



# FBC UK Environmental, Social, and Governance (ESG) Policy

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## FBC UK Environmental, Social, and Governance (ESG) Policy

### Plan Authorisation and Approval

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This policy is effective from 20<sup>th</sup> January 2025.

### Introduction

FBC-UK is committed to integrating robust Environmental, Social, and Governance (ESG) principles into every aspect of our operations. We recognise that our responsibilities extend beyond delivering high-quality products to our customers and consumers; we are dedicated to contributing positively to the environment, society, and the governance landscape. This policy outlines our commitment to sustainable and ethical practices that align with our core values and business objectives.

### Environmental Responsibility

At FBC-UK, we are committed to work towards minimising the environmental impact of our operations.

#### 1. Climate Action

We are committed to reduce carbon emissions in our own operations and with our suppliers to limit climate impact across our value chain.

#### 2. Water

We are committed to manage water responsibly across our value chain.

#### 3. Waste

We are driving reduction in operational waste to landfill. We are committed to minimising food waste.

#### 4. Ingredients

We are collaborating with our suppliers to ensure our key ingredients are sustainably sourced and to enhance biodiversity.

#### 5. Packaging

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We are working to reduce the amount of packaging we use and to increase the proportion of our packaging that is recyclable.

## Social Responsibility

We are committed to fostering a positive social impact by supporting our employees and the communities in which we operate.

### 1. Employees

We have established company programmes to enhance employee health, safety and wellbeing, to ensure diversity and inclusion and to develop talent.

### 2. Communities

We provide clear and consistent nutritional information on every branded pack and we are innovating to expand our portfolio of 'better for you' products.

We are working to develop programmes that have a positive impact in the local communities in which we operate.

## Governance

FBC-UK is committed to maintaining the highest standards of corporate governance to ensure accountability, transparency, and ethical behaviour throughout our organisation. Our approach to sustainability is underpinned by five guiding principles:

### 1. Product Safety

We are committed to ensuring product safety and traceability.

### 2. Quality First

We are committed to always maintain the highest standards of quality for our customers and consumers.

### 3. Business Ethics

We are committed to ensure we always act with integrity and do the right thing.

### 4. Human Rights

We are committed to respecting and promoting human rights throughout our value chain.

### 5. Animal Rights

We are committed to ensure the ethical treatment and welfare of animals in our value chain.

## Conclusion

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FBC-UK is committed to integrating ESG principles into every aspect of our business operations. We believe that by doing so, we can create long-term value for our stakeholders while contributing positively to the environment and society. This policy serves as a guiding framework for our ongoing efforts to achieve sustainable and ethical growth.