



4TH EDITION

ANNUAL BUSINESS REPORT FY2024/25



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About Caterers Choice

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- Foreword from our Managing Director
- Our Business
- Our History
- Our Product Range
- Our Purpose, Vision, Culture and Values



Foreword from our Managing Director



As we look back on the past year, it's inspiring to see how our business has continued to evolve, not only in size and impact, but in depth of purpose. In today's dynamic and fast-changing global environment, the importance of environmental, social, and governance (ESG) principles continues to grow. Following the launch of our ESG strategy and framework in early 2024, we've seen strong momentum in embedding our commitments across our business. As we move further into 2025, I'm proud to reflect on the significant progress we've made, and the ambitious steps we're taking toward our 2030 goals and beyond.

This year has marked a period of real business growth. Thanks to our teams' resilience, innovation, and focus, we've continued to expand while remaining true to our values and purpose. Sustainability remains central to this growth, and we've extended our environmental efforts with the implementation of a new waste programme and the initiation of Scope 3 emissions calculations to further understand and reduce our indirect carbon footprint.

We also strengthened our social impact through the development of a new human rights due diligence framework, working in partnership with the Slave-Free Alliance. This collaboration will help us proactively manage labour risks and uphold ethical practices across our supply chains. In addition, our evolving charity strategy enables us to channel resources and expertise to causes that create meaningful change for our communities.

Governance remains a cornerstone of our operations. It ensures we lead with integrity, stay accountable, and uphold the trust placed in us by customers, partners, and stakeholders.

This report reflects our ongoing journey marked by progress, learning, and purpose. We are proud of what we've achieved, and we remain fully committed to driving positive impact, creating long-term value, and evolving with integrity.

Charles Pinder



Our Business

For over three decades, our family-owned business has excelled in the importation and distribution of canned and ambient foods across the UK and Northern Ireland. We specialise in providing a diverse array 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: tuna and salmon
- Tomatoes: including whole tomatoes and tomato paste
- Beans and Pulses
- Vegetables: Such as sweetcorn, mushy peas, and mushrooms
- Fruits: including apples, fruit cocktail, pears and peaches
- Dry Mixes: including gravy, batter mixes and custard

Additionally, our Fruitypot business offers a selection of ambient desserts under our own brands. 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 produce these desserts under private label agreements 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.

Caterers Choice has a workforce of approximately 40 employees who are engaged in various roles within the Sales, Operations, Finance, Technical, and Ethical departments of the business.

Caterers Choice Ltd & Fruitypot Ltd are an Accredited Living Wage Employer and we are committed to paying our employees a fair and respectable wage.



**Head Office
Huddersfield**

Our History



Over the years, we have established Caterers Choice as a leading UK importer of canned and ambient products:



1989

After working in the wholesale sector for over 17 years, Brian Pinder founded Caterers Choice, with a vision to do things differently

1990

The company moved to its first premises based in Leigh, Lancashire, and our Caterers Pride and Parkdale Brands were established

1993

Brian's son, Charles Pinder, joins the business

1998

Brian's daughter, Sarah Booth, joins the business

2000

Caterers Choice moves to premises in Stanley Road, Huddersfield

2004

Charles Pinder becomes Managing Director, Brian Pinder becomes Chairman

2006

Caterers Choice move to bigger premises on Pennine Business Park

Sarah Booth becomes Commercial Director of Caterers Choice

2007

Fruitypot brand established

2014

Fairer Fish brand established

2015

JellySqueeze brand established

2016

Fruitypot Ltd formed as a separate company and the Fruitypot Family brands expand beyond wholesale into retail distribution

2019

FISH! brand established

2024

With a rapidly expanding team of 40+ employees Caterers Choice Ltd & Fruitypot Ltd move to larger premises on Pennine Business Park, which is our current head office



Our Product Ranges



Caterers Choice Ltd and Fruitypot Ltd offer a wide range of ambient products to our manufacturing, wholesale and retail customers across a range of different product categories, sourced from our trusted worldwide supply partners.

Manufacturing

Wholesale

Retail



Our 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

In this section

- 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 2024/25



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 11 SDG Goals where our activities have a significant impact as outlined in this report.

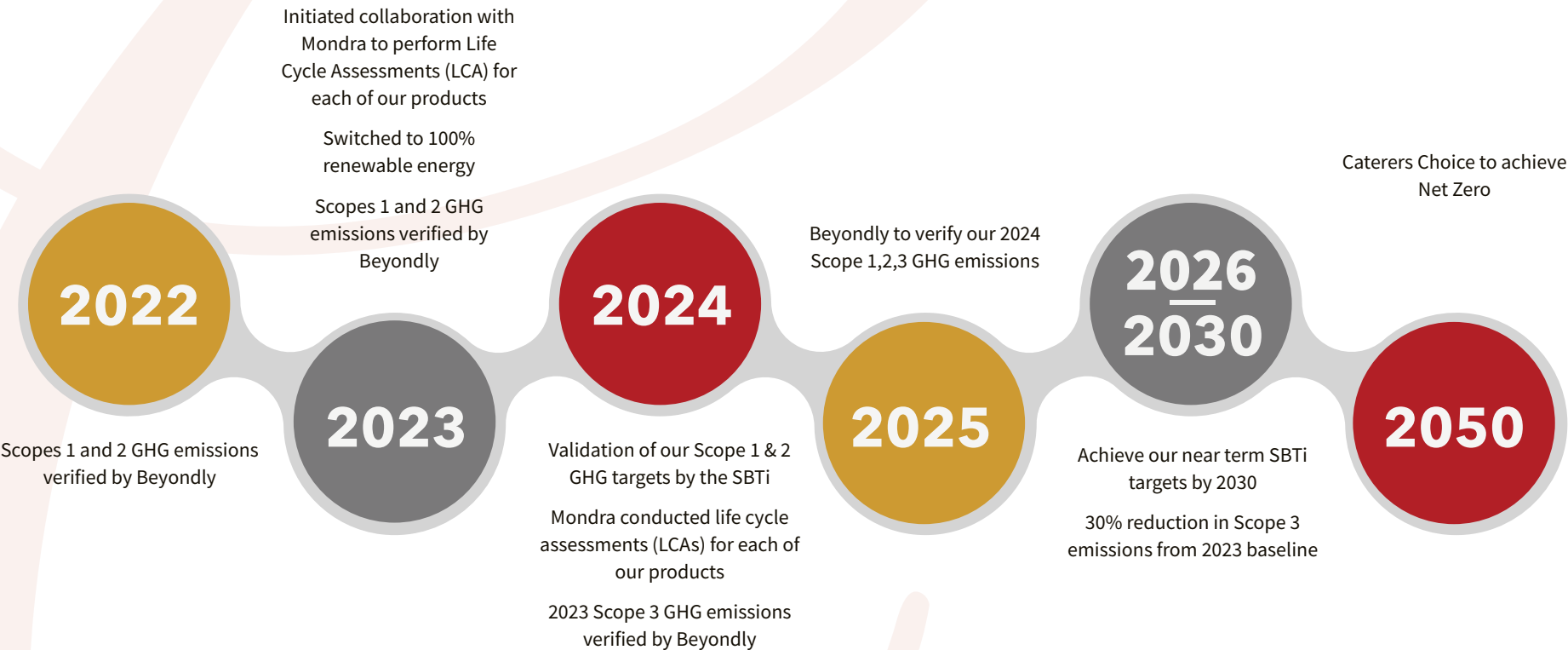
1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Supporting local charities that provide support to the community through monetary contributions and food donations	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 2026-2030



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.



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



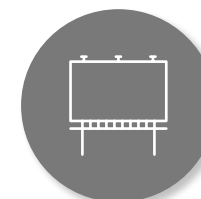
2023

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

Our 2024/2025 ESG Highlights



Caterers Choice has made notable progress during 2024/2025, and we aspire to achieve even more in the coming years. We are proud of our growing commitment to ESG through our work with stakeholders, our partnerships with leading organisations, and within our own operations and supply chain. Detailed information on these achievements can be found in the relevant ESG sections of this annual business report.

Environment

Calculated our **scope 3** emissions for 2023 with Beyondly

Life cycle assessments (**LCA**) were carried out on our products which will help us form reduction strategies with our key suppliers

Maintaining **zero scope 2** (tCO₂e) using the Market Based approach through the procurement of renewable energy

Establishing a **waste management program** at the head office in conjunction with a waste policy

Social

Partnering with the **Workplace Collective** to provide wellbeing training for employees in 2025/26

Partnered with the **Welcome Centre**, by providing monthly financial contributions

Providing monthly financial contributions to **Hope for Justice**

Made a number of **charitable** donations

Professional growth of an employee who advanced to the position of **Purchasing Director** from a buyer role, facilitated by a personal development plan

Accredited **Living Wage** employer in 2024/2025

Four employees participated in the annual **FWD Women in Wholesale Speed Mentoring Event** held in London

Attained an **8%** improvement in our score for the 2024 EcoVadis assessment compared to 2023

Governance

Partnering with the **Slave Free Alliance** on developing our five-year human rights due diligence action plan

Training on **Bribery and Corruption** conducted for the Board of Directors and purchasing teams

Modern Slavery training provided to the Technical and Purchasing teams by **Slave-Free Alliance**

Our ESG Pillars

In this section

- 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 Supply Chain

- Our Carbon Footprint : Page 17
- Life Cycle Analysis on Chopped Tomatoes: Page 18
- Reducing Waste: Page 19
- Our Supply Chain: Page 20

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**



Our Carbon Footprint



Caterers Choice is dedicated to lowering its carbon emissions with the goal of achieving Net Zero by 2050, in addition to meeting our SBTi near-term targets for 2030. Below is an overview of the progress we have accomplished to date.

Scope 1,2,3 progress

Scope 1: In 2024, Caterers Choice relocated its office, equipped with air conditioning, and acquired company vehicles, which led to the generation of Scope 1 emissions during that year.

Scope 2: For 2024, in terms of consumption there was a 15% reduction compared to the previous year, alongside a 15% decrease in emissions. Due to Caterer's Choice procuring a fully renewable energy contract, the market-based emissions are 0 tCO₂e for 2024.

Scope 3: In 2023, we assessed our Scope 3 emissions, with upstream transportation and distribution representing the largest portion of our emissions, followed by purchased goods and services. We are currently engaged in calculating our emissions for 2024, which will be detailed in our annual business report for 2025/26.

Looking Ahead

Scope 1: The SBTi targets were established when the business had no scope 1 emissions. However, changes to our operations have led to the presence of minimal scope 1 emissions. In light of this, we will collaborate with the SBTi to determine the most effective strategy moving forward, given our current scope 1 emissions. One possible approach could involve setting new targets with 2024 as the baseline to ensure that these scope 1 emissions are included in our reduction objectives. We will look to report on this in our 2025/2026 annual business report.

Scope 2: Continue to purchase 100% renewable energy.

Scope 3: Scope 3: Engage with top suppliers on reducing supply chain emissions through the Mondra life cycle assessment data. Collaborate with our suppliers to facilitate their collection of data from logistics providers, thereby enabling them to provide emissions values for each shipment to Caterers Choice from now until the year 2050. We will also aim to establish a Science Based Target initiative (SBTi) for Scope 3 emissions

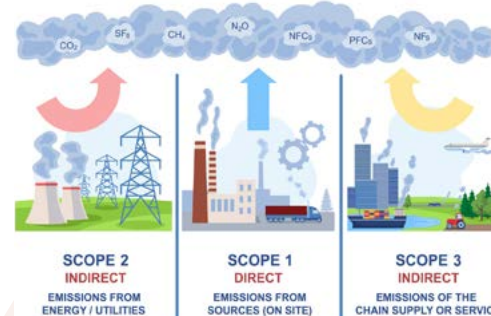
Split of Caterers Choice Scope 1, 2 and 3 emissions in 2023/24

Emissions (tCO₂e) by activity

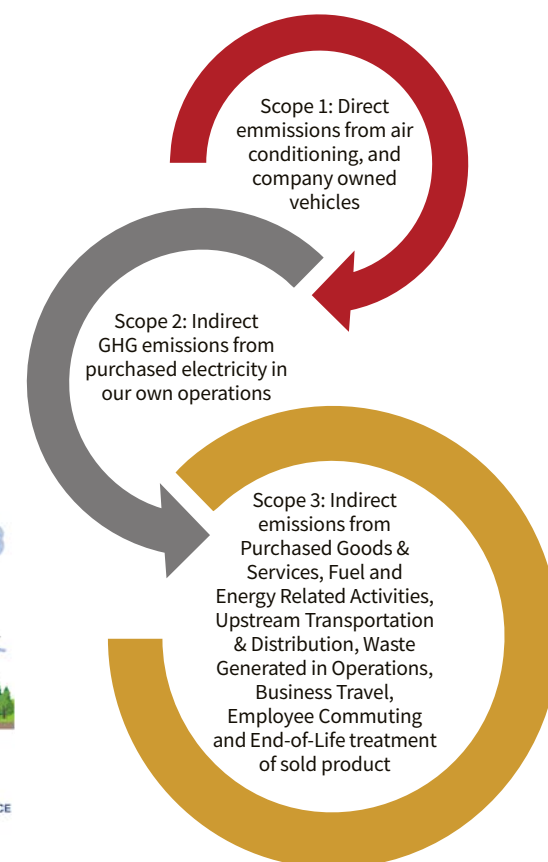
Scope 1	2.9 (tCO ₂ e)
Scope 2 (location based)	12.7(tCO ₂ e)
Scope 2 (market based)	0 (tCO ₂ e)
Scope 3	41710 (tCO ₂ e)

- Scope 3 tCO₂e is taken from 2023 data
- Scope 1 & 2 tCO₂e is taken from 2024 data
- A location-based method of reporting reflects the average emissions intensity of the electricity grid (which in the UK is a mix of renewables, gas etc), whereas a market-based method reflects any contractual supply of green energy

SCOPES OF EMISSIONS



Where our Greenhouse Gas (GHG) emissions come from



UN SDGs



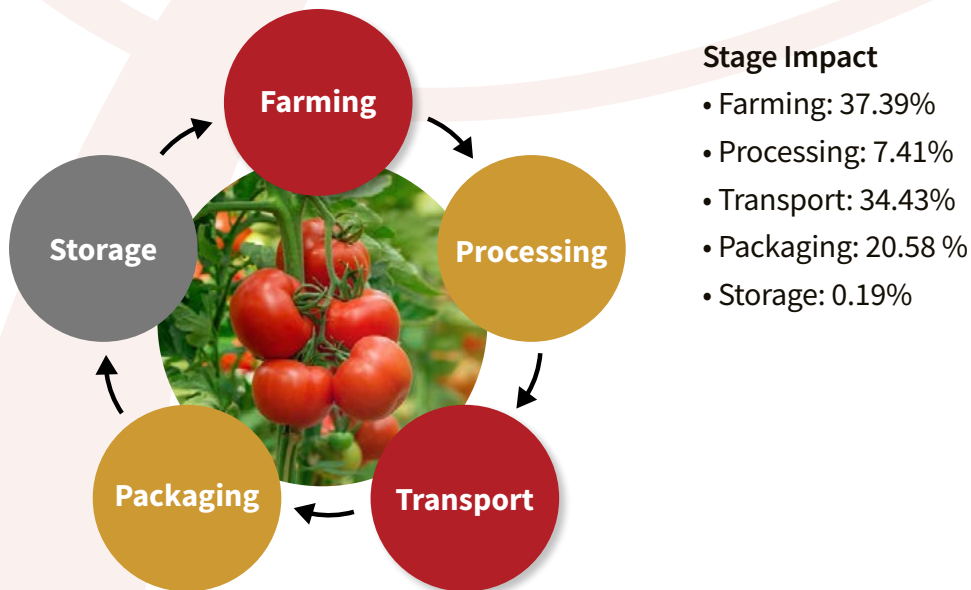
Life Cycle Analysis on Chopped Tomatoes



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 gate analysis.

In 2024, we worked with Mondra on calculating life cycle analysis on our product ranges from cradle to gate which included Chopped Tomatoes as outlined below: -

Impact stages of the life cycle assessment for Caterers Choice Chopped Tomatoes 2500g from Italy



UN SDGs



Life Cycle Assessments (LCA's) play a vital role in reaching our net-zero objectives and facilitating the shift towards a circular economy, as they allow Caterers Choice to evaluate all environmental factors associated with a product.

CO₂ eq. per kg

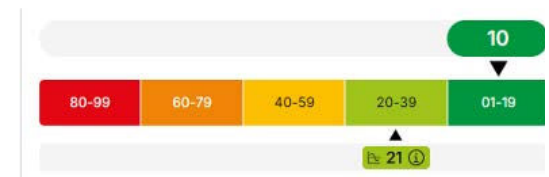


Breakdown of CO₂ eq. per kg for Caterers Choice Chopped Tomatoes and industry average for this product from Farm to Factory Gate

Carbon Intensity Score

A RAG rating is used to evaluate the carbon impact of our chopped tomatoes, the higher the rating highlights where changes may need to be made within the Life Cycle Assessment stage impacts.

Caterers Choice Chopped Tomatoes have a low carbon footprint as detailed below



Reducing Waste

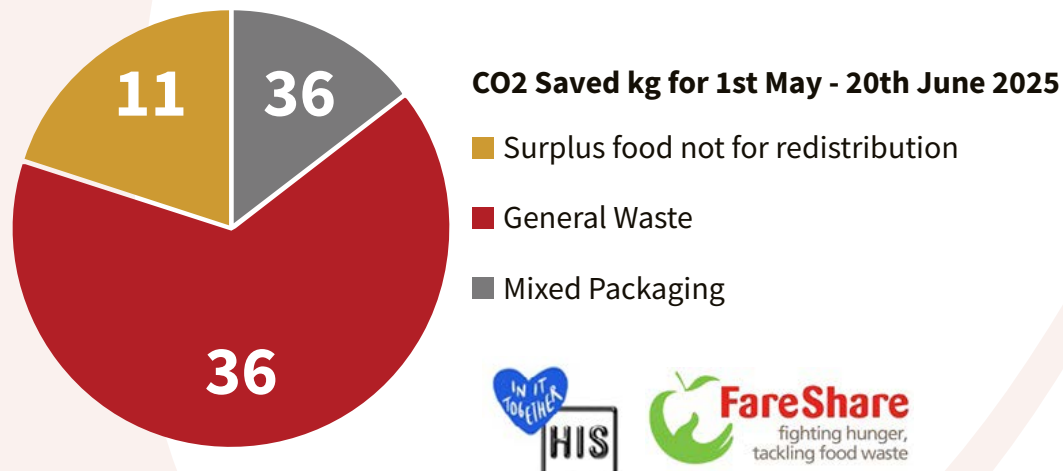


Caterers Choice has been actively enhancing its waste management practices by developing a comprehensive waste policy that encompasses all of our waste streams on site. We have refined our data collection by establishing specific KPIs, and we now include waste in our scope 3 emissions, which has led to more efficient reporting. We remain engaged in the WRAP Food Waste Reduction Roadmap, providing annual reports on our food waste data. Recently, we have streamlined the majority of our waste collection through a single contractor, which has granted us access to valuable data regarding our waste flows and carbon footprint.

Progress :

- Set specific KPI for our waste streams
- Implemented a waste policy for the business
- Redistributed surplus stock to FareShare Yorkshire which benefitted 347 charities through the equivalent of 26,250 meals
- Redistributed 2.7 tonnes of surplus stock to HisChurch
- 100% of waste diverted from landfill
- Implemented recycling waste streams in the office
- 71% increase in food waste going to food banks from 2023 data
- More streamlined waste reporting data for CO2 saved/kg

Caterers Choice CO2 waste reporting data per kg



Caterers Choice recycling point for the office



Our Supply Chain



Caterers Choice takes great pride in establishing and nurturing a strong, mutual relationship with our suppliers. Among these suppliers is General Tuna Corporation (GTC), a prominent processor and exporter of tuna in the Philippines who have been providing Caterers Choice with Skipjack Tuna for over 17 years. General Tuna Corporation (GTC) adopts an innovative approach to environmental management, and the following outlines one of their initiatives focused on planting mangrove trees.

Mangrove Planting



In alignment with the environmental impact mitigation initiatives of General Tuna Corporation (GTC), the organisation has been actively involved in mangrove planting since the year 2022. This initiative is a collaboration with the local community, specifically the Lower B'laan Fishing Association, to maintain the mangrove planting area. This comprehensive effort aims to restore and protect essential mangrove ecosystems, thereby contributing to environmental sustainability and the welfare of coastal communities in General Santos City.

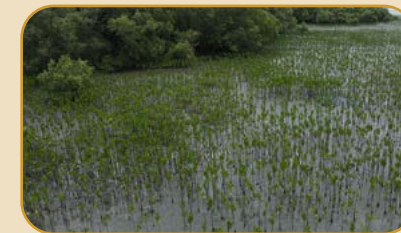
To date in 2025 **57,397** trees have been planted and General Tuna Corporation (GTC) objective is to plant a million mangroves by 2028. This project recognizes the connection between healthy mangrove ecosystems and robust fisheries, which are vital for the local economy in General Santos City.



Mangrove Monitoring Activities

Monitoring activities in mangrove projects are crucial for assessing project effectiveness, understanding mangrove dynamics, and informing adaptive management strategies. General Tuna Corporation (GTC) key monitoring activities are outlined below: -

- a) *Install nets surrounding the mangrove planting area to protect the mangrove from high waves & debris from flash floods.*
- b) *Used bamboo sticks as support for each young mangrove.*
- c) *Counting of planted propagules on each planting activity*
- d) *Counting of the re-planted mangrove*
- e) *Measuring the height of the grown mangroves*
- f) *Partnership with the local community (Lower Balan Fisherfolks Association) in maintaining the mangrove planting area.*



UN SDGs



Choosing our strategic partners is a conscious part of our responsible sourcing process, as we look for those with strong sustainability commitments, like that of General Tuna Corporation (GTC).



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 progress and actions in 2024/2025

- Supporting a Range of Charities : Page 22
- Employee Health & Wellbeing: Page 25
- Social Impact in our Communities: Page 23
- EcoVadis Sustainability Rating: Page 26
- Developing our Talent: Page 24
- Human Rights: Page 27

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



Supporting a Range of Charities



During the year we are proud to have supported a range of charities through a variety of fundraising events and challenges:

In Sept 2024 our Junior Buyer, Josh Clay completed the Great North Run, running for Huddersfield Town Foundation and raising £ 500.



UN SDGs



In June 2025 we held the Caterers Choice Great Bake Off and raised £370 raised for Hope for Justice. The total amount raised was match funded by both Caterers Choice and Fruitypot meaning a total of £1,110 was donated.



Social Impact in our Communities



Caterers Choice has always believed in doing business with purpose, focusing on integrity, transparency, and putting people first. Beyond our commercial operations, we're deeply committed to supporting the communities we're part of both on a local level and internationally through our supply chain.

The Welcome Centre

This year we are proud to have become a corporate partner of local charity The Welcome Centre, who are one of the largest independent food banks in the UK. The charity provides practical, immediate support for people in crisis across South Kirklees, offering everything from food packs and toiletries to household items and essential guidance. Each referral is tailored to an individual's needs, and clients also benefit from one-to-one support to help them address the root causes of their situation, whether that's housing issues, benefits, mental health, or employment challenges.



"It's amazing to have Caterers Choice come on board. They're a local business with a big heart and a real passion for doing good. We're so grateful for their support and excited for what's ahead."

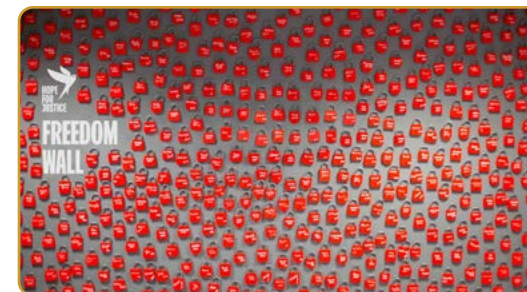
Charlie Taylor, Fundraising Manager at The Welcome Centre

Hope for Justice

At Caterers Choice, we are proud to support Hope for Justice through a monthly monetary donation. This partnership reflects our deep commitment to ethical sourcing and social responsibility across our global supply base.

Hope for Justice is an international charity dedicated to ending modern slavery and human trafficking. Their work spans prevention, rescue, restoration, and reform, helping vulnerable individuals escape exploitation and rebuild their lives. With supply chains that reach across continents, we recognise the importance of supporting organisations that protect human rights and promote transparency.

By contributing to Hope for Justice, we reinforce our values and help safeguard the dignity of those who may be at risk within complex global networks.



We are so grateful to Caterers Choice for your sustained and impactful donations over time, which have done so much for those affected by human trafficking and modern slavery. Your giving has helped us continue to run vital programmes that prevent exploitation, identify victims and offer aftercare to survivors, helping them rebuild their lives and embrace their freedom. On behalf of the team here at Hope for Justice and everyone whose life has been changed because of your gifts, thank you.

Tim Nelson, CEO of Hope for Justice

UN SDGs



Developing our Talent



At Caterers Choice, we are dedicated to helping our employees develop their skills, acquire valuable experience, and progress in their careers. We achieve this by implementing personal development plans focused on continuous learning, setting goals, and fostering personal growth.

Adams's Story

I started my career in football, spending my late teens as a youth team player at Huddersfield Town FC. When that chapter ended, I wasn't sure what direction to take, but I was fortunate to receive a scholarship to study and play football in the United States. I completed a BA in Business Communications, spending time in Santa Barbara, California, and finishing my degree in Hawaii.

After returning to the UK in 2016, I considered doing a master's degree but decided to earn some money and gain experience. I joined a large independent food wholesaler where my family worked, initially helping out in the Procurement department over the summer. That opportunity quickly developed into a permanent role, and I spent the next four years working across various buying categories including fresh, ambient, frozen, and non-food.

I joined Caterers Choice in March 2020 as Buying Manager, on the same day the UK entered its first Covid lockdown. Starting during such an uncertain time was a real challenge. I had to get stuck in straight away, supporting the team as we navigated the impacts of the pandemic on the business and supply chain. It was a steep learning curve, but it gave me a strong foundation in how the business operates under pressure. My role focused on strengthening supplier relationships in categories outside of tuna and expanding our trading activity across the business.

In May 2024, I began a Personal Development Plan with the goal of becoming Purchasing Director. With support from colleagues across technical, ethical, and financial areas, I completed the programme and stepped into the role in April 2025.

As Purchasing Director, I now work closely with the board to support sustainable growth across the business. I'm involved in areas such as ethical sourcing, technical standards, and supply chain sustainability, while continuing to build a strong team and develop existing and new supplier relationships. I also work closely with the commercial team to identify and grow new product areas.

Outside of work, although I no longer play, I still follow football and am a Sheffield Wednesday supporter and enjoy playing golf. My weekends are usually packed with my kids' activities, which is where I'm happiest.



I joined Caterers Choice because of the clear opportunity for personal and professional growth within an industry I'm passionate about. The company's strong emphasis on building meaningful relationships, both internally and externally, aligns with my values. Caterers Choice has supported my development organically, equipping me with the right tools, guidance, and environment to continually improve and evolve.

UN SDGs



Employee Health & Wellbeing



At Caterers Choice we prioritise wellbeing and development within our ESG strategy, guaranteeing that our team operates in an inclusive and supportive atmosphere.

Workplace Collective workshops

In 2025 and 2026, we have collaborated with the Workplace Collective to offer short workshops throughout the year, which include Stress Awareness, Menopause for Employees, Gut Health, and Sleep Awareness. These courses are provided in-house and through teams, and they are an integral part of our Culture Club program for all employees.

We believe that equipping employees with essential health and wellbeing skills, knowledge, and expertise is among the most effective methods to promote a positive wellbeing culture and create a supportive work environment for all our employees.

These workshops will include participants such as individuals, managers, and directors. Our initial workshop, which took place in May 2025, focused on stress awareness and was both interactive and informative and gained great feedback from employees. The subsequent workshops are scheduled for 2025, with the Sleep Awareness workshop planned for January 2026.



Employee Feedback (Workplace Collective Stress Awareness Workshop)
I gained insights into stress, setting boundaries, recognizing thinking traps, and the significance of caring for my emotional and physical well-being

Women in Wholesale Speed Mentoring event

The 8th Women in Wholesale Speed Mentoring event, held in partnership with the Federation of Wholesale Distributors (FWD) took place in London on the 9th of May 2025. This yearly event provides mentorship opportunities with experienced industry executives and is available to women employed in the UK convenience and foodservice wholesale sectors.

Four of our fantastic colleagues attended this event which was, built around Women in Wholesale's 2025 theme: Work Happy, was packed with insightful mentoring sessions, empowering discussions, and valuable networking opportunities, all focused on personal development, leadership, and building confidence.



Employee Feedback (Women in Wholesale Speed Mentoring event)
Empowering day creating new connections and learning about different tools and techniques to handle different situations

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 2024 evaluation, we achieved a rating of 64 out of 100, reflecting an 8% improvement compared to our 2023 assessment.

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



Human Rights



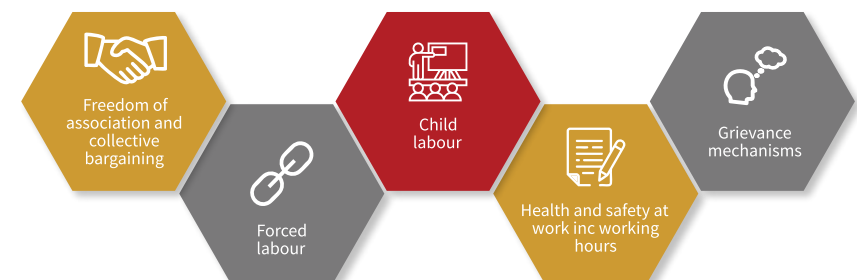
In late 2024, Caterers Choice partnered with Slave-Free Alliance (SFA) to refresh our human rights gap analysis and assess the maturity of our due diligence systems. The review confirmed solid progress in strengthening internal governance and supplier onboarding, while also identifying areas for further development. These included extending visibility beyond Tier 1, enhancing oversight of high-risk sourcing channels, and embedding clearer supplier expectations around remediation. In response, we prioritised strengthening our contractual framework, expanding due diligence across all relevant supplier categories, and deepening engagement in line with our salient risks (Forced Labour, Child Labour, Freedom of Association, H&S including working hours, and Grievance Mechanisms).

Recognising the pivotal role that recruitment and labour provision play in shaping working conditions, Caterers Choice has taken proactive steps to strengthen practices in this area. In 2025, we began co-developing formal Labour Provider Guidance with SFA to promote responsible recruitment and support consistent standards across our international supply base. The guidance builds on internal work already undertaken and integrates recognised best practice. Topics include background context on risks, expectations on recruitment fees and related costs, minimum standards for labour providers, service-level agreements, audit readiness, and modern slavery training, including guidance on conducting sensitive worker interviews. We will be piloting the guidance with a major regional supplier, supported by a light-touch audit and feedback process.

To ensure our policies and supplier requirements are robust and consistent, SFA is also reviewing our Supplier Code of Conduct alongside related policies on forced labour, child labour, and protections for migrant workers. This will help ensure key expectations are clearly communicated and actionable by suppliers and labour providers. We are also working to define appropriate monitoring methods, so that we can translate our policy commitments into practice across the supply base and strengthen oversight in line with our core salient risks, particularly those related to worker voice, safety, and remedy.



Our Salient Risks



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 progress and actions in 2024/2025

- Our Governance Structure: Page 29
- Engaging Our Key Stakeholders: Page 30
- Governance & Business Ethics: Page 31
- Risk Management: Page 32

UN SDGs



Measuring success

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

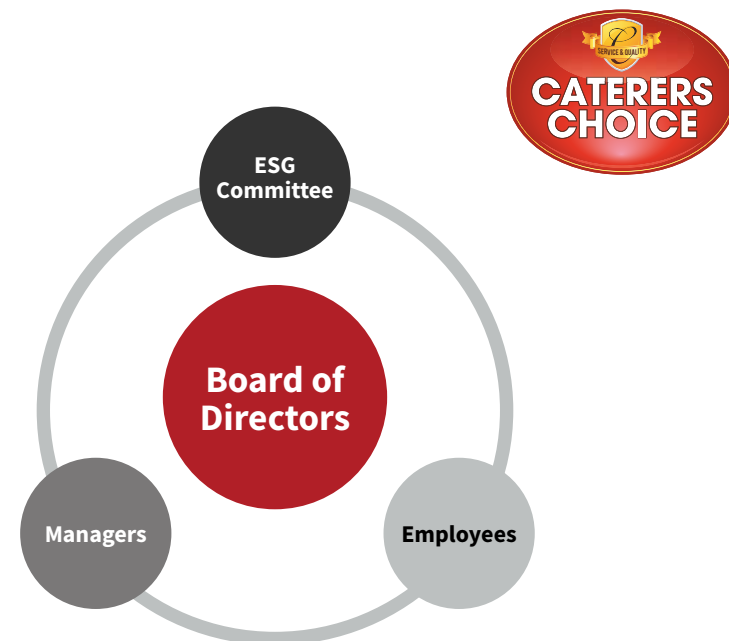


Our Governance Structure

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

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

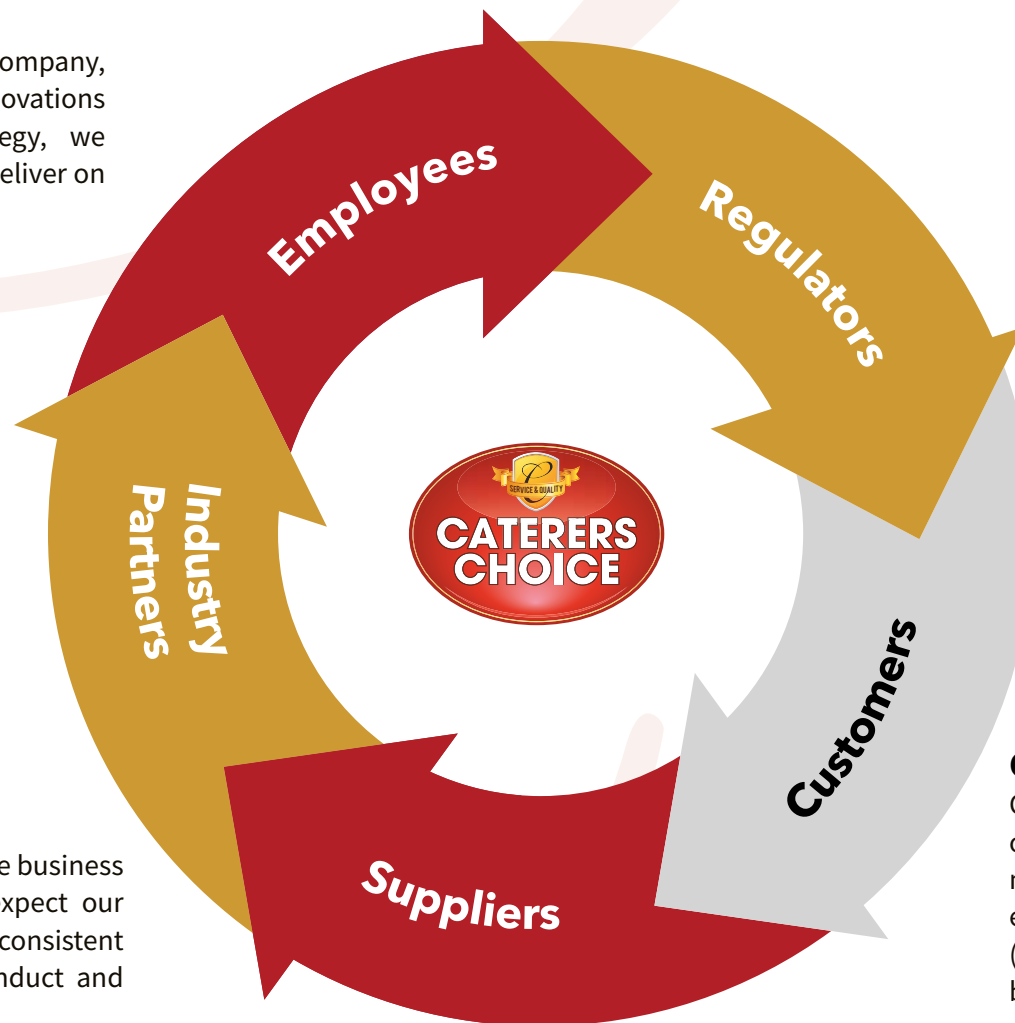
Caterers Choice commitment to responsible business practices extends to our suppliers. We expect our direct suppliers to operate in a manner consistent with Caterers Choice Ethical Code of Conduct and Supplier Ethical & Environmental Policy.

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.



Governance and Business Ethics



Caterers Choice Governance framework is fundamental to our core values, and this culture propels our endeavours to fulfil customer needs, deliver value, and contribute to a society that is inclusive and equitable.

Ethical Business Conduct

Ethical standards constitute a fundamental component of our governance framework. We emphasise our commitment to integrity through our Employee Code of Conduct, which collectively directs the daily conduct of our employees. Each employee is obligated, at the time of employment and subsequently, to affirm that they have read, comprehended, are in compliance with, and consent to adhere to our Employee Code of Conduct.

Bribery & Corruption

Caterers Choice prohibits all forms of bribery and corruption. To combat such practices, we have implemented a Bribery & Corruption policy. We are also providing Bribery & Corruption training to the board of directors and purchasing teams. We are also in the process of implementing a Bribery & Corruption risk assessment which we will report on in our 2025/2026 annual business report.

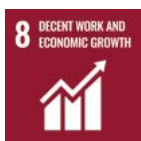
Equality, Diversity and Inclusion

We foster a culture where every colleague feels valued, respected and empowered to bring their whole self to work which is outlined in our Equality, Diversity and Inclusion policy.

Caterers Choice are accredited by the Living Wage Foundation and all our employees are paid the Living wage.

We have a range of development and progression programmes within the business which helps to recruit and promote people within the business. By doing this, we're creating an inclusive organisation that's able to attract and retain the most diverse talent.

UN SDGs



Policies

Our policies are designed to integrate our ESG factors into our business operations and decision-making processes.

We have the following policies in place for our own business and supply chains:-

- Supplier Ethical Code of Conduct
- Ethical Environmental Policy Requirements for Suppliers
- Modern Slavery Policy & Procedure
- Health & Safety Policy
- Environmental Policy
- Human Rights Policy
- Waste Policy
- Training Policy
- Anti-Bribery & Corruption Policy
- CSR Statement
- Whistleblowing policy
- Equality, Diversity and Inclusion Policy
- Employee Code of Conduct

Risk Management



Our Risk Management process illustrates how we assess and respond to changing business risks while ensuring that we uphold the highest standards of ethics and accountability in our business operations and supply chains.

Ethical Trading

All of our suppliers are required to sign our Supplier Ethical Code of Conduct & Ethical Environmental Policy Requirements for Suppliers. We require suppliers to sign up to SEDEX and those suppliers who have undertaken SMETA audits must give us full visibility on SEDEX to disclose the results. Those suppliers that haven't undertaken a SMETA audit must complete our Online Ethical Questionnaire. All 3rd party business critical or critical non-conformances must be closed out before supply can commence into Caterers Choice.

Supplier Audits & Assessments

Caterers Choice consistently evaluates the social and environmental performance of our suppliers, as well as their overall risk, through third-party ethical and environmental audits, Caterers Choice's online ethical questionnaires and through SEDEX Social and Environmental SSAQS. We also conduct supplier audits on those suppliers identified as high risk whenever feasible.

Cyber Security

In the past year, we continued to strengthen our cyber security position to protect company data, customer information, and digital assets against evolving threats. Key initiatives included the implementation of advanced threat detection systems, enhanced employee awareness training, and regular security audits to ensure compliance with industry standards. We also use and multi-factor authentication across all platforms which again has been enhanced in the last year to strengthen our protection. As cyber threats become increasingly sophisticated, our proactive approach ensures resilience, data integrity, and continued trust from our stakeholders.

Ethical & Environmental Due Diligence and Risk Management

Our processes for due diligence and risk management are structured to identify, evaluate, and, when necessary, tackle potentially significant environmental and social concerns relevant to our operations. Our risk management systems are detailed in our Modern Slavery Statement, which can be accessed on our website. The board of directors receives monthly management updates regarding our suppliers' ethical and environmental performance and compliance.

Modern Slavery & Human Rights

Our Modern Slavery Statement details our strategy for advancing human rights throughout our supply chain and within our business operations. We provide training on modern slavery to relevant employees via third-party online courses, and we evaluate all tier 1 suppliers and Goods Not For Resale (GNFR) suppliers for modern slavery risks through our modern slavery risk assessment process. Every 2 years the Slave- Free Alliance come to site to carry out a Modern Slavery Gap analysis to identify good practice and make recommendations.

Data Privacy

Our data management frameworks ensures compliance with global privacy regulations, including GDPR and other relevant standards. Our focus remains on ensuring that all data is collected, stored, and processed responsibly, maintaining the highest standards of confidentiality and integrity for our customers, partners, and employees.



Appendix

In this section

- **Summary of our ESG Priorities and Progress**
- **Goals for 2025/2026**
- **Partners**
- **References**

Summary of our ESG Priorities and Progress 2024/25



Caterers Choice has developed metrics that are used to track progress in delivering our ESG strategy objectives and targets. The below outlines some of our key metrics for the reported year 2024/25.

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Reduce food waste to AD: 71% increase in food waste going to food banks from 2023 data

Sustainable Investment: 100% renewable energy purchased in 2024

Environmental Accreditation: 30% of Tier 1 suppliers with a 3rd party environmental accreditation in place

Environmental Assessment: 100% of new suppliers that were screened using Caterers Choice environmental criteria

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

Learning: total of **144** hours of external training were conducted by Caterers Choice employees in 2024

Diversity & Inclusion: 66% of women employees & **43%** of women in senior leadership roles

Human Rights: 100% of Tier 1 & 2 and Goods not for resale (GNFR) suppliers underwent human rights screening

3rd Party Ethical Audit: 88% of Tier 1 supplier sites have undertaken a 3rd party ethical audit

SEDEX Registration: 99% of Tier 1 suppliers who are registered on SEDEX

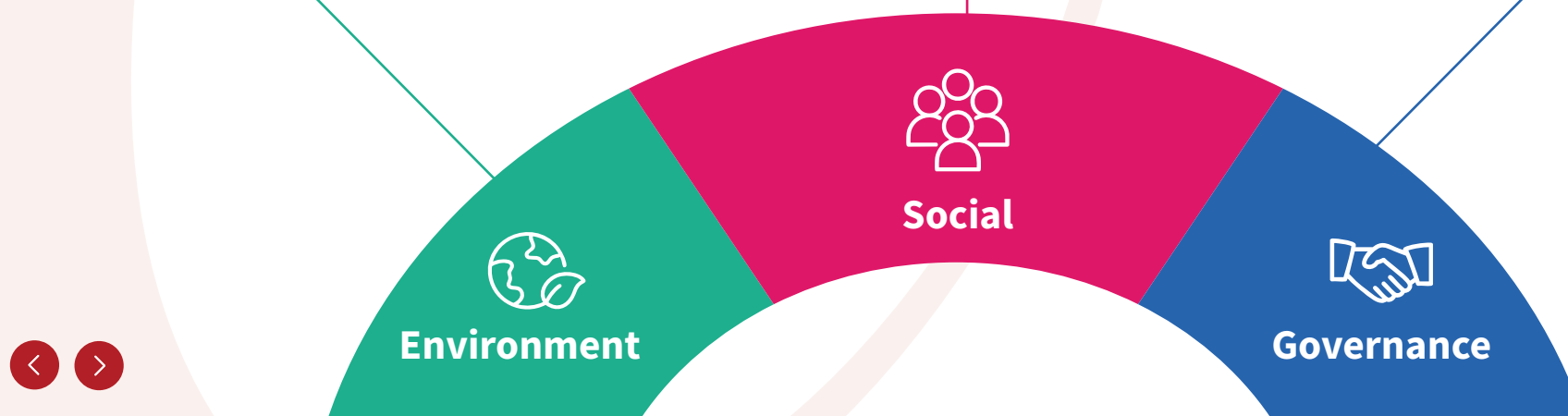
Capacity Building: 23% of Tier 1 suppliers engaged in capacity building with Caterers Choice to strengthen their ethical management systems

4 QUALITY EDUCATION

17 PARTNERSHIPS FOR THE GOALS

Modern Slavery: 100% of Technical/Buying/Responsible Sourcing undertook Slave-Free Alliance modern slavery on-line training

Bribery & Corruption: 70% of Directors and Buying team undertook on-line Bribery & Corruption Training



Goals for 2025/2026



Over the last year, we have made significant strides, yet there remains a considerable amount of work to achieve our environmental, social, and governance (ESG) objectives by 2030. In 2025/2026, we will continue to focus on our key priorities while also addressing our most pressing issues. These priority areas will strengthen our environmental, social, and governance (ESG) pillars as detailed in our ESG strategy.



Environment

Continue investing in renewable energy

Increase recycling

Reduce food waste

Sign up to WRAP's Water Roadmap

Work with the supply chain to reduce GHG emissions



Social

Continue to support local charities

Continue to nurture and develop talent

Continue to implement our Human rights action plan with support and guidance from Slave-Free Alliance

Continue to support employee's physical and mental health through Workplace Collective training.



Governance

Undertake climate risk assessments

Undertake Equality, diversity and inclusion training

Compile a water risk assessment on our own operations and supply chains

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.

Partners



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



Partners



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

Partners



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

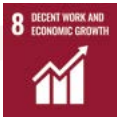
Partners



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



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



Partners



The Workplace Collective

The Workplace Collective, enhances workplace experiences by utilising psychology-based training and support, which improves both personal well-being and professional performance of employees.

theworkplacecollective.co.uk



The Welcome Centre

The Welcome Centre is a food bank located in Huddersfield, dedicated to offering resources to individuals experiencing financial difficulties. The Welcome Centre supplies food and supplementary resources to those facing financial crisis.

www.thewelcomecentre.org

References

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<https://hopeforjustice.org>

<https://www.savethechildren.org.uk>

<https://sciencebasedtargets.org>

<https://sdgs.un.org/goals>

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<https://www.wrap.ngo/taking-action/food-drink/actions/action-on-food-waste>

<https://www.wrap.ngo/take-action/uk-food-drink-pact/water-roadmap>

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