

# Enriching Life Plan disclosure tables

We will annually disclose information to demonstrate our progress against our Enriching Life Plan, and other key Environmental, Social and Governance measures.

All targets are for 2030 against a 2020 baseline, unless otherwise stated. Several of these measures are newly developed and will evolve with improvements in available data and information from suppliers and other parties. In some areas, information from prior years may be updated if better information, subsequently, becomes available and changes prior year disclosures by more than 5%, or where it makes a meaningful difference to the interpretation of performance. More information is available in the accompanying notes following the tables.

## Independent assurance

Pricewaterhouse Coopers LLP ('PwC') have performed an Independent Limited Assurance engagement on selected balances within the 2022/23 data, shown with the symbol (A), in accordance

with the International Standard on Assurance Engagements 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' and International Standard on Assurance Engagements 3410 'Assurance engagements on greenhouse gas statements', issued by the International Auditing and Assurance Standards Board. The Independent Limited Assurance Report can be found at <https://www.premierfoods.co.uk/SpecialPages/ESG-Disclosure-Assurance-Report>. Our Methodology Statement – the basis on which the KPIs are calculated and on which the limited assurance is given - can be found at <https://www.premierfoods.co.uk/CorporateSite/media/documents/sustainability/Premier-Foods-reporting-criteria-for-specified-ESG-performance-metrics-2022-23.pdf>.

## Our Products

Commitment	Measure	Comments	Baseline	2021/22	2022/23
			(2020/21 unless otherwise stated)		
<b>Make great-tasting, healthier and more nutritious food</b>					
<b>More than double sales of products that meet high nutritional standards</b>	Total company branded sales, in £m, of foods scoring less than 4, and drinks scoring less than 1, on the UK Department of Health's Nutrient Profiling Model.	<a href="https://www.gov.uk/government/publications/the-nutrient-profiling-model">https://www.gov.uk/government/publications/the-nutrient-profiling-model</a>	£320m	£286m	£335m (A)
<b>More than 50% of our products will provide additional health or nutrition benefits</b>	Proportion of products with a health or nutrition benefit	Defined as products that qualify for a regulated health or nutritional claim calculated at a Stock Keeping Unit (SKU) level.	38%	40%	43%
<b>Support the nation's shift to plant-based diets</b>					
<b>Grow sales of plant-based products to £250m. p.a.</b>	Value of sales of plant-based products	Total company branded sales, in £m of products made to a vegan recipe. They do not, by design, contain meat, dairy, eggs or other animal products, and all principal ingredients are plant based.	£157m	£149m	£199m
<b>Each core category has plant-based offering<sup>1</sup></b>	Number of core categories with a plant-based/meat or dairy free offering	Core categories are those strategic growth categories where our product ranges constitute at least 10% of the revenue of total category. 2020/21 and 2021/22 data restated. See footnote 1.	53% (8/15)	60% (9/15)	80% (12/15)
<b>Reduce the environmental impact of our packaging</b>					
<b>100% of packaging to be reusable, recyclable or compostable by 2025<sup>2</sup></b>	Percentage of total packaging (by weight), which meets the On-Pack Recycling Labelling Scheme (OPRL) Recycled Categories	Primary, secondary and tertiary packaging, which is recyclable either at kerbside, recycling points or front of store using latest OPRL definitions. Based on tonnage. <a href="https://www.oprl.org.uk/">https://www.oprl.org.uk/</a>	94%	96%	96%
	Percentage of plastic packaging (by weight), which meets the On-Pack Recycling Labelling Scheme (OPRL) Recycled Categories	Percentage of plastic consumer packaging, which is recyclable either at kerbside, recycling points or front of store using latest OPRL definitions. Based on tonnage.	70%	80%	82%
	Total packaging weight (tonnes)		76,025	67,273	56,806
<b>Reduce carbon impact of our packaging in line with our agreed climate commitments</b>		Our target to reduce the carbon impact of our packaging has been incorporated into our scope 3 reporting.			

<sup>1</sup> We have reviewed the definition of core categories and 2020/21 and 2021/22 data has been restated.

<sup>2</sup> Packaging data covers branded and own brand packaging from the prior calendar year to align with the UK Plastics Pact reporting requirements.

## Our Planet

Commitment	Measure	Comments	Baseline (2020/21 unless otherwise stated)				
			2021/22	2022/23			
<b>Take action on climate change</b>							
<b>Develop validated science-based targets aligned with 'Business Ambition for 1.5'</b>	Targets submitted to, and approved by, the Science Based Targets initiative (SBTi)	Premier Foods commits to reduce absolute scope 1 and 2 GHG emissions 66.8% by FY2030 from a FY2021 base year. Premier Foods also commits to reduce absolute scope 3 GHG emissions from purchased goods and services 25% within the same timeframe.			Validated by the SBTi in May 2023		
	<b>Reduce scope 1 and 2 emissions by 67% by 2030 and achieve net zero by 2040<sup>3</sup></b>	Scope 1 Greenhouse Gas Emissions (tCO <sub>2</sub> e)		39,113	37,621	36,668 (A)	
		Scope 2 Greenhouse Gas Emissions – location based (tCO <sub>2</sub> e) <sup>3</sup>		21,247	18,567	15,081 (A)	
		Scope 2 Greenhouse Gas Emissions – net market based (tCO <sub>2</sub> e) <sup>3</sup>	We have strengthened our target for the full adoption of renewable electricity by 2030 and developed a new strategy to ensure a sustainable transition. We have purchased renewable electricity in the form of Renewable Energy Guarantees of Origin certificates, but are reducing our reliance on short-term market mechanisms as we focus on investments in on-site generation and Power Purchase Agreements to drive the development of new infrastructure. 2020/21 and 2021/22 data restated. See footnote 3.	33,801	227	28,961	
		Total Scope 1 & 2 Greenhouse Gas Emissions – location based (tCO <sub>2</sub> e) <sup>3</sup>		60,359	56,188	51,749 (A)	
		Reduction in Scope 1 & 2 Emissions since 2020/21 – location based (%) <sup>3</sup>			(6.9%)	(14.3%)	
		Total Scope 1 & 2 emissions net market based (tCO <sub>2</sub> e) <sup>3</sup>		72,913	37,848	65,629	
		Reduction in Scope 1 & 2 Emissions since 2020/21 – net market based (%) <sup>3</sup>			(48.1%)	(10.0%)	
		Overall Scope 1 & 2 intensity (g of CO <sub>2</sub> e per KG of produced product) – gross location based <sup>3</sup>	Improvements made in total emissions, although reduction not in line with reduced volumes due to product mix and non-volume-related energy usage.	164.0	168.6	169.4	
		Overall Scope 1 & 2 intensity (g of CO <sub>2</sub> e per KG of produced product) – net market based <sup>3</sup>	Improvements made in energy usage, although reduction not in line with reduced volumes due to product mix and non-volume-related energy usage.	198.1	113.6	214.9	
		Total Energy Usage (MWh)	This is the energy consumption underlying the scope 1 Greenhouse Gas emissions and scope 2 Greenhouse Gas emissions – location based, using the same activity data (excluding fugitive emissions data).	286,883	275,577	259,555 (A)	
		Energy use ratio (MWh/tonnes)		0.78	0.83	0.85	
		<b>Reduce scope 3 emissions by 25% by 2030 and target net zero by 2050</b>	Total Scope 3 Greenhouse Gas emissions (tCO <sub>2</sub> e) <sup>4</sup>	Reported using the GHG Protocol <a href="https://ghgprotocol.org/">https://ghgprotocol.org/</a> 2020/21 and 2021/22 data restated. See footnote 4.	918,926	983,117	905,495
			Purchased goods and services (tCO <sub>2</sub> e)				807,319
			Upstream transport and distribution (tCO <sub>2</sub> e)				34,960
Downstream transport and distribution (tCO <sub>2</sub> e)					6,930		
Other relevant scope 3 emissions (tCO <sub>2</sub> e) <sup>4</sup>					56,286		
Carbon Disclosure Project (CDP) Climate Change Benchmark	<a href="https://www.cdp.net/en">https://www.cdp.net/en</a>		F	D	C		

# Enriching Life Plan disclosure tables

CONTINUED

## Our Planet

Commitment	Measure	Comments	Baseline (2020/21 unless otherwise stated)	2021/22	2022/23
<b>Protect our natural resources</b>					
<b>Deforestation free and conversion free palm and beef supply chain by 2025</b> <sup>5</sup>	Proportion of palm purchased that is RSPO certified	<a href="https://rspo.org/">https://rspo.org/</a>	100%	100%	100%
	Percentage of palm products directly purchased which are RSPO certified (segregated supply)		57%	54%	67%
	Percentage of palm directly purchased which is RSPO certified (mass balance)		43%	46%	33%
	Carbon Disclosure Project (CDP) Forest Benchmark - Palm	<a href="https://www.cdp.net/en">https://www.cdp.net/en</a>		C	C
	Percentage of beef products directly and indirectly purchased which are from low risk origins or certified deforestation free		86%	90%	93%
	Carbon Disclosure Project (CDP) Forest Benchmark Cattle Products	<a href="https://www.cdp.net/en">https://www.cdp.net/en</a>		D	D
<b>Deforestation free and conversion free across supply chain by 2030</b> <sup>5</sup>	Percentage of soy products directly purchased which are from a low risk origin or certified	<a href="https://responsiblesoy.org/">https://responsiblesoy.org/</a>	100%	100%	100%
	Percentage of soy sourced through certified credit schemes where purchased as part of an ingredient	We are in the process of purchasing certified credits to cover 100% of the soy used within our ingredients in 2022/23.	100%	100%	100%
	Percentage of soy sourced through certified credit schemes where used as feed in animal farming for products in our supply chain.		100%	100%	100%
	Percentage of paper and board purchased directly which are from low risk origins or PEFC or FSC certified		100%	100%	100%
	Percentage of sugar purchased directly which are from areas of low risk origin or are deforestation free certified		93%	89%	96%
	Percentage of cocoa powder and chocolate directly purchased, which is mass balance certified or verified <sup>6</sup>	With the adoption of Rain Forest Alliance certification for all directly purchased cocoa powder and chocolate, we expect this percentage to be close to 100% by the end of 2023.			47%
	Carbon Disclosure Project (CDP) Forest Benchmark Soy Products	<a href="https://www.cdp.net/en">https://www.cdp.net/en</a>		D	C
	<b>Champion regenerative agricultural practices for key ingredients</b>	Percentage of key suppliers in critical ingredients categories supporting sustainable agricultural practices and initiatives <sup>6,7</sup>	Critical categories include dairy, wheat and flour, sugar beet and cane, potato, apple, tomato, maize, rice, oils and onion.		

## Our Planet

Commitment	Measure	Comments	Baseline (2020/21 unless otherwise stated)	2021/22	2022/23
<b>Reduce waste across our value chain</b>					
<b>Halve our food waste</b> <sup>8</sup>	Total food waste (tonnes)	Using Champions 12.3 methodology	8,012	7,609	6,803
	Reduction versus 2017 <sup>8</sup>			(5.0%)	(15.1%)
	Total food waste (%age of production) <sup>8</sup>		2.4%	2.2%	2.1%
	Reduction versus 2017 <sup>8</sup>			(7.5%)	(12.5%)
<b>Support our suppliers in halving their food waste</b>	Percentage of key ingredients and finished goods suppliers with targets aligned to halving food waste by 2030 <sup>6,7</sup>	Suppliers with no material impact on food waste (i.e. packaging) are excluded from this measure.			35%
<b>Make better use of any food waste we do generate and redistribute 750t for human consumption</b>	Food waste redistributed for human consumption (tonnes)	Food redistributed to organisations that make it available for human consumption.	306	750	1,554
<b>Use the strength of our brands to engage shoppers and consumers to reduce food waste in the home</b>		Number of brand-led initiatives to encourage shoppers and consumers to reduce food waste in the home.		1	2
<b>Other key environmental and supply chain measures</b>					
	Total production (tonnes)		367,992	333,260	305,449
	Total water withdrawn (m <sup>3</sup> )	All incoming water including abstraction (groundwater and surface water) and mains derived.	776,026	720,749	708,774
	Water usage ratio for produced volume (m <sup>3</sup> /tonne)		2.11	2.16	2.32
	Carbon Disclosure Project (CDP) Water Benchmark	<a href="https://www.cdp.net/en">https://www.cdp.net/en</a>		D	C
	Number of operational sites with ISO 14001 certification		8/8	9/9	9/9

- <sup>3</sup> All disclosures follow the Greenhouse Gas protocol and the reporting criteria used can be found on our website <https://www.premierfoods.co.uk/CorporateSite/media/documents/sustainability/Premier-Foods-reporting-criteria-for-specified-ESG-performance-metrics-2022-23.pdf>. Based on improved usage data and emissions factors from suppliers we have updated our Scope 2 Greenhouse Gas emissions – net market based data in both stated prior years.
- <sup>4</sup> 2022/23 Scope 3 emissions data covers the 2022 calendar year. Includes: capital goods, fuel and energy-related activities, waste generated in operations, business travel, employee commuting, and the end-of-life treatment of sold products (packaging). The approach for calculating the emissions associated with ingredients, purchased finished goods, transport and packaging have all been strengthened and prior year data has been restated. Premier Food purchased *The Spice Tailor* in summer 2022. Activity associated with *The Spice Tailor* products is not included in the 2022/23 scope 3 emissions data. It will be included in future disclosures.
- <sup>5</sup> Our targets for zero deforestation and conversion-free supply chain have been updated to deforestation free and conversion-free supply chain to align with more widely used definitions.
- <sup>6</sup> New measure and data is not available for prior years.
- <sup>7</sup> Key suppliers are our 64 most impactful suppliers based on greenhouse gas emissions and other environmental impacts.
- <sup>8</sup> Food waste reporting is aligned with the Champions 12.3 and UK Food Reduction Roadmap and, therefore, covers prior calendar year. Baseline year is 2017.

# Enriching Life Plan disclosure tables

CONTINUED

## Our People

Commitment	Measure	Comments	Baseline (2020/21 unless otherwise stated)	2021/22	2022/23
<b>Create a diverse, healthy and inclusive culture</b>					
<b>Gender balance in our senior leadership team</b> <sup>9</sup>	Percentage of senior management roles which are held by females	Senior management is considered to be our Executive Leadership Team and their direct reports.	28.0%	37.0%	40.4% (A)
	Percentage of general management roles which are held by females	General management roles are all graded roles (grades 0-5; these employees all have access to the Management Bonus Scheme)	43.5%	46.0%	46.9% (A)
	Percentage of total colleagues that are females		36.7%	37.3%	36.7%
	Mean gender pay gap (hourly)	<a href="https://www.premierfoods.co.uk/CorporateSite/media/documents/sustainability/behaviour%20policies/Gender-Pay-Gap-2022.pdf">https://www.premierfoods.co.uk/CorporateSite/media/documents/sustainability/behaviour%20policies/Gender-Pay-Gap-2022.pdf</a>	8.4%	6.8%	5.6%
	Mean gender pay gap (bonus)	Our hourly pay position has improved, although bonus gap is a result of the number of males we have in senior roles.	37.8%	13.6%	40.5%
<b>Our Diversity will reflect regional demographics</b>	Percentage of employees who are non-white vs national average.	Compared against a UK working population of people from a non-white backgrounds of 12.5%, according to the McGregor-Smith Review 2017.	10.6%	14.4%	14.2%
	Percentage of employees who are self identifying as LGBTQ+ vs national average.	Compared against figures from the Office of National Statistics 2017 stating that 4.6% of the UK population reports to be part of the LGBTQ+ community.		4.2%	4.8%
<b>All sites will achieve platinum level Health &amp; Well-being accreditation</b>	Number of sites achieving an external Health & Well-being accreditation	Accreditation programme started in 2022/23 with phased roll-out over the coming years.			2

## Our People

Commitment	Measure	Comments	Baseline (2020/21 unless otherwise stated)	2021/22	2022/23
<b>Be a leading developer of people in the Food &amp; Drink industry</b>					
<b>We will provide skills programmes and work opportunities for the young and excluded groups to enable a fulfilling career in the Food Industry</b>	Number of apprenticeships	Total number of employees participating in an apprenticeship programme.	87	78	94
	Number of partnerships with groups who can help us support the young and excluded groups into employment	Number of partnerships with local schools, colleges, charities or social enterprises developing employability skills	2	2	5
<b>Support employees to develop key skills with 75% of science, technology, engineering and maths (STEM) vacancies filled by internal candidates</b>	Percentage of STEM vacancies filled by internal candidates	Percentage of all roles that require STEM skills, which are filled by internal candidates, apart from first entry level.		30%	39%
	Number of T-level placements	First T-level placements started in autumn 2022.			2
	Number of STEM apprenticeships	Number of apprenticeships in roles requiring STEM skills.	43	37	47
<b>80% of colleagues will feel they have opportunity to develop and grow</b>	Percentage of colleagues stating that they feel they have opportunities to develop and grow	Results from biannual colleague survey, next due in 2024.		53%	n/a
<b>Other key employee measures</b>					
	Lost time accidents (LTA) per 100,000 hours worked		0.10	0.16	0.14
	RIDDOR (reporting of Injuries, diseases and dangerous occurrences regulations) per 100,000 hours worked		0.02	0.12	0.09
<b>Be a caring community partner</b>					
<b>We will provide 1 million meals equivalent each year to those in food poverty</b>	Number of meals provided to charities	Data includes direct product and financial donations. <sup>10</sup>	593,859	616,772	726,530
<b>Be more of a force for good in our communities by volunteering at least 1,000 colleague days each year</b>	Number of days volunteered by colleagues to charities or registered good causes	1 day is at least 8 hours of employee time from their paid hours. <sup>6</sup>		212	270
	Total Community Investment contribution value (in £000)	Includes all direct and leveraged contributions, including financial, in-kind, donations and volunteering.	£841.2	£901.5	£1,239.5

<sup>9</sup> Senior management is considered to be our Executive Leadership Team and their direct reports. We would like to reach a position where females make up between 45% and 55% reflecting that it is a relatively small team and, therefore, percentage measures can be impacted by short-term fluctuations in individual roles. This approach also recognises that some individuals do not identify with traditional binary gender definitions.

<sup>10</sup> Data includes direct product and financial donations to programmes supporting food redistribution to those in food poverty and food insecurity. 1 meal = 420g for product donations, as per guidance from WRAP, and £0.25 for financial donations, as per guidance from FareShare.