

A close-up photograph of a person's hand sorting through a large white sack filled with freshly harvested red chili peppers. The peppers are vibrant red with green stems and leaves. The background shows a field with more chili plants and dry ground.

2023 Sustainability Data and Disclosures Report

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Letter From Leadership

Dear Stakeholders,

We are propelled today more than ever to innovate and lead in sustainability as a catalyst for positive change. This year marks a pivotal point for us as we advance our Purpose-driven strategy, built on our sustainability platform, to reach for even higher goals as we transform our business.

Our Why: A Transformative Journey Towards 2030

At Griffith Foods, we have always been on a journey to nourish the world. By 2030, we are dedicated to significantly improving the future through a transformative approach and a regenerative mindset with a singular sustainable business strategy. Our 2030 Aspirations serve as our action plan to nourish the world, guiding us towards greater sustainability and reinforcing the importance of our Purpose: “We Blend Care & Creativity to Nourish the World.” Our 2030 Aspirations focus on three key areas to drive further positive impact:

- 1. Partnering to Create Sustainable Food System Networks:** We aim to build sustainable food systems that restore nature and improve livelihoods. This includes collaborating with customers, suppliers, and external stakeholders to scale regenerative agriculture and achieve net-zero supply chains.
- 2. Developing a Nutritious and Sustainable Portfolio:** Our goal is to create products that positively impact people and the planet. We achieve this by offering raw materials and developing blends that meet high standards for nutrition and sustainability, enhancing our customers’ product profiles.
- 3. Creating New Markets and Serving the Underserved:** We strive to develop nutritious, affordable, and accessible products for underserved markets. By leveraging our expertise, we open new market segments and promote health through consumer-preferred, affordable products.

2023 Achievements

As we reflect on fiscal year (FY) 2023, we celebrate our progress in our key areas of focus, which lay the foundation for our ambitious 2030 Aspirations:

Climate Action & Environmental Management: In 2023, we made significant strides in reducing energy usage in our facilities and procuring more renewable energy for our global sites. At the close of FY23, nine facilities are now operating with renewably sourced energy and five have on-site generation. Additionally, 10 of our facilities have achieved International Organization for Standardization (ISO) 14001 certification, the highest standard for environmental management.

Sustainable Sourcing: We continue to work with our suppliers and farmers to reduce the impact of our raw material ingredient sourcing. In FY23, through TEROVA, our vertically integrated sourcing company, we positively impacted 2,403 small-scale

farmers across a range of herbs, spices, horticultural crops, and botanicals, providing them with sustainable or regenerative farming practice education and ensuring fair prices.

Wellbeing & Fulfillment: Caring for our people and communities is central to everything we do. In 2023, we made significant strides in improving our health and safety performance, reducing our Total Recordable Incident Rate (TRIR) by more than 35% between FY22 and FY23. We have also made notable progress toward our Zero Injury Target, working to eliminate life-altering events and reduce lost-time injuries. Our unwavering focus remains on providing a safe and accessible workplace for all employees.

Additionally, we continue to uphold our long-standing commitment to making a positive impact in the communities where we live and work through focused charitable efforts and volunteering, donating \$1.2 million USD in FY23 through Griffith Cares and other employee-led charity committees at our facilities around the world.

Health & Nutrition: Our growing team of nutritionists and food scientists is collaborating with our chefs and customers to enhance the nutritional profile of our products. We met our goal of having at least 50% of finished products meet or exceed external global nutrition standards. Additionally, we developed a training program, Nutrition IQ, for our workforce to be knowledgeable about nutrition, and we are progressing towards our target of 100% completion for all employees.

A Regenerative Mindset: Catalyzing Greater Good

By embracing a regenerative mindset, we are making conscious choices to be a catalyst for greater good. Our 2030 Aspirations are an extension of our work thus far and integrate our business and sustainability strategies. Our transformative approach understands the interconnectedness of our actions and their impacts on the environment, society, and future generations.

Griffith Foods remains dedicated to making a positive impact on the world. We are proud of our work to secure another gold medal from EcoVadis, a global leader in sustainability ratings, and continued membership in the World Business Council for Sustainable Development (WBCSD) to drive change in the business community. As we implement these enhanced strategies, we continue to be guided by the principles instilled over our rich 105-year history.

We invite you, our valued partners, to join us in this transformative journey. Together, we can achieve remarkable outcomes that benefit not only our businesses, but also the planet and its people.



Brian Griffith
Executive Chairman



TC Chatterjee
Chief Executive Officer



Goals & Key Performance Indicators

| Wellbeing & Fulfillment | | | |
|--|-------------------|------|---|
| GOALS & KPIs | FY20 ¹ | FY22 | FY23 |
| Create and sustain an inclusive culture; achieve gender parity at the management level globally; and ensure equal representation, equal pay, and equitable working practices throughout our value chain. | | | Achieved highest score on Human Rights Corporate Equality Index 2022 for inclusive benefits |
| <ul style="list-style-type: none"> Percentage of women in global workforce² | 29% | 31% | 33% |
| <ul style="list-style-type: none"> Percentage of women in management positions | 39% | 43% | 43% |
| <ul style="list-style-type: none"> Percentage of women in executive positions | 23% | 25% | 23% |
| Empower and support our people, families, and communities by providing the necessary resources — physical, mental, and financial — to help them thrive inside and outside of work. | | | Completed more than 130 nutrition, health, and wellbeing activities globally; 100% of employees have access to mental health resources. |
| <ul style="list-style-type: none"> Average training hours per permanent employee | 21 | 10 | 27 |
| <ul style="list-style-type: none"> Percentage of permanent employees receiving regular performance reviews | 84% | 95% | 90% |
| <ul style="list-style-type: none"> Lost-time injury frequency rate (LTIR) per 1,000,000 hours worked | 7.74 | 7.7 | 4.41 |
| <ul style="list-style-type: none"> Total recordable incident rate (TRIR) per 1,000,000 hours worked | | | 7.55 |
| Ensure living wages for 100% of employees; proactively address human rights across our operations and value chain; and create opportunities for vulnerable groups. | | | Living wage assessment underway |
| <ul style="list-style-type: none"> Percentage of workforce covered by formal collective bargaining agreements | 22% | 29% | 26% |
| <ul style="list-style-type: none"> Percentage of employees from underrepresented groups (U.S. only) | 25% | 47% | 51% |
| <ul style="list-style-type: none"> Percentage of employees in management positions from underrepresented groups (U.S. only) | 12% | 19% | 21% |
| <ul style="list-style-type: none"> Percentage of employees in executive positions from underrepresented groups (U.S. only) | 22% | 20% | 23% |

¹ Baseline years for goals are FY20 unless otherwise stated; the target year is 2030 unless otherwise stated.

² For consistency with other human resources metrics, we are adjusting from an FY19 baseline year to FY20.



| Climate Action & Environmental Management | | | |
|--|------------------------|----------------------------|--|
| GOALS & KPIs | FY20 ORIGINAL BASELINE | FY20 RECALCULATED BASELINE | FY23 |
| Become net-zero carbon in our own operations by achieving a science-based 50% reduction in Scope 1 and 2 emissions from a 2020 base year and using verified offsets to cover the remainder. ³ | | | 5% |
| • Total annual Scope 1 and 2 (market-based) GHG emissions (mtCO ₂ e): | 45,869 | 45,532 | 41,432 |
| - Scope 1 | 24,610 | 18,994 | 17,136 |
| - Scope 2 (location-based) | 20,736 | 24,691 | 24,049 |
| - Scope 2 (market-based) | 21,259 | 24,540 | 24,299 |
| Achieve a 23% reduction in our value chain Scope 3 emissions per ton of product from a 2020 base year, toward net zero by 2040 throughout our value chain. | | | +3% |
| - Scope 3 | 259,777 | 973,887 | 1,025,815 |
| • GHG emissions intensity (full inventory) | 9% | 2.5% | 2.5% |
| GOALS & KPIs | FY20 ¹ | FY22 | FY23 |
| Procure 100% renewable electricity (RE100) for our global operations. | 5% | 14% | 15% |
| Total energy consumption (MWh), including natural gas, stationary fuels, and electricity consumption | 172,587 | 140,439 | 141,231 |
| ISO 14001 environmental management certification at manufacturing facilities | 5 | 8 | 10 |
| Achieve zero waste to landfill by 2025. Landfill diversion rate (metric tons ⁴): | 85% | 85% | 80% |
| • Waste to landfill | 1,343 | 1,170 | 1,694 |
| • Waste to recycling | 3,217 | 2,564 | 2,359 |
| • Waste to incineration | 4,382 | 3,874 | 4,438 |
| • Total waste generation | 9,167 | 7,673 | 8,563 |
| Ensure 100% reusable, recyclable, or compostable packaging by 2025. | 74% | 76% | 79% |
| By 2025, reduce unsustainable water use by 50%. By 2030, achieve sustainable water use in all water stressed areas. ⁵ | | | +19% Achieved at São Paulo, Brazil site |
| Total water withdrawal (m3) | 660,100 | 647,472 | 659,637 |

³ We recalculated our baseline for GHG emissions during the FY23 inventory. Below we included the original FY20 baseline and recalculated baseline, which includes previously excluded categories and improved data.

⁴ We changed our waste methodology to assess our solid content and estimates for waste from our offices. The recalculated data for FY20 and FY21 is reflected in the table.

⁵ We used the WRI Aqueduct 3.0 Water Risk Framework to model, map, and analyze water risks for manufacturing sites. Six sites were identified as being located in water stressed areas.



| Sustainable Sourcing | | | |
|---|-------------------|-------|-------|
| GOALS & KPIs | FY20 ¹ | FY22 | FY23 |
| Percent of spend (direct) with suppliers who have completed the EcoVadis assessment. | 76% | 88% | 85% |
| By 2025, 80% of spend (direct) sourced from suppliers with an EcoVadis medal (bronze or higher). ⁵ | 62% | 78% | 76% |
| Raw materials with sustainability certification. ⁶ | 13% | 20% | 21% |
| Work directly with 10,000 small-scale farmers to implement sustainable practices, advance technology and access to finance, and support living incomes. | 1,197 | 2,084 | 2,403 |
| Direct material suppliers by spend who have signed the Code of Conduct or have provided us with sufficient documentation. | 71% | 87% | 89% |

| Health & Nutrition | | | |
|--|------|------|--|
| Ensure at least 50% of finished products meet or exceed external global nutrition standards. ⁷ | | | 56% |
| Percentage of sites achieving AA-grade BRCGS food safety certification. | 84% | 84% | 83% |
| 100% of global workforce will successfully complete nutrition education. ⁸ | 29% | 65% | 66% |
| Product nonconformance rate; number of internal rejects per 100 batches, including product integrity and foreign material incidents. | 0.74 | 0.87 | 0.72 |
| Increase investment in nutrition. ⁹ | | | Hiring of three regional nutritionists; increased investment in nutrition-oriented external associations, including the Institute for the Advancement of Food and Nutrition Sciences (IAFNS) |

⁵ EcoVadis has increased the threshold for bronze medals from a score of 47 to a score of 50. Griffith Foods is evaluating this benchmark as the EcoVadis medal system changes.

⁶ Griffith Foods accepts nearly 20 sustainability certifications including Fair Trade International, Forest Stewardship Council, GLOBALG.A.P., Marine Stewardship Council, ProTerra, Rainforest Alliance, Red Tractor, RSPO, RTRS, and USDA/EU Organic; 2025 is the target year. We are updating this goal to focus on major raw material sourcing for FY24. The scope of this goal will be updated to exclude nonagricultural materials such as chemicals, artificial colors, and nonfiber-based packaging.

⁷ In FY23, we achieved our goal of >50% of all finished goods meeting the criteria for one or more health and nutrition attribute, including Fortification, Organic, Reduction, Clean Label or Elimination. We are now aligning the nutritional profile of our finished goods to external standards that are specific to a given category. These Global Nutrition Criteria consist of upper limits for sodium, sugar, and saturated fat per 100g and minimum thresholds for positive nutrients such as fiber, protein, vitamins, and minerals where relevant. External standards are a composite of category-specific nutrient targets from 11 government and other authoritative sources from across the globe. Moving forward, these targets will be monitored and assessed across all finished goods in order for >50% of all finished goods to meet or exceed them by 2030.

⁸ Full-time employees only; 2025 is the target year.

⁹ This KPI is an updated metric building on our previous goal to develop an industry-leading portfolio that combines the benefits of being both sustainable and nutritious.



Disclosures

Global Reporting Initiative (GRI)

STATEMENT OF USE: Griffith Foods has reported the information cited in this GRI Content Index for the period of October 1, 2022, to September 30, 2023, with reference to the GRI Standards. Our material topics are in reference to our FY20 materiality analysis and we are undergoing a refreshed analysis currently. Griffith Foods is a signatory of the UN Global Compact and support the UN Sustainable Development Goals (SDG) in key areas where we have the greatest opportunity for impact.

GRI 1: Foundation 2021

| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|-----------------------------------|--|---|-----------------|
| GRI 2: General Disclosures | | | |
| 1-2 | Organizational details | Griffith Foods is a global product development partner whose purpose is to Blend Care and Creativity to Nourish the World. We specialize in developing delicious, nutritious, and sustainable food ingredients for food service professionals, processors, distributors, and retailers worldwide. The seasoning and spice blends, sauces, dressings, coatings, soups, and dough blends that we have produced since 1919 are used by many of the world's largest food companies. Today, as a family-led company, our businesses work together with customers, suppliers, and other value chain partners incorporating diverse culinary tastes and ingredients from around the world in our nutritious and sustainable products. Operating in more than 30 countries across the globe, we source from thousands of small and medium-scale farming families to large-scale commercial food processors. Guided by our 2030 Sustainability Plan, launched in 2020, we live our purpose by creating sustainable, delicious, and nutritious products for our customers while scaling our positive impact on the planet and in communities through a regenerative mindset that aims to help restore nature and improve livelihoods. | |
| 2-2 | Entities included in the organization's sustainability reporting | The content of this report has been determined based on material sustainability topics, which are listed below. The scope of our performance includes all entities for which Griffith Foods holds management responsibility and the scope of the data encompasses all our activities. | |
| 2-3 | Reporting period, frequency and contact point | Unless otherwise noted, performance data corresponds to the financial year for October 1, 2022, to September 30, 2023. | |
| 2-4 | Restatements of information | Due to improvements in GHG accounting, the FY20 baseline for Scope 1 and 2 emissions is restated. | |
| 2-5 | External assurance | This report has not been externally assured. | |
| 2-6 | Activities, value chain and other business relationships | Our family of companies includes Griffith Foods, Custom Culinary, TEROVA, and Nourish Ventures. Our product portfolio includes Seasonings, Sauces & Dressings, Textures & Coatings, Functional Blends, Soups & Sides, and Dough Blends. The industries and customers we serve include Foodservice, Processors, Retailer, and Distributors. | |
| 2-7 | Employees | At year-end 2023, Griffith Foods employed 4,663 individuals. | |






| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|------------|---|--|-----------------|
| 2-9 | Governance structure and composition | Our Board of Directors brings together leaders with rich, diverse backgrounds and a shared commitment to Griffith Foods and its Purpose. The Board meets quarterly and oversees all of our corporate activities, including alignment between the various committees of the Board. These Committees involve our Board Directors, Global Vice Presidents (VPs) and Sustainability Advisory Council members and meet at least once per quarter. In addition to our traditional governance structures, the Board Committees include: Health & Nutrition, Sustainable Sourcing, Wellbeing & Fulfillment, Climate Action & Environmental Management. | |
| 2-11 | Chair of the highest governance body | As a family-owned company, Griffith Foods takes inspiration from Executive Chair Brian Griffith, the fourth generation of his family to guide the company. | |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Our strategic focus on sustainability is driven from the top of our organization and embedded throughout our business. Each Board Committee is responsible for setting the direction against our most material sustainability issues, signing off on our goals and targets, monitoring global and regional performance, and overseeing the implementation of our strategy and delivery against the goals and targets. CEO TC Chatterjee and other senior leaders are also dedicated to our shared Purpose and responsible stewardship of our company, guided by our Purpose and commitment to sustainability. | |
| 2-13 | Delegation of responsibility for managing impacts | To ensure accountability, we have developed a tiered governance structure, headed by the Board of Directors, to manage our ongoing performance. Our second tier is represented by our restructured Committees of the Board, which were formed following a materiality assessment and the identification of our priority areas, along with our Sustainability Advisory Council. Each committee is co-led by one of our Global VPs. In turn, they lead teams of functional and regional leads who work to implement our goals and targets by establishing management and performance monitoring systems, identifying and addressing any gaps, and ensuring we are aligned with key external standards. | |
| 2-14 | Role of the highest governance body in sustainability reporting | We have established Board Committees to set our direction in each material topic area, oversee the development of our goals and targets linked to KPIs, establish policies and practices, and monitor our progress and implementation. | |
| 2-16 | Communication of critical concerns | In 2023, we received one report of ethics and compliance-related concerns via our hotline. It was addressed and the case has been closed. | |
| 2-17 | Collective knowledge of the highest governance body | You can find out more about our Board and leadership here . | |
| 2-18 | Evaluation of the performance of the highest governance body | As a privately held company, we do not disclose detailed information about our Board evaluation and remuneration. | |
| 2-19 | Remuneration policies | As a privately held company, we do not disclose detailed information about our Board evaluation and remuneration. | |











| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|------------|--|--|-----------------|
| 2-20 | Process to determine remuneration | As a privately held company, we do not disclose detailed information about our Board evaluation and remuneration. | |
| 2-21 | Annual total compensation ratio | As a privately held company, we do not disclose detailed information about our Board evaluation and remuneration. | |
| 2-22 | Statement on sustainable development strategy | See our Letter from Leadership. | |
| 2-23 | Policy commitments | Our Code of Ethics and Business Conduct, Human Rights Policy, Environmental Policy, and Supplier Code of Conduct can be found here . | |
| 2-24 | Embedding policy commitments | We embed our policy commitments through active leadership involvement, comprehensive training programs, and alignment of practices and procedures with our policies. Regular audits, performance metrics, and feedback mechanisms ensure adherence and accountability. Continuous improvement is driven by stakeholder engagement and fostering innovation to adapt to evolving challenges, ensuring our policies are actively practiced and enforced throughout our organization. | |
| 2-25 | Process to remediate negative impacts | Once a concern is communicated, if any improper behavior or violation is discovered, we will take appropriate action. | |
| 2-26 | Mechanisms for seeking advice and raising concerns | Concerns and suspected violations of our Code of Conduct can be reported to a manager, a named individual as specified in our Code of Conduct, or via an anonymous third-party hotline. Employees are given a copy of our Code of Ethics during on-boarding and training on elements of the code varies by region. In FY23, there was one ethics complaint filed through the hotline and it was addressed. | |
| 2-27 | Compliance with laws and regulations | There were no significant instances of noncompliance with relevant laws or regulations, nor associated monetary fines, during the reporting period. | |
| 2-28 | Membership associations | We are signatories and partners in a number of key sustainability initiatives including: UNGC, WBCSD, IAFNS, Sustainable Spices Initiative, Sustainable Agriculture Initiative's Farm Sustainability Assessment. | |
| 2-29 | Approach to stakeholder engagement | We know we can't achieve our Purpose alone. Instead, we're building an ecosystem of partnerships — with customers, suppliers, new business ventures, community organizations and others — to help us build new capabilities, share our innovations and learn from one another, redefine industry norms, and enhance our ability to bring healthier products to market and improve the lives of consumers. | |
| 2-30 | Collective bargaining agreements | All of our employees are free to join labor unions, workers' councils or other collective bargaining associations. At year-end 2023, 26% of our workforce was covered by formal collective bargaining agreements. | |





| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|---|--------------------------------------|---|--|
| GRI 3: Material Topics | | | |
| 3-1 | Process to determine material topics | In 2019, we carried out an extensive materiality assessment to identify the ways in which priorities and expectations may have shifted since our previous review five years earlier. We conducted interviews with internal and external stakeholders and reviewed peer and other external standards to identify global priority issues. From this process, we identified our top priority areas that are the focus of our 2030 Sustainability Plan. In 2024, we will be conducting an updated materiality assessment to help guide future decision making. | |
| 3-2 | List of material topics | Our material topics include: <ul style="list-style-type: none"> Traceability & Sustainable Sourcing Portfolio Innovation & Transformation (including Health & Nutrition) Food Safety & Quality Farmer Livelihoods Employee Health, Safety, & Wellbeing Environmental Management (including Energy, GHG, Water, & Waste) Water Security Sustainable Agriculture Supply Chain Labor Rights Talent Attraction & Employee Development Community Involvement Diversity & Inclusion Business Ethics & Governance Plastic & Packaging Global Development & Food Security Food Loss & Waste Animal Welfare Tax & Economic Contribution | |
| Disclosure by Material Topic | | | |
| Food Loss & Waste | | | |
| 3-3 | Management of material topic | Griffith Foods is investing in innovations to commercialize the byproducts from food production. In other words, we are seeking nutritional, appetizing ways to upcycle food production byproducts and waste-stream materials. The idea is to reduce food loss and landfill waste while finding innovative new ways to add nutritional value to food products. Some prime examples are our recent investments in ReGrained and TechnoServe. |  |
| Sustainable Agriculture / Farmer Livelihoods | | | |
| 3-3 | Management of material topic | By demonstrating the benefits of sustainable agricultural practices, helping communities and assisting with farmers' needs, we hope to make participation attractive to more farmers. We also work to increase the amount of raw materials sourced from sustainably certified farms by working with partners like Rainforest Alliance and the Sustainable Spices Initiative (SSI). We sit on the steering committee of SSI, which aims to sustainably transform the mainstream spices sector. We were the first to apply the Rainforest Alliance's stringent practices to the cultivation of herbs and spices, and provide farm-level support to help farmers implement sustainable agricultural practices and meet our certification standards. |   |



| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|--|--|---|---|
| Portfolio Innovation & Transformation | | | |
| 3-3 | Management of material topic | Our Global Innovation Council (GIC) sets innovation priorities and leads our innovation strategy for portfolio transformation across all areas of our business. Our Global Culinary Council (GCC) drives innovation in culinology and ensures we are at the cutting edge of culinary trends. The GCC's objective is to help Griffith Foods be recognized as the culinary authority within the food industry. Using our global network of nutritionists, chefs, food and sensory scientists and consumer insight experts, we identify exciting and innovative trends and develop culinary products that are both sustainable and nutritious. |  |
| Supply Chain Labor Rights | | | |
| 3-3 | Management of material topic | We are committed to protecting the human rights of our employees and all those connected to our global value chain, including our suppliers and partners. We endorse the UN Guiding Principles on Business and Human Rights and are signatories of the UNGC and the WBCSD's CEO Call to Action for Business Leadership on Human Rights. We are currently working to revise and update our Human Rights Policy, which is guided by the Universal Declaration of Human Rights, the International Labour Organization's Fundamental Principles and Rights at Work, and the Convention on the Elimination of All Forms of Discrimination Against Women. In addition, we are part of the WBCSD's Food Reform for Sustainability and Health (FReSH) project, focused on sustainable food system transformation. |   |
| Business Ethics & Governance | | | |
| 205 | Anti-corruption 2016 | | |
| 3-3 | Management of material topic | We are committed to conducting business in accordance with the highest ethical standards and in compliance with all applicable laws and regulations. Applying to all employees and partners, our Code of Ethics and Business Conduct details our ethical expectations with regard to People, Planet and Performance. The Code is available in 10 languages on our website. In addition, our Human Rights Policy details our commitment to protecting the human rights of our employees and all those connected to our supply chain. |  |
| 205-1 | Operations assessed for risks related to corruption | The information required for this disclosure is not currently available due to limitations of existing data collection processes. We are continually working to improve data collection and disclosure processes to ensure transparent reporting. | |
| 205-2 | Communication and training about anti-corruption policies and procedures | We ask our employees to sign an agreement that they have read and understood the Code of Conduct, and we expect them to report any suspected code violations with their manager, a named individual as specified in our Code of Conduct or via an anonymous third-party hotline. If any improper behavior or violation is discovered, we will take appropriate action, up to and including termination of employment. | |
| 205-3 | Confirmed incidents of corruption and actions taken | None identified | |

| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|--|--|---|--|
| Environmental Management / Water Security | | | |
| 3-3 | Management of material topic | In our own operations, we have taken significant strides forward in developing an environmental roadmap. We set a performance baseline by calculating our first global carbon (Scopes 1 and 2), water and waste footprint for 2019, and we have tracked our year-over-year progress since. We have used the data we collected to identify hotspots and define our 2030 goals. We also made our findings public on our website, and began to check our progress and align with customer expectations through participation in external initiatives including EcoVadis and CDP. Much of our environmental impact comes through our supply chain, and we work to ensure that our sourcing practices have a positive impact on the environment through our TEROVA business that works directly with farmers globally. In early 2021, we published a Global Environmental Policy , which sets out our approach, including our commitments and objectives, what we require of our facilities, and how we ensure compliance and manage responsibilities and oversight. As of FY23, 50% of our sites have achieved ISO 14001 certification. |  |
| 302 | Energy 2016 | | |
| 302-1 | Energy consumption within the organization | See energy KPIs and performance chart . |  |
| 302-2 | Energy consumption outside the organization | See energy KPIs and performance chart . | |
| 302-3 | Energy intensity | See energy KPIs and performance chart . | |
| 302-4 | Reduction of energy consumption | See energy KPIs and performance chart . | |
| 302-5 | Reductions in energy requirements of products and services | See energy KPIs and performance chart . Management of energy in our supply chain is covered through our EcoVadis assessment and direct work with suppliers. | |
| 303 | Water & Effluents 2016 | | |
| 303-1 | Interactions with water as a shared resource | Using the Alliance for Water Stewardship methodology, we have completed an assessment of our manufacturing sites and identified those in water-stressed areas. |   |
| 303-2 | Management of water discharge-related impacts | Water standards for usage and discharge are set on a local level based on laws and requirements of the municipality. | |
| 303-3 | Water withdrawal | See water usage table . | |





| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|------------|---|--|---|
| 305 | Emissions 2016 | | |
| 305-1 | Direct (Scope 1) GHG emissions | See GHG emissions table . |  |
| 305-2 | Energy indirect (Scope 2) GHG emissions | See GHG emissions table . | |
| 305-3 | Other indirect (Scope 3) GHG emissions | See GHG emissions table . | |
| 305-4 | GHG emissions intensity | See GHG emissions table . | |
| 305-5 | Reduction of GHG emissions | See GHG emissions table and GHG Journey . | |
| 305-6 | Emissions of ozone-depleting substances (ODS) | The data requested by this disclosure is not considered material to our operations or overall impact. We have conducted a materiality assessment and determined that this information does not reflect our significant sustainability impacts or influence the decisions of stakeholders. | |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | The data requested by this disclosure is not considered material to our operations or overall impact. We have conducted a materiality assessment and determined that this information does not reflect our significant sustainability impacts or influence the decisions of stakeholders. | |
| 306 | Waste 2020 | | |
| 306-2 | Management of significant waste-related impacts | We work to reduce waste in our supply chain and operations. Waste strategies include working with municipal recycling schemes, supporting suppliers to use more sustainable materials, and customers to opt into packaging that can be recycled. We are working toward our zero waste to landfill goal across all sites by 2025. |  |
| 306-3 | Waste generated | See waste KPIs . | |
| 306-4 | Waste diverted from disposal | See waste KPIs . | |
| 306-5 | Waste directed to disposal | See waste KPIs . | |






| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
|--------------------------------------|--|--|---|
| Traceability & Sustainable Sourcing | | | |
| 3-3 | Management of material topic | We work directly with suppliers through our TEROVA business and with supplier partners throughout our value chain to promote sustainable sourcing. The benefit of building these relationships is Griffith Foods receives high-quality raw materials from trusted partners; farmers secure higher yields, community assistance and a consistent buyer; and sustainable agricultural practices also yield environmental benefits. We work directly with farmers to ensure sustainable practices, and we partner with suppliers with farm-level sustainability programs to obtain sustainability certifications for material categories. We work with suppliers with similar sustainability aspirations, which allows us to set sustainability expectations across our entire supply base. Then, we can evaluate suppliers on sustainability practices, drive improvement, and reward business based on a balanced approach to quality, innovation, sustainability and cost. | <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> |
| 308 | Supplier Environmental Assessment | | |
| 3-3 | Management of material topic | In order to ensure our suppliers meet our sustainability standards and have our own assessments validated by a credible third party, we work with EcoVadis to assess supplier performance. The annual evaluation encompasses labor practices and working conditions as well as environmental practices such as waste, energy and water. | <div>17 PARTNERSHIPS FOR THE GOALS</div> |
| 308-1 | New suppliers that were screened using environmental criteria | We have set a goal to achieve 100% EcoVadis assessment completion for direct spend by suppliers. We are also striving to achieve 100% third-party sustainability certifications for our major raw materials. See our sustainable sourcing KPIs . | |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | None identified | |
| Employee Health, Safety, & Wellbeing | | | |
| 403 | Occupational Health & Safety 2018 | | |
| 403-1 | Occupational health and safety management system | Our systematic Workplace Health & Safety Management Program (HS) ensures the health and safety of everyone who works for us or visits our sites. As of FY23, 25% of our sites have achieved ISO 45001. | <div>3 GOOD HEALTH AND WELL-BEING</div> |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Each facility must maintain detailed procedures and response plans, testing them regularly. All facilities conduct risk assessments and hazard identification walkthroughs at least monthly. Audits are conducted at least annually. | |
| 403-3 | Occupational health services | Griffith Foods provides competitive benefits, including life insurance, health care, disability coverage, parental leave, retirement provision, and more. These and other occupational health services offerings vary by employee type and regional location. | |







| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
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| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Most facilities have a Health & Safety Committee and Coordinator, responsible for implementing our policy and program, identifying site-specific challenges and opportunities, collecting data and leading local training. They report to our Global Workforce Health & Safety Committee, which meets monthly, and our HS Committee comprises regional and facility-level WHS leaders and Global Supply Chain leaders and Manufacturing Services leaders, who meet quarterly. |  |
| 403-5 | Worker training on occupational health and safety | All employees complete a Health & Safety induction training upon starting work with Griffith Foods. Managers are responsible for ensuring that required training on relevant safety policies is provided and employees are responsible for completing such training. Read more about our enhanced safety program on our website . | |
| 403-6 | Promotion of worker health | Our internal audit standard is aligned with ISO 45001 Occupational Health and Safety Standard. We meet or exceed all applicable Health & Safety laws and regulations in the countries where we operate. In the spirit of continuous improvement, we monitor our performance and review our processes and practices to search for any opportunities to enhance our approach. | |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | The information required for this disclosure is not currently available due to limitations of existing data collection processes. We are continually working to improve data collection and disclosure processes to ensure transparent reporting. | |
| 403-8 | Workers covered by an occupational health and safety management system | Our systematic Workplace Health & Safety Management Program (WHS) ensures the health and safety of everyone who works for us or visits our sites. | |
| 403-9 | Work-related injuries | Page 4 | |
| 403-10 | Work-related ill health | The information required for this disclosure is not currently available due to limitations of existing data collection processes. We are continually working to improve data collection and disclosure processes to ensure transparent reporting. | |
| 408 | Child Labor | | |
| 3-3 | Management of material topic | We endorse the UN Guiding Principles on Business and Human Rights and are signatories of the UN Global Compact and the WBCSD's CEO Call to Action for Business Leadership on Human Rights. We are currently working to revise and update our Human Rights Policy , which is guided by the Universal Declaration of Human Rights, the ILO's Fundamental Principles and Rights at Work, and the Convention on the Elimination of All Forms of Discrimination Against Women. |  |






| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
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| 408-1 | Operations and suppliers at significant risk for incidents of child labor | The information required for this disclosure is not currently available due to limitations of existing data collection processes. We are continually working to improve data collection and disclosure processes to ensure transparent reporting. |  |
| 409 | Forced or Compulsory Labor | | |
| 303 | Management of material topic | We endorse the UN Guiding Principles on Business and Human Rights and are signatories of the UN Global Compact and the WBCSD’s CEO Call to Action for Business Leadership on Human Rights. We are currently working to revise and update our Human Rights Policy , which is guided by the Universal Declaration of Human Rights, the ILO’s Fundamental Principles and Rights at Work, and the Convention on the Elimination of All Forms of Discrimination Against Women. |  |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | The information required for this disclosure is not currently available due to limitations of existing data collection processes. We are continually working to improve data collection and disclosure processes to ensure transparent reporting. | |
| Talent Attraction & Employee Development | | | |
| 401 | Employment 2016 | | |
| 3-3 | Management of material topic | We emphasize diversity, inclusion, belonging, and equity (DIB&E) so our employees can come to work as their full selves. Read about our KPIs on page 4 . |  |
| 401-1 | New employee hires and employee turnover | Complete data for this disclosure is currently unavailable. However, we can provide some insights into our employment opportunities and how we apply our company values to hour hiring practices here . | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | We provide competitive employee rewards and benefits around the world, based on a universal job evaluation framework. We benchmark our compensation practices against the market. Benefits are provided to part-time employees who qualify (by hours worked). More information is available on our careers page. See the Griffith Foods Group Health and Welfare Benefit Package here . | |
| 401-3 | Parental leave | This information varies by region and is based on a benchmark for our industry. | |



| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
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| 404 | Training & Education 2016 | | |
| 3-3 | Management of material topic | Our employees have access to leadership and topic-specific training and development including finding their Purpose Journey to support their growth. In order to make expectations clear and tangible, Valued Behaviors objectively define what our values mean in practice. |   |
| 404-1 | Average hours of training per year per employee | Page 4 | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Griffith Foods offers workforce training across a variety of topics, including nutrition and sustainability, to all employees. Financial support is also available for employees pursuing education and training certifications externally. | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Page 4 | |
| 405 | Diversity and Equal Opportunity 2016 | | |
| 303 | Management of material topic | Griffith Foods recognizes and embraces human diversity among our employees and workers — our People. We use the language of “People” intentionally throughout our policy documents to represent the diversity of identities among our employees and workers. And we strive to support our People with policies and programs that are mindful of varied needs and experiences based on race, ethnicity, gender identity, sexual orientation, ability and neurodiversity. In 2020, our CEO, TC Chattergeee, signed the CEO Action for Diversity and Inclusion pledge as part of his personal commitment to advancing Diversity and Inclusion at Griffith Foods. In 2021, we began to create the necessary infrastructure to help us deliver on our commitment to DIB&E. We expanded our work in 2022 from the Executive Team, and Global and Regional Councils to Griffith Foods Belonging Communities, to establish our DIB&E approach and shared language. Our Global DIB&E Council includes members from our locations around the world to ensure all regions are represented and we established two regional councils that are currently operating in North, Central, and South America. |   |
| 405-1 | Diversity of governance bodies and employees | Page 4 Board Diversity Metrics: Gender – Women: 3; Men: 7 Race/Ethnicity – White/Caucasian: 7; Non-White/Other Ethnic Groups: 3 Director Independence – Six Directors are not direct employees of the organization. | |
| 405-2 | Ratio of basic salary and remuneration | We have set a goal to create and sustain an inclusive culture; achieve gender parity at the management level globally; and ensure equal representation, equal pay, and equitable working practices throughout our value chain. Complete data for this disclosure is currently unavailable. However, we can provide some insights into our workforce representation . | |



| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
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| Community Involvement | | | |
| 413 | Local Communities 2016 | | |
| 3-3 | Management of material topic | Griffith Foods is committed to serving, enhancing and creating value for our communities. Through our Sustainable Sourcing program and our Shared Value partnerships, we have significant impact on local communities. For example, through our partnership with chili farmers in India, farmers gain better cultivation practices to increase crop yields, improve soil management and reduce crop waste. Because we purchase directly, the farmers are better compensated for their crops. In addition, we provide clean water filtration and support local schools, benefiting the entire community. Beyond this, all business units donate 1% of operating income to local charities in the communities they serve. |  |
| 413-1 | Operations with local community engagement, impact assessment, and development programs | Comprehensive information for this disclosure is currently unavailable, as the majority of our community engagement and impact initiatives are carried out regionally and on a local scale. | |
| 413-2 | Operations with significant actual and potential negative impacts to local communities | The information required for this disclosure is not currently available due to limitations of existing data collection processes. We are continually working to improve data collection and disclosure processes to ensure transparent reporting. | |
| Food Safety & Quality | | | |
| 416 | Customer Health & Safety 2016 | | |
| 3-3 | Management of material topic | Food safety and quality is a critical aspect of our business, integrated throughout our processes and culture. Our Global Food Safety Policy outlines our approach, and our food safety programs, systems and protocols are science and industry based, validated by internal audit programs, supplier audits and external third parties. A total of 100% of our production sites are certified to Global Food Safety Initiative (GFSI) Food Safety benchmark schemes including British Retail Consortium Global Standards (BRCGS), Safe Quality Foods (SQF) and FSSC 22000, and are audited annually by these bodies to ensure continued compliance. Our Global Food Safety Council oversees our approach and the implementation of our policy. The council consists of multifunctional, regional and global associates with various Food Safety and Quality Systems accountabilities. They meet monthly using virtual communication platforms, and annually in person to discuss strategy, drive innovation and evaluate our performance. The council is led by the Global VP of Food Safety and is responsible for developing and managing our Global Food Safety and Quality Systems strategy, providing guidance to senior leaders and regional teams on priorities and initiatives, as well as promoting and growing our Global Food Safety Culture. |  |

| DISCLOSURE | DESCRIPTION | 2023 RESPONSE | RELEVANT UN SDG |
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| 416-1 | Assessment of the health and safety impacts of product and service categories | Within our operations, we use a Hazard Analysis Critical Control Point approach — a systematic, preventive Food Safety approach that assists in identifying and preventing hazards throughout all of our production processes. Our facilities are also compliant with the FDA Food Safety Modernization Act, which includes the use of Food Safety Plans to identify potential risks in our upstream Supply Chain, and a robust Food Defense program to reduce the likelihood of intentional adulteration of our products. We also have an active Global Food Fraud team that continuously monitors the global environment and works to protect our products from adulteration by assuring all of our raw materials are authentic upon receipt. KPIs are tracked on an ongoing basis to evaluate our performance and ensure continuous improvement. We have developed new and enhanced nutrition criteria and guidance pursuant to our goal to deliver both a delicious and nutritious portfolio of finished goods for our customers. We have implemented a set of positive nutrient targets informed by a number of government and academic entities. Find out more about these enhanced guidelines here . |  |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | None identified | |



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