



Sustainability Report 2023

foylefoodgroup.com

Integrity, Experience, Quality & Choice

From when we first started in 1977, we have always believed that when tradition and innovation work hand in hand, great things can happen.

We believe in the full farm to fork process. Supporting the farmers who care for the cattle that they supply to us is our priority. That attention and care is continued within Foyle, through our investments in the latest technology and innovation to ensure the ultimate safety and traceability of all of our products. Together, tradition and innovation allows us to deliver the highest quality products to our global customer base.



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A message from our CEO



Since we first launched our sustainability strategy in 2019, it has been a critical consideration, underpinning all our business decisions and central to how we operate.

When we produced our last GRI report in 2021, we were coming to the end of a period of stringent Coronavirus restrictions around the world, and COP27 was ahead of us. Global commitments to addressing climate change and the need for a robust response from business have been loud and clear in the intervening years. We are fully aware of the challenges within our sector, of the need for immediate action and of the need for adaptability as we transition to a sustainable future. At Foyle Food Group, we are committed to being part of the solution and that commitment has driven us towards doing things differently and being innovative in our efforts across all parts of the business.

Across Foyle Food Group, we have taken steps towards the 2025 targets that we outlined in our 2021 report. We are pleased to share that some of our key decarbonisation targets are ahead of schedule, with a 25% reduction in Scope 1 & 2 emissions from our 2019 baselines against our 2025 target of 14%. Like every business however, we recognise that we can still do better and we are striving to make further improvements to ensure we run as sustainably and efficiently as possible.

I would like to personally thank all the teams within Foyle, for their continued hard work and passion that keeps this business going. Each team has their role to play in helping us become a sustainable organisation, and I have been personally energised to see them embrace the changes we have made and continue to innovative to drive the business forward. When tradition and innovation work together, anything is possible.

Terry Acheson

CEO, Foyle Food Group

Our Vision & Values

Our business vision is built on our long-held values of Passion, Quality, Respect and Success. These values are ingrained in how we operate, and they drive us to embrace responsibility and sustainability in all our business decisions and activities.

These values are not just held within the walls of Foyle Food Group's factories and offices, but in our interactions with our producers, customers, suppliers and the local communities where we work. Living our values is integral to our success, and we don't take that for granted.

Our business depends heavily on what nature provides, and we understand the responsibility we hold to minimise harm and regenerate the environment where we can, to help preserve it for future generations to enjoy.

We are making good progress towards achieving the targets we set ourselves in 2020 but we know we have scope to do more, and it is our core values that will drive us onwards.

Our Business

Foyle Food Group is a family-owned company, with its headquarters in Omagh, Northern Ireland.

The company was founded in 1977 on the banks of the River Foyle and has evolved to be the largest single dedicated beef processor in the UK and Ireland, directly employing 1,344 full-time employees across five sites and eight state-of-the-art facilities.

The business has the ability to slaughter, debone, dry age and further process all beef cuts. Foyle Food Group has a global customer base and supplies retailers and the food service market in the UK, Ireland, Europe and around the world. With an annual turnover in excess of £450 million, Foyle Food Group exports to international markets, focusing on North America, Asia and Africa.

Foyle Food Group's primary product is supplied by over 6,000 beef farmers, located across Ireland and the UK. Many of these suppliers have long-standing relationships lasting over 45 years.

We are conscious of and apply the Precautionary Principle to decisions being taken in the development of new products and markets.



5 sites with 8 business units across the UK & Ireland



UK based with global reach



4 divisions: Primary, Further Processing, Dry Aged & Eco

Sustainability at Foyle Food Group

As a business we not only understand our responsibility to operate sustainably but embrace the belief in having a purpose beyond profit.

That means ensuring that we not only reduce any negative impacts we may have on the environment but also increase the positive difference we can make in society. This ethos is applied to every aspect to our operations and underpins our support for the UN Sustainable Development Goals (SDGs).

Our Approach to Sustainability

As outlined in our 2021 GRI report, our sustainability strategy is broken down into four key interconnected pillars that support each other.

Leadership & Governance

Our four sustainability pillars provide a strong strategy framework with clear pathways to enable every part of the business to play its part in our sustainability journey.

Each pillar is led by a senior director, enabling progress to be regularly monitored and updated to the Board of Directors, who provide external governance and guidance. The Board and senior directors also ensure we maintain full compliance with all laws and regulations governing the business.

Progress is reviewed quarterly by our sustainability team, comprising the Sustainability Champions and those managers assigned responsibility for key areas of operational delivery against our KPIs.

Our external sustainability consultant attends these quarterly meetings to ensure we stay on track against our strategy and provides an additional level of scrutiny to hold us to account.



Pasture

A commitment to supporting our farmer and producers



Product

Responsible sourcing through product innovations and food safety



Planet

Dedicating resources to environmental conservation



People

For our people and local communities

Sustainable Collaborations

Foyle is a signatory to a number of sustainability-focused agreements, including the Science-Based Targets Initiative, WRAP's Food Waste Roadmap and Meat in a Net Zero World initiatives, Business in the Community's Climate Action Pledge and the NI Equality Commission's Mental Health Charter.

The business is a member of the Northern Ireland Meat Exporters' Association (NIMEA), British Meat Processors' Association (BMPA); Business in the Community; the UK Soy Manifesto; Origin Green; the UK Plastics Pact; SEDEX and the UK Cattle Sustainability Platform, as well as being a supporter of the Food Industry Initiative on Antimicrobials.

We are accredited to Red Tractor Standard, Bord Bia Quality Assurance Standard and Investors in People. We hold ISO 50001 and ISO 14001 certification.

Sedex



Progress at a Glance

You can learn more about our progress as a business on page 56.



25% reduction
in Scope 1 and 2
emissions between
2019 and 2022



Achieved
Origin Green Gold
Membership in 2022



All factories powered
by 100% renewable
electricity



R&D KTP* project
at Foyle farm



68% recycled
content in cardboard



£120,000 raised
to support local
communities



ISO 14001 and ISO
50001 factories
operate to high
standard



30 employees
completed Carbon
Literacy training



Enhanced biodiversity
spaces created
on Foyle sites

*KTP- Knowledge Transfer Partnership

1996

PRODUCERS CLUB ESTABLISHED

First beef business to introduce
exclusive farmer clubs
Introduction of Temple Grandin
lairage design
Leading animal welfare

2002

FOYLE PROTEINS PLANT OPENED

State-of-the-art facility by-product
rendering plant

2013

ORIGIN GREEN CERTIFICATION



2007

14001 CERTIFICATION

Start of our ISO journey



2015

INSTALLATION OF FOYLE BIO

State-of-the-art facility on waste to
renewable energy

2016

50001 CERTIFICATION

ZERO WASTE TO LANDFILL ACHIEVED



2020

CARBON EMISSION REDUCTION OF 20%

Achieved from 2015 set target



2019

SUSTAINABILITY STRATEGY VISION & CREATION

FOOD WASTE ROAD MAP SIGNATORIES



2021

Maintaining practices and
professionalism that allows us to
achieve our sustainability goals



2022

All Foyle sites are on a green
electricity tariff

Our Global Commitment

The 2025 targets which we have set ourselves are not just about supporting the local communities where we operate, but also about helping to address sustainability on a global scale.

We have aligned with the UN Sustainable Development Goals and have identified nine goals where we are closely aligned and can have the greatest impact.



Foyle Food Group, as a member of WRAP UK pledged a commitment to working from farm to fork to improve efficiency and productivity, minimise waste, protect natural assets and reduce global warming.



Meat in a Net Zero World

Influencing and delivering whole chain improvements



Helping to improve productivity and reduce greenhouse gas emissions when rearing animals, while maintaining world leading animal welfare standards



Protecting the world's forests by sourcing raw materials for animal feed that avoid deforestation



Reducing meat waste, greenhouse gas emissions and water impacts in the food chain



Helping to halve the amount of meat thrown away in and out of the home

Our Stakeholders

As part of our sustainability strategy, we identified and consulted with key stakeholders back in 2019 in order to find out what key topics mattered the most to them.

In preparation for this GRI report, we repeated the consultation exercise to see if anything had changed and ensure we were aware of any emerging material issues.

Our key stakeholder groups are:

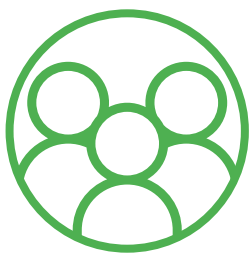
Employees

Suppliers

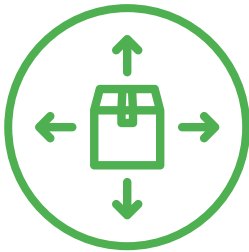
Customers & Consumers

NGOs

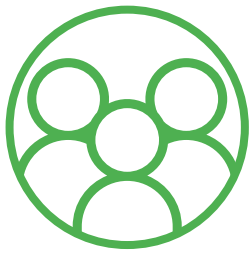
Government



Employees



Suppliers



Customers & Consumers



NGOs



Government

Employees

Our business wouldn't be where it is today without our dedicated workforce of 1,344 employees across five sites. In 2022 we launched our dedicated employee app, Foyle Connect, to create an open line of communication directly with employees. Building on feedback from our 2021 employee survey, this year we launched a new employee survey to explore perceptions of how we are doing in all aspects of the business including health and well-being, and sustainability.

Customers & Consumers

We have a wide and varied range of customers. From local butchers to national retailers and quick service restaurants, all come with different requirements, and all are valued within our business. As part of their supply chain, we have to meet not only our own but our customers' commitments when it comes to sustainability. Through regular communications we engage with our customers to find out what matters most to them. As we are a B2B business, consumers are a step away from us, however they maintain a role as a valuable stakeholder. We are conscious of how consumer buying preference can drive behaviours in the marketplace which in turn influences our customers and the demands they place on us.

Government

Regulations and legislation apply across different areas of our business, from farming and agriculture to environment and sustainability and of course our role as an employer. The government is an important stakeholder in nearly every aspect of our business. We comply with legislation as a minimum and seek to go beyond in many areas in line with our commitment to be a responsible and sustainable company.

Suppliers

From the farmers who produce our beef, to those that provide the equipment and services that support our day-to-day operations, our suppliers keep our business moving. Our agriculture, sourcing and technical teams work closely with suppliers on a daily basis, developing mutually productive relationships and ensuring we support one another to achieve our ambitious sustainability targets.

NGOs

We have a number of NGOs with a stake in our business. Be it in relation to the rearing and processing of our beef, the environmental impact of our operations or the employment of the people at our sites, we aim to be responsible in every aspect of our operations. We do this through listening and responding to their concerns and ensuring they factor into our plans for the future in our sustainability journey.

Materiality Assessment

What was material to our business in 2019 when we developed our sustainability strategy has not changed significantly, but enough has happened in the world to make it a worthwhile exercise to revisit our materiality assessment for this report.

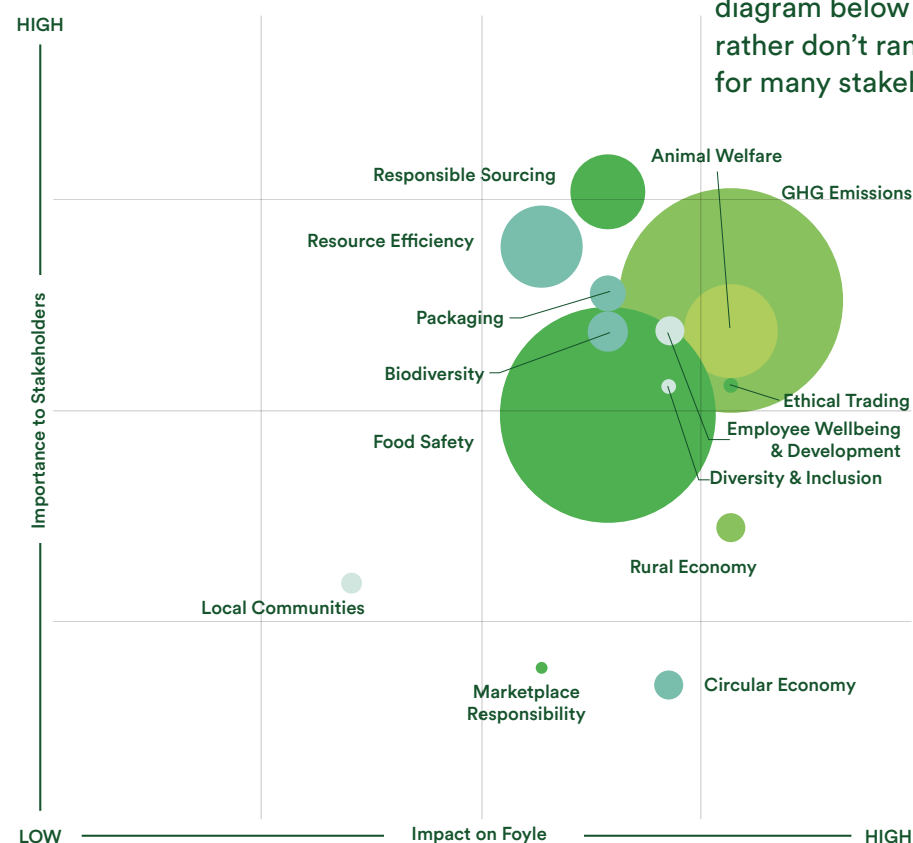
We consulted with stakeholders again in 2023 to determine what material topics matter most to them, using the same initial list of topics that informed our strategy development and the previous GRI report in 2021.

What we found, and what is shown in the materiality assessment below, is that greenhouse gas emissions and responsible sourcing have become higher priority issues for our external stakeholders. This is not a surprising finding, given the increased focus on climate change and emissions and the drive to plan for and achieve net zero by 2050.

The beef industry is often under the spotlight because of the high emissions that come from cattle farming and so we expect our key stakeholders to see this as a priority for action by Foyle Food Group. Indeed, it is a primary focus for us, as evidenced by our commitment to reducing our emissions in line with Science-Based Targets.

The size of the circles used to represent each topic is indicative of whether stakeholders chose the topic as one of their top three priorities in the survey.

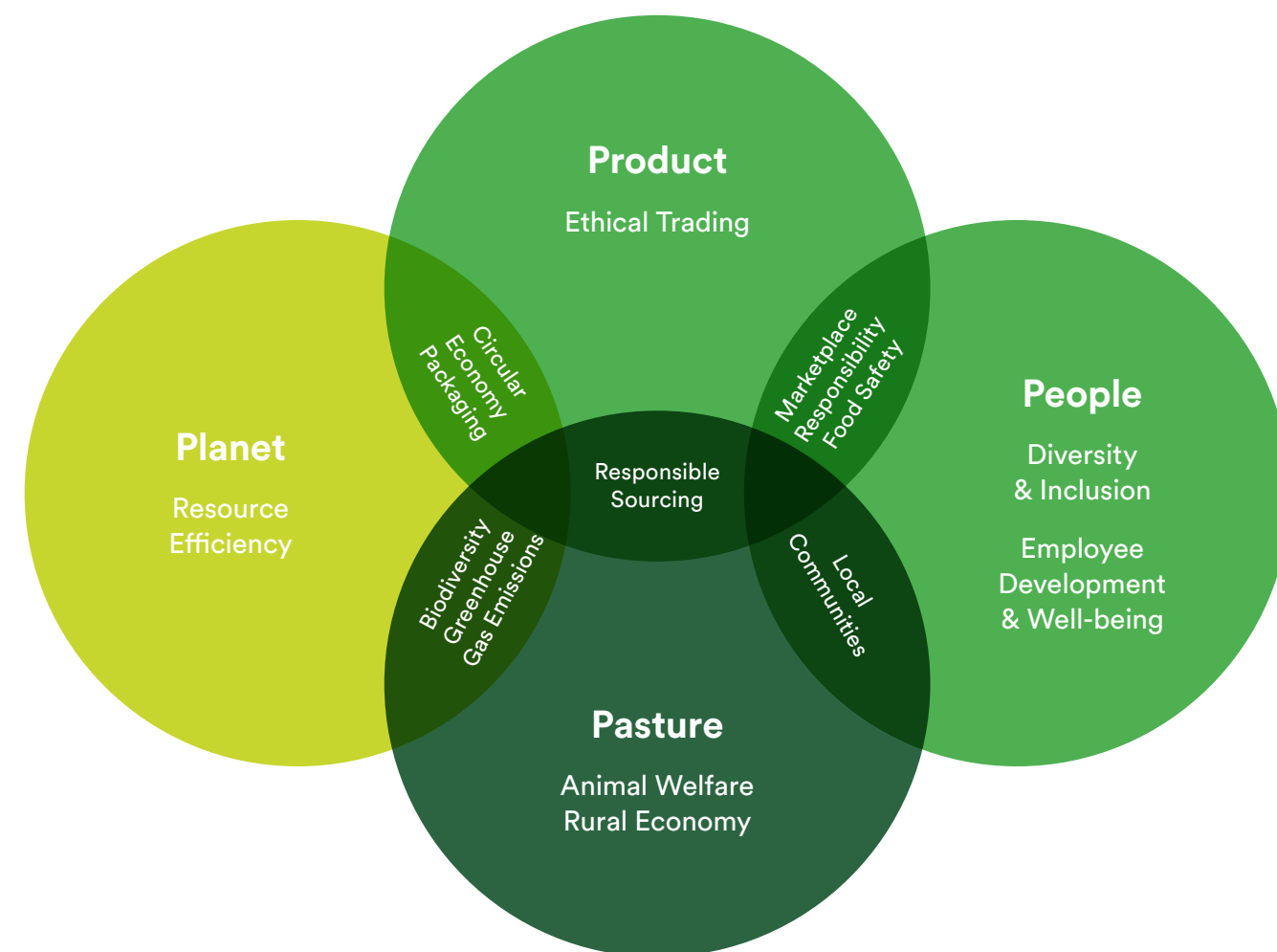
It should therefore be noted that the issues represented by smaller circles on the diagram below are not unimportant, but rather don't rank as a top three priority for many stakeholders consulted.



Material Issues

The exercise confirmed for Foyle Food Group that we should continue to focus on the same material issues that helped shape our sustainability strategy, but perhaps with a particular focus on food safety, greenhouse gas emissions, animal welfare, resource efficiency and responsible sourcing, which are of particular importance to stakeholders.

As well as mapping the material issues for Foyle Food Group, we have identified areas where topics overlap, to visually depict the need for internal collaboration in addressing our sustainability challenges.



Pasture

Our Pasture pillar is at the heart of everything we do at Foyle.

It is about the looking after the land on which our producers rear the cattle for us. It is the commitment we hold to ensure high animal welfare within our supply chain and to support the rural communities in which our factories are based. It is about the Scope 3 emissions within our value chain and what we do to support their reduction. Pasture is where our efforts to protect, enhance and support nature through our business start.



In this section

Animal Welfare

Rural Economy

Greenhouse Gas Emissions

UN Sustainable Development Goals



Animal Welfare

The welfare of all the cattle within our supply chain is a responsibility we take extremely seriously at Foyle. Both our Agricultural and Technical teams work closely with all industry bodies, and work collectively towards improving best practice across the industry.

Animal Welfare isn't just a top priority for us but for our customers also. Consumers want to know that the beef they are eating has been reared with welfare in mind, which is why we work with quality assurance bodies such as Red Tractor and Bord Bia to ensure that the animals in our supply chain meet their high standards.

We are committed to the Five Freedoms as set out by the Animal Welfare Committee (AWC).



We are committed to full compliance with legislative standards. Preventative antibiotic usage is not permitted in our supply chain and use of HPClAs (Highest Priority Critically Important Antibiotics) is not desired. Growth promotion substances and cloned animals are banned. All transportation of live animals is kept to within 8 hours, with shorter transit preferred. Further details on these policies can be found in our Animal Welfare Brochure at foylefoodgroup.com

On the Foyle research farm we are continuously running trials and testing research to offer our producers ways to become more sustainable.

We believe these should benefit both the farmer and the land, and we invite our producers to see our trials first hand on farm. Our trials include animal health and welfare, soil health and reduction in green house gas emissions.

Case Study: Cattle Brush Trial To Improve Welfare



We wanted to investigate how providing a mechanical brush could impact the behaviour, performance, and cleanliness of cattle.

There was a total of 72 cattle on the trial, which we split into two batches – one which was given access to the mechanical brush and one which wasn't. All cattle on the trial had a similar genetic makeup and similar backgrounds going into the trial.

The cattle's behaviour was monitored throughout the trial. During the course of the trial, we observed a number of key activities which they engaged in and compared these between the two groups. These included, cattle lying, cattle mounting others and walking around. It was observed that the cattle which had access to the brush lay more, mounted other cattle less and generally seemed more contented. Due to the positive interactions of cattle and the brush, it was observed that cattle hides were cleaner.

As a result of the study, we concluded that environmental enrichment in cattle housing can improve animal welfare and we are now looking further into how the provision of welfare stimuli can have a positive impact on cattle performance.

Knowledge Transfer Project (KTP)

In a collaboration between Foyle Food Group and the South West College we have taken part in a 3 year long Knowledge Transfer Partnership (KTP) with UK Research and Innovation (UKRI) and Innovate UK.

The aim of the project is to develop sustainable, higher welfare housing and bedding system options for beef cattle in the Foyle Food Group supply chain and to improve animal health and comfort while reducing illness and injury.

As a result of increased customer demand for soft bedding options for cattle during housing periods and given lack of availability of these bedding materials within our supply base, we felt it was necessary to conduct some of our own trials and develop solutions which could be adopted within the wider Foyle Food Group supply chain.

During the course of the project, we had a full time associate working on the trial and monitoring the results throughout the different stages. Both ourselves and the South West College provided resources to support the trial.

Since the trial has ended we have shared our findings through our report 'Higher Welfare Systems' across the Foyle Food Group supply chain and to the wider industry, including presenting the findings within agricultural classes at South West Colleges and inviting students to the farm so they can see the project first hand.



High Welfare Design Concept On Farm Handling Systems

As part of our commitment to improving animal welfare, we have been investigating ‘handling facility’ designs.

As a result, on the Foyle Farms of Excellence we have developed a handling facility designed to improve the experience of the animal being handled and the safety of the stock person involved.

Some of the design features we have considered include:

- Bodbox design
- Anti-jump rails
- Double race then merged into single file
- Anti-backing bars
- Auto drafting technology
- Grooved concrete flooring
- Manscapes within every pen

This state-of-the-art facility, was completed in the Autumn of 2022 and we have showcased it to our suppliers and the wider industry. We will continue to monitor, review and share the benefits of these high welfare design features.

Animal Health Monitor Farms



Preventative core vaccination programme established with MSD animal health

Through a collaboration with MSD Animal Health, a leading UK animal health company, we have implemented a preventative Core Vaccination Programme, on one of our dairy farms which also rears calves for the beef supply chain. The animals involved are tracked and monitored, submitting key performance indicators (KPIs) to MSD on a quarterly basis, throughout a 24-month period.

The objectives of this ‘proof of concept’ project are:

- To implement a consistent core vaccination programme and on-farm management protocol
- To demonstrate potential improvements in animal welfare, reduced disease incidence and a reduction in antimicrobial use
- To contribute towards reducing the carbon footprint of the animals
- To increase productivity

Rural Economy

We have several programmes that support rural communities. As an agri-food business, it is important to support local economies for both our suppliers and employees. One way in which we do this is to share our skills and expertise throughout the supply chain.

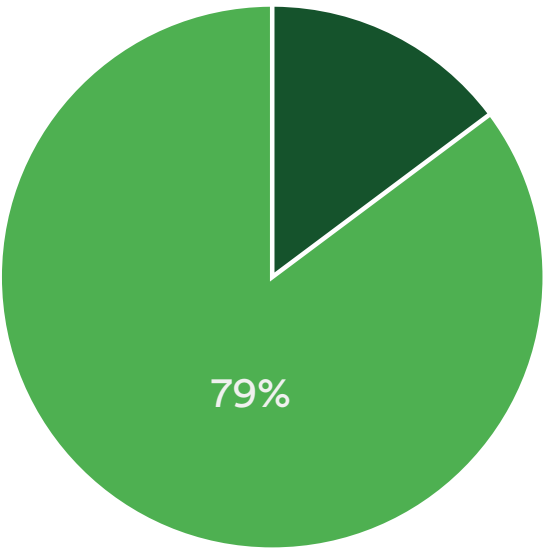
Through our supply chain awareness programme, we are facilitating a large number of visits through our factories, with over 40 visits during 2022 alone. We demonstrate the day-to-day routine of what we do beyond the factory entrance. Within the programme we highlight the requirements, opportunities, and challenges of the industry to our visitors, and use it to educate suppliers, students, and young farmers. This can be a real eye opener for visitors, giving them a greater understanding of the sector and a realisation of market specification.

Our agricultural team visits Universities and Colleges to present the results from our trials, as we focus on educating the next generation within the beef industry. We also present directly to our producers through farmer group meetings and inviting them to ‘Walk the line’ events at the production sites. We want to share with them the findings from our trials so if they can’t make any of our events, we make it available across our social media platforms and on our dedicated Foyle Producer’s website.

We have already seen first hand that our producers are adapting the practices that they have seen on the Foyle Farm, as they can see how these changes allow them to make sustainable farming decisions which can also benefit them economically.

Our research isn't just benefiting our producers but the wider agricultural industry as we have visitors from Schools, colleges such as CAFRE visiting the Foyle Farm and asking to see our trials as we are investigating initiatives that can directly benefit farmers across the agri industry.

Proportion of spend on Local Suppliers



2022 Chart represent proportion of FFG spend on cattle against total spend. In 2019 it was 76%.



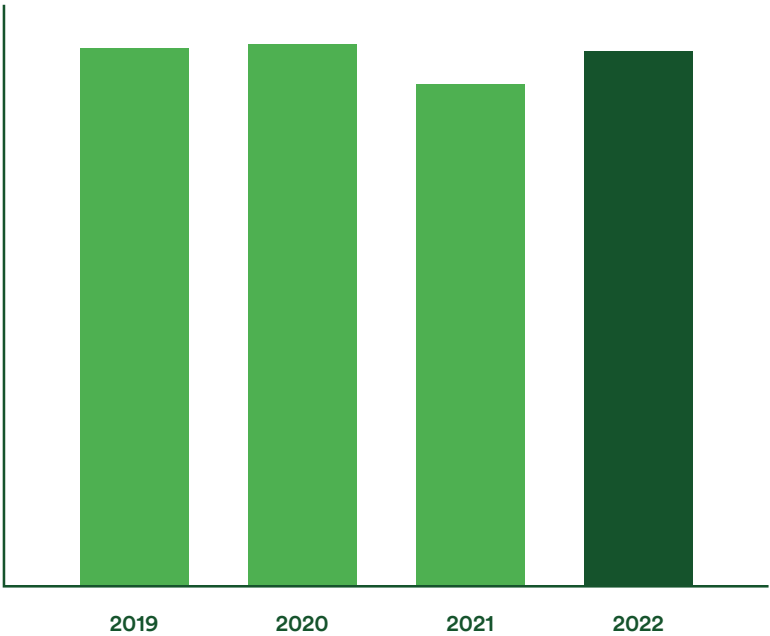
Greenhouse Gas Emissions

Greenhouse gas emissions are a considerable challenge for our business and those within the agri-food sector and one which we are focused on reducing as a main priority.

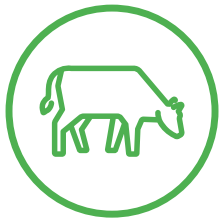
To evaluate our progress, we annually compile emissions data and report our Scope 3 emissions against a 2019 baseline. We are committed to reducing our Scope 3 emissions from agriculture by embracing innovations in genetics, soil health and beyond and showcasing these to our producers to show that they are not only environmentally beneficial but economically smart.

Our agricultural team are trialling different research projects on the 'Foyle Farms of Excellence' to manage our impact and reduce emissions at farm level. We showcase the results of our trials through the farm engagement projects we offer via our Foyle Producer Club.

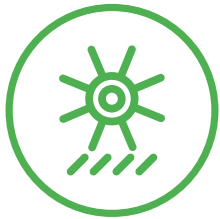
Other (Indirect) – Scope 3 Emissions



Animal Health



Animal Nutrition



Soil Fertility & Fertiliser Management



Grassland Management



Genetics

Reduction in Nitrogen Fertiliser Input



At the Foyle Farm we have reduced nitrogen usage by 50% in 2022. We have achieved this by using a Foliar Nitrogen application. This is a significant economic benefit to the farm whilst improving the biological and chemical condition of the soil by concentrating on feeding the soil with biological enhancing products such as humates, molasses and lime.

The Tow 'n' Fert sprayer, manufactured in New Zealand, was purchased by the Foyle Farm – the first farm in Northern Ireland to have one. It has been proven as a tool to support farmers to become more environmentally responsible as it reduces nitrogen usage without compromising grass production.

Multi Species Swards



We are also investigating the use of species-rich swards and incorporating more legumes within the pasture to reduce the reliance on synthetic fertilisers and lower the farm's carbon footprint. There are many benefits of introducing multi-species swards to the pasture. These include greater dry matter intake, improving feed efficiency and the mix of root structure adds further benefits to the soil health and its carbon storage capacity.

With the addition of the mixed species swards we have also enhanced the biodiversity on the farm, as the swards provide food for pollinators and other insects which further helps promote soil health within these pastures.

Driving Genetic Improvement

The 'Superior Genetics' programme was established in 2018. The objective of the programme was to demonstrate the benefits of selecting bulls using Estimated Breeding Values within our Aberdeen Angus cattle. The main traits the programme has been considering are, calving ease, gestation length and growth traits. The process has involved selecting a suitable sire and collecting semen for artificial insemination. The ultimate objective is to improve the genetic potential of cattle within our supply chain, by improving their Daily Carcase Gain.

Since the project was established, we have been distributing semen within our supply base, and from the latter part of 2021 we have received a considerable number of cattle which are progeny of the programme's first sire (Elliot Bravo). The performance of Bravo's progeny has been analysed and we are seeing a consistent average within herds.

Elliot Bravo progeny are being slaughtered 40 days sooner than the average of other Aberdeen Angus cattle on producers' farms. Cattle are analysed in comparable groups and the figure of 40 days sooner is then compared with progeny of both AI and Stock Bulls. These results confirm that genetics offer significant potential to mitigate beef farming related GHG emissions.

We have made further investment within our Superior Genetics Program with the purchase of feed efficiency bulls that score within the top 1%. Feed efficiency enables the target carcase weight to be achieved at a younger age. Less inputs and lower methane emissions resulting in a lower carbon footprint.





Product

Our reputation as a leading beef producer depends heavily on the quality and standard of our products.

We know the responsibility we have to ensure we make a positive impact at every stage of our value chain. This extends from responsibly sourcing goods and services to ensuring the highest level of food safety in our processing to packaging goods with minimal impact on the environment and marketing our products responsibly.



In this section

Food Safety

Responsible Sourcing

Marketplace Responsibility

Packaging

UN Sustainable Development Goals



Food Safety

Food safety and the quality of the products which we supply to our customers is fundamental to our business success.

Ensuring that we go beyond regulatory obligations to create the safest, best quality product we can is at the core of our business. We are able to achieve and maintain the highest standards of best practice through dedicated technical teams across each of our sites.

A positive food safety culture is embedded with our employees and implemented across the business using different platforms such as our dedicated food safety week. During this week our technical teams showcase the importance of food safety so all employees can fully understand the different aspects and what their role is in delivering it within the business. To ingrain food safety within the culture at Foyle, we also promote it in our employee app with a dedicated Technical and Quality section, which explains different food safety facts and tips which employees can use at home.

Going Beyond Compliance



Zero non-compliances with regulations or voluntary codes concerning food safety in 2021 & 2022

As a responsible and sustainable business, we believe in not just meeting industry standards but going above and beyond. We are continually asking ourselves and our teams where we can improve and what we can do better with food safety. This approach challenges our teams to always consider where improvements can be made.

The risk assessments are reviewed annually, and continuous improvement action plans implemented. One example of this has been the reduction of hard plastics from the production area to further enhance food safety preventative measures.

Our technical teams have taken a proactive approach to identifying any potential issues before they can become an issue. They are developing real time digital portals, which they are able to use as a guide during their internal audits to further improve food safety practices.



Responsible Sourcing

We recognise that our suppliers are independent businesses, and we seek to develop and strengthen partnerships based on transparency, collaboration, and mutual respect. As an organization with the highest of standards, we are committed to applying these standards beyond our own facilities.

Part of our risk management approach involves putting in place processes to deliver assurances. A critical part of our sourcing policy is ensuring that our suppliers meet the criteria of the Ethical Trading Initiative (ETI) Base Code. Specific category suppliers are required to demonstrate compliance against government regulations before approval. In addition to the approval process, there are further scheduled review questionnaires and audits built into the overall sourcing policy and processes. Sustainability credentials are included in this process and suppliers are tiered on criteria depending on the overall risk assessment of the items and services supplied to the business.

As part of the annual carbon footprinting review for our value chain, we request data from key Tier 1 suppliers to capture accurate information in this reporting, which we then review with them to target key areas for improvement on our carbon emissions reduction pathway.



Social Impacts Addressed
Modern Slavery, Poor Working Conditions, Discrimination, Human Rights Abuses, Child Labour



Zero suppliers identified as having significant actual and potential negative social impacts in 2022

0% of suppliers identified as having social impacts where improvements were agreed in 2022

0% of suppliers identified as having negative social impacts where relationship was terminated in 2022

Marketplace Responsibility

As a high-quality food company, we have a responsibility to provide nutritious and (especially in today's economic climate), affordable food as well as discouraging waste of our products.

This means being conscious of and addressing the requirements of different marketplaces in a fair and sustainable way that adds value and disadvantages no-one.

As one of the leading single beef processors in the UK and Ireland, we understand the resources that go into making food and we will play our part in reducing waste and offering healthier foods, we do this by advocating campaigns such as WRAP's Love Food Hate Waste Programme and the UN Sustainable Development Goals, in particular Goals 2: Zero Hunger and 12: Responsible Consumption and Production.

We manage this by implementing specific policies around consumer food waste and healthy eating options. Our products provide the necessary information on-pack to positively and transparently influence consumer choice and behaviour through having access to this information at point of purchase

Consumer Food Waste

As a responsible food producer and one that values every stage of the process that takes our beef from farm to fork, we hate to see any of our product being wasted by the end consumer. That is why we champion the principles of preventable food waste at consumer level, as we believe that our responsibility does not end at the factory gates. We influence consumers by labelling our products with information to promote correct storage practices to keep them fresher for longer.

To support these actions further, we also share practical advice and tips with our employees through the Foyle Connect app and by promoting the work of Love Food Hate Waste across our social media platforms. As a signatory to the WRAP Food Waste Roadmap, we are committed to helping our employees and those consumers who follow us on social media, to reduce their food waste.

Healthy Eating Options

Being part of the agri-food industry, we like to promote a healthy and balanced diet and we believe lean red meat is an important part of such a diet. Red meat is a great source of vitamins and minerals. It is rich in Protein, B Vitamins, Iron and Zinc which is often lacking in other food groups. We promote these health benefits of our products across our social media platforms and through recipe ideas which contribute to a healthy and balanced diet. We also share these healthy recipes with our employees through our employee app so they can make them at home for their family and friends.

wrap



Packaging

Packaging is an integral part of our business and provides critical protection for the quality products we produce.

High quality packaging is imperative for food safety, shelf life and minimizing the risk of our food products ending up as waste. Packaging is managed at sites with the same rigorous efficiency standards we apply to our operations and any unnecessary waste is reviewed by management teams. Quarterly reviews take place with key packaging suppliers to ensure we are aware of any new developments and review optimization, explore possible trials on new packaging products and assess opportunities to improve further.

The Donegal site focused on waste reduction in 2021 and whilst production tonnage was down 5% YoY the annual packaging report demonstrates an 8% reduction in cardboard. This focus on resource efficiency has extended to the plastic packaging with a reduction of 6% on Vac Pac bags and a reduction in plastic liners of 23%. The site has maintained these standards in 2022.

| Primary Packaging | | | Secondary Packaging | | |
|----------------------------|------|------|----------------------------------|-------|-------|
| | 2019 | 2022 | | 2019 | 2022 |
| Reusable Tonnes | 0 | 0 | Reusable Tonnes | 4,465 | 4,197 |
| Recyclable Tonnes | 248 | 325 | Recyclable Tonnes | 1,837 | 1,569 |
| Compostable Tonnes | 0 | 0 | Compostable Tonnes | 0 | 0 |
| Disposable Tonnes | 451 | 504 | Disposable Tonnes | 0 | 0 |
| Total Tonnes | 699 | 829 | Total Tonnes | 6,302 | 5,766 |
| Average % Recycled Content | 21% | 31% | Cardboard % Recycled Content | 64% | 68% |
| | | | Cardboard % FSC / PEFC Certified | 99% | 100% |

At our Foyle Ingredients site, we are working on innovative packaging options to combat the dilemma of over-use of plastics within the food industry, without compromising food safety. We are using inventive solutions to reduce plastic and working collaboratively with our customers and suppliers on alternative options.

What We Have Achieved So Far

In a joint project with one of our customers and packaging suppliers we have reduced a specific product box weight which has helped us reduce cardboard usage by just over 1 tonne every month.

In another project with a retailer and packaging supplier we have reduced the amount of plastic used in our single steak skin packed trays by nearly 10gs of plastic per pack. At the moment this equates to 2.4 tonnes of plastic reduced in the space of a year. Once this has been fully rolled out across all our single steak packs for this retailer, it will have reduced the amount of plastic used by over 5 tonnes.

Along with box reduction and downgauging on our packaging for another customer, we are trialling increased pallet loading on some of our products that ship to Spain, Germany & France. This will in turn reduce the overall pallets per order and improve load fill. This is still in the trial stage but if successful it could help us in reducing up to 24 pallet spaces in transport per month, equating to 288 pallets per annum, reducing transport emissions.

Banning Nuisance & Unnecessary Plastics



Part of our commitment as a member of the UK Plastic Pact is to remove nuisance plastics from our operations by 2025. As a member, we gain valuable insights and knowledge of plastic packaging materials and alternatives that are available, and we are making changes in line with their guidance. It is worth noting however that the plastics industry is not yet innovating at a pace that allows us to meet our reduction targets within the timescales we had envisaged. While we are continuously collaborating with our packaging producers to explore what options are available for us to change, we are finding it difficult to identify suitable replacements that meet the standards required for food safety and hygiene, which are a priority for our business. Going forward plastics will continue to be reviewed and targeted for removal when suitable alternatives are available.

Planet

At Foyle Food Group, we recognise our responsibility to protect and preserve our planet.

We will deliver on our environmental commitments by efficiently sourcing and managing our resources, minimising the generation of waste and thinking about it differently and protecting and enhancing biological diversity for the benefit of local habitats and ecosystems.



In this section:

Resource Efficiency

Circular Economy

Biodiversity

UN Sustainable Development Goals



Commitment to Resource Efficiency

Our commitment to efficient resource management is intrinsic to our operating processes at Foyle.

In response to environmental challenges, the business sets ambitious targets across all operations to reduce negative environmental impacts. This applies to cutting our carbon footprint through monitoring consumption of our energy supply and extends to water management and waste control. To achieve our goals, we must manage all resources effectively and minimise waste by thinking differently and seeing it as a potential resource.

The use of digital technology is at the core of our business in delivering resource efficiency. The integration of an energy management system provides a powerful tool in providing real time data, trends, analysis and the ability to quickly respond to the targeted issues or areas of concern. Automatic monitoring against agreed targets and widespread reporting of data ensures that we are managing energy use and cost and minimising our impact on the environment.

In 2022, our Foyle Campsie site was accredited to the ISO 50001 Energy Management System Standard and our Foyle Donegal site achieved Origin Green Gold Membership for the sustainability projects and initiatives it delivered in 2021. Since 2007 all Foyle Food Group sites have adhered to the ISO 14001 Standard of Environmental Management Systems, ensuring that environmental issues such as waste are focused on and managed effectively, including complying with our group policy of zero waste to landfill since 2015.

Foyle Food Group commits to reduce absolute Scope 1 and 2 GHG emissions with a target of 28% and a Scope 3 reduction target of 18% by 2030 from a 2019 base year. These targets have been approved by the Science-Based Targets Initiative.



Green Electricity



One of our main commitments was to switch our reliance on electricity generated from fossil fuels to renewably sourced alternatives. In 2022 we moved all of our sites to 100% renewably sourced electricity as part of our plans to reach our Scope 1 and 2 emission targets of 28% by 2030. Our switch to renewable electricity has enabled us to make a 51% reduction in our Scope 2 emissions. By making the switch has also enabled us to anticipate achieving our overall Scope 2 target.

Even though we have swapped to renewable supply for our electricity and are forecast to meet our science-based targets goals for the future, sites are continuing to focus on continually reducing consumption through performance evaluation against individual site targets. The Omagh site was the best performing site with over 100Mwh reduction in electricity consumption in the most recent two-year period, despite production volumes increasing by 2%. This was achieved through a combination of measures from refrigeration and plant efficiencies and discipline at department level to turn off all equipment and lights when not in use.

14% Reduction in Gas



14% reduction in gas intensity

Gas is used to heat water to 82°C, 65°C, and 45°C for technical, hygiene and cleaning processes throughout the factories. Over the past two years the sites have delivered a number of small continuous improvement projects to achieve this reduction of 14% in gas.

The management of energy efficient boilers with optimal thermal set points and preventative maintenance programmes that include servicing, cleaning, and hot water leak detection is one such project. The introduction of sensor taps in all areas is another example of a small change with a positive outcome. Sharing performance, best practices and educating teams on how they can integrate these measures into their daily routines have all contributed to this achievement.



These measures have enabled us to accomplish our 2025 emissions target 2 years ahead of target

Environmental Week

We developed our first Environmental Week across the business in 2022 to engage staff and raise awareness across a number of issues. We concentrated on a range of environmental topics throughout the week on each site, including our sustainability strategy pillars, carbon footprint and greenhouse gas emissions, energy and water management. We wanted to educate all employees on these environmental issues, whilst engaging them in understanding how the business is performing and how they might adopt good practice themselves, both in work and at home.

During the week we had smoothie bike competitions, which demonstrated the energy required to power small appliances. Prizes were awarded for completion of the WWF personal carbon footprint calculator which gave staff an understanding of their own impact on the environment and improvement tips.

Our 2030 Science-Based Targets



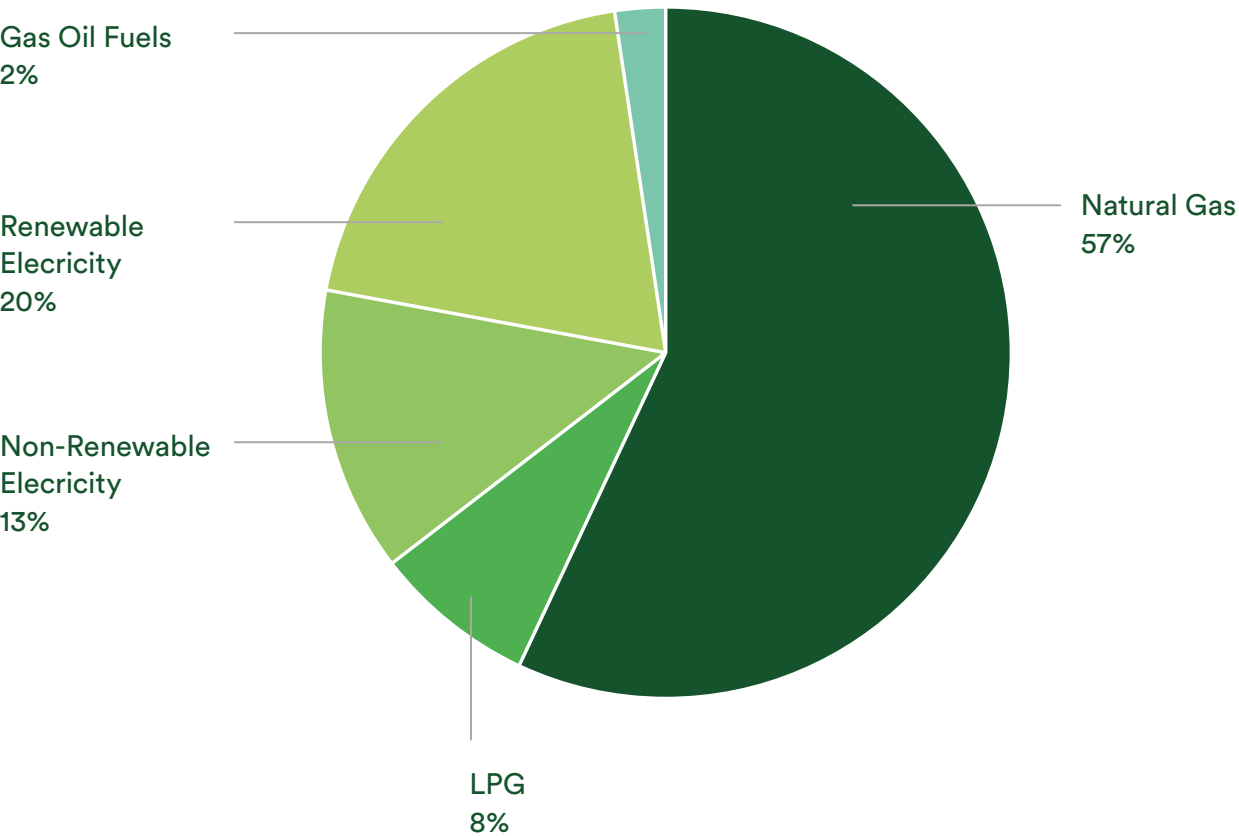
Reduce Scope 1 & 2 emissions by 28%



Reduce Scope 3 emissions by 18%

| | 2019 | 2020 | 2021 | 2022 | Unit |
|--|-----------|-----------|-----------|-----------|---------------|
| Energy Usage | 81,628 | 84,709 | 75,251 | 77,109 | MWh |
| Energy Intensity | 0.88 | 0.9 | 0.85 | 0.81 | MWh per Tonne |
| Scope 1 Emissions | 12,744 | 12,496 | 11,376 | 11,166 | tCO2e |
| Scope 2 Emissions | 6,237 | 5,632 | 5,863 | 3,072 | tCO2e |
| Scope 3 Emissions | 2,233,260 | 2,243,216 | 2,077,214 | 2,210,728 | tCO2e |
| GHG Emissions Intensity Product (Scopes 1-2) | 0.205 | 0.194 | 0.191 | 0.150 | tCO2e |
| GHG Emissions Intensity Product (Scopes 1-3) | 24.34 | 24.15 | 23.63 | 23.50 | tCO2e |

Foyle Energy Breakdown MWh



Water Management

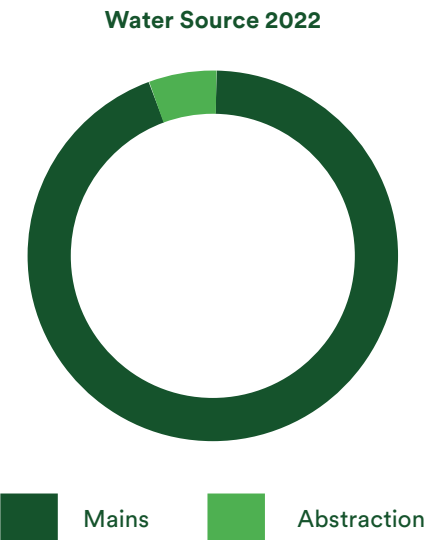
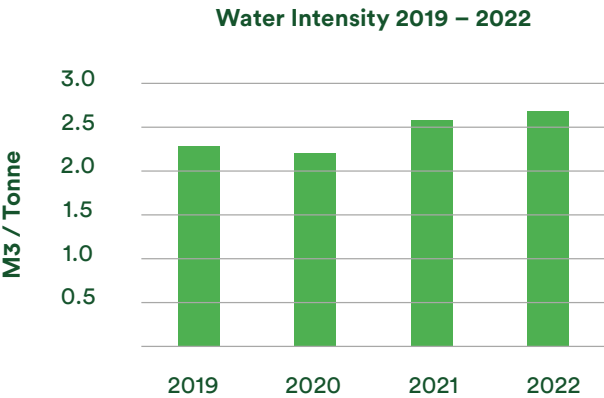
Water is a key natural resource which we want to preserve and protect as much as possible. Within the food industry water is a vital component to our production, ensuring the safety of our products for our customers, by utilising it for hygiene and cleaning processes across sites. To safeguard this precious natural resource, we manage our water use through a real time metering and measuring system.

The digital technology which we adopt allows us to monitor usage daily, analyse and implement savings for each site, as per our company water management strategy. Automatic monitoring against targets and reporting of data ensures the organisation is managing water use efficiently whilst also minimising negative impact on the environment.

The technology operates through multiple sensors on individual parts of machinery/ processes which pulse to record usage. This is linked to a dashboard which offers live reporting for site water consumption with various levels of reporting available. The system also details production hours, cleaning hours and non-production hours with targets and alerts to notify relevant personnel when the set tolerances have been exceeded, or a leak has been detected for instance.

This level of detail provides controls, and the site can respond quickly and decisively to ensure responsible use and management of this natural resource.

In 2022 staff obtained their Water Stewardship certification. Upon completion of becoming a water stewardship member it enabled staff to implement conservation methods at site and helped develop their measurement and monitoring capabilities. Although the use of mains water has increased due to changes in process and adding value to our product mix by harvesting more offal product for international markets, we remain committed to a 15% reduction in our water. We also concentrate efforts on other areas of water management, such as research and investment into best available technologies, wastewater treatment upgrades, water pumps and rainwater capture. Foyle Food Group have adapted rainwater harvesting methods to limit water consumption at sites for cleaning areas that do not require potable water, such as lairages and yards. Capturing the water from rooftops and utilising rainfall water is the first step and we expect to see more innovation in this area in the future.



Food Waste



Reduction of non-food waste to Food Waste% Output
2.44% in 2019
2.40% in 2022

Country Approvals for UK and Irish Beef are key to beef carcass and offal cuts utilisation and value optimisation. The business ethos of continuous improvement and understanding value for customers is a key principle in the prevention of waste. 100% utilisation of the available processed materials at the production stage is vital to efficient operations but also minimises the risk of generating food waste during processing. All food grade items remain in the food chain.

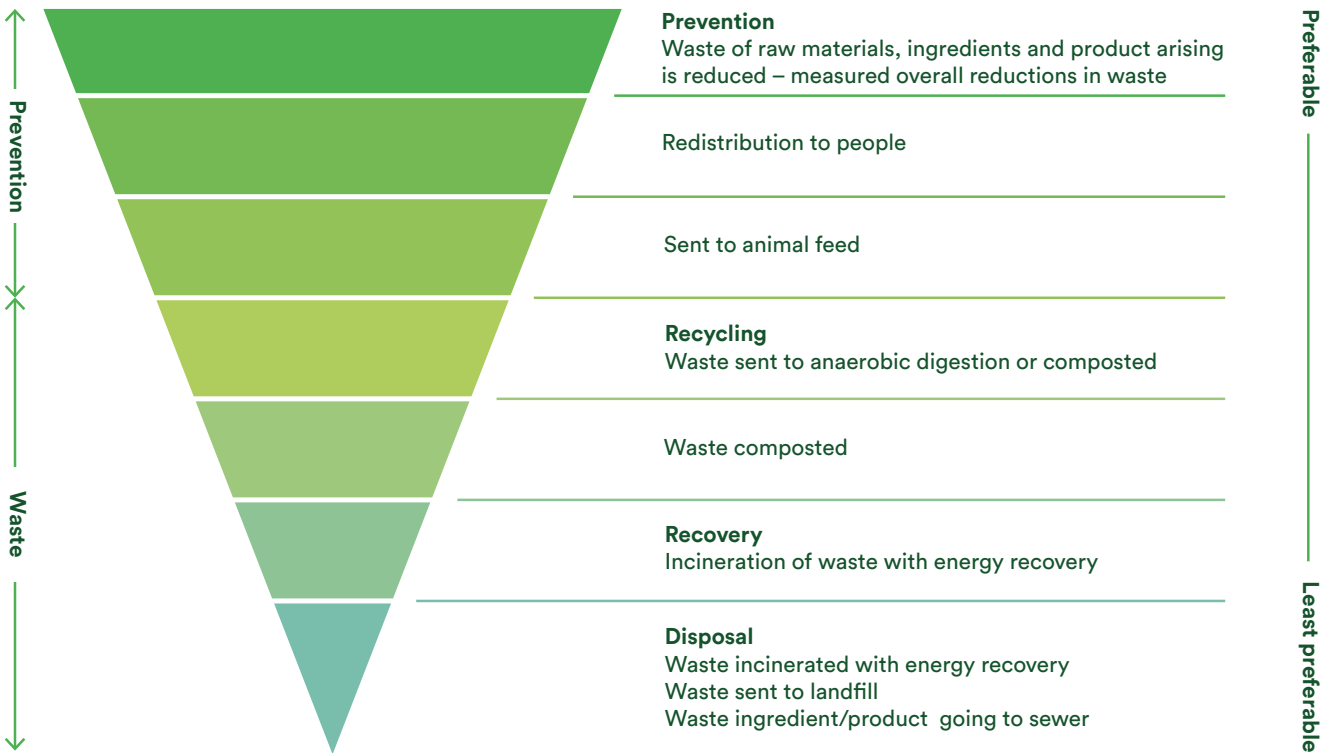
The non-food grade by-products are treated as wastes, however these are managed and utilised in recycling to create further products as part of the circular economy.

Foyle Food Group is a signatory of the UK WRAP Food Waste Roadmap, collaborating with industry to halve food waste by 2030.

This Standard defines food waste on a hierarchy and includes food materials that are recycled such as those by-products sent to anaerobic digestion. To ensure nothing is wasted, we are working on ways on optimising the value of these by products that aren't suitable for human consumption.

Non-Food Waste

All the different waste streams at production sites such as mixed waste and engineering waste are managed as part of ISO 14001 Standard.



Circular Economy

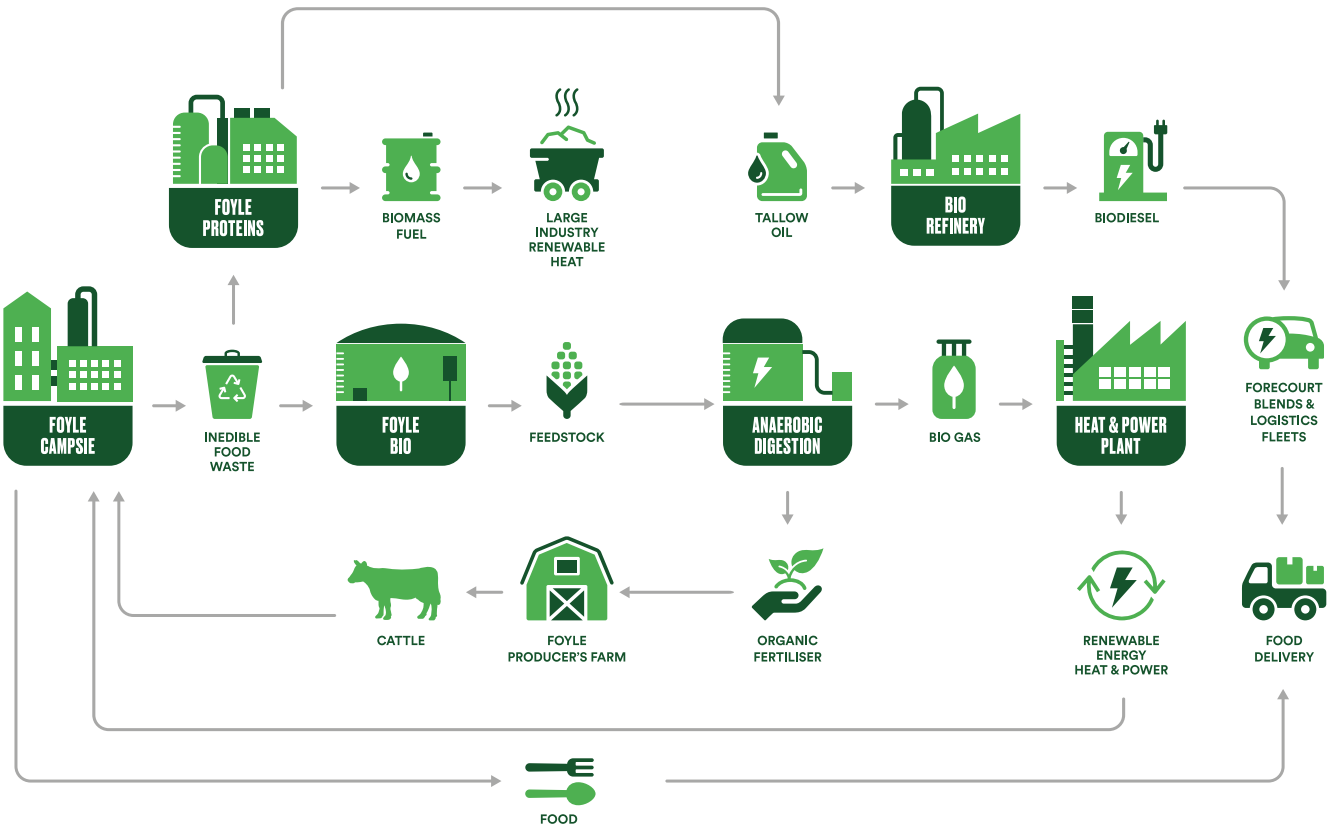
In addition to the core business of beef processing, Foyle Food Group operates a rendering facility and anaerobic digestion plant.

These large-scale operations convert the by-product materials into further products, enhancing the circular economy approach within the overall business.

Waste to Energy

Foyle has made an investment of over £2m to upgrade the Foyle Proteins rendering plant with state-of-the-art efficient equipment. Rendering is the most sustainable method of processing animal by-products to create biodiesel and useful low carbon products used in the manufacture of pharmaceuticals, organic fertilisers, cosmetics and oleochemicals.

Process flow and material throughput per hour has increased substantially since the upgrade in late 2021. This investment enables the site to increase production whilst operating more efficiently. The savings to date are significant with an annual reduction of 5% in gas usage per tonne of raw material. This is the equivalent of the energy used by 126 homes for one year.



Local Biodiversity

We developed our biodiversity policy in 2022, to deliver on our commitment to protect and enhance biodiversity at and around our sites and neighbouring communities.

In 2020 our first wildflower garden was sown with native seeds at our Omagh site, and we have enjoyed watching the garden bloom from our office windows. In 2021 a further wildflower garden was created at our Donegal site. In 2022 we further added to the wildlife habitat at Foyle Omagh by planting more than 50 trees at the site. As newly signed up members of the All-Ireland Pollinator Plan (AIPP), Foyle has made the commitment to enhance biodiversity with a significant annual action and this is currently in development.

The greatest impact we can have as an agri-food business is to collaborate directly with our producers. Through our research farm, “Foyle Farms of Excellence” we are able to show our producers first hand results of how they can incorporate practical, sustainable options on their own farms.

For example, on our grassland farms we have incorporated multispecies swards to promote diversity within the land. Grasses, herbs, legumes and shrubs all live in harmony with each other, and all offer different benefits and attributes for biodiversity. With a mixture of shallow and deep roots, they play a vital role in supporting soil health and this diversity will enhance ecosystem function, while still providing the nutrition which livestock need to thrive.

In 2022 Foyle Food Group launched a partnership with RSPB NI and through this partnership we will develop projects that can enhance and support local ecosystems. The first of these projects involves providing our producers with nesting boxes for kestrels and tree sparrows, two species that have been reported in decline in Northern Ireland.



Global Biodiversity

Sustainable Soy

Foyle Food Group is fully committed to responsible sourcing of soy in our supply chain.

Soy is a source of protein in animal feed and although it is a low percentage of the cattle diet, we recognise the detrimental impact of this ingredient, and the risk of sourcing from deforested regions. However, for our suppliers to identify which soya is harming biodiversity is difficult, therefore collective industry action is necessary. Foyle Food Group is a signatory of The UK Soy Manifesto. As a member, our public commitment is to source 100% deforestation free and conversion free physical soy in our supply chain by 2025.



Responsible Sourcing of Packaging

We have engaged with our packaging and paper suppliers to ensure that all our paper consumables are made from sustainably sourced pulp. Our cardboard boxes consist of 68% recycled content with the remaining 32% of virgin material being 100% sourced from FSC / PEFC forests.





People



The most vital foundation stone of our business is the people who make up the Foyle Food Group, our dedicated employees and the communities in which we operate.

They are central to everything we do, now and in the future. That is why the well-being and development of our people is so important to us and something we invest in and nurture.

In this section

Employee Well-being & Development

Diversity & Inclusion

Ethical Trading

Local Communities

UN Sustainable Development Goals



Employee Well-being & Development

Our people are the driving force behind everything we do and are critical to our success.

That is why their well-being and development is so important to us. As well as investing in the skills and training of our people, we are committed to working to support and improve the physical and mental health of our staff.

Our HR teams work directly with employees at every site to ensure their health and well-being needs are met, for example through annual medical health checks and ensuring that mental health courses and training are available. In 2022 we retained our ‘Investor in People’ status, which shows our continued commitment to finding ways of improving our workplace for all Foyle Food Group employees. We retain our International Standard, something we have proudly held for over 25 years.

Employee Benefits

All Foyle Food Group staff are directly employed by us and receive competitive remuneration, pension contribution, life assurance, annual medical assessment, 28 days paid leave, parental leave, subsidised canteen, free parking, discounted gym membership and access to our cycle to work scheme. We do not employ any staff through agencies, ensuring full protection for all our employees under company employment contracts.



All Foyle Food Group staff are directly employed by us

Occupational Health



1,331 medicals completed by occupational health nurse in 2022.



210 Referrals to occupational health doctors in 2022.

We are proud to provide our employees with an on-site occupational health service delivered by our dedicated Occupational Health Nurse. For all employees, we provide confidential pre-employment and annual medicals and if appropriate, employees are referred to the occupational health doctor for additional support and advice.

Occupational Health evaluations are used to determine remedial action plans when the employees undertake their annual medicals to A) ensure that the workplace or job-related activities are not causing that employee a detriment to his or her health and B) to provide the employee with personal information and advice on healthier lifestyle options.

Foyle Connect App



Following feedback in our 2020 employee survey, the need for better communication was a clear action point for management. As a result, we created the dedicated employee app, Foyle Connect. This app gives our employees easy access to finance and HR information such as their payslips and holiday booking system, as well as keeping them up to date with the latest news stories and operational guidelines on topics such as food safety and continuous improvement.

Staff Turnover



2.59% for 2021 and 2.54% for 2022

Staff turnover is calculated based on those leaving after 3 months’ service. Staff turnover has remained consistent and well below our target of 3%.

Health & Safety



6 RIDDOR incidents per million hours worked in 2022

We are in the process of updating our health and safety systems with electronic devices to enhance the management of health and safety within the group. Through these devices we have access to more data for reporting which allows for further preventative measures to be put in place, allowing our site safety managers the opportunity to share up to date and accurate information.

Throughout 2022 our health and safety management programme has helped to reduce the number of incidents reported across the group by 30%, a reduction of nearly 300% in lost working time and over 60% reduction in RIDDOR reportable incidents.

To ensure we maximise prevention of accidents from occurring, we encourage the reporting of near misses across the group, by donating £5 to charity for each near miss reported. We began this initiative in 2019 and have seen a rise in near miss reporting. Through our employee app, Foyle Connect, employees can report hazards within the workplace, further streamlining the reporting process by making it easy, accessible and responsive.

Apprenticeship Programme

The apprenticeship programme during the past two years has enabled over 120 employees to complete and gain recognised qualifications. The skills they have gained showcase a wide range of employee learning on red meat processing and other specific job areas such as dispatch and administration roles.

Many of the individuals who took part in the apprenticeship programme had little or no previous academic background and left school with few qualifications. The apprenticeship programme provided them with the opportunity to develop their essential skills in Maths and English which complemented their on-the-job training awards.

By undertaking the Apprenticeship program and achieving an NVQ L3 for Proficiency in Food Management I have further developed skills and essential underpinning knowledge of the food industry. The program has helped propel my career from an entry position to a management role, overseeing my own department which is something I am extremely proud of. I would encourage all staff of all ages to put themselves forward to gain further qualifications to succeed and excel.

Lewis Nicholl
Slaughter Hall Manager
Foyle Campsie



Employee Training

We continue to build on the exceptional skills we have within the business. Our site trainers get involved with all new employees from the induction process by providing in depth training information and instruction at the start of their employment with Foyle Food Group.

All of our new employees receive one-to-one development training until such times as they are deemed confident and ready to undertake their tasks unsupervised. To further improve and expand our employees' skill set, we use external training bodies to provide training in specialised areas such as engineering, safety, IT and technical. Each Foyle site has a training matrix to monitor that site's staff development and to enable them to better target training and development focus areas. This all helps to ensure we have a multi-skilled workforce and that we give our employees every opportunity to develop and grow.



Our investment into training across the Group in 2022 was over £2m

Employee Survey

In 2023 we launched our employee survey for the first time through our employee dedicated app, Foyle Connect. The aim of the survey was to get a better understanding of how our employees and colleagues felt about the company's approach to a range of issues, from communication and teamwork to food safety and sustainability.



75% of employees who took part in the survey said they were happy in Foyle Food Group



74% of our employees who took part in the survey rated us on highly in Food Safety

From the feedback in the survey, we have learned that we need to expand our training programme further and offer further opportunities to expand skill sets and knowledge. As adoption and use of the Foyle Connect app extends across all sites in the coming months, we intend to build on staff engagement and use the app to both encourage and address feedback on an ongoing basis.

Diversity & Inclusion

Through ongoing review and development of our policies and practices based on the latest guidance from organisations such as 'Stronger Together', we ensure that diversity and inclusion are at the forefront of our business decisions.

At Foyle, we have a zero-tolerance policy when it comes to discrimination, harassment or bullying. To help ensure we are fully informed and effective in embedding this ethos, our HR team regularly attends workshops and training events.

Growth of Recruitment Strategy

As we continue to develop the business, stability in staffing numbers is essential. We ensure this by providing equality and fairness across each of our sites as a standard of best practice. With the impact of Brexit hitting many industries with staffing issues, we knew the shortage needed to be addressed. As a business we widened our recruitment plan as we recognised the benefits of a diverse workforce, bringing new ideas and skill sets within the business.

At the start of 2022 we commenced the process to avail of the UK / ROI Skilled Work Permit routes and over the course of the year we recruited more than 300 skilled migrant operatives from the Philippines, Nepal, Brazil, and India. These additional staff have been supported to settle in by the site teams both within the factory and outside of work.

This has enabled us to ramp up our multi-skilling training programmes to enable employees to reach their full potential both in skills and earning capacity. This in turn has greatly enhanced the overall morale of the workforce.

Women within the Workforce

As an industry that is predominantly staffed by men, we have worked hard over the past couple of years to encourage more women to join the beef industry. We have attended numerous career fairs and invited schools on site to encourage girls from a young age to consider a career within the beef industry.

In our recruitment material we make a concerted effort to include images of women in the roles for which we are recruiting and we have run dedicated social media campaigns to help to break down the misconceptions and encourage more women to apply for roles within the business.

Diversity Profile

| | 2022 | 2019 |
|---------------------------------------|-------------------|-------------------|
| Gender Balance % (all Employees) | m 83% / f 17% | m 82% / f 18 % |
| Gender Balance % (Board of Directors) | m 63% / f 37% | m 86% / f 14% |
| Gender Balance % (Management roles) | m 65% / f 35% | m 72% / f 28% |
| Gender Balance % (Operative roles) | m 84% / f 16% | m 83% / f 17% |
| Nationality % | British/Irish 53% | British/Irish 57% |
| | Euro 18% | Euro 38% |
| | Non-Euro 29% | Non-Euro 5% |
| Age Groups % | 17–30: 37% | 17–30: 35% |
| | 31–40: 28% | 31–40: 27% |
| | 41–50: 22% | 41–50: 22% |
| | 51–60: 12% | 51–60: 14% |
| | 61+: 1% | 61+: 2% |
| Gender Pay Gap | | |
| Gender Pay GB Sites | 1.0 | 1.0 |

Ethical Trading

As a large-scale business, how we trade affects not only Foyle Food Group but the employees who work for us and the customers we serve.

We believe in transparency and being accountable in our business and we use our resources and scale to support and bolster smaller suppliers where we can. Our ethical trading accreditation is coordinated by our HR department, where the team has the expertise and experience required to manage this effectively. We utilise the structure of the SMETA ethical trading standard in line with the Ethical Trading Initiative (ETI) Base Code.

Our standards are evaluated annually through third-party audits. As part of these assessments, we are given actions to address any shortcomings and we use these as the basis for continuous improvement within the business.

To ensure that our value chain is protected from social risks, we are accredited within the SMETA Standard. This structured approach to ethical trading allows us to remove the social risks within our supply chain such as; modern day slavery, poor working conditions, discrimination, human rights abuses and forced or child labour. To maintain a value chain that is completely free of such negative social impacts, we undertake annual supplier surveys to ensure that these issues are identified, addressed and eliminated. This provides us and our customers with the assurance that the products we supply them with are compliant with the strictest social conditions and that these products have not had an adverse impact on society at any stage on their journey through the supply chain.

SMETA Accreditation

The strength of our approach to ethical trading is evident through our third-party accreditations in line with the SMETA Audit. Through a structured independent audit of our entire business, we can provide assurance that social impacts in our supply chain have been managed according to stringent standards and that any issues identified through the ETI Base Code have been addressed and eliminated.



100% of new suppliers screened using social criteria



8 third party ethical audits in 2022 with a total of 9 non-compliances



Zero incidents of discrimination in 2022

Local Communities

Foyle Food Group's five sites are all based in rural areas. These local communities are where the farmers who supply us live and work, and supporting these communities is important to us.

We do this through investing both time and money in these local areas, to add value and skills where they can be used most. Through a combined effort from our HR, Agricultural and Communications teams we manage our CSR initiatives by setting out an annual plan and reviewing it each quarter to ensure we are meeting our targets. In 2022 we developed our CSR policy for community engagement and outlined in this each site's responsibility for the work within their local communities.

We work directly with local schools and youth organisations including Young Farmers Clubs to showcase the career opportunities and the different skilled roles available within the beef industry. Since the end of the restrictions brought in by Covid, we have been able to have welcome groups again for site visits to teach the full Farm to Fork process. During 2022 alone we welcomed over 40 different groups to sites across the Foyle Food Group, to gain first-hand knowledge of what we do.

Our HR teams attended eight careers' days in local schools to promote the opportunities available within the Group and offer career advice to local students. Whilst many of the students are too young to enter employment with the company just yet, the value in educating students, careers teachers and parents of the opportunities available on their doorstep is immeasurable and will be considered more in the future.

We also support local sport clubs with kit and other team sponsorship arrangements. To date we have supported five sports teams in the local areas neighbouring our sites.

The Foyle Farm (research Farm) has played an integral part in our work with producers. Through the farm, we have showcased the trials we have researched and been able to show our producers the results at first hand. This interaction helps to tangibly demonstrate how changes in different farming practices can not only help our producers become more efficient but also more sustainable.

Fundraising



With Covid restrictions lifting gradually in the last two years, we have been able to reintroduce fundraising events for chosen charities. From 2021 to present we have raised over £120,000. Our staff fundraising in 2022 alone raised nearly £8,000 through different on and off-site fundraising efforts across the group including our annual Big Winter Dip, Pancake Day fundraiser, Coffee mornings and Christmas Jumper days! Our largest fundraising event came through the hosting of our BBQ in aid of the NI Air Ambulance, in which we raised £80,000.

Our staff always go above and beyond when donating to local support services including food banks and Christmas toy appeals.

Foyle's Charities of Choice

We have continued to have a dedicated charity for each of our sites, selected by the employees working there rather than adopting one central charity. We believe this leads to greater engagement and interest from each of the Foyle sites and also ensures we are supporting local communities where we operate our business.

To help to further promote safety ambitions of Foyle Food Group we have also recently decided to increase the money we donate for our 'near miss' health and safety campaign, which encourages employees to report every near miss incident, from £5 to £10. This continues to promote the importance of health and safety across the Foyle Group whilst also helping to raise more money for each of the chosen charities.



Foyle Melton Mowbray
Prostate Cancer UK



Foyle Ingredients
& Shared Services
Aware



Foyle Gloucester
Forest Voluntary
Action Forum



Foyle Donegal
Donegal Mind Wellness



Foyle Omagh
Care For Cancer



Foyle Campsie /
Protein / Bio
Foyle Search & Rescue







Our Progress to Date

| | 2025 Target | 2021-2022 Progress | |
|---------------------------------|---|---|---|
| Animal Welfare | Antibiotic usage in line with RUMA standards (Responsible Use of Antibiotics) | Preventative core vaccination programme established with MSD animal health | ✓ |
| | Transparency in Animal Welfare Standards on Farms | Foyle continue to work collectively towards improving best practice across the industry | 🔄 |
| | 10% increase in lifetime farm quality assured cattle | Lifetime farm quality assurance % has remained consistent, we are working with industry in the review of farm quality assurance schemes in Northern Ireland | 🔄 |
| Rural Economy | Produce 5 best practice R&D projects within producer supply chain | R&D Projects completed at the Foyle Research Farm and results shared with producers | ✓ |
| | Publish an annual collection of sustainable farming best practice guides | Best Practices guides are shared with producers | ✓ |
| Greenhouse Gas Emissions | SBTi Scope 3 Absolute reduction of 7% against a 2019 baseline | We have had 50 farms already measuring their carbon emissions. Measuring Carbon Emissions at Farm Level will commence in 2023 in NI. | 🔄 |

| | 2025 Target | 2021-2022 Progress | |
|-----------------------------|--|---|---|
| Food Safety | Maintain AA grading in BRC audits at all sites | Achieved target | ✓ |
| | Continue to consistently achieve the highest grades in customer audits | Achieved target | ✓ |
| | Continue to have zero food safety, microbial or foreign body recall issues | Achieved target | ✓ |
| Responsible Sourcing | All Tier 1 suppliers must meet annually revised standards | 100% supplier compliance on approval audits | ✓ |
| | Support 10% of Tier 2 suppliers to improve their standards | Tier 2 suppliers identified | 🔄 |
| | 100% removal of 'nuisance' plastics in procurement | In progress | 🔄 |

| | 2025 Target | 2021-2022 Progress | |
|----------------------------|--|---|---|
| Marketplace Responsibility | All packaging to contain accurate storage and recycling instructions | All of our products have storage and recycling information printed on pack labels | ✓ |
| | Promote the natural health benefits of beef | Regular promotion of these through our social media platforms and through our employee app | ✓ |
| | Develop a healthy eating plan in line with our customer requirements | We are working towards meeting the salt and fat industry targets and recommendations for 2024 | 🔄 |
| | Increase transparency of the nutritional content of our products | All of our packaging contains the nutritional content of our products | ✓ |
| Packaging | Deliver the commitments of the UK Plastics Pact | In progress | 🔄 |
| | 25% reduction in primary packaging | Research projects are in place | 🔄 |

| | 2025 Target | 2021-2022 Progress | |
|---------------------|--|--|---|
| Resource Efficiency | Reduce Scope 1&2 emissions by 14% | 26% by end of 2022 | ✓ |
| | 25% reduction in food waste | 2% reduction achieved to date. Research projects in place. | 🔄 |
| | 15% reduction in water | Research projects are in place | 🔄 |
| | Achieve 50% recycling rate for municipal wastes | 34% in 2022 | 🔄 |
| Circular Economy | 20% increase in waste to energy generation | 5% increase in waste to energy generation to date | 🔄 |
| | Double heat recovery from waste to energy | 3rd party Thermal Assessment completed in 2022 | 🔄 |
| | 10% reduction in single use consumable materials | Digital System purchased to monitor and measure consumable usage | 🔄 |

| | 2025 Target | 2021-2022 Progress | |
|--|---|---|---|
| Biodiversity | Eliminate deforestation within our supply chain | A signatory of The UK Soy Manifesto, working collectively with industry |  |
| | Engage with 100% of our suppliers to enhance biodiversity on the farm | Supplier engagement on this topic has commenced in 2022 |  |
| | Develop two enhanced biodiversity spaces on Foyle property | Wildflower Gardens planted at both Foyle Omagh and Foyle Donegal |  |
| Employee Well-being & Development | Continue to evolve our safety and occupational health programmes | Digital reporting platforms being developed to streamline Health and Safety processes |  |
| | Develop and implement annual action plans to address feedback from employee surveys | 2023 Employee survey completed |  |
| | Maintain workforce numbers in light of Brexit challenges | Additional staff secured through being a sponsor employer |  |

| | 2025 Target | 2021-2022 Progress | |
|----------------------------------|---|---|---|
| Diversity & Inclusion | Measure and report on the gender pay gap across the entire group | In place at our GB sites |  |
| | Measure and report on workforce diversity across the group | Equality monitoring completed annually |  |
| | Maintain zero instances of diversity discrimination | Zero instances in 2021/2022 |  |
| Ethical Trading | Provide unconscious bias training to all senior staff and managers | Online training platform, Foyle Learning Centre enables all employees with PC access to undertake a wide range of training programmes |  |
| | 100% of suppliers to be fully compliant with ETI Base Code | 100% compliance |  |
| | Maintain prompt payment standards with all suppliers to support their cashflow and growth | These Standards are maintained with a bi-annual check in place |  |
| | All key managers to undertake modern slavery, human rights and anti-corruption training | Online training platform, Foyle Learning Centre enables all employees with access to a PC to undertake a wide range of training programmes. |  |

| | 2025 Target | 2021-2022 Progress | |
|-------------------|--|---|---|
| Local Communities | Re-engage our Schools Programme post-Covid, targeting primary and secondary schools on Farm to Fork learning | We have re-engaged with our school's programme, welcoming groups from Primary, Secondary and Further Education establishments | ✓ |
| | Participate in the Open Farm Sunday campaign | We focus on more open farm events through our Producer Clubs and work with schools instead of one specific open day. | ✓ |
| | Sponsor Rural Support network programmes, which aids local farming communities in the rural economy | In discussions with Rural Support about partnership in aiding local farming communities. | 🔄 |
| | Develop a CSR policy for community engagement and establish an employee working group to lead activity | We have developed a dedicated CSR policy to outline our goals and targets for each of our sites how we will support our local communities | ✓ |



Reporting & GRI Context Index

This report has been prepared in accordance with the GRI Standards: Core option.

The GRI is an independent international organisation, whose standards represent global best practice for reporting on a range of economic, social and environmental impacts. This is Foyle Food Group’s second report in accordance with GRI.

Reporting Period: Jan 2021 to Dec 2022

Design and Scope

This report was created to achieve the following objectives:

To demonstrate Foyle Food Group’s commitment to doing business in a sustainable way that minimises harm and maximises benefit for the environment, society and the economies to which we contribute

To share Foyle Food Group’s progress against its sustainability roadmap and targets to 2025

To provide transparency to all stakeholders by disclosing our efforts on sustainability to date and highlighting areas for further progress

Assurance

Foyle Food Group did not seek external assurance in the completion of this report. We did however retain professional advisory services of a sustainability consultant in developing our sustainability strategy and in this report 2023. The consultant, Gillian McKee of GIRAFFE Associates Ltd is a GRI Certified Sustainability Professional.

Reporting Period and Reach

Foyle Food Group’s reporting year is Jan-Dec annually. The next report, due in 2025, will be to showcase our results against the 2025 targets we set ourselves. All figures disclosed in this and subsequent reports are based on the previous two financial years.

This report discloses data relevant to all Foyle Food Group sites and processing facilities across the UK and Ireland.

Contact For Further Details

For further details on anything included in this report or any aspect of the Foyle Food Group’s sustainability strategy and reporting, please contact: info@foylefoodgroup.com

| GRI Standard | Disclosure | # | Omissions |
|------------------------------------|--|----------|---|
| General Disclosures | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | 3 | |
| | 2-2 Entities included in the organization’s sustainability reporting | | Foyle Food Group is the only entity reported on here. Annual financial statements are consolidated at Group level |
| | 2-3 Reporting period, frequency and contact point | 64 | |
| | 2-4 Restatements of information | 64 | |
| | 2-5 External assurance | 64 | |
| | 2-6 Activities, value chain and other business relationships | 3 | |
| | 2-7 Employees | 3 | |
| | 2-8 Workers who are not employees | | All workers are direct employees of Foyle Food Group |
| | 2-9 Governance structure and composition | 4 | |
| | 2-23 Policy commitments | 3 | |
| | 2-24 Embedding policy commitments | 4 | |
| | 2-27 Compliance with laws and regulations | 4 11 | |
| | 2-28 Membership associations | 5 | |
| | 2-29 Approach to stakeholder engagement | 10 11 | |
| | 2-30 Collective bargaining agreements | | None of the employees of Foyle Food Group are covered by collective bargaining agreements |

| GRI Standard | Disclosure | # | Omissions |
|--------------------------------|---|---|-----------|
| Material Topics | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 12 | |
| | 3-2 List of material topics | 13 | |
| Economic Performance | | | |
| Indirect Economic Impacts | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 54 | |
| | 203-2 Significant indirect economic impacts | 54 | |
| Procurement Practices | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 20 | |
| | GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | 20 |

| GRI Standard | Disclosure | # | Omissions |
|--------------------------------|--------------------------------------|--|-----------|
| Environmental Performance | | | |
| Materials | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 30 | |
| | GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | 30 |
| | | 301-2 Recycled input materials used | 30 31 |
| Energy | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 34 | |
| | GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | 36 37 |
| | | 302-3 Energy intensity | 36 |
| Water & Effluents | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 38 | |
| | GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | 38 |
| | | 303-2 Management of water discharge-related impacts | 38 |
| | | 303-5 Water consumption | 38 |
| Biodiversity | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 41 | |
| | GRI 304: Biodiversity 2016 | 304-2 Significant impacts of activities, products and services on biodiversity | 41 42 |
| | | 304-3 Habitats protected or restored | 41 |

| GRI Standard | Disclosure | # | Omissions |
|--|---|----|-----------|
| Emissions | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 34 | |
| | | 35 | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 36 | |
| | | 37 | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 35 | |
| | 305-3 Other indirect (Scope 3) GHG emissions | 21 | |
| | 305-4 GHG emissions intensity | 36 | |
| | 305-5 Reduction of GHG emissions | 36 | |
| Waste | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 39 | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | 39 | |
| | 306-2 Management of significant waste-related impacts | 39 | |
| | 306-4 Waste diverted from disposal | 39 | |
| Supplier Environmental Assessment | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 27 | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | 27 | |

| GRI Standard | Disclosure | # | Omissions |
|---|---|----------|-----------|
| Social Performance | | | |
| Employment | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 46 | |
| GRI 401: Employment 2016 | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 46 | |
| Occupational Health & Safety | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 46 | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 46 | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 46 47 | |
| | 403-3 Occupational health services | 46 | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 46 47 | |
| | 403-5 Worker training on occupational health and safety | 46 47 | |
| | 403-6 Promotion of worker health | 46 47 | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 46 47 | |
| | 403-8 Workers covered by an occupational health and safety management system | 46 47 | |
| Training & Education | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 50 | |
| GRI 404: Training and Education 2016 | 404-2 Programs for upgrading employee skills and transition assistance programs | 50 | |

| GRI Standard | Disclosure | # | Omissions |
|---|---|----|-----------|
| Diversity & Equal Opportunity | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 51 | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 51 | |
| | 405-2 Ratio of basic salary and remuneration of women to men | 52 | |
| Non-Discrimination | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 53 | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | 53 | |
| Forced or Compulsory Labour | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 53 | |
| GRI 409: Forced or Compulsory Labour 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour | 53 | |
| Local Communities | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 54 | |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | 54 | |
| | | 55 | |
| Supplier Social Assessment | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 53 | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | 53 | |
| Customer Health & Safety | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 26 | |
| GRI 416: Customer Health and Safety 2016 | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 26 | |

| GRI Standard | Disclosure | # | Omissions |
|--|--|----|-----------|
| Marketing & Labelling | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 28 | |
| GRI 417: Marketing and Labelling 2016 | 417-1 Requirements for product and service information and labelling | 28 | |

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