



3RD EDITION

ANNUAL BUSINESS REPORT FY2023/24



Table of Contents

Introduction

- 3 Foreword from our Managing Director
- 4 Our Business
- 5 Purpose, Vision, Culture, and Values

Our ESG Approach

- 7 Introduction to our ESG Framework
- 8 UN's Sustainable Development Goals
- 9 Net Zero Roadmap 2022-2050
- 10 Environmental, Social and Governance (ESG) Timeline
- 11 What we have achieved in 2023/24

Our ESG Pillars

- 13 Environmental
- 20 Social
- 30 Governance

Appendix

- 38 Looking Forward
- 39 Partnership for Goals
- 43 References



Foreword from our Managing Director



In today's rapidly evolving global landscape, the significance of environmental, social, and governance (ESG) factors is more critical than ever. At the beginning of 2024, we launched our ESG strategy and framework to guide our commitments across these pillars and achieve our targets by 2030 and beyond.

Environmental stewardship is central to our strategic vision, and this report details our progress in this area, including our progress in reducing carbon emissions and conducting life cycle assessments (LCAs) for our entire product portfolio with Mondra. And in July 2024 our 2030 near and long-term Scope 1, 2, GHG emissions targets were validated by the Science Based Targets initiative (SBTi).

Social responsibility is equally important, and we are dedicated to positively impacting our employees, communities, and stakeholders by fostering a diverse and inclusive workplace, ensuring workforce health and safety, and supporting community development and ethical labour practises.

Governance underpins our corporate ethos, emphasising integrity, transparency, and accountability. Strong governance is fundamental to building stakeholder trust and ensuring our long-term success.

This report reflects our strategic priorities, progress, and commitment to continuous improvement. Whilst we are proud of our achievements, we recognise that there is still much to be done. We remain dedicated to driving meaningful change and creating lasting value for all our stakeholders.

Charles Pinder



Our Business

For over three decades, our family-owned business has strived to excel in the importation and distribution of canned and ambient foods across the UK and Northern Ireland. We specialise in providing a diverse range of own-brand, customer-branded, and supplier-branded goods to our customers in the foodservice, wholesale, manufacturing, and retail sectors.

Our extensive product range is tailored to meet the diverse needs of our customers and includes:

- Fish: including canned and pouch tuna, canned salmon
- Tomatoes: including canned whole, chopped, plum & paste and bag in box tomatoes
- Beans & pulses: including canned baked beans, chickpeas, kidney beans and mixed bean salads
- Fruits: including canned apples, fruit cocktail, pears, and peaches
- Vegetables: including canned & pouch sweetcorn, canned mushy peas, and mushrooms
- Dry mixes: including gravy, batter mixes and custard

In addition, our Fruitypot business offers a selection of ambient desserts under our brands, Fruitypot and JellySqueeze. These products, which include fruit-based jellies, fruit in jelly and fruit in juice, are supplied to major UK retailers and foodservice clients. We also supply this range under private label and operate under licensing agreements for certain jelly product lines.

Our business thrives on enduring and strategic partnerships with suppliers from multiple continents. We emphasise building and maintaining a high level of trust with our suppliers and customers, which we view as fundamental to sustaining an honest and transparent supply chain. We actively support our suppliers and encourage their continuous development, fostering a collaborative approach to mutual success.

This commitment to robust relationships and a diversified product portfolio positions us as a trusted and reliable partner in the food industry.



**Head Office
Huddersfield**

Purpose, Vision, Culture, and Values



Our Purpose

To source exceptional food worldwide and make it accessible to our customers. Through our commitment to quality and global sourcing, we aim to exceed the expectations of our customers

Our Vision

To be the supplier of choice for quality canned and ambient products at competitive prices, delivered on time with great attitude

Our Culture

We set a high bar on culture within our organisation based upon our core values: customer committed, open & honest, strive for excellence, cost conscious and we are one team

Our ESG Approach

- Introduction to our ESG Framework
- UN's Sustainable Development Goals
- Net Zero Roadmap 2022-2050
- Environmental, Social and Governance (ESG) Timeline
- What we've achieved in 2023/24



Introduction to our ESG Framework

Caterers Choice has established an ESG strategy framework built on three key pillars: environmental, social, and governance. This framework allows us to articulate our goals and ensure accountability in pursuing our future vision. The Board of Directors plays a crucial role in overseeing the execution of our ESG strategy, fostering a culture of integrity and responsible leadership throughout the organisation.

Caterers Choice ESG strategy is aligned with the United Nations Sustainable Development Goals (SDGs) to comply with industry expectations and demonstrate best practise.



UN's Sustainable Development Goals

The 2030 Agenda for Sustainable Development, ratified by United Nations member states in September 2015, serves as a comprehensive action plan aimed at promoting the well-being of people, the health of the planet, and overall prosperity. This agenda encompasses 17 Sustainable Development Goals (SDGs) along with 169 specific targets. It seeks to harmonize the three pillars of sustainable development: economic growth, social inclusion, and environmental protection. Achieving these goals necessitates collaborative efforts among all stakeholders, including businesses, governments, non-governmental organizations, and civil society.

How we contribute to the UN's sustainable development goals

It is Caterers Choice responsibility as an agent and broker to contribute to achieving the sustainable development goals. Caterers Choice has decided to focus efforts on 10 SDG Goals where our activities have a significant impact as outlined in this report.



Committed to actively supporting the good health and wellbeing of our employees



Investing in employee learning and training to develop skills and talent



Committed to pursuing diversity by encouraging women empowerment, and providing equal opportunities



Committed to invest in optimising energy and process efficiencies



By promoting inclusiveness, as well as a safe and secure work environment



Committed to being a Living wage accredited business



Focusing on better waste and natural resources management



By contributing to the fight against climate change notably



Assert our commitment to human rights, fundamental freedoms, data privacy, and responsible technological advancement



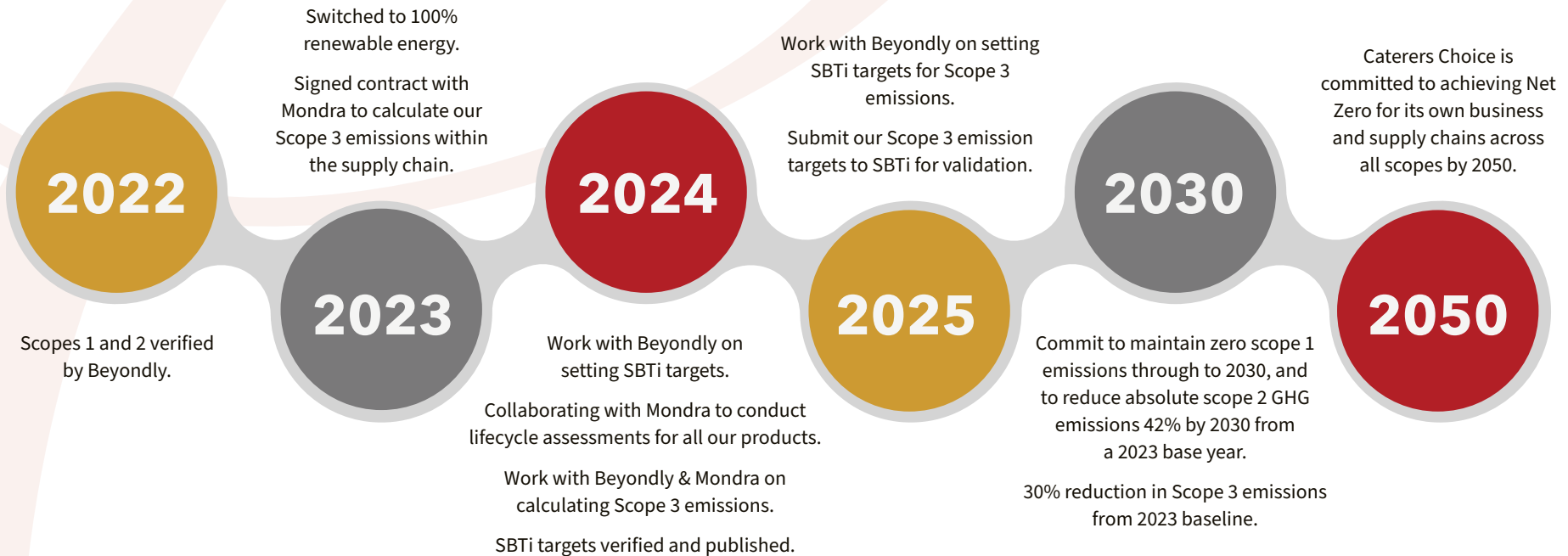
To support the achievement of the sustainable development goals in all countries

Caterers Choice contribution to the Sustainable Development Goals

Net Zero Roadmap 2022-2050



The below sets out our roadmap to achieve our goal of becoming Net Zero in our own business and supply chains across all scopes by 2050.



BEYONDLY  **mondra**

Environmental, Social and Governance (ESG) Timeline



Our ESG timeline illustrates the progress we have made in enhancing our environmental, social and governance (ESG) performance since 2021 and our aims for the future.



2021

Employed dedicated resources to prioritize human rights and sustainability within the business



2022

Published 1st Annual business report for 2021/2022



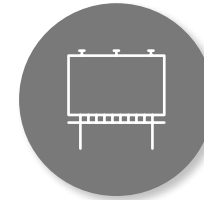
2023

Became a Living Wage Accredited supplier
Achieved EcoVadis Bronze Status
Published 2nd Annual business report for 2022/2023



2024

Creation of an ESG Strategy
Creation of an ESG Committee
Development of ESG KPI's
Developed a Net Zero roadmap



2025 - 2030

Drive our ESG strategy & Net Zero roadmap to deliver on our objective and targets

2023/24 Highlights



Caterers Choice are dedicated to promoting environmental, social, and governance (ESG) practises within our business. The following are the key achievements of our ESG efforts during 2023/2024. Detailed information on these achievements can be found in the relevant ESG sections of this annual business report.

Achieved zero emissions using the market-based method as we procure 100% renewable energy for the office

Achieved Eco Vadis Bronze Status Badge

Developed a Net zero roadmap

Raised £2,670 for Ocean Cleanup through Caterers Choice My Virtual Mission Challenge

Signed up to Waste Food Waste Reduction Roadmap (FWRR)

Sponsored the Huddersfield Town Foundation Early Kick-off breakfast club van which delivers breakfast to over 40 schools in the Kirklees area

Formed an ESG Committee

Set Science-Based Target Initiatives (SBTi) for Scope 1 & 2 GHG emissions which have been approved by the (SBTi)

Sponsored a banner to encourage more children to sign up and try underwater hockey in Yorkshire

Women represent 43% of our Board of Directors

Joined ETI Grievance Mechanisms in Agriculture working group

Developed a Human Rights Framework

Our ESG Pillars

- **Environmental**
- **Social**
- **Governance**



Environmental

Our commitment

Caterers Choice is committed to maintaining high standards in service delivery whilst also focusing on minimizing our environmental impact. We are dedicated to acknowledging our role in climate change and its impact on our stakeholders and the global community. It is our duty to guarantee the sustainable growth of Caterers Choice and the industry as a whole.

Our Focus Areas for 2023-2024

- Scope 1 & 2 GHG emissions
- Mondra Life Cycle Analysis Assessments
- Scope 3 GHG emissions
- Reducing Food Waste
- Knowles Net Zero Strategy
- Our Supply Chain

UN SDGs



Measuring success

- We will partner with the below to measure our success to ensure we are on track with our environmental commitments.

BEYONDLY  **mondra**



Scope 1 & 2 GHG emissions



Scope 2 covers the indirect emissions from an organisation's use of purchased electricity, heat, steam, and cooling. These emissions occur at the energy source (i.e. a power station) rather than directly within the organisation's facilities. Caterers Choice Scope 2 emissions consist of the purchased electricity that is consumed at the Huddersfield head office. In 2023, we did not purchase any heat, steam, or cooling.

We have committed to purchasing 100% renewable electricity for our site, which results in zero emissions under scope 2 using a market-based reporting method. Market-based reporting calculates greenhouse gas (GHG) emissions based on the specific energy contracts and supplier choices made. This method accounts for the intensity of the emissions of the electricity products purchased, rather than relying on the average emissions of the grid.

However, we also recognise that it is best practice to reduce electricity consumption where possible. In the year ending 2023 we achieved a 5% reduction in the kWh of electricity consumed on site. When considering this using the location-based emissions reporting method, this was a reduction of 49%. Location-based emissions reporting assesses the GHG emissions based on the average emissions intensity of the grids where the energy consumption occurs. This method reflects the average impact of electricity used in different geographic locations.

During the period of 2022 and 2023, Caterers Choice reported zero scope 1 emissions, as there were no direct Green House Gas (GHG) emissions produced from sources owned or managed by Caterers Choice.

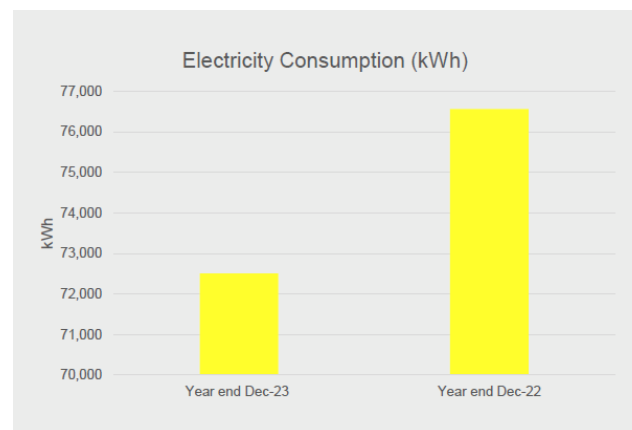
However, due to business changes (transition to an office featuring air conditioning in early 2024) we will now need to report on our scope 1 emissions going forward with Beyondly using 2024 as a baseline year.

In July 2024, the Science Based Targets initiative (SBTi) published our Scope 1 and 2 emissions targets for both the near and long term, as outlined in our net zero roadmap. The published targets can be found on SBTi website link [Companies taking action - Science Based Targets Initiative](#).

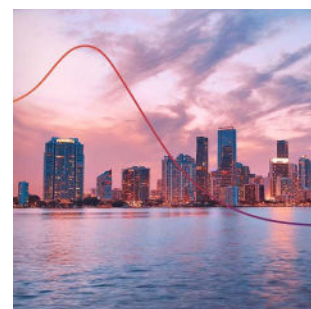
As we monitor and review our science-based targets, we will collaborate with the SBTi if it's necessary to update these targets should a business change occur.

Our annual business report for 2024/2025 will include an update on our science-based targets.

Caterers Choice 2022/2023 kWh consumption



UN SDGs



WE'VE SET A
SCIENCE-BASED
TARGET



Mondra Life Cycle Analysis Assessments



Due to the nature of our business as an importer, 90% of Caterers Choice's carbon footprint is accounted for by Scope 3 emissions. To ensure that our supply chain policies are compliant with decarbonisation and broader environmental requirements, we must collaborate with our supply chain partners. To do this effectively, we need to understand where our emissions are generated under the fifteen categories that make up scope 3.

We have identified that one of the largest categories for us to consider is Purchased Goods and Services, which includes the purchase of all the products we sell to our customers.

To assist us to effectively calculate our activities within this category, we have partnered with Mondra to provide cradle-to-gate Life Cycle Assessments (LCA's) for our products. This will allow us to not only better understand the environmental impact of the production of our products but also identify where we can make changes to reduce the environmental impact of our products. We have started this process and have currently assessed 60% of our products, with the goal to analyse 100% of our product portfolio by late Autumn 2024.

Life Cycle Assessment (LCA's)

Life Cycle Assessments (LCA's) evaluate the environmental impacts associated with all the stages of a product's life, from raw material extraction through manufacturing, distribution, use, and disposal or recycling, and are referred to as cradle-to-rave analysis.

LCA's are crucial for achieving net-zero targets and transitioning to a circular economy as they enable companies to assess all the environmental aspects of a product.

CRADLE TO GATE LCA's

Cradle-to-gate LCA's focus on evaluating the environmental impacts of a product from the extraction of raw materials (cradle) up to the point it leaves the manufacturing facility (gate). Unlike a full cradle-to-grave LCA, it does not consider the impacts during the products use and disposal phases.

Cradle-to-gate LCA's are useful to assess and improve the sustainability of production processes.

Cradle



The acquisition of materials and the essential pre-processing take place

Gate



Manufacturing and production process begins



Store and ready for distribution

UN SDGs



Scope 3 GHG emissions

Scope 3 greenhouse gas (GHG) emissions are attributed to a company through its value chain which encompass various activities such as procurement, transportation, distribution, and customer usage of products. Additionally, these emissions take into consideration waste generated by the business, disposal of products at the end of their life cycle, as well as the commuting and travel activities of employees.

In recent years, our main focus has been on the reporting of our Scope 2 greenhouse gas (GHG) emissions. With the understanding that Scope 3 emissions constitute 90% of our overall carbon footprint stemming from our upstream and downstream activities, we are now prioritising the assessment of our Scope 3 emissions by working in partnership with Beyondly.

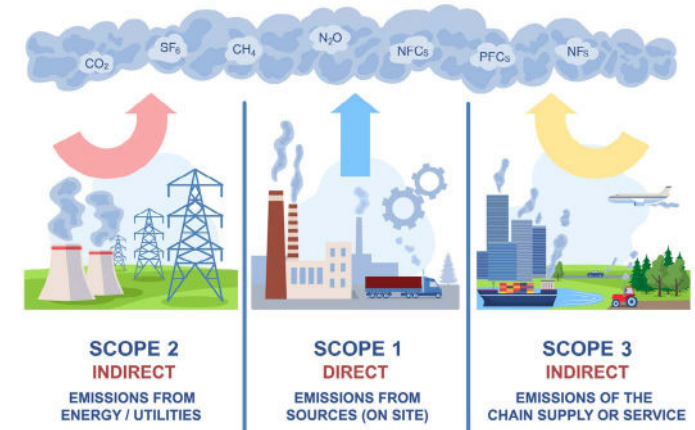
Our Scope 3 emissions data will focus on the relevant categories for our business and will incorporate internal data as well as the life cycle analysis (LCA) provided by Mondra for 2023 data.

Upon completion of the calculation of Caterers Choice Scope 3 GHG emissions by Beyondly, the next step will involve setting a scope 3 science-based carbon reduction target. This target will then be subjected to validation by the Science-Based Targets Initiative (SBTi) in early 2025.

Caterers Choice is dedicated to ongoing collaboration with its supply chain partners through the utilisation of the Mondra Life Cycle Assessment analysis (LCA) to pinpoint emission hotspots and collaborate on identifying opportunities for decarbonisation so as to achieve Net Zero by 2050.



SCOPES OF EMISSIONS



UN SDGs



Reducing Food Waste

In June 2024, Caterers Choice became a participant in the WRAP Food Waste Reduction Roadmap, pledging to implement the Target-Measure-Act approach to tackling food surplus and waste. Caterers Choice has very low levels of food waste, and our targets are set to move any waste up the food and drink material hierarchy i.e. % increase of food diverted from Anaerobic digestion to FareShare or HisChurch for redistribution. We will look to report on our target and baseline year in our 2024/2025 annual report and the actions we are taking to reduce food waste going to anaerobic digestion.

Caterers Choice has been working with FareShare since 2022. FareShare is an organisation that redistributes surplus food to charities for use as meals. In 2023, we donated 1.63 tonnes of surplus stock which was redistributed through FareShare Yorkshire to 125 charities which resulted in 3800 meals being produced.

Caterers Choice has worked with HisChurch since 2022. His Church donates surplus food (ambient, chilled, and frozen), clothing, and a variety of other supplies to charities that assist vulnerable people locally and abroad. During 2023, Caterers Choice donated 3.75 tons of surplus stock to His Church.



UN SDGs



Knowles Net Zero Strategy



Knowles Logistics Ltd was selected as our new warehouse and distribution partner in early 2024. The company, located in Cambridgeshire, is dedicated to maintaining sustainable logistics operations as outlined in their Net Zero roadmap below:-

Knowles

Our road to
**CO₂net zero
emissions
2045**

IMPLEMENTING INITIATIVES

2022

- Begin to phase in alternative low-carbon fuels by offering HVO contracts to customers.
- Optimise transport and seek opportunities for backhaul and consolidation.
- Improve driver training and incentives to reduce fuel consumption.
- Seek to reduce business travel by using remote alternatives for meetings.

2030

- Develop a comprehensive roadmap to transition the full fleet to low-carbon alternatives by 2035.
- Achieve net-zero carbon emissions from all warehouses and offices through the use of electricity from 100% renewable energy sources.
- Establish a carbon offsetting programme to remain above target if necessary.

UNDERSTANDING OUR IMPACT

In 2022, we set out to measure our CO₂ footprint to help us understand the path to Net Zero and to ensure we respond accurately to our customers' requests for information. 2021 is our base year for measurement and will allow us to track progress with initiatives on our road to Net Zero.

2025

- Continue installation of energy-efficient lighting and heating systems in all warehouses and improve energy efficiency measures, such as insulation and automated lighting controls.
- Phase in low-emission alternative vehicles as they become viable such as electric or natural gas hybrid HGVs.
- Increase the use of sustainable fuel alternatives and implement fuel-saving technologies, such as aerodynamic design and idle reduction systems, on all HGVs.
- Increase the use of renewable energy in all warehouses and offices, including solar power and energy storage.

2035

CUTTING OUR FOOTPRINT IN HALF

PUSHING FORWARD WITH IMPROVEMENTS

Reduction of

50%

by 2035

UN SDGs



Our Supply Chain

We have conducted an environmental analysis of our Tier 1 supply chain to assess their current environmental standing and identify the environmental certifications and assessments they hold. Moreover, we have developed an online environmental questionnaire for suppliers without existing environmental certifications/audits. To date, our suppliers hold the following:

- 30% of our supply base has ISO 14001 accreditation in place. The ISO 14001 standard provides a framework of criteria to assist organisations in developing a proficient Environmental Management System (EMS).
- 65% of our supply base has undergone a SMETA 4-pillar audit, which includes an environmental assessment. SMETA is a methodology for auditing the ethical, social, and environmental performance of suppliers.
- 5% of our supply base have completed/in the process of completing Caterers Choice environmental online questionnaire

We are promoting increased cooperation with our suppliers regarding climate change and their decarbonization strategies. The environmental analysis evaluation will pinpoint suppliers requiring additional guidance and assistance to guarantee alignment with Caterers Choice sustainability objectives to achieve net zero emissions by 2050.

* Tier 1 Suppliers are Caterers Choice direct suppliers

UN SDGs



SOCIAL

Our commitment

Caterers Choice is a people-centric business, and we believe that investing in our employees is fundamental to our success. Our recruitment practices aim to attract the best candidates, and Caterers Choice provide training and development opportunities to provide satisfying and fulfilling careers for our employees. Caterers Choice will continue to strive to be a great place to work, incorporating equality principles into our recruitment, retention, and development processes. Caterers Choice has established transparent ethical policies to effectively oversee our suppliers, ensuring the protection of human rights and the promotion of employee rights and welfare. We require our suppliers to uphold the human rights of their workforce and adhere to all applicable laws, regulations, and guidelines in the regions where they conduct business.

Our Focus Areas for 2023 - 2024

- The Ocean Cleanup
- Supporting a range of Charities
- Developing our Talent
- Employee Health & Wellbeing
- Business Update Day and BBQ Social
- ETI Grievance Mechanisms in Agriculture
- Human Rights
- EcoVadis Sustainability Rating

UN SDGs



Measuring success

- We will partner with the below to measure our success to ensure we are on track with our social commitments.

ecovadis



Sedex Member

FNET



The Ocean Cleanup



Through the utilization of the platform My Virtual Mission, a virtual journey from Manta Ecuador to General Santos City in the Philippines covering 10,629 miles was undertaken by Caterers Choice employees between January 15th and April 16th, 2024, with the goal of raising £2,000 for The Ocean Cleanup. Engaging in various physical activities such as walking, cycling, running, and more, the team achieved the mission and raised over the target with £2,670 raised for The Ocean Cleanup.

This marks the second Caterers Choice Virtual mission in support of The Ocean Cleanup, a non-profit organization dedicated to removing 90% of floating ocean plastic pollution by 2040. The donations received will aid The Ocean Cleanup in their mission to effectively clean up both the oceans and rivers from plastic pollution, making a substantial impact on the environment.



UN SDGs



Supporting a range of charities



We are proud to support a range of charitable causes each year:



The Club's Official Charity

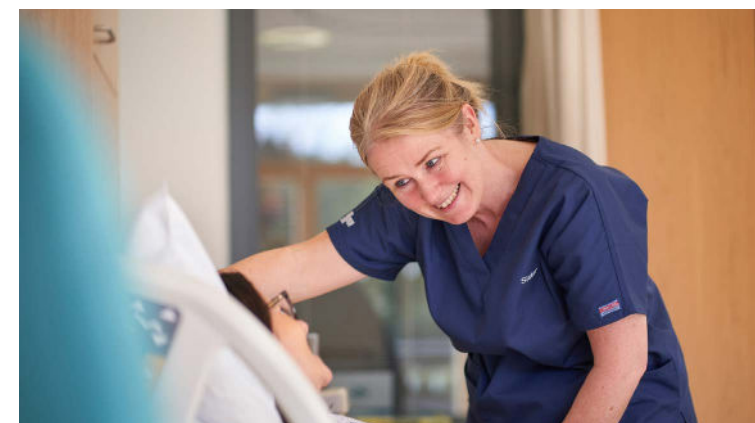
Huddersfield Town Foundation

We have been proud supporters of the Huddersfield Town Foundation since 2013. The Foundation's Breakfast Club scheme has run in 40 schools across Kirklees over the past 11 years, providing children with the necessary food and nutrients to fuel them for a day of learning. This year we are proud to have been able to sponsor a new delivery van for the Foundation, allowing them to extend the Breakfast Club scheme to more schools in our local Kirklees area.



The Kirkwood Hospice

The Kirkwood help to improve quality of life for people in Kirklees affected by any life limiting illness, against all the odds. They offer a wider range of services designed to support patients, carers and family members at every stage of illness – and in bereavement. In May 2024 our Junior Buyer, Josh Clay, ran the AJ Bell Great North Run, and in honour of his achievement, we were delighted to donate to Josh's nominated charity The Kirkwood, to support their very important work in our local community.



UN SDGs



Developing Our Talent



Caterers Choice operates in a people-centric industry, where the abilities, experience, and conduct of our team members are significant factors in shaping our business and the communities in which we operate. Through a range of learning and development initiatives, our Personal Development Plans supports our employees in unlocking their potential and achieving their career goals. This year Laura Tiffany-Gill has progressed from Head of Technical to Technical Director at Caterers Choice Ltd & Fruitypot Ltd.

Laura's Story

Laura's journey in food began with her degree in Food Nutrition and Health Science where she graduated from Teesside University with a First Class Honours in 2010.

From there she joined Morrisons as part of their Manufacturing graduate scheme where she undertook a variety of roles across multiples sites and product areas including cooked meat produce and fish. She then took a permanent role within Morrisons initially in New Product Development before moving into the Technical function across fish and then bakery.

Laura joined Caterers Choice Ltd & Fruitypot as a Technical Manager in 2019, where she was responsible for the tuna, sweetcorn, fruit and salmon categories.

Laura was then appointed Head of Technical in 2021 after successful completion of a Personal Development Plan (PDP), she progressed into the role of Technical Director in January 2024.

In her role as Technical Director, Laura's responsibilities include overall accountability for the food safety, quality, legality and responsible sourcing within the business; formulating and executing technical strategies that promote innovative business growth; supervising and guiding the technical team and ensuring that the department establishes effective strategic relationships with the business' key suppliers thus ensuring suppliers meet the standards required by our customers.

Outside of work Laura loves anything active, she is an avid underwater hockey player representing Great Britain on a number of occasions and has more recently started participating in triathlons – and completed her first Ironman in Hamburg this year!



Since I joined Caterers Choice Ltd & Fruitypot Ltd, I have successfully progressed to the role of Technical Director. It is a tremendous privilege for me to sit on the Board of Directors, and I'm grateful for the professional growth that has been open to me at Caterers Choice Ltd and Fruitypot Ltd. I am incredibly proud of the diversity within the business with 3 out of 7 board members being female.

UN SDGs



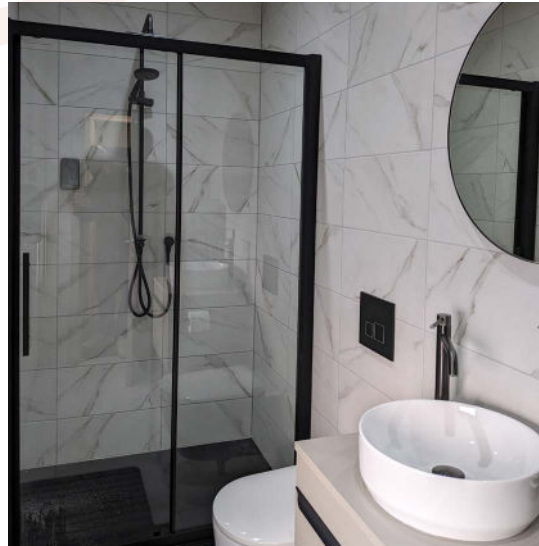
Caterers Choice Ltd & Fruitypot Ltd are committed to fostering a diverse and inclusive team and supporting women at all levels within the business, from entry-level positions to sitting on the Board of Directors.

Employee Health & Wellbeing



Our move to our new office in early 2024 allowed us to develop an on-site gym, equipped with a Peloton Bike and Tread, free weights, and shower facilities.

In addition to the gym all our team can use the Peloton app where they can access thousands of on-demand workouts in a variety of different categories including strength training, cardio, yoga, and meditation. These workouts can be accessed from anywhere and offer a range of difficulty levels.



UN SDGs



Business Update Day and BBQ Social



In May, we held our business update day and barbeque social event for our employees. The day was filled with insightful presentations from all areas of the business, followed by a social barbeque, and served as a reminder of the inclusive culture we have built.



UN SDGs



ETI Grievance Mechanisms in Agriculture

In January 2024, Caterers Choice joined the initiative Grievance Mechanisms in Agriculture, a project managed by the Ethical Trading Initiative (ETI), a prominent coalition comprising of trade unions, NGOs, and companies, and funded by the UK Government's Modern Slavery Innovation Fund until March 2025.

The aim of the project is to pilot effective operational grievance mechanisms within a few growers in Spain and Italy by promoting communication in the workplace between employees and employers and ensuring that migrant workers are included in the design and implementation of grievance mechanisms.

The project has also established a network of civil society organisations in specific countries of origin and transit for migrant workers (Côte d'Ivoire, Tunisia, and Morocco) with the aim of exchanging and spreading information regarding labour rights and the potential for labour exploitation in agricultural supply chains in Southern Europe.

The project has formed a work group consisting of 20 members drawn from retailers and suppliers providing oversight, support and expert advice to the initiative, and facilitating access to growers to engage for the pilot initiative.

Further information on this project can be found on the below link:-

[Grievance mechanisms in agriculture | Ethical Trading Initiative \(ethicaltrade.org\)](https://ethicaltrade.org/grievance-mechanisms-in-agriculture)



**Ethical
Trading
Initiative**

UN SDGs



Human Rights



Caterers Choice have set forth minimum criteria in our supplier's ethical code of conduct and ethical policies to guarantee that all our Tier 1 suppliers adhere to our ethical standards, thus safeguarding human rights within our supply chains as part of our due diligence process.

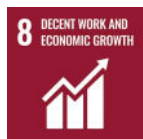
In 2024, we strengthened our existing due diligence processes by implementing a Human Rights Due Diligence Framework, as illustrated.

Upon recognising the critical human rights issues that present the most significant threats to the workers associated with our supply chains, we will proceed to formulate actionable plans with specific timelines and key performance indicators for each identified risk in 2025.

We also understand that collaboration is essential to mitigating human rights risks, and we continue to work with the Food Network for Ethical Trade (FNET), the Seafood Ethics Action (SEA) Alliance, International Pole & Line Foundation (IPNLF) and the Slave-Free Alliance.



UN SDGs



EcoVadis Sustainability Rating

Caterers Choice became a member of EcoVadis in October 2023. EcoVadis is the global standard for business sustainability ratings. The EcoVadis assessment evaluates 21 sustainability criteria across four core themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement.

EcoVadis' business sustainability ratings are based on international sustainability standards such as the Ten Principles of the UN Global Compact, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standards and the ISO 26000 standard. The ratings provide an evidenced-based analysis on performance and an actionable roadmap for continuous improvement.

In our latest rating, which was completed in January 2024, we earned a bronze medal and scored 59/100, which places Caterers Choice in the top 35% globally.

The EcoVadis assessment creates an action plan to enhance areas of environmental, social, and governance (ESG) performance. This action plan aims to improve our overall performance in these areas and support our goal of achieving EcoVadis gold status by the year 2030.



UN SDGs



GOVERNANCE



Our commitment

As part of its commitment to improving corporate governance, Caterers Choice strives to improve its standards. It is our commitment to provide effective, visible, and transparent governance practices. Caterers Choice will comply with corporate governance code and best practices, but will also implement practical risk management processes, focus on mitigating compliance risks, and ensure that business is conducted ethically.

Through improved practices, Caterers Choice will enable its employees to align with the company's values, as well as to demonstrate a clear and demonstrable link between business governance and risk-assessed decision-making that leads to the highest level of performance.

Our objective is to achieve procurement and supply chain excellence by sharing, rewarding, and celebrating best practices with our suppliers as part of supplier selection and due diligence requirements.

Our Focus Areas for 2023-2024

- Our Governance Structure
- Our ESG Framework & Committee
- Engaging our Key Stakeholders
- Hope for Justice
- Ethical Risk Management
- Slave-Free Alliance Modern Slavery Gap Analysis

UN SDGs



Measuring success

- We will partner with the below to measure our success to ensure we are on track with our governance commitments.



Our Governance Structure

In addition, and to ensure an integrated and collaborative approach, the board meet monthly to coordinate efforts across all our departments which include:

- Finance
- Operations
- Commercial
- Procurement
- Technical
- Responsible Sourcing
- Marketing

The ESG committee convenes on a quarterly basis, as detailed on page 32. The business activities of Caterers Choice are regulated by our ESG policies.



Board of Directors

Chaired by the Directors who have oversight of the ESG strategy, and support its overall delivery throughout the company

ESG Committee

Review performance against the ESG strategy
Steer and support the development of the ESG strategy
Implementation and update of the ESG strategy
Reporting and disclosure of the ESG strategy
Provide support to the teams

Managers

Achieve ESG outcomes throughout the development process
Empower teams to drive innovation and delivery against the ESG strategy

Employees

Support achievements of ESG outcomes
Engage in ESG related activities and identify opportunities for improvement

Our ESG Framework & Committee

In 2024 we published our environmental, social and governance framework 2024-2030. This document sets out our approach to ensuring we deliver our set targets by 2030 and beyond, and outlines our vision to:

- Deliver improved sustainability in what we do, for a better future
- Enhance our culture and those of our suppliers with a focus on respect, inclusion, and values-driven decisions
- Set KPI targets and deliver on them as per our framework
- Support our local communities and our suppliers' communities, engaging in programmes where we can make a difference

Earlier this year we also created an ESG Committee to support, implement and deliver the ESG strategy in the business. The members of the ESG committee are:

- Sarah Booth – Commercial Director
- Kevin Stowell – Operations Director
- Laura Tiffany – Technical Director
- Elizabeth Williams – Responsible Business Manager
- Caroline Cunliffe – Marketing & Business Development Manager
- Adam Colton – Buying Manager



Engaging our Key Stakeholders

Caterers Choice engages with key stakeholders on a regular basis to gain their perspective on our ESG strategy, policies, and programs, which helps to inform our ESG impact and influence.

Employees

Our employees are the heart of our company, bringing the creativity that makes our innovations possible. In advancing our ESG strategy, we encourage employee initiatives that help deliver on a more sustainable and secure workplace.

Industry Partners

Collaboration and industry partnerships are essential if we're going to continue to find solutions to sustainability challenges from now until 2050.

Suppliers

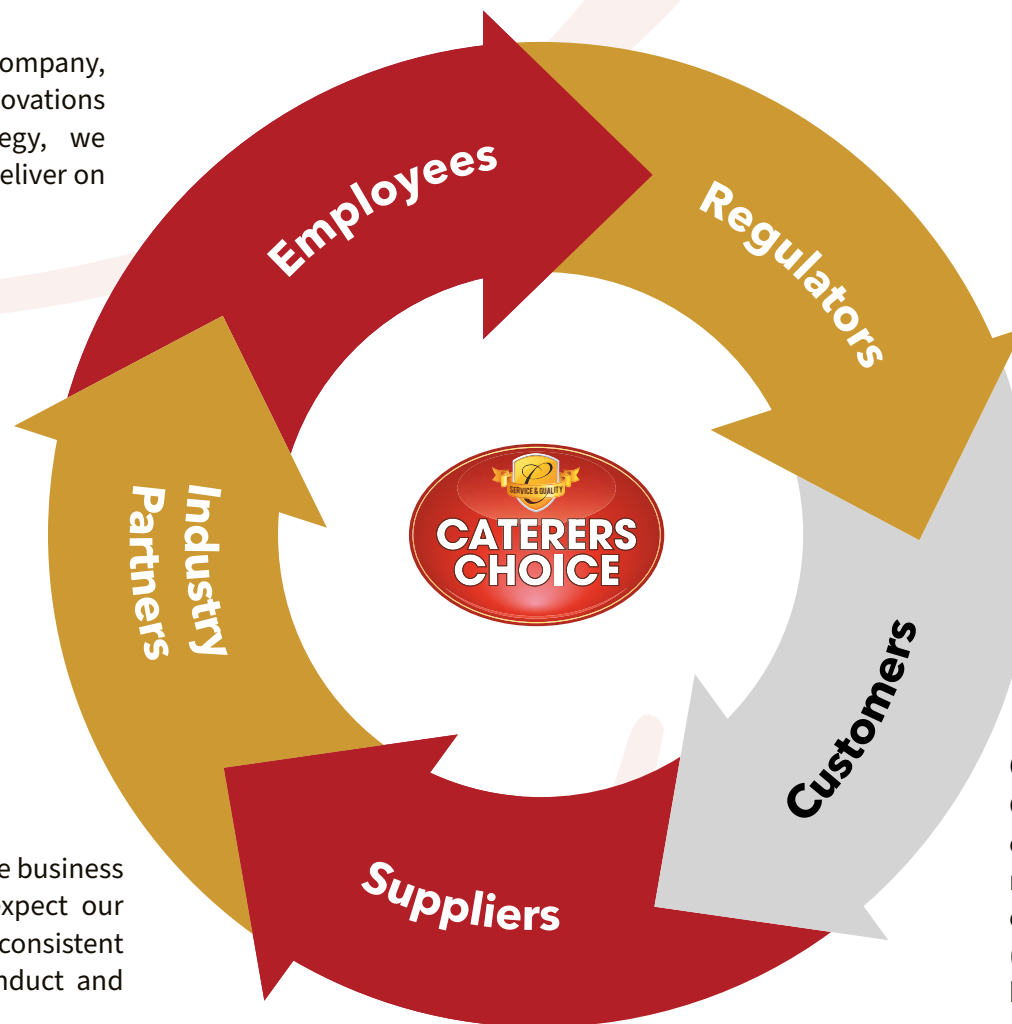
Caterers Choice commitment to responsible business practices extends to our suppliers. We expect our direct suppliers to operate in a manner consistent with Caterers Choice Ethical Code of Conduct and Supplier Ethical & Environmental Policy.

Regulators

Caterers Choice will comply with applicable environmental laws and company policies and procedures to protect the environment where we operate.

Customers

Caterers Choice places great importance on engaging with its customers in a meaningful way to effectively manage our environmental, social, and governance (ESG) responsibilities. This is achieved by fostering strong partnerships with our customers, working together to advance our shared ESG objectives and gain valuable insights.



Hope for Justice: Sarah Booth appointed as Trustee on the International Board

We are proud to announce that earlier this year our Commercial Director, Sarah Booth, has been appointed as a Trustee on the International Board of the charity Hope for Justice.

Trustees on the International Board of Hope for Justice guide the organisation's mission to combat human trafficking and modern slavery through strategic direction, financial oversight, and risk management. Sarah will support leadership, advocate for the cause, ensure accountability, and commit time and resources, bringing diverse expertise and continuous learning to her role.

Estimates suggest that almost 50 million people are in modern slavery. Many UK businesses have slavery in their supply chain without even knowing it. Hope for Justice exists to bring an end to modern slavery by identifying victims, supporting survivors and preventing exploitation. I consider it such an honour and privilege to have been invited to join the board of trustees of this incredible charity. **Sarah Booth Commercial Director at Caterers Choice Ltd**

As a business, we partner with Slave-Free Alliance, which is Hope for Justice's wholly owned social enterprise, who supports us in safeguarding our operations and supply chains against modern slavery.

More information on Hope for Justice and Slave-Free Alliance can be found on their websites: hopeforjustice.org and slavefreealliance.org.



UN SDGs



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Part of Hope for Justice, a registered charity.

HOPE FOR JUSTICE
Change lives. End slavery.

Ethical Risk Management



Our approach to ethical risk assessment involves a comprehensive framework that evaluates both potential and current Tier 1 suppliers for their adherence to established standards. This framework quantifies the ethical risk present at each phase of the supply chain, as outlined in the sections that follow.

Identification



We identify risk through reviewing (3rd party ethical audits, SEDEX SSAQ, CC online ethical questionnaire, International Trade Union Confederation ratings, Country Risk, SEDEX RADAR, Global Slavery Index, ILAB Sweat & Toil app, Supplier Documentation and Horizon Scanning)

Assessment



The ethical risk assessment utilizes indicator data to pinpoint ethical hotspots in the supply chain, which include (Freedom of Association, Employer Pay Principles, Transport & Accommodation, Living Wage, Migrant workers, Use of Labour Providers, Gender, Worker Feedback, and Grievance mechanism channels)

Mitigation



We collaborate with suppliers to enhance their ethical management systems to mitigate risks. This is achieved through the provision of templates, guidance, support, and supplier visits

Monitoring



We regularly monitor suppliers' ethical performance through our risk assessment to ensure ongoing adaptability.

Comprehensive assessments of ethical risks within our Tier 2 supply chains are performed, as specified in our modern slavery statement which is available by clicking on the link. [Modern Slavery Statement | Caterers Choice](#)

UN SDGs



* Tier 1 Suppliers are Caterers Choice direct suppliers

* Tier 2 suppliers are Caterers Choice Tier 1 suppliers' suppliers



Slave-Free Alliance Modern Slavery Gap Analysis

Since 2018, we have collaborated with Slave-Free Alliance, an international enterprise owned by the global anti-slavery charity Hope For Justice. SFA support organisations, including Caterers Choice to build resilience to modern slavery, labour exploitation and wider human rights violations across our supply chains and own operations, and their team have supported us with invaluable guidance and support.

In July of 2024, a modern slavery gap analysis was conducted by Slave-Free Alliance at our main office located in Huddersfield. This analysis assessed our current policies, protocols, internal and external training provision and identified any areas that require enhancement in our current modern slavery due diligence practices and approach.

Slave-Free Alliance will be supporting Caterers Choice by raising capacity and awareness during our Culture Club session to enable our employees to enhance their understanding of modern slavery and labour exploitation and how it is important to have a general awareness of the risks. We have planned to do this later in 2024. In addition, SFA will be delivering modern slavery and labour exploitation training to those Caterers Choice employees who visit sites within our supply chains to spot the signs and indicators in the environment, workforce, and behaviours. This training will be crucial in upskilling those employees who are well positioned to identify any concerns of modern slavery and labour exploitation within our supply chain and own operations. The CPD-certified training will highlight the indicators and signs of modern slavery and labour exploitation in our industry, our supply chain and operations and provide us with an understanding on how we can mitigate and prevent it. This training is also scheduled to happen later in the year.



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Appendix

- **Looking Ahead**
- **Partnership for Goals**
- **References**



Looking Ahead

The last year has seen a lot of progress, but there is still much work to be done. In order to meet our ambitious goals, we must build a solid foundation and now focus on delivering. Additionally, we must continually assess the regulatory environment and material issues and stay abreast of new opportunities to advance our environmental, social, and governance (ESG) strategy as outlined below



Regularly Review

our progress against our commitments to ensure the business remains focused on delivering its ESG KPI's



Publicly Report

on our ESG strategy progress in our Annual Business Report



Monitor Advancement

of the ESG strategy and work closely with the Board of Directors to resolve any issues



Create a New Online Presence

on our business website outlining our ESG strategy commitments



Continuous Improvement

Continue to seek out new ways to improve our ESG performance and formulate plans for the period following 2030

As we build on our commitments, we will conduct a comprehensive review of our current ESG initiatives and consider new initiatives by engaging with our stakeholders closely.

The Company is committed to building a stronger, more resilient, and more sustainable business, one that safeguards the planet, supports its people and contributes to the community.

Partnership for Goals



The below outlines several partners with whom Caterers Choice will collaborate with to deliver our environmental, social, and governance (ESG) strategy over the upcoming six years. These alliances will facilitate our advancement in achieving our key performance indicator (KPI) targets. For further information about these organisations, please click on their respective hyperlinks.

BEYONDLY



Beyondly

Beyondly are a B Corp certified environmental consultancy with ‘business for good’ ethos and strong vision of a ‘better, fairer, sustainable world for all’. Founded in 2006 and formally known as Comply Direct, they assist companies in achieving both mandatory and voluntary environmental initiatives, from carbon management and ESG to extended producer responsibilities.

beyond.ly

ecovadis



ECOVADIS

EcoVadis is a globally recognized assessment platform that rates businesses’ sustainability based on four key categories: environmental impact, labour, and human rights standards, ethics, and procurement practices.

ecovadis.com



FNET

The Food Network for Ethical Trade (FNET) connects major UK food retailers, manufacturers, suppliers and a range of small, medium and large food companies to bring about change to improving working conditions in supply chains.

foodnetworkforethicaltrade.com



Partnership for Goals



FWD

The Federation of Wholesale Distributors (FWD) is the trade association for food and drink wholesalers in the UK. They work to represent, promote and bring the wholesale sector together and their members provide food and associated products to over 400,000 retail and catering businesses.

fwd.co.uk/about-fwd



HIS Church

HIS Church is an emergency goods redistribution charity, focused on providing food and supplies to those who need it most.

hischurch.org.uk



The Club's Official Charity

Huddersfield Town Foundation

The Huddersfield Town Foundation is a UK registered charity with the vision to create lifelong opportunities for people in the Kirklees area to feel safe, healthy and included as part of a community.

htaftcfoundation.com

Partnership for Goals



IPNLF

The International Pole & Line Foundation (IPNLF) are a UK registered charity with entities in Netherlands, South Africa, Indonesia, and the Maldives. They believe in the future of a thriving natural world through empowering sustainable one-by-one fisheries which use pole-and-line, handline and troll fishing methods. By connecting small-scale fishers with the industry and helping them to reduce their environmental impact IPNLF help to make sustainable tuna more readily available, protect ecosystems and safeguard the livelihoods of local fishers.

ipnlf.org



Living Wage Foundation

The Living Wage Foundation is a campaigning organisation in the United Kingdom which advocates for employers to pay a living wage. The organisation was established in 2011 and publishes an annual living wage figure.

livingwage.org.uk



Mondra

Mondra automates product Life Cycle Assessments (LCA), at scale and at pace. They provide visibility for every actor in the supply chain, the means to engage them, and the tools they need to be part of our Net Zero journey. Mondra also facilitate the Mondra x BRC coalition, bringing Industry, Government and Environmental NGOs together under a single programme of work to harmonise product foot printing for the food sector.

mondra.com

Partnership for Goals



SEA Alliance

The Seafood Ethics Action Alliance (SEA Alliance) is a pre-competitive collaboration of retailers and seafood businesses aiming to strengthen human rights due diligence carried out in the global seafood supply chain, and ensure respect for human rights.

seaa.org



Sedex

Sedex is a membership organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. Sedex provide practical tools, services and a community network to help companies improve their responsible and sustainable business practices, and source responsibly.

sedex.com



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Slave Free Alliance

Slave-Free Alliance is an international social enterprise, wholly owned by global anti-slavery charity Hope for Justice. They are a critical friend to organisations, supporting them to protect their operations, supply chains and people from modern slavery and labour exploitation.

slavefreealliance.org

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