

ESG Strategy



Goals

For 2022 Lupa Foods have formalised our Environmental, Social and Governance plan which details our key commitments and how we will deliver, measure and engage with our stakeholders. The ESG plan is a key part of our strategy and our values and is fully supported throughout our business. Progress against these goals will be measured and reported on an annual basis.



Environmental

CLIMATE

- **We will achieve net zero carbon by 2050.**
Measure our carbon footprint and put robust plans in place to deliver reductions.
- **All high-risk ingredients will come from a certified sustainable source by end of 2023.**
Palm Oil RSPO, Ku roundtable for sustainable soya, MSC or FOTS for fish products.
- **Our top 50 suppliers will have net zero carbon reduction plans in place by the end of 2025.**
Support our manufacturing sites to implement net zero carbon plans.

WASTE

- **We will reduce the amount of packaging we use by 20% year on year.**
Measure our total packaging usage by type and work with suppliers to put reduction plans in place.
- **100% of our paper will be of recycled content or from a 3rd party sustainable source by Dec 2023.**
All office supplies and product packaging will have over 50% recycled content or be from a certified sustainable source.
- **No food waste will go to landfill by Dec 2024.**
All office and depot food waste will no longer go to landfill. We will work with charities, waste providers and discount wholesalers to provide alternatives.
- **All packaging waste to be recycled in line with local authority collections by Dec 2022.**
All office and product packaging will be segregated and sent for recycling in line with collection capabilities.



Social

SUPPLY CHAIN

- **100% of suppliers on SEDEX Ethical performance assessments by Q4 2022.**
Work with our manufacturing sites to provide visibility of their Ethical Standards.

LUPA

- **Company values to be fully implemented by Q2 2022.**
- **We promote equality, diversity and inclusion in the work place by Q4 2022.**
Full review of our policies and training to support.
- **Staff benefits review by Q4 2022.**
Ensure our staff feel valued and motivated by offering better packages.
- **ESG champions lead business engagement.**
Champions in place who lead team engagement on our strategy.

COMMUNITY

- **Nominated charity who we support throughout the year.**
Have a nominated annual charity who we support by organising events and raising money throughout the year.
- **Promote team volunteering.**
Team day to work on a volunteering project.
Encourage teams to volunteer on projects in their local community.



Governance

LUPA

- **Appointed board member to lead the ESG strategy.**
- **ESG policy in place and communicated to all stakeholders by Q2 2022.**
- **ESG strategy governance meetings to be held every 2 months.**

MEASUREMENT

- **ESG framework to be reviewed annually and submitted to shareholders and achieve a 10% year-on-year improvement on our scores.**
- **Measure our scope 1,2 carbon emissions by Q3 2022 and include key parts of scope 3.**
- **Supplier survey to be completed by Q4 2022.**
- **Confidential staff survey to be completed by Q3 2022.**
- **Marketing strategy to include our ESG plan and communication by Q3 2022.**

SUPPLY CHAIN

- **Supplier code of conduct to be implemented by end of Q4 2022.**
- **Supplier conference for top 50 suppliers to be delivered by Sept 2022.**

