



IMPACT REPORT 2022

2021 IMPACT HIGHLIGHTS



2.16% ORGANIC PRODUCTS SOLD INTO FOODSERVICE



17.35% MSC PRODUCTS SOLD INTO FOODSERVICE



60.78% RED TRACTOR PRODUCTS SOLD INTO FOODSERVICE



£2,362 DONATED TO CHARITY



APPLIED TO BECOME B-CORP IN APRIL 22



FULLY ELECTRIC COMPANY CAR FLEET



3 ELECTRIC CAR CHARGERS INSTALLED AT HEAD OFFICE



NET ZERO BY 2023



EMPLOYEE PROFIT SHARE SCHEME LAUNCHED



14^{HRS} OF FREE OFFICE TIME GIVEN TO CHARITIES



40% OF WORKFORCE WITH PDP'S*



91% FULLY RECYCLABLE PACKAGING MATERIALS



CERTIFIED GREAT PLACE TO WORK NOV 21



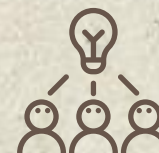
BEST WORKPLACE FOR WELLBEING NOV 22



BEST WORKPLACE FOR WOMEN NOV 22



193,100 CASES OF 100% PLASTIC FREE PACKAGING



B-CORP CHAMPIONS FORUM CREATED



17.10T OF CO2 OFFSET



£1500 HEALTH & WELLBEING PACKAGE FOR ALL EMPLOYEES



2 PAID VOLUNTEERING DAYS PER YEAR



2 PAID WELLBEING DAYS FOR EVERY EMPLOYEE

OUR PROGRESS

WHAT WE ARE DOING

Removing plastics from our business

GOALS

100% non-plastic packaging by 2023

2021/22

New packaging policy implemented
 Identified suppliers of non-plastic alternative packaging products with a view to trialling in 2022.
 All products sold to Travel customers produced in fully recyclable cardboard

Reducing energy emissions at our Head Office

Net zero by 2023

Zero to Landfill

Remove all fossil fuel cars from our Company car fleet and replace with electric vehicles

LED lights installed throughout our Head Office
 First carbon footprint report completed for 20/21
 17.10 tonnes CO2ES offset for scope 1 and 2 emissions through ClimateCare.
 Light sensors installed to kitchen and basement to reduce energy usage.
 Recycling facilities made available for paper/card/packaging materials/poly boxes/food and general waste in Head Office.
 Annual net profit donation to the planet committed to by the Board
 Fully electric company car fleet provided to all eligible employees
 3 electric car chargers installed at Head Office for company car drivers to use free of charge.
 6 interest free loans provided to company car drivers for the installation of home car charging units.
 Launched waste management system and supporting policies.
 Launched environmental management system and supporting policies.
 Introduced Sustainability KPI's to senior leadership team metrics for weekly and monthly review.
 Harvesting rainwater to water our office plants.

Reducing the environmental impact of our supply chain

Net zero supply chain 2025

Launched Environmental and Ethical Code of Conduct for all suppliers.
 Updated supplier selection criteria to include social and environmental impact assessment.

Submit B-Impact Assessment

Applied to become a B-Corp in April 2022

Support our community

Opened the office to local charities
 Donated food to local food banks

Business as a force for good

Support our People

Published a new parents policy extending leave and pay entitlements for all.
 Launched a 1% profit share scheme for all employees
 Benchmarked employee engagement through Great Place to Work.
 Launched Ethical Business Policy and Ethical Marketing Policy
 Delivered environmental awareness training and human trafficking/modern slavery training for all employees

Stakeholder Engagement

Created B-Corp Champions form for employee stakeholders
 Completed stakeholder mapping & materiality assessment
 Stakeholder engagement policy launched

OUR PEOPLE

Our people are critical to our success and have always been our top priority. We partnered with Great Place to Work in 2021 to benchmark our employee engagement against other businesses to provide us with greater feedback and insight into what we are doing well and where we can improve.

95% of our people agreed that Green Gourmet is a Great Place to Work which enabled us to become a certified Great Place to Work in November 2021.

We achieved a 91% overall engagement score and due to excellent feedback in some key areas we achieved ranking on the following special interest lists:



Best Workplace for Women 2021



10th Best Small Workplace for Wellbeing 2021



2022 UK Best Workplaces – 74th in Small Organisation category

We will take part in the Great Place to Work Survey again in 2022 so that we can compare our results and demonstrate continuous improvement in our workplace.





OUR COMMUNITY

Feedback from our employees suggested that we could do more to support our local community and as a result we implemented a range of activities to do better.

All our employees are provided with 2 days paid leave to volunteer at a charity of their choice. To encourage uptake of this we will be organising volunteering events in 2022 with a target set of at least 12 volunteering days being completed across our team.

Our stunning office space has been opened up to local charities to use for free to host team meetings and training days. With a strong response we have already hosted 14 hours of meetings and in some cases have closed our office to our employees to facilitate larger meetings. Charities we have worked with so far include the Longfield Hospice, P3 and The Door

Our B-Corp Champions were keen to ensure that we supported the Ukraine appeal when conflict broke out in February 2022. Activities completed included a bake sale for staff and the local community to raise funds, a mini site reated on our website to collect corporate donations and one of our employees completed the Land's End to John O'Groats cycle with funds going to the Red Cross Emergency Appeal. In total we raised £1894 for the Red Cross Appeal.

CARBON FOOTPRINT 2020-2021

2020/21

SCOPE 1 = 6.802 tCO₂e

SCOPE 2 = 10.318 tCO₂e

SCOPE 3 = 236.192 tCO₂e

12.666 tCO₂e GROSS EMISSION PER £M TURNOVER

2021/22 TARGET

3 tCO₂e

16 tCO₂e

280 tCO₂e

In 2020/2021 our carbon emissions were artificially low due to COVID impacting movement of goods, use of energy at offices and commuting. We recognise that with business operations returning to normal we will see an increase in our carbon emissions as our sales levels return to pre COVID levels and these are reflected in the targets.

2022 GOALS

WHAT WE ARE DOING

GOALS

2022/23

Removing plastics from our business

100% non-plastic packaging by 2023

Exploring plastic free packaging alternatives with various suppliers and holding trials to launch with key customers.

Reducing energy emissions at our Head Office

Net zero by 2023

Energy saving initiatives to improve the energy efficiency of our office space.

Providing green benefits to support our employees to reduce their individual carbon footprint.

Ending Child food poverty

Donate 1% of net profit to FareShare

Pilot scheme for half term feeding at a local school, donating food and providing volunteers to distribute.

Donate 2000kg of product to FareShare

Working with Stroud Food Hub to ensure food is available to support local families.

Donate 250kg of product to local food hubs

Organising volunteering events with FareShare Bristol depot to ensure 12 volunteering days are completed by our team.

Generating donations to FareShare through sale of product

Generating donations on 3 top selling lines to fundraise for FareShare and support their work to end hunger.

Supporting a minimum of 10 school breakfast clubs in low-income areas during the 22/23 financial year.

Provide product to support contract caterers in their mission to support feeding programmes during the holidays or at the start of the school day.

Business as a force for good

Net zero supply chain 2025

Create customer engagement forum to understand the environmental and social issues faced and learn how we can help solve these together.

Create a Supplier Sustainability forum to engage with manufacturers to highlight challenges and work in partnership to resolve these for the benefit of all.

PACKAGING IMPACT

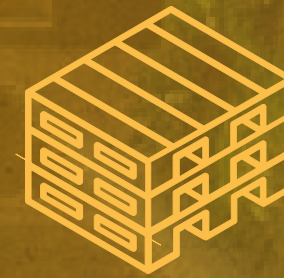
WE PRODUCED:



97.94 TONNES
OF CARDBOARD
PACKAGING



15.23 TONNES
OF PLASTIC
PACKAGING



72.51 TONNES
OF WOODEN
PALLET