



2024

Sustainability Data and Disclosures Report

Progress Toward Our 2030 Aspirations





Table of Contents

Introduction.....	03
A Message From Our Chairman.....	03
A Letter From Our CEO.....	04
About Us.....	05
Our Approach.....	06
About This Report.....	08
 Wellbeing & Fulfillment	09
 2030 Aspirations	10
Aspiration 1: Partnering to Create Sustainable Food System Networks.....	10
Aspiration 2: Developing a Nutritious and Sustainable Portfolio.....	11
Aspiration 3: Creating New Markets and Serving the Underserved.....	12
 Data Summary.....	13
GRI Index.....	20





A Message From Our Chairman

Dear Stakeholders,

Today, the demands of global society continue to outstrip what our fields, oceans and atmosphere can sustainably produce. And our world faces significant and varied challenges, from climate change to malnutrition to inequality.

For our part, Griffith Foods was built on the idea of business as a vehicle for greater good. A belief that when purpose and profit are combined, the creation of innovative and profitable solutions can accelerate at scale to meet the world's most challenging problems.

Our Opportunity

More than a decade ago, we looked at the growing needs of the world and saw an opportunity to act as a catalyst for positive change. And, as a family-owned company, we are empowered to take the long view of growing both our business and our global impact, one measured not in quarters but generations.

As a team, we believe we have a meaningful role to play — across the food system and beyond — to help overcome some of the world's most pressing economic, social, and environmental challenges. And we know incrementalism can't begin to get us where we want to go.

Our Approach

We're moving beyond "do no harm" to realize a truly regenerative future. In other words, we're taking action — through our business and the way we do business — to help replenish what has been lost.

We are guided by our Purpose: "We Blend Care & Creativity to Nourish the World." Our Purpose calls us to be more and do more as agents of positive change.

To build our strategy, we started with our Purpose (why we are here). We incorporated our company values and our sustainability platform (who we are, what we believe).

And we considered how Griffith Foods is uniquely positioned—as a global new product development company — to make an outsized difference for good.

Our Aspirations

From this process emerged our 2030 Aspirations, essentially a "double click" on our Purpose. Our Aspirations encompass three focus areas with specific business goals and impact metrics implemented across our entire value chain, from humble family farms to global food brands:

1. Partnering to create sustainable food system networks
2. Developing a nutritious and sustainable portfolio
3. Creating new markets and serving the underserved

To advance our Aspirations, we began with ourselves, the members of the worldwide Griffith Foods family. By embracing a regenerative mindset, we are transforming business as usual, expanding partnerships with suppliers and customers, and working together to be a force multiplier of shared impact.

Along the way, we are nurturing a culture of curiosity by providing learning and development tools that empower our people to define their personal purpose and discover how that purpose aligns with our company's Purpose. We are also offering sustainability training they can apply to their jobs every day.

Our Roadmap

Ultimately, our 2030 Aspirations serve as our roadmap to nourish the world sustainably. With our suppliers and customers, we are building a truly regenerative food ecosystem that nourishes both people and the planet. While doing what's right for the future, we are seizing the opportunity to innovate, grow, and create new value for our customers.

Thank you for your interest in our story. I'm encouraged by our progress as a testament to the challenging yet joyful journey we're on. Together, we are amplifying our global impact and co-creating the future of food that is delicious, nutritious, regenerative, and affordable for all.

Kind regards,



Brian Griffith
Executive Chairman



A Letter From Our CEO

Dear Stakeholders,

At Griffith Foods, we believe that food has the power to nourish both people and the planet. We believe that in working with our customers, suppliers, and other partners, we have a responsibility to contribute toward reimagining the future of food — one that is regenerative, sustainable, and with products that deliver the taste, texture, and nutrition needs of a global population. I am proud to present the Griffith Foods 2024 Sustainability Data and Disclosures Report, which demonstrates our progress toward our 2030 Aspirations launched in 2024.

Fiscal Year 2024 (FY24) Progress: Advancing Our 2030 Aspirations

- **Scaling Regenerative Agriculture:** In fiscal year FY24, we launched our first regenerative agriculture pilot, partnering with a long-term supplier, wheat farmers, and other external stakeholders in Ontario, Canada. We also began pilots in the United Kingdom on parsley and other herbs in Colombia. Our pilots helped us learn the importance of on-farm technical assistance and how through building transparent programs, we can positively impact farming communities and promote sustainable farming practices that restore ecosystems. These pilots help build a solid foundation to scale our regenerative agriculture efforts across all regions where we operate with more crops.
- **Advancing Nutritious & Sustainable Product Development:** As a product development partner to global, regional, and local customers, we are excited about the opportunity to enhance the nutritive value of food products through our raw materials, our product solutions to our customers, and helping our customers design and develop food products that are delicious and good for people and the planet. Whether it's regenerative cilantro in a sauce or sodium reduction in a seasoning, we are working to transform our portfolio. We surpassed our 50% goal for nutrition standards of our products — with 56% of our products exceeding established external standards for nutrition — and I look forward to seeing our teams continue to drive progress. From the farm

to the kitchen, we are working to make our offerings sustainable and nutritious while continuing to deliver on taste and functionality.

- **Expanding Access to Nutritious Foods:** We strive to develop nutritious, delicious, affordable, and accessible products for underserved markets. This year, teams across the business put together regionally specific, culturally tailored insights to address the unmet needs of their local populations and communities. The progress in Colombia with our NutriAmor® product for nursing mothers and nutrient-deficient children, as well as in the U.S. with innovations from Custom Culinary® for nutritious foods delivered to the elderly, is driving us to do more.
- **Learning Together:** Throughout FY24, we prioritized bringing employees along on the journey toward achieving our 2030 Aspirations. We launched internal training, created learning maps, and hosted a global Aspirations Summit to roll out new tools and share strategies and action plans. These programs are now underway, and I continue to be inspired by the passion for learning and the objective of living our Purpose and bringing our Aspirations to life, that is shared by all our associates around the world.

Looking Ahead: Driving Impact Together

We remain steadfast in our commitment to continue Creating Better Together™ in an increasingly complex and sometimes diverging world. We are mindful of potential headwinds in the pursuit of sustainability goals from market instability, availability of green energy, and competition for talent. We believe that the only way to achieve a brighter future for all is to do this together, through trust, transparency, and creativity, and by being a contributing member of our ecosystem of customers, suppliers, and other committed stakeholders to amplify our collective impact.

I am extremely grateful for, and energized by, the progress we've made and firmly believe that Griffith Foods is a force for good, dedicated to our purpose to "Blend Care & Creativity to Nourish the World." I invite you to join us on this journey.

With best regards,



TC Chatterjee
Chief Executive Officer



About Us

Our Company:

Griffith Foods is a leading global food product development partner that specializes in high-quality food ingredients.

Our Purpose:

We Blend Care & Creativity to Nourish the World™

Our Values:



Make the future better



Build customer success



Work together globally



Deliver results



Behave like owners



Act like family

Our Family of Companies:



Our Joint Ventures:

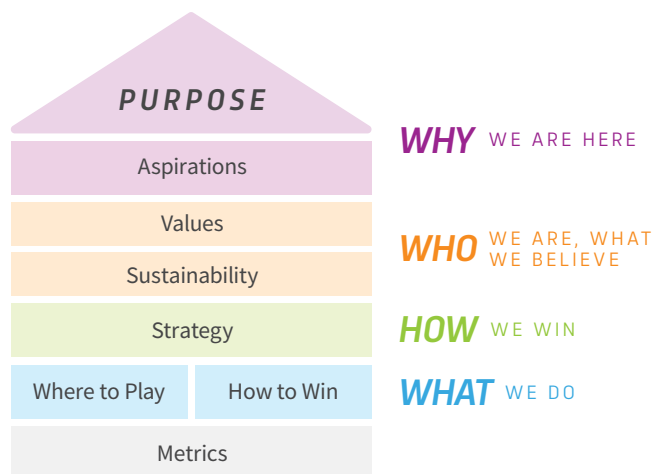




Our Approach: The Journey to 2030

In October 2023, we rolled out our 2030 Aspirations — Griffith Foods’ action plan to nourish the world. By integrating operational and sustainability strategies into a single sustainability business strategy, every action we take improves the future through a long-term approach and a regenerative mindset.

Our Aspirations build upon our original Foundational Goals and push beyond a “do no harm” mindset to a regenerative one — where our actions have a positive impact and are restorative. Our Foundational Goals, set in 2020, informed by our 2019 materiality assessment and co-created with our Board of Directors and Executive Leadership Team, focused on four critical areas: sustainable sourcing, health and nutrition, wellbeing and fulfillment, and climate action and environmental management. They catalyzed us internally to establish functional teams and structures, build new competencies, and develop cross-functional and regional ways of working to implement sustainable business practices.



Delivering on our Aspirations is a transformative and collaborative effort that is only possible with the active engagement and support of our customers; suppliers; partners; and, most importantly, our people.

In early 2025, we underwent a materiality refresh assessment to determine if priorities and expectations shifted since our 2019 materiality analysis. We engaged with internal and external stakeholders, including Griffith Foods leaders and internal subject matter experts, nonprofits, suppliers, and customers. We also conducted a double materiality analysis (DMA) in Europe in preparation for upcoming corporate sustainability reporting regulations. Reviewing the global stakeholder feedback and insights from our DMA in Europe, **our top-ranked priority areas are:**

- Sustainable agriculture
- Environmental management
- Sustainable sourcing
- Water stewardship
- Food loss and waste
- Biodiversity and ecosystem health
- Packaging material
- Food security and global development
- Supply chain human rights
- Farmer livelihoods
- Nutrition of products
- Workplace safety
- Diversity and inclusion
- Community involvement
- Food safety and quality
- Business ethics and governance systems
- Talent attraction and employee development
- Tax and economic contribution



Our 2030 Aspirations and key performance indicators (KPIs) connect to our three focus areas:

- **Aspiration 1: Partnering to Create Sustainable Food System Networks:** We strive to build sustainable food system networks across our operations and value chain, through partnering and collaborating with farmers and other stakeholders to build net-zero supply chains, focused on restoring nature through regenerative agriculture and improving livelihoods.
- **Aspiration 2: Developing a Nutritious and Sustainable Portfolio:** We are dedicated to developing solutions that positively impact people and the planet by prioritizing sustainable sourcing, nutrition, innovation, flavor, and the needs of our customers, consumers, and communities.
- **Aspiration 3: Developing New Markets and Serving the Underserved:** We are committed to developing nutritious, delicious, and widely available products, reaching more communities and addressing critical gaps in health and nutrition while fostering sustainable and meaningful solutions.



Griffith Foods' Governance Structure – Sustainability Is Everyone's Responsibility

To fulfill our Purpose and achieve our 2030 Aspirations, we embed sustainability across our business and into the personal action goals of associates at all levels. Our success depends on our people and their wellbeing as members of the Griffith Foods family. We believe everyone has a role to play in our sustainable business strategy.

- **Board of Directors:** Our Board is comprised of seven independent members, bringing together leaders with diverse perspectives and backgrounds to guide our business and help us deliver on our Purpose. The Board reviews and oversees the implementation of our strategies and signs off on our goals and targets. In FY24, our Board met seven times, with sustainability as an agenda item — showcasing its importance to our business and demonstrating that it is a key part of our performance.
- **Sustainability Advisory Council (SAC):** We are also advised by our SAC, a council of four independent members that is chaired by our VP of Global Sustainability.
- **Global Executive Team:** Our Global Executive Team is responsible and accountable for the implementation of our strategies and delivery against our goals and targets. The team oversees and leads teams of functional and regional leaders.
- **Functional and Regional Teams:** Our teams work to execute our strategies and strive toward our goals every day. In FY24, three regional sustainability leads started in newly created roles in Central and South America, Europe, and North America. Together with our functional teams and global executive Aspiration sponsors, they worked on road maps for achieving our targets.

For more information on our governance structure, please review our [GRI Index](#) and [our website](#).



About This Report

We are pleased to present the **Griffith Foods 2024 Sustainability Data and Disclosures Report**, which highlights our progress toward achieving our 2030 Aspirations and important KPIs.

The content of this report has been determined based on our top sustainability priority areas and includes all entities for which Griffith Foods holds management responsibility and operational control. The scope of the data encompasses all our activities and corresponds to the financial year for October 1, 2023, to September 30, 2024, unless otherwise noted.

This report has been created with reference to the Global Reporting Initiative (GRI) Standards framework to align our nonfinancial reporting with global sustainability indicators. A [GRI Index](#) is included in this report as a tool to help readers easily locate relevant information across the report and our web-based resources.

Griffith Foods has not obtained external assurance for this report; however, we remain committed to transparency and continuous improvement in our sustainability reporting practices.



Please share **feedback** and **questions** about our report with sustainability@griffithfoods.com.





WELLBEING & FULFILLMENT:

At Griffith Foods, caring for our people is central to our purpose of “Blending Care and Creativity to Nourish the World”

By fostering the wellbeing and fulfillment of our people, we empower them to drive positive impact and help achieve our 2030 Aspirations. We are committed to supporting all of our employees, their families, and the communities we serve by providing the resources and opportunities needed to thrive — physically, mentally, and financially. At Griffith Foods, we work to create and sustain an inclusive culture to help our people succeed inside and outside of work.

To advance wellbeing and fulfillment, our efforts focus on four core areas:

- **Fulfillment & Nourishment:** Empower and support our people by providing physical, mental, and financial resources to help them thrive. Offer best-in-class learning, mentorship, and career advancement to support personal and professional growth at every stage.
- **Diversity, Inclusion, Belonging, & Equity (DIB&E):** Create and sustain an inclusive culture that promotes equal access to opportunities for all and creates a strong sense of belonging and trust, empowering individuals and fostering a cohesive community at every level of the organization. Achieve parity for women at the management level.
- **Human Rights & Economic Opportunity:** Address human rights in our value chain and pay a living wage to our employees.
- **Community Impact:** Encourage employee engagement in community initiatives, volunteerism, and charitable giving to foster a culture of purpose and build stronger communities.

[Learn more about Wellbeing & Fulfillment >](#)[Learn more about Our Workplace >](#)



ASPIRATION 1:

Partnering to Create Sustainable Food System Networks

By collaborating with customers, suppliers, farmers, and other stakeholders, we are advancing toward a sustainable food system. This means driving more positive impacts across the supply chain from healthier soil to dramatically lowering greenhouse gas (GHG) emissions for us and our suppliers and providing meaningful support so the people that grow our food are thriving. Our sustainability efforts seek to transform supply chains by scaling regenerative agriculture practices and embedding sustainable practices into every aspect of our business while working with suppliers that are doing the same. We are working collaboratively with our suppliers to support the respect of human rights throughout our value chain guided by our [Human Rights Policy](#) and [Supplier Code of Conduct](#).

- **Regenerative Farming:** Collaborate with farmers, suppliers, customers, and stakeholders to accelerate the adoption of regenerative agriculture practices — enhancing soil health, biodiversity, water stewardship, and emissions reductions as key outcomes.
- **Net-Zero Pathway:** Advance climate action by implementing Science Based Targets initiative (SBTi)-validated carbon reduction goals across Scopes 1, 2, and 3 by sourcing renewable energy, driving innovative strategies to reduce waste and conserve water within our operations, partnering with our suppliers to adopt sustainability best practices, cutting emissions, and creating a positive impact in the value chain.
- **Farmers & Families:** Ensure our initiatives drive a positive impact and are a catalyst for holistic food system change for farmers, their families, and their communities, as well as taking actions that go beyond good agriculture practices, providing incentives for sustainable or regenerative practices, and making investments in family and community wellbeing.

[Learn more about Aspiration 1 >](#)[Read about our Regenerative Ag Pilots >](#)



ASPIRATION 2:

Developing a Nutritious and Sustainable Portfolio

Food systems are a driver of climate change, contributing one-third of global GHG emissions annually, and in a vicious cycle, our ability to grow food is impacted by the crisis.¹ Achieving the United Nations Sustainable Development Goal (UNSDG) 2: Zero Hunger by 2030 is unlikely given the UN Food & Agriculture Organization's projection that 582 million people will be chronically undernourished by the end of the decade.² Not only do we as a global food system need to address inequalities, but we also need to transform our value chain and improve resiliency for farmers and growers. By developing and offering food products that meet criteria for sustainable sourcing, nutrition, and flavor, we are creating and scaling our impact with customers to provide sustainable and nutritious food. We aim to demonstrate across our portfolio of products that sustainability, nutrition, and great taste go hand in hand — there's no need to compromise. For us, supporting our customers to nourish people also means delivering exceptional texture and flavor with products that are nutrient-dense.

- **Sustainable & Nutritious Ingredients:** Build a portfolio of raw materials aligned with our fortification, organic, reduction, elimination (FORE) nutrition criteria and grown under regenerative farming systems or defined as certified sustainable. Ingredients meeting FORE enable us to add positive nutrients or replace nutrients of concern in our products while ensuring flavor and functionality.
- **Sustainable & Nutritious Products:** Develop products that are informed by authoritative external targets for nutrition and meet demands for innovation across our entire portfolio, including the alternative protein (AP) sector.
- **Customer Impact:** Amplify our impact by working with customers to enhance the nutrition and sustainability profiles of their product portfolios.

[Learn more about Aspiration 2 >](#)[Read about our Sauce Reformulations >](#)

¹ Crippa, M., Solazzo, E., Guizzardi, D., et al. Food systems are responsible for a third of global anthropogenic GHG emissions. *Nat Food* 2, 198–209 (2021).

² FAO, IFAD, UNICEF, WFP, and WHO. 2024. *In Brief to The State of Food Security and Nutrition in the World 2024 – Financing to end hunger, food insecurity and malnutrition in all its forms*. Rome, FAO. <https://doi.org/10.4060/cd1276en>.





ASPIRATION 3:

Creating New Markets and Serving the Underserved

With up to 35% of older adults¹ and over 230 million children² facing malnutrition or nutrient deficiencies, plus 2.8 billion people unable to afford a healthy diet,³ we believe we can and must help meet this challenge. By leveraging our expertise in product development, food science, culinary and nutrition, we aim to do this by developing delicious and nutritious products that are affordable and accessible. We are working to innovate with customers through external partners and teams across Griffith Foods to develop nutrient-dense products through targeted nutrition that create health outcomes such as improved gastrointestinal, digestive, and heart health. Our initial focus areas include aging communities, schools, food aid programs, and communities that lack access to affordable and nutritious food.

- **Expanding Market Access:** Use the technical expertise of Griffith Foods to develop innovative products for underserved communities.⁴
- **Creating Accessible Nutrition:** Develop nutritious, delicious, affordable, and consumer-preferred products for underserved markets.
- **Fostering Health & Nutrition Outcomes:** Enable customers to create products that drive positive health impacts through targeted nutrition.

[Learn more about Aspiration 3 >](#)
[Read more about NutriAmor >](#)


¹ Hall, K., Whiting, S. J., & Comfort, B. (2009). Low nutrient intake contributes to adverse clinical outcomes in hospitalized elderly patients. *Nutrition Reviews*, 58(7), 214–217. <https://doi.org/10.1111/j.1753-4887.2000.tb01866.x>.

² United Nations Children's Fund (UNICEF), World Health Organization (WHO), International Bank for Reconstruction and Development/The World Bank. Levels and trends in child malnutrition: UNICEF / WHO / World Bank Group Joint Child Malnutrition Estimates: Key findings of the 2023 edition. New York: UNICEF and WHO; 2023. CC BY-NC-SA 3.0 IGO.





³ FAO, IFAD, UNICEF, WFP, and WHO. 2024. *The State of Food Security and Nutrition in the World 2024 – Financing to end hunger, food insecurity and malnutrition in all its forms*. Rome. <https://doi.org/10.4060/cd1254en>

⁴ Underserved communities include individuals who face challenges in accessing essential resources, including nutrient-rich foods that are delicious and culturally appropriate. Contributing factors may include economic constraints, geographic location, and limited availability.



Data Summary

Griffith Foods is a signatory of the United Nations Global Compact (UNGC) and supports the UNSDG in key areas where we have the greatest opportunity for impact.

Aspiration ¹	Nutrition & Food Safety	FY20	FY23	FY24
	At least 50% of finished products will meet or exceed the Global Nutrition Criteria (new target to be set in 2025).	—	56%	55%
	A total of 100% of the global workforce will successfully complete nutrition education by 2025.	29%	66%	79%
	A total of 10% of our portfolio will be from AP by 2030. ²	—	—	1%
	A total of 60% of raw materials will meet the FORE criteria.	—	—	~50%
	We will build business in five new subsegments/geographies that serve the underserved.	—	—	One subsegment has launched for a fortified nutrition product for nursing mothers and nutrient-deficient children.
	Total number of regional nutritionists	—	3	4
	Percent of sites that achieve an AA-grade British Retail Consortium Global Standards (BRCGS) food safety certification	84%	83%	90%
	Percent of production sites certified to the Global Food Safety Initiative (GFSI) Food Safety benchmarking scheme.	100%	100%	100%
	Product nonconformance rate: number of internal rejects per 100 batches, including product integrity and foreign material incidents	0.74	0.72	0.99

¹ All Aspirations goals have an FY24 base year and a target completion year of 2030 unless otherwise specified.

² Griffith Foods defines AP sales as products whose end use will be in foods that contain AP across categories, including meat, seafood, and dairy products. AP is defined as protein produced from plants or animal cells, or by way of fermentation.



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Aspiration ¹	Environment	FY20	FY23	FY24
Regenerative Agriculture				
	Partner with suppliers, external stakeholders, and customers to advance regenerative agriculture practices across 1 million acres.	—	—	3,913 acres
	A total of 25% of our portfolio will use regenerative agriculture ingredients.	—	—	0%
Sourcing				
	A goal to sustainability source ³ a total of 80% of raw materials. ⁴	—	—	15%
	Goal of 100% third-party sustainability certifications for major raw materials. Percentage of spend on major raw materials with a sustainability certification	—	—	18%
	By 2025, achieve 80% of direct spend with suppliers scoring 50 points or higher in the EcoVadis assessment	62%	76%	78%
	Indicator: Percent of direct spend with suppliers that have completed the EcoVadis assessment	76%	85%	88%
	Indicator: Direct material (by spend) suppliers that have signed the Code of Conduct	71%	89%	92%
	Positively impact 25,000 small-scale farmers. ⁵	1,197	2,403	3,089
2040 Net-Zero Pathway				
	By 2030, achieve net-zero carbon emissions in our own operations. ⁶ SBTi-verified reduction of 50% in Scopes 1 and 2 emissions compared to the 2020 base year	—	-5%	-7%
	By 2030, achieve an SBTi-verified reduction of 23% in our value chain (Scope 3) emissions per ton of product from the 2020 base year.	—	+3%	+4%
	Enable 25% of our customers to achieve net-zero supply chains (measured by documented programs in place).	—	—	0

¹All Aspirations goals have an FY24 base year and a target completion year of 2030 unless otherwise specified.

³Sustainably sourced is defined as either certified sustainable or grown under regenerative practices validated according to the Griffith Foods Framework.

⁴This excludes nonagricultural raw materials like plastic packaging and chemicals. For more information, visit our website.

⁵For more information on the positive impact we are making on small-scale farmers, please visit our website.

⁶As part of our strategy to achieve net-zero carbon in our own operations, we will reduce Scopes 1 and 2 emissions by 50% as part of our SBTi-verified near-term target, and we will use verified offsets to cover the remaining emissions to reach net zero.



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Aspiration ¹	Environment	FY20	FY23	FY24
	Work toward net-zero supply chains with 25% of our suppliers (measured by documented programs in place).	—	—	0
GHG Emissions				
	Scope 1 emissions (mtCO ₂ e)	18,994	17,136	17,882
	Scope 2 (location-based) emissions (mtCO ₂ e)	24,691	24,049	24,164
	Scope 2 (market-based) emissions (mtCO ₂ e)	24,540	24,299	22,601
	Scope 3 emissions (mtCO ₂ e)	973,887	1,025,815	1,060,371
	Total Scopes 1, 2 (location-based), and 3 emissions (mtCO ₂ e)	1,017,572	1,067,000	1,102,417
	Change in total annual GHG emissions compared to the 2020 baseline (mtCO ₂ e) – Includes Scopes 1, 2 (location-based), and 3	—	+49,428	+84,845
	Percent change of total emissions compared to the 2020 baseline	—	+5%	+8%
	Total Scopes 1, 2 (market-based), and 3 emissions (mtCO ₂ e)	1,017,421	1,067,250	1,100,854
	Change in total annual GHG emissions compared to the 2020 baseline (mtCO ₂ e) – Includes Scopes 1, 2 (location-based), and 3	—	+49,829	+83,433
	Percent change of total emissions compared to the 2020 baseline	—	+5%	+8%
	GHG emissions intensity (mtCO ₂ e/product produced)	2.52	2.56	2.61

¹ All Aspirations goals have an FY24 base year and a target completion year of 2030 unless otherwise specified.



= ASPIRATION 1




= ASPIRATION 2



= ASPIRATION 3



Aspiration ¹	Environment	FY20	FY23	FY24
Energy				
	Indicator: Total energy consumption (MWh) – Includes natural gas, stationary fuels, and electricity consumption ⁷	172,587	141,231	136,533
	Total fuel consumption within the organization from renewable sources (MWh) ⁸	3,277	7,667	10,187
	Total fuel consumption within the organization from nonrenewable sources (MWh) – Includes natural gas, stationary fuels, and electricity consumption	140,479	129,922	126,346
	Total electricity, heating, cooling, and steam consumption	62,241	64,399	66,829
	Total steam purchased – Includes Qingdao, China	1,132	1,208	1,193
	Year-over-year reduction of energy consumption	—	0.6%	-3%
	Procure 100% renewable electricity for our global operations by 2030 ⁹	7%	15%	18%
	Increase the number of sites with renewable electricity	3/20	7/20	10/20
	Energy intensity (MWh/metric ton produced)	0.357	0.330	0.330
Waste				
	By 2025, achieve zero waste to landfill at our factories. Increase the landfill diversion rate.	85%	80%	78%
	Total waste generation (metric tons) ¹⁰	15,186	12,568	13,401
	Waste to recycling (metric tons) – Includes paper, cardboard, metal, and plastic	3,217	2,359	2,713

¹ All Aspirations goals have an FY24 base year and a target completion year of 2030 unless otherwise specified.

⁷ Our methodology for calculating total energy consumption has changed since 2020 due to information availability regarding our manufacturing sites and administrative offices. As a result, the total energy consumption may not total the sum of renewable and nonrenewable energy consumed.

⁸ Griffith Foods historically reported renewable energy consumption from on-site solar generation only. We've recalculated FY20 and FY23 to reflect all sources of renewable energy, including electricity from Green Grids (REGOs certified) and renewable credits from unbundled electricity.

⁹ Reported as the percentage of the electricity consumed by Griffith Foods that comes from renewable sources.

¹⁰ Griffith Foods' current tracking does not differentiate hazardous waste versus nonhazardous waste.



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Aspiration ¹	Environment	FY20	FY23	FY24
	Waste prepared for reuse (metric tons) – Includes by-product, animal feeding, and compositing aggregates	6,244	5,308	5,704
	Waste to landfill (metric tons)	1,343	1,694	2,041
	Waste to incineration (metric tons)	4,382	3,207 ¹¹	2,973
	Without energy recovery (metric tons)	0	0	0
	With energy recovery (metric tons) – Includes co-processing or electricity generation	4,382	3,207 ¹¹	2,943
	By 2025, convert packaging to be reusable and recyclable or compostable packaging to be reusable, recyclable, or compostable.	74%	79%	80%
Water				
	Percent of water reduction toward the goal of reducing unsustainable water use by 50% by 2025 By 2030, achieve sustainable water use in all water-stressed areas. ¹²	—	+19%	-19%
	Total water withdrawal (m3)	660,100 ¹³	659,637	659,225
	Total water consumption (m3)	N/A ¹⁴	221,640	191,561
Environmental Management				
	Percent of manufacturing sites with ISO 14001 environmental management certification	26%	50%	50%
	Number of manufacturing sites with ISO 14001 environmental management certification	5	10	10

¹ All Aspirations goals have an FY24 base year and a target completion year of 2030 unless otherwise specified.

¹¹ FY23 data was corrected by the site after the previous report was published.

¹² We used the World Resources Institute (WRI) Aqueduct 3.0 Water Risk Framework to model, map, and analyze water risks for manufacturing sites using data from 2021. Six sites were identified as being located in water-stressed areas.

¹³ This data has been recalculated for accuracy. In FY22, we received various incorrect and disproportionate water withdrawal estimates for our nonmanufacturing sites causing the value to be higher than it was.

¹⁴ FY20 data is incomplete due to information availability.



= ASPIRATION 1



= ASPIRATION 2



= ASPIRATION 3



Aspiration ¹	People	FY20	FY23	FY24
Workforce Data				
	Total Employee Count	4,039	4,663	4,609
	Women (%)	29%	33%	33%
	Men (%)	71%	67%	67%
	White (%)	51%	49%	49%
	Black, Indigenous, and People of Color (U.S. only)	49%	51%	51%
	Management Level	677	810	800
	Women (%)	39%	43%	43%
	Men (%)	61%	57%	57%
	White (%)	85%	79%	79%
	Black, Indigenous, and People of Color (U.S. only)	15%	21%	21%
	Executive Level	84	102	102
	Women (%)	25%	23%	23%
	Men (%)	75%	77%	77%
	White (%)	79%	77%	78%
	Black, Indigenous, and People of Color (U.S. only)	21%	23%	22%
	Board of Directors	—	10	10
	Women	—	3	3
	Men	—	7	7
	White	—	7	7
	Black, Indigenous, and People of Color	—	3	3
	Independent	—	6	6
	% of workforce covered by formal collective bargaining agreements	22%	26%	25%

¹ All Aspirations goals have an FY24 base year and a target completion year of 2030 unless otherwise specified.



= ASPIRATION 1



= ASPIRATION 2



= ASPIRATION 3



Aspiration ¹	People	FY20	FY23	FY24
Training & Development				
	Average training hours per permanent employee	21	27	19
	% of permanent employees receiving regular performance reviews	84%	90%	90%
Health & Safety				
	Percent of manufacturing sites with ISO 45001 occupational health and safety management system certification	—	25%	25%
	Total recordable incident rate (TRIR) per 1,000,000 hours worked	—	7.55	6.47
Other				
	Number of ethics hotline complaints received	—	1	0
	Corporate giving (USD)	—	\$1.2M	\$854k

¹ All Aspirations goals have an FY24 base year and a target completion year of 2030 unless otherwise specified.



= ASPIRATION 1



= ASPIRATION 2



= ASPIRATION 3



GRI Index

Statement of Use: Griffith Foods has reported the information cited in this Global Reporting Initiative (GRI) content index for the period October 1, 2023, to September 20, 2024, with reference to the GRI Standards.

GRI 1: Foundation 2021

DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
GRI 2: General Disclosures 2021			
2-1	Organizational details	<p>Griffith Foods is a global product development partner whose purpose is to “Blend Care and Creativity to Nourish the World.” 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. Our business continues to be privately held and family led.</p> <p>Griffith Foods is headquartered at One Griffith Center, Alsip, IL 60803. We operate in more than 30 countries across the globe and source from thousands of small- and medium-scale farming families to large-scale commercial food processors.</p> <p>For more information on the countries in which we operate, please see our website.</p>	
2-2	Entities included in the organization’s sustainability reporting	<p>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. Those include Griffith Foods, Custom Culinary, TEROVA, and Nourish Ventures.</p> <p>For more information on our entities, please see our website.</p>	
2-3	Reporting period, frequency, and contact point	<p>Reporting Period: Unless otherwise noted, performance data corresponds to our financial year October 1, 2023, to September 30, 2024 (FY24).</p> <p>Frequency: Our report is published annually.</p> <p>Published: April 2025</p> <p>Please contact our Sustainability team with any questions or comments at sustainability@griffithfoods.com.</p>	
2-4	Restatements of information	<p>Historic figures for recycled waste are restated in this report due to updates in internal data calculation of diversion rates. Please see the Data Summary for more information.</p>	
2-5	External assurance	<p>This report has not been externally assured.</p>	
2-6	Activities, value chain, and other business relationships	<p>Sector: Food manufacturing</p> <p>Our Family of Companies: Griffith Foods, Custom Culinary, TEROVA, and Nourish Ventures</p> <p>Product Portfolio: Seasonings, sauces and dressings, textures and coatings, functional blends, soups and sides, and dough blends</p> <p>Industries and Customers Served: Foodservice, manufacturers, retailers, and distributors</p> <p>There have been no significant changes to our activities, value chain, and business relationships since our previous report.</p>	





DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
2-7	Employees	At the end of FY24, Griffith Foods employed 4,609 individuals, 33% of whom are women. Total employees are reported for full-time equivalent and part-time workers. Confidentiality Constraints: As a privately held company, additional information on employees is not publicly shared.	
2-8	Workers who are not employees	Not Applicable: The number of nonemployee workers is very small and not tracked on a global level.	
2-9	Governance structure and composition	Our Board of Directors, substantially comprised of independent directors, brings together leaders with rich, diverse backgrounds and a shared commitment to Griffith Foods and its Purpose. The Board meets virtually on a monthly basis and face-to-face two to three times a year. It oversees our corporate activities, including sustainability. We are advised by our Sustainability Advisory Council (SAC), which is chaired by our VP of Global Sustainability and consists of four independent members with diverse backgrounds and perspectives. For more information about the members of the Board, please see our website .	
2-10	Nomination and selection of the highest governance body	As a family-run, privately held company, Griffith Foods looks for Board members who can contribute to our Purpose and help guide our company. All members have unique qualities they bring to our leadership, and they are selected by Executive Chairman Brian Griffith.	
2-11	Chair of the highest governance body	Brian Griffith, the fourth generation of his family to guide the Company, is the Company's Executive Chairman, sits on the Board of Directors, and is part of the Griffith Foods Leadership Team.	
2-12	Role of the highest governance body in overseeing the management of impacts	Our Board of Directors oversees the direction against our most material sustainability issues, signs off on our goals and targets, and monitors global and regional performance, while our Executive Team oversees the implementation of our strategy and delivery against the goals and targets. Our strategy is guided by our CEO, TC Chatterjee; our VP of Global Sustainability; other executive leaders; and our SAC. For more information on our company's leadership, please see our website .	
2-13	Delegation of responsibility for managing impacts	Our Global Executive Team, chaired by our CEO, has accountability for implementing our sustainability strategy. Each team member leads 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. Through our internal quarterly reporting, delivery against impacts are reported and monitored.	
2-14	Role of the highest governance body in sustainability reporting	Our Board of Directors sets our direction in each material topic area, oversees the development of our goals and targets linked to key performance indicators (KPIs), oversees the establishment of policies and practices, and monitors our progress and implementation. The Board of Directors discussed sustainability seven times in FY24, as well as reviewed this report.	
2-15	Conflicts of interest	Serving on behalf of the Company on the Board of Directors of an organization that may potentially present conflicts of interest would require the approval of the Ethics Committee. All requests for approval by the Committee should be made early in the evaluation process and prior to any interviews or acceptance of a Board position.	









DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
2-16	Communication of critical concerns	In 2024, we received 19 reports of ethics and compliance-related concerns through our third-party hotline. It was addressed, and these cases have been closed.	
2-17	Collective knowledge of the highest governance body	For information about our Board of Directors and leadership, please read about their backgrounds and expertise here .	
2-18	Evaluation of the performance of the highest governance body	Confidentiality Constraints: As a privately held company, information regarding the Board of Directors' evaluation is confidential.	
2-19	Remuneration policies	Confidentiality Constraints: As a privately held company, information and policies regarding the Board of Directors and leadership's remuneration are confidential.	
2-20	Process to determine remuneration	Confidentiality Constraints: As a privately held company, information and policies regarding the Board of Directors and leadership's remuneration are confidential.	
2-21	Annual total compensation ratio	Confidentiality Constraints: As a privately held company, information and policies regarding remuneration are confidential.	
2-22	Statement on sustainable development strategy	Please see A Letter From Our CEO .	
2-23	Policy commitments	<p>Our comprehensive suite of policies reflects our dedication to environmental stewardship, social responsibility, and transparent governance. These policies guide our actions and decisions, ensuring we operate with integrity, respect for the planet, and a focus on positive social impact.</p> <p>Our policies are reviewed by senior leaders as part of our Global Steering Team and are applicable to our direct operations, suppliers, and vendors. Our colleagues are required to undergo online training that covers our Code of Ethics and Business Conduct. Our vendors are asked to sign our Supplier Code of Conduct, and we ask other business partners to acknowledge our policies, when appropriate.</p> <p>For more information on our Code of Ethics and Business Conduct, Human Rights Policy, Global Environmental Policy, and Supplier Code of Conduct, please see our website.</p>	
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	<p>Griffith Foods seeks stakeholder feedback through a variety of mechanisms. Raising critical concerns to a manager or Leadership Team member, contacting the third-party managed ethics hotline, or sharing feedback with Human Resources are all options.</p> <p>Once a concern is communicated through the hotline, an administrative team under the Ethics Committee reviews the concern and engages the appropriate teams. If any improper behavior or violation is discovered, we will take appropriate action.</p>	










DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
2-26	Mechanisms for seeking advice and raising concerns	Employees are given a copy of our Code of Ethics during onboarding, and training on elements of the code varies by region. 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 our EthicsPoint Hotline , which is an anonymous third-party hotline with country-specific phone numbers.	
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 and nutrition initiatives, including the United Nations Global Compact (UNGC), World Business Council for Sustainable Development (WBCSD), Institute for the Advancement of Food and Nutrition Sciences (IAFNS), Sustainable Spices Initiative (SSI), and Sustainable Agriculture Initiative (SAI). To learn more, visit the About Us and Sustainability pages of our website.	
2-29	Approach to stakeholder engagement	We understand the importance of collaboration to achieve a sustainable food system network. We work with suppliers, customers, and nongovernmental organizations (NGOs) on a regular basis and solicit feedback through meetings and social media. We are also heavily involved in industry trade groups and regularly interact with employees through surveys, an intranet, town halls, and our Belonging Communities.	
2-30	Collective bargaining agreements	All our employees are free to join labor unions, workers' councils, or other collective bargaining associations. For FY24, 25% of our workforce was covered by formal collective bargaining agreements.	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	In early 2025, we refreshed our materiality analysis with internal and external stakeholders. We evaluated actual and potential impacts, informed by peer benchmarking and our double materiality analysis in Europe. We are reporting on the impacts in this report based on our latest analysis. Nonprofits, suppliers, customers, internal subject matter experts, and Griffith Foods leaders were included in the materiality refresh. For more information on our materiality assessment, please see the Our Approach section of this report.	
3-2	List of material topics	Please see the Our Approach section of this report.	
3-3	Management of material topics	Environmental Management (Including Energy; Scopes 1, 2, and 3 Emissions; Water Use; and Waste) In our own operations, we have taken significant strides forward in developing an environmental road map, which informed our 2030 Aspirations strategy. We set a performance baseline by calculating our first global carbon (Scopes 1 and 2), water, and waste footprints 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 report our progress publicly 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 FY24, 50% of our sites have achieved International Organization for Standardization (ISO) 14001 certification. The VPs of Sustainability, Supply Chain, and Purchasing work closely to oversee the management of our operational and supplier management programs.	 

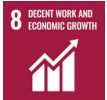







DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
3-3	Management of material topics	<p>Sustainable Agriculture (Including Regenerative Agriculture)</p> <p>We understand the relevant role that agriculture plays in creating sustainable food system networks. Thus, we set up regenerative agriculture projects and exert our market power by allocating purchasing budget on raw materials that come from demonstrated sustainable and regenerative farming practices.</p> <p>We define regenerative agriculture through two pillars: ecosystem and economic enablers. When we engage with this topic, we strive to make a positive environmental impact on soil, water, biodiversity, or climate alongside an economic enabler such as supporting farmers on the path to living income, farm services, and/or profitable farm enterprises.</p> <p>We aim to advance practices that are locally relevant by providing proper technical assistance and/or financial incentives. Each program is voluntary for farmers to participate in. We engage in this work via partners such as our suppliers, customers, and local implementation organizations.</p> <p>The Global VP of Purchasing, who sits in the Executive Committee of the Organization, is accountable for our goals and ambitions around sustainable agriculture, with the support of a global team specifically assigned to mobilize the agenda and implement on the ground actions on sustainable farming. We have developed long-term global and regional road maps that help prioritize the efforts on raw materials that will drive high impact and allow tracking performance.</p> <p>Food system networks for good is an ambition that is shared by many and will not be achieved unless collaborative work is developed. We understand our position in the value chain to influence; therefore, we sit on the steering committee of the SSI, which aims to sustainably transform the mainstream spices sector. We are also active members of other multistakeholder initiatives focused on sustainable agriculture such as the Agriculture and Food Pathway of WBCSD and SAI Platform.</p>	  
3-3	Management of material topics	<p>Packaging Material</p> <p>The purchase of plastic and packaging materials is managed by the regional and global Purchasing Teams. We have a 2025 goal for all packaging to be recyclable, compostable, or reusable and are working with our customers to shift to more sustainable packaging options that work for their operations, customers, or consumers. However, we face a few limitations and challenges with shifting our packaging, as we must adhere first and foremost to food safety standards and comply with customer needs or requests for specific packaging formats and sizes.</p>	
3-3	Management of material topics	<p>Sustainable Sourcing</p> <p>We seek suppliers with similar sustainability commitments, which allows us to set sustainability expectations across our entire supply base, and we introduce sustainability as a criterion in our raw material category strategies, as well as part of the supplier relationship management framework. We use the EcoVadis evaluation tool to assess supplier performance on environmental management, human rights, and governance. This allows us to evaluate suppliers on sustainability practices, drive improvement, and reward business based on a balanced approach to quality, innovation, sustainability, and cost.</p> <p>We aim to increase the amount of raw materials sourced from sustainably certified farms by working with certification schemes like the Rainforest Alliance and SAI's Farm Sustainability Assessment (FSA). 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. Today, this work is led by our TEROVA team. TEROVA focuses on providing fully traceable, certified sustainable raw materials. To ensure traceability, TEROVA has developed TEROVA TRACE, our own platform that collects and manages information from field to factory. All farms that supply the TEROVA business are mapped on the platform, as well as relevant agronomic, social, and environmental information.</p> <p>Through our TEROVA business, we work with supplier partners throughout our value chain to promote sustainable sourcing. We work directly with farmers to ensure sustainable practices, and we partner with suppliers to obtain credible and robust sustainability certifications for multiple raw material categories.</p>	 










DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
3-3	Management of material topics	Food Loss & Waste Griffith Foods is a food product developer and manufacturer of ingredients that go into other finished food products. Our focus is on food loss and waste in our facilities where we blend products and in the supply chain. The facilities work to reduce any waste during production and employ techniques that are efficient. Our TEROVA business works on-farm to implement new techniques like drying nets that help reduce waste of raw materials. We are also piloting composting at the farm level as part of our regenerative agriculture work.	
3-3	Management of material topics	Biodiversity & Ecosystem Health As a product developer, our greatest impact on biodiversity and ecosystems is through our sourcing. We work to understand the management of this issue in our supply chain using the EcoVadis assessments of our suppliers. Supplier engagement is led by the global Purchasing Team. We also have an impact on the local environment surrounding our operations and address those topics through policies at each plant that are unique to the location. The oversight of this work sits with our Supply Chain Team.	 
3-3	Management of material topics	Farmer Livelihoods A thriving food system relies on successful farmers. Griffith Foods supports farmers through both our regenerative agriculture projects and through our TEROVA business. Economic enablers are a core pillar of our regenerative agriculture framework, and we seek to ensure our approach allows farmers at all scales to be economically viable and able to invest in practices that restore the land. Through our TEROVA business, we engage directly with farmers in developing capabilities on sustainable farming practices and ensuring that fair payments are received, which ultimately allows them to be sustainably certified in schemes such as the Rainforest Alliance. We carry out on-the-ground investments in our communities of influence. Such investments range from community wells to provide potable water and school kits for kids to a health bus in India and co-investments in street lighting in villages in Vietnam.	 
3-3	Management of material topics	Supply Chain Human Rights We are committed to respecting human and labor rights of our employees and all those connected to our global value chain, including our suppliers. 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. As part of a human rights' due diligence process, we have conducted human and labor rights risk assessments in the supply chain for Tier 1 and non-Tier 1 suppliers, as well as a gap analysis to assess our current practices and strengthen our process. We also leverage EcoVadis as an assessment platform to identify potential emerging human rights risks in our suppliers and our own business units. 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. We are reviewing our Supplier Code of Conduct, as well as identifying the management measures to put in place in order to ensure a robust human rights due diligence. The Global VP of Sustainability oversees our work on labor and human rights, along with the SVP of Human Resources and VP of Purchasing and Sustainable Sourcing. We work with organizations such as AIM-Progress to learn and implement programs that mitigate the potential impacts that value chains may have on labor and human rights. Through our participation in SSI, we are active members of a consortium of spice companies that are working on a project focused on strengthening the protection of children and young workers in the pepper supply chain in Vietnam.	 











DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
3-3	Management of material topics	<p>Diversity & Inclusion</p> <p>Griffith Foods is committed to creating and sustaining a culture of empowerment, inclusion, trust, and authenticity — one that removes barriers and provides equal access to opportunities for all. We continue to maintain a work environment that respects and supports human rights around the world. We endorse the UN Guiding Principles and proactively work to eliminate workplace discrimination. Our ethics and compliance program, based on our Global Code of Ethics and Business Conduct, demands the highest ethical standards in all our operations globally. Annually, our employees complete the Code of Ethics and Business Conduct and have access to the ethics hotline, allowing them and stakeholders to report human rights violations, discrimination, or unethical behavior safely and confidentially. Our belonging communities are employee led and driven and have been established to drive the culture of accountability. We have implemented inclusive talent strategies to develop and retain diverse talent while fostering equity and inclusion at every stage of the employee life cycle.</p> <p>For more information, please see our website.</p>	 
3-3	Management of material topics	<p>Food Security & Global Development</p> <p>We define this topic as Griffith Foods playing a role in the changing food system to be more inclusive and sustainable. Our management of this topic is woven through the 2030 Aspirations, which are managed by the SVPs of Research and Development (R&D), Sustainability, and Purchasing.</p> <p>Through Aspiration 3, we are seeking to invest in programs that encourage food innovation at the local level in areas of need.</p>	
3-3	Management of material topics	<p>Community Involvement</p> <p>Being a good neighbor in the communities where we operate and source raw ingredients from are high priorities for Griffith Foods. We seek to be an employer of choice and invest in the areas where we operate through volunteerism and charitable giving. The Griffith Cares or charity committee in the regions manage their strategies and community involvement efforts, which often include supporting food banks, the Ronald McDonald House, and other nonprofits working to improve livelihoods.</p>	 
3-3	Management of material topics	<p>Workplace Safety</p> <p>At Griffith Foods, we are committed to advancing our workplace health and safety standards. Our Workplace Health and Safety Management (WHS) Program is aligned with the ISO 45001 Occupational Health and Safety Standard, ensuring that we adhere to all applicable health and safety laws and regulations. Currently, five of our 20 sites are ISO 45001 certified, and we are actively working toward certifying additional locations. All facilities have a Health and Safety Committee responsible for implementing our policy and program, identifying site-specific challenges and opportunities, collecting data, and leading local training. Through regular risk assessments, hazard identification walk-throughs, and audits, we continuously strive to enhance our safety measures. In FY24, we successfully reduced our global Total Recordable Incident Rate (TRIR) by more than 14% compared to FY23, demonstrating fewer injuries requiring medical treatment per 1 million hours worked. Additionally, we have made notable progress toward eliminating life-altering events and reducing lost-time injuries. By fostering a culture of safety, Griffith Foods ensures that all employees work in an environment where their health and wellbeing are prioritized.</p>	











DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
3-3	Management of material topics	<p>Nutrition of Productions</p> <p>Through our Global Nutrition team, we have developed nutrient standards for each of our finished good categories. These are based on external criteria from authoritative sources (i.e., government agencies) that publish upper limits and suggested minimums for food categories. Our Global Nutrition Criteria have become the basis for renovating existing finished goods and are required to be met for future innovations. We have initiated a monitoring and tracking system, which ties to our financial data, to track progress, build strategies, and incentivize with annual targets for each region. We have made an external commitment through the Global Nutrition Report to meet or exceed these targets by 2030. Meanwhile, our Global Marketing, Culinary, Business Development, and R&D team members are engaged in a new Innovation Process that will include nutrition parameters at each stage along the innovation cycle to ensure that our innovation projects include relevant nutrition considerations and opportunities.</p>	  
3-3	Management of material topics	<p>Business Ethics & Governance Systems</p> <p>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.</p> <p>For more information about our governance structure, please see the Our Approach section of this report.</p>	
3-3	Management of material topics	<p>Food Safety & Quality</p> <p>Food safety and quality are critical aspects of our business and are integrated throughout our processes and culture. Our Global Food Safety Council oversees our approach and the implementation of our policies. The council is led by the Global VP of Food Safety and Quality, who 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, and promoting and growing our Global Food Safety Culture. The council also consists of multifunctional, regional, and global associates with various Food Safety and Quality Systems accountabilities. They meet monthly using virtual communication platforms to discuss strategy, drive innovation, and evaluate our performance. Our Global Food Safety Policies outline our approach, programs, systems, requirements, and protocols. Our 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 the GFSI Food Safety benchmark scheme, specifically through the BRCGS scheme, and are audited annually to ensure continued compliance.</p>	
3-3	Management of material topics	<p>Talent Attraction & Employee Development</p> <p>Griffith Foods prides itself on employee development with formal trainings through our Learning and Development Team, as well as short-term assignments and internal job mobility.</p> <p>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, the Company's Valued Behaviors objectively define what our values mean in practice. We are committed to fostering an inclusive workplace where all employees feel valued and supported. We believe that embracing diverse perspectives strengthens our teams, drives innovation, and helps us attract and retain top talent.</p>	 







DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
3-3	Management of material topics	Tax & Economic Contribution We define this topic as our business conduct and regulatory compliance in corporate operations. As a privately held, family-run business, we comply with all tax and local regulations in the areas where we operate. Our VP of Global Tax Reporting manages our approach.	
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	Information Unavailable/Incomplete: 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. Data around communication and training of anti-corruption policies and procedures is not available.	
205-3	Confirmed incidents of corruption and actions taken	In FY24, there were no identified incidents of corruption.	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Please see the Data Summary section of the report for information on energy consumption, including natural gas, stationary fuels, and electricity. The International Energy Agency (IEA) is the conversion factor source used. Information Unavailable/Incomplete: Additional 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.	
302-2	Energy consumption outside of the organization	Information Unavailable/Incomplete: 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.	
302-3	Energy intensity	Please see the Data Summary section of the report for information on energy intensity.	
302-4	Reduction of energy consumption	Please see the Data Summary section of the report for available information regarding our reduction in energy consumption. Information Unavailable/Incomplete: Some 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.	
302-5	Reductions in energy requirements of products and services	Information Unavailable/Incomplete: Some 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.	










DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	<p>Water is a key resource for our manufacturing sites for ingredients (sauces and dressings) and for cleaning equipment. We have water management practices at each site that comply with regulations, and we are continuously improving our systems to be more efficient.</p> <p>Using the Alliance for Water Stewardship methodology, we have completed an assessment of our manufacturing sites and identified those in water-stressed areas. The sites include Monterrey and Atitalaquia, Mexico; Lithonia, Georgia, USA; Sao Paulo, Brazil; Herentals, Belgium; and Qingdao, China.</p> <p>Our focus is on the locations that are identified as water-stressed areas and ensuring our factories are working toward sustainable water use. By 2025, we are working to reduce unsustainable water use by 50% in all water-stressed areas and to achieve sustainable water use by 2030 in all water-stressed areas.</p> <p>Through EcoVadis assessments, we evaluate the water management practices of our suppliers. Our TEROVA business supports our farming communities in Rajasthan, India, to address drinking supply challenges in the region. For more information on this work, please see our website.</p>	 
303-2	Management of water discharge-related impacts	<p>Water standards for usage and discharge are set on a local level and are based on local laws and requirements of the municipality.</p>	 
303-3	Water withdrawal	<p>Please see the Data Summary section of the report for information on water withdrawal.</p> <p>Information Unavailable/Incomplete: Additional 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.</p>	 
303-4	Water discharge	<p>Information Unavailable/Incomplete: 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.</p>	 











DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
303-5	Water consumption	<p>Please see the Data Summary section of the report for information on water withdrawal.</p> <p>Information Unavailable/Incomplete: Additional 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.</p>	 
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	<p>Please see the Data Summary section of the report for information on Scope 1 emissions.</p> <p>Gases Included: CO₂</p> <p>Baseline*: 18,994 tCO₂e (FY20)</p> <p>Biogenic CO2 Emissions: Data is unavailable at this time.</p> <p>Emissions Factors: Ecoinvent (3.9.1), Greenhouse Gas (GHG) Protocol Convention, U.S. Environmental Protection Agency (USEPA) – eGRID (2021 data), Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report, Green-e 2023 (2021 data)</p> <p>GWP Reference: GHG Protocol Calculation Tools and Guidance</p> <p>Consolidation Approach: Operational control was chosen because Griffith Foods has full authority to implement operating policies in all the facilities it operates, per the GHG Protocol Corporate Standard.</p> <p>Methodologies/Standards: GHG Protocol</p> <p><i>*The original GHG baseline was published in 2020. In 2022, we revised emission factors and other data related to our Scope 3 emissions to better represent the raw materials and ingredients utilized in our operations. The subsequent annual GHG footprint resulted in a 6x increase in our carbon footprint, necessitating a recalculation of our 2020 baseline.</i></p>	
305-2	Energy indirect (Scope 2) GHG emissions	<p>Please see the Data Summary section of the report for information on Scope 2 emissions.</p> <p>Gases Included: CO₂</p> <p>Baseline: 24,540 tCO₂e (FY20)</p> <p>Emissions Factors: Ecoinvent (3.9.1), GHG Protocol Convention, USEPA – eGRID (2021 data), IPCC Sixth Assessment Report, Green-e 2023 (2021 data)</p> <p>GWP Reference: GHG Protocol Calculation Tools and Guidance</p> <p>Consolidation Approach: Operational control was chosen because Griffith Foods has full authority to implement operating policies in all the facilities it operates, per the GHG Protocol Corporate Standard.</p> <p>Methodologies/Standards: GHG Protocol</p>	



DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
305-3	Other indirect (Scope 3) GHG emissions	<p>Please see the Data Summary section of the report for information on Scope 3 emissions.</p> <p>Gases Included: CO₂, CH₄, NO₂ Baseline*: 973,887 tCO₂e (FY20) Biogenic CO2 Emissions: Data is unavailable at this time. Emissions Factors: Agribalyse 3.1.2, Ecoinvent 3.9.1, World Food LCA Database (WFLDB) 3.9.1, Department for Environmental Food and Rural Affairs (DEFRA) 2023, GHG Convention Protocol, International Renewable Energy Certificate (REC) Standard, Quantis Commuting Model, U.S. Environmentally-Extended Input-Output (USEEIO) Database v1.1 (2017) GWP Reference: GHG Protocol Calculation Tools and Guidance Methodologies/Standards: GHG Protocol</p> <p><i>*The original GHG baseline was published in 2020. In 2022, we revised emission factors and other data related to our Scope 3 emissions to better represent the raw materials and ingredients utilized in our operations. The subsequent annual GHG footprint resulted in a 6x increase in our carbon footprint, necessitating a recalculation of our 2020 baseline.</i></p>	
305-4	GHG emissions intensity	<p>Please see the Data Summary section of the report for information on GHG emissions intensity.</p> <p>Ratio Denominator: Products produced Scopes Included: Scopes 1, 2 (market based), and 3 Gases Included: CO₂, CH₄, NO₂</p>	
305-5	Reduction of GHG emissions	<p>We align our process of calculating changes in our GHG emissions with the GHG Protocol and in FY24, we observed an 8% increase in total GHG emissions compared to our FY20 baseline. This increase is from Scope 3 and appears to be primarily driven by production growth. We remain committed to working across our operations and value chain to implement programs aimed at reducing GHG emissions.</p> <p>For more information, please see the Data Summary section of the report.</p>	
305-6	Emissions of ozone-depleting substances (ODS)	Not Applicable: 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	Not Applicable: 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.	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Our manufacturing operations are the primary site of our waste generation. We work to recycle and divert waste from landfill while following all local regulations on proper disposal.	
306-2	Management of significant waste-related impacts	We work to reduce waste at our operations and in our supply chain. At our operations, we are working toward our zero waste to landfill goal across all sites by 2025. We use a cloud-based system to track environmental data across our operations. Our waste streams are managed by the Supply Chain Teams at the plant, and we work with municipal recycling schemes. Across our supply chain, we support our suppliers to use more sustainable materials and our customers to opt into packaging that can be recycled.	







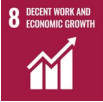



DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
306-3	Waste generated	Please see the Data Summary section of the report for information on waste generated.	
306-4	Waste diverted from disposal	Please see the Data Summary section of the report for information on waste diversion.	
306-5	Waste directed to disposal	Please see the Data Summary section of the report for information on waste directed to disposal.	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	We use EcoVadis assessments to help us evaluate suppliers' environmental and social programs to track and improve their performance. Our goal is to achieve 100% EcoVadis assessment completion for direct spend suppliers. In FY24, we assessed 88% of our spend with suppliers through EcoVadis assessments. Additionally, we aim to achieve 100% third-party sustainability certification for our major raw materials. These certifications ensure our ingredients meet global and regional standards for ethical and sustainable practices.	
308-2	Negative environmental impacts on the supply chain and actions taken	Through EcoVadis assessments, we are able to identify areas of improvement across environmental and social management and performance. On an as-needed basis, we work with suppliers to improve their management and policies regarding environmental and social issues through corrective, mitigative actions.	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Confidentiality Constraints: As a privately held company, information regarding employee hires and turnovers is not disclosed.	
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). For more information on our benefits, please see our careers website and the Griffith Foods Group Health and Welfare Benefit Package .	
401-3	Parental leave	Information Unavailable/Incomplete: Parental leave data varies by region. Eligible U.S. employees may receive up to six (6) weeks of paid leave in conjunction with the birth or adoption of a child. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave and any leaves under local or state laws, as permitted by applicable law.	

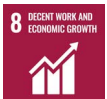








DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	<p>At Griffith Foods, we are committed to advancing our workplace health and safety standards. Our systematic WHS Program ensures the health and safety of everyone who works for us or visits our sites — all workers at our sites are covered by the WHS Program. WHS is aligned with ISO 45001 and as of FY24, 50% of our sites have achieved ISO 45001 certification, and we are actively working toward certifying additional locations.</p> <p>For more information on our occupational health and safety programs, please see our website.</p>	
403-2	Hazard identification, risk assessment, and incident investigation	<p>Each facility must maintain detailed procedures and response plans, testing them regularly. All facilities conduct risk assessments and hazard identification walk-throughs at least monthly. Globally, we implemented a Health and Safety Maturity Matrix that rates 25 aspects of health and safety on a four-point scale. These Health and Safety Maturity Matrices are reviewed on a regular basis. We upgraded to an improved software system for tracking safety and incidents data, implementing corrective and preventive actions, and soliciting employee safety concerns. When there is an incident, they are investigated using root cause techniques and documented in our health and safety data management system.</p> <p>Our internal audit standard is aligned with the ISO 45001 Occupational Health and Safety Standard. We meet or exceed all applicable health and 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.</p>	
403-3	Occupational health services	Facilities conduct Industrial Hygiene studies on a regular basis to determine exposure to such things as noise and ingredient dust. We have implemented a global systematic approach to reduce ergonomic risks associated with material handling. Sites follow local procedures for mitigating these risks as they arise.	
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>All facilities have a Health and Safety Committee responsible for implementing our policy and program, identifying site-specific challenges and opportunities, collecting data, and leading local training. Employees are also encouraged to be involved in our safety strategy through workplace observations and participation in our Health and Safety Perception Survey.</p> <p>Additionally, every manufacturing facility has a full-time professional Health and Safety Resource who reports to the General Manager with an indirect reporting relationship to the Director of Global Health and Safety. The Health and Safety Resources meet at least monthly on a global basis.</p> <p>All employees and visitors are strongly encouraged to report unsafe conditions and behaviors in our Health and Safety management system, where we track all reports through completion.</p>	
403-5	Worker training on occupational health and safety	<p>All employees complete a health and safety introductory course 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. Each location has an annual health and safety training plan for all employees based on job classification.</p> <p>We also rolled out "Safety Built In" workshops, which are two-day leadership workshops aimed at driving safety performance through cultural improvement. They have been held in the U.S., Canada, Costa Rica, Colombia, and the UK with plans to expand to more locations in FY25.</p>	
403-6	Promotion of worker health	Many of our locations have health incentives and wellness programs that include gym memberships, biometric testing, and mental and physical examinations on a voluntary basis.	







DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Griffith Foods utilizes a digital platform to collect and analyze all worker health and safety data. The information is analyzed by the facility Health and Safety Resource and General Manager.	
403-8	Workers covered by an occupational health and safety management system	Information Unavailable/Incomplete: The health and safety policies at Griffith Foods apply to all people in the plant. We do not track or report separately for nonemployee workers.	
403-9	Work-related injuries	Please see the Data Summary section of the report for information on work-related injuries, including repetitive motion injuries, trips, slips, and falls. Rates have been calculated based on 1,000,000 hours worked, and no category of workers are excluded. Griffith Foods does not track workplace incidents for employees and nonemployees separately.	
403-10	Work-related ill health	Information Unavailable/Incomplete: Griffith Foods thoroughly documents all alleged work-related injuries and reactions to the work environment through the global health and safety data management system. Corrective and preventive actions (CAPAs) are then assigned to abate these issues, based on investigation. We proactively address issues before they escalate to ensure worker health and safety through engineering controls and personal protective equipment (PPE).	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Please see the Data Summary section of the report for information on average training hours. Information Unavailable/Incomplete: Some information required for this disclosure is not currently available due to limitations of existing data collection processes. We are continuously working to improve data collection and disclosure processes to ensure transparent reporting.	 
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. Other upskilling and training programs vary by facility, including our “second chance” program for formerly incarcerated individuals at our U.S. locations. For more information on employee skills training, please visit our website .	 



DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
404-3	Percentage of employees receiving regular performance and career development reviews	Please see the Data Summary section of the report for information on average training hours. Griffith Foods does not currently track performance reviews by gender and category.	 
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Please see the Data Summary section of the report for information on the diversity of our Board of Directors and employees. For more information on our Board of Directors, please visit our website . Griffith Foods is committed to creating and sustaining a culture of empowerment, inclusion, trust, and authenticity — one that removes barriers and provides equal access to opportunities for all. We continue to maintain a work environment that respects and supports human rights around the world. We endorse the UN Guiding Principles and proactively work to eliminate workplace discrimination. Our ethics and compliance program, based on our Global Code of Ethics and Business Conduct, demands the highest ethical standards in all of our operations globally. Annually, our employees complete the Code of Ethics and Business Conduct and have access to the ethics hotline, allowing them and stakeholders to report human rights violations, discrimination, or unethical behavior safely and confidentially. Our belonging communities are employee led and driven and have been established to drive the culture of accountability. We have implemented inclusive talent strategies to develop and retain diverse talent while fostering equity and inclusion at every stage of the employee life cycle.	 
405-2	Ratio of basic salary and remuneration of women to men	Our pay practices are based upon market alignment and a pay-for-performance approach, helping to ensure we attract, retain, and reward our talent. At Griffith Foods, we utilize various leading tools to help ensure competitive and fair pay decisions. Information Unavailable/Incomplete: This information is not yet tracked internally. As we transition our global human resource system, the salary ratio data should be easier to analyze.	 
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	At Griffith Foods, we do not have any suppliers identified at significant risk for incidents of child labor. Through EcoVadis assessments, we evaluate supplier performance on the management of human rights topics, including child labor. We work with all Tier 1 suppliers and many Tier 2 suppliers and farmers to ensure our Human Rights Policy is upheld.	



DISCLOSURE	DESCRIPTION	2024 RESPONSE	RELEVANT UNSDG
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	At Griffith Foods, we do not have any suppliers identified at significant risk for incidents of forced or compulsory labor. Through EcoVadis assessments, we evaluate supplier performance on the management of human rights topics, including forced or compulsory labor. We work with all Tier 1 suppliers and many Tier 2 suppliers and farmers to ensure our Human Rights Policy is upheld.	
GRI 413: Local Communities 206			
413-1	Operations with local community engagement, impact assessments, and development programs	Griffith Foods works to be a good neighbor and corporate citizen in the communities where we operate. Our methods for engagement vary, including working with nonprofits, local community groups, and city officials. We also conducted a refresh of our materiality analysis before publishing this report, which included surveys from our community stakeholders. We have goals around sustainable water use for our facilities in water-stressed areas, zero waste to landfill, and other environmental programs that demonstrate our commitment to be a good neighbor. Our employees also reflect the areas where we operate, and we work on skilling and hiring to grow and develop our talent. For more information on how we engage with our local communities, please see our blog .	
413-2	Operations with significant actual and potential negative impacts on local communities	Through our environmental impact assessments, we identified six manufacturing sites located in water-stressed areas using the WRI's Aqueduct tool. Through the implementation of sustainable water use programs, three of these sites have already reported a reduction in their water use.	
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Please see the Data Summary section of the report for information on our BRCGS sites and our product nonconformance rate. 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 our production processes. Our facilities are also compliant with the U.S. Food and Drug Administration (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 ensuring all 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 of delivering 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. For more information on our Global Nutrition Criteria, please visit our website .	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no significant incidents of noncompliance concerning the health and safety impacts of products and services in FY24.	