

Purpose Report

2023

Welcome



“In our first Purpose Report - published in 2022 - I talked about seeing a legacy of caring in what we do.

One year on, it's evident to me that the care we give our people, our animals and the planet around us, is key to who we are. Through our animal welfare, innovation, and environmental

commitments, we have remained responsible during what's been a turbulent year, facing into challenges and adversity along the way.

Here in 2023, we maintain a high ambition for our people and are excited for what's to come.”

Duncan Everett, CEO

“A big thank you, from Duncan and me, to our colleagues and partners for another great year of progress.

We hope you enjoy reading about our updates and how we're delivering our commitments, here in our second annual Purpose Report.”

Sarah Dean, Chair & Owner

To better nourish people, animals, and planet.

In 2022, we unveiled our refreshed company purpose as we strive ahead into the next 100 years.

At our core, Noble Foods is committed to quality and sustainability, and we believe that now more than ever these values will set us apart.

We have a team of dedicated colleagues and a range of products and systems that will enable us to thrive in a changing world while delivering outstanding performance and profitability.

For the past century, our purpose has been to nourish people,

animals, and the planet. This mission has always been at the heart of our business, and it remains as relevant as ever.

We are proud to say that our purpose is our work, and we are fortunate to have it woven into every aspect of what we do.

TO CARE reflects how each of our colleagues brings our purpose to life every day, in all roles and responsibilities.



Is working collaboratively, trusting each other, as one Noble family



Is taking the initiative and holding ourselves accountable



Is being bold in our decisions and standing up for what we believe in



Is acting with speed and integrity to ensure we always deliver



Is valuing everyone's voice and contribution and earning the trust of others



Is leading by example, getting better every day



People Power

We want our people to love working here, and we work hard to make that happen.

Building on our Best Companies Survey score, we are thrilled to have been recognised for the second year with a **'Ones to Watch 2023'** accreditation – and we've been working to improve even more. We've strengthened our

training programs, created wellbeing initiatives, and invited all our team to share financially in our success. We have also created a behavioural framework to make our values relatable in everyone's daily work lives.

We're proud of what we've achieved and will keep working to nourish our people.

Total
Development
Hours
(Oct 2022 - Sept 2023)
2,020

1,139
colleagues
benefitting from our
People Partnership
for the second year
running



Supporting Our People

Everyone deserves to be recognised and rewarded at Noble Foods.

Our ambition is to exceed expectations when it comes to recognition and in 2021 we proudly introduced the People Partnership, which continues today and allows our colleagues to financially participate in the company's success.

This unlimited partnership model means the better we perform, the more there is to share. Our benefits package goes beyond finances too, encompassing personal development, health and well-being opportunities.

We're committed to fostering a healthy and happy community through these measures.

Grow with us



Excellence Exchange Mentoring

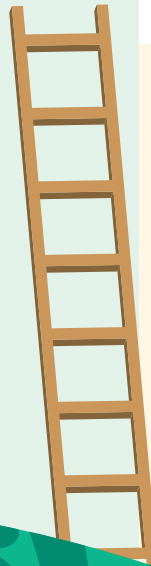
Opportunities for career progression

Want to try something new?
Talk to us about developing into a different role or giving one a go

Aspire Programme
Provides development opportunities for all

Improve your English
with one of our English language programmes

Apprenticeship programmes available



Pay



Annual Pay Review

First Aider Premium
To thank you for becoming a first aider or mental health first aider we pay you a little extra

Skills Based Pay
Increased reward with skills attainment

Pension
Noble will match your contribution up to 3%

Wellbeing



Annual Health Checks

Life Assurance
Worth one times your annual salary to your next of kin should you die whilst working with us (we hope not!)

Good Vibe Tribe
Join our good vibe tribe to help improve wellbeing at Noble Foods.
Contact us at Wellbeing@Noblefoods.co.uk

Access to a virtual GP

Free Eye Tests
Every 2 years

Discounted health plans with Simplyhealth

Discounted Gym Memberships

Wellbeing Events

Confidential independent support line

Family Friendly



Parental Leave

Enhanced Maternity Leave

Enhanced Paternity Leave

Enhanced Adoption Leave

Flexible Working Policies

Part-time Opportunities

Work life balance



Celebration Day

After a year with us, enjoy an extra day off to celebrate a life event, such as your birthday

Take a break

Holiday pay is based on your average earnings over 52 weeks

Flexible Working Policies

Part-time Opportunities

Giving back



Grocery Aid Partnership

Supports colleagues including through times of hardship

Sustainability Matters

If you are passionate about the environment, become an ESP Champion. To find out more contact us at HR@noblefoods.co.uk

Give as you earn

Supporting our partner charity Magic Breakfast

Charity Matching

We make a contribution of up to £500 per colleague, per year, to match your fundraising activities.

Charity Fundraising Events

Locally supported charities



Total amount saved by colleagues using Perkbox
£42,000+

Recognition



Recommend a friend and earn £250

Recognition Schemes

Wall of Fame & Unsung Heroes

Team Events and Celebrations

Long Service Awards

Share in our success



After completing 6 months, you will be eligible to join your colleagues in sharing our success as part of our People Partnership.

Communication



Local Newsletters

Food for thought Newsletter

Bi-monthly group newsletter blog

Your Say

Colleague forum

Tell Duncan

Share your thoughts and ideas directly with the CEO

Annual Colleague Survey

Have your say & make a difference

Monthly letter from Duncan

The Hub

Self service portal for quick access to payslips and policies

Workplace

our internal comms platform for sharing news, ideas and content from every corner of Noble Foods.

Discounts



Vodafone Advantage

Discounted mobile phone contracts

Perkbox

All colleagues have a personal Perkbox account with exclusive perks, discounts and monthly free treats.

Discounted Poultry & Eggs

Charge your electric car for free

A turkey for Christmas

Supporting Young People

Every business leader at Noble Foods is dedicated to investing in and nurturing talent. Whether that's engaging young people in what we do, or giving colleagues the chance to expand their capabilities, education and employability.

In 2023, we shared news of reaching 30 active apprentices across the company and we didn't stop there. Spanning our Poultry, Milling, Consumer Foods and Central business units, our apprentices cover a wide range of professional, skilled roles from engineers and drivers to HR and Poultry technicians.

The biggest single group of apprentices are part of our

Poultry business, located in Gainsborough.

With the youngest colleague at age 16, our hope is that this is the beginning of many more exciting positions for school leavers. As one of the largest, longest-standing employers in the Gainsborough area, the opportunity for the ten new apprentices currently enrolled in Food and Drink Processing is further testament to our commitment and footprint in the region.

We proudly continue to work with POULTEC on their competency-based City & Guilds qualification and training course, called the Diploma

in Work-based Agriculture. The training is tailored by selecting units most relevant to the learner's work. Each learner is visited regularly on their own site (roughly once a month) for on-site training, support, and assessment by their dedicated assessor.

And our longstanding relationship with the Aegir Specialist Academy for your people goes from strength to strength. This year, we arranged for one of our HGVs to visit the school for students to learn all about the vehicles and what it takes to be a professional logistics driver.

“We have a long history as a thriving family business, but we know our future lies in the capable hands of the next generation.”

Louisa Hogarty,
Group
HR Director



“I couldn't have done this without the support of all the management and office staff”



Going through the apprenticeship scheme has given me another layer to my career and experience. It's a real-world accreditation that I'm able to rely upon now and in the future. Incorporating my training and exams into my day job was straightforward too and I was supported by my colleagues the entire time.

Chloe Last,
HR Advice Manager



Being part of the apprenticeship scheme at Noble Foods has helped me achieve a dream of mine to become a HGV driver. It has actually opened up a new world of opportunities for me and my family's future.

Rhys Chiswell,
HGV Driver

35

Live apprentices
across our business
in Sept 2023

Producers

Rob and Sally Nicholls



“It's great to see Noble recognise the pressure that producers are under and improve the financial sustainability of their producer base.

The combination of the price increase and their bespoke pricing models is helping to stabilise the market to the benefit of the whole supply chain.

Robert Gooch,
BFREPA CEO.



James & Angela Maclean

The MacLean family have been supplying Eggs since **2007**

We're not just a family business. We're an extended family business.

We have over 250 producer partners, many of whom have been with us for generations.

We provide them with regular communication and visits, as well as guidance and support on business advice, productivity, farm performance, animal welfare, and sustainability goals.

Our producers also receive our new Agriculture newsletter, keeping them up to date on the latest news and developments from Noble Foods.

We work hard to help improve facilities and the environment for

their hens, and ensure all farms follow the highest standard for end-of-lay depletion services.

This past year, the financial and retail climate has been extremely challenging for everyone – but particularly producers across the country.

We have worked closely with our producers throughout these challenges, passing on three price increases to them to maintain our support.

“The support and attention must be with our producers, which is why our price increases are so necessary. I hope it demonstrates our long-term intent to put our producers first.”

Graham Atkinson,
Agriculture Director.



Charity and Community



“Supporting a UK based charity with a small footprint, but a huge impact, was very important to me and our colleagues from the very start of our discussions”

Duncan Everett, CEO

Working with our new charity partner, Magic Breakfast, has shown the great pride we take in backing charities close to our hearts.

Our colleagues chose our new corporate charity partner, Magic Breakfast, which is a UK registered charity that provides nutritious breakfasts and expert support to schools for children and young people who arrive too hungry to learn. The charity partners with Primary, Secondary, ASL,

and Special Educational Needs schools, and Pupil Referral Units in disadvantaged areas of Scotland and England, offering breakfasts to around **200,000** children. In addition, the charity campaigns for long-term solutions to end hunger as a barrier to learning.

We believe that a good breakfast is essential for children's energy and concentration during their school day, and eggs provide an affordable, low-carbon impact source of quality protein and nutrients.

Our partnership included an on-pack promotion too – which saw over 160,000 breakfasts donated to Magic Breakfast thanks to sales of the happy egg co.

“We also unanimously agreed that a nutritious breakfast and the ability to learn were two causes of great importance to all of us. I'm very humbled to embark on our partnership with Magic Breakfast, both from our corporate support and through our collaboration with the happy egg co. – A truly perfect synergy and a project everyone at Noble Foods is incredibly proud to stand behind”.

Over
160,000
breakfasts donated to Magic Breakfast
thanks to sales of the happy egg co.





GroceryAid
helps over
200,000
individuals
in the UK

Our long-standing relationship and charity support in Malawi continues too, as we help 1,700 children with meals everyday across our three schools.

Our colleagues have also raised over **£12,000** in the last 12 months through sales of staff eggs, which is directly helping communities on the ground.

Elsewhere, colleagues have had another busy year volunteering at the City Harvest hub in London.



Our colleagues have been helping City Harvest to reduce food insecurity and protect the planet by diverting quality, nutritious, edible surplus food from waste and redistributing it to those facing food poverty.

Our collaboration with the industry charity GroceryAid also continues, and we are delighted to have won a GroceryAid Gold Award in recognition of our efforts for the second year running.

This charity provides emotional, practical, and financial support to colleagues in the industry, and its work is invaluable, having helped over **200,000** individuals in the UK.

Colleagues have also been supporting national and local charities from our sites across the UK. From Wear it Pink and Macmillan coffee mornings, to supporting local food banks.

Lastly, this year saw a dedicated team from our Milling business cycle from London to Madrid in aid of Magic Breakfast and other deserving charities. Our colleagues joined in the action too by virtually competing in teams across the same distance.

Health & Safety

We care deeply about the safety of our people.

Our priority is ensuring the safety of everyone who works with us, with the goal of zero lost time accidents.

The Board places great emphasis on this responsibility, consistently discussing

the health and safety of our colleagues in each board meeting.

In addition, we regularly conduct internal audits to assess our work systems and identify areas for improvement.

Ultimately, our aim is to maintain safe and comfortable working environments in our farms, mills, and factories.

We have achieved ISO 45001 certification, which shows our commitment to safety and also participate in the “Recipe for Safety” initiative, which helps us identify and reduce common causes of accidents in the food industry. We provide regular safety and behavioural safety training to our managers and colleagues to promote a culture of safety and well-being.

Lost Time
Accidents (LTA's)
reduced by
38%

Oct 2022 - Sept 2023

RIDDORS
reduced by
50%

Oct 2022 -
Sept 2023

Champions of Animal Welfare

100%

of Noble Foods free range, organic and speciality flocks are RSPCA Assured

Joint membership of the European Animal Welfare Platform

We are proud members of the British Poultry Council

The high welfare of our hens requires significant knowledge, effort, and care.

We lead the industry in animal welfare due to our passion and expertise, which enables us to embrace innovation and best practices while driving up welfare standards.

Our expertise extends from pullet rearing to egg collection, high welfare transportation, our skilled auditing team and our processing plant. This full lifecycle empowers us to

monitor, manage and improve animal welfare continually.

We collect, test, and interpret data to target specific welfare outcomes and implement best practices to ensure the proper care and nutrition of our birds.

Through feed, we can carefully monitor and enhance gut health for our hens, which

is an increasingly important factor of overall health.

This approach ensures the exceptional quality of our feed, eggs, and poultry.

Noble Foods has committed to cage free 2025, and we continue on this journey.



Quality Matters



GB-ORG-02 UK
Agriculture

100%

of our free-range
and organic farms
are RSPCA
Assured

100%

of our farms and
packing centres are
British Lion
accredited

100%

of our sites
with AA/AA*
BRC audits

In order to maintain our industry-leading high quality, Noble Foods holds accreditations from expert industry bodies and continuously undergoes audits from key certification bodies and retailers.

The RSPCA Assured scheme aims to promote and recognise superior welfare standards for farm animals. It only permits Barn, Free Range, and Organic production techniques, and the standards it establishes have become the UK benchmark for these methods.

Organic Farmers & Growers is accredited by the UK Government's Department for Environment Food and Rural Affairs (Defra) and is

approved to inspect Organic production and processing in the UK.

As a provider of products for retailers, it is important for us to adhere to the BRC Standards, which have been globally recognised and established by the British Retail Consortium. Many of the UK's major retailers require their suppliers to be certified by the appropriate BRC Standard, which underscores the importance of compliance.

The British Lion logo printed on eggs and packaging indicates that they were produced and packed in accordance with the BEIC Lion Code of Practice, which ensures the highest standards of hygiene, freshness, and animal welfare. Moreover, it ensures that the hens laying the eggs have been vaccinated against Salmonella, making it a crucial aspect of egg safety.

Road to B-Corp

**We're on
the path to
becoming
a certified
B Corp**

As we continue on our journey of better nourishing people, animals and planet in the years ahead, we've chosen the BCorp framework to make sure we stay on the right track.

BCorp standards certify companies as forces for good, benefiting society and the environment.

At Noble Foods, we're actively pursuing BCorp accreditation, showcasing our dedication to making a meaningful impact in alignment with our purpose. Our journey towards BCorp accreditation excites us; it's an ongoing commitment to continuous improvement.

It's not just about the destination, it's about the journey itself and the reason behind it.

The path to B Corp certification is rigorous, involving a minimum 18-month verification process, but we remain steadfast in meeting the high standards required.

Overall, the pursuit of B Corp certification underscores our dedication to making a positive

difference in the world and aligns to our purpose with social and environmental responsibilities.

With a clear roadmap and unwavering commitment, we are well on the way to becoming a certified B Corp, shaping a more sustainable and socially responsible future.

Our Environment

Upper Moorend Farm July 2023

Biodiversity:

With a profound connection to outdoor spaces and nature, we are dedicated to nurturing and enhancing these environments through our biodiversity projects.

Our initiatives include the creation of wildlife habitats like bug hotels, fallow areas for

rewilding, and preservation of trees and hedgerows. To continuously learn and improve, we have enlisted trained ecologists at our sites and implemented biodiversity action plans.

By 2025, we aim to have these plans in place at all our sites, fostering wildlife and enhancing biodiversity.

Green Finance

In early 2023 Noble refinanced the business with our partners Lloyds, Rabobank and NatWest with a key focus on sustainability.

The £75m banking facility is linked to three KPI's with quantifiable actions verified by external parties in carbon reduction, increased

apprenticeships and biodiversity improvements. This action reinforces our commitment and supports our overall vision.

4,917

trees planted
this year with
our producers

Our Environment



In 2022, we
pledged to recycle
65% of our waste.
We achieved **72%**

Oct 2022 - Sept 2023

Water and Land Stewardship:

We're deeply committed to sustainable practices and innovation, especially on farmland where much of our business operates.

Collaborating with organisations like BITC, Carbon Trust, NFU, AIC, and BPC is crucial for our mission.

Our ongoing partnership with the Wye and Usk Foundation assesses our supply farms and implements measures to reduce the environmental impact of farming, such as limiting phosphate runoff.

We have successfully trialled a water attenuation feature, pictured above, with the support of one of our freerange producers, which is one of many nature-based

solutions being considered.

In January 2023, Noble Foods became a signatory to the WRAP Water Roadmap. We also sit on the forums for the Wye Agri Food Partnership, WRAP Wye Agri Food Partnership and the Welsh SAC Roundtable.

We're also increasing tree cover on our farms to enhance soil health, bird diversity, and nutrient

uptake, preventing runoff into watercourses.

Encouraging active participation, we invite our ESP champions to contribute ideas and assist with planting schemes and habitat projects.

Our Climate Action Plan



We are a business with purpose at its heart: To better nourish people, animals and planet.

Doing the right thing for our planet means making a commitment to sustainable practices and a plan to reduce our impact on the environment.

Reducing our climate impact is a vital part of that. We recognise that the food industry has a key role to play in tackling the climate crisis and therefore actively reducing climate impact is a priority for our business.

Our ambitious emissions reduction plan spans both our own operations and full value chain.

In 2023, we are committing to set Science Based targets to be fully Net Zero by 2050, including FLAG emissions.

By 2040 we will be Net Zero across all of our own operations (scopes 1 and 2**) and non FLAG Scope 3 emissions.

Our targets will be SBTi-validated, the gold standard for corporate climate goals. SBTi is globally recognized for assessing and confirming GHG reduction targets based on the latest climate science.

*To achieve net zero, Noble Foods will reduce its emissions on an absolute basis by 90% and only offset up to 10% of the base year emissions

**Scope 2 emissions will be tracked using the location based approach

By the end of 2023, we will set Science Based Targets to be fully Net Zero by 2050*.

Net Zero by 2050

Our commitments in full

Noble
Foods
Net Zero
Science
Based
Targets

	Scopes 1 and 2 (2021 baseline)	Scope 3 (2021 baseline)	
		<i>Non-FLAG emissions</i>	<i>FLAG Forests, Land and Agriculture emissions</i>
2025			Zero Deforestation
2040	NET ZERO (90% reduction)	NET ZERO (90% reduction)	
2050			NET ZERO (72% reduction)

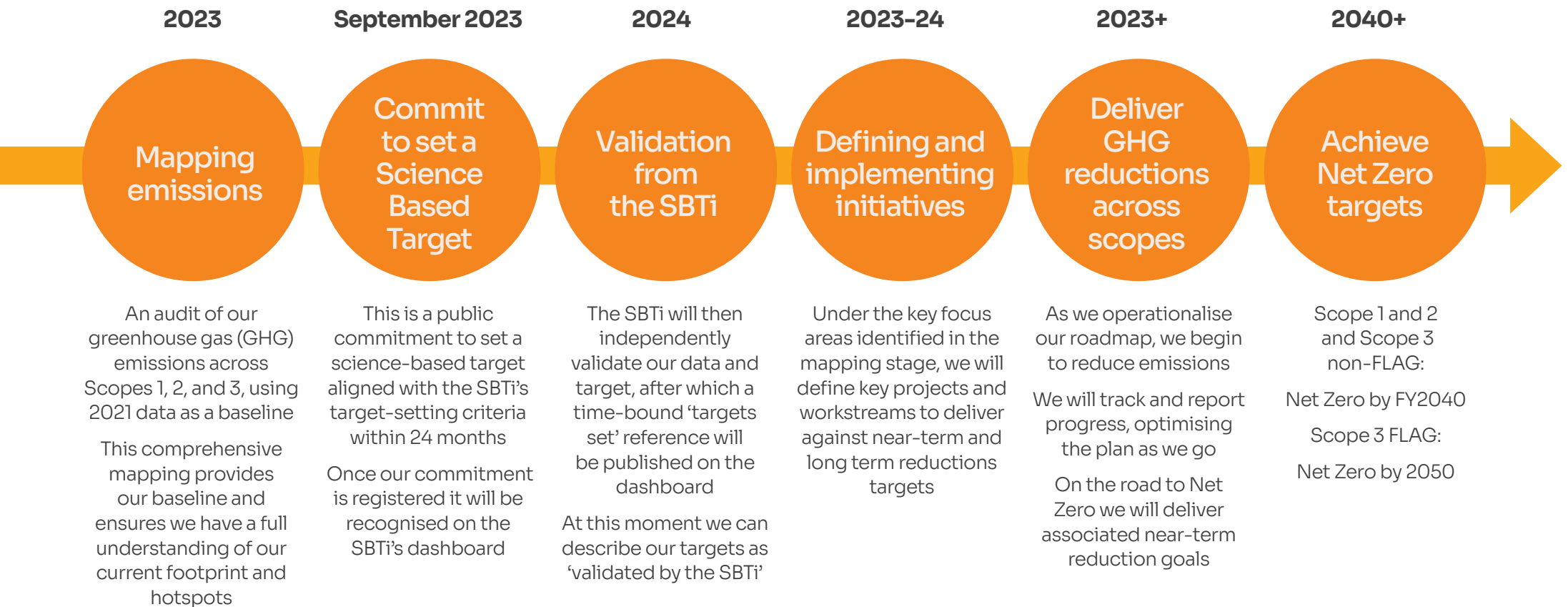
Near term
commitments

82% suppliers
engaged
by 2029

42% reduction in
Scopes 1 and 2
by 2030

The road to Net Zero

We're already on the journey

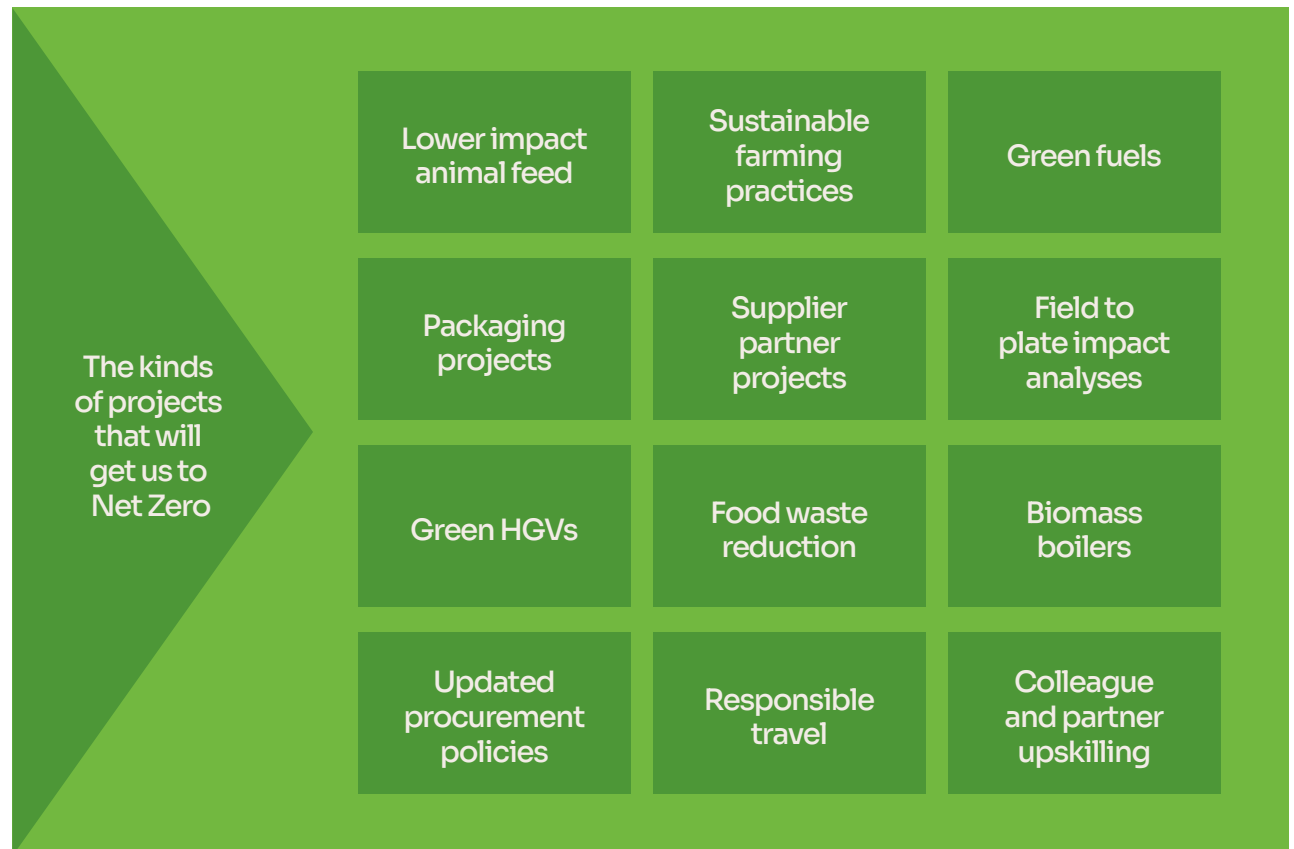


What will our reductions roadmap look like?

Seven focus areas have been prioritised to action Noble Foods' emissions:

1. **Product Lifecycle**
2. **Packaging**
3. **Company Vehicles**
4. **Procurement**
5. **Sites and Buildings**
6. **Waste**
7. **People**

Right now, we're focusing on **business efficiencies, capital investment plans** and ensuring we have the right **measurement** tools in place.



Our Commitments

People

1. We continue to strive for zero Lost Times Accidents (LTAs)
2. We will deliver 2,000 Development Hours in 2024
3. We will deliver against our engagement survey action plans
4. We will enrol 16 new apprentices in 2024

Animals

1. We will run consistent internal audits to ensure our high standards are kept
2. We will continue on our cage-free 2025 journey
3. We will focus on gut health as a priority for continually improving hen welfare

Throughout this purpose report, we've highlighted what we've done and what we are doing now.

But the exciting part is what lies ahead.

Noble Foods' leadership are fully committed to a series of important and exciting goals, and all teams and colleagues will be accountable and expected to share their progress.

Watch this space for updates and celebrations as we achieve these pledges in the year ahead;

Planet

1. We will validate our SBTi commitment
2. We will recycle 75% of all our waste
3. We will complete 13 key-site biodiversity actions in 2024
4. We strive to achieve a 4.2% reduction across our Scope 1, 2 and 3 emissions

Connect
with us on
LinkedIn



Noble Foods

Waterfront Building, 5 Lotus Park,
The Causeway, Staines-upon-Thames, TW18 3AG

+44 (0) 1522 778366
web.enquires@noblefoods.co.uk

noblefoods.co.uk