



**Muntions**

PASSIONATE ABOUT MALT SINCE 1921



**Practical  
Sustainability**

*Committed to positive change  
for a sustainable future*

## **P L A N E T   &   S O C I E T Y**

**E N V I R O N M E N T A L ,   S O C I A L ,  
G O V E R N A N C E   R E P O R T**





# Our Values

are the things that inspire, guide and drive us forward.

At Muntons we deliver enjoyment to your life. We partner with the best food and drink companies globally to create more of what you love. With 100 years' experience in crafting the highest quality malt and malted ingredients, our teams live it, breathe it and share it with pride.



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# Planet, people and purpose

**At 100, we are delighted to continually be finding new and better ways of working. Already over halfway to meeting or beating our net zero carbon target by 2050, it feels great to be delivering on our vision.**

To us, sustainability is defined by the need to make meaningful long-term systemic changes. To do that well, you must truly know your business. In ours the biggest carbon reduction opportunities involve the growing of malting barley from our farmers and the energy we use. This is where we have placed our focus ensuring our investments will have a significant contribution to a greener future.



We made two big leaps forward this year. The first; building on our work with farmers to produce the first accredited 100% sustainable barley, we partnered Heineken pioneering a regenerative agriculture trial that will pave the path for carbon negative malting barley.

The second; In 2021 we opened the doors to our new energy centre at Stowmarket led by AMP Clean Energy. The 14 MW biomass boiler will provide the sustainable heat and steam required for our site whilst also co-generating electricity and reducing our reliance on 'the grid'.

As the energy centre comes on stream alongside our previous energy investments, we anticipate we will have decarbonized our UK maltings by a staggering -83% since we first started measuring back in 2007. This puts us well ahead of schedule to meet our science-based greenhouse gas targets aligned to international treaties including the Paris Agreement and United Nations Framework Convention on Climate Change. Muntons is the first and only maltster globally to make such public commitments.

We are proud that our work has been recognized by peers and experts with a clutch of awards. We made the top 100 Manufacturers list for leadership in sustainability and won both the Baking Industry Awards' newest category; the Sustainability Initiative of the Year Award and the Environmental Leadership Award, from the Food and Drink Federation.

This is an honour, but the external verification we are most passionate about is that of our data and business practices. The sustainability scorecards of EcoVadis go broader, looking in detail at companies environmental, social and ethical responsibilities. Used by many big names such as Mars and Coca Cola it awards ratings following an in-depth assessment. In January we were proud to learn that Muntons has been awarded the highest platinum rating, which puts us in the top 1% of all companies worldwide. An incredible testament to the work that goes on right across our supply chain.

What a great way to start our second century of manufacturing operations!

BIOMASS PLANT BRIDLINGTON



AWARDS







**“We are delighted to have been working with Muntions and the relationships they hold to establish this opportunity to decarbonize our malting barley supply chain. This has been an important part of our Low Carbon Farming Global Programme and commitment to be carbon neutral by 2040.”**

Géraldine Bernard, Global Agriculture Sustainability Lead, HEINEKEN Company

# Decarbonising from Grain to Glass

The trial is a collaborative effort between HEINEKEN UK, Muntions, supply chain consultancy Future Food Solutions and Yorkshire-based barley farmers. In the first year of the pilot, which began with the 2021 autumn crop-sowing campaign, 10 farmers took part and around 7,000 acres of winter and spring barley varieties have been grown yielding up to 25,000 tonnes of grain, enough to brew almost 300 million pints of beer.

The ambition is to use the learnings from the pilot to scale the project over the coming years to help contribute to HEINEKEN's global ambition to reduce emissions from agriculture by 33% by 2030 versus a 2018 baseline, and to achieve a carbon neutral value chain by 2040.

The barley grown as part of the trial will first go to Muntions' plant at Flamborough, Bridlington, for malting.

From there, it will be transported to HEINEKEN's brewery in Tadcaster where it will be used in the brewing process.

The trial is focusing on a number of sustainable farming techniques including inter-row cropping, growing cover crop mixes including varieties such as phacelia, oil radish and clovers, using less invasive measures to prepare the land and optimising crop nitrogen use. Outcomes will be measured in terms of the amount of CO<sub>2</sub> sequestered by the soil and the reduction in the amount of nitrogen needed to be added to the crop to produce healthy yields. This trial is part of a HEINEKEN global programme: the 2040 Low carbon farming programme, which has been launched in 10 countries, with the aims of reducing carbon emissions and capturing CO<sub>2</sub> in the soil.

“Without barley we can't make beer. This trial is very much about ensuring we create a sustainable long term supply chain that benefits farmers, the planet and biodiversity. Agriculture is the second biggest contributor of our carbon footprint and with our new ambition to hit carbon neutrality through our entire value chain by 2040, tackling this part of our footprint is key. This is the reason we have partnered with Future Food Solutions and Muntions. They help farmers to integrate a range of innovative ideas into their processes to reduce carbon emissions and improve soil health; exactly the things we need to make our barley more sustainable.”

Matt Callan, Supply Chain Director at HEINEKEN,

“We're delighted to be taking part in this HEINEKEN initiative to trial low carbon farming. As a farming enterprise that has taken sustainability very seriously for some time now, it is fantastic to see leadership on this issue from big brands looking to bridge that gap between producer and consumer.”

Rachel Scholes of JS Scholes Farmers Sledmere

“Farmers benefit from improved soil health and lower farm input costs. Spring barley, which is what most brewers prefer, is prone to drought, but increasing soil organic matter means the land retains far more water, so the farmers get greater resilience built into their crops. This equates to better crops and better margins. HEINEKEN benefits from a more sustainable, more resilient supply chain that will help the business meet its carbon neutrality targets and the consumer enjoys a tasty, refreshing beer in the knowledge that it has had a significantly reduced impact on the environment. It is a win for everyone.”

Steven Cann, Director of Future Food Solutions:

“As a business that started its sustainability journey all the way back in 2000, it is an exciting project for us to be involved in. The malt we make is already certified 100% sustainable by the Farm Sustainability Assessment standard and the results of this trial have now also been certified as Carbon Negative.”

Tim Wakeley, General Manager at Flamborough Maltings and Head of Muntions' Sustainability Council.



# Streamlined Energy & Carbon Reporting Data

	2020	2021
<b>UK Energy use</b>		
Gas (GWh)	195.19	155.45
Biomass (GWh)	39.59	61.41
% renewable	20.3%	39.5%
Electricity (GWh)	24.99	32.19
% renewable	11.2%	18.4%
<b>Greenhouse Gas Emissions</b>		
Scope 1 (to CO <sub>2</sub> e)	28611	28473
Scope 2 (to CO <sub>2</sub> e)	5831	9099
Scope 3 (to CO <sub>2</sub> e)	51194	55778
<b>Total (to CO<sub>2</sub> e)</b>	<b>85636</b>	<b>93351</b>
<b>Intensity metrics Scopes 1+2</b>		
mt CO <sub>2</sub> e per £000 turnover	0.364	0.371
mt CO <sub>2</sub> e per employee	101.90	112.16

Total emissions went up this year by 9% but there was production tonnage uplift of 12% overall as a consequence of our biomass and renewable energy investments which proportionately reduce our GHG intensity. The increase in scope 2 emissions is because our bioenergy is now supplied as heat and not as gas which was in scope 1

## Energy efficiency action taken

Adding to the biomass plant at our Bridlington plant, this year the Stowmarket site energy centre came on line delivering heat to our ingredients business. Both plants use waste woodchip from forestry activities. This is expected to reduce GHG emissions from the heating of the kiln by up to 90%.

- ◆ Our energy management system continues to be verified to ISO50001
- ◆ We report energy efficiency metrics at management meeting and track against targets
- ◆ Our project appraisal system evaluates capital projects for reduced GHG emissions and environmental impact
- ◆ Our anaerobic digestion plant continues to provide electricity at our Stowmarket plant and the biofertiliser produced from the wastewater treatment is approved to be sold to farmers growing cereals.

Muntions follows The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Conversion data from Department for Business, Energy & Industrial Strategy Greenhouse gas reporting: conversion factors 2021

# Our Targets & Achievements

	TARGET	2021/22 ACHIEVEMENT	
<b>GREENHOUSE GAS EMISSIONS</b>	Science Based Target 2010-2025	Scope 1 & 2 29% On track for >50% in 2022	AHEAD OF TARGET
	Scope 1 & 2 45% reduction Scope 3 30% reduction	Scope 3 32%	AHEAD OF TARGET
<b>WASTE</b>	0% non-hazardous waste to landfill	0% to landfill achieved	ACHIEVED IN FULL
<b>FOOD WASTE</b>	To align with the Target, Measure Act food waste reduction scheme: <2% food waste	0.51%	ACHIEVED IN FULL
<b>WATER USE</b>	< 4.8m <sup>3</sup> /tonne for malting < 7.0m <sup>3</sup> /tonne total products	4.3m <sup>3</sup> /tonne for malting 5.9m <sup>3</sup> /tonne total products	ACHIEVED TARGET ACHIEVED TARGET
<b>SUPPLIERS ETHICAL DATA EXCHANGE (SEDEX)</b>	Management score above average with target of 4.0/5.0	4.3	ACHIEVED IN FULL
<b>CLIMATE POSITIVE AGRICULTURE</b>	To reduce scope 3 carbon emissions from growing of malted barley by 30% by 2030	First crops of malting barley in our regenerative agriculture programme certified as carbon negative.	ON TARGET



# Governance & Introducing our Sustainability Council

**Sustainability is a key pillar of our strategy and a primary focus of our operational activities. Our achievements and reputation for publicly sharing data on ESG performance has led the business to success in GHG reduction in line with a science based target and acquisition and retention of business.**

Muntons' ethos is that robust ESG practices lead to a better business. There is no conflict between values and value and together these create an enjoyable workplace and make us an attractive supplier and business partner.

#### Sustainability and Ethics

The Sustainability Council reports directly to the CEO and comprises: Head of Technical and Procurement, Energy Manager, Head of Marketing and Innovation and Flamborough Maltings General Manager.

The Sustainability Council along with the management team set the procurement policy with challenging targets (KPI's) for energy and water use that translate into GHG emissions reductions in line with a maximum 1.5C global temperature rise scenario.

The overall climate change strategy is approved at Board level and proposed by the Sustainability Council.

The Human Resources and Procurement teams oversee company-wide adherence to best practice in ethical trading, bribery and corruption, gender pay gap and diversity and inclusion. We have a number of internal and external training and awareness courses that are run annually. Our performance is verified by Suppliers Ethical Data Exchange (SEDEX) where we score an impressive 4.3/5 and EcoVadis where we have Platinum status placing us in the top 1% of companies globally for ESG performance.

## Sustainability Council - Roles & Responsibilities



**TIM WAKELEY**

**LEAD & CUSTOMER  
CHAMPION**

Overarching Steering  
Customer Technical Lead  
MSI: Muntons  
Sustainability Initiative  
Thought Leadership  
Representation



**RAMEES RAJA**

**TECHNOLOGY & DATA  
CHAMPION**

Carbon Footprint  
Energy Numbers  
Net Zero Pathway  
New Technologies



**ADRIAN DYTER**

**PARTNERSHIPS  
& SUSTAINABLE  
AGRICULTURES CHAMPION**

Sustainable Farming  
Initiatives  
Credentialing including  
FSA / SAI / EcoVadis / CDC  
Partnership Opportunities



**KATE DIXON**

**COMMUNICATIONS &  
EMPLOYEE ENGAGEMENT  
CHAMPION**

Employee engagement  
Communications  
Storytelling & Collateral

#### Other ESG committees that report at Board level

**Business Continuity:** we have a robust plan in place that has been tested in live scenarios and proven to be valuable in protecting our business and supply chain partners

**Risk Committee:** this meets quarterly to assess a range of risks identified by detailed risk assessment. The board considers mitigation actions already in place and determines the best ways to reduce any residual risk remaining by changing practices or allocating capital funds.

**Energy management:** We have a dedicated energy manager who drives continuous improvement in technology and efficiency to align with our strategic goals. He works across all production processes and with external supply chain consultants.

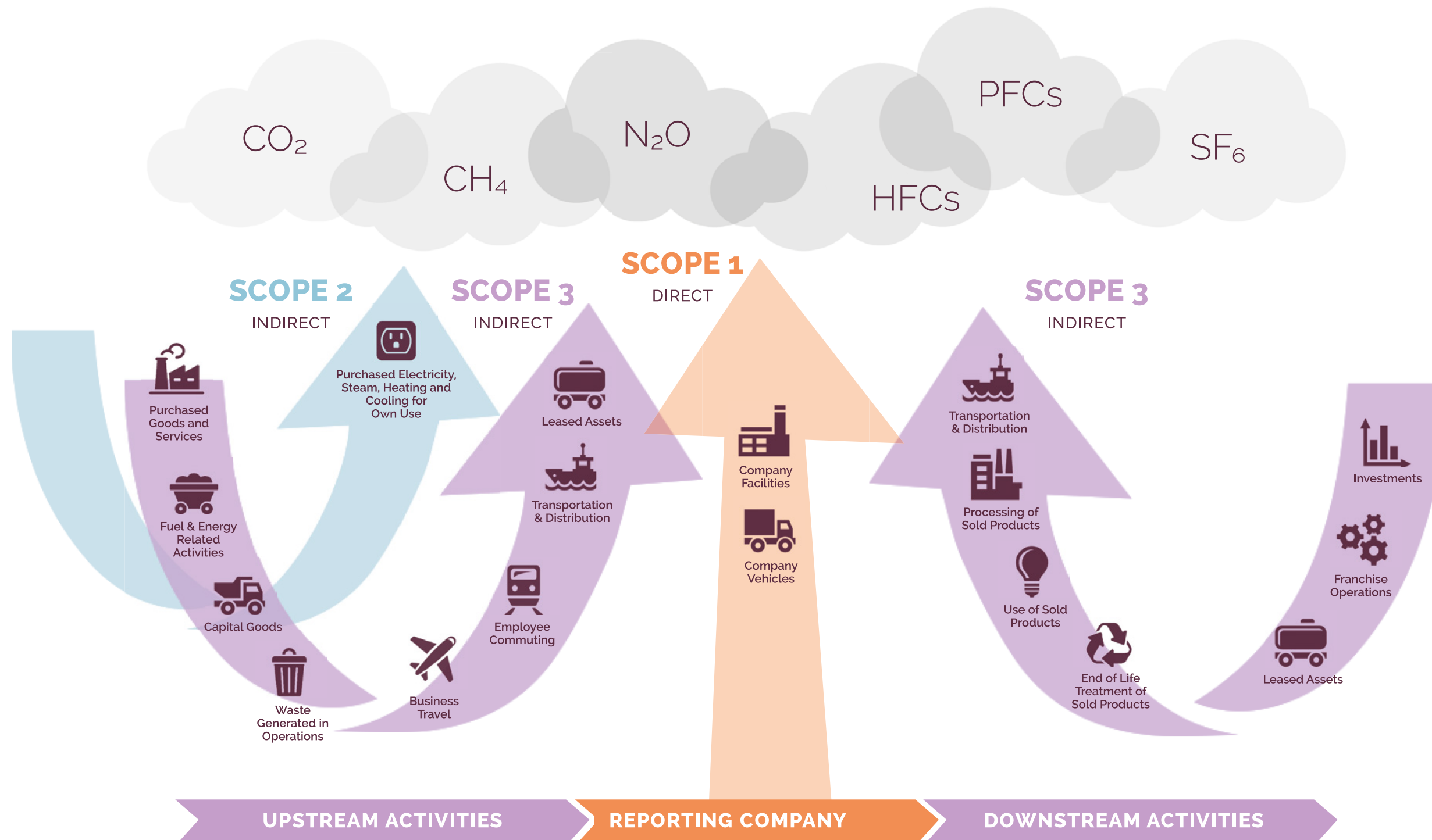
**Health, Safety and Environment:** Our team oversees the development of an open and effective culture of accident prevention promoting safe acts in addition to identifying potentially unsafe situations well before they lead to a real incident. We use ISO14001 and 50001 standards to drive excellence in environmental performance and energy management. A climate risk assessment and mitigation report is maintained.



# A Holistic Approach to Environmental Sustainability

Muntons recognised early on the need to understand and influence the entirety of our supply chain with our actions impacting directly on all aspects of Scope 1 & 2.

If you would like to understand more about the language used in environmental sustainability then visit our website [www.muntons.com/demystifying-sustainability](http://www.muntons.com/demystifying-sustainability)



\*Infographic approach inspired by Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)



# Demystifying Sustainability Language

## *Climate conscious terminology:*

### Net Zero

We must all reduce scopes 1,2,3 to zero or to a residual level that is consistent with reaching net-zero emissions and aligning with operations that contribute the least possible GHG emissions and restrict global warming to 1.5oC

Net zero is a balance: stop certain activities, reduce other activities to as close to zero as possible and potentially make some activities negative

### Carbon Neutral

Once you have done everything you can to reduce your emissions through efficiency and available technology you can neutralise your emissions potentially through purchase of carbon credits

Any residual emissions needed to get to net zero at the target year must be neutralised in that year and every year afterwards unless new technology or operational efficiency results in further emissions reductions



### Carbon Credits

Carbon credits are measurable, verifiable emission reductions from certified climate action projects, such as wind energy, biomass, or forest conservation. These projects reduce, remove or avoid greenhouse gas (GHG) emissions. An organisation can purchase a carbon credit, which allows them to emit a certain amount of CO2 or other greenhouse gases. One credit permits the emission of a mass equal to one tonne of carbon dioxide.

Carbon credits can be provided through

OFFSETS which are carbon credit from schemes outside your normal operations

INSETS which come from within your own supply chain

**“As a basic rule, it is recommended that companies start on the continual reduction of their own emissions, with offsetting used only to counter the balance. Only then will a commitment to climate change reduction be truly credible.”**



# Decreasing the Carbon Footprint of Malt

Creating the first malting barley carbon calculator gave us the data and knowledge to meaningfully impact our supply chain. Focusing on the areas that would make the most significant difference to Green House Gas Emissions.

To date the carbon footprint per tonne of Muntons' malting barley has seen a 45% decrease in Co2e since 2010. We anticipate a further substantial decrease as the new energy centre at Stowmarket comes fully on stream in 2022.



**We have achieved these results through our commitment to practical sustainability. Our promise to making practical, pro-active steps towards a better future, rather than waiting for the perfect solution.**

Highlights that helped us drive down the carbon footprint:

- We have championed the use of the Farm Sustainability Assessment & Red Tractor assurance scheme to benchmark sustainability standards and shape a future improvement plan for farmers.
- We have collaborated with Future Food Solutions to develop educational grower groups to support and share best practice and give access to agronomy and supply contacts to improve sustainability.
- We have influenced the wider supply chain of malting barley farming, from compost to fertilizers manufacturers to look at means of reducing the carbon footprint. Investment in abated nitrogen fertilizers has made one of the most significant positive reduction on carbon footprint.
- We have made investments into renewable energies on site including:
  - > 2014 Anaerobic Digester
  - > 2019 Biomass Bridlington
  - > 2021 Energy Centre Stowmarket
- We run an Energy Efficiencies programme, reducing our energy needs.

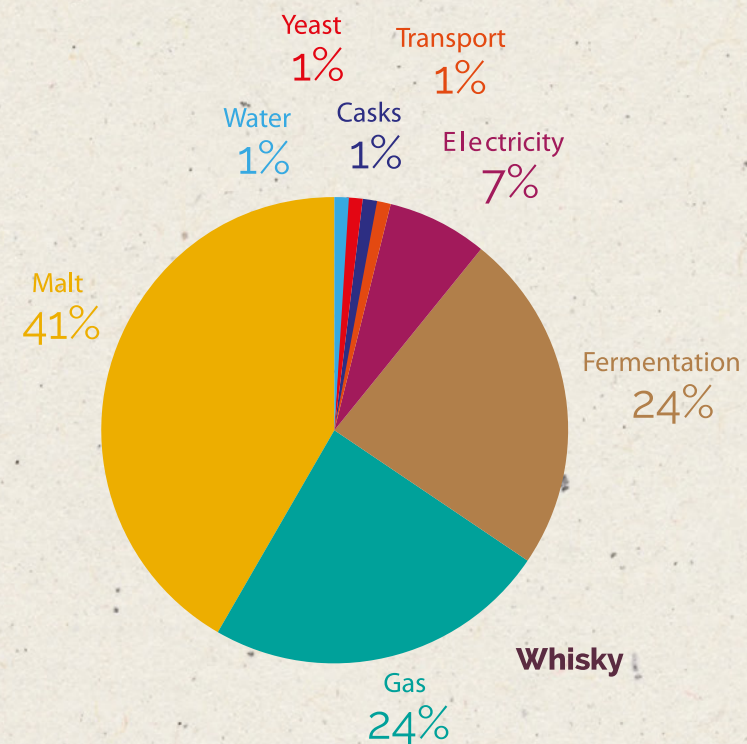
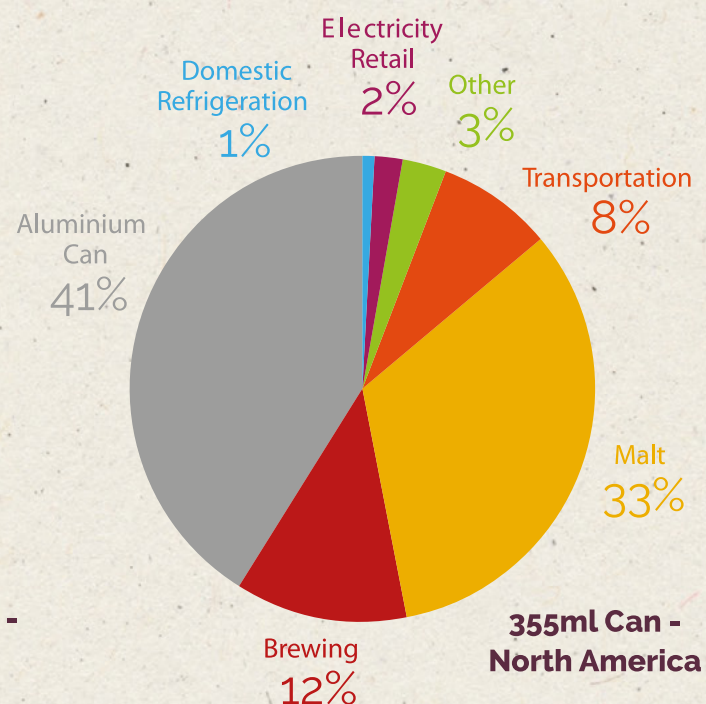
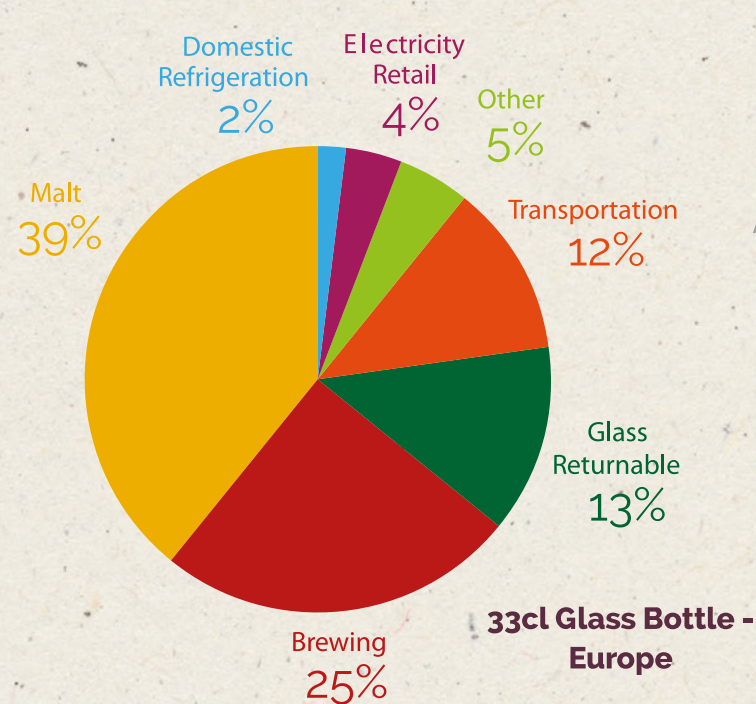


Future Food Solutions



# The Carbon Footprint of Malt in Beer & Whisky

Malt is clearly a fundamental contributor to the carbon footprint of beer and whiskey. Switching to low carbon 100% sustainable malt from Muntions would be an obviously place to start to reduce your carbon footprint.



Alcoholic beverages are estimated to contribute 0.7% to GWP and cereals 3.8%. A 2012 report from the BIER industry roundtable group graphed here indicates that malt contributes a significant proportion of around 39% when in bottles and 33% for cans. Therefore, a reduction in the carbon footprint of malt would be beneficial to beer.

Clearly, much energy is used in making malt, which makes it a major contributor to the carbon footprint of beer and whisky. This can place it under threat of replacement in centuries old heritage beer brands as brewers look for opportunities to save embedded carbon in their raw materials. There are compelling arguments that there is no need to make such a draconian move.

With novel technology and more to come we are already able to achieve significant reduction in the carbon footprint of malt and indeed it could in the longer term approach zero as the race to carbon zero brings on stream new technologies such as hydrogen power. Malting will necessarily be energy intensive, which is inevitable presently to create the flavours we all love, but the energy will be provided in a much more environmentally friendly way. Already Muntions malt is a super low carbon option for reducing the embedded carbon in beer, whisky and other foods and beverages.



# Setting the Bar High

## joining a Global Agenda

We are one of only 850 companies in the world across all industries to set a science-based targets, our performance against which is independently verified. Extending beyond the environment, the principles by which we do business are set against the highest possible measure.

### OUR TARGETS:

Reduce on-site scope 1 and 2 emissions by 45% from 2010-2025

Reduce scope 3 emissions by 30% from 2010 - 2025.

We have made significant progress, already saving 29% on Scope 1 and 2 since 2010 and are on our way to reach and exceed our target well ahead of the 2025 milestone.

### RACE TO ZERO:

The United Nations Framework Convention on Climate Change (UNFCC) is promoting a fast track approach to GHG reduction to be carbon neutral by mid-century and halfway there by 2030.

Muntions target for carbon reduction is aligned with the Race to Zero and through the Global Climate Action portal the UNFCC recognises our targets as being world leading in this regard for both the absolute emissions of GHG and the amount of energy per tonne of product.

### HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that our business is not complicit in human rights abuses

### LABOUR STANDARDS

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: the elimination of all forms of forced and compulsory labour

Principle 5: the effective abolition of child labour

Principle 6: the elimination of discrimination in respect of employment and occupation

Muntions has recognised for many years that sustainable business is about much more than environmental protection and encompasses human rights, labour standards, environment, health and safety and anti-corruption. This way of doing business is part of our embedded ethos and essential for our continued success as a company that has been established for over 100 years. We recognise the importance of the UNGC principles through SEDEX and EcoVadis and a number of specific customer supply chain compliance codes of conduct. Muntions has been externally audited against the SEDEX SMETA code every 2 years since 2009 and we are proud to have our record verified in the areas also represented here:

### ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: undertake initiatives to promote greater environmental responsibility

Principle 9: encourage the development and diffusion of environmentally friendly technologies

### ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Muntions target for carbon reduction is aligned with the Race to Zero

**RACE TO ZERO**



# The United Nations Sustainable Development Goals

We are aligned with the ten Principles of the UN Global Compact



## Good Health & Well Being

Ensure healthy lives and promote well-being for all at all ages

Malted ingredients are a rich source of vitamins and minerals low in fat and high in fibre. Our new product development process looks for new ways to use malted ingredients as nutritionally superior sources of texture, flavour and colour.



## Affordable & Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all

We have installed clean energy generation to provide heat, steam and electricity for our factories and reduced our GHG emissions by up to 90% in some areas of operation. Biomass as a replacement for natural gas and use of Anaerobic digestion to provide electricity rather than transport material off site as waste are great examples of our decarbonisation strategy.



## Gender equality

Achieve gender equality and empower all women and girls

Muntions has a policy of equal rights and opportunities irrespective of gender.



## Clean Water & Sanitation

Ensure access to water and sanitation for all

Muntions has a policy to reduce water consumption and to recycle as much water as possible to avoid depletion of fresh water and protect natural water resources.



## Decent Work & Economic Growth

Promote inclusive and sustainable economic growth, employment and decent work for all

Muntions is an ethical company having been verified by the Suppliers Ethical Data Exchange 4 pillar audit for Labour standards, Health and Safety, Environment and Business practices.



## Industry, Innovation & Infrastructure

Build resilient infrastructure, promote sustainable industrialization and foster innovation

Innovation drives our process efficiencies to be best in class and to continually develop new and innovative ways to use our products and develop new products.



## Responsible Consumption & Production

Ensure sustainable consumption and production patterns

Muntions provides clean label ingredients produced in hygienic, food safe and highly efficient factories using ethically sourced raw materials.



## Life on Land

Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

Muntions has a programme in place to work with farmers who grow our malting barley in a way that minimises fertiliser use or uses abated nitrogen fertilizers such that soil structure is improved, water courses are protected and

very soon our malting barley will be climate positive (carbon negative). Farm practices that encourage biodiversity are encouraged in our suppliers



## Partnerships For The Goals

Revitalize the global partnership for sustainable development

Muntions recognises that we will make better progress by working collaboratively across our supply chain. We promote sustainable practices in our suppliers by requiring them to adopt reduced resource use and recycled content and with our customers by helping them understand how our actions reduce the embedded impact in the products they make using our materials. We work internationally with the Sustainable Agriculture Initiative Platform to promote sustainability best practice in agriculture.



## Climate Action

Take urgent action to combat climate change and its impacts

Muntions has an externally verified science-based target for GHG reduction to ensure we play our part in minimising global warming to well below 2C.



# Ethical Supply

**Not only do we like to do business with organisations who share our values, but we depend on a responsible and transparent supply chain to grow our sustainable business. Muntons is committed to building long-lasting collaborative relationships across the supply chain and with the local community.**

We have been successfully certified as an ethical supplier since 2009 through external verification via the Supplier Ethical Data Exchange four pillar audit (SEDEX, SMETA audit). The four pillars are: Labour Standards; Health and Safety; Environment; Business Ethics. Our audit has 2-year cycles. We have also reinforced our ethical trading status by formally adopting the Modern Slavery Act (Human Trafficking) and a public statement is available on the website.

**Our Ethical Supply Statement is available here:**

[www.muntons.com/Ethical Statement 2021](http://www.muntons.com/Ethical Statement 2021)

[www.muntons.com/modern-slavery-statement](http://www.muntons.com/modern-slavery-statement)

We are proud to be part of the Food Waste Reduction Roadmap (part of WRAP) to minimise food waste and are in fact the first maltster to sign up to it. The initiative encompasses the entire supply chain from field to fork. Our food waste is minimal at 0.51% and as a business, the ethos of looking for further waste reduction opportunities and sharing our actions through case studies is consistent with our company values. Action by individual businesses to 'Target, Measure, Act' on food waste is critical to the UK achieving its national targets as well as the UN Sustainable Development Goal of a 50% food waste reduction by 2030.

## KEY PERFORMANCE INDICATOR

## 2021/22 DATA (CALENDAR & FINANCIAL YEAR)

### Health and Safety

Lost time incidents x 1,000,000 / total hours worked (Frequency)	11.97
Lost time incidents x 1,000,000 / total hours worked (Severity)	10.25

### Environment

Total energy consumption (MWh)	220,176
Total scope 1 emissions (tonnes CO2e)	28,611
Baseline scope 1 year	2010
Baseline scope 1 year emissions (CO2e tonnes)	34,417
Total scope 2 emissions (tonnes CO2e)	5,831
Baseline scope 2 year	2010
Baseline scope 2 year emissions (CO2e tonnes)	12,885
Total water use (mega litres)	1,582
Total weight hazardous waste disposed (tonnes)	0
Total weight non-hazardous waste disposed (tonnes)	0.42

### Labour Standards and Human Rights

Average hours training per employee	1h/person Gender/Diversity; All training 5h/person/year
% workers in minority groups	9%
% workers in minority groups at executive level	0%
% women employees	25%
% women in executive posts excluding directors	18%
What control methods are in place to prevent child labour	Supplier Code of Conduct required to be signed by all suppliers

### Ethics

% staff trained in ethics	90 managers for 4h = 100% Online training 48 people: all managers = 100%
Number of whistle blowing incidents	0
Number of corruption incidents	0
Gender Pay gap data	See separate report available online <a href="https://www.muntons.com/gender-pay-gap/">https://www.muntons.com/gender-pay-gap/</a>

What awareness programme is in place to prevent information security breaches?	We regularly alert team members to scam emails; have a mechanism for reporting to ICT any suspicious emails before they are opened so they can be quarantined; have a process to quarantine email messages from suspicious senders and require the user to positively confirm the sender is known to them; we brief annually the GDPR requirements and key staff controlling information sign a declaration acknowledging their role in information security
Number of confirmed security breaches	0
Number of audits for information security breaches	0: we ran an exercise when a breach was suspected but was found not to have been a breach so this was a live test of the procedure rather than an audit
What procedures are in place to train internal and third party users of secure information?	None at the moment, this is under discussion as part of the Data governance team meetings.

### Procurement

% suppliers signing the Conditions of Purchase	100%
% of suppliers with clauses in their contracts on environment, labour relations, human resources	100%
% of suppliers who have a CSR assessment	0% - we do not carry out a specific CSR assessment
% of suppliers audited on their sites	0% due to covid
% buyers trained in sustainable procurement	100%
% suppliers with corrective actions	0%





# Unlocking Potential

**We know that the best performing businesses prioritise inclusion and diversity and we believe it is crucial to create a culture with inclusion and diversity at its heart. Our commitment starts with our people and our aim is to ensure that all our people around the world thrive, by shaping market-leading policies and practices.**

For our business to thrive and for Muntions to realise its ambition, we depend on recruiting, retaining and developing diverse talent with a range of backgrounds, skills and capabilities in each of the countries in which we operate. Diversity of thought and experience fuels growth and innovation in our organisation and brings us closer to our customers and suppliers. We view diversity in the broadest possible sense, including gender, ethnicity, age, sexuality, social class, education, experience, ways of thinking and more.





# Enjoyment & Wellbeing

Research has shown that delicious treats and a little of what we enjoy in life is a major part of wellbeing.

**"A key pillar of the nutrition, health and wellness strategy was to expand the nascent field of food-based nutritional therapy."**

Nutrition & Wellness Study with Harvard Business School; Bell, McLoughlin & Kindred; 2016.



Malt enhances flavour, colour and mouthfeel in many of our favourite foods and drinks. With many beneficial properties to cleaner labels and healthier food production we are only just beginning to unlock its full potential.

As well as brining enjoyment to people's lives through what we eat and drink we're passionate about creating an enjoyable place to work too.



**Enjoyment for the soul through immersion in nature.**

Every employee can access our free allotment scheme at our Suffolk headquarters and in celebration of our centenary we have planted our 100 year woodland of native trees.

As well as supporting conservation in agriculture we have extensive natural habitat areas and green spaces filled for our people and the local wildlife to enjoy.



**We nurture an open and trusting culture to help support and overcome any challenges with a well promoted support network of Wellbeing Buddies.**





# As Pioneers

in the malting industry,  
we were the first to:



Turn carbon speculation into accountable, credible facts with the first carbon calculator mapping the complete supply chain of malting barley.

Look across our whole supply chain – from farm to finished ingredient and make tangible improvements on carbon emissions.

Sign up to science-based targets holding ourselves to the highest level of external accountability.

Produce low carbon, 100% sustainable malt to deliver for both customers and the planet.



If you would like help with your sustainability story / credentials, then reach out to us [hello@muntons.com](mailto:hello@muntons.com)





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