

Year ending June 2024

# Impact report



Fenmarc impact report

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Foreword

Last year, we published our first Impact Report – a big milestone for us, setting out what we'd achieved so far and where we want to go next. The good news? Our ambitions haven't changed. If anything, we're even more focused on doing things better – and faster. Why? Because the world around us keeps changing. Global events continue to challenge how we live and trade, and while the new trade agreement with the EU should ease things with our European partners, we're still facing real pressures. The health of our nation is a growing concern, and the climate crisis is impossible to ignore – with floods in Spain and the UK's driest spring on record reminding us how vulnerable our food system really is.

That's why we're doubling down. We've got a clear vision: to be the best at making veg convenient for every plate in the UK. And we're proud of the progress we've made – from achieving B Corp status and launching the Veg Table brand, to cutting our Scope 1 emissions by 56%, reducing airfreight by 32%, and cutting plastic packaging usage by 4%. We've also invested nearly 10,000 hours in training and development.

These are steps in the right direction – but we know there's much more to do. We won't get there alone. Collaboration with our colleagues, suppliers and partners is what will take us further, faster.

I hope you enjoy reading our latest report. And if you have thoughts or ideas to help us do even better – we'd love to hear them.

Jim Waller **Group CEO** 



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26 years in prep veg 61m packs annually AA\* BRC c.355 colleagues **SBT** aligned to 1.5°C

# A bit about us...

We want to be the best at making veg convenient for every plate in the UK.

To achieve this, we're focussed on -

- Operational excellence
- Great place to work
- Market focus
- Sustainability
- Quality & Sourcing

#### Our values guide how we act and behave, influencing the decisions we make and the actions we take:

#### Everyone's voice has value; we take the time to listen We expect openness, honesty & integrity Everyone should feel safe sharing their views, and able to challenge the norm we are creative

We're agile, so we can react swiftly to change We are innovative, hard-thinking problem solvers We are brave, able to take risks

#### we are candid we are committed

We take personal pride in our work We strive to be the best we can be

#### we are a community

We work as a team helping each to succeed We treat each other with respect We look after our surroundings We celebrate success

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Repurposing food waste unfit for people into feed for animals

We've reduced our Scope 1 emissions by 56% YoY



community

We're putting veg centre stage... VEG TABLE

We've educated 600+ children about veg through 7 interactive workshops

The start of our B Corp Journey...



We've reduced our plastic volume usage by **4%** YoY

Our Impact Highlights

> We're reducing the volume we procure via airfreight – volumes down by **32%**

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# We've joined forces with...







**3keel** 





Living Wag<mark>e</mark>

Employer









Sedex

### Fenmarc sustainability strategy...



...consists of three pillars of activity which aim to create long-term benefits for our business and people while being mindful of conserving and protecting resources.

# Commodity Community Image: Commodity Image: Community Image

Climate action Eliminating food waste Promoting sustainable agriculture Treating people fairly Responsible sourcing Sustainable packaging Supporting colleagues & families Supporting our community Promoting healthy eating



#### Our impact on the climate





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We have reduced

our Scope 1 CO2e

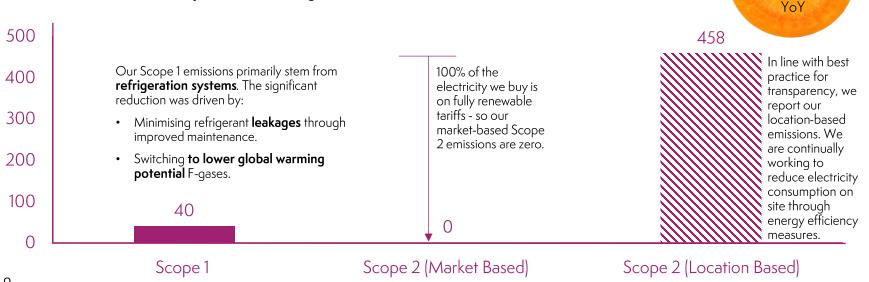
by 56%

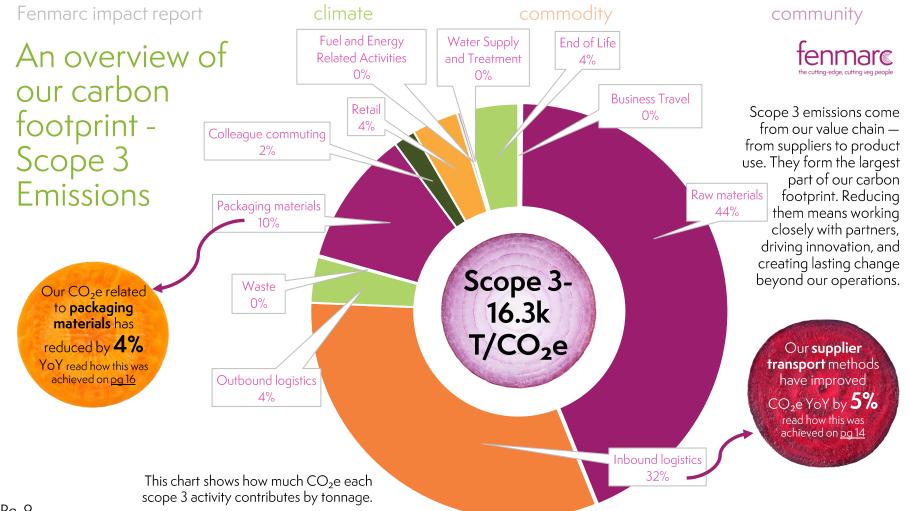
# An overview of our carbon footprint- Scope 1 & 2 Emissions

In line with our commitment to transparent and responsible operations, we have measured and reported both Scope 1 and Scope 2 (location and market based) GHG emissions. These emissions represent the most direct environmental impacts of our manufacturing activities and energy consumption.

#### Key Milestones

- Annual Measurement Ongoing since 2020 to track emissions.
- 🥥 42% Scope 1 & 2 Emissions Reduction by 2030 In line with SBTi's 1.5°C pathway and measure scope 3.
- 🔭 Net-Zero Emissions by 2050 Our long-term climate commitment.

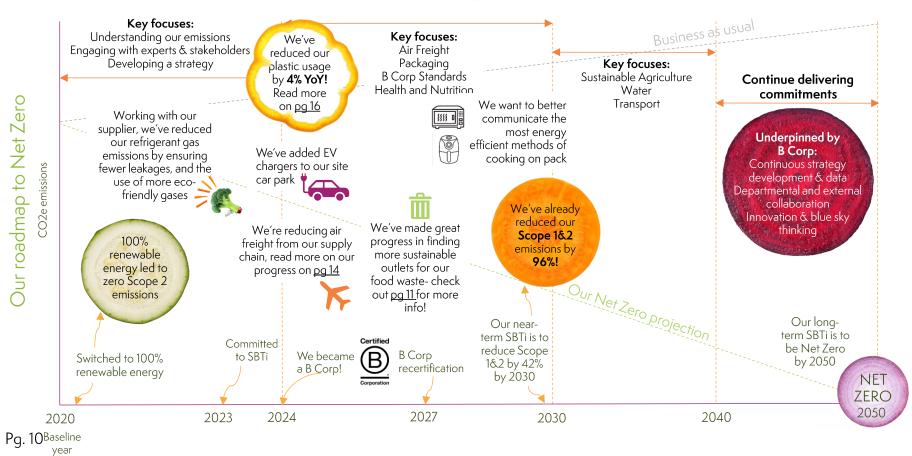




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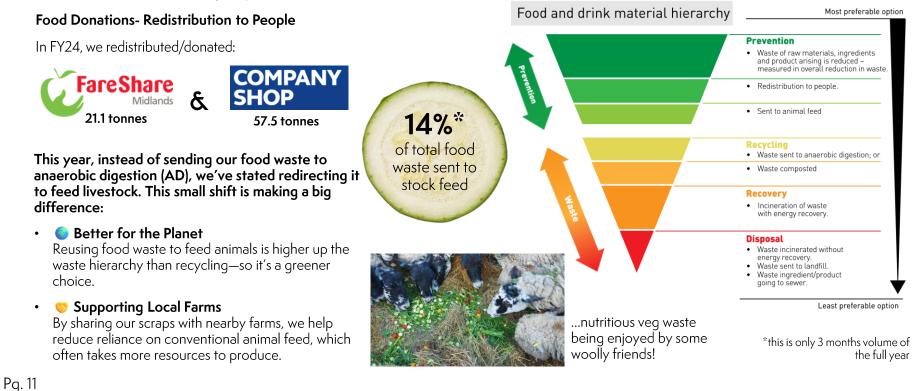
#### community

### We are committed to becoming Net Zero by 2050



# Eliminating food waste

Reducing food waste is a key part of our sustainability journey and nothing good should go to waste — that's why we're working to eliminate food waste at every step.



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### Promoting and Supporting Sustainable Agriculture



We are committed to sustainable farming practices and aim to source 100% of produce from LEAF certified growers.

In FY24 we have made great progress- 100% of our UK suppliers and 45% of our Non-UK suppliers are now LEAF certified. LEAF (Linking Environment And Farming) guarantees that growers adhere to rigorous standards for environmental sustainability, including:

- **Soil Protection**: Implementing practices that maintain soil health and prevent erosion.
- **Water Management**: Efficient use of water resources to minimise waste and protect water quality.
- **M Biodiversity**: Promoting biodiversity through habitat conservation and responsible farming techniques.
- Finergy Efficiency: Reducing energy consumption and utilising renewable energy sources.
- ( **Pollution Control**: Implementing measures to reduce pollution and manage waste responsibly.







We will do the right thing to responsibly make healthy and quality food

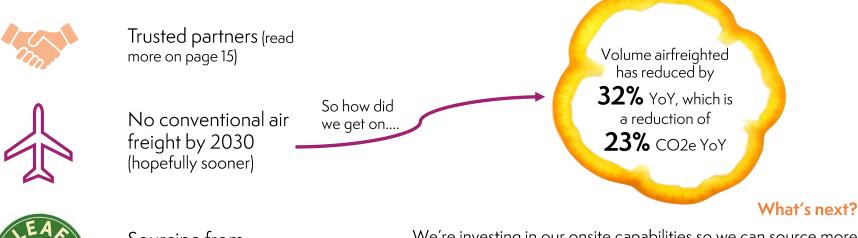
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### Our sourcing commitment

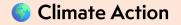


The world keeps changing, and recent crop failures have shown us the need to rethink how we source. We're strengthening partnerships, diversifying ingredient origins, and putting sustainability at the heart of every decision—building a supply chain ready for whatever comes next.





Sourcing from sustainable growers (read more on page 12) We're investing in our onsite capabilities so we can source more directly and do more of the processing ourselves. This means we can rely less on third parties, work more efficiently, and have better control over quality—helping us build a supply chain that's stronger, simpler, and more resilient. Read more next time!



Net-zero targets (SBTi) & Emissions mapping Solar, wind, hydrogen energy | EVs, cycle-to-work Community nature projects

#### 芝 Fair Treatment

SEDEX, SMETA, BRC | Modern Slavery compliance | Fair pay, ethical audits | Labour provider checks

#### 🚳 Community Support

Local sponsorships | School programs Charity donations

#### Responsible Sourcing

Life Cycle Analysis (LCA) | Reduce air freight Local, seasonal sourcing Supplier accreditation

#### Supplier Sustainability Questionnaire

We're focused on building trusted partnerships with our suppliers while staying true to our sustainability goals. We've been listening to what matters most to them so we can share commitments and work together on longterm collaborations that benefit everyone.

#### 🗯 Healthy Eating

Veg Power, Eat the Rainbow | Free fruit/veg for staff | Fun packaging & social media | School outreach & education

#### 🔝 Food Waste

Prevent, redistribute, recycle | FareShare donations Animal feed, anaerobic digestion | Second-class produce repurposed | Packaging to extend shelf life

#### sustainable Packaging

Plastic Pact commitment | Recyclable, reusable materials | Reduced plastic and pack size | Eco packaging trials

#### 🔭 Sustainable Agriculture

LEAF certification | Crop rotation, composting Supplier collaboration | Soil health, biodiversity Global grower standards climate

# What about our packaging?

#### **Reducing Plastic Packaging**

We have reduced plastic packaging by further **4% YoY**, our approach is aligned to the **4R guidelines**: *Remove, Reduce, Reuse, and Recycle* -

Iransition from Plastic Trays to Film Bags

By switching from plastic trays to film bags, we're reducing our plastic usage while maintaining product integrity and consumer convenience.

# Overlaps of Thinner Plastic Pots with Ribbed Sides

We've partnered with our supplier to develop a new round pot with thinner, ribbed sides. The ribbing keeps the pot strong and functional while reducing the amount of plastic used.

#### Looking Ahead:

We want to use more recycled content in our plastic trays. Recycled plastics use approx. 79% less energy to produce and promotes a circular economy.

Find out in next years report to see how we get on!





We will do our best for the health and wellbeing of our people

# Community

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# Creating a Great Place to Work

A look at how we've invested in our team over the past 12 months.

- **Solution** Our people invested 9511 hours into training & development, including structured onboarding, health and safety upskilling, and leadership development programmes
- 💙 Rolled out & trained mental health champions across the business
- Introduced a colleague fridge with free veg, making our product more accessible to those who make it\*
- 🕂 Invested in a new outdoor area where colleagues can relax during breaks\*
- Committed to enhanced maternity, paternity and parental leave pay
- 🏎 Introduced a new EV car policy and installed EV chargers





raised through our colleague feedback platform 'You Said, We Did'. **Looking ahead:** We're focussed on strengthening our culture through better engagement.

We want colleagues to feel more informed, involved, and inspired. That's why we're building new ways to listen, share, and act on what really matters to our colleagues. More on this next time!



WE WEAR GREEN IN SUPPORT OF MENTAL HEALTH AWARENESS WEEK

Picture: Fenmarc team supporting Mental Health Awareness Week

# Giving back to our Community

#### In the last 12 months, we've:

- ==> Distributed more than 78.6 tonnes of surplus veg across 2 regional
  - partners, **FareShare** & **COMPANY** to reduce waste and feed people
- $\cdot$  Tonated veg to our local church who set up a community kitchen

offering children free meals in school holidays

• 🙊 Supported Circus Starr shows at Key Theatre, Peterborough, allowing

children at a local school to enjoy sensory-based entertainment

• 📀 Become the proud sponsors of a local youth football team



Pictures: Upwell Under 7's Green Football Club in their new Fenmarc sponsored football kit



Jon Mitchell from Circus Starr explains, "Our shows are solely for children with disabilities, those who may be living with a life-limiting condition including those that may be terminally ill, children that have additional needs and those that are facing challenges such as domestic violence or financial hardship..."

Fenmarc's support helps make these shows possible, ensuring every child can experience the joy of Circus Starr.

#### What's next?

In the year ahead we plan to deepen local partnerships and launch volunteer days. We want to give every colleague a paid day to volunteer with a local charity or community group. It's our way of encouraging hands-on impact – and supporting the causes we care the most about.

# Empowering our Community Through Food Education

Inspiring healthier, more sustainable choices – one lesson, meal and conversation at a time.

#### In the last 12 months, we've:

- Oelivered 7 Veg education workshops in our local school
- http://www.engaged.children
- Partnered with 4 local organisations and schools
- Joined the Eco Club to explore the environmental impact of everyday foods – from mushrooms to Jammie Dodgers



We believe food education should be fun, practical, and rooted in real life. Our sessions bring children and educators together to explore health, sustainability and the joys of fresh vegetables. In the past 12 months our workshops have developed so to engage all primary year groups with fun activities.

#### What's next?

In the coming year, we aim to expand our workshops to include more local schools and cocreate new veg resources with teachers for all primary year groups.

If we are going to achieve our vision, its important kids understand food.



Pictures: A veg workshop in action at Nene & Ramnoth Primary School



Putting Veg centre stage

# VEGTABLE

# Introducing **VEG** : Putting veg centre stage

In May 2024 we proudly launched VEG TABLE, our new veg-based meals range created to meet growing demand for healthier, convenient food choices.

Inspired by flavours from around the world and developed by award-winning chefs

Complete meal for 1, side for 2

Each dish contains a nutritious balance of raw veg – positive GDAs, source of protein

One dish provides at least 1 of your 5 A DAY

Made with raw veg; we believe the first cook is the best cook

**Always vegetarian** 

Launched in 500 **TESCO** stores

Great tasting veg-based dishes



### **Tried VEG TABLE yet?**





#### MEALTIME INSPIRATION

We combine fresh veg with delicious ingredients and flavours to make a wholesome meal for 1 or side for 2. We will provide inspiration for mealtimes through personalised recipes - see our social platforms for more.

Great tasting veg-based dishes

YEG

#### ALWAYS VEGETARIAN

Our mission is simple - it's to make vegetables tasty. We don't limit ourselves on how to make the most delicious veg-based dishes, but we will ensure they are always suitable for vegetarians.

# WE SIT IN PRODUCE

Hungry

FIND US IN THE

**VEG AISLE AT** 

TESCO

Our dishes are packed full of raw veg and flavour; we believe that the first cook is the best cook. Our veg-based range is fresh and convenient - find us in the Produce aisle with the other fresh veggies.



www.veg-table.com
@vegtableofficial
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@ @vegtableofficial

### What's next?

Looking ahead, we plan to keep our VEG TABLE range exciting and enticing and will launch a seasonal refresh for Autumn/Winter.

Beyond this we plan to expand the VEG TABLE range to include more grab & go options, continuing to challenge ourselves on making great tasting vegetable dishes even more convenient and accessible to all.

Our mission is clear: to make better food the easy choice - for people & the planet.







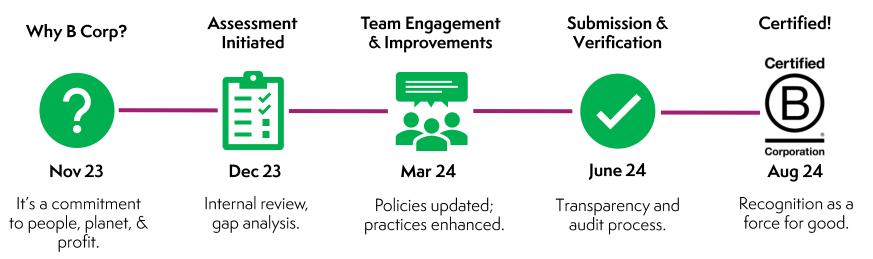
#### Business as a force for good

# BCorporation

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### Our Journey to B Corp certification: Business as a Force for Good

In 2023, we took a significant step forward in our commitment to responsible business by beginning our journey toward B Corp certification – a globally recognised standard for companies that meet the highest levels of social and environmental performance, transparency, and accountability.



We are delighted to have become B Corp certified in **August 2024**, our B Corp journey reflects our belief that profit, and purpose can – and should – go hand in hand. And we're just getting started.

If you want to read more about our assessment & how we scored, our profile is available online: <u>Fenmarc Produce - Certified B Corporation - B Lab Global</u>



# Thankyou If you would like to learn more, please get in touch enquiries@fenmarc.co.uk