

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.

RESPONSIBLE SOURCING & HUMAN RIGHTS

WHY IT MATTERS

Supply chains are complex, and we source from suppliers around the world. Expectations to monitor supply chains for environmental and social impacts have only increased in recent years. Transparency, along with standards and certifications, are critical to managing all risks in global supply chains, as is the effort required to enforce them. At the same time, there is a growing responsibility within the food industry to ensure supply chains contribute to overall net zero targets, enhance human rights and worker livelihoods, address deforestation and adverse environmental impacts from materials such as palm oil, soy, and seafood, and commit to animal welfare. Samworth Brothers is committed to reducing environmental impacts, while enhancing the lives of workers in our supply chains.

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



OUR COMMITMENTS

- Science Based Target initiative - no deforestation across primary deforestation-linked commodities, with a target date of December 31, 2025
- 100% of soy from deforestation free sourcing areas by end of 2025
- 100% of palm oil RSPO segregated by the end of 2025
- 100% beef sourced from low-risk origin by volume by end of 2025
- 100% cage free eggs for own brand products by end of 2025
- 100% suppliers (direct food, agents and packaging) registered on Sedex

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

OUR APPROACH

Securing a sustainable supply of raw materials and ingredients is fundamental to the future growth of our business and achieving our commitments within our Responsible Business Plan. Within our plan we have identified specific work programmes. Our standard Terms and Conditions that we issue to suppliers reference our Responsible Sourcing Policy.

Human Rights:

Human rights abuses are harder to spot within supply chains, and we continually look to implement best practice in this area. Our supply chain is global and therefore we take a risk-based approach to our human rights due diligence, including when assessing for risks in relation to modern slavery. We expect suppliers to respect and manage human rights and our requirements in this area are a fundamental core of our Responsible Sourcing Policy. We ask suppliers to comply to legal obligations and uphold the ETI base code, additionally we ask our direct (tier one) food and packaging and select services suppliers to share their ethical trade information via the Sedex platform.

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 manufacturing to be subject to third-party ethical audits every two years.

Climate:

We have measured our total carbon footprint to establish our baseline year; our total Scope 1, 2 and 3 footprint for our 2022 base year is 1.43 million tonnes CO₂e. Working with our suppliers is particularly important as 94% of our emissions are in our Scope 3 (supply chain).

In 2025, our group carbon reduction targets have now been independently validated and approved by the Science Based Targets initiative (SBTi). The SBTi is a global charity that makes sure businesses are clear, consistent and credible when calculating their emissions.

Near-term targets (by 2030):

- 42% reduction in absolute Scope 1, 2 & 3 GHG emissions (from a 2022 base year).
- 30.3% reduction in absolute Scope 3 FLAG (Forest, Land, and Agriculture) GHG emissions.
- No deforestation across primary deforestation-linked commodities by December 2025.

Long-term targets (by 2050):

- 90% reduction in absolute Scope 1, 2 & 3 GHG emissions.
- 72% reduction in absolute Scope 3 FLAG GHG emissions.

Water Stress:

A critical component of water stewardship is collective action. The Courtauld 2030 Water Roadmap is a practical response for the protection of water resources, and brings together food and drink businesses to collectively take action in water catchments. The overarching goal of the Roadmap is for 50% of the UK's fresh food to be sourced from areas with sustainable water management by 2030.

Marine Ecosystems:

Marine ecosystems are critically important to our daily lives and the future of the planet. Many of our source fisheries are already certified as independently certified to the Aquaculture Stewardship Council (ASC) standard, Marine Stewardship Council (MSC) standard, whilst others are working towards this goal, often through Fishery Improvement Projects (FIPs).

OUR APPROACH *(continued)*

Deforestation – Palm Oil:

We purchase palm oil for several of our products, sourced from reputable producers who have direct contact, and in some cases ownership, of the palm plantations and palm mills. We need to ensure that no palm oil or derivatives we purchase contribute to any negative impact on environmental or ethical grounds. We are members of the Roundtable for Sustainable Palm Oil (RSPO) and fully support the principles and criteria of the scheme.

We have a commitment that by the end of 2025 all palm oil used in Samworth Brothers products must be physically certified to Roundtable on Sustainable Palm Oil (RSPO) and come from a Segregated (SG) supply chain model.

Deforestation – Soy:

For Samworth Brothers, our soy footprint is primarily formed from embedded soy within animal feed, for ingredients such as meat, eggs, farmed fish and dairy products. Samworth Brothers ambition is that all soy used as animal feed in our global supply chain is sourced from areas which are verified as zero deforestation, with a target to source 100% deforestation and conversion free physical soy embedded in our supply chain by 2025. We have further strengthened this commitment as we are signatories of the UK Soy Manifesto and are supporters of the Soy Transparency Coalition. Our Soy Position Statement is publicly available via this link.

Deforestation – Packaging:

We have a responsibility, together with our suppliers, to help prevent environmental problems associated with packaging. We only use packaging where it serves a clear purpose and we are supporters of the UK Plastics Pact, which aims to eliminate problematic plastics, reduce the total amount of packaging on supermarket shelves, and help build a stronger UK recycling system. All virgin paper and board packaging should be sourced from sustainably managed forests, to ensure net zero deforestation (FSC or PEFC sources preferred).

Farm Animal Welfare:

The fundamentals of our animal welfare objectives are based on the 'Five Freedoms' outlined by the Farm Animal Welfare Commitment (FAWC). All raw materials supplied to us must support the five freedoms. We have committed to moving to 100% cage-free eggs by the end of 2025, for all our Samworth Brothers brands, this includes all shell eggs and egg products (e.g. liquid egg) directly sourced as an ingredient by Samworth Brothers.

OUR PERFORMANCE

We're developing long-term, sustainable partnerships which deliver mutual benefits, helping to reduce the environmental and social impact of our products and improving the resilience of our supply chain. Our Responsible Sourcing Policy, Human Rights Policy and Modern Slavery Statement outline our commitment and approach to human rights due diligence.

Our highest priority ingredients include pork, poultry, red meat, bakery, dairy, fish and seafood. We also consider palm oil and soy to be high priority due to the risk of deforestation in supply chains. 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.

OUR PERFORMANCE (continued)

We use a risk assessment model to analyse the environmental and social risks of the food that we buy from our suppliers. This includes a range of indicators by country and raw material category, to identify areas of greatest risk. We monitor key areas, such as human rights risks, 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.

In 2024, we continued to evolve our due diligence processes, to identify, prevent, and mitigate human rights risks in our operations and supply chains. We published our revised Responsible Sourcing Policy and launched to suppliers. We have updated our human rights risk assessment to identify high risk supply chains, and in 2025 we will utilise a "supplier maturity framework" in reviewing the performance of our top 15 suppliers (by risk).

MEASURE	TARGET	2022	2023	2024
Responsible Sourcing				
Percentage of soy that has certification, is in transition, or is vDCF*	100% by end of 2025	34%	32%	45%
Percentage of palm oil volume certified to the Roundtable on Sustainable Palm Oil (RSPO) Segregated Standard	100% by end of 2025	98%**	99%**	99%**
Percentage of beef from low-risk origin by volume	100% by end of 2025	100%	100%	100%
Percentage of eggs for own brand products that are cage-free	100% by end of 2025	-	-	99%
Percentage of wild caught seafood that is MSC certified as sustainable (by volume)	KPI	58%	47%	74%
Percentage of farmed seafood that is certified as sustainable (by volume) ASC / RSPCA	KPI	18%	29%	TBC
Human Rights				
Independent Ethical Audit: all Samworth Brothers manufacturing sites to have an ethical audits every 2 years	KPI	-	90%	89%
Supplier SEDEX Registration: Direct food, agents and packaging suppliers registered	KPI	91%	92%	94%

* Definitions:

- **In Transition** - Verified to a deforestation- and conversion-free standard where a connected supply chain has a mix of verified and non-verified material used.
- **vDCF** - From an area not at risk of deforestation or land conversion, or certified using a segregated system
- **Other Certification** - Certified using credit or certificates schemes claimed. Farmers are rewarded for sustainable soy production through premiums, but there is no physical link to the buyer's supply chain.

**includes all operations with the exception of Food for Now Company and Real Wrap