



RIDNE

Traditions since
1961

Impact Report

RIDNE Food Consortium // June 2024



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About this Report

Welcome to RIDNE Food Consortium's inaugural impact report. Unless stated otherwise, this report covers data and activities since the RIDNE Food Consortium's inception to present: March 2022 - June 2024. We are committed to publishing future reports to share our sustainability journey over the years to come. Going forward, we will look to align our reporting period with the calendar year.

This report stands as a testament to our unwavering commitment to building a better tomorrow. We are proud to share the progress we have made thus far and our ambitious goals for the coming years. We invite you to explore the stories and insights within, and hope to inspire you to join us on our journey towards a more positive future.

Thank you for your continued support and partnership.

About RIDNE

We are the RIDNE Food Consortium. United at the beginning of the full-scale Russian invasion, in March 2022, the Consortium is a unique ecosystem of small and medium-sized Ukrainian farmers and food factories. In cooperation with an international system of humanitarian organisations and funds, we strive to ensure the food security of Ukraine and the Ukrainian people.



Our vision

RIDNE is the largest consortium of food producers in Ukraine, created to implement common goals and visions between members and to consolidate food and agricultural enterprises in order to implement humanitarian aid programs sustainably and effectively. Our vision is based on the principle of win-win cooperation, where our achievements and experience are the outcome of the merits of every member of the consortium.



Our mission

We aim to create a unified program of sustainable production for our farmers and food factories, implemented in partnership with the international organisations we work with. Our mission is not only to provide Ukraine and Ukrainians with food security at a time of conflict but to support farmers and empower citizens through the creation of jobs and the modernisation of manufacturing facilities. Our aim is to be a role model for other agri-models in Ukraine, implementing sustainable farming and production methods.



Our values

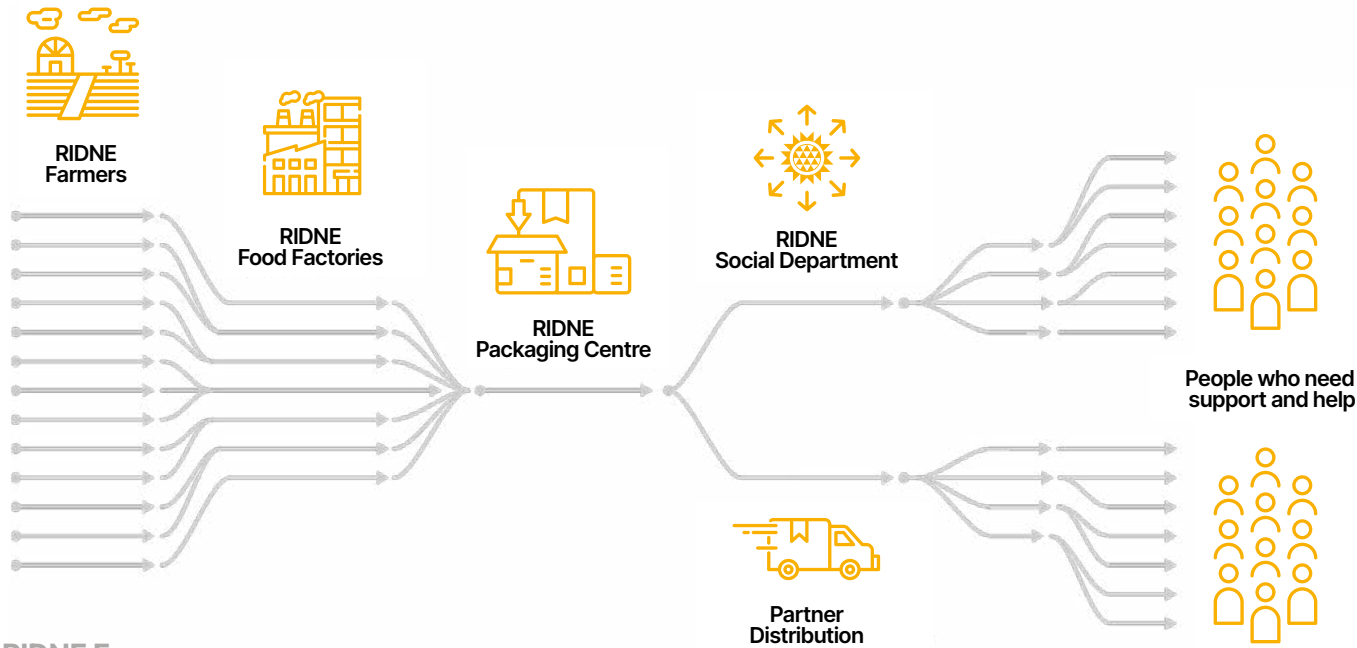
RIDNE's main principles are quality, efficiency, flexibility, and the use of sustainability-grown and produced Ukrainian-made products and raw materials. As we continue to work with international organisations and funds, we realise the importance of working with partners who share these common values.

"Unity is the only way to overcome difficult times, modernise production, and find new opportunities."

Serhii Kovalchuk, Deputy Director,
RIDNE Food Consortium

Our ecosystem

Our work is built on the cooperation and dedication of the Consortium's ecosystem, united by a common goal. This network encompasses local farmers and workers and multinational humanitarian organisations, working together to provide vital support to those most in need across the frontline and throughout Ukraine.



RIDNE Farmers



Our Consortium is composed of 20 small and medium farms (ranging from 15 to 10,000 hectares). Located in the heart of Ukraine, specifically the Cherkasy and Poltava regions, we grow and supply the raw materials for humanitarian food parcels. Our diverse range of produce includes wheat, barley, yellow peas, sunflowers, buckwheat, herbs, sugar beets, green peas, sweetcorn, chicken, turkey, and milk. By embracing regenerative farming practices, we strive to maximise and sustain our positive impact, while minimising the drawbacks often associated with traditional farming methods.

RIDNE Food Factories



Once the raw materials reach one of our 11 processing facilities, they are transformed into finished food products. These factories are crucial to our ecosystem, ensuring efficient resource allocation and seamless alignment with the requirements of our humanitarian aid partners. We carefully coordinate food orders and volumes in advance, guaranteeing that the produce arriving at each factory meets the specific requirements of those on the frontline.

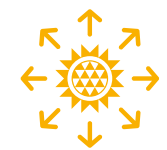


RIDNE Packaging Centre



Situated in the Cherkasy region, we have one centralised logistics and packaging centre where food parcels are prepared and assembled for transport.

RIDNE Social Department



To further expand our reach and impact, we established the RIDNE Social Department. This critical initiative allows us, in collaboration with international partners, to deliver food parcels to more regions. Through this department, we provide essential supplies to vulnerable communities, including residents of remote villages, nursing homes, orphanages, and other areas of need.

Partner Distribution



We work with humanitarian organisations to achieve the efficient transportation of food parcels to people along the frontline. Once our products are prepared at the packaging and logistics centre, our international partners ensure efficient and effective distribution throughout Ukraine. As part of our partnership with the Global Empowerment Mission and the Howard G. Buffett Foundation, we now deliver food for 225,000 parcels each month to those in need.

People who need support and help

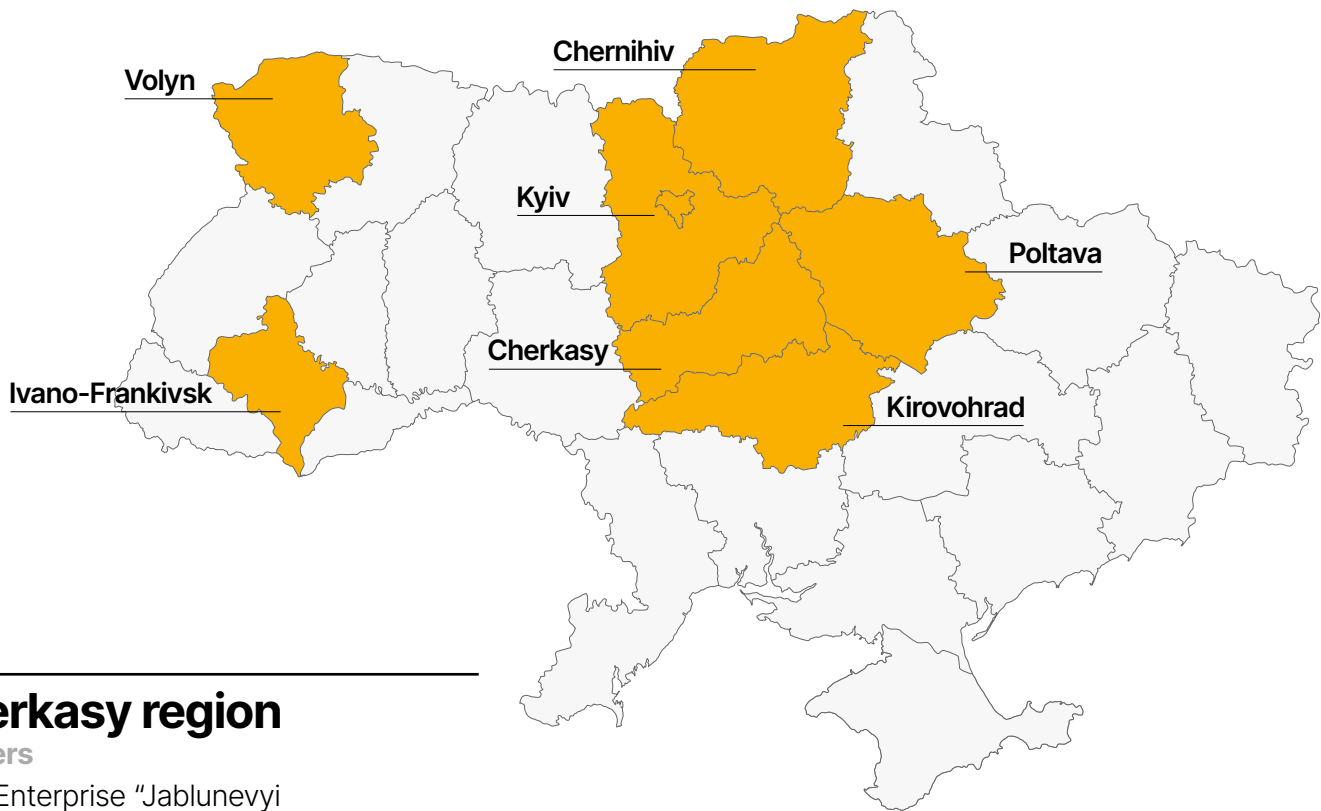


The ultimate goal of our cooperative efforts is to provide support for the people who have been most affected by the war. In the last year, we have provided over 2 million food parcels to those who need it most, and we will continue to look for ways to increase the reach of our positive social impact throughout the country.



Click here to watch a video and learn more about the RIDNE Food Consortium and hear from a few employees

RIDNE members



Cherkasy region

Farmers

- Farm Enterprise “Jablunevyi tsvit”, Uman area
- Private Enterprise “Azot Agro”, Buky area
- Farm Enterprise “Ivanky-Agro”, Ivanky area
- Farm Enterprise “Urozhai Cherkas”, Ivanky area
- LLC “Mankivka Farm”, Mankivka area
- Cooperative of 15 small farmers (5-20 ha each), Zhashkiv area
- Farm Enterprise “APK Service”, Kamiansky area

Food Factories

- “RIDNE Food Factory” LLC
- Central Fish, LLC
- Tal’ne bread products factory, LLC
- Private Enterprise “Azot Agro”
- Krolikoff, LLC

Chernihiv region

Food Factories

- Zdorovo Factory LLC

Ivano-Frankivsk region

Food Factories

- Can Factory “Konservatoria”, LLC

Kirovohrad region

Food Factories

- Agroprodukt, LLC

Kyiv region

Farmers

- LLC “ArgusBiotix UA”

Food Factories

- “Grocery Products Factory”, LLC

Poltava region

Farmers

- BilAGRO, Krasnohorivka area
- Farm Enterprise “Doslidne”, Semenivka area

Food Factories

- Bilotserkivs'ka agro-industrial group
- Grand-Mol Produkt, LLC

Volyn region

Farmers

- LLC “UBK Agrokrai”, Shatsk area

Our partners



I sincerely thank you for your efforts, attitude to our common cause and desire to help people who suffered from this terrible war."

Halyna Skipalska,
Executive Director, Healthright International



Our Sustainability Strategy

The importance of sustainability in the agricultural sector

Ukraine, often referred to as the “breadbasket of Europe”, boasts some of the world’s most fertile agricultural land. Our vast and nutrient-rich black soil, chernozem, has been a cornerstone of the country’s agricultural success and cultural heritage. The agricultural sector plays a pivotal role in our economy, driving growth and providing employment. Although the Russian occupation has impacted the country’s role as an important supplier of grain and oilseeds, Ukraine’s agricultural producers continue to show remarkable tenacity in the face of hardships brought about as a result of the war.

Sustainable agricultural practices are essential to preserve the fertile chernozem soils, protect biodiversity, and mitigate the impacts of climate change. The adoption of more sustainable methods such as organic farming, crop rotation, and the reduction of chemical inputs can significantly enhance soil health, increase yield resilience, and reduce the sector’s environmental footprint. Furthermore, sustainable agricultural practices promote efficient resource use, including energy and water use, which is crucial given the increasing global challenges posed by climate variability. With the significant damage to Ukraine’s energy infrastructure due to the ongoing conflict, it is also vital that organisations, such as the RIDNE Food Consortium, invest in in-house, renewable energy sources.

Integrating sustainability into the agricultural sector is not just an environmental imperative, but also necessary for ensuring long-term productivity and socio-economic stability. We recognise that positive environmental initiatives go hand-in-hand with delivering effective aid. Sustainable agriculture supports rural development by creating jobs, improving livelihoods, and fostering resilience. It also strengthens Ukraine’s position in global markets by aligning with international standards and consumer demands. Additionally, these practices help Ukraine meet its international commitments, such as the Paris Agreement.

FuturePlus partnership

Since December 2023, the Consortium has been working with FuturePlus to measure, monitor, and report on our sustainability performance. The FuturePlus framework assesses sustainability impact and ambition across five themes: Climate, Environment, Economic, Diversity & Inclusion, and Social. The assessment’s comprehensive indicators have been researched and adapted from multiple international standards and ESG (Environmental, Social & Governance) indexes, and are aligned with the UN Sustainable Development Goals (SDGs).

We are extremely happy to be in program partnership with FuturePlus. We needed to have a program partner as sustainability practices is a very new thing for Ukraine and our companies. By our example we want to show a new approach for production. We feel constant support and guidance from the FuturePlus team, and the platform helps us to understand what we need to modernise, as well as create a clear roadmap of actions."

Serhii Kovalchuk,
Deputy Director, RIDNE Food Consortium

Serhii was invited to join FuturePlus Co-Founders, Alexandra Smith and Michael Penrose, to share the Consortium’s story. Click here to listen to the **Business of Sustainability Podcast:** “Embedding sustainability during the Ukraine conflict with the RIDNE Consortium”

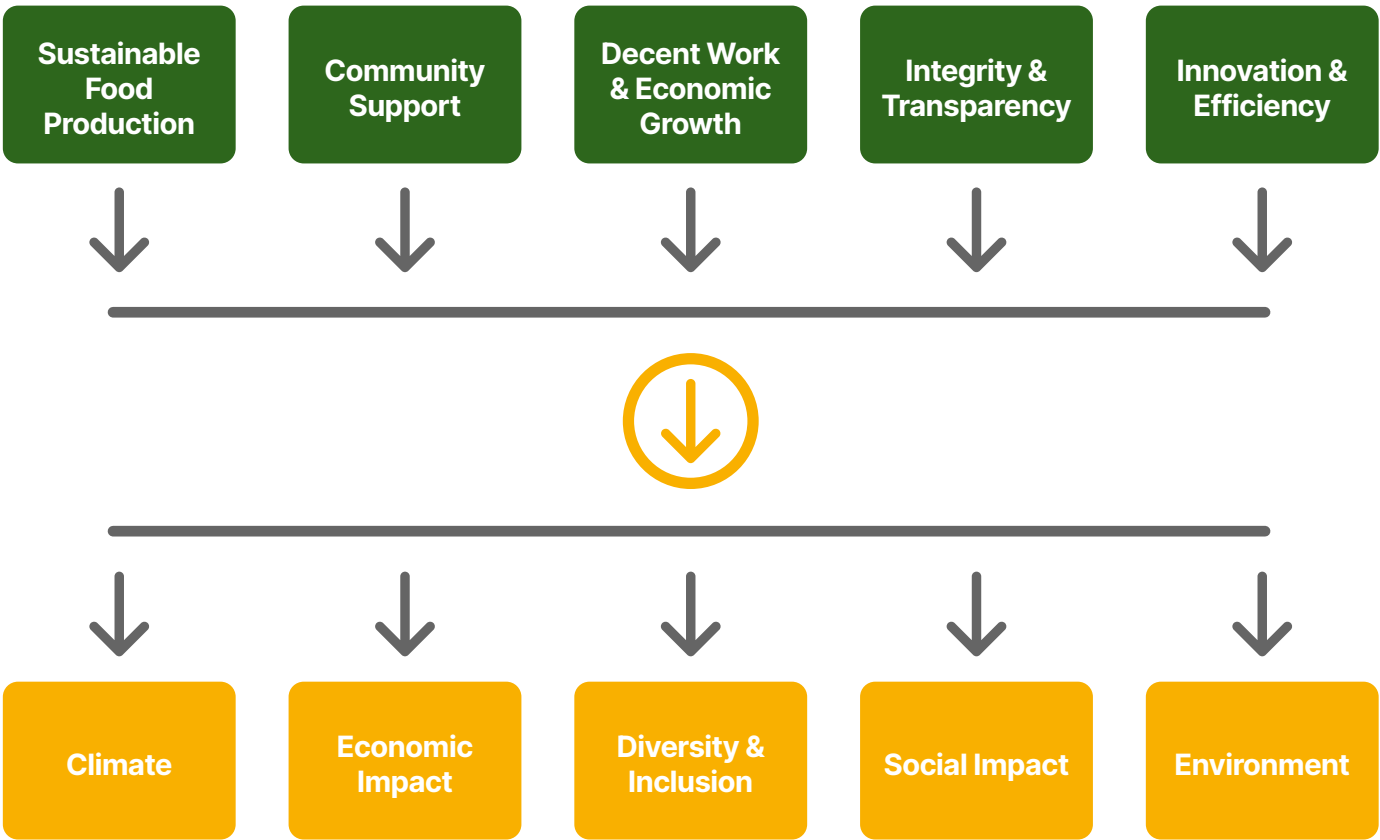
Our core sustainability pillars

Our Sustainability Charter guides our commitment to a more sustainable future. This document outlines our dedication to responsible agricultural practices and business operations, serving as a framework to integrate sustainability principles into our core strategies, stakeholder relationships, and day-to-day operations.

The Charter defines how our commitment to responsible food production and agriculture aligns with ESG considerations. This ensures we create a lasting positive impact on our planet and communities.

Leveraging the FuturePlus framework, we measure and report on our progress against our five core sustainability pillars, which are illustrated below. We firmly believe a sustainable world is the foundation for a secure and prosperous future. Our Consortium members share a common vision of implementing and promoting sustainable practices in our daily operations.

In the following sections, you will find details of the initiatives we have implemented across these five pillars since our inception in March 2022.



FUTUREPLUS

Our Impact

- ➔ In Numbers
- ➔ Sustainable Food Production
- ➔ Community Support
- ➔ Decent Work & Economic Growth
- ➔ Integrity & Transparency
- ➔ Innovation & Efficiency



RIDNE //



In Numbers

To date...



25,000 ha of agricultural land

20 small and medium farms **11** food factories



2,170 people



Reduction in nitrogen fertiliser usage by **10-20%**



13,000 litres of nitrification inhibitors used

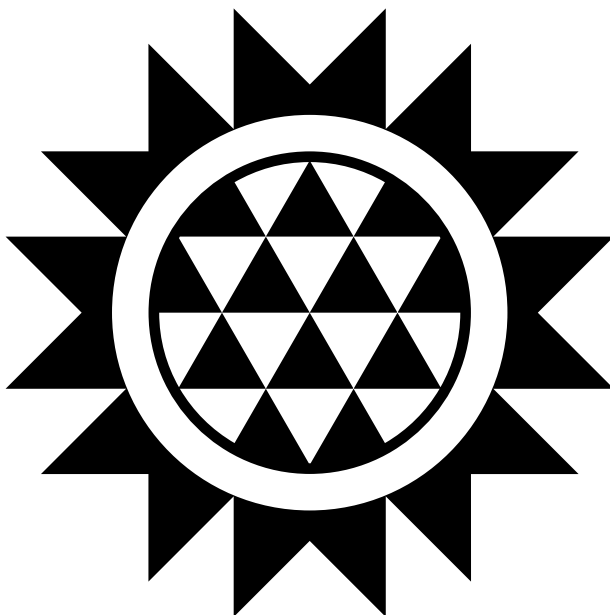
15% of farmers employ no-till agricultural practices

40,000 litres of humic products used



10% of factories use solar panels

1,500,00 UAH invested into social projects

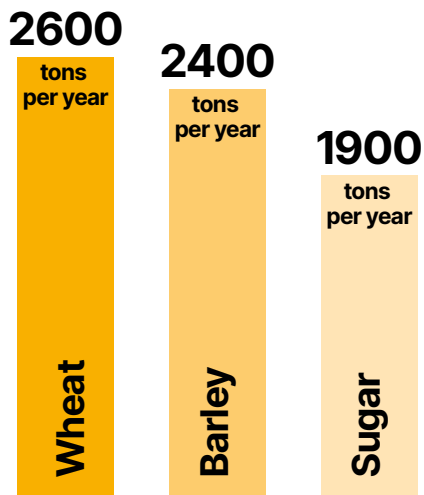
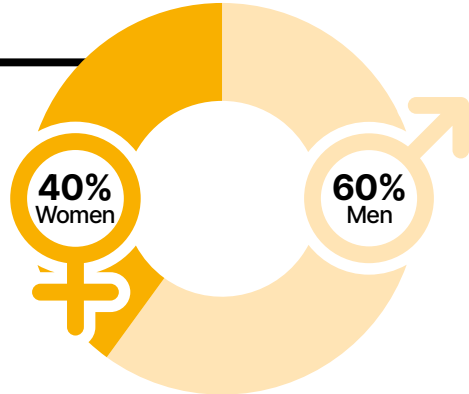


15% of employees are internally displaced people



30-40% employee growth in the last year

Gender split of workforce



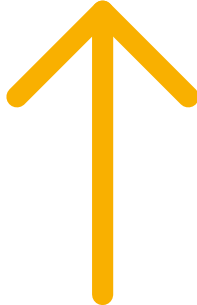
+2 million food parcels delivered

250,000 parcels per month

120 semi-trucks of food delivered per month

50% increase in parcels per month over the last year

275% increase in parcels over two years
financed and distributed through Global Empowerment Mission (GEM) in partnership with Howard G. Buffett Foundation



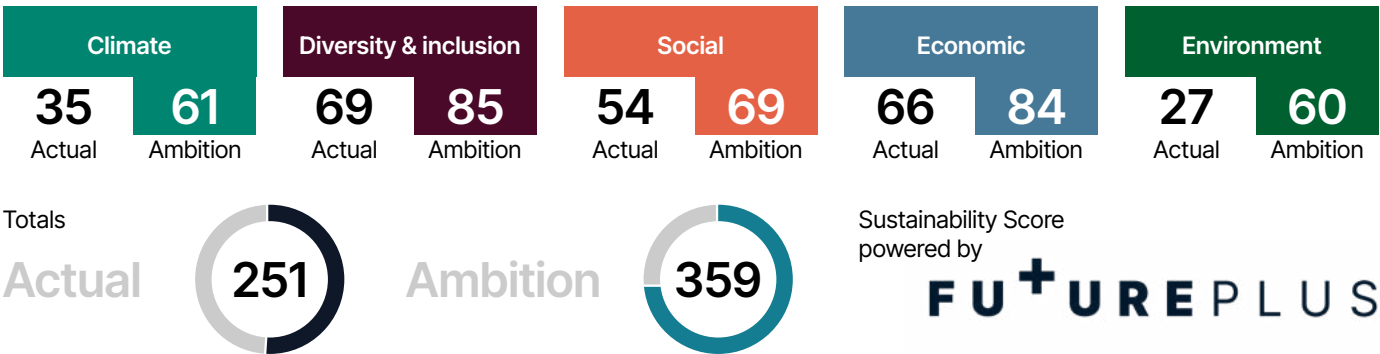
Our sustainability scores

The FuturePlus framework provides organisations with the following scores, both out of 500:

- An “Actual score” – a measurement of our current sustainability performance; and
- An “Ambition score” – a quantification of our sustainability commitment for the next three years.

[Click here](#) to find out more about the FuturePlus methodology.

Following our assessment, the Consortium received an Actual score of 251 and an Ambition score of 359 (as of March 2024). These scores are further broken down across the five themes of Climate, Diversity & Inclusion, Social, Economic, and Environment (see below), each out of 100 points. We expect our Actual score to increase as we achieve our time-bound goals (“Ambitions”) over the coming months. Our goals are outlined in the Appendix of this report.



According to FuturePlus, the Consortium is positively impacting **15 out of the 17** UN Sustainable Development Goals (SDGs)...



What are the UN SDGs? Also known as the Global Goals, the SDGs are a set of 17 interconnected goals adopted by all United Nations member states in 2015. They aim to achieve a more sustainable future for all by 2030. [Click here](#) to learn more.

We understand that sustainability is a journey that requires dedication and continuous improvement, and we will continue to review the FuturePlus framework to identify opportunities for setting additional objectives.

RIDNE Food Consortium is a shining example of how businesses can prioritise resilience and sustainability, regardless of the circumstances. We are proud to collaborate with such an inspiring and visionary partner."

Michael Penrose,
Co-Founder and Partner, FuturePlus

Sustainable Food Production

Sustainable Food Production encompasses our commitment to safeguarding the environment by adopting eco-conscious practices across all of our agri-production operations. Responsible stewardship of the natural world is essential in order to protect the soil, water, and ecosystems on which our business model depends.

Environmental stewardship: sowing the seeds of change

As an organisation dedicated to sustainable and effective humanitarian aid through food production and agricultural partnerships, we prioritise environmental responsibility. This is not just an ethical choice, but a strategic one.

Environmental responsibility builds trust with our members, international partners, and communities. It demonstrates our commitment to protecting the land and resources used for food production and respecting the delicate balance of ecosystems.

By adopting sustainable agricultural practices, we contribute to greater food security and resilience in the communities we serve. Reducing our environmental footprint and promoting regenerative practices support healthier ecosystems for sustainable food production and long-term food security in Ukraine and beyond.

Regenerative agricultural practices

Humic products

Many of the Consortium's farmers incorporate humic products into their farming techniques, presenting a promising avenue for restoring soil health and advancing sustainable agricultural production.

These carbon-rich, organic amendments are derived from decomposed plant and animal matter and function as natural soil conditioners. By enhancing water holding capacity and nutrient availability, humic products can reduce the reliance on harmful synthetic fertilisers and irrigation, leading to a more efficient use of vital resources.

Humic substances can also stimulate the activity of beneficial soil microbes responsible for organic matter decomposition and nutrient cycling. This fosters a healthier and more resilient soil ecosystem, promoting plant growth and reducing the need for chemical pest control.

Crop rotation

Additionally, we utilise crop rotation in our fields; a practice of planting different types of crops in the same area across a sequence of growing seasons. This helps to improve soil health, optimise nutrients in the soil, and combat pest and weed pressure.

No-till farming

No-till farming is an agricultural technique for growing crops or pasture without disturbing the soil through tillage. This farming practice offers various benefits, such as improved soil health due to reduced erosion, increased organic matter, enhanced microbial activity, and improved water use efficiency. We are actively expanding the use of no-till practices across the Consortium. Currently, 15% of our farmers utilise this method, and we have a goal of reaching 30% within the next year.

Drone applied products

Our method of applying crop-protecting products by drone offers several environmental benefits compared to transition ground-based methods. It offers a more precise, efficient, and environmentally friendly approach to pest and disease management, supporting a more sustainable agricultural system.

The use of nitrification inhibitors

A key aspect of our environmental commitment is the widespread use of nitrification inhibitors across all RIDNE farms. These inhibitors significantly reduce the amount of nitrogen fertiliser needed by slowing its conversion in the soil. Nitrogen fertilisers, particularly those containing nitrate, can be harmful to the environment when they leach or evaporate. By using inhibitors, we can apply less fertiliser while ensuring optimal plant uptake, leading to a 10-20% reduction in nitrogen use. This approach minimises environmental impact and promotes sustainable agricultural practices.

Environmental considerations in food packaging

When working with international funds and organisations, we offer special ecological carton boxes for food parcels. Our packaging strategy prioritises paper materials whenever economically feasible, helping us reduce plastic waste and strengthen our sustainability efforts. As a result, our wheat flour, buckwheat, and oat products are now packaged entirely with paper materials. We plan to expand this eco-friendly packaging to include groats, granola, and cookies within the next year.

Investment in renewable energy and energy-efficient features

Solar panels offer a sustainable energy solution by harnessing the power of the sun to generate clean electricity, reducing reliance on fossil fuels and their associated environmental impact. Additionally, solar panels can significantly lower electricity bills, providing long-term cost savings for the Consortium. 10% of our food factories have already installed solar panels, and we plan to cover 30% by the beginning of 2025.



Promoting individual responsibility & accountability

We ask all employees to consider the environment and their impact on the climate at all times. We want each team member to be actively engaged in promoting and implementing sustainable practices.

To support this, our Code of Ethics, which is accessible to all employees, underlines our expectations of employees and encourages efficient and responsible resource consumption. It also encourages individuals to conserve, recycle, reduce or reuse energy and resources, where possible.



Community Support

Community Support reflects our commitment to empowering communities and supporting Ukrainians who are suffering during a time of conflict. By engaging with local communities and economies, we support livelihoods, preserve traditions, and create unified partnerships where our achievements and experience are the outcome of the merits of every member of the consortium.

Community investment

Our food program delivers approximately 300 food parcels each month to families, internally displaced people (IDPs), and disabled individuals that are located in our areas of operation. Additionally, we support crucial infrastructure development projects, including the construction and maintenance of roads and pavements, to strengthen the overall connectivity and living standards within these regions. For example, we have donated approximately 600,000 UAH to the village Ivanky, repairing 85 metres of road and providing vital support to the community around our packaging and logistics centre.

Strength in unity

We aim to build long-standing partnerships through our social impact goals and commitments. Our social goals foster inclusivity and unity between our partners. By sharing knowledge and supporting each other’s strengths, members within the Consortium build trust and achieve mutually beneficial outcomes.

In action: “RIDNE Emergency” initiative with Inter Prosperity

In partnership with [Inter Prosperity](#), a USA-based non-profit organisation that focuses on the food security of Ukraine and the Ukrainian people, we have created RIDNE Emergency; 8 mobile teams that deliver food parcels all over Ukraine and to those most in need. The food parcels provide a selection of simple, freshly prepared, and high-quality food items. Moreover, each mobile team has a psychologist who can professionally support adults and children while distributing food parcels.



Decent Work & Economic Growth

Decent Work and Economic Growth is the foundation of our mission to create new job opportunities at a time of economic unrest, promoting sustained, inclusive and sustainable economic growth within our sector, and providing productive employment and decent work for Ukrainian citizens.



Investment in human capital & inclusivity

We are deeply committed to empowering small and medium farmers and producers by creating inclusive and sustainable job opportunities within our factories and processing plants. This approach not only stimulates the rural economy but also directly supports those who need our help the most.

We have implemented a dedicated recruitment program specifically designed to empower internally displaced people (IDPs). This program recognises the valuable skills and experiences IDPs bring to the table. As a result, 15% of our workforce in our food factories and farms are IDPs. Furthermore, we offer a comprehensive adoption period that goes beyond standard onboarding procedures. This tailored program provides additional support and resources to ensure a smooth transition for IDPs into their new roles, maximising their potential and fostering a strong sense of belonging within the organisation.

Providing accessible workplaces

As part of our commitment to fostering an inclusive organisation, we actively consider the accessibility of our facilities, including food factories and farming enterprises.

An example of our commitment to accessibility is Central Fish, one of our food factories in the Cherkasy region, where a production line has been specifically developed to cater for employees with disabilities.

As we expand our operations, creating accessible and inclusive workplaces remains a top priority.

Integrity & Transparency

Integrity and Transparency establish the cornerstone of trust. By adhering to ethical practices and openly sharing our sustainability journey, we will instil confidence in our stakeholders and demonstrate our genuine dedication to responsible food production and agriculture.

Corporate governance

We hold ourselves accountable to the high ethical and professional standards and will measure ourselves against these. We expect all of our stakeholders to do the same. We are committed to ensuring transparency and accountability through a robust governance framework and comprehensive policies for all employees. Our policies cover various issues, such as data protection and cyber security, health and safety, anti-corruption, whistleblowing procedures, financial reporting, fair treatment of workers, and more.

Sustainability management & ESG reporting

RIDNE is at the forefront of responsible and ethical business practices through the use of FuturePlus, a sustainability management and reporting framework. Our dedication to sustainability extends to vigilant monitoring and transparent reporting. Through the FuturePlus system, ongoing monitoring of a range of factors, from waste and energy metrics to employee behaviours, helps us ensure alignment with our ESG commitments. This innovative approach to sustainability exemplifies how excellence and sustainability converge to set an elevated standard for our responsible food production and agriculture business.

For transparency and accountability, our FuturePlus scores will be publicly available and updated in real time. These scores track our progress towards our sustainability goals. Scan the QR code below to join us on the journey!



The RIDNE Food Consortium’s annual conference

This year we will be hosting the Consortium’s annual conference in Kyiv, providing a great opportunity to share our achievements and objectives with key stakeholders from around the world. Utilising a combination of this report and presentations from our partners, we can strengthen our commitment to open reporting whilst also conveying the details of our innovative production techniques and ethical practices. Integrity and transparency are key facets of our sustainability strategy and we welcome this chance to unite, learn, and solidify our commitment to sustainability.



2023 conference

Innovation & Efficiency

Innovation and Efficiency underscore our commitment to:

- Developing resilient food systems;
- Maximising our impact;
- Adapting to changing needs;
- Streamlining our logistics;
- Modernising our facilities; and
- Finding efficiencies in our use of natural resources and inputs.

In the face of immense challenges, innovation is a key pillar for the Consortium. We are constantly embracing new technologies and practices – from sustainable agriculture to logistics and processing – and refining our forward-planning strategies. This pursuit allows us to maximise land use, boost crop yield, and optimise resource allocation.

This section highlights the key initiatives we have implemented to achieve these goals...



Modernising for resilience

Since launching the Consortium, we have diligently focused on modernising for long-term resilience. We have significantly enhanced our production capacity and quality by installing new equipment and additional production and packaging lines. Our efforts extend beyond initial capacity increases; we are constantly seeking ways to optimise our operations and facilities for the long term. Recent investments include energy-efficient grain dryers, advanced food production and packaging equipment, and upgraded heating systems.

Additionally, we are actively transitioning to renewable energy sources and embracing innovative farming techniques. This commitment goes beyond environmental responsibility – it strengthens our resource security. By reducing our reliance on non-renewable inputs, we are building a more resilient production system. This is especially critical as the ongoing conflict has severely impacted our energy infrastructure and generation capacity.

In the next year, we aim to modernise our buckwheat and canned fish production, and launch a new bulgur production line. This expansion reflects our commitment to continuous innovation and diversification.

Centralised production planning

The Consortium prioritises centralised production planning to ensure we meet high-volume demands with precise timing. This comprehensive approach encompasses the meticulous planning of raw materials, packaging, and logistics well in advance. By leveraging our modernised supply chains, we have extended this planning strategy to forecast crop yields for key ingredients such as wheat, peas, sunflowers, barley, sugar beets, and turkey meat, allowing us to fulfil customer orders with greater accuracy and efficiency.

Building certainty for a sustainable future

Securing early payment from international partners provides the Consortium with a unique advantage. It allows us to plan planting seasons, yield expectations, and food production with greater certainty. This leads to more efficient resource allocation, less waste potential, and healthier agricultural systems.

“We are proud that this partnership is the only planned production our members have and is the only well-planned food production in Ukraine.”

Serhii Kovalchuk

Looking Ahead

This inaugural report has highlighted the significant strides we have made across the Consortium since our founding in March 2022. We have achieved this through a system of cooperation – working with humanitarian aid organisations, implementing innovative practices, and making strategic investments. This win-win approach benefits all stakeholders, strengthening our impact.

From the outset, we set ambitious objectives: safeguarding the environment through the adoption of more sustainable farming practices, empowering communities by creating jobs during economic unrest, upholding the highest ethical standards, and building a resilient and efficient organisation. Our dedication to these principles has yielded results we are immensely proud of. These achievements wouldn’t have been possible without the unwavering support of our dedicated employees, members and international partners.

However, our journey towards a more resilient and sustainable future is just beginning. The modernisation of our facilities and the attraction of new financial opportunities will be crucial in propelling us forward. These advancements will position the Consortium for long-term success, solidifying our unique position as the largest group of Ukrainian food and agricultural enterprises for our international partners.

Thank you for your continued support of the RIDNE Food Consortium!

We invite you to continue following our progress as we strive to ensure food security for the Ukrainian people and become a leader in sustainable food production.



Appendix

ESG objectives in alignment with the FuturePlus framework

Theme	ESG Objective	Complete By (Month/Year)
Climate	Monitors, records and reports energy use and scopes 1 & 2 greenhouse gas emissions.	Jul-25
	Put in place a climate change mitigation and adaptation policy and programme.	Jul-24
	Commit to Net Zero by 2050 in terms of carbon and greenhouse gas emissions and create a measurable year-on-year emissions reduction plan.	Jan-25
	Undertake a scope 3 emissions assessment.	Jul-24
	Require key suppliers to report their GHG emissions.	Jan-27
	Calculate carbon emissions related to manufacturing and transportation of goods purchased.	Jul-24
	Use third-party certification to confirm and validate supply chain sustainability.	Jul-24
	Invest in energy reductions and sustainability improvements in our operations.	Jan-27
	Set significant energy consumption and GHG emission intensity reduction targets.	Jan-25
	Complete annual climate risk assessments for our products, services and operations.	Jul-25
	Plan to transition to 100% renewable energy tariffs in a defined timeframe.	Jan-27
	Consider, measure and reduce the carbon footprint of our online activities.	Jul-24
	Take additional actions to meet the targets of SDG 13 – Climate Action.	Jan-25
	Take additional actions to meet the targets of SDG 7 – Affordable and Clean Energy.	Jan-25
Diversity & Inclusion	Create a Diversity and Inclusion Policy that covers gender, race, colour, disability, identity, neurodiversity, age, nationality, union affiliation, and religion.	Mar-25
	Set measurable diversity improvement goals.	Jan-25
	Promote diversity and inclusion through comprehensive policies.	Jan-25
	Annually review the diversity and inclusion of the organisation.	Jan-25
	Implement maternity, paternity, adoption and family leave policies that exceed statutory provisions.	Jan-25
	Monitor and publicly report pay, training and benefits data in relation to diversity and inclusion.	Jan-25
	Implement an employee menopause support programme.	Jan-25
	Regularly complete performance and career development reviews for all employees.	Jan-25
	Create policies to prevent and penalise discrimination, harassment and bullying within our supply chain.	Jan-25
	Take additional actions to meet the targets of SDG 5 – Gender Equality.	Jan-25
	Take additional actions to meet the targets of SDG 10 – Reduced Inequalities.	Jan-25
Social	Create a written procedure for handling issues of harassment and inappropriate behaviour.	Jul-24
	Implement a code of conduct that prohibits sexual exploitation in all forms.	Jul-24
	Offer a pension plan that is accessible to all employees.	Jan-25
	Create a flexible working policy.	Mar-25
	Recognise and pay the real Living Wage to all employees.	Mar-25

Social	Create and distribute an employee handbook that contains the organisation's code of conduct and policies.	Jul-24
	Asses the human rights risks within our own operations and supply chain.	Jun-24
	Verify that no child labour exists within our own operations and supply chain.	Jun-24
	Require suppliers to report on conflicts of interest.	Jul-24
	Develop or fund technology that will improve the sustainability of the industry.	Jul-24
	Take additional steps to meet the targets of SDG 3 – Good Health and Wellbeing.	Jan-25
	Take additional steps to meet the targets of SDG 1 – No poverty.	Jan-25
	Take additional steps to meet the targets of SDG 4 – Quality Education.	Jan-25
Economic	Take additional steps to meet the targets of SDG 12 – Responsible Consumption and Production.	Jan-25
	Verify whether we are required to undertake sustainability, ESG, emissions or energy use reporting.	Jan-25
	Link executive pay with sustainability targets.	Mar-25
	Transparently publish any contributions to political parties, politicians, lobby groups, charitable organisations or advocacy groups.	Apr-24
	Publish the differential between the highest and lowest paid employee.	Jan-25
	Publish a complete and transparent annual report, with an audited set of accounts.	Jul-24
	Have an Advisory board that includes stakeholder representation.	Jan-25
	Implement a formal public policy regarding data usage and privacy issues.	Jan-25
	Publish a modern slavery statement.	Jan-25
	Integrate defined and measurable sustainability indicators into our financial reporting.	Jul-24
	Develop a due diligence process that identifies ethical or financial risks when selecting new partners, investors or suppliers.	Jun-24
	Implement an employee grievance mechanism that is regularly reviewed and easily accessible.	Jan-25
	Annually report on the positive and negative contributions made to society and have easily understandable KPIs.	Jul-24
	Ensure equal pay by carrying out annual pay gap analysis.	Jul-24
	Screen and monitor our key suppliers for compliance with labours rights and standards as per ILO policies and guidelines.	Jun-24
	Take additional steps to meet the targets of SDG 9 – Industry, Innovation and Infrastructure.	Jan-25
Environment	Undertake a Board mandated materiality assessment.	Jul-24
	Factor biodiversity impact into our strategy and planning.	Jul-24
	Report to all stakeholders on our social and environmental performance.	Jan-25
	Create an end-of-life strategy for our electrical and electronic equipment (e-waste).	Jul-24
	Develop a waste reduction strategy across all operational sites.	Jul-24
	Implement practices and policies to reduce any noise pollution issues.	Jul-24
	Assess and implement good sustainable practices in construction and redevelopment projects.	Jul-24

Environment	Put in place practices and policies for sustainable buildings.	Jul-24
	Implement a recovery and recycling programme for all recyclable materials.	Jul-24
	Commit to reducing or removing deforestation and forest degradation from our operations.	Jul-24
	Train employees on sustainability practices and principles.	Jan-25
	Create a supplier code of conduct that covers positive environmental practices.	Jan-25
	Screen key suppliers for their positive environmental practices or negative impacts.	Jun-24
	Measure, review and reduce the impact of transporting goods and products across our supply chain.	Sep-24
	Transparently communicate the output of all emissions related to the organisation's activities.	Jul-24
	Ensure environmentally friendly chemicals are used within our operations.	Jul-25
	Measure and manage our non-food waste.	Jul-25
	Encourage our workforce to reduce and mitigate their negative environmental footprint.	Jul-25
	Actively prevent recyclable waste from reaching landfill, incinerators, and the ocean.	Jan-25
	Measure and manage our food waste.	Jul-25
	Invest in environmental protection and conservation.	Jan-27
	Measure and manage our water usage.	Jul-25
	Ensure the labelling and reporting of our products or services adequately represent their environmental impact, including their safe use, repurposing, and disposal.	Jan-25
	Utilise circular economy principles when designing and producing services and goods.	Jul-25
	Ensure our products and packaging are produced using sustainable, reclaimed or recycled materials.	Jul-25
	Produce products or services that promote the sustainable use of natural materials.	Jul-25
	Use chemical recovery systems and practice safe chemical disposal.	Jan-25
	Have products or services that prevent, improve, or prevent damage to land, marine or coastal ecosystems.	Jul-25
	Complete life cycle assessments of products.	Jul-25
	Systematically undertake social and environmental impact studies.	Jul-25
	Reduce and mitigate any negative environmental and social consequences of our operations.	Jul-25
	Research and develop technology that significantly reduces the negative social and environmental consequences of our operations and sector.	Jul-25
	Publish the amounts paid to governments for any extractive rights procured.	Jul-25
	Take additional steps to meet the targets of SDG 15 – Life on Land.	Jul-25
	Take additional steps to meet the targets of SDG 14 – Life Below Water.	Jul-25
	Take additional steps to meet the targets of SDG 6 – Clean Water and Sanitation.	Jul-25
	Taking additional steps to meet the targets of SDG 11, Sustainable Cities and Communities	Jul-25
	Become a UN Global Compact Signatory.	Jul-25
	Take steps to significantly mitigate and reduce our impact on marine environments.	Mar-25



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