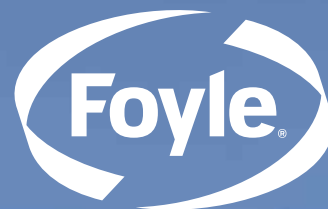


Experience, Quality,
Superior By Nature



Sustainability Report 2025

June 2025

foylefoodgroup.com





Where Tradition Meets Innovation

Since 1977, Foyle’s business has thrived on a fundamental principle: balancing tradition and innovation drives excellence.

From farm to fork, our commitment to quality begins with the farmers who nurture their cattle and extends through every stage of production. By combining generations of expertise with cutting-edge technology, we uphold the highest standards of safety, traceability, and taste.

This fusion of heritage and progress allows us to deliver premium products to customers worldwide—today, tomorrow, and for generations to come.

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Terry Acheson
CEO, Foyle Food Group

Sustainability isn't just a goal—it's embedded in how we do business.

Since 2020, we've been transforming our operations, embedding responsible practices, and leading the way towards a more sustainable future.

Our first Sustainability Report in 2021 established the foundation for our commitments, outlining ambitious targets for 2025. By the time of our second report in 2023, we had already demonstrated measurable improvements across key environmental, social, and governance (ESG) areas.

Now, as we present our 2025 report, we reflect on how far we've come—and set our sights on the next phase of our journey. Sustainability is an evolving challenge—one that requires continuous innovation, investment, and collaboration.

A message from our CEO

While we celebrate the significant progress we've made, notably surpassing our decarbonisation target with a 26% reduction against an initial goal of 14%, our commitment to continuous improvement remains unwavering.

Our efforts have centred on close collaboration with industry experts to create sustainable farming systems that support producers and provide quality products for our customers. Beyond our direct operations, we've engaged proactively with schools, colleges and community groups to foster sustainability education and awareness. Moreover, over the past five years, we've prioritised developing and enhancing the exceptional skills within our organisation, investing in training and upskilling our staff to ensure they are equipped to drive our sustainability ambitions forward.

Moving forward, we will continue to establish new industry benchmarks through innovative sustainability initiatives, improve operational efficiencies to minimise our environmental footprint, and foster collaboration across our value chain.

Sustainability will remain a central pillar of our operations, creating lasting value for our business, our people, and the planet.

As CEO, I would like to express my sincere gratitude to our employees, partners, and stakeholders for their resolute commitment to our sustainability vision. Together, we are not merely adapting to change—we are leading it. Your dedication drives us forward, enabling us to set ambitious goals and achieve them, collectively. With sustainability as our guiding principle, I am confident that we are creating a future we can all be proud of.

**Foyle Food Group -
Our People, Our Future.**

Terry Acheson

Our Vision & Values

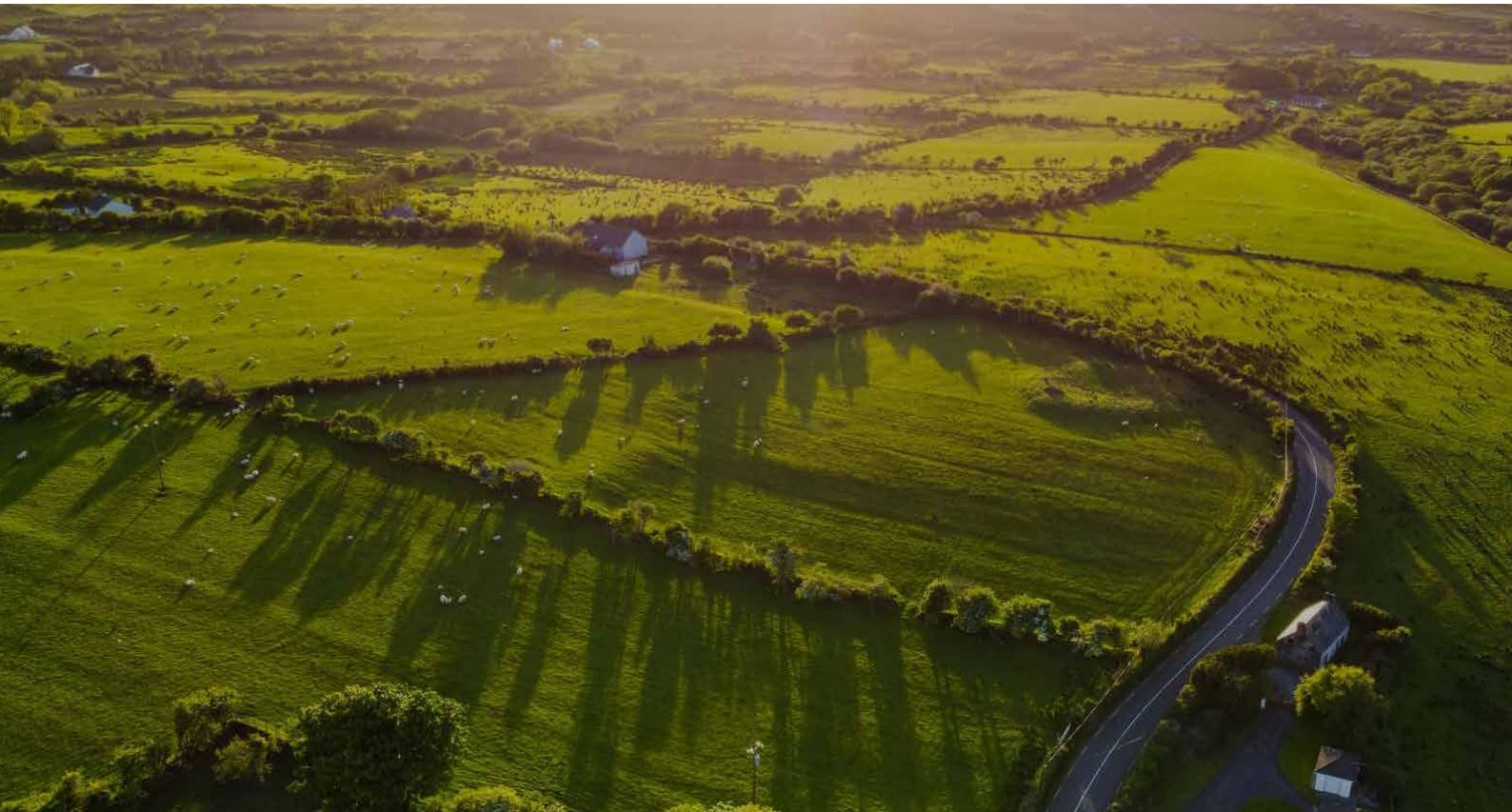
Together, we’re not just building a sustainable business; we’re creating a legacy for future generations

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

Our values extend beyond the operations of Foyle Food Group’s facilities, influencing every interaction with our producers, customers, suppliers and the local communities in which we operate. These principles are fundamental to our ongoing success, and we apply ourselves to them with the greatest dedication.

Our business is deeply connected to nature and the land, and we recognise the responsibility we carry to minimise harm and regenerate the environment where we can, helping to preserve it for future generations.

While we are proud of the progress made toward the goals set in 2020, we acknowledge that there is always more to be done. Our core values will remain the driving force behind our ongoing efforts, motivating us to continuously improve and contribute to a sustainable future for all stakeholders.



Our Business

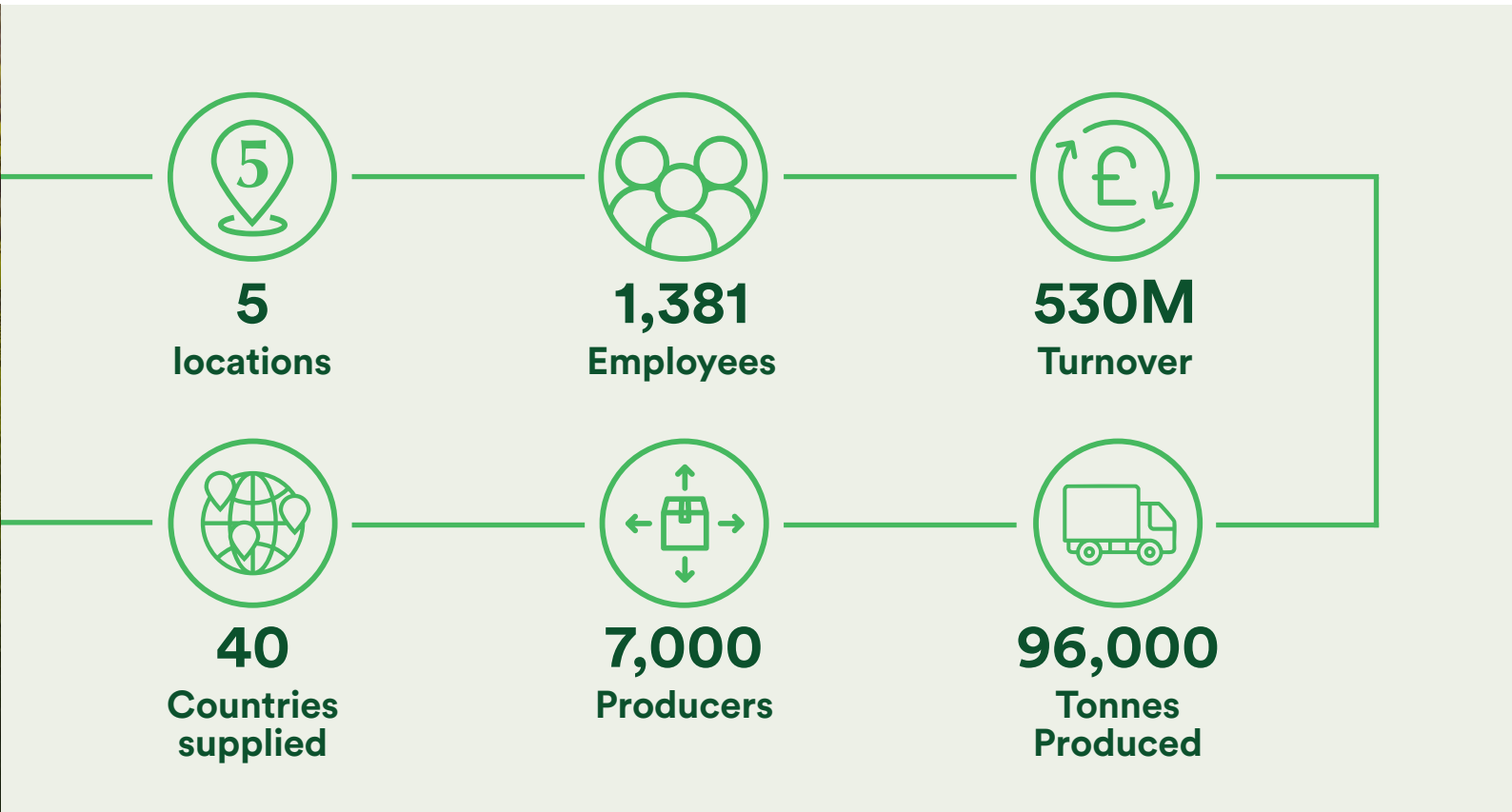
Foyle Food Group is a family-owned company, headquartered in Omagh, Northern Ireland.

Founded in 1977 on the banks of the River Foyle, the company has grown to become the largest single dedicated beef processor in the UK and Ireland. We directly employ 1,381 full-time employees across five locations and eight state-of-the-art facilities.

The business has the capability to slaughter, debone, dry age, and further process all beef cuts. With a global customer base, Foyle Food Group supplies retailers and the food service market in the UK, Ireland, Europe, and worldwide. Our annual turnover exceeds £530 million, and we export to international markets, with a focus on North America, Asia, and Africa.

Foyle Food Group’s primary product is sourced from over 7,000 beef farmers across Ireland and the UK, many of whom have long-standing relationships with us, some lasting over 45 years.

We are conscious of, and apply, the precautionary principle to decisions taken in the development of new products and markets. We are equally committed to exercising due diligence throughout our operations and strictly adhering to international principles of human rights.



Sustainability at Foyle Food Group

At Foyle Food Group, we don't just recognise our responsibility to operate sustainably—we embrace the belief that our purpose extends beyond profit, driving us to minimise negative environmental impacts while maximising the positive contributions we make to society.

This ethos is embedded in every aspect of our operations and underpins our commitment to the United Nations Sustainable Development Goals (UN SDGs).

OUR APPROACH TO SUSTAINABILITY

As outlined in our 2021 and 2023 GRI Reports, our sustainability strategy is structured around four key interconnected pillars; Pasture, Product, Planet and People, each reinforcing the others to ensure a holistic and effective approach.

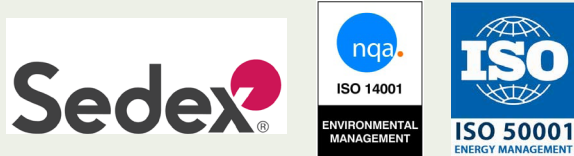
SUSTAINABLE COLLABORATIONS

Foyle is a signatory to several sustainability-focused agreements, including the Science-Based Targets Initiative (SBTi), 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 also 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, Stronger Together and the UK Cattle Sustainability Platform, as well as 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.



Sustainability Leadership Team

Our people are the heart of our sustainability efforts.

Representatives from each core function work hand in hand with their champions to drive our strategy forward and make a meaningful impact. Each of the four pillars is overseen by a senior director, ensuring continuous progress.



Pasture
Wayne Acheson
Procurement Director



Planet
Terry Acheson
CEO



Product
Malachy Mc Ateer
Operations Director



People
Stephen Forsythe
Finance Director

LEADERSHIP & GOVERNANCE

Our sustainability framework provides a clear strategic direction, enabling every part of the business to contribute to our sustainability journey. Quarterly reporting to the Board of Directors provides external governance and strategic guidance, ensuring full compliance with all relevant laws and regulations. To maintain rigorous oversight, our sustainability team, which includes Sustainability Champions and operational managers conduct quarterly progress reviews, assessing the key performance indicators. These reviews are further enhanced by an external sustainability consultant, ensuring strategic focus and added accountability.

The executive directors are based at the company's head office and are responsible for the day-to-day management and operational oversight of the business. The full Board of Directors, comprising both the executive and three non-executive directors, meets monthly. These meetings are facilitated by the Chairperson and provide strategic direction, ensure effective governance, and monitor performance in alignment with the company's long-term objectives. Directors' decisions are supported by detailed papers that promote the group's success and consider wider stakeholder impact.

Our Commitment Net Zero

Foyle Food Group commits to reach net-zero greenhouse gas emissions across the value chain by 2050.



OUR FACTORIES

OUR FACTORIES: LEADING THE CHARGE IN CLIMATE ACTION

We are at the forefront of Climate Action, working towards Net Zero Greenhouse Gas Emissions by 2050. This journey starts in our own operations, where we are actively reducing emissions across all our factories through:

- Cutting-edge technologies to enhance energy efficiency
- Optimised waste management to minimise environmental impact
- Sustainable practices to lower our carbon footprint

Every step we take moves us closer to sustainable manufacturing.



OUR FUTURE

YOUR FUTURE: COMMITMENT TO CLIMATE ACTION

Our commitment extends beyond our operations—we are driving change throughout the entire supply chain. By collaborating closely with suppliers and customers, we are:

- Reducing supply chain emissions
- Fostering innovation that aligns with UN Sustainable Development Goals
- Creating long-term impact for future generations

Together, we are accelerating progress towards a more sustainable food system.



TOGETHER

TOGETHER: WORKING TOWARD AMBITIOUS SCIENCE-BASED TARGETS

Our sustainability journey is guided by verified science-based targets, ensuring measurable progress:

Scope 1 & 2 - Operational Emissions

61.5%

Absolute reduction by 2030 using 2019 as baseline



Scope 3 - Non-FLAG Supply Chain Emissions

27.5%

Absolute reduction by 2030 using 2019 as baseline



Scope 3 - FLAG Emissions

24.3%

Reduction in GHG emissions from purchased beef (per tonne of fresh weight) by 2030 using 2019 as baseline



By setting clear goals and continuously measuring our impact, we remain accountable and transparent in our mission.

Our Factories, Your Future, Innovating for Sustainability, Together.



At Foyle Food Group, we don't just recognise our responsibility to operate sustainably—we embrace it. Our commitment to Net Zero extends beyond profit, shaping a better future for all.

Foyle Food Group, as a member of WRAP UK has 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



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



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



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 Global Commitment

The 2025 targets we 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.



Progress at a Glance

From 2020 to 2025, Foyle Food Group has achieved significant milestones on the journey towards a more sustainable business.



New

Safety and well-being at work strategy launched

Origin Green-22/23/24

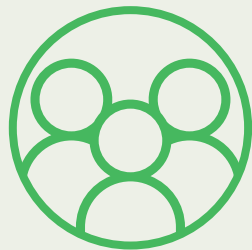
Foyle Donegal achieved Origin Green Gold membership

Our Foyle Stakeholders

As part of our sustainability strategy, we identified and consulted with key stakeholders back in 2020 in order to find out what key topics mattered the most to them.



Employees



Customers & Consumers



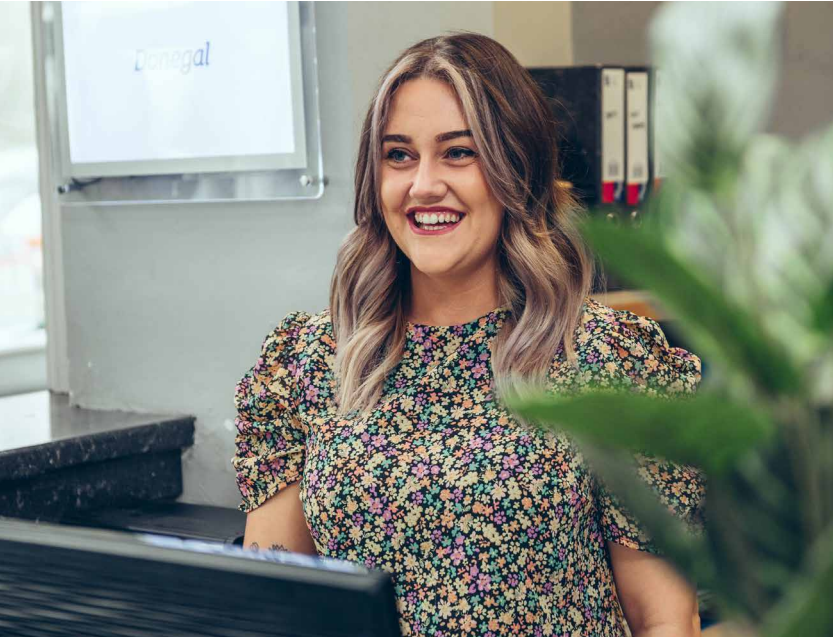
Government



Suppliers



NGOs



In 2023 at the midway point in our strategy, 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

Our business wouldn't be where it is today without our dedicated workforce.

1,381

Dedicated employees across five sites.

In 2022 we launched our dedicated employee app, Foyle Connect, to create an open line of communication directly with employees. Employees share their insights via the Foyle Connect App, ensuring continuous internal dialogue. Employee surveys are completed regularly to explore perceptions of how we are doing in all aspects of the business including health & 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 company, we don't deal directly with consumers, however they maintain a role as a valuable stakeholder. We are conscious of how consumers' buying preferences 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

A number of NGOs have 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

Formal stakeholder engagement surveys have been conducted in 2020, 2023 and 2025.

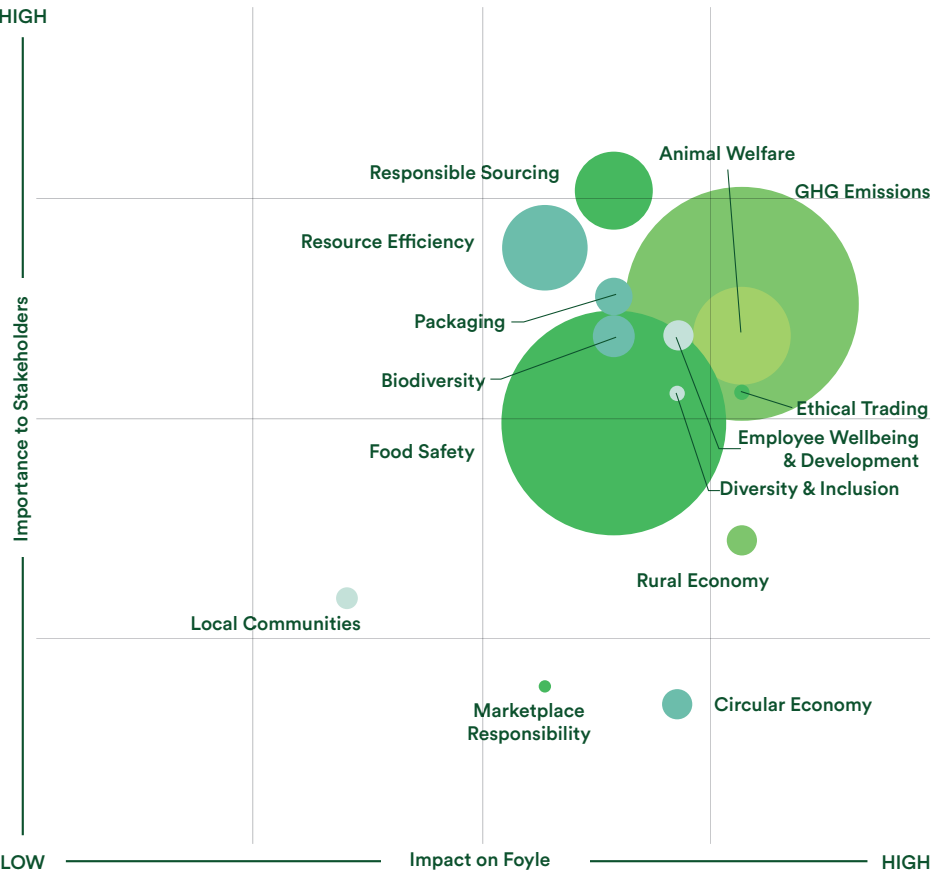
In 2023, we reengaged with stakeholders to assess the material topics that are most important to them, utilising the same initial list of topics that guided our strategy development and the initial report in 2021.

Our 2025 stakeholder survey will identify the most important material topics for them and guide our strategy development through to 2030.

With the growing global emphasis on climate change and the pressing need to reduce emissions, stakeholders are becoming more conscious of the environmental impact of our operations and the sustainability of our supply chain. Stakeholders are looking for transparent reporting and robust strategies to address these challenges. They expect us to take proactive measures to minimise our carbon footprint and ensure that our sourcing practices are ethical and sustainable.

Through comprehensive consultations, we gather valuable insights that inform our materiality assessment. Our goal is to align our practices with stakeholder expectations and contribute meaningfully to global sustainability initiatives.

2023 MATERIALITY ASSESSMENT



Material Issues

The 2023 stakeholder engagement exercise confirmed for Foyle Food Group that we should continue to focus on the same material issues that helped shape the initial sustainability strategy.

What it also told us was that tackling greenhouse gas emissions was an even bigger priority for our stakeholders than when we'd first engaged with them in 2020, perhaps due to the increased focus on net zero and decarbonisation in recent years. Food safety, as one might expect, was also one of the highest priority issues for stakeholders, along with responsible sourcing and resource efficiency. From a business perspective, there is little divergence between what matters to our stakeholders when it comes to Foyle Foods Group's impact on the world around it and what matters to the business in terms of impacting its financial health and we are broadly in alignment on most material issues as illustrated in the diagram above.



Pasture

Our pasture pillar is central to the entire operations 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

Putting Animal Welfare First – From Farm to Processing




At Foyle Food Group, we are committed to upholding the highest standards of animal welfare across our entire supply chain. This remains a key priority for both our business and our customers.

Our Agricultural and Technical teams work closely with industry bodies to drive continuous improvement and embrace best practices, ensuring our approach aligns with the latest welfare standards. As part of this commitment we continue to work with farmers within our supply chain' helping us deliver our ambition of increasing the amount of lifetime- assured cattle.

Our policies are underpinned by the Five Freedoms of Animal Welfare, as defined by the Animal Welfare Committee (AWC). Through close collaboration with quality assurance bodies such as Red Tractor and Bord Bia, we ensure that all animals within our supply chain are reared, treated, transported and handled to the highest welfare standards, while maintaining full compliance with all legislative requirements.

Designated personnel within the Agricultural team oversee the procurement of all cattle within the Foyle Food Group supply base. We have established a robust on-farm auditing programme to ensure welfare standards are consistently upheld. In addition to monitoring compliance, our team plays a vital liaison role—fostering strong relationships with farmers, promoting best practice across the supply chain, and driving continuous improvement. They also provide knowledge and expertise to support our producers in enhancing efficiency, performance, and animal welfare standards.

We continue to implement the preventative core vaccination programme, reinforcing our commitment to proactive herd health management. 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.

 Further details on these policies can be found in our **Animal Welfare Brochure** at: <https://www.foylefoodgroup.com/animal-welfare/>



Progress To Date

- Antibiotic usage in line with RUMA standards
- On farm animal welfare auditing process developed
- No change in % of lifetime farm quality assured cattle

INNOVATION OF ANIMAL WELFARE



Advancing Animal Welfare and Performance at Foyle Farms of Excellence

We are the first farm in the UK to introduce FerAppease, an innovative product designed to reduce stress and improve performance at our Foyle Farms of Excellence finishing unit. FerAppease contains a synthetic analogue of Maternal Bovine Appeasing Substance (MBAS), which mimics the calming effect experienced by suckling offspring. Applied topically to the animal’s nose or poll, the MBAS is absorbed by the vomeronasal gland, triggering a response that reduces threat perception, lowers cortisol levels, and decreases inflammation. This promotes overall animal well-being. Our Observations concluded that cattle were more content in their peer groups, reduced aggressive behaviours and overall reduced stress.

Rural Economy

Empowering Rural Communities & Advancing Agriculture



At Foyle Food Group, we are committed to supporting rural communities and strengthening local economies—both for our suppliers and employees. As an agri-food business, we believe in sharing our expertise and insights throughout the supply chain to drive positive impact.

Our research extends beyond our producers, benefiting the wider agricultural industry. Foyle Farm regularly hosts visitors from schools and industry professionals eager to engage with our latest trials.

By investigating initiatives that directly support farmers, we contribute to the advancement of sustainable and efficient farming practices.

Through our Supply Chain Awareness Programme, we provide invaluable industry exposure, facilitating over 40 factory visits in 2024 alone. These visits offer a behind-the-scenes look at our operations, highlighting key industry requirements, opportunities, and challenges.

This initiative helps educate suppliers, students, and young farmers, offering them crucial insights into market specifications and the realities of the sector. Our agricultural team also plays a pivotal role in education, presenting trial results at universities, colleges, and farmer group meetings.

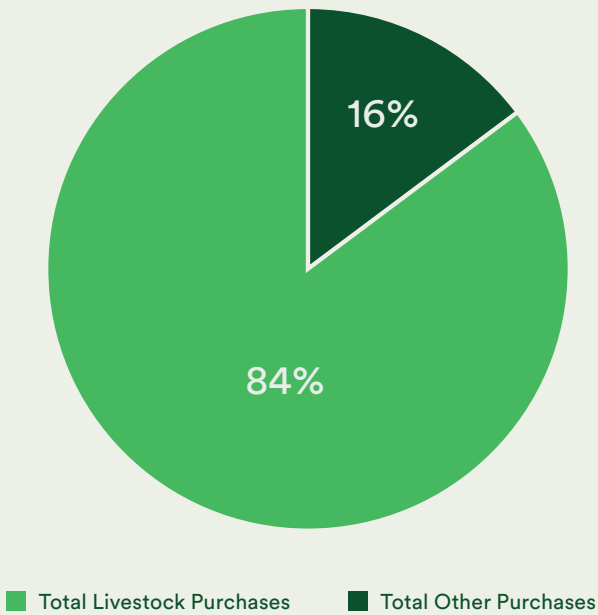
We invite producers to ‘Walk the Line’ events at our production sites, ensuring they gain firsthand insights into our latest findings.

For those unable to attend, we share key learnings through our social media channels and our dedicated Foyle Producer’s website.

The impact of our efforts is already evident—many of our producers are adopting the practices demonstrated at Foyle Farm, leading to more sustainable and economically beneficial farming decisions. Through collaboration and knowledge-sharing, we continue to drive progress in the agricultural sector.

PROPORTION OF SPEND ON LOCAL SUPPLIERS

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



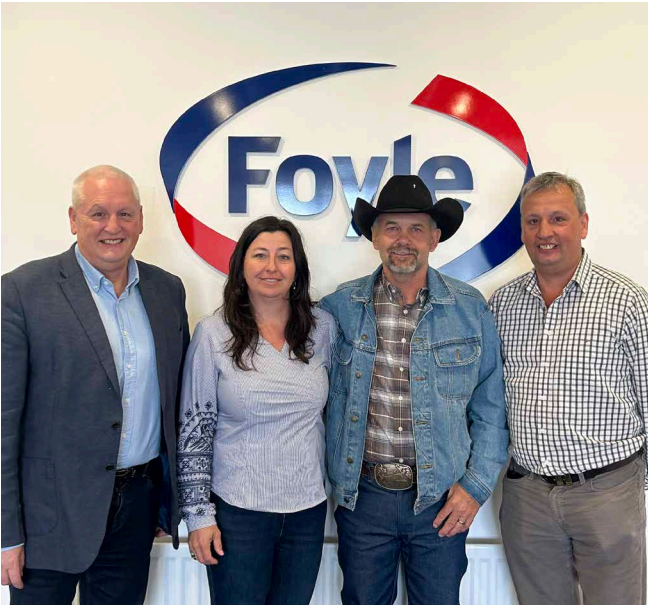
FOYLE FARMS OF EXCELLENCE WELCOMES GLOBAL LEADERS: SHARING VALUES AND INNOVATION

Temple Grandin’s Expertise at the Heart of Our Lairage Design: Ensuring the Highest Ethical Standards.

In October 2024, we had the privilege of welcoming Dr. Temple Grandin to our Campsie site and Foyle Farms of Excellence. Dr. Grandin, internationally recognised as a leading expert in animal welfare, provided invaluable feedback and insights that have reinforced our commitment to ethical practices. Her extensive knowledge and pioneering approach have informed our lairage design, helping us maintain and advance the highest standards of animal care and welfare.

Dr. Grandin’s guidance supports our ongoing efforts to exceed industry benchmarks, demonstrating our dedication to transparency, ethical responsibility, and continuous improvement in animal welfare processes.

A global exchange in sustainable beef production.



Jim Jensen, a fifth-generation rancher from Boulder, Wyoming, was invited as our guest speaker at the ‘Sustainable Beef Production through Application of Science’ BSAS conference in Belfast, April 2024. A respected figure in sustainable cattle farming, Jensen owns Lucky 7 Ranch, where he manages 2,500 cattle in challenging high-altitude conditions. His focus on feed efficiency has led to impressive results, with bulls consuming 38.6% less feed and heifers maintaining body weight with 54% less feed than industry standards.

Jensen’s ranch uses advanced testing methods, including the ‘GrowSafe’ system and PAP test, to improve cattle health and feed efficiency. During his visit to Foyle, he toured the Omagh site and Foyle’s Farms of Excellence, sharing insights into his ranching practices. Later in the year, Foyle representatives visited Lucky 7 Ranch to learn more about feed-efficient genetics. This exchange provided a valuable opportunity for international collaboration, aligning Jensen’s expertise with Foyle’s commitment to quality and sustainability in beef production.



EMPOWERING YOUNG MINDS THROUGH SHARED EDUCATION

In October 2023, pupils from local schools began collaborating with Foyle Food Group on a research initiative.

The project involved investigating the impact of mechanical cattle brushes on the performance of finishing cattle over a 90-day period. Students actively participated by recording animal weights, analysing data, and preparing a comprehensive final presentation.

The primary aims of this initiative were to foster friendships and promote shared learning among pupils from diverse backgrounds, while simultaneously building practical skills in cattle handling and data interpretation, providing valuable insight into the beef industry.

Year 11 and 12 students from the schools, representing a mix of farming and non-farming backgrounds, visited the Foyle 'Farm of Excellence' on three separate occasions—at the beginning, midpoint, and conclusion of their research. Each visit included direct observation of cattle, examination of mechanical brushes and handling facilities, and hands-on experience with cattle weighing.

The students' economic assessment revealed that the mechanical cattle brush was financially viable, as the performance improvements effectively covered the initial investment costs.

The pupils unanimously expressed positive feedback, highlighting the enjoyment of engaging with new peers, gaining practical insights into cattle management, and experiencing farm-based activities.



FOYLE PRODUCER CLUB

At Foyle Food Group, our Producer Club plays a vital role in fostering direct engagement with our farmers on key areas such as legislation, animal health, and best practice across the industry.

Throughout the year, we host a series of knowledge transfer events designed to enhance animal welfare and promote sustainable farming. These events cover a broad range of topics, including on-farm nutrition, grassland management, and regenerative agriculture techniques.

We are proud to partner with independent, family-run farms where farming knowledge and high standards of animal husbandry have been passed down through generations.

Foyle Food Group has incredibly strong links throughout its supply chain. We work hard to ensure these relationships are strengthened by:



Progress To Date

- 17 Best Practice Guides Published on our dedicated Foyle Producers website
- 10 Completed Research Projects with shared results



Greenhouse Gas Emissions

Greenhouse gas emissions are a considerable challenge for our business and all those within the agri-food sector, and the challenge is 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 cattle genetics, soil health and beyond. We showcase these innovations to our producers to demonstrate the environmental and economic benefits.

We are working towards these goals by continuing our producer engagement projects and remaining open-minded to exploring new, innovative research and development projects.

Foyle Food Group strongly believes in an industry-wide approach to efforts to reduce GHG emissions in the beef sector across the UK and Ireland. In Northern Ireland, the Beef Carbon Reduction Scheme has been introduced to reduce greenhouse gas (GHG) emissions from beef farms. This scheme, launched by the Department of Agriculture, Environment and Rural Affairs (DAERA), aims to improve the efficiency of the beef sector and reduce livestock emissions. Key aspects of the scheme include reducing the age at slaughter. Over a four-year period, the maximum age at slaughter for clean finished beef animals will progressively decrease from 30 months to 26 months. Farmers receive payments for slaughtering animals at or below the target age.

Foyle Farms of Excellence is recognised as an industry leader, putting practical solutions into operation within a working farm environment. Our agricultural team are investigating innovative technologies and conducting farm-level research to assess the potential impact of such technologies on our supply base. The subsequent emissions reduction potential is demonstrated to benefit our supply base and the wider industry.

7.6% 
Reduced scope 3 emissions
from 2019 baseline



Progress To Date

- Reduced scope 3 emissions by 7.6% from 2019 baseline

We employ initiatives under three key areas of husbandry, environment and genetics, selecting appropriate technologies to deliver optimum lifetime performance of cattle within our supply chain.

These three areas work together in harmony which is essential for improving the productivity of our livestock.



Husbandry

Improving health and nutrition for optimal performance



Environment

Responsible management of grassland to improved productivity



Genetics

Improving lifetime performance of cattle in our supply chain

IMPROVING HEALTH AND NUTRITION:

Enhancing the nutritional quality of feed for optimal performance along with a core vaccination programme.

SOIL AND GRASSLAND MANAGEMENT:

Optimising soil health and fertility to reduce the demand for the artificial nitrogen fertiliser. High quality grass and silage. Adopting regenerative agricultural practices and the inclusion of more diverse swards within pastures.

Improved manure storage and handling practices to reduce methane and nitrous oxide emissions.

CATTLE BREEDING PROGRAMME:

Selecting for traits that improve productivity and lifetime performance and reduce emissions per unit of beef produced.

SOIL HEALTH
Improving soil health is a key priority for us at Foyle.

We are on a journey to learn and progress our understanding of indicators, treatments and practices which will create long-term, positive change for our soil.

70% 

Reduction in artificial nitrogen use through the implementation of Tow-and-Fert to our system.

Building on this success, we are now trialling new combinations of ingredients to promote biological activity in our soil. Currently we are creating a baseline for soil health using the Soil Mentor app which requires recording regenerative indicators. Additionally, we are completing routine soil tests to better understand the composition of our soil so we can more accurately apply treatments.

By focusing on soil health, we can achieve sustainable agricultural practices, enhance environmental quality, and contribute to long-term ecological stability.

MONIL PROJECT

Managing hill farming presents unique challenges in balancing animal efficiency with environmental stewardship. Traditional physical fences can be costly, environmentally intrusive, and require considerable manual labour.

To address this, we launched a project at our Foyle Farm in the Sperrin Mountains, County Tyrone, using Monil virtual fencing technology. In partnership with the Norwegian tech start-up Monil, we implemented their collars and app, with expert technical support throughout the process.

The results from this trial were highly positive. We demonstrated that virtual fencing technology can effectively manage grazing over expansive areas, allowing calves to graze ahead of cows on higher-quality, younger forage. The system also enabled better oversight of animal locations, and kept cows in tighter groups, contributing to improved conception rates.

By implementing sustainable grazing practices within hill farming, we can enhance biodiversity, improve soil health, sequester carbon, reduce wildfire risks, and manage water resources more effectively, contributing to overall environmental sustainability.



SUPERIOR GENETICS PROGRAMME

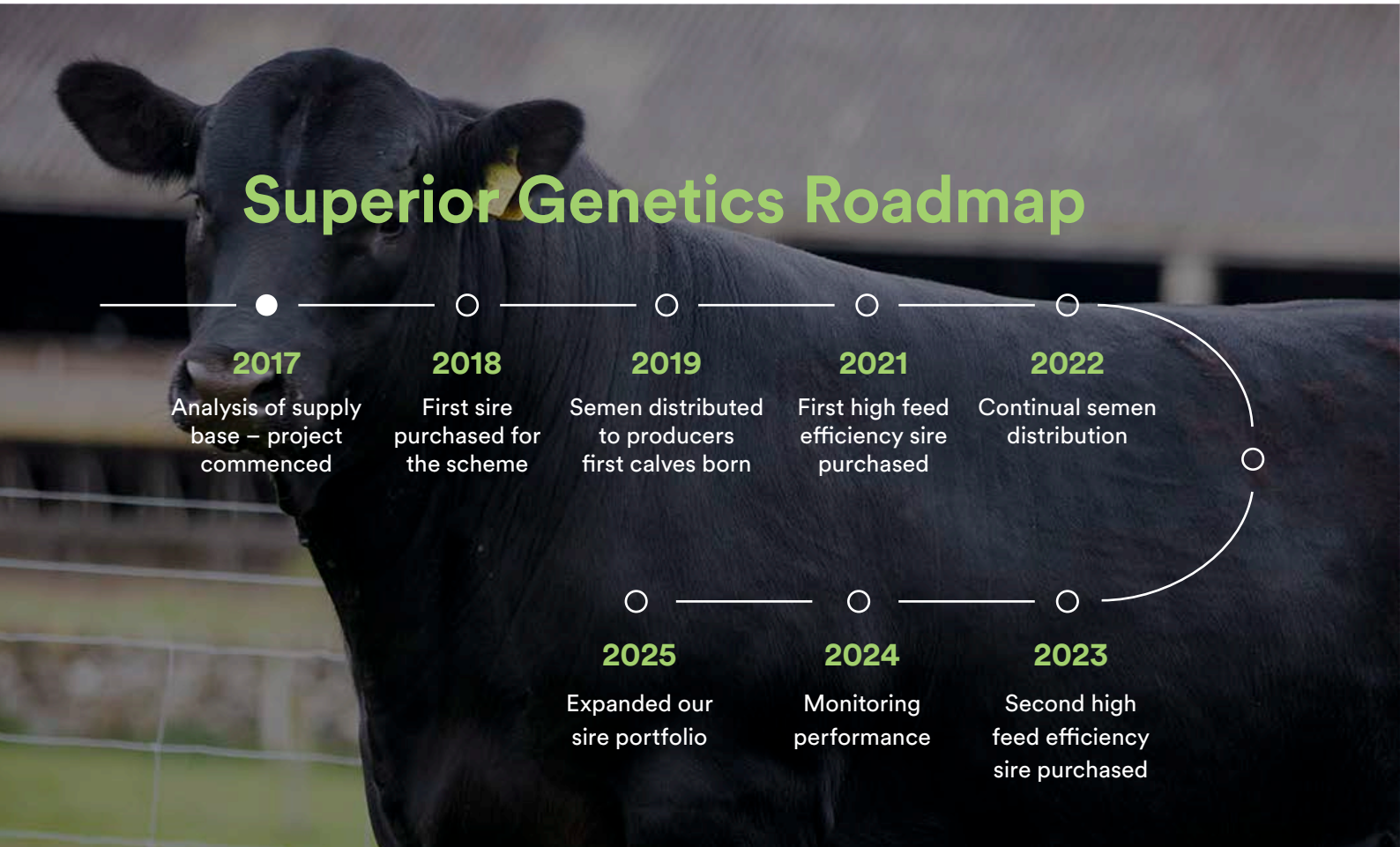
We view the development of our Superior Genetics Programme as the most significant opportunity for creating sustainable change and driving cattle performance in our supply chain.

We have already seen huge improvements in lifetime performance through selection of these top 1% sires within the Aberdeen Angus breed.

The progress and success that has been seen through the superior genetics programme has encouraged the use of better genetics throughout our supply chain.

More recently, we have begun to investigate the advantages of feed efficiency through our sire portfolio. The positive environmental impact of these breeding decisions has been made evident, with significant carbon reduction potential. Also, fewer inputs are required, yet cattle are continuously outperforming counterparts with our analysis highlighting a 40-day shorter finishing period for progeny of these sires.

Our distribution scheme acts as a key link for our producers to access these optimal genetics to witness benefits for themselves. Through continuous monitoring and data analysis we can identify top performing sires within herds and provide tailored advice to our producers to further boost performance and share knowledge.



Looking ahead to 2030

We remain firmly committed to advancing our sustainability strategy across key focus areas.

Enhancing animal welfare on supplying farms will remain a priority, supported by knowledge sharing, insights from industry leaders, and the adoption of new technologies and best practices.

Accurate data collection and analysis will be crucial for measuring progress and achieving reductions in our Scope 3 FLAG greenhouse gas emissions. By embracing innovative solutions, we can more effectively assess the environmental impact of our supply base and implement targeted improvements. Strong, collaborative relationships with our suppliers continue to be vital.

We will actively promote economically sustainable farming practices, helping to strengthen the viability of the rural economy. Through ongoing knowledge exchange and application of global insights, we aim to deliver meaningful, measurable impact throughout our supply chain.



Product

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

At Foyle we believe we have a responsibility to 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 product quality are the foundation of our business success.



Ensuring the safety and quality of our products is our top priority, helping us earn the trust of our customers and end consumers.

We are committed to exceeding regulatory requirements, maintaining the highest standards through a robust, group-wide food safety and quality strategy. Our dedicated technical teams across all sites work collaboratively to uphold best practices and drive continuous improvement.

By fostering a culture of accountability and continuous development, we ensure that food safety remains at the core of everything we do, delivering high-quality products to our customers with confidence and integrity.

FOOD SAFETY CULTURE

A strong food safety culture is embedded across our organisation and reinforced through structured initiatives. A key highlight is our annual Food Safety Week, where technical teams engage employees in understanding the critical role they play in maintaining excellence. This is complemented by quarterly site activities focused on key areas such as foreign body control, PPE compliance, and hand hygiene.

We also provide regular updates through internal communications, recognise outstanding contributions through our Food Safety Employee of the Quarter award, and drive excellence across locations with our annual Food Safety Site of the Year competition.



CHAMPIONING FOOD SAFETY
IN MEAT PROCESSING

We take pride in championing food safety in meat processing, ensuring our products not only meet but exceed the highest standard. By meticulously overseeing every step of the process, we prioritise both consumer protection and product quality. The company consistently allocates resources to ensure our facilities and equipment are maintained at the highest standards of hygienic integrity, positively impacting both our operational efficiency and customer satisfaction. We are committed to proactive problem-prevention through effective root cause analysis and a strong focus on innovation and new technology. Our dedication to best practices is demonstrated by achieving the highest grades in customer audits and maintaining a record of zero recalls or non-compliances related to food safety.

ZERO

Non-compliances with regulations
or voluntary codes concerning
food safety in 2023 & 2024

Progress To Date



- Maintain AA grading in BRC at all sites
- Consistently achieved the highest grades in customer audits
- Continued to have zero food safety, microbial or foreign body recall issues

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 minimising the risk of our food products ending up as waste.

Packaging at our sites is handled with the same rigorous efficiency standards we apply elsewhere in our operations, and any unnecessary waste is carefully reviewed by our management teams.

Quarterly reviews take place with key packaging suppliers to review optimisation and any new developments, explore possible trials on new packaging products and assess opportunities to improve further.

INNOVATING FOR QUALITY

New product development in the meat processing industry involves new butchery specifications, leveraging cutting-edge technology and innovative practices to enhance product quality and operational efficiency. Foyle is increasingly adopting automation and artificial intelligence to streamline operations, improve quality control, and meet evolving customer demands. These advancements not only help in reducing waste and ensuring food safety but also contribute to overall sustainability.

Our customers are increasingly focusing on innovative product development to meet evolving consumer preferences and enhance their market presence. By leveraging consumer insights and collaborating with suppliers, Foyle can support customers with products that cater to both health-conscious and convenience-seeking customers. Sustainable packaging and transparent sourcing are also key to the environmentally aware consumer.

OPTIMISING PACKAGING PROCESSES

Optimising operational efficiency is essential for maintaining competitiveness and reducing waste within processes. Investing in the latest machinery and equipment ensures we have highly-efficient machines that reduce energy use and minimise downtime.

In the past two years,

£2M+

Investment in packaging equipment across all sites

This investment in state-of-the-art machinery, designed to operate with greater precision, significantly reduces the risk of waste packaging and maintains our focus on reducing packaging material, which in turn improves our environmental impact.

In addition to managing equipment, the business prioritises process optimisation and diligently trains production teams in the lean manufacturing approach. For instance, training new operators in the precise selection of packaging at the bagging stations minimises the risk of packaging waste.

Every department is committed to eliminating or reducing waste, which not only enhances efficiency but also optimises the use of packaging materials. This approach leads to improved productivity and high-quality products, driving sustainable operations.

SECONDARY PACKAGING

The key mantra for packaging assessment within the site is Reduce, Reuse and Recycle. The business has demonstrated exemplary performance by increasing the recycled content in our cardboard boxes to a notable 85% in 2024, with any remaining virgin material FSC accredited. This achievement significantly mitigates our environmental impact associated with packaging.

Additionally, the business employs circular closed loop pooling systems. Reusable packaging solutions are well established with several providers and operate on a system of de-hire process at delivery locations across both the UK and Europe. The key benefit of utilising these reusable trays and bins is minimising our single use packaging and associated waste. The share and reuse model promotes a circular economy, where these secondary packaging items are reused multiple times, extending their lifecycle and reducing environmental impact.

PRIMARY PACKAGING

	2019	2024
Reusable Tonnes	0	0
Recyclable Tonnes	248	282
Compostable Tonnes	0	0
Disposable Tonnes	451	377
Total Tonnes	699	659
Average % Recycled Content	21%	17%

SECONDARY PACKAGING

	2019	2024
Reusable Tonnes	4,465	4,168
Recyclable Tonnes	1,837	1,497
Compostable Tonnes	0	0
Disposable Tonnes	0	0
Total Tonnes	6,302	5,665
Cardboard % Recycled Content	64%	85%
Cardboard % FSC / PEFC Certified	99%	100%

WRAP PLASTICS PACT

The UK Plastics Pact as a business coalition, aims to eliminate plastic waste and promote circularity in packaging. As a member we gain insights on packaging alternatives and are making changes accordingly. However, the plastics industry isn't innovating fast enough to meet our targets. We're collaborating with packaging producers but struggle to find replacements that meet food safety standards. We'll continue to review and remove plastics when suitable alternatives are available. Our approach follows the principles of circular economy whereby we 'design out waste and pollution and keep products and materials in use'. These principles align closely with our commitment to Wrap's Plastics Pact.



SUSTAINABLE REDUCTION IN SHELF-READY PACKAGING

At our Foyle Ingredients site, we are adapting our packaging to reduce plastic use in the meat industry without compromising food safety. We collaborate with customers and suppliers on alternative solutions.

In 2023 and 2024, we furthered our plastic reduction efforts for multi-pack steak trays, achieving an additional annual reduction of 3 tonnes of plastic.

Mince is typically packaged in hard plastic trays covered with a plastic film. In 2024 we started vacuum-packing beef mince for a retailer reduce plastic usage.

Switching to vacuum-packed beef mince benefits the environment by using significantly less plastic. The more compact packaging design reduces transportation needs and utilises easier-to-recycle materials, all contributing to a meaningful reduction in our carbon footprint. Additionally, we are exploring similar initiatives for other product lines to further enhance our sustainability efforts.

Progress To Date

- Advanced the commitments of the UK Plastic Pacts
- 12% less primary packaging purchased per tonne of shelf-ready product



Responsible Sourcing

We recognise the importance of understanding and mitigating the social and environmental impacts of our operations and those of our suppliers.



As an organisation with robust food safety, ethical trading, and environmental credentials, we are dedicated to extending these standards beyond our own facilities across the value chain.

We acknowledge that our suppliers operate as independent businesses, and we endeavour to foster and enhance partnerships grounded in transparency, collaboration, and mutual respect.

Additionally, we place a strong emphasis on sustainability, ensuring that our partnerships contribute to environmentally responsible practices throughout the value chain.

We integrate technology into our processes, driving continuous improvement and efficiency in our sourcing practices. A key element of our sourcing policy is the adherence of our suppliers to the Ethical Trading Initiative (ETI) base code. Through this compliance, we ensure that our value chain is free from any negative social impacts.

We work closely with our suppliers to uphold these standards, conducting regular audits and providing support to improve their practices.

By prioritising responsible sourcing, we aim to contribute positively to the communities we operate in and ensure the long-term sustainability of our supply chain.

Furthermore, by effectively engaging with customers through transparent communications and regular updates on our sustainability initiatives, we demonstrate the impact of our responsible sourcing strategies. This approach not only fosters a more sustainable and ethical value chain but also strengthens customer relationships and builds trust through our commitment to environmental responsibility.

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 2024

0% of suppliers identified as having social impacts following improvements agreed in 2024

0% of suppliers identified as having negative social impacts where relationship was terminated in 2024



Progress To Date

- 100% supplier compliance on approval audit
- In 2024, our senior team presented on four key sustainability areas at stakeholder events
- Reduction of nuisance plastics in procurement

Marketplace Responsibility

We are committed to providing the finest beef to our customers.



As a leading beef processor in the UK and Ireland, we recognise the significant resources required for food production and are committed to reducing waste while promoting healthier food choices.

We actively support initiatives such as WRAP’s Love Food Hate Waste Programme and the UN Sustainable Development Goals, particularly Goal 2: Zero Hunger and Goal 12: Responsible Consumption and Production.

Our commitment is reflected in targeted programmes on consumer food waste and healthy eating. We ensure our products provide clear, transparent on-pack information to empower consumers to make informed choices.

UPHOLDING MARKETPLACE RESPONSIBILITY THROUGH GLOBAL ENGAGEMENT

Our commitment to marketplace responsibility extends beyond our operations, as we actively engage in global industry events to uphold the highest standards. Over the past two years, we have attended approximately 20 trade shows and missions worldwide, strengthening relationships, showcasing our products, and staying ahead of industry trends.

Additionally, our participation in key state dinners and trade missions has reinforced our role as a trusted and responsible partner in the global food supply chain. These engagements allow us to advocate for sustainable practices, foster collaboration, and ensure we continue to deliver the highest quality products that meet the evolving demands of the marketplace.

By remaining actively involved on a global stage, we not only uphold our values but help drive positive change across the wider food sector.

FOYLE DONEGAL: LEADING THE WAY IN RESPONSIBLE BUSINESS

Foyle Donegal has been recognised as a leader in responsible business practices through its consistent achievement of Origin Green Gold Membership over the past three years (2022, 2023, and 2024).

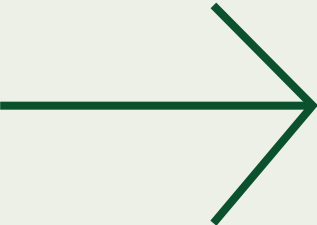
This prestigious accreditation highlights exceptional performance in areas including supplier sustainability initiatives, packaging, waste management, employee well-being, community engagement, energy and emissions efficiency, and water management.

Additionally, our efforts have received significant industry acknowledgment. In 2024, we attained Platinum Level for the fifth consecutive year in the Northern Ireland Environmental Benchmarking Survey. In 2023, we were honoured with the Agri-Food Initiative of the Year at the All-Ireland Sustainability Awards. Previously, in 2022, Foyle was awarded "The One to Watch Award" at the Business in the Community Northern Ireland Responsible Business Awards and was named a finalist in the Responsible Business category in 2024. These achievements reflect our continued dedication to sustainability and ethical business practices in the marketplace.



Progress To Date

- All packaging contains accurate storage and recycling instructions
- Regular promotion of natural health benefits of beef
- Nutritional content and advice on consumer products



Looking ahead to 2030

We commit to operating to the highest global standards and remain dedicated to our marketplace responsibility, ensuring a proactive and future-focused approach to delivering ethical and sustainable products across the value chain.

Finding solutions to sustainable packaging materials will remain a key focus for us as we look to 2030 and seek to build on our efforts to date. Reducing waste and minimising the impact of the packaging materials we use will continue as goals alongside ensuring our product is the safest, best and highest it can be, with a lower negative impact than it has today. We will continue to engage in collaborative efforts with our supply chain partners to address sustainability challenges.



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

 <p>2 ZERO HUNGER</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>6 CLEAN WATER AND SANITATION</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	 <p>13 CLIMATE ACTION</p>	 <p>14 LIFE BELOW WATER</p>	 <p>15 LIFE ON LAND</p>

Resource Efficiency

At Foyle, our commitment to efficient resource management and minimising our environmental footprint is an integral component of our operational processes.



The transition to LED lighting has saved the equivalent of the annual energy used by 237 UK households

All Foyle Food Group sites consistently demonstrate a commitment to minimising environmental impact and optimising resource utilisation.

This is managed within the international frameworks of the ISO 14001 Environmental Management Standard and the ISO 50001 Energy Management Standard, ensuring both effectiveness and relevance. The drive to plan for and achieve net zero by 2050 has further amplified the importance of these standards.

To ensure transparency, the business set Science-Based Targets in 2020 in partnership with The Carbon Trust, measuring and reporting our Scope 1, 2, and 3 emissions. These findings were integrated into our Sustainability Strategy (2020–2025), enabling us to establish clear objectives and continue reducing emissions while embedding sustainable practices across our business.

Initially, Foyle’s carbon reduction targets followed a well-below 2°C pathway. However, in 2024, we increased our ambition to align with the 1.5°C pathway, committing to Net Zero by 2050.



In 2022, we implemented a renewable electricity policy, alongside annual opportunity assessments to identify and manage energy reduction initiatives. One such initiative was the transition to LED lighting across all factories, delivering significant efficiency gains estimated at over 640 MWh per year saved.



Resource efficiency remains a priority across all site operations.

We employ automatic monitoring and data reporting to track progress against agreed targets, ensuring we continually optimise energy use and minimise environmental impact. The significant energy users at production sites include the refrigeration systems.

The detailed integrated energy management system highlights that the departmental energy consumption has reduced while the refrigeration systems over time have become less efficient.

To achieve significant impact, future investment is essential, and strategic plans have been established for the coming years.

Major sustainability investments in 2024 include a £3 million refrigeration system upgrade at Foyle Campsie, incorporating a heat recovery system that delivered a 10% reduction in electricity consumption.



FOSTERING RESPONSIBLE ENERGY MANAGEMENT PRACTICES

Through this comprehensive metering and monitoring, the Group Environmental Co-Ordinator and site team identify areas for energy-saving improvements.

They then communicate these opportunities to operatives on the factory floor, emphasising the critical importance of energy reductions. This process involves detailed analysis of energy consumption patterns, pinpointing inefficiencies, and proposing actionable solutions. For example, implementing smart lighting systems can significantly reduce energy consumption; upgrading to energy-efficient systems with advanced sensors and controls can reduce energy use, additionally, installing variable frequency drives to regulate the speed and torque of electric motors can lead to substantial energy saving. Using visual management tools on the factory floor informs teams about performance metrics and provides reminders to operators to turn off equipment during break times.

Employee engagement is crucial in this process. Regular training sessions educate staff on energy-saving practices and the importance of energy management.

Annually, we host an Environmental Week to engage employees, raise awareness on various topics, and communicate progress on our sustainability strategy. During this week, employees partake in activities designed to promote environmental stewardship and reinforce our commitment to sustainability. Encouraging feedback and suggestions from employees helps identify additional areas for improvement and promotes a sense of ownership over energy-saving initiatives.

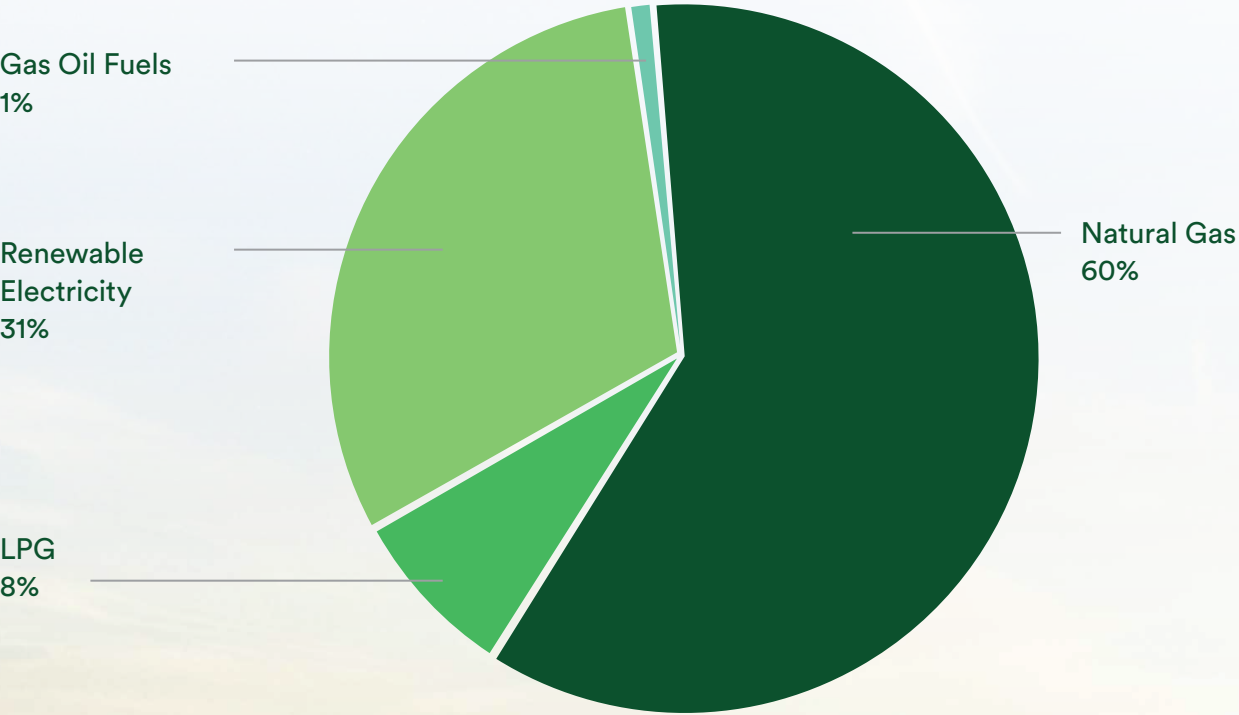
By conveying the significance of these actions, the site team fosters a culture of energy awareness and responsibility among all employees, ensuring that everyone is aligned with the company's sustainability goals. These combined efforts have all contributed to this 26% emissions reduction in scope 1 and 2 Emissions.

Scope 1 & 2 emissions reduced by:

26%



FOYLE ENERGY BREAKDOWN MWH (2024)



EMISSIONS REDUCTION ACROSS THE VALUE CHAIN

By thoroughly understanding our carbon footprint, we aim to enhance operational efficiency and contribute positively to climate change mitigation efforts. Recognising the impacts of both our own operations and those in our value chain is a crucial first step in planning a reduction pathway. This understanding has spurred innovation within the business, leading to investments in on-site energy generation and resource-efficient processes across all locations. Strategically reviewing the value chain and our overall carbon footprint enables us to drive continuous improvement and adopt sustainable practices at every stage in that chain. Additionally, it helps identify risks associated with climate change, such as supply chain disruptions and resource scarcity, allowing for better strategic planning and risk mitigation.

Effective data management plays a key role in tracking our progress and identifying areas for improvement. As part of the annual carbon footprinting review for our value chain, we request data from key tier 1 suppliers to capture accurate information, which we then review to target key areas for improvement on our carbon emissions reduction pathway.

Further collaboration to reduce emissions across the value chain will continue as we progress into the next phase of our sustainability journey, striving to meet our 2030 goals.

ENERGY AND CARBON EMISSION REDUCTION

	2019	2020	2021
Energy Usage	81,628	84,709	75,251
Energy Intensity	0.88	0.9	0.85
Scope 1 & 2 Emissions	18,981	18,128	17,239
Scope 3 Emissions	2,233,260	2,243,216	2,077,214
GHG Emissions Intensity Product (Scopes 1-2)	0.21	0.19	0.19
GHG Emissions Intensity Product (Scopes 1-3)	24.34	24.15	23.63

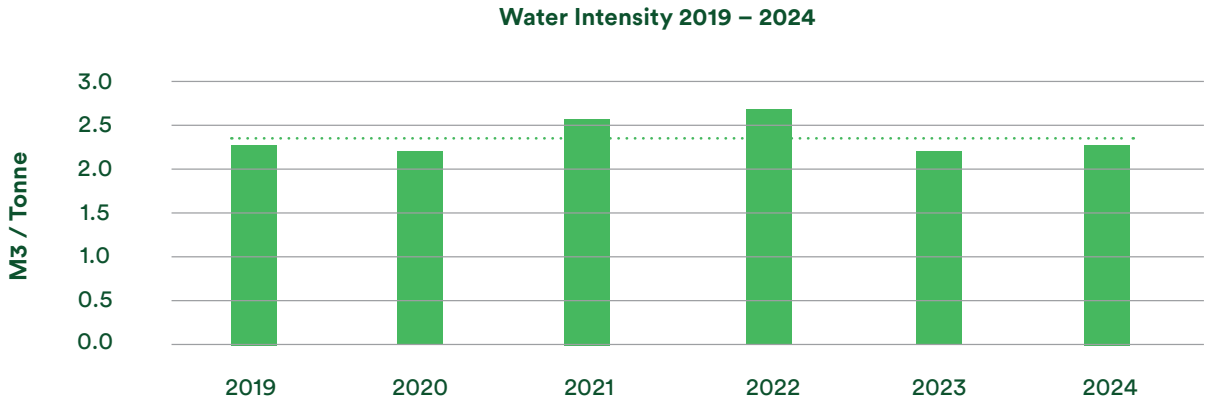
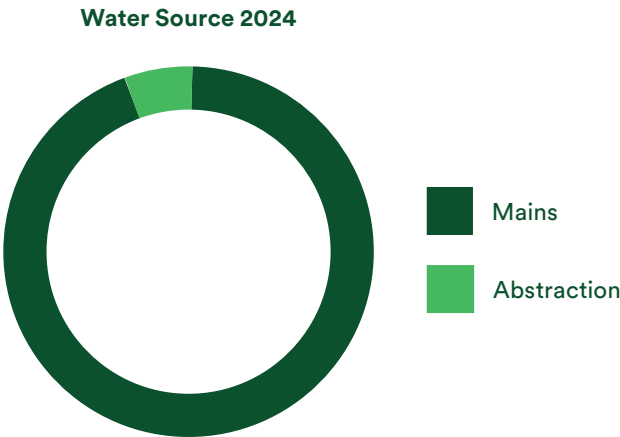
	2022	2023	2024	Unit
	77,109	80,776	86,851	MWh
	0.81	0.91	0.93	MWh per Tonne
	14,238	13,854	14,131	tCO2e
	2,210,728	1,911,909	2,064,141	tCO2e
	0.15	0.15	0.15	tCO2e
	23.50	21.60	22.30	tCO2e

WATER MANAGEMENT

In the meat industry, water is essential for ensuring the safety and quality of our products. It plays a critical role in hygiene and cleaning processes across all sites, thereby maintaining stringent food safety standards. Since 2010, we have safeguarded this natural resource through effective water management and real-time metering systems at all sites. This advanced system tracks production, cleaning, and non-production hours, with targets and alerts for exceeded tolerances or detected leaks. This ensures quick, decisive responses for responsible resource management. Measurement and monitoring of water consumption has been embedded into processes across all departments, furthermore, machinery and equipment are routinely inspected. Nozzles are aerated to conserve water, and automatic handwashing timers are installed to minimise wasting water unnecessarily.

Our water consumption has been relatively stable over the last 5 years and upholding these rigorous standards has significantly minimised our environmental footprint. Ambitious water reduction targets were established in 2020, and over the last five-year period, comprehensive studies and analyses were conducted. Water mapping exercises focused on efficiencies and usage revealed that our production facilities already employ the best available techniques.

Consequently, further reduction in water use would only be achievable through the implementation of new, innovative technologies. Potential challenges include the high costs associated with developing and integrating these technologies. We expect our water consumption per tonne produced to remain constant. We are dedicated to enhancing awareness of effective water management practices at our facilities and are committed to pursuing innovative solutions to further reduce our environmental impact. Implementation of rainwater harvesting is in operation to reduce water usage in non-potable areas like lairages and yards, we believe capturing rooftop rainwater is the first step towards further innovation in this area.



WASTE

The business ethos of continuous improvement and understanding value for customers is a key principle in the prevention of waste.

All waste streams are managed at site level through the ISO 14001 standard, and this involves several key members of staff. At group level this standard is managed by the Group Environmental Co-ordinator, who also facilitates internal audits, assessments for ongoing improvement projects and liaises with waste service providers. In 2024, we completed site assessments with our waste service providers to ensure best practice and optimisation for recycling.

Managing general waste effectively involves implementing practices to minimise waste generation and maximise recycling efforts.

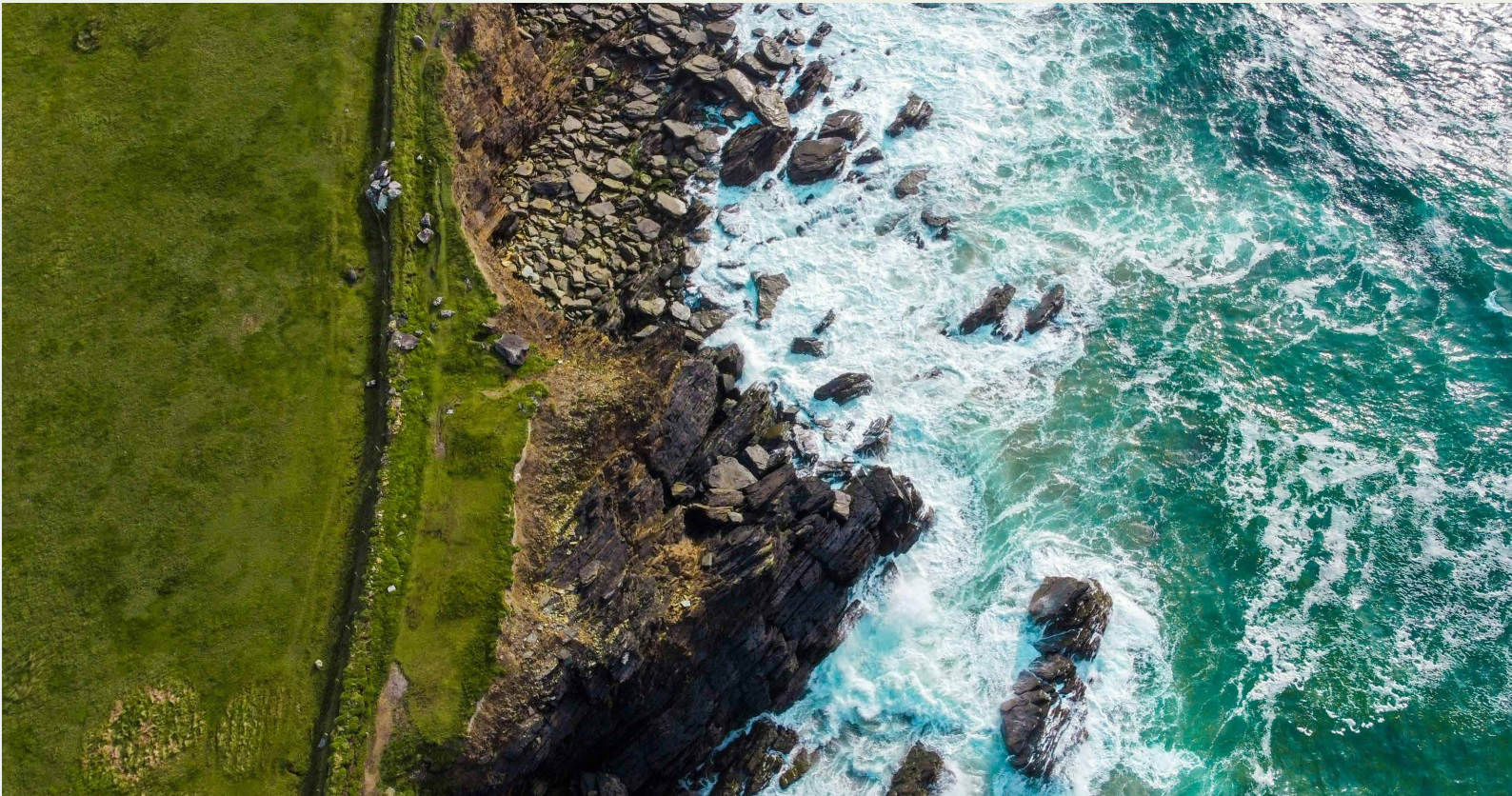
Waste segregation has been a key focus within production areas, ensuring that recyclable materials such as cardboard, plastics, and metals are separated from non-recyclable waste. By enhancing awareness and actively promoting recycling initiatives, we have successfully increased recycling rates at most of our sites.

We reviewed our waste services to improve recycling practices and efficiency in

2024

35%

Recycling Rate



FOOD WASTE

As signatories of WRAP’s Food Waste Roadmap, we follow the EU Food Waste Hierarchy, and we apply this approach to our food waste prevention. Our approach minimises the risk of generating food waste during processing.

All food grade items remain in the food chain. The largest share of meat waste occurs at the consumption stage. We actively support awareness campaigns such as "Love Food Hate Waste" to address this issue.

Our commitment extends to assisting our employees and engaging with consumers who follow us on social media, aiming to reduce their food waste effectively.



Progress To Date

- 26% reduction in Scope 1 and 2 emissions
- Stable water consumption

Circular Economy

Our goal is to maximise efficiency and sustainability by utilising every part of the animal.



All edible parts of the animal are used for human consumption and inedible by-products also create value, reducing waste and promoting environmentally responsible practices.

In alignment with the principles of a Circular Economy, comprehensive targets are established across all divisions of the business. These targets are designed to minimise waste by implementing practices to significantly reduce waste generation at every stage of the production process, procure sustainable materials by sourcing environmentally friendly and sustainable resources, and maximise resources by achieving full utilisation of the beef carcass, ensuring that no part goes to waste.

Additionally, systems are developed to efficiently circulate by-products within the production cycle, transforming them into valuable commodities, and there is a focus on enhancing resource efficiency to ensure that all inputs are used to their maximum potential with minimal waste. We analyse both our input and output resources to design out waste, keep products and materials in use and regenerate natural systems.

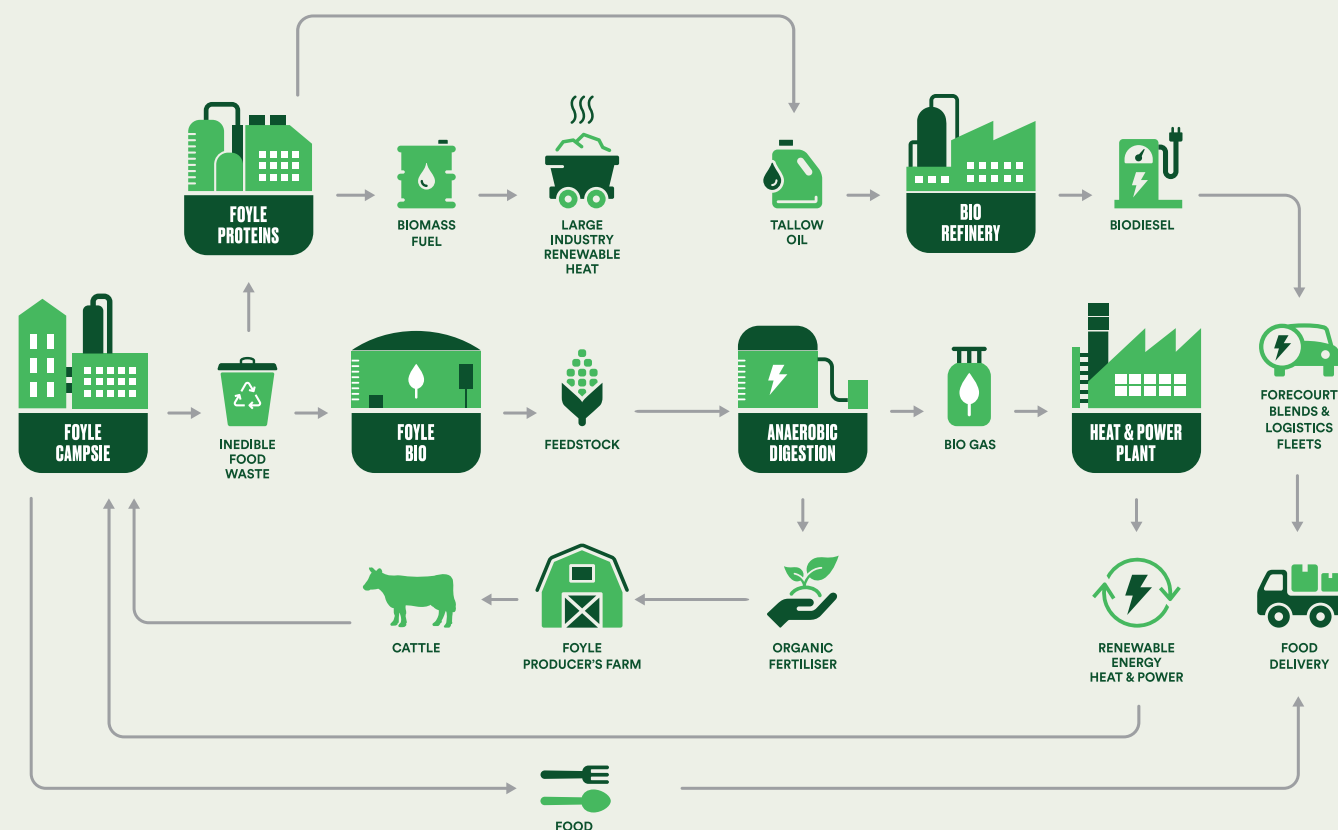
We have a zero waste to landfill policy in place since 2015.

By adhering to these principles, the business not only contributes to environmental sustainability but also enhances operational efficiency.

SUSTAINABLE BY-PRODUCT MANAGEMENT

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 by-product materials into further products, enhancing the circular economy approach within the overall business and, crucially, further reducing the overall environmental impact. These processes are meticulously structured and managed to ensure regulatory compliance and to maximise the value derived from by-products. This involves integrating sustainable practices of by-product management which transforms bio-residuals into biodiesel, biogas for green energy production and a further by-product of organic fertiliser for the land.

Our anaerobic digestion facility utilises by-product materials from our factories to make biogas. We then burn this biogas as a renewable fuel to generate electricity for our Foyle Campsie site. Once these by-products are processed, a solid biomaterial remains in the tank.



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7%

**Improvement in efficiency from
heat recovery system integration**

MANAGING SINGLE-USE CONSUMABLES IN PRODUCTION

Managing single-use consumables in production requires a strategic approach to minimise waste and optimise resource efficiency. Foyle has implemented a centralised data management system for tracking these inventory items by department to ensure accurate data and streamlined management, ensuring these items are used efficiently. Regular system audits are performed to monitor inventory levels, prevent overstocking and stockouts and the intelligent software provides forecasting, analysis and reporting to enhance efficiencies. Our approach covers all aspects of consumables management including procurement, usage and disposal. With increased emphasis in this area, we have successfully reduced wastage, leading to a decrease in the use of single-use consumables.

HEAT RECOVERY

Our focus on resource efficiency and innovation has led us to prioritise the recovery of waste heat from our energy-intensive chilling and freezing systems. We evaluated existing technologies for waste heat recovery, aiming to achieve maximum energy efficiency, reliability, practicality, balanced capacity, low maintenance, and both economic and performance advantages. We introduced a heat recovery system at Foyle Campsie in 2024 to assess the benefits.

Heat recovery from a refrigeration plant involves capturing and utilising the waste heat generated during the refrigeration cycle. During refrigeration, heat is absorbed by the refrigerant in the evaporator and then released in the condenser. Instead of this heat dissipating to the environment, it is captured, and the heat exchanger transfers the captured heat from the refrigerant and preheats the incoming water to the boiler using a closed water loop system. Our factories require water temperatures of 82°C for sterilisation processes. By integrating this heat recovery system, the site has conserved energy required to heat water and improved overall efficiency.

Progress To Date

- 20% increase in waste to energy generation
- Heat recovery implementation at Campsie
- Centralised data management system in place for consumables

Biodiversity

Nurturing Nature: Protecting Soil, Water, and Biodiversity



LOCAL BIODIVERSITY

The business has committed to enhancing biodiversity across all of our sites where possible and to promote regenerative agriculture practices to our supplying farmers.

We also support community-based nature projects and we share these actions with our stakeholders to increase communications on this vital topic and to support ecosystems to flourish and wildlife to prosper.

Identification of supply chain risks has provided information on the key priorities for the business to focus on in the immediate future, with a commitment to adapt as required to address further risks that emerge. Strategically, the business has partnered with several organisations to support and develop appropriate actions under expert guidance. This includes initiatives with RSPB. We are signatories of the UK Soy Manifesto, the All-Ireland Pollinator Plan and joined the Business for Biodiversity Ireland.

Completed initiatives to date include:

the introduction of a small native wildflower garden, over 90 native trees planted at our head office site and a further small cluster of trees planted in a paddock at Foyle Campsie.

We have limited space to enhance biodiversity at our factories. As an agri-food business, we believe farms are where we can make the greatest difference, protecting pollinators. Farmland is a crucial habitat for bees and insects and so we support farmers by promoting pollinator-friendly and regenerative practices that enhance ecosystems and biodiversity while maintaining high yields.

In supporting RSPB's nature plan, Foyle has provided nesting boxes to farmers to help overcome the decline of tree sparrows and kestrels in NI. We also provided volunteers for a local nettle dig to provide vast areas of nettle coverage for the corncrake on Rathlin Island.

Other actions include raising awareness in the supply chain with both farmers and customers.

RESPONSIBLE
SOURCING
OF CARDBOARD
PACKAGING

Our cardboard boxes consist of

85%

recycled content with
the remaining

15%

of the virgin material being

100%

sourced from FSC/PEFC forests.



Progress To Date

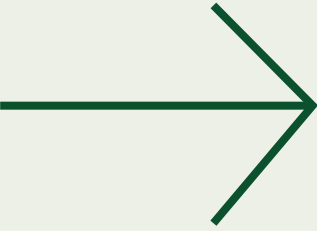
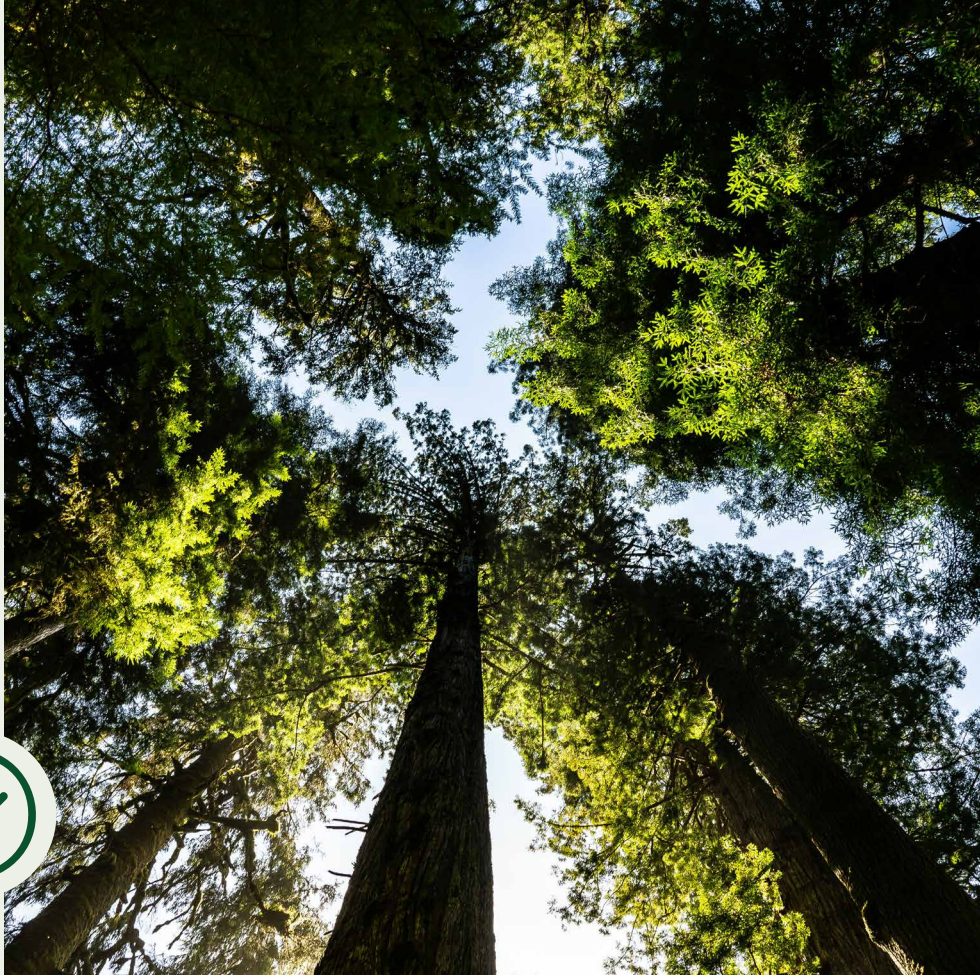
- Taking action to reduce deforestation across our supply chain
- Engaging with 100% suppliers to encourage biodiversity on farm
- Two spaces developed for nature and biodiversity on Foyle sites



SUSTAINABLE SOY

Foyle Food Group is committed
to responsibly sourcing soy
in our supply chain.

Although soy is a small part of cattle diets, it can harm biodiversity if sourced from deforested regions. Identifying harmful soy is challenging, so collective industry action is needed. As a signatory of The UK Soy Manifesto, we align with the goal and commitment to sourcing 100% deforestation-free and conversion-free soy by the end of 2025.



Looking
ahead to 2030

We commit to carbon reduction in our own operations and our value chain, promoting circular economy by designing waste out of our operations and restoring ecosystems and biodiversity, as well as continuing the long-term goal of reaching net-zero emissions.

Sustainable collaborations and innovations will be integral to the next phase of our journey to achieve the ambitious targets set for 2030.

This strategy will require a unified effort to reduce emissions across all our factories by investing in advanced technologies to further enhance energy efficiency and accelerate our progress towards a more sustainable food system.



People

At Foyle Food Group, we know that sustainability is not just about environmental targets—it’s about people. Our teams across the business have embraced change, demonstrating dedication, resilience, and a drive for sustainable progress.

Their collective effort is what make these achievements possible. Our people are the heart of our business, driving our success and shaping our future.

In this section

Employee Well-being & Development

Diversity & Inclusion

Ethical Trading

Local Communities

UN Sustainable Development Goals



Employee Development & Well-being

Our people are integral to our success, driving the progress and performance of Foyle Food Group. Their well-being and development remain a strategic priority, underpinning our commitment to a supportive and high-performing workplace.



We continue to invest in skills development and training while also enhancing initiatives that support both the physical and mental health of our employees.

Our HR teams work closely with staff across all sites to ensure their well-being needs are met, including annual medical health checks and access to mental health support.

We continued to retain our ‘Investor in People’ status, reaffirming our commitment to continuous improvement in workplace standards. Additionally, we are proud to have maintained this International Standard for over 25 years, reflecting our long-standing dedication to excellence in people management.

EMPLOYEE BENEFITS

All Foyle Food Group employees are directly employed by us, ensuring full job security and protection. We do not employ staff through agencies, reinforcing our commitment to fair employment and workforce stability.

We offer all staff a comprehensive benefits package, including competitive remuneration, pension contributions, life assurance, an attendance bonus, annual medical assessments, 28 days of paid leave, parental leave, and a range of additional perks. These include a subsidised canteen, free parking, discounted gym membership, access to our cycle-to-work scheme, and BHN Extras High Street Discount – providing savings on a variety of retailers.

OCCUPATIONAL HEALTH

Health Engagement
Trends (2023–2024)

Strong growth in medical assessments, fewer referral needs.



2023 > 1,623 Medicals
2024 > 1,766 Medicals



2023 > 49 Referrals
2024 > 38 Referrals

Medicals increased by 8.8%, while referrals decreased by 22% year-on-year.

Our on-site occupational health service, led by our dedicated Occupational Health Nurse, provides comprehensive support to all employees. We offer confidential pre-employment and annual medical assessments, with referrals to an Occupational Health Doctor when additional support or guidance is required.

Occupational health evaluations play a key role in identifying and implementing remedial action plans following annual medical assessments.

These evaluations serve two primary purposes:

- A) To ensure that workplace conditions and job-related activities do not negatively impact employee health.
- B) To provide employees with personalised health information and guidance on maintaining a healthier lifestyle.



STAFF TURNOVER

Staff Turnover	2019	2020	2021	2022	2023	2024
Over 3 months	2.67%	2.23%	2.29%	2.54%	1.72%	1.35%

Staff turnover is calculated based on those leaving after three months' service, as they are key to our workforce. Staff turnover remained well below our target of 3% in the last two years and, over the period of this strategy, has consistently declined year on year.

HEALTH & SAFETY

At Foyle Food Group, the health, safety, and well-being of our employees remains a top priority. With the appointment of our new Group Health & Safety Manager in early 2024, we have strengthened our commitment to creating a safe and supportive workplace.

To drive continuous improvement, we launched a comprehensive Health & Safety Roadmap and Well-being Strategy in late 2024, designed to build a sustainable safety culture across all our sites.



Safety First, Wellbeing Always.

Key initiatives include:

Enhanced governance and oversight – with structured monthly site safety meetings and a formal Board/Management review of health & safety performance.

Stronger risk management – through improved site audits, near-miss reporting stations, and the introduction of a Safety Observations Audit Programme.

Improved communication – including new Safety Alerts to share lessons learned from reportable accidents and the rollout of key safety metrics on digital displays across sites.

Well-being at Work Programme – providing employees with resources and support for both physical and mental health.

ISO 45001 Certification – reinforcing our commitment to the highest safety standards with accreditation taking place in 2025 across all sites.

We continue to invest in a proactive safety culture where employees are encouraged and supported to take ownership of their health, safety, and well-being. Through continuous engagement, training, and transparent communication, we are committed to fostering a workplace free from injury and ill-health.

FOYLE CONNECT APP

Following feedback from our 2020 employee survey, improving communication emerged as a top priority. In response, we launched Foyle Connect, our user-friendly employee app that has transformed how we engage with our workforce. Designed to empower employees, Foyle Connect provides seamless access to vital information, from viewing payslips and booking holidays to staying up to date with daily site news. Widely adopted across the business, the app has become an essential tool for all employees, offering a central hub for well-being support, health benefits, HR resources, and critical operational updates on areas like food safety and continuous improvement. By putting key resources at their fingertips, Foyle Connect not only supports our employees but also fosters a culture of transparency and collaboration throughout the organisation.

1,195
employees logged
in (85%) during the
year 2024



APPRENTICESHIPS AND GRADUATE SCHEMES

Shaping Tomorrow's leaders, Today

16 

New graduates welcomed across 2023 and 2024

At Foyle Food Group, we are committed to developing leaders and providing growth opportunities. Our Graduate Development Programme continues to evolve, with nine graduates in our 2023 Programme and seven in our 2024 Programme. This initiative spans all functions of the business and is designed to identify and develop future leaders within our industry.

We also remain dedicated to delivering Level 2 and 3 apprenticeship training across our sites in Northern Ireland. With over 110 employees taking advantage of these opportunities in 2023/'24, we are proud that more than 80% of eligible staff have now completed their Level 2 training qualifications. This investment in skills development ensures we continue to build a strong, skilled workforce ready for the future.



Wilson Marshall
Agriculture Technology
Specialist Graduate

"In June 2023, I joined Foyle Food Group as part of the Agriculture Graduate Programme.

No two days are the same at Foyle and I have enjoyed a varied role covering farm liaison, customer-facing activities and agriculture research projects.

Coming from an agricultural background, it was great to gain exposure to the factory floor and develop an understanding of the processes post-farm. I learned how important it is for cattle to meet target specifications to maintain high levels of efficiency and the cruciality of animal welfare antemortem.

I have also been extensively involved in data management for the Foyle Farms of Excellence, which has included physical and financial performance monitoring. Furthermore, I have had the chance to provide some cover for the procurement team, which has further strengthened my relationship with our farmer producer group.

As I transition into my role as Agriculture Technology Specialist, I'm excited to drive innovation and sustainability in the agriculture sector."

EMPLOYEE TRAINING

We are dedicated to continuously developing the exceptional skills within our organisation. Our site trainers play a key role from the very start, engaging with new employees during their induction and providing thorough training and guidance. Each new team member receives personalised, one-on-one development support until they are confident and capable of working independently.

To further expand our employees' expertise, we collaborate with external training providers to offer specialised programmes in areas such as engineering, safety, IT, and technical skills. In addition, our bespoke Foyle Learning Centre LMS provides desktop users with access to a wide range of courses, supporting continuous learning and professional growth. Each site has its own training matrix, enabling us to track progress and focus on targeted areas for development. This ensures we build a highly skilled, versatile workforce and gives our employees the tools and opportunities they need to grow and thrive.

£2M+

Investment in training across the group

EMPLOYEE SURVEY

In 2023, we launched our inaugural employee survey through Foyle Connect, our dedicated employee app. The survey aimed to gather insights on how our employees felt about various aspects of the company, including communication, teamwork, food safety, and sustainability.

The feedback received highlighted key areas for improvement, particularly in expanding our training programmes and offering more opportunities for skills development.

As Foyle Connect continues to grow in use across all sites, we plan to build on this momentum in 2025, using the app to further engage employees, encourage continuous feedback, and address areas for improvement in real time. This ongoing process will play a crucial role in shaping the future of our workplace and ensuring that our staff feel heard and supported.

88%

Believe "Foyle Food Group is a diverse/equal opportunities employer"

97%

Believe "the company takes reasonable steps to keep me safe at work"

Progress To Date



- Defined a clear vision and strategy for employee well-being
- Continued development of health and safety programmes
- Annual employee survey completed
- Maintain workforce numbers

Diversity & Inclusion

By continually reviewing and enhancing our policies and practices in line with the latest guidance from organisations like ‘Stronger Together’ and independent ethical audits aligned with the Ethical Trading Initiative, we prioritise diversity and inclusion in all our business decisions.



At Foyle Food Group, we maintain a strict zero-tolerance policy regarding discrimination, harassment, or bullying.

As Advanced Business Partners with ‘Stronger Together’, a not-for-profit organisation dedicated to responsible recruitment, fair work, and tackling labour exploitation, we benefit from their expert training, resources, and collaborative programmes. This partnership ensures we remain at the forefront of ethical business practices, continually improving the way we operate.

RECRUITMENT EXCELLENCE: DRIVING STRATEGIC GROWTH

In 2023 and 2024, Foyle Food Group continued its global recruitment efforts to source skilled staff for our facilities. With low unemployment rates in the UK and Ireland and the challenges posed by Brexit on the movement of workers across Europe, the Group successfully utilised Skilled Work Permits to attract over 300 skilled migrant workers from the Philippines, Nepal, Brazil, and India. Our HR Management team fully supported this international recruitment initiative, ensuring that robust safeguarding practices were applied throughout the process—from selecting skilled candidates to managing permits, visas, medicals, travel arrangements, and securing suitable accommodation for workers in the UK and Ireland.

A stable, fully staffed workforce has enabled us to enhance staff training programmes, unlocking the potential of individuals and creating multiskilling opportunities. This approach has ensured the consistent delivery of high-quality products to our global customer base, meeting exacting standards.

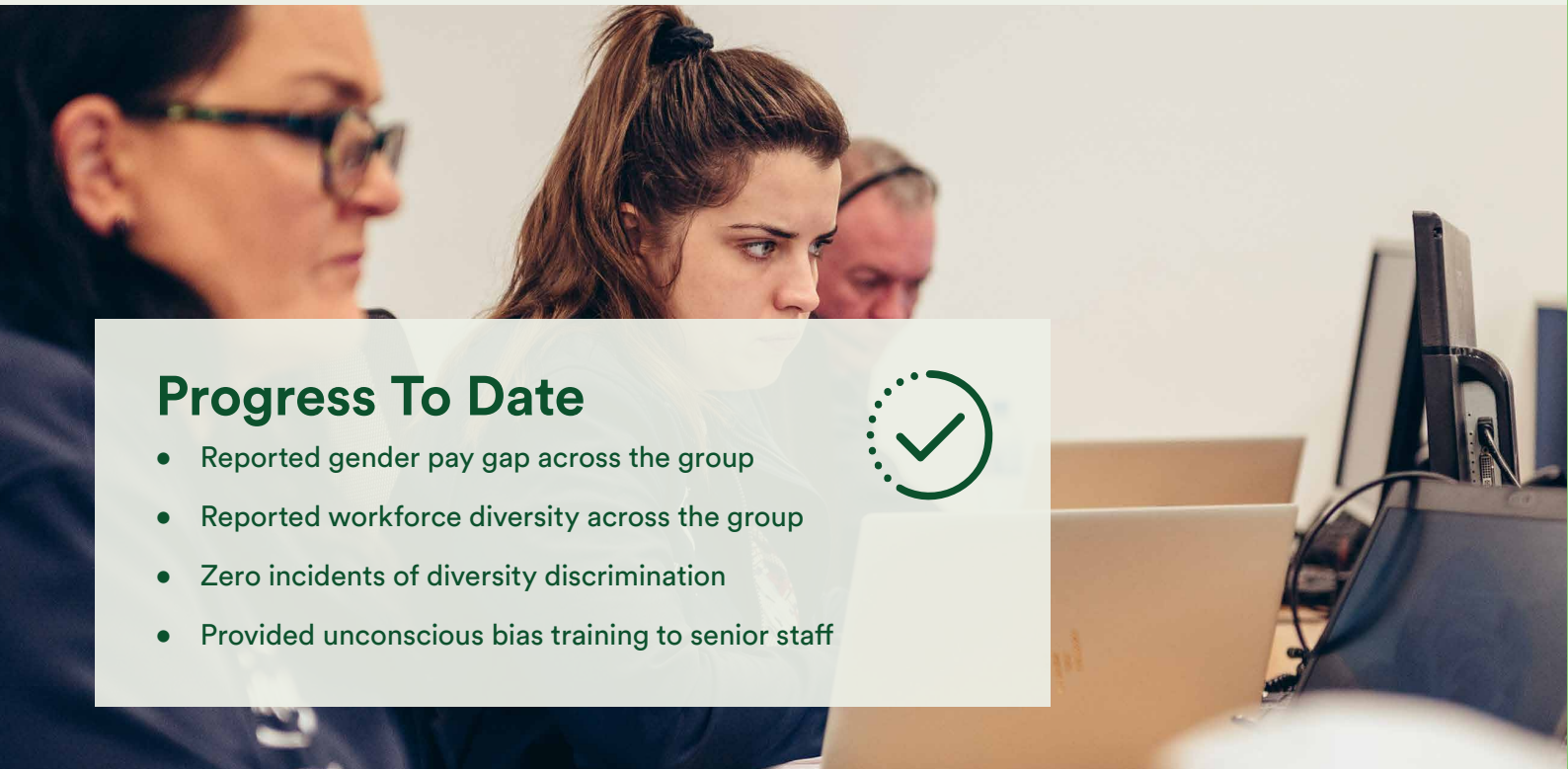
We remain committed to increasing the representation of female operatives within our production areas. In 2023 and 2024, we provided full support to our migrant workforce by helping to secure over 80 dependent visas, enabling workers’ families to join them in the UK, while simultaneously creating additional employment opportunities. Our HR team also continues to engage with local schools and colleges by attending and facilitating career fairs to promote the food processing industry. Furthermore, we are actively involved in the development of ‘FEED’, a new initiative in Northern Ireland, collaborating with all sectors of the food processing industry to strengthen our collective voice and highlight career opportunities within the sector to both careers teachers and parents.



DIVERSITY PROFILE

	2019	2022	2024
Gender Balance % (all Employees)	m 82% / f 18 %	m 83% / f 17%	m 84% / f 16 %
Gender Balance % (Board of Directors)	m 86% / f 14%	m 63% / f 37%	m 87% / f 13%
Gender Balance % (Management roles)	m 72% / f 28%	m 65% / f 35%	m 72% / f 28%
Gender Balance % (Operative roles)	m 83% / f 17%	m 84% / f 16%	m 85% / f 15%
Nationality %	British/Irish 57% Euro 38% Non-Euro 5%	British/Irish 53% Euro 18% Non-Euro 29%	British/Irish 43% Euro 13% Non-Euro 44%
Age Groups %	17–30: 35% 31–40: 27% 41–50: 22% 51–60: 14% 61+: 2%	17–30: 37% 31–40: 28% 41–50: 22% 51–60: 12% 61+: 1%	17–30: 37% 31–40: 28% 41–50: 22% 51–60: 12% 61+: 1%
Gender Pay Gap			
Gender Pay GB Sites	1.0	1.0	1.0

*No significant fluctuations of staff numbers occurred during the two-year period covered by this report.
This represents all employees of Foyle Food Group. All are in full-time and permanent roles and we do not employ any temporary, zero contract hours or part-time staff.



Ethical Trading

As a large-scale business, the way we trade impacts not only Foyle Food Group but also our employees and stakeholders.



At Foyle Food Group, we prioritise transparency and accountability in all aspects of our business.

Leveraging our scale and resources, we actively support smaller suppliers, helping them grow alongside us. Our ethical trading practices are managed by our HR team, who ensure compliance with the SMETA ethical trading standard and the ETI Base Code.

We undergo annual third-party audits to evaluate our standards and use feedback for continuous improvement. Through our SMETA accreditation, we address social risks like modern slavery, poor working conditions, discrimination, and child labour, ensuring that our supply chain remains free from these issues. Annual supplier surveys allow us to identify, address, and eliminate any social impacts, providing assurance to our customers that the products we supply are ethically sourced and free from harm at every stage of their journey.

SMETA ACCREDITATION

Audits 2024 (2 Pillar SMETA Ethical Trading Audits)

4 Audits completed in 2024 8 Non-compliances

ZERO Incidents in 2023 & 2024

100% Of new suppliers screened against ETI Base Code

Our commitment to ethical trading is demonstrated through our third-party SMETA accreditation. This independent, structured audit of our entire business ensures that social impacts in our supply chain are managed to the highest standards. Any issues identified through the ETI Base Code are promptly addressed and eliminated, providing assurance that our practices meet stringent ethical requirements.

Progress To Date



- 100% of suppliers fully compliant with ETI Base code
- Prompt payment standards in place
- Ethical training completed with all key managers

Local Communities

Rooted in Rural Communities: Foyle Food Group’s five sites thrive where farmers live, work, and grow, and supporting these communities is at the heart of everything we do.



We're proud to champion local sport by providing kits and sponsorships to teams in our neighbouring communities. To date, we've supported seven local teams—and this is only the beginning!

At Foyle Food Group, we are committed to investing time and resources into local communities, enhancing skills and creating value where they are most needed. Our Corporate Social Responsibility (CSR) initiatives are strategically managed by our HR, Agricultural, and Communications teams, with an annual plan that is reviewed quarterly to ensure alignment with our objectives.

In 2023, we enhanced our CSR policy, focusing on community engagement and outlining each site's responsibility in fostering meaningful local partnerships. As part of this commitment, we actively collaborate with schools and youth organisations, including Young Farmers Clubs, to promote career pathways within the beef industry. Following the lifting of Covid-related restrictions, we reinstated our site visits. In 2024 we welcomed over 40 groups throughout the year to provide firsthand insights into the Farm-to-Fork process.

Additionally, our HR team participated in more than 20 careers events at local schools, offering guidance on employment opportunities within the Group. While many students are not yet of working age, raising awareness among students, educators, and parents about the career prospects available within Foyle Food Group remains a key priority for the future.

The Foyle Farm research facility plays a vital role in our collaboration with producers. By showcasing our research trials firsthand, we provide tangible insights into the impact of various farming practices. This hands-on approach empowers producers to adopt more efficient and sustainable methods, driving both productivity and environmental responsibility.

At Foyle Food Group, we believe in giving back to the communities that support us.

£225,868.20

Raised across our sites from 2020 to 2025

SUPPORTING COMMUNITIES THROUGH FUNDRAISING

Through our fundraising initiatives, we engage employees, suppliers, and local partners to raise vital funds for charitable causes close to our hearts. Whether through charity events, sponsored challenges, or workplace donations, we are committed to making a meaningful impact.

By working together, we not only support important causes but also strengthen our team spirit and reinforce our values of responsibility and community engagement. Every contribution, big or small, helps to make a difference.

From 2020 to 2025, we have raised **£225,868.20** across our sites, demonstrating our commitment to supporting those in need. Our staff consistently go above and beyond, generously donating to local support services, including food banks and Christmas toy appeals. Their dedication reflects the strong community spirit at Foyle Food Group, ensuring we make a positive impact where it matters most.



FOYLE'S CHARITIES OF CHOICE

We remain committed to supporting local communities by allowing each of our sites to select a dedicated charity, chosen by the employees rather than adopting a single central charity. This approach fosters greater engagement and ensures our fundraising efforts directly benefit the areas where we operate.

As part of our ongoing commitment to safety, we continue to make a £10 donation for every reported 'Near Miss' health and safety incident. This initiative has been instrumental in driving increased reporting across the Group, ensuring greater focus on workplace safety. Additionally, the funds raised are donated to each site's chosen charity, creating a positive impact both within our business and in the wider community.

DESIGNATED 2024 CHARITIES



Foyle Omagh
Autism NI



Foyle Campsie
Chest Heart and Stroke



Foyle Donegal
The Alzheimer Society
Ireland



Foyle Ingredients
Air Ambulance



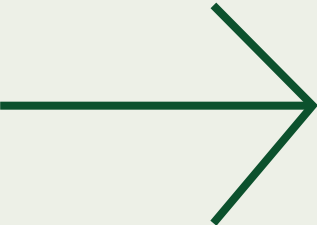
Foyle Melton Mowbray
Juvenile Diabetes Research
Foundation



Foyle Gloucester
Forest Pulse

Progress To Date

- School engagement programme re-established after Covid
- Access to Foyle farm increased to school, college and farming groups
- Local community engagement and charity partners at all sites



Looking ahead to 2030

Our upcoming objectives include prioritising health and safety through a comprehensive strategy to ensure employee well-being and a safe working environment.

We will uphold the highest ethical standards, promoting inclusivity and preventing discrimination. We aim to support local communities, schools, colleges, and rural areas through partnerships and development projects.

Additionally, we plan to enhance our support for charitable organisations with financial contributions and volunteer efforts to positively impact society.

Our Progress to Date

	2025 TARGET	2023-2024 PROGRESS	
ANIMAL WELFARE	Antibiotic usage in line with RUMA standards (Responsible Use of Antibiotics).	Antibiotic usage in line with RUMA standards.	✓
	Transparency in Animal Welfare Standards on Farms.	Further transparency in Animal Welfare Standards on farm through developed auditing process.	✓
	10% increase in lifetime farm quality assured cattle.	No change in % of lifetime farm quality assured cattle.	🔄
Going forward, we remain committed to progressing in this area.			
RURAL ECONOMY	Produce 5 best practice R&D projects within producer supply chain.	10 completed research projects with shared results demonstrating sustainable practices on farm .	✓
	Publish an annual collection of sustainable farming best practice guides.	17 best practice guides published on our dedicated Foyle Producers website and shared at events.	✓
GREENHOUSE GAS EMISSIONS	SBTi Scope 3 (absolute) reduction of 7% against a 2019 baseline.	Reduced scope 3 emissions by 7.6%.	✓
FOOD SAFETY	Maintain AA grading in BRC audits at all sites.	Maintained AA grading in BRC at all sites.	✓
	Continue to consistently achieve the highest grades in customer audits.	Consistently achieved the highest grades in customer audits.	✓

	2025 TARGET	2023-2024 PROGRESS	
RESPONSIBLE SOURCING	Continue to have zero food safety, microbial or foreign body recall issues.	Zero food safety, microbial or foreign body recall issues.	✓
	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.	In 2024, our senior team presented on four key sustainability areas at stakeholder events.	✓
	100% removal of ‘nuisance’ plastics in procurement.	Advanced the commitments of the UK Plastic Pact and reduced nuisance plastics in procurement.	🔄
Going forward, we remain committed to progressing in this area.			
MARKETPLACE RESPONSIBILITY	All packaging to contain accurate storage and recycling instructions.	All packaging contains accurate storage and recycling instructions.	✓
	Promote the natural health benefits of beef.	Regular promotion of natural health benefits of beef to stakeholders and followers on social media plat-forms.	✓
	Develop a healthy eating plan in line with our customer requirements.	Aligned with customer standards, offering recipes and meal plans to help customers incorporate red meat into their diets.	✓
	Increase transparency of the nutritional content of our products.	Nutritional content and advice on consumer products.	✓
PACKAGING	Deliver the commitments of the UK Plastics Pact.	Collectively advanced our commitments and implemented actions through the UK Plastics Pact.	🔄
Going forward, we remain committed to progressing in this area.			

	2025 TARGET	2023-2024 PROGRESS	
	25% reduction in primary packaging.	12% less primary packaging purchased per tonne of shelf-ready product.	
Going forward, we remain committed to progressing in this area.			
RESOURCE EFFICIENCY	Reduce Scope 1 & 2 emissions by 14%.	26% reduction in scope 1 and 2 emissions.	
	25% reduction in food waste.	16.7% reduction in food waste.	
Going forward, we remain committed to progressing in this area.			
	15% reduction in water.	Stable water use over the past 5 years and strict controls have minimised our environmental footprint.	
Going forward, we remain committed to progressing in this area.			
	Achieve 50% recycling rate for municipal wastes.	35% recycling rate.	
Going forward, we remain committed to progressing in this area.			
CIRCULAR ECONOMY	20% increase in waste to energy generation.	20% increase in waste to energy generation.	
	Double heat recovery from waste to energy.	Heat recovery system implementation at Foyle Campsie.	
	10% reduction in single use consumable materials.	Centralised data management system in place for consumables.	
Going forward, we remain committed to progressing in this area.			
BIODIVERSITY	Eliminate deforestation within our supply chain.	Taking action to reduce deforestation across our supply chain.	
Going forward, we remain committed to progressing in this area.			

	2025 TARGET	2023-2024 PROGRESS	
	Engage with 100% of our suppliers to enhance biodiversity on the farm.	Collaborated with numerous suppliers and farmer groups to promote on-farm biodiversity.	
Going forward, we remain committed to progressing in this area.			
	Develop two enhanced biodiversity spaces on Foyle property.	Biodiversity areas were established at Foyle sites, with wildflower gardens and tree planting.	
EMPLOYEE WELL-BEING & DEVELOPMENT	Continue to evolve our safety and occupational health programme.	Defined a clear vision and strategy for employee well-being to further evolve this programme.	
	Develop and implement annual action plans to address feedback from employee surveys.	Annual employee surveys and focus groups were conducted, gathering feedback from employees on key topics.	
	Maintain workforce numbers in light of Brexit challenges.	Maintained workforce numbers utilising skilled work permits.	
DIVERSITY & INCLUSION	Measure and report on the gender pay gap across the entire group.	Reported gender pay gap across the group.	
	Measure and report on workforce diversity across the group.	Reported workforce diversity across the group.	
	Maintain zero instances of diversity discrimination.	Zero incidents of diversity discrimination.	
	Provide unconscious bias training to all senior staff and managers.	Provided unconscious bias training to senior staff.	

	2025 TARGET	2023-2024 PROGRESS
ETHICAL TRADING	100% of suppliers to be fully compliant with ETI Base Code.	100% of suppliers fully compliant with ETI Base code. ✓
	Maintain prompt payment standards with all suppliers to support their cashflow and growth.	Prompt payment standards in place with biannual audit check. ✓
	All key managers to undertake modern slavery, human rights and anticorruption training.	Training completed with all key managers. ✓
LOCAL COMMUNITIES	Reengage our Schools programme post-Covid, targeting primary and secondary schools on Farm to Fork learning.	School engagement programme re-established after Covid with increased outreach and factory visits. ✓
	Participate in the Open Farm Sunday campaign.	Supported the Open Farm Sunday campaign. Additionally, Foyle Farms of Excellence has a policy that welcomes all visitors, including school, college, and farming groups. ✓
	Sponsor Rural Support network programme, which aids local farming communities in the rural economy.	Provided range of support to several rural community programmes. ✓
	Develop a CSR policy for community engagement and establish an employee working group to lead activity.	Local community engagement and charity partners at all sites, delivering beneficial impact locally. ✓

✓ Target met

🔄 Actions completed, more to do



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 third report in accordance with GRI.

REPORTING PERIOD: JAN 2023 TO DEC 2024

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 preparing this report. The consultant, Gillian McKee of GIRAFFE Associates Ltd is an experienced GRI sustainability professional.

REPORTING PERIOD AND REACH

Foyle Food Group’s reporting year is Jan-Dec annually. The next report, due in 2027, will be to showcase our results against the 2027 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.

There are no restatements of information from previous reports required in this instance.

GRI Standard	Disclosure	#	Omissions
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	5	
	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	92	
	2-4 Restatements of information	92	
	2-5 External assurance	92	
	2-6 Activities, value chain and other business relationships	5 78	
	2-7 Employees	5	
	2-8 Workers who are not employees		All workers are direct employees of Foyle Food Group
	2-9 Governance structure and composition	7	
	2-23 Policy commitments	5	
	2-24 Embedding policy commitments	7	
	2-27 Compliance with laws and regulations	7 15	
	2-28 Membership associations	6	
	2-29 Approach to stakeholder engagement	14 15	
	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	16	
	3-2 List of material topics	16	
Economic Performance			
Indirect Economic Impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	84	
	203-2 Significant indirect economic impacts	84	
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	23	
	204-1 Proportion of spending on local suppliers	24	
GRI 204: Procurement Practices 2016			

GRI Standard	Disclosure	#	Omissions
Environmental Performance			
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	40	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	41	
	301-2 Recycled input materials used	41	
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	52	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	56 57	
	302-3 Energy intensity	56 57	
Water & Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	58	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	58	
	303-2 Management of water discharge-related impacts	58	
	303-5 Water consumption	58	
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	65	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	65 66	
	304-3 Habitats protected or restored	65 65	

GRI Standard	Disclosure	#	Omissions
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	53	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	53 54	
	305-2 Energy indirect (Scope 2) GHG emissions	54	
	305-3 Other indirect (Scope 3) GHG emissions	29	
	305-4 GHG emissions intensity	56 57	
	305-5 Reduction of GHG emissions	56	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	59	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	59	
	306-2 Management of significant waste-related impacts	59 60	
	306-4 Waste diverted from disposal	61 62	
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	43	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	44	

GRI Standard	Disclosure	#	Omissions
Social Performance			
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	71	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	71	
Occupational Health & Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	72	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	72	
	403-2 Hazard identification, risk assessment, and incident investigation	73	
	403-3 Occupational health services	72	
	403-4 Worker participation, consultation, and communication on occupational health and safety	72 73	
	403-5 Worker training on occupational health and safety	72 73	
	403-6 Promotion of worker health	72	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	72	
	403-8 Workers covered by an occupational health and safety management system	73	
Training & Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	74	
GRI 404: Training and Education 2016	404-2 Programmes for upgrading employee skills and transition assistance Programmes	74	
		75	

GRI Standard	Disclosure	#	Omissions
Diversity & Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	76	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	78	
	405-2 Ratio of basic salary and remuneration of women to men	78	
Non-Discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	77	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	78	
Forced or Compulsory Labour			
GRI 3: Material Topics 2021	3-3 Management of material topics	80	
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	80	
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	82	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development Programmes	82 83	
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	80	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	80	
Customer Health & Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	37	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	38	

GRI Standard	Disclosure	#	Omissions
Marketing & Labelling			
GRI 3: Material Topics 2021	3-3 Management of material topics	47	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	47 48	

Notes

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Get in touch today

Export Team

+44 (0) 28 8224 3201

export@foylefoodgroup.com

Sales Team (UK & Ireland)

+44 (0)28 8224 3201

sales@foylefoodgroup.com

Agricultural Team

+44 (0)28 8224 3201

agricultureinfo@foylefoodgroup.com



foylefoodgroup.com

