

WEETABIX FOOD COMPANY

SUSTAINABILITY
REPORT 2022



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WELCOME TO THE 2022 WEETABIX SUSTAINABILITY REPORT



Welcome and thank you for taking the time to see what we've been up to at Weetabix!

When it comes to sustainability, the last year has been a story of strong and steady progress for us. I continue to be impressed with how well our teams focus on meeting our targets and chasing progress across every part of our business.

All this work has been done as the nation recovers from the pandemic and learns to deal with the pressures of the post-Covid era. Even during a time when living costs are increasing and we face more uncertainty, I'm so proud that Weetabix continues to provide a nutritious, tasty and affordable breakfast.

I'm also extremely grateful to all our brilliant people at Weetabix - from manufacturing teams and engineers through to warehouse operators and office-based support teams - for their tremendous efforts and dedication over the past year.

I would like to thank and celebrate our Growers' Group of farmers too, who despite facing significant challenges, have continued to support us wholeheartedly. In this report you will read about some excellent progress they have made over the past year in understanding how to lower the greenhouse gas emissions associated with our wheat growing.

Weetabix wouldn't be Weetabix without our people, and that has never been truer than in this year when we reach our 90th anniversary, which has given us the opportunity to both celebrate and reflect on our progress.

As we look forward to our next 90 years, we're showing no signs of slowing down. We're setting more ambitious sustainability goals and I'm really excited to see what we can achieve together.

Sally Abbott
Managing Director
Weetabix Food Company UK & Ireland



AT A GLANCE: PROGRESS TO BE PROUD OF

Pillar 1

91%

of our ingredient suppliers have signed up to our updated procurement standards

Pillar 2

Over **99%**

of our packaging is now widely recyclable

Pillar 3

Over **5 Million**

litres of water saved in a programme to capture and reuse condensate in our manufacturing process

Pillar 4

Over **3 Million**

breakfasts donated to FareShare and Magic Breakfast in the past year to ensure healthy breakfasts for those who need them

OUR BUSINESS IN NUMBERS



The number of years Weetabix has been creating nutritious breakfasts.



15

The number of apprentices who work with us.



1

Our position as the nation's number 1 favourite breakfast cereal.¹

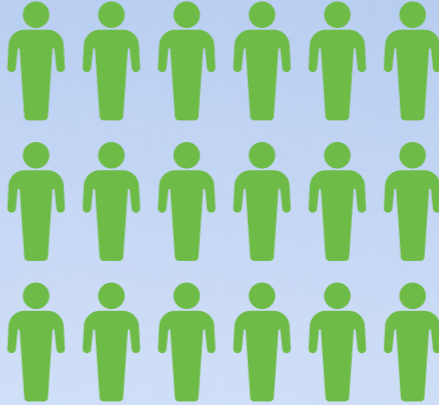


28,000

Weetabix Wildcats registered as part of our sponsorship of the English Football Association (FA) which supports girls' grassroots football.

1,222

Huddle players registered as part of our sponsorship with the Football Association of Wales.



120

The number of wheat farmers in the Weetabix Growers' Group.

80%

Over 80% of our Weetabix growers have been supplying us with wheat for more than five years.

+3 Million

The number of breakfasts we have provided to school children through FareShare and Magic Breakfast over the past 12 months.



50

The maximum distance our wheat travels from farm to factory to make our Weetabix Original biscuits.



¹Nielsen Value Sales data - 10th September 2022

EMISSIONS

SCOPE 1

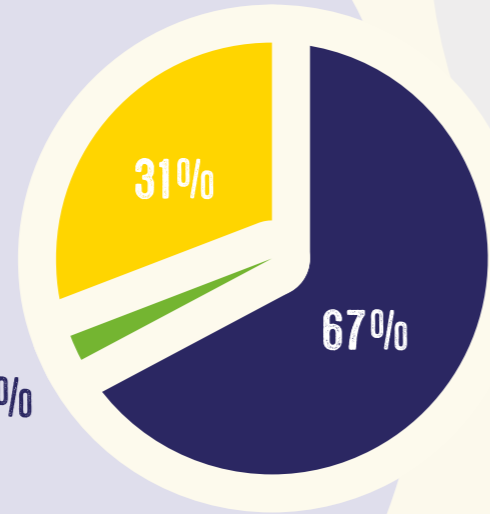
Created directly through activities, like toasting our Weetabix biscuits.

SCOPE 2

Created indirectly by people supplying things we need, like electricity for our manufacturing.

SCOPE 3

Not created by us or the supply of things we need, but through the activities of people across our supply chain.



ENERGY

We use renewable electricity supplied by the grid, supplemented with alternative green energy sources, to further reduce our carbon footprint.

INGREDIENTS

The wheat for our Weetabix Original is grown within 50 miles of our mills, by 120 growers in our Growers' Group, helping to minimise our carbon footprint.

OUR CARBON FOOTPRINT

We've reduced our carbon footprint emissions by 13.8% since 2019.*

SUPPLY CHAIN

We're continuing to work with our company fleet to ensure our products are distributed as efficiently as possible.

We've had zero waste sent to landfill since 2015.

Our food surplus is turned into animal food.

Out of our ingredients, the biggest contributor to our carbon footprint is wheat. Whilst our top growers produced between 40% and 50% lower green house gas emissions for the 2021 harvest, compared to the standard emission factors for UK wheat production used in previous calculations, we're working with them to reduce it even more.

PACKAGING

Packaging is one of the key elements in our carbon footprint that we are working hard to reduce.

We've made sure that 99% of our packaging is recyclable.

*FY21 Carbon Footprint Report - Absolute figures, scopes 1, 2 & 3.

OUR SUSTAINABILITY STRATEGY

We formed our Change for Better sustainability strategy in 2018 to draw together all of our initiatives and ambitions under a clear vision, supported by four key pillars of action - Sustainable Ingredients, Low-impact Packaging, Efficient Operations and Health & Wellbeing.

This report focuses on the progress we have been making against our commitments over the past year as they relate to our own branded products, but we are also working actively with retail customers on the own brand ranges that we make for them.

Change for Better ensures we stay focused on maximising the positive impact that Weetabix Food Company has on the world, our business and the communities we support. Being able to focus and prioritise our work is vital as we respond to the challenges of the Covid-19 pandemic, rising cost pressures and increasing uncertainty in our world.

We have set targets against each of the strategic pillars. This report demonstrates that we have made progress and continue to act on the learnings gained to look for further improvements or new areas that we can incorporate into our action plan.

Our dedicated Sustainability Steering Team is working on developing the next set of medium and long-term goals for our business which will be set within the next 12 months, to inspire and guide the work we do in sustainability at Weetabix.



CHANGE FOR BETTER ENSURES WE STAY FOCUSED ON MAXIMISING THE POSITIVE IMPACT THAT WEETABIX FOOD COMPANY HAS ON THE WORLD, OUR BUSINESS AND THE COMMUNITIES WE SUPPORT.



OUR PROGRESS

PILLAR 1 - SUSTAINABLE INGREDIENTS

TARGET

2021 PROGRESS

Update Wheat Protocol for the new decade based on latest sustainable farming principles.



We've focused our efforts on completing a detailed Carbon Footprinting study with our top 17 Growers - which estimates the 2021 harvest was produced with significantly lower emissions factors for wheat used in previous estimates.

Maintain 100% sustainable cocoa certification with UTZ.



We have maintained this commitment across all our own branded products. We are also on track to transition from UTZ to Rainforest Alliance Certification in 2023.

Ensure 100% of ingredient suppliers sign new contracts that incorporate the latest ethical standards by 2022.



We are nearly there, with 91% of ingredient suppliers now signed up - an increase from 82% last year. This represents 99% of our spend on ingredients.

PILLAR 2 - LOW-IMPACT PACKAGING

TARGET

2021 PROGRESS

Make progress towards 100% recyclable packaging by 2025.



Our big milestone - the paper wrap around Weetabix - is now recyclable. In November 2022, we will have completed our recyclable packaging development such that 100% of our packaging will be recyclable in the UK.

Reduce carbon footprint of packaging by 10%.



So far, we have made packaging changes which have reduced our footprint by 648.4T per year.

Launch On The Go Drinks bottle with 51% recycled plastic content and a 10% reduction in bottle weight.



We redesigned our packs to ensure the bottle, cap and sleeve are 100% recyclable, alongside launching a bottle weighing 15% less. The bottles are also made from 51% rPET.

Launch recyclable Alpen bag.



We introduced a recyclable 1.1kg cereal bag in September 2022.

PILLAR 3 - EFFICIENT OPERATIONS

TARGET

2021 PROGRESS

Complete Carbon Footprint assessment to create a benchmark for reduction targets.



Scope 1 emissions are at 67% of our total, Scope 2 at 2% and Scope 3 at 31%. We have reduced emissions by 13.8% since 2019.

Explore the use of Science Based Targets for 2022 and beyond.



We are continuing to explore these and will set new targets in 2023 to achieve further reductions for Scope 1, 2 and 3 emissions to take us up to 2030. These targets will take us up to 2030 and beyond, as we also work towards our long-term net-zero goals.

Identify sustainable energy production options to replace CHP at end of life.



An updated programme for our Combined Heat Power plant has now been approved. We are also using renewable electricity supplied by the grid.

Explore ways to bring water management best practice to our teams.



We have saved over 5 million litres of water in the past year through our capital investment programme to capture and reuse the condensate from steam generated during our manufacturing process.

Purchase 100% renewable energy through Smartest Energy.



We have secured a new contract that will supply our site with 100% renewable generated electricity until October 2025.

PILLAR 4 - HEALTH AND WELLBEING

TARGET

2021 PROGRESS

Invest in research looking at technology innovation for sugar and salt reduction.



We are working to reduce salt within Customer Brand products and are currently undertaking trials that will enable this. We are proud that all our new product innovations meet the required nutrition levels, meaning that all of our products are classified with either a green or amber nutritional traffic light label.

Tackle food poverty by providing a further 3 million breakfasts to disadvantaged school children.



We provided another 3 million breakfasts through Fareshare and Magic Breakfast this year.

Continue to make progress on Inclusion Maturity Score.



We have invested heavily in a range of initiatives, such as a Mental Health First Aiders programme, Carers support programme and signed up to the Disability Confident Accreditation. We have also continued to run Inclusions Breakfasts to raise awareness and promote progress within the company.

Set new targets to reduce our gender pay gap even further.



We are working holistically to ensure women thrive at Weetabix. Our median pay gap has reduced from 4.41% to 3.44% in the last year, compared to the UK average of 15.4% in 2021.²

PILLAR 1: SUSTAINABLE INGREDIENTS



WE WANT TO GET TO A PLACE WHERE WE CAN EMPOWER CUSTOMERS TO USE THEIR BUYING POWER TO CHOOSE LOWER CARBON PRODUCTS. ALL OF THE WORK WE'RE CURRENTLY DOING WITH OUR FARMERS AND ACROSS THE BUSINESS TO REDUCE OUR CARBON FOOTPRINT WILL HOPEFULLY LEAD TO PRODUCING A BOX OF ZERO CARBON WEETABIX ORIGINAL. THAT'S THE GOAL.

Peter Chandley,
Head of Quality and Food Safety, Pillar 1 Lead

LOWER CARBON WHEAT FARMING

In 2022, we completed the first carbon footprint study undertaken across some of our growers who produce a third of the wheat supplied to make Weetabix biscuits. We are pleased to report that it estimated their 2021 harvest was produced with significantly lower emissions than the standard factors for UK wheat production used in previous calculations.

The study took place amongst a sample of our Growers' Group and formed part of the efforts to measure our carbon footprint more accurately, working together with the wider agricultural industry to meet the sector's target of achieving net zero emissions by 2040.

The 17 farmers that took part explored the different factors contributing to carbon emissions associated with producing their wheat. They found their greenhouse gas emissions for the 2021 harvest were likely to be between 40% and 50% lower than the standard emission factors for UK wheat production used in previous calculations. They also demonstrated high nitrogen use efficiency, resulting in lower impacts on air and water quality.

Working with Map of Ag, a global data platform that provides insights to the agriculture industry, we were able to help the growers collect carbon footprint data more easily and



provide accurate information that enabled them to look carefully at their processes.

We know this is an early step on our journey to lower our overall carbon footprint. We are already committed to sourcing the wheat for Weetabix Original exclusively from farms within a 50 mile radius of our Burton Latimer factory. This helps significantly reduce the food miles involved in transporting our main raw ingredient.

To protect our UK crops for the future, we need everyone in the industry to double down on their sustainability efforts and look carefully at better practices that can benefit the environment.

As we continue on this journey with our growers, we hope to share learnings with others to help the industry move forward together. The progress we are making together in the fields of Northamptonshire will help reduce the carbon footprint of cereal in our customers' bowls on breakfast tables across the UK.

Following the success of this first carbon footprint study, we plan to repeat the assessment with more farmers in 2023. We will also work with smaller groups of pioneer growers to evaluate new technologies, such as precision nitrogen applications and soil assessments, as part of its work to better understand how carbon reductions can be achieved.



PILLAR 1



WHAT WE'VE DONE

91%

of ingredient suppliers signed up to contracts with updated ethical standards.

100%

Sourced 100% of wheat from within 50 miles of our factory in Northamptonshire for our Weetabix Original biscuits.

50 mile

Sourced all the milk for Weetabix On The Go drinks from British dairy farms within a 50 mile radius of where they are made in Somerset.

Carbon footprint study

First carbon footprint study undertaken within Weetabix Growers' Group.

Sustainable cocoa

Maintained 100% sustainable cocoa and palm oil certification and become members of the Round Table for Responsible Soy, supporting responsible production of Soy through the purchase of RTRS credits.

WHAT WE'RE DOING



Repeating carbon footprint study with more farmers in 2023.



Working with groups of pioneer growers to evaluate new technologies to accelerate carbon reduction.



Developing Weetabix Wheat Protocol to drive further reductions in the carbon footprint and creating a roadmap to source carbon neutral wheat.



Working towards 100% of suppliers signed up to new contracts with updated ethical standards in 2023.



WORKING WITH WEETABIX TO FIND WAYS IN WHICH WE CAN LOWER OUR CARBON EMISSIONS IS THE START OF A VALUABLE JOURNEY. THE GROWERS' GROUP IS COMMITTED TO FINDING THE MOST SUSTAINABLE WAY TO GROW WHEAT THAT WE CAN. WEETABIX IS ONE OF THE FEW FOOD MANUFACTURERS THAT TAKES THE TIME TO DIRECTLY ENGAGE WITH FARMERS, WHILST WE GROW QUALITY WHEAT FOR WEETABIX, GROUP MEMBERS ALSO SUPPORT ENVIRONMENTAL STEWARDSHIP INITIATIVES; FOR EXAMPLE, PLANTING HEDGEROWS AND HAVING WIDER FIELD MARGINS TO SUSTAIN LOCAL WILDLIFE WITHIN COUNTRYSIDE STEWARDSHIP AGREEMENTS.

Andrew Crossley,
a farmer who took part in the carbon footprint study



THE WEETABIX GROWERS GROUP

As well as working to reduce the carbon impact of growing our key ingredient, we are also aiming to help our wheat farmers develop their techniques for improving the resilience of yields for future generations.

At Weetabix, we require a high quality of wheat to produce the cereal products our customers and consumers demand. Following analysis of the quantity and quality available from this year's harvest, we were delighted to be able to source 100% of our wheat for Weetabix Original from our Growers' Group farming within 50 miles of our factory.

The Weetabix Growers' Group is a collective of environmentally aware farmers who we trust to grow, harvest, store and deliver the finest quality wheat. We ask them to abide by our Wheat Protocol, which sets out environmental as well as quality requirements. All farms must be members of an appropriate environmental scheme and be able to demonstrate compliance, as well as Red Tractor certification.

The Growers Group has been a key part of our sustainable sourcing policy for over 12 years. We have worked with them to establish a strict protocol covering quality, consistency, traceability and environmental sustainability of the harvest. This brings many benefits; boosting the ability of local farmers to invest in higher standards, providing great tasting wheat and giving Weetabix consistent quality of wheat for our mills.

We carry out a survey every few years with our Growers Group to give them an opportunity to feedback on how we might be able to improve our wheat supply chain and in

particular, how we can work together with them towards our net zero carbon wheat challenge.

From the 2022 survey, our farmers told us:

- ◇ Over 80% have been supplying us with wheat for more than 5 years, with nearly half supplying Weetabix for more than 10 years;
- ◇ Two thirds would like to increase their supply to us because we provide a secure local market that they really value;
- ◇ The most popular activity our growers would like to work with us on is exploring the factors contributing to carbon emissions associated with producing their wheat;
- ◇ Regenerative farming practices are widely undertaken by growers, with the 90% already improving their nitrogen use efficiency;
- ◇ Over 50% are working on reducing their greenhouse gas emissions;
- ◇ Growers Group farmers are managing over 200 hectares of land using methods designed to support pollinators (bees, butterflies and moths) and help them thrive.

Looking towards the future, we are working with the Group on developing our Wheat Protocol so that it drives us towards further reductions in the carbon footprint of our ingredient production.

QUALITY INGREDIENTS, SUSTAINABLY SOURCED

We are committed to responsible production at every step along the journey from field to breakfast table. Whilst wheat is our most important ingredient, there are some others that go towards our range of flavours and products that present us with opportunities to improve our sustainability.

We source all the milk for our Weetabix On The Go drinks from farms within a 50 mile radius of where they are made in Bridgwater, Somerset. This helps us to keep food miles low and reduce our carbon footprint. Many of our farmers are working on their own projects to reduce their environmental impact, such as installing solar panels to generate the electricity used in their dairies.

We use cocoa to flavour Weetabix Chocolate, Weetabix Crispy Minis and Weetos, as well as chocolate flavours of our Weetabix On the Go Drinks and Alpen bars. Working closely with UTZ, the world's largest certification programme which is a part of the Rainforest Alliance, we have again been able to confirm that all of the cocoa used to make our products over the past year has been fully audited and certified as sustainable in its production.

Alongside our UTZ cocoa certification, we ensure that the palm oil used in some of our cereal bars is certified by the Roundtable on Sustainable Palm Oil (RSPO). The RSPO has developed principles and criteria for Sustainable Palm Oil production and certification is an assurance that the production is sustainable.

During 2022, we extended our commitment to responsible ingredient sourcing by becoming members of the Roundtable for Responsible Soy (RTRS), a non-profit organisation promoting the growth of production, trade and use of responsible soy. We support the responsible production of soy through the purchase of RTRS credits.

All of our ingredients and products are free of Genetically Modified (GM) material and are not derived from Genetically Modified Organisms (GMOs) as defined in the regulations on GM food, traceability and labelling.

STRONG SUPPLIER RELATIONSHIPS

We value our working relationship with our brilliant suppliers, all of whom are on a journey of their own with sustainability which we are proud to play our part in - by sharing best practice, setting high standards and recognising outstanding achievements.

During the past year, we have continued to review our supplier contracts to ensure they include updated ethical standards. We have now signed up 91% of our ingredient suppliers to these new ethical contracts, a 9% increase within the past year, representing 99% of our total spend. We expect to sign-up the remaining suppliers during 2022 so that we reach 100% in 2023.

GROWERS GROUP IN NUMBERS



FOCUS ON... BRITISH FARMING

Improving the sustainability of wheat production as a staple food and key product of the British arable sector must be a priority, as farmers across the country battled during the summer of 2022 with unprecedented temperatures and challenging harvest conditions.

The global wheat market has also experienced significant challenges this year due to the conflict in Ukraine. Fortunately, yields from the UK wheat harvest have held up well and we have experienced good levels of supply.

But we know that British farmers are facing an uncertain future and we want to help equip them to thrive no matter how policies change. There are changes from the UK Government on the horizon under the Environmental Land Management scheme, but these are still under development and we want our farmers to continue pursuing best practice in the meantime.

That is why, in its 13th year, we are committed to working in partnership with the Weetabix Growers' Group to further develop our Wheat Protocol and investigate new methods for enhancing both the sustainability and commercial success of farming, then sharing our experience and learning across the sector.

NORTHANTS FOOD AND DRINK AWARDS SUSTAINABLE FARMER

This year, as part of our sponsorship of the Northants Food and Drink Awards, we introduced a new award to celebrate the growers who are doing great work when it comes to sustainable farming. Here are our winners:



GOLD - JOHNSON & DAUGHTER

"There was an incredible ethos of sustainability and working with the community that permeated the whole family. As tenant farmers, Johnson & Daughters are aiming to not only share the farm with the local community through increasing access to the farm and hosting visits, but to leave it in much better shape - which is admirable.

"The family has a long history of farming with a focus on sustainability, starting with the father Philip in the 1980s. To this day they are focused on sustainable activities and are open to trying new things - even if they do not provide financial rewards - demonstrating how it's a core focus of their work. They use machinery as little as possible and have made great progress in investing into re-generative agriculture using cover cropping, minimal soil stock disturbance, animal integration, and diverse rotation. We're looking forward to see what the future holds!"



SILVER - MATT KNIGHT

"Since taking over from his father in early 2000, Matt has transformed his farm from using just traditional methods, into one that incorporates nature to increase biodiversity and reduce greenhouse gas emissions. He has created woodlands, wet and wildflower meadows, and new ponds - with more ambitious plans to come. At the same time, he has also put a real focus on re-generative agriculture, trialling new techniques and having a strong appetite to learn and incorporate them into his farming. This work means Matt has built a strong and secure future for the farm, making it better for generations to come."



BRONZE - TIM AT BARTLOW ESTATES

"Tim's focus on biodiversity, water quality and flood protection was outstanding. He has a clear long-term vision for the landscape of the farm, giving over agricultural land to create flood protection, enhance water quality and protect the local community. Tim showed strong leadership by creating a consortium of local farmers to work together on projects of scale that would create a real long-term impact on the environment."



PILLAR 2: LOW-IMPACT PACKAGING



WE'RE WORKING ALL THE TIME TO OPTIMISE THE MATERIALS WE USE IN OUR PACKAGING SO THAT WE ACHIEVE THE BEST BALANCE OF PRODUCT PROTECTION AND LOWEST IMPACT. THIS HELPS MAKE PROGRESS ON THE SUSTAINABILITY FRONT, BUT IT ALSO ENSURES OUR BUSINESS OPERATES AS EFFICIENTLY AS WE CAN.

Mark Tyrrell,
Packaging Development Manager, Pillar 2 lead



GETTING THE BALANCE RIGHT

Consumer research published by the Chartered Institute of Marketing at the end of 2021 showed that the vast majority (82%) of UK adults believed companies use too much packaging when delivering or selling in-store products. Additionally, 78% want to see more being done to promote sustainable packaging.

When it comes to the perceptions of sustainability for leading brands like Weetabix, there is no doubt that packaging is front and centre within the minds of consumers. That is why we have a commitment to continuously improving our packaging to lower its impact.

This commitment drives us to optimise all the materials we use so that we achieve the best balance of product protection and lowest impact. This helps make progress on sustainability, but it also keeps us at the forefront of what is right in the context of policies and taxes to ensure our business operates as effectively as we can.

TARGETING 100% RECYCLABILITY

Following successful changes across our product range, 99% of our packaging is now widely recyclable, putting us on track to make 100% of packaging recyclable in 2023, ahead of the 2025 deadline set by WRAP for the UK Plastics Pact.

Following lots of development work in partnership with our packaging suppliers and trialling different materials, we will be changing the paper wrap around Weetabix to reduce the plastic coating down from 10 grams to 4 grams in January 2023. This will save more than 200 tonnes of plastic each year and ensures the wrap is now fully recyclable. We have successfully introduced the new wrap into production and it will be clearly marked as recyclable when we introduce a new pack design in Spring 2023.

In the past year, we have also changed the Alpen 1.1kg bag from a material made of two different types of plastic laminated together to a single plastic which can now be fully recycled, creating a more valuable recycled material. This was introduced into production in July 2022, with on pack labelling communicating that the bag can be recycled.

We are working to tackle the remaining pack formats in our product range to achieve our target of 100% recyclable. For example, we will be introducing new materials for the Ready Brek portion sachets in November 2022, using our learning from the successful changes to Weetabix wrap.



PILLAR 2



WHAT WE'VE DONE

20%

Launched recyclable wrap for Weetabix to achieve a 20% reduction in carbon footprint.

100%

Following successful changes across our product range, we will reach 100% recyclability for all our packaging by the end of November 2022.

50%

Increased the amount of recycled plastic (rPET) in our On The Go Drinks bottles to 50% by 2022, and reduced the plastic used for each bottle by 15%.

WHAT WE'RE DOING



Making 100% of packaging recyclable by 2025.



Reduce carbon footprint of packaging by 10%.



Deliver an 18% reduction in plastic packaging (compared to 2007 levels) by 2025.



Launching 100% recyclable Alpen bags and Alpen bar packaging.



REDUCING MATERIALS

Plastic packaging protects food from damage, keeps it safe and helps to extend its life, reducing waste. We are always looking to reduce the amount of plastic we use without compromising the effectiveness of our packaging.

We have reduced the amount of plastic used in our Weetabix On The Go drinks bottles from 20 grams to 17 grams, which will save over 36 tonnes of plastic each year, and increased the amount of recycled plastic (rPET) we use in our On The Go Drinks bottles to 50%.

We have also been working to reduce the thickness of bags we use to hold our products within boxes, which will enable annual plastic savings of 53 tonnes without compromising their strength or protecting shelf life.

When it comes to lightweighting, it is not just plastic that we have in our sights. We have also successfully designed and trialled product boxes with a lighter board. The availability of suitable board stocks in the supply chain has slowed the introduction of these lighter cartons, but we expect them to be introduced onto our production lines in July 2023.



ULTIMATELY, ALL OUR PACKAGING DECISIONS ARE BASED ON WHETHER THEY REDUCE OUR OVERALL CARBON FOOTPRINT. SINCE FOOD WASTE IS A BIG CONTRIBUTOR TO CARBON EMISSIONS AND ENVIRONMENTAL DAMAGE, OUR CONCERN IS ALWAYS TO BALANCE PACKAGING INNOVATION AGAINST THAT RISK.

FACING DOWN THIS MILESTONE OF REACHING 99% RECYCLABLE PACKAGING IS A HUGE TESTAMENT TO THE HARD WORK OF THE TEAM. WE HAD TO DO A LOT OF RESEARCH AND TESTING WITH OUR ON THE GO DRINKS BOTTLE IN ORDER TO LAUNCH THE FULLY RECYCLABLE BOTTLE LAST YEAR AND WE'RE DELIGHTED TO HAVE INCREASED THE AMOUNT OF RECYCLED PLASTIC (RPET) WE USE IN OUR ON THE GO DRINKS BOTTLES TO 51%.

Mark Tyrrell,
Packaging Development Manager at Weetabix Food Company



FOCUS ON... USING RECYCLED PLASTIC

We are delighted to have increased the amount of recycled PET (rPET) in our On The Go Drinks bottles to 51% in the past year.

However, we see challenges ahead in being able to increase the amount of rPET we use in our packaging due to a lack of available high-quality sorted material and high competition among buyers.

Some large companies in the UK market have chosen to move to 100% rPET packaging, but this is taking such a large share of the available material, there is not sufficient supply until the UK infrastructure improves for the rest of us to make further progress. Collection infrastructure needs to develop for supply to keep up with demand.

At Weetabix, we believe the whole food sector needs to move forward in its use of recycled plastic in packaging where hygiene and safety requirements allow. We should be working together so that all manufacturers are able to get consistent supply and make progress in achieving higher targets, because this will benefit consumers more than just a few big players racing ahead to meet their own targets.

Weetabix is proud of the progress we have achieved, but we want to play our part in continuing conversations around the availability of rPET so that we can help push everyone forward.

“

CHANGE FOR BETTER ENSURES WE STAY FOCUSED ON MAXIMISING THE POSITIVE IMPACT THAT WEETABIX FOOD COMPANY HAS ON THE WORLD, OUR BUSINESS AND THE COMMUNITIES WE SUPPORT.

”

PILLAR 3: EFFICIENT OPERATIONS



ALTHOUGH WE ARE FOCUSED ON MAKING DAY-TO-DAY PROGRESS WITH OUR EFFICIENCY PROGRAMMES, WE CONTINUE TO FORMULATE OUR LONGER-TERM PLANS SO THAT WE CAN HIT OUR 2050 AMBITION OF OPERATING AS A NET ZERO BUSINESS. THIS IS GOING TO HELP US TRACK OUR PROGRESS AND KEEP ON IMPROVING OUR UNDERSTANDING, NOT ONLY OF OUR OWN OPERATIONS, BUT ALSO HOW BEST PRACTICE AND TECHNOLOGY OUT IN THE MARKET IS CHANGING.



Marko Vucenovic,
Energy and Utilities Manager, Pillar 3 lead

REDUCING EMISSIONS

Our carbon footprinting study completed in September 2021 showed that our emissions breakdown as follows:

- ◇ Scope 1 - Created directly through activities, like toasting our Weetabix biscuits: 67%
- ◇ Scope 2 - Created indirectly by people supplying things we need, like electricity for our manufacturing: 2%
- ◇ Scope 3 - Not created by us or the supply of things we need, but through the activities of people across our supply chain: 31%

It also demonstrated that we have reduced our carbon emissions in absolute terms by 13.8% since 2019. This follows on from the 24% overall reduction achieved between 2006 - 2019 that we reported last year.

Whilst we have made some good progress in reducing carbon emissions over the last few years, we are exploring medium

and long-term goals that will help us build on this momentum to reach our goal of becoming a net zero business by 2050.

Based on the exploratory work we have undertaken over the past year, we expect to be able to make a formal commitment to Science Based Targets that will drive further emissions reductions up to 2030 before the end of 2022.

MAKING MEASURED PROGRESS

We are working with our parent company Post Holdings Inc. on strategy development and initiatives to drive our progress. This includes a range of measures across our business to reduce greenhouse gas emissions across all three scopes.

Scope 1

Although we rely increasingly on renewable energy supplied through the grid to power our manufacturing operations at Burton Latimer, we still generate most energy ourselves through our Combined Heat and Power Plant (CHP). We will be upgrading this plant over the coming year to enhance its performance and efficiency, helping reduce the emissions associated with its operation in the future.



PILLAR 3



WHAT WE'VE DONE

2025

Signed a new contract for renewable green electricity up until the end of October 2025.

5 Million

Completed condensate capture scheme within our factory to reduce annual water consumption by over 5 million litres.

High efficiency transformers

Accelerated our multi-year multi-phase project to upgrade our transformers with high efficiency transformers.

Improve our efficiency

A rolling programme of replacing and upgrading infrastructure across our manufacturing facilities where it will help improve our efficiency.

WHAT WE'RE DOING



Committing to SBTs that will drive further emissions reductions.



Upgrading our Combined Heat and Power Plant to improve its efficiency.



Investigating opportunities to reduce the energy demand of producing compressed air within our manufacturing process.



Exploring further ways to improve water management working to meet our target of reducing consumption by 20% by 2025.



We have also begun a feasibility study looking at the potential for us to generate our own renewable power locally through solar panel installations at sites near our factory in Burton Latimer.

Scope 2

We are drawing an increasing proportion of the energy we need for our factories from the National Grid. Through our supplier, Smartest Energy, we have signed a new contract that will provide us with certified natural renewable green electricity generated by wind, sun or water up until the end of October 2025.

Smartest Energy's certificate-backed renewables are audited and assured by the Carbon Trust to ensure that the origin of the renewable energy is clear and that our investment with them supports independent generators by creating market demand for renewables.

Scope 3

This includes emissions from our suppliers, such as our wheat farmers, packaging producers and logistics partners. You can read under Pillars 1 & 2 how we are working to reduce the carbon emissions associated with our wheat production and packaging.

EFFICIENCY GAINS

As well as major investments in infrastructure projects over the past year, we have also focussed on identifying improvements or adjustments that can help us consume and waste less.

Like all businesses, we have been facing rising energy costs, so the benefits of incremental efficiency gains in energy, water or waste benefit our bottom line as much as they help us with enhancing the sustainability of our business.

We are accelerating our work on a phased multi-million-pound project to upgrade our transformers with the latest energy saving technology, which will deliver significant electricity and carbon savings.

We have also progressed with our rolling programme of replacing lighting units across our sites with more energy efficient LED alternatives and looking for opportunities to replace or upgrade electrical infrastructure across our manufacturing facilities where it will help improve our efficiency. A project is also underway to examine how we generate and use compressed air within our manufacturing process, with the aim of reducing its energy demand.



We are looking beyond energy to other resources such as water too. We are working to meet our target of reducing water consumption by 20% by 2025, compared to our 2015 baseline.

A lot of water we use is turned into steam used in our manufacturing process for cooking and for cleaning machinery. We have done a lot of work in our energy centre to minimise water consumption. Our biggest gain has been through the completion of a capital investment programme to capture and reuse the condensate (steam that becomes condensation) generated during our manufacturing process. This is predicted to reduce our annual water consumption by over 5 million litres.

We have maintained our zero waste to landfill record since 2015 by ensuring all waste streams are separated for recycling and re-use. Our waste management partner has significantly improved their waste data capture information system over the past year. We now have much more accessible, accurate and reliable waste stream data which has helped us enhance our minimisation and recycling activity.

All of our food surplus is either donated to charity if it is in an edible form or converted into animal feed. It is important for us to reduce the overall amount of food surplus we produce because it is another way to reduce our overall energy consumption.

SETTING OUR SIGHTS ON NET ZERO

Although we are very much focused on making day-to-day progress with our efficiency programmes, we have started to formulate our longer-term plans so that we can hit our 2050 ambition of operating as a net zero business.

Creating a long-term plan challenges us to track our progress and keep on improving our understanding not only of our own operations, but also how best practice and technology out in the market is changing. Mapping out our trajectory in this way means we will consistently be revisiting our plans to make adjustments along the journey and have a clear picture against which to assess the impact of any changes to the way we operate.

This is not a journey that we are making on our own. We benefit from great relationships with our partners both up and down the supply chain. It is really important we understand what they are able to offer and how we can collaborate with them effectively in positive two-way relationships. Whether it is the farmers in our Weetabix Growers Group or our logistics partner looking to switch to alternative fuels in their vehicles, by exploring opportunities together we can enhance sustainability and commercial success on both sides.



PILLAR 4: HEALTH AND WELLBEING



WEETABIX HAS ALWAYS BEEN KNOWN FOR PROVIDING NUTRITIOUS BREAKFASTS AND HEALTHY CHOICES - AND WE CONTINUE TO STAND BY THAT. IT'S OUR RESPONSIBILITY TO GIVE CONSUMERS CLEAR AND RELEVANT INFORMATION, SO THEY CAN MAKE INFORMED DECISIONS. AS WELL AS STANDING FOR GOOD FOOD YOU CAN TRUST, WE'RE ALSO PROUD TO OFFER A GREAT PLACE TO DO GREAT WORK. THE HEALTH AND WELLBEING OF OUR PEOPLE AT WEETABIX IS A PRIORITY, AND I'M REALLY PROUD OF HOW WE CONTINUE TO CREATE AN INCLUSIVE AND SUPPORTIVE ENVIRONMENT FOR EVERYONE.



Sarah Roberts,
Pillar 4 Lead



Anna Cheatley,
Senior Brand Manager,
Weetabix

HEALTH COMES FIRST

Since the very beginning of the Weetabix Food Company, our ambition has been to nourish the nation with nutritious breakfasts. We have never lost sight of that goal and we want to continue supporting the health of the nation in any way we can.

Over the last year, we have launched a range of new and improved tasty products - including an updated Oatibix recipe now produced with added vitamins, Oatibix Flake Nutty Crunch, Weetabix with Lyle's Golden Syrup, Weetos Choc Orange Limited Edition, and Alpen Oat Blend Bars. All of these products have met the required nutrition levels, and we are proud that the overwhelming majority of our sold products - 99%³ - do not contain high levels of saturated fat, sugar or salt, offering consumers healthy choices to start their day.

Given this healthy portfolio status, there have been no other requirements for us to drive further recipe changes to improve the nutrition of our products. So, we are sorry, but there is no further news to share!



³For the very small minority of our products that are classified HFSS, we continue to review their nutritional profile and provide information to consumers that enable them to make tasty, healthy choices as part of a balanced lifestyle.

ERM...
STILL NO
NEWS!



We won't be reformulating any cereals in our portfolio because of HFSS. So you won't have to worry about pre-watershed advertising, bulk offers or gondola end display restrictions. So, nothing to report really. Except for the fact that we make some of the UK's best-selling cereals.*

Which is good news for you and your customers.



SCAN TO FIND OUT MORE



*Nielsen data to 11th September 2021.

PILLAR 4

WHAT WE'VE DONE

Inclusion initiatives

Invested heavily in a range of inclusion initiatives, such as launching a Mental Health First Aiders programme and signing up to the Disability Confident Accreditation.

Red Tractor

Worked with Red Tractor to create a social film that showcase our processes, from growing wheat through to making our biscuits.

3 Million

Donated another 3 million breakfasts to Magic Breakfast and FareShare in the past year.

28,000

As part of our sponsorships with the English Football Association (FA) and the Football Association of Wales which supports girls' grassroots football, we've achieved 28,000 Weetabix Wildcats and 1,222 Huddle players.

Short education films

Released a series of short education films on social media to bring our nutrition and sustainability stories to life for consumers.

WHAT WE'RE DOING



Continuing to work on salt and sugar reduction projects across our Customer Brand products.



Expanding our inclusion initiatives and training opportunities.



Working on a wheat traceability project to go live in 2023 - allowing consumers to trace the wheat grown in their Weetabix Original back to the farms.



TASTY RECIPES

Whilst our range of products provide a nutritious breakfast, we are still consistently looking for ways to improve recipes so we can offer consumers the healthiest and tastiest options. We are currently working on projects that will deliver salt and sugar reductions on Customer Brand products - such as Customer Branded bran flakes - with some trials taking place later this year.

We are also focusing on our cereal bar products, with an aim to boost the nutrition without losing the great taste. It is a tricky balancing act, but we are determined to achieve it so consumers can have the best of both worlds.

INCLUSIVITY AT OUR HEART

We strongly believe that the Weetabix Food Company would not be the company it is today without the people who work here. It is our priority to create a fair, empowering and inclusive environment for our workforce.

Our inclusion programme covers a broad range of aspects, and we are working holistically to ensure everyone can thrive at Weetabix by supporting them with resources and giving them a platform from which to speak.

This year we launched a Mental Health First Aiders programme and we signed up to the Disability Confident Accreditation. We became a member of the Employers for Carers programme which allows us to further support any employees who have caring responsibilities, and partnered with Carers UK, hosting a breakfast session with the

organisation to discuss how we can help to make caring visible, valued and supported. We have also continued our partnership with Diversity in Grocery, as part of our wider work with Grocery Aid, that sees us participate in cross company mentoring.

As part of our inclusion focus, we want to make sure our policies and values reflect our brilliant, diverse workforce, so we continually review them. This year we introduced a new policy, 'Transitioning at Work', to support our transgender colleagues, alongside policies to support those experiencing fertility problems, miscarriage and still birth. We are also working with industry experts, Henpicked, to increase people's understanding of what it is like to work whilst going through the menopause with new training, guides and the sharing of colleague's stories. These initiatives have been key to creating a working environment where people are respectful of each other's individual experiences.

Alongside new initiatives, we have expanded the impact of our forum called Inclusion Without Exception, which we set up to create a safe space for individuals to educate each other, raise concerns, and develop our culture further.

We are also very proud to share that our median pay gap has reduced from 4.41% to 3.44% in the last year, compared to the UK average of 15.4% in 2021⁴. You can read more about our Gender Pay Gap in our annual report here.

⁴Source: Office for National Statistics - Annual Survey of Hours and Earnings (ASHE)

RETURNING TO WORK

In last year's report, we highlighted the multiple measures we had taken to ensure our employees were safe throughout the Covid-19 pandemic and the ways in which we were looking to return to the 'new normal'. With this came a focus on the general health and wellbeing as everyone worked to readjust to new environments and patterns.

We are continuing to experiment with different ways of working to try and find out what suits us best as a company. Our individual teams have flexibility to see what works for them, but we also want to make sure we have a collaborative environment.

This does require everyone to come together at times, so we have started a new experiment for our office based support staff where everyone comes in one day a week - like a 'Weetabix Wednesday'! We hope these days are used for face-to-face meetings, so colleagues can work together, learn from each other, listen and problem solve, providing more opportunities to build stronger relationships.

NORTHAMPTONSHIRE BORN AND BRED

Since the day when we made our first biscuit, we have been proud that our roots are firmly in Northamptonshire. Our connections to the local community are set in our history, and we want to make sure that we are always supporting local businesses and families.

We have been the headline sponsors of the Weetabix Northamptonshire Food and Drink Awards (WNFADA) for 3 years, which gives us the pleasure of celebrating local food and drink businesses that make the area a great place. This year we also created a new award that celebrates our growers who are leading the way in terms of sustainable farming.

In recognition of her late Majesty's Jubilee, we wanted to celebrate in a way that benefits our local surroundings. That is why we committed to planting 1 tree for every Weetabix employee - which equals 1,000 trees - creating a green space for years to come that everyone can enjoy.

SUPPORTING WIDER COMMUNITIES

Our support for communities and the health of those around us expands beyond our local area too.

As part of our work to encourage people to live healthy lives, we have continued our flagship partnership with The English FA and Football Association of Wales. This focuses on developing young girls' grassroots football initiatives, through the Weetabix Wildcats and the Weetabix Huddle programmes that help girls all over England and Wales get active, make new friends and boost their confidence. We now have 63 Huddle providers, and 1,222 registered Huddle participants in Wales. The Weetabix Wildcats programme also now has an amazing 28,000 registered players, with 6,500 new sign ups happening during July 2022 - no surprise

that this happened as the Women's Euros and the Lionesses victory won over the hearts of the nation!

As the cost of living increases and puts pressures on families all over the UK, we want to support those who face hardship and food poverty. We have worked with Grocery Aid, Magic Breakfast and FareShare for many years and will continue to do so.

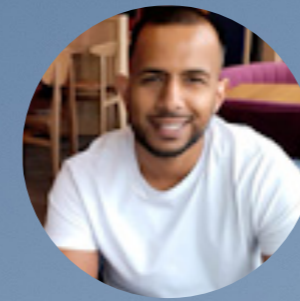
We committed to supporting Magic Breakfast with 1.8 million breakfasts in 2022. We support the organisation by supplying our Weetabix Original - which adheres to school health food standards - over term time and also with school holiday provision so children who need it have access to breakfast. We are also a member of the Magic Breakfast Food Industry Coalition, supporting the creation and implementation of their activity plan and awareness activities. Combined with our work with FareShare, we have now reached a milestone of donating 3 million breakfasts, which we are very proud of!

Following the outbreak of the Ukraine Crisis, everyone in the Weetabix family was moved by the tragic scenes in the ongoing conflict, and colleagues from across the business worked together to offer support where possible for those who were impacted.

At a company level, we worked with Connect Aid CIC - Local & International Aid Ukraine Crisis to donate numerous consignments of Alpen Bars, On the Go Drinks, Weetos and Weetabix for distribution to civilians on the ground in Ukraine. In addition to this, we made a donation of £10,000 to the British Red Cross Ukraine Crisis Appeal to further support response efforts.



INCLUSION WITHOUT EXCEPTION: OUR EMPLOYEES' STORIES



RAJ SINGH



Since starting at Weetabix nearly 10 years ago, I've been given several opportunities for career development and personal growth. By receiving encouragement and support from people in different parts of the business, I've continued building my skill set. For example, I recognised a need for individuals on all shifts across Alpen to receive training on the PED Pallet Mover and implemented the training across the Burton Latimer and Corby sites. Through doing this, my work has helped to save the business money so I am grateful for the opportunity.



ANNA DOWNS



I am a relative newcomer to Weetabix, working as a Shift Manager in AP7 - which is a complex and challenging plant but very rewarding. Every day is different and full of opportunities to make a difference. I am also a proud member of the Mental Health First Aider team. I believe that our team really does make a difference and I am very grateful to be able to collaborate and network with colleagues from different departments. The role itself is tough at times, but very rewarding. That's why it is imperative for me to look after my own wellbeing, so I can look after my colleagues.



JODIE LEE



I was first diagnosed with Generalised Anxiety Disorder (GAD) with Secondary Agoraphobia and Demophobia over 25 years ago at the age of 17. I have been with Weetabix now for 5 years and since joining I would often see if there were ways we could get more awareness for mental health. This is why I'm so proud that this year we were finally able to turn a long-held dream into reality, and have implemented the first two cohorts of Mental Health First Aiders. I am overwhelmed with the response we have had with people applying.



ROBERT WENSLEY



I've been hard of hearing since I was about the age of 5, so I have learnt to adapt and be resilient with my hearing from a young age and have a good ability to cope with all that I have faced throughout the years. Everyone at Weetabix makes me feel welcome and helps me when needed - if I haven't caught an alarm when needed, the people I'm working with have made sure to tell me or point me in the direction of the issue. I am looking forward to progressing further within the team and being able to learn more.



FOCUS ON... PEOPLE & TALENT

We know that our people are what makes Weetabix a special place to work - so we are continuously working to make sure we support them, providing learning and development opportunities to help their careers flourish.

Over the last year, we have invested in our Leaders to set them up for success. Our Top Talent development programme - Accelerate in Business - was recently relaunched with a focus on enabling our people to transition to the next level of business management and leadership, releasing higher performance for them individually and for the business.

The Agency Building Leader (ABLE) programme was designed specifically for the senior leadership team where the purpose was to see a shift in the leadership culture and observe more coaching and the empowerment of others by lowering the centre of gravity. There has been great success in this and it is now being rolled out to all Leaders in the business.

We now want to take the opportunity to thank and recognise some of our sustainability star employees - without them, we would not be the company we are today.



**GAVIN SHARMAN,
PRODUCT DEVELOPMENT MANAGER, BISCUITS**

Ensures all recipe development work for any products we produce is completed to the right standard and in time for when it's needed. With taste, health and nutrition underpinning everything we do, Gavin is essential in evaluating new recipes. He's worked at Weetabix for over 25 years, joining as a graduate trainee.



I love Weetabix's ambition and the opportunities the company provides - and of course, I love all of the great people I've worked with during my 25 years here. Some of my proudest career achievements have been developing and delivering the first flavoured Weetabix to market and making significant changes in nutrition to Weetabix Original and to our On-the-go drinks. I'm now looking forward to continuing working with the Development team and the wider business to deliver our innovation, renovation and strategic projects.



**KATIE LINES,
PROJECT TEAM SUBJECT MATTER EXPERT IN MANUFACTURING**

Previously a manufacturing apprentice, Katie became a full-time employee with us after completing her three-year scheme.



The people at Weetabix make it for me. Every placement I've worked on, every plant I've worked in, and every team I've worked with have been incredibly welcoming, approachable and supportive. There are endless opportunities to be involved with the company, each one leading to learning new skills which has pushed my development. I'm now really looking forward to the coming months on our current project as it's a great opportunity to overcome new challenges whilst widening my network!



**LEE ORBELL,
ENVIRONMENTAL MANAGER**

Leads our sustainability steering group to ensure great work is happening across the board. He recently represented us at Post Holdings' Sustainability Conference, showcasing the great work that has been happening here in the UK.



Being a part of Weetabix's Sustainability Steering Group gives me a great sense of pride, knowing that the actions we take today gives hope to our children's generation. My key highlights during my time at the company have been helping to develop and launch Minibix back in the 1990s, and implementing our current environmental management system which has helped us build a positive relationship with the Environment Agency. More recently, our commitment to the Science Based Target initiative will see us develop emission reduction targets in line with the level of decarbonisation required to limit global warming to 1.5C, and to reach net-zero emissions by no later than 2050. This is such important work, so I'm really excited about what the future holds.



OUR COMMITMENTS

PILLAR 1 - SUSTAINABLE INGREDIENTS

2023 COMMITMENT

- ◇ Extend our Carbon Footprint study to cover more wheat growers over multiple years.
- ◇ Develop a roadmap to source Carbon Neutral Wheat.
- ◇ Maintain RSPO certification for Palm Oil, transition to Rainforest Alliance certified Cocoa and maintain our membership of the Roundtable of Sustainable Soy.
- ◇ Work with our ingredient suppliers to ensure they sign up to our ethical terms and conditions.

PILLAR 2 - LOW-IMPACT PACKAGING

2023 COMMITMENT

- ◇ Achieve 100% recyclable packaging target.
- ◇ Reduce the carbon footprint of our packaging by 15%.
- ◇ Achieve an 18% reduction in plastic packaging.

PILLAR 3 - EFFICIENT OPERATIONS

2023 COMMITMENT

- ◇ Set and submit Science-Based Targets to SBTi.
- ◇ Continue with achieving our target of 20% reduction of Scope 1 and Scope 2 emissions by 2025, per tonne of product.
- ◇ Continue financial year reporting of carbon footprint.

PILLAR 4 - HEALTH AND WELLBEING

2023 COMMITMENT

- ◇ Continue to support local and our chosen national charities.
- ◇ Donate 3 million breakfasts to FareShare and Magic Breakfast.
- ◇ Continue to onboard new manufacturing and engineering apprentices into our scheme maintaining our intake numbers as a minimum.
- ◇ Support the MHFA programme, providing further training to increase MHFA in our manufacturing and engineering functions.
- ◇ Implement a Wheat Traceability consumer programme to allow consumers to trace Weetabix Original back to one of the Wheat Growers that grew the wheat in each box.

Q&A WITH JOHN PETRE



IN LAST YEAR'S REPORT, I REFLECTED ON HOW IMPORTANT IT IS THAT EMPLOYEES, CUSTOMERS AND CONSUMERS ARE ENGAGED IN SUSTAINABILITY. OVER THE LAST YEAR, THE LEVEL OF INTEREST AND INVOLVEMENT WE HAVE RECEIVED HAS BEEN PARAMOUNT TO HELPING US PUSH FORWARD WITH OUR SUSTAINABILITY JOURNEY. I AM INCREDIBLY PROUD OF THE WORK OUR TEAM HAS ACHIEVED - WITHOUT THEM, WE WOULD NOT BE WHERE WE ARE TODAY, WITH STEADY PROGRESS BEING MADE AND AMBITIOUS FUTURE PLANS IN PLACE.



Supply Chain, Procurement and Technical Director,
Sustainability Steering Group Lead

To close the report this year, we asked our customers and suppliers on social media to submit the questions that they want answered about our sustainability work. John Petre, our Sustainability Steering Group Lead and Supply Chain and Technical Director shares his answers:

QUESTION:

I know that one of the great things about Weetabix is that it sources wheat from a 50 mile radius of Burton Latimer. I know a lot of these wheat fields are being developed for large warehouses. How does this affect the sustainability of the Weetabix Food company?

From S.O.C

ANSWER:

The fields that our Growers' Group farm are spread throughout the countryside within a 50 mile radius of Burton Latimer. There is some land close to our factory that, following planning consent, is being turned from arable use into warehousing. However, this is not land that has been used to grow Weetabix Original wheat. We are strong advocates for protecting the countryside from unnecessary development, but we also recognise the need for new facilities that support changes in society and bring employment to the local community.

QUESTION:

Are there any plans for on-site turbines or ground heat source pumps?

From C.S

ANSWER:

We are much focused on making day-to-day progress with our efficiency programmes. We do not have any plans at the moment for on-site wind turbines or ground source heat pumps. However, we continue to formulate our longer-term plans so that we can hit our 2050 ambition of operating as a net zero business. Creating a long-term plan challenges us to track our progress and keep on improving our understanding not only of our own operations, but also how best practice and technology out in the market is changing. Mapping out our trajectory in this way means we will consistently be revisiting our plans to make adjustments along the journey and have a clear picture

QUESTION:

Have you encountered any internal resistance on sustainability initiatives, and if so, how have you handled that? How have you worked to create necessary buy-in and a pro sustainability culture?

From D.B

ANSWER:

At Weetabix, we've only been met with enthusiasm and support for our sustainability work. I believe this is partly because sustainability is baked into our DNA as a company and it is rooted in our practices, like with the Growers' Group. However, that doesn't mean we haven't had to work on ensuring all our employees are engaged and supportive.

What's been really valuable is having buy-in from the Senior Leadership Team, as it communicates to the rest of the organisation that sustainability is a priority for the business. But we don't just want it to be something the leadership team drives - we want all employees to play a role in our sustainability journey, so we encourage anyone at any level and in any role to get involved in our sustainability plans.

We also make sure to communicate what we're doing to our employees so everyone is aware of the hard work that's going on. We do this during our town halls, on LinkedIn where a lot of our employees follow us, and in company newsletters. It's important that our colleagues feel proud of what we're doing.

QUESTION:

What are the major challenges faced in Weetabix's sustainability journey, and how does addressing them add value to the company?

From P.K.R

ANSWER:

We formed our Change for Better sustainability strategy in 2018 to draw together all of our initiatives and ambitions under a clear vision, supported by four key pillars of action - Sustainable Ingredients, Low-impact Packaging, Efficient Operations and Health & Wellbeing. Change for Better ensures we stay focused on maximising the positive impact that Weetabix Food Company has on the world, our business and the communities we support. By making positive progress, we can improve not just our sustainability, but also the profitability and long-term resilience of our business. This benefits our investors, employees, suppliers, local communities and all the millions of consumers who love eating Weetabix for breakfast.



Thank you for reading our sustainability report. We hope you found the information you were looking for.

At the Weetabix Food Company, our core goal is to provide tasty, nutritious products that nourish the nation. We're committed to doing this in a sustainable way, meeting our responsibilities to all our stakeholders, and we're always striving to find new ways to meet our commitments.

If you're interested in following our sustainability journey you can connect with us via our website:

weetabixfoodcompany.co.uk / weetabix.co.uk

You can also learn more about our parent company's Environmental, Social and Governance (ESG) program by visiting: <https://www.postholdings.com/responsibility/>

