

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 data availability and information from suppliers and other parties. In some areas information from prior years may be updated if better information subsequently becomes available. Some measures are still under development and will be introduced as robust information becomes available.

Our Products - Making nutritious and sustainable food

Commitment	KPI measure	Comments	2020/21 baseline	2021/22
Make great tasting, healthier and more nutritious food				
More than double sales of products that meet high nutrition standards	Value of sales of products meeting high nutritional standards in £m.	Total company branded sales of products of a high nutritional standard; defined as products scoring less than 4 on the UK Department of Health's Nutrient Profiling Model. Declines reflect the exceptional volumes experienced in the prior year, due to the elevated consumer demand observed during the peak of the Covid pandemic.	320	286
More than 50% of our products will provide additional health or nutrition benefits	Proportion of products which meet the requirements for a regulated health or nutrition claim.	Products with an additional health benefit are defined as products that qualify for a regulated health or nutritional claim. Calculated at a stock keeping unit (SKU) level.	38%	40%
Support the nation's shift to plant-based diets				
Grow sales of plant-based products to £250m per annum	Value of sales of plant-based products in £m.	Total company branded sales of products made to a vegan recipe. They do not, by design, contain meat, dairy, eggs and other animal products, and all principal ingredients are plant-based. We have reassessed which existing Premier Foods brands and products should currently be classified as plant-based and revised the baseline announced at the time of the Enriching Life Plan launch in October 2021. Declines reflect the exceptional volumes experienced in the prior year, due to the elevated consumer demand observed during the peak of the Covid pandemic.	157	149
Each core category has plant-based offering	Number of core categories with a plant-based/ meat or dairy free offering.	We have 20 core ranges, defined as product ranges constituting at least 10% of the revenue of total category, as well as being distinctly different categories for consumers as defined by shopper insights.	50% (10/20)	55% (11/20)
Reduce the environmental impact of our packaging				
100% of packaging to be reusable, recyclable or compostable by 2025	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. https://www.oprl.org.uk/	94%	96%
Reduce carbon impact of our packaging in line with our agreed climate commitments		Measurement under development for future disclosures.		

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Our Planet - Contributing to a healthier planet

Commitment	KPI measure	Comments	2020/21 baseline	2021/22
Take action on Climate Change				
Develop validated Science-based Targets aligned with “Business Ambition for 1.5”	Targets submitted to, and approved by, Science Based Targets Initiative (SBTi).	https://sciencebasedtargets.org/companies-taking-action		Submission planned Summer 2022
Reduce scope 1 and 2 emissions by 42% by 2030 and achieve net zero by 2040	Scope 1 emissions (tonnes of CO ₂ e).		39,113 *	37,621
	Scope 2 emissions - gross location based (tonnes of CO ₂ e).		21,247 *	18,567
	Scope 2 emissions - net market based (tonnes of CO ₂ e).	This is driven by the purchase of Renewable Energy Guarantees of Origin.	31,983 *	4
	Total Scope 1 & 2 gross location based (tonnes of CO ₂ e).		60,360 *	56,188
	Change in Scope 1 & 2 emissions since 2020/21 - gross location based (%).			-6.9%
	Total Scope 1 & 2 emissions net market based (tonnes of CO ₂ e).		71,096 *	37,625
	Change in Scope 1 & 2 emissions since 2020/21 - gross location based (%).			-47.1%
	Overall Scope 1 & 2 intensity (g CO ₂ e per KG of product) - gross location based.	Improvements made in total emissions; reduction not in line with reduced production volumes, due to product mix and non volume related emissions.	164.0 *	168.6
	Change in Scope 1 & 2 emissions since 2020/21 - gross location based (%).			2.8%
	Overall Scope 1 & 2 intensity (g CO ₂ e per KG of product) - net market based.	This is driven by the purchase of Renewable Energy Guarantees of Origin.	193.2 *	112.9
	Change in Scope 1 & 2 emissions intensity since 2020/21 - net market based (%).			-41.6%
	Reduce scope 3 emissions by 25% by 2030 and target net zero by 2050	Total Energy Usage (MWh).		282,567
Energy use ratio (MWh/tonnes).		Improvements made in total energy usage; reduction not in line with reduced production volumes, due to product mix and non volume related energy usage.	0.77	0.83
Scope 3 emissions (tonnes of CO ₂ e).		See comments below **		1,139,062
Reduction in Scope 3 emissions since 2020/21 (%).				
	Scope 3 intensity (KG CO ₂ e per KG of product).			3.4
	Change in Scope 3 emissions intensity since 2020/21 (%).			

We have adopted a new approach for the calculation of our emissions, with external support. We include assumptions for all material activities using the GHG Protocol. We plan to further refine and verify our approach and will continue to adopt better data as it becomes available.

* Based on our new calculations our scope 1 & 2 disclosures for 2020/21 have been updated from those shown in the 2020/21 annual report.

** Our scope 3 disclosure is the result of new work, with external support, scrutinising the emissions from key activities associated with our purchased goods and services. We have had a particular focus on ingredients, using the best available primary data, and industry data sources where this is not available. At the time of reporting we are developing more detailed modelling to improve our understanding of upstream transport and distribution. We are also validating data for 2020/21 which we will use as a baseline for future disclosures and comparison.

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Our Planet - Contributing to a healthier planet

Commitment	KPI measure	Comments	2020/21 baseline	2021/22
Protect our natural resources				
Zero deforestation and conversion free palm and meat supply chain by 2025	Proportion of palm directly purchased which is RSPO Certified.	https://rspo.org/	100%	100%
	Percentage of palm products directly purchased which are RSPO certified, segregated.	As supply improves we intend to transition more of our palm to source segregated certified and using mass balance certification where this is not possible. Availability, pricing and sales mix will impact year-on-year performance.	57%	54%
	Percentage of palm directly purchased which is RSPO certified, mass balance.		43%	46%
	Percentage of meat products directly purchased which are from low risk origins or deforestation free certified.		86%	90%
	Percentage of meat products purchased as part of an ingredient which are from low risk origins or deforestation free certified.	We are working with suppliers to develop a reporting methodology for future disclosures.		
Zero deforestation and conversion free across entire supply chain	Percentage of soy products directly purchased which are from a low risk origin or RTRS certified.	https://responsiblesoy.org/	100%	100%
	Percentage of soy sourced through certified credit schemes where purchased as part of an ingredient.	At time of reporting, we are in the process of purchasing certified credits to cover 100% of the soy used within our ingredients in 2021/22.	100%	
	Percentage of soy sourced through certified credit schemes where used as feed in animal farming for products in our supply chain.	At time of reporting, we are in the process of purchasing certified credits to cover 100% of the soy used in animal feed in 2021/22.	100%	
	Percentage of paper & board purchased directly which are from low risk origins or PEFC or FSC certified.		100%	100%
	Percentage of sugar purchased directly which are from areas of low risk origin or are deforestation free certified.	Change in purchased mix from beet sugar to cane sugar, working with suppliers to better demonstrate deforestation free status.	93%	89%
	Percentage of cocoa purchased directly which are from areas of low risk origin or are deforestation free certified.	We are working with suppliers to develop a reporting methodology for future disclosures.		
Champion regenerative agricultural practices for key ingredients	Number of initiatives supporting more sustainable agricultural practices.	We are working with suppliers to develop a reporting methodology for future disclosures.		

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Our Planet - Contributing to a healthier planet

Commitment	KPI measure	Comments	2020/21 baseline	2021/22
Reduce waste across our value chain				
Halve our food waste	Total food waste (tonnes)	Using Champions 12.3 methodology including anaerobic digestion, composting, land spreading, energy recovery and landfill.	8,012*	7,609
	Change in total food waste since 2017			-5.0%*
	Total food waste (% of production)		2.4%*	2.2%
	Change since 2017			-7.5%*
Support our suppliers to halve their food waste		We are working with suppliers to develop a reporting methodology for future disclosures.		
Make better use of any food waste we do generate and redistribute 750t for human consumption	Food waste redistributed for human consumption (tonnes per year)	Food redistributed to organisations who make available for human consumption.	306	750
Use the strength of our brands to engage shoppers and consumers to reduce food waste in the home		We are developing a measure for future disclosures.		

* All food waste baseline figures and comparisons show 2017 data, as per Champions 12.3 commitment and data is based on calendar years.

Other key environmental and supply chain measures

	Total production (tonnes)		367,992	333,260
	Total water withdrawn (m ³)	All incoming water including abstraction (groundwater and surface water) and mains derived.	776,026	720,749
	Water usage ratio (m ³ /tonne)	Improvements made in total water usage; reduction not in line with reduced production volumes due to product mix and non volume related water usage.	2.11	2.16

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Our People - Nourishing the lives of our colleagues and communities

Commitment	KPI measure	Comments	2020/21	
			baseline	2021/22
Create a diverse, healthy and inclusive culture				
Gender balance in our senior leadership team	Percentage of senior management roles which are held by women.	Senior management is considered to be our Executive Leadership Team and their direct reports. It is a population of c54. 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.	28%	37%
	Percentage of general management roles which are held by women.		43.5%	46.0%
	Percentage of total colleagues that are women.		36.7%	37.3%
	Mean gender pay gap (hourly).		8.4%	6.8%
	Mean gender pay gap (bonus).		37.8%	13.6%
Our Diversity will reflect regional demographics	Percentage of employees who are non-white compared with the national average.	Premier Foods data is compared against a UK working population of people from non-white backgrounds of 12.5% according to McGregor-Smith Review 2017. We plan to improve our external benchmarking to be more representative of our local communities.	10.6%	14.4%
	Percentage of employees who are self identifying as LGBTQ+ compared with the national average.	Premier Foods data is 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 and that 4.1% of the population 'prefer not to say'. 4.2% of our colleagues reported to be part of the LGBTQ+ community with 6% 'prefer not to say'. This was not measured in previous years.		4.2%
We plan to improve data capture on the diversity of our employees and use more representative local community data where available.				
All sites will achieve platinum level Health and Wellbeing accreditation	Number of sites achieving a Health and Wellbeing accreditation.	We will start a programme in 2023 to accredit our sites for Health and Wellness provisions.		

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Our People - Nourishing the lives of our colleagues and communities

Commitment	KPI measure	Comments	2020/21	
			baseline	2021/22
Be a leading developer of people in the Food & Drink Industry				
We will provide skills programmes and work opportunities for the young and excluded groups to enable a fulfilling career in the Food Industry	Number of apprenticeships.	Total number of employees participating in an apprenticeship programme. Slight drop in intake due to Covid restrictions.	87	78
	Number of partnerships with local schools, colleges, charities or social enterprises developing employability skills.	Number of partnerships with groups (schools, colleges, charities, trade bodies) who can help us support the young and excluded groups into employment.	2	2
Support employees to develop key skills with 75% of Science, Technology, Engineering and Maths (STEM) vacancies filled by internal candidates	Percentage of STEM vacancies filled by internal candidates.	Percentage of all roles which require STEM skills which are filled by internal candidates, apart from first entry level.		30%
	Number of T-level placements.	Awaiting development of relevant T-level placements. Expect to start tracking from autumn 2022.		
	Number of STEM apprenticeships.	Number of apprenticeships in roles developing STEM skills.	43	37
80% of colleagues will feel they have opportunity to develop and grow	Percentage of colleagues stating that they feel they have opportunities to develop and grow.	Direct responses from annual employee survey from 2022 . Percentage that agree or strongly agree with the statement.		53%
Other key employee measures				
	LTA ('Lost Time Accidents')		0.10	0.16
	RIDDOR ('Reporting of Injuries, Diseases and Dangerous Occurrences Regulations')		0.02	0.12
Be a caring community partner				
We will donate 1 million meals per annum to those in food poverty	Number of meals donated to charities.	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. In the future this will also include leveraged donations from employees, customers and suppliers, where supporting Premier Foods initiatives.	593,859	616,772
	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. Recorded from 2022 onwards.		212
Be more of a force for good in our communities by volunteering at least 1,000 colleague days each year	Total Community Investment contribution value.	All direct and leveraged contributions including financial, in-kind, product donations and volunteering. In future, we will move towards reporting in line with the B4SI reporting standards.	£841,217	£901,509



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