

## **Bigger Picture Environmental, Social & Governance Policy – Finnebrogue Group**

At Finnebrogue, doing what’s right for people and planet is integral to everything we do. **Bigger Picture** is our programme to produce food that doesn’t cost the Earth; to build a healthy, diverse, and inclusive Finnebrogue family; and to do good for our communities and supply chain workers, at home and abroad.

Seeing the *Bigger Picture* means that we’re committed to conducting business in a manner that respects and preserves the environment and promotes good social well-being for all workers in our supply chains.

Finnebrogue’s *Bigger Picture* programme follows the ESG framework which incorporates the 3 pillars of sustainability: Environmental, Social and Governance.

### **Finnebrogue are committed to the following business practices**

#### **Environmental**

##### **1.1 Emissions and Energy**

- Finnebrogue have set targets to become Carbon Neutral by 2030 across all production sites (zero net emissions for scope 1 & 2 emissions) and to be Net Zero by 2040 across the full value chain (minimum possible scope 3 emissions).
- Measure and report Scope 1, 2, and 3 CO2 emissions annually to provide data for continuous improvement within material areas. Continual Improvement driven through energy efficiency directives, decarbonisation/electrification of mobile & static equipment, and value chain collaboration on purchased goods & services and transportation.
- Strive to increase energy independence through investment in on-site renewable energy to ensure a 'just' transition to a net zero future.

##### **1.2 Sustainable Sourcing**

- Prioritise suppliers who share our commitment to sustainability and employ the responsible practices outlined in our ‘Sustainable Sourcing Policy’.
- Collaborate with key suppliers to aid them with their sustainability journeys.
- Monitor the environmental and social performance of our suppliers through our ‘Supplier Environmental and Social Assessment’.
- Fully compliant with UK regulations on deforestation and aligned with the EU deforestation regulations (EUDR) where required.
- Aim to achieve deforestation-free supply chains by the year 2025 for the direct purchase of forest risk commodities, and by the end of 2025 fully deforestation-free livestock feed sources within our supply chain.

##### **1.3 Biodiversity**

- Increase the biodiversity around our internal operations.
- Become signatories to the All-Ireland Pollinator Plan, which ensures our sites are conducive to native Irish pollinator habitats.

#### **1.4 Waste Reduction**

- Target to reduce food waste intensity by 50% in line with UN SDG 12.3. Targets run throughout operations - supported by implementing efficient production processes and optimising inventory management.
- Zero waste to landfill. We have been zero waste to landfill since 2015 and aim to continue this policy.
- Increased waste stream separation. In 2023 we initiated more expansive levels of waste separation to ensure a higher recycling rate within the business and to contribute to the circular economy.

#### **1.5 Packaging**

- Adoption of the 4R packaging improvement hierarchy 1) remove, 2) reduce, 3) reuse, and 4) recycle, to ensure our packaging has minimal environmental impacts.
- Prioritisation of reusable and recyclable packaging options while ensuring product safety and quality.

#### **1.6 Water Stewardship**

- Aim to reduce absolute water usage and water intensity reductions through the implementation of water-saving measures throughout our operations.
- Dedicated to preventing water pollution by effectively managing wastewater by processing it through water treatment facilities before discharging.
- Ensure compliance with regulatory standards and employ responsible waste disposal practices for our filtered wastewater.
- Monitor water scarcity risk within our supply chain through our 'Supplier Environmental and Social Assessment' and category risk assessments. Provide our suppliers with information on water management best practice.

#### **1.7 Transparency**

- Ensure compliance with regulatory and customer reporting requests and standards across a range of sustainability and environmental metrics, including but not limited to CO2 emissions, Deforestation, Water, and Human Rights.
- Annually report against the Northern Ireland Environmental Benchmarking Survey, to monitor and drive sustainability improvements alongside other Northern Irish Businesses.

### **Social**

#### **2.1 Employee Health and Safety**

- Prioritise the health, safety and well-being of our employees. We are committed to providing a safe and healthy work environment, promoting mental health, and implementing measures to prevent occupational hazards and accidents.

- Our mental health approach includes mental health first aiders at all sites, sponsored mental health awareness events and bi-weekly onsite wellbeing appointments with Insula Wellbeing.
- Comply with all applicable health and safety laws, regulations, and standards, striving to exceed minimum requirements to ensure the highest level of employee protection.

## 2.2 Employee Development and Opportunities

- Provide employees with opportunities for continuous learning, skills development, and career advancement. We invest in training programs and encourage employees to enhance their professional capabilities.
- Promote equal opportunities for career growth, based on merit and performance, without discrimination. Provide a supportive and inclusive work environment that fosters diversity and talent.

## 2.3 Human Rights

- Mitigate internal human rights risks within operations. The strategy is outlined within our *'Anti-Modern Day Slavery Policy'*.
- Engage with customers' internal grievance mechanisms to provide effective and confidential whistleblowing opportunities as referenced in section 3.3.
- Monitor the human rights risks within our supply chains through the *'Supplier Environmental and Social Assessment'*. Have a supply chain whistleblowing mechanism for supply chain workers to confidentially report any risks or potential violations.
- Collaboration between the New Product Development, Procurement, Technical, and Sustainability teams and suppliers to mitigate or lessen any potential human rights risks within our supply chains through alternative sourcing practices and improved due diligence.

## 2.4 Equality, Diversity, and Inclusion

- Committed to maintaining our *'Diversity Mark'* accreditation by encouraging employee diversity and recognising the strength that comes from different perspectives and backgrounds.
- Foster an inclusive culture where everyone feels respected and valued and has equal opportunities for growth and advancement.
- Prohibit any form of discrimination, including but not limited to; discrimination based on race, colour, gender, age, religion, disability, sexual orientation, or nationality. We promote an environment that celebrates diversity and actively addresses any instances of discrimination or bias.
- Committed to ensuring equal pay for equal work and promoting gender equality throughout our organisation. We regularly review and report our remuneration practices to identify and address any gender pay gaps

## 2.5 Community and Charity

- Donate 3% of annual profits to the Denis Lynn Foundation. The Denis Lynn Foundation supports staff-nominated charities to deliver community success stories.
- Collaborate and support the *'Clean up the Quoile Trust'* to promote healthy ecosystem services and increase the biodiversity of the local River Quoile.

- Support 'The Food Shack', which enables the free re-distribution of edible food items to employees and the wider community, via Fareshare and local food drive initiatives.
- Continue to provide the Denis Lynn Scholarship which awards tuition-fee bursaries to students studying a master's degree in Advanced Food Safety.

## **Governance**

### **3.1 Internal Labour Practices**

- Dedicated to fair and ethical labour practices, including treating all employees with dignity and respect. We prohibit any form of discrimination, harassment, or unfair treatment based on factors such as gender, age, race, religion, disability, sexual orientation, or nationality.
- Comply with applicable laws and regulations regarding working hours, overtime, and wages, ensuring fair compensation for all employees.
- Respect the rights of employees to freely associate and collectively bargain, in accordance with local laws and international standards.

### **3.2 Employee Training and Representation**

- Enable staff representation and collective bargaining through the Finnebrogue Forum. The Finnebrogue forum is an elected body of employees from all levels of the business.
- Provide continual training opportunities to employees to upskill and best equip Finnebrogue team members for their current roles and future careers.
- Celebrate employee efforts in line with Finnebrogue Values through the monthly awarding of a 'Values Champion'.

### **3.3 Grievance Mechanisms**

- Maintain transparent and accessible grievance mechanisms for our employees, providing a platform to report concerns, seek resolution, and ensure fair treatment. We handle grievances confidentially, without fear of retaliation, and take appropriate actions to address any issues raised.

### **3.4 Risk Management**

- Monitor internal and external risks to the business, through the company risk register. Identifying and measuring the severity and likelihood of risks across different departments and topic areas. Examples of risk areas include but aren't limited to - Environmental, Supply Chain, Regulatory, and Communications.
- Manage, communicate, and give ownership of risk to ensure risks are effectively controlled through mechanisms such as sharing risk, avoiding risk, or risk mitigation.

By establishing the above Environmental, Social and Governance commitments, Finnebrogue strives to be a leader in sustainable food production. We aim to minimise our environmental impacts and create a positive and inclusive Finnebrogue family. Finnebrogue endeavour to pursue and maintain



these commitments while providing our customers and consumers with high-quality meat and plant-based food products.

Signed

A handwritten signature in black ink, appearing to read 'Andrew Nethercott', is positioned below the word 'Signed'.

**Andrew Nethercott**  
Chief Executive Officer