </thead> <tbody> <tr> <td>a. Fatalities as a result of work-related injury</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Specified injuries (defined under RIDDOR)</td> <td style="text-align: center;">11</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Over-7-day injuries per 100,000 hrs</td> <td style="text-align: center;">70</td> <td style="text-align: center;">0.29</td> </tr> </tbody> </table> <p>Main types of work-related injury: struck by, slips and trips. Number of hours worked: 24,338,545.</p> <ul style="list-style-type: none"> <li>b. Included in above figures.</li> <li>c. Machinery, FLT's and road traffic collisions. Hazards are determined by assessing which types of injury could result in a serious injury or fatality e.g. falls from height and machinery etc.</li> <li>d. Our Health and Safety Plan for 2024 is focusing on the precursors to serious injuries and fatalities (SIFs) and actions include focused auditing, isolation and lock off project, machinery safety project and lifting and shifting equipment. We're also launching a new transport standard and have done extensive work on workplace transport including the operation of forklift trucks.</li> <li>e. 100,000 hours worked.</li> <li>f. No workers have been excluded.</li> </ul>		Number	Rate	a. Fatalities as a result of work-related injury	0	0	Specified injuries (defined under RIDDOR)	11	0	Over-7-day injuries per 100,000 hrs	70	0.29	
	Number	Rate														
a. Fatalities as a result of work-related injury	0	0														
Specified injuries (defined under RIDDOR)	11	0														
Over-7-day injuries per 100,000 hrs	70	0.29														

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 403: Occupational Health and Safety 2018 (continued)	403-10 Work-related ill health	<ul style="list-style-type: none"> <li>a. For all employees:               <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health.</li> <li>ii. The number of cases of recordable work-related ill health.</li> <li>iii. The main types of work-related ill health.</li> </ul> </li> <li>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:               <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health.</li> <li>ii. The number of cases of recordable work-related ill health.</li> <li>iii. The main types of work-related ill health.</li> </ul> </li> <li>c. The work-related hazards that pose a risk of ill health, including:               <ul style="list-style-type: none"> <li>i. How these hazards have been determined.</li> <li>ii. Which of these hazards have caused or contributed to cases of ill health during the reporting period.</li> <li>iii. Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls.</li> </ul> </li> <li>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</li> <li>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</li> </ul>	<ul style="list-style-type: none"> <li>a.               <ul style="list-style-type: none"> <li>i. None.</li> <li>ii. Nine cases.</li> <li>iii. Musculoskeletal disorders.</li> </ul> </li> <li>b. Not recorded or included in accident figures.</li> <li>c. Common hazards are known in the food industry such as dust exposure, handling heavy loads and working with chemicals – potential dermatitis. Handling is our key risk area. Investment in mechanical handling aids and musculoskeletal disorders (MSD) improvement plans at the sites with the biggest risks have resulted in a decrease in handling incidents.</li> <li>d. Agency colleagues aren't included in these figures.</li> <li>e. Information is captured via our internal reporting procedures and People Portal.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>TRAINING AND EDUCATION</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. We're guided by our purpose statement: 'By operating a successful business, we provide opportunities for all of our people to grow, improve their prospects and achieve their full potential' and our three values: 'We are a family', 'We take pride' and 'We make things happen'. We aim to have a positive impact on our people by providing training and development opportunities to help develop their careers to the maximum.</li> <li>b. We're directly responsible for investing in training and development for our colleagues.</li> <li>c. Our foundation for learning and development is to ensure that every colleague, at every level, has a clear understanding of the capabilities needed for their role, and has opportunity to progress. Managers hold regular performance enhancement reviews with each colleague to discuss their aspirations and agree their objectives and personal development plan. We've our Samworth Brothers 'Ways of Working' behavioural competency sets and our role profiles are currently being refreshed into a 'skills, knowledge and behaviours' format which together are a development planning toolkit.</li> <li>d. Every manager participates in a one-day 'Leading the Samworth Way' workshop delivered by our senior leaders – an opportunity to explore our values and how they translate into the way we lead and manage our teams. In addition, we invite all of our colleagues to a 'The Samworth Way' workshop to share their stories and experiences of how the values are lived every day in the culture of our business. New starters are welcomed and supported by a trained Buddy, a colleague who will introduce them to their new colleagues and help them to settle in. All colleagues undertake a rigorous programme of training relevant to their role for health and safety, food safety and other risk-mitigation topics e.g. GDPR, anti-bribery, and 'refresher' training is carried out at set intervals for all mandatory training modules. We offer a broad range of programmes to develop functional expertise and people skills, as well as broader business knowledge. In 2024, we're beginning work to implement a Group-wide learning platform to give all of our colleagues' direct access to our L&amp;D tools and programmes. We're committed to spending our apprenticeship levy funds for the benefit of our colleagues' professional development and we're currently supporting over 150 colleagues on programmes varying from level 2 through to level 7, across the majority of our business function areas. Over the next four years, we'll deliver on a strategic plan to achieve a year-on-year increase in the number of annual apprenticeship enrolments to reach 155 by 2026.</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	3-3 Management of material topics		<p>Our four established early careers development schemes build a talent pipeline across several key functions and are open to both career starters and career changers. With support from a dedicated People Team, colleagues gain a breadth of experience as they rotate through a variety of job roles across different areas of the business. They're also matched with a senior mentor, and each scheme includes a programme of learning and development.</p> <p>e. We're working to implement a Group-wide learning platform that will allow us to track training hours.</p> <p>f. We regularly gather feedback from our colleagues via surveys.</p>	
GRI 404: Training and Education 2016	404-2 Programmes for upgrading employee skills and transition assistance programmes	<p>a. Type and scope of programmes implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>a. We're committed to spending our apprenticeship levy funds for the benefit of our colleagues' professional development and we're currently supporting over 137 colleagues on programmes varying from level 2 through to level 7, across the majority of our business function areas. Over the next four years, we'll deliver on a strategic plan to achieve a year-on-year increase in the number of annual apprenticeship enrolments to reach 155 by 2026.</p> <p>Our four established early careers development schemes build a talent pipeline across several key functions and are open to both career starters and career changers. With support from a dedicated People Team, colleagues gain a breadth of experience as they rotate through a variety of job roles across different areas of the business. They're also matched with a senior mentor, and each scheme includes a programme of learning and development.</p> <p>b. Our Group Resourcing Team provides a comprehensive service to support redeployment of colleagues, aiming to match people into alternative roles within the Group wherever possible, and also offering coaching and training on employability skills. Training and support around managing personal finances, including retirement planning, is offered on an ongoing basis.</p> <p>Colleagues can access a range of information, tools and resources through our People Portal platform.</p>	
	404-3 Percentage of employees receiving regular performance and career development reviews	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	<p>Our 'performance enhancement reviews' for salaried colleagues were launched in 2018 and moved to a new digital platform in 2023 – 75% of monthly colleagues completed an annual review during the year.</p> <p>For weekly paid colleagues, a 'Time with my Manager' review was developed in 2019 and has moved to a digital platform for 2024 so we'll be in a position to report data for all colleagues from 2024 onwards.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>INCLUSION &amp; DIVERSITY</b>			
	3-3 Management of material topics	<p>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</p> <p>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</p> <p>c. Describe its policies or commitments regarding the material topic.</p> <p>d. Describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> <p>e. Report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> <p>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. Discrimination and equal opportunity have far-reaching consequences that affect our colleagues, our business, our customers and society as a whole. Discrimination excludes qualified individuals from contributing their skills, hindering business performance and innovation. It can lead to stress, anxiety and depression, impacting individuals' physical and mental health. Denial of fair opportunities based on prejudice hinders personal growth and career advancement. Conversely, equal opportunity opens doors to a wider range of talent, fostering a more competitive and productive workforce, and allows colleagues to reach their full potential.</p> <p>b. Samworth Brothers is a welcoming, supportive and dynamic place to work. We're directly responsible for ensuring no discrimination occurs within our business and that everyone has equal access to opportunities.</p> <p>c. We're committed to ensuring everyone within our business is treated fairly. We've several policies related to non-discrimination and equal opportunity:</p> <ul style="list-style-type: none"> <li>• Equality &amp; Diversity Policy.</li> <li>• Grievance Policy.</li> <li>• Recruitment Policy.</li> <li>• Leading The Samworth Way – Purpose and Values Framework.</li> </ul> <p>d. To promote non-discrimination, we train our line managers on recruitment and equal opportunities. All managers also undertake training on 'Leading the Samworth Way' to ensure they understand our purpose and values. We also promote our purpose and values to all colleagues across multiple communications channels. Any complaints of discrimination are investigated promptly.</p> <p>e. Complaints relating to discrimination are monitored and addressed at site level.</p> <p>f. We've several channels through which colleagues can raise complaints relating to discrimination, including:</p> <ul style="list-style-type: none"> <li>• Confidential Whistleblower EthicsPoint® hotline with Navex.</li> <li>• Annual Employee Survey (confidential and anonymous).</li> <li>• Colleagues can also contact our CEO directly via our 'Ask Hugo' email regarding any work-related matter (whether positive or negative).</li> </ul>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS																									
GRI 405: Diversity and Equal opportunity 2016	405-1 Diversity of governance bodies and employees	<p>a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>i. Gender.</li> <li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old.</li> <li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li> </ul> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>i. Gender.</li> <li>ii. Age group: under 30 years old, 30-50 years old, over 50 years old.</li> <li>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</li> </ul>	<p>a. Group Holdings Board:</p> <ul style="list-style-type: none"> <li>i. Male = four, female = two.</li> <li>ii. All over 50 years old.</li> <li>iii. No minorities are represented.</li> </ul> <p>b. Colleagues:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%; text-align: center;">Male</th> <th style="width: 20%; text-align: center;">Female</th> </tr> </thead> <tbody> <tr> <td>Under 30 years old</td> <td style="text-align: center;">9%</td> <td style="text-align: center;">6%</td> </tr> <tr> <td>30-50 years old</td> <td style="text-align: center;">37%</td> <td style="text-align: center;">21%</td> </tr> <tr> <td>Over 50 years old</td> <td style="text-align: center;">18%</td> <td style="text-align: center;">9%</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: center;"><b>65%</b></td> <td style="text-align: center;"><b>35%</b></td> </tr> </tbody> </table> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%; text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td>White</td> <td style="text-align: center;">49%</td> </tr> <tr> <td>Asian/Asian British</td> <td style="text-align: center;">43%</td> </tr> <tr> <td>Black/Black British</td> <td style="text-align: center;">2%</td> </tr> <tr> <td>Mixed and Other</td> <td style="text-align: center;">6%</td> </tr> </tbody> </table>		Male	Female	Under 30 years old	9%	6%	30-50 years old	37%	21%	Over 50 years old	18%	9%	<b>Total</b>	<b>65%</b>	<b>35%</b>		Total	White	49%	Asian/Asian British	43%	Black/Black British	2%	Mixed and Other	6%	
		Male	Female																										
Under 30 years old	9%	6%																											
30-50 years old	37%	21%																											
Over 50 years old	18%	9%																											
<b>Total</b>	<b>65%</b>	<b>35%</b>																											
	Total																												
White	49%																												
Asian/Asian British	43%																												
Black/Black British	2%																												
Mixed and Other	6%																												
	405-2 Ratio of basic salary and remuneration of women to men	<p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	Please refer to our 2023 Gender Pay Gap Statement which can be found here.																										
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <ul style="list-style-type: none"> <li>i. Incident reviewed by the organisation.</li> <li>ii. Remediation plans being implemented.</li> <li>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes.</li> <li>iv. Incident no longer subject to action.</li> </ul>	<p>a. We don't record incidents of discrimination at a Group-wide level. Any incidents are managed at a local site level.</p> <p>b. All incidents are investigated under the Company Disciplinary or Grievance Policy. If colleagues are found to have been discriminated against, action against the perpetrators is taken immediately, within the range of sanctions available ranging from DEI training up to dismissal for gross misconduct.</p>																										

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>HEALTHY AND SUSTAINABLE DIETS</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. We're working to provide consumers with healthier food choices while considering the broader impacts on the environment and society of the ingredients we source and the food we create. The products we manufacture have the potential to cause indirect harm from a health perspective if they're not consumed as part of a balanced diet. There's also potential for products to cause harm indirectly to the environment, mostly driven through ingredient sourcing. Our products have the potential to positively influence health by providing affordable and accessible nutrition to consumers.</li> <li>b. We're directly responsible for the design aspect of products and the procurement of ingredients that we use in the manufacture of the products we make in our owned brands. We're indirectly responsible for the products and the procurement of ingredients that we use in the manufacture of retailer private label products, and we work closely with our customers on the design of these products.</li> <li>c. We're targeting an improvement in healthy sales as defined by the FSA/Ofcom 2004-5 Nutrient Profiling Model (NPM). We've in place a Responsible Marketing Policy on the company website outlining our commitments for our owned brands which includes avoiding messages that could encourage overconsumption of any of our products and our policy for marketing to children. We support our retailer customers to meet their targets.</li> <li>d. We've in place a cross-functional Portfolio Evolution Team which includes members from nutrition, responsible business, commercial, insight, procurement, technical, innovation and product development, and meets on a quarterly basis. The team aims to improve healthy sales as defined by the NPM by reducing negative nutrients such as calories, saturated fat, sugar and salt and by increasing fibre, fruit and vegetables. We've developed toolkits for our development chefs to enable the application of solutions for nutrients of concern. These commitments are included in the KPIs for our senior business leaders. The vast majority of our products have portion sizes and front-of-pack traffic light labelling to inform consumers.</li> <li>e. We track our progress through our healthy and sustainable diets commitments. We've identified key metrics around healthy sales and sales weighted average NPM. We're developing our capability to track our commitments towards sustainable diets. Improvements were seen in 2023 versus the previous year.</li> <li>f. The healthy and sustainable diets strategy was formed using a cross-functional team as well as consulting with senior leaders across the business. The team meets regularly through the year to discuss progress, informed by tracking of metrics and review of workstreams. We engage with our customers through health planning sessions and top to top meetings. We engage with industry groups such as the Consumer Goods Forum and Nutritionists in Industry to collaborate and learn. We utilise academic tools such as the Nuffield intervention ladder to inform our actions.</li> </ul>	



## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021 (continued)	<b>PACKAGING</b>			
	3-3 Management of material topics	<p>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</p> <p>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</p> <p>c. Describe its policies or commitments regarding the material topic.</p> <p>d. Describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> <p>e. Report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> <p>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. Packaging is necessary for food safety and quality, offers convenience and can extend shelf-life and reduce food waste. However, packaging may also have negative impacts in relation to the raw materials used to manufacture and the recyclability at end of life.</p> <p>As such, we must develop solutions that reduce the amount of packaging used and its potential impact on the environment, without compromising on food protection.</p> <p>b. We're directly responsible for packaging we place on the market through our brands. We also place packaging on the market through retailer own brand products, and we work with customers to make informed decisions.</p> <p>c. Our Packaging Policy defines our targets for improvement by end of 2030:</p> <ul style="list-style-type: none"> <li>• 100% of plastics packaging to be reusable, recyclable or compostable.</li> <li>• 30% average recycled content across all plastic packaging.</li> </ul> <p>d. During 2023, we've undertaken the following projects and initiatives to improve our packaging:</p> <ul style="list-style-type: none"> <li>• Work to move to mono materials.</li> <li>• Replacement of plastic internal trays with card.</li> <li>• Investigating potential use of plastic crates as reusable transit packaging.</li> <li>• Group-wide sustainability engagement plan currently in development and planned to include information on plastics and recycling.</li> <li>• On-pack recycling labels (OPRL) used across branded portfolio.</li> <li>• Entire portfolio analysed for recycled content potential.</li> <li>• Data reporting (Producer Responsibility, EPR, UKPP).</li> </ul> <p>e. Our Packaging Forum manages our Packaging strategy and progress towards our Packaging Policy. We've established structures to manage data and key performance indicators through which the Packaging Forum evaluate our ongoing performance.</p> <p>f. We collaborate with our customers to continually improve our packaging and achieve our shared sustainability objectives.</p>	

## Material topics

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 301: Materials 2016	301-1 Materials used by weight or volume	a. Total weight or volume of materials that are used to produce and package the organisation's primary products and services during the reporting period, by: <ul style="list-style-type: none"> <li>i. Non-renewable materials used.</li> <li>ii. Renewable materials used.</li> </ul>	2023 food totals: <ul style="list-style-type: none"> <li>i. None.</li> <li>ii. Renewable food = food sold (252,310 tonnes) + food waste (17,479 tonnes) + food surplus (11,857 tonnes) = Total 281,646 tonnes.</li> </ul> 2023 packaging totals for primary, secondary and tertiary packaging: <ul style="list-style-type: none"> <li>i. Non-renewable packaging materials: 8,766 tonnes (glass, aluminium, plastic).</li> <li>ii. Renewable packaging materials: 25,326 tonnes (paper/card).</li> </ul>	
	301-2 Recycled input materials used	a. Percentage of recycled input materials used to manufacture the organisation's primary products and services.		Reason for omission: information unavailable. Explanation: we don't currently have the systems in place to be able to calculate recycled content in packaging across our portfolio.

## Additional reporting

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. The way the world currently produces food is having many negative impacts on the planet. Increasing greenhouse gas emissions, biodiversity loss, pollution and growing mountains of waste, directly affects the world's ability to feed a growing population. To produce our high-quality products, we're reliant on natural resources for our raw materials. Sourcing sustainably is fundamental to the future growth of our business and achieving our commitments within our Responsible Business Plan.</li> <li>b. Numerous environmental impacts exist within complex global food supply chains, and our supply chain is no different. Our engagement on this topic is through our relationships with suppliers, and our Responsible Sourcing Programme aims to address environmental and social issues in our supply chain.</li> <li>c. Our Responsible Sourcing Policy outlines our approach to work more collaboratively with supply partners to achieve common objectives and defines our requirements. We work with our suppliers on complex issues through our Responsible Sourcing Programme, by developing joint plans in collaboration.</li> <li>d. We detail specific controls within our Responsible Sourcing Policy that we communicate to suppliers. Due to the nature of our supply base, we don't routinely collate data from all suppliers, but instead use a risk assessment process to focus on those suppliers with specific risks. We monitor key areas, such as measurement of our soy footprint, palm oil footprint, and carbon impact through our Scope 3 analysis and reporting. We then focus our Responsible Sourcing Programme on those suppliers with the biggest impact.</li> <li>e. We currently track and monitor details on soy, palm oil and carbon. We intend to expand our risk assessment process to include broader environmental risks in future.</li> <li>f. We've annual meetings with selected supply partners to discuss their approach to sustainability including both ethical and sustainable sourcing. Our Responsible Sourcing Programme is in its infancy and we'll report on our progress on engaging key suppliers in 2024.</li> </ul>	

## Additional reporting

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	a. Percentage of new suppliers that were screened using environmental criteria.	Our Responsible Sourcing Policy is shared with our existing suppliers, and we engage on specific issues such as palm oil and soy. However, we don't currently have a process to screen new suppliers using environmental criteria.	
	308-2 Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>a. Number of suppliers assessed for environmental impacts.</li> <li>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</li> <li>c. Significant actual and potential negative environmental impacts identified in the supply chain.</li> <li>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</li> <li>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</li> </ul>	<ul style="list-style-type: none"> <li>a. Due to the nature of our supply base, we don't routinely collate data from all suppliers, but instead use a risk assessment process to focus on those suppliers with specific risks.</li> <li>b. We haven't identified any specific suppliers as having significant negative environmental impacts.</li> <li>c. We monitor key areas, such as measurement of our soy footprint, palm oil footprint, and carbon impact through our Scope 3 analysis and reporting. We then focus our Responsible Sourcing Programme on those suppliers with the biggest impact.</li> <li>d. We work with our suppliers on complex issues through our Responsible Sourcing Programme, by developing joint plans in collaboration.</li> <li>e. We haven't terminated any supplier relationships due to negative environmental impacts.</li> </ul>	

## Additional reporting

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>SUPPLIER SOCIAL ASSESSMENT</b>			
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</li> <li>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</li> <li>c. Describe its policies or commitments regarding the material topic.</li> <li>d. Describe actions taken to manage the topic and related impacts, including:               <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> </li> <li>e. Report the following information about tracking the effectiveness of the actions taken:               <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> </li> <li>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</li> </ul>	<ul style="list-style-type: none"> <li>a. We recognise that negative social and human rights impacts can exist within complex global food supply chains, and our supply chain is no different. Samworth Brothers is committed to working in line with the United Nations (UN) Guiding Principles on Business and Human Rights. Upholding the Ethical Trading Initiative (ETI) base code is one of the requirements of doing business with Samworth Brothers.</li> <li>b. Our engagement on this topic is through our relationships with suppliers, and our Responsible Sourcing Programme aims to address environmental and social issues in our supply chain.</li> <li>c. Our Responsible Sourcing Policy defines our expectations for our direct (tier one) suppliers of ingredients, packaging and selected indirect categories. We expect supply partners to work with us to comply with both the letter and the spirit of this policy – and to be able to clearly demonstrate that this is the case. Our tier one suppliers are also expected to work with their own supply chains to ensure that these requirements are cascaded and complied with.</li> <li>d. Suppliers are required to show compliance with the ETI base code and labour laws, for example working towards the eradication of recruitment fees and that no discrimination is practised. We expect our suppliers to have policies and processes in place to proactively manage human rights risks throughout their supply chains. We ask direct food and packaging suppliers to register on Sedex and link to Samworth Brothers. Supplying sites in scope must complete the Self-Assessment Questionnaire (SAQ) to 100% and grant visibility to any ethical audit on Sedex and ensure all recent audits are published. We don't routinely require suppliers to undertake a SMETA (ethical audit) on our behalf. However, SMETA audits may be required of suppliers on a case by case, risk assessed, basis.</li> <li>e. We use a risk assessment model to analyse the human rights risks of the food that we buy from our suppliers. This includes a range of human rights indicators by country and raw material category, to identify areas of greatest risk. This data is used within our supplier engagement work to allow prioritisation of engagement. We utilise tools to support us, including the Sedex system, the Food Network for Ethical Trade (FNET) risk assessment tool and third-party SMETA audits for compliance and insight.</li> <li>f. We share our human rights due diligence process with key stakeholders (retail customers) and obtain feedback on our approach to keep refining and improving our model.</li> </ul>	

## Additional reporting

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	a. Percentage of new suppliers that were screened using social criteria.	We ask direct food and packaging suppliers to register on Sedex and link to Samworth Brothers. Suppliers complete a Self-Assessment Questionnaire (SAQ) which includes social and human rights risk indicators. We monitor non-compliances with ethical audits completed by our suppliers. 92% of our direct food and packaging suppliers and agents are linked to us on Sedex.	
	414-2 Negative social impacts in the supply chain and actions taken	<p>a. Number of suppliers assessed for social impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative social impacts.</p> <p>c. Significant actual and potential negative social impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>a. We ask direct food and packaging suppliers and agents to register on Sedex and link to Samworth Brothers (472 sites in total). Supplying sites in scope must complete the SAQ to 100% and grant visibility to any ethical audit on Sedex and ensure all recent audits are published. We don't routinely require suppliers to undertake a SMETA (ethical audit) on our behalf. However, SMETA audits may be required of suppliers on a case by case, risk assessed, basis.</p> <p>b. We haven't identified any specific suppliers as having significant negative social impacts during the reporting period.</p> <p>c. Through analysis via the Sedex platform, we've identified the most common issues relate to:</p> <ul style="list-style-type: none"> <li>• Health and safety risks.</li> <li>• Wages.</li> <li>• Management Systems.</li> </ul> <p>d. We work with our suppliers on complex issues through our Responsible Sourcing Programme, by developing joint plans in collaboration. We aren't currently able to report on corrective actions rates for audit non-conformances.</p> <p>e. We haven't terminated any supplier relationships due to negative social impacts.</p>	

## Additional reporting

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	<b>FOOD SAFETY</b>	<p>3-3 Management of material topics</p> <p>a. Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.</p> <p>b. Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.</p> <p>c. Describe its policies or commitments regarding the material topic.</p> <p>d. Describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> <li>i. Actions to prevent or mitigate potential negative impacts</li> <li>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation.</li> <li>iii. Actions to manage actual and potential positive impacts.</li> </ul> <p>e. Report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. Processes used to track the effectiveness of the actions.</li> <li>ii. Goals, targets and indicators used to evaluate progress.</li> <li>iii. The effectiveness of the actions, including progress toward the goals and targets.</li> <li>iv. Lessons learned and how these have been incorporated into the organisation's operational policies and procedures.</li> </ul> <p>f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p>	<p>a. Food safety is a priority across all categories and brands within our business. The impact of getting it wrong could have far-ranging health impacts on people within the UK who consume our products. Poor food safety management can result in products that could cause harm to the consumer. This could be as a result of:</p> <ul style="list-style-type: none"> <li>• Microbial contamination and growth.</li> <li>• Chemical contamination.</li> <li>• Undeclared allergen inclusion.</li> <li>• Foreign body contamination.</li> </ul> <p>All sites are required to have systems in place to monitor, control and review food safety requirements to ensure the high standards are maintained.</p> <p>b. Food safety is monitored and controlled at all stages of production and distribution, including both within our own operations and our supply chain. We've strong controls and embedded food safety ways of working to ensure consumers enjoy high quality products that are safe and comply with applicable UK food legislation.</p> <p>c. All sites have a food safety and quality management system comprising of site, category and Group-wide policies, procedures and systems of work. These are communicated and trained to our teams with compliance monitored through assessments and internal auditing processes.</p> <p>d. Preventative and corrective action plans are in place at a site, category and Group level to ensure any areas of non-compliance within the food safety and quality management system are addressed at root cause level. This promotes a culture of continuous improvement within this area.</p> <p>e. Key metrics and performance indicators are in place to track the effectiveness at each site whilst also comparing performance across the Group. These are monitored through predefined reports and meeting structures.</p> <p>f. Food safety management is well embedded within all levels of our business structures. There are clear communication and feedback channels to support monitoring and continuous improvement.</p>	

## Additional reporting

GRI STANDARD	DISCLOSURE	SPECIFIC DISCLOSURE	RESPONSE	OMISSIONS
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	100% of products are monitored to assess food safety and quality criteria.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:</p> <ul style="list-style-type: none"> <li>i. Incidents of non-compliance with regulations resulting in a fine or penalty.</li> <li>ii. Incidents of non-compliance with regulations resulting in a warning.</li> <li>iii. Incidents of non-compliance with voluntary codes.</li> </ul> <p>b. If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>There was one incident of non-compliance with a voluntary code resulting in a recall affecting four products. This was due to a supplier-related issue with small stones in the leaf used in these products.</p> <p>There were no incidents of non-compliance resulting in a fine, penalty or warning.</p>	
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.10.4 Additional sector disclosure	Report the percentage of production volume from sites certified to internationally recognised food safety standards, and list these standards.	100% of manufacturing sites are certified to a Global Food Safety Initiative (GFSI) standard (BRCS).	
	13.10.5 Additional sector disclosure	Report the number of recalls issued for food safety reasons and the total volume of products recalled.	There was one recall during the year affecting four products. This was due to a supplier-related issue with small stones in the leaf used in these products. Total volume: 46,148 units which equates to 9.46 tonnes.	