

# Openfield™



Seed, fertiliser, grain, storage.

# Environmental Social Governance



British grain for British food and drink.



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## Our ESG commitment

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Our commitment is how we work and live our values,  
connecting and delivering with our colleagues, for our  
farmer members, consumer customers and communities.

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# E

### Environmental

Building the road to net-zero by 2040 a commitment to being the leading partner of net zero solutions for grain, seed and fertiliser.

# S

### Social

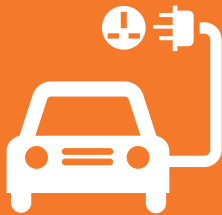
Celebrating diversity, fostering a safe, empowering and inclusive workplace and supporting the communities in which we operate.

# G

### Governance

Ensuring direction and control of our business through effective management, culture, systems and processes.

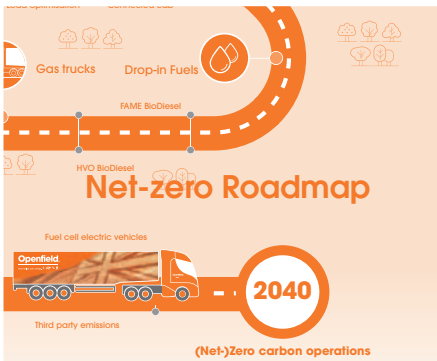
# THE OPENFIELD PARTNERSHIP: MORE THAN JUST GRAIN



Offering net-zero solutions for grain, seed and fertiliser by FY 2026.



Building the road to net zero by 2040 through using alternative fuel vehicles for trucks and employee fleet.



We will manage waste generated from our operations according to the principles of reduce, reuse, and recycle.



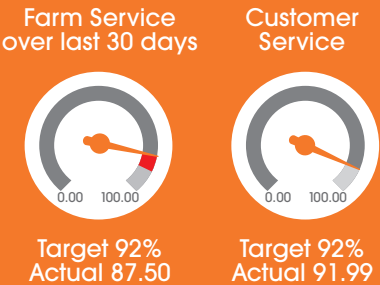
Supporting our people, looking after their wellbeing.



Developing our teams and providing safe and inclusive working environment.



Investing in local communities and fund raising projects.



Ensuring direction and control of our business through effective management, culture, systems and processes.



# GREAT PEOPLE DELIVERING SUSTAINABLE SUPPLY CHAIN VALUE

We believe the food industry has a key role to play in protecting the future of our people and the planet, and sustainability is at the heart of our ESG commitment.

Our approach is underpinned by our values of integrity, challenging, accountable, responsive and engaged - ICARE.



Our ESG policy has been created to be shared with all our key stakeholders to promote responsible and sustainable business practices.

# ESG POLICY

Our ESG policy has been created to be shared with all our key stakeholders to promote responsible and sustainable business practices.



## Working together with industry partners

At Openfield, we recognise that we need to work together with our industry partners, so we can collectively make a positive long-term impact on the environment and society. To support this approach. We have joined several external projects to work together to shape a low-carbon future for our supply chains.

These include:

- Landscape Enterprise Networks
- Voltloader – electric vehicle charging.

## Responsibility

Responsibility for our ESG policy and implementation of the responsible business and sustainability strategy rests with our Board of Directors.

It is responsible for:

- Ensuring that teams and individuals are working towards achieving the goals of our ESG strategy
- Communicating the policy and promoting the strategy to key stakeholders
- Driving continual improvement performance across Openfield
- Developing and rolling out the supporting strategies.

This policy will be reviewed annually and will evolve with us.

# ESG STRATEGY

This policy is supported by our ESG strategy and is closely linked to our Group strategy which comprises of four key areas: Our markets, Our products and services, Our people and Our operating model.

Each of these areas is focussed on the issues that are most significant to our stakeholders: Environmental, Social and Governance, to proactive and responsible approach to ensure we take a how we operate.

## E

## S

## G

### Environmental

Building the road to net-zero by 2040: A commitment to being the leading supplier of net-zero solutions for our consumer customers and farmer members.

#### We are committed to:

Net-zero emissions by 2040  
Eliminating waste  
Offering net-zero propositions to all of our consumer customers and farmer members  
Innovation and collaboration.

### Social

Celebrating diversity, fostering a safe, empowering and inclusive workplace and supporting the communities in which we operate.

#### We are committed to:

Looking after our colleagues providing a safe an inclusive place to work  
Building relationships with our colleagues to promote engagement  
Helping our colleagues to develop their careers with Openfield  
Upholding diversity and inclusion for our colleagues and leadership  
Supporting and investing in local communities  
A zero-tolerance approach to modern slavery and acting ethically and with integrity in all our business dealings and relationships.

### Governance

Ensuring our direction and control through effective management, culture, systems and processes.

#### We are committed to:

Board accountability  
Transparent reporting  
Continuous improvement.



# ENVIRONMENTAL

## E

### **Building the road to net-zero by 2040:**

#### **A commitment to being the leading supply chain partner of net-zero solutions**

At Openfield we want to be the leading provider of net-zero Supply chain solutions for grain, seed, and fertiliser, to support current and future consumer customer and farmer member engagement, and to be their best performing and most trusted supply chain partner.

#### **We are committed to:**

##### **Net-zero emissions by 2040**

At Openfield we want to be the leading provider of net-zero Supply chain solutions for grain, seed, and fertiliser, to support current and future consumer customer and farmer member engagement, and to be their best performing and most trusted supply chain partner.

##### **Offering net-zero propositions to all our customers**

We have committed to support all our consumer customers on the journey to net-zero. We are also working on offering diesel alternative fuel options, such as electric, HVO or biomethane fuel options, that will reduce our transport emissions by 70% to 85%.

##### **Eliminate waste**

By 2025, through our waste elimination programme, we will double the recycling rate from residual waste.

##### **Innovation and collaboration**

We are working together with our industry partners to tackle some of the big issues within our supply chain sector. These include understanding how the transition to alternative fuels can be achieved.



# SOCIAL

## S

### **Celebrating diversity, fostering a safe, empowering and inclusive workplace and supporting the communities in which we operate**

Our long-term success is dependent on our employees providing a safe, inclusive, and ethical working environment, to support them and help them grow. This is all intrinsic to our objective of making Openfield a great place to work.

#### **We are committed to:**

##### **Charity and community relationships**

Openfield is developing a sustainability plan, which includes community engagement and fundraising projects. To support our approach, we give our employees the opportunity to get involved in community projects and fundraising opportunities; we actively support these initiatives.

##### **Employee engagement**

We are focused on developing a range of employee-focused programmes, including health and safety, wellbeing, learning and development, talent management and diversity and inclusion. We will continue measuring colleague engagement through regular employee engagement surveys. As part of promoting two-way communication, we have developed OpenDoor, driver ambassador meetings our employee engagement forums and our Lunch and Learn initiative.

##### **Diversity and Inclusion**

We will continue improving the diversity of our workforce by increasing gender diversity, better representing ethnic diversity among our leadership and workforce and providing an inclusive workplace for LGBT+ and disabled colleagues. We will continue our efforts and help talented people build rewarding careers at Openfield.

##### **Looking after our colleagues**

Our primary objective remains to provide a safe and comfortable working environment to all our colleagues and ensure their wellbeing, including mental health. Our industry leading health and safety record is predicated on providing a safe, modern fleet and best-in-class safety training, underpinned by the culture of safety and personal accountability.

We will continue championing several wellbeing initiatives to support our colleagues, for example qualified Mental Health Champions and the Employee Assistance Programme.

# GOVERNANCE



## Ensuring direction and control of our business through effective management, culture, systems, and processes

Companies are facing challenges that limit their potential to grow, such as scarce natural resources, climate risk, lack of qualified talent, access to infrastructure and investment opportunities.

Our consumer customers, farmer members and stakeholders expect a strong leadership team who can address these environmental and social risks and opportunities, and who support our purpose of 'great people delivering sustainable supply chain value'.

At Openfield, we lead by example. To achieve this we have refocused our approach to ESG across our Board and senior leadership team, to ensure we deliver on all of our promises.

### We are committed to:

#### Board accountability

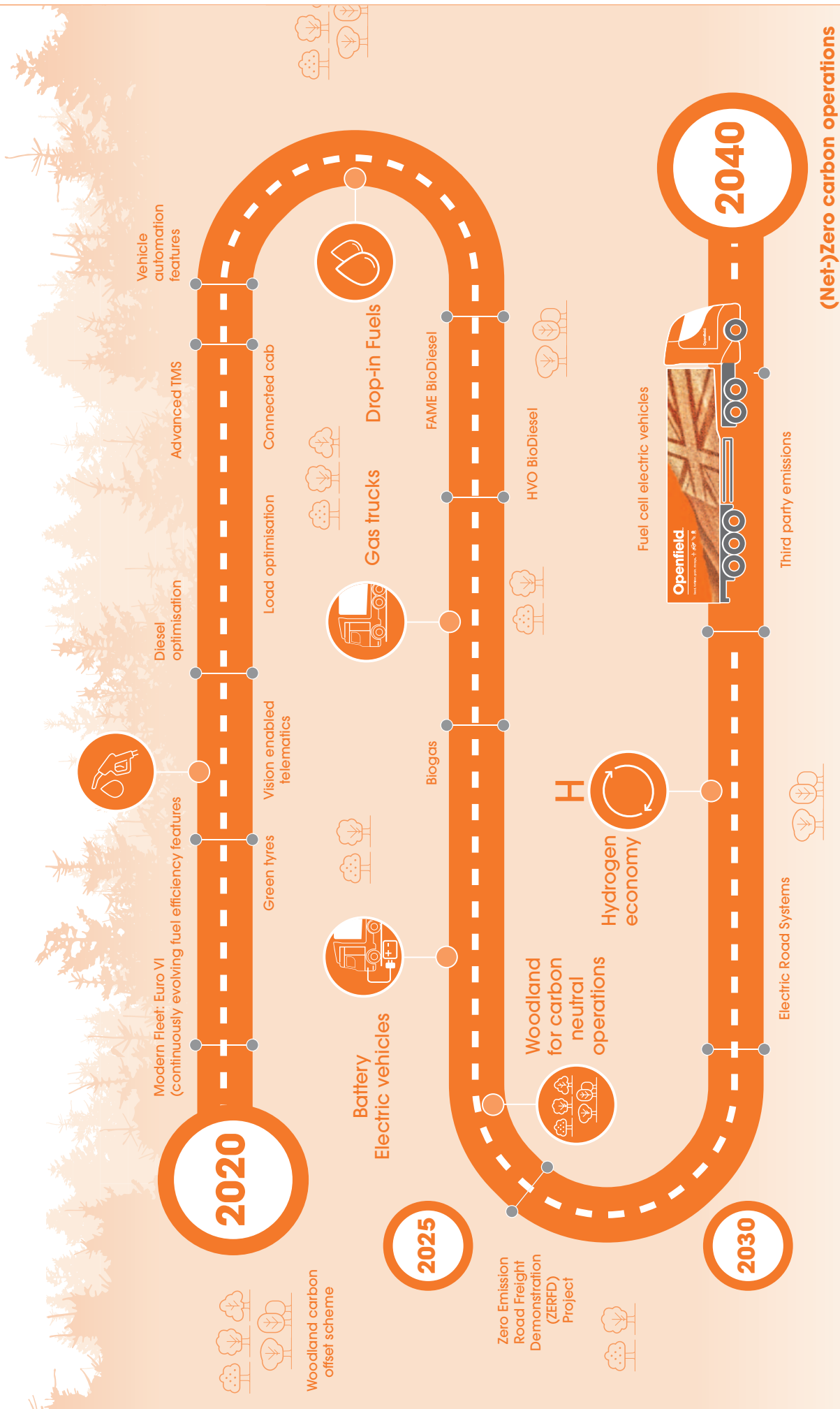
Our Board is accountable for the delivery and success of our ESG strategy. To support them a 'Responsible Business and Sustainability (RBS) governance and reporting framework' will be developed to ensure performance is managed and monitored. We have also introduced sustainability targets across our senior management performance reviews, to incentivise sustainability across their teams.

#### Continuous improvement

Through our stringent management processes, we are continuously reviewing and assessing our approach to sustainability, and ensuring we are responding to the issues that matter to our stakeholders.

#### Transparent reporting

We are expanding our suite of metrics to create a consistent approach to reporting data; this includes (but is not limited to) reporting against relevant measures from the Global Reporting Initiative (GRI), and the Task Force on Climate-related Financial Disclosures (TCFD).





# The Openfield Partnership: More than just grain.

We are proud to be the UK's only national grain marketing co-operative and are owned by 4000 British arable farmers.

We provide a secure business, which acts fairly, is efficient and creates value.

Working with British farmers we supply some of the biggest and best-known names in the British food and drink manufacturing industry. Openfield proudly supports



## Openfield™



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