



# 2022 SUSTAINABILITY REPORT



# Table of contents

## 1 Introduction

Executive Summary  
Acronyms  
Message from the CEO  
About this Report

## 2 About TSBC

Our Business  
Organisational Overview and Structure  
Services and Operations  
Organisational Changes and Developments in 2022  
Thriving Through Economic Challenges: TSBC's Resilience and Market Presence in 2022

## 3 Governance

Governance Structure  
Board Composition, Risk Management and Critical Concerns Communication  
Whistleblower Channel and Ethical Reporting Mechanism for Stakeholders  
Strengthening Knowledge and Skills: Enhancing Training and Development at TSBC

## 4 Environment

Environmental Impact  
Climate Change and Carbon Emissions (GRI 305: Emissions 2016)  
Water Management and Efficiency: Tracking and Optimizing Water Usage

Sustainable Water Management: Protecting Water Sources for a Resilient Future

Waste Management - Towards a Circular Economy: Minimizing Waste, Maximizing Sustainability

Reclaimed Products and Materials

Minimizing Waste from Products and Packaging

Enhancing Biodiversity and Wildlife Conservation

Biodiversity Initiatives and Wildlife Conservation

Community Engagement and Partnerships

## 5 Social Impact

Addressing Human Rights Risks and Impact Assessments

Promoting Occupational Health and Safety at our Company

Empowering Communities: Engaging with Stakeholders for Sustainable impact

Building Bridges: Identifying and Selecting Key Stakeholders for Meaningful Engagement

Building Meaningful Connections: Engaging with Stakeholders for Positive Impact

Meeting Stakeholder Needs: Responding to Concerns and Prioritizing Collaboration

## 6 UN Sustainability Development Goals

## 7 GRI Content Index



# INTRODUCTION





# Executive Summary

**In the pursuit of sustainable agricultural practices, The Summer Berry Company (TSBC) stands as a beacon of innovation and commitment. This executive summary encapsulates the key highlights of our journey in 2022 towards promoting sustainability across our operations.**

## Minimising waste and maximising Sustainability

TSBC has made remarkable strides in waste management. With 55.7% of waste diverted from landfill through recycling and reuse, our dedication to responsible waste disposal is evident. By categorizing waste types and utilizing a variety of disposal methods, we take significant steps towards a circular economy.

## Embracing Biodiversity and Wildlife Conservation

Our efforts to promote biodiversity are anchored in integrating natural pest control methods and planting practices. Floral integration, hedges, and ecological islands create habitats for beneficial agents and wildlife, reducing the reliance on synthetic pesticides. By promoting partnerships with local conservation organisations, we are nurturing ecosystems that thrive alongside our operations.

## Empowering Local Communities

TSBC's commitment extends to local communities, where initiatives like the EPO partnership and nursery collaborations reinforce our dedication to community engagement. Through weekly medical consultations, partnerships with the Vale de Santiago Humanitarian Donors Association, and educational initiatives, we strive to positively impact the lives of those around us.

## Driving Innovation for Sustainable Agriculture

Innovation fuels our pursuit of sustainability. Field Work Robots and Tortuga streamline tasks and mitigate labour challenges. These technologies underscore our dedication to resource optimization and data-driven decision-making.

## Looking Forward

As we navigate challenges and opportunities, TSBC's journey towards sustainability remains constant. We acknowledge the importance of stakeholder engagement, continuous improvement, and transparent reporting. Our vision encompasses a circular economy, reduced reliance on peat and coir, renewable energy investments, and ongoing initiatives to support local communities.

The heart of TSBC's sustainability journey is a commitment to encourage a harmonious balance between agricultural excellence and environmental stewardship. With a robust foundation built upon waste reduction, biodiversity conservation, community engagement, and technological innovation, we forge ahead with a collective resolve to shape a more sustainable future for all.



## Acronyms

PT - Portugal

UK - United Kingdom

TSBC - The Summer Berry Company

GRI - Global Reporting Initiative

EPO - Escola Profissional de Odemira

GP - General Practitioner



David Sanclement  
CEO TSBC

## A Message from David Sanclement

Our mission is to delight our consumers with high-quality soft fruits produced in an ethical and environmentally friendly way. We are steadfastly dedicated to producing the finest fruits while maintaining rigorous ethical standards and mitigating environmental impact. We believe that by integrating sustainability into every aspect of our business, we can deliver exceptional products that our customers can trust and enjoy.

Our vision is to be recognised as one of the world's leading year-round fruit suppliers that promotes healthy living and brings joy to people. We aspire to be at the forefront of the industry, setting the bar for excellence in both production and sustainability.

By striving to provide fresh, delicious fruits all year round, we aim to contribute to healthy lifestyles and create happiness for consumers worldwide.

Our core values of integrity, respect, collaboration, inclusivity, bravery, and innovation guide our everyday actions. We are committed to conducting our business with integrity and respect, honouring our responsibilities to our stakeholders, and treating all individuals with dignity. We believe in the power of collaboration and inclusivity, harnessing the diverse talents and perspectives of our team to drive our success. Furthermore, we encourage bravery in our decision-making and innovation in our practices to adopt continuous improvement and maintain our competitive edge.

These foundational elements – our mission, vision, and values – form the bedrock of our sustainability commitment. They guide our strategy, inspire our initiatives, and enable us to make a positive impact on society and the environment.

**David Sanclement**  
Chief Executive Officer  
The Summer Berry Company Group

## About this Report

This marks the second annual sustainability report of TSBC held by Cibus Capital LLP. This report demonstrates our ongoing commitment to share transparent, meaningful, and balanced information about our sustainability performance with our stakeholders.

It covers our operational activities across our farms in both Portugal (PT) and the United Kingdom (UK), reflecting a holistic view of our operations. The reporting period for this document is from January 1, 2022, to December 31, 2022.

We have prepared this report in accordance with the Global Reporting Initiative (GRI) Standards: Essential option. These standards represent best practices for sustainability reporting, enabling us to measure and report our economic, environmental, and social performance effectively.

The content of this report is based on a robust data gathering process involving interviews with key personnel and the collection of performance data during the reporting period. This data forms an integral part of our commitment to accountability and transparency.

However, this report's contents have not been externally verified by an audit firm. While we have confidence in the accuracy of our data, we also recognise the value of third-party verification and will consider this for future reports.

The financial data disclosed in this report relates to the regions we operate in and reflects the units held by TSBC. This information provides a comprehensive insight into our financial performance for 2022.

This report stands as a testament to our dedication to sustainability and our ongoing efforts to implement best practices across our operations. We hope it will provide our stakeholders with a clear understanding of our performance, initiatives, and vision for a sustainable future.





# ABOUT TSBC



## Our Business

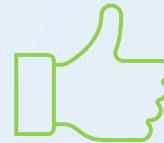
TSBC's corporate structure is multifaceted, being registered as a Society Anonyme (SA) in PT and as a Private Limited Company in the UK.



TSBC was established in 2019, originating from the investment management fund, Cibus. Since our beginning, we have rooted our operations in the regions of Odemira, PT, and Chichester, UK, where we have made significant strides in the cultivation of soft fruits. Our product portfolio includes raspberries, blueberries, strawberries, and blackberries, all nurtured with meticulous care to ensure the highest quality.



In the short span since our acquisition, we have already expanded our production area in PT by 50%, a testament to our ambition and commitment to growth. However, growth for us is not merely about scale; it is about the quality and impact of our operations.



At TSBC, we hold the firm conviction that our business should serve as a force for good. Our focus extends beyond fruit production to encompass the broader societal and environmental impacts of our operations. We are dedicated to encouraging positive change in the local communities where we operate, contributing to their social and economic vitality.



In parallel, we recognise our responsibility towards the agricultural ecosystems that underpin our operations. We implement best practices in environmental stewardship, aiming to preserve and enhance these ecosystems for the benefit of current and future generations.



Through these initiatives, we reaffirm our commitment to creating a positive, lasting impact through our business operations, grounded in our respect for people, nature, and the communities that sustain us.

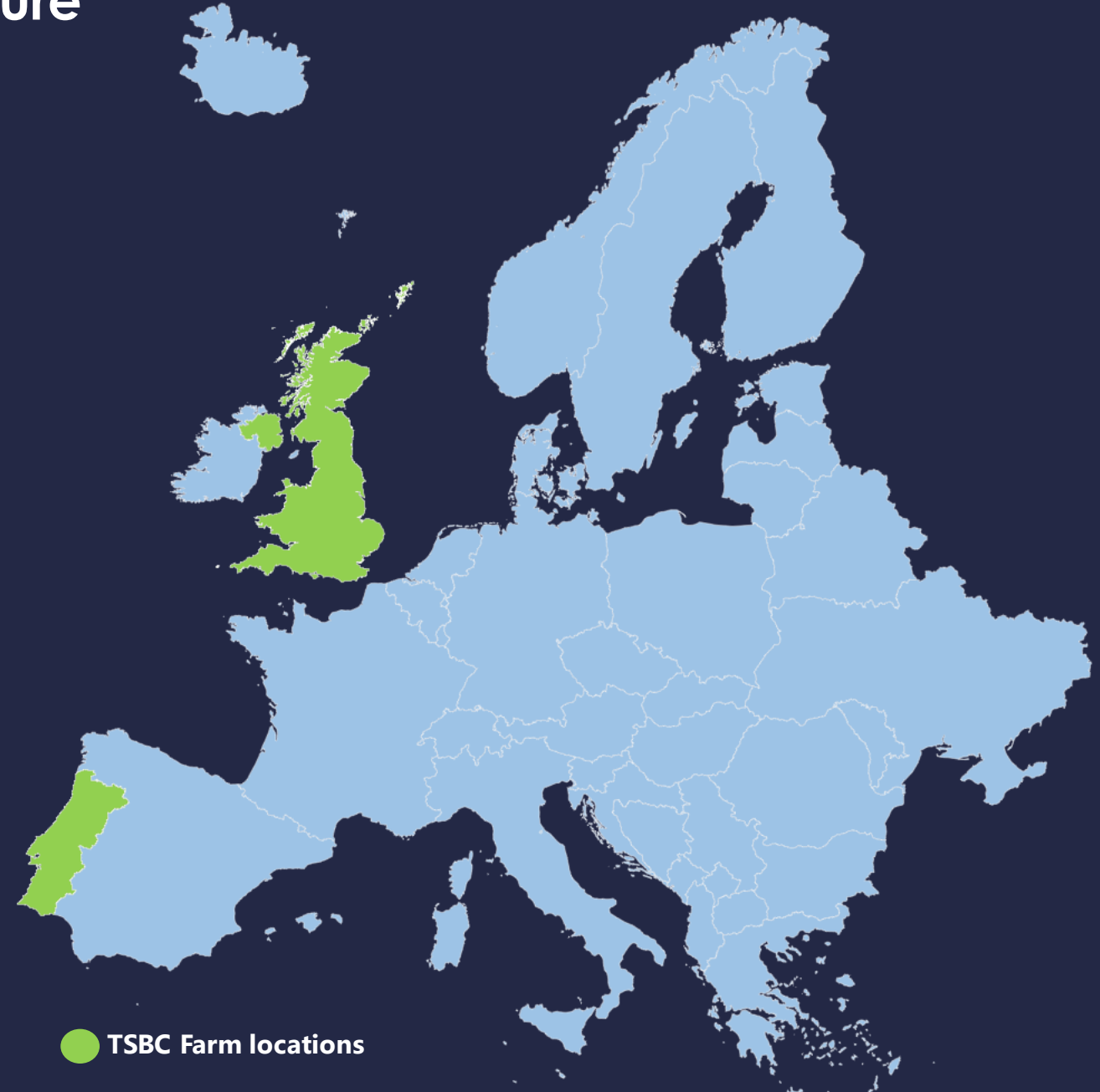
# Organisational overview and structure

Our corporate headquarters are based in Leythorne Nursery, Vinetrow Road, Chichester, UK, while we maintain extensive operations both in PT and the UK. These operations are spread across a total area of 675 hectares of owned and rented land, with 220 hectares located in PT and the remaining 455 hectares in the UK.

We specialise in raspberries, blueberries, strawberries, and blackberries, with the goal of supplying fresh fruits 365 days a year to supermarkets. Each of our operational locations, while sharing the same value proposition, has a unique focus; our UK farms emphasise strawberry production, while our PT farms focus more on raspberries. However, both locations have the capacity to supply blueberries and blackberries.

The production from PT, constituting 95% of our fruit yield, is destined for export, with the UK, Germany, the Netherlands, and France being our primary markets. In contrast, our UK production, while maintaining some exports, is aimed at the national market.

At TSBC, we believe in making a positive contribution to society and the environment, focusing on the local communities and agricultural ecosystems where we operate. Our operations align with our commitment to our customers, our mission, and our environmental responsibilities, emphasizing sustainable agricultural practices and growth.



# Services and Operations

TSBC offers an extensive array of services, encompassing various stages of the berry cultivation process. Our commitment to quality and sustainability is evident in each of our offerings, all aimed at delivering the freshest and highest-quality berries to our customers.



Our journey begins with **PROPAGATION**. We use innovative techniques to grow our berry plants ensuring they have the optimal conditions to thrive.



After propagation, we carefully **NURTURE OUR PLANTS** in the fields, using a combination of traditional farming methods and innovative technology to promote healthy growth. We pay particular attention to water, and nutrient needs of each plant, optimising conditions for high-quality fruit production.



We employ careful **HARVESTING** methods to ensure the quality and integrity of our berries. We prioritise manual harvesting to delicately handpick each berry at the peak of its ripeness, ensuring that the fruit we deliver is always fresh and flavourful.



Once harvested, our berries are swiftly transported to our **PACKING** facilities. Here, they are meticulously sorted, inspected, and packed with utmost care to maintain their freshness and quality. Our packing process is designed to minimise any potential damage to the fruits, ensuring they reach the consumer in the best possible condition.



We recognise the importance of a robust **DELIVERY** system to ensure that our berries reach our customers in a timely manner. Our planning operations are streamlined to maintain the cold chain, preserving the quality and freshness of our berries from our farms to the customers' doorstep.

**We are a vertically integrated company, overseeing every stage of the berry production process from propagation to delivery. This allows us to maintain stringent quality controls and deliver a product that we are proud to stand behind.**



## Organisational Changes and Developments in 2022

In 2022, we made significant changes in our operational structure to enhance our focus on sustainability and improve efficiency. We hired an ESG manager to lead our environmental, social, and governance initiatives, signifying our dedication to responsible business practices. Additionally, we undertook a reformulation of positions in our UK operations to streamline our processes and improve productivity. There were no significant changes in our supply chain or share capital structure during the reporting period.



**Silvina Morais,**  
ESG Manager





# Thriving Through Economic Challenges: TSBC's Resilience and Market Presence in 2022

**In 2022, TSBC encountered economic challenges, which served as opportunities for growth and resilience in both PT and the UK.**

The economic performance of TSBC UK in 2022 experienced a decline compared to the previous period due to challenging macro-economic conditions. The glasshouse operations were adversely affected by significant rises in gas, CO<sub>2</sub>, and electricity prices. To mitigate these cost pressures, the company adopted strategies such as growing berries without heating. While this approach helped manage expenses, it impacted the timing of the crop and resulted in reduced yield.

Field operations also faced challenges during the year. Prolonged hot and dry weather spells, coupled with an influx of

berries from other countries, disrupted the supply/demand balance in the market. Despite these difficulties, TSBC continued to strive for profitability. However, insufficient selling price increases in the year up to October 2022 were unable to fully offset the inflationary cost pressures, significantly impacting the company's overall profitability.

TSBC is a prominent grower of strawberries, raspberries, blueberries, and blackberries, operating in both the PT and UK. The business encompasses glasshouse and field production sites, reflecting the company's commitment to sustainable and

diverse berry cultivation.

Despite facing challenges in the energy sector, including the impact of the war in Ukraine, TSBC remains focused on enhancing its market presence. The company's turnover round plan for 2023 emphasises resilience and adaptability to navigate through economic uncertainties and maintain its leading position in the berry industry.

Throughout these economic challenges, TSBC continues to uphold its commitment to sustainability and responsible practices. In the face of rising

energy costs, the company remains dedicated to finding innovative solutions to minimise its environmental impact and ensure long-term economic viability.

As TSBC looks towards the future, it remains steadfast in its mission to deliver high-quality berries to consumers while striving for economic stability and growth. By proactively addressing economic challenges and aligning its operations with sustainable practices, the company endeavours to create a positive impact on the berry industry and the communities it serves.





# Governance



## Governance Structure

At TSBC, we have created, and we strive to optimise a robust corporate governance structure, which allows us to execute our operations with transparency and respect for our stakeholders. With this approach, we can deliver enhanced value and preserve our competitive edge, which is crucial to our business success.

In practice, our framework means we adhere to national legislation in each country whilst allowing creativity & improvement to thrive across the Group. The principal governance body of TSBC is the Shareholder Assembly, entrusted with the election of the Board of Directors in each country. Subsequently, the Boards of Directors are responsible for selecting the Executive Team, who are in turn tasked with further appointments within the company.

These bodies oversee the Group's administration, abiding by the roles specified by TSBC's Articles of Association, the internal regulations of the Board of Directors, and the legislation where we operate.



# Corporate Governance and Stakeholder Engagement



TSBC's commitment to sound corporate governance is rooted in our mission to deliver value to all stakeholders. The Boards of Directors provides strategic guidance and support with the long-term vision of the company. This includes setting guidelines followed by management, integrating economic, social, and environmental considerations, and upholding our organisational purpose and values.



Our Board convenes monthly to report & discuss the preceding month; encompassing all strategic and tactically relevant issues, including environmental, social, economic, and governance aspects tied to opportunities and risks.



External communication with key stakeholders, such as the financial sector, is managed by our Finance Director. Through this engagement, we identify issues of importance to our operations. Our ESG Manager oversees the company's social and environmental performance. Following the Board's recommendation, we have established a bi-monthly ESG reporting routine for senior management, underscoring our commitment to sustainability.



## Board Composition, Risk Management and Critical Concerns Communication



The Executive Team at The Summer Berry Company

The Boards of Directors are structured to ensure a balanced and informed approach to decision-making. Each is comprised of two non-executive members, alongside two representatives from the Cibus Investment Fund, our majority shareholder, and two members from TSBC's executive team, including the CEO.

Our Board places significant emphasis on the effectiveness of risk management processes. During our monthly board meetings, we undertake reviews of the risk landscape impacting our business. This not only includes financial risks but also operational, environmental, and social risks. We strive to enhance our risk management processes, focusing on identifying, assessing, and mitigating potential risks.

When it comes to communicating critical concerns, we believe in maintaining transparency. Any significant issues are promptly communicated to our stakeholders through appropriate channels. This ensures that relevant parties are kept well-informed and can respond effectively to any changes in our business environment.



# Whistleblower Channel and Ethical Reporting Mechanism for Stakeholders

All employees, workers, suppliers, customers, and third parties have an exclusive, secure communication channel to report any occurrences, whether suspected or formal complaints, as well as to ask questions or express concerns regarding the Code of Conduct and Ethics and the Integrity Program. This resource is accessible to all colleagues and can be anonymous.

Information is received confidentially and impartially, and the reported concerns are forwarded to the People & Culture team for full investigation and resolution. This process is conducted with integrity and avoiding conflicts of interest.

We are committed to maintaining a culture of transparency, accountability, and ethical behaviour within TSBC, and the People and Culture department plays a vital role in upholding these principles by thoroughly assessing and addressing any reported incidents or concerns.



# Strengthening Knowledge and Skills: Enhancing Training Development at TSBC

In 2022, TSBC demonstrated a strong commitment to the professional development and well-being of its employees through a significant increase in training hours. Throughout the year, 10,421 training hours were conducted, with an average of 3.08 hours per worker. This represents a substantial improvement compared to the previous year's average of 1.6 hours.

At TSBC, we understand the importance of equipping our workforce with the necessary knowledge and skills to excel in their roles. Our training programs encompass a wide range of topics, including occupational health and safety, technical skills, and personal development. We believe that investing in our peoples' growth and capabilities not only enhances their individual performance but also contributes to the overall success of our organisation.

The increase in training hours reflects our commitment to continuous learning and professional development. By investing in our employees' skills and knowledge, we aim to enhance their overall productivity, job satisfaction, and career advancement opportunities. Moreover, this focus on training and development contributes to creating a positive work environment that promotes growth, engagement, and a sense of fulfilment for our employees.

In addition, TSBC ensures that all employees & workers receive comprehensive induction training upon joining the company. These induction programs are designed to familiarise new hires with our values, culture, policies and procedures, setting them up for success from day one. We believe that, and show that, a solid foundation of knowledge & understanding is essential for our people to thrive.





## Strengthening Partnerships for Employee Development: Collaboration with Giramundo

In 2022, TSBC in PT, after Covid we re-launched the partnership with Giramundo to provide valuable training to our employees. Topics covered included civic norms and citizenship, maritime safety, and gender equality. This collaboration reflects our commitment to employee development and adopting a safe and inclusive work environment.

Giramundo is an Odemira-based initiative promoting cultural diversity and community engagement. Through various art forms, it fosters connections between diverse cultural groups, nurturing inclusivity. Supported by local organizations and companies, it develops the integration of migrants into the community.





# Environment



# Environmental Impact

**At TSBC, we acknowledge the significance of reducing our environmental impact and operating in accordance with applicable laws, regulations, and standards. We are dedicated to tackling environmental challenges through proactive measures and responsible practices.**

## Compliance with Environmental Laws and Regulations

We prioritise compliance with environmental laws and regulations that govern our operations. We have implemented robust systems and processes to ensure adherence to emissions standards, waste management regulations, water usage guidelines, and other applicable environmental requirements. By strictly adhering to these regulations, we aim to mitigate potential adverse environmental impacts and contribute to sustainable development.

## Going Beyond Compliance

While compliance forms the foundation of our environmental practices, we believe in going beyond the minimum requirements set by governing bodies. For instance, in water management, we conduct regular water quality assessments even when not mandated by regulations. By voluntarily assessing the quality of water sources used in our operations, we strive to ensure the preservation and protection of water resources beyond what is strictly required.

## Monitoring and Reporting

Monitoring and reporting play a vital role in our commitment to environmental impact and mitigation. We have established comprehensive monitoring systems to track key environmental indicators and collect relevant data. This allows us to measure our performance, identify areas for improvement, and report on our environmental achievements and challenges. Through regular reporting, we enhance transparency and accountability, enabling stakeholders to assess our environmental performance.

## Identification and Mitigation of Environmental Risks

We proactively identify and assess potential environmental risks associated with our operations. Through rigorous risk assessments and audits, we ensure that potential environmental impacts are identified, and appropriate mitigation measures are implemented. We have developed robust environmental management systems to effectively address these risks and continuously improve our environmental performance.

## Environmental Incidents and Corrective Actions

In the event of environmental incidents or non-compliance situations, we have established procedures to promptly respond, investigate, and take corrective actions. We view such incidents as opportunities to learn and improve our practices. By addressing the root causes of incidents and implementing corrective actions, we aim to prevent reoccurrence and promote a culture of continuous improvement.

## Collaboration with Regulatory Authorities

We actively collaborate with regulatory authorities and environmental agencies to ensure compliance with environmental requirements. We engage in open dialogues, participate in audits and inspections, and seek consultations with relevant authorities. By maintaining strong relationships and open lines of communication, we adopt a cooperative approach to environmental compliance and address any concerns effectively.

**Through our commitment to environmental compliance and responsible practices, we aim to reduce our environmental impact and promote sustainable development. We will continue to invest in the necessary resources, technologies, and training to further enhance our environmental performance.**



# Climate Change and Carbon Emissions

## Emissions reduction in 2022

In 2022, we successfully implemented key strategies aimed at reducing greenhouse gas emissions. These efforts resulted in a significant reduction in both Scope 1 and Scope 2 emissions.

### **Scope 1: Emissions Reduction:**

One of the notable reductions occurred in Scope 1 emissions. This reduction was primarily attributable to the glasshouse not operating at full capacity during this period.

### **Scope 2: Emissions Reduction:**

Similarly, we achieved a substantial reduction in Scope 2 emissions in 2022. A strategic shift towards purchasing electricity through a green contract was the main factor in this reduction. By choosing cleaner and more sustainable energy sources, we significantly lowered our carbon footprint associated with electricity consumption.

## Preparing for 2023: Glasshouse Full Operation

It's important to note that greenhouse gas emissions may fluctuate based on operational factors. We anticipate that emissions may increase in 2023 due to the full operational capacity of the glasshouse. This increase is expected because of the heightened energy and resource usage associated with maximising production.

### **Future Sustainability Strategies: Combined Heat and Power (CHP)**

To address the expected increase in emissions, TSBC is planning to install a combined heat and power (CHP) system. This system will enhance energy efficiency and reduce emissions by simultaneously generating electricity and utilising waste heat for various purposes. The CHP system aligns with our commitment to sustainable energy practices and will help mitigate the impact of increased production. Additionally, we will initiate a project to replace our existing lighting infrastructure with energy-efficient LED lighting systems.

Scope	Emissions 2021	Emissions 2022
Scope 1	11876	5 950
Scope 2	1506	384
<b>Total</b>	<b>13382</b>	<b>6 334</b>





## Water Management and Efficiency: Tracking and Optimizing Water Usage

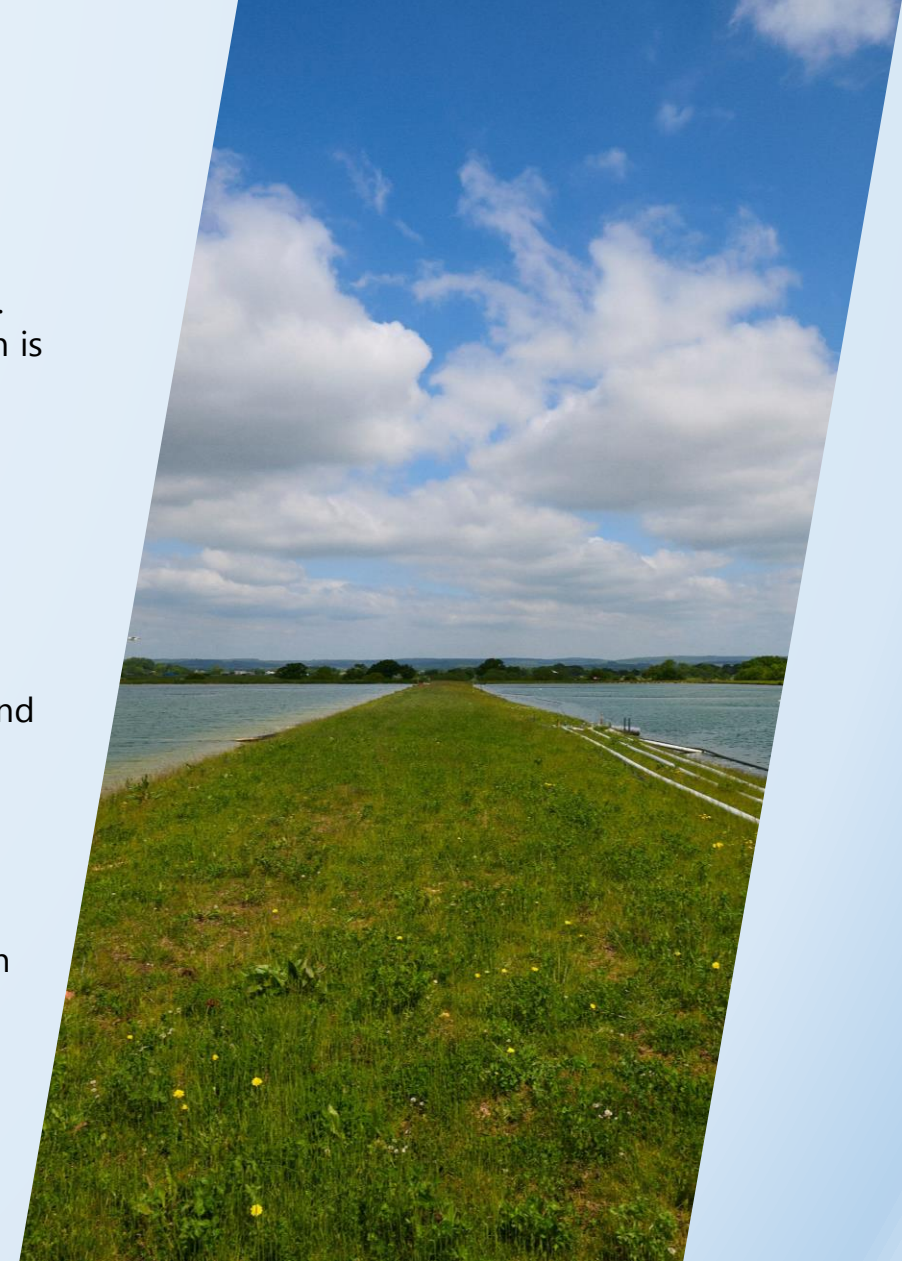
At our production sites, we have a robust system in place to measure and monitor water volumes. Daily measurements are taken in the fields, which serve multiple purposes. Firstly, this information is used for plant management to ensure optimal growth and health. Additionally, it helps us understand the water consumption of each field and planting date, aiding in decision-making processes.

Most of our fields are equipped with drip irrigation systems and sensors, enabling us to precisely determine when irrigation is required. This level of precision and efficiency is made possible through the expertise of our experienced staff and the use of advanced field sensors.

Furthermore, all our water sources are equipped with meters, allowing us to accurately monitor and track water consumption for each source.

In 2022, we used 1023.5 megalitres (ML) of water, resulting in an average of 0.109 ML per ton of fruit produced. This represents an increase compared to the previous year, primarily due to the expansion of our water sources. Despite the increased water usage, our irrigation practices remain efficient thanks to the combined efforts of our skilled team and the utilization of field sensors.

By carefully tracking water volumes, utilizing advanced irrigation systems, and leveraging the expertise of our staff, we strive to ensure responsible water management while optimizing the productivity and sustainability of our operations.





# Sustainable Water Management: Protecting Water Sources for a Resilient Future

In PT, TSBC is dedicated to alleviating pressure on the Santa Clara dam, a crucial water source for our operations. To achieve this, we have implemented a rainwater capture project that accounted for 41% of our water consumption in 2022. This initiative highlights our proactive approach to water conservation and our commitment to reducing reliance on traditional water sources. In PT, our water sources primarily consist of the Santa Clara dam and the rainwater captured through our project. We closely monitor and assess these sources to ensure our water withdrawal does not significantly impact their availability or ecological balance. Through diversification of our water sources and the adoption of efficient irrigation systems, we aim to minimise any potential adverse impacts on these vital resources.

In addition, TSBC actively engages in an association responsible for water management in PT. Through our participation, we contribute to the continuous improvement of water management practices in the region.

In the UK, TSBC adopts a diverse set of water sources for irrigation purposes. This includes extracting water from the River Rife, utilizing boreholes, and collecting rainwater in our glasshouses. In the UK, our water sources are distributed as follows: 25% from the River Rife, 69% from boreholes, and 6% from rainwater. We recognise the importance of maintaining the ecological health and sustainability of these sources. Through diligent monitoring and conservation efforts, we strive to mitigate any significant impacts on the water sources, especially in areas where water scarcity or ecological concerns may arise.

Through these initiatives, we demonstrate its unwavering commitment to responsible water stewardship, reduction of reliance on traditional water sources, and active engagement in collaborative efforts to enhance water management practices. diversifying our water sources and implementing innovative projects, we are dedicated to protecting water resources and ensuring their sustainable use for our agricultural operations.

The reporting period for this data is from January 1 to December 31, 2022.

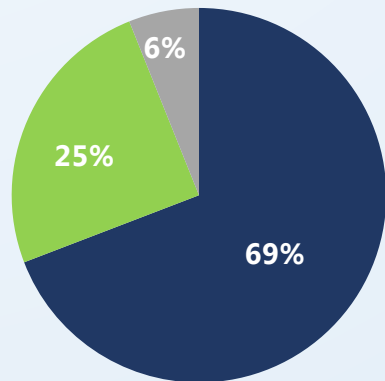
At TSBC, we prioritise the monitoring of water quality in the ditches within our production sites. We regularly analyse the water for pesticide residues and nutrient levels. This monitoring allows us to assess the potential impacts of our agricultural practices on water ecosystems and take necessary measures to mitigate any adverse effects. We strive to ensure the health and sustainability of water ecosystems surrounding our operations.

## Sustainable Water Management: Protecting Water Sources for a Resilient Future

At TSBC, we understand the significance of comprehending and addressing the potential impacts of our water withdrawal on water sources. We remain steadfast in our commitment to responsible water management practices that consider factors such as water scarcity and ecological impacts.

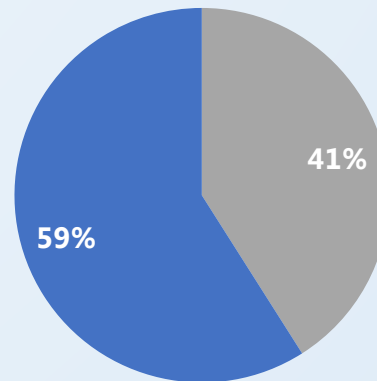
The reporting period for this data is from January 1 to December 31, 2022.

Water sources in UK

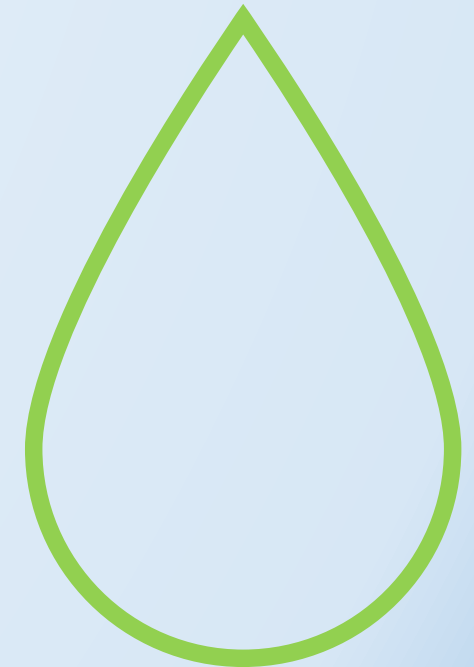


■ Borehole ■ Rife ■ Rain

Water sources in PT



■ Rain ■ Santa Clara Dam



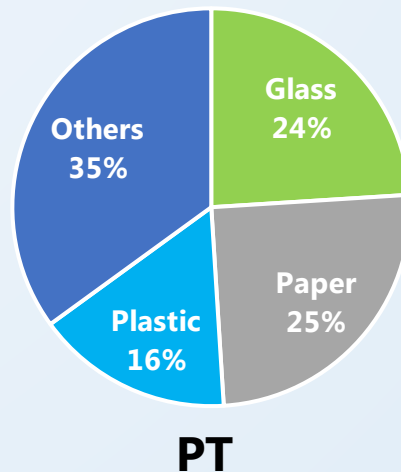


# Waste Management - Towards a Circular Economy: Minimizing Waste, Maximising Sustainability

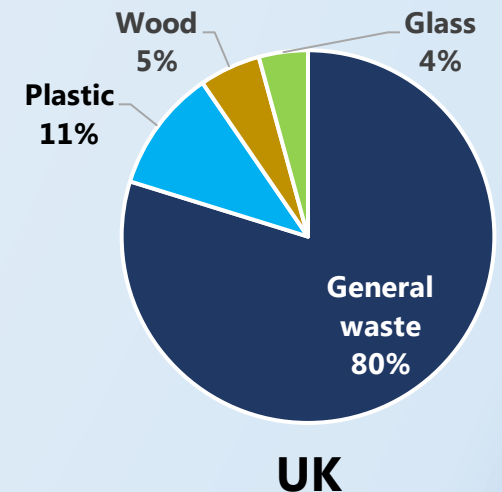
At TSBC, we are dedicated to reduce waste generation and promoting responsible waste management practices. In alignment with GRI 306 standards, this chapter provides an overview of our waste management efforts in 2022, highlighting key metrics and initiatives undertaken.

## Waste Generation and Diversion

In the reporting period, TSBC PT generated a total of 2,322 tons of waste. We are pleased to report that 95.7% of this waste was diverted from landfill through recycling, reuse, and other means. This significant diversion rate underscores our commitment to reducing the environmental impact associated with waste disposal.



In the reporting period, our company, in UK, generated 591.2 tonnes of waste. We are proud to share that 100% of this waste was diverted from landfill through recycling, reuse, and other responsible means. As part of our ongoing commitment to sustainability, we have already implemented plans to further reduce general waste and increase recycling efforts.



## Waste Disposal Methods

TSBC utilises a variety of disposal methods to manage different types of waste. Detailed information on each waste type and its respective disposal method can be found in our Waste Management Procedure document.

## Reclaimed Products and Materials

In 2022 we recycled  
18480 kg of rope.



100% of our product  
finds its way to the  
market.

**Did you know that 98% of our pots are reused, contributing to significant waste reduction?** In PT we have implemented a robust system that allows us to clean and sterilise the pots using solar energy, ensuring their safe and efficient reuse. This sustainable practice not only minimises waste but also reduces our carbon footprint, as we harness the power of renewable energy for our pot sterilization process.

The ropes used in our support system, in PT, are sent back to our supplier for replacement. We have established a recycling process with our supplier, who recycles the old ropes to create new ones, ensuring a circular approach to the lifecycle of the ropes. In 2022 we recycled 18480 kg of rope.

All our fruits, including those that do not meet the standard specifications, are sold to the industry, ensuring that 100% of our product finds its way to the market.

We actively reclaim waste punnets and send them for recycling, where they are shredded and transformed back into raw plastic to produce new punnets.

We repurpose wood by creating benches, walls and even constructing a small kitchen for the nursery children in Vila Nova de Mil Fontes. This initiative not only reduces waste but also contributes to the improvement of educational facilities for the local community.

## Minimising Waste from Products and Packaging

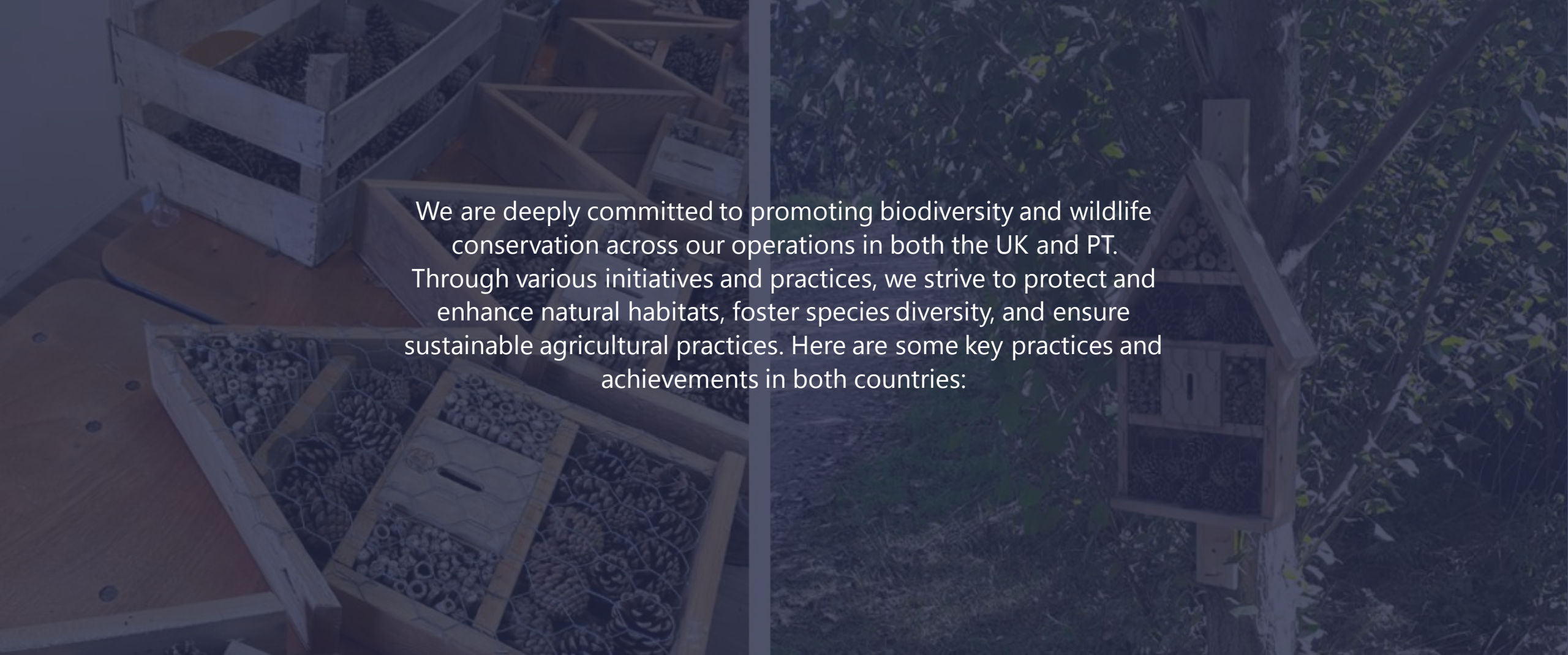
TSBC recognises the importance of minimising waste generated from products and packaging. To achieve this, we have implemented several measures, including environmental training programs to raise awareness among employees about plastic usage and waste reduction. Recycling bins are conveniently placed across our farm to encourage proper waste sorting and recycling practices. Furthermore, we have initiated a new purchasing procedure and supplier evaluation process to reduce plastic packaging and explore the adoption of biodegradable alternatives.

At TSBC, our waste management efforts in 2022 reflect our commitment to sustainability and responsible business practices. By diligently tracking waste generation, diverting waste from landfill, reclaiming materials, and implementing waste reduction measures, we are making significant strides towards a more circular and environmentally conscious approach.





## Enhancing Biodiversity and Wildlife Conservation

The background image is a dark, semi-transparent overlay on a photograph. The photograph shows several wooden crates filled with small, light-colored objects, possibly seeds or small plants, arranged on a wooden surface. To the right, a wooden birdhouse is mounted on a tree trunk, surrounded by green foliage.

We are deeply committed to promoting biodiversity and wildlife conservation across our operations in both the UK and PT. Through various initiatives and practices, we strive to protect and enhance natural habitats, foster species diversity, and ensure sustainable agricultural practices. Here are some key practices and achievements in both countries:

# Biodiversity Initiatives and Wildlife Conservation

## FLORAL INTEGRATION

In both the UK and PT, we have integrated flower planting practices into our agricultural operations. By incorporating flowers, such as alyssum, among our crops, we attract beneficial agents and pollinators. By providing a habitat rich in flowers, we create a favourable environment for beneficial insects that act as natural enemies of pests. These beneficial agents, such as ladybugs, lacewings and predatory mites help regulate pest populations by preying upon them, reducing the need for synthetic pesticides.

Our commitment to floral integration is evident throughout our farms, where we meticulously plant and nurture flowers alongside our crops. This practice not only enhances the visual appeal of our fields but also serves as a sustainable and nature-based approach to pest management.

## HEDGES AND ECOLOGICAL ISLANDS

We have established hedges throughout our farm, creating wildlife corridors and providing habitats for a diverse range of species. These efforts provide shelter, food sources, and nesting sites for wildlife, contributing to the overall biodiversity of our farms.

## REDUCTION IN INSECTICIDES

In PT, we have significantly reduced our reliance on insecticides through integrated pest management techniques and alternative pest control methods. This reduction has had a positive impact on biodiversity, promoting the natural balance of beneficial insects and minimizing the potential risks associated with conventional pesticide use.

## WATER QUALITY ENHANCEMENT

We are currently working on enhancing water quality by implementing strategic planting of specific plant species along water lines. This practice helps improve water filtration and purification processes, contributing to the preservation of water resources and supporting overall ecosystem health.

## NURSERY COLLABORATIONS

In PT, we have established a nursery in collaboration with a local school. This initiative not only promotes biodiversity education among young students but also actively involves them in growing and caring for native plants. By engaging with the local community and encouraging hands-on experiences, we aim to inspire future generations to appreciate and protect the natural world.





# Community Engagement and Partnerships

## Local Collaborations

In both countries, we actively engage with local conservation organisations, government agencies, and wildlife experts to collaborate on biodiversity conservation efforts. Through partnerships, external agronomist walks, and collaborations with organisations like the Woodland Trust, we work together to protect and enhance biodiversity in our surrounding communities.

## Educational Initiatives

We believe in the power of education and actively participate in initiatives that promote environmental awareness and engagement. This includes school visits to our farms, farmer time sessions, and collaborations with schools to establish nurseries. By sharing our knowledge and experiences, we inspire young minds and cultivate a deeper understanding of the importance of biodiversity conservation.

## Countryside Stewardship Scheme

In UK we are proud participants in the Countryside Stewardship Scheme, which plays a crucial role in sustainable land management and biodiversity conservation. Through this scheme, we establish winter bird food and wildflower areas, implement native hedgerows, and permanent grassland, and adopt practices that protect soil health and prevent erosion. These efforts contribute to the preservation of ecosystems and the enhancement of biodiversity on our farms.

At TSBC, our commitment to biodiversity conservation is deeply ingrained in our practices and values. Through our collective efforts in the UK and PT, we strive to create a harmonious balance between agricultural production and the preservation of the natural environment. By implementing sustainable practices, engaging with stakeholders, and fostering collaborations, we aim to protect and enhance biodiversity, leaving a positive legacy for future generations.







# Social Impact

# Addressing Human Rights Risks and Impact Assessments

TSBC is dedicated to upholding human rights and ensuring the well-being of our employees & workers. We have implemented robust measures to prevent and address child labour risks. We have a strict policy of not employing anyone under the age of 18.

We conduct regular human rights reviews and impact assessments to evaluate the potential impacts of our operations on human rights. These assessments provide valuable insights that inform our actions and allow us to address any identified concerns. We take prompt and effective measures to mitigate any negative impacts and uphold the rights of individuals within our operations. In the UK, we partner with Stronger Together to help shape our approach to human rights, modern slavery & ethics and we plan to continue this in coming years.

Furthermore, we prioritise the well-being of our employees by providing initiatives such as a canteen that serves 700 meals daily in PT and organising shared lunches for our UK team. In the UK we also provide regular snacks & refreshments to all employees & workers. These initiatives foster a sense of community and support the physical and mental well-being of our workforce. It is important to note that since 2022, our PT site has had a General Practitioner (GP) available on the farm, ensuring access to healthcare for our employees.

Looking ahead, we are excited to announce that in 2023, a medical professional will also be available at our UK site. This initiative demonstrates our commitment to ensuring access to healthcare for our employees, especially considering the challenges in accessing medical care for our international workforce.

By proactively addressing child labour risks, conducting human rights assessments, providing employee well-being initiatives, and offering on-site medical support, TSBC is committed to maintaining a work environment that respects human rights, nurtures employee welfare, and promotes a culture of responsibility and care.





## Promoting Occupational Health and Safety at our Company

At our company, we prioritise the well-being and safety of our employees through the implementation of an effective occupational health and safety management system. Although we don't have ISO 4001:2018 certification, we conduct regular internal audits to evaluate the performance and compliance of our system. Additionally, we have established a dedicated workers' forum where employees can voice their concerns and actively contribute to the ongoing improvement of our health and safety practices.

To ensure worker health and safety, we have adopted a range of policies, procedures, and practices. Our comprehensive approach includes a robust health and safety policy, thorough risk assessments, specific measures for expectant mothers, well-defined emergency procedures, effective communication channels, and fire safety protocols. It's worth noting that our policies and practices comply with the respective regulations in the UK and PT, as we tailor our measures to align with the specific requirements of each country.





In both the UK and PT, TSBC is committed to providing comprehensive training programs to ensure the health and safety of its employees. The following training initiatives have been implemented:

## UK

### Edapp

The Edapp platform offers a wide range of courses to enhance employee knowledge and skills.

### Good Work App

Employees receive training on work safety procedures specific to their job roles.

### External Trainings

Various external training programs are conducted, including courses on topics such as abrasive wheels, anaphylaxis, control of substances hazardous to health, digger training, instruction techniques, IOSH training (Institute of Occupational Health), Legionella, food safety, and manual handling.

### First Aid

A total of 36 employees have received first aid training.

### Fire Wardens

11 employees have been trained as fire wardens.

## PT

### Induction

All workers undergo induction training, providing them with essential knowledge and guidelines.

### Specific Training

Additional training is provided based on the specific requirements of each worker, covering areas such as first aid, fire safety, defibrillator usage, shredder operation, and chemical handling.

### Firefighting Training

23 employees have received training in firefighting techniques.

### First Aid

22 employees have been trained in first aid.

### Defibrillator (DAE - *Desfibrilhador*)

12 employees have received training on the use of defibrillators.

These training initiatives contribute to a safe and secure working environment, equipping employees with the necessary skills and knowledge to prevent and respond to occupational health and safety incidents.



**Worker engagement** is a key aspect of our health and safety approach. We value the input and participation of our workers, and as such, we have established mechanisms for their involvement. In PT, we conduct bi-annual worker's surveys where employees can present their ideas, concerns, and suggestions. Additionally, both in the UK and PT, we have worker representation mechanisms in place, including workers' committees and camp wardens who act as liaisons between employees and management, facilitating effective communication and issue resolution.

We believe in the importance of regular assessments to identify and address potential health and safety risks. Through our stand risk assessments and standard operating procedures, we systematically evaluate and mitigate risks across our operations. In PT, we have developed a customised methodology to address specific issues and ensure alignment with our company's objectives.


When it comes to reporting and tracking worker health and safety incidents, we have implemented an incident reporting system that allows employees to report incidents and hazards using QR codes placed around our facilities. Additionally, we have well-defined procedures for investigating accidents, including those resulting in lost workdays, enabling us to identify root causes and implement necessary corrective actions.

Through our comprehensive approach to occupational health and safety, we strive to create a safe and healthy work environment for all employees. Our commitment to training, worker engagement, risk assessments, incident reporting, and continuous improvement is at the core of our efforts to promote a strong culture of health and safety across our organisation.





# Empowering Communities: Engaging with Stakeholders for Sustainable impact



At TSBC, we recognise the importance of stakeholder engagement in shaping our sustainability initiatives and adopting positive relationships with the communities where we operate. We actively identify and select stakeholders, engage with them through various activities, and address their concerns to ensure a collaborative and inclusive approach to our operations.



# Building Bridges: Identifying and Selecting Key Stakeholders for Meaningful Engagement

We engage with a wide range of stakeholders to understand their perspectives, gather feedback, and address their specific needs. Some key stakeholders we identify and interact with include:



**EPO (Escola profissional de Odemira):** we work hand in hand with the school to nurture and cultivate native plants. The nursery serves as a valuable learning platform for EPO students, providing them with practical experience in plant propagation, care, and conservation.



**Local Schools and Universities:** We value the importance of education and knowledge sharing. Through classes held in universities and internships with local schools and universities, we provide insights into our innovative farming practices and promote awareness about the importance of sustainable agriculture and biodiversity conservation.



**Community Organisations:** We actively participate in community events and sponsor sports events to support local initiatives. For example, we sponsored the Brisas do Atlântico event and the National Sea Canoeing Championship in PT, where we donated raspberries boxes.



**Food Donations:** We make fruit donations to schools, associations, care homes, and other organisations in both PT and the UK.



**Monetary Donations:** As part of our commitment to giving back, we made monetary donations during the Christmas season. In PT, we donated to Agrodoar and APCO, while in the UK, we contributed to the Chestnut Tree House.

# Building Meaningful Connections: Engaging with Stakeholders for Positive Impact

To adopt meaningful engagement with our stakeholders, we have implemented various activities and initiatives, including:



## Physical Activities on our Accommodation Site:

In 2022, we introduced physical activities at the end of the day. These activities promote employee well-being, encourage a healthy lifestyle, and provide opportunities for team building.



**Health Week:** TSBC organised a dedicated Health Week to raise awareness about health and well-being among employees. Through informative sessions, workshops, and activities, we aimed to promote a healthy work environment and encourage positive lifestyle choices.



**Weekly Medical Consultations:** We implemented weekly medical consultations with a general practitioner to prioritise the health and well-being of our employees. These consultations offer convenient access to healthcare services and help ensure the overall well-being of our workforce. By removing financial barriers, we aim to support our employees in prioritizing their health and seeking timely medical advice and care.



**Partnership with the Vale de Santiago Humanitarian Donors Association:** At TSBC PT, we believe in the power of partnerships to create positive change in our community. That's why we are proud to have initiated a meaningful collaboration with the Vale de Santiago Humanitarian Donors Association. This partnership focuses on supporting their noble mission of providing life-saving blood donations to those in need.



**In-Person Training:** We resumed in-person training sessions for internal equipment and induction programs. These sessions ensure that our employees have the necessary skills and knowledge to perform their roles effectively, promoting professional growth and development.

## Meeting Stakeholder Needs: Responding to Concerns and Prioritising Collaboration

At TSBC, we actively listen to and address the concerns raised by our stakeholders. By maintaining open lines of communication, conducting regular feedback sessions, and implementing appropriate measures, we ensure that stakeholder concerns are heard and addressed in a timely manner. Our commitment to stakeholder engagement is an ongoing process, and we continuously strive to enhance our relationships and meet the expectations of our stakeholders.

Through stakeholder identification, engagement activities, and addressing concerns, TSBC remains dedicated to building strong partnerships, growth in the community involvement, and incorporating diverse perspectives into our sustainability journey.





# Progress towards



# SUSTAINABLE DEVELOPMENT GOALS

**At TSBC, our commitment to sustainability is closely aligned with the United Nations Sustainable Development Goals (SDGs). These global goals serve as a roadmap for addressing critical social, economic, and environmental challenges. In 2022, we continued to make progress toward several key SDGs, building on our initiatives from previous years.**



### SDG 12: Responsible Consumption and Production

Waste Diversion and Reduction: TSBC is proud to report that in 2022, we achieved a waste diversion rate of 100%. We diverted 591.2 tonnes of waste from landfills through recycling, reuse, and other sustainable methods. Our ongoing efforts to minimise waste align with the principles of responsible consumption and production under SDG 12.



### SDG 15: Life on Land

Biodiversity and Habitat Preservation: TSBC actively contributes to SDG 15 by promoting biodiversity and wildlife conservation across our UK and Portugal operations. We integrate floral planting practices, establish hedges, and reduce our reliance on insecticides to create a sustainable environment that supports diverse species. Our collaborations with local schools and organizations further foster an appreciation for the natural world.



### SDG 6: Clean Water and Sanitation

Water Management: Water conservation is a core aspect of our sustainability strategy. In PT, we are actively working on a project to collect rainwater, promoting efficient water management practices.



### SDG 17: Partnerships for the Goals

Stakeholder Engagement: TSBC values partnerships and actively engages with stakeholders, including employees, suppliers, local communities, and organizations. These collaborations are integral to our efforts to align our practices with their values and needs. Our community engagement initiatives and partnerships contribute to SDG 17, which emphasises the importance of working together to achieve shared goals.



### SDG 2 Zero Hunger

Food Security: As an agricultural company, we also contribute to SDG 2 by producing high-quality berries that contribute to global food security. Our commitment to responsible agriculture and efficient resource use supports efforts to eliminate hunger worldwide.



### SDG 13: Climate Action

Carbon Footprint Reduction: While we are awaiting the calculation of our carbon footprint for 2022, we have been actively working on initiatives to reduce our greenhouse gas emissions, aligning with SDG 13's goal of climate action.

**While these SDGs represent our primary focus in 2022, it's essential to note that our commitment to sustainability extends to various other SDGs, as detailed in our 2021 Sustainability Report. TSBC will continue to track and report our progress toward these goals, fostering a more sustainable and equitable future for all.**



## GRI CONTENT INDEX (GRI 102-55)





GRI Standard	Disclosure	Page #
	102-1 Name of the organization	9
	102-2 Activities, brands, products, and services	9,11
	102-3 Location of the head quarters	10
	102-4 Locations of operations	10
<b>GRI 102 General Disclosure</b>	102-5 Ownership and legal form	10
	102-6 Markets served	10
	102-7 Scale of the organization	10
	102-10 Significant changes to the organization and its supply chain	12
	102-14 Statement from senior decision-maker	6



GRI Standard	Disclosure	Page #
<b>GRI 102 General Disclosure</b>	102-16 Values, principles, standards, and norms of behaviour	6,18
	102-17 Mechanisms for advice and concerns about ethics	18
	102-18 Governance structure	15,16
	102-19 Delegating authority	16
	102-20 Executive-level responsibility for economic, environmental, and social topics	16
	102-21 Consulting stakeholders on economic, environmental, and social topics	16
	102-22 Composition of the highest governance body and its committees	16,17,18
	102-24 Nominating and selecting the highest governance body	16
	102-26 Role of highest governance body in setting purpose, values and strategy	16



GRI Standard	Disclosure	Page #
<b>GRI 102 General Disclosure</b>	102-29 Identifying and managing economic, environmental and social impacts	16
	102-30 Effectiveness of risk management processes	17,18
	102-31 Review of economic, environmental, and social topics	16
	102-33 Communicating critical concerns	16,17,18
	102-45 Entities included in the consolidated financial statements	7
	102-46 Defining report content and topic boundaries	7
	102-48 Restatements of information	7
	102-50 Reporting period	7
	102-51 Date of most recent report	7





GRI Standard		Disclosure	Page #
<b>GRI 102 General Disclosure</b>	102-52	Reporting period	7
	102-54	Claims of reporting in accordance with the GRI Standards	7
	102-56	External assurance	7
<b>GRI 201 Social Performance 2016</b>	201	Economic Performance and Outlook	13
	202	Market Presence	13
<b>GRI 403 Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	19,30,31,32
	403-2	Hazard identification, risk assessment, and incident investigation	30,31,32
	403-3	Occupational health services	30,31,32
	403-4	Worker participation, consultation, and communication on occupational health and safety	30,31,32



GRI Standard		Disclosure	Page #
<b>GRI 403 Occupational Health and Safety 2018</b>	403-5	Worker training on occupational health and safety	19,30,31,32
<b>GRI 307 Environmental Compliance</b>	307-1	Non-compliance with environmental laws and regulations	22
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	23
	305-2	Energy indirect (Scope 2) GHG emissions	23
	305-3	Other indirect (Scope 3) GHG emissions	23
	305-4	GHG emissions intensity	23
	305-5	Reduction of GHG emissions	23
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	24,26
	303-2	Management of water discharge-related impacts	24,31



GRI Standard		Disclosure	Page #
<b>GRI 303: Water and Effluents 2018</b>	303-3	Water withdrawal	24,26
	303-4	Water discharge	24
	303-5	Water consumption	24,25
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	27
	306-2	Management of significant waste-related impacts	27
	306-3	Waste generated	27
	306-4	Waste diverted from disposal	27
	306-5	Waste directed to disposal	27,28
<b>GRI 304: Biodiversity 2016</b>	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	30,31





GRI Standard		Disclosure	Page #
<b>GRI 304: Biodiversity 2016</b>	304-2	Significant impacts of activities, products, and services on biodiversity	30,31
	304-3	Habitats protected or restored	30
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	32,39,40
<b>GRI 408: Child Labour 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labour	34
<b>GRI 412: Human Rights Assessment 2016</b>	412-1	Operations that have been subject to human rights reviews or impact assessments	34