

KEPAK SUSTAINABILITY REPORT



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KEPAK OVERVIEW

-  Family owned Irish company with 4,500 employees
-  Active in +43 countries
-  €1.5bn revenue
-  12 manufacturing sites
-  Primary process beef, lamb and pork
-  Strong added value proposition and capabilities



KEPAK BRAND OVERVIEW





I am pleased to present our 2023 Sustainability Report, reflecting our steadfast commitment to integrating sustainability into the core of our operations. At Kepak, sustainability isn't a side-line effort; it's woven into the fabric of how we operate, an integral part of our way of working and commitment to a responsible future.

Aligned with our sustainability framework, Kepak CORE, this report focuses on key impact areas of: Agriculture, Responsible Sourcing, Resource Efficiency, Health & Nutrition, and People & Communities. We are proud to share notable progress in these areas, exemplified by achievements such as:

- Being the first global beef processor to embrace **a new global framework for regenerative agriculture**.
- Achieving **-24% reduction in Scope 1 & 2 Science Based Target Emissions**, coupled with a -5% reduction in Scope 3 Emissions
- **Removing -82Tonne of plastic** from our packaging
- **Championing 200+ sustainability and diversity & inclusion initiatives** across our sites via our UN SDG Action Blueprint

These accomplishments underscore the success of our partnership approach, as our sustainability team collaborates with industry peers to address the global challenge of climate change. We are eager to sustain this momentum, working hand-in-hand with our farmers, suppliers, and customers towards more sustainable future.

Margaret Berry,
Head of Sustainability, Kepak Group



KEPAK SUSTAINABILITY

GROUP SPOTLIGHT



Sustainability Programme
GOLD MEMBER
2023



RESOURCE EFFICIENCY

24%
REDUCTION
SCOPE 1 + 2
EMISSIONS

3 WIND
TURBINES
generating
5,094,185 kWh

6% of Group
Electricity



ALL
IRISH SITES
USING
Green
Electricity

ALL EFFLUENT
WASTE
& FAT
CONVERTED
INTO

BIO DIESEL



**WATER
MAPPING
PROJECT**
ACROSS **7 SITES**



RESPONSIBLE SOURCING

-82 TONNE
OF PLASTIC PACKAGING



FOREST
STEWARDSHIP
COUNCIL

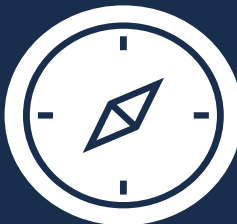
100% FSC
CERTIFIED
CARDBOARD



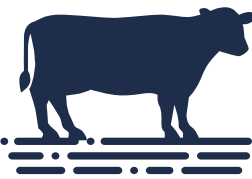
HEALTH & NUTRITION

HIGH FAT SALT &
SUGAR CONTENT **REDUCED** on
Rustlers Range

WE DEVELOPED A
**SUSTAINABLE
DIETS COMPASS**



to analyse
product health,
nutrition &
environmental

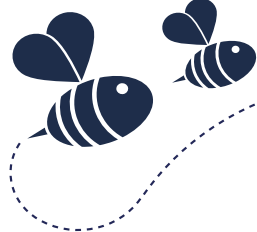


AGRICULTURE AT OUR HEART

SUPPORTING 21,000 Farmers

KEPAK FARM
Pioneering sustainability research

BIODIVERSITY AT SITES
Caring for 700,000 bees
& maintaining 55,000m2
of wildflower meadows



PEOPLE & COMMUNITIES



**SUSTAINABLE
DEVELOPMENT GOALS**

200+ UNSDG EMPLOYEE ACTIVITIES

COMMUNITY FUND

ORIGIN GREEN

Kepak is a founding member of Origin Green; Ireland's pioneering food and drink sustainability programme. Operating on a national scale, uniting government, the private sector and the full supply chain from farmers to food producers and right through to the foodservice and retail sectors. The programme is the world's only national food and drink sustainability programme, and enables the industry to set and achieve measurable sustainability targets that respect the environment and serve local communities more effectively.



An initiative by

BORD BIA
IRISH FOOD BOARD

AGRICULTURE

Agriculture is a cornerstone of our sustainability strategy at Kepak. Our business is rooted in agriculture and is dependent on a vast network of over 21,000 individual farmers. We continuously strive to deliver best practices in managing the natural environment, enhancing rural communities, and securing livelihoods across our live animal supply chain.

Through collaborative efforts with our supply base, we are dedicated to advancing the sustainability of beef, lamb, and pork production in both Ireland and the UK through a focus on Farmer Engagement, Regenerative Agriculture, Sustainable Producer Groups, and Industry Collaboration.

SUSTAINABILITY
OVERVIEW

AGRICULTURE AT
OUR CORE

**RESOURCE
EFFICIENCY**

RESPONSIBLE
SOURCING

HEALTH &
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PEOPLE &
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FUTURE
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A better tomorrow



REGENERATIVE
AGRICULTURE &
BIODIVERSITY



KEPAK
FARM



FARMER &
INDUSTRY
ENGAGEMENT



SUSTAINABLE
PRODUCER
GROUPS

KEY HIGHLIGHT:



Kepak is the first beef processor to embrace the SAI global framework for regenerative agriculture practices



REGENERATIVE
AGRICULTURE &
BIODIVERSITY



20 YEARS

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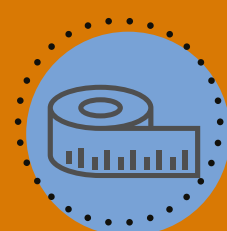
GLOBAL FRAMEWORK

Kepak proudly stands as the first global beef processor to embrace a new global framework for regenerative agriculture practices.

Developed by the Sustainable Agriculture Initiative Platform (SAI) in consultation with farmers, academics, and NGOs, the framework assesses, monitors, and verifies farm practices, focusing on water, soil, biodiversity, and climate impact through a four-step process: risk screening assessment, outcome selection, adoption of principles and practices, and monitoring and assessment of progress.



Kepak are the only global beef processor to have been appointed to the steering committee of the SAI global Regenerative Agriculture programme which aims to:



MEASURE

Outcomes that result in measurable regeneration.



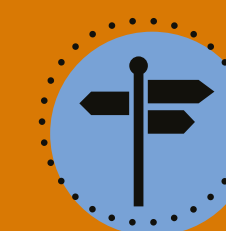
REPORT

Actionable metrics through the value chain.



BENCHMARK

Global measurement tools, standards and schemes.



GUIDE

Farm-specific action with case studies and best practices.



SUPPORT

Farmers with a flexible way to scale regeneration.



REGENERATIVE AGRICULTURE & BIODIVERSITY

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CASE STUDY: CULTIVATING BIODIVERSITY

PROTECTING AND ENHANCING BIODIVERSITY IS A CORE ELEMENT OF OUR AGRICULTURE PILLAR

Key highlights of our biodiversity efforts include:



1 Founding Member of Irish Business
& Biodiversity Platform:



Demonstrating our dedication to collaborative efforts in preserving biodiversity.

2 Supporter of the All-Ireland
Pollinator Plan:



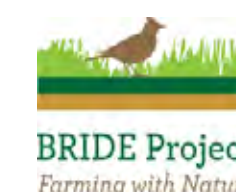
A business supporter of the All-Ireland Pollinator Plan, reinforcing our commitment to actions that benefit pollinators.

3 Pioneering Biodiversity Research:



Funding pollinator research with Trinity College Dublin & the Irish Research Council.

4 Operational Partner of BRIDE
Valley Biodiversity Project:



Focused on conserving, enhancing, and restoring habitats in the River Bride catchment of north-east Ireland.

5 Designated Site
Biodiversity Champions:



At our sites, designated biodiversity champions act as citizen scientists, conducting and monitoring biodiversity plans.



SUSTAINABLE PRODUCER GROUPS

Kepak has a rich legacy in collaborative farming, serving as a trailblazer in the establishment and cultivation of farmer-producer groups.

These groups foster partnerships with rural communities to achieve shared prosperity. Our initiatives are dedicated to enhancing the economic, social, and environmental dimensions of the farming model, exemplifying Kepak's steadfast commitment to sustainable and mutually beneficial agricultural practices.

In collaboration with Tirlán, we have developed the Twenty20 Beef Club. This club represents our clear vision for the future of the industry towards producing more economically and environmentally sustainable beef. Learn more here



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WORKING TOGETHER FOR A SUSTAINABLE FUTURE



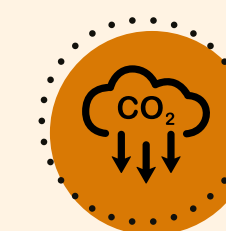
FOCUS ON
GENETICS FOR
EATING QUALITY



TECHNICAL
FARMER
SUPPORT



ENHANCED
TRACEABILITY



REDUCED
CARBON



KEPAK FARM

Located in Dunboyne, Co. Meath, Kepak Farm is a store to beef finishing enterprise. Efficiency and sustainability are key on Kepak Farm where we host regular knowledge transfer sessions with our farmer supply base and producer groups on topics such as herd health, sourcing policies, intake protocols, biosecurity, housing facilities, nutrition, biodiversity, meeting market specification and best practice farm management.

Our farm is a centre of excellence for sustainability focused research. Currently we are working with a host of industry stakeholders such as Teagasc, Irish Cattle Breeding Federation, University College Dublin and Trinity College, and we have a number projects ongoing.

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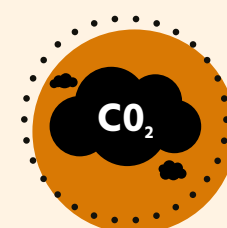
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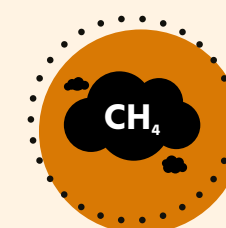
Kepak Farm has been selected as a Teagasc Signpost Farm with the objectives of acting as a research centre for on-farm carbon sequestration measurements and showcasing science-based technologies targeting agricultural emissions to:

- Reduce GHG emissions to the range 17.5 – 19.0 Mt CO₂ eq. by 2030;
- Reduce ammonia emissions by 5% below 2005 levels, currently estimated at 107.5 kT NH₃ by 2030
- Reduce costs and improve margins from farming
- Improve water quality & biodiversity



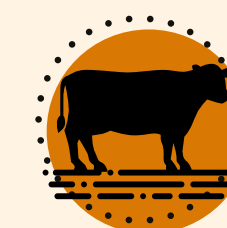
CARBON FOOTPRINT

Exploring the role of carbon sequestration



METHANE REDUCTION

Trialling products with greenfeed genetic trials and age of finish .



ANIMAL HEALTH & WELFARE

Implementing and monitoring the role of farm infrastructure, protocols and nutrition on managing animal health.



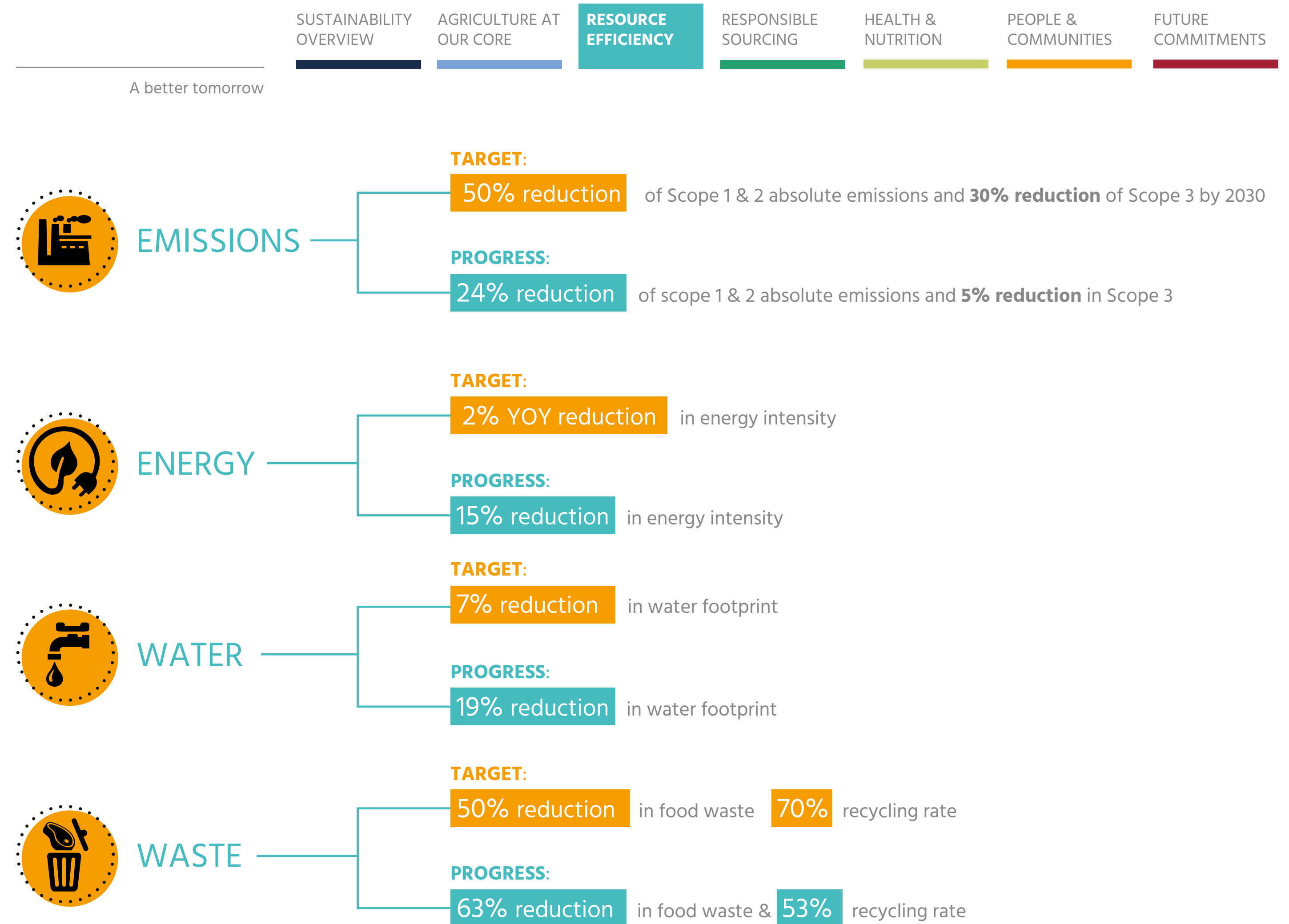
REGENERATIVE AGRICULTURE & BIODIVERSITY

Enhancing pollinator diversity through biodiversity-friendly management actions – in conjunction with Trinity College

RESOURCE EFFICIENCY

At Kepak, a transformation is underway. Under the Resource Efficiency pillar of Kepak CORE, we aim to do more with fewer resources.

We are focused on optimising production and minimising the environmental impact of our sites by systematically reviewing four key metrics – **Emissions, Energy, Water & Waste** versus our 2018 baseline.





EMISSIONS

Kepak has developed a robust framework and emissions masterplan to decarbonise our operations and reduce our Scope 1 and Scope 2 emissions by 50% and our Scope 3 emissions by 30% by 2030 in alignment with our Science Based Targets.

Steps being taken to decarbonise:

- Site Efficiency and Optimisation
- Heat recovery & electrification
- Onsite electricity generation
- Circular economy



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CASE STUDY: EMISSIONS

ACTIONZERO

Kepak Green Partnership with ActionZero is focused on reducing carbon emissions of its Athleague site by more than 90%.

The project will focus on decarbonising heat using ActionZero's EscoPod system, eliminating almost 3,000 tonnes of CO2 per year, the equivalent of planting over 200,000 trees.



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ENERGY

Renewable Energy

We have switched all our Irish sites to renewable electricity, and in 2022 this resulted in a -26.8% decrease in scope 1 & 2 emissions vs baseline.

Cork turbine supplies
40%
of site's electricity

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- AGRICULTURE AT OUR CORE
- RESOURCE EFFICIENCY
- RESPONSIBLE SOURCING
- HEALTH & NUTRITION
- PEOPLE & COMMUNITIES
- FUTURE COMMITMENTS

CASE STUDY: RENEWABLE ENERGY

We have wind turbines at our Kepak Cork site (IRL) and Kepak Merthyr Site (UK). Our Cork turbine supplies 40% of the site's electricity requirements and our

Merthyr turbine provides 14% of the site's electricity needs. By installing the turbines we have a carbon footprint reduction of 1,432,557 kilos equating to the same amount of carbon sequestered by 23,687,453 tree seedlings grown for 10 years.





WATER

CASE STUDY: WATER MAPPING KEPAK ATHLEAGUE

Kepak Athleague is
saving 2.5m litres
of water every month.

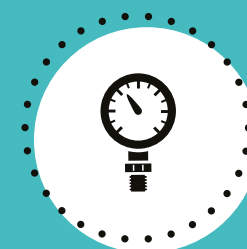
This was achieved by:



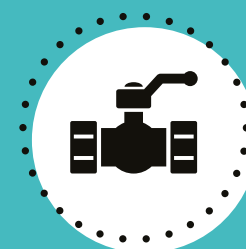
WATER
MAPPING



WATER &
ENERGY
CHAMPION



NEW WATER
METERS & TIMERS



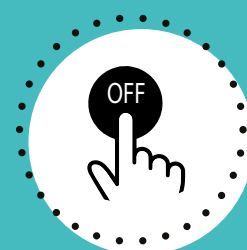
CONSUMPTION
CONTROL
VALVES



STAFF
ENGAGEMENT



HEALTHY
WATER HABITS



EQUIPMENT
TURNED OFF AT
BREAKS



SMS DATA
UPDATES

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Think Green Save Water!



FOOD WASTE

WASTING FOOD FEEDS CLIMATE CHANGE



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Aligning to UN SDG Goal 12.3, Champions 12.3



CHAMPIONS 12.3

CURRENT FOOD WASTE 0.6%



TARGET YEAR 2030



Approximately one third of all food produced for human consumption is lost or wasted from the farm to the fork. This huge level of inefficiency has economic, social, and environmental impacts. Food that is ultimately lost or wasted consumes a quarter of all water used by agriculture, requires land area the size of China and is responsible for an estimated 8% of global greenhouse gas emissions.

In 2017, aligned to **UN Sustainable Development Goal 12.3** we pledged to reducing our food waste by 50% by 2030. As part of Champions 12.3, we have committed to a “Target-Measure-Act” approach under the 10x20x30 initiative and publicly report our food waste on an annual basis via WRAP.

In 2022 after all food surplus went to food poverty related charities such as Food Cloud (IRL) and Fare Share (UK), our food waste was measured at 0.6% of food handled.

As a natural consequence of the manufacturing process, there are some parts of the animal that for safety reasons cannot be used for human consumption. Even though this waste was never suitable for human consumption and doesn't contribute directly towards our waste figures, we are working on initiatives to reduce the proportion of this waste.

Our Category 3 waste is used to produce highly nutritious pet food and the tallow is used as a raw material for a wide range of household foods such as cosmetics and lubricants. In addition to this, we send inedible parts (Category 1) material to be broken down to produce CAT 1 tallow which is primarily used as a feed stock for the biodiesel industry through esterification process, ultimately becoming a biofuel. The MBM can also be processed as a fuel to power plants and cement manufacturers to fuel their kilns.

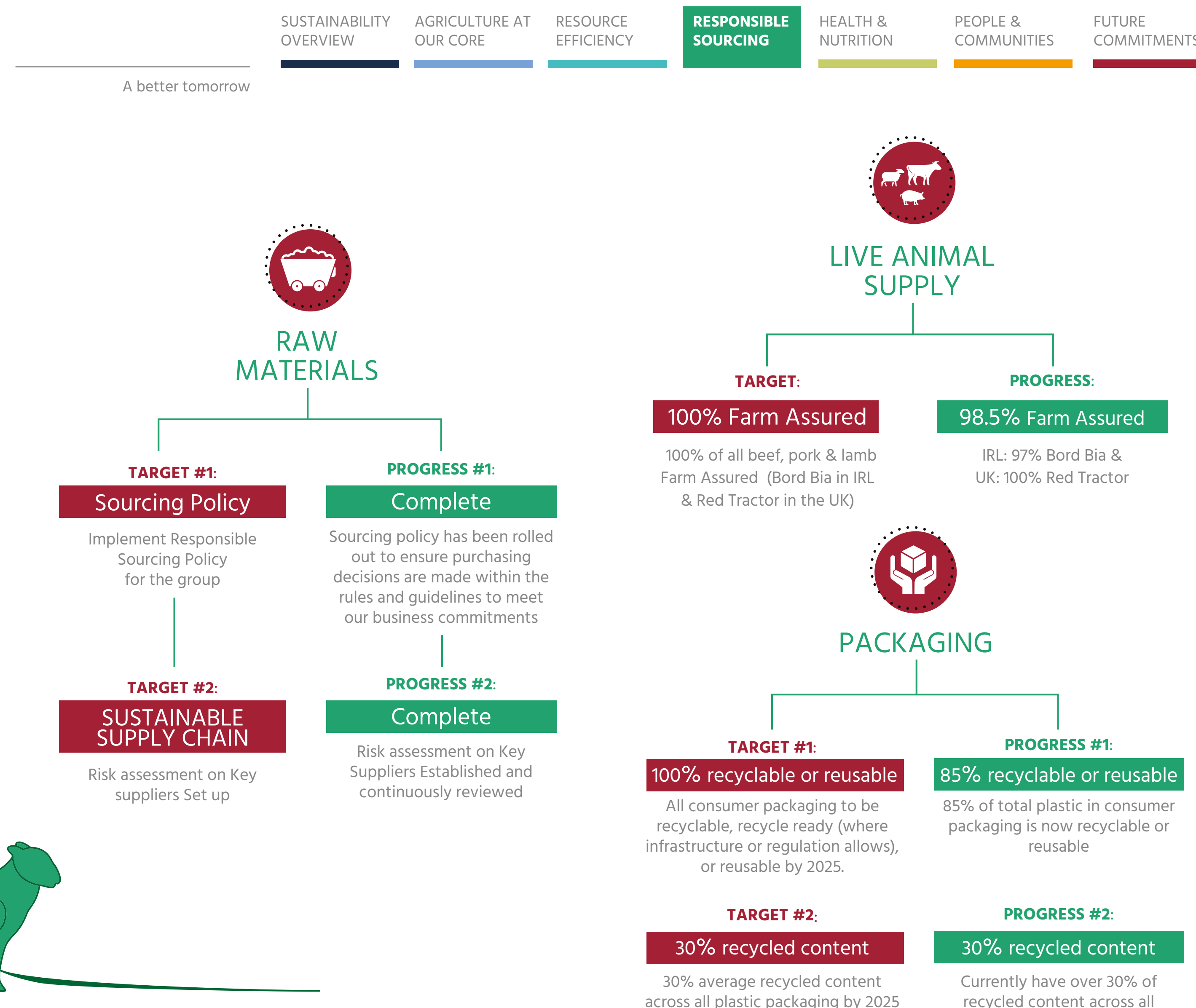


In 2022 we produced over 39 thousand tonnes of Category 1 material which was used to create approximately 1 million MJ of biofuel to power the biodiesel industry. That's enough to power New York City for 2 days!

RESPONSIBLE SOURCING

At Kepak, responsible sourcing means accountability for everything we purchase. We are committed to creating transparent and trusted supply chains.

We work with suppliers in our value chain to integrate social, ethical, and environmental performance factors into our procurement process. We are focused on optimising group purchases of - **Live animal supply, Raw materials & Packaging.**



LIVE ANIMAL SUPPLY

TARGET:

100% Farm Assured

100% of all beef, pork & lamb Farm Assured (Bord Bia in IRL & Red Tractor in the UK)

PROGRESS:

98.5% Farm Assured

IRL: 97% Bord Bia & UK: 100% Red Tractor

PACKAGING

TARGET #1:

100% recyclable or reusable

All consumer packaging to be recyclable, recycle ready (where infrastructure or regulation allows), or reusable by 2025.

PROGRESS #1:

85% recyclable or reusable

85% of total plastic in consumer packaging is now recyclable or reusable

TARGET #2:

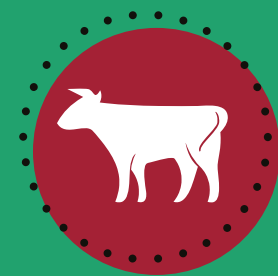
30% recycled content

30% average recycled content across all plastic packaging by 2025

PROGRESS #2:

30% recycled content

Currently have over 30% of recycled content across all



LIVE ANIMAL SUPPLY

CASE STUDY: Dr. Temple Grandin

Globally renowned animal welfare campaigner Dr. Temple Grandin visited Kepak for a special agricultural community event in August 2022 to commemorate the 100th anniversary of the first female vet in Europe, Aleen Cust.



The event which was themed “Embracing Change: To do things differently, first we must see things differently”, focussed on how farmers and the entire agriculture industry must embrace change from enhancing sustainability to increasing inclusivity.

As well as meeting with Kepak staff and farmer suppliers she visited our lairage giving her unique insight on how to improve animal welfare through the supply chain via her observations on animal movement through the lairage and facility design.

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PACKAGING

At Kepak we take a continuous improvement approach to everything we do. From a packaging perspective this means that we are continually reviewing our entire packaging portfolio. To support this approach, we have aligned our plastics and packaging strategy with the EU Single Use Plastics (SUP) directive and the UK Plastics Pact and are committed to having all our branded consumer packaging recycle ready or reusable by 2025.



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OUR TARGET

100% RECYCLE
READY

All consumer packaging to be recycle ready (where infrastructure and regulation allows), reusable or compostable by 2025. Food safety, shelf life and minimising food waste and surplus are key considerations when we track our progress against targets

OUR 2022 HIGHLIGHTS

82T
of plastic
removed in the
last 12 months



PLASTIC REMOVAL

82T of plastic removed through weight reduction and packaging redesign projects.

RECYCLABILITY

Over 85% of consumer packaging is classified as **On Pack Recycling Label "Recycle"**.

PREFERRED MATERIALS LIST

Introduction of preferred materials list for Kepak Packaging to **ensure design preferences are followed**.

CIRCULAR DESIGN

Up to 92% of Rustlers packaging is now **designed for the circular economy**.

PAPER

Maintenance of **100% of FSC source** of cardboard.

RECYCLED CONTENT

Our consumer packaging contains minimum of **45% recycled material**.



PACKAGING

CASE STUDY: RUSTLERS PACKAGING REDESIGN

Sustainable packaging is an ongoing process and requires frequent evaluation and development in order to utilise new methods and tools for better output. We're completely rethinking our approach to packaging to use less, better or no plastic.



Key actions we have taken to improve the sustainability of our Rustlers branded packaging

- 100% FSC (Forest Stewardship Council) approved corrugate
- 96% of corrugate used is produced using recycled paper
- All plastic removed from the outer shelf-ready packaging case
- Base web moved to Mono structure – fully circular
 - Produced with recycled content of min 55%
- 10% Reduction in Top Film thickness

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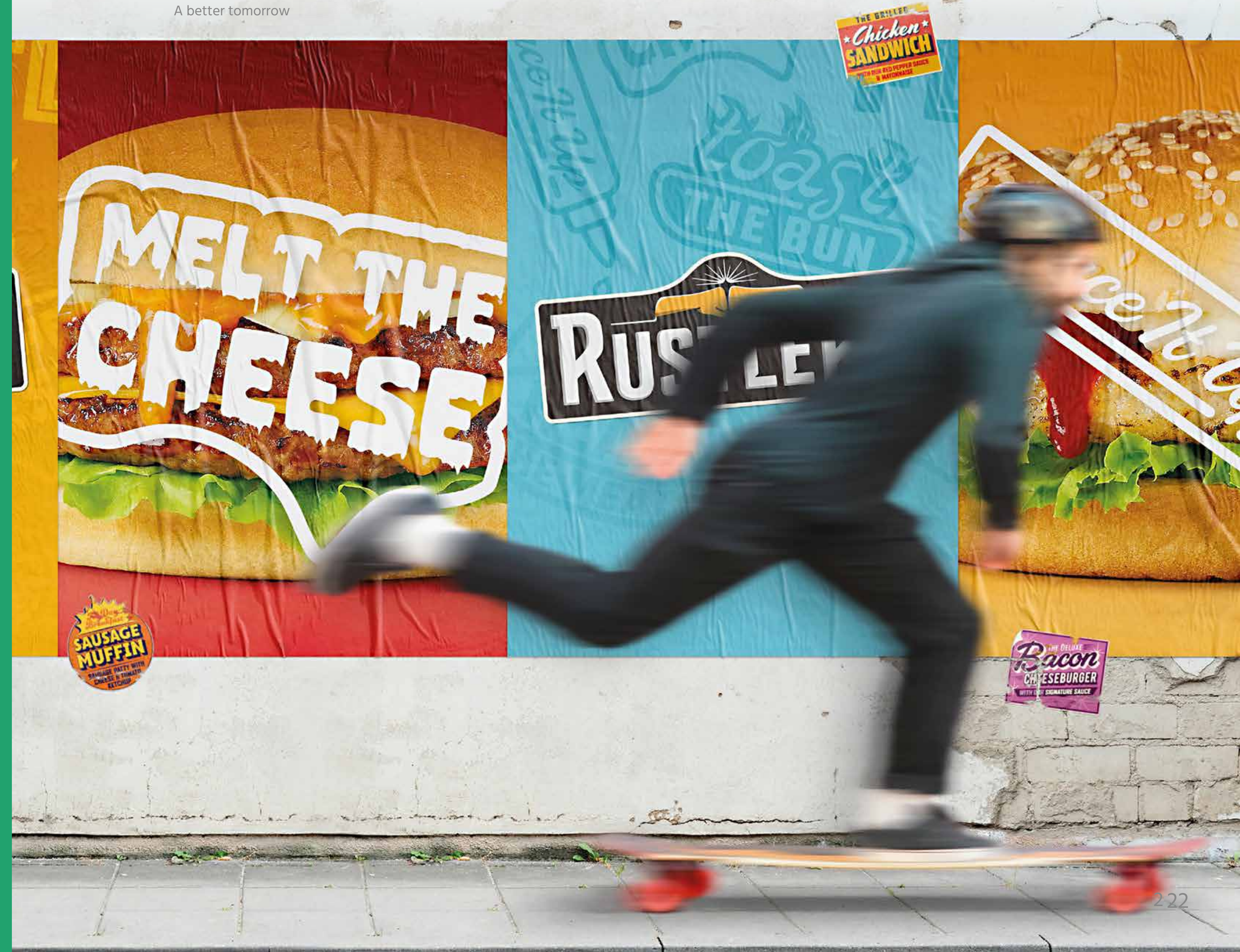
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RAW MATERIALS

Kepak seeks excellence in every aspect of its business and its supply chain . We are committed to not only minimising or eliminating any negative impact but also where possible, enhance positive impacts on the environment and society whilst meeting our business requirements.

In order to ensure considered Purchasing decisions are made daily, Kepak purchasing team have created a Sustainable sourcing policy for the business.

The objective of this policy is to set out a clear set of responsible sourcing principles and guidelines that will be followed by the business when considering any purchase of goods or services that ensure we are adhering to our commitments.



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Responsible Sourcing Commitments

HOW WE ARE DELIVERING

DEFORESTATION AND CONVERSION FREE SUPPLY CHAIN

Incorporate Kepak's commitments to our DCF (Deforestation and Conversion Free commitments) covering both legal and non-legal requirements for Beef, Eggs, Dairy ingredients, Palm Oil, GM, and Sustainable Soya into our purchasing policies

COLLABORATE WITH SUPPLIERS

Work collaboratively with suppliers to improve their environmental, social and ethical standards with the aim of realising continuous improvement for both our suppliers and Kepak.

CONTINUOUSLY RISK ASSESS OUR KEY SUPPLIERS THROUGH:

- Robust vendor selection process to minimise supply chain risks
- Monitoring via audit process to ensure supplier adherence to Kepak Sourcing Policy

PLASTICS STRATEGY

Aligning our plastics and packaging strategy with the EU Single Use Plastics (SUP) directive and the UK Plastics Pact.

RISK MITIGATION

Risk mitigation plan in place to reduce identified risks.



SUSTAINABLE
SOY

SUSTAINABILITY
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Kepak has pledged to eliminate deforestation and conversion from all soy used in our supply chains in Ireland and the UK by 2025.

This commitment aligns with the UK directive and the new EU directive, reflecting our proactive stance in harmonising with evolving environmental standards.

“As the Secretariat for the UK Soy Manifesto, Efeca is delighted to acknowledge the invaluable contribution of Kepak. Their technical expertise and constructive approach have been instrumental in advancing the goals of the manifesto. We are pleased to collaborate with Kepak in our shared commitment to sustainable practices within the soy industry.”



UK SOY MANIFESTO SIGNATORY
& MEMBER OF UK ROUNDTABLE
ON SUSTAINABLE SOY

Working with Industry to influence the supply of verified DCF soy at point of import.

KNOWLEDGE BUILDING
& RISK MAPPING

Completed a priority assessment and used this to gather soy commitments from our key suppliers and wider supplier base.

SURVEYING SOY USE

Continue to monitor soy use in our beef and lamb supply chains to identify the chain of custody for 2025 target.

HEALTH & NUTRITION

At Kepak, the core philosophy of the Health and Nutrition pillar revolves around a recognition that dietary choices not only shape individual health but also impact the well-being of the planet. The firm belief held by Kepak is that high-quality meat can serve as an integral component of a sustainable food system. Our sustainable diets compass helps guide our innovation partnerships and product development. We leverags emerging technologies and scientific advancements, to actively pursue opportunities in product development emphasising nutrition, sustainability and responsibly sourced materials. Our commitment to these key areas directs our efforts in crafting a food system that meets the rising demand for health-conscious and sustainable choices.



SUSTAINABLE
DIETS COMPASS



INNOVATIVE
PARTNERSHIPS



PRODUCT
DEVELOPMENT





SUSTAINABLE DIETS COMPASS

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The Sustainable Diets Compass is a tool designed to assess the health, nutrition, and environmental impact of our key products.

In line with our commitment to sustainability, we benchmark these products against the guidelines set by the UN FAO, WHO, and EU for sustainable diets.

The Sustainable Diets Compass serves as a strategic map for our portfolio, allowing us to identify foods that contribute to both personal well-being and environmental health. Through this compass, we prioritise products for reformulation, aiming to enhance their nutritional profile and reduce their environmental footprint.

This holistic approach underscores our dedication to creating a portfolio that not only meets high standards of quality but also aligns with the principles of sustainable and responsible consumption.



SUSTAINABLE DIETS COMPASS PROGRESS:

Nutrition Mapping

100% complete

Key Ingredient Origin

84% complete

Emissions

34% complete

KEPAK



INNOVATIVE PARTNERSHIPS

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SOURCING

HEALTH &
NUTRITION

PEOPLE &
COMMUNITIES

FUTURE
COMMITMENTS

A better tomorrow

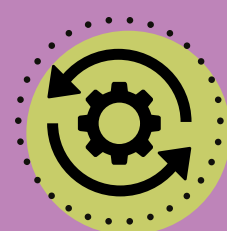
CASE STUDY: CULINARY SCIENCE PARTNERSHIP WITH TECHNOLOGICAL UNIVERSITY DUBLIN

Science-driven food innovation partnership

Our investment in the culinary science-driven food innovation partnership with Technological University Dublin signifies our dedication to driving positive change in the food industry. The collaboration is set to establish a first-of-its-kind research initiative focused on sustainable meat and protein, encompassing various aspects critical to the industry's future.



THE PRIMARY OBJECTIVES OF THIS PARTNERSHIP INCLUDE:



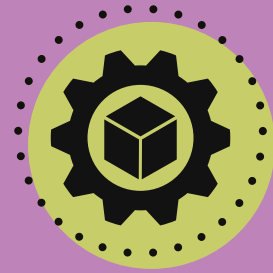
MEAT
OPTIMISATION

Developing innovative techniques for optimising meat production processes to reduce environmental impact while maintaining



HEALTH AND
NUTRITION

Developing innovative techniques for optimising meat production processes to reduce environmental impact while maintaining



PRODUCT DEVELOPMENT



SUSTAINABILITY
OVERVIEW

AGRICULTURE
AT OUR CORE

RESOURCE
EFFICIENCY

RESPONSIBLE
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Product development stands as a cornerstone in our endeavor towards a more sustainable food production system.

Through a meticulous review of the nutritional profile of our consumer foods portfolio, we have achieved substantial reductions in calories, fat, and salt. This proactive approach not only reflects our commitment to providing healthier options for consumers but also aligns seamlessly with our broader mission to contribute to a more sustainable and responsible future in the food industry.

CONSUMER FOOD PORTFOLIO REFORMULATION

1.3bn
reduction in Kcal

154 Tonne
reduction in Fat

11 Tonne
reduction in Salt

PEOPLE & COMMUNITIES

At Kepak, our People & Communities commitment extends to both our valued employees and the communities in which we operate. Our focus revolves around four key impact areas, embodying our dedication to fostering positive change and creating a workplace where individuals can reach their full potential. These areas include **Health & Safety**, ensuring a secure working environment; **Diversity, Equity, and Inclusion**, promoting a fair and inclusive workplace; **Learning and Development**, investing in the growth of our employees; and engaging in meaningful **Community Initiatives**, all guided by our corporate values.

Emphasising our alignment with global sustainability objectives, we proudly champion the United Nations Sustainable Development Goals (UN SDGs) through our **SDG Action Blueprint** across all 17 goal areas at each site, reinforcing our commitment to making a meaningful and holistic impact on our people and communities.

A better tomorrow

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SOURCING

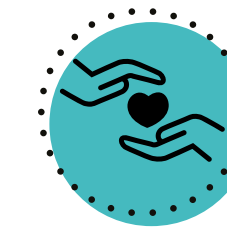
HEALTH &
NUTRITION

PEOPLE &
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FUTURE
COMMITMENTS



HEALTH
& SAFETY



DIVERSITY, EQUITY
& INCLUSION



LEARNING &
DEVELOPMENT



COMMUNITY
INITIATIVES





HEALTH
& SAFETY

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The safety of our people is our top priority, and we continue to invest significantly in the evolution of our Health & Safety strategy, anchored by the core principles of Training, Involvement, and Recognition.

A key focus this year was the integration of new machinery and equipment, necessitating a robust change management approach. Our Health and Safety teams were engaged in conducting PUWER assessments, ensuring compliance with the Provision and Use of Work Equipment Regulations and 200+ employees undertook additional awareness training in machinery safety and assessment techniques.

Furthermore, we are proud to announce the successful implementation of a new version of our Permit to Work electronic system, replacing paper-based solutions on some sites and older electronic systems on others. This advancement exemplifies our commitment to staying at the forefront of safety technology and fostering a secure working environment.

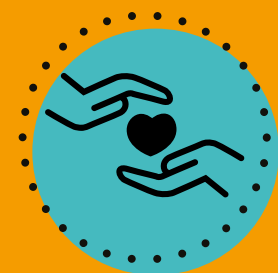


OUR HEALTH & SAFETY STRATEGY IS STRUCTURED AROUND THREE CORE PILLARS:

TRAINING
32,321
H&S TRAINING
MODULES COMPLETED

INVOLVEMENT
200+
H&S CONTINUOUS
IMPROVEMENT PROJECTS

RECOGNITION
2,028
H&S AUDITS
COMPLETED



DIVERSITY, EQUITY & INCLUSION

In accordance with our People Strategy, our Diversity, Equity, and Inclusion (DEI) strategy is intricately woven into the fabric of our approach to recruiting, engaging, and developing our workforce. Our DEI strategy is specifically concentrated on four impact areas:

Gender, LGBTQIA+, Race & Culture, and Ability

By implementing targeted awareness and education programs, we aim to create an environment where every individual feels valued, respected, and empowered. These initiatives form a crucial part of our broader strategy to drive positive change and promote a culture of diversity and inclusion within our organisation.



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Inclusion initiatives launched:

- Celebration events (International Women's Day, World Culture Day, Pride and Wellbeing)
- Mentoring programmes
- Gender expression & transition policy
- Menopause policy
- Career break policy
- Return to work policy
- Culture conscious canteen



STRATEGIC MEMBERSHIPS

GroceryAid®

AgDIF
Diversity and Inclusion in the Irish
Food, Drink and Horticulture Industry





COMMUNITY INITIATIVES



SUSTAINABILITY
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At the core of our community engagement efforts at Kepak are our foundational values of Responsibility, Ambition, Passion for Food, and Teamwork

These values guide our commitment to making a positive impact in the communities where we operate. Our dedicated community fund is allocated to support charities that hold special significance for our employees, ensuring a personal connection to the causes we champion.

Moreover, our sites actively participate in local sponsorships and community projects, with a deliberate emphasis on key areas such as gender equality, agri-sustainability, and food poverty. By aligning our community engagement initiatives with these priorities, we strive to not only contribute to the well-being of local communities but also address pressing social and environmental challenges.





KEEP
LEARNING

SUSTAINABILITY
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Kepak Keep Learning is a comprehensive learning and development program aimed at unlocking the full potential of our people.

With a range of training initiatives and resources, it ensures continuous growth and skill enhancement for all, fostering a culture of ongoing learning.



Learning and development programme highlights:

- Keep Learning Digital Hub & Newsletter
- Kickstart Early Careers Programme
- Award-winning Apprenticeship Scheme
- Success Factors Leadership Development
- 2,000+ Online Training Hours



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CASE STUDY: SDG ACTION BLUEPRINT



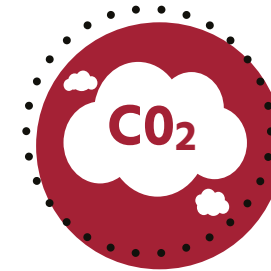
Site SDG Action Blueprints are our framework for embedding sustainability across our workforce.

- We have empowered our sites and employees to become champions of the UN Sustainable Development Goals (SDGs) by fostering engagement in activities spanning all 17 goal areas at each of our sites.
- Through this approach, we not only cultivate a culture of environmental and social responsibility within our workforce but also actively contribute to global sustainability initiatives. By encouraging our employees to champion specific SDGs, we align our organizational values with a shared commitment to creating a positive impact on people and the planet, reinforcing the notion that sustainability is not just a corporate initiative but a collective responsibility woven into the fabric of our company culture.

FUTURE COMMITMENTS



Adoption of the Sustainable Agriculture Initiative Platform (SAI)
Regenerative Agriculture Framework



We have committed to reducing Scope 1 & 2 emissions by **50%** and Scope 3 by **30% by 2030** as verified by Science Based Targets.



As a signatory of Coultard 2025 and in line with UN SDG 12.3, we will
reduce our food waste by 50% by 2030.



By 2025, all our branded consumer **packaging will be recycle ready** and aligned to the UK Plastics Pact and the EU Single Use Plastics Directive.



By 2023, we will map our key product offering via our sustainable diets compass relative to the **UN and EU sustainable diet guidelines.**



We will continue to champion **UN SDGs through our SDG Action Blueprint** with activities in all 17 goal areas at each site.