THE BART INGREDIENTS CO

PART OF THE FUCHS GRUPPE



# Sustainability Report 2024

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# Company Overview



# A message from our CEO

At Bart Ingredients, we're proud to share our first Sustainability Report, marking a key step forward in our journey to build a better, more responsible future.

This year, we made progress across our four pillars: Responsible Community & Employer, Responsible Sourcing, Responsible Products, and Responsible Use of Resources. From cutting food waste to switching to recyclable packaging, and from well-being initiatives to calculating our full carbon footprint, we're making sustainability a core part of our business.

In 2024, we formalised our internal Sustainability Committee and gave sustainability a place in Executive leadership. We also contributed to the Fuchs Gruppe sustainability standard, helping set shared goals across the group. As we continue this work, we recognise that the world around us is changing, and so must we. The urgency and scale of today's sustainability challenges call for stronger action, deeper transparency, and a commitment to progress.

This report highlights our commitment to science-based targets for emissions and fully recyclable packaging, and our aim to halve food waste by 2030. We're also proud to be certified as a Great Place to Work and to strengthen diversity, inclusion, and community partnerships.

As we look to 2025, we're developing bold long-term targets aligned with the United Nations Sustainable Development Goals (SDGs), and are excited for what lies ahead.

***Adam Sims, CEO***

# We bring the joy of food to life.



We create taste that consumers crave



We add emotion to food



We act responsibly



We lead the race

At Bart Ingredients, we believe that great flavour should never come at the expense of people or the planet. As experts in seasoning and blends, we are passionate about the enjoyment of good food - but equally committed to acting responsibly at every step of our journey.

Sustainability is rooted in our values and guides how we work. From the way we partner with suppliers to the care we take in crafting our products, we are proud to create a lasting, positive impact.

With a diverse product range, we meet the needs of home cooks and industry partners alike, across the UK and internationally.

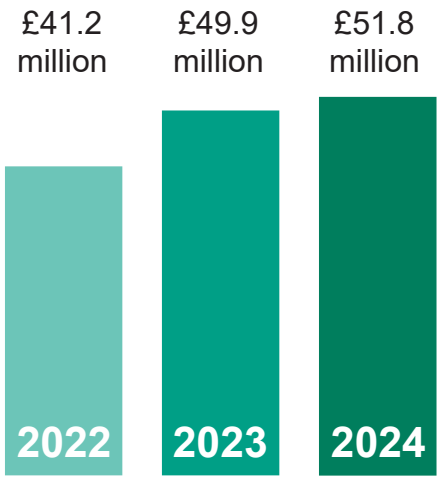


# Our finances

In the year ending 31 December 2024 the Company's turnover increased by 4% to £51.8m. This increase was driven by higher sales volume and increased sales prices following continued cost inflation. While inflation has reduced since the peak seen in 2023, conditions remain volatile, and prices remain high. The increasing frequency of extreme weather events due to climate change is a key risk for the Company which we are mitigating by working to diversify our supply base and exploring alternative sourcing regions.

The Company returned to profitability in 2024, after a loss in 2023. The main reasons for this were an increase in sales volumes and efficiency improvements in production, while there was also some further recovery of margin through price increases. This has strengthened the foundation for sustainable growth in future years.

## Turnover



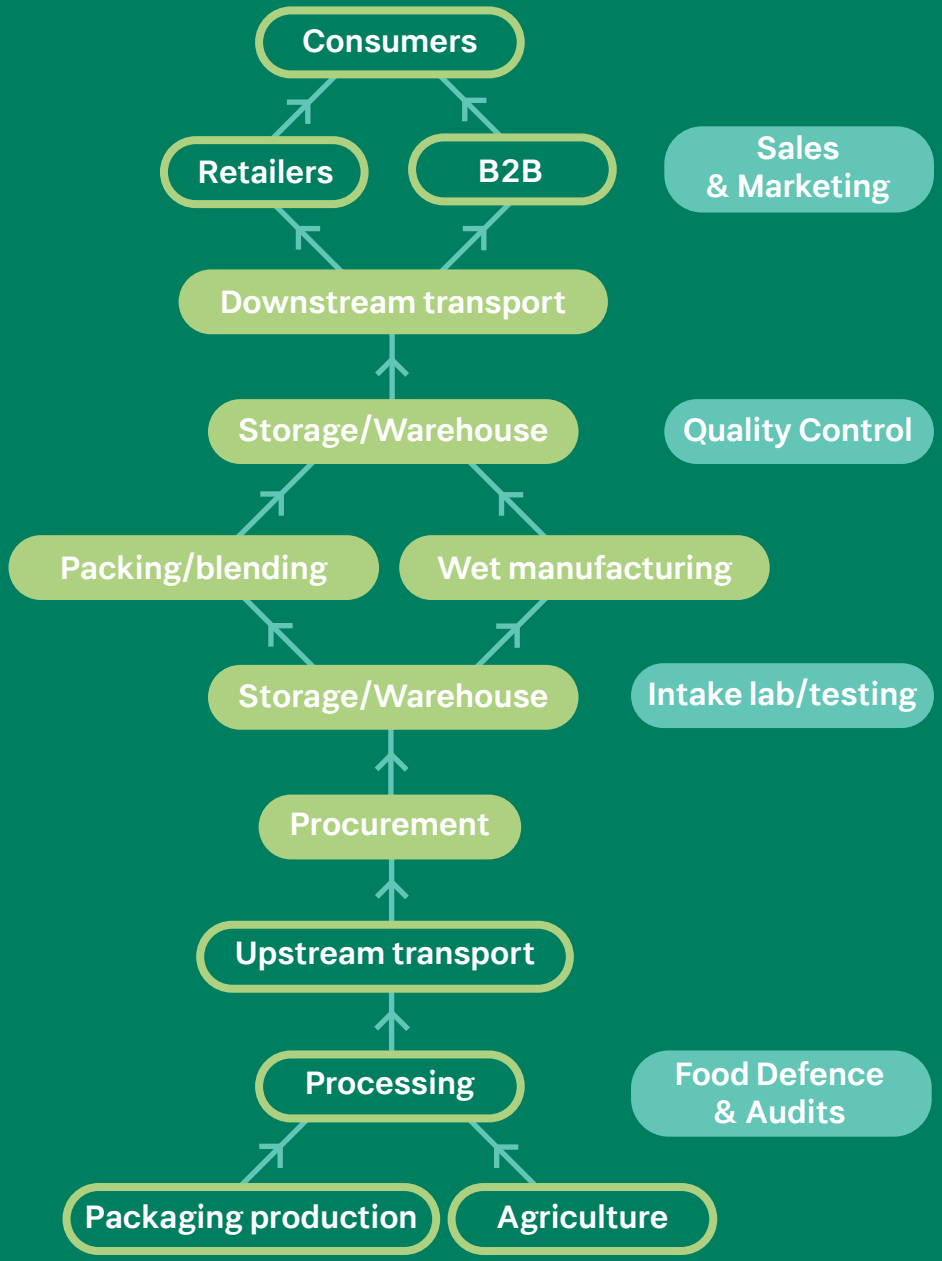


# Our Value Chain

Our extended value chain starts with the cultivation of herbs and spices in many different countries, largely by smallholder farmers. Most is then processed at origin before being shipped to the UK. Our Procurement and Food Defence teams work together to ensure that the raw materials and packaging we buy are high quality and meet our compliance and traceability requirements. This includes risk assessing and auditing suppliers.

On receipt, materials are tested for authenticity and food safety, before being positively released for use in production. Manufacturing processes performed on our sites include blending, cooking and filling into containers. Food safety and the safety of our employees is of paramount importance at all times. The finished products are then sent to retailers for onward sale to consumers.

- Activities outside of our direct control
- Activities under our direct control
- Business functions





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# Our Sustainability Management System

Sustainability is not a destination, but rather a journey of constant learning, innovation and improvement. We are committed to building our sustainability management capacity and embedding sustainable thinking in our daily activities.

In 2024, we added sustainability to the portfolio of one of our officers, ensuring improved representation at Board level. We also set up a formal Sustainability Committee composed of senior managers from various functions who have a key impact on sustainability through their roles.

Our Chief Finance & Sustainability Officer played an active role in the newly established Fuchs Gruppe Sustainability Committee, helping to shape the group's global strategy. In 2024 a particular focus was the development of a group-wide Fuchs Gruppe standard involving the achievement of globally recognised accreditations which all sites will be expected to work towards in the next few years.

Our sustainability framework focuses on four areas of action which each include key topics outlined further in this report. Through our actions we aim to contribute to many of the Sustainable Development Goals (SDGs).



# Our targets and progress

In 2023 we set a number of specific targets while we developed a more holistic approach to sustainability and are pleased to report progress against all of our goals. During 2025 we are reviewing our goals for 2030 and aim to publish a more comprehensive set of targets relating to the four areas of action in our 2025 report.

| | | |
|---|---|---|
| 1 | **Signed commitment letter to SBTi and a net zero ambition** | The Fuchs Gruppe committed to set Science Based Targets in late 2023 and expects to have validated targets for Near Term and Net Zero by the end of 2025. |
| 2 | **All primary packaging on own brands to be 100% recyclable by 2025** | All primary packaging except our grinder caps was 100% recyclable or compostable by the end of 2024. We hope to find a solution for grinders by the end of 2025. |
| 3 | **100% of sourced paper & board to be sustainably sourced by 2025** | All paper and board sourced was FSC certified by the end of 2024. |
| 4 | **Commitment to UN SDG goal 12.3 to halve food waste in our operations by 2030** | In 2024 we reduced our food waste by 8% against the baseline of 2023. |
| 5 | **At least 30% of management and supervisory roles to be filled by females** | In 2024 39% of management and supervisory positions were held by females, an increase from 37% in 2023. |

# Focus areas for 2025

The key topics we will focus on during the next twelve months include:

We will undertake the EcoVadis assessment for the first time. This is a globally trusted provider of business sustainability ratings with a network of more than 150,000+ rated companies. Through the assessment we aim to get detailed insights for compliance and improvement.

We will join the Food Network for Ethical Trade (FNET), enabling us to work alongside other suppliers and retailers to support advancing our implementation of responsible business practices, in particular Human Rights Due Diligence.

As part of the Fuchs Gruppe we will commit to validated Near Term and Net Zero Science Based Targets.

We will continue to work on our Sustainable Packaging strategy and formalize our roadmap for the next few years.

We will begin the roll-out of Carbon Literacy training with the aim of upskilling and empowering our staff to take action.



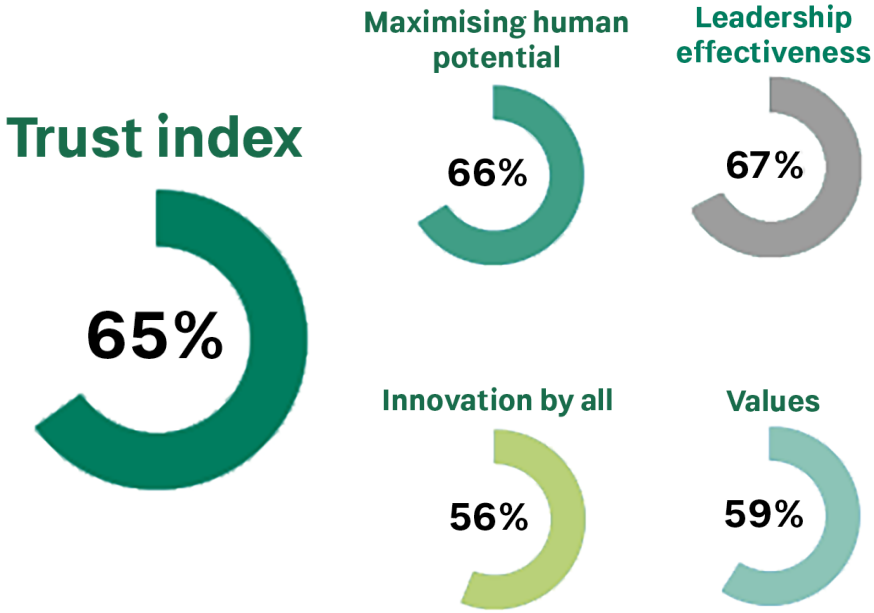

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## Responsible Community & Employer

# Engaging with our employees

We were proud to be certified as a Great Place to Work in November 2024. 68% of our workforce provided feedback and our overall average response was 65%. The top positive statements were in regard to fair treatment regardless of gender, race and sexual orientation. Our engagement index was 69% with 82% of respondents agreeing that they felt a sense of pride when they looked at what we accomplish, and 82% agreeing that our customers would rate the service we deliver as ‘excellent’.

Great Place To Work.® Certified NOV 2024-NOV 2025 UK ™




We have committed to completing the survey again in 2025, with the aim of becoming an even greater place to work. In response to feedback around areas for improvement, we are establishing a new staff forum with GPTW Champions who will enable all those who work for us to influence significant business matters and have a say in decisions and actions that affect their lives and well-being at work. We are investing in leadership development and launching new initiatives to help embed our company values, including ‘Bright Spark’ to encourage innovation.



# Employee well–being

We are committed to enhancing the benefits we offer to our employees over time and over the past few years we have improved our offer, including life insurance cover for all employees after three months service, enhanced bereavement leave and full paid leave of up to two weeks following pregnancy loss for those who are not eligible for maternity or paternity leave.

In 2024 we improved the parental leave available to employees with at least twelve months service, allowing eight weeks of full pay for those on maternity leave and two weeks at full pay for those on paternity leave, although we fully recognise there is more to do in this area.

For those whose roles permit, we have brought in a standard flexible working policy which allows employees to adopt a hybrid working pattern, and flex their start and finish times.

Ensuring our people stay both physically and mentally healthy is very important to us. All employees have access to a private GP service, and we have trained a number of Mental Health First Aiders in recent years who can identify, understand and respond to signs of mental health issues in the workplace and encourage individuals to seek appropriate professional help.

We take our responsibilities towards our employees' future financial security seriously and offer regular group pension information sessions with our financial advisors, and the option of an individual meeting if required.

We have an active Social Committee, and employees were able to join in with various events such as theatre trips, skittles evenings and the Christmas party in 2024.

Since 2021 we have been accredited by the Living Wage Foundation and ensure that both our employees and all regular agency workers and contractors earn a real Living Wage that reflects the actual cost of living. This decision reflects our belief that fair pay is a fundamental part of a sustainable and ethical workplace.

We are a supporter of the West of England Good Employment Charter. The Charter promotes seven key benefits of good employment including security, flexibility, wellbeing and development.



# Our commitment to human rights

The Bart Ingredients Co Ltd has supply chains that are dependent on people and business around the world. As a values-based business we recognise the need to protect the rights of both the individuals and the communities touched by our trading activities. We are committed to the highest standards of business and ethical practice including compliance to all relevant laws and regulations.

We have been members of Sedex, a global platform that helps companies manage and improve ethical and responsible practices in their supply chains, for many years and both our sites are regularly audited.
In the last audits in 2023, six minor non-conformances were highlighted which were quickly addressed and closed out.

We are committed to a proactive approach to tackling labour exploitation including:

- Providing Modern Slavery Awareness training to all managers and supervisors annually.
- We ensure that no recruitment or job finding fees are paid by workers.
- All labour agencies used are audited to ensure compliance with our policies.
- Regular welfare interviews are conducted with agency workers at our sites to identify any signs of exploitation.
- Information is provided to our workforce through posters and leaflets and workers are encouraged to report any exploitation which may be occurring.



# Diversity, equality & inclusion

We have been measuring and analysing our gender pay gap for a number of years which helps us to focus on the areas where we see the greatest differences.

In 2024 the ratio of average (mean) remuneration for female employees compared to male employees across the whole organization improved to 85%, from 80% in 2023, while the median gender pay gap increased to 5.1 compared to 1.4 in 2023. However, due to the relatively small size of our team, some fluctuations in this figure are to be expected. Our analysis shows that the key area we need to focus on is at the senior management level where men still outnumber women and tend to be in higher-paid roles.

In recent years we have increased the percentage of female managers and supervisors in the business, and this now stands at 39%, while board representation is lower at 20% female.

**49%** of our workforce is female

**39%** of our managers and supervisors are female

**5.1** our median gender pay gap

We are proud to have been recognised as a Disability Confident Employer. To achieve this, we have taken steps to improve how we recruit, retain and develop individuals with disabilities so that our people can fulfil their potential. This status underscores our belief in the valuable contributions individuals with disabilities bring to the workforce and the ongoing success of our business and demonstrates our commitment to social responsibility and being an equal opportunity employer.

In 2024 we became a supporter of the Ban the Box campaign as part of our commitment to fair and inclusive recruitment practices. We believe giving individuals with convictions a chance to contribute positively to their community and rebuild their lives helps wider society by breaking the cycle of re-offending. It also makes sense for our organisation by enabling us to attract the widest possible range of talent.

disability confident COMMITTED

BAN THE BOX



## Career development

Having a skilled and well-trained workforce is key to our future success. All of our employees receive comprehensive training relating to their roles, including Food Safety Level 2 for all factory-based staff.

We are also proud to have recently supported a number of employees through professional qualifications including those from the Association of Chartered Certified Accountants (ACCA), Chartered Institute of Procurement and Supply (CIPS), Chartered Institute of Personnel and Development (CIPD), Institution of Occupational Safety and Health (IOSH) and the Corporate Governance Institute (DipCorpGov). Additionally, we cover our employees' membership fees once they have obtained a qualification and pay for continuing professional development (CPD).

We are always keen to promote from within and in 2024 several vacancies were filled by internal candidates, including our new CEO.



## International exposure

During the summer of 2024, Josh, one of our graduate Finance Analysts completed an 8 week placement working at the Fuchs Gruppe headquarters in Germany, supporting the Controlling team. This was the first time one of our employees was given the opportunity to work in another area of the group and it was a great success, allowing Josh to understand more about how his role at Bart fits into the wider group picture.

In the past two years we have also hosted six Fuchs Gruppe graduates from Germany for two month placements in the commercial, procurement and finance functions at Bart.

"The two months in Germany were a really valuable experience for me – I learned a lot from working in a bigger team and picked up new skills along the way. It was also a great experience getting to know colleagues in Germany and embracing the culture while I was there."
***Josh Woodgate, Finance Analyst***



# Health & safety

As a company we have always recognised the importance of a robust health and safety management system. We aim to maintain safe and well-managed working practices, and through a proactive approach to accident reporting and investigation we endeavour to reduce instances of work-related injuries and illnesses.

Our Health & Safety Management System ensures we meet our legal obligations under the Health and Safety At Work Act 1974, and all its subsequent regulations. We are members of the British Safety Council, the Institution of Occupational Safety and Health and Sedex and work with other external partners for audits and training services.

Risk assessments are carried out in a structured and systematic way to identify potential hazards, evaluate risks, and implement measures to control or eliminate those risks.




The H&S management system is based on the principles of HSG65 HSE guidelines of ‘Plan-do-check-act’ and covers both sites and all of our workers.

The company has a near miss reporting system, which helps us to reduce the risks by taking action before an accident occurs. There are also opportunities for staff to report issues anonymously through suggestion and whistleblowing systems. All accidents are thoroughly investigated and corrective actions are taken.

The management of the health and safety logs, including risk assessment and near misses, is reviewed quarterly with the company’s Senior Leadership Team.

There are scheduled monthly health and safety meetings with participants from all areas of the company which allow an opportunity to analyse the issues or raise new concerns. Minutes from these meetings are posted for the staff to see and points are raised with the senior management. In 2025 we are planning to progress the expectations of these participants by introducing Safety Champions, with a revised remit.

2024 saw a large drive on health and safety awareness, with key employees attending three-day IOSH courses. These courses were tailored towards company specific scenarios. Two key staff also attended a five-day Site Management Safety Training Scheme (SMSTS) course, in order to understand the management of the activities of contractors to site.



# Our charity partners

Frank Water is a Bristol based charity that works to provide safe water, sanitation, and hygiene (WASH) to marginalised communities in India, Nepal and Kenya. As a Rainmaker partner, Bart's support since 2013 has provided enough funding for over 6,000 people in some of the most remote, water-scarce areas of the world to access sustainable, clean, safe water for life.

Find out more about Frank Water here.






After several years working with Bristol-based Square Food Foundation (SFF), we were pleased to join their Corporate Membership Club in 2024, as a founding 'Sourdough' member.

SFF use food and cooking as vehicles to empower people. Through cooking programmes and meal kits individuals and communities are taught skills and knowledge that leads to greater self-confidence, connection and wellbeing. In addition, we also launched an employee volunteering programme which will start in 2025.

Find out more about Square Food Foundation here.

Our Newbury team ran another Christmas collection for Loose Ends Newbury, a local charity running a well-established drop-in centre for anyone in the community who may otherwise go without a hot meal. We also agreed a long-term sponsorship arrangement which will see Bart providing financial support and running a volunteering scheme for employees from 2025 onwards.

Find out more about Loose Ends here.



# Developing our Sustainability Culture

During 2024 we participated in the first Fuchs Gruppe Sustainability Weeks. Employees learnt about the new partnership with Square Food Foundation and were able to sign up for the new volunteering scheme in 2025.

In the spirit of collaboration across the group, our management team heard from Eduardo Pavão at Fuchs Gruppe affiliate Tropoc about the programme implemented in Pará, Brazil to improve the sustainability of black pepper production.

Employees at both sites volunteered for litter picking in the areas local to our Bristol and Newbury sites. Despite changeable weather we were able to pick up almost 350kg of litter which we disposed of safely through our waste management systems.

**345kg** of rubbish collected by employees in the areas local to our sites.

**29** employees took part.

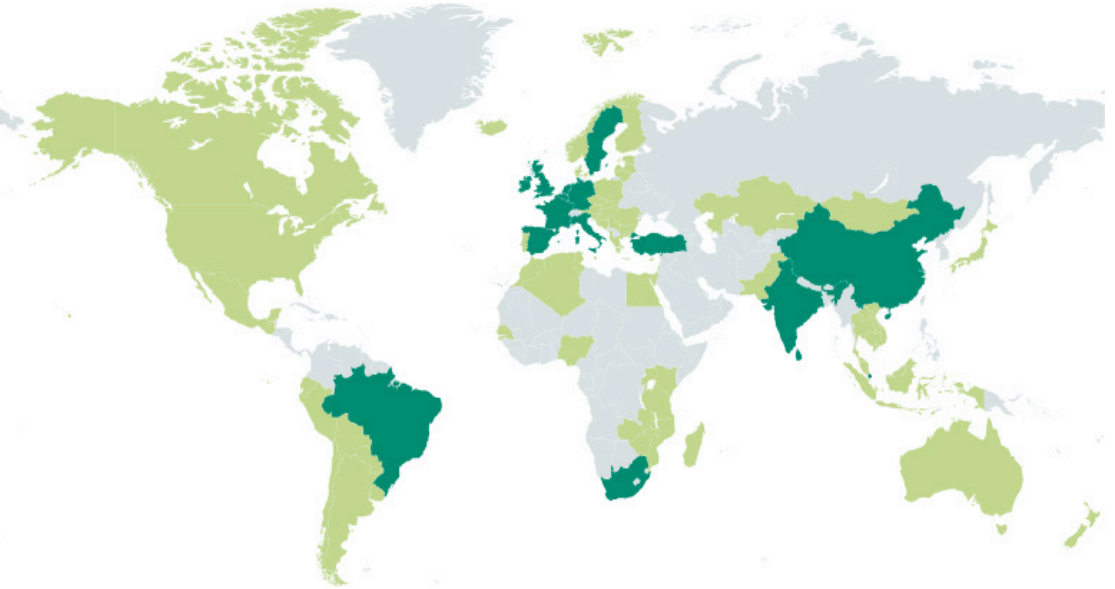




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# Responsible Sourcing

Purchasing high-quality raw materials is key to our success. In 2024 we purchased around 400 different raw materials originating in over 40 countries. Our main countries of origin are highlighted on the map below.



Key suppliers

Countries from which our raw materials are sourced

Developing our responsible sourcing policy and measures is a top priority for us and in 2024 we took concrete steps by working with our parent company, the Fuchs Gruppe, to develop a comprehensive Code of Conduct for Business Partners which will be rolled out during 2025. In addition, as part of the Fuchs Gruppe, we have taken steps to implement a whistleblower system for the anonymous submission of complaints.

# Focus on pepper

A significant proportion of our pepper was sourced from Tropoc Produtos Tropicais de Castanhal Ltda., another Fuchs Gruppe subsidiary headquartered in the Brazilian state of Pará. Tropoc buys pepper directly from farmers in Pará, who are supported and trained in Good Agricultural Practices (GAP). Tropoc's sustainability agenda also focuses on protecting the Amazon and biodiversity as well as reducing GHG emissions.



"The quality of our pepper and sustainable cultivation methods are inextricably linked for Tropoc. The key is close cooperation with more than 1,800 farmers. We make a contribution to sustainable improvement of cultivation methods and yields in the long term by conveying knowledge and researching technologies."

***André Kich, Head of Raw Material Origin at Fuchs Gruppe***





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# Responsible Products

## Food Safety & Quality

In 2024 we maintained BRCGS grades of AA+ across both sites, as well as Soil Association Organic accreditation, while attaining Kosher, Halal and Vegan certifications for the first time. In addition there were multiple successful audits by our customers.

Additionally, we maintained strong Technical industry links and influence: our Technical Director continued as the Technical Committee Chair of the Seasoning and Spice Association, as well as sitting on the Technical Steering Group of the Food Industry Intelligence Network, the Scientific and Technical Committee of Campden BRI and 2 prominent Proficiency Testing bodies (LCG AXIO and Fera FAPAS). We maintained group membership of the Institute for Food Science and Technology, affording every individual in the team Associate Membership status.

**6** approved external labs

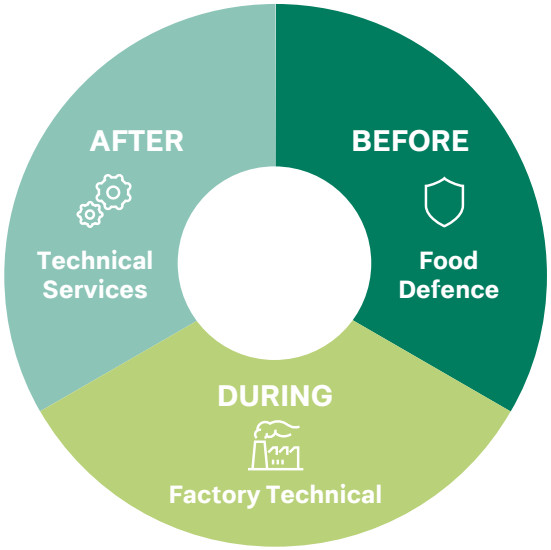
**16,500** chemistry tests conducted

**23,000** micro analyses

**1,900** batches verified for authenticity via inhouse NIR

**19** third party technical and quality audits

# The Bart technical strategy covers 3 key areas




**Before:** Food Defence (FDT) covers raw material and supplier approvals and auditing. The team manages raw material and packaging specifications, risk assessments and alerts bulletins covering industry risks and hazards, designed to mitigate risks to the business, and our onward customers and consumers. They also manage the analytical testing of materials received to Bart for authenticity, food safety, regulatory and quality parameters, some of which is conducted in our own laboratory.

**During:** Factory Technical (QA) ensures site food safety and compliance to third party audit standards, for example BRCGS. Most of our audits are unannounced so our sites are always 'audit ready'.

**After:** Technical Services manage customer specifications, standards and policies. They also ensure that any product complaints received from customers are thoroughly investigated.



# Food Safety and Quality Awareness Week

In June, Bart colleagues took part in our first Food Safety and Quality Awareness Week, timed to coincide with World Food Safety Day. They spent the week celebrating our Food Safety and Quality Culture, attending toolbox talks across the Bart sites, learning more about our Intake lab controls and taking part in an interactive black light handwashing exercise, all of which help to reiterate the message that Food Safety is Everyone's Business.

"Food Safety and Quality Awareness week is a Bart initiative designed to engage all Bart staff in an informative and fun manner on how they can influence the continuous development of our unique Food Safety and Quality Culture."

***Gideon Ashworth, Technical Director***



# Sustainable packaging

A key focus in 2024 was the development of our Sustainable Packaging Strategy, which aims to bring together into one framework the various different projects in the packaging area.

Packaging protects our products and ensures that they reach the consumer in a safe and quality condition but also has an environmental impact. Our use of packaging causes a significant proportion of our Scope 3 GHG emissions, not just directly from purchases, but also from transportation, waste and recycling.

In summary, we aim to ensure that all packaging is fit for purpose and as sustainable as possible by bearing in mind the following factors:

1. Our commitment to the Science Based Targets Initiative (SBTI) which obliges us to set targets to reduce our GHG emissions.

2. The aims of the UK Plastics Pact, which include reducing the total amount of packaging on supermarket shelves, and designing plastic packaging so it can be easily recycled.

3. Food safety and quality, and compliance with all relevant GB and EU legislation.

4. Customer-centric design and the effectiveness of the packaging for food storage.



**Remove**. We aim to remove all unnecessary packaging from our own brands and work collaboratively with our retail partners to assess opportunities to remove packaging from the private label products we manufacture for them. We also commit to reducing secondary packaging wherever possible.



**Reuse**. We will investigate options for consumers to be able to reuse food containers for example providing sustainable refill packs.



**Reduce**. Where packaging cannot be removed we commit to reducing the amount of packaging we use to a minimum, for example reducing the thickness of glass jars. We also ensure that packaging fits the product effectively and does not result in us storing or transporting air.



**Replace**. We continually assess potential changes to our packaging materials with the aim of increasing their sustainability. We assess multiple factors including the need to reduce GHG emissions, our commitment to reducing overall volumes of plastic and ease of recycling, while always providing safe, quality and convenient products to consumers.



**Recycle**. We aim to ensure all the packaging we use is fully recyclable. We design our packaging using material combinations that can be recycled together, and which do not cause issues in the recycling process.
We commit to increasing the recycled content used in our packaging, in particular working with our suppliers to increase recycled content in plastics to a minimum of 30%.

In the past two years we have moved all of the sourcing of our paper and board for primary and secondary packaging to FSC-certified. The Forest Stewardship Council is a non-profit organisation, providing trusted solutions to help protect the world's forests and tackle today's deforestation, climate, and biodiversity challenges.

All of the packaging used on the Bart brand except our grinder caps is now recyclable or compostable. We continue to work closely with our supplier and are hopeful that we will find a fully recyclable solution for grinder caps by the end of 2025. We continued to make progress in moving to fully recyclable packaging for the products we produce for our retail partners.

In 2024 we also started to source some plastic containing recycled content, although the availability of plastics with recycled content which can be used as food-contact packaging continues to be a challenge. We are working closely with our suppliers and this will be a key focus area for us in the coming years.

**99.2%** of packaging for Bart brand purchased in 2024 was recyclable.

**98.8%** of all packaging purchased in 2024 was recyclable.

**100%** of paper and board purchased used for primary and secondary packaging was FSC certified by the end of 2024.





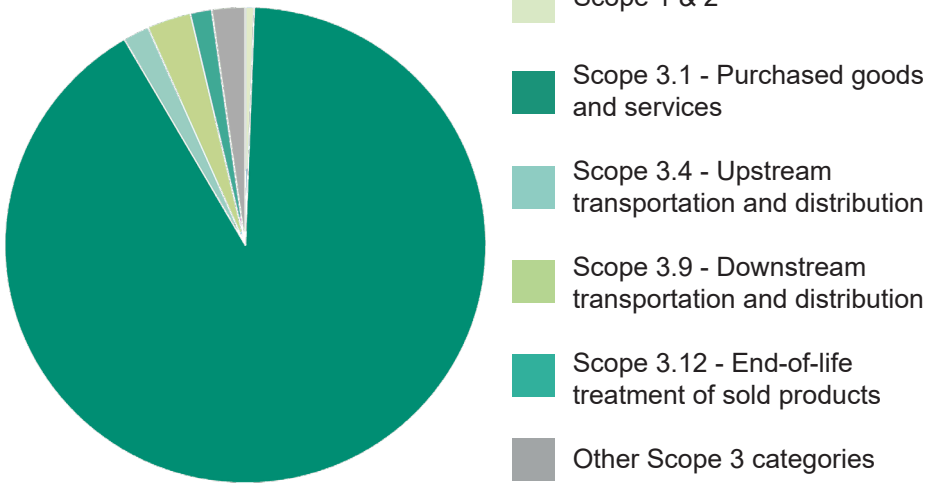
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# Responsible Use of Resources

## Energy and emissions

Following the commitment made in 2023 by the Fuchs Gruppe to set science-based Targets (SBTs) for Greenhouse Gas (GHG) emissions reductions, 2024 saw a major step forward for Bart Ingredients and the Fuchs Gruppe, as we calculated our full corporate carbon footprint (CCF) for the first time for our baseline year 2023. Over 99% of Bart's CCF sits in Scope 3, representing emissions in our value chain, and over 90% of emissions result from the production of our raw materials and packaging.

### GHG emissions 2023 tonnes $CO_2e$

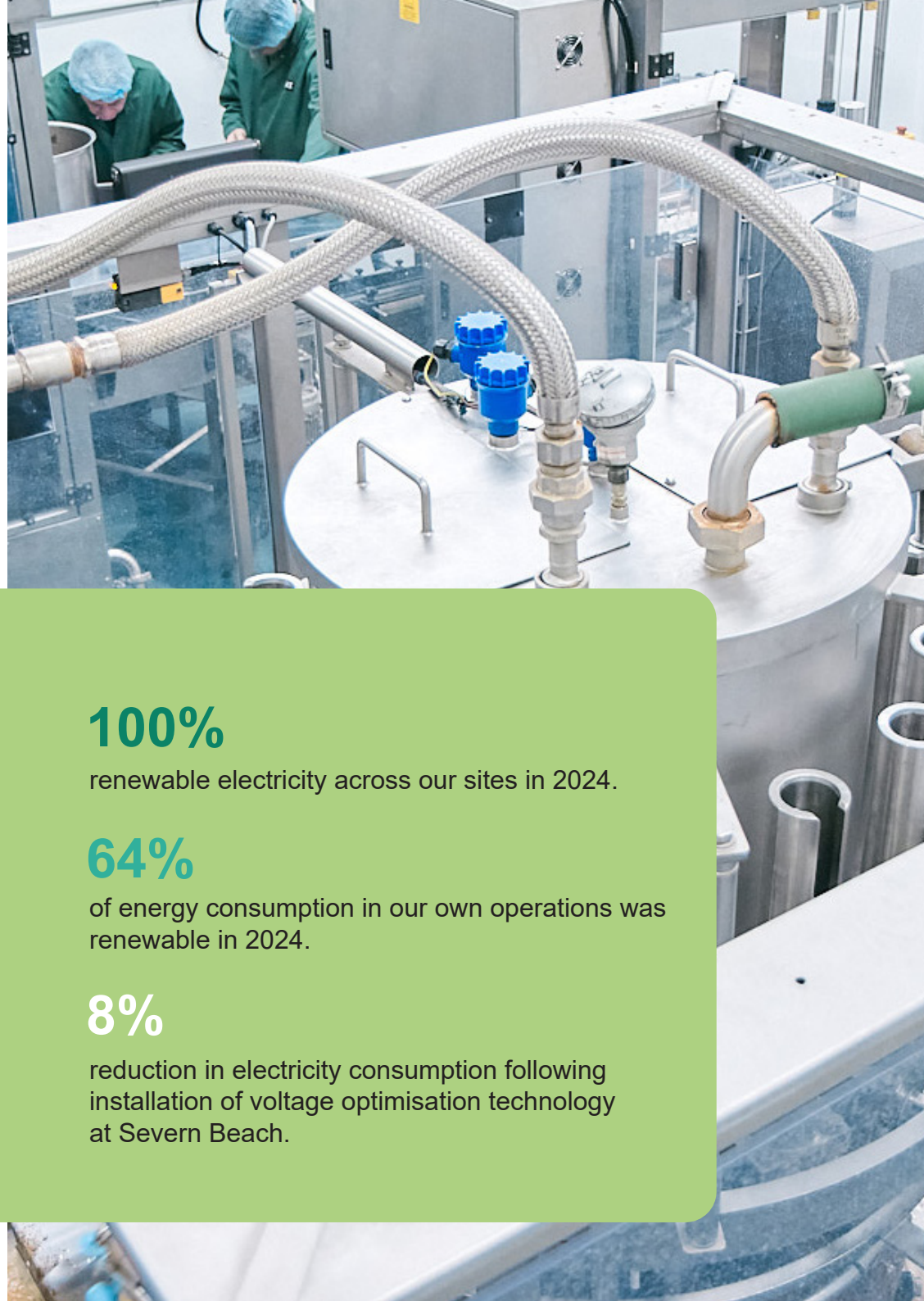



41,953 tonnes total

During the next 12 months we expect to have science-based targets validated for both Near Term and Net Zero, to have calculated the CCF for 2024 and identified emissions hotspots where we will look to engage with our suppliers to reduce the emissions of the goods they supply to us.

In 2024 our energy consumption in our own operations from fuel (Scope 1) and purchased electricity (Scope 2) overall increased slightly, from 3,067MWh to 3,102Mwh. The primary reason for this was an increase in natural gas consumption at Severn Beach which appeared to result from the replacement of a faulty meter. It is therefore likely that the recorded consumption for 2023 is under-estimated as there were no changes to the systems using natural gas during 2024.

More positively, 2024 was the first year in which all electricity consumed at our sites came from renewable sources as we completed the move to green electricity contracts during 2023. We are currently working on our plan to reduce our Scope 1 and 2 emissions in the near term in order to meet the Fuchs Gruppe's SBTs.



## Reducing electricity consumption through new technology

In 2024 we worked with Powerdown 220 to install voltage optimisation technology at our main Severn Beach site.Voltage optimisation manages electricity consumption by controlling the incoming voltage supplied to electrical equipment. The average UK voltage is is 242V, around 10% higher than equipment requires. The optimisation process involves stepping down the voltage when it exceeds the desired range and slightly boosting when it falls below the required level. This way, electrical equipment receives a steady, regulated supply of voltage, maximising its efficiency and lifespan.

The implementation of voltage optimisation reduced electricity consumption by 8%, which equates to around 25 tonnes of $CO_2e$ based on average UK grid emissions per kWh. The technology should also reduce wear-and-tear on electrical equipment and increase its lifespan.

**100%**

renewable electricity across our sites in 2024.

**64%**

of energy consumption in our own operations was renewable in 2024.

**8%**

reduction in electricity consumption following installation of voltage optimisation technology at Severn Beach.

# Waste

The waste generated in our own operations comes from various sources, including the disposal of packaging of the raw material and packaging purchased, damages during storage, losses of materials during operations and the disposal of any produced finished goods which do not meet our high quality standards. As well as costing the business money, the amount of waste we produce has a direct impact on our greenhouse gas emissions so minimising waste is important.

In 2024, the overall waste generated reduced by 15% due to improvements in operational processes. We also worked with a specialist third-party supplier at our largest site in Severn Beach to implement a new waste management system which increased the percentage of waste recycled on site to 52% from 45% via improved waste sorting, in particular for different types of plastic. In addition, we also achieved zero waste to landfill across both our sites and reduced the total amount of waste sent for disposal by 25%. All of our general waste which was not recycled was incinerated to generate power for the areas local to our sites.

We have committed to the Food Waste Reduction Roadmap defined by the Waste and Resources Action Plan (WRAP) which means halving our food waste by 2030 against the baseline of 2023 (a target aligned with SDG 12) and reporting our progress each year. Food waste is challenging to measure fully throughout our operations, but we are able to make an estimate using data from our ERP system. In 2024 we reduced food waste by 8% by improving processes in our operations.




**51%** of waste recycled

**ZERO** waste to landfill

**25%** reduction in non-recycled waste compared to 2023

**8%** reduction in food waste

# Our industry links

## Sustainable Spices Initiative

Through the Fuchs Gruppe we are members of the Sustainable Spices Initiative and participate in the Environmental Working Group.

## Seasoning and Spice Association

Gideon Ashworth (Bart Technical Director) is Technical Committee Chair (& on Executive Board). He also leads the Allergen Working Group.

Fiona Thornton (Bart Food Defence Manager) sits on the Pesticides Working Group

Suzanne Handrick (Bart Technical Services Manager) sits on the Sustainability Working Group.

## European Spice Associations

Gideon Ashworth sits on the Technical Commission.

## Food Industry Intelligence Network

Gideon Ashworth sits on the Technical Steering Group.

## Campden BRI

Gideon Ashworth is on the Scientific and Technical Committee.



# Disclosures, GRI content index and acknowledgements

## Non–financial disclosures

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