

ESG Strategy

Our Environmental, Social and Governance (ESG) plan is central to our business strategy, detailing our commitment to societal responsibility and how we gauge performance. Endorsed fully by our board, it's our guidepost in addressing environmental and societal challenges. With PlanetMark Certification, we're on track to reach Net Zero Carbon by 2050.



Environmental

CLIMATE

We will achieve Net Zero carbon by 2050.

- Completed PlanetMark certification for our scope 1 & 2 carbon emissions.
 - New Travel Policy has been implemented.
 - We offer Cycle to work scheme for all employees
- Scope 3 to be completed by September 2023.
 - All data has been submitted to PlanetMark, awaiting the final report.
- Net Zero carbon reduction plan to be signed off by Dec 2023, with the target to achieve a 12% yr. on yr. reduction by Dec 2024.

All high risk ingredients will come from a certified sustainable source by end of 2023.

- Palm Oil**
 - All Palm Oil used as an ingredient is RSPO certified.
 - By 2025 all Palm Oil and derivatives will be from RSPO segregated sources.
- Soya**
 - Target revised to all soya ingredients to be certified as deforestation and conversion free by 2025, in line with new legislation.**
 - Review has been completed of where we use soya as an ingredient in our products.
 - Develop plans with our manufacturing partners to move to 100% certifiable source of soya for ingredients by 2025.
 - We have added an additional target of: All soya used for animal feed to be certified as deforestation and conversion free by 2025**
 - Review has been completed of which animal origin products we sell are fed on soya.
 - Develop plans with our manufacturing partners to move to 100% certifiable source of soya for animal feed.

WASTE

We will reduce the amount of packaging we use by 20% year on year.

- 2022/23 we removed 139MT of plastic and 188MT of metal from our supply chain.
- Plan developed for 2023/24 targeting our biggest categories of pasta, aseptic tomatoes, dried and canned products.

100% of our paper usage will be of recycled content or be from a 3rd party sustainable source e.g. FSC, by end of 2023.

- Target delayed to 2024, due to increased costs and poor availability of paper and card packaging due to rising fuel costs.

No food waste will go to landfill by the end of 2024.

- Achieved ahead of target.
 - All food safe product goes to Food charities.
 - Dry food not fit for human consumption goes to animal feed.
 - Wet food not fit for human consumption goes to an anaerobic digestion energy provider.
 - All waste oil is converted to Biodiesel

All packaging waste to be recycled in line with local authority refuse collection capability by end of 2022.

- All our packaging waste, which can be recycled goes to local authority recycling streams.

ESG Goals:



Social

SUPPLY CHAIN

100% of suppliers are registered on SEDEX and have risk assessed their Ethical performance by Q4 2022

- All manufacturing sites are registered on SEDEX and have completed an ethical risk assessment.
- We have invested in our SEDEX system to provide better visibility of supplier compliance.

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Company Values launched and implemented and are now part of our ways of working.

Implemented a equality, diversity and inclusion policy and team training

Improved our benefits package

Developed training plans for the team

Whistle blower policy implemented.

We have a trained mental health champion in place

COMMUNITY

Have a nominated company charity/charities who we support throughout the year, decided by end of Q1 2022

- Our nominated Charity is the Trussell Trust and we have completed a number of fundraising events and made donations to our local food bank.
- We have donated over 15,000 meals to Fareshare since the start of 2023.
- The Lupa team were given free tree saplings to plant as part of the Queen's green canopy event.
- All team members can take 1 days paid leave to allow them to volunteer in their communities.

- Achieving net zero carbon by 2050 and aiding stakeholders in the same pursuit.
- Sustainably sourcing ingredients.
- Reducing food and packaging waste.
- Enforcing strict ethical standards in supply chains.
- Positively impacting our community.



Governance

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Sustainability champions in place.

Our ESG policy is a key pillar in our business strategy

Progress vs our ESG strategy is given at board meetings and our quarterly team briefings.

ESG_VC framework to be reviewed annually and deliver a 10% yr. on yr. improvement.

- 14.3% improvement for 2022
- Measure our scope 1,2 & 3 carbon emissions by Q3 2022**

Business decision to move target to 2023.

We have now been certified by PlanetMark (see slides on Climate)

Confidential staff survey to be completed by Q3 2022

- We have been certified by Great Place to Work and developed a robust action plan following team feedback.
- Our next survey is planned for Sept 2023

ESG transparent communication plan to be part of the marketing strategy - Q3 2022

- Our ESG strategy & progress is available on our website.
- We share our strategy with customers and suppliers and proactively look to ways to share best practise.
- ESG forms part of our customer communications via newsletters and social media.

SUPPLY CHAIN

Supplier survey to be completed by Q4 2022

- This has been delayed until 2024, due to current supply chain pressures on our manufacturing partners

Supplier Code of conduct to be implemented by end of Q4 2022

- This has been delayed until 2024, due to current supply chains pressures on our manufacturing partners

Supplier conference for top 50 suppliers to be delivered by Sept 2022

- This has been delayed until 2024, due to current supply chains pressures on our manufacturing partners

Progress vs Current Targets



Updated September 2023



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FOODS