



# 2025 Impact Report



# Introducing Agrial Fresh Produce



Agrial Fresh Produce, including our UK Florette brand and Agrial Fresh Farms, falls into the UK arm of Agrial's vegetable division. As part of one of France's leading agricultural and food-processing cooperative groups we are committed to delivering fresh, quality salads in a responsible way.



In 2025, we delivered meaningful progress across our sustainability strategy, with reductions in key emissions, enhanced sustainability scores, and ongoing support for charitable partners.



We achieved a score putting us in the top 8% of all companies rated by EcoVadis globally

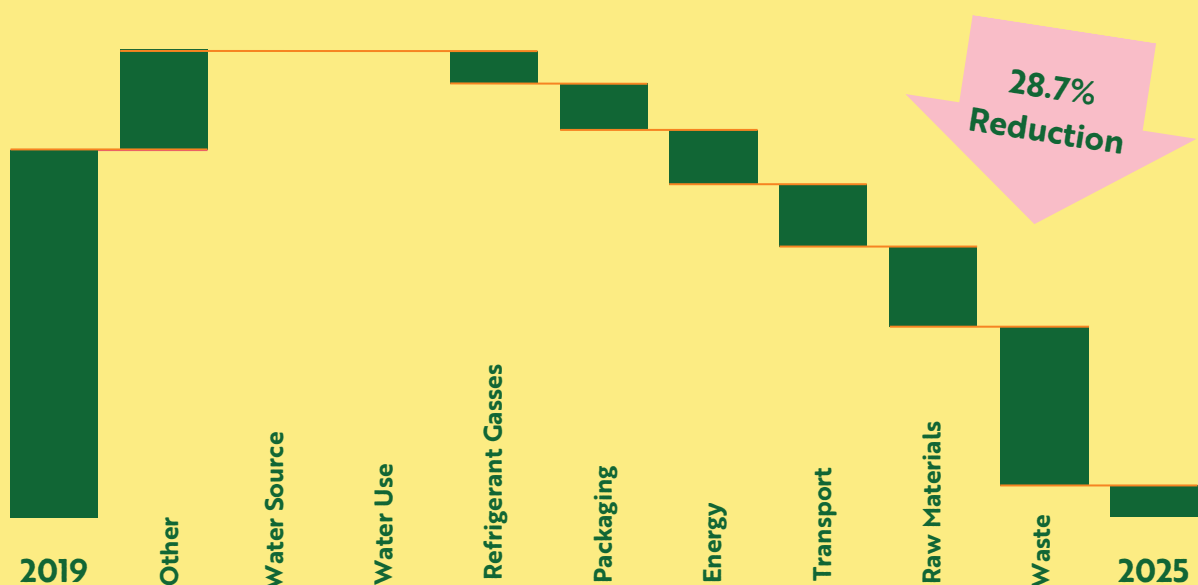
27,400

Meals donated to FareShare

£8000+

Raised for Breast Cancer Now and Coppa Feel with our limited edition Tickled Pink Duo pack

## Our Carbon Footprint 2019-2025

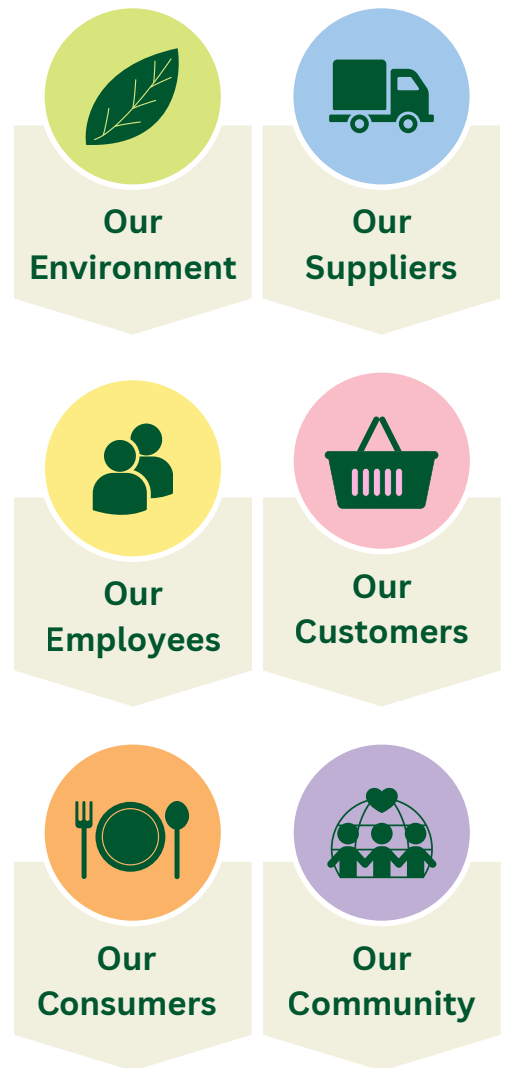


# Our CSR Strategy

As part of the Agrial group, our strategy is shaped around our wider group's commitments to:

- Co-operate with our farmer members
- Grow our employees and partners
- Conserve the Earth and the living world
- Nourish our customers

We are committed to making a positive contribution to the environment as well as the people and wider organisations and communities we work with. Our six key responsibility areas guide our actions, with annual reviews ensuring continued progress and meaningful target-setting.



## Our Targets

Our emission reduction targets have been developed in alignment with the Paris Climate Agreement goals, and verified by the Science Based Targets Initiative (SBTi).

Our key commitments for 2035:

- ➔ To halve our direct greenhouse gas emissions (transport, energy, packaging, waste) against a 2019 baseline
- ➔ To reduce our carbon footprint by 35% (by reducing our direct and indirect emissions) against a 2019 baseline





# EcoVadis Accreditation

**SILVER | Top 15%**

**ecovadis**

Sustainability Rating

**OCT 2025**

EcoVadis is a globally recognised and trusted sustainability rating which assesses an organisation on 4 key areas:

- Procurement Practices
- Ethics
- Labour & Human Rights Standards
- Environmental Impact

All assessments are externally verified by EcoVadis' sustainability experts, and an overall score is provided to highlight the organisations position for industry benchmarking.

## Our 'Advanced' Score

In October 2025, we increased our EcoVadis score to 75, achieving an 'Advanced' level and placing us in the top 8% of companies assessed globally. We also received an 'Advanced' rating for Carbon Management in recognition of our comprehensive greenhouse gas management system and advanced decarbonisation commitment, actions and reporting capabilities.





# Our Progress

Throughout 2025 we have made good progress in reducing our direct emissions, with total tCO<sub>2</sub>e reductions in energy, fleet transport, waste & packaging.

2019  2025

Energy

37%

Fleet Transport

19%

Waste

41%

Packaging

43%



# Our Environment

## Energy Saving Projects

We are always reviewing ways to implement more energy efficient practices across our sites. As part of Agrial, we have access to a climate fund which is available for projects that support sites to reduce their greenhouse gas emissions and adapt to climate change.

In 2025 we implemented our fifth project - a nitrogen generation system at our Wigan manufacturing site. This project removed the need for third party deliveries of nitrogen and crucially reduced the running time of our generation system, saving electricity.

We have continued our Clean Dry Safe programme at all manufacturing sites to ensure a safe working environment and reduce water loss by working in a lean, effective way.

Water, gas and electricity usage for all sites is monitored across a number of departments, including facilities, CSR and finance. Other key metrics including waste, raw materials and production figures are also tracked alongside this to identify any unexpected values or spikes and resolve issues. Updates are also presented to the CSR committee each quarter.

All CAPEX projects are evaluated to consider the carbon impact of the project or equipment being installed, allowing us to identify and consider more efficient alternatives.

## Zero Waste to Landfill



of food donated  
to FareShare in  
2025



of salad and  
production  
waste diverted  
from landfill

In 2025 we implemented Food Waste collection bins into our Lichfield offices, encouraging staff to recycle any food waste. We also continued to divert food waste away from landfill, with agricultural waste sent for animal feed from both our manufacturing sites and partnerships with charities including FareShare and Company Shop.

All branded products are recyclable and contain clear recycling instructions. To support this, we post on social media and have added a recycling locator to our website to make it as easy as possible for consumers to find a collection point for our soft plastic salad bags.

## Fleet Optimisation & Efficiency

Over **97k** miles completed in our electric HGVs since Nov 2023

Following the delivery of our 2nd electric HGV in 2024, we have continued to complete as many deliveries as possible with our electric vehicles throughout 2025. This has helped to save just under 400 tonnes of CO<sub>2</sub>e emissions.



2025 also marked our first complete year of using the Microlise transport route planning and journey optimisation tool to ensure efficiency and minimise empty lorries.

## Nature & Biodiversity

As part of our farm Landscape & Nature Conservation and Enhancement Plan (LANCEP) we have been implementing actions to support local wildlife and enhance biodiversity. This has included actions including:

- Maintaining uncropped field margins and hedgerows
- Installing bat nesting boxes and bee hotels
- Monitoring biodiversity through annual bird counts
- Planting nectar-rich wildflowers to boost pollinators
- Collaborating with local beekeepers

Our plan also identifies a number of key local species for us to protect and support through our activities including Sky Larks, Pipistrelle Bats, Butterflies & Bees.

Our 2025 Big Farmland bird count recorded a diverse range of species, reflecting varied habitats and a healthy farmland ecosystem.

As part of the count we recorded a good number of skylarks, a priority species within our plan. Their presence is a positive indicator of open, well-managed farmland and demonstrates that our ongoing conservation efforts are supporting suitable breeding and feeding conditions for this protected species.

We also took part in No Mow May across all sites, including our factories and farm, allowing grass and wildflowers to grow naturally and provide essential food for early pollinators.



In the last few years we have invested in innovation to extend our UK summer growing season and reduce the need for imports. In 2025, all wholehead growing areas were located in Suffolk, an area with more favourable soil and climate conditions for a longer growing season.

Our farm is accredited by LEAF Marque - a leading global assurance system that recognises more sustainably farmed products, as well as accreditations including Red Tractor, GRASP, and GlobalGap. In 2025 we worked with the Society for Sustainable Agriculture, who carried out an audit to identify progress and improvement areas to our existing LANCEP.



# Our Suppliers

## Our Farmer Owned Identity

As part of the Agrial co-operative, 50% of the farmers who grow our salads are stakeholders within our wider business. This means we benefit from:

- Investment in the future and longevity of our business
- A stable financial background
- A community feel within our company
- Flexibility within our supply chain



## Supplier Certifications

We maintain long-standing partnerships with our grower base and are committed to supporting sustainable farming practices across our supply chain. We continue to promote sustainable agriculture and responsible food production, with all leafy salad crop growers, as well as our UK growers, required to have LEAF Marque.

We only source raw materials from suppliers accredited to GlobalG.A.P. or Red Tractor, and all primary suppliers are registered with SEDEX, alongside the majority of our tier 2 and tier 3 growers.

## Responsible Sourcing

Our supplier approval process is designed to ensure that our suppliers share our commitment to ethical and responsible business practices and our key suppliers commit to Agrial's Responsible Purchasing Charter.

In 2025, we continued to work in partnership with the GLAA (Gangmasters Labour Abuse Authority), ALP (Association of Labour Providers) and Stronger Together to support growers and employees throughout our supply chain to minimise the risk of exploitation and modern slavery.

## Growing Sustainably

Reliable access to water is critical for British leafy salad production, as even short dry periods can impact quality and yield. Rainfall alone can therefore not be relied upon and on-farm reservoirs are needed to support responsible water use by allowing growers to capture water during winter flood periods.

We work closely with growing partners who have invested in reservoir infrastructure. In 2025, one partner in Suffolk expanded their reservoir capacity, strengthening resilience for increasingly dry summers in the years ahead.

# Our Employees



## GroceryAid

As a company we work with GroceryAid to offer financial, emotional, and practical support to our employees. They offer support including:

- A free 24/7 confidential helpline
- Financial Grants & Debt Advice
- Legal Advice

As an organisation we look to give back to GroceryAid throughout the year, including through staff fundraising events. We were awarded a Silver GroceryAid award in recognition of our actions across 2025, including:

- Showcasing our GroceryAid award to the wider industry
- Taking part in GroceryAid Day
- Having an active HR contact
- Promoting GroceryAid's welfare services



Each year members of our team complete a quarterly miles challenge, with staff encouraged to walk, run, cycle, or even swim to raise money for GroceryAid. Participants are asked to set a personal miles target for the month, and make a small donation, with all funds raised matched by the company and donated to GroceryAid. In return, they are rewarded with a sustainable medal for each challenge completed.

10,278

miles  
completed for  
our GroceryAid  
challenge

In 2025, our amazing team completed 10,278 miles - over 2000 more than 2024. As well as encouraging our staff to get active, most importantly the challenge raised £1,080 for GroceryAid, allowing us to give back to the charity that has supported our colleagues throughout the year.

## Our EPIC Values

We celebrate our people with days to reflect our EPIC Values across the year. This includes recognising **excellence**, promoting **positivity**, encouraging **innovation** and fostering **collaboration** across our sites.

For their innovation day, Lichfield celebrated with a range of challenges and an ice cream van. Other events included the annual Christmas meal for staff to celebrate collaboration, Wigan's Agrifest for their innovation day, and a BBQ at the farm to thank the team for their hard work throughout the summer.



## Safety in the Workplace

As part of our ongoing commitment to health and safety we have a number of initiatives in place, including:

- Visibility of safety targets to all stakeholders, with a health & safety objective incorporated into every job role
- Safety calendar with monthly themes created in collaboration with departments from across sites
- Safety Starts With Me (SSWM) reporting, encouraging staff to identify safety risks as well as safe actions across the site
- Health & Safety induction, Training & Standard Operating Procedures, including monthly toolbox talks to staff
- Safety Matters Committee and Employee representatives
- TOP standards (Together on Prevention) to drive H & S improvement
- Health & Safety Engagement – SSWM awards and Annual Safety Week



For their 2025 safety week, Lichfield celebrated with a range of activities including:

- Spotting hazards in the factory
- Winter driving car checks
- Emergency first aid sessions
- Safety charades & wellbeing support
- Mindfulness with arts & crafts

## Staff Wellbeing

We look to support our employees' health & wellbeing to offer a great place to work and build inclusivity into everything we do. As well as being committed to making the workplace safe for everyone, we aim to take reasonable steps to tackle any form of discrimination, including sexual harassment in the workplace.

Across all sites, we have dedicated Mental Health First Aiders, to provide a supportive point of contact for anyone experiencing a mental health concern or emotional distress.



**trained Mental  
Health First  
aiders**

Wellbeing committees drive our wellbeing agenda across each site, and employee forums are also held monthly with the aim of gathering employee feedback and putting forward suggestions to make our company an even better place to work.



In September, our Wigan manufacturing site hosted their Agrifest with a wellbeing theme. This included:

- Inviting Wigan council to the site to give staff personalised information about health and wellness, including gym membership offers and support to stop smoking
- Agril information for learning and development, sharing career pathways information, and an overview of the skills of a mental health first aider
- A cake sale in support of Macmillan's World's Biggest Coffee Morning



In October we engaged with Menopause Awareness Month to communicate with staff, raise awareness and create a supportive workplace. This included sharing tips on how menopause can be managed naturally, and re-sharing our Menopause policy to communicate the support available to colleagues.

We have a dedicated Wellbeing page on our staff SharePoint to highlight all of the support available for colleagues. This includes:

- A list of our Mental Health First Aiders
- Telephone Support Lines
- Wellbeing tools and guides for a range of topics including bereavement & stress
- An overview of staff benefits including Help@Hand and BHSF cash plans

## Addressing Modern Slavery

In 2025 we continued to take a holistic approach to human rights. Our HR teams work in partnership with the GLAA (Gangmasters Labour Abuse Authority), ALP (Association of Labour Providers) and Stronger Together to support employees.

Addressing modern slavery and people trafficking is also part of a wider focus on safeguarding human rights within our business and supply chains.

Our Modern Slavery statement clarifies our position on diversity, freedom of association, workplace health, safety and security, working hours, wages and benefits, child labour and modern slavery. It also prohibits the use of all forms of forced labour including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

## Development & Recognition

We support our people and provide training and career development opportunities so they can grow and progress within the company. As part of this we offer a range of training opportunities, including apprenticeships and our leader development programme, for example:

- Conflict & Crisis Management
- Leading a Team & Communication
- Finance for Non-Finance Managers

We also have recognition schemes in place to celebrate employees going the extra mile and our long-serving colleagues. This includes a monthly EPIC Valuable Gem award, with staff nominated by colleagues for going above and beyond, with one winner selected for each site. Each year one staff member is also chosen and celebrated for each site as the annual winner.

# Our Customers



## Partnering with Customers

In 2025 we joined the long-running Tickled Pink partnership between ASDA, Breast Cancer Now, and CoppaFeel! to raise funds for breast cancer treatments, education and support. Our limited edition duo pack was available in ASDA stores, with 10% from every pack sold donated to the charities.



At our Wigan manufacturing site we also continued our sponsorship of a local primary school, supporting a key customers Breakfast Club programme to help school children have a nutritious start to their school day.

As a supplier to McDonalds, staff from our Wigan team supported the Ronald McDonald House Charity throughout the year. This included:

- A volunteering day cleaning rooms at the Ronald McDonald House Charity - Alder Hey Children's hospital
- Toiletry hamper donations
- Raising funds with staff fundraising events and attending the Ronald McDonald House Charity Ball

## Florette Fest

In July we hosted Florette Fest 2025, welcoming customers and partner businesses to our Colchester Farm. This was a great opportunity to showcase the work that goes on behind the scenes to grow the produce we supply.

The day included a showcase of our tunnels and crops, as well as introductions to our marketing, NPD, procurement, technical, transport, CSR and scheduling teams.



# Our Consumers



## Rooted in Responsibility content series

In August we posted a series of videos to highlight the work that goes on at our farms to support biodiversity and sustainable farming. These included our showcase of field to fork, the work we do to support biodiversity, how we ensure quality, and our farmer owned identity.



## Food Safety & Quality

Wigan hosted their food safety week to highlight its importance and demonstrate the sites commitment to safe and quality food.

To kick off the week a new pledge board was signed by staff, including members of the Codir and SLT. This was followed by sessions from Microsearch labs and Precision pest control, as well as talks on Agrial Fresh Farms, PPE and food safety. New information boards were also put up, and activities were hosted with the night hygiene team. The end of the week was celebrated with product tasting, showcasing some of the end products our salad goes into.

## Healthy Inspiration

We continued to promote healthy lifestyles by providing nutritious and naturally healthy products. To support our consumers in making better food choices, we showcased a wide range of healthy recipe inspiration across our website and social media channels, encouraging people to embrace healthier eating.

We also collaborated with innovative brands to further promote balanced diets, positioning salad as an easy and appealing “side of plate” option.

## Promoting Biodiversity & Sustainability

We teamed up with Beevive to post a content series on our Florette socials highlighting the importance of pollinators in the production of food and to the wider environment. This included giveaways of bee hotels and revival kits, as well as posts on World Bee Day to celebrate the work of pollinators.

In addition we raised awareness of wildflower planting in Spring, the No Mow May scheme, and national recycling week, encouraging consumers to make a difference at home.



# Our Community

We support local communities with involvement in events and providing jobs for local people, as well as supporting neighbouring charities.

## KidsOut Giving Tree

Our team proudly supported KidsOut through its #TheOriginalGivingTree campaign. The scheme aims to replace workplace Secret Santa by asking staff to donate new toys to children fleeing domestic abuse and living in refuge, as well as disadvantaged children facing hardship. Thanks to the incredible generosity of our colleagues, we donated over 250 gifts to KidsOut in Luton.

250

gifts donated to  
disadvantaged  
children

## Wider Charity Support

Across our sites, fundraising events were held for a number of great charities, including:

- Holly's Hearts
- The Little Princess Trust
- The Osbourne Trust
- Cancer Research & Macmillan
- The Royal British Legion
- The Ronald McDonald House Charity

Wigan continued to develop their relationship with local charity & foodbank Fur Clemt. In 2025 they set up a weekly donation, with 50 bags of Florette Food Service salad donated every Monday for the food bank and café.

To celebrate Easter, our brilliant crafters in the Lichfield finance office created an amazing array of knitted and crocheted items to raise money for St Giles Hospice. These were bid on by staff members across our sites, raising a fantastic £523.75 for St Giles.



At our farm in Colchester we supported the Essex Young Farmers, working with a waste company that makes a donation to the charity.

## Fradley 10K

Each year our Lichfield site supports the local Fradley 10k, with Florette the headline sponsor for the event which looks to promote health and wellness. We also encourage staff to take part by providing a number of sponsored places.



## FareShare

Since 2019 we have redistributed 79.5 tonnes of food through FareShare - a lot of salad!

In 2025 alone, our surplus donations prevented 11.5 tonnes of food from going to waste. This avoided an estimated 30 tonnes of CO<sub>2</sub>e emissions and 11 million litres of embedded water use.



In addition to the environmental savings, these donations also helped some great charities, including:

- 160 working with children & young people
- 32 working with people experiencing homelessness
- 19 older people's community groups
- 4 working with people struggling with their mental health

## Staff Volunteering

Each employee is entitled to a paid volunteering day each year to support a charity of their choice. Throughout 2025 our colleagues contributed 37 days across some great charities, including:

- **Blessing in Disguise** - throughout the year this included support at events such as Santa in the Summer and family fun days
- **Ronald McDonald House Charities** - Some of the team spent the day at Alder Hey Children's hospital cleaning rooms to make sure they were available for families to stay
- **St Giles Hospice** - Members of the team visited St Giles to decorate the hospice and inpatient ward for Christmas
- Volunteers helped to distribute 1875 meals at **FareShare Midlands** - supporting local charities and reducing food waste
- Colleagues visited the **Greyhound Trust**, helping the team with a variety of tasks



## Educational Days

We have developed links with Universities, Colleges, Apprentice Providers and Schools, to promote STEM (Science, Technology, Engineering and Manufacturing) based careers.

In 2025, we delivered two lectures to business students at Birmingham City University. The lectures provided an introduction into our business operations, as well as an overview of our CSR & sustainability strategy - shining a light on how CSR considerations impact a wide range of different aspects and departments across the organisation.

Throughout the year our Lichfield site also hosted 3 work experience students, and we attended 5 local career fairs and events.



Moving forwards we will continue to investigate and implement actions and projects to reduce our emissions and support our CSR pillars. In January of 2026 the CSR strategy was reviewed and updated by the CSR committee, with representatives across all sites and departments. Focus areas for 2026 include retaining our EcoVadis accreditation, becoming a more neuro-divergent friendly workplace, continuing to partner with our customers as part of their CSR agenda and once again supporting the local community with healthy initiatives with sponsorship of the Fradley 10k.

Report produced for Agrial Fresh Produce Ltd and verified by  
Managing Director Dan Wright - June 2026.

