Environmental Social Governance Report 2026

Our vision is to be the **go-to supplier of ingredients** to the UK food and beverage industry










Introduction from our Managing Director



Ross Stewart
Managing Director
Uren Food Group Limited

"We are pleased to share our first ESG report, which demonstrates our commitment towards **building a more sustainable future**."

'The food and drink industry has and always will evolve to suit the changing demands of its customers.

Since 1895 Uren has supported its customers and suppliers in the face of the myriad challenges they have faced, not least there have been wars, earthquakes, and the environmental impacts of climate change.

We collaborate with our suppliers to increase efficiency whilst at the same time encouraging sustainable and environmentally friendly agricultural practices.

As a business we strive to be understanding, reliable, entrepreneurial, and nurturing encouraging all our colleagues to demonstrate transparency and accountability at all levels of the business."

Ross Stewart

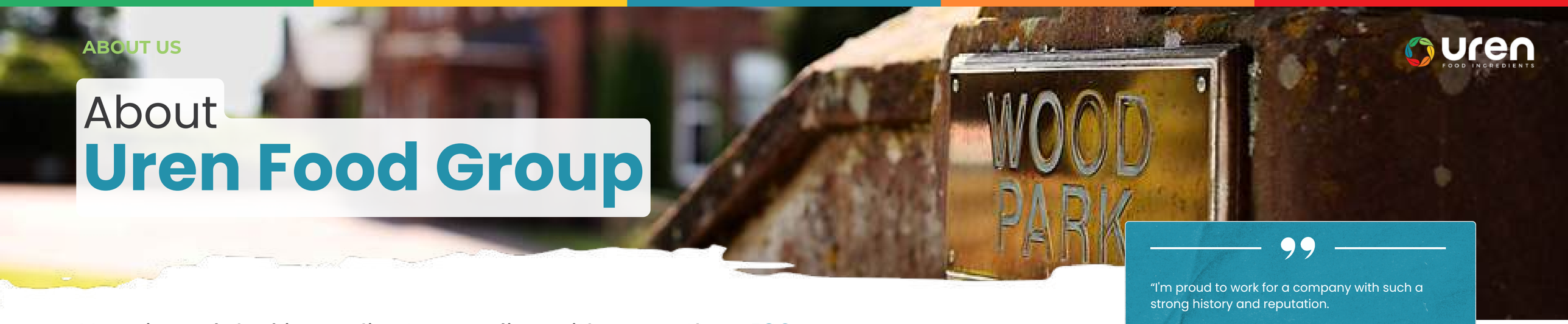
Our sustainability commitment is built on three core pillars:

- **Protecting** natural resources
- **Reducing** environmental footprints
- **Supporting** ethical business practices









About Uren Food Group

Uren is a global ingredients supplier, with more than **130 years experience** in the UK food and beverage industry

> "I'm proud to work for a company with such a strong history and reputation.
>
> Being entrepreneurial has been a core value of the company since its inception; a culture that continues today, supported and encouraged throughout the business."
>
> ***Richard Bargh, Head of Juice & Flavours***

Founded in Liverpool in 1895, we are headquartered on the Wirral and employ more than 200 people worldwide. With an annual turnover of approx. £90m, Uren supplies >32,500 Tonnes of product annually across the food and beverage sector.

"Our Vision is to be the go-to supplier of ingredients to the UK food and beverage industry. "

Our Teams are known for reliability, integrity, and a strong commitment to customer service.

Our Customers are UK food & beverage brands and manufacturers, supplying all major UK retailers; including Tesco, Sainsbury's, M&S, and Aldi.

Our Markets

Our ingredients are used by food & beverage manufacturers supplying the major UK retailers, including M&S, Sainsbury's, Aldi, Waitrose, as well as other global food & beverage markets. We supply >32,000 Tonnes products annually.



Our Products

We specialise in ingredient sourcing in main categories; IQF fruits, IQF vegetables, flavours, juices, purees, nuts, seeds and honey. We also source outside these categories.

Our Services

Our Innovation experts are able to advise how our ingredients function and inspire customers with innovative product concepts. We offer a full beverage development service, our specialist has >35 years experience in industry.

Sourcing and Supply Chain

We focus on long term partnerships with ethical, sustainable sourcing. Our sites and supply chain partners work to the highest food standards.

We operate our own transport network using third-party hauliers to deliver direct to customers. We keep large ingredient stockholdings at our UK BRCGS certified cold stores, ensuring agile lead times. Our bespoke products are made fresh to order.

ESG EXPLAINED

What is Environmental Social Governance?

Environmental Social Governance (ESG) is **a new way to describe Sustainability**.

It comprises four main areas,which are:

- Environment, Health & Safety
- Labour Standards
- Business Ethics
- Ethical Procurement

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



Environmental

- Carbon emissions
- Energy use & fuel choice
- Climate change impact
- Pollution
- Waste disposal
- Raw materials use



Social

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



Governance

- Policy setting & review
- Risk management
- Stakeholder awareness
- Ethics
- Executive Compensation
- Certification

Climate related risk and opportunity: a formal reporting framework

For this report we have followed the International Financial Reporting Standards (IFRS) enhanced risk assessment for ESG which has two parts: S1 and S2. From March 2026 the UK introduced its own parallel legislation: the UK Sustainability Reporting Standard (UK SRS). UK SRS specifies that materiality assessment is identical to IFRS S1 and S2.

The legislation is only mandatory for large listed companies from January 2027 with voluntary reporting being recommended for all other companies. We are pleased to be at the forefront of reporting our ESG performance to this internationally recognised standard.



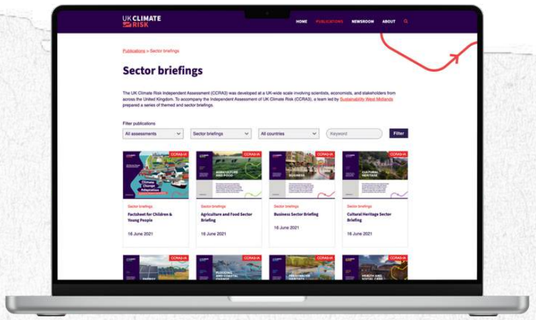
The international ESG risk analysis (materiality) standard for the UK follows the IFRS S1 and S2 format which defines material risks by sector and how to report on governance, strategy, risk management and climate targets.

It requires businesses to identify risks and opportunities and assign a financial value that will achieve a carbon emissions strategy that will match the reduction pathways identified as necessary to limit the global warming trajectory to as close to 1.5C as possible.

Accounting for Climate Risk

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

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



The report considered a number of key areas:

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

Reference has been made to the UK Climate Change Risk Assessment sector briefings (Sector briefings - UK Climate Risk)

"After studying Geography at University, where I specialised in climate change models and crop suitability, I am proud to be a part of Uren's ESG committee.

Our team at Uren is deeply committed to tackling the challenges and embracing the opportunities associated with environmental sustainability and responsible resource management.

We continuously strive to uphold our responsibility by making decisions that positively influence both the environment and the communities we engage with across the globe."

Emily Birch, Head of Frozen

Theme	Significance for Uren
Agriculture & Forestry	Growing of agricultural products could be impacted both positively and negatively. Higher temperatures could increase yield if water supplies are not affected. They could also change the suitability of current geographic areas to grow certain types of seeds, fruit, vegetables and cereals. The highest risk of water shortage could be in mainland Europe with Germany and Poland being the most likely areas of supply chain pressure for Uren. **Risk at present is considered moderate overall** Growing of cereals currently leads in the field of regenerative agriculture in its potential to provide a source of carbon insets and through the carbon negative production and protection of soil health by improving soil organic matter **Opportunity to de-risk the supply chain and gain carbon credits**
Business	The impact to business could be a need to modify working environments in production areas in particular **Risk is reduced worker productivity in higher temperature workplaces and worker recruitment or retention** Low carbon businesses and those with strong Environmental, Social Governance achievements will be better placed to appeal to the increasing customer demand for strong environmental and ethical businesses that are on a fast-track net zero pathway **Opportunity: To create a stronger ESG presence to gain business or press for higher margins for low carbon products**
Buildings & Infrastructure	There is no specific risk to buildings. Infrastructure risk could come from flooding and impact on road and rail network **Risk: Moderate to High for access to reliable road/rail networks if we see the worst flooding and temperature scenarios**
Health & Wellbeing	This category relates to health in general and would only impact Uren if the recruitment pool was significantly affected by poor health: **Risk very low**
Natural Environment	Impacts on the natural environment such as water availability or biodiversity loss could impact the availability of raw materials of suitable quality **Risk is considered to be moderate now potentially becoming high in terms of water availability depending on national infrastructure investment and uncertainty of rainfall patterns**



United Nations Sustainable Development Goals (UNSDG's)

The 2030 Agenda for Sustainable Development, adopted by the UN in 2015, provides a **shared blueprint for peace and prosperity** for people and the planet, now and into the future.

At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries. These goals have also been linked to the triple bottom line benefit of sustainable action which impacts: People, Prosperity and Planet.

This principle recognises that sustainable benefit should be shared across supply chains and that it is possible to find solutions that improve company financial margin in the long run whilst minimising environmental impact.

In this first ESG report Uren uses these UN SDG goals to highlight key areas where we have focused our efforts so far. **We have chosen 12 of the 17 goals**.

Although these are global aims for the UN, we are using them to show how on a small and local scale we are having an impact.



End poverty in all its forms, everywhere



End hunger, achieve food security and improved nutrition and promote sustainable agriculture



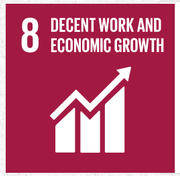
Good Health & Wellbeing. Ensure healthy lives at all ages



Quality education: Ensure inclusive, equitable quality education and promote lifelong learning



Achieve gender equality and empower all women and girls



Decent work & economic growth: promote sustained inclusive economic growth and productive decent employment



Industry Innovation & Infrastructure: promote sustainable industrialization and foster innovation



Reduce inequality within and among countries



Sustainable cities and communities: make cities & human settlements safe, resilient & sustainable



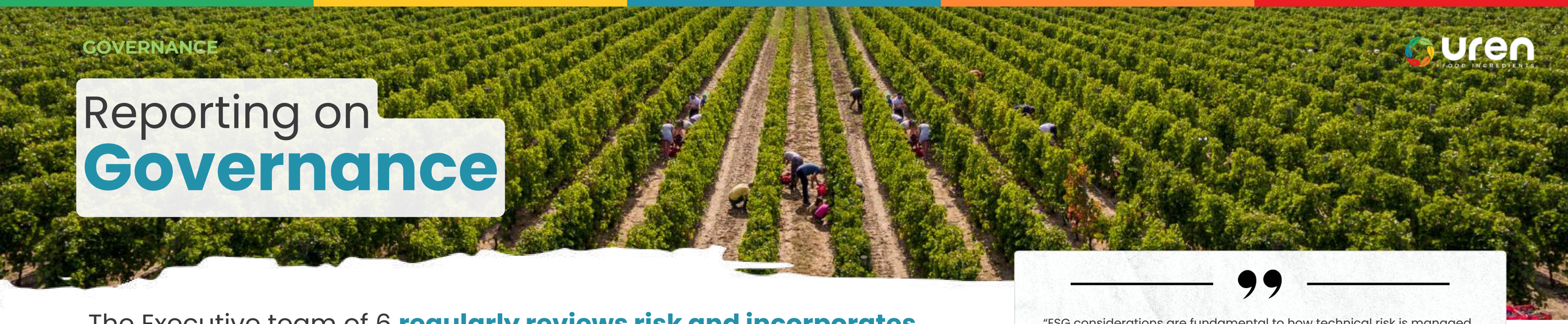
Responsible consumption and production: ensure sustainable consumption and production patterns



Climate action: take urgent action to combat climate change and its impacts



Partnership for the Goals: strengthen partnerships for sustainable development



Reporting on Governance

The Executive team of 6 **regularly reviews risk and incorporates climate risk and Environmental Social Governance risks** into the review which is also addressed by the board.

> "ESG considerations are fundamental to how technical risk is managed at Uren. Our technical function translates ESG ambition into practical, measurable controls across supplier approval, food safety, climate risk and traceability, protecting our supply chain, customers and consumers."
>
> ***Stephen Gibbons – Technical Manager***

Role of the Leadership Team in Identifying and Managing Risk

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

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

ⓘ There are regular updates for key ESG metrics, some of which are included at the end of this report





Measuring our performance
Metrics and Targets

Uren engaged a specialist consultancy to **calculate the carbon footprint of the whole supply chain** from procurement of purchased goods and services through operations and included the impact of sold goods distribution.

Data Analysis

Data analysis followed the GHG protocol for all three scopes: Scopes 1 and 2, operational carbon footprint and scope 3, supply chain carbon footprint.

Data gathered was a hybrid set based on the GHG protocol hierarchy which specifies four levels of data that can be captured: 1) Supplier specific, 2) Hybrid, 3) Industry average and 4) Spend-based.

Scopes 1 & 2

For scopes 1 and 2 detailed invoiced electricity and other fuel consumption was available together with the relevant carbon conversion factors and will therefore be highly accurate

Scope 3

Scope 3 data is notoriously difficult to measure in the supply chain. However, the analysis achieved an outstanding result whereby 93% of the data was based on actual emissions for raw materials and transportation with only a small proportion of non-core spend being mapped using spend-based conversions approved by the UK government reporting guidelines (see box).

Spend-based accounting model

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

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

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

Uren are using a baseline year of 2025 as a springboard to enable progress to be tracked to net zero by 2050.

A series of carbon and wider Environmental Social Governance activities provide an engaging set of activities to drive business emissions downwards to net zero and to engage its supply chain to follow a similar path.

The net zero target is for operational emissions over which Uren has direct influence. Scope 3 emissions targets are much more difficult to set and achieve and we have selected out transportation as something tangible where we can engage with our supply chain partners.

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

The full carbon footprint report is available on request.

Verification of report structure and selection of Metrics

This ESG report has been verified by our external consultant Maltdoctor Ltd and the metrics selected are as defined in the materiality assessment identified by SASB under IFRS S1/S2 for Food Retailers and Distributors and Agricultural Products and other applicable guidance such as GHG Protocol and ISO26000.

Report structure and verification

This report follows the double materiality risk assessment from the IFRS S1 & S2 guidance for Food and Beverage and Agricultural companies which is also a requirement for voluntary compliance with the UK Sustainability Reporting Standard (UKSRS).

All data sources, analysis and reporting have been externally verified according to ISSA 5000 guidelines by an independent verifier, Little Green Consulting Limited. Verification was made for ESG material issues and reporting, the GHG Protocol for carbon accounting and ISO26000 guidance for reporting social actions. Confirmation of the Limited Assurance verification is included at the end of this report.

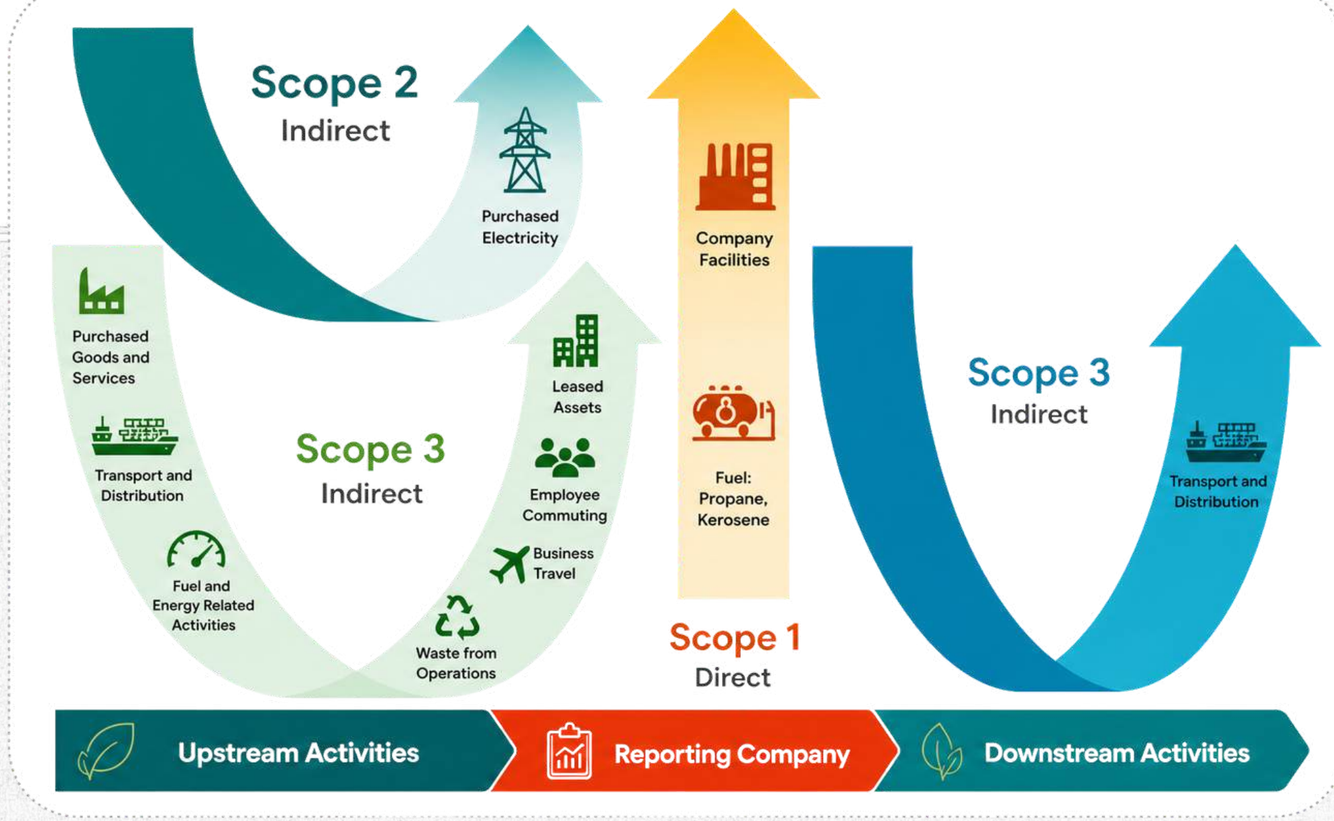
In addition the EcoVadis Industry Risk Profile indicators have been reported for the category: Processing and preserving of fruit and vegetables

Understanding GHG emissions reporting boundaries

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

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

Capital Goods



Owned Transport

- Processing of Sold Products
- Use of Sold Products
- End of Life Treatment of Sold Products
- Investments
- Franchises
- Leased Assets

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

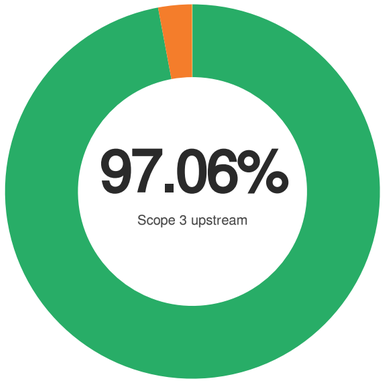


Carbon Footprint Data
Scopes 1-3

Understanding our carbon footprint across Scopes 1, 2, and 3 is essential for **identifying emission hotspots** and **driving meaningful reductions** across our operations and supply chain.

Carbon footprint analysis: Location based

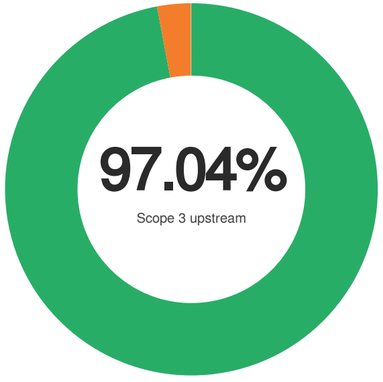
This chart shows the location-based carbon footprint which uses the grid average emissions for electricity used and the market-based analysis which reflects the contract currently in place.



- **97.06%** Scope 3 upstream
  Bought-in raw materials, warehousing and transportation
- **2.90%** Scope 3 downstream
  Transportation
- **0.033%** Scope 1
  Fuel use on site
- **0.012%** Scope 2
  Location based electricity

Carbon footprint analysis: Market based

The nature of Uren's business is to source and distribute food products around the globe. As such the proportion of scope 3 supply chain emissions is very high at >99%. A further analysis of just the scope 3 components indicates where the most intense carbon emissions are in this significant part of the carbon footprint.



- **97.04%** Scope 3 upstream
  Bought-in raw materials, warehousing and transportation
- **2.90%** Scope 3 downstream
  Transportation
- **0.033%** Scope 1
  Fuel use on site
- **0.027%** Scope 2
  Market based electricity

SASB STANDARDS

SASB (IFRS S1/S2 standards)	IFRS reference	Unit of reporting
Energy Management	FB-FR-130a.1; FB-AG-130a.1	MWh, GJ
GHG emissions	FB-AG-110a.1; FB-AG-110a.2	tonnes CO_2e

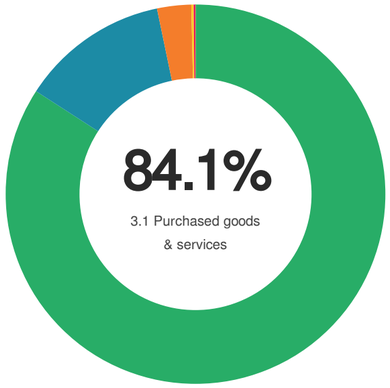


Carbon Footprint Data

GHG Protocol Allocation for Scope 3

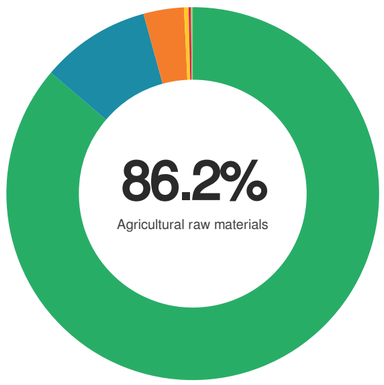
A detailed breakdown of Scope 3 emissions by GHG Protocol category highlights where targeted reductions across our supply chain will deliver the greatest impact.

This graphic analyses scope 3 emissions according to **7 of the 15 GHG scope 3 categories** for the scope 3 upstream and downstream emissions.



- **84.1%** 3.1 Purchased goods & services
- **12.6%** 3.4 Upstream transportation
- **2.9%** 3.9 Downstream transportation
- **0.2%** 3.6 Business travel
- **0.2%** 3.7 Employee commuting
- **0.01%** 3.3 Fuel not scopes 1 & 2
- **0.01%** 3.8 Leased

This graphic analyses scope 3 emissions according to **business operational categories for upstream only**.



- **86.2%** Agricultural raw materials
- **9.5%** Land transport
- **3.5%** Sea transport
- **0.4%** Office support *
- **0.2%** Business travel
- **0.2%** Employee commuting

* Office support: phones; postage; insurance; accounting; training; recruitment; computing and IT.

It is clear that our focus to achieve the greatest reductions in the supply chain upstream should be on the purchased goods and services of which the transportation and raw materials account for >95% of the total scope 3 emissions upstream

Note: Fuel WTT is well to tank – the emissions associated with generating the electricity; T&D is transmission and distribution losses in the supply network.



Net Zero or Carbon Neutral?

Net zero is the gold standard chosen by Uren, setting us apart from carbon-neutral approaches that rely on offsets rather than real reductions.



Carbon Neutral

A company purchases carbon credits from activities in which external operators have removed GHG gasses, usually, CO_2 from the atmosphere and have had these verified as credits usually offered in tonnes CO_2e for others to buy.

This does not in fact reduce any of your carbon emissions and is simply a mathematical way to balance out emissions and removals.



Net Zero

This is a status where GHG emissions have definitely been reduced and not just balanced out. A net zero strategy can involve becoming lean in terms of efficiency, green in terms of selection of low or zero emission fuels and mean if any activities can be stopped.

The latter 'mean' category is exceptionally difficult to find for most businesses. It is also likely that technology does not yet exist for companies to become entirely net zero.

Why carbon credits alone are not the answer

There are many business leaders who have announced net-zero targets, believing that they can buy carbon credits to get to that position.

That would be a carbon-neutral target, not a net-zero target, and frankly, not relevant in the context of the entire global population and businesses needing to make real reductions in carbon at source, not rely on the mitigating actions of others.

Uren's major proportion of the carbon footprint cannot be directly addressed by them, with less than 0.4% being its own emissions. The business will work with its supply chain partners to be supportive of their initiatives to reach a carbon net zero target for 2050.

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

OPERATIONAL EFFICIENCY

LEAN

- Reduce Energy Use
- Improve Productivity

EMISSIONS EFFICIENCY

GREEN

- Change Fuel Source
- Switch to Biofuel
- Electricity: >% Renewable

ABSOLUTE REDUCTION

MEAN

- Remove Fossil Fuel
- Eliminate an Operation
- Sequester

Alignment with International Codes for Ethical Business

Aligning with internationally recognised standards for ethical and socially responsible business.

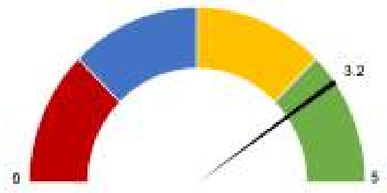
Sharing ESG performance through SEDEX and the ETI base code

Uren share ESG data with its customers via the Suppliers Ethical Data Exchange (SEDEX) which is based on the Ethical Trade Initiative (the ETI base code).

Within the SEDEX system there are two features that give recognition of good performance. The alignment between management lead policies and understanding by workers at the sites is tested in a SEDEX members Ethical Trade Audit (SMETA).

SEDEX scores companies for Environmental Social Governance performance across 5 business areas.

Each parameter is weighted as shown on the table (below, right) and the sum of all scores is presented as an overall Management Risk score out of a maximum 5 points.



Uren is pleased to score above average at 3.2/5 overall and achieve Advanced ratings in 3 of the 5 categories.

SEDEX Management Risk Score Weighting	
54.00%	Human rights: Supply chain & community
30.00%	Environment
8.00%	Freely chosen employment
6.00%	Business ethics
0.20%	Profile (Business type)

A Social Guideline Standard That We Follow

We recognise that it is important to integrate the social aspects of ESG into normal business operations.

The schematic illustrates how social aspects impact many areas wide-ranging and how it is more authentic to show true social responsibility both inside and outside the business to a wide range of stakeholders.

Uren are keen to show that we recognise our accountability, seek to be transparent and ethical, to respect stakeholder's interests, our legal requirements and human rights by promoting good behaviours in our business activities.



Social Support Activities & Award Recognition

Celebrating our people, promoting wellbeing, and recognising outstanding achievements in the workplace



Finance Director of the Year - Cheshire

Uren's Head of Finance, Maura won the Finance Director of the Year Award at the Accountancy Oscars for Cheshire!

Over 250 top finance people were put forward for those awards, and the judging panel were a head banker from HSBC and partners in KPMG (one of the big four accountancy firms) and Brabners, a large law firm.

One of the key things the judges highlighted when giving Maura the award was the work she has done with the SMT on promoting the company's vision and values and how this has played a big part in our strong performance over the last couple of years so everyone can take pride in Maura's achievement.

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

17 PARTNERSHIPS FOR THE GOALS



Mental Health Awareness

Uren supported Mental Health Awareness Day on Friday 10th October.

We also took the opportunity to raise money through Just Giving by making pretty cakes and ugly cakes and enjoying them whilst having an interactive mental health awareness session.

3 GOOD HEALTH AND WELL-BEING

"I love the challenge of working in finance at Uren. We're a genuinely international business, dealing with foreign exchange volatility and constant economic change, which keeps the role interesting and never static.

Being part of a company that has adapted successfully for over 130 years gives real perspective, and our size means we can stay agile rather than bureaucratic. I also get to work with some brilliant people – a few geniuses, plenty of strong characters, and always good humour.

For me, the flexibility and trust within the business have made it possible to balance a full-time role with caring for my son with special needs — and that support means a great deal."

Maura Evans – Head of Finance

FUNDRAISING

Uren in the Community



> "We are committed to operating responsibly, supporting our people, and giving back to our communities. Our charity work and ESG initiatives reflect our belief that long-term success is built on integrity, sustainability, and positive social impact."
>
> ***Stephen Gibbons – Technical Manager***



Sports Sponsorship

This is a story that shows how Uren like to make a difference. Ava, the daughter of Laura Dunning a former Uren-sponsored Paralympic athlete, has been selected to represent Merseyside at the World Scout Jamboree in Gdansk in 2027—a truly once-in-a-lifetime experience involving over 40,000 Scouts from around the globe.

The image is of Ava receiving her Best Scout 2025 Award last month; she has previously won Chief Scout Gold Award in 2024 and the Unit's Andrew Knowles Trophy. Uren staff were pleased to support Ava.

Wirral Hospice St John's

Festive quiz and lunch were held to raise funds for Wirral Hospice St John's, a local hospice offering specialist care.

3 GOOD HEALTH AND WELL-BEING



Local Girls Cricket Team

Uren were pleased to sponsor a local girls cricket team to promote gender equality and opportunity.

5 GENDER EQUALITY

Brain Tumour Charity Support

One of our team, Victoria Mason, raised funds for The Brain Tumour Charity, In Memory of David Booth.

Victoria is doing the virtual challenge of Lands End to John O' Groats. (874 miles) over a year.

3 GOOD HEALTH AND WELL-BEING



Horse Sense Wirral

Founded in 2009 this charity needs £17,000 a month to continue its valuable work of rescuing poorly treated horses.

Uren are proud to have 2 rescue horses from HSW: Chico (pictured) and a new arrival Shetland Banjo.

11 SUSTAINABLE CITIES AND COMMUNITIES

SUPPORTING OUR COMMUNITY

Fundraising Challenges & Activities







JDRF – Manchester Marathon

We sponsored our NPD team member Sarah's brother who ran the Manchester Marathon to raise funds for JDRF (now **Breakthrough T1D**), which funds research into type 1 diabetes. Both his children live with the condition.

Kayak Challenge – RNLI

Our legal manager, Liz, kayaked 14 miles from New Brighton to Thurstaston to raise money for the **RNLI**, supporting their lifesaving work.

St Francis Community, Chester

Following a personal plea shared by Ewa from our Accounts team, a donation was made to support a woman recovering from cardiac arrest and in financial need.

Support for Steph

A contribution was made to help Steph, a family friend of Tori's from our Supply Chain team, with stage 4 cancer, to ease financial pressures and help create meaningful memories.

Golf and Cycle for Calday Pool

Our commercial director, Julian, completed three rounds of golf and cycled over 50 miles to support **Calday Pool**, helping fund improved access for those with mobility challenges.

Zoe's Place

A donation was made to **Zoe's Place**, which was struggling to survive with the ever-increasing cost of care. Zoe's Place provides palliative and essential respite care for infants.

World Transplant Games

From our Nuts team, Tom's sister-in-law is competing to raise funds for **DKMS UK** and **Anthony Nolan**, which support stem cell transplant patients.

Belvoir Farm's Sponsored Walk

We contributed to a fundraiser by Belvoir, one of our valued customers, who walked across the Peak District for **Dove Cottage Day Hospice**.

SUPPORTING OUR COMMUNITY

Uren in the Community

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
11 SUSTAINABLE CITIES AND COMMUNITIES

Helsby Junior Football

Uren sponsored the trophies for the annual Helsby Junior football tournament, celebrating the efforts of local young athletes.



Flintshire Food Bank

A separate donation was made to support the **Flintshire Food Bank**.



Wirral Food Bank

A full food shop was donated to the **Wirral Food Bank**. Staff were also given the option to donate Easter eggs, with all unclaimed eggs passed on.



"Over the past year, our CSR activity has focused on employee wellbeing, engagement, and meaningful community involvement, with colleagues actively shaping the causes we support.

CSR at Uren is deliberately people-led, encouraging participation beyond financial donations and fostering a culture of shared responsibility and social impact.

Looking ahead, we are committed to building on this foundation by increasing employee involvement, expanding wellbeing and volunteering initiatives, and introducing a more structured CSR focus, including the selection of a Charity of the Year, to ensure our social impact continues to grow in a meaningful and sustainable way."

Sarah Taylor, CSR lead member



Whitechapel Centre, Liverpool

After hearing of a theft at the **Whitechapel Centre**, which supports the homeless, Uren donated to help replace stolen items.

The Whitechapel Centre
Real solutions to housing & homelessness

Cheshire Community Foundation

Uren makes an annual donation to the **Cheshire Community Foundation**, supporting local grassroots projects.

CHESHIRE COMMUNITY FOUNDATION



Recognising our Culture and Purpose

Our vision is to be the **go-to supplier of ingredients** to the UK food and beverage industry.

Living Our Values

Uren are pleased to have an open and innovative culture. We recognise the importance of encouraging our team to be curious, well-trained and ambitious.

It is just as important to have fun at work and to respect our colleagues and to care for each other's personal and professional development.

Understanding
Curious. Knowledgeable. Insightful.

reliable
Ownership. Responsible. Loyal.

entrepreneurial
Innovative. Ambitious. Fun.

nurturing
Supportive. Care. Develop.

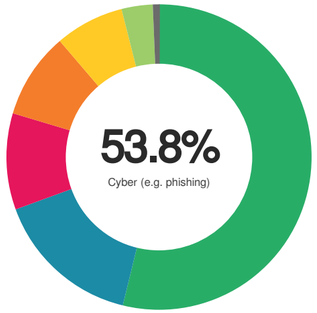
"Uren has always supported an active, healthy, work life balance. Lunchtime walking events and the cycle to work scheme are great initiatives to support this."

Richard Bargh, Head of Juice & Flavours.

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
17 PARTNERSHIPS FOR THE GOALS

Training & Personal Development

One of the key risks to businesses globally is cyber security and data protection. Over 70 hours training has been provided to our team across a range of areas as shown here.



53.8%	Cyber (e.g. phishing)
15.6%	Social media use
10.2%	Internet use and scams
9.1%	Phone (mobile use)
7.3%	IT (e.g. passwords)
3.3%	Reporting cyber issues
0.8%	Data security

"I am incredibly proud to have been part of Uren for more than 25 years and to have seen, first-hand, the nurturing ethos that has been present throughout that time.

Being a supportive and caring organisation is not something we talk about lightly - it is how we look after each other every day, and how we choose to support our wider community. This culture is fundamental to who we are and how we do business."

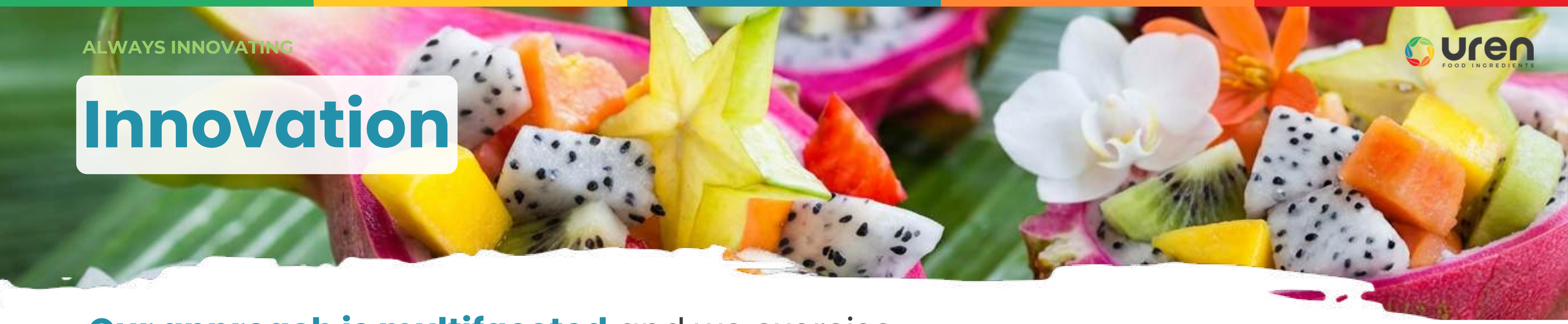
Jackie Burke, Head of People and Culture

"I am proof of what this business can do when it develops people, encourages ownership and rewards ambition. My commitment is to preserve a culture where that journey remains possible for others."

Paul Jones, Director

ALWAYS INNOVATING

Innovation



Our approach is multifaceted and we exercise disruptive innovation where appropriate

Product Development

Uren have an in-house resource for existing and new customers which explores, exploits, and maximises advances in technology, ingredients and their use/incorporation in food & beverage categories. We create bespoke recipes for customers from briefs or from proactive initiatives.

As one of the leading food ingredients suppliers in the UK, we offer product and ingredient solutions from our ingredient range or more widely from our network of supply chain partners from throughout the food industry, maintaining high service levels for our customers.

Our recipe development service encompasses all the stages from ideation to sourcing of raw materials to production on- shelf.









Combining years of expertise in product development our team can offer

- Experience in the Food & Beverage Industry
- Ideas from concept to tangible productsCreativity and exploration in formulation and ingredients
- One stop shop, sourcing and availability of appropriate, commercial ingredients
- Customer and Market focused solutions to the various challenges environmental, nutrition driven
- Partnership which brings together a more dynamic and approach to creativity

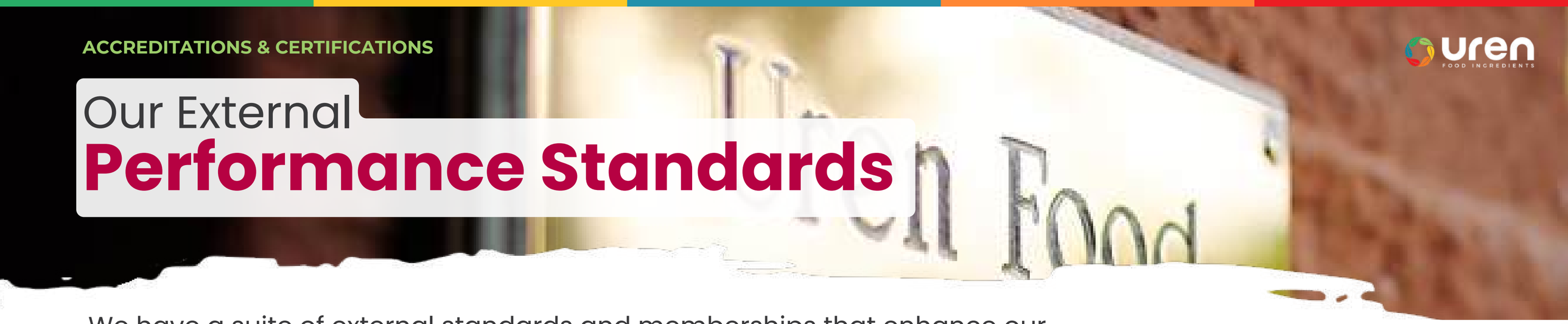
Innovation Workshops

These can be arranged with customers and NPD and marketing teams to augment a company's own resource as a way to explore new concepts and alternative solutions.





We bring your brand concepts to life, helping you formulate your next big idea, guiding you from concept through recipe formulation to commercial launch.



Our External Performance Standards

We have a suite of external standards and memberships that enhance our ability to provide the **highest level of assurance to our supply chain**.

SASB STANDARDS

Materiality Data for Food Retailers & Distributors and Agricultural Products

SASB (IFRS S1/S2 standard)	IFRS reference	Unit of reporting
Workforce Health & Safety	FB-FR-310a.4; FB-AG-320a.1 (accident rates)	Incident rates
GMO Management	FB-AG-430b.1	GMO statement
Ingredient Sourcing	FB-AG-440a.1; FB-AG-440a.2 (climate & water)	Risk and % affected
Data Security	FB-FR-230a.1; FB-FR-230a.2 (breaches)	Number / %
Food Waste	FB-FR-150a.1	tonnes
Food Safety	FB-AG-250a.1 (Non conformance rate) FB-AG-250a.2 (GFSI approved suppliers) FB-AG-250a.3 (number of recalls)	number % number

These certifications and memberships give our supply chain and the consumer confidence that they are buying an entirely food safe, ethically sourced and carefully handled product that is nutritious and safe to eat.

Our BRC grade is AA for chilled, frozen and ambient foods.

Packaging

Uren Food Group Ltd are obligated under the The Producer Responsibility Obligations (Packaging Waste) Regulations 2007 and are fully compliant through our registration with UK government approved Packaging Producer Compliance scheme, Beyondly.

Our packaging producer registration number is NPWD108215.

BRCGS Agents and Brokers CERTIFICATED

BRCGS Site Code: 7153881

SOIL ASSOCIATION ORGANIC

License Number: P1723

NDFTA THE NUT & DRIED FRUIT TRADE ASSOCIATION

Cert number: 4830136189

BRITISH FROZEN FOOD FEDERATION

IFS Food

FAIRTRADE

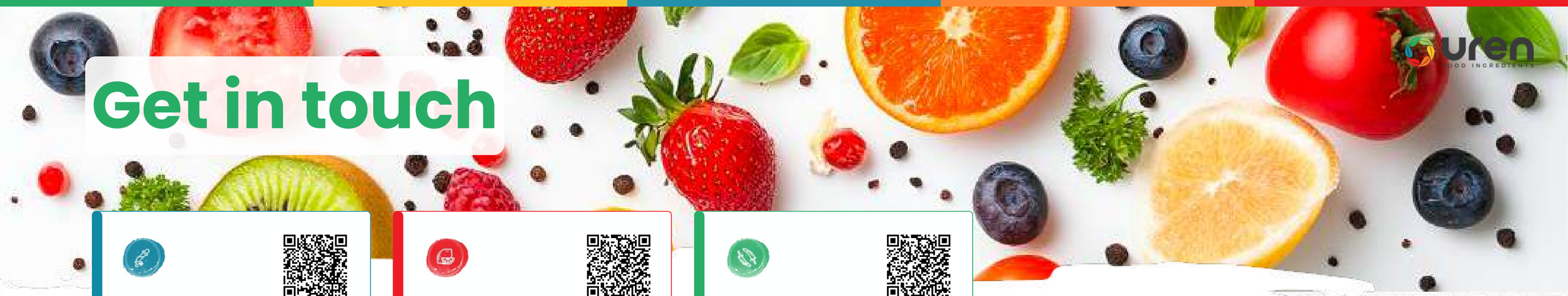
BRITISH Soft Drinks ASSOCIATION

BFJA British Fruit Juice Association

SMBA SUPPLIER ASSOCIATE MEMBER

THE HONEY ASSOCIATION
BRITISH HONEY IMPORTERS AND PACKERS ASSOCIATION

Aromatech flavors designed by nature



Get in touch

Flavours

Georgie English
Georgie.English@uren.com
+44 (0) 7718 570 219

IQF Fruit

Emily Birch
Emily.Birch@uren.com
+44 (0) 7718 570 220

IQF Vegetables

Emily Birch
Emily.Birch@uren.com
+44 (0) 7718 570 220

Juices & Purees

Richard Bargh
Richard.Bargh@uren.com
+44 (0) 7896 626 240

Nuts, Seeds & Honey

Tom Ames
Tom.Ames@uren.com
+44 (0) 7522 224 619

NPD & Innovation

Maria Cabrera
Maria.Cabrera@uren.com
+44 (0) 7802 449 345

Uren Food Group Ltd
Wood Park, Chester High Rd
Neston CH64 7TB
www.uren.com

We are able to source a number of ingredients outside our main product categories. **Get in touch** to discuss your individual ingredient or project needs.



Appendix

Materiality & Double Materiality Analysis
Key ESG Performance Metrics
Carbon Footprint Scopes Explained

EcoVadis Industry Risk Assessment

WHOLESALE OF FOOD, BEVERAGES AND TOBACCO

The 14 risks identified in the EcoVadis Industry risk assessment (our references H1-H3 and M1-11) are matched here against KPIs that are reported in the next sections.
We also show how we take action to ensure the risks are addressed and reported correctly. We have also mapped the UN SDGs that we consider are most relevant for each of the industry risks identified. The EcoVadis risk are slightly different to the ISSB (SASB) IFRS S1 and S2 material issues, so we have chosen to report for both risk assessments.

H High weighting M Medium weighting

THEME	MATERIAL TOPIC	DEFINITION	REFERENCE CODE	HOW THIS IS ADDRESSED BY UREN FOOD GROUP LIMITED	RELEVANT UNSDG
HIGH WEIGHTING					3 TOPICS
Labour & Human Rights	Employee Health & Safety	Deals with health and safety issues encountered by employees at work, i.e. during operations and transport. Includes both physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substances.	H1	KPIs on H&S; employee training.	3, 8, 12
Sustainable Procurement	Supplier Environmental Practices	Integration of environmental issues in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability).	H2	Supply chain ESG risk assessment; terms & conditions.	7, 12, 13, 14, 15
	Supplier Social Practices	Integration of labour and human rights issues (e.g. working hours, wages) in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability).	H3	Supply chain ESG risk assessment; terms & conditions.	4, 5, 8, 10
MEDIUM WEIGHTING					11 TOPICS
Environment	Energy & GHGs	Energy consumption (e.g. electricity, fuel, renewable energies) used during operations and transport. Greenhouse gas direct and indirect emissions including CO_2, CH_4, N_2O, HFC, PFC and SF_6. Also includes production of renewable energy by the company.	M1	Carbon footprint report; ESG report.	7, 12, 13
	Materials, Chemicals & Waste	Management of raw materials, chemicals, non-hazardous and hazardous waste generated from operations.	M2	Waste contractor annual analysis; ESG report.	12, 14, 15
	Customer Health & Safety	Negative health and safety impacts of products and services on customers or consumers.	M3	Nothing negative seen online and no injuries recorded to customers and visitors to site.	3, 17
	Environmental Services & Advocacy	Services or alternative solutions offered to enable customers to diagnose and mitigate their environmental impacts, including issues related to climate change, biodiversity loss, pollution, water consumption and other environmental topics.	M4	Climate Change Risk and Water Scarcity report.	12, 17
Labour & Human Rights	Working Conditions	Deals with working hours, overtime, remuneration and social benefits granted to employees.	M5	ESG report and internal HR records.	8
	Social Dialogue	Deals with structured social dialogue, i.e. social dialogue deployed through recognised employee representatives and collective bargaining.	M6	ESG report; Human Rights impact in Workforce report.	10
	Career Management & Training	Deals with main career stages, i.e. recruitment, evaluation, training and management of layoffs.	M7	9-box career evaluation protocol and personal development review and plans.	4, 5, 10
	Child Labour, Forced Labour & Human Trafficking	Included as part of Supplier Social Practices.	M8	ESG risk assessment report and Child Labour Policy and Risk Assessment.	4, 5, 10
	Diversity, Discrimination & Harassment	Deals with discrimination and harassment prevention at the workplace. Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion or termination, based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age. Harassment may include physical, psychological and verbal advances in the work environment.	M9	Employee Handbook and KPIs in ESG report.	5, 10
Ethics	Corruption	Abuse of entrusted power in the workplace for private gain, taking the form of bribery, conflict of interest, fraud and/or money laundering.	M10	Internal training on corruption is maintained, as evidenced in ESG report.	12, 16
	Responsible Information Management	Securing of third-party information collected, processed or stored by companies for business purposes.	M11	Internal training on information security and management is evidenced in ESG report.	12, 16

Materiality analysis as determined from IFRS S1 and S2 reporting requirements for Food Retailers & Distributors and Agricultural Products

There is no suitable single materiality option in IFRS reporting that matches Uren's scope of activities. It contains aspects of 2 materiality assessments and those have been combined and edited to determine the materiality issues. Topics to disclose determined from SASB IFRS S1 and S2 materiality reporting requirements: https://sasb.ifrs.org/standards/materiality-finder/find/?industry%5B0%5D=FB-AG

INDUSTRY DESCRIPTIONS:

The Food Retailers & Distributors industry consists of entities engaged in wholesale and retail sales of food, beverage and agricultural products. Store formats include retail supermarkets, convenience stores, warehouse supermarkets, liquor stores, bakeries, natural food stores, specialty food stores, seafood stores and distribution centres.

Entities may specialise in one type of store format or have facilities that contain many formats. Products typically are sourced worldwide and include fresh meat and produce, prepared foods, processed foods, baked goods, frozen and canned foods, non-alcoholic and alcoholic beverages, and a wide selection of household goods and personal care products. Food retailers also may produce or sell private-label products.

The Agricultural Products industry is engaged in processing, trading and distributing vegetables and fruits, and producing and milling agricultural commodities such as grains, sugar, consumable oils, maize, soybeans and animal feed. Entities sell products directly to consumers and businesses for use in consumer and industrial products. Entities in the industry typically purchase agricultural products from entities that grow such products (either directly or indirectly) to then conduct value-adding activities (for example, processing, trading, distributing and milling).

Agricultural products entities also are involved in wholesale and distribution. Entities in the industry may source a substantial portion of agricultural commodities from third-party growers in various countries. Therefore, managing sustainability risks within the supply chain is critical to securing a reliable raw materials supply and reducing the risk of price increases and volatility over the long term.

Topic	Metric	Category	Unit of Measure	Code	2025	Materiality Risk (0 Low, 5 High)	Financial Risk (Double Materiality) (0 Low, 5 High)	Materiality Opportunity (0 Low, 5 High)	Financial Opportunity (Double Materiality) (0 Low, 5 High)
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%), MWh	FB-FR-130a.1; FB-AG-130a.1	338 GJ; 100%; 94 MWh	5	2	2	2
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tonnes (t) CO2-e	FB-AG-110a.1	15.2 tCO2e	4	3	2	2
Greenhouse Gas Emissions	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	FB-AG-110a.2	Scope 1 could potentially be replaced with hydrogen or an electrified heating system which in the UK will be a net zero scope 2 by 2040 to 2050 and remove that part of scope 1. For burning oil this could be replaced with HVO fuel and achieve substantial emissions reduction of up to 85%	N/A	N/A	N/A	N/A
Greenhouse Gas Emissions	Gross global Scope 2 emissions	Quantitative	kWh	Location based; Market based	5.6 tCO2e; 12.4 tCO2e	3	2	1	1
Food Waste Management	(1) Amount of food waste generated, (2) percentage diverted from the waste stream	Quantitative	Metric tonnes (t), Percentage (%)	FB-FR-150a.1	0 t, 100%	3	2	2	2
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-AG-250a.1	0%	3	2	2	2

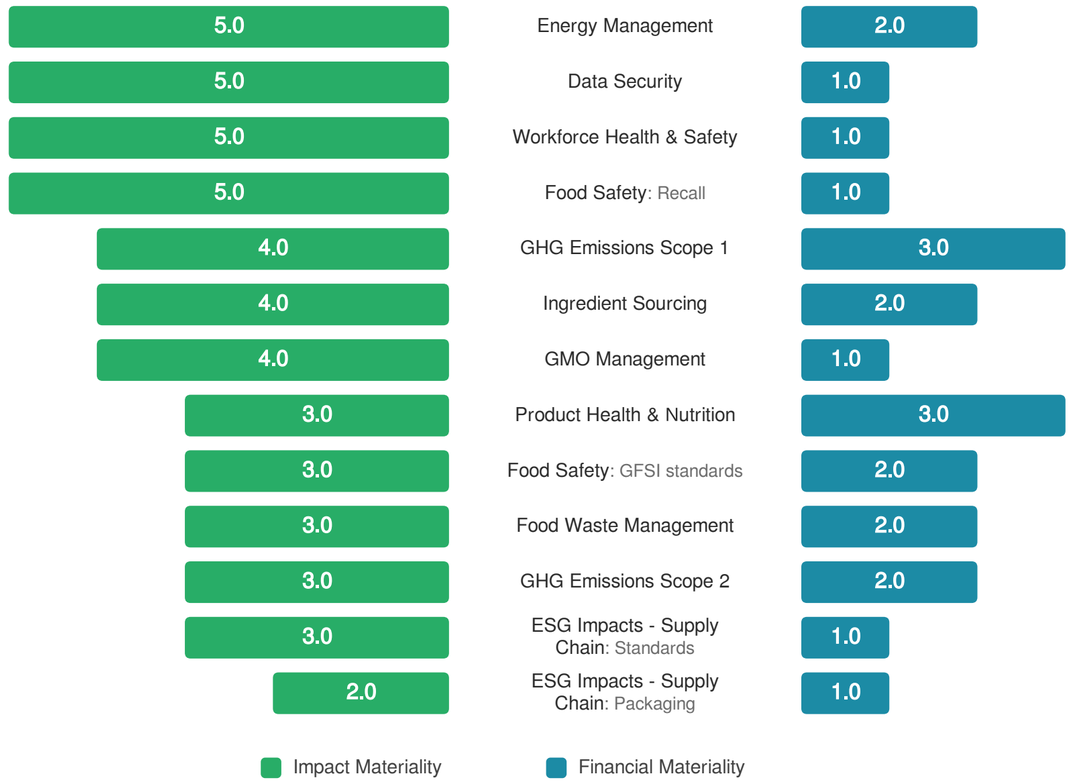
Topic	Metric	Category	Unit of Measure	Code	2025	Materiality Risk (0 Low, 5 High)	Financial Risk (Double Materiality) (0 Low, 5 High)	Materiality Opportunity (0 Low, 5 High)	Financial Opportunity (Double Materiality) (0 Low, 5 High)
Food Safety	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Quantitative	Percentage (%) by cost	FB-AG-250a.2	100%				
Food Safety	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tonnes (t)	FB-AG-250a.3	0	5	1	1	1
Product Health & Nutrition	Revenue from products labelled or marketed to promote health and nutrition attributes	Quantitative	Presentation currency	FB-FR-260a.1	100%	3	3	3	3
Product Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	FB-FR-260a.2	We have a robust food safety traceability system in place that is tested annually and verified through BRCGS audit. There are no complaints about nutritional or health concerns from customers.	N/A	N/A	N/A	N/A
Workforce Health & Safety	Total amount of monetary losses as a result of legal proceedings associated with: (1) labour law violations and (2) employment discrimination	Quantitative	Presentation currency	FB-FR-310a.4	0	4	1	2	1
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees	Quantitative	Rate	FB-AG-320a.1	Employees: TRIR 0; fatality 0; NMFR 0	5	1	1	1
Workforce Health & Safety	(1) TRIR, (2) fatality rate, and (3) NMFR for (b) contract employees	Quantitative	Rate	FB-AG-320a.1	Visitor / Contractor: TRIR 0; fatality 0; NMFR 0	5	1	1	1
Management of Environmental & Social Impacts in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standards	Quantitative	Presentation currency	FB-FR-430a.1	100% of our products are procured under strict food safety and environmental criteria.	3	1	2	2
Management of Environmental & Social Impacts in the Supply Chain	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	FB-FR-430a.4	We constantly keep aware of opportunities to reduce packaging, but the majority of our material is sold in bulk, hence packaging is a very small impact materiality.	2	1	2	3
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Discussion and Analysis	n/a	FB-AG-430b.1	We do not use GMO material in our supply chain, although sourcing globally there will be GMO material in the areas of sourcing that are unavoidable.	4	1	1	1
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	Discussion and Analysis	n/a	FB-AG-440a.1	Identified in an external expert report on Climate Change Risk and water scarcity for the major crops and countries that we source from	N/A	N/A	N/A	N/A
Ingredient Sourcing	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-AG-440a.2	0	4	2	1	2
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	Quantitative	Number, Percentage (%)	FB-FR-230a.1	0	5	1	1	1
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	FB-FR-230a.2	We have a robust training programme for all team members in IT security, cyber crime, social media and internet use and data protection	N/A	N/A	N/A	N/A

Materiality and Double Materiality

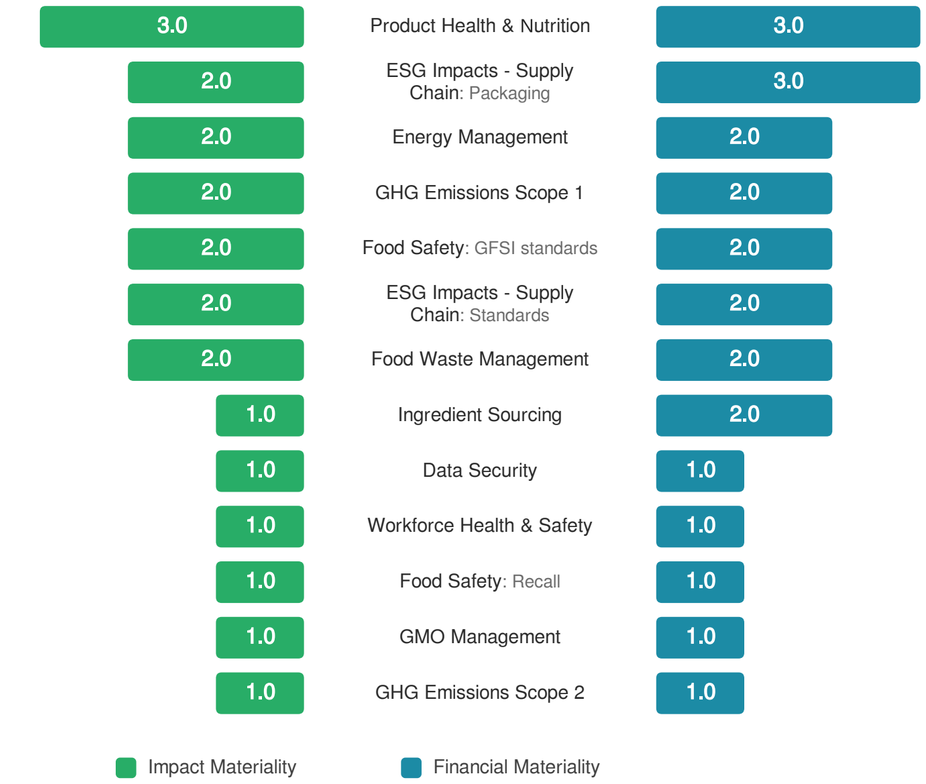
Materiality comprises the climate-related issues that have the potential to cause impact external to the business (Impact Materiality) and within the business (Financial Materiality). Our materiality risk is determined from the SASB IFRS materiality assessment for Agricultural Products.
Double Materiality is the impact of both impact and financial materiality.

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

Double Materiality Assessment: Risk



Double Materiality Assessment: Opportunity



Key Performance Data

Environment (M1 M2 M4)	Detail	Target	2025
Qualitative target	To minimise our impact on the environment in terms of the key performance indicators below. Target: annual review to ensure metrics are being achieved.		Achieved
ENERGY and CARBON EMISSIONS (M1)			
Total energy consumption	MWh		94
Total energy consumption	GJ		338
% renewable (green) energy used	%		1.2% of total fuel; 3.5% of electricity
Energy use intensity	kWh/tonne shipped	<2	1.56
Total scope 1 emissions	tonnes CO2e		15.2
Baseline scope 1 year			2025
Baseline scope 1 year emissions	tonnes CO2e		15.2
Total scope 2 emissions	Location based tonnes CO2e		5.6
Total scope 2 emissions	Market based tonnes CO2e		12.4
Baseline scope 2 year			2025
Baseline scope 2 year emissions	Location based tonnes CO2e		5.6
Scope 3 emissions	Downstream tonnes CO2e		1,344.5
Scope 3 emissions	Upstream tonnes CO2e		45,032.7
Scope 3 emissions	Total scope 3 tonnes CO2e		46,377.2
Total carbon footprint scopes 1+2+3	Tonnes CO2e		46,398.0
Baseline scope 3 year			2025
Baseline scope 3 year emissions	Tonnes CO2e		45,032.7
Tonnes CO2e/tonne processed	tonnes CO2e/tonne shipped	<0.5	0.77
Weight of non-hazardous material released to air: dust	tonnes	0	0
Weight of hazardous pollutant released to air: e.g. NOx, CO, SOx	tonnes NOx	0	0
WATER			
Total water withdrawn (mega litres)		<0.5	0.108
Total water disposed to sewer or other treatment (mega litres)		<0.5	0.088
Total water use (mega litres)		<0.5	0.108
WASTE (M2)			
Total weight HAZARDOUS waste disposed (tonnes)	tonnes	0	0
Total weight NON-HAZARDOUS waste disposed (tonnes)	tonnes		3.207
% waste recycled	Recycled		30%
% waste recycled	Used for generating heat		70%
% waste recycled	Non landfill	100%	100%
% waste to landfill	%	0%	0%
ENVIRONMENTAL SERVICES & ADVOCACY (M4)			
Supply chain Climate Change Risk Assessment in place and available to supply chain	Externally verified report available referencing climate change scenarios	Report in place highlighting baseline and future risks	Report completed and available to supply chain
Supplier questionnaire informs suppliers of basic ESG requirements to be considered an ethical supplier	Supplier ratings will be shared with the supply chain partners to benchmark their performance	Report available to share	Report completed and available to supply chain

Labour and Human Rights (M5 M6 M7 M8 M9)	Detail	Target	2025
Qualitative target	To create a working environment that is safe and healthy for our team members to work in; we are committed to the career development of our employees and will use the 9 box system to evaluate key staff: annually reviewed.		Achieved
Average hourly wage	Full time M		£57.07
Average hourly wage	Full time F		£29.75
Average hourly wage	Part time M		£25.70
Average hourly wage	Part time F		£22.97
National Living Wage comparison	Rate published		£13.45
National Living Wage comparison	Actual	Achieve national living wage rate	Achieved
% relative to national living wage	Full time M / F	100%	424% / 221%
% relative to national living wage	Part time M / F	100%	191% / 171%
Average length of employment (months, rolling average)	165 months		13 yrs 8 months
Average hours training per employee		>10	15
Total hours worked			61,204
Grievances raised	M	0	0
Grievances raised	F	0	0
Discrimination and harassment incidents	Total incidents	0	0
% workers in minority groups			0
% workers in minority groups at executive level			0
% women employees			62%
% women in executive posts excluding directors	Board %		N/A
% women in executive posts excluding directors	Management %		66%
Ratio and % of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio		5 to 1
Ratio and % of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	%		528%
Child labour	What control methods are in place to prevent child labour issues	Adequate controls and risk assessment in place	Achieved
Child labour	Number of child labour incidents identified	0	0
Modern slavery & human trafficking	What control methods are in place to prevent modern slavery	We have a Modern Slavery policy and verify risk in supply chain and within workforce using a supply chain ESG risk assessment and Human Rights Impact Assessment	Achieved
Modern slavery & human trafficking	Number of modern slavery incidents identified	0	0
% absenteeism	Total %	<2%	1.02%
Turnover rates for staff (%)	M %	<5%	3%
Turnover rates for staff (%)	F %	<5%	0%
Staff trained in Labour Standards and Human Resources	M	100% of relevant team	100%
Staff trained in Labour Standards and Human Resources	Total		100%
Staff evaluation and career progression	Annual appraisals conducted and the 9-box skills evaluation procedure achieved for all staff	100% staff received annual evaluation and career progression analysis	100%
Number of workers on Works Council or Committee			8

Key Performance Data (continued)

Health and Safety (H1 M3)	Detail	Target	2025
Qualitative target	To create a working environment that is safe and healthy for our team members to work in; to operate in a way that is safe for our supply chain and customers. Target: review annually to ensure systems are delivering a safe working environment.		Achieved
Number Incidents (accidents)	M (Employee)	0	0
Number Incidents (accidents)	M (Visitor/Contractor)	0	0
Number Incidents (accidents)	F (Employee)	0	0
Number Incidents (accidents)	F (Visitor/Contractor)	0	0
Customer health and safety (M3)	Incidents reported back to us from B2B customers	0	0
RIDDOR (serious) incidents	M	0	0
RIDDOR (serious) incidents	F	0	0
Number LOST DAY incidents / 100 workers		0	0
Lost time incidents x 1,000,000 / total hours worked (Frequency)		0	0
Lost time days x 1,000,000 / total hours worked (Severity)		0	0
Near misses x 1,000,000 / total hours worked		0	0
Staff trained in H&S this year	M (number trained)		7
Staff trained in H&S this year	F (number trained)		20
Staff trained in H&S this year	Total	>10	27
% workers trained in fire safety	M%		6%
% workers trained in fire safety	F%		21%
% workers trained in fire safety	Total %	>20% overall	27%

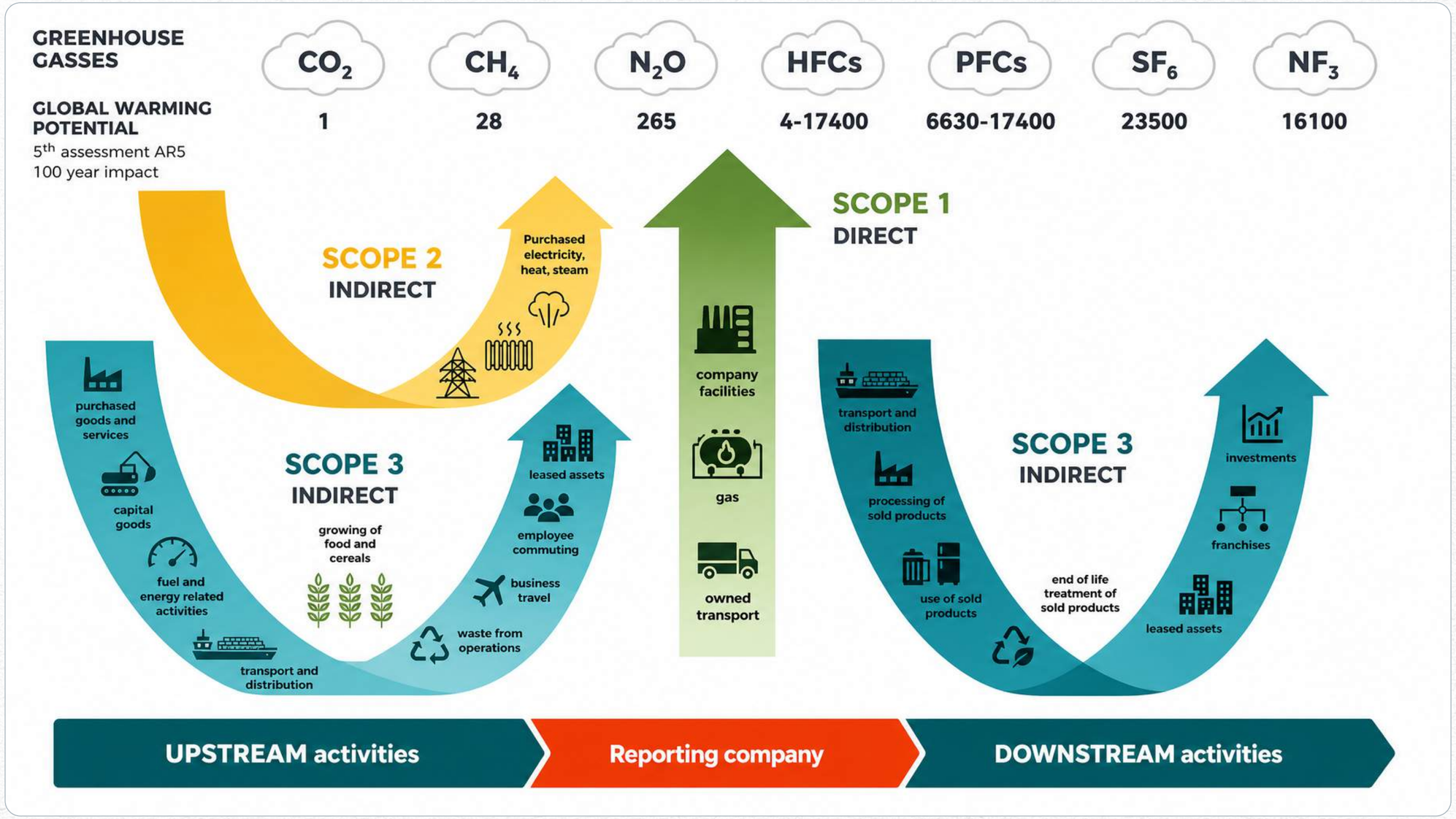
Ethics (M10 M11)	Detail	Target	2025
Qualitative target	To be completely open, honest and ethical in all our dealings in the supply chain and to have in place policies to ensure responsible information management. Target: policies will be reviewed annually for continued suitability.		Achieved
% staff trained in ethics		100% of relevant staff	100%
Number of whistle blowing incidents		0	0
Number of corruption incidents		0	0
Gender Pay gap data	Average %		43%
Gender Pay gap data	Median %		21%
Awareness programme in place to prevent information security breaches	Monthly training	100% staff trained	Achieved: 100% staff trained and updated monthly
Number of confirmed security breaches		0	0
Audits for information security breaches			0
What procedures are in place to train internal and third party users of secure information	No 3rd party users have direct access to our data	All internal staff undergo cybersecurity training	Achieved: 100% staff trained
Staff trained in Business Ethics, Bribery and Corruption	M	100% of customer facing team	100%
Staff trained in Business Ethics, Bribery and Corruption	F		100%

Procurement (H2 H3)	Detail	Target	2025
Qualitative target	To procure in a way that minimises raw material use and wastage and at lowest cost consistent with the required high quality of product we require by engaging proactively with our supply chain. Target: annual appraisal of supply chain performance to achieve high compliance rates.		Achieved
% suppliers signing the Conditions of Purchase		100%	100%
% of suppliers who have a CSR risk assessment: a report which identifies risk of sourcing region	An external ESG consultancy conducted a risk assessment for CSR/ESG at country level for all suppliers	100%	100%
Suppliers with environmental and social clauses in their terms and conditions	Terms and conditions include environmental and social issues	100%	100%
% of suppliers audited on their sites			27 visits, not audits
% suppliers with corrective actions		0%	0%
Average length of supplier relationships (months total)			180

A bespoke external verification report is available detailing the standards against which these metrics were verified.

Carbon Footprint Scopes Explained

Carbon Footprint is a generalised term that converts all seven greenhouse gasses into an equivalent based on global warming potential.



There are seven gasses that need to be considered in calculating a carbon footprint.

Each has a global warming potential (GWP) factor which differs slightly depending on the report you consult, but overall, the relative warming potential is the same. In our system, we have used a number to evaluate the relative risk on a 0-5 sliding scale in each material category, and the double materiality is the relative investment of financial resources we deem may be required to address that issue.

The analysis has been done for Material RISK and OPPORTUNITY.