

Responsible Sourcing Handbook



TODAY, TOMORROW
TOGETHER



As one of the UK's leading food businesses, we're passionate about food and believe, each and every day, we have the opportunity to enrich life for everyone. Premier Foods employs over 4,000 people operating from sites across the country, supplying a range of customers with our iconic brands which feature in millions of homes every day.

Our environmental, social and governance (ESG) strategy, known as our Enriching Life Plan, encompasses everything we touch, from the products we make to the ingredients we source and the communities we operate in. With our purpose – Enriching Life Through Food – at its heart, our plan highlights our commitment to a more sustainable food system and the UN Sustainable Development Goals.

We pride ourselves in being a customer of choice to our supplier partners and know how complex ESG can be to navigate, particularly as more companies begin to establish their own ESG strategies. We have therefore created the Responsible Sourcing Handbook to provide a single, clear document that sets out what our supplier partners need to do in order to align with, and ultimately help deliver, our Enriching Life Plan.

Paul Thompson

Paul Thompson, Chief Supply Chain Officer



Contents

Jump to each section by
clicking on the below titles

About Premier Foods	3
Our Enriching Life Plan	4
Our Requirements from Suppliers	6
Greenhouse Gases	8
Food Waste	10
Forests	12
Regenerative Agriculture	14
Risk and Responsible Business	17
Packaging	21
In Summary	23
Links to our other policies	24
Our partnership organisations	25
Frameworks, Directives, & Policies	26
Glossary of Terms	28

About our handbook:

This is our first dedicated environment, social and corporate governance handbook focused on how we work with our suppliers.

*The handbook supports our **Enriching Life Plan**, published in October 2021.*

*With our purpose, enriching life through food, at its heart, the plan highlights **our commitment to a more sustainable food system** and, in turn, the UN Sustainable Development Goals. Guiding our work to 2030, it sets out our ambitions to make more nutritious and sustainable food, contribute to a healthier planet and nourish the lives of our colleagues and communities.*

To read our other key updates and notable areas of progress, please review our Annual Report by clicking on the following link:

[Premier-Foods Annual Report](#)

About Premier Foods:

19
Our Brands

>1,300
Our Suppliers

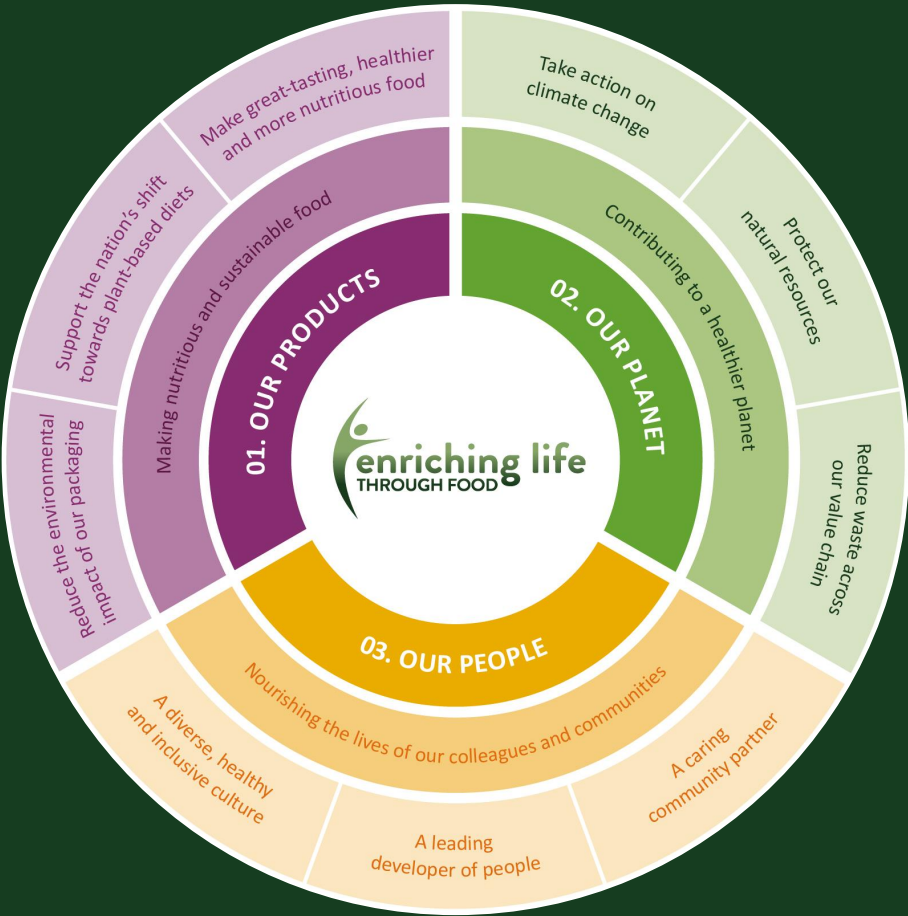
>£1 Billion
Our Revenue

245,000
Tonnes of Food
Ingredients

Our purpose:



Our ESG strategy:



Our values:

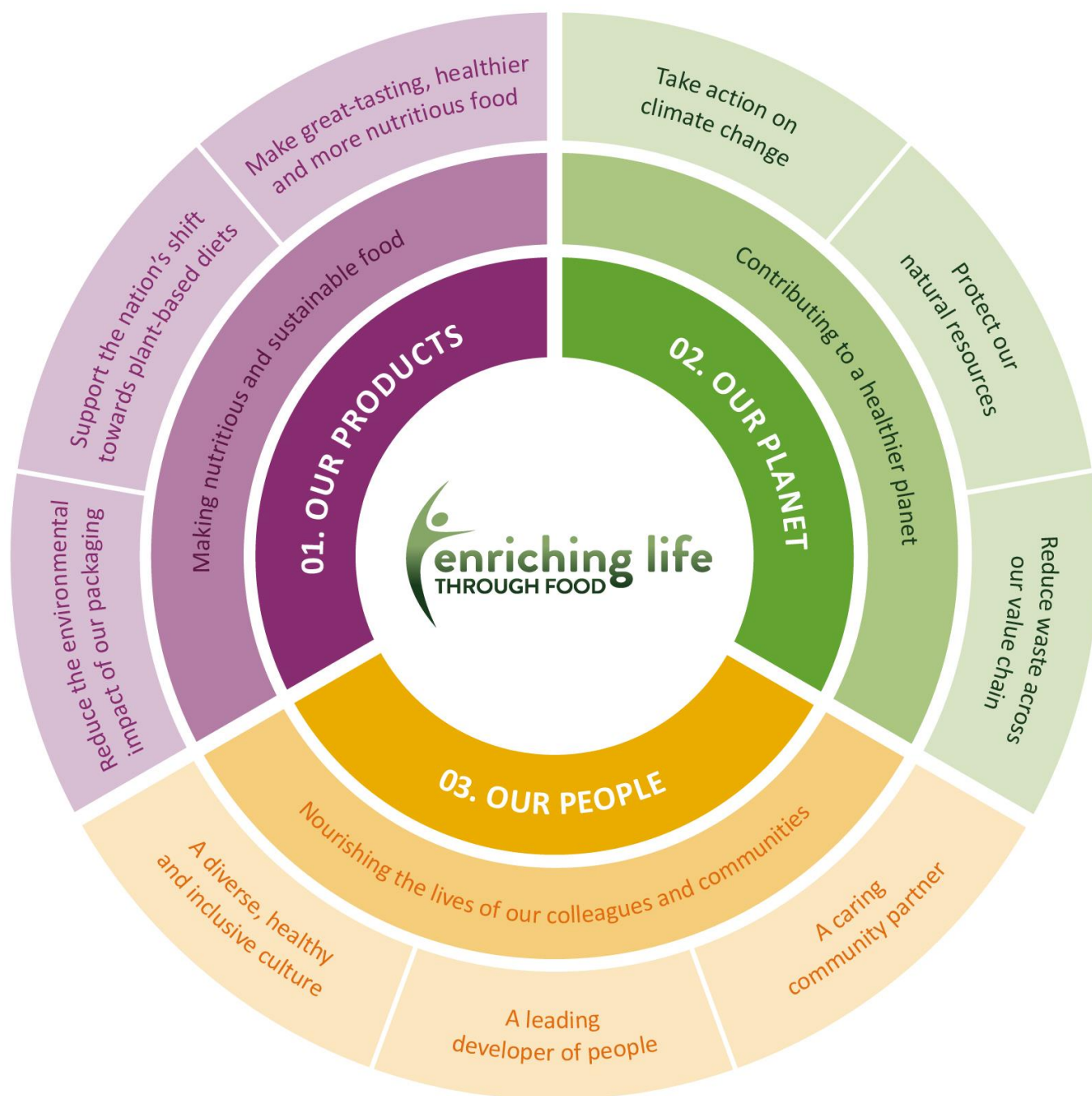
- “we aim higher : we're determined to be the best, consistently delivering at the highest level.”
- “we champion fresh ideas : we're creative in what we do and how we do it.”
- “we are agile : we're energetic and act with pace.” “we are united : we achieve more when we work together.”
- “we respect and encourage one another : we bring out the best in each other.”

Our supplier targets:

- Greenhouse Gases
- Packaging
- Deforestation
- Food Waste
- Regenerative Agriculture
- Risk & Responsible Business

Our Enriching Life Plan

Whilst supplier partners will help achieve our goals across all our Enriching Life Plan, their biggest impact will be contributing to a healthier planet, which is the focus of our Responsible Sourcing Handbook.



Premier Foods Headline Targets

Our Planet

Reduce **Scope 1 & 2 market-based emissions by 67%** and reduce **Scope 3 emissions by 25% by 2030** in line with our Science-Based Targets

Target **net zero by 2040 across Scope 1 & 2 emissions** and target **net zero Scope 3 emissions by 2050**

Deforestation and conversion free across entire supply chain

Halve our **food waste** and support our suppliers and consumers to do the same, against a 2017 baseline

Improve our understanding of water use within our operations and **improve water efficiency by 5% by 2030**, against a 2024/25 baseline



Premier Foods Ambitions & Targets

Our ambitions	Our 2030 targets
Taking action on climate change	<p>Reduce Scope 1 & 2 market-based emissions by 67% and target net zero by 2040.</p> <p>Reduce Scope 3 emissions by 25% and target net zero by 2050 (these targets will be adjusted following validation of new FLAG targets by the Science Based Targets initiative).</p>
Protecting our natural resources	<p>Deforestation and conversion free palm and beef supply chains by 2025, and across entire supply chain by 2030.</p> <p>Champion regenerative agricultural practices for key ingredients.</p> <p>Improve our understanding of water use within our operations and improve water efficiency by 5% by 2030, against a 2024/25 baseline.</p>
Reducing waste across our value chain	<p>Halve our food waste and support our suppliers to do the same, against a 2017 baseline.</p> <p>Use the strength of our brands to engage consumers to reduce food waste in the home.</p>

Embedding our Enriching Life Plan into how we work with suppliers

We have embedded the Enriching Life Plan into how we work with our Suppliers - the teams that are responsible and accountable for selecting, managing and working with our supplier partners are also responsible for delivering the relevant aspects of our Enriching Life Plan.

However, considering the complexities and amount of work needed to deliver our ambitions and goals, particularly regarding Our Planet, we have created five Working Groups to help establish and prioritise our focus areas for key impact areas:

GREENHOUSE
GASES

FORESTS

REGENERATIVE
AGRICULTURE

FOOD
WASTE

RESPONSIBLE BUSINESS & RISK

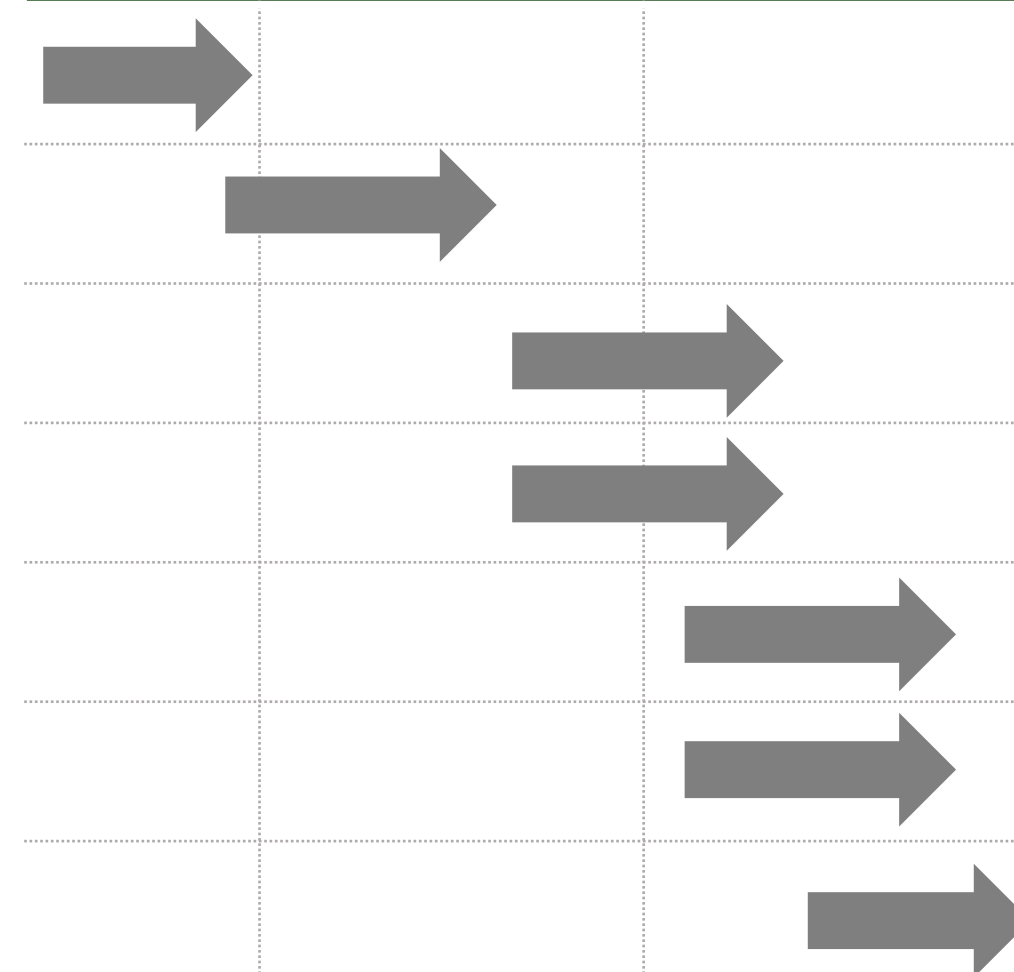
Our Enriching Life Plan is embedded into all aspects of our sourcing process.

Commitment and progress towards our sustainability goals will form a key part of supplier selection

We continue to progress how we embed the Enriching Life Plan into our ways of working and the processes within our business. This is illustrated in the diagram below.

Targets	Clear requirements appropriate to category, impact & maturity
Capability	Support to build capability & knowledge
Responsible sourcing	Clear on our expectations through a new Responsible Sourcing Guide
Commitment	Drive compliance through KPIs and contracts
Joint business plans	Mutually agreed JBPs to include Enriching Life Plan
Embedded behaviours	Enriching Life Plan built into all processes & decisions
Incentivise	Reward high engagement, motivation and progress

The Key Milestones of our Roadmap

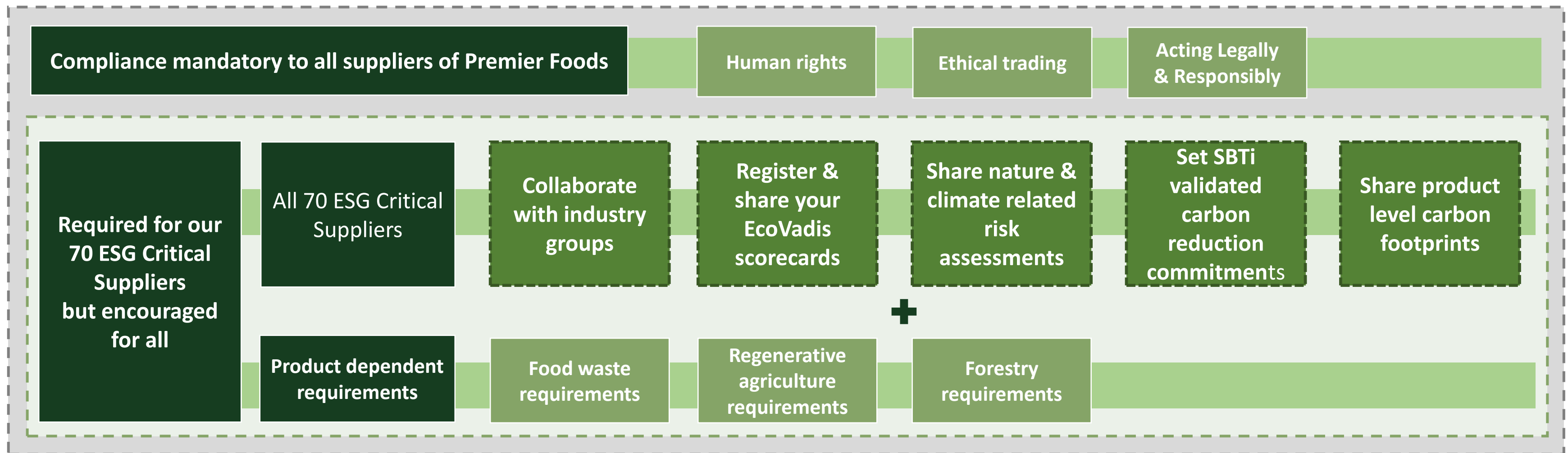


Our requirements from suppliers

We have set minimum requirements for our highest impact suppliers but encouraged for all

Our Approach

We will have the most impact by working together as an entire food system. We encourage all our suppliers to work towards our minimum requirements. However, over 70% of our impact is with just 70 suppliers and therefore we will prioritise compliance with this group.



These are the milestones with focus areas according to the product or service you supply Premier Foods



Greenhouse Gases

Commit to setting science based (SBT) targets

SBT's are validated by the SBTi

Carbon footprint data for the most 'material' products & services we purchase



Food Waste

Sign up to an industry food waste initiative – setting target to halve food waste

Zero food waste sent to landfill

Move waste up the food & drink waste material hierarchy (prevention is the ultimate goal)



Forests

A Forest Sustainability Policy signed off at Executive level

Timebound milestones & targets for a Deforestation & Conversion Free (DCF) Supply Chain

Demonstrate DCF through responsible sourcing toolkit



Regenerative Agriculture

Achieve minimum standards for agricultural commodities equivalent to Bronze SAI Platform Farmer Sustainability Assessment (FSA) or commodity specific accreditation scheme

A water policy which supports increased water stewardship at farmer level within your supply chains

Reported measure of the water intensity to produce agricultural crops in your supply chains



Risk and Responsible Business

Register & share your scorecard via EcoVadis

Provide supply chain mapping data through Authenticate Platform

Establish a Mandatory Human Rights Due Diligence framework (mHRDD)

Share climate & nature related risk assessments

Click each title to jump to that page

**Greenhouse Gases and Responsible Business & Risk apply to all suppliers, whilst the other three groups are product/service dependent*

Greenhouse Gases

8

Introduction:

Climate change is a defining issue of our time with **science telling us** that an increase in average global temperatures above 1.5C risks sea levels rising, extreme weather and the loss of species & habitats. As well as driving greater food scarcity and poverty for millions of people.

The 2015 Paris Agreement was a landmark global response to climate change, obligating governments & industry to combat one of the **greatest challenges faced collectively** today.

Around **30%** of GHG emissions globally are attributable to the **food industry**, therefore custodians like ourselves have a significant role to play in helping the food system transition to a more sustainable, resilient future.

In terms of the Premier Foods' carbon footprint, as of 2024 over **93% of greenhouse gas emissions** (GHG) lies in our value chain. i.e. our Scope 3. The emissions of the products and services we purchase.

Our Goal:

Premier Foods' Goal is quite simple:

**“Reduce Scope 3 emissions by 25% by 2030
& target Net Zero by 2050”**

We must work closely with our suppliers given we cannot achieve our climate goals alone. Quite simply, our suppliers are at the heart of our **scope 3 reduction**.

We need our suppliers to join Premier Foods on our climate action journey by **adopting carbon reduction targets** to cut emissions.

Premier Foods are part of the UK Food and Drink Pact programme, a collaborative group & voluntary agreement on climate change.

Our Key Asks:

Commit to setting science-based targets (SBT's)

SBT's to be validated by the SBTi

Carbon footprint data provided for the most 'material' products & services we purchase

[Jump to Glossary](#)

Greenhouse Gases

Setting Science Based Targets is good for the Planet, People and Business



The 'gold standard' for establishing corporate climate pledges and providing a clear pathway to reduce emissions in line with the Paris agreement goals.

Setting and delivering science-based targets helps prevent the worst impacts of climate change and builds business resilience.

A simple and easy to understand maturity framework for greenhouse gases

First Steps	Engaged	Established	Leading
<i>Yet to establish a basic GHG inventory baseline</i>	<i>Business has established a basic GHG inventory baseline</i>	<i>Have mapped out emissions across all three scopes using recognised GHG protocols</i>	<i>Routinely provides product specific emissions footprint</i>
<i>Yet to set targets and commitments</i>	<i>Have set loose targets and commitments that are not time bound</i>	<i>Have set SBTi targets with time bound reduction plans</i>	<i>Measures & public reports progressing GHG reduction annually through formal disclosures (e.g. TCFD, CDP)</i>
		<i>Have committed to a renewable energy strategy</i>	<i>Have set a public target to purchase 100% renewable energy</i>

Food Waste

Introduction:

1.3 billion tonnes of food is currently wasted each year, one third of all food produced for human consumption. When food is wasted, all the resources used in its production – i.e. water, land, energy, labour, & capital - go to waste. Food waste is estimated to contribute 8-10% of all man-made GHG emissions.

Premier Foods has reduced its food waste from 8,012 tonnes (2.4%) in 2017, to 6,380 tonnes (2.2%) in 2024, so are well on our way to achieving our **2030 target to halve food waste**.

We have sent no waste to landfill since 2016 and have worked with partners such as **Company Shop** and **FareShare** to help redistribute food to prevent it becoming food waste.

Our Goal:

As signatories of the WRAP Food Waste Reduction Roadmap, Champions 12.3 & Courtauld Commitment, we have committed to:

“Reduce our food waste by half and support our suppliers to do the same”

This is food manufactured waste and we are encouraging & supporting our suppliers to do the same by asking them to sign up to an industry waste initiative.

UK FOOD AND
DRINK PACT



10X20X30

On the next page is **the ‘WRAP: Food and Drink material hierarchy’** and we are asking our suppliers to move their waste up the hierarchy, making more use of the waste with each step, ultimately **to prevent food waste** at all.

Our Key Asks:

Sign up to an industry Food Waste Initiative – setting a target to halve Food waste

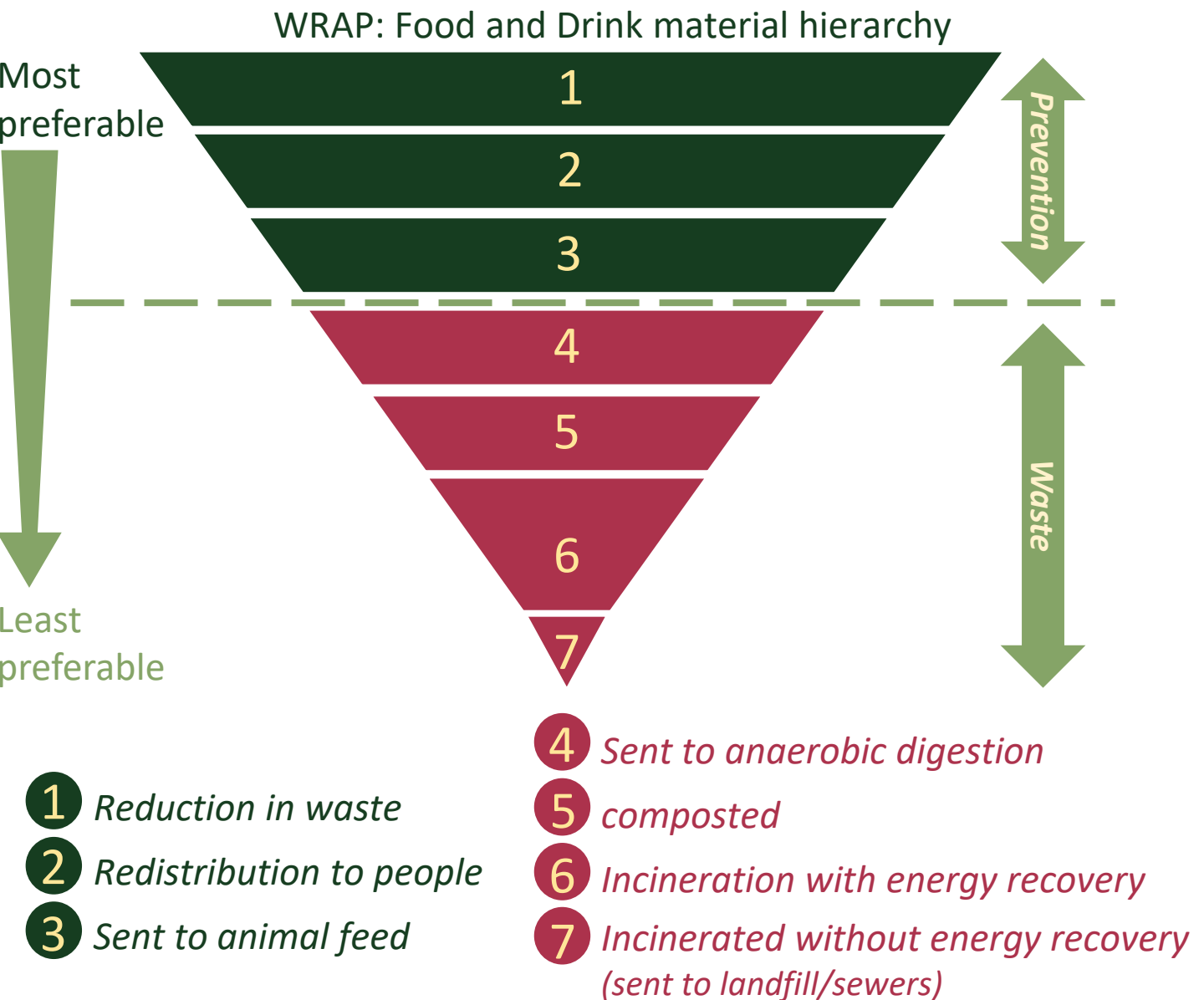
Zero food waste sent to landfill

Move waste up the food & drink waste material hierarchy (prevention is the ultimate goal)

[Jump to Glossary](#)

Food Waste

Working together across the supply chain with actions that reduce farm-to-fork food waste



Our Maturity Framework aims to support our suppliers in reducing food waste and avoiding it going to landfill

FIRST STEPS	ENGAGED	ESTABLISHED	LEADING
<ul style="list-style-type: none">Be aware of the impact of food waste and the food waste hierarchy	<ul style="list-style-type: none">Measure food waste within organisationSet internal targets to reduce food waste	<ul style="list-style-type: none">Be active in/sign up to an industry group aiming to halve food waste by 2030Report and disclosure food waste figures for your organisation as part of the group	<ul style="list-style-type: none">Can demonstrate progress towards and have a plan to meet the 2030 targetTaking actions to move waste up the hierarchy, including moving surplus food waste from animal feed to redistribution for human consumptionLeading own supply chain to take the same actions to reduce food waste

Forests



Introduction:

Forests are the lungs of our planet and represent true biodiversity, **essential ecosystems**, and vital carbon sinks.

These precious natural treasures not only provide habitat for countless species but also play a pivotal role in regulating our climate and ensuring the **sustenance of life** on Earth.

With the unprecedented challenges faced by climate change and habitat loss, and the urgent need to mitigate our environmental impact, the **significance of forests** cannot be overstated. With a resolute dedication to sustainability, we embark on a journey to protect our forests from the dual threats of **deforestation and conversion**.

Combatting deforestation and land conversion means recognising them as indicators of altered land use and the degradation of natural ecosystems in the establishment of farms, ranches, or plantations.

Our Goal:

Premier Foods' goal involves ensuring:

“Deforestation Free supply chains in Palm, Beef, Soy, Cocoa and Timber with a target date of 2030, with an ambition to develop conversion free supply chains within each commodity”

Through this comprehensive strategy, our goal is to ensure the raw materials procured do not originate from landscapes & communities impacted by the following:

- Plantations encroaching upon **high carbon stock** (HCS) forests or those harbouring **high conservation value** (HCV)
- Planting activities on peatlands, grasslands, or wetlands.
- Land clearance, through burning or cutting techniques.
- Instances of exploitation or violations of human and indigenous rights.

All of which is covered by the EU Deforestation Regulation (EUDR), applicable from 30th December 2025

Our Key Asks:

A Forest Sustainability Policy signed off at Executive level

Timebound milestones & targets for a Deforestation Free Supply Chain

Demonstrate Deforestation free through responsible sourcing toolkit

[Jump to Glossary](#)



Mitigating the production of goods on land that has been converted from natural habitat



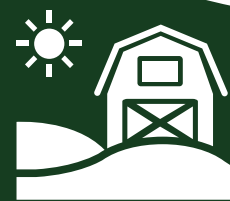
Accountability
Framework
initiative

“Eliminating deforestation and ecosystem conversion from supply chains. Doing so helps companies mitigate risk while protecting crucial natural ecosystems that provide carbon storage, biodiversity, water supplies, and the wellbeing of local people and communities.”

THE JOURNEY TOWARDS ACHIEVING A DEFORESTATION FREE SUPPLY CHAIN WITH AN AMBITION TO BECOME CONVERSION FREE

FIRST STEPS	ENGAGED	ESTABLISHED	LEADING
<ul style="list-style-type: none">• Map supply chain• Engage with supply chain• Collate volume footprint• Investigate responsible sourcing accreditations	<ul style="list-style-type: none">• Senior leadership and oversight• Risk assessment of supply chain and responsible sourcing• Set timebound commitments on DCF inclusive of human rights• Develop disclosure programme	<ul style="list-style-type: none">• Developing forest policy• Establish a toolkit approach to demonstrate Deforestation free• Disclosure programme in place• Industry collaboration	<ul style="list-style-type: none">• Forest policy embedded in sourcing strategy• Use of advanced verification techniques to monitor Deforestation within supply chains such as geo-locations• Commitment on reforestation

Regenerative Agriculture



Introduction:

SAI Platform define regenerative agriculture as: **“an outcome-based farming approach** that protects and improves soil health, biodiversity, climate, and water resources while supporting farming business development.”

At Premier Foods, we want to see the below in our value chains:

- Better water stewardship
- Increased biodiversity
- Increased soil organic matter or quality (soil regeneration).
- Carbon reduction or carbon capture opportunities

Restoring soil health aids the capture of increased levels of carbon from the atmosphere. Thriving soils have greater **resilience** to the impacts of climate change, such as flooding and drought; supporting increased crop productivity. As such, supporting **farmers’ livelihoods**, the **planet’s food security** and **future sustainability**.

Put simply, Premier Foods wants to **collaborate** with suppliers to support farmers with good agricultural practices; to ensure that the ingredients we use throughout our value chains remain available for years to come.

Our Goal:

Premier Foods has aligned to the guidance provided by the SAI Farm Sustainability Assessment, in turn aligning to the UN Sustainable Development Goals (SDGs).

Our goal is as follows:

“Champion Regenerative Agricultural practices for key ingredients”

Supporting the following UN SDGs.



On the next page is more information about the framework, serving as a guide & pathway for our suppliers and farmers to support progress towards a more regenerative model.

Our Key Asks:

Achieve minimum standards for agricultural commodities equivalent to Bronze SAI Platform Farmer Sustainability Assessment (FSA) or commodity specific accreditation scheme

A water policy which supports increased water stewardship at farmer level within your supply chains

Reported measure of the water intensity to produce agricultural crops in your supply chains

[Jump to Glossary](#)

Regenerative Agriculture



Conservation and rehabilitation approach to food and farming systems



“To harness the collaborative power of our members to accelerate the widespread adoption of sustainable agriculture practices and the transformation to sustainable food systems...

...In turn building a sustainable, thriving and resilient agricultural sector that protects the earth’s resources, human rights and animal welfare”

The collaborative journey towards embedding sustainability into all agricultural commodity supply chains

Scope	First Steps	Engaged	Established	Leading
High impact suppliers	Basic understanding of Regenerative Agriculture and benefits Supply Chain Mapping	Identification of water risk areas & water stressed regions within supply chain Water CDP assessment	Good understanding of Regenerative Agriculture, committed to supporting practice at farmer level Water policy	Nature and climate related risk assessments completed TCFD / TNFD risk assessments completed
Agricultural commodities Including but not limited to; Cereals, Dairy, Sugar, Oils, Fruit and Vegetables		SAI FSA Bronze or equivalent commodity specific sustainability scheme. E.g. Bonsucro and Red Tractor	SAI FSA Silver, Gold or Platinum or equivalent. As well as a shared measure of water intensity to produce agricultural crops	Regenerative projects established at farm level

Farm animal welfare

Our Approach to Animal Welfare:

Premier Foods acknowledge that farm animals are sentient beings and recognise that good animal welfare encompasses not only **good health** and physical wellbeing, but good **mental wellbeing** and the ability to express species-specific behaviours. We work with our suppliers and farmers to ensure that our **high standards of animal welfare** are met.

We are dedicated to eliminating practices from our supply chain that are not consistent with the accepted **Six Freedoms**, as listed on the right.

Click on the below video link to hear directly from Kevin Tripcone, one of the dairy farmers supplying milk to our Lifton site where **Ambrosia custard** is made. He talks about the special measures in place at the farm to make sure the cows are happy and healthy all year long!

[Link - Tripcone dairy farm](#)

On page 24 is a list of our other policies, including the link to our latest **Animal Welfare Policy**

Jump to page 24



The 6 Freedoms:

1. **Freedom from hunger and thirst** - by ready access to fresh water and a diet to maintain full health & vigour.
2. **Freedom from discomfort** - by providing an appropriate environment including shelter and a comfortable resting area.
3. **Freedom from pain, injury, or disease** - by prevention or rapid diagnosis and treatment.
4. **Freedom to express normal behaviour** - by providing sufficient space, proper facilities, and company of the animal's own kind.
5. **Freedom from fear and distress** - by ensuring conditions & treatment which avoid mental suffering.
6. **Freedom to undergo positive experiences** - by providing appropriate conditions to experience positive emotions and encourage natural behaviour.

Risk & Responsible Business

Introduction:

The Risk & Responsible Business working group is focused on reinforcing our value chain through the **partnerships** shared with our suppliers.

A fundamental part of our business relationships is legal compliance, be it UK regulation or those cognate to our suppliers' manufacturing / office localities.

Simply put, **compliance** with the internationally recognised frameworks, goals and directives is mandatory. Further information about a number of these can be found on page 26 of our Responsible Sourcing Handbook.

Therefore, throughout our supplier partnerships, **collaboration** is key to ensure a better understanding of the known & unknown risks in our supply chains. Without our suppliers, Premier Foods cannot **protect** the interests of its customers and the end consumers that we all seek to serve.

Our Goal:

We are committed to working collaboratively with our suppliers to '**maintain & make better**' our relationships. In this area, we have the following three clear goals.



- We want our suppliers to register with EcoVadis, a common platform and scorecard for **assessing & improving** sustainability performance over time.

We ask our direct suppliers and relevant services suppliers to register on Sedex, complete the **self-assessment questionnaire (SAQ)**, undertake a SMETA audit and close out any **remedial actions**.



- A "one up one down" approach. To help **mitigate inherent risks** in our supply chain, the ask of our suppliers is to map to **tier 2** of their supply chain.



Our Key Asks:

Register & share your scorecard via EcoVadis

Share climate & nature related risk assessments

Establish a Mandatory Human Rights Due Diligence framework (mHRDD)

Provide supply chain mapping data through Authenticate Platform

[Jump to Glossary](#)

Risk & Responsible Business

Reinforcing our value chain through the partnerships shared with our suppliers



EcoVadis is the world’s largest and most trusted provider of business sustainability ratings, creating a global network of more than 100,000+ rated companies.

It provides reliable, globally recognized sustainability ratings and insights, to help reduce risk, drive improvement and accelerate positive impact on our planet and society.

We are working with our suppliers to help improve their maturity levels across the 21 EcoVadis Sustainability criteria

INSUFFICIENT	PARTIAL	GOOD	ADVANCED	OUTSTANDING
<ul style="list-style-type: none"> No policies or tangible actions regarding sustainability Evidence in certain cases of misconduct, e.g. pollution and corruption 	<ul style="list-style-type: none"> Minimum structured sustainability approach Few policies or tangible actions on selected issues, considered reactive 	<ul style="list-style-type: none"> Structured and proactive sustainability approach Policies and tangible actions on major issues Basic reporting on actions or performance indicators 	<ul style="list-style-type: none"> Structured and proactive sustainability approach Policies and tangible actions on major issues with detailed implementation information Significant reporting on actions or performance indicators 	<ul style="list-style-type: none"> All of Advanced + Comprehensive reporting on actions and key performance indicators Innovative practices and external recognition



Risk & Responsible Business

Our Approach to Human Rights:

Premier Foods' purpose of **'Enriching life through food'**, our **Values**, and our **'Enriching Life Plan'** put people at the core of what we do.

We are committed to ensuring the application of generally accepted universal labour standards in our supply chain and use the nine criteria of the **ETI Base Code** founded on the conventions of the **International Labour Organisation**.

These are the minimum standards every supplier must adhere to in partnership with Premier Foods; such provisions are aligned to the **United Nations Guiding Principles (UNGP) on Business and Human Rights**.

According to the UNGP, due diligence is the cornerstone of any human rights approach, proven to be an effective response to salient human rights risks and impacts. To **fulfil responsibilities** of respecting human rights outlined in the UNGPs, businesses have created voluntary commitments in respect of supply chain due diligence.

Today these responsibilities are increasingly becoming mandatory as countries' efforts to protect human rights mean businesses must demonstrate **robust supply chain management practices** in mandatory human rights due diligence legislation (mHRDD), as required by the Corporate Sustainability Due Diligence Directive (CSDDD).

Premier Foods takes a firm stance that **sexual harassment in any form is unacceptable and will not be tolerated**. We are committed to providing a working environment that is safe for all colleagues; full details can be found in our **Bullying and Harassment policy**. Any reported allegations will be fully investigated and dealt with appropriately.

Scope of requirements:

As part of Human Rights due diligence, Premier Foods will periodically review the **relevant evidence and actions** our suppliers are undertaking to manage Human Rights.

This supports **our commitment** to human rights and what we are doing to respect and protect the human rights of the people we employ, the people who work in our supply chains and the people who live in the wider communities in which we operate both **nationally and internationally**.

We expect all our suppliers to **uphold these principles** and adopt similar policies within their own businesses.

Page 24 has links to each of Premier Foods' policies, including Human Rights and Bullying and Harassment

Jump to page 24

Risk & Responsible Business



Sedex - sharing ethical supply chain data:

1

Registering and maintaining membership:

All Premier Foods direct (ingredients & packaging) suppliers must **sign up to be a member of SEDEX**. Premier Foods encourages any Agents or Brokers to be registered along with those suppliers they are buying from and supplying to Premier Foods. Becoming a member of SEDEX means the company is committed to implementing the requirements of the ETI base code within its company, completing the self-audit questionnaire and to have an ethical audit (SMETA) to ensure **compliance to the ETI base code** on a risk based frequency. Contact details must be kept up-to-date as well.

2

Completing the self-assessment questionnaire (SAQ):

The SAQ should be **completed within 3 months of joining SEDEX**. The SAQ must be completed to 100% and then submitted. If the supplier has seasonal workers, the SAQ shall be updated to reflect the fluctuations of labour. The SAQ must be **maintained and updated at least every 6 months**.

3

Carrying out Due Diligence and ensuring correct links:

SMETA audits are to be carried out on **a risk-based frequency**. Premier Foods assess supplier risk with the aid of SEDEX's risk assessment tool called **RADAR**, which identifies the likelihood of an issue arising. The risk rating is calculated based on the **inherent risk** and management proficiency associated with a supplier's country as well as the sector-based inherent risk. When linking with Premier Foods, please ensure full access is granted to the SAQ & Audits for the site(s) supplying Premier Foods. For example, if a supplier has 10 sites but only 5 sites supply Premier Foods, please only give access to those 5 supplying sites.

Corrective Actions:

Any audit **non-conformances** shall be closed out within the time scales given.

Should any critical non-conformances be raised from an audit, the supplier shall inform Premier Foods and present a **corrective action plan** within 14 days of the published audit.

It is critically important that **membership of SEDEX does not lapse** but should this occur, the relevant Premier Foods buyer will get in touch.

Packaging



21

Introduction:

Premier Foods was a **founding member of the UK Plastics Pact**, and an early adopter of the Food and Drink Federation's (FDF) Ambition and the UK Food and Drink Pact.

We **engage with industry partners and the Government** to tackle unnecessary plastic packaging and support household recycling rates. In addition to consumer demand for **more sustainable packaging**, the UK Government has also introduced a new tax on non-recycled plastic packaging, which came into effect in 2022.

Our commitment is to meet these expectations whilst ensuring our packaging continues to maintain the highest levels of product safety, as well as **preventing unnecessary food waste**.

Our Goal:

We have a target that 100% of our packaging will be **reusable, recyclable or compostable**. All the corrugated paper and carton board we use in our packaging is Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) certified.

Furthermore, Premier Foods is actively working with its suppliers to include **more recycled material** in our packaging to reduce the need for virgin material. All our consumer packaging will continue to carry OPRL (On Pack Recycling Labels) to help our consumers recycle correctly.



We **support industry engagement** with policy makers towards developing reforms to the UK's Packaging Producer Responsibility regulations and changes to the Household Recycling Collection schemes.



Our Key Asks:

100% Packaging to be recyclable, reusable or compostable

Maximise the percentage of packaging made from recycled and/or renewable materials

Develop strategies to reduce the environmental impact of packaging throughout its lifecycle

Packaging



The development and use of packaging which results in improved sustainability



“Eliminate problematic or unnecessary single-use packaging through redesign, innovation or alternative (reuse) delivery models. As well as 100% of plastics packaging to be reusable, recyclable or compostable and 30% average recycled content across all plastic packaging.”

Our packaging strategy is supported by our suppliers and focuses on 5 key pillars

RECYCLABLE	REDUCTION	REDESIGN	REUSE	RE-EQUIP
<i>In collaboration with our suppliers, we are working on solutions to make all our packaging recyclable within the current UK recycling infrastructure, at home or return-to-store.</i>	<i>We are striving to use less packaging materials, not just within plastics, in turn reducing the overall carbon footprint of our portfolio of products.</i>	<i>We have partnered with a select set of suppliers in the packaging industry to trial alternative packaging materials or formats for our portfolio of products.</i>	<i>By working on removing non-recyclable plastics from our portfolio, we are constantly exploring novel ways of providing our products to market which includes reusable formats.</i>	<i>We are investing in our sites with new machinery to enable our products to be packed in materials which can be recycled under the current UK infrastructure.</i>

In Summary

- Whilst supplier partners will help achieve our goals across all our Enriching Life Plan, the biggest impact will be by contributing to a healthier planet, which is the focus of our Responsible Sourcing Handbook.
- Premier Foods is embedding our Enriching Life Plan into how we work with suppliers.
- We have set minimum requirements for our highest impact suppliers but encouraged for all.
- There are milestones, dependent on the product or service you supply Premier Foods.
- Our Responsible Sourcing Handbook is intended to help all Premier Foods' suppliers, whether at Tier 1 or those further up the supply chain towards point of source.
- The UN SDGs are a framework to apply to one's strategy, provide progress measurement, as well as facilitate united action by industry to a common theme. Further detail on page 26.

Taking action to reduce our impact on the environment is non-negotiable



Links to our other policies

All the policies below can be accessed by following this link to [‘Our positions and Policies’](#) page

Palm Oil policy

Ethical Trading Policy

Soya policy

Water Stewardship Policy

Anti Bribery & Corruption – Policy

Human Rights Policy

Animal Welfare Policy

Bullying and Harassment Policy

Environmental Policy

Marketing to Children - Responsible Marketing Policy

Our partnership organisations

Click on the below partner names to navigate to their website

[British nutrition foundation](#)

[Food and Drink Federation](#)

[Science Based Targets](#)

[Carbon disclosure project \(CDP\)](#)

[Greenhouse gas protocol](#)

[Sedex](#)

[Champions 12.3](#)

[Rainforest alliance](#)

[Stronger together](#)

[EcoVadis](#)

[Round Table on Responsible Soy Association \(RTRS\)](#)

[Sustainable development goals](#)

[EFECA](#)

[UK Food and Drink Pact](#)

[FNET](#)

[Roundtable on Sustainable Palm Oil \(RSPO\)](#)

[The UK plastics pact](#)

[Future Food Movement](#)

[SAI platform](#)

[Wrap](#)

Frameworks, Directives & Policies

What they mean to Premier Foods:

As custodians of the planet upon which we rely to make the products our customers enjoy, this relies on taking care of our stakeholders and **working collaboratively** with all participants in our value chain.

With our purpose of enriching life through food being at the heart of Premier Foods' Enriching Life Plan, this exemplifies our commitment to a more sustainable food system and, in turn, the **United Nations' Sustainable Development Goals (SDGs)**.

The UN SDGs provide the guidance for how our business, industry, government and society at large can ensure that progress is made towards a sustainable future that satisfies everyone's health and wellbeing.

The UN SDGs should be seen as **a framework to apply to one's strategy**, provide progress measurement, as well as facilitate united action by industry to a common theme.

As an example, Premier Foods have aligned to Champions 12.3 within the Responsible Consumption and Production Goal. This **demonstrates our commitment to halving our food waste** as well as encouraging our suppliers and consumers to do the same (against a 2017 baseline). There is more about our targets and their alignment to the SDGs in the appendix.



Collaboration is key to action and change

Who does Premier Foods' Responsible Sourcing Handbook apply to?

Our Responsible Sourcing Handbook is intended to help all of Premier Foods' suppliers, whether at Tier 1 or those further up the supply chain towards point of source.

We encourage any company involved in Premier Foods' goods or services to follow our handbook. This includes those not directly invoicing Premier Foods.

*To help shape a more sustainable UK food system, we are members of many industry-leading groups which **facilitate collaboration and accelerate action**. By participating in these initiatives, we hold ourselves accountable against industry-wide targets and strive to **contribute to wider change**.*

*For instance, we have colleagues holding **steering group positions** on the UK Plastics Pact, The Courtauld Commitment 2030 programme and The Food Data Transparency Partnership.*



Partnerships for our Targets

Links on
page 25

Glossary of Terms

Glossary of Terms

Key terms referred to within each working group



Greenhouse Gases

Jump to Page 8

Science-based targets (SBTi) provide a clearly defined pathway for companies and financial institutions to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth.

Targets are considered 'science-based' if they are in line with what the latest climate science says is necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels.

Scope 1 emissions covers the Green House Gas (GHG) emissions that a company makes directly — for example while running boilers and vehicles.

Scope 2 emissions are those made indirectly – like the electricity or energy bought for heating and cooling buildings, that is being produced on a company's behalf.

Scope 3 emissions encompasses all the emissions associated not with the company itself, but which the organisation is indirectly responsible for, up and down its value chain. E.g., when buying products from its suppliers, and from its products when customers use them. Emissions-wise, Scope 3 is nearly always the big one.



Risk & Responsible Business

Jump to Page 17

TCFD & TNFD - Founded in 2017, the TCFD is an industry-agnostic climate-related disclosure framework that established eleven recommendations across four key areas of interest: governance, strategy, risk management, and metrics and targets. The recommendations were designed to help companies provide better-quality data to support informed capital allocation decisions. Unlike CDP, there is no score associated with reporting in line with TCFD, but it is the most considered standard across regulators given the robustness of its considerations. With TNFD, instead of addressing climate risks, it is focused on ensuring that nature-related risks & opportunities are effectively communicated.

Corporate Social Responsibility (CSR) is a voluntary way for companies to commit to ethical business practices and improve their environmental, social, governance and sustainability. ESG is a way for companies to measure their CSR.

CSRD & CSDDD - The Corporate Sustainability Reporting Directive (CSRD) sets the framework for sustainability reporting, while the Corporate Sustainability Due Diligence Directive (CSDD) aims to ensure responsible corporate conduct.

Glossary of Terms

Key terms referred to within each working group



Food Waste

Jump to Page 10

Food waste is any food or edible ingredients removed from the supply chain through recycling, recovery, or disposal (including composting, anaerobic digestion, bio-energy production, incineration, disposal to sewer or landfill). The majority of food waste in the UK (70%) occurs in households, with 16% coming from manufacturing, 12% from foodservice and 3% from retail.

The food and drink material hierarchy shows the aim of moving material up the hierarchy from 'waste' to 'prevention', where it is no longer classed as food waste. This can be in the form of redistribution to humans or animal feed (note that animal by-products cannot be sent to animal feed), or ideally, complete waste prevention.

WRAP/IGD Food waste reduction roadmap (FWRR) – WRAP (Waste and Resources Action Programme) is a UK-focussed climate action NGO tackling the climate crisis. In 2018 they launched the FWRR with IGD to help the UK food industry achieve SDG 12.3. It is mainly funded by DEFRA and is free to sign up, businesses just need to submit their data capture sheet on food waste annually.



Regenerative Agriculture

Jump to Page 14

Regenerative Agriculture describes farming and grazing practices that, among other benefits, reverse climate change by rebuilding soil organic matter and restoring degraded soil biodiversity – resulting in both carbon drawdown and improving the water cycle. (Sustainable Food Trust)

Soil health is an essential part of the regenerative agriculture conversation. Unfortunately, soil health has been degraded due to the Green Revolution, a period of technological advancement in the late 1960s, which commercialized high-yielding crop varieties and chemical fertilizers.

Carbon Sequestration is the natural conversion of atmospheric carbon dioxide (CO₂) into carbon stored in the soil. Atmospheric CO₂, one of the primary greenhouse gases, is a well-known accelerator of climate change.

The carbon cycle is the sequence of carbon movement and recycling throughout the biosphere. Through this process, carbon dioxide can be drawn down from the atmosphere, through photosynthesis, into healthy soils as pure carbon

Glossary of Terms

Key terms referred to within each working group



Forests

Jump to Page 12

Deforestation-free means that the relevant commodities and products were produced on land that has not been subject to deforestation after December 31, 2020 (cut-off date)

Conversion-free means that the relevant commodities and products were produced on land that has not been subject to conversion after December 31, 2020 (cut-off date). 'Conversion' means change of a natural ecosystem to another land use of profound change in a natural ecosystem's species composition, structure of function, regardless of whether it is legal or not. Degradation may be considered conversion if large-scale and progressive or enduring; alters ecosystem composition; or leads to a change in land use.

Deforestation includes the loss of natural forest or other wooded land to agricultural use or other non-forest land use; or conversion to plantation forest; or severe and sustained degradation.

'Other wooded land' means land not classified as natural forest, spanning more than 0.5 hectares, with trees higher than 5 meters and a canopy cover of 5-10%, or trees able to reach these thresholds in situ; or with a combined cover of shrubs, bushes, and trees above 10%, excluding land that is predominantly under agricultural or urban land use

'Plantation forest' means a planted forest that is intensively managed and meets, at planting and stand maturity, all the following criteria: one or two species, even age class, and regular spacing. It specifically includes all short rotation plantations for wood, fibre, and energy, it specifically excludes forests planted for protection or ecosystem restoration, as well as forests established through planting or seeding which at stand maturity resemble or will resemble naturally regenerating forests.

'Natural grassland' means land covered predominantly with native grasses and herbaceous vegetation.



Premier Foods plc
Premier House
Centrium Business Park
Griffiths Way
St Albans
Hertfordshire
AL1 2RE
01727 815850

www.premierfoods.co.uk
Registered in England and Wales No. 5160050
Premier Foods Group Limited. All Rights Reserved.