

# MEASURABLE PROGRESS AGAINST THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Our Goal	Linked UN SDG	Commitment & Target	Progress
Energy & Emissions		<p><b>Scope 1 &amp; 2</b></p> <p>Adopt a net zero approach. Exhaust all routes to reduce our own emissions through practical tangible actions before considering offsets.</p> <p>Target: SBTi 45% reduction Scope 1&amp;2 by 2025 Target: Net zero across Scope 1, 2 &amp; 3 by 2030 Target: Lowest Carbon Malt on the planet</p> <p><b>Scope 3</b></p> <p>We are committed to covering every aspect of the supply chain, ensuring that the environmental, economic, and social facets are all equally nurtured and protected. Aim to champion the change &amp; partner with wider supply chain through supported surveys and webinars.</p> <p>Target: SBTi 30% reduction Scope 3 by 2025 Target: 70% of barley grown in Reg-en Ag conditions Target: 100% participation of supplier base in Muntons sustainability survey + YOY progress Target: Every employee to have a sustainability KPI on their work development plans</p>	<p><b>Scope 1 &amp; 2</b></p> <p>Significant investment into Green Energy solutions + embedding sustainability actions and accountability into our entire employee base.</p> <p>Progress: SBTi achieved 2 years early; 52% reduction GHG scope 1 &amp; 2.</p> <p>Progress: Plans developed to reach 90% Scope 1&amp;2 by 2030.</p> <p>Progress: Currently produce malt at 91kg CO<sub>2</sub>e/tn malt which makes us the lowest carbon malt on the planet according to all available published data (2022)</p> <p><b>Scope 3</b></p> <p>Progress: SBTi achieved 2 years early. 33.2% reduction in scope 3.</p> <p>Progress: 4 trial groups developing robust practices for roll-out</p> <p>Progress: 74% of supplier base participated &amp; overall base increased 12pts in 2023 vs 2022</p> <p>Progress: Mandated every employee will have sustainability goal in 2023 WDP</p>

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Regenerative Agriculture		<p>We were the first maltsters to have our barley qualified as 100% sustainable, aligned to SAI Silver standard, but we aren't stopping there. Farming barley constitutes 60% of Malt's carbon footprint, adopting regenerative agriculture practices has the potential to reduce the carbon emissions significantly. Muntons are committed to driving regenerative agriculture practices through our supply base, aiming for 70% of all our barley to be a part of a verified programme by 2030.</p>	<p>We have 4 trial grower groups in partnership with Sustainable Futures and major customers Heineken &amp; Suntory, working towards developing a pool of best practice and successful strategies for growing malting barley with low carbon footprint. All data is validated using the Cool Farm Tool. One farmer has successfully delivered malting barley at 15kg CO<sub>2</sub>e/tn vs traditional farming methods at 300-400 kg CO<sub>2</sub>e / tn just showing the potential scale of impact that may be possible.</p>

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Waste and Water Conservation		<p>Muntons has always endeavoured to consume responsibly, both materials and water – using the framework of Remove, Reduce, Reuse, Recover. Our waste management system has been embedded for many years now and continues to uphold the highest standards.</p> <p>Target: 0% non-hazardous waste to landfill</p> <p>Target: Align with target, measure, act food waste reduction scheme &lt;2% food waste</p> <p>There is more pressure on the world's water table as climate change affects the available surface water and groundwater. Besides conserving water and using it responsibly, it is also critical to ensure any water that does it make to the water table is clean and treated.</p> <p>Target: &lt;4.8m<sup>3</sup>/tn of malt Target: &lt;7.0m<sup>3</sup>/tn total products Malt + MI Target: 100% treatment of water before release</p>	<p>Progress: 0% non-hazardous waste to landfill achieved 2022</p> <p>Progress: 0.51% food waste</p> <p>We've had some notable success in driving a reduction in our water abstraction, 33% reduction in water abstraction / tn of malt at our main Cedars malting 2019-2022 and are on track as a total business.</p> <p>Progress: 4.9m<sup>3</sup>/tn of malt (missed self imposed target by 0.1m<sup>3</sup>)</p> <p>Progress: 6.6m<sup>3</sup>/tn total products</p> <p>Progress: 100% of water treated through onsite facilities. Stowmarket &amp; Bridlington have waste water treatment plants. In addition, at Bridlington, we have installed reed beds as a final step before water is released to the sea. Besides their purpose of filtering the water, they are also a valuable breeding and food source environment for a range of reedbed birds, plants and insects, ensuring the health of our bodies of water are sustained.</p>

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Bringing others on the journey		<p>We believe sustainability will only succeed through partnership, collaboration and bringing others on the journey. We have key audiences that we target to join us:</p> <ol style="list-style-type: none"> <li>The wider supply chain via Muntons Sustainable Supplier Programme. Annual surveys &amp; webinars to help suppliers understand, map and action their own sustainability path.</li> <li>Employees – encourage engagement through education, participation, corporate support.</li> <li>Barley Farmers alignment to Sustainable Agriculture Initiative (SAI) Silver or above</li> <li>Customers – brewers, distillers &amp; food producers, besides examples such as collaboration on regenerative agriculture, collab brews &amp; a sharing of best practice, as their scope 3 it is critical we remain transparent, accountable and driven to achieve. Standards we strive for in addition to SBTi &amp; CDP</li> <li>Community – investing back into our local communities and supporting education.</li> </ol> <p>Target: 75% of suppliers bronze level or above Target: Improvement YOY of suppliers' credentials Target: Sustainability Goal on WDP Target: 100% SAI Silver or above verified Target: Ecovadis Target: Sedex</p>	<ol style="list-style-type: none"> <li>Webinars offered to suppliers to learn more about sustainability, carbon mapping and creating a road map. Survey published Oct 2023</li> <li>Progress: 74.3% of suppliers achieved bronze level or above</li> <li>Progress: 12pts improvement overall vs 2022</li> <li>Progress: Sustainability School launched Sept 2023, a series of online educational videos with both entry and advanced level content.</li> <li>Progress: 2023 WDP setting in progress</li> <li>Progress: Sustainability School open to all employees. Embedding into learning and training online accountability tool targeting end of 2023 + exams to be introduced.</li> <li>Progress: 100% barley Silver SAI rated</li> <li>Progress: 2023 Ecovadis Platinum (top 1% most sustainable companies in the world)</li> <li>Progress: Sedex accreditation</li> <li>Progress: School tours at Muntons to introduce local students to STEM in action have restarted after a hiatus caused by COVID19. Recycled materials from our Thailand plant turned into backpacks and gifted to over 1000 pupils in the local area.</li> </ol>

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Innovation as a force for good		<p>Muntons are committed to embracing and pro-actively developing innovation that improves either our ability to deliver sustainably or that of our customers, suppliers or end consumer</p> <p>Target: Tangible innovation that improves either our own, customers, supply chain or end consumers ability to work or live sustainably.</p>	<p>Progress: PlantMalt – a new range of malted ingredients to support the plant food revolution launched. Transforming food's environmental credentials by showcasing the role of malted ingredients in improving texture and taste to meat alternatives.</p> <p>Progress: Multi-choc launched. An alternative for food producers to Cocoa Powder, an ingredient known as a driver of deforestation, loss of critical wildlife habitat, and human rights abuses around the world</p>

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Our people and our communities		<p>Muntons takes the wellbeing of its staff &amp; those in our wider supply chain very seriously. We have an underlying and long-standing commitment that business can be both profitable and responsible and believe that is best supported by building long-lasting relationships with our employees, across the supply chain and with the local community.</p> <p>Wide reaching policies and audits in place to ensure ethical procurement and standards are met across the board, but our goals stem well beyond that.</p> <ol style="list-style-type: none"> <li>Support the wellbeing of our staff, especially in light of mental health challenges on the rise in society</li> <li>A need to reflect the society in which we live, ensuring it is an inclusive and diverse environment.</li> <li>Supporting our communities</li> </ol>	<p>Tangible change is being driven in accordance with our company agenda to be the most enjoyable company to work for and with:</p> <ol style="list-style-type: none"> <li>In addition to perks such as medical insurance &amp; a health cash plan, we have in place an Employee Assistance Programme with 24/7 GP advice line, counselling &amp; legal advice. We have also trained a number of internal employees in mental health first aid and appointed 'Wellbeing Buddies' to offer support to colleagues in all facets of life.</li> <li>For a number of years, we have had an internal group focused on championing the D&amp;I agenda 'Together Be Strong' from which we have seen the creation of a refreshed D&amp;I charter &amp; will see another boost in 2024 with mandatory EDI training across the company.</li> <li>In 2023, in addition to sizeable donations to local foundations that support reducing hunger &amp; poverty through local initiatives, Muntons also gave every employee £100 to donate in their name to a charity of their choice. This ensured that monies went directly to causes close to employees and at the heart of our communities. The reaction of both employees and the chosen charities has been overwhelming.</li> </ol>