## Sustainability Report 2023 - 2024







**Most Trusted Partner** 

As one of the UK's largest fresh food manufacturers, we incorporate a number of different manufacturing businesses across the UK:







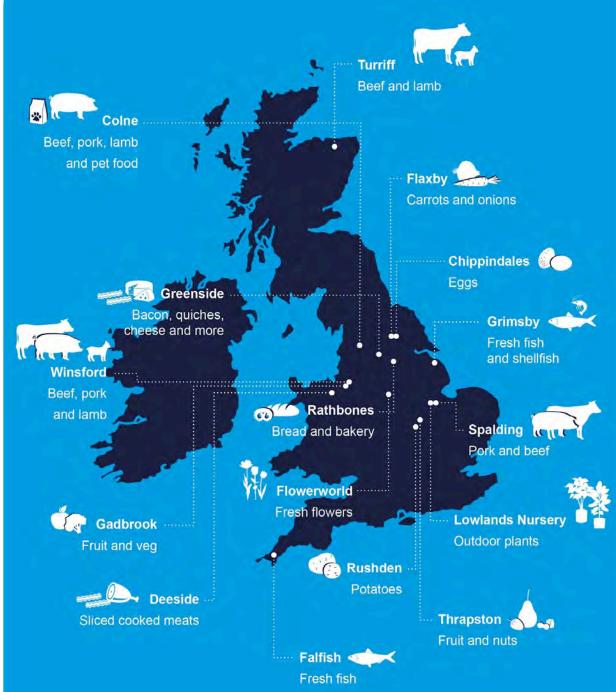




- 2 Chilled
- 4 Produce
- 2 Horticulture
- 1 Bakery
- 1 Eggs
- 4 Seafood
- 1 Pet Food







## **OUR VALUES**





#### Innovate & Grow

Encouraging creativity and embracing change.



#### **Customer First**

Building strong partnerships through great teamwork.



### **Work with Integrity**

Trust us to do the right thing.



#### **Quality Matters**

Delivering excellence in everything we do.



#### **Perform at Pace**

Work efficiently, with pace, delivering high standards.



#### **Be Sustainable**

From people to planet, we care about our business impact.

### **ABOUT US**

At Myton Food Group, our core purpose is to be the most trusted partner; enabling our customers, colleagues and farmers to grow and win in their businesses and working lives. We do this through creating sustainable, quality products made with passion and innovation, delivered at pace.

We recognise the inherent connection between climate and food manufacturing, and our responsibility to contribute positively to the communities and ecosystems in which we operate.

'Be Sustainable' is one of our core values, embedding environmental responsibility within our sites and across our supply chains. It's integrated in the performance indicators of our site and central teams. It's a topic every one of our 6,678 colleagues has the opportunity to influence.

Our sustainability ambitions work towards both global and local best practice. Strategy aligns to the UN Sustainable Development Goals and is delivered through partnerships with suppliers customers, and membership of national organisations including the UK Food and Drink Pact.

We are relentless in our focus and energetic in our drive to improve.



**Technical and Sustainability Director** 

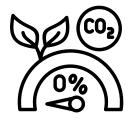
This report covers data from our financial year dating 01.11.23 to 31.10.24

A significant growth in programmes has taken place in our current financial year (01.11.24 to 31.10.25) which we look forward to reporting on soon.

## **HOW WE OPERATE**



## SUSTAINABLE OPERATIONS



### SCOPE 1 & 2

Net Zero for emissions across our own operations by 2035

**ON TRACK** 



### **WASTE**

Zero waste to landfill

**ACHIEVED** 



### **ENERGY**

Reduce energy consumption by 3% annually

**ACHIEVED** 



#### **PACKAGING**

100% packaging recyclable, reusable or compostable

**IN PROGRESS** 



#### **WATER**

Reduce water consumption by 2.5% annually

**ACHIEVED** 



#### **PEOPLE**

All sites Sedex compliant with active DEI and career workstreams

IN PROGRESS

# **OPERATIONAL EMISSIONS**



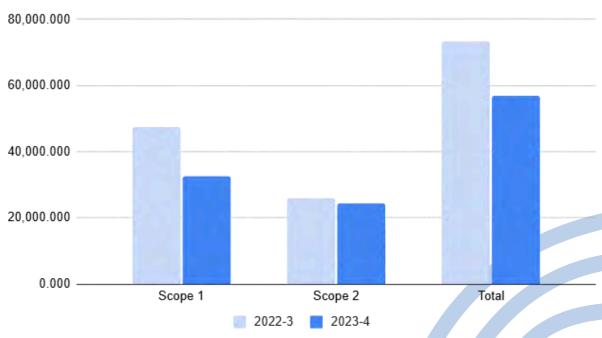
At Myton Food Group, we understand that whilst **Scope 1 & 2 emissions** make up a relatively small percentage of our overall carbon footprint, **the energy we use in our manufacturing operations is core to our business.** We strive for continuous improvement, recognising that **more efficient practices come hand in hand with reducing our overall impact on the environment.** 



### **Emission reductions**

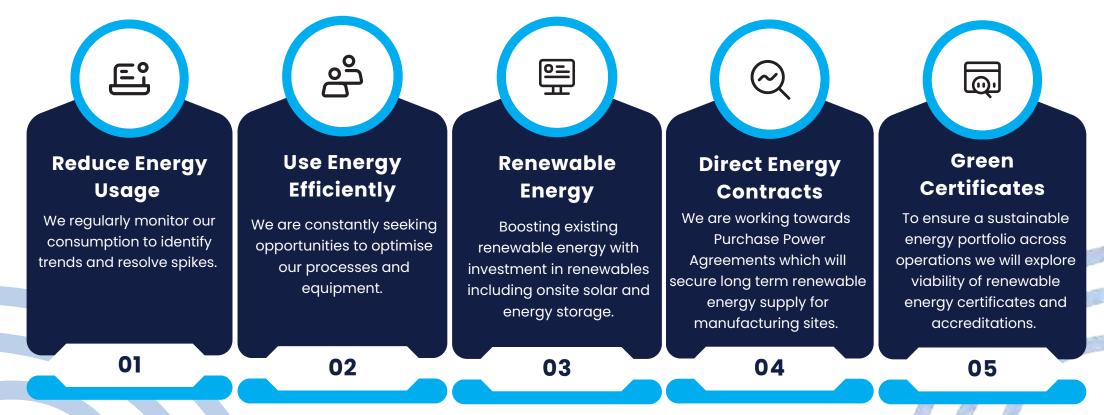
Between 2023 and 2024, scope 1 & 2 emissions **reduced by 22.59%**, which is substantial progress towards our net zero ambitions. Reductions in **scope 1 (-31.51%)** are largely due to a reduction in refrigerants and in **scope 2 (-6.37%)** from efficiencies in capacity across two sites.

### Year on Year Change in Scope 1 & 2 emissions



# OPERATIONAL EMISSIONS

We have invested in technology to **better measure and manage energy consumption**. This improved understanding highlights opportunities to **reduce energy use and increase efficiency**, enabling the build of credible decarbonisation workstreams from a baseline, alongside a feasible rollout of renewable energy sources. These activities will help us move along the **pathway to Net Zero** at pace.



# ENERGY REDUCTION

Examples of this two-pronged approach to **increase the efficiency** of our assets whilst cutting unnecessary usage include improved data management and metering, optimising equipment setpoints, replacing lighting with more efficient LEDs, upgrading inefficient and ageing boilers, and updating air compressors and production equipment.

We currently have solar panels installed at 5 of our manufacturing sites, Flaxby, Chippindales, Winsford, Deeside and Lakeside (pictured). The power generated from the solar panels is channelled straight into our sites, generating over a million kwh of solar energy.

Last year, our **Turriff site reduced energy by 11%** from a programme of lighting upgrades such as replacing bulbs to more efficient LEDs, incorporating movement sensor lights, and switching off lights in the car park during non working hours. **Switching to efficient LEDs saved over 7700 kwh and switching off car park lights saved over 13600 kwhs.** 

1.1 million Kwh of Solar energy generated across 4 sites in 2024

21,000m3 of water saved across our manufacturing sites











At Myton Food Group, we understand that water is a finite resource and have targets to reduce our water consumption across sites, encouraging best practice with our colleagues to improve efficiency, reduce water consumption, and prevent water pollution are prioritised.



#### Focusing effort where it matters

All sites have completed a water risk assessment, informing sites of priority water saving actions. We focus on areas of high water stress and are working to mitigate potential risks.



### **Monitoring Consumption**

We regularly monitor and report our water consumption with automatic meter reading providing visibility of **consumption** every 15 minutes showcasing trends and opportunities to challenge anomalies

# WATER REDUCTION &



### **Behaviour Change**

We have worked with Business Stream to create a **behavioural led scheme**, focusing on boosting knowledge of water use through **better data analysis**. A cohort of colleagues have completed a further **Water Stewardship Programme with Yorkshire Water**, forming actionable plans to support continuous improvement of water reduction. As a result of this improved understanding, we have live projects **improving the efficiency of wash down and hygiene procedures**, with longer term plans to **invest in rainwater harvesting systems** and boreholes to reduce our footprint.

#### **Onsite water management**

At our plant nursery site, Lowlands, we use an **ebb and flow irrigation system to water plants.** Water is stored on site in holding tanks and the site reservoir, which is topped up by rainwater capture and water transferrals from an adjacent dyke. This is a **closed irrigation system** – water is pumped out to plants, the trays are emptied, and the remaining water runs back into a central collection tank. This **reduction in water loss** future proofs growth and moves closer to **water neutrality.** 





At Myton Food Group, we are committed to **responsible waste management** across our operations and supply chain. By partnering with industry-leading waste specialists, we're developing a deeper understanding of our waste streams and **creating clear**, **strategic roadmaps to cut waste**.

We avoid surplus food generation throughout food production in our sites where possible, and follow the WRAP Food Waste Hierarchy to improve the way that we handle waste when it occurs.



Across our manufacturing sites, our teams work hard to **reduce food waste at the source**, from **maximising yields to repurposing by-products** both internally and through trusted third-party partners to **minimise unnecessary disposal**.

# FOOD WASTE REDISTRIBUTION

At Myton Food Group, we are **committed to supporting the communities** where our colleagues live and work.

We continue to strengthen our partnerships with **food redistribution charities** including **The Bread and Butter Thing** and **FareShare**, to help ensure that surplus food in our supply chain reaches those who need it most.









In 2024, we are proud to have redistributed the equivalent of over 4 million meals through The Bread and Butter Thing, directly supporting more than 10,000 households across the UK.

Through our ongoing support of The Coronation Food Project in collaboration with **FareShare**, we have **donated over 115,600 meal equivalents** from our Flaxby manufacturing site alone in 2024. Additionally some surplus food is also redistributed via the Company Shop.

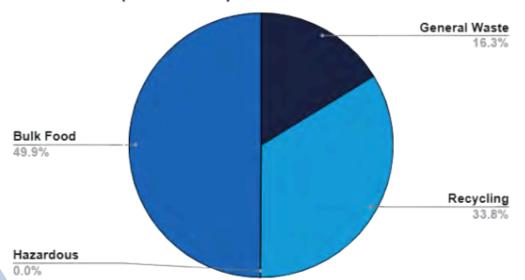


>126,000 kg of carbon saved through waste management across 8 of our sites

At Myton Food Group, we understand the value of resources. Within the last year, we undertook **new partnerships** with national waste management companies who are committed to helping us maintain **zero waste to landfill**. We aim to **recycle all our surplus materials** on site this includings pallets, fruit boxes, metal, rigid and film plastic.

To increase **recyclability of our packaging**, we are moving to **mono plastics and downgauging the thickness** of plastic to reduce the amount used. We are making progress towards our target of 100% plastic packaging being recyclable, reusable or compostable where **only 19% of our packaging wasn't recyclable in this reporting year.** 

Total Waste (metric tons) 2023-2024





Gadbrook
43 tonnes of card
12.5 tonnes of food
13.5 tonnes of wood

## **SUSTAINABILITY CHAMPIONS**



At Myton Food Group, we recognise that one of **the most impactful ways** to enhance our sustainability efforts is by **actively engaging with our colleagues**. So we've established a network of **'Sustainability Champions'** at each location who play a key role in inspiring and **driving sustainable behavioural change**.

The network includes **regular best practice sharing sessions**, where
champions collaborate to develop and
implement innovative ideas that **support Myton's sustainability objectives.** 

This initiative supports internal career development, the successful planning and delivery of sustainability campaigns, and the creation of training opportunities to build sustainability knowledge across the organisation.

Behavioural changes from top down at Gadbrook, really engaged with the sustainability team, and has worked across lots of different initiatives including finding an offtaker for starch waste from Potatoes.

Chippindales have utilised
'Recycle 4 Charity' which easily
& simply collects used ink
cartridges to reprocess,
ultimately raising funds. So far,
from 4 donations, we have



Gavin - Departmental Manager Gadbrook

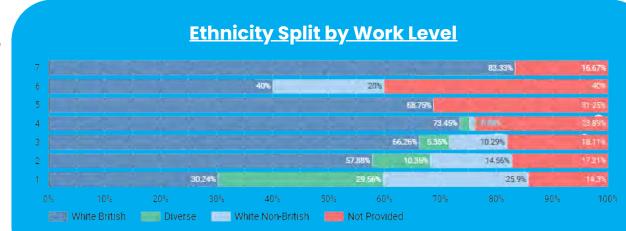
## DIVERSITY, EQUITY AND INCLUSION

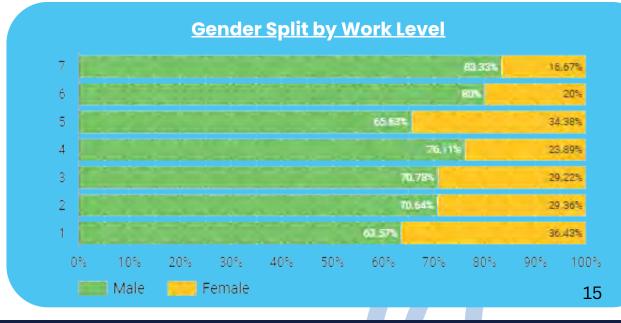


At Myton Food Group our ambition is that everyone feels welcome and celebrated. We have a comprehensive company level inclusion plan, supported by site level diversity targets, to ensure representation is reflective of our local communities.

Currently there is **35.1% Female Representation** across Manufacturing and
Central Manufacturing across all Work Levels.
Continuing to grow representation within our
leadership team is a key focus, **with 25% of colleagues WL7 (Director) and above are female**.

Overall Ethnically Diverse representation across Manufacturing & Central Manufacturing is 25.7%, compared to a national average of 18% (Census, 2021). A further 15.05% chose not to provide ethnicity data, including a high proportion of undisclosed ethnicity within Work Levels 5-7.





## **HOW WE SOURCE**



## SUSTAINABLE SOURCING



#### **ANIMAL WELFARE**

Positive animal and fish welfare programmes

**ON TRACK** 



#### **NATURE, BIODIVERSITY, WATER**

At least 50% of food sources from areas with sustainable water management practices by 2030

**IN PROGRESS** 



#### **SUSTAINABLE AGRICULTURE**

Supporting farmers towards a Net Zero journey

**ON TRACK** 



#### **DEFORESTATION LAND USE CHAINS**

100% of supply chains are compliant with EUDR

**IN PROGRESS** 



#### **SCOPE 3 EMISSIONS**

30% emissions reduction in scope 3 emissions by 2030

**ON TRACK** 



#### **HUMAN RIGHTS**

100% of suppliers on SEDEX

**IN PROGRESS** 

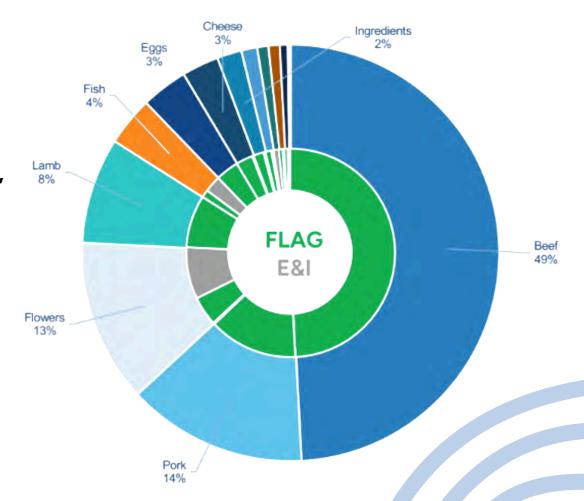
# **SUPPLY CHAIN EMISSIONS**



At Myton Food Group, we have undertaken an emissions calculation exercise and found that the **products we buy** make up over **95% of our carbon footprint.** 

A major driver of supply chain emissions is **beef**, **pork and lamb**, so we're working closely with our farm partners and suppliers to **improve the accuracy of measurement and programmes** to reduce emissions.

**Emissions** from Forests, Land and Agriculture (**FLAG**, before the farm gate) make up **86% of these emissions.** This data will help inform our future strategy to **improve land management and reduce potential deforestation** in supply chains.



## **COUNTING CARBON ON FARM**



We have a long-term partnership with **Map of Ag** to collect and analyse **accredited on-farm data**, tracking progress and driving continuous **improvement toward our net-zero goals**.

In 2023, our emissions mapping expanded significantly across livestock. Improvements in data coverage have enabled a deeper insight into year-on-year performance and identified hotspots for targeted intervention.

Between 2019 and 2023, we achieved a 20% reduction in absolute emissions across farms monitored through Map of Ag. This was accomplished by working with farmers and industry experts on a sourcing strategy to increase the volume of dairy-bred beef through Myton Food Group's Elite Beef Scheme and on-farm efficiency improvements. Increasing the scope and depth of emissions reporting drives down reductions to deliver lower emissions products.



## **PRODUCT LAUNCH**



#### **Lower Emissions Beef for Morrisons**

Through our **partnership with Morrisons**, we supply reduced emissions beef, raised through our **industry-leading Elite Beef scheme.** 

This innovation **lowers the environmental footprint of beef production by 40%** through optimising genetics, feed efficiency, and on-farm practices to reduce methane output and **improve overall sustainability.** 

By working closely with our farmers and supply chain partners, we ensure that high-welfare, responsibly raised beef reaches shelves—offering consumers a more sustainable choice without compromising on quality.

This initiative marks a significant step forward in delivering climate-conscious food at scale.



#### To find out more visit:

https://www.morrisons-farming.com/how-wework/environment-sustainability/our-40-percent-loweremissions-beef/

## **ON FARM EMISSIONS REDUCTIONS**



### **Cutting Methane in Beef Cattle**

In partnership with Sea Forest, an Earthshot finalist and science-based environmental technology company, we are working on a natural seaweed-based feed supplement to reduce methane emissions in livestock. SeaFeed™, derived from the red seaweed Asparagopsis, has demonstrated the ability to cut methane emissions by up to 90% in international trials. When the SeaFeed™ product is included as a small fraction of the animals' diet (approximately 0.5%), it is scientifically proven to reduce methane production without impacting the taste or quality of beef.

Within our UK beef supply chain trials, research partners Queen's University Belfast are assessing the effectiveness, safety, and scalability of SeaFeed™ under UK farming conditions.





## **SUSTAINABLE FARMING**



At Myton Food Group, we define sustainable farming as **growth of high quality** British food from farms we know and trust.

This incorporates **nature-positive farming**, **resilience**, **financial sustainability**, **great stockmanship**, and **connections** between farmers and customers.



Nature positive farming which cares for the world around us Great
stockmanship to
ensure content,
well cared for
animals

Agriculture resilience and financial sustainability

Building connections between farmers and customers

- Net Zero UK Agriculture
- Improving natural biodiversity
- Sustainably sourced feedstock
- Training and skills programmes supporting the 5 domains of animal welfare
- Zero tolerance of poor welfare
- Supporting trusted partnerships for long term success
- Practical agricultural transition support: people and businesses
- Farmerambassadorprogramme forcustomers
- Farmer Council
- Next
   Generation
   mentoring and
   degree
   apprenticeship
   schemes

## **TOWARDS NET ZERO FARMING**



Supporting our farmers on a pathway to sustainable farming is a multi-stepped approach.

Partnerships are key, and through our work with the School of Sustainable Food and Farming, we aim to secure a sustainable and profitable farming and food system through educating, inspiring and empowering current and future farmers to work towards reducing emissions, enhancing nature and developing more climate-friendly businesses.



We offer 1:1 consultations to farmers to review their footprints and formulate actionable plans. Our Elite Beef farmers also meet with an independent nutritionist for impartial advice on feed improvements. Equipping farmers with clear insights empowers smarter decisions to support environmental and economic resilience.

# **WORKING WITH FARMERS**



#### **British Agriculture**

At Myton Food Group, we're proud of what we have **built together with farmers supporting the UK industry** and bringing in great quality products for customers. By taking the whole crop wherever possible, we are able to **secure strong relationships**, more **consistent supply, reduce waste and increase yield.** 

#### **Working with farmers**

Our dedicated **Farmer Council, made up of 14** of our expert livestock, egg, and root vegetable farmers, plays a vital role in **shaping our approach to animal welfare, environmental sustainability, and** 

agricultural innovation.

Through regular consultation and collaboration, we ensure the voices of those closest to the land guide our progress, driving change, rooted in real-world insight and a shared vision for a more sustainable future.



# DEVELOPING FARMING



Our Next Generation Scheme supports and inspires young farmers entering the industry with training, networks and access to innovative, sustainable farming practices. Connecting rising talent with real-world experience and cutting-edge knowledge shapes a new wave of forward-thinking farmers committed to building a more resilient and responsible food system.

We work with Morrisons, a founding partner of **The School of** Sustainable Food and Farming (SSFF) at Harper Adams University to drive uptake in our sustainable farm network programme, widening our reach across the UK. We also take industry placement and scholarship students from Harper Adams University as part of the Pig Scholarship programme.

By nurturing talent and encouraging forwardthinking approaches to food production, these schemes ensure a resilient pipeline of passionate, knowledgeable producers committed to driving positive environmental and animal welfare outcomes.





# NATURE POSITIVE FARMING

At Myton Food Group, we are **committed to nature-positive farming** that supports both **food production and environmental regeneration**. We are working with Downforce Technologies to measure and understand carbon sequestration on-farm, helping track and improve the role our soils play in capturing and storing carbon as well as data on biodiversity, landscapes and habitat.

Through our collaboration with **Downforce Technologies**, we're **supporting farmers in enhancing soil health** using advanced data analytics and satellite monitoring. We also sponsor a PhD student at Harper Adams University focused on researching and developing practical strategies to **boost wildlife and ecological balance within farming systems.** These initiatives form a holistic approach to farming that protects and enriches the natural environment for future generations.



## 176 stewardship and incentive schemes across 22,782 Ha of land, across the network:

- 72% of farms are creating buffer strips next to waterways to promote biodiversity.
- Over 70% of our farms have grasslands laid down predominantly as permanent pasture.
- 51% of the network use bird boxes and bird feeders to improve habitats

# BIODIVERSITY TO ACTION

Through data-driven insights, **Downforce** helps farmers reduce their environmental impact, adapt to change, and remain competitive in a shifting market. By showing what's working on-farm and where improvements can be made, **this partnership empowers farmers** to track progress, demonstrate sustainability, and make confident decisions. **Over 70 farmers** in our supply chain already **gain tailored support** to help them reduce emissions, improve soil health, and build more resilient systems. This gives our suppliers **access bespoke data insights**, one-to-one advice, and resources to guide their sustainability journey.

#### Farmer Spotlight: Claire, Lincolnshire

Claire farms in Lincolnshire with her father, their **350-hectare mixed farm** combines arable rotations, livestock, holiday cottages and fishing lakes. They are **moving toward a regenerative approach**, integrating more grass into their rotations and grazing a larger portion of the land, moving away from set-stocking to more flexible grazing systems and utilising the land.

"We've kept over winter stubbles and added bird mixes, and the amount of bird activity we're seeing now is amazing," The maps really helped put things into perspective. We also discussed overlaying our cropping data to pull out even more insights. "There's so much potential here, and I'm really keen to keep learning." Claire's story shows how regenerative change, supported by farm-specific data, can work hand-in-hand with a busy, diversified farming business — and how practical, measurable progress can be made by building on the strengths already on the ground.



## CHUCKLE EGGS

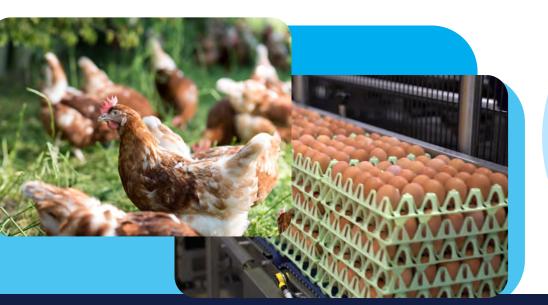


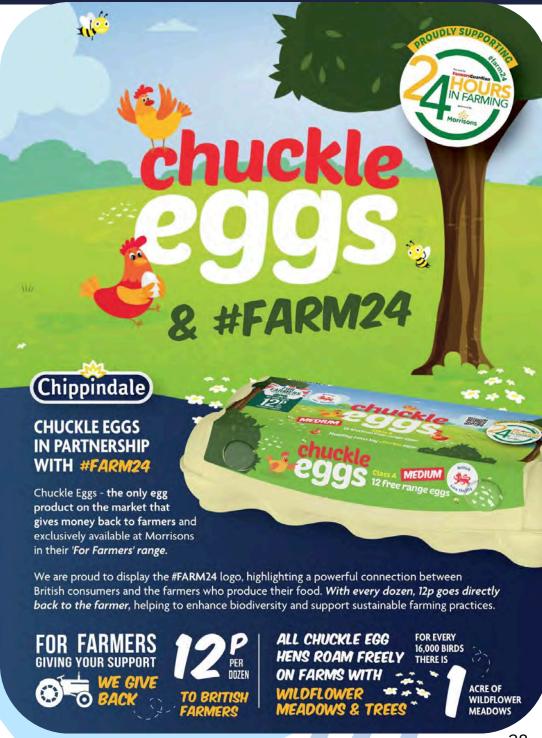
Chuckle Eggs support farmers and nature.

It is the **only egg brand** to give money directly back to British farmers - **an extra 1p per egg,** which has given back £1.6m to British Farmers since 2021

Carbon is calculated for each flock and 1 acre of wildflowers are planted for every 16,000 birds.

Further biodiversity are seen from planting woodland ranges and bee friendly flower strips





## SUPPLY CHAIN: WATER



Water is a critical resource within Myton Food Group's worldwide supply chain, and we recognise that water scarcity poses a growing risk both environmentally and economically. We are committed to sourcing sustainability, with a focus on understanding and minimising our water footprint across our global operations.

Our target is to have at least 50% of fresh food sold in the UK sourced from areas with sustainable water management practices. One example of best practice is our work within citrus farms in South Africa which:

Ensure no conflict exists over the water source

Verifies that no pollution from industrial activities is evident higher up in the canals

All growers have a written water management plan detailing the method of calculating water requirements of the crop

Growers make use of large tanks for rainwater harvesting from roof areas in the packhouse, on farm, and for workers and the community

Drip or micro irrigation methods are used, concentrating the water at the root zone and optimising water usage and cost.

# **South Africa SATSUMA NOVA** EARLY - AND MID-**SEASON NAVEL LATE NAVEL** LATE MANDARINS NOVA **STAR RUBY** LATE **MANDARINS**

## ANIMAL WELFARE



At Myton Food Group, we have always believed that **animal welfare is at the heart of responsible farming and food production**. We've moved from the **"Five Freedoms" framework to the "Five Domains"** to provide a more **holistic approach** to assessing animal well-being. Our **on farm specialists** report on and monitor a range of species specific key welfare indicators, **providing essential insights** that support evidence based management and **promote continuous improvement** in welfare outcomes.

#### On site:

- Animal Welfare Steering Group: Meets regularly to review and monitor key welfare indicators and standards.
- Welfare Culture Sessions: With a prominent expert in animal welfare, emphasising the importance of maintaining high welfare standards.
- Staff Training and Competency:
   Our staff handling livestock are animal welfare trained, ensuring that employees are well-equipped to maintain high welfare standards.



### <u>Integrity on farm:</u>

- Livestock & Laying Hen Technical Specialists: Conduct regular farm visits, with a focus on the welfare on farm, offering technical guidance and support
- Unannounced Audit Team: We employ an external company to conduct unannounced audits on our farms, safeguarding the welfare and brand reputation.
- Farm Assurance: All of our livestock sourced through Woodhead Bros are from Red Tractor farm assured holdings. All eggs are sourced from RSPCA assured farms.

# FISH SOURCING

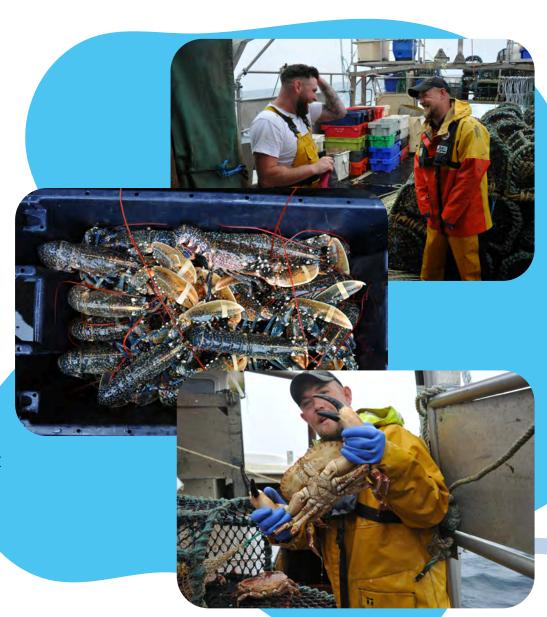


At Myton Food Group, we operate our **own seafood processing facilities** in **Grimsby and Cornwall**, supplying a diverse **range of wild and farmed seafood and shellfish** to customers.

Our Cornwall processing site, Falfish, opened a innovative £12.8m large capacity freezing facility in the last year, supporting the ongoing sustainability of the Cornish fishing industry.

We assure traceability from source to supply, and commit to continuous improvement on fish welfare. We supply a number of major retailers and work to requirements on assuring stunning practices and other interventions including fin clipping and eyestalk ablation.

We are also **actively engaging with farmed salmon suppliers** to better understand the composition and sourcing of fish feed within our seafood supply chain.



# DEFORESTATION AND SOY



Our parent company is a **founding member for the UK Soy Manifesto**, working to bring industry together to collaboratively work towards **verified deforestation and conversion free supply chains for soy by 2025.** 

In 2023-2024, we made **improvements to our soy reporting process**, introducing more rigour across our supply chain. **Across Woodhead Bros, direct livestock sourcing saw a 58%\* reduction in soy** reported.

We have **formed a working group** to further **ensure readiness for EUDR** across all relevant products. **All British cattle products have 100% traceability** back to farm holdings. **100% of our palm products are RSPO segregated and certified**. We are working towards **ensuring our soy is reported and certified** with the introduction of this new legislation at the end of 2025.



\*Used a sample of feed data obtained through our annual emission surveys. This enabled us to create soy conversion ratio that was more representative of our supply chain. This conversion ratio was worked on and approved by Map of Ag & 3Keel.

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At Myton Food Group, we believe that **ethics is a cornerstone of our supply chain**, and therefore ensure that every stage of **our sourcing and production aligns with our commitment to responsible and sustainable practices**.

Our vendor assurance and due diligence process are central to this, helping us to evaluate and monitor suppliers against strict ethical, environmental and social standards. These measures help to safeguard workers' rights and support fair business practices across our supply chain.

**We monitor suppliers through SEDEX**, a leading platform for managing and improving ethical supply chain practices. This high level of engagement allows us to maintain transparency, identify potential risks, and work collaboratively with suppliers to drive continuous improvement.

Additionally, **Myton Food Group attends Food Network for Ethical Trade** meetings to keep up-to-date on changes within the ethical trade space.





# ETHICS: HORTICULTURE CASE STUDY



Myton Food Group is committed to **purchasing from suppliers who are actively working to improve ethics** within their own supply chains. We believe in **building long-term partnerships with like-minded businesses** that share our values.

Our horticulture site in Spalding is currently working closely with OVATA, Myton Food Group's main succulent grower based in the Netherlands. OVATA is a family business that is MPS Socially Qualified certified, and on SEDEX, ensuring transparency and continuous ethical monitoring. Beyond certifications, OVATA is making a real-world impact through its 'Because We Care' initiative, supporting community development projects in Africa.

Some of their sustainable initiative include **a transition to 100% peat-free growing soil** in 2024, **sourcing green energy** for their operations and installing a **closed-loop water system** which uses 100% rainwater.

## Supporting the Journey **Working with our industry partners**

























olleco





































School of Sustainable Food and Farming











GROUP

**UNIVERSITY OF LEEDS** 





























We engage with regular industry stakeholder meetings to encourage open knowledge exchange, foster collaboration and align best practices. By engaging diverse perspectives, we help ensure that industry standards remain both evidence based and responsive to evolving challenges that we are seeing within our supply chains.



mytonfoodgroup.com

in

**Myton Food Group** 

**Most Trusted Partner**