



2023

SUSTAINABILITY REPORT



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GRI ALIGNED REPORT

About this report

This is the third annual sustainability report from The Summer Berry Company (TSBC), reflecting our ongoing journey of dedication, learning, and growth. This report is not merely a collection of data and stories; it represents our unwavering commitment to sustainability and transparent communication with you, our valued stakeholders.

The report focuses on our operations across the rolling landscapes of the United Kingdom (UK) and the Mediterranean regions of Portugal (PT), highlighting our achievements throughout the year from 1st January 2023 to 31st December 2023. It offers a comprehensive reflection of our work across these diverse geographies.

In preparing this report, we followed the Global Reporting Initiative (GRI) Standards: Core option.

The foundation of this report lies in a rigorous data-gathering process. Through interviews with key personnel and the diligent collection of performance data, we have crafted a narrative that is both robust and insightful. This process forms a cornerstone of our commitment to accountability and transparency, ensuring that every word and figure here aligns with our core values.

We acknowledge that this report has not undergone external verification by an audit firm. While we have confidence in the accuracy of our data, we recognise the value of third-party verification and are open to incorporating this practice in future reports, further enhancing our transparency and stakeholder trust.



A letter from our CEO — A journey towards sustainability

As I write to you, I reflect on the remarkable journey that The Summer Berry Company has embarked upon.

As the custodian of this rich heritage, I embrace the history and landscape of our farms, our commitment to biodiversity, and our dedication to sustainability.

At TSBC, we believe our responsibility extends beyond that of agricultural producers. We are stewards of the land, entrusted with nurturing the delicate balance of life that thrives on our farms. Our journey towards sustainability has been one of profound transformation, and I am excited to share our story with you.

Our farms in the UK and Portugal are

where our commitment to sustainable agriculture begins. These spaces are living ecosystems where we actively support and encourage biodiversity to flourish.

We focus on coexistence, cultivating not just crops but entire habitats. We've learned that when we embrace nature, it responds with a bounty of benefits, from natural pest control to resilient ecosystems.

Our initiatives, stewardship programmes, and responsible sourcing practices are integral to our sustainability efforts. They extend beyond data and statistics, demonstrating our conscious choice to make a meaningful difference.

Our commitment to sustainability reaches every facet of our operations.

Waste is more than waste; it's an opportunity for innovation. Water is more than a resource; it's a lifeline we must protect. Our supply chain is more than a network; it's a testament to responsible sourcing. And our people are more than employees; they are the heart and soul of our organisation.

Our people's commitment to our vision is a testament to the power of our shared values. Our colleagues, partners, and wider stakeholders play a vital role in our success, weaving their experiences and dedication into the fabric of our sustainability journey.

As I consider the milestones we've reached, I look ahead to the next steps; our journey has only just begun. We envision a future where our farms are not just sustainable havens but vibrant ecosystems, where our practices set new industry standards, and where our people continue to inspire and lead.

We hope you will join us as we embark on a more sustainable and brighter future for "

With gratitude,

David Sanclement

Chief Executive Officer

The Summer Berry Company Group





2023 Impact overview

Our efforts throughout 2023 in both the UK and Portugal have exemplified TSBC's unwavering commitment to sustainability. This year's achievements stand as a testament to our dedication to sustainable practices across all areas of our operations.

Environmental initiatives

In Portugal, we have made significant progress in water management, with 53% of our water needs now being met through harvested rainwater. This accomplishment underscores our commitment to sustainable resource use and demonstrates our innovative approach to addressing regional water scarcity. Meanwhile, in the UK, our efforts to enhance biodiversity have included initiatives such as planting trees through the Countryside Stewardship scheme and integrating native species into our farming practices. These actions have supported local wildlife populations and contributed positively to the environment.

The journey of sustainability is ongoing, with each year bringing new challenges and opportunities. The 2023 sustainability report not only highlights our achievements but also sets a clear direction for future progress. We are immensely proud of the strides we have made and remain dedicated to pushing the boundaries of what is possible in sustainability.

Social commitment

At TSBC, the health and well-being of our employees are at the forefront of our priorities. Across both the UK and Portugal, we have implemented on-site medical consultations and wellness activities that promote a supportive workplace environment. In the UK, the introduction of the Just Good Work app has revolutionised labour management, improved communication, and ensured that our workforce is well-informed and actively engaged.

Governance and compliance

We uphold the highest standards of governance, adhering strictly to international certifications and local regulations. Our robust quality assurance processes in both the UK and Portugal ensure that all our products meet the highest standards of safety and integrity, reflecting our deep-rooted commitment to excellence and consumer trust.

Future directions

TSBC remains committed to further enhancing our sustainability practices. Our goal is to continue leveraging technology and innovation to improve our environmental impact and strengthen social engagement. We are dedicated to continuous improvement, aiming to set new benchmarks in all aspects of environmental, social, and governance practices.

Silvina Morais

ESG Manager

The Summer Berry Company Group



A review of achievements

Implementation of a Green Energy Solution (GES)

TSBCC's green energy solution (GES), approved in 2023 for implementation in 2024, is expected to reduce the carbon footprint by 1,300 metric tonnes annually, underscoring our commitment to energy efficiency and agricultural innovation.

Enhancing biodiversity in the UK

In the UK, TSBC expanded green spaces and supported local ecosystems by planting an additional 748 metres of native hedgerows and establishing new woodland areas, which serve as vital wildlife corridors and habitats.

Portugal's water management innovations

In Portugal, TSBC implemented strategic water management initiatives, sourcing 53% of its water on-site—a significant achievement in sustainable water use.

Onboarding innovations

The UK successfully rolled out digital onboarding for permanent and seasonal workers, integrating it with the TSBC App for modern induction presentations. This system provided significant time and cost savings while enhancing the overall onboarding experience.

Amalia Rossa agreement

TSBC signed a semi-exclusive agreement with Berrytech to produce and distribute the premium raspberry variety Amalia Rossa. We are enhancing its attributes by cultivating it within an environmentally sustainable system.

The legacy of our farms

At TSBC, the strategic positioning of our farms in close proximity between Portugal (Odemira) and the UK (Chichester) is central to our business model. This setup enhances efficiency and sustainability by fostering resource sharing—such as water, energy, and expertise—while facilitating knowledge exchange, boosting productivity, and reducing transportation times and emissions.

Our farm in Portugal also extends our operational capacity, enabling year-round production by supplying fresh raspberries when the UK is out of season, ensuring a continuous supply of high-quality berries to meet consumer demand year-round.



Cultivating harmony and nurturing resilience

Total area: 589 ha
Area in Production: 265 ha
































 **Raspberry**
3083 tonnes

 **Blueberry**
714 tonnes

 **Strawberry**
5487 tonnes

 **Blackberry**
187,5 tones

Production calendar

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
											
											
											
											

Certifications



With modules SPRING, Nurture, Grow and Grasp



Proud to be a
Sedex
Member





Did you know?

In Portugal, our unique climate and coastal proximity enable us to cultivate multiple raspberry cycles annually, allowing year-round production without the need for additional heating or energy. This natural balance ensures a continuous supply of fresh raspberries.

At TSBC Portugal, with Joao Alves, Head of Agronomy, leading the way, sustainability and biodiversity are central to our mission. Nestled within Portugal's Mediterranean landscape, our farms, Herdade dos Almeidans and Herdade-Á-de-Mateus, showcase how agriculture can thrive alongside nature, even within a natural park.

Welcoming nature

Joao reflects, "From the start, we wanted to prove that profitable farming and environmental stewardship could coexist. By creating biodiversity corridors and reducing reliance on pesticides, we've set a new standard for sustainable agriculture in the region."

Navigating water scarcity

Water scarcity is a significant challenge in Portugal's drought-prone areas. Joao shares, "In 2023, we sourced 53% of our water on-site through rainwater recovery, marking a significant step towards sustainability." To further address climate challenges, TSBC PT is investing in additional reservoirs and integrating water storage systems.

A vision for the future

Joao's vision is clear: "Agriculture can be a force for good. Our legacy will be a relentless pursuit of improvement, showing that with innovation and respect for nature, farming can positively impact the world's ecological balance."



Map: Almeidans & A-de-Mateus Farm (Portugal)

Herdade dos Almeidans

Total area: 130 ha

Total area planted : 80 ha

Berries in production in 2023:

Blueberries, Raspberries, Blackberries,
Strawberries

Pollinator Support

Bees: 734 hives

Bumblebees: 1126 hives

Herdade À-de-Mateus

Total area: 90 ha

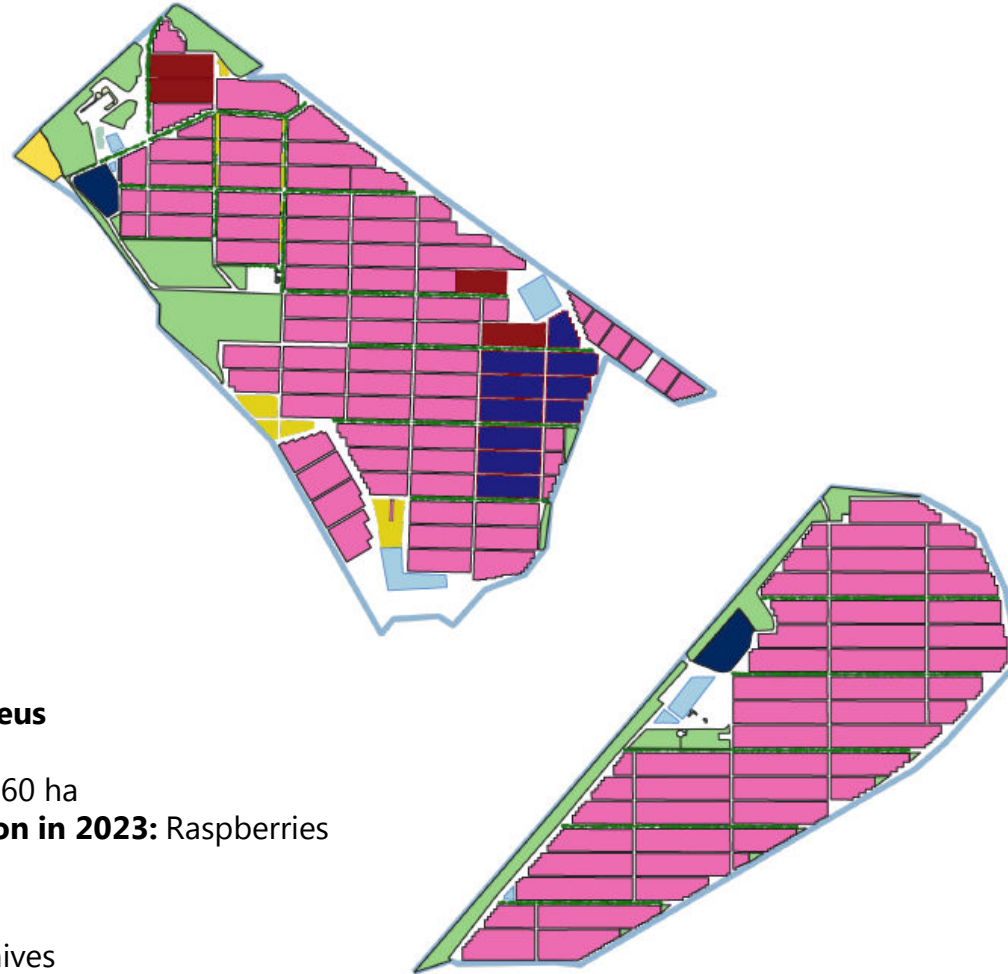
Total area planted: 60 ha

Berries in production in 2023: Raspberries

Pollinator Support

Bees: 575 hives

Bumblebees: 528 hives



TSBC_All_layers — Ecological features

Ecological reserve

Flower meadow

Garden

Hedge

Natural pond

TSBC_All_layers — assets_pt

Camp site

Nursery

Raspberry production

Reservoir

Strawberry production

Hunters association

Blueberry production

farm boundaries



Did you know?

At TSBC UK, our approach to pollination is dynamic and tailored to the natural rhythms of our crops. We manage 160 honeybee hives, strategically relocating them across our sites to align with the flowering schedules of different berry varieties. We currently position a significant number of these hives around the blueberry fields at Manor to facilitate pollination. We will move them back to Groves once this phase is complete, ensuring each plant receives the attention it needs for optimal pollination.

"Out of adversity comes triumph," says Micky Riggs, Head of Growing at TSBC UK, reflecting on the resilience and sustainable growth that define our farms—Manor, Groves, and the glasshouses at Leythorne Nursery and Donaldsons. Micky highlights the importance of teamwork in overcoming challenges: "The remarkable progress we've made, driven by precision and collaboration, underscores our shared dedication to preserving and enhancing our farm."

Navigating water scarcity

With nearly two decades as a soft fruit grower, Micky has led the shift towards soilless production and advanced sensor systems. "Our transition to tabletop production and innovative technologies ensures sustainability amid rising costs and labour challenges," he explains.

A vision for legacy and environmental harmony

Micky sees TSBC continuing to lead by example, showing that responsible farming and ecological preservation can coexist. "We are at a critical moment in agriculture where our actions today will shape the legacy we leave for future generations," he states.



Map: Groves, Manor & Leythorne Farms (UK)

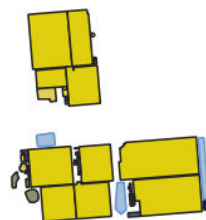
Leythorne

Total area: 26 ha

Berries in production in 2023: Strawberries and blackberries

Pollinator Support

Bumblebees: 362 hives



Groves

Total area: 143 ha

Total area planted: 53 ha

Berries in production in 2023: Raspberries, blackberries and strawberries

Pollinator Support

Bees: 100 hives

Bumblebees: 641 hives

Manor

Total area: 226 ha

Total area planted: 51 ha

Berries in production in 2023: Blueberries and strawberries

Pollinator Support

Bees: 60 hives

Bumblebees: 1831 hives



All_Layer_TSBC_UK

- Blackberry production
- Blueberry production
- Empty field
- Flower Rich Margin
- Glasshouse
- Hedge
- Permanent grassland
- Raspberry production
- Reservoir
- Shelter
- Strawberry production

Encouraging nature's balance

TSBC's beliefs are rooted in a deep respect for the land we cultivate and the ecosystems we engage with. Our commitment to biodiversity goes beyond farming; it's about fostering a harmonious balance with nature, particularly in the diverse landscapes of the UK and Portugal.



The United Kingdom's green fields

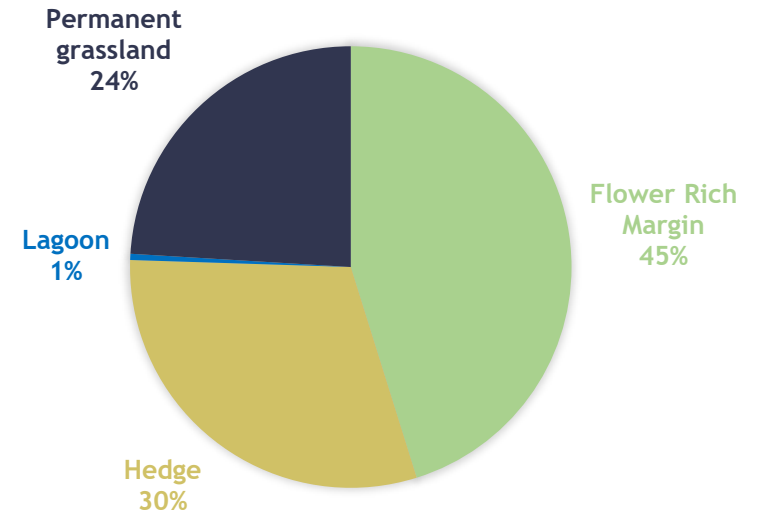
Our UK farms, nestled in the lush landscapes of Chichester, are committed to enhancing the natural environment. We dedicate **47 hectares to biodiversity**, including permanent grasslands, flower-rich margins, and 14 hectares of hedges. These hedges are crucial not only for the wildlife they directly support but also for connecting habitats and creating wildlife corridors, allowing nature to thrive even within cultivated landscapes.



Camilla Langmead, our dedicated biodiversity coordinator in the UK, reflects on the impact of these initiatives:

"Planting native hedgerows as part of the Countryside Stewardship Scheme has been a pivotal step in enhancing our farm's ecological network. These efforts aren't just about conservation; they're about actively enriching our surroundings and creating a sustainable environment that will thrive for generations."

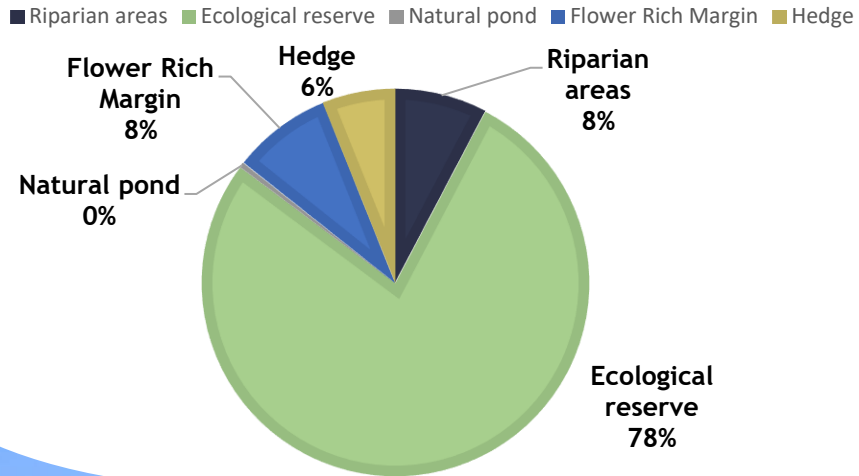
FROM HEDGEROWS TO HABITATS: TSBC UK



The Portuguese mediterranean landscape

In Odemira and other areas, we've concentrated on recovering habitats and establishing ecological reserves that serve as sanctuaries for local flora and fauna. These reserves are integral to our farms, ensuring they not only coexist with the natural environment but actively enhance its health and diversity.

FROM HEDGEROWS TO HABITATS: TSBC PT



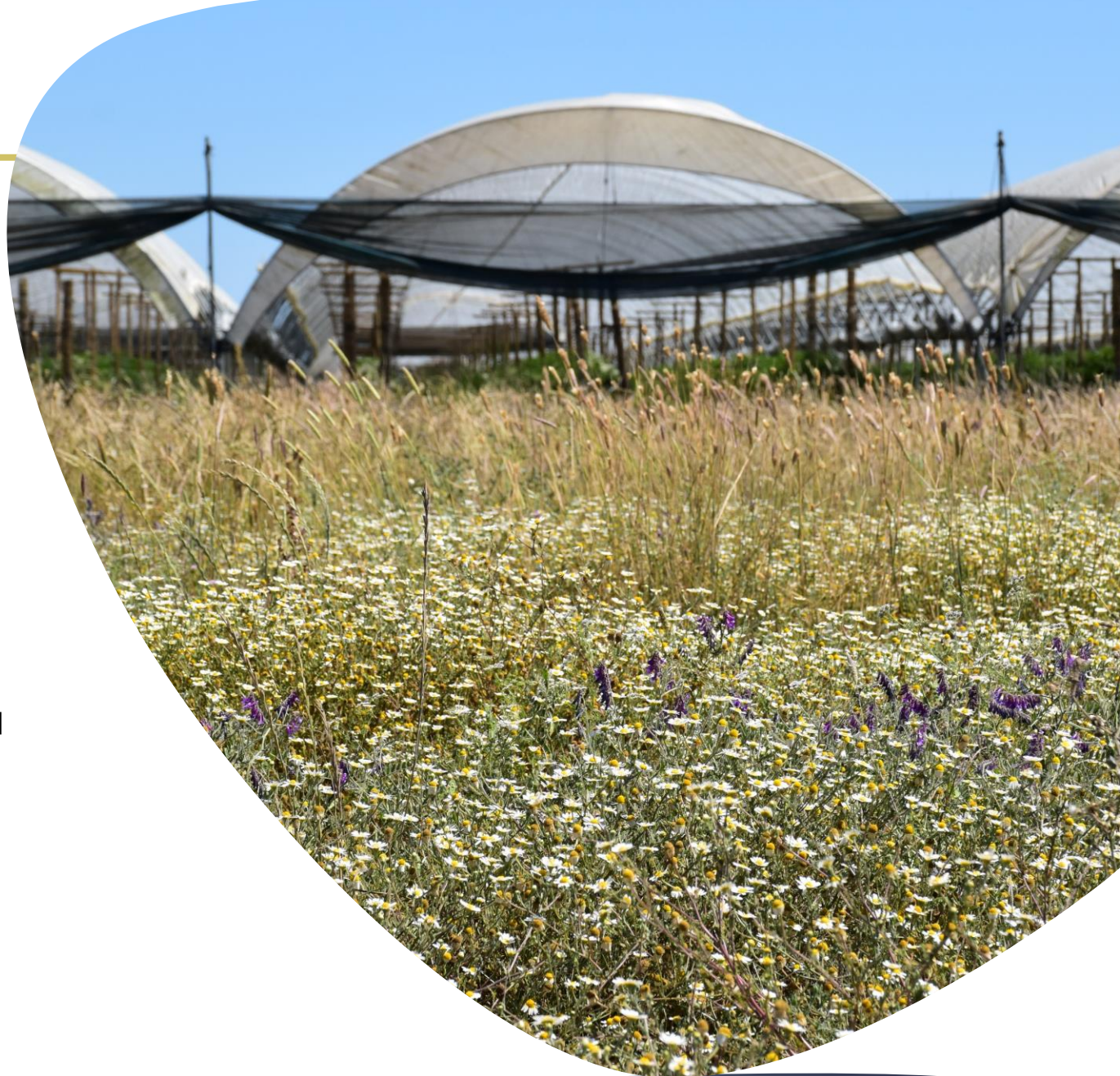
Sofia Patrício, who leads our biodiversity initiatives in Portugal, has already achieved significant success in integrating groundcover and promoting biodiversity within crop lines. Cooler temperatures and a thriving ecosystem of beneficial insects are just the beginning. Sofia reflects, "Seeing the diversity of life flourish on our farms reaffirms our commitment to biodiversity. It's a powerful reminder of the positive changes we're making for the environment and our future."

The future of biodiversity at TSBC

We aim to expand our sustainable practices and deepen community engagement. Camilla and Sofia's pioneering work lays a strong foundation for the future, inspiring new initiatives in both the UK and Portugal.

Camilla plans to expand wildflower areas to boost natural pest management, while Sofia's integration of groundcover has already shown significant benefits. As we continue to innovate and adapt, our focus remains on enhancing farm resilience and contributing to a healthier planet.

With the dedication of our team and support from our stakeholders, TSBC is committed to advancing biodiversity, fostering sustainability, and building a lasting legacy for future generations.



UK Pollinator report highlights

Fostering biodiversity through farming practices

In the UK, a recent pollinator report by Joris at Reading University highlights the vibrant ecosystem surrounding TSBC farms. The study underscores the importance of diverse habitats in supporting essential pollinators, which are crucial not only for crop health but also for the region's overall biodiversity. By showcasing the attraction of specific pollinator species to the plants in our raspberry tunnels, the report illustrates the strong connection between our agricultural practices and the well-being of local ecosystems.



Proactive management of invasive species

Restoring Portugal's ecological harmony

At TSBC, we embrace ecological restoration through natural methods. This includes allowing biological controls like *Trichilogaster acaciaelongifoliae*, which naturally arrived on our farm, to manage invasive *Acacia longifolia*. In 2023, we also manually removed 2 hectares of *Carpobrotus edulis*, further preserving local biodiversity. These initiatives underscore our commitment to leveraging natural processes for environmental stewardship.



CASE STUDY

Enhancing Biodiversity at TSBC Portugal

At TSBC PT, our farms in Portugal demonstrate our commitment to integrating biodiversity into agricultural practices, enhancing sustainability, and supporting ecosystem health.

Key initiatives:

- **Cover crops in tunnels:** Implemented to improve soil health, reduce erosion, and provide habitats for beneficial insects, contributing to natural pest control.
- **Flower in crop rows:** Flowers planted in every crop row attract pollinators and beneficial insects, reducing the need for chemical pest control and boosting biodiversity.
- **Strategic hedges:** Native hedges serve as wind barriers and dead-end hosts for pests like Spotted Wing Drosophila (SWD), disrupting pest lifecycles and supporting year-round biodiversity.
- **Insecticide reduction:** Our focus on biocontrol and sustainable practices has significantly reduced insecticide use, as shown in the charts.

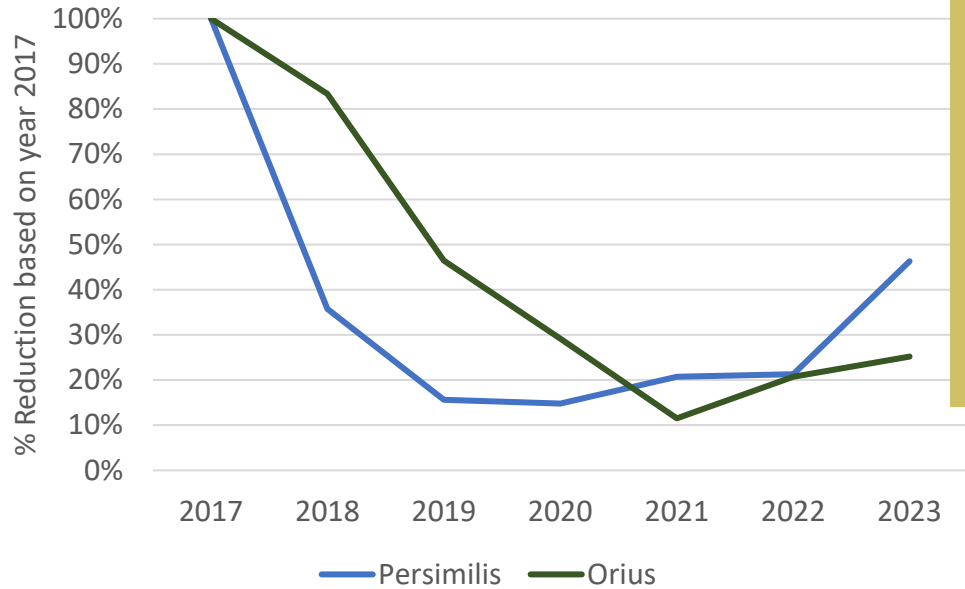
Impact:

- These initiatives have led to a significant reduction in chemical use and a richer, more resilient ecosystem on our farms.
- The integration of cover crops, flower strips, and hedges has not only supported biodiversity but also enhanced crop productivity and sustainability.

Did you know?

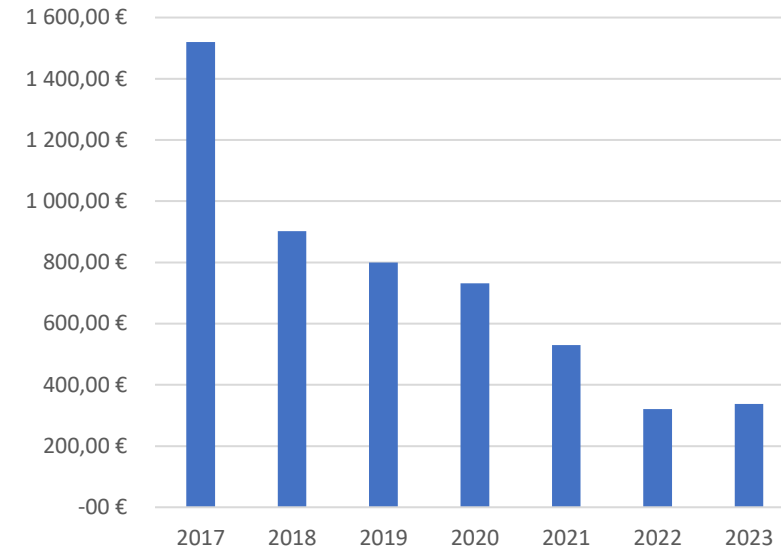
Our grass is cut only once before harvesting to maintain biodiversity without affecting picking efficiency.

Bio-control agents / ha



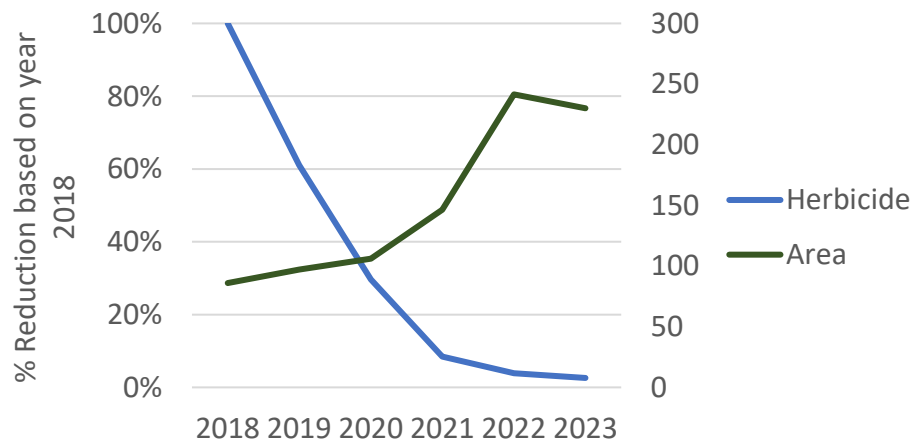
This chart shows the reduction in bio-control agents per hectare, reflecting the efficiency of our natural pest management strategies.

Biocontrol spend / ha (€)



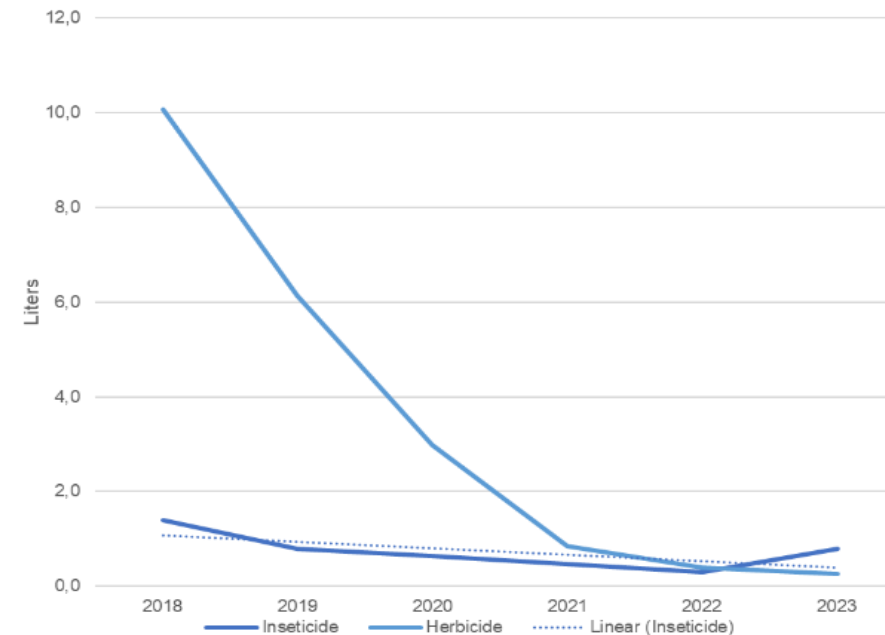
This chart illustrates the cost-effectiveness of our bio-control efforts, with spending trends showing improved efficiency over time.

Herbicide use vs productive area



This chart visually demonstrates the decline in insecticide and herbicide use over time, showing the impact of our biodiversity efforts.

Quantity/ha harvested



This chart highlights the relationship between herbicide use and the productive area, underscoring our progress in reducing chemical dependency.

Carbon management and reduction

Moving towards decarbonization.

Carbon management and reduction

TSBC achieved a 13% reduction in CO2 emissions compared to 2021, driven by several key initiatives:



Historical context and achievements

TSBC achieved a 13% reduction in CO2 emissions compared to 2021. This success was largely driven by several key initiatives:



Due to reduced operational levels in our glasshouse, we achieved a reduction of 3,000 tonnes of CO2.



Green contract in the UK: This initiative alone saved 1,122 tonnes of CO2.



Transportation efficiencies in Portuguese farms: Enhanced logistics contributed significantly to our reduced carbon footprint.

Despite these achievements, we anticipated potential increases in emissions as glasshouse operations resumed at full capacity. However, thanks to the Green Energy Solution (GES) installation, emissions remained lower than expected.

Figures from 2022, in comparison to 2021.

Moving towards year-round British strawberries

"Achieving significant carbon reduction requires a combination of different solutions working together. By integrating various strategies, we can make a bigger impact on our sustainability goals," says Silvina Morais, ESG Manager at TSBC.

Future directions

TSBC is setting more ambitious carbon reduction targets for 2024 to 2027, focusing on:

- Energy efficiency: Conducting energy audits in the UK and Portugal to identify further savings.
- Sustainable transportation: Optimising delivery routes and exploring low-emission vehicles.
- Supply chain management: Collaborating with suppliers to adopt sustainable practices, including increasing recycled coir in growing mediums, potentially saving up to 1,043 tonnes of CO2 annually.

Innovative carbon management

We are exploring the use of biochar in Portugal as a soil amendment to improve soil fertility and sequester carbon, providing both agricultural and environmental benefits.

Implementation plan

Starting in 2024, our plan includes energy audits, sustainable supplier programmes, and biochar production. By 2026, we aim to optimise and scale up these initiatives for maximum impact.



CASE STUDY

100% of the water used in irrigation at Glasshouse in 2023 was rainwater harvest.*

**With the increase in production in 2025, the use of water from the borehole will be necessary again.*

Carbon reduction at the glasshouse

TSBC's glasshouse, powered by the GES, is set to become a leader in energy-efficient, sustainable agriculture. As Mateusz Gawlik, glasshouse manager, aptly puts it: "It is absolutely transformational. Years will pass before any other glasshouse in the UK match our tech, energy efficiency, or scale."

TSBC's 16-hectare glasshouse is a model of innovation and sustainability within the UK's soft fruit industry. This case study explores the integration of the Green Energy Solution (GES), approved in 2023, and its impact on significantly reducing the carbon footprint of our operations from 2024 onwards.

Background:

Traditionally, the glasshouse extended the growing season, but recent advancements are driving it towards year-round production. Central to this evolution is the adoption of state-of-the-art LED lighting and energy systems, ensuring consistent operation and output while minimising environmental impact.

Sustainability practices:

- Water self-sufficiency: Utilising rainwater collection systems to reduce reliance on external water sources.
- Biocontrol: Employing natural pest control methods, reducing the need for chemical insecticides.
- Innovative disease management: Introducing UV systems in 2023 to minimise fungicide use.
- Solar power: Investing in two solar power plants in 2023 to reduce dependence on the grid.

Green Energy Solution (GES):

Approved in 2023, the GES is a transformative initiative set to revolutionise the glasshouse's energy use by 2024.

The system aims to:

- Achieve self-sufficiency: Using CHP generators and heat pumps to provide near-complete electricity independence.
- Optimise efficiency: Capturing and repurposing heat and CO2 by-products from electricity generation.
- Future-readiness: Ensuring the infrastructure is hydrogen-ready, enabling future energy transitions.

Carbon impact:

The implementation of GES is projected to reduce the glasshouse's carbon footprint by 1,300 metric tonnes annually, marking a significant milestone in TSBC's broader sustainability strategy. This demonstrates the tangible benefits of integrating advanced energy solutions in agricultural operations.

Strategic partnerships and technological advancements

In 2023, TSBC launched pioneering initiatives, forged strategic partnerships, and embraced technological advancements that reinforced our commitment to sustainability and efficiency. These efforts enhance our operational capabilities while aligning with our core values of innovation and environmental stewardship.

Berrytech

Our collaboration with Berrytech to cultivate the Amalia Rossa variety is a significant step in our agricultural innovation. Named after the legendary Fado singer Amalia Rodrigues, this variety was discovered in our trial fields and chosen through an internal contest won by Vera Campus. This partnership allows us to expand our farming in Portugal through growing partners, reflecting our commitment to sustainable innovation while honouring our cultural heritage.



TSBC's approach to genetics

At TSBC, we are mindful of the importance of sourcing berry varieties that can better withstand extreme environments. While this is a key consideration, it is not the sole factor in our decision-making process. Our primary focus lies in selecting varieties that show greater tolerance to diseases such as Phytophthora, Botrytis, Downey Mildew, and Powdery Mildew.

When evaluating new varieties, we consider the location of the breeding programme and its environmental similarities to our production areas. For example, in our new blueberry programme in the Western Cape, South Africa, we prioritise varieties bred in regions with similar climates to ensure they can thrive in local conditions, particularly during periods of extreme heat.

Water consumption is another critical factor in our selection process. If a new variety requires significantly more water, it is unlikely to be adopted due to the strain it would place on our resources.



"TSBC strategically selects berry varieties by evaluating their adaptability to extreme environments and resistance to diseases, ensuring sustainable farming practices in diverse climates."

Joe de Ruse, Genetics Director



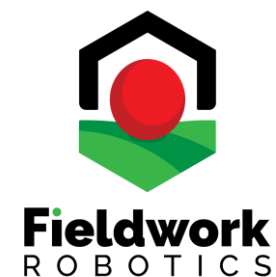
Use of Artificial Intelligence

Robotic harvesting innovations

In 2023, TSBC strengthened its partnership with Fieldwork Robotics (FWR), advancing autonomous raspberry harvesting. This collaboration led to the deployment of the latest robotic harvester in Odemira by June 2024, meeting UK and EU supermarket standards.

Technological breakthroughs

FWR's AI and vision technology enables precise, unbiased berry picking, improving operational efficiency and setting a new standard for sustainable agriculture.



Flowing towards sustainability: Water Management

At TSBC, water is a critical resource. With increasing water scarcity, especially in drought-prone regions, we are committed to sustainable water management. Through innovative techniques and efficient use, we aim to conserve water while supporting our crops and reducing our environmental impact.





Ricardo Guerreiro, grower at TSBC PT, emphasises the importance of these efforts: "Water is our most precious resource. By optimising rainwater use and implementing sustainable practices, we've been able to protect our crops even in the harshest conditions."

Water footprint



Raspberry
118 L/Kg



Blueberry
172 L/Kg



Strawberry
163 L/Kg

Innovative practices and their impact

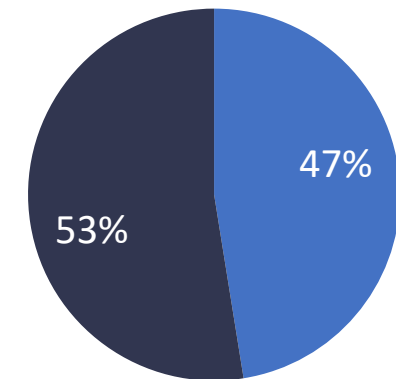
At TSBC Portugal, effective water management is essential, especially given the region's water scarcity challenges. Our strategy focuses on sustainable practices that conserve water and ensure crop resilience during extreme weather.

Central to our approach is the use of innovative systems that optimise water use and minimise waste. By harnessing natural resources like rainwater, we've significantly reduced reliance on external water supplies, reinforcing our commitment to sustainability.

We plan to further enhance our water management infrastructure, including building additional reservoirs and adopting advanced irrigation technologies. These initiatives aim to increase water efficiency and secure long-term water resources for our farms.

Water sources

■ Dam ■ Rain





Mariusz Szatko, Manor Crop Manager at TSBC, shares a comprehensive overview of the innovative water management practices implemented at TSBC UK, highlighting the significant strides made towards sustainability and efficiency.

Water footprint



Raspberry
95,4 L/Kg



Blueberry
213 L/Kg



Strawberry
57,1 L/Kg



Blackberry
74,1 L/Kg

Tailored irrigation

"We've moved to substrate on tabletops" Mariusz explains, allowing for precise irrigation that conserves water and optimises crop health and yield—a key advancement in sustainable agriculture.

Overcoming regional water challenges

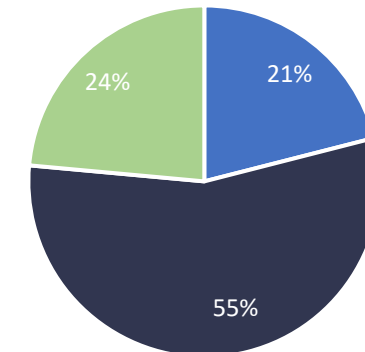
TSBC UK addresses water scarcity by prioritising abstraction during flood periods and ensuring that reservoirs are full before summer and using reverse osmosis to make unsuitable water usable for irrigation.

Daily commitment

Daily operations at TSBC UK focus on optimising water use, from monitoring drip and drain readings to managing water abstraction, reflecting a strong commitment to sustainability.

WATER SOURCES UK

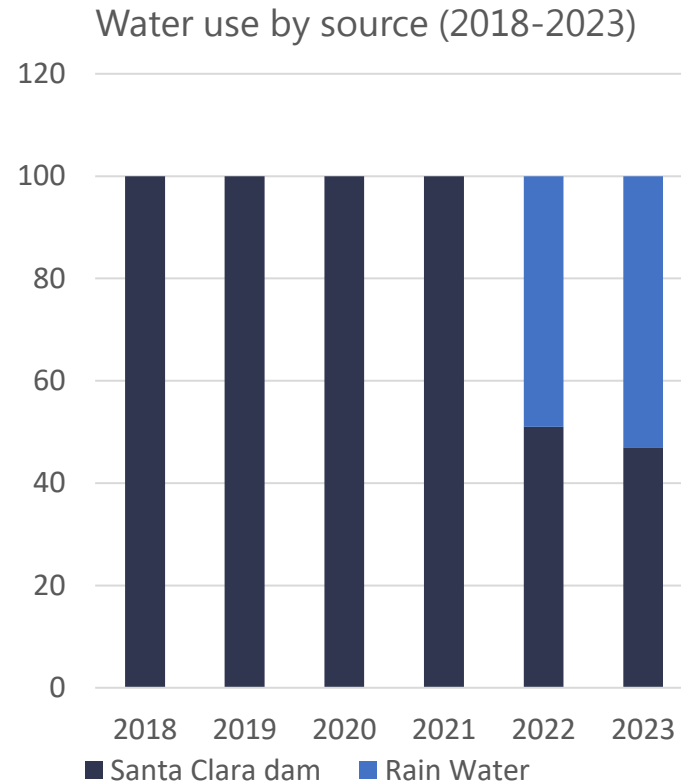
■ Borehole ■ Rife ■ Rain



CASE STUDY

53% of the water used in our Portuguese farms was water collected from the rain or water recovered from the crops.

Water management at TSBC Portugal: Sustainable water use



The chart illustrates the farm's shift in water use from 2018 to 2023, showing an increase in rainwater harvesting and a corresponding decrease in external water dependency.

TSBC PT has developed a water management strategy tailored to the Mediterranean climate, focusing on sustainable practices that ensure farm resilience, particularly during water scarcity.

Rainwater recovery by gravity

The farm uses gravity-fed systems to collect rainwater, directing it into reservoirs without the need for energy-intensive pumps, significantly reducing dependence on external water sources.

Enhanced water quality through plant integration

Water channels leading to reservoirs are designed as ecosystems, using specific plants to naturally purify the water. This process provides cleaner water for crops while supporting local biodiversity.

Sustainability in every drop

Comprehensive water management practices, including rainwater recovery and natural filtration, optimise water use and reduce environmental impact, enhancing the ecological balance of the farms.

Impact and future directions

These initiatives have significantly shifted TSBC PT towards sustainable water use, as shown in the water use chart. Future include expanding reservoir capacity and improving water flow management.

From field to fork

Navigating UK and Portuguese Operations

In the journey from field to fork, TSBC UK stands out for its meticulous planning and innovative practices, ensuring that only the finest quality berries reach consumers. Liviu Palade and Gobind Sharma, our Production Managers, offers a glimpse into the operations that underpin our harvest and husbandry operations, emphasising a commitment to quality and efficiency.





"Innovation and adaptability are at the core of our success, enabling us to overcome challenges and continuously improve our practices," says Gobind Sharma Neupane, Production Manager at TSBC PT.



"Our success lies in the precise coordination of harvesting schedules, ensuring every berry is picked at its peak," says Liviu Palade, Production Manager at TSBC UK.

Strategic harvesting and crop management

TSBC UK and PT excel in precise harvest planning, balancing varietal characteristics, market demands, and labour availability to ensure consistent quality. Crop readiness is carefully monitored using sensor data, historical insights, and field assessments, enabling timely and efficient harvesting.

Labour management

Efficient labour management is crucial in both the UK and PT, with strategies that forecast labour needs and adapt to daily yield and weather variations. This dynamic approach ensures the right personnel are deployed at the right time, maintaining productivity and meeting regional demands.

Worker well-being

Technology and data analytics streamline operations across both regions, enhancing efficiency in labour planning and task allocation. Worker safety and well-being are prioritised, with initiatives ensuring adequate rest, hydration, and nutrition, especially during peak periods.

Workforce resilience

While workforce retention remains a challenge, TSBC UK and PT are addressing it through ongoing training, improved accommodations, and a focus on creating a supportive work environment, turning these challenges into opportunities for growth and continued excellence.

UK Operations: A record-breaking year of achievements

2023 has been a landmark year for TSBC UK, marked by record-breaking achievements in productivity, yield, and sustainable farming practices. Our commitment to innovation and excellence has driven us to new heights across various aspects of our operations.

Exceptional productivity and yields

This year, TSBC UK set new records for berry yields, with standout performances from ED2, Karima, Murano, and Parlando varieties. A notable achievement was a picker maintaining an impressive rate of 105 kg/hr over 7 hours.

Unprecedented harvest volumes

Between weeks 21-25, TSBC UK harvested over 2,100 tonnes of berries, with weekly picks surpassing 500 tonnes during peak weeks, demonstrating our capability to efficiently manage high-volume harvests.

Trials and innovations

Our dedication to advancing agricultural practices through trials and innovations has covered 35.47 hectares, exploring areas such as:

Biological control strategies

Implementing a 2.06-hectare trial to refine our pest management practices.

Alyssum planting

Extending over 5.92 hectares to promote beneficial insect populations.

Overwintering techniques

Testing different methods across 3.15 hectares to enhance crop resilience.

Varietal exploration

Dedicating 8.74 hectares to the cultivation of new berry varieties, assessing their potential for future scaling.

Density and biofungicide trials

Exploring optimal planting densities and natural disease management solutions over 10.81 hectares.

Mulch and fleece applications

Covering 4.29 hectares to test their effectiveness in temperature and moisture regulation.

Sprinkler system trial

Conducted within a tunnel to assess irrigation efficiency and crop response.

Additionally, the Natutec Bio machine was utilised to apply predators to 68.19 hectares of strawberries, emphasising our move towards more sustainable and eco-friendly pest control methods.

Streamlining the packhouse operations

In the dynamic environment of TSBC's packhouses in the UK and Portugal, innovative tools and strategic processes play a pivotal role in enhancing productivity and efficiency. Our packhouse managers, Jony de Sousa in the UK and Tiago Candeias, packhouse coordinator, in Portugal, provide valuable insights into the technologies and methodologies that propel our operations, guaranteeing the precision and care of our berry packing.



UK Packhouse overview



Total throughput

In the past year, our UK packhouse has impressively processed over 26 million punnets, showcasing our capability to efficiently meet high demand.



Full capacity per day

Our UK facility operates at a peak capacity of 150,000 units per day (with a potential to go up to 170,000), ensuring timely delivery of fresh berries to our consumers.



Employee well-being

With 405 hours dedicated to training and maintaining health and safety standards, we prioritise our team's well-being and professional development.



Certifications achieved

Proudly upholding the BRCGS standard, our UK packhouse demonstrates our unwavering commitment to quality and safety in all operations.



Portugal packhouse overview



Total throughput

Over the past year, our Portugal packhouse has efficiently processed approximately 25 million punnets, demonstrating our commitment to quality and efficiency.



Full capacity per day

Our Portugal facility achieves a daily operational peak of 115,000 units, ensuring the seamless supply of our berries to the market.



Employee well-being

Dedicated to our team's growth and safety, we've invested 426 hours in training, underscoring our focus on employee well-being and professional development.



Certifications achieved

Achieving the BRCGS standard, our Portugal packhouse stands as a testament to our dedication to maintaining the highest levels of quality and safety.



Jony, packhouse manager, highlights the importance of the Provision software integrated into our heat-sealing machines, which provides real-time data on efficiency metrics such as packs per minute and overall equipment effectiveness (OEE), enabling us to optimise packaging line performance and efficiently manage around 150,000-170,000 units per day during peak season.



Tiago, our Packhouse Coordinator, reports a daily packing average of 12.2 tonnes, with peak season averages reaching 18.9 tonnes. He highlights the crucial role of the Marco system, which digitalises performance data at the scales, allowing for real-time monitoring and eliminating the need for manual time studies. This technology has significantly enhanced our ability to track and optimise both daily averages and peak season outputs, including the integration of fruit from associated growers.

UK Packhouse innovation: The blueberry grader

Revolutionising quality and efficiency

The introduction of a state-of-the-art blueberry grader has set new standards in our UK operations, revolutionising berry sorting and quality control. This advanced technology precisely assesses each berry for size, colour, and quality, ensuring that only the best reach our consumers. "Our investment in blueberry grading technology underscores our commitment to quality. By optimising sorting processes, we've enhanced both operational efficiency and product consistency," says Jony.

Portugal packhouse milestones: heat-sealing technology

Elevating packaging standards

A landmark achievement in our Portugal facilities has been the adoption of heat-sealing technology for berry packaging. This innovative approach not only extends the shelf life of our berries but also offers a more sustainable packaging solution, reducing plastic use and waste.

"Implementing heat-sealing technology represents our commitment to sustainability and quality. This method allows us to minimise environmental impact while ensuring our berries are fresh and delicious upon arrival," says Tiago.

Ensuring excellence: quality assurance across TSBC operations

At TSBC, our unwavering commitment to delivering high-quality, safe, and compliant produce is fundamental to our operations. Our comprehensive approach to quality assurance, which covers every stage of the production and packaging process, ensures that our berries meet and exceed the highest standards of safety, legality, authenticity, integrity, and quality under the direction of Quality Managers Plamen Dimitrov in the UK and Miguel Gonçalves in Portugal.





Miguel Gonçalves

Implementing good manufacturing practices (GMP) and HACCP

Plamen and Miguel emphasise the importance of adhering to Good Manufacturing Practice (GMP) and following the Hazard Analysis Critical Control Point (HACCP) plan. "Following the HACCP plan is essential, as it identifies, evaluates, and controls hazards throughout the food production process," says Miguel. Regular training, daily monitoring, and continuous communication help us maintain these standards, ensuring the safety and quality of our products.

The role of the quality assurance team is significant

The QA team plays a vital role in monitoring compliance, conducting document checks, verifying labels, and performing field inspections. "Our QA team ensures all workers follow established procedures, maintaining fruit quality to meet customer specifications and minimise waste," notes Plamen. Our targeted QSL (Quality Service Level) is mostly exceeded year on year.

Collaboration and continuous improvement

From field to dispatch, every berry reflects our commitment to quality. "This end-to-end approach not only satisfies our stringent standards but also exceeds the expectations of our customers," Plamen proudly shares. Plamen and Miguel remain dedicated to further enhancing operations, ensuring TSBC's berries continue to uphold their reputation for quality and safety.



Plamen Dimitrov

Integrated waste management

At TSBC, sustainability begins at our gates. We are committed to environmental stewardship by engaging with suppliers to ensure that all inputs align with our zero-waste vision. By prioritising recyclable and reusable materials, we aim to reduce waste from the start.





A collaborative approach to sustainability

Our strategy is to work closely with suppliers to ensure every product or material entering our farms supports our sustainability goals. This includes recyclable packaging, returnable containers, and materials designed for reuse.



Reducing waste at the entrance

Reducing waste at the entrance requires a comprehensive review and adjustment of our procurement policies. We aim to work with suppliers who are not only willing but also committed to providing solutions that minimise environmental impact. Whether it's through recyclable packaging, returnable containers, or materials designed for reuse, our goal is to ensure that every item entering TSBC contributes to a circular economy.



Engaging suppliers in our sustainability journey

We believe that true sustainability is a shared responsibility. Therefore, we actively involve our suppliers in our sustainability journey, motivating them to embrace practices that promote waste reduction and environmental conservation.

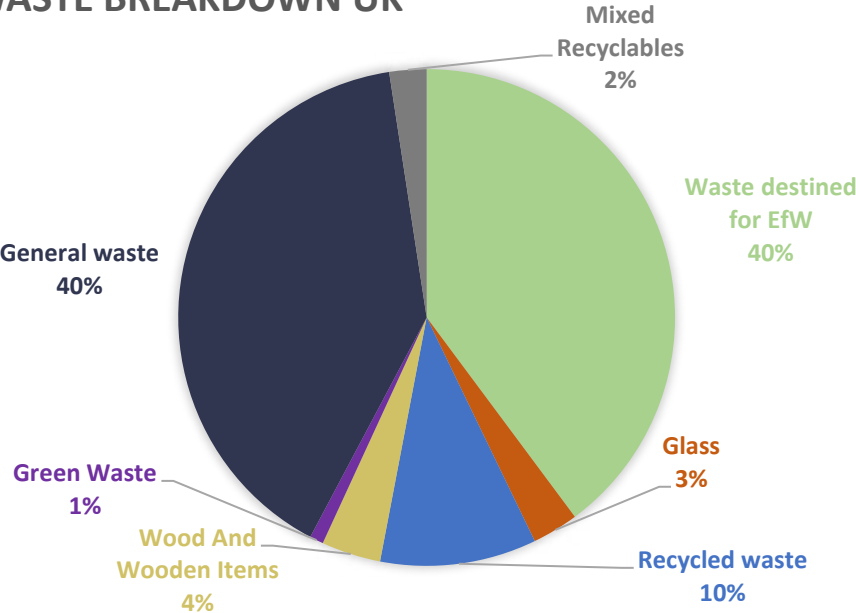


Total waste generated and disposal methods

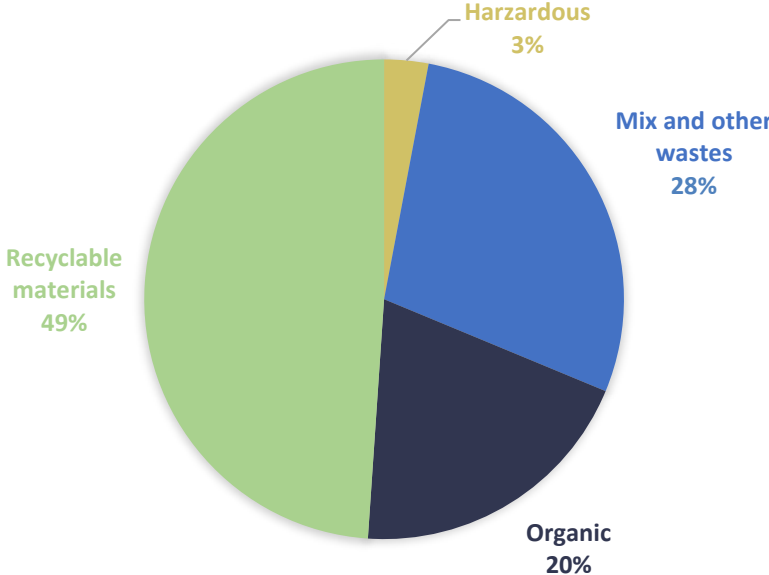
Significant Spills

In terms of environmental safety, TSBC has maintained a vigilant stance on preventing significant spills. The reporting period saw no major incidents.

WASTE BREAKDOWN UK



WASTE BREAKDOWN PORTUGAL



Total waste generated and disposal methods

Comparative Waste Analysis: 2022 vs. 2023

In terms of environmental safety, TSBC has maintained a vigilant stance on preventing significant spills. The reporting period saw no major incidents.

UK Operations

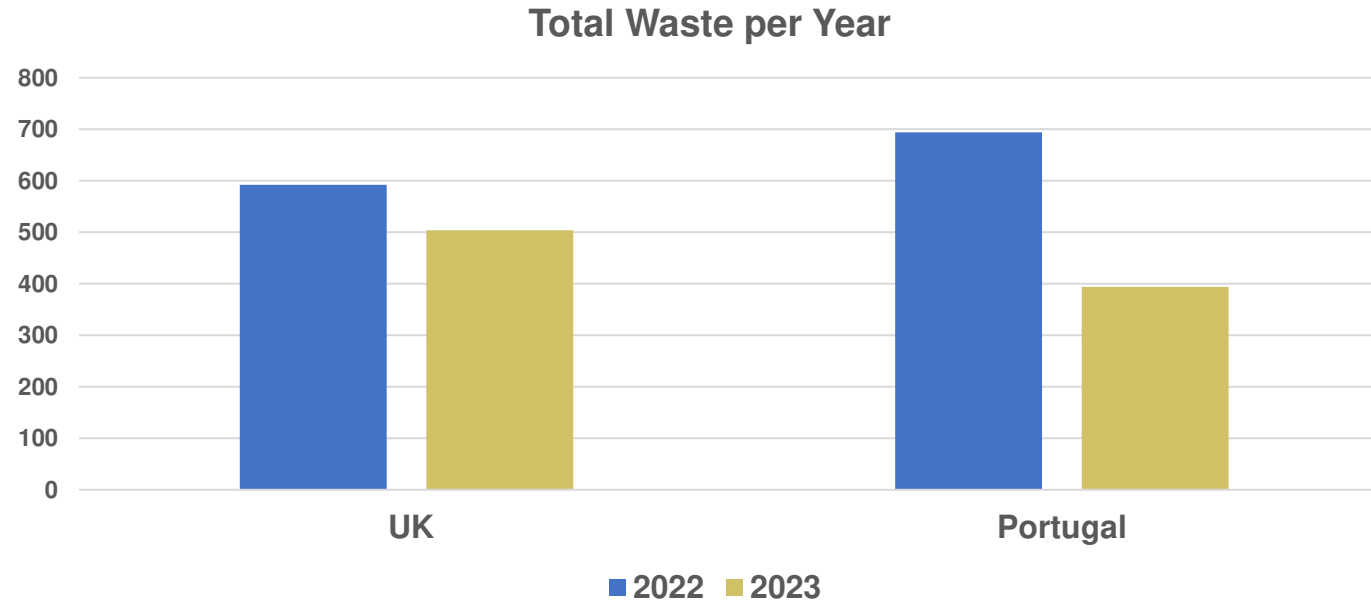


- 2022: 592 tonnes
- 2023: 504 tonnes

Portugal Operations



- 2022: 694 tonnes
- 2023: 394 tonnes



This collective reduction highlights the effectiveness of our waste management practices and our ongoing efforts to enhance sustainability across all facets of our operations.

CASE STUDY

Repurposing food waste

Overview

TSBC is committed to reducing food waste by transforming it into valuable products. Our innovative approach, in collaboration with key partners, underscores our dedication to sustainability.

The Chichester Food and Drink Co partnership (UK)

In the UK, TSBC collaborates with **Chichester Food and Drink Co**, an organization that owns the brand **Squished** and repurposes imperfect or surplus fruits into dried fruit snacks, cereal bars, and other nutritious products. This partnership diverts fruit from landfills and transforms it into consumer goods, contributing to a circular economy.

Impact

- Reduce waste: Fruit waste is effectively repurposed.
- Value creation: Waste products are transformed into additional revenue streams, supporting local industries.



People – our greatest asset

Strengthening & aligning our practices across locations

At TSBC, we recognise that our most valuable asset is our people. The success of our operations depends on the well-being, safety, and development of our workforce. With a strong commitment to fostering a supportive and secure work environment, we have implemented comprehensive strategies that prioritise the health, safety, and ongoing growth of our employees across all regions.



At TSBC, we are firmly committed to placing people at the forefront of our agenda, as demonstrated by our ongoing efforts to improve, innovate, and ensure equity and fairness across all areas.



People and H&S stats	UK	Portugal
% of Women in the Workforce:	31.25	15
Female Ratio of New Hires:	16.67%	10%
Annual Percent Turnover:	26.25%	79%
Management Level Gender Pay Gap:	2.07%	7%
Gender Pay Gap (Other Employees):	6.47%	-1%
Work gravity rate:	0.07	0.49
Fatalities:	0	0
Work-Related Diseases:	0	0
Main Causes of Injuries:	Slips, trips, and falls	Slips, trips, and falls



TSBC People and H&S achievements in 2023



TSBC App: Building on the Just Good Work app, we developed and launched our enhanced, own-brand app in the UK. This platform ensures full transparency for our workers, offering clear information on their rights, easy access to employment and pay-related documents, and guidance on life in the UK and at our farm.



As an **IOSH-certified training centre**, we deliver the highest standards in health and safety education. This certification guarantees that our employees receive top-quality training, equipping them with the essential skills and knowledge to maintain a safe and compliant workplace.



We provide **free transportation** for our employees, ensuring convenient travel to and from the workplace, as well as trips to local supermarkets and sightseeing spots.



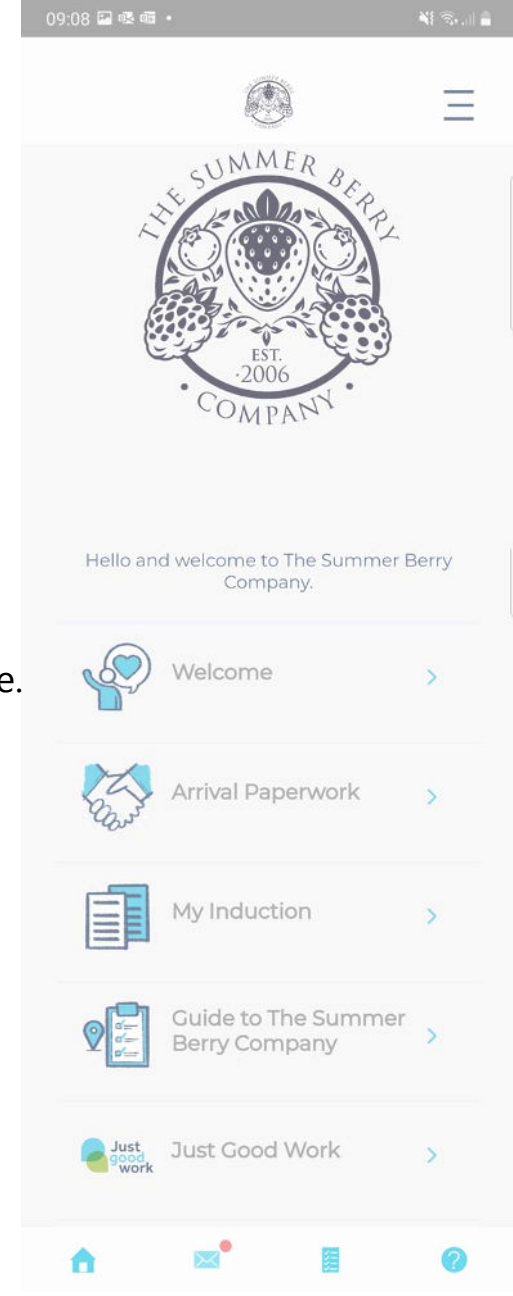
The Stronger Together training programme focuses on raising awareness of modern slavery and promoting ethical labour practices. It equips our employees with the knowledge and tools to identify and combat exploitation, reinforcing our commitment to a fair and just workplace.



Well-being weeks are dedicated to promoting the health and wellness of our employees. These weeks include a variety of activities and resources aimed at enhancing physical, mental, and emotional well-being.



Audit success rate achieved a 100% success rate in all P&C-related audits, reflecting our strong commitment to compliance and governance.





Through collaboration, innovation, and dedication, the People & Culture team has had a successful year, delivering high-quality programmes and projects. Below are the key milestones and initiatives:

- Collaborative health and safety practices, aligned with the roadmap for the Group's H&S strategy and platform.
- Enhanced colleague engagement through improved all-staff communications.
- Expanded listening opportunities with feedback surveys, action plans, Workers Committees, and Town Hall meetings.
- Delivery and sourcing of an increased number of training courses and learning opportunities.
- On-site medical clinic provided during the UK season, aligning with services offered in Portugal.
- Increased number of medical appointments and oral screenings provided in Portugal.
- Onboarding and induction offered in more languages.
- Greater availability of free leisure trips, sports activities, and parties.
- Ensured cultural compatibility in our accommodation.

Commitment to our communities

Donations, Sponsorships and Farm Visits:

Throughout 2023, TSBC has engaged in donating fruit to charities and institutions such as local schools and local parishes.

Having established an open-door system, TSBC was able to organise farm tours and best practices sharing with local schools, universities, and technical visitors such as "RIDE-DF Fruit Route", a socio-environmental sustainability working group from Brazil aiming to provide small producers with the knowledge and the financing to produce berries near Brasilia, the federal district of Brazil.

Through the sponsorship of local sports events such as 'Brisas do Atlântico - athletics, adapted sports, walking, skating, cycle tourism and mountain biking - and 'Frupor Corrida para a Vida' – jogging and hiking; TSBC has directly encourage the practice of sports and leisure activities.

Donations More than 12000 kgs of fruit donated, mostly to:

Events/institutions supported:

- Chestnut Tree House
- School Fair Great Ballard School
- Bosham Church Fete
- Village Fete - Felpham Village Conservation Society
- Summer Fair at Rose Green Infants School PTA
- Annual Cream Tea Party - Oving Parish
- 'Brisas do Atlântico'
- Frupor Corrida para a Vida
- Conference of the Association of Internal Medicine Doctors - Alentejo
- Cerebral Palsy Association of Odemira
- Fire Brigade Association of Odemira
- Schools and nursing homes of Odemira

>600 Norway Spruces donated to local schools



Employees' Engagement:

Organization of a Coastal Cleanup event in Portugal in September 2023, to celebrate the International Coastal Cleanup Day;

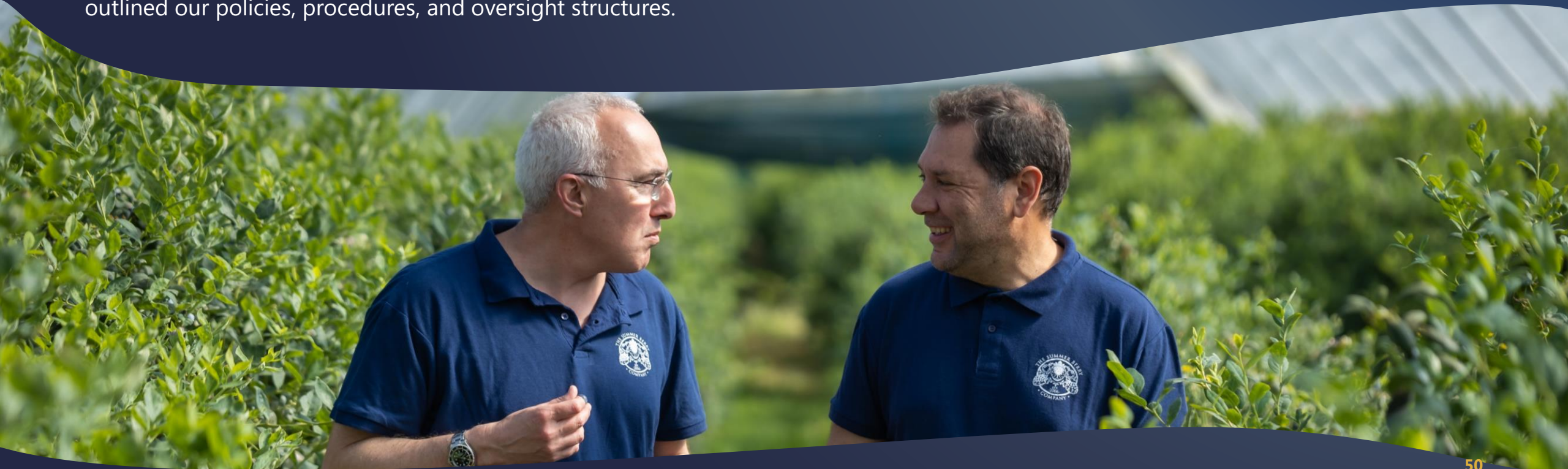
Blood Donations events every quarter to support 'Vale de Santiago Humanitarian Association of Blood Donors'.



Governance

TSBC is led by the Executive Team, consisting of **David Sanclement** CEO, **Bartosz Pinkosz** UK Operations Director, **Daniel Portelo** Portugal Operations Director, **Helen Wilson** People & Culture Director, **Jack Darnes** Commercial Director, **Joe de Ruse** Genetics Director, and **Richard Wilkinson** Finance Director.

We uphold the highest standards of governance, adhering strictly to international certifications and local regulations. Our robust quality assurance processes in both the UK and Portugal guarantee that all our products meet the utmost standards of safety and integrity, reflecting our deep-rooted commitment to excellence and consumer trust. For a detailed explanation of our governance mechanisms, please refer to our 2022 sustainability report, where we comprehensively outlined our policies, procedures, and oversight structures.



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GRI Aligned Report

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GRI Aligned Report

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GRI Aligned Report

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