

Griffith Foods – Sustainability Performance Update 2020

Sustainable Sourcing

Indicator	2018	2019	2020 ¹
Suppliers achieving Bronze or higher in the EcoVadis assessment % of spend with Direct Material suppliers ²	-	24%	59%
Suppliers who have signed Griffith's Supplier Code of Conduct % of spend with Direct Material suppliers	-	-	40%
Raw materials with sustainability certification³ % of Direct Materials spend	9.3%	11%	- ⁴
Number of farmers directly impacted through our sustainable sourcing programs Includes on-the-ground training, education and support through our Griffith Sustainably Sourced program	343	840	1,197

Climate Action & Environmental Management

Indicator	2019
Total energy consumption (MWh) Includes natural gas, stationary fuels and electricity consumption	201,026
Total gross Scope 1 & 2 GHG emissions (location-based) (metric tons CO₂e)⁵	50,013
- Scope 1 GHG emissions (metric tons CO ₂ e)	26,190
- Scope 2 GHG emissions (location-based) (metric tons CO ₂ e)	23,823
- Scope 2 GHG emissions (market-based) (metric tons CO ₂ e)	28,626
Total water withdrawals (m³)	919,485
Total waste generation (metric tons)	27,927
- Waste to landfill (metric tons)	2,945
- Waste to recycling (metric tons)	21,341
- Waste to incineration (metric tons)	3,640
Landfill diversion rate	89%

Wellbeing & Fulfillment

Indicator	2019
% women in global workforce	29%
- % women in management positions	38%
- % women in executive positions	22%
Average training hours per permanent employee⁶	22
% of permanent employees receiving regular performance reviews	84%
% of workforce covered by formal collective bargaining agreements	22%
Lost-time injury frequency rate Number of lost-time injuries per 1,000,000 hours worked	11.64

¹ All reporting is for the financial year ending September 30th.

² Defined as suppliers of ingredients and packaging materials that are part of the final product.

³ Includes Rainforest Alliance, GLOBALG.A.P., USDA/EU Organic, Muddy Boots, SAI Platform (FSA) Silver, Marine Stewardship Council, Forestry Stewardship Council, RSPO, RTRS and other certifications that meet our sustainable sourcing requirements.

⁴ To be calculated.

⁵ Calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, including its revised Scope 2 Guidance, using 2019 emission factors from sources including IEA, BEIS, AIB and Green-e. The reporting boundary includes all entities over which we have operational control. Emission sources include natural gas, stationary fuels, electricity, company-owned vehicles and refrigerants (fugitive emissions).

⁶ Excludes UK, France, Spain and Italy.