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| | FEI.POL.1.3 | 3.1 | ENVIRONMENT & SOCIAL GOVERNANCE POLICY | CR | 21/01/2025 |

FEI Foods Limited Environment & Social Governance Policy

At FEI Foods Limited, we are committed to operating as a responsible and sustainable food manufacturing business. We recognise the importance of environmental stewardship and carbon impact and the role we play in shaping a sustainable future. We shall operate in a way whereby ESG is embedded in our values, guiding our decisions and actions to minimise our environmental impact as a whole and contribute positively to the community.

- **Leadership and Accountability:** We have established clear responsibilities for environmental aspects at all levels within the business, and individuals are accountable for fulfilling their roles, providing adequate resources to enable the effective implementation and operation of this policy.
- **Legal Compliance:** Ensure full compliance with all relevant environmental & sustainability laws, regulations, and standards. We will actively monitor changes in legislation and strive to exceed legal requirements.
- **Risk Assessment and Management:** We will identify, assess, our environmental risks associated with our activities. Control measures will be implemented to minimise or eliminate our environmental impact.
- **Energy Efficiency and Emissions:** Improving energy consumption will be a priority for our operations through improved manufacturing efficiencies. We will also make investments in energy-saving devices, explore options for renewable energy sources, and routinely calculating our carbon impact. We are committed to reducing greenhouse gas emissions and supporting international efforts to tackle climate change, through understanding and improving our Scope 1, 2 and 3 emissions with a journey to net zero emissions and setting clear and achievable targets.
- **Waste Reduction and Recycling:** Clear plans to actively pursue waste reduction initiatives throughout our supply chain. This includes minimising packaging waste, promoting the use of recyclable and compostable materials, and implementing effective waste management practices. Our goal is to move towards a circular economy where waste is minimised, and resources are recycled.
- **Water Conservation:** We acknowledge the importance of water as a finite resource. We commit to implementing water conservation measures in our operations, including efficient water use and responsible wastewater management. We will work towards baselining our water footprint, reducing consumption within our manufacturing process, and promoting water conservation within our supply chain.
- **Sustainable Packaging and Sourcing:** Provide focus towards responsibly sourcing of raw materials and ingredients, we will prioritise suppliers who adhere to ethical and sustainable practices, promoting and minimising environmental impact. We will continue to review our options on single-use packaging and make further steps toward the great work we have done converting to recyclable pouches.
- **Communication & Reporting:** We shall report on our sustainability performance with transparency, including key environmental metrics, achievements, and challenges. This information will be communicated to employees, stakeholders, promoting accountability and encouraging a shared commitment to sustainability.
- **Employee Well-being:** We value the health, safety, and well-being of our employees. FEI Foods Limited is committed to providing a safe and inclusive work environment that fosters diversity, equality, and employee development. Details set within supporting policies.
- **Community Engagement:** We recognise the importance of actively engaging with local communities surrounding our manufacturing sites. We will support community development initiatives and strive to be a responsible business.
- **Ethical Conduct:** FEI Foods Limited expects our suppliers and business partners to adhere to ethical standards, including labour rights, fair wages, and safe working conditions. We will collaborate with suppliers to ensure adherence to our social responsibility principles throughout the supply chain. Further information is available within our specific policies.

Commitment, motivation, and involvement of each employee from the top down is the guarantee for the success of this policy.

Signed:



Lloyd Williams
Managing Director
Date: 21/01/2025

Signed:



Christian Rees
Operations Director
Date: 21/01/2025