

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

TEMPLATE FOR COMPANIES

NAME OF COMPANY

REPORT SUBMITTED ON (26.07.24)

Type of business/sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social or health)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>
Food Manufacturing	Environmental	2	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	42% reduction in food waste since 2020		
Food Manufacturing	Environmental	3	Hilton Foods commits to reduce absolute scope 1 and 2 GHG emissions 95% by 2030 from a 2020 base year	Scope 1 2020: 10,639 2023: 17,594 Scope 2:		

				2020: 47,103 2023: 48,286		
				14% reduction		
Food Manufacturing	Environmental	3	45% reduction in relevant Scope 3 emissions from energy and industrial processes in our supply chain against a 2020 baseline	2020: 14,879,667 2023: 12,793,672	14% reduction	
Food Manufacturing	Environmental	3	We are committed to being net zero in our operations and supply chain before 2048	14% reduction of our Scope 1, 2 and 3 emissions since 2020		
Food Manufacturing	Environmental	3	Improve energy efficiency in Hilton Foods facilities by at least 10% (compared to 2020 baseline)	10 sites certified with a ISO50001 standard, globally regarded as best practice in energy management, where we received zero non-conformances		
Food Manufacturing	Environmental	3	100% renewable electricity across all own operations in Europe by end of 2025 and globally by 2027	76% renewable electricity in Europe	64% renewable electricity globally	
Food Manufacturing	Environmental	4	Achieve minimum of 50% average recycled content across all plastic packaging	Achieved 64% recycled content in our plastic packaging		

Food Manufacturing	Environmental	4	Drive demand for circular tray-to-tray recycling and actively prioritise the use of circular material	Tray-to-tray has been introduced at all our sites, in the majority of our European sites this includes 20% tray to tray content	
Food Manufacturing	Environmental	4	Reduce the weight of plastic packaging while ensuring it remains fit for purpose	604 tonnes reduced in 2023	Working with Albert Heijn, we have developed a flow wrap packaging alternative that is fully kerbside recyclable, without compromising the quality of the product. Switching from a modified atmosphere packaged (MAP) tray to flow wrap, allowed us to use an average of 70% less packaging by weight across the range.
Food Manufacturing	Environmental	4	Maintain 100% of paper and board from certified sources	Maintained and achieved 100% certified paper and board	
Food Manufacturing	Social	5	Reduce Lost Time Incidents (LTIs) by 10% (against 2020 baseline across Hilton Foods)	16% reduction against 5-year median target	We introduced two new tools which use innovative technology to help us identify areas of concern and proactively inform us of the most pressing risks that may lead to accidents on sites. Using Protex AI and Back-Track systems. We now have access to live data showing the safety behaviours at our sites, from use of spaces within the workplace to individual analysis of colleagues manual handling. These new tools allow us to improve safety decisions

Food Manufacturing	Social	5	30% of all leadership roles filled by women	36% of leadership roles now held by women	<p>using data to identify the risks before they lead to accidents.</p> <p>Our Women’s Network serves as a vibrant platform for creating connections, providing mentoring and hosting workshops that empower women across our business. Additionally, we proudly stand as a strategic partner with Meat Business Women, offering crucial networking opportunities to women in the industry. Through this collaboration, we provide mentorship programmes and workshops, ensuring women have the tools they need to thrive professionally</p>
Food Manufacturing	Environmental	6	Planning and reporting tools provided to all farmers to support regenerative farming	Launched the Seafood Carbon Emissions Profiling Tool, led by Seafish	<p>Hilton Foods founded the Seafood Carbon Collaboration with Seafood Grimsby Humber Alliance (SGHA). This brings together the major UK seafood processors with government and academia to provide the industry with a unified direction on emissions measurement and decarbonisation. Core to this work is the development of a unified carbon measurement tool, led by Seafish, to ensure there is consistency across the UK seafood industry that was finalised 2023 and launched in July 2024.</p>

<p>Food Manufacturing</p>	<p>Environmental</p>	<p>7</p>	<p>Hilton Seafood UK directly sourced wild caught seafood 100% certified to the MSC standard or equivalent (by 2025)</p>	<p>98% of wild caught UK seafood in Hilton Seafood UK was either MSC certified or in a comprehensive Fishery Improvement Project</p>		
<p>Food Manufacturing</p>	<p>Environmental</p>	<p>7</p>	<p>Eliminate deforestation from the conversion of natural forests to agriculture or livestock production in our supply chains</p>	<p>We have achieved 100% certified soy protein in salmon feed as well as 100% certified palm oil. Our dedication extends to aligning with the 2024 European Deforestation regulation, working with suppliers to ensure accurate due diligence statements.</p>	<p>Working through the UK Soy Manifesto to enable UK farmers to purchase soy that doesn't contribute to deforestation.</p>	