# Towards a Better Future for Food, People and Planet SASB Index 2024



Торіс	Code	Disclosure	Greencore response
Energy management	FB-PF-130a.1	<ol> <li>The entity shall disclose the total amount of energy it consumed as an aggregate figure, in gigajoules (GJ).</li> <li>The entity shall disclose the percentage of energy it consumed that was supplied from grid electricity.</li> <li>The entity shall disclose the percentage of energy it consumed that is renewable energy.</li> </ol>	<ol> <li>1. 1,543,880 GJ of energy consumed.</li> <li>2. 24%.</li> <li>3. 1%.</li> </ol>
Water management	FB-PF-140a.1	<ol> <li>The entity shall disclose the amount of water, in thousands of cubic meters, that was withdrawn from all sources.</li> <li>The entity may disclose portions of its supply by source if, for example, significant portions of withdrawals are from non-freshwater sources.</li> <li>The entity shall disclose the amount of water, in thousands of cubic meters, that was consumed in its operations.</li> <li>The entity shall disclose its water withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed.</li> </ol>	<ol> <li>2,684 thousand m<sup>3</sup>.</li> <li>924 thousand m<sup>3</sup> groundwater (borehole) (Selby and Warrington). 34% of total water withdrawal.</li> <li>484 thousand m<sup>3</sup>.</li> <li>6.2%.</li> <li>2%.</li> </ol>
	FB-PF-140a.2	<ol> <li>The entity shall disclose the total number of instances of non-compliance, including violations of a technology- based standard and exceedances of quantity and/or quality-based standards.</li> </ol>	1. There were 72 instances of non-compliance with discharge consent recorded across the business in FY24.
Water management	FB-PF-140a.3	<ol> <li>The entity shall describe its water management risks associated with water withdrawals, water consumption, and discharge of water and/or wastewater.</li> </ol>	<ol> <li>Water is an essential part of our food manufacturing processes, used in cleaning and hygiene for food safety, cooling processes, steam raising plants and as a raw ingredient.</li> <li>In terms of risks associated with water withdrawals and consumption – most of our manufacturing sites import potable water from their respective regional wholesaler, but two of our sites abstract borehole water from aquifers to supplement the potable water supply. Our borehole abstractions are regulated by licence with the Environment Agency (EA) and subject to certain restrictive clauses to ensure conservation of this natural resource.</li> <li>We have eight sites situated within regions of the country that are subject to concern regarding water stress as classified by the EA. For the five sites within the Anglian Water region, this results in close monitoring of their water usage Maximum Daily Demand (MDD) by the business and our water retailer/wholesaler. Sites with abstraction licences have had the appropriate investment in measurement and monitoring equipment to facilitate abstraction management. There are also risks associated with the discharge of effluent from our manufacturing sites. The vast majority of our sites discharge trade effluent direct to sewer, with the only exception being our Selby site, which treats its effluent on-site through a plant operated and managed by a third-party, from where it is discharged to the River Ouse. There has been an increase in emphasis on monitoring and control of effluent at our sites which discharge process wastewater. We have recently issued a new wastewater treatment and monitoring procedure, to ensure all sites are operating to common requirements. Additionally, emerging issues we are starting to consider are chemicals such as EDTA in our cleaning products and their potential impacts on receiving waters. We have started to work with our suppliers and external experts, to understand levels, potential impacts and opportunities for replacement with alternative ch</li></ol>

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Water management	FB-PF-140a.3 (continued)	<ol> <li>The entity shall discuss its short-term and long-term strategies or plan to mitigate water management risks.</li> </ol>	<ol> <li>Greencore recognises the increasing importance of water stewardship, both locally within the business and in our supply chain. Our Water Roadmap works in stages from water awareness through to water stewardship. Greencore has set an internal water reduction target for 2024, and we are intending to set a water reduction target reaching out to 2030. In 2023, the business funded an employee from our Boston site to undertake a water stewardship course, as a trial for the business. We now intend to share her learnings with other sites and to send additional employees on the training course. Our Water Roadmap aligns with our Environment Permit requirements and with the requirements of the Courtauld Commitment 2030 Roadmap, to which Greencore is a signatory. Methods already deployed include re-use of water in Cleaning in Place (CIP) tasks (use of final rinse water as pre-rinse water to remove initial heavy soiling). Many of our manufacturing sites deploy CIP cleaning systems, which use an array of instrumentation to optimise the quantity of detergent, chemicals and water consumed to ensure managed rinse times, efficient use of water, avoidance of 'overcleaning' and minimisation of effluent loading. At one of our sites, we have been trialling a chemical for cleaning orbital mixers, which allows us to clean at lower temperature and using less water, saving both water and energy. We recognise our responsibility for food hygiene priorities and the balance to be struck between resource consumption and food hygiene.</li> <li>We annually complete a risk assessment for our sites, identifying which of our sites operate in areas identified as water stressed. This year, our sites have been completing climate change adaptation risk assessments, which have included both water scarcity issues and flood risk.</li> </ol>
		<ul> <li>3. For water management targets, the entity shall additionally disclose: <ul> <li>a. Whether the target is absolute or intensity-based, and the metric denominator if it is an intensity-based target.</li> <li>b. The timelines for the water management plans, including the start year, the target year, and the base year.</li> <li>c. The mechanism(s) for achieving the target.</li> <li>d. The percentage reduction or improvement from the base year.</li> </ul> </li> </ul>	<ol> <li>Water consumption is a key metric for our business as there is a cost to both purchase clean water and to treat and discharge wastewater. Our current target is an annual water intensity target to reduce relative water consumption (per tonne of product) by 25% by FY30 from a baseline of FY19. However, as indicated above this is currently under review.         <ul> <li>Our target is intensity based (per tonne of product).</li> <li>The start year is 2021, base year 2019, target year 2030.</li> <li>Mechanisms are varied and will be managed via the water stewardship working group.</li> <li>In FY24, water consumed per tonne of product was 7.25 m3/tonne, an increase of 22% from the base year.</li> </ul> </li> </ol>
		<ol> <li>The entity shall discuss whether its water management practices result in any additional lifecycle impacts or trade- offs in its organization, including trade-offs in land use, energy production, and greenhouse gas (GHG) emissions, and why the entity chose these practices despite lifecycle trade-offs.</li> </ol>	4. Currently the key lifecycle trade-off associated with water management is in terms of additional energy required for operation of effluent treatment plants on our sites. However, at Selby, where we have an anaerobic digestion plant to treat our effluent, we both generate biogas, for use in on-site boilers and we significantly reduce the need for tankers to remove effluent from our site, hence reducing the transport carbon impact. It is accepted by the business that the trade-offs are essential to ensure that we discharge in compliance with our consented/permitted limits and hence control our impacts on the water environment to acceptable levels.

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Food safety	FB-PF-250a.1	<ol> <li>The entity shall disclose its facilities' non-conformance rates with Global Food Safety Initiative (GFSI) recognised food safety certification programmes for (a) major non- conformances, and separately, (b) minor non- conformances.</li> <li>The entity shall disclose the corrective action rates associated with its facilities' (a) major non-conformances, and separately, (b) minor non-conformances.</li> </ol>	<ol> <li>Of 21 British Retail Consortium (BRC) audits and four BRC Storage and Distribution audits conducted, 19 scored an AA* rating, one AA and five A*.         <ul> <li>The number of major non-conformances was zero.</li> <li>The number of minor non-conformances is 4.28 per site on average.</li> </ul> </li> <li>100% of corrective actions are completed.</li> </ol>
	FB-PF-250a.2	<ol> <li>The entity shall disclose the percentage of food ingredients sourced from Tier 1 supplier facilities that are certified to a GFSI-recognised food safety certification programme</li> </ol>	<ol> <li>Percentage of food ingredient suppliers with GFSI accreditation = 99% (Total number of food ingredient suppliers that hold GFSI accreditation = 819 / Total number of food ingredient suppliers = 823) Food ingredient suppliers who do not hold GFSI accreditation are approved using self-assessment questionnaires that are formally reviewed by the Supplier Approval team.</li> </ol>
	FB-PF-250a.3	<ol> <li>The entity shall disclose the total number of notices of violation received that substantiate a violation of advisory and administrative code(s), statute(s), or other requirement(s) related to food safety.</li> <li>The entity shall disclose the percentage of notices of violations received related to food safety that was corrected.</li> </ol>	<ol> <li>No violations.</li> <li>Not applicable.</li> </ol>
	FB-PF-250a.4	<ol> <li>The entity shall disclose the total number of food safety-related recalls issued.</li> <li>The entity shall disclose the total amount, in metric tonnes, of food product subject to recalls.</li> </ol>	<ol> <li>There were two incidents of non-compliance with a voluntary code resulting in recalls of product.         <ul> <li>On Food Standards Agency (FSA) advice, a precautionary recall was carried out due to a supplier association with a micro investigation.</li> <li>Precautionary recall of an ambient stable product due to possible contamination with glass from product packaging.</li> </ul> </li> <li>The total amount of food product subject to recalls was 231.7 tonnes.         <ul> <li>640,895 units at 200g per unit = 128,179kg.</li> <li>351,084 jars at 295g per unit = 103,569kg.</li> <li>Note: The actual product disposed of was minimal due to product having already sold through.</li> </ul> </li> </ol>
Health and nutrition	FB-PF-260a.1	<ol> <li>The entity shall disclose the total revenue from the sales of its products that are labelled and/or marketed to promote health and nutrition attributes.</li> </ol>	<ol> <li>We do not currently gather data on revenue from the sale of products labelled and/or marketed to promote health and nutrition attributes as we manufacture products on behalf of our customers. In terms of tracking the healthiness of our products, we use our nutrition database which is based on the UK Government's Nutrient Profiling Model (NPM) and disclose our performance in terms of the number and percentage of products that have an NPM score of &lt;4 (considered to be 'healthier') and the number and percentage of products that have zero Red Traffic Lights.</li> </ol>
	FB-PF-260a.2	<ol> <li>The entity shall discuss its process to identify and manage products and ingredients related to nutritional and health concerns among consumers.</li> <li>The entity shall discuss its efforts to identify concerns, the products and ingredients related to those concerns, and resulting risks and opportunities.</li> </ol>	<ol> <li>We use our Health Score – a measure based on the UK Government's NPM – to track the healthiness of our products. To help minimise unhealthy ingredients, this model assesses a product's fat, salt and sugar content. And to help promote healthy ingredients, it gauges the fibre, fruit and vegetable content. Greencore measures progress against specific policy objectives and Key Performance Indicators via our governance structure; specifically, our Healthy and Sustainable Diets Committee. Our Committee meets quarterly to monitor our progress and alignment against our commitments and to proactively challenge, identify and manage products and ingredients that are related to nutrition, health and wellness among consumers.</li> <li>We work closely with our retail customers and industry organisations to ensure that we support consumer concerns and are aligned to their respective nutritional and allergen policies. We have had no significant complaints regarding health or nutritional concerns.</li> </ol>

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Health and nutrition	FB-PF-260a.2 (continued)	<ol> <li>The entity shall discuss how identified concerns and risks are managed and communicated.</li> <li>The entity shall discuss its use of certification programmes that address consumer concerns and preferences over ingredients, additives and potential allergens.</li> <li>The entity shall discuss any significant complaints, such as those resulting in significant lawsuits, relating to nutritional and health concerns associated with products and/or ingredients, and any efforts to mitigate the related future risks.</li> </ol>	<ol> <li>We have a challenging ongoing programme of reformulation, reducing salt and calories from our products, in order to improve the nutrient profile of our products without compromising on quality, taste or cost for our customers. In addition, our Product Development teams are working with our Subject Matter Experts (SMEs) to find new ingredients that are healthy but help add flavour to our recipes – e.g. salt alternatives. As part of our development process, we ensure that no allergens are unnecessarily developed in our recipes. With the support of our SMEs, we actively support and work with industry leads and follow their guidelines to ensure that we are sourcing the best possible ingredients to develop the 'cleanest' possible recipes e.g. The Vegan Society, Marine Stewardship Council (MSC). Whilst reformulation of products is one lever we can use, we also include our category teams with the ambition to use this insight to drive the best product mixes across our ranges with a lens on healthy and sustainable diets.</li> <li>Greencore uses certification schemes including organic, Red Tractor, MSC and Roundtable on Sustainable Palm Oil (RSPO).</li> <li>The company has not been a party to any legal proceedings in FY24 in relation to nutritional and health concerns.</li> </ol>
Product labelling and marketing	FB-PF-270a.1	<ol> <li>The entity shall disclose the percentage of advertising impressions made on children.</li> <li>The entity shall disclose the percentage of advertising impressions made on children that promote products that meet the CFBAI Uniform Nutritional Criteria or equivalent dietary guidelines for children.</li> </ol>	<ol> <li>Greencore is a predominantly own-label provider to our customers' brands. We do not advertise our products directly and therefore we do not advertise products to children.</li> <li>Not applicable.</li> </ol>
	FB-PF-270a.2	<ol> <li>The entity shall disclose its revenue from products sold during the reporting period that are labelled as containing genetically modified organisms (GMOs), and separately, not containing GMOs (non-GMOs).</li> </ol>	1. Greencore does not use any GMO ingredients and does not use any non-GMO labelling.
	FB-PF-270a.3	<ol> <li>The entity shall disclose the total number of substantiated incidents of non-compliance with labelling- and/or marketing-related regulatory code(s), statute(s), or other requirement(s),</li> </ol>	1. None.
	FB-PF-270a.4	<ol> <li>The entity shall disclose the total amount of monetary losses it incurred during the reporting period as a result of legal proceedings associated with marketing and/or labelling practices, such as those related to enforcement of U.S. laws and regulations on nutrient content claims, health claims, other unfair or deceptive claims, and/or misbranded labelling.</li> </ol>	<ol> <li>The company has not been a party to any legal proceedings in FY24 in relation to branding/product labelling. There is also no provision on our balance sheet relating to any legal claim of this nature. To the extent that a provision of this nature did arise in the future, then if deemed material, it would be disclosed in the Group Annual Report.</li> </ol>

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Packaging lifecycle management	FB-PF-410a.1	<ol> <li>The entity shall disclose the total weight of packaging purchased by the entity, in metric tonnes.</li> <li>The entity shall disclose the percentage of packaging, by weight, made from recycled and/or renewable materials.</li> <li>The entity shall disclose the percentage of packaging, by weight, that is recyclable, reusable, and/or compostable.</li> </ol>	<ol> <li>Based on FY24 purchased packaging data = 77,914tonnes.</li> <li>Percentage of packaging, by weight purchased, made from recycled and/or renewable materials = 92.06%.</li> <li>Percentage of packaging, by weight purchased, that is recyclable, reusable, and/or compostable based on the OPRL (On Pack Recycling Labelling) = 99.9%</li> </ol>
	FB-PF-410a.2	<ol> <li>The entity shall disclose the percentage of packaging, by weight, that is recyclable, reusable, and/or compostable.</li> <li>The entity shall discuss its strategies to reduce the environmental impact of packaging throughout its lifecycle, such as optimising packaging weight and volume for a given application or using alternative materials, including those that are recycled, recyclable, reusable, and/or compostable.</li> <li>The entity shall discuss the circumstances surrounding its use of recycled and renewable packaging, including, but not limited to, discussions of supply availability, consumer preferences and packaging durability requirements.</li> <li>The entity shall discuss the circumstances surrounding its use of packaging that is recyclable and compostable, including, but not limited to, discussions of regulations, packaging end-of-life commitments, consumer demand and packaging durability.</li> </ol>	<ol> <li>Packaging plays an important role in protecting our products and reducing food waste – but it should not come at an unaffordable cost to the planet. From the raw materials, to how it is made and how it is used and disposed of, we need to ensure our packaging is not a burden to the environment.</li> <li>Our industry needs to do things differently. That is why we have been working to change the way we package our products, what we make our packaging from, and what happens to our packaging after it has done its job. To safeguard resources, protect our natural environment and to minimise waste, we are setting tough goals and targets to reduce the amount and impact of the packaging we use as well as making sure it never becomes waste.</li> <li>Our actions are centred around making our packaging more environmentally friendly by improving recyclability, reducing material usage, adopting sustainable alternatives, and eliminating unnecessary plastic components.</li> <li>Our efforts focus on several key themes:         <ul> <li>Improving recyclability: we are working to develop fully recyclable packaging solutions that do not compromise product visibility or shell life. This includes transitioning from less sustainable materials, such as black plastic, to more recyclable options like clear plastic and carton-board bases.</li> <li>Reducing material usage: by streamlining packaging formats, light-weighting materials, and optimising package sizes, we have been able to significantly reduce the amount of material used. For instance, we have replaced rigid lids with lighter PET lidding films and removed plastic cutlery from our packaging.</li> <li>Incorporating sustainable alternatives: we are introducing hybrid packs that combine different materials to enhance recyclability and are exploring the use of recycled content in our packaging. This includes incorporating recycled materials directly from previously used trays and considering completely new solutions through</li></ul></li></ol>
			<ul> <li>dynamics and material availability and must be food contact safe for its required application.</li> <li>Compostable materials have been identified and proven successful for very short shelf-life products but is typically not recommended for our chilled food business in line with customer sustainability strategies. This is due to the poor product quality protection this type of material offers and its incompatibility with chilled conditions. In addition, the lack of waste management infrastructure in the UK, particularly through kerbside collection, means compostable materials can often contaminate the plastics waste stream and in many regions, is typically not accepted by mainstream waste converters. Therefore, we are focusing our efforts on recyclable solutions.</li> </ul>

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Environmental and social impacts of ingredient supply chain	FB-PF-430a.1	<ol> <li>The entity shall disclose the percentage of food ingredients sourced that are certified to a third-party environmental and/or social standard.</li> <li>The entity shall disclose the percentage of food ingredients it sourced that are certified to a third-party environmental or social standard, by standard.</li> </ol>	<ul> <li>We monitor certifications for key food ingredient categories and our FY24 data covering percentage certified is as follows:</li> <li>Deforestation and conversion-free embedded soy: certified: 25%, verified: 6% (2023 calendar year).</li> <li>Palm oil volume certified to the Roundtable on Sustainable Palm Oil (RSPO) Segregated Standard: 99.996% certified. Segregated: 99.996%, Mass balance: 0%, Uncertified: 0.004% (2023 calendar year).</li> <li>Wild-caught seafood from fisheries certified to Marine Stewardship Council (MSC) or Fishery Improvement Project (FIP) standard: 84%.</li> <li>Farmed seafood from fisheries certified to Aquaculture Stewardship Council (ASC) or Best Aquaculture Practices (BAP) 4* or GlobalGAP standard: 100%.</li> </ul>
	FB-PF-430a.2	<ol> <li>The entity shall disclose its supplier facilities' non- conformance rate with external social and environmental audit standard(s) or internally developed supplier code(s) of conduct for (a) major non-conformances, and separately, (b) minor non-conformances.</li> <li>The entity shall disclose the corrective action rates associated with its supplier facilities' (a) major non- conformances, and separately, (b) minor non- conformances.</li> <li>The entity shall disclose the standards and/or code(s) of conduct to which it has measured social and environmental responsibility audit compliance.</li> </ol>	<ol> <li>Our Responsible Sourcing programme measures our largest and most strategic suppliers on a diverse set of criteria, including social and environmental risk metrics. Our Sustainability team monitors our supply base for social compliance. We take a risk-based approach to supplier management, and as part of the risk mitigation process, we may employ an array of interventions. These can include capacity building and awareness raising, second-party visits and third-party Sedex Members Ethical Trade Audit (SMETA) audits.</li> <li>50% of our ingredient and packaging suppliers have undergone a SMETA audit. There was one incident of major non-compliance found related to child labour, forced labour or serious health and safety issues.         <ul> <li>Major non-conformance rate: 0.01.</li> <li>Minor non-conformance rate: 9.25.</li> </ul> </li> <li>Corrective action rate: 100%.</li> <li>Minor corrective action rate: 61.38%.</li> <li>The audit standard is SMETA, which measures compliance to the Ethical Trading Initiative (ETI) Base Code and local legislation. There is no internally developed code/standard in use.</li> </ol>
Ingredient sourcing	FB-PF-440a.1	<ol> <li>The entity shall disclose the percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress.</li> <li>If the entity is unable to identify or collect data pertaining to all Tier 1 suppliers, the entity shall disclose the percentage of agricultural products for which the source region and water risks are unknown.</li> </ol>	<ol> <li>Greencore has not yet conducted a water risk analysis of our supply chain. It is our intention to extend our risk assessment process to include an assessment of water risk using the WWF Water Risk Filter. This will require additional data and transparency of supply in order to complete.</li> <li>100%.</li> </ol>
	FB-PF-440a.2	<ol> <li>The entity shall identify the highest priority food ingredients to its business.</li> <li>The entity shall discuss its strategic approach to managing the environmental and social risks that arise from its highest priority food ingredients.</li> </ol>	<ol> <li>Our list of highest priority ingredients includes poultry, beef, dairy, cooked meats, embedded soy, eggs, rice, palm oil, tuna, prawns, salmon and processed tomatoes.</li> <li>We are focusing on priority ingredients that carry the greatest sourcing risks from forests, fisheries and fields. Whilst there are general food systems impacts that apply to most supply chains such as high emissions, land-use, water-use, pollution and biodiversity loss which we will always endeavour to address, individual ingredient supply chains are nuanced, often concealed or murky and affect our environment and society differently. We also have differing levels of control and influence on our supply chains, depending on whether it is a primary raw material or a traded commodity. Our high-level approach to date has been to address ingredients most linked to high emissions, deforestation, over-fishing, animal cruelty and human rights complaints, but we are working to expand this sphere of responsibility and influence to better include impacts on water and nature also. We have several measurable targets in this space, detailed and reported against in the Sourcing with Integrity section of our annual Sustainability Report.</li> </ol>

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Ingredient sourcing	FB-PF-440a.2 (continued)	<ol> <li>The entity may identify which food ingredients present risks to its operations, the risks that are represented, and the strategies the entity uses to mitigate such risks.</li> </ol>	3. Poultry, beef, dairy and cooked meats represent a risk of deforestation due to the use of soy in animal feed. We are therefore signatories to the UK Soy Manifesto, targeting 100% deforestation-free soy by 2025. Rice and processed tomatoes are flagged as potentially high-risk supply chains for human rights and social risks, our strategy focuses on detailed supplier engagement via our internal Human Rights team and our Human Rights Policy which describes our expectations and requirements. Tuna and prawns both present risks to marine biodiversity and are procured through compliance with accreditation schemes intended to minimise these risks.
Activity metrics	FB-PF-000.a	Weight of products sold (in metric tonnes).	368,425 tonnes Note: this figure represents tonnes of production rather than product sold
	FB-PF-000.b	Number of production facilities.	Greencore has 23 manufacturing units at 16 locations.

For more information, please visit www.greencore.com/sustainability/sustainability-hub/