

RESPONSIBLE BUSINESS FACTSHEET

Our series of factsheets provides detailed insights and key highlights from the past year, focusing on the issues that could impact our business performance, as well as the areas where we can make the greatest difference and drive meaningful, change.



PEOPLE & COMMUNITIES

WHY IT MATTERS

We understand that by supporting people, we're helping our colleagues and communities to unlock their potential and help build a better future for everyone. Our culture at Samworth Brothers is special; our purpose, 'We do good things with great food', is at the core of everything we do, underpinned by three company values: 'We are a family', 'We take pride', 'We make things happen'. 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. 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.

Delivering action on the UN Sustainable Development Goals (SDGs):



OUR COMMITMENTS

- Training 2,000 managers and leaders on our purpose, values and culture, through our 'Leading the Samworth Way' programme.
- Achieving an 80% wellbeing score in our annual colleague survey
- Achieving and maintaining 40% female colleagues
- Filling 70% of all salaried roles internally
- Creating more than 155 apprenticeships per year
- Give 1% of our annual statutory profits to good causes
- Support our local communities to help them thrive

* The target includes Forest, Land and Agriculture (FLAG) emissions and removals

OUR APPROACH

Fairness & Wellbeing

Our 'We are a family' value means we welcome, appreciate and encourage each other, no matter who we are or where we're from – we're proud to employ colleagues of 100 different nationalities. We're powered by trust and respect, so everyone can be open and honest with one another.

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. We're committed to ensuring everyone within our business is treated fairly. We have multiple avenues for colleagues to raise concerns, including a confidential hotline. We've several policies related to non-discrimination and equal opportunity:

- Equality & Diversity Policy
- Grievance Policy
- Talent & Resourcing Policy
- Leading The Samworth Way – Purpose and Values Framework

To ensure equity of opportunities and non-discrimination, our hiring managers undertake our Licence to Hire training programme. 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.

We've a strong culture framework which details our commitment to our purpose and values, and which outlines our key goals.

Community

Communities are the heartbeat of the UK, and it's Samworth Brothers belief that we help each other thrive, and why we are proud to give 1% of our annual statutory profits to good causes. We are proud of the direct support we and our colleagues have been giving to communities for generations. We will support our local communities to help them thrive, by maximising the social benefit of our contributions – whether food, time, money or expert support.

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 committee which organises and runs activities for charities that are nominated by our colleagues, and each bakery has a nominated Community Champion, who leads initiatives and builds local relationships.

Our "Community Framework" is our policy to focus our community activities into three main areas: reducing food insecurity, improving health and wellbeing, and creating opportunities.

- Reducing food insecurity: As a leading food company, we've a critical role to play in tackling hunger within our local communities. 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.
- Improving health and wellbeing: We support a number of projects designed to support healthy, happy lifestyles for young people. We donate 1% of our annual statutory profits to our Community Opportunity Fund (formerly The Sports Opportunity Fund), which supports grassroots youth sports clubs and community food projects (in particular, around food education for young people).
- Creating opportunities: We contribute to our local economies by creating jobs in different ways. As well as our 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.

OUR PERFORMANCE

We track the effectiveness of our actions through regular feedback from colleagues via surveys. In our annual People Survey, 92% of colleagues responded and we achieved an 81% engagement score. We're proud of our strong survey scores, which show that 82% of our colleagues are aware of our purpose and values, 80% believe we're living our purpose, and 76% believe we're living our values.

We strongly believe in leading by example, and 90% of our line managers have now completed our 'Leading the Samworth Way' Programme. These sessions are aimed at new managers and are designed to give them the knowledge, skills and support needed to be great leaders and excellent role models.

Initiatives supported by our Local Committees and Community Champions continue to thrive. In 2024, we donated and distributed over 700,000 meals (equivalent) as part of our food donation and distribution work. In addition, we redistributed surplus food to the equivalent of approximately 4 million meals to communities.

MEASURE	TARGET	2022	2023	2024
Fairness & Wellbeing				
Wellbeing score in colleague survey	80% wellbeing score in our annual colleague survey	78%	79%	80%
Senior management who are female	Achieving and maintaining 40% women in senior management	Directors - 31% Managers - 31% Salaried - 44% Weekly - 34%	Directors - 30% Managers - 31% Salaried - 44% Weekly - 34%	Directors - 34% Managers - 33% Salaried - 41% Weekly - 33%
Internal recruitment	Filling 70% of all salaried roles internally	Directors - 56% Salaried - 34%	Directors - 60% Salaried - 47%	Directors - 65% Salaried - 44%
Apprenticeship intakes (Number)	150 per year	92	95	159
No. of workforce that are graduates/apprentices	KPI	98	137	256
Ratio of the basic salary and remuneration of women to men	KPI	Median - 7% Mean - 7%	Median - 8.6% Mean - 6.7%	Median - 8.3% Mean - 7%
Percentage of colleagues that are non-white British	KPI	Directors - 3% Managers - 60% Salaried - 22% Weekly - 75%	Directors - 7% Managers - 61% Salaried - 27% Weekly - 78%	Directors - 7% Managers - 61% Salaried - 27% Weekly - 78%
Community				
Surplus food redistributed (meals equivalent)	Reducing food insecurity by increasing food surplus to redistribution - KPI	2.0 million	2.7 million	4.0 million
Supporting good causes; Volunteering hours	Be a force for good in our communities - KPI	-	-	3,204
Supporting good causes; £ donated via Community Opportunity Fund	Be a force for good in our communities - KPI	£115,959	£121,836	£155,508