

## **Section 172 statement**

In keeping with Section 172 of the Companies Act 2006, the Directors continue to have regard to the interests of the company's employees and other stakeholders, including the impact of its activities on the community, the environment and the company's reputation, when making decisions. Acting in good faith and with due consideration to a wide range of stakeholders' interests, the Directors consider what is most likely to promote the success of the Company in the long term.

## **Shared purpose**

Developing and maintaining strong relationships with stakeholders supports delivery of the Company's shared purpose: enabling people, businesses, and communities to develop and flourish for decades to come. As stewards of a family business now in its fourth generation of family ownership, the shareholders are committed to a strategy that centres on sustainable growth and includes carefully managing finances and investing in people and communities.

The importance of relationships with stakeholders is underpinned by the Company's performance framework, which includes clear commitments to Communities, People and Sustainability, reflecting a commitment to foster a greater sense of purpose throughout the Company by promoting employee engagement and ensuring good communication channels are in place to engage existing and potential colleagues and stakeholders.

## **How we create value for our stakeholders**

The Albion Fine Foods Board develops the strategies needed for the Company to create value for stakeholders. The executive directors work with the management team across the Company to agree these strategies both for the coming year and a longer term 5-year view. The implementation of these strategies are planned and monitored through the Company's reporting process and regular meetings between the Board and management team.

## **Relationships with major stakeholder groups**

The Board regularly reviews the company's principal stakeholders and how we engage with them. The stakeholder voice is brought into the boardroom throughout the annual cycle through information provided by management and by Board members' direct engagement with stakeholders. The following sections set out our focus on the Company's key stakeholder relationships.

## **Shareholders**

The Company is ultimately owned by the Joint Vestey Settlement dated 25th March 1942, an Alderney based trust, benefiting the future generations of the Vestey family. As a family business, shareholders are closely engaged in the business, and there are channels in place to ensure an appropriate flow of information. One member of the Vestey family sits on the Board.

## **Workforce**

With over 324 employees in the Company, we strive to create an environment in which our people can make a positive contribution, develop their careers and reach their potential.

This environment is fostered by an open flow of information, so that employees can understand how their business contributes to the broader success of the Company. Engagement with our employees takes many forms, including regular updates directly from the management team.

The Company's intranet site provides employees with details on developments across the Company and provides access to key policies and other information. In 2024, focus was given to upgrading our Intranet offering with greater access to news, blog posts, updates and assets such as Company policies and strategies and implementing a timetable to widen access to all colleagues.

In December 2024, a new Diversity and Inclusion policy has been implemented across the Company, supported with training for leaders.

A staff survey is undertaken every two years and is reported to the Board as well as the main Vestey Holdings Board. The survey provides valuable input into decision-making and guide improvements in the working environment for staff. In 2024 actions were taken to respond to issues raised in the 2023 survey, with follow up actions taken by management reviewed by the Board. Another survey is planned for 2025.

Investment has been made into the welfare of employees through provision of mental health training for line managers and the establishment of Mental Health First Aiders.

Training for all staff has been widened to include access to a learning management platform, with a suite of mandatory courses, plus many optional choices to additionally support and engage staff.

### **Our customers**

Our customers in the UK include manufacturers, food service providers (restaurants, pubs, other eating out establishments), wholesalers and retailers.

The long-term success of the businesses requires us to deliver quality products that customers need in a timely and reliable manner.

Departments within the Company are constantly working with customers on product development to ensure that we continue to meet their requirements with regards to quality and service.

### **Our suppliers**

We serve our customers with great value from a worldwide network of suppliers. Suppliers range from substantial multinational companies to small-scale local businesses providing bespoke products and services when they are needed.

To establish and maintain relationships, meetings are conducted regularly between suppliers and procurement, and tendering and sourcing events are undertaken to select new suppliers.

We focus on delivering products sourced to high standards from transparent supply chains working in partnership with our suppliers to assess, understand, reduce and mitigate human, animal and landscape impacts.

In keeping with our Modern Slavery and Human Trafficking statement, which is approved by the Board annually, we expect all our suppliers to be aware of the requirements of the Modern Slavery Act and we work closely with our suppliers and peers to build knowledge and promote best practice. We are constantly engaging with suppliers that we identify as potentially high-risk. During 2024, training on Modern Slavery was expanded, now being mandatory for all colleagues across the Company, thus raising awareness of the risk and impact of Modern Slavery throughout our operations.

### **Communities**

Our community engagement and support programme is a pillar of our performance framework, emphasising the importance that we put on supporting communities. Reporting on our contributions and activity enables the Board to remain focused on corporate responsibility issues. The Company supports national charities with local footprints.

### **Environment**

Sustainability remains a key focus for the Company, with activity in 2024 building on the foundations of previous years and responding to increased requests and expectations from our customers globally.

The Company recognises the Group's responsibilities as part of the global community, and we know that minimising any negative impact of our operations – whether on the environment or the people

who work within the sector – is the right thing to do. Accordingly, we have set a target of achieving net zero carbon impact by 2050, with several ambitious elements for the next few years including:

- 42% absolute Scope 1&2 emissions reduction by end 2030
- 100% electricity procured from renewable sources by end 2027
- Zero waste to landfill by end 2027

The quality of carbon data we collect has increased, allowing for enhanced visibility against our targets. A newly formed Energy Committee enabled visibility of UK energy pricing and supported significant energy cost savings. Efficiency actions resulted in a reduction of Scope 2 emissions, and a move to renewable electricity tariff was made. Supplier engagement resulted in the use of actual supplier data in Scope 3 calculations, our biggest emissions scope. Work continues to focus on efficiencies and strategies to reduce emissions across all scopes.

A robust governance system ensures that environmental issues are well managed, drawing on experience of businesses across the group and providing a flow of information to the Board. The Sustainability Steering Committee, consisting of representatives of Group businesses as well as Vestey Holdings function leads and the Chief Executive Officer, met three times in the year and completed work on policy creation and implementation, KPI development and monitoring, carbon emissions targets progress review and sharing of best practices across the Group.