

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

PricewaterhouseCoopers LLP ('PwC') have performed an Independent Limited Assurance engagement on selected balances within the 2023/24 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/sustainability/our-progress/ESG-Disclosure-Assurance-Report-2023-24/accept>. 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/sustainability/our-progress/Premier-Foods-reporting-criteria-for-specified-ESG-performance-metrics-2023-24.pdf>.

Products

Commitment	KPI Measure	Comments	Baseline	2022	2023
			(2020/21 unless otherwise stated)	/23	/24
Make great tasting, healthier and more nutritious food					
More than double sales of products that meet high nutrition standards	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	www.gov.uk/government/publications/thenutrient-profiling-model	320	335	397 ^A
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	Defined as products scoring less than 4 and drinks scoring less than 1 on the UK Department of Health's Nutrient Profiling Model that also qualify for a regulated health or nutritional claim. Calculated at a Stock Keeping Unit (SKU) level. https://www.gov.uk/government/publications/great-britain-nutrition-and-health-claims-nhc-register	38%	43%	44%
Support the nation's shift to plant based diets					
Grow sales of plant-based products to £250m. p.a.	Value of sales of plant based products	Total company branded sales. Plant based products are 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.	157	199	248
Each core category has plant based offering	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.	53% (8/15)	80% (12/15)	87% (13/15)

Products

Commitment	KPI Measure	Comments	Baseline (2020/21 unless otherwise stated)	2022 /23	2023 /24
Reduce the environmental impact of our packaging					
100% of packaging to be reusable, recyclable or compostable by 2025 ¹	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%	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%	82%	86%
	Total weight of metal packaging (tonnes)	Tonnage of primary, secondary & tertiary packaging.	7,734	5,245	4,776
	Total weight of glass packaging (tonnes)	Tonnage of primary, secondary & tertiary packaging.	33,490	24,331	20,433
	Total weight of paper & card packaging (tonnes)	Tonnage of primary, secondary & tertiary packaging.	25,550	19,700	21,051
	Total weight of plastic packaging (tonnes)	Tonnage of primary, secondary & tertiary packaging.	9,251	7,531	7,689
	Total packaging weight (tonnes)	Tonnage of primary, secondary & tertiary packaging.	76,025	56,806	53,949
	Total recycled content (%)	Proportion of packaging materials which are made up of recycled material.		46%	45%

¹ Packaging data covers branded and own brand packaging from the prior calendar year to align with the UK Plastics Pact reporting requirements.

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Planet

Commitment	KPI Measure	Comments	Baseline (2020/21 unless otherwise stated)	2022 /23	2023 /24
Take action on Climate Change					
Reduce Scope 1 and 2 emissions by 67% by 2030 and achieve net zero by 2040 ²	Scope 1 Greenhouse Gas Emissions (tCO ₂ e)		39,113	36,668	34,614 ^A
	Scope 2 Greenhouse Gas Emissions – location-based (tCO ₂ e)		21,247	15,081	15,405 ^A
	Scope 2 Greenhouse Gas Emissions – market-based (tCO ₂ e)		33,801	28,961	21,966 ^A
	Total Scope 1 & Scope 2 Greenhouse Gas Emissions – location-based (tCO ₂ e)		60,359	51,749	50,019 ^A
	Absolute reduction in Scope 1 & Scope 2 Emissions since 2020/21 – location-based (%)			14.3%	17.1%
	Total Scope 1 & Scope 2 Greenhouse Gas Emissions – market-based (tCO ₂ e)		72,913	65,629	56,580 ^A
	Absolute reduction in Scope 1 & Scope 2 Emissions since 2020/21 – market-based (%)			10.0%	22.4%
	Overall Scope 1 & Scope 2 Intensity (tCO ₂ e per £m revenue) – location-based		64.6	51.4	44.6
	Overall Scope 1 & Scope 2 Intensity (tCO ₂ e per £m revenue) – market-based		78.0	65.2	50.4
	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	259,555	247,118 ^A
	Energy use ratio (MWh per £m revenue)		307.1	257.9	220.1
	Percentage of total energy usage that is grid electricity			30.0%	30.1%
	Percentage of total energy which comes from renewable sources	A combination of self generation, green tariffs and REGOs. Renewable sources include: solar, wind, hydro, biomass and geothermal. This is a new measure and not available for years before 2022/23.		4.7%	11.0%
	Percentage of total electricity which comes from renewable sources	A combination of self generation, green tariffs and REGOs. Renewable sources include: solar, wind, hydro, biomass and geothermal. This is a new measure and not available for years before 2022/23.		15.7%	36.4%

Planet

Commitment	KPI Measure	Comments	Baseline (2020/21 unless otherwise stated)	2022 /23	2023 /24
Take action on Climate Change (continued)					
Reduce scope 3 emissions by 25% by 2030 and target net zero by 2050	Total Scope 3 emissions (tCO ₂ e) ³	Reported using the GHG Protocol. https://ghgprotocol.org/	918,926	905,495	755,944
	Purchased goods and services (tCO ₂ e)			807,319	622,319
	Upstream transport and distribution (tCO ₂ e)			34,960	34,737
	Downstream transport and distribution (tCO ₂ e)			6,930	38,379
	Other relevant scope 3 emissions (tCO ₂ e) ³			56,286	60,509
	Carbon Disclosure Project (CDP) Climate Change Benchmark		https://www.cdp.net/en	F	C
Protect our natural resources					
Deforestation free and conversion free palm and beef supply chain by 2025	Percentage of palm purchased that is RSPO Certified	https://rspo.org/	100%	100%	100%
	Percentage of palm directly purchased which is RSPO certified (segregated supply)		57%	67%	73%
	Percentage of palm directly purchased which is RSPO certified (mass balance)		43%	33%	27%
	Carbon Disclosure Project (CDP) Forest Benchmark – Palm			C	C
	Percentage of beef products directly and Indirectly purchased which are from low risk origins or certified deforestation free		86%	93%	94%
	Carbon Disclosure Project (CDP) Forest Benchmark – Cattle Products		https://www.cdp.net/en		D

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Planet

Commitment	KPI Measure	Comments	Baseline (2020/21 unless otherwise stated)	2022 /23	2023 /24
Protect our natural resources (continued)					
Deforestation free and conversion free across supply chain by 2030	Percentage of soy products directly purchased which are from a low risk origin or certified	https://responsiblesoy.org/	100%	100%	100%
	Percentage of soy sourced through certified credit schemes where purchased as part of an ingredient		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 & board purchased directly which are from low risk origins or PEFC or FSC certified		100%	100%	100%
	Percentage of sugar purchased directly which is from areas of low risk origin or is deforestation free certified		93%	96%	97%
	Percentage of cocoa powder and chocolate directly purchased which is mass balance certified or verified	This is a new measure and not available for years before 2022/23.		47%	97%
	Carbon Disclosure Project (CDP) Forest Benchmark – Soy Products	https://www.cdp.net/en		C	C
Champion regenerative agricultural practices for key ingredients	Percentage of key suppliers in critical ingredients categories supporting sustainable agricultural practices and initiatives ⁴	Critical categories include dairy, wheat and flour, sugar beet and cane, potato, apple, tomato, maize, rice, oils and onion. This is a new measure and not available for years before 2022/23.		23%	35%

Planet

Commitment	KPI Measure	Comments	Baseline (2020/21 unless otherwise stated)	2022 /23	2023 /24			
Reduce waste across our value chain								
Halve our food waste	Total food waste (tonnes) ⁵	Using Champions 12.3 methodology.	8,012	6,803	6,088			
	Absolute reduction versus 2017					-15.1%	-24.0%	
	Total food waste (% of production) ⁵					2.4%	2.1%	2.0%
	Reduction versus 2017					-12.5%	-17.5%	
Support our suppliers to halve their food waste	Percentage of key ingredients and finished goods suppliers with targets aligned to halving food waste by 2030. ⁶	Suppliers with no material impact on food waste (i.e. packaging and agents) are excluded from this measure.		29%	33%			
Use the strength of our brands to engage shoppers and consumers to reduce food waste in the home	Number of brand led initiatives to encourage shoppers and consumers to reduce food waste in the home	Third successful activation of on pack partnership with FareShare.		2	1			
Other key environmental and supply chain measures								
	Total production (tonnes)		367,992	305,449	290,675			
	Total water withdrawn (m ³)	All incoming water including abstraction (groundwater and surface water) and mains derived.	776,026	708,774	682,327			
	Total water consumed (m ³)	Estimated water consumed through incorporation into our products.	66,125	85,628	40,397			
	Carbon Disclosure Project (CDP) Water Benchmark	https://www.cdp.net/en		C	C			
	Number of operational sites with ISO 14001 certification		8/8	9/9	8/8			

² All disclosures follow the Greenhouse Gas protocol and the reporting criteria used can be found on our website www.premierfoods.co.uk/CorporateSite/media/documents/sustainability/Premier-Foods-reporting-criteria-for-specified-ESG-performance-metrics-2023-24.pdf.

³ 2023/24 Scope 3 emissions data covers the 2023 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). Since the prior disclosure the calculation methodology has been improved to adopt more up-to-date emission factors for key ingredients, and to recategorise some emissions as Downstream transport from other categories. Premier Foods purchased *FUEL10K* in autumn 2023. Activity associated with *FUEL10K* products is not included in the 2023 scope 3 emissions data. It will be included in future disclosures.

⁴ Key suppliers are our 70 most impactful suppliers based on greenhouse emissions and other environmental impacts.

⁵ 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.

⁶ We have updated the criteria for suppliers with no material impact on food waste and the 2022/23 data has been restated to reflect revised supplier responses to our original questionnaire.

Enriching Life Plan disclosure tables continued

People

Commitment	KPI Measure	Comments	Baseline (2020/21 unless otherwise stated)	2022 /23	2023 /24
Create a diverse, healthy and inclusive culture					
Gender balance in our senior leadership team ⁷	Percentage of Senior Management roles which are held by females	Senior management is considered to be our Executive Leadership Team and their direct reports.	27.0%	40.4%	41.1%
	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%	46.9%	46.4%
	Percentage of total colleagues that are women		36.7%	36.7%	36.0%
	Mean gender pay gap (hourly)	https://www.premierfoods.co.uk/sustainability/our-progress/gender-pay-gap-2023	8.4%	5.6%	6.9%
	Mean gender pay gap (bonus)		37.8%	40.5%	29.3%
Our Diversity kpis will reflect regional demographics	Percentage of employees who are non-white vs national average	Premier Foods data is compared against people from a non-white backgrounds at 18% according to the 2021 Census.	10.6%	14.2%	14.4%
	Percentage of Senior Management roles which are held by those from an ethnic minority ⁸	Senior management is considered to be our Executive Leadership Team and their direct reports.			3.6%
	Percentage of employees who are self identifying as LGBTQ+ vs national average	Premier Foods data is compared against figures from the 2021 Census stating that 3.2% of the UK population reports to be part of the LGBTQ+ community.		4.8%	4.6%
All sites will achieve platinum level Health & Wellbeing accreditation	Number of sites achieving an external Health & Well-being accreditation	Accreditation programme started in 2022/23 with a phased roll-out over coming years.		2	5
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.	87	94	90
	Number of partnerships with groups who can help support the young and excluded groups into employment	Number of partnerships with local schools, colleges, charities or social enterprises developing employability skills.	2	5	10
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.		39%	47%
	Number of T-level placements	First T-level placements started in autumn 2022.		2	3

People

Commitment	KPI Measure	Comments	Baseline (2020/21 unless otherwise stated)	2022 /23	2023 /24
80% of colleagues will feel they have opportunity to develop and grow	Number of STEM apprenticeships	Number of apprenticeships in roles requiring STEM skills.	43	47	70
	Percentage of colleagues stating that they feel they have opportunities to develop and grow	Results from biannual colleague survey. 2020/21 baseline figure are from the survey results gathered in 2021.	53%	N/A	60%
Other key employee measures					
	Colleague survey participation	Results from biannual colleague survey. 2020/21 baseline figure are from the survey results gathered in 2021.	88%	N/A	87%
	Staff turnover (%)	Colleague turnover is calculated using average total headcount and total leavers made up of resignations, retirements & death in service.	4.4%	12.1%	11.5%
	Total headcount	Excludes all contractors, interim colleagues and agency staff.	4,385	4,098	4,048
	Lost Time Accidents (LTA) per 100,000 hours worked		0.10	0.14	0.18
	RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) per 100,000 hours worked	UK food manufacturing average: 0.50	0.02	0.09	0.12
	Work-related fatal injuries		0	0	0
Be a caring community partner					
We will donate 1 million meals p.a. to those in food poverty	Number of meals provided to charities	Data includes direct product and financial donations. ⁸	593,859	726,530	949,040
Be more of a force for good in our communities by volunteering at least 1,000 colleague days each year	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.		270	502
	Total Community Investment contribution value (in £000's)	Community investment is defined as the value of monetary (or equivalent) contributions to community-based organisations and initiatives that extend beyond our core business activities to help address a wide range of issues and causes aligned to our Enriching Life Plan. Not all community investment will be made directly to a charity, but the intention of the activities being funded or supported will be to deliver community benefit. This includes all direct and leveraged contributions including financial, in-kind, donations and volunteering.	£841.2	£1,239.5	£1,323.9

⁷ 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.

⁸ 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 through 2023 and £0.21 through 2024 for financial donations, as per guidance from FareShare.

⁹ New measure and data is not available for prior years.