

CLASSIC

FINE FOODS

CLASSIC FINE FOODS UK
IMPACT REPORT

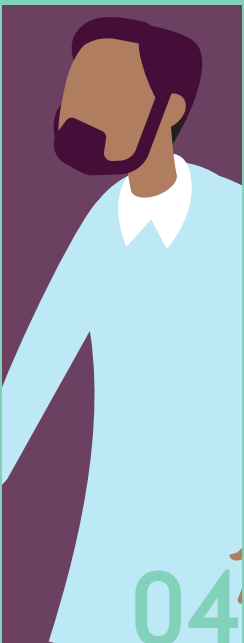
2024

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INTERIM UPDATE 2024



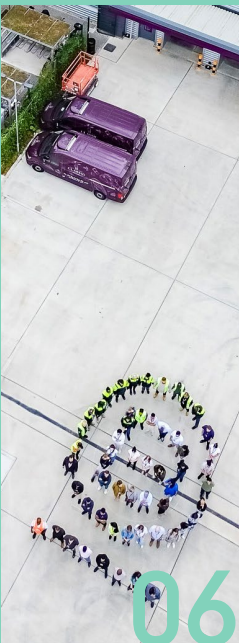
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INTERIM UPDATE 2024

We are developing a double materiality report that will include all our stakeholders and expand the list of material topics beyond the SDGs. This report will inform our strategy, key performance indicators (KPIs) and future improvements. In addition, we have made some adjustments and recalculated our previous Scope 1 and Scope 2 emissions. It has led us to re-examine our initial targets in the coming months. This will enable us to identify the actions and resources required to achieve the stated goals. So, it's important to take time to check how consistent we are in our actions and behaviours, to reflect on what we have

achieved, where we may have fallen short, and how we can communicate our progress accurately and as transparently as we can.

In the meantime, our Interim Sustainability Impact Report 2024 offers a transparent look into the initiatives we have undertaken through a B Corp lens and what's next. It highlights our dedication to sustainability across the various facets of our business, from governance to environmental and social impact to packaging and everyday working practices at our offices. While we have made significant commitments

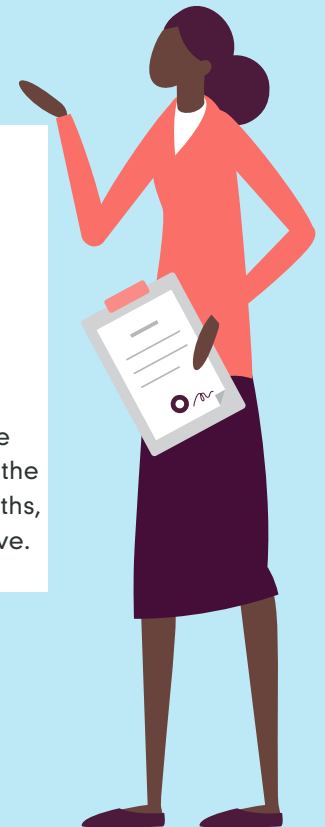
and progress, we recognize that to drive impactful and focused change, we need a strategy guided by a comprehensive materiality report and actions guided by stakeholder feedback.

To help guide us in the pre-double materiality report and inform our future report, we have applied the B Corp assessment framework. Leaning on this structure and the generous support of the B Corp community, we have split this report into five focus areas that align with the framework:



Governance
Employee
Community
Environment
Customers

The next few pages of the report will talk you through the successes of the last 12 months, and how we plan to improve.



COMPANY PROFILE

SALES: In a challenging market, we made the difficult decision to pause new customer onboarding for six months in order to enhance our service levels, which had an impact on our revenue. Despite this, we still achieved an impressive 12% growth in turnover

Partnering with Caterite to serve customers NATIONWIDE

Certified B Corp Ecovadis Bronze Membership



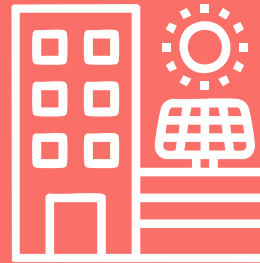
Celebrate your birthday with our exclusive Holiday Scheme!



All employees are given a **HEALTH CASH PLAN** catering to Eyes



30% OF THE ROOF OF THE NEW BUILDING IS COVERED WITH SOLAR PANELS



TheTasteLab is officially launched - our new state-of-the-art training facility & client support space, equipped with cutting-edge technology



RAINWATER: We are reducing reliance on municipal water and reducing flood risk

We donated the equivalent of 36,000 meals to a food charity, equating to £53,250 of social value (SROI)



CFF UK MOVED TO A MORE **SUSTAINABLE HOME**



Improved in-house Inventory Management



WE HAVE APPOINTED A NEW OPERATIONS DIRECTOR TO OVERSEE OUR WAREHOUSE OPERATIONS

B CORP AND PROUD

The B Corp Movement's vision is to use business as a force for good to create an inclusive, equitable, and regenerative world.

Our certification journey began in 2022. Over a two-year period, we were evaluated against strict standards, which required dedication and hard work.

Becoming a B Corp is not only about achieving a score; it's also about joining a community of inspiring businesses committed to doing things the right way. While we scored well above average in the Environmental and Workers categories, we recognize that we still have much work to do in the Governance, Community, and Customers categories, as well as in supporting other B Corps.

What unites the B Corp community is the belief that business success is about more than just profits. It's about helping to create a society that enjoys shared and durable prosperity - an equitable society, healthy environment, strong local and global communities, and work with dignity and purpose.

WHAT'S NEXT

Over the next three years, we will work hard to improve our governance, increase community contributions and find ways to improve the customer experience and products.

We are thrilled to join a community of businesses that use their profits and growth to give back to society, transforming the global economy for the benefit of all people, communities, and the planet.



TRANSPARENT B CORP SCORE: 83.9

GOVERNANCE

The Governance Impact Area evaluates a company's overall mission, engagement around its social and environmental impact, ethics, and transparency. It is the foundation for our decision-making and the system through which we maintain accountability in delivering our mission in a manner consistent with our values.

Classic Fine Foods UK is a 'mission-locked' company, which means we aligned our company's mission and values with those of the B Corp Movement. We formally commit to this alignment and pledge to embed a stakeholder-focused mindset. This is the mindset that separates B Corps from other businesses.

BUILDING A STRONG FOUNDATION

In the past year, we have worked hard to:



We have consistently held town hall meetings, during which we share our progress, financial updates, areas for improvement, and lessons learnt.

Formally lock in our mission – we have amended our articles to reflect our commitment to creating a positive impact on society, extending beyond profitability.

We ensure that each team member has access to the employee handbook, which contains the policies and procedures that impact their role and the company as a whole.

We are immensely proud to have achieved this certification, and it is essential to not just meet the score but also to involve everyone in this journey for the long term - with a strong emphasis on continuous improvement.

After receiving our certification, we decided to step back and check in with our employees to identify how we can engage more effectively and ensure everyone feels empowered on this journey. We asked questions in four areas: Employee involvement in sustainability behaviours, structural empowerment, psychological empowerment, and understanding of the B Corp certification.

I. Employee involvement in sustainability behaviour was a key area of our survey. We asked about engagement in various aspects, including daily work, awareness of sustainability issues, and training. The results showed varying levels of engagement with different sustainability initiatives. We found that actions integrated into daily tasks in certain functions generated the most engagement. To boost overall involvement across the company, we are actively planning to identify and overcome specific obstacles that hinder these actions, as well as develop strategies to make these commitments more accessible and appealing to employees.

II. Structural empowerment scored 52 out of 100 points, highlighting significant opportunities for improvement in how we support and empower our employees in relation to sustainability. Key areas for improvement include providing better information, fostering

employee-led sustainability initiatives, enhancing engagement in sustainability discussions, increasing recognition of sustainability efforts, and improving training and evaluation related to sustainability.

III. Psychological empowerment - We deeply acknowledge and value the sense of meaning our employees find in their sustainability-related work. They believe that their contributions are important and align with their personal values. While they feel that their actions can make a difference, they often perceive their impact as limited or not fully recognized. It is essential for us to address this perception and enhance our recognition of their contributions to foster a greater sense of empowerment.

IV. Understanding of the B Corp certification - Results indicate a need for educational resources and training programmes that focus on the importance of B Corp certification in relation to different roles.

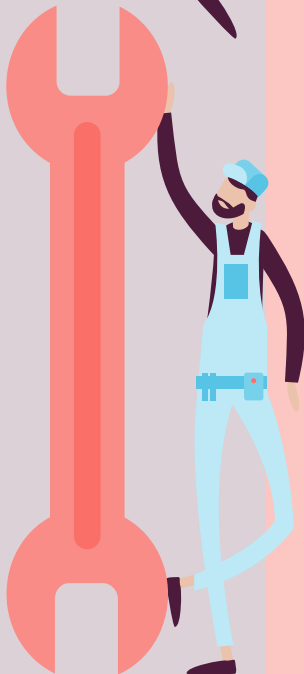
For us, sustainability and engagement is not just about celebrating achievements. It's also about recognizing where we may have fallen short. We are committed to acknowledging our successes and identifying areas for improvement. It's through this process that we truly value and hear our employees.



GOVERNANCE

WHAT'S NEXT

- We are working on a comprehensive materiality report to ensure that we cast a wider net and, considering all of our stakeholders and report salient issues transparently.
- We believe that impact and sustainability are shared responsibilities that should be embraced at all levels of our business. It is important to embed these values into our company culture through active engagement and participation. After completing the materiality report, we will consult with the sustainability committee to discuss further actions and develop our strategy. Once the strategy is approved by the board, we will create and share the sustainability responsibility matrix.
- The B Corp survey revealed a substantial need for better communication and role definition regarding the B Corp commitments. Our People & Culture Team will collaborate with the sustainability manager to address this gap.
- Embed an aligned framework of social and environmental KPIs at both a



business level and as part of our individual targets. We will ensure employees are empowered through a bottom-up approach.

- Share a yearly business plan update that is open and shared with all the employees.
- We will communicate promptly and transparently, providing clear timelines and actions and gathering feedback to measure our communication KPIs.
- Seek honest feedback through anonymous surveys to ensure workers' voices are heard.
- Roll out B-Corp and Environmental training.



EMPLOYEES

The Workers Impact Area evaluates a company's contributions to its employees' wellness, health and safety, financial security, engagement and satisfaction, career development, diversity, equity and inclusion.

A people-first approach recognizes that workers are the driving force behind a company's mission.

DOING MORE FOR OUR PEOPLE – 2023-2024

WELLNESS

- We offered discounted gym membership and a cycle-to-work scheme to encourage and support fitness and active travel.

Since we moved to the new location, we have seen an uptake in the cycling scheme.

- Offered health cash plan to all - all team members are eligible for our private healthcare plan, which provides access to 24-hour virtual GP appointments, 24/7 qualified counsellor support, mental health assistance, financial help, and legal support for when people are



going through difficult times. Employees can also claim cash back for dental and optical care, diagnostic tests and other treatment like physiotherapy.

- Promote work-life balance - We continue supporting working from home where possible.
- Prioritize wellbeing at work by promoting good health and comfort - we have invested in ergonomic adjustable chairs that support proper posture and adjustable height desks everyone. Additionally, we provide a dedicated prayer and midwifery room and a newly furnished staff room equipped with modern appliances and table games.
- Every birthday is treated as a special occasion! In addition to 25 days of annual leave, employees also receive their birthday off, allowing them to celebrate with family, friends, or in their own way. Since its introduction, this perk has received fantastic feedback, with many employees expressing that it has boosted morale and made them feel truly valued.

EMPLOYEE HEALTH & SAFETY

Ensuring safety of our employees is a top priority at Classic Fine Foods UK. To fulfil this commitment, we have implemented several initiatives to ensure the health and well-being of our workforce.

These include offering regular safety training, providing access to personal protective equipment (PPE), conducting routine safety inspections, and establishing clear emergency protocols and response plans. All H&S issues are discussed during daily

morning meetings by the H&S committee. We promote an open environment for communication and feedback, enabling us to continuously improve our safety practices.



Health & Safety Training: To ensure a safe working environment for our employees, we provide role-specific health and safety training to all. These sessions cover a variety of topics, including the correct use of equipment and vehicles to prevent accidents, fire safety measures, evacuation procedures, and first aid and emergency response protocols. Alongside these trainings, we regularly issue updates and reminders to

EMPLOYEES

ensure employees consistently follow the latest health and safety guidelines. By promoting this approach, we aim to cultivate a culture of safety and reduce the risk of workplace accidents and injuries.

Safety & Accidents: We recognize the significance of maintaining occupational health and safety policies to safeguard the well-being of our employees. We record data on injuries, lost-time accidents, and absentee days to monitor and improve our practices. Additionally, we are providing extra training in accident investigation for a member of our Health and Safety committee. We anticipate a gradual decrease in our accident frequency rate due to the safety measures we have implemented.

Number of work-related injuries - 12



FINANCIAL SECURITY

- Our benefits platform is designed to help people's wages go further, with discounts at hundreds of high street retailers including restaurants, cinemas and family days out.
- We maintain our commitment to being a Living Wage employer and our salaries reflect the commitment.

ENGAGEMENT & SATISFACTION

- We re-introduced a physical and virtual suggestion box, which will help us gather feedback more frequently and proactively act on it.

- We implemented an anonymous feedback form that asks employees questions in four areas: positive workplace, meaningful work, leadership, and personal growth.
- As part of our VOICE IT initiative, every month, one member of the board offers an hour of their time to answer questions and listen to suggestions. Employees can meet the board member in a dedicated meeting room confidentially.
- We recognize that culture is important. We have formed an internal Events Committee responsible for creating a fun work environment, organizing team-building activities, and facilitating connections among employees from different departments.
- Onboarding - We continue developing a consistent, positive onboarding experience, where we introduce the employee to the company, policies and benefits.

CAREER DEVELOPMENT & TRAINING

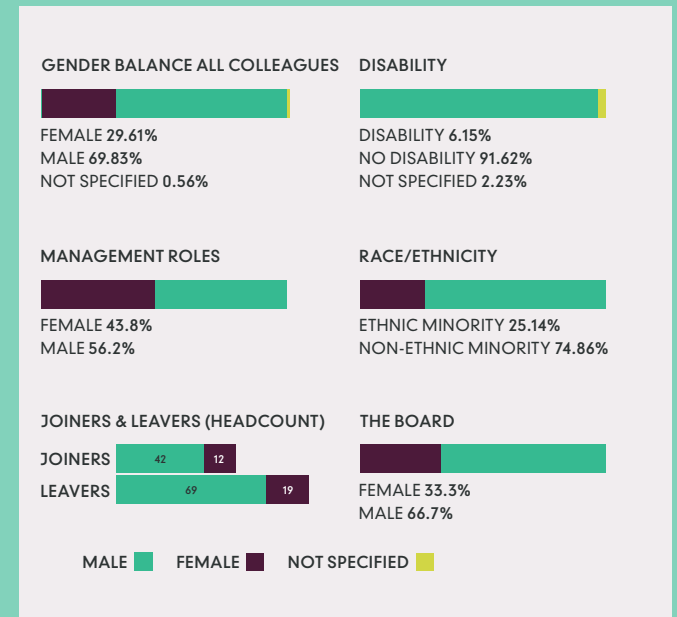
Classic Fine Foods UK offers work-related training to employees and provides additional external training when needs are identified. We have a training budget, and everyone can apply for subsidised, role-related external training. Employees have to meet strict criteria to qualify.

DIVERSITY, EQUITY & INCLUSION

Today we have a team of 180 people working across our new site in Park Royal, London and four hubs across the country: Exeter, Bristol, Birmingham and Manchester.

53% of our colleagues work in our operations and distribution teams, and the remaining 47% form our support team, including managers and the board.

At Classic Fine Foods UK, we are committed to fostering a diverse, equitable, and inclusive workplace. We understand that diversity encompasses more than just having employees from various backgrounds; it also means creating an environment where everyone feels valued, respected, and supported, regardless of their race, gender, visible or invisible disability, age, religion, or cultural background.



EMPLOYEES

RECOGNITION

After three warehouse relocations and 20 years in business, we have experienced many changes. We have transitioned from a macro business to a SME, growing from 10 employees to 180. Our first employee is still with us, which serves as a testament to our enduring journey together.

We have a straightforward and transparent rewards system that celebrates & acknowledges the dedication of our long-term employees.



To show our gratitude, we gift hospitality vouchers that can be used for fun activities and travel. After five years of commitment, employees receive a £200 voucher; after ten years, it rises to £1,000; after fifteen years, it reaches £1,500; and after twenty years of loyalty, employees are gifted a £2,000 voucher.

Each month, we select two employees of the month – one from the operations team and one from the support team. They receive £50 to spend on staff account.

In addition, we have yearly leadership awards. The management team nominates one employee each for showing exceptional leadership qualities, a positive attitude, going the extra mile, and making an impact as a team.

WHAT'S NEXT

- Our first employee engagement survey, highlighting areas that require improvement for warehouse, quality and procurement teams. Our People & Culture team is working on an action plan with a clear timeline, progress updates, and continuous monitoring.
- It has been highlighted that the engagement survey needs to improve and we wish to focus on proactive data collection. We will clearly define what engagement means to us, establish our cultural goals, and explore ways to ask more meaningful questions about connection, enthusiasm, and feedback on leadership.

Additionally, we will identify areas for improvement in our culture through anonymous feedback forms.

- Offer paid volunteering days.
- We recognize that happiness and mental well-being aren't always a choice and that sometimes everyone needs a little support. We have decided to introduce Mental Health First Aid training to better equip us to support each other.
- Refresh the employee handbook and onboarding process.
- Look at ways we can communicate our progress better.
- Raise awareness of position-related development opportunities.
- Provide external training opportunities to support the career development and growth of our internal talent.
- Review the process and reaffirm our commitment to managing the risks associated with child and forced labor which is a key part of our broader commitment to social responsibility and ethical business practices.
- Share data on injury, accidents lost or absentee days are recorded and made transparent for all workers, promoting a culture of safety and accountability.



EMPLOYEES

VISION: Our vision is to be the leading global provider of the finest ingredients and innovative culinary solutions.

MISSION: Our mission is to inspire, empower and support chefs in realising their culinary ambitions!

VALUES: Our company's values and behaviours reflect the essence of who we are, both as a business and as a community. They define our behaviours in both good and tough times.



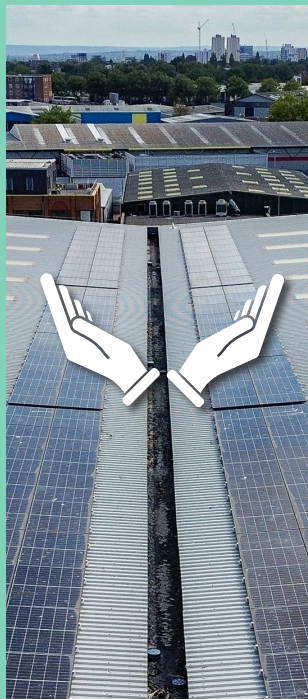
One CFF

Human relationships matter to us.



Customer-Centricity

The customer is at the heart of every decision we make.



Responsibility

Striving to make a difference for a better future.



Excellence

An unwavering commitment to the highest standards.



Passion

A culture dedicated to food led by experts in their field.



Entrepreneurship

Our curiosity inspires continuous innovations that deliver customer-centric solutions.

COMMUNITY

The Community Impact Area evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity, and inclusion, economic impact, civic engagement, charitable giving, and supply chain management.

CREATING MEANINGFUL CONNECTIONS WITH THE COMMUNITIES AROUND US

At Classic Fine Foods UK, we take great pride in our commitment to not only providing the finest ingredients but also in creating meaningful connections with the communities around us. As an active contributor



to culinary arts and the wider hospitality sector, we believe our role extends far beyond business; it's about fostering growth, supporting talent, and promoting inclusivity across the industry.

Through sponsorships, partnerships, and food community-focused initiatives, we work hand-in-hand with culinary professionals to nurture a vibrant, diverse, and supportive food culture in the UK.

Whether it's championing emerging chefs in prestigious competitions such as the **National Chef of the Year** or collaborating with organizations like **Hospitality Action** to support industry members in need, our efforts are guided by a dedication to making a positive impact. We are especially proud of our support for iconic culinary competitions including the **Coupe du Monde de la Pâtisserie** and **Bocuse d'Or**, where our contributions help bring UK talent to the global stage.

We are proud to be the **official partner and exclusive plaques distributor for Michelin Guide GBI 2025 Revelation, with Caterite**. After being a partner and plaque distributor in 2019 and plaque distributor in 2023, we are proud to have the honour once again to hand-deliver the prestigious Michelin plaques across Great Britain. The Classic Fine Foods UK and Caterite teams have taken to the road to hand-deliver the well-deserved red plaque to the awarded restaurants throughout England, Wales & Scotland. This is a unique opportunity for us to connect & engage with Chefs & their teams and to share this accomplishment. Employees across all departments have the honour

to hand-deliver the red plaques to 197 restaurants from February to April, many of which are our valued customers. It is a true pleasure to share this important moment with them.



PARTNERSHIP WITH CATERITE!

After months of dedicated effort, we're thrilled to announce our partnership with Caterite. This collaboration provides us with a new synergies to expand our deliveries across the northern UK, making our finest ingredients accessible nationwide.





COMMUNITY

THETASTELAB, LONDON

After many months of meticulous planning, design, and construction meetings, we are thrilled to announce the grand opening of our state of art TheTasteLab, at our headquarters in London.

As the home of the Bocuse d'Or UK Team and the Pastry Team UK, this state-of-the-art facility boasts a fully equipped demonstration kitchen, a replica of the Bocuse d'Or booth competition, a pastry laboratory, and a customer lounge for private dining and functions. It is equipped with the most advanced technology to ensure an exceptional entertainment experience.

Our three highly skilled chefs, Denis Dramé MCA, Russell Bateman and Giacomo Pischiutti, will lead this new facility, focusing on training, product and menu development, events, and hospitality as its heart. We also offer training courses to budding chefs or interested participants who wish to learn from the very best chefs.

To make it even easier for you to access our exciting events and informative courses, we are thrilled to officially launch our brand-new website, www.the-taste-lab.co.uk. Now, you can easily book your access online and enjoy everything our state-of-the-art facility has to offer.



Over the past year, Classic Fine Food UK has proudly sponsored numerous competitions, offered mentorship and support to chefs, hosted training sessions, and served as an ingredient sponsor, empowering culinary talents to reach new heights. In 2023 - 2024, we were:

INGREDIENTS SPONSOR

- Hospitality Action's Bike to Care Gala Dinner, May 2024
- Hospitality Action Winter Chefs' Dinner, Oct. 2024
- UK Pastry Team, 2023-2025
- Bocuse d'Or Team UK, 2023-2025
- Obsession 2024 at Northcote with Sturia and Valrhona, January - February 2024
- Royal Academy of Culinary Arts Annual Awards of Excellence Achievers 2024 Gala Dinner, August 2024.

PROUD PATRON SPONSOR

- Pâté-Croûte World Championship UK Finals, Oct. 2024
- Best Croissant UK with Isigny Sainte-Mère, Sep. 2024

SPONSOR

- Royal Academy of Culinary Arts Associate Members
- Tencherman's SW Guide: 2024 Awards & Guide
- National Chef of the Year, October 2024

COMMUNITY

PROVIDED MENTORSHIP, GUIDANCE & SUPPORT TO THE FINALIST:

- National Chef of the Year Mentor Day, Sept. 2024
- Royal Academy of Culinary Arts Kitchen Mentorship Day at TheTasteLab, May 2024
- Bocuse d'Or Team UK, 2023-2025
- UK Pastry Team, 2023-2025

SPONSOR FOR BOCUSE D'OR TEAM UK (2023-2025)



Classic Fine Foods UK is proud to sponsor the Bocuse d'Or UK team. After finishing an impressive 4th place and clinching the Best Plate award at the Bocuse d'Or European Selection 2024 competition, the team

finished an impressive 5th place at the Bocuse d'Or Sirha Lyon competition in January 2025. As proud sponsors, we are thrilled to support them every step of the way and can't wait to welcome them into their brand-new kitchen at our new TheTasteLab London, where they will be honing their skills and ensuring they're fully prepared for the big day. As well as providing them with a new state-of-the-art training kitchen, we are proud to sponsor the team with our selection of quality ingredients.

Bocuse d'Or is widely regarded as the most prestigious and rigorous culinary competition worldwide. We are proud to support the team representing our country.

SPONSOR FOR PASTRY TEAM UK (2023-2025)



Classic Fine Foods UK is proud to sponsor the Pastry Team UK. After finishing an impressive 3rd place during the Coupe du Monde de la Pâtisserie European Selection 2024, the team came 9th with an amazing buffet reflecting the British national heritage at the prestigious Coupe du Monde de la Pâtisserie in January 2025 at Sirha Lyon! We couldn't be prouder to support these talented chefs on their journey to pastry greatness. Chairman of the team is our very own Head of Culinary Development, Denis Dramé MCA. We are proud to be an ingredient sponsor for the UK Pastry Team and to give them a place to call home at our high-tech TheTasteLab facilities.

ROYAL ACADEMY OF CULINARY ARTS ASSOCIATE MEMBER

The Academy of Culinary Arts is Britain's leading professional association of Head Chefs, Pastry Chefs, Restaurant Managers and quality suppliers. Its objectives are primarily focused on the education and training of young people in the hospitality industry.

As Associate Members, we were ingredient sponsors for their Annual Awards of Excellence Achievers 2024 gala in August. We also hosted the Royal Academy of Culinary Arts for their first Kitchen Mentorship Day at TheTasteLab London in May. The 12 talented young chefs who competed for the prestigious Annual Awards of Excellence, came for the day to get a taste of the challenge ahead, learning some tips from some of the best professionals in the industry. Including a demo for a clafoutis dessert from our Head of Culinary Development, Denis Dramé MCA.

COMMUNITY

SPONSOR FOR OBSESSION 2024 AT NORTHCOTE WITH STURIA & VALRHONA

Obsession is Northcote's annual homage to the finest food and wine, established in 2001 as one of Europe's premier gastronomic events with guest chefs travelling from all over the world. Classic Fine Foods were proud to ingredient sponsor along with our partners Sturia Caviar and Valrhona. 19 Chefs and 24 Michelin Stars between all of them, a culinary festival celebrated at the luxury Lancashire hotel and Michelin star restaurant Northcote, headed up by Executive Chef Lisa Goodwin-Allen.



PÂTÉ CROÛTE UK WORLD CHAMPIONSHIP

The Pâté-Croûte World Championship is a unique global competition designed to help preserve a centuries-old, French culinary tradition – the artful preparation of Pâté en Croûte. For 15 years, professional cuisine and pastry chefs, bakers, butchers and more have been participating in this famous competition, held yearly at the beginning of December in France. The UK made its first debut in 2023 to enter this prestigious competition with its very own selection of contestants. Classic Fine Foods is the Patron sponsor for the Second Edition of the Pâté-Croûte World Championship UK Finals. The talented winner, Matt

Hill, Executive Sous Chef at Gordon Ramsay Savoy Grill, will represent the UK at the Final in Lyon, France in December. By being the Patron sponsor for this event, we are showing our support for the talented chefs the UK has to offer.

BEST CROISSANT UK 2024 WITH ISIGNY SAINTE-MÈRE

Classic Fine Foods is proud to be Patron sponsor of the Best Croissant UK competition. This is the second year for this competition, which aims to promote the talented bakers across the UK.

TENCHERMAN'S SOUTH WEST GUIDE: 2024 AWARDS & GUIDE SPONSOR

Classic Fine Foods is proud to be a first-time award and guide sponsor for the Trencherman's Guide 2024. In 2023, Classic Fine Foods UK expanded into the Southwest with the opening of a new hub in Exeter. This new hub was a milestone for the National growth of our business and our aim to support chefs across the UK. We partnered with Trencherman's to reinforce our presence in the Southwest so that more chefs can have access to the best ingredients and produce.

NATIONAL CHEF OF THE YEAR – SPONSOR OF THE UK'S MOST PRESTIGIOUS CULINARY COMPETITIONS

Launched in 1972, National Chef of the Year shines a spotlight on the best talent coming out of the nation's

kitchens. Previous title holders are a testament to how the award drives careers by putting winners firmly on the map, and on the path to Michelin star status.

As sponsors, we attended the Mentor Day in September, to give our support and guidance to the finalists ahead of the final competition. Out of the 10 finalists, Orry Shand from Entier Ltd was given the title of being National Chef of the Year, a culinary title that's often regarded as the toughest to win in the UK. As event sponsors, we are treating Orry to a three-day training course at our brand-new facility at TheTasteLab London in 2025.



COMMUNITY

In collaboration with City Harvest, we are dedicated to reducing food waste and supporting communities in need. Each year, the UK wastes 10.7 million tons of food - enough to fill Wembley Stadium 10 times¹. At the same time, food insecurity is on the rise, with more than half of working families surveyed in London having to rely on food banks due to the rising cost of living.²

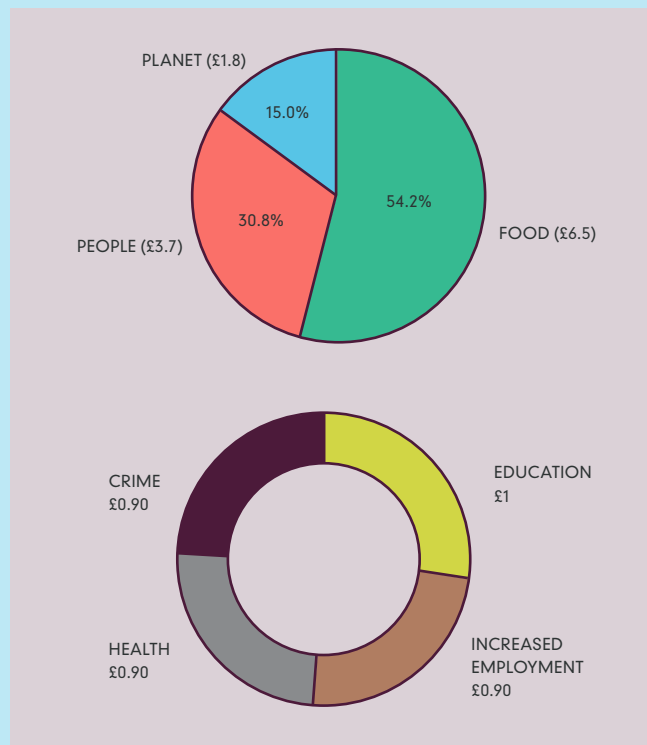
Over the past two years, we've doubled our support to City Harvest. In 2022-23, we donated 8.5 tons of food, providing 16,359 meals. This year, we expanded our contribution to 15 tons, equivalent to 35,938 meals for people facing food insecurity.

By working closely with City Harvest, we are not only helping to address the urgent needs today but are also taking meaningful steps to reduce food waste, creating a sustainable and supportive future for our communities. Every meal shared is a step closer to an equitable food system.

Food is a fundamental necessity. Poor nutrition has an impact on every aspect of people's lives. Children are particularly vulnerable as ill effects can be lifelong. City Harvest delivers food to a wide range of community groups in London, including food banks, faith organizations, community centres, domestic abuse refuges, homeless shelters, schools, refugee centres, mental health services, family centres, and youth clubs. Each week, City Harvest supports 123,000 Londoners with free food.

Social Return on Investment (SROI) is an approach to

measure the outcomes of an activity to quantify the 'societal value' it creates in terms of economic, social, and environmental benefits. At City Harvest, the SROI analysis provides a breakdown of the estimated benefit to society (both financial and non-financial) of donations in monetary terms.



For every £1 Invested in City Harvest, £11.90 of value is created each year for society.

For every 1 kg of food redistributed, City Harvest delivers an estimated £3.55 of positive impacts for the final recipients & food donors.



SROI goes beyond just measuring financial gains - it captures the deeper value of social programs by highlighting their non-financial impact on people and the environment. It encourages us to build an economy that values wellbeing, not just profits, which aligns with the idea of a more sustainable, regenerative future where people and the planet come first. SROI isn't just for investors; it's a powerful tool for understanding and showcasing the true impact of social programs. It helps social initiatives prove their value, guiding better policies and ultimately promoting a more fair and resilient economy. By making it clear how these programs benefit society as a whole, SROI helps create a community that is more engaged, informed, and committed to equality and progress.

SROI showcase how our contributions impact the people. The concept moves beyond being a charitable donation or food waste reduction project;

COMMUNITY

it's an investment in our local community programmes and society as a whole.

UPHOLDING ETHICAL STANDARDS

We prioritize social responsibility and commitment both internally to our staff and externally to the local and global communities connected to our stakeholders.

We believe everyone should be treated with dignity and respect, and we want to ensure that all our business partners in the supply chain treat their workers well.



As part of our onboarding process, all new suppliers are required to sign and adhere to our Code of Conduct for Business Partners. We are also actively working with our existing suppliers to ensure they sign it as well.

The Code of Conduct for Business Partners outlines our expectations regarding human rights, fair business practices, ethics, workplace safety, and fair wages. We also maintain a zero-tolerance policy against modern slavery, child labour, and the exploitation of young employees.

We monitor performance through our internal audit process and plan to expand this to third-party accredited audits, which will streamline the process and inform us of breaches.

WHAT'S NEXT

- We are actively looking to focus our spending on fellow B Corps. Our newly onboarded health cash plan provider is a fellow B Corp'er. The next step would be reviewing all our suppliers and service providers, from in-house cleaning products to food and beverage suppliers.
- We are proud to partner with several B Corp suppliers, and we hope we can inspire and encourage other partners to embark on this journey. We aim to collaborate on B Corp community projects in the near future.
- Supply chain management has been identified as a key area for improvement. Once we complete the materiality report, we will consult with the sustainability committee to discuss further actions and develop a comprehensive strategy for our future initiatives related to supply chain management, Human Rights, Ethical procurement and supply chain compliance.
- We will audit our records and aim to have at least 90% of our food suppliers sign the Code of Conduct for Business Partners.
- We will monitor our suppliers through third-party audits, certification reviews, and SEDEX checks. SEDEX online platform allows access to audit reports on suppliers' social and environmental performance and alerts to potential breaches.



- Food waste was also identified as one of the most material issues, and therefore, we will be reviewing our food donation process and finding ways of salvaging more.
- We will explore ways to support charities, such as Hospitality Action, which is a trade charity that provides assistance to individuals in the hospitality industry, including chefs, kitchen porters, bartenders, and sommeliers.
- We will reflect on how we can support more charities.
- In the new financial year, we will donate more time by volunteering in our community.



ENVIRONMENT

The Environmental Impact Area covers a company's overall environmental management practices as well as its impact on the air, climate, water, land and biodiversity.

This includes the direct impact of a company's operations and its supply chain.

In addition to advancing our social impact, we are excited to unveil a series of enhanced environmental improvements designed to improve the well-being of our staff, safeguard the environment, and reduce carbon emissions.

Our building aligns with BREEAM sustainability regulations (BREEAM aims to promote environmentally, socially, and economically sustainable buildings, enhancing the well-being of the people who live and work in them while minimising their environmental impact). We are committed to passing a certification and maintaining environmental credentials.

BREEAM[®]



ENERGY

Solar Panels: We have installed solar panels across the roof of our new facility. We are planning to expand this coverage to harness solar energy further and increase our renewable energy capacity.

Green Energy Provider: We have switched to a renewable energy tariff, ensuring that our office is now fully powered by certified renewable energy.

Lighting: Our building is equipped with power-saving switches that automatically turn off lights in unoccupied spaces.

Electric Vehicle Charging Points: Our new building is equipped with charging points for hybrid and electric vehicles, supporting our transition to a more sustainable fleet.

WATER

Rainwater Harvesting: We have rainwater harvesting systems to reduce the strain on municipal resources and mitigate flood risks. These systems capture and store rainwater for various uses, promoting sustainable water management.



RESOURCES

Waste Segregation & Recycling:

We are dedicated to reducing our environmental impact by segregating our waste. We are constantly pivoting and looking for new ways to use resources more sustainably and reduce waste, from reviewing our packaging practices to donating food that is still suitable for consumption to charitable organisations.



ENVIRONMENT

PACKAGING: We have initiated a reusable plastic crate project trial with three of our clients and aim to expand this initiative to more partners. With our new warehouse, we now have the space to implement washing facilities for the crates.

Scientific studies show that reusable crates have a significantly lower environmental impact than disposable alternatives throughout their lifespan. They require fewer resources to produce and result in less waste - one reusable crate can replace hundreds of single-use boxes.

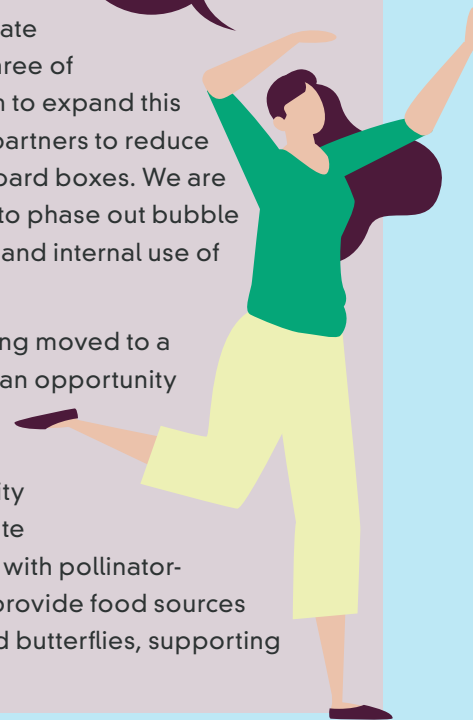
This effort is a practical step towards a circular economy, resource efficiency and waste reduction.

WHAT'S NEXT

- After completing Double Materiality and establishing our sustainability strategy and action plan. This means that we will have to think not only about setting meaningful targets but also about how we will achieve them.
- We are continuously working to improve our Eco Vadis score. While we comply with our comprehensive and stringent headquarters' policies, we recognize that our local social responsibility policies need to be reworked to comply with the Eco Vadis framework. This is an area where we can improve, and our social

compliance team will focus on addressing it over the next year.

- The goal is to communicate Scope 1 and Scope 2 emissions exclusions as transparently as we can.
- Food Waste - we doubled our donations of food that is suitable for consumption. To further enhance our efforts, we will be reviewing and refining our internal processes that contribute to food wastage.
- Plastic & Packaging - We have initiated a reusable plastic crate project trial with three of our clients and aim to expand this initiative to more partners to reduce reliance on cardboard boxes. We are researching ways to phase out bubble wrap, plastic tape and internal use of cardboard boxes.
- Biodiversity - Having moved to a new site, we have an opportunity to improve biodiversity in our local community - we will incorporate landscaped areas with pollinator-friendly plants to provide food sources for urban bees and butterflies, supporting local biodiversity.



CUSTOMERS

The Customer Impact Area focuses on the stewardship of a company's customers through the quality of its products and services, ethical marketing, data privacy and security and feedback channels. There are a total of five points to be earned here.

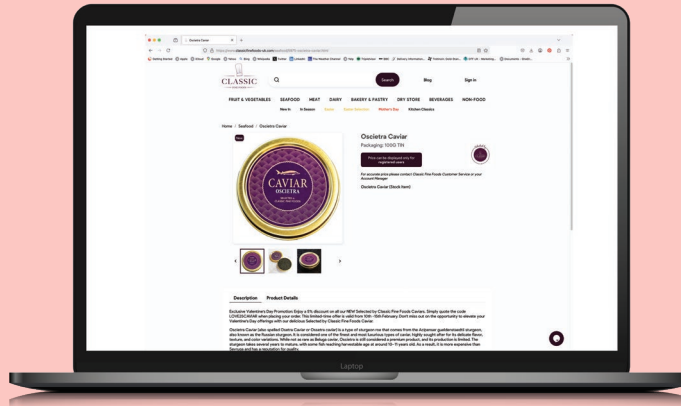
CUSTOMER STEWARDSHIP

We are a BRCGS storage and distribution certified business, demonstrating our commitment to food safety and quality management with a BRCGS AA grade. Our rigorous systems cover every aspect of food sourcing, storage, and distribution, ensuring that we leave no stone unturned in upholding our quality and safety standards. Additionally, Classic Fine Foods UK is Soil Association certified, and a range of our products is certified organic and traceable from farm to fork.



MARKETING

We are working on our new commercial website so our clients can see more information about the product specifications and certifications and search for products and companies with sustainability credentials.



ahead, Classic Fine Foods UK plans to further refine its cybersecurity stance, emphasizing risk-based controls and regulatory compliance in both the EU and UK, while also upholding the privacy and confidentiality requirements of GDPR.

DATA TABLE MEASURING THE OUR CARBON EMISSION IN COMPARISON TO BASELINE VALUES

We have observed an increase in Scope 1 and 2 emissions due to the growth in our business value and the relocation to our new facility. In our new location, we have implemented solar energy, rainwater harvesting, and switched to a green electricity tariff. These measures are expected to significantly reduce our operational emissions in the next fiscal year.

DATA PRIVACY & SECURITY

In the 2022/23 period and continuing into 2024, Classic Fine Foods UK reported no data breaches and has made significant strides in bolstering its cybersecurity measures. The company has prioritized risk management and compliance while aligning itself with international security frameworks like NIST and CIS. Key initiatives have included enhancing employee awareness of cybersecurity, fortifying detection and response systems in line with our parent company standards and ensuring adherence to UK and EU Cybersecurity regulations. Looking

IMPACT REPORT			
FACTOR	UNIT OF MEASUREMENT	2022-2023	2023-2024
SCOPE 1	KGCO2	512446	615869.15
SCOPE 2	KGCO2	85414.1	156328.3
CARBON DENSITY		11.3	12
FLEET MILEAGE	MILES	1533597.54	1541054.53
ELECTRICITY CONSUMPTION	KWH	736330.76	755209.58
WATER CONSUMPTION	M3	1521.554	1147.478
OPERATIONAL WASTE	KG	128.261	146.514



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Certified



Corporation

Classic Fine Foods UK is a Certified B Corp.