



little freddie

2022 Sustainability
Performance Report

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About this report

This is our fourth sustainability report which covers our global operations for the calendar year 2022. At the end of this report, sustainability disclosures can be found which follows the guidance of the Global Reporting Initiative (GRI).

Little Freddie supports the United Nations Sustainable Development Goals (UN SDGs), incorporating relevant goals during the development of our new strategy. In each section, we highlight our contribution to selected SDGs linked to our three strategic pillars: Planet, Product and People.



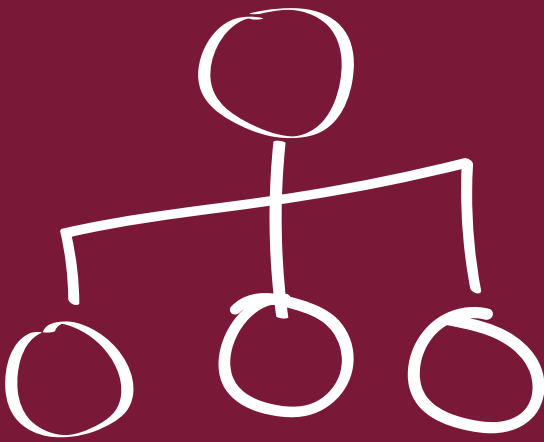
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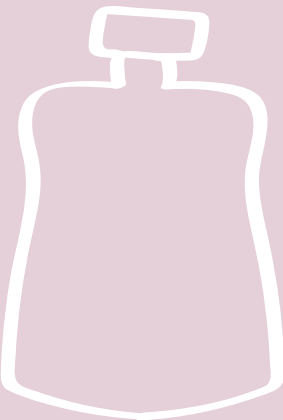
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Letter from our CEO

Hello and a big welcome
back to our annual
Sustainability Report.



In 2022, we took steps to reset our sustainability strategy and scale our ambition of building a better planet for our children. In this report, we provide detailed information and performance data on the operations and sustainability progress of our business. We also disclose the development and launch of our exciting new ESG strategy and goals that will help us create a lasting impact for this generation and the many more to follow.

This year, we continued to demonstrate that we are a brand that aims to give more than we take. We launched the first kerbside recyclable pouch in the UK (as certified by OPRL), we sought to help those most in need through food donations and our new office was awarded two Platinum Certifications for sustainability.

Amongst many other exciting developments in the pipeline, 2023 will see us continue to build on our great relationships with our producers. To keep creating fantastic food together, we are set to implement a sustainable agricultural assessment, allowing us to identify areas for improvement and support our farmers to make positive changes.

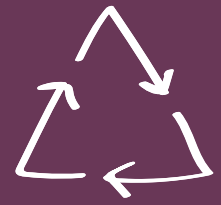
Read on to find out more about our 2022 achievements and our plans for the future. If you have any questions, please don't hesitate to get in touch.

A handwritten signature in black ink that reads "Piers". The signature is fluid and cursive, with a long horizontal stroke at the end.

Little Freddie's food-loving dad



2022 highlights



1st

kerbside recyclable
baby food pouch in UK



10

sustainability awards
since 2019



352,000

products donated
to charity



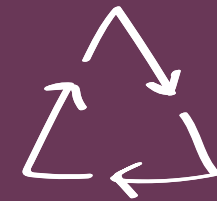
12,393

funded breakfasts
for UK schools



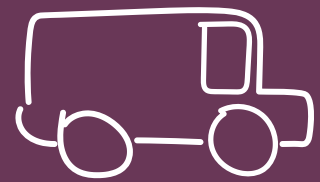
Platinum

certification achieved
for new HQ



1M+

pouches recycled
with Enval since 2018



59%

carbon reduction in
upstream transport
emissions



20

climate footprint
labelled products



45%

waste reduction
across our warehouses



About Little Freddie

Little Freddie is an international organic baby and toddler food brand that specialises in supplying and distributing products of the highest quality. We source some of the world's most exceptional ingredients, creating as good as home-made recipes with our 11 manufacturing partners.

In 2022 we brought two new categories, grains and rice wafers, to market as well as expanded existing lines, increasing our total product range to 74. These were enjoyed by 60 million hungry babies and toddlers (probably a few adults too!) in nine markets across Europe, The Middle East, Africa and Asia.

As of December 2022, we welcomed our 681st employee into the Little Freddie family, growing our headcount by nearly 30% from 2021. We believe our people are what makes us different and it is through their hard work that we can continue to deliver nothing but the best for parents.



ABOUT LITTLE FREDDIE CONTINUED.

Our value chain

We seek to reduce our environmental footprint and enhance the social impact of our business at each stage of the product life cycle.

1. Design and development

Our NPD Team are trained to develop our recipes and design our packaging with sustainable principles in mind, to keep our environmental footprint low.

2. Raw materials and processing

We only source from the most trusted organic farms and processors that meet our strict standards on quality, safety and animal welfare. We make sure our raw materials are regularly assessed against key sustainable agricultural criteria.

3. Product and packaging production

We carefully select suppliers who share our values that help protect our people and planet. We work closely with them to measure and improve their environmental and social impact through monitoring what goes on inside their factories and implementing more efficient changes.

4. Logistics and distribution

Because we source and move our exceptional ingredients and recipes around the world, we work with our distribution partners to optimise transportation methods. We are also striving to reduce waste and conserve energy in our factories.

5. Consumer engagement and end-of-life

We want to share our sustainability progress with parents in a responsible manner. We use third-party verified product labelling to educate parents on key initiatives and inform them on how to recycle our products correctly.



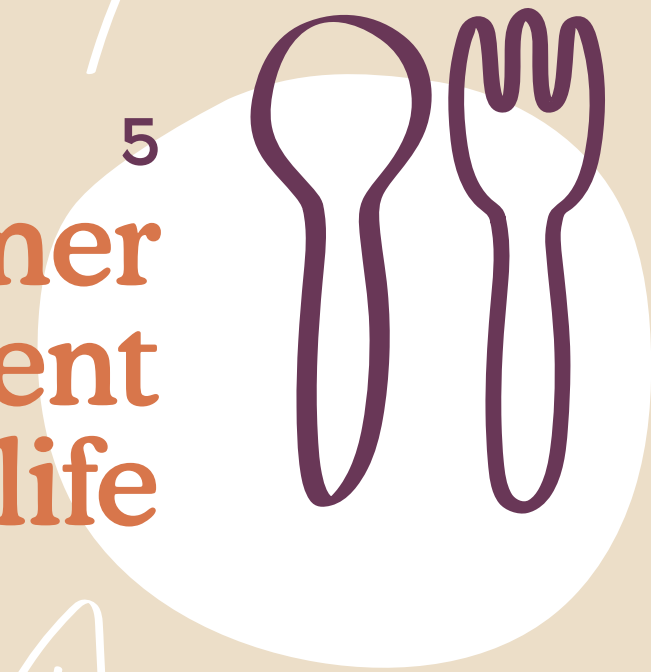
Consumer engagement and end-of-life

Logistics and distribution

1 Design and development

2 Raw materials and processing

3 Product and packaging production





Our ESG strategy



Our strategy

2022 was an important milestone in our sustainability journey. Since the launch of our Big Green Plan three years ago, we have demonstrated progress against the three focus areas: Planet, Product and People. Whilst we can celebrate these achievements, we must evolve and continue to lead our industry towards a more sustainable future.

To help lay the foundation of our new ESG Strategy, we brought in a team of experts to ensure our approach to sustainability was robust and based on best business practice. Included in this was a materiality assessment that has highlighted additional ESG issues to be incorporated into our strategy and goal setting.



OUR STRATEGY CONTINUED.

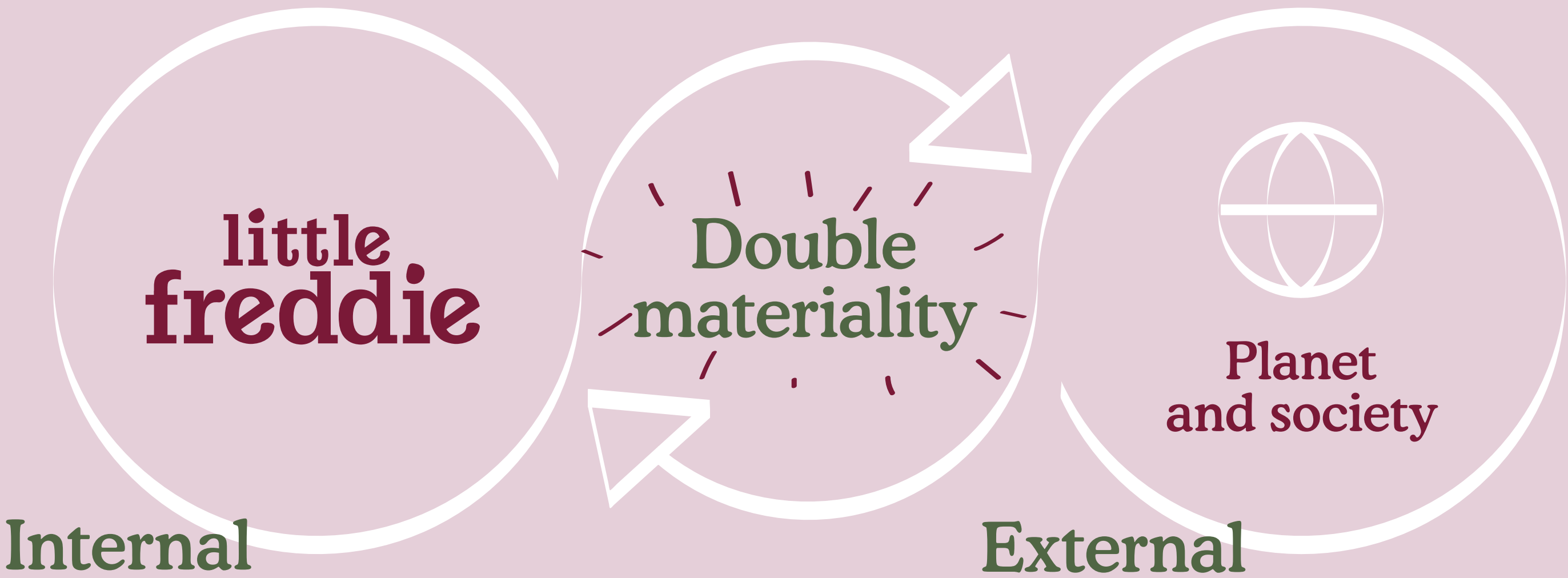
Double materiality assessment

We started the year with a double materiality assessment, examining how climate-related issues could impact the company and how our activities, products and customer interactions were affecting the environment.

Through research and consultation with our external experts, we evaluated our business and operating environment to understand our sustainability performance. With this insight, we were able to develop a framework that focused attention and resources on the areas that really matter to Little Freddie and our stakeholders.

Stakeholder identification

We firstly identified our internal and external stakeholders, all of whom are an integral part of Little Freddie. We organised surveys and questionnaires to be distributed, so that input was provided from all areas on key sustainability topics.



Stakeholder	Engagement type
Leadership Team	• Workshops with Senior Management to identify and rank sustainability topics
Sustainability	
Supply Chain	• Online questionnaire survey for employees to rank sustainability topics that Little Freddie should prioritise
Innovation & New Product Development	
Marketing	
Sales	
Corporate Affairs	
Finance	
Technical	
Legal & Compliance	

Stakeholder	Engagement type
Customers	• Online questionnaire poll to rank sustainability topics that Little Freddie should prioritise
Consumers	
Investors	
Suppliers	
Civil society	
Regulator/Authority	

OUR STRATEGY CONTINUED.

Sustainability topics

We identified a list of 17 sustainability topics that Little Freddie needed to prioritise and report on across our own operations and supply chain. These topics were validated and ranked based on surveys and interviews with over 600 external and internal stakeholders.

Results

The results of the materiality assessment (Page 40) provided core topics under our Big Green Plan pillars, which became the focus of our benchmarking and strategic development. It came as no surprise that issues such as Food Safety & Labelling were topics of high importance for stakeholders. As we already have a team of experts working on these topics, we formulated our new ESG strategy based on areas where the most improvements can be made rather than in areas we currently exceed expectations.

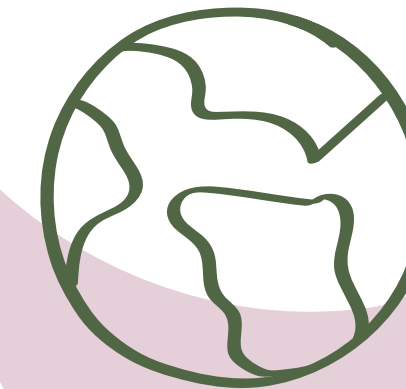
17 topics examined in our materiality assessment

- Sustainable Packaging
- Climate Change
- Sustainable Agriculture
- Water Management
- Energy Management
- Sustainable Packaging
- Food Safety & Quality
- Product Health & Nutrition
- Labelling
- Employee Health & Safety
- Responsible Marketing
- Training & Development
- Diversity & Inclusion
- Sustainable Sourcing
- Supplier Human Rights
- Animal Welfare
- Corporate Citizenship & Philanthropy

Our top six focus areas

Planet

- Climate action
- Sustainable agriculture



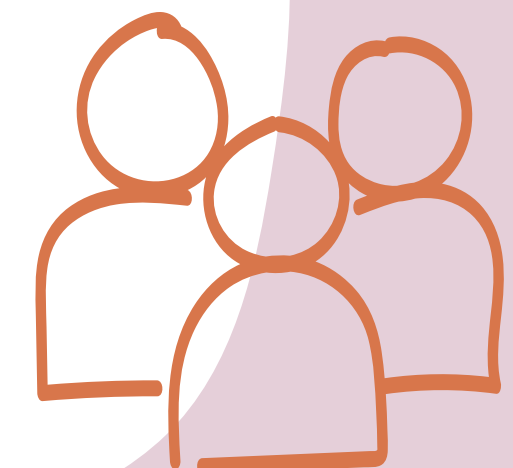
Product

- Sustainable packaging
- Responsible marketing



People

- Corporate citizenship & philanthropy
- Training & development



OUR STRATEGY CONTINUED.

Our strategy

At Little Freddie, our vision is to build a better planet for our children through responsible business. To achieve this, we will continue to put our little ones (and their parents) at the centre and integrate sustainability into everything we do.

Our targets

Our new ESG-led strategy supports this vision, building on our three existing pillars of People, Planet and Product and focusing on the top six most material areas. We have set ourselves long-term targets within these focus areas that will challenge us and the way we currently operate.



Planet



Climate action
by
2025

Set science-based targets for our Scope 1, 2 & 3 emissions under the Science Based Targets Initiative (SBTi) and in line with the Paris Agreement.

Sustainable
agriculture by
2024

Launch an agriculture standard that will incorporate key metrics to evaluate new and existing growers and suppliers on their sustainable agricultural performance.



Product



Sustainable
packaging by
2025

All UK plastic packaging to be 100% recyclable.

Responsible
marketing by
2024

Communicate our standards and publish a Responsible Marketing Policy for internal and external stakeholders.



People

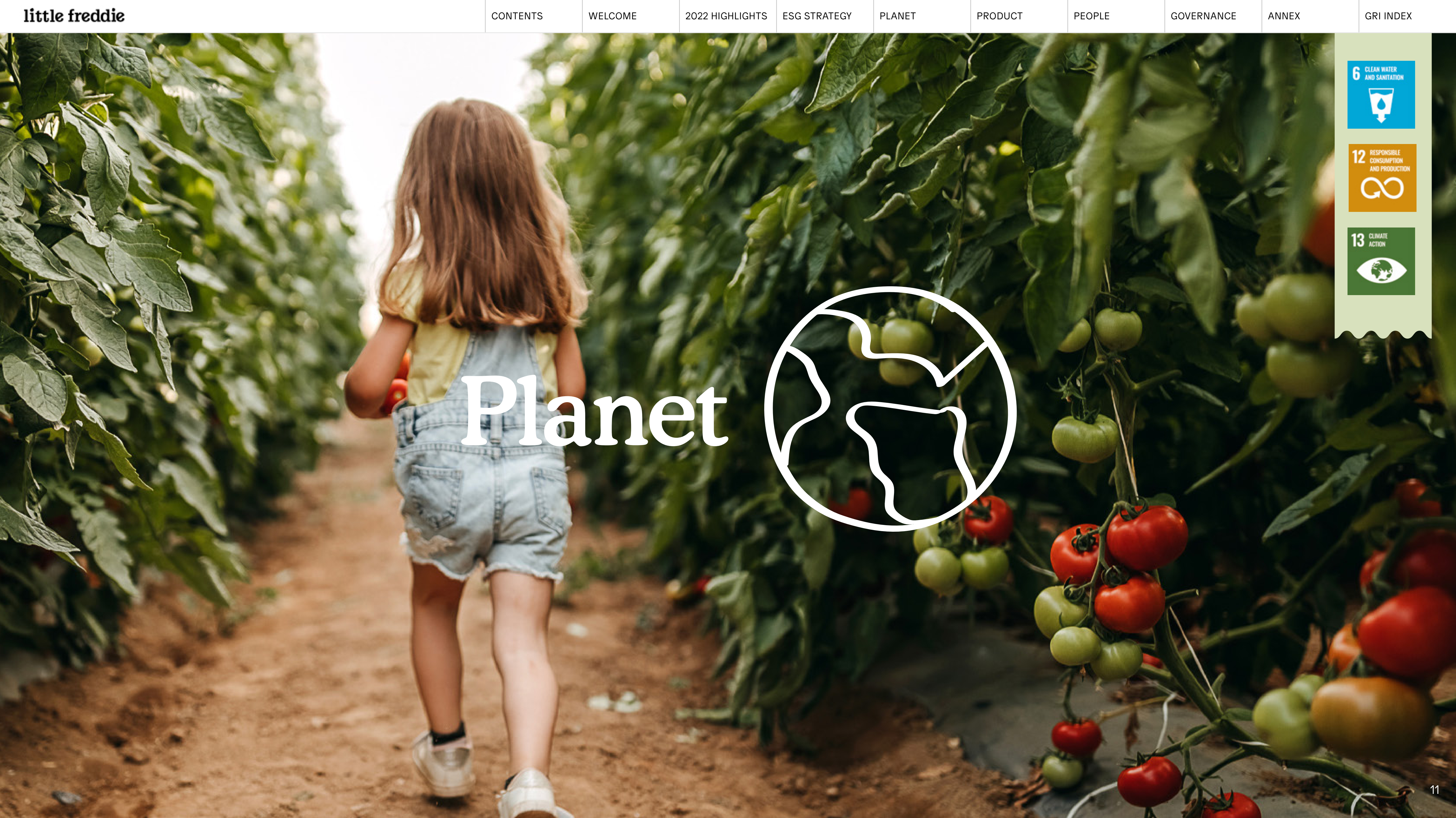


Corporate citizenship
and philanthropy in
2023

Launch the first phase of our three-year National Child Nutrition Programme in China.

Training and
development by
2024

Ensure all Little Freddie employees achieve on average more than 15 hours of training per year.



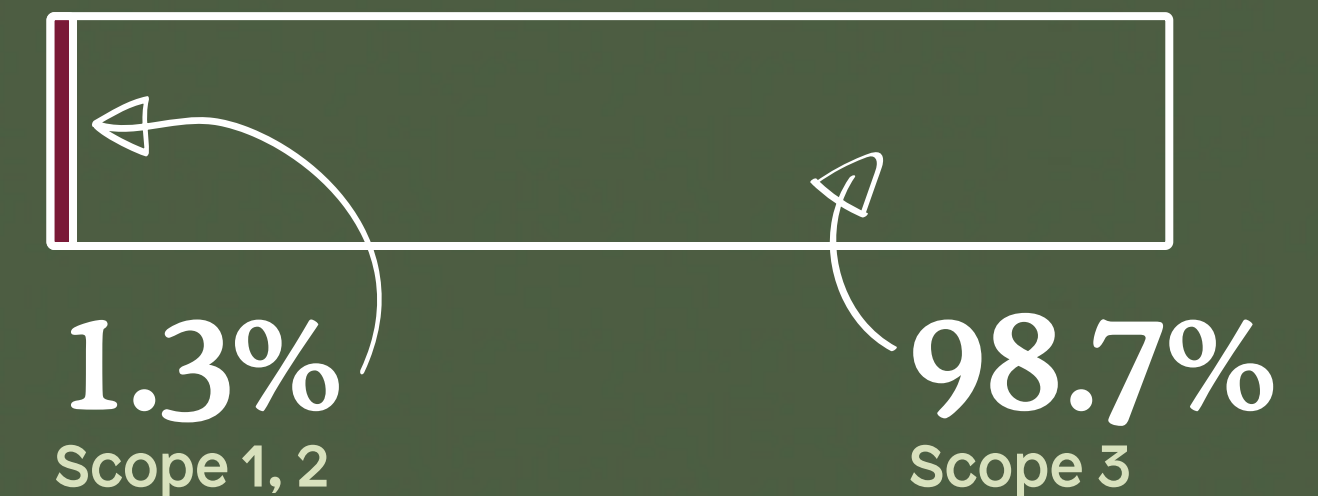
Planet



Performance update

As part of our new strategy, we sought external assurance on our climate data and methodology. This was to ensure that our approach to capturing our impact was accurate and that we could confidently disclose our Scope 1, 2 & 3 emissions.

Our total group carbon footprint in 2022 was 28,026 tCo2e.



Scope 1 activities that are controlled by Little Freddie and Scope 2 emissions associated with our electricity, account for 1.3% of our total footprint. The remaining 98.7% of our total footprint stems from our Scope 3 activities, which encompasses our indirect operations some of which include agriculture and manufacturing.



PERFORMANCE UPDATE CONTINUED.

A breakdown of our carbon footprint

Employees
6.4%

Business travel, employee commutes, hotel stays and homeworking.

Waste
1.7%

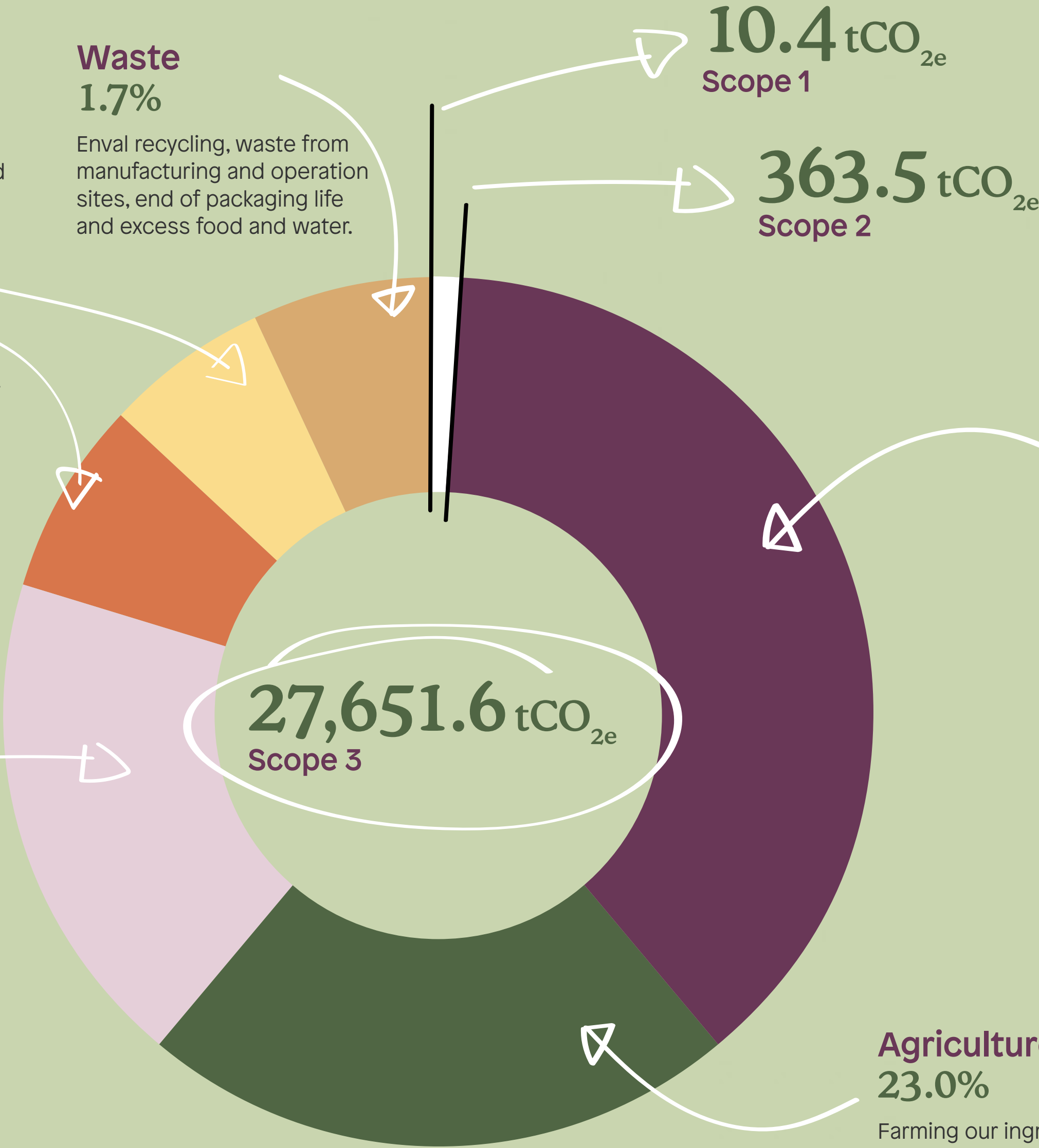
Enval recycling, waste from manufacturing and operation sites, end of packaging life and excess food and water.

Energy
7.7%

Electricity and gas used at manufacturing, operation sites and warehouses.

Packaging
19.3%

Product and transit packaging such as our pouches and the boxes they are transported in.



Transport
40.7%

Transportation of ingredients and finished products to warehouses and customers.

Agriculture
23.0%

Farming our ingredients from seed to farm-gate.



This graph has been designed for ease of understanding. Please see annex for GHG protocol categories.

PERFORMANCE UPDATE CONTINUED.

Building a better business

We believe reducing our impact begins within our own operations. In the UK we continue to contract and utilise spaces that only use renewable electricity (our office and warehouse). Whilst we want to replicate this across our operations in China, no such green energy tariff exists at this time. As a result, we have been inspired to adopt alternative decarbonisation initiatives.

Following the decision to move to new Chinese headquarters in Shenzhen, Little Freddie embarked on a project in late 2021 to achieve the highest status of leadership awarded by two global certifications, LEED (Leadership in Energy and Environmental Design) and WELL (Well Building Standard Certification).

The LEED certification prioritises green building design features such as water savings, energy efficiency, sustainable materials selection and indoor air quality.



Our new office in Shenzhen

WELL focuses on enhancing people’s health and wellbeing through the workplace. Coupled together, we can improve the sustainability performance of our Shenzhen office and create a healthier and happier place for our employees.



Little Freddie underwent verification at the end of 2022 and was awarded Platinum certification for both LEED and WELL. To raise awareness of the schemes, we created a video for our employees showcasing various green design features within the new office.



PERFORMANCE UPDATE CONTINUED.

Reducing the impact of our value chain

Our Scope 3 emissions make up over 98% of our carbon impact, however, the sources of these emissions are not under our direct control. In response, we have taken steps to engage with our partners and support them in identifying low carbon solutions across our biggest impact areas:

1. Optimising our transport and distribution
2. Packing more efficiently
3. Designing sustainable packaging

1

Optimising our transport and distribution

Over a third of our carbon emissions come from the transportation and distribution of our ingredients and finished products. It is therefore important for us to decarbonise this part of our supply chain to begin with.

23% ▼

carbon emission reduction per pallet for UK finished goods.

Building on the success we achieved in 2021, we were able to increase our utilisation of multimodal transport for our ingredients for 2022, cutting our carbon emissions by 12% per pallet from 2021. Furthermore, we identified an opportunity to roll this initiative out to our UK finished goods from Europe, achieving a 23% carbon reduction per pallet from 2021.

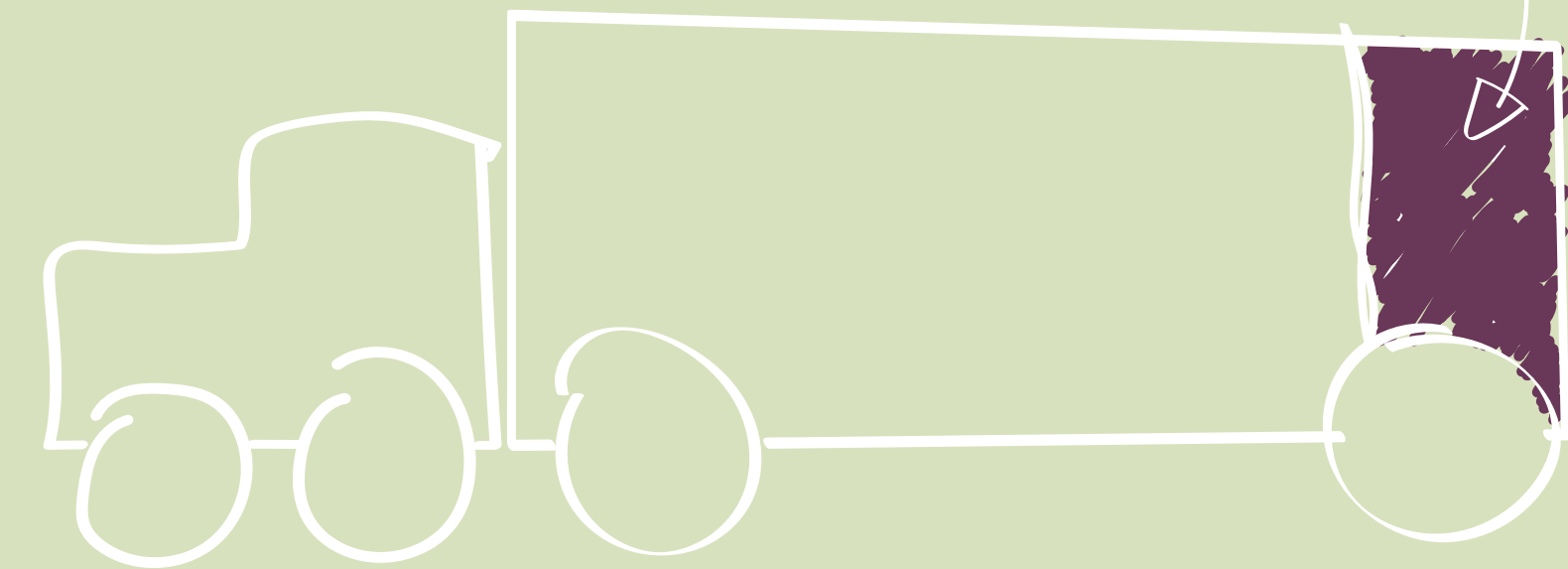
Whilst multimodal cannot be readily adopted for finished products going to China, our dedicated Supply Chain Team were able to diversify the type of transport and routes operating from Europe to China for the first time. Using less air freight and more sea and rail transport meant our total emissions for these shipments decreased by 60%.

2

Packing more efficiently

We improved the way we transported apples, one of our most-used ingredients by incorporating reusable steel crates. This allowed us to transport 18% more per truck than in 2021, resulting in fewer trips.

18% more apples transported per truck



3

Designing sustainable packaging

We are committed to designing all our packaging to be recyclable, both branded and unbranded. In 2022, we increased the recyclability of our unbranded packaging by removing the laminated plastic film from these cases.



Continuous improvement

Audits and certifications



ISO 14001

Our UK operations were recertified with environmental standard ISO 14001 in September. This standard acts as a guide to design and implement our environmental management system, ensuring that a wide range of sustainability aspects are addressed. It demonstrates our compliance to regulations and laws and allows us to continuously improve our Big Green Plan.



ISO 9001

We passed our ISO 0091 audit which helps us to continually monitor and manage quality throughout our business. This means parents can rest assured they are feeding their child high quality food.

Lean Six Sigma

Throughout 2022 we proceeded with our improvement initiative, Lean Six Sigma. We increased the number of employees and manufacturers on the training programme, with the aim to implement actions to achieve high levels of efficiency during production.



In 2021, we encountered an issue with one of our ranges which resulted in a product rejection rate of 2%. Working closely with our manufacturer, we used the Lean Six Sigma methodology to identify and implement controls, adapt the recipe and review the machinery settings. As a result, in 2022 only five units were rejected which amounts to 0.0001% of production, a huge success in waste reduction.

Supplier conference

In September we held our annual conference with our suppliers. This year the agenda focused on the continuation of our health and safety standards, Lean Six Sigma development, common goals, measuring environmental impact and new product development. We found this to be a valuable opportunity to engage with our suppliers and strengthen our relationships.



Water stewardship

Access to good quality water is integral to growing our food. We know we have a responsibility to look into the future and ensure long-term food security.

In 2022, we took steps to understand the challenges faced in protecting critical water resources in association with the UK's leading sustainability charity, WRAP. We have joined the likes of Tesco, Sainsbury's and Coca Cola GB alongside other UK food and drink companies to support WRAP's Water Roadmap.

The Roadmap is targeting that by 2030, the UK food & drink industry will have helped to attain sustainable water management. This will improve the quality and availability of water at catchment scale in the top 20 most important product and ingredient sourcing areas in the UK and overseas. Supporting (and investing in) collective action projects within these key sourcing areas is strategically important to achieving this target.



WATER STEWARDSHIP CONTINUED.

Collective action project: Southern Spain

Southern Spain is in the top 10 most at-risk for water globally and provides a significant percentage of the UK’s fruit and vegetable imports. So, to ensure we can continue to source our juicy strawberries and raspberries from this region responsibly, we have pledged our support to help achieve sustainable water management through a collective action project.

What is Little Freddie’s role?

In addition to supporting WRAP with implementing and progressing the outlined actions, we will seek to improve our awareness of water-related and climate-related risks in our supply chain. We will also provide an annual financial contribution to fund the costs of the project over the next three years.

What will this involve?

The project will be managed by WRAP, through their in-country project leads who will coordinate and collaborate activities alongside businesses, growers and other stakeholders at catchment or river basin level. The project will look to progress the following actions:

01
**Understanding
of water risks**
and providing
information to growers

02
**Strengthening
of certification
standards**

04
**Advocating for
better water
governance**

03
**Encouraging
and supporting
local collective water
stewardship action**



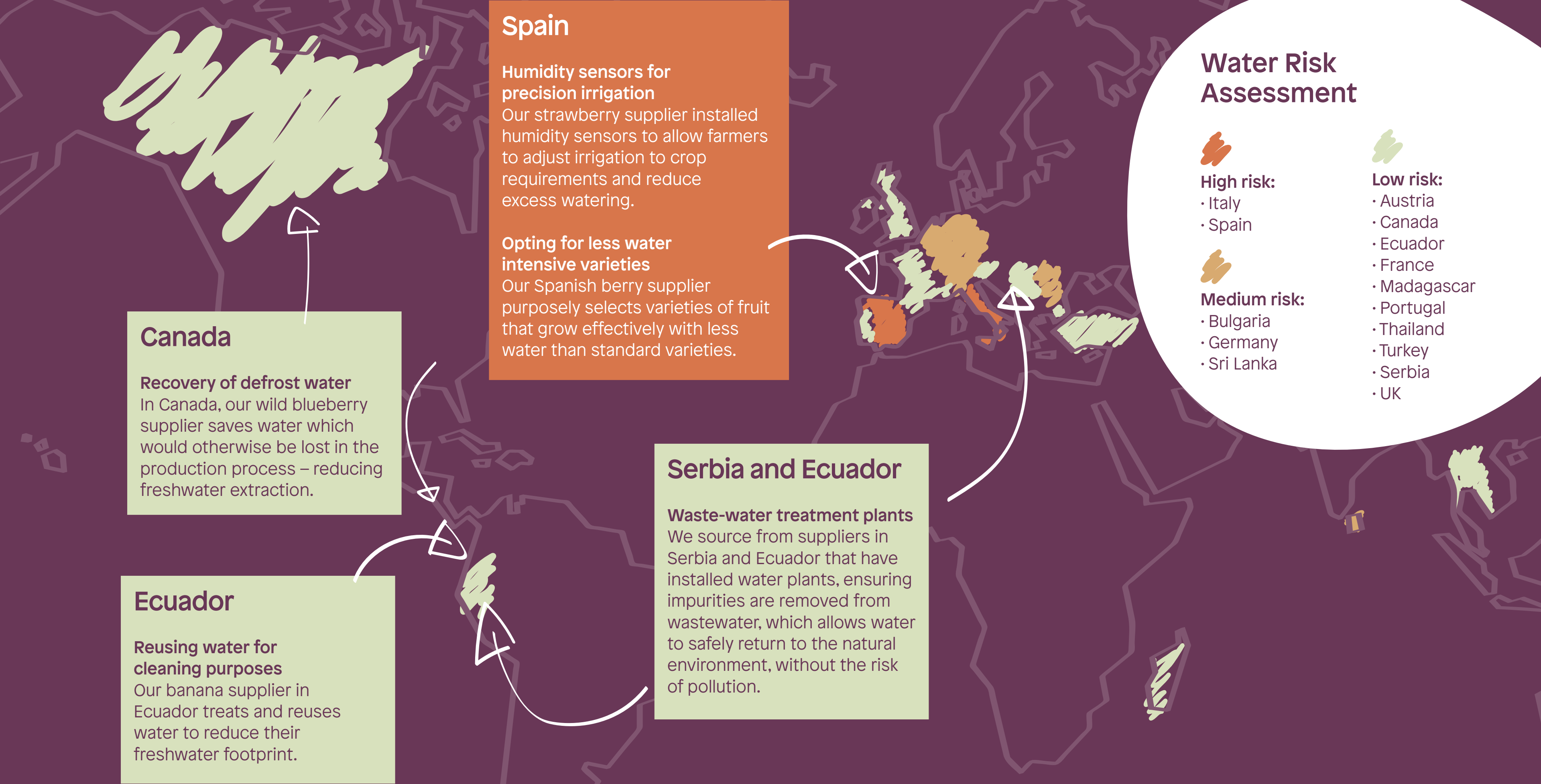
WATER STEWARDSHIP CONTINUED.

Water Risk Assessment

As part of our commitment to the Water Roadmap, we have sought to develop our understanding of water context and risks in our supply chain through a water risk assessment. Using data from the World Resources Institutes (WRI) Aqueduct Water Risk Atlas, we mapped our direct suppliers’ exposure to issues such as droughts, seasonal variability and floods as well as risk associated with water quality. Commercial factors were taken into consideration alongside water management efforts already put into place by suppliers.

34 suppliers were assessed across 16 countries. It was determined that nine out of 34 suppliers that were mapped displayed low water resilience, with eight of them located in Spain and Italy. As such, our Spanish and Italian suppliers have been prioritised, with monitoring and engagement programmes now in place to actively manage and reduce risk in these areas.

How some of our growers are taking action:



Product



Driving more sustainable choices

At Little Freddie, our priority is to advance our goal of becoming a business that gives more than it takes. As part of this commitment, we are taking action to go beyond our business and find ways to help parents, suppliers and partners reduce their impact too.



DRIVING MORE SUSTAINABLE CHOICES CONTINUED.

Recyclable packaging

We know parents care about the environmental impact of packaging, which is why we want to enable them to make more sustainable choices. When we design new products, our packaging team collaborate with suppliers and external experts to incorporate more sustainable materials.



2022 packaging innovations

2022 was a busy year of new product launches featuring some (industry-leading!) sustainable packaging achievements:



May

Won the Circular Economy Award for our packaging return recycling scheme at the Better Society Awards.



July

Introduced the first fully recyclable pouch carrying the ‘recycle’ label to UK shelves.

October

Launched our Grains which can be recycled through our scheme with Enval.



May

Expanded our cereal range to include recyclable tin packaging.



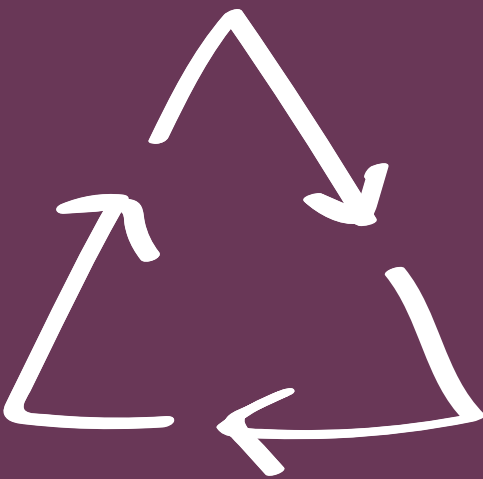
June

Launched our new rice teether range which use recyclable FSC® certified cardboard.



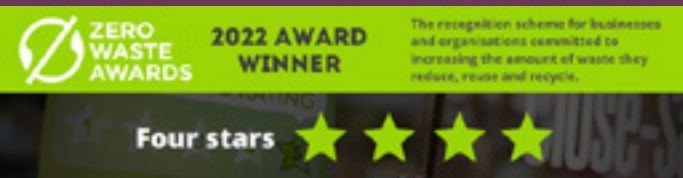
August

Recycled our one millionth pouch with Enval.



November

Awarded 4 Stars at the Zero Waste Awards for our waste reduction efforts.



DRIVING MORE SUSTAINABLE CHOICES
CONTINUED.

The story behind our kerbside
recyclable pouch

Our partnership with UK chemical
recycler Enval has provided a
short-term remedy when no other
recycling solution was available.

Despite the success of the
scheme, being unable to offer
parents the convenience of
at-home recycling had always
remained a point of concern and
focus for us at Little Freddie.



“We’re thrilled to see
Little Freddie launch the
very first baby food pouch
which has gone through
stringent testing to
achieve our Certified
As Recyclable marque.”



Trials

Following a successful trial
in 2021 after nearly a year of
testing, we were able to bring
to market the UK’s first validated
mono-material baby food pouch
that can be recycled through
normal household recycling.

Conventional pouches are
multi-layered and multi-material,
making traditional recycling
impossible. Our pouches are
made from one (widely recycled)
material – polypropylene –
including the spout and cap. These
have been validated by UK body
OPRL, meaning each pouch will
carry the recognisable ‘recyclable’
label (as well as the green banner
at the top of the pouch), making
it easier than ever for our parents
to make sustainable choices.

Launch

These special pouches launched
in July with their climate labels
verified by CarbonCloud. In
switching to this material,
over 161,000* pouches could
have been saved from landfill,
equivalent to 1.1 tonnes
of plastic.

161,000*
recyclable
pouches sold

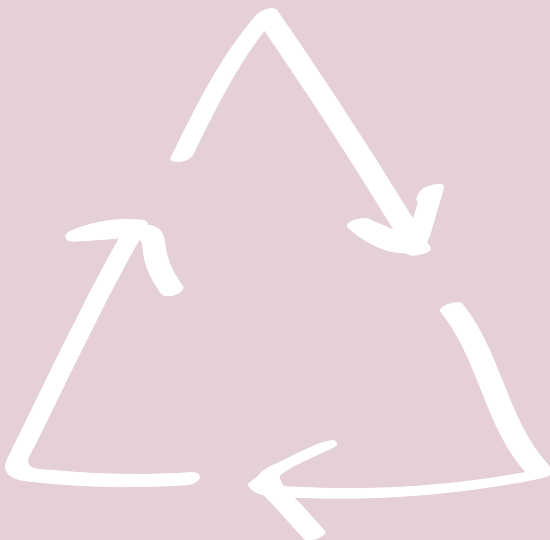
*Based on sales
volumes from July to
December 2022.

Our multipack range uses FSC®
certified cardboard that and
are printed using vegetable
based ink.



The future

Over the course of the next
three years, we will roll out the
mono-material pouch across
our entire range as part of our
commitment to reduce waste to
landfill, starting with our remaining
fruit and yoghurt pouches. In
the meantime, parents can still
send products that are not yet
recyclable at kerbside to Enval
for recycling.



DRIVING MORE SUSTAINABLE CHOICES CONTINUED.

We acknowledge and take responsibility for reducing our impact, but we also believe parents can help speed up our transition to net zero. As a significant contributor to each of our personal climate footprints, understanding emissions associated to our diets is key to understanding our climate footprints. So, we chose to go climate transparent and became the first baby food brand in the world to publish the climate footprint of our products in November 2022.

Our climate footprints represent our products’ greenhouse gas (GHG) emissions from farm to shelf. These footprints are validated by CarbonCloud and are published on their website. A live breakdown of a selection of our product footprints can be seen [here](#).

More, more, more

Since launching, we have received a fantastic response from parents, with requests for more pouches to be labelled and encouraging us to print the label on pack. Motivated to deliver this, we ensured the launch of our new multipacks for yoghurt, fruit blends and grains range in the UK displayed their climate footprint labels to help our parents make more informed decisions.



Reactive to proactive

In the product footprint breakdown, we can see clearly see the relative climate impacts of each of the product’s stage from farm to shelf. By trialing improvements in real-time, we can see the significance of any changes and prioritise accordingly. This modelling is also used in the development of new products — integrating low impact decisions from inception.

Carbon modelling

During the trial of our mono-material pouch, our modelling found that the production of the new pouch produces less CO2e. The reductions seen in the manufacturing phase are made even more impressive by the clear benefits of being able to recycle the pouch when you’re finished with it!

We share our climate labels on our website and social channels to raise awareness and kick start conversations amongst parents. Our aim is to socialise the concept of a product footprint, so it becomes more familiar and empowers more sustainable choices. Feedback is very welcome!

Progress & Awards



Economic Observer

We won Organic Quality Enterprise of the Year



We won The Harmonious Labour Relations Promotion Award for Outstanding Foreign-Invested Enterprises



Beauty Shortlist

We won ‘Best Organic Baby Food Brand’ and our Super Strawberries & Bananas won The Editor’s Choice Awards



Loved By Parents

Our Blueberry & Banana Greek Style Yoghurt won Platinum in ‘Best Organic Baby Snack 6m’ and ‘Best Yoghurt Pouch 6m’ and won Gold in ‘Best Toddler Snack’.



Better Society

We won The Circularity Award for our UK recycling scheme with Enval



Our Rice Noodles won The Complementary Food Award



Weaning World

We won ‘Best First Stage Products’ and ‘Best Second Stage Products’



Project Baby

Our Super Strawberries & Bananas won Silver for ‘Best Toddler Snack’



King of Mama Network

We won The Golden Tree Award that ‘ten million mothers preferred’



Nourish Kids

Our Pink Lady® Greek Style Yoghurt Multipack won Gold and our Super Strawberries & Bananas won Silver



Mother & Baby

We won Gold in ‘Best Toddler Food Range’ and Silver for our Stage 2 Meals and Recyclable Fruit Blends





People

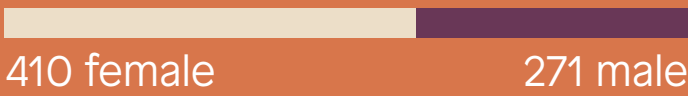


Working at Little Freddie

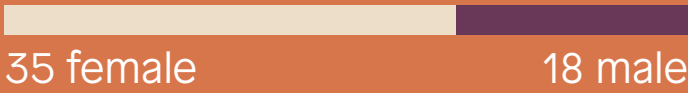
Our workforce stretches from London to Shenzhen and whilst we may be separated by nearly 6,000 miles, our dedication to the personal and professional growth of our employees remains consistent.



681
Total employees



53
Number of promotions



15
Leadership team



88
Team managers



100%
Employees receiving regular performance and career development reviews

WORKING AT LITTLE FREDDIE CONTINUED.

Training & Education

In 2022, our employees throughout the business embarked on training specific to their departments, such as accounting courses and agricultural conferences. Company-wide sessions were also held to communicate our ESG strategy to all employees to ensure everyone is aligned and working towards the same goal.



Please see **page 36** for outlines of our policies on Equality and Diversity, Modern Slavery, Anti-Harassment and Health and Safety.

Little Freddie Academy

In August we optimised our training management system to provide rich training content and forums to meet a wide range of employee needs. Our ‘Little Freddie Academy’ online learning platform in China now provides 173 general and professional courses for personal development. These include first aid training, well-being workshops as well as job-role-specific training.



Lean Six Sigma

This year we expanded our Lean Six Sigma training project to include even more employees. By the end of 2023 we anticipate that 50% of our UK workforce will be able to use this methodology to enhance processes and increase quality and efficiency.

Our workforce currently has the following in progress:

1

Black belt

Leads and manages projects

7

Green belts

Lead and supports projects

12

Yellow belts

Knowledge of principles

We asked Maria how she found Lean Six Sigma training:

‘Lean Six Sigma has given me a better understanding of the processes within projects, helping with risk assessments and root causes, to avoid potential issues and customer complaints. This has also taught me to not take anything for granted and to see things from other perspectives.’

Maria, Our NPD Packaging Specialist



Community support

At Little Freddie, we believe in doing our utmost to support the wider communities where we operate. Throughout the course of 2022, we continued to provide vital support at a time where this was especially needed. We work with numerous organisations such as The Felix Project, Shenzhen Charity Association and Magic Breakfast to aid in relieving pressure on those facing hardship.



COMMUNITY SUPPORT
CONTINUED.

352,000
pouches, snacks and
cereals donated to
those in need.



Product donations

With the help of our charity partners, we donated 352,000 pouches, snacks and cereals to those in need across China and the UK. In April we joined hands with Shanghai Fosun Charity Foundation and YTO Express to provide food to vulnerable children and babies. Our fruit blends and yoghurts were also distributed to approximately 100 hospitals in Shenzhen in December. Furthermore, in Guangdong we partnered with local NGOs to provide Little Freddie products to vulnerable children.



magic
breakfast
fuel for learning

Financial donations

In July we partnered with Magic Breakfast, a UK charity that provides vulnerable school children with healthy breakfasts. We pledged to donate the cost of a breakfast for every multipack of our Creamy Blueberry & Banana Greek Style Yoghurt sold. In the first six months we funded over 12,000 breakfasts to those who need it most. This partnership helps thousands of young people across the UK to prevent hunger from being a barrier to education.

12,393
healthy breakfasts
to vunerable school
children in the UK so far



Volunteering

At Little Freddie, we are passionate about helping our employees serve the community when they can. Little Freddie encourages UK employees to devote two working days to a worthy cause. 72% of the London-based team chose to help The Felix Project, diverting decent food from landfill by distributing it to deserving organisations such as schools, shelters and charities. Over numerous days, employees spent a total of 164 hours preparing meals and sorting deliveries to be sent to those facing difficulties.

164 hrs
spent preparing meals
and sorting deliveries
for The Felix Project



HavaMad finale

Our pineapples are grown by smallholder farmers in the Central Highlands of Madagascar. 2022 was our third and final year of running a project alongside our supplier; HavaMad, aimed at improving yields and we are delighted to share the results.



HAVAMAD FINALE
CONTINUED.

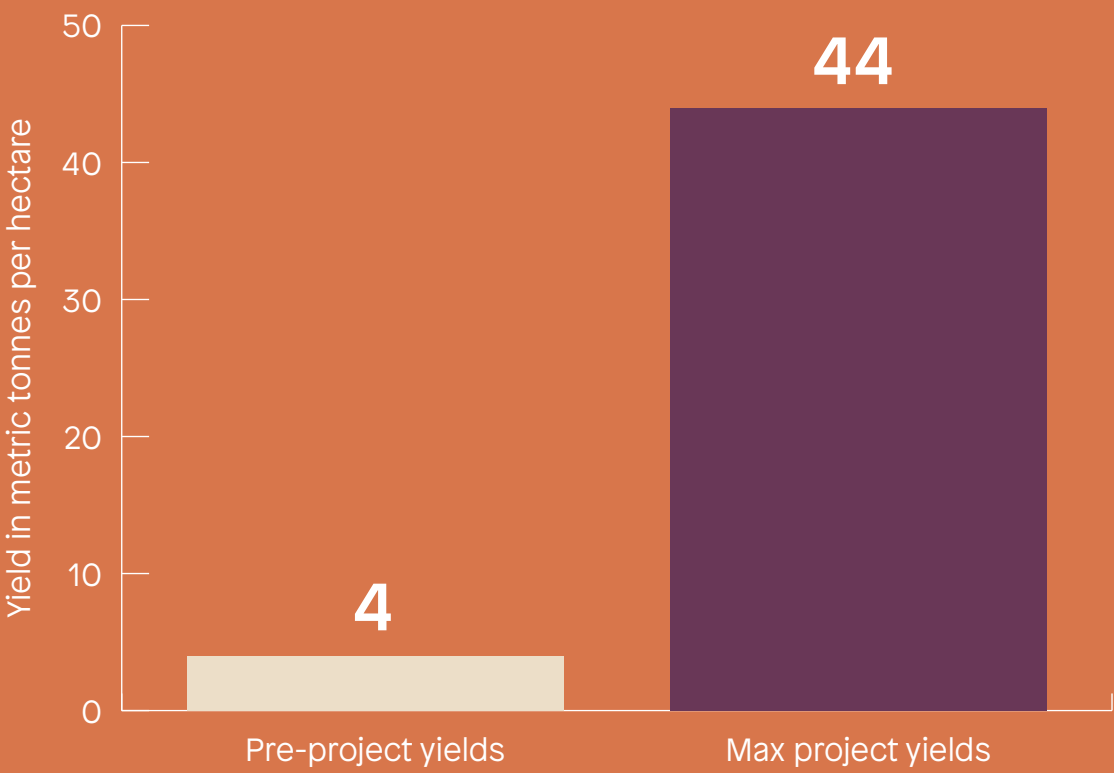
Since 2020, 411 smallholders have enrolled in an educational programme to learn about plant fertility, planting densities, crop care and other techniques to help improve their yields. This will help them to adapt to changing weather patterns caused by climate change and, in so doing, earn a better, more stable living. The new methods are area-appropriate, with low cost-to-entry and minimal input costs.

All of the farmers have been trained in new techniques through group sessions and individual internal control visits.



Yield improvements

Over the course of the project, some farmers have seen yields as high as 44 tonnes per hectare, from a previous average of four per hectare. This represents a potential gross output increase of 1,100%, while maintaining soil health and organic methods. This will improve food security whilst making a real, material difference to the lives of farmers and their families.

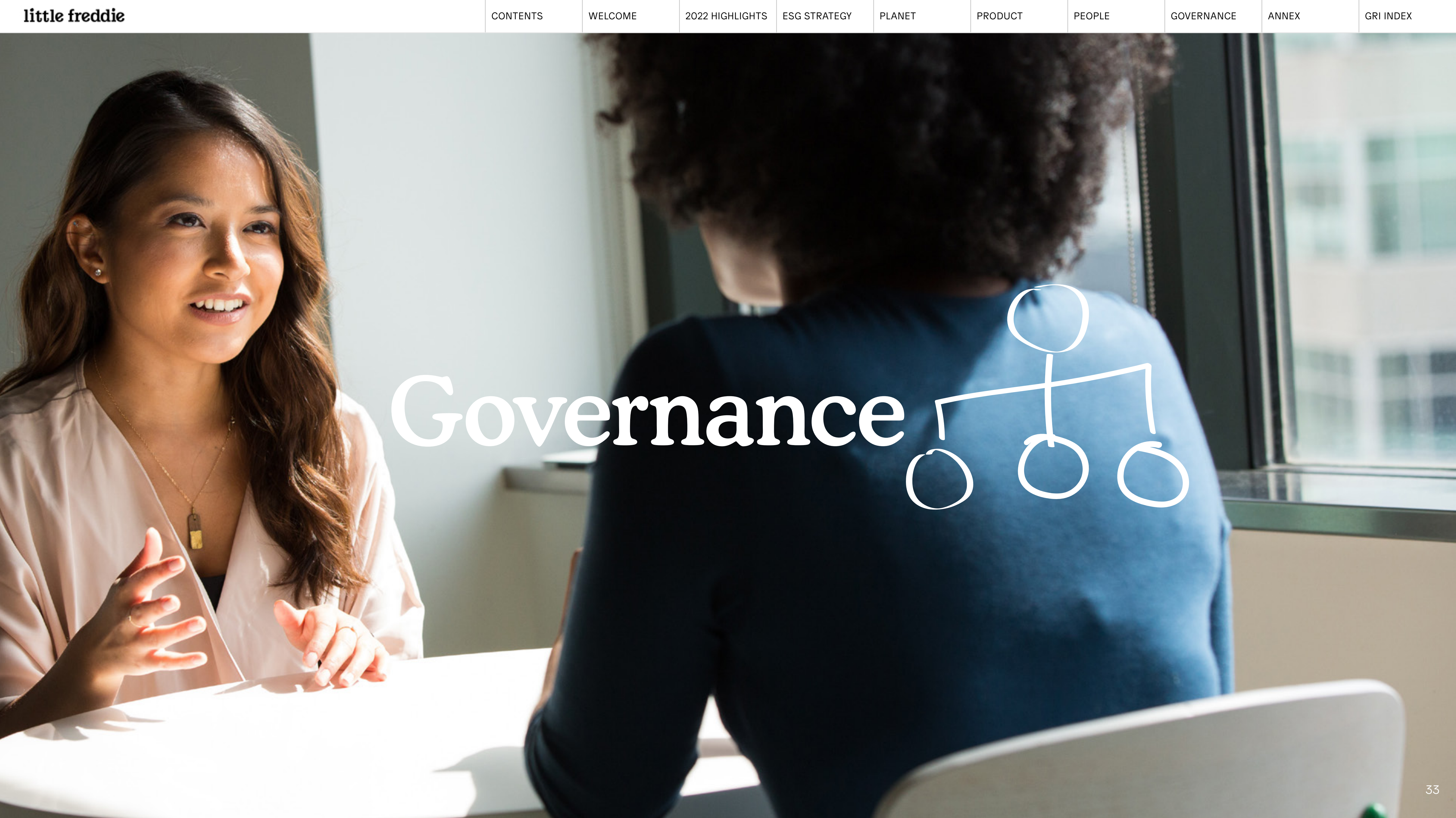


Sedex

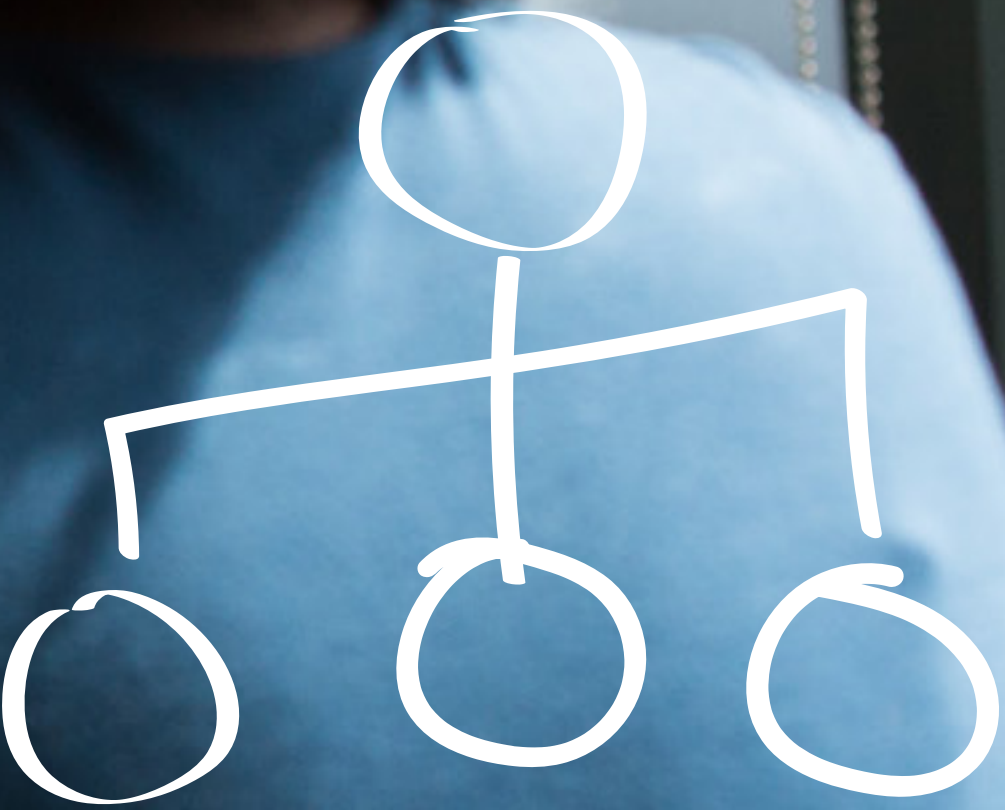
All new manufacturers and direct raw material suppliers are members Supplier Ethical Data Exchange (SEDEX). This allows us to assess and communicate the great things our suppliers are doing and identify areas for improvement.

Our requirement for SEDEX membership during the onboarding process streamlines the relationship and provides confidence in the good practice and transparency of our supply chains.





Governance



ESG oversight

At Little Freddie we believe collaboration is crucial to deliver our sustainability objectives. Our new governance structure ensures the values of Little Freddie are upheld throughout the business and that the interests of all stakeholders are met.



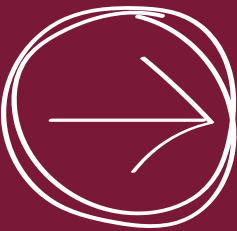
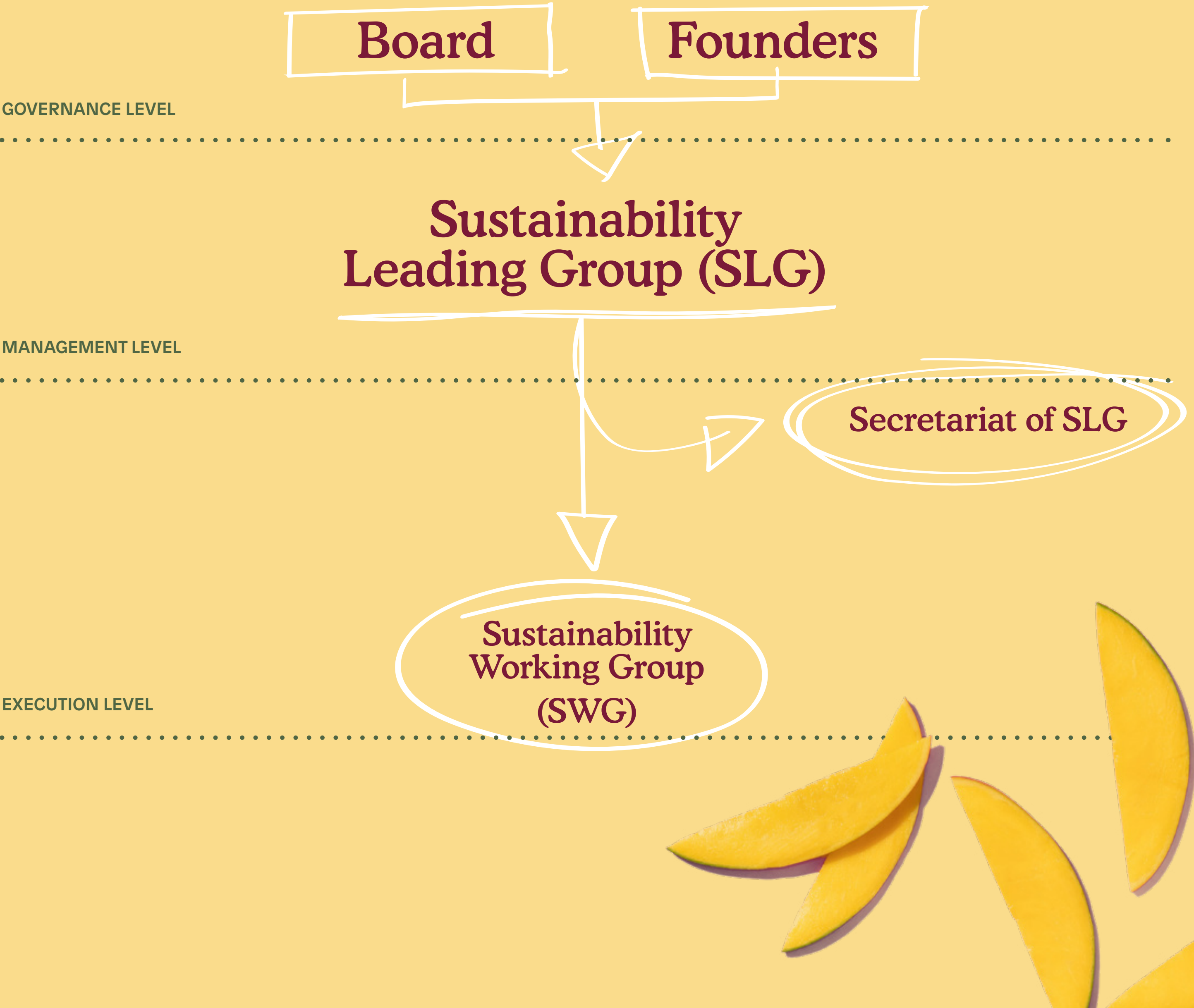
ESG OVERSIGHT CONTINUED.

New governance structure

Department leaders form the Sustainability Leading Group (SLG) in Little Freddie. Some of their duties are to review policies and objectives, guide assessments and approve aspects of our Big Green Plan and make suggestions where necessary.

Secretariats of SLG compromises those with sustainability as their main job role. They are tasked with coordinating the overall work of ESG, identifying key issues, carrying out materiality and risk assessments and disclosing information.

A formal Sustainability Working Group, consisting of at least one representative from each department, has been coordinated to manage and progress our environmental and social ambitions within their own team.



We also rely on the efforts of the wider workforce to help achieve sustainability targets. An accelerator at Little Freddie is someone who does not sit within the sustainability team but has an active role in applying ESG aspects into their own field of expertise.

To see some achievements of accelerators in this report, look to

Page 15 to see how:

- Our Supply Chain Team have reduced transport emissions by incorporating the use of multimodal transportation

See page 24 for how:

- Our Packaging and Technical Team worked to roll out our recyclable mono-pouch in the UK

See page 17 for how:

- Our Technical Team has improved efficiency in production

See annex for more detailed overview of governance

Responsible business practices



Planet

Environmental & Ethical Policy

This policy details our commitment to ensure recyclability is at the forefront when designing our products, we meet or exceed our compliance obligations, prevent pollution where possible and review our progress against our commitments to continuous environmental improvements.

Sustainable Packaging Policy

Our Sustainable Packaging Policy outlines our commitment to minimising the environmental impact of our global packaging footprint, building in circularity and innovation, whilst continuing to ensure the highest standards of safety, quality, usability and shelf life for our products.

Waste Policy

Little Freddie is committed to reducing the environmental impact of waste disposal by complying with all legislation and ensuring as little waste as possible goes to landfill by following DEFRA's waste hierarchy.

Business Travel Policy

Outlined in the policy are our commitments to not travel unless necessary and, when required, to use less carbon-intense modes of transport and make efficiency savings on routes chosen.

Animal Welfare Policy

We believe in treating animals with care and respect. From 2023, our updated Animal Welfare Policy will be made available at request and goes far beyond The Farm Animal Welfare Committee's 'Five Freedoms'.



People

Modern Slavery Statement

This statement, published in accordance with the Modern Slavery Act (2015), sets out Little Freddie's commitment and continued actions to understand, identify, prevent and respond to the risks of modern slavery within our business and our supply chain.

Health & Safety

Little Freddie's Health & Safety policy sets out the commitment to maintaining safe and healthy working conditions for all employees.

Parental Leave

This ensures we are giving the appropriate time off and support for parents and caregivers around childbirth or adoption. This includes our dedication to equality of status regardless of gender identity.

Equality & Diversity Policy

The Equality & Diversity Policy outlines Little Freddie's commitment and ambition to create a diverse and inclusive workplace. It includes the responsibilities of the company and employees to foster a culture of inclusion.

Anti-Harassment

The purpose of this policy is to help prevent bullying and/or harassment at Little Freddie and provide guidance on how to resolve complaints should they occur.



Annex

Performance data

GHG protocol emissions

GRI standard	Indicator	Emission source	tCO2e
GRI 305: Emissions 305-1 - 305-4	Scope 1	Refrigerants and gas	10.4
	Scope 2	Office and warehouse electricity	363.6
	Scope 3 including;		
	Category 1: Purchased goods and services	Manufacturer utilities and waste, packaging production and agricultural emissions	14,059.8
	Category 4: Upstream transportation and distribution	Raw material freight, finished product freight	10,193.2
	Category 6: Business travel	Business travel and hotel stays	1,619.2
	Category 9: Downstream transportation and distribution	Customer distribution	1,207.4
	Category 5: Waste generated in operations	Food waste, end of life (donations) and Enval recycling	244.7
	Category 7: Employee commuting	Employee commute and homeworking	163.5
	Category 8: Upstream leased assets	Office and warehouse utilities and waste	119.2
	Category 12: End-of-life treatment of sold products	Recycling and disposal of packaging	44.3

GRI 301-1: Materials used by weight or volume

Country	Material	tonnes
UK	Glass	69.1
	Metal: aluminium cans and foil (excl. forming)	138.6
	Paper and board: board	1,277.5
	Plastics: average plastic film	394.9
	Plastics: average plastic rigid	67.0
	Plastics: PET (incl. forming)	14.7
	Plastics: PP (incl. forming)	101.8
China	Paper and board: board	50.1
	Plastics: average plastic film	22.2
	Plastics: PP (incl. forming)	10.7

PERFORMANCE DATA CONTINUED.

GRI 2: 2-7 Employees

Country	Disclosure	Female	Male
UK	All employees	22	15
	Employee turnover	71%	4.7%
	Part-time staff	0	0
	Temporary staff	0	0
	Number of promotions	1	0
	Leadership team (Directors)	1	3
	Team managers	6	6
	Percentage of employees receiving regular performance and career development reviews	100%	100%
China	All employees	388	256
	Employee turnover	23.2%	28.7%
	Part - time staff	17	5
	Temporary staff	5	0
	Number of promotions	34	18
	Leadership team (Directors)	5	6
	Team managers	36	40
	Percentage of employees receiving regular performance and career development reviews	100%	100%

GRI 2: 2-13 Delegation of responsibility for managing impacts

Structure	Description	Responsibilities
Sustainability Leading Group	SLG comprises of functional department leaders related to ESG	<ul style="list-style-type: none">Review ESG management policies and strategy and make suggestions when necessaryReview the annual ESG objectives, monitor the progress and achievement and make suggestions when necessaryReview ESG materiality assessment, reflect upon ESG importance assessment results and make suggestions when necessaryGuide ESG risk assessment, listen to ESG risk assessment results and make suggestions when necessaryApprove ESG annual work planReview ESG disclosure information including ESG reportReport to the Sustainability Committee on the above matters
Secretariat of Sustainability	Secretariat of SLG comprises ESG team	<ul style="list-style-type: none">Develop overall ESG annual working planCoordinate overall work of ESG, communicate and coordinate with the relevant functional departments of Sustainability Working GroupOrganise ESG related meetings of governance/ management/ execution levelCarry out ESG materiality assessment and identify important ESG issuesCarry out ESG risk assessmentSummarise working materials and lead the preparation of ESG disclosure informationReport to the SLG on the above matters
Sustainability Working Group	SWG comprises functional departments. At least one person from each department should be involved in information sharing. SWG shall advance specific topics/ projects by forming working teams.	<ul style="list-style-type: none">Prepare ESG management policy and annual planCarry out specific work according to the final approved annual planPropose ESG objectives and facilitate the achievement of final approved objectivesFormulate control measures for major ESG risksCollect and prepare materials (info and data) for ESG disclosure

PERFORMANCE DATA CONTINUED.

Little Freddie’s ESG Materiality Matrix

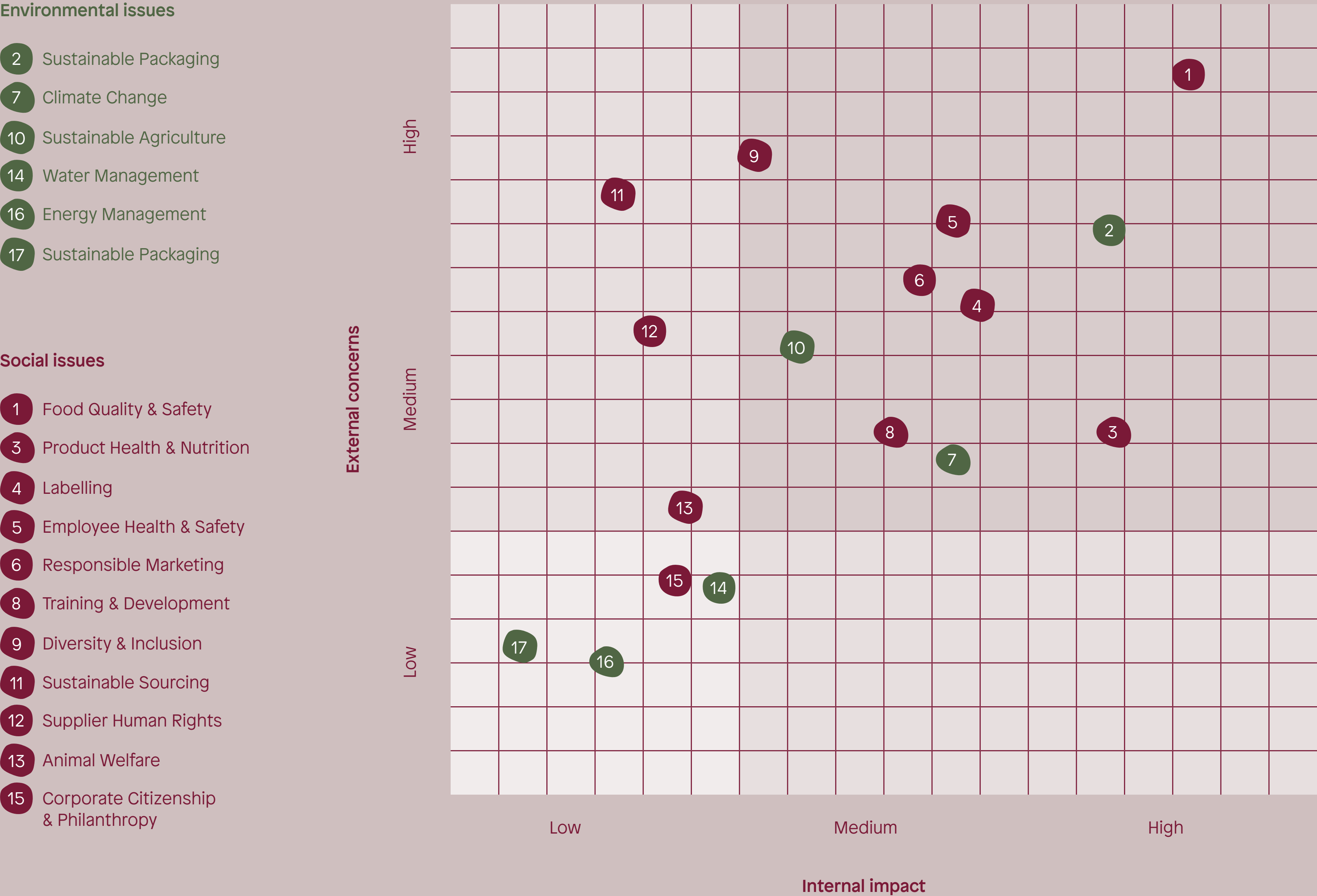
The results of the materiality assessment revealed six topics which became the focus of our benchmarking and strategic development. Through research and consultation with our external experts, we evaluated Little Freddie’s business and operating environment to understand our sustainability performance. With this insight we were able to develop a framework that focused attention and resources on the areas that really matter to Little Freddie and its stakeholders.

Environmental issues

- 2 Sustainable Packaging
- 7 Climate Change
- 10 Sustainable Agriculture
- 14 Water Management
- 16 Energy Management
- 17 Sustainable Packaging

Social issues

- 1 Food Quality & Safety
- 3 Product Health & Nutrition
- 4 Labelling
- 5 Employee Health & Safety
- 6 Responsible Marketing
- 8 Training & Development
- 9 Diversity & Inclusion
- 11 Sustainable Sourcing
- 12 Supplier Human Rights
- 13 Animal Welfare
- 15 Corporate Citizenship & Philanthropy





GRI index

GENERAL DISCLOSURES

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 2: General Disclosures 2021	2-1 Organisational details	The Little Freddie brand is owned and managed by a holding company called Sunny Fields Enterprise (Cayman) Ltd. The wholly owned subsidiaries are active in London, Hong Kong and Shenzhen, China. Sunny Fields enterprise is a privately owned business.		
	2-2 Entities included in the organisation's sustainability reporting	Sunny Fields Enterprise Limited.		
	2-3 Reporting period, frequency and contact point	Little Freddie publishes its annual sustainability report at the beginning of every financial year. The reporting period correlates to the financial reporting period of 1st Jan - 31st December.		
	2-4 Restatements of information		Not applicable	
	2-5 External assurance		Not applicable	
	2-6 Activities, value chain and other business relationships	About Little Freddie, Page 6		
	2-7 Employees	Working at Little Freddie, Page 28, Annex		
	2-8 Workers who are not employees		Information unavailable/incomplete	
	2-9 Governance structure and composition	ESG oversight, Page 36		Governance to be finalised in 2023.
	2-10 Nomination and selection of the highest governance body	Little Freddie sought out external assistance for the selection process of our new governance structure.		
	2-11 Chair of the highest governance body	Piers Buck, Group CEO		
	2-12 Role of the highest governance body in overseeing the management of impacts	Little Freddie board members have an active role in updating and approving the organisation's strategy and goals related to sustainable development. Through meetings exchanges on social and environmental progress in relation to Big Green Plan targets are discussed.		
	2-13 Delegation of responsibility for managing impacts	ESG oversight, Page 36 Annex		
	2-14 Role of the highest governance body in sustainability reporting	The highest governing body is responsible for reviewing and approving disclosures.		
	2-15 Conflicts of interest		Confidentiality constraints	
	2-16 Communication of critical concerns	No critical concerns were identified. The process for raising concerns is through written communication with the governing group.		
	2-17 Collective knowledge of the highest governance body		Not applicable	Governance to be finalised in 2023.
	2-18 Evaluation of the performance of the highest governance body		Not applicable	Not ready for evaluation as formulated in 2022.
	2-19 Remuneration policies		Confidentiality constraints	Sunny Fields enterprise is a privately owned business. Consequently remuneration policies are confidential.
	2-20 Process to determine remuneration		Confidentiality constraints	
	2-22 Statement on sustainable development strategy	Welcome letter from Group CEO, Page 3		
	2-23 Policy commitments	Responsible business practices, Page 37		
	2-24 Embedding policy commitments	Policies are communicated internally and externally throughout the organisation. It is the duty of those managing activities to ensure these are upheld.		
	2-25 Processes to remediate negative impacts	Little Freddie constantly strives to safeguard and act in the interest of the public and its employees. A whistleblowing policy is in place for concerns to be to raised and addressed. Any matter raised under this policy will be investigated thoroughly. Should the situation occur, the proper authorities are outlined for reporting.		
	2-26 Mechanisms for seeking advice and raising concerns	Written grievances should be submitted to the person identified in relevant contracts. A meeting would be due to commence within five working days of submission. Little Freddie will inform the person of the decision made, in writing. If an appeal is made an alternative meeting will be held.		



GRI index

GENERAL DISCLOSURES CONTINUED.

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 2: General Disclosures 2021 Continued.	2-27 Compliance with laws and regulations	No significant instances of non-compliance with laws resulting in fines or non-monetary sanctions were incurred in 2022.		
	2-28 Membership associations		Not applicable	
	2-29 Approach to stakeholder engagement	Our strategy continued, Page 9		
	2-30 Collective bargaining agreements		Not applicable	

MATERIAL TOPICS

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our strategy, Page 8-10		
	3-2 List of material topics	Our strategy continued, Page 9		

ECONOMIC PERFORMANCE

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Confidentiality constraints	Entity not currently required to publish turnover at present.
	201-2 Financial implications and other risks and opportunities due to climate change		Information unavailable/incomplete	Not currently assessed across entire value chain.
	201-3 Defined benefit plan obligations and other retirement plans	Little Freddie contributes to a private fund. Contribution percentages are at the discretion of employees.		
	201-4 Financial assistance received from government	No financial assistance is received from the government.		Not applicable

MARKET PRESENCE

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Confidentiality constraints	Little Freddie UK is certified as a London living wage employer.
	202-2 Proportion of senior management hired from the local community	All senior management resides in the same geographic location of their markets.		

PROCUREMENT PRACTICES

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Our value chain, Page 6		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Information unavailable/incomplete	Not currently assessed across the entire value chain.



GRI index

ANTI-CORRUPTION

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		Information unavailable/incomplete	Not currently assessed across entire value chain.
	205-2 Communication and training about anti-corruption policies and procedures	Little Freddies policy on corruption and bribery is published in the employee handbook in both the UK and China and is widely communicated.		
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents were recorded in 2022.		

ANTI-COMPETITIVE BEHAVIOR

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices		Not applicable	

TAX

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics		Confidentiality constraints	
GRI 207: Tax 2019	207-1 Approach to tax		Confidentiality constraints	
	207-2 Tax governance, control, and risk management		Confidentiality constraints	
	207-3 Stakeholder engagement and management of concerns related to tax			
	207-4 Country-by-country reporting	Reports are in line with each country's guidelines. For the UK & IRE, the organisation reports to HMRC and the Spanish Tax Agency respectively.		

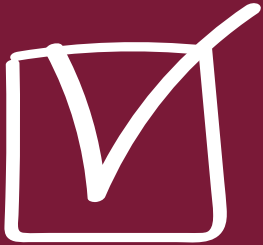
MATERIALS

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	About Little Freddie continued, Page 6		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Annex		
	301-2 Recycled input materials used	No recycled materials used at present.	Information unavailable/incomplete	
	301-3 Reclaimed products and their packaging materials	Driving more sustainable choices, Page 23-24 Little Freddie has continued its partnership with recycler Enval to offer an end-of-life solution to avoid waste going to landfil. In 2022 approximately 15% of Little Freddie UK packaging sold was returned through this scheme.	Information unavailable/incomplete	

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Performance update: Page 13, Our strategy continued, Page 10		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	GHG protocol emissions, Annex		
	302-2 Energy consumption outside of the organisation	GHG protocol emissions, Annex		
	302-3 Energy intensity	GHG protocol emissions, Annex		
	302-4 Reduction of energy consumption		Information unavailable/incomplete	Reduction of energy consumption of scope 2 emissions are yet to be established after moving to LEED and WELL certified office in 2022.
	302-5 Reductions in energy requirements of products and services		Information unavailable/incomplete	Quantative data for all products and services not available.

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Water stewardship, Page 19-20		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	In direct operations, Little Freddie uses water directly for individual use in offices. Water is also used indirectly in manufacturing and agricultural processes.		
	303-2 Management of water discharge-related impacts		Information unavailable/incomplete	Measured at manufacturing and operation sites at present.
	303-3 Water withdrawal		Information unavailable/incomplete	
	303-4 Water discharge		Information unavailable/incomplete	
	303-5 Water consumption		Information unavailable/incomplete	

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Performance update, Page 9-10		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance update, Page 13		
	305-2 Energy indirect (Scope 2) GHG emissions	Performance update, Page 13		
	305-3 Other indirect (Scope 3) GHG emissions	Performance update, Page 13		
	305-4 GHG emissions intensity	Annex		
	305-5 Reduction of GHG emissions	Performance update continued, Page 16		
	305-6 Emissions of ozone-depleting substances (ODS)		Information unavailable/incomplete	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Information unavailable/incomplete	



GRI index

WASTE

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Continuous improvement, Page 17, Responsible business practices, Page 37		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Little Freddie currently tracks the waste generated in its direct activities which include office and warehouse waste and takes opportunities to reduce where possible. Waste is also generated in its value chain from upstream and downstream packaging and food waste in the manufacturing process.		
	306-2 Management of significant waste-related impacts	Driving more sustainable choices, Page 23-24, Responsible business practices, Page 37		
	306-3 Waste generated		Information unavailable/incomplete	Little Freddie has taken measures to incorporate waste into carbon footprint calculations, within scope. As it stands an overview of the total waste generated is not available.
	306-4 Waste diverted from disposal	Driving more sustainable choices, Page 23-24, Responsible business practices, Page 37	Information unavailable/incomplete	
	306-5 Waste directed to disposal			

SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Water risk assessment, Page 20, Sedex, Page 33		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	All manufacturers are to provide details on environmental criteria during the onboarding process, directly to Little Freddie. Raw material suppliers are asked to provide detail via SEDEX.		
	308-2 Negative environmental impacts in the supply chain and actions taken	Performance update continued, Page 16, Continuous improvement, Page 17, Water stewardship, Page 19-21		

EMPLOYMENT

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits offered by Little Freddie are available to all employees, regardless of contractual time agreements.		
	401-3 Parental leave	All leave meets or exceeds governmental requirements. UK employees receive full pay for 16 weeks for birth parents and additional paid leave for birth parents up to 23 weeks. CN employees are entitled to 198 days.		



GRI index

OCCUPATIONAL HEALTH AND SAFETY

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible business practices, Page 37		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	The building facilities not owned by Little Freddie are responsible for risk assessments. Little Freddie monitors health and safety in accordance with ISO14001 standards. If a team member's health condition changes a risk assessment is conducted by the HRBP in line with our policy.		
	403-2 Hazard identification, risk assessment and incident investigation		Not applicable	
	403-3 Occupational health services		Not applicable	
	403-4 Worker participation, consultation and communication on occupational health and safety		Not applicable	
	403-5 Worker training on occupational health and safety	Information is made available to employees and requires confirmation of acknowledgement.		
	403-6 Promotion of worker health	Little Freddie employees have access to employee assistance programmes, which include mental and physical health support. Little Freddie encourages healthy living via its UK health insurance facility which uses rewards to encourage positive behavioural change. Financial guidance and education is also offered.		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Suppliers and manufacturers are required to provide details on SEDEX. Must comply with government regulations, ethical audits involving details on health and safety are tracked.		
	403-8 Workers covered by an occupational health and safety management system		Information unavailable/incomplete	
	403-9 Work-related injuries	One minor incident was recorded In accident data base in 2022.		
	403-10 Work-related ill health	No work-related ill health incidents were reported in 2022.		

TRAINING AND EDUCATION

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Our strategy continued, Page 10, Workplace at Little Freddie continued, Page 29		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Information unavailable/incomplete	Employees are offered training relevant to their role. Employees are also provided with Sustainability training during the onboarding process. Little Freddie's quality management system ensures that training is tracked, however individual hours were not tracked in 2022. Monitoring of such activites will be implemented to measure 2023 targets.
	404-2 Programs for upgrading employee skills and transition assistance programs	Working at Little Freddie continued, Page 29		
	404-3 Percentage of employees receiving regular performance and career development reviews	Working at Little Freddie continued, Page 29		



GRI index

DIVERSITY AND EQUAL OPPORTUNITY

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible business practices, Page 37		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Information unavailable/incomplete	Governance to be finalised in 2023
	405-2 Ratio of basic salary and remuneration of women to men		Confidentiality constraints	

NON-DISCRIMINATION

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible business practices, Page 37		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents reported in 2022.		

CHILD LABOR

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible business practices, Page 37		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	After completing a modern slavery assessment of its supply chain, Little Freddie found suppliers in Ecuador to be of significant risk to such incidents. Such suppliers have undergone ethical audits to ensure compliance.		

FORCED OR COMPULSORY LABOR

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Little Freddie adheres to all governmental requirements with regard to labour. A modern slavery statement has been published that prohibits any forced or compulsory labour.		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ingredient suppliers deemed high-risk are located in Ecuador, Sri Lanka, and Madagascar. Self-assessment questionnaires are distributed to suppliers and in some instances, ethical audits are carried out.		

LOCAL COMMUNITIES

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Communities, Page 30-31		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Communities, Page 30, Havamad, Page 33		
	413-2 Operations with significant actual and potential negative impacts on local communities		Information unavailable/incomplete	



GRI index

SUPPLIER SOCIAL ASSESSMENT

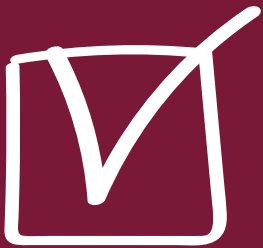
GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Sedex, Page 33		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Manufacturers are presented with a questionnaire during the on boarding process. Suppliers are required to use the SEDEX platform.		
	414-2 Negative social impacts in the supply chain and actions taken	Little Freddie tracks any non-conformances that arise during an ethical audit. 15 non-conformances were identified during the course of 2022. Suppliers were actioned with improvements to implement.	Not applicable	

PUBLIC POLICY

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	Little Freddie has not made any political contributions this year
GRI 415: Public Policy 2016	415-1 Political contributions		Not applicable	

CUSTOMER HEALTH AND SAFETY

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Little Freddie is ISO19001 certified and is committed to the production of food products that are legally compliant, safe and of good quality. All policies, procedures and records evolved by the company which are necessary to ensure the production and supply of safe, legally-compliant and good quality foods are documented, controlled and maintained in a quality manual. They are also reviewed at no less than annual intervals.		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	All products are assessed under Little Freddie's quality management system.		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no instances of non-compliance with regulations resulting in fines, warnings or voluntary codes in 2022.		



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MARKETING AND LABELING

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Our strategy continued, Page 10 Little Freddie is committed to ensuring products are labelled and marketed accurately. In 2023 Little Freddie looks forward to publishing its responsible marketing policy.		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Little Freddie communicates product information and labelling in accordance with local regulations in the countries of operation. Climate labelling of products has been introduced in 2022 which are available on the Little Freddie website and on the CarbonCloud website in full. In addition OPRLs are now printed on recyclable packaging.		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Little Freddie has not identified any non-compliance with regulations and/or voluntary codes.		
	417-3 Incidents of non-compliance concerning marketing communications	Little Freddie has not identified any non-compliance with regulations and/or voluntary codes.		

CUSTOMER PRIVACY

GRI standard	Disclosure	Location/Detail	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Personal data is subject to the legal safeguards specified in the GDPR.		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints were issued regarding breach of customer data in 2022.		



Thank you for reading

If you have any thoughts we’d love to hear them.

Get in touch here:

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