



HILTON FOOD GROUP

EU Code of Conduct for Responsible Business and Marketing Practices

This document details Hilton Foods Group Commitments to the EU Code of Conduct for
Responsible Business and Marketing Practices

Hilton Food Group plc is a leading specialist meat-packing business supplying major international food retailers from state of the art facilities located in the UK, Europe and Australasia.

Our responsible business vision is to be the first choice partner for sustainable proteins. Driving innovation and excellence in our products, supply chains and factories. This is delivered through our Corporate Social Responsibility strategy that encompasses eight pillars of work; our people, sustainable proteins, packaging, resourceful factories, transparency, animal health and welfare, ethical supply chains and consumer health innovation.

We believe the food system needs to transform to meet the needs of the next generation. Our ambition for truly sustainable food is aligned with the EU Code of Conduct and we are working towards the UN Sustainable Development Goals as demonstrated by our membership of the UN Global Compact. Our commitment to the business ambition for 1.5 °C is aligned the Paris Climate Agreement.

EU Code Aspirational objective 2: Prevention and reduction of food loss and waste

Food loss and waste occurs across the food system. Food waste contributes to unnecessary use of water resources and global warming through emissions during production of food that is not utilised and the methane released when decomposing in landfill. Our aim is to minimise loss in our own operations by ensuring all food fit for human consumption is consumed

and we find alternative markets for materials that would otherwise go to waste.

HFG Commitment:

1. Reduce food loss and waste within our factories by 50% by 2030 from a 2019 baseline as part of the Champions 12.3 10X20X30 initiative.

Indicators

- Percentage change in tonnes of food waste as a percentage to total food handled (baseline 2020).

EU Code Aspirational objective 3: A climate neutral food chain in Europe by 2050

All food supply chains need to be on track towards net zero to meet national climate commitments. We are optimistic for the sustainable future of all the key proteins that we produce and have focused our efforts where we can make the greatest impact. Our science based targets have been validated by the Science Based Targets initiative. We are a signatory to the Business Ambition for 1.5 °C.

HFG Commitments:

1. We have committed to a long term target to reach net zero emission by no later than 2050, backed up by interim science-based targets across the entire value chain.

2. Our emissions reduction targets approved by the Science Based Targets initiative are as follows:
 - Reduce absolute scope 1 and 2 GHG emissions by 25% by 2030. These are consistent with reductions required to keep warming to well-below 2°C.
 - Reduce absolute scope 3 GHG emissions from purchased agricultural products by 12.3% by 2030. This is consistent with reductions required to keep warming to 2°C.

Indicators

- Annual percentage reductions with interim target review after five years (baseline 2020).
- Establishing data collection through supply chain which allows us to target, measure and act.

EU Aspirational objective 4: An optimised circular and resource-efficient food chain in Europe.

Improved sustainability of food and drink packaging, striving for all packaging towards circularity by 2030

Our aim is to achieve circular recycling and minimise the footprint of packaging in its production and use. We achieve this through innovation, making it easier for the consumer to recycle and by increasing the recycled content in our packaging. We also apply the same principle to the packaging used for our raw materials to ensure we are using the most sustainable packaging across our value chain.

HFG Commitments:

1. All our retail packaging will be fully reusable, recyclable or compostable by end of 2022
2. Only use 100% sustainably sourced paper and board (from FSC or PEFC sustainably certified forests) across all of our retail packaging globally
3. Achieve a minimum of 50% average recycled content across all retail plastic packaging

Indicators

- Percentage of reusable, recyclable or compostable retail packaging material
- Percentage of paper and board from FSC or PEFC sustainably certified forests used in retail packaging
- Percentage of recycled content across plastic retail packaging