

2021 Sustainability Report



About this report

This sustainability report has been prepared to provide transparency and disclosure of our organisation's environmental, social, and governance (ESG) performance. However, it is important to note the following:

Limited coverage of GRI framework: This report does not fully encompass all aspects of the Global Reporting Initiative (GRI) framework due to various reasons, including data availability, resource constraints and the early stage of our sustainability reporting journey. Some indicators, and aspects of the GRI framework have therefore not been included in this report.

Data limitations and gaps: Whilst we have made diligent efforts to collect and present reliable data, there may be limitations and gaps in the information provided. These limitations can arise from challenges in data collection, the absence of historical data, or data quality issues. We have provided explanations where data is incomplete or unavailable.

First report as a baseline: This sustainability report serves as a starting point for our organisation's sustainability reporting efforts. It reflects our commitment to transparency and accountability, even though it may not fully meet the expectations set by established reporting frameworks.

Future reporting improvements: We are dedicated to enhancing our sustainability reporting practices over time. We recognise the importance of aligning with recognised standards, such as the GRI framework, and plan to improve data collection, reporting methodologies, and coverage in future reports.

Data integrity and validation: We have employed rigorous internal processes to ensure the accuracy and reliability of the data presented in this report. However, readers should be aware that some estimations, assumptions, and data validation techniques may have been used to compensate for data gaps.

We encourage readers to consider the context and limitations outlined in this disclaimer when interpreting the information presented in this report. We remain committed to continuously improving our sustainability reporting practices and welcome feedback and suggestions to enhance the quality and comprehensiveness of future reports.

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Message from the CEO

At The Summer Berry Company (TSBC), we are committed to leading the journey towards a sustainable and decarbonised berry industry. Our vision is to make a positive impact on our people, communities, and the environment. Sustainability is deeply ingrained in our values and shapes our every action.

As we reflect on our sustainability journey in 2021, it is important to highlight the significant impact changes we have initiated. While this is our first sustainability report, we have made notable strides towards our sustainability goals. Let me share some key areas of focus and examples of our progress:

Water Stewardship: We recognise the importance of responsible water management. We have implemented advanced irrigation techniques and invested in water-saving technologies to ensure efficient use of this vital resource.

Biodiversity Preservation: We are deeply committed to preserving and enhancing biodiversity on our farms. By planting flowers among our crops, we have created vibrant ecosystems that attract pollinators and beneficial insects. This promotes successful crop pollination and supports the overall health of our biodiversity.

People Empowerment: Our people are at the heart of our sustainability efforts. We prioritise their well-being, growth, and development. In 2021, we invested in comprehensive training programs that enhanced the skills and knowledge of our employees. Additionally, we actively engaged with our suppliers to foster responsible sourcing practices, ensuring fair and ethical partnerships.

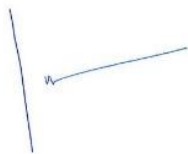
Waste Management: Waste reduction and efficient waste management are integral to our sustainability goals. By implementing recycling and composting practices, we have successfully diverted a significant portion of our waste from landfills. Furthermore, we have initiated partnerships with local recycling centres to ensure that our waste is properly managed and repurposed.

Community Engagement: We believe in the power of collaboration and engaging with our local communities. In 2021, we organised various community initiatives, including beach cleaning campaigns and educational visits to our farms. These efforts have allowed us to raise awareness about sustainability and inspire the younger generation to embrace environmentally responsible practices.

While we are proud of these accomplishments, we recognise that our sustainability journey is ongoing. We are committed to setting ambitious targets and continuously improving our performance. This report is a testament to our dedication and serves as a foundation for future progress.

I extend my gratitude to every member of the TSBC team for their unwavering commitment to sustainability. Together, we are making a tangible difference in creating a more sustainable future for the berry industry and beyond.

As we move forward, we will continue to explore innovative solutions, forge strategic partnerships, and challenge ourselves to exceed expectations. Together, we will build a resilient and sustainable future that benefits our planet and future generations.

A handwritten signature in blue ink, consisting of a vertical line on the left and a horizontal line extending to the right, with a small mark at the intersection.

David Sanclement
Group CEO



ABOUT The Summer Berry Company (TSBC)

TSBC is an international year-round berry grower which was first established in the UK in 2006 and draws on over 50 years' experience in the berry industry. From its locations in the south of England and southwest of Portugal, TSBC supplies the best retailers in the UK and Europe with first-class raspberries, strawberries, blueberries and blackberries. The company is at the forefront of sustainability practices applied to modern agriculture and is proud to delight its customers with premium soft-fruit produced in an ethical and environmentally friendly way.

Our Values
ROOTS: Respect; Ownership; Openness;
Trust; Support.

Numbers in Highlight

Permanent Employees

635

2021 Net Sales

55.8M

Farms in Operation

8

Food Safety



Ensuring Quality and Safety: From Farm to Fork



Food safety

As an agricultural company, we prioritise the safety and quality of our products, recognising the diverse needs of our clients and consumers, including those who are more vulnerable.

We have implemented stringent surveillance controls across all stages of harvesting, packing fruit processes, and employee activities. Our robust Hazard Analysis and Critical Control Points (HACCP) system enables us to identify critical safety control points, effectively minimising physical, chemical, and microbiological risks. From farm to fork, we prioritize supply chain safety, considering factors such as travel duration and product shelf life to ensure uncompromised food safety and quality.

In response to the ongoing pandemic, we have strengthened our disinfection protocols and provided comprehensive handwashing training, resulting in enhanced safety measures as validated by regular microbiological monitoring.

Our commitment to food safety and quality remains unwavering, and we continually strive to exceed industry standards and regulatory requirements. By consistently improving our processes, investing in training and technology, and closely monitoring our operations, we ensure that our products meet the highest safety and quality standards. We understand the importance of maintaining consumer trust and confidence, and we will continue to prioritise the well-being of our clients and consumers by delivering safe and high-quality agricultural products.

Certifications

A culture of respect for human rights, health and safety, food quality and environmental care is rooted in our company and is followed by our workers from their very first day with us. This culture allows us to gain accreditations from widely recognised certifications:



Sedex | Member

These certifications provide assurance to customers that our products are safe, legal and of high quality.

We are also approved suppliers for most British and European retailers.



Strategy

Strategic Objectives

Creating Positive Impact

A core strategy at TSBC is to strive for long term net positive impact on the environment and society. This is a general goal that will be used as a guide for creating policies and targets for all our operations. Whereas for some areas, such as carbon dioxide emissions, the definition of net positive is clear, for other activities there might be more ambiguity and it is important to define over time what the long-term targets are.

Maximising Efficiency

A key aspect of making our operations more sustainable is maximising efficiency as much as possible. This includes reviewing current processes and implementing energy, and resource saving measures, wherever feasible.

Transparency & Accountability

Another important aspect of our ESG strategy is to promote transparency and accountability as much as possible. Monitoring, reporting, and disclosure of social and environmental impact provide a way for assessing performance and progress towards sustainability goals, and to identify areas for improvement.

Stakeholder Engagement

Finally, another key component of our strategy is to focus on engagement of stakeholders such as employees, customers, investors, suppliers, and authorities. By entering in dialogue with such stakeholders we can better understand concerns and expectations and incorporate their feedback into our sustainability strategy and practices. **When it comes to internal engagement, we believe in creating a *culture of responsibility* among all employees and departments.**



United Nations Sustainability Development Goals



TSBC has significant impact the employment by creating over 1300 job opportunities that directly improve the livelihood of families.



Committed to sustainable agriculture, TSBC continually enhances its crop production processes to meet the worldwide demand.



Proactive approach towards occupational health and safety, including preventative measures and corrective actions. Among the pandemic, we have also spearheaded COVID-19 vaccination campaigns.



Driven by gender inclusion in all facets of society, TSBC is dedicated to creating more equitable workplaces that eliminate gender-based disparities.



TSBC prioritises clean water and sanitation practices across all our operations, understanding their vital role in maintaining public health, enhancing productivity, and preserving the ecosystem.

United Nations Sustainability Development Goals

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



We prioritise industry, innovation, and infrastructure as key drivers of our sustainability efforts. Through partnerships with companies like Tortuga and Field Works Robotics we are leveraging cutting-edge technology to enhance our farming practices while minimising environmental impact.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



At TSBC, we promote responsible consumption and production by implementing sustainable farming practices, minimising waste, and prioritising resource efficiency. Through our commitment to sustainable packaging and reducing food waste, we aim to contribute to a more sustainable and circular economy while providing high-quality products to our customers.

13 CLIMATE
ACTION



At TSBC, we are taking climate action by implementing sustainable farming practices, reducing greenhouse gas emissions, and protecting and restoring ecosystems. Our commitment to biodiversity conservation and carbon sequestration efforts aligns with SDG 15, ensuring a resilient and sustainable future for generations to come.

15 LIFE
ON LAND



TSBC is dedicated to promoting life on the land through sustainable agriculture practices, preservation of biodiversity, and land restoration initiatives. Our commitment to SDG 15 reflects our goal to ensure the long-term health and vitality of ecosystems, adopting a harmonious coexistence between nature and agricultural activities.



Environment

Vision and Strategy

At TSBC, we believe that our success is not only measured by financial performance, but also by our ability to positively impact the environment and society. As an agricultural company we recognise the critical role we within our local ecosystems and communities. As such, we have developed an ESG vision statement that reflects our commitment to prioritising the direct and local impact of our actions:

"At TSBC, we strive to create a positive impact on society and the environment, with a focus on the local communities and agricultural ecosystems in which we operate."

Evaluating our Environmental Impact

The results of the total GHG emissions of TSBC for the year 2021 show a total of 75800 Ton of CO₂ equivalents.

Over 84% of these emissions (64400 Ton of CO₂ Eq.) can be attributed to Scope 3 emissions, coming from our supply chain and external services. The biggest 3 GHG emission sources for scope 3 are:

- 1) GHG emissions from agricultural inputs (40%) (Coir and other products)
- 2) Transport GHG emissions (18%)
- 3) GHG emissions coming from Rubber and Plastic use (13%)

Expanding our polytunnel area by 60 hectares has been a significant contributor to our GHG emissions, particularly in the scope 3 category. The construction and operation of the polytunnels, along with associated agricultural inputs, have increased our overall carbon footprint.

In scope 1 & 2 the three main sources of GHG emissions are:

- 1) Glasshouse heating (8%)
- 2) Liquid CO₂ Injections (3%)
- 3) Agricultural fuel consumption (3%)

Significant emissions are also coming from glasshouse heating with gas in the UK (8%). As the UK is transitioning to replace gas with hydrogen from renewable sources, significant emission reductions can be achieved as soon as hydrogen becomes available through grid distribution.

2021		
	T CO ₂ eq	% total
Scope 1	11876	16
Scope 2	1506	2
Scope 3	62360,72	82
Total	75742,72	100

CF Indicators (in TCo₂ eq) 2021

Carbon footprint of the organisation	75742,72
Carbon footprint per ha cultivated	187,59
Carbon footprint per ton of fruit	8,264345

Nurturing the Land for a Better Future

ESG has always been important at TSBC and is aligned from our internal belief that what is good for nature and people can also be good for business. As an agricultural company our primary focus is on sustainable agricultural practices and our direct impact on the land and environments that we manage. Because of these more sustainable agronomic practices such as the use of functional biodiversity for pest & disease management has been developed actively since the start of the company in 2018.

Major ESG achievements of 2021 include:

- A company-wide carbon footprint report by an external party.
- Consolidating and expanding our functional biodiversity & Integrated Pest Management (IPM).
- Assessing reduction of agrochemical usage due to IPM practices
- Planning reforestation of 20-hectare area.
- Creation of partnership with local agricultural college for biodiversity in production.
- Establishment of solar disinfection of plant pots to enable reuse of used pots.

At TSBC, we are deeply committed to nurturing the land and promoting sustainable practices. We recognise the vital importance of caring for our environment and working towards a healthier and more resilient planet. As an agricultural company, we understand the significant impact our operations can have on land and ecosystems. That's why we have made it a priority to implement responsible land management practices that prioritise sustainability, conservation, and biodiversity. Through our dedication to nurturing the land, we aim to create a positive and lasting impact on both the environment and the communities we serve.

Sustaining the flow: Our Journey Towards Water Stewardship and Conservation

TSBC holds steadfast in its commitment to actively contribute to water stewardship through a series of initiatives and sustainable practices. At the core of our operations is the efficient management of water, which involves the deployment of sophisticated technologies like drip irrigation systems and water monitoring tools. Our objective is to optimize our water usage, decrease waste, and uphold the sustainable and responsible use of water resources. Through these measures, we aim to safeguard the quality of water and add to the broader conversation of its conservation.

A testament to our commitment is our innovative practices in the UK, where we have harnessed the power of rainwater to irrigate 8 hectares of our farmland. This utilization of natural resources is a stride towards reduced reliance on conventional water sources and a step closer to significant water conservation.

Inspired by the strides made in the UK, our sights are set on PT for 2022. We plan to capture rainwater, which we anticipate will cater to approximately 35% of our water needs. This significant undertaking is a reaffirmation of our commitment to water stewardship and underlines our unwavering dedication to incorporating sustainable agricultural practices.

A success story that merits mention in our water stewardship journey is a new

production site, À-de-Mateus (ADM) farm, situated in Portugal. Here, we've instituted a water harvesting system designed to collect and employ 100% of water runoff. We foresee the potential saving of approximately 85,000 m³ of water annually with this innovative water reuse and recycling system. These notable savings not only translate into considerable cost reductions but also lend to the preservation of freshwater resources and the mitigation of our environmental impact.

The triumph of our water stewardship initiatives at ADM underscores the significance and potential rewards of proactive water management. It stands as a beacon to other growers and organizations within the agricultural sector, demonstrating the tangible positive impact that thoughtful planning and the continual enhancement of water reuse and recycling strategies can generate.

At TSBC, our commitment to the progression of our water stewardship efforts remains unwavering. We continue to explore innovative technologies and best practices to minimize water consumption, improve water quality, and foster a sustainable future for our operations and the environment. Our contribution to the responsible management of water goes beyond our business, aiding in the larger goal of safeguarding this precious resource for generations to come.

Closing the loop: A Journey towards Zero Waste and Circular Economy

As part of our unwavering commitment to sustainability, we understand the critical importance of effective waste management. We are currently undertaking a comprehensive review of our operations to gain a deep understanding of our waste footprint. This rigorous assessment involves examining every aspect of our business, from raw material sourcing to product delivery, to identify areas where waste is generated and evaluate our existing waste management practices. Our focus areas include: .

Waste Management Plan

We are developing a robust waste management plan that encompasses all aspects of waste generation, including waste reduction, recycling, and proper disposal. This plan aligns with local regulations and best practices, ensuring our waste management practices are sustainable and environmentally responsible.

Recycling and Waste Diversion:

We are committed to maximising recycling efforts and diverting waste from landfills. By implementing comprehensive recycling programs and exploring innovative solutions, we aim to minimise our environmental impact and promote the circular economy.

Hazardous Waste:

We recognise the importance of managing hazardous waste responsibly. We have established stringent protocols for the safe storage, transportation, and disposal of hazardous materials to protect both the environment and the well-being of our employees.

Electronic Waste:

To address the growing challenge of electronic waste, we are developing strategies to manage and dispose of electronic devices in an environmentally friendly manner. This involves partnering with certified e-waste recyclers and promoting responsible e-waste management practices.



Closing the loop: A Journey towards Zero Waste and Circular Economy



Organic Waste Diversion:

We are dedicated to diverting organic waste from landfills and utilising it in beneficial ways. Through composting and other organic waste management techniques, we aim to reduce waste, enhance soil health, and contribute to a circular and sustainable system.

Circular Economy:

We are actively embracing the principles of the circular economy by designing products for reuse, recycling, or remanufacturing. By prioritising product lifecycle assessments, we aim to minimise waste generation and resource efficiency throughout our value chain.

Engagement with Stakeholders:

We recognise that effective waste management requires collaboration and engagement with stakeholders. We actively seek partnerships with local communities, waste management service providers, and relevant organisations to share best practices, promote sustainable waste management, and drive positive change.

Through our comprehensive waste management efforts, we are committed to minimising our environmental impact, conserving resources, and contributing to a more sustainable future. We firmly believe that responsible waste management is an integral part of our sustainability journey, and we will continue to explore innovative solutions and engage stakeholders to drive meaningful change.



Social

Empowering Change

At TSBC, offering quality and sustainable employment to our team and local communities is an integral part of our employer brand. Our employment framework is distinguished by ample professional development opportunities anchored in meritocracy, adopting a workplace environment built on mutual respect and the provision of fair and differential compensation to our workers.

Our solid dedication to enhancing the quality of life for the people and environments within which we operate. We have developed an encompassing program geared towards workforce development and sustainable employment. Through the provision of dignified work with fair and equitable remuneration, we ensure the necessary labor, health, and safety benefits for our employees, strategic partners, suppliers, and customers.



Personal and professional development

At TSBC, we have given training to our employees to ensure their continual development.



Fair and Equal Pay

We are dedicated in our commitment to ensuring fair and accurate compensation for our employees and suppliers, delivered in a timely manner.



Multicultural Team

The company champions the hiring and promotion of diverse talent. Our workforce is a vibrant blend of different generations, and nationalities.



Empowering minds: our Educational Initiative

We provide training to employees, equipping them with knowledge and skills to enhance their agricultural practices.



International Team: our Global Workforce

At TSBC, staff is at the heart of our operations. We provide comfortable accommodation for our team members who reside on the farm, creating a welcoming home away from home. Furthermore, we are committed to their well-being and nourishment, providing approximately 700 meals daily to ensure they are well-fed and energised for their daily tasks. This level of care reflects our holistic approach to employee welfare, ensuring that our staff not only have a safe and supportive workplace but also have their essential needs met.



Safeguarding Health: COVID-19 and Tetanus Vaccination Campaigns

At TSBC our commitment to employee health and well-being extends beyond the workplace. In response to the global pandemic and other health risks, we've organized vaccination campaigns against COVID-19 and Tetanus. Our proactive approach to preventive healthcare ensures the safety of our staff and their families, while also contributing to broader public health efforts. We firmly believe that a healthier workforce leads to a more resilient and productive farming community.



**85% of our
payroll is
made of
men**

Workforce Expansion: Scaling Our Teams in 2021

In 2021, TSBC witnessed significant employment growth. Throughout the year, we consistently maintained an average workforce of 635 employees, demonstrating our stable employment structure and commitment to job security. Due to the demands of the agricultural harvest season, our workforce peaked with a remarkable total of 3175 workers engaged at one time. This exemplifies our commitment to generating employment opportunities while meeting the seasonal needs of the agricultural sector.

- **Total employees in UK (permanent and key staff only): 216**
- **Total employees in UK (permanent/key staff and seasonal staff): 1893**
 - **Total employees in PT (permanent staff only): 419**
- **Total employees in PT (permanent staff and seasonal staff): 1282**



Shaping the future: Partnerships, Internships, and Research Collaborations

At TSBC, we understand the importance of nurturing new talent and fostering the next generation of industry leaders. To that end, we have formed partnerships with various universities, seeking to identify and recruit promising individuals ready to contribute to our agricultural operations.

We also provide hands-on, practical experiences through our internship programs, offering a real-world context for students to apply their academic knowledge. As part of this initiative, we host two interns who gain valuable insights and exposure to our farming processes.

Furthermore, our commitment to academic and practical learning extends to supporting postgraduate research. We had, two master's degree students conducting their thesis research within our farms, benefiting from our resources, and contributing to our understanding of innovative farming practices. This symbiotic relationship helps advance agricultural science and practice and aligns with our commitment to continuous learning and development.



Empowering talent: A Multifaceted Approach to Professional Development

At TSBC, we firmly believe that the growth of our organisation is intrinsically linked to the professional development of our employees. We are steadfast in our commitment to nurturing both the technical and interpersonal skills of our staff, adapting seamlessly to the virtual mode of training during pandemic times.

To ensure our training initiatives align with the evolving needs of the company, we begin each year with a comprehensive diagnosis of our training requirements. This leads to the formulation of the Annual Training Plan, which is personalised to cater to our distinct occupational groups: (1) Field and packing workers, (2) Skilled workers, and (3) Employees and Executives.

Our Human Resources Management team oversees the implementation of the Plan, vigilantly monitoring coverage indicators and adherence to policies and procedures, while also assessing the satisfaction of employees with the training provided.

The tools and techniques utilised for training are carefully tailored to the unique requirements and characteristics of each occupational group. This approach ensures that all staff can absorb and apply the training effectively, fostering continuous learning and improvement.

In a joint effort with team leaders, the Human Resources Management team designs and conducts internal training aimed at enhancing the abilities and competencies of our staff. This collaborative approach is integral to our commitment to empower our employees and equip them for success.

Contractor Compliance and Risk Management



At TSBC, we ensure that our contractors and their workforce adhere to stringent safety and operational guidelines. Contractors are mandated to provide comprehensive risk insurance for all their workers assigned to us, demonstrate their workforce's fitness through medical exams, negative COVID-19 tests, and vaccination proof. They also need to substantiate their staff's ability to execute the assigned tasks through relevant certifications and documents.

We require documentation demonstrating the implementation of the contractor's Occupational Health and Safety (OHS) management system, records of Personal Protective Equipment (PPE) distribution, training documentation, and other control documents. This may include certificates related to machinery operation and other service-specific documents.

We maintain a proactive stance in risk management by collaborating closely with our contractors. Our comprehensive inspections of contractor operations provide an open channel for feedback, including grievances or suggestions from third-party workers. We treat this communication with absolute confidentiality.

If risks are identified, we have protocols in place to pause work for implementing necessary mitigation measures. Each contractor's prevention team works in conjunction with TSBC's OHS team to investigate accidents, determine necessary corrective actions, and ensure their implementation to prevent recurrence. This comprehensive approach ensures a secure and controlled working environment for all involved.

COVID-19 Response and Workplace Safety Measures

During the global health crisis posed by COVID-19, TSBC devised and implemented a risk mitigation strategy to safeguard its workforce and ensure the continuity of business operations. Our immediate and responsive approach to confirmed cases was crucial in preventing further health complications and potential operational disruptions.

A set of safety protocols was rolled out to mitigate exposure risks. These included mandatory mask usage, adherence to social distancing guidelines, and comprehensive disinfection procedures for transport vehicles, work areas, dining spaces, and other facilities within TSBC's premises.

Our response to the crisis included bolstering our healthcare team with additional personnel and resources to ensure optimal worker care. This strategic approach underlines our commitment to the health and safety of our workforce amidst the unprecedented challenges of the pandemic.

Throughout 2021, we adhered to a comprehensive set of measures to tackle the ongoing COVID-19 pandemic:

- 1 A dedicated COVID-19 Committee was established, headed by the company's top management, to oversee and coordinate our pandemic response.
- 2 We took special precautions to protect staff deemed vulnerable to COVID-19.
- 3 Preventive health screenings were conducted to ensure early detection and intervention.
- 4 Regular training and awareness programs were held to educate personnel about safety guidelines and best practices.
- 5 We provided necessary personal protective equipment to all staff members.
- 6 COVID-19 testing was performed for any staff members showing symptoms, enabling prompt isolation and treatment.
- 7 In the area of staff transportation, we implemented preventive measures such as requiring the use of facial shields, masks, and curtain dividers.
- 8 Our medical team was ready to provide healthcare services, ensuring the wellbeing of our employees.
- 9 We formulated and adhered to rigorous prevention and inspection protocols to maintain a safe working environment.
- 10 Specialised advice on COVID-19 prevention and control was made available.
- 11 Emergency services were provided, emphasising our commitment to health and safety during these challenging times.

Local Communities

During the years of the Covid-19 pandemic, the interactions with our local communities were limited due to the social isolation in force.

We maintained a close relationship with people and institutions around us mainly by providing fresh fruit in a time when access to these products was difficult. We are in a region where there are no online supermarket deliveries available, which means that people either need to go to supermarkets and other retailers, or they need to rely on the home delivery of food suppliers, in a period where most organisations were limiting their external visits.

In such scenario, we have focused our fruit donations to group that were particularly vulnerable: hospitals, health centres and nursery homes.



Despite the limitations, our collaborations with local school were maintained during the year of 2021. Not only did we supply local school with soft fruits, but we have also established a partnership with EPO – Escola Profissional de Odemira – a local professional school. Students of the Agronomy course were able to come to our farms, learn from our agronomists in real work context.

Some Institutions supported:

UK:

UK Harvest
The Gleaning Network
Macmillan Cancer Support
St Richard's Hospital – Chichester
Oving Parish Community

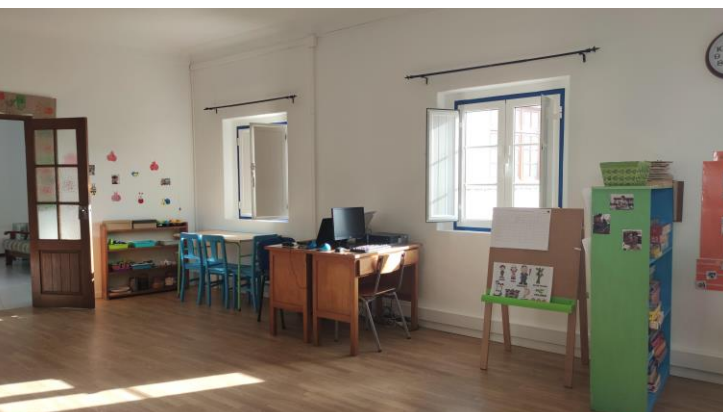
Portugal:

Nursery homes in Odemira, Vila Nova de Milfontes, São Teotónio and São Luis.
Santiago do Cacém hospital
Schools in Vila Nova de Milfontes, Odemira and Longueira-Almogrove.

Local Communities

Empowering Children with Special Educational Needs

In June 2021, TSBC demonstrated its commitment to supporting inclusive education by donating funds for the construction of a dedicated classroom at Colégio de Milfontes, a public school in Odemira's municipality, Portugal. This classroom serves students with special needs, including those with mobility challenges and mental disabilities. As co-sponsors of this classroom, TSBC has made a positive impact on the lives of these children, providing them with an environment that supports their unique educational requirements and making their school experience more accessible and inclusive.



Conclusion





Conclusions

The Summer Berry Company's deep-seated dedication to its workforce, environmental sustainability, and the wider community. As an integral agricultural company, The Summer Berry Company prioritises the welfare of its employees and the safety of its produce above all.

TSBC is committed to minimising its environmental impact, maintaining the highest standards in its supply chain, and consistently tracking progress towards these goals. Its team is characterised by diversity and prospects for personal and professional growth, ensuring a nurturing environment for its employees to thrive. The company's robust relationships with universities highlight its commitment to promoting a culture of continuous learning and contributing to the economic revitalisation of the community.

In the face of the COVID-19 pandemic, TSBC showed remarkable resilience and adaptability, implementing rigorous health and safety protocols to protect its employees. Providing accommodation and daily meals for its on-site staff illustrates the extent of the company's commitment to its workforce. Further, their proactive engagement in vaccination campaigns underscores their stance on health and safety.

All these initiatives highlight TSBC's commitment to transforming lives, through the creation of equitable job opportunities, the adoption of sustainable practices, or the prioritisation of health and safety measures. Reflecting the company's critical role in uplifting their local communities and making a positive impact in the global sustainability sphere.

In conclusion, TSBC embodies a vision of agro-industrial excellence intertwined with social responsibility and environmental conservation. Their approach sets a benchmark for the industry, showcasing how an agricultural company can flourish while remaining deeply committed to its people and the planet.