

Country Style



Sustainability Report



August 2025

Contents

- 4** Executive Summary
- 5** Company Overview
- 6** ESG Strategic Programme
- 8** Pillar 1: Responsible Sourcing & Biodiversity
- 10** Pillar 2: Carbon Emission Reduction
- 14** Pillar 3: Waste Reduction
- 16** Pillar 4: Plastic and Packaging Reduction
- 18** Pillar 5: Healthier Choices
- 20** Pillar 6: Colleagues and Communities
- 23** Governance and Risk Management
- 24** GRI Standards Alignment Table
- 26** United Nations Sustainable Development Goals Alignment Table
- 28** Future Commitments and Strategic Roadmap
- 29** Data Verification and Assurance
- 30** Stakeholder Feedback and Engagement
- 31** Conclusion



About This Report

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, demonstrating our commitment to transparent and standardised sustainability reporting. The report covers the period from May 2024 to April 2025 and presents our progress across six strategic ESG pillars aligned with the United Nations Sustainable Development Goals.

Reporting Standards:

GRI Standards 2021

Reporting Period:

May 2024 – April 2025

Report Boundary:

All manufacturing operations

Publication Date: August 2025

Contact:

ettete.ndaessien@countrystyle.co.uk

Alignment Statement: GRI Standards and UN Sustainable Development Goals

Country Style Foods has prepared this Annual Sustainability Report in full accordance with the Global Reporting Initiative (GRI) Standards 2021, demonstrating our commitment to transparent, standardised, and internationally recognised sustainability reporting practices. Our comprehensive approach ensures stakeholders receive decision-useful information that meets the highest standards of accountability and comparability.

GRI Standards Compliance: This report achieves core compliance with GRI Standards 2021, covering all Universal Standards (GRI 2 and 3) and material topic-specific standards identified through our materiality assessment. We have disclosed 28 topic-specific standards across economic, environmental, and social dimensions, providing complete transparency on our sustainability performance and management approach.

UN SDG Integration: Our ESG strategy is strategically aligned with ten primary UN Sustainable Development Goals, ensuring our business operations contribute meaningfully to global sustainability priorities. We have identified specific contributions, established measurable targets, and tracked quantifiable progress against SDGs 3, 5, 7, 8, 10, 12, 13, 14, 15 and 17, with clear linkages between our six ESG pillars and the broader 2030 Agenda for Sustainable Development.

Continuous Improvement: We are committed to enhancing our reporting practices annually, incorporating stakeholder feedback, emerging best practices, and evolving international standards to maintain leadership in sustainability transparency and accountability. Our alignment with these frameworks provides a robust foundation for driving meaningful progress toward our Net Zero 2040 ambition while creating shared value for all stakeholders.

This dual alignment ensures our sustainability efforts contribute to both local business success and global sustainable development, demonstrating responsible corporate citizenship and long-term value creation.

Executive Summary

Our ESG strategy, grounded in six pillars under the themes of Planet, Product, and People, has driven tangible progress across our operations in 2024/25. With formal Science Based Targets initiative (SBTi) approval for our carbon emission reduction targets, new partnerships in regenerative agriculture, and deeper community impact initiatives, we have advanced toward our Net Zero 2040 ambition while ensuring alignment with the UN Sustainable Development Goals and GRI Standards.

Key Achievements 2024/25:

33% reduction in
Scope 1 and 2 emissions
from 2018/19 baseline

61% reduction in plastic
packaging usage
exceeding 50% target

More than £86,000
raised for local
charity partners

67.7% reduction in
workplace incident rate

100% sustainably
sourced cocoa achieved

99.75% sustainably
sourced palm oil
achieved

Company Overview

GRI 2-1: Organisational Details

Company Name: Country Style Foods Ltd

Headquarters: Leeds, United Kingdom

Nature of Operations: Food manufacturing specialising in baked goods

Legal Form: Private limited company

Markets Served: UK and European markets

GRI 2-2: Entities Included in Sustainability Reporting

This report covers all manufacturing facilities and corporate operations under Country Style Foods, including:

- Manufacturing sites across the UK
- Corporate headquarter and administrative functions
- Supply chain partnerships

GRI 2-6: Activities, Value Chain and Business Relationships

Primary Activities

Manufacturing and distribution of baked goods including bread, pastries, and specialty food products with a focus on quality, sustainability, and customer satisfaction.

Value Chain Overview:

- **Upstream:** Agricultural suppliers, packaging suppliers, equipment manufacturers
- **Operations:** Manufacturing facilities, quality assurance, research and development
- **Downstream:** Retail partners, foodservice customers, end consumers

Key Business Relationships

We maintain strategic partnerships with our suppliers across agricultural commodities, packaging, and services, serving major retail chains and foodservice providers across the UK and European markets.

GRI 3 - Materiality Assessment

In line with GRI 3: Material Topics, we conducted a materiality assessment using internal stakeholder consultations, peer benchmarking, and customer sustainability priorities. The most material topics include:

- Climate Change and GHG emissions
- Food Waste and Water Stewardship
- Sustainable Sourcing
- Packaging and plastic waste
- Biodiversity and ecosystem health
- Resource efficiency and circular economy
- Employee engagement, diversity, and inclusion
- Employee wellbeing and development
- Community engagement

These issues form the foundation of our six-pillar ESG strategy.

ESG Strategic Programme: Three Core Frameworks

Planet

This framework focuses on the environmental impact of Country Style Foods' operations and supply chain, addressing carbon emissions reduction, resource use and biodiversity. It includes:

Pillar 1:

Responsible Sourcing & Biodiversity

Pillar 2:

Carbon Emission Reduction

It aims to mitigate environmental impact through Responsible Sourcing & Biodiversity and Carbon Emission Reduction. Our planet-focused approach recognises the urgent need to address climate change, protect biodiversity, and transition to a circular economy model.

Product

This framework focuses on aspects that directly impact the quality, resource efficiency and sustainability attributes of the products Country Style Foods delivers. It includes:

Pillar 3:

Waste Reduction

Pillar 4:

Plastic & Packaging Reduction

It aims to deliver sustainable product development through Plastic & Packaging Reduction and Waste Reduction initiatives. We are committed to developing products that meet consumer needs while minimising environmental impact.

People

This framework encompasses the health impact of our products, social impact, colleague well-being, and community engagement, making it critical for building a positive corporate culture and societal contributions. It includes:

Pillar 5:

Healthier Choices

Pillar 6:

Colleagues & Communities

It aims to promote health and wellbeing, address social impact through Colleagues & Communities initiatives, focusing on skills development and workplace safety, diversity and inclusion, and community engagement. Our people-centred approach recognises that our success depends on the wellbeing and development of our workforce and the communities we serve.





Pillar 1: Responsible Sourcing & Biodiversity

Our responsible sourcing strategy focuses on ensuring sustainable and ethical procurement practices while protecting biodiversity across our supply chain. We recognise that sustainable sourcing is fundamental to long-term business resilience and environmental stewardship.

Objectives

- **Sustainable Supply Chain:** Collaborate with suppliers to ensure responsible sourcing practices.
- **Biodiversity Protection:** Develop and implement biodiversity conservation plans and support sustainable and regenerative agriculture practices to promote habitat preservation.
- **Local Sourcing:** Prioritise sourcing from local producers to reduce transportation emissions and support local economies.

Key Targets:

- To reduce our wheat and wheat flour emissions by 30% by 2030 (Baseline of 2022), through a farmer-miller-baker partnership model.
- Supply chain biodiversity baseline assessment by 2025.
- Palm Oil: 100% from certified sustainable sources by 2025.
- Cocoa: 100% verified sustainable sourcing by 2025
- Zero Deforestation across supply chain for key commodities by 2025.

2024/25 Performance Summary

- **Sustainable Wheat Initiative:** Signed manifesto committing to 30% reduction in wheat flour emissions by 2030. Established partnerships with local farmers and millers to implement regenerative agriculture practices that improve soil health and reduce carbon intensity.
- **Sustainable Procurement of Palm Oil:** Achieved 99.75% sustainably sourced palm oil through RSPO (Roundtable on Sustainable Palm Oil) certification, representing significant progress toward our 100% target by 2025.



- **Cocoa Sustainability:** Reached 100% sustainably sourced cocoa through Rain Forest Alliance accredited supply chains, ensuring ethical labour practices and environmental protection in cocoa-growing regions.
- **Biodiversity Protection:** Implemented WWF risk assessment tool across supply chain to evaluate and mitigate impacts on biodiversity hotspots and sensitive ecosystems.
- **Zero Deforestation:** We are committed to eliminating deforestation from our supply chain. Our zero-deforestation commitment extends beyond regulatory compliance to encompass broader forest conservation and biodiversity protection across all high-risk commodities.

Key Initiatives and Programmes

- **Farmer-Miller-Baker Partnership:** Established comprehensive partnerships through the Sustainable Wheat Initiative Europe (SWIE), creating direct relationships with farmers to implement promote regenerative agriculture and sustainable practices, that enhance soil health, increase carbon sequestration, and improve biodiversity outcomes and reduce environmental impact.



Pillar 2: Carbon Emission Reduction

Our carbon reduction strategy is aligned with climate science and the Paris Agreement, targeting Net Zero emissions by 2040. We are implementing a comprehensive approach covering operational efficiency, renewable energy transition, and supply chain decarbonisation.



Objectives

- **Energy Efficiency:** Invest in energy-efficient equipment and technology to reduce carbon emission in production facilities.
- **Renewable Energy:** Transition of energy consumption to renewable sources.

Targets

- Net Zero emissions by 2040.
- All our manufacturing sites will have Renewable Energy source by 2035.
- Science Based Target Initiative (SBTi): 1.5°C science based target of 50.4% reduction in Scope 1 and 2 Carbon Emission by 2030 (2018/19 Baseline).
- 50.4% reduction in Scope 3 Carbon Emission by 2030 (2018/19 Baseline).
- SBTi: Target Approved by 2025.

2024/25 Greenhouse Gas Emissions Performance

Our comprehensive emissions tracking covers all three scopes in accordance with the GHG Protocol:

Scope 1 & 2 Emissions Summary

Emission Category	Baseline 2018/19 (tCO ₂ eq)	2024/25 Status (tCO ₂ eq)	Reduction (tCO ₂ eq)	% Reduction
Scope 1 (Direct)	23,577.3	17,827.6	5,749.6	-24%
Scope 2 (Indirect)	24,333.7	14,279.6	10,054.1	-41%
Total Scope 1 + 2	47,911.0	32,107.2	15,803.7	-33%

Emissions Progress: Scope 1, 2, 3 and FLAG Emission (2018 Baseline Year and 2024)

Year	Scope 1	Scope 2	Scope 3	FLAG Emissions	Total Emissions
2018/19 (Baseline Year)	23,577	24,334	125258	183,877	357,047
2024/25 (Current Report Year)	17,828	14,280	117677.83	194,286	344,071

Scope 3 Emissions Breakdown

Category	Description	2024/25 (tCO ₂ eq)	% of Scope 3
Category 1	Purchased Goods and Services	224,058	71.8%
Category 10	Processing of Sold Products	54,338	17.4%
Category 2	Capital Goods	6,131	2.0%
Category 3	Fuel and Energy Related	11,742	3.8%
Category 12	End of Life Treatment	7,685	2.5%
Others	Transport (Cat 4 and Cat 9), Travel (Cat 6 and Cat 7), Waste (Cat 5)	7,956	2.5%

Emissions by Source Analysis

- **Agricultural Inputs (61%):** Primary focus area for Scope 3 reduction through sustainable agriculture partnerships and regenerative farming practices.
- **Manufacturing Operations (17%):** Targeted through energy efficiency improvements and renewable energy transition across all facilities.
- **Other Sources (8%):** Including packaging materials, waste management, business travel, and employee commuting addressed through various targeted initiatives.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi Target Description (Approved Wording)

Near-term Science Based Targets (2030)

- Country Style Foods commits to reduce absolute Scope 1 and Scope 2 GHG emissions by 50.4% by 2030 from a 2018/19 base year.
- Country Style Foods commits to reduce absolute Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution, fuel and energy related activities, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, processing of sold products, and end-of-life treatment of sold products by 50.4% by 2030 from a 2018/19 base year.

Long-term Science Based Targets (2040)

- Country Style Foods commits to reach Net Zero greenhouse gas emissions across the value chain by 2040.

FLAG (Forest, Land and Agriculture) Targets

- Country Style Foods commits to reduce absolute FLAG emissions by 36% by 2030 from a 2018/19 base year.
- Country Style Foods commits to reduce absolute FLAG emissions by 72% by 2040 from a 2018/19 base year.

Target Coverage: 100% of Scope 1, Scope 2, and applicable Scope 3 emissions

Base Year: 2018/19

Target Years: 2030 (near-term), 2040 (long-term and Net Zero)

Target Type: Absolute emission reduction targets aligned with 1.5°C pathway

Target Progress Summary: (2018/19 to 2024/25)

Scope 1 & 2 Combined Progress:

- **Target:** 50.4% reduction by 2030 (24,154 tCO₂eq reduction required)
- **Status:** 33% reduction (15,804 tCO₂eq reduction)

Scope 3 Progress:

- **Target:** 50.4% reduction by 2030 (155,804 tCO₂eq reduction required)
- **Current Status:** 0.9% increase from baseline (2,828 tCO₂eq increase)

FLAG Emissions Progress:

- **2030 Target:** 36% reduction (66,196 tCO₂eq reduction required)
- **Status:** 5.7% increase from baseline (10,409 tCO₂eq increase)



Key Decarbonisation Initiatives

- **Science Based Targets Progress:** SBTi validation and approval of our Science Based Targets, including FLAG (Forest, Land and Agriculture) emission reduction targets.
- **Renewable Energy Transition:** Developing comprehensive strategy for renewable energy deployment across all manufacturing sites, including on-site generation and renewable energy procurement agreements.
- **Supplier Carbon Management:** Comprehensive Sustainable Wheat Initiative Programme, aimed at providing training, tools, and resources to help our key suppliers implement sustainable practices, measure, report, and reduce their emissions, with particular focus on agricultural suppliers representing the largest share of our Scope 3 and FLAG emissions.



Pillar 3: Waste Reduction

Our waste reduction strategy is built on circular economy principles, focusing on eliminating waste generation, maximising resource efficiency, and creating value from waste streams. We are committed to achieving zero waste to landfill and significantly reducing our environmental footprint.

Objectives

- **Waste Reduction:** Identify and reduce food waste throughout the manufacturing process.
- **Surplus Food Redistribution:** Donate surplus edible food to local food banks and charities.
- **Water Conservation:** Efficient use of water.

Targets

- 100% of food waste redirected for animal feed by 2025 (2018/19 baseline).
- 50% relative reduction in food waste from our manufacturing process by 2030 (2018/19 baseline).
- 50% Increase in redistribution of edible surplus food product by 2025 (2023/24 baseline).
- 30% relative reduction in water usage by 2030 (2018/19 baseline).
- 2030 targets and current performance.

2024/25 Progress against Performance Metrics

Food Waste Performance

- Zero food waste to landfill.
- 5.1% reduction in year-on-year absolute food waste.
- 228% increase in surplus food donations.
- Expanded partnerships with more local food banks and charities.

Water Conservation Performance

- **Absolute Water Reduction:** 8.8% decrease.
- **Water Intensity:** Maintained at 1.83m³/tonne produced, demonstrating efficiency despite production fluctuations.
- **Water Conservation Programmes:** Implemented across manufacturing sites with focus on process optimisation and leak detection.

Circular Economy Initiatives

- **Waste-to-Value Programmes:** Implementation of innovative approaches to transform waste streams into valuable outputs, including utilisation and material recovery programmes.
- **Technology Integration:** Advanced monitoring systems deployed across manufacturing sites to track waste generation in real-time, identify optimisation opportunities, and ensure accurate reporting.
- **Process Optimisation:** Continuous improvement programmes focused on reducing waste generation through enhanced production planning, quality management, and inventory optimisation.
- **Community Partnerships:** Expanded network of charitable organisations and food banks to maximise redistribution of edible surplus food, contributing to local food security while reducing waste.



Pillar 4: Plastic & Packaging Reduction

Our packaging strategy focuses on reducing plastic usage while maintaining product quality and safety. We are committed to transitioning to a fully circular packaging system that minimises environmental impact and maximises recyclability.

Objectives

- Reduction of plastic usage.
- The use of eco-friendly and minimal packaging designs that prioritise recyclability and biodegradability.
- Explore alternative packaging materials and innovative solutions to reduce packaging waste.

Performance Summary

2024/25 Performance Highlights

- **Plastic Reduction:** Achieved 61% reduction from 2018 baseline.
- **Year-on-Year Progress:** 21% reduction in 2024/25, demonstrating continued momentum in plastic reduction efforts.



Packaging Innovation Programme

- **Design for Circularity:** Fundamental redesign of packaging systems to optimise material use, enhance recyclability, and eliminate unnecessary components while maintaining product protection and brand requirements.
- **Alternative Materials Research:** Ongoing development and testing of sustainable packaging alternatives including bio-based materials, paper-based solutions, and innovative barrier technologies.
- **Innovation Trials and Pilots:** Systematic testing of new packaging formats, materials, and technologies across multiple product categories to identify scalable solutions for further plastic reduction.
- **Supplier Innovation Partnerships:** Joint development projects with packaging suppliers to co-create sustainable solutions that meet performance requirements while reducing environmental impact.



Pillar 5: Healthier Choices

Our healthier choices initiative reflects our commitment to supporting consumer health and wellbeing through responsible product development, transparent nutrition information, and continuous improvement in product formulations.

Objectives

- Utilising innovative production methods and ingredients to produce healthier choices of product.

Target

Comprehensive Nutritional Baseline:

Establishing complete nutritional analysis for entire product range by 2025 to inform future improvement targets and product development strategies.

2024/25 Achievements

Initiated nutritional analysis for our product portfolio, including comprehensive macronutrient, micronutrient, and other nutritional parameter assessment.

Innovation and Development Programmes

- **Nutritional Enhancement Research:** Ongoing investigation of opportunities to increase fibre content, reduce salt levels, reduce sugar levels, improve macronutrient balance, and incorporate functional ingredients that support health outcomes.
- **Consumer Education:** Development of clear, accessible nutrition information and communication strategies to help consumers make informed choices aligned with their health goals.





Pillar 6: Colleagues and Communities

Our people-centred approach recognises that sustainable business success depends on the wellbeing, development, and engagement of our workforce and the strength of our community relationships. We are committed to creating an inclusive, safe, and supportive environment that enables all colleagues to thrive.

Charity Partners



Objectives

- **Colleague Engagement:** Enhance colleagues' satisfaction and career development through training, development programmes, and ethical engagement.
- **Community Engagement:** Foster partnerships, sponsorships, charity, and volunteer initiatives that support social and environmental causes.
- **Ethical, Safety & Wellbeing:** Promote a healthy and safe work environment for all colleagues, prioritising their well-being.



Performance Summary

Skills Development Excellence

Target: 20% year-over-year increase in participation.

Achievement: 21% increase from previous year.

Programme Scope: Technical training, digital literacy, apprenticeships, and cross-functional development.

Leadership Development Transformation

Target: 10% year-over-year increase in ILM participation.

Outstanding Achievement: Significant increase in leadership training for our colleagues (5 to 42 colleagues).



Diversity & Inclusion Progress

Target: 100% EDI training completion by 2025.

Current Status: 80% completion rate on track for target achievement.

Safety Performance

Target: 80% reduction in workplace incident rate by 2030.

Achievement: 67.7% reduction from 2020 baseline.

Nominated for Business in the Community at the North East Lincolnshire Civic Awards 2025, celebrated at Grimsby Town Hall



Community Engagement and Social Impact

- **Charitable Partnerships:** Strategic relationships with local charities aligned with our values and community needs, supported through colleague fundraising, volunteering, and skills-based contributions.
- **Educational Support:** School breakfast and treats programme supporting local schools and pupils, contributing to educational outcomes and community wellbeing.
- **Local Economic Impact:** Commitment to local procurement, employment, and community investment that strengthens regional economic resilience.
- **Employee Engagement:** Tony Wood Value Star recognition programme celebrating colleagues who exemplify our values: Agile, Resourceful, Innovation Friendly, and One Family.

Community Impact Leadership

- **Fundraising Achievement:** Over £86,000 raised for local charity partners.
- **Educational Support:** schools and pupils supported through breakfast other projects.
- **Community Programmes:** Active charity initiatives at all manufacturing sites.
- **Mental and Emotional Wellbeing:** Employee Assistance Programmes and mental health first aiders.
- **Career and Professional Development:** Comprehensive learning opportunities, career coaching, mentoring programmes, and work initiatives.

Employee Engagement and Culture

- **Comprehensive Survey Programme:** Annual employee engagement survey launched May 2025 with focus on measuring Net Promoter Score, engagement drivers, values alignment, wellbeing indicators, and ESG awareness.
- **Action-Oriented Approach:** Structured process for translating survey insights into concrete action plans with clear ownership, timelines, and progress tracking.
- **Culture Development:** Systematic reinforcement of organisational values through recognition programmes, leadership behaviours, and integration into performance management processes.

Governance and Risk Management

ESG Governance Structure

Our robust governance framework ensures accountability, transparency, and effective oversight of sustainability initiatives:

Board of Directors: Strategic oversight through dedicated Sustainability Committee meeting quarterly to review progress, approve targets, and guide strategic direction. The Board has direct responsibility for ESG strategy implementation and integration of sustainability considerations into all business decisions and planning.

ESG Steering Committee: Cross-functional coordination body responsible for resource allocation, initiative prioritisation, and progress monitoring across all six pillars.

Pillar Working Groups: Specialised teams with functional leads responsible for implementing specific initiatives, monitoring KPIs, and reporting outcomes.

Performance Integration: Sustainability metrics integrated into business scorecards to ensure accountability and alignment.



Risk Management Integration

ESG risks are fully integrated into our enterprise risk management framework with systematic assessment and mitigation:

- **Climate-Related Risks:** Physical risks from extreme weather events and transition risks from policy changes, market shifts, and technological developments.
- **Supply Chain Risks:** Sustainability-related disruptions, human rights issues, and environmental impacts throughout our value chain.
- **Regulatory Compliance:** Evolving sustainability regulations, reporting requirements, and disclosure obligations across multiple jurisdictions.
- **Reputational Risks:** ESG performance impacts on brand reputation, customer relationships, and stakeholder trust.

Stakeholder Engagement

- **Systematic Engagement:** Regular consultation with employees, customers, suppliers, investors, communities, and NGOs through surveys, interviews, focus groups, and collaborative initiatives.
- **Materiality Assessment:** Annual review of stakeholder priorities and business impacts to ensure ESG strategy remains aligned with stakeholder expectations and business needs.
- **Transparency and Communication:** Comprehensive reporting, regular updates, and open dialogue to maintain stakeholder trust and engagement.

GRI Standards Alignment Table

GRI Standards	Disclosure	Description	Report Section	Page Ref.	Completeness
Universal Standards					
GRI 2-1	Organisational Details	Company information and structure	Company Overview	5	Complete
GRI 2-2	Entities in Reporting	Scope of sustainability reporting	Company Overview	5	Complete
GRI 2-6	Activities and Value Chain	Business model and relationships	Company Overview	5	Complete
GRI 2-9	Governance Structure	Governance bodies and composition	Governance	23	Complete
GRI 2-12	Board Oversight	Role in sustainability oversight	Governance	23	Complete
GRI 2-22	Sustainability Strategy	Strategic approach statement	Executive Summary	4	Complete
GRI 2-29	Stakeholder Engagement	Engagement approach and frequency	Governance	23	Complete
GRI 3-1	Material Topics Process	Materiality assessment methodology	Materiality Assessment	5	Complete
GRI 3-2	Material Topics List	Identified material topics	Materiality Assessment	5	Complete
Economic Standards					
GRI 201-1	Economic Value	Direct economic value generated	Company Overview	5	Partial
GRI 204-1	Local Suppliers	Proportion of local spending	Pillar 1	8	Complete
Environmental Standards					
GRI 302-1	Energy Consumption	Energy use within organisation	Pillar 2	10	Complete
GRI 302-4	Energy Reduction	Energy consumption reduction	Pillar 2	10	Complete
GRI 303-5	Water Consumption	Water consumption metrics	Pillar 3	14	Complete

GRI Standards	Disclosure	Description	Report Section	Page Ref.	Completeness
Environmental Standards (continued)					
GRI 304-2	Biodiversity Impacts	Significant biodiversity impacts	Pillar 2	10	Complete
GRI 305-1	Scope 1 Emissions	Direct GHG emissions	Pillar 2	10	Complete
GRI 305-2	Scope 2 Emissions	Energy indirect GHG emissions	Pillar 2	10	Complete
GRI 305-3	Scope 3 Emissions	Other indirect GHG emissions	Pillar 2	10	Complete
GRI 306-3	Waste Generated	Total waste by type	Pillar 3	14	Complete
GRI 306-4	Waste Diverted	Waste diverted from disposal	Pillar 3	14	Complete
GRI 308-1	Supplier Screening	Environmental supplier assessment	Pillar 1	8	Complete

Social Standards

GRI 401-1	Employment	New hires and turnover	Pillar 6	20	Complete
GRI 403-1	Health & Safety System	OH&S management approach	Pillar 6	20	Complete
GRI 403-9	Work-Related Injuries	Injury rates and statistics	Pillar 6	20	Complete
GRI 404-1	Training Hours	Average training per employee	Pillar 6	20	Complete
GRI 404-2	Skills Development	Employee development programmes	Pillar 6	20	Complete
GRI 405-1	Diversity	Governance and employee diversity	Pillar 6	20	Complete
GRI 413-1	Community Engagement	Local community programmes	Pillar 6	20	Complete
GRI 416-1	Product Health Assessment	Health and safety impact assessment	Pillar 5	18	Complete

United Nations Sustainable Development Goals Alignment Table

SDG	Goal Description	CSF Contribution	Key Metrics	2024/25 Performance	Relevant Pillars
SDG 3	Good Health and Well-being	Healthier product choices, workplace wellbeing	Nutritional baseline completion, workplace incidents	78% products analysed, 67.7% incident reduction	5, 6
SDG 5	Gender Equality	Diversity and inclusion programmes	EDI training completion, leadership diversity	80% EDI training completed, gender balance tracking	6
SDG 7	Affordable and Clean Energy	Renewable energy transition, efficiency	Scope 2 emissions, renewable energy percentage	41% Scope 2 reduction, renewable strategy developed	2
SDG 8	Decent Work and Economic Growth	Skills development, safety, fair employment	Training participation, incident rates, employment practices	21% training increase, 67.7% safety improvement	6
SDG 10	Reduced Inequalities	Inclusive workplace, equal opportunities	Diversity metrics, equal pay, development access	EDI programmes, inclusive leadership development	6
SDG 12	Responsible Consumption and Production	Sustainable sourcing, waste reduction, packaging	Sustainable sourcing %, waste reduction, plastic reduction	99.75% palm oil, 100% cocoa, 61% plastic reduction	1, 3, 4
SDG 13	Climate Action	Carbon reduction, science-based targets	Scope 1+2+3 emissions, SBTi progress	33% Scope 1+2 reduction, SBTi validation progress	2
SDG 14	Life Below Water	Sustainable packaging, plastic reduction	Plastic packaging reduction, marine-safe materials	61% plastic reduction, packaging innovation	4
SDG 15	Life on Land	Biodiversity protection, zero deforestation	Certified sourcing, biodiversity assessments	100% sustainable cocoa, WWF risk assessment	1
SDG 17	Partnerships for the Goals	Industry collaboration, stakeholder engagement	Partnership initiatives, collaborative programmes	SWIE membership, supplier partnerships	All

SDG Impact Assessment Methodology

- Quantitative Metrics: Direct measurement of contributions through specific KPIs aligned with SDG indicators where applicable.
- Qualitative Assessment: Evaluation of programme design and implementation effectiveness in supporting SDG achievement.
- Stakeholder Validation: Regular consultation with external experts and stakeholders to validate SDG alignment and impact claims.
- Continuous Improvement: Annual review and enhancement of SDG contributions based on performance analysis and emerging best practices.



Future Commitments and Strategic Roadmap

2025 – 2030 Strategic Priorities

Accelerated Decarbonisation

- **SBTi Target Validation:** Begin implementation of verified emission reduction pathway.
- **Renewable Energy Deployment:** Systematic transition of all manufacturing sites to renewable energy through on-site generation and renewable energy procurement agreements.
- **Scope 3 Engagement:** Intensive supplier collaboration programmes to achieve 50.4% Scope 3 emission reduction and 30% reduction in wheat emission, through regenerative agriculture, sustainable logistics, and circular economy initiatives.

Circular Economy Expansion

- **100% Recyclable Packaging:** Complete transition to fully recyclable or reusable packaging systems by 2030 through innovation partnerships and material technology advancement.
- **Regenerative Agriculture Scaling:** Expand regenerative farming partnerships to cover majority of agricultural supply chain, enhancing soil health, carbon sequestration, and biodiversity outcomes.

Social Impact Enhancement

- **100% EDI Training Completion:** Achieve full workforce participation in diversity, equity, and inclusion training by 2025 with ongoing reinforcement and advanced programming.
- **Enhanced Community Partnerships:** Deepen local community engagement through expanded charitable programmes, educational support, and economic development initiatives.

- **Advanced Skills Development:** Scale professional development programmes to support workforce transformation, digital capabilities, and leadership pipeline development.

2030-2040 Long-Term Vision

- **Net Zero Achievement:** Systematic implementation of comprehensive decarbonisation strategy culminating in Net Zero emissions across all scopes by 2040.
- **Regenerative Business Model:** Transition to business model that creates positive environmental and social impact, contributing to ecosystem restoration and community resilience.
- **Industry Leadership:** Establish Country Style Foods as recognised leader in sustainable food manufacturing, driving sector-wide transformation through innovation, collaboration, and knowledge sharing.

Implementation Framework

Annual Reviews: Comprehensive assessment of progress against targets with Board, Sustainability Committee oversight and strategic adjustments as needed.

Stakeholder Integration: Ongoing engagement with suppliers, customers, employees, and communities to ensure collaborative approach to sustainability achievement.

Innovation Investment: Continued investment in research and development, technology advancement, and partnership development to support ambitious sustainability targets.

Measurement and Accountability: Enhanced monitoring systems, third-party verification, and transparent reporting to ensure credible progress tracking and stakeholder confidence.

Data Verification and Assurance

Third-Party Verification

- **Environmental Data:** Key environmental metrics including GHG emissions, energy consumption, water usage, and waste generation verified by independent third-party in accordance with international standards.
- **Social Data:** Health and safety statistics, training records, and diversity metrics verified through internal audit processes and external validation where applicable.
- **Certification Maintenance:** Ongoing compliance with relevant certifications including RSPO for palm oil, Rain Forest Alliance for cocoa, Sadex, EcoVadis and other sustainability standards.

Quality Assurance Process

- **Data Collection Systems:** Robust data management systems with automated collection where possible, validation checks, and regular reconciliation processes to ensure accuracy and completeness.
- **Internal Controls:** Comprehensive internal audit procedures and management reviews to validate data integrity and reporting accuracy.
- **Continuous Improvement:** Regular assessment and enhancement of data collection, verification, and reporting processes based on best practices and stakeholder feedback.



Stakeholder Feedback and Engagement

Key Stakeholder Groups

- **Employees:** Regular engagement through surveys, forums, and feedback sessions to ensure workforce alignment and input on sustainability initiatives.
- **Customers:** Ongoing dialogue with customers, sustainability partnerships, and collaborative innovation projects addressing shared sustainability goals.
- **Suppliers:** Comprehensive engagement through supplier assessments, and collaborative improvement initiatives.
- **Communities:** Active participation in local initiatives, charitable partnerships, educational programmes, and community development projects.

Feedback Integration

- **Strategy Development:** Systematic incorporation of stakeholder feedback into ESG strategy development, target setting, and programme design.
- **Performance Monitoring:** Regular stakeholder consultation on progress assessment, challenge identification, and opportunity prioritisation.
- **Continuous Engagement:** Ongoing dialogue through multiple channels to maintain relationship strength and ensure alignment with evolving stakeholder expectations.



Conclusion

Our 2024/25 ESG performance demonstrates significant progress across all six pillars of our sustainability strategy, with notable achievements including exceeding our plastic reduction target by reaching 61% reduction ahead of schedule, achieving substantial progress on carbon emissions reduction with a 33% decrease in Scope 1 and 2 emissions, and strengthening our community engagement through over £86,000 raised for local charity partners.

The integration of our ESG strategy with core business operations, risk management frameworks, and corporate culture ensures that sustainability considerations are embedded throughout our decision-making processes and organisational activities. This comprehensive approach has enabled us to deliver meaningful progress while building a foundation for continued advancement toward our ambitious 2030 targets and Net Zero 2040 commitment.

Our achievements in responsible sourcing, with 100% sustainably sourced cocoa and 99.75% sustainably sourced palm oil, demonstrate our commitment to ethical and environmental stewardship throughout our supply chain. The 67.7% reduction in workplace incident rates and increase in leadership development participation reflect our dedication to colleague wellbeing and professional growth.

Looking ahead, we remain firmly committed to our 2030 sustainability targets and Net Zero 2040 ambition. Our alignment with GRI Standards and UN Sustainable Development Goals provides a robust framework for accountability, transparency, and continuous improvement in our sustainability journey. The systematic approach to stakeholder engagement, materiality assessment, and performance monitoring ensures that our efforts remain focused on the issues most critical to our business success and stakeholder expectations.

The comprehensive approach to ESG outlined in this report not only addresses urgent environmental and social challenges but also creates long-term value for shareholders, employees, customers, and the communities we serve. By maintaining our commitment to innovation, collaboration, and transparency, we are positioning Country Style Foods as a responsible leader in the food manufacturing industry and contributing to a more sustainable and equitable future.

We look forward to continued collaboration with all stakeholders as we work together to achieve our shared sustainability goals and create lasting positive change.

Report Compliance Statement This report has been prepared in accordance with GRI Standards 2021 (Core compliance) and aligned with relevant UN Sustainable Development Goals. Environmental data has been verified by independent third parties where indicated.

Published: August 2025

Next Report: August 2026

Report Format: Available in PDF and digital formats on company website

Country Style Foods Limited

50 Pontefract Lane, Leeds, LS9 8HY

T: 0113 200 0000

E: info@CountryStyle.co.uk

www.countrystyle.co.uk