



The Summer Berry Company

SUSTAINABILITY REPORT 2024

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Section 1

A Letter from our CEO

A letter from our CEO, David Sanclement

I write to you not only with immense pride in The Summer Berry Company (TSBC), but with deep gratitude for the opportunity to lead such an influential, purpose-driven business.

I remain inspired by our incredible team – both on and off the farms – and the dedication they show to growing the highest-quality berries with care for the environment we all cherish.

Looking back on 2024, I see a number of significant moments. Moments that have shaped our success and made The Summer Berry Company what it is today. We've:

- Strengthened relationships with customers, partners and suppliers
- Expanded our supply chain to work directly with supermarkets, reaching more people globally
- Stayed resilient in the face of market changes
- Embraced innovation to improve efficiency and reduce our environmental impact
- Earned awards that place us at the forefront of the agricultural industry

All of this has been underpinned by our commitment to sustainability, driven by our evolving ESG strategy. While this strategy is currently under review to sharpen our targets and framework, it remains central to our day-to-day operations.

And at the heart of our ESG approach is a focus on people.

Our employees make us who we are, and we strive to provide an environment where they can all thrive. **Our customers** push us to improve and grow. **Our partners and suppliers** help us streamline and scale. **Our local communities** support us, and we give back through donations, knowledge sharing and farm visits.

We've made real progress in our environmental and social efforts, and we have no intention of slowing down. We're also actively strengthening our governance practices and principles to reflect that same level of commitment.

I'm proud to share this report with you, and I look forward to another year of progress as we continue to build a stronger, more sustainable future.



David Sanclement

Chief Executive Officer,
The Summer Berry Company Group

Section 2

Company Overview

Working in harmony with the land

We farm the highest quality, most delicious berries that bring a snippet of summer to people's everyday lives. It's in our name. And it's what gets us up in the morning.

For some months, we have almost 2,000 people working with us. We all share a love for berries and a hope to make them a welcome, sweet addition to everyone's diets.

Across The Summer Berry Company – from the UK to Portugal – we all share the same drive: to grow the most flavourful berries on the market, and to constantly find new ways to innovate and improve how we do this.

From plant to punnet, we manage the full process, ensuring care and quality every step of the way:



Growing in
alignment with
biodiversity



Careful husbandry
and harvesting



Cooling within
our Green Energy
contract



Packing with
recyclable materials



Storage that
effectively limits
waste



Transport with
efficiency and
reduced mileage
in mind



At every stage, we strive to achieve outcomes that are kind to the very environment we rely on to kickstart each berry's growth. Every berry is packed with clean, natural goodness, and we're committed to spreading that goodness throughout our operations.

We feel a deep responsibility to contribute to a more sustainable world – one that welcomes everyone, respects every natural resource and actively protects the ecosystems we depend on.

It's a lot to ask of a punnet of berries, but **it's worth it.**



Our mission

To delight our customers with high-quality soft fruit produced in an ethical and environmentally friendly way.



Our vision

To be recognised as one of the world's leading year-round fruit suppliers that promotes a healthy living and makes people smile.



Our values

We care about our fruit, people and the environment. We are growing together.

We love what we do, and we're delighted to have a range of industry-renowned certifications to our name:



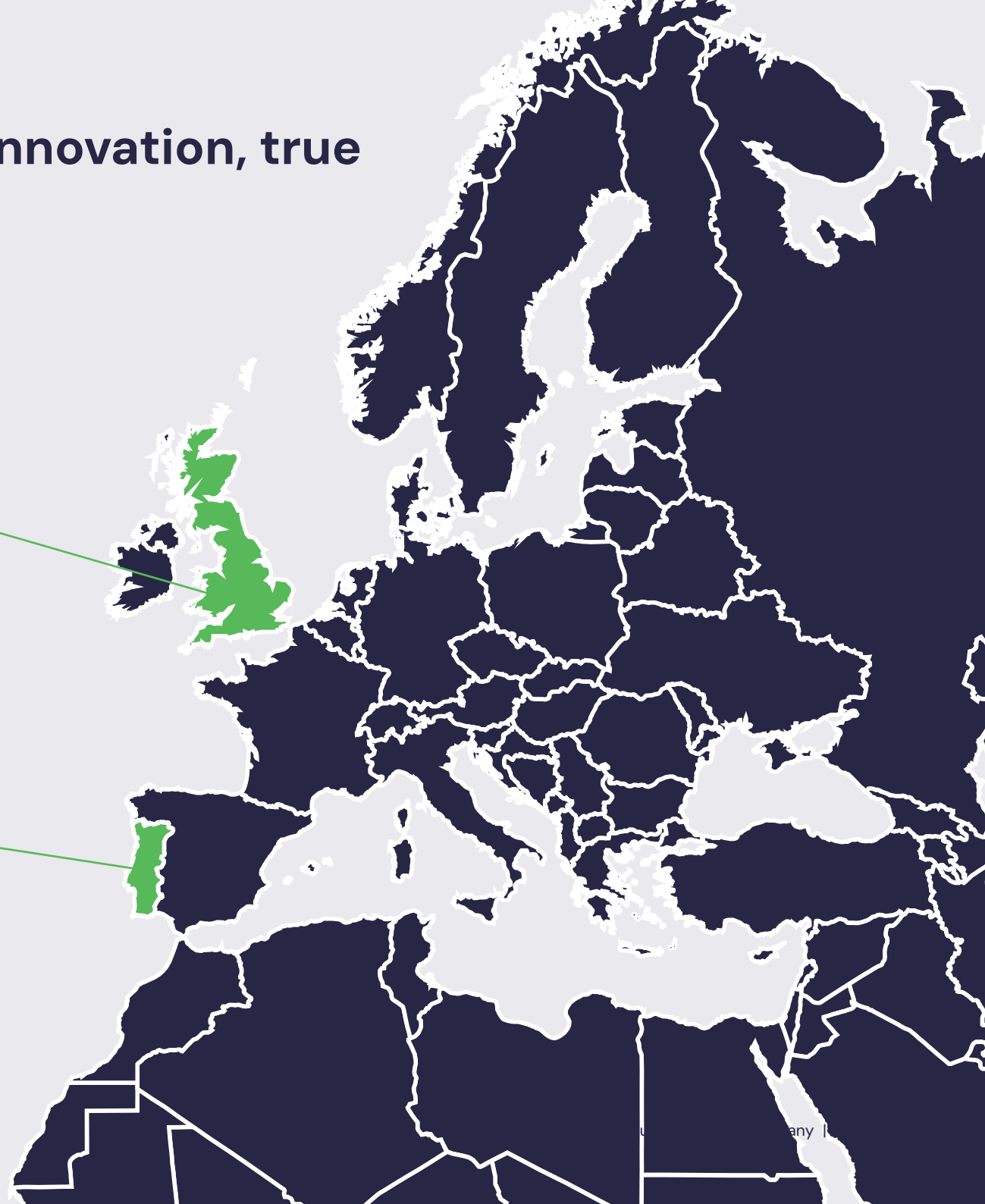
Integrity, inclusiveness, innovation, true love for the planet



Chichester, England



Odemira, Portugal



Our history

The Summer Berry Company is rooted in traditional British farm life and the practices that have shaped it.

Since our beginnings in the 1960s, we've proudly honoured our heritage and recognise its role in laying the foundations for our mission.

Our more recent expansion, including the internationalisation of the business and various operational advancements, has only been possible because of an innovative approach to agribusiness.

Every step in our journey has been rooted in sustainability. The care we have for our people, and the deep respect we hold for the environment, is reflected in the quality of our fruit.

We celebrate the wonders of our home in everything we do because it's where it all begins.

Here's a snapshot of some considerable progress we've seen since 2006:



2006

Our UK farms are established, with early adoption of more efficient irrigation.

2013

We launch our Biodiversity Project, resulting in the planting of 35,000 metres of hedges, 25 hectares of flower margins and 25 acres of permanent grass land.

2016

We open operations in Portugal, benefiting from a natural climate that reduces water and energy intensity.

2017

Our UK production becomes totally soilless, enabling precision irrigation and lower water use per kilogram of fruit.



2019

Cibus Fund acquires our farms and creates 'The Summer Berry Company' as we know it today, unlocking new resources for ESG projects.



2024

We reach two major milestones: the adoption of a Green Energy Solution for glasshouse strawberries in the UK, and the effective use of rainwater for 47% of our entire operation.



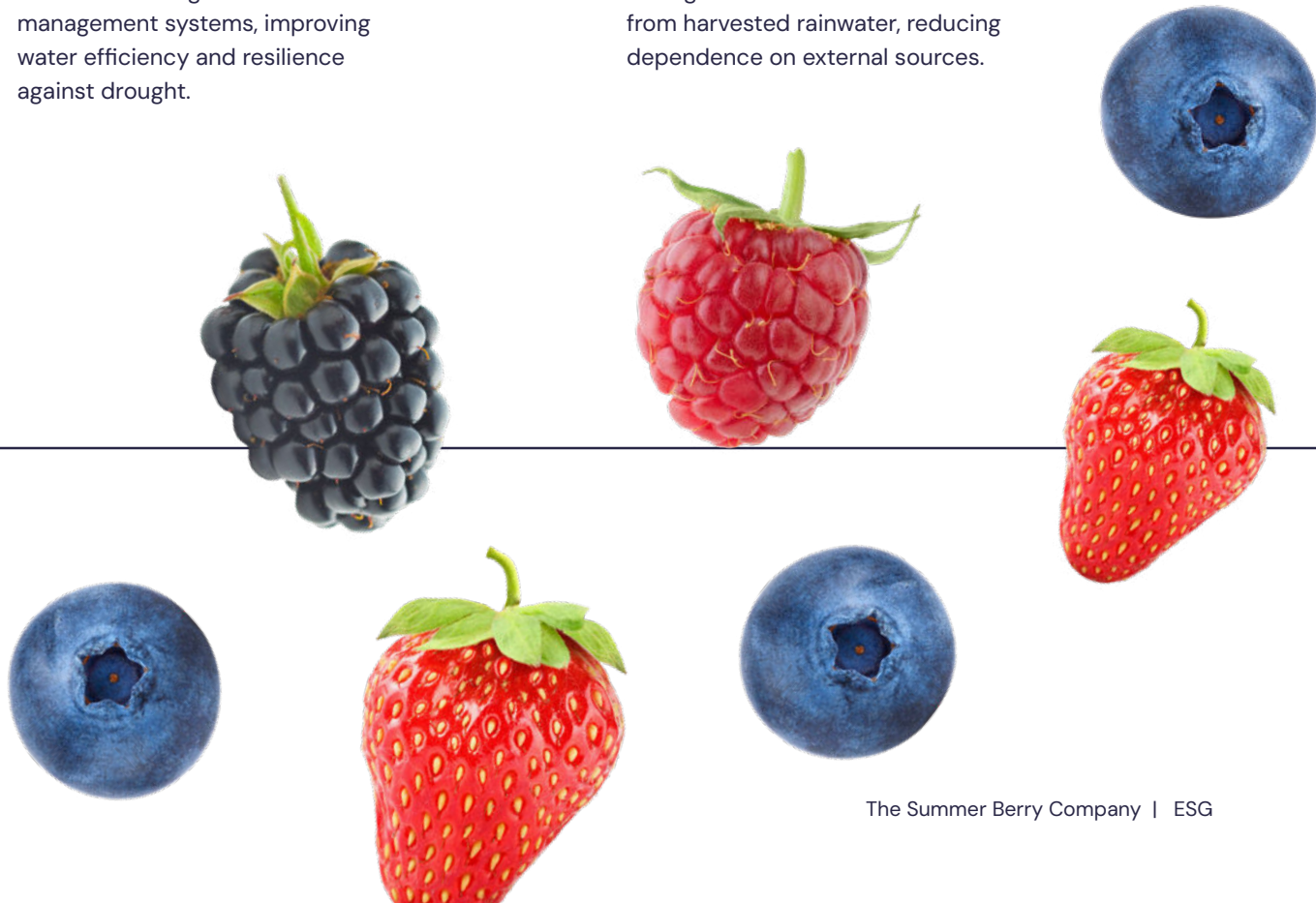
2021

We build a new farm in Portugal with modern irrigation and run-off management systems, improving water efficiency and resilience against drought.



2023

53% of all irrigation water in our Portuguese farms now comes from harvested rainwater, reducing dependence on external sources.



The main event – **our berries**

We farm a wide selection of berries, all carefully monitored to ensure the highest of quality and the sweetest result, but our speciality lies in everyone's favourite four:



Strawberries



Raspberries



Blueberries



Blackberries

What makes a *TSBC* berry?

- Tasty, healthy and nutritious
- Rich with antioxidants, fibre and minerals
- Made with the environment, our people and our customers in mind

Prime locations

We operate from two strategically selected locations: the southern coast of England and the warming south west coast of Portugal.

Both locations boast optimum climate conditions for making the sweetest, most flavourful berries, and our 50+ years of industry experience in both means they feel like home.



UK

On the south coast of England, we enjoy a milder climate with more sunlight than the rest of the country – the ideal sweet spot for the most delicious berries.

Over our three UK locations, we harvest 26 hectares of glasshouse fruit cropped twice a year and 135 hectares of tunnelled crops. Collectively, we sell 7,200 tonnes of first-class fruit every year:



Groves Farm

Growing strawberries and blackberries under polytunnels.



Leythorne & Donaldsons Nurseries

Growing strawberries and blackberries in state-of-the-art glasshouses.



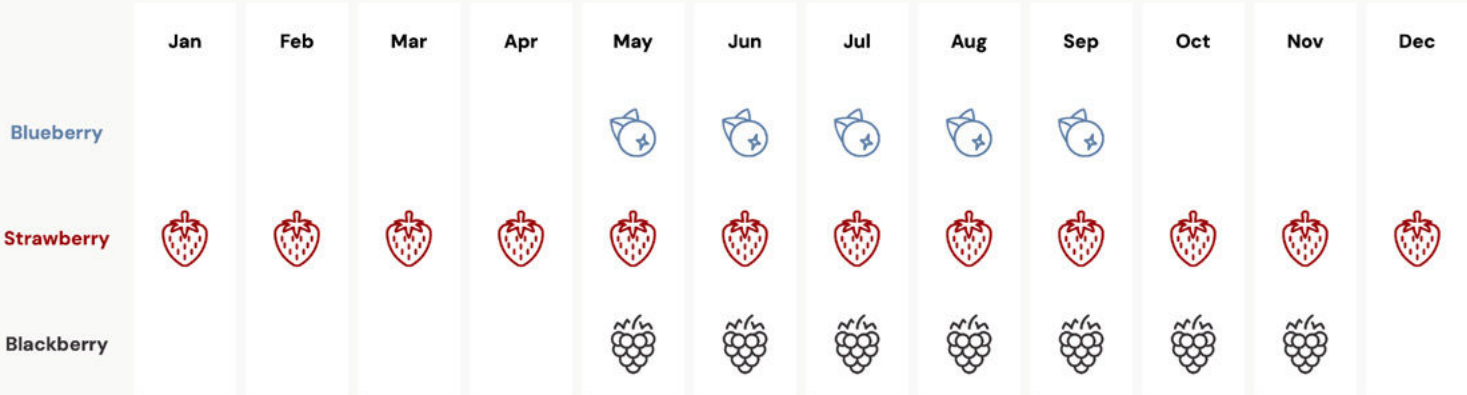
Manor Farm

Growing blueberries outdoors and strawberries in polytunnels.



UK

Production Calendar



Portugal

On the south west coast of Portugal, we benefit from the best conditions across Europe for mouthwatering raspberries.

From our farms here, we can supply to wider European markets and the British market within 24–48 hours, and every year, we produce 190 hectares of fruit and sell 4,200 tonnes of berries.



Almeidans farm

Our greener, established site, surrounded by rich vegetation that supports biodiversity.



A-de-Mateus farm

Our newest site, designed with a strong focus on water efficiency and modern irrigation.


















Portugal

Production Calendar

Raspberry

Strawberry

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Raspberry												
Strawberry												



Section 3

ESG Strategy

Resilient by nature

As the world faces growing concerns around climate change, ecological degradation and social inequality, impactful change is needed. We strive to deliver timely action for our customers, colleagues, investors and authorities that addresses environmental and social issues – all underpinned by strong governance practices.

We adopt a wholly ESG-centric approach to our berry production that reaches all staff, regardless of whether they are based on our farms.

Our highly motivated ESG committee drives us towards achieving our objectives 365 days a year.

We believe that by taking a proactive approach, we can enable long-term value and sustainable growth for both our organisation and for the planet.

E is for Environmental Performance

A significant strength for us, we strive to set the benchmark in environmental performance, advancing how we manage water, energy and biodiversity across our farms.

S is for Social Commitment

We prioritise the wellbeing and rights of our employees and remain committed to building stronger connections with the communities around our farms.

G is for Governance Framework

We uphold strong governance through clear policies, accountability and transparency, creating a solid foundation for responsible growth.

These three elements work together to form a strategy that stands tall. We see ESG as a unified concept that guides the very vision we strive for – it's integral to our day-to-day operations.



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

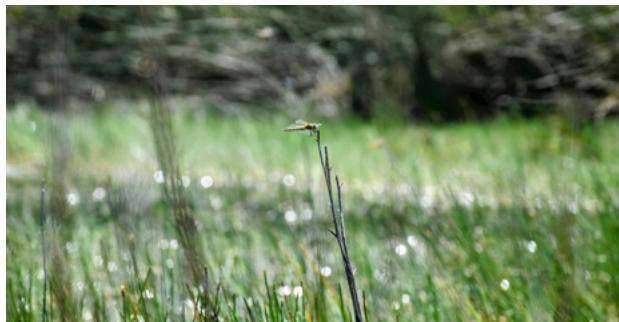
– **Silvina Morais, ESG Manager**

As we continue to operate under our current ESG strategy and set the foundations for future success, we are pleased to highlight significant progress. Every achievement we’ve made and every lesson we’ve learnt has only been possible because of our proactive work to address challenges.

We want to lead by example in the berry farming market.

Our ESG strategy is under review to tighten our existing policies, set clearer targets and formalise our reporting. We’re curating an even more unified, actionable framework that ensures coverage of all plausible risks with SMART targets and KPIs to measure our progress more closely.

It’s an exciting time with plenty of work already in place to accelerate our ESG positioning.



Environmental

Climate change

Sustainable farming

Nature



Social

People

Local communities



Governance

Accountability

Transparency

Striving to be the best

At The Summer Berry Company, we believe in the importance of benchmarking ourselves against competitors and industry-leading organisations. This not only ensures that we remain aligned with the highest standards, but also empowers us to push beyond them with an ambitious, industry-defining strategy of our own.

To support this, we engaged award-winning sustainability consultancy, 3Keel, to help develop a holistic sustainability strategy and to carry out a full-scope carbon footprint assessment for the first time.

These pieces of work will aid our strategic decision making as we continue to develop our sustainability strategy, goals and targets.



We believe in the importance of benchmarking ourselves against competitors and industry-leading organisations

Section 4

Environment

Spotlight on... Environment

We are not ignorant to the impact we have on the environment and the reliance we place on it to grow the flavourful berries at the heart of our business.

Acknowledging this relationship means we can't afford to be passive. The environmental challenges facing our agricultural industry demand action and long-term thinking.

That's why we've embedded practices that strengthen the resources we depend on. Environmental stewardship is central to our ESG strategy.

But our mission isn't just one of protection, we're also committed to actively improving the world around us. And not just for today, but for the long-term future of our farms.

At The Summer Berry Company, we aim to minimise our contribution to climate change while building resilience against its impacts to strengthen the land, water and biodiversity we rely on.

Plus, it doesn't stop at our farm gates. A responsible supply chain is fundamental to the work we do across our business, so we work closely with all partners and suppliers to ensure they meet rigorous sustainability standards that align to our own goals.

This includes:

- Ongoing monitoring of our supply chain
- Adherence to pre-defined sustainability benchmarks
- Continued work to best support our suppliers through targeted training and development programmes

Together, these efforts have led to meaningful progress in our management of water, energy, waste and land. But we're just getting started.



Collaborating for a better world

We strive to partner with the best to strengthen our environmental stewardship.

We've signed a five-year commitment with the **Soil Association Exchange** to measure our biodiversity impact, review our farming practices and improve overall farm management.

In Portugal, we've partnered with **Globalbit** to implement remote monitoring, habitat modelling, species distribution modelling and biodiversity metrics. Their data and analytics help us identify and prioritise key biodiversity actions.

We've joined the **Climate Farm Demo** project – an initiative that brings together innovative agricultural practices and sustainability efforts across Europe.



Water

With many of our production sites located in drought-prone regions, responsible water use remains one of our highest priorities.

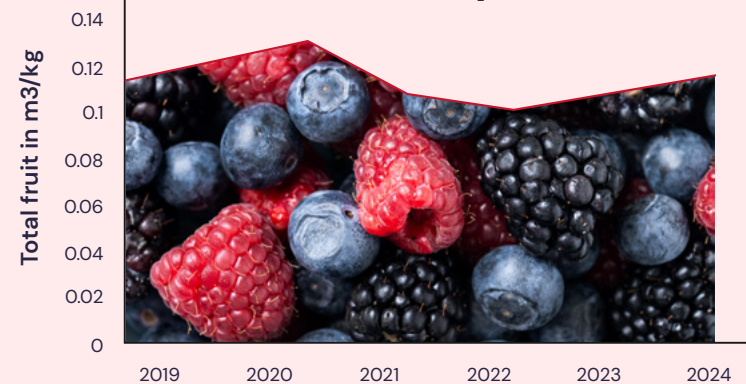
While our total water consumption increased in 2024, our efficiency remained consistent at 0.11 litres per kilogram of fruit – unchanged since 2022.

This rise in usage reflects our higher production volumes, driven by growing demand. We're proud to have scaled the business without increasing water intensity, meeting our targets while maintaining responsible water use.

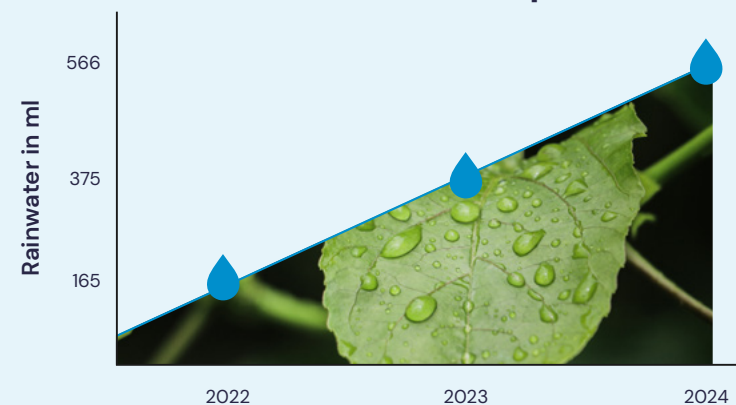
A key driver of this success lies in our adoption of rainwater harvesting, whereby rainwater that would otherwise be lost is captured and reused. In 2024, harvested rainwater accounted for 47% of all water on our farms, a significant rise from both 2023 and 2022.

We are pleased to report this progress and remain committed to lowering our dependence on external water resources, building long-term resilience as a climate-smart agricultural business.

Yield of fruit produced



Rainwater consumption



Energy

When it comes to our energy use, our core aim is to progressively decarbonise our sites.

We've established a programme to monitor our energy consumption and GHG emissions, continually explore new ways to integrate renewable energy, and consistently operate under a Green Energy contract.

Looking ahead, we are preparing to introduce a full-scope carbon footprint baseline – a key tool that will guide and frame our future decarbonisation efforts.

In 2024, our electricity consumption rose significantly due to the resumption of all glasshouse operations, after 2022 and 2023's energy cost peaks. Now, thanks to investment in green energy infrastructure, we've returned to a higher operational level that's fully aligned with our sustainability goals.

2024 also marked the successful installation of solar panels at our Donaldsons Farm in the UK, enabling clean energy to be generated onsite. This has already made a significant impact – contributing 1.2 million kilowatt-hours of electricity – and we expect this figure to grow steadily.

We are now working to expand solar panel installations across all our farms, extending both the environmental and operational benefits they provide.



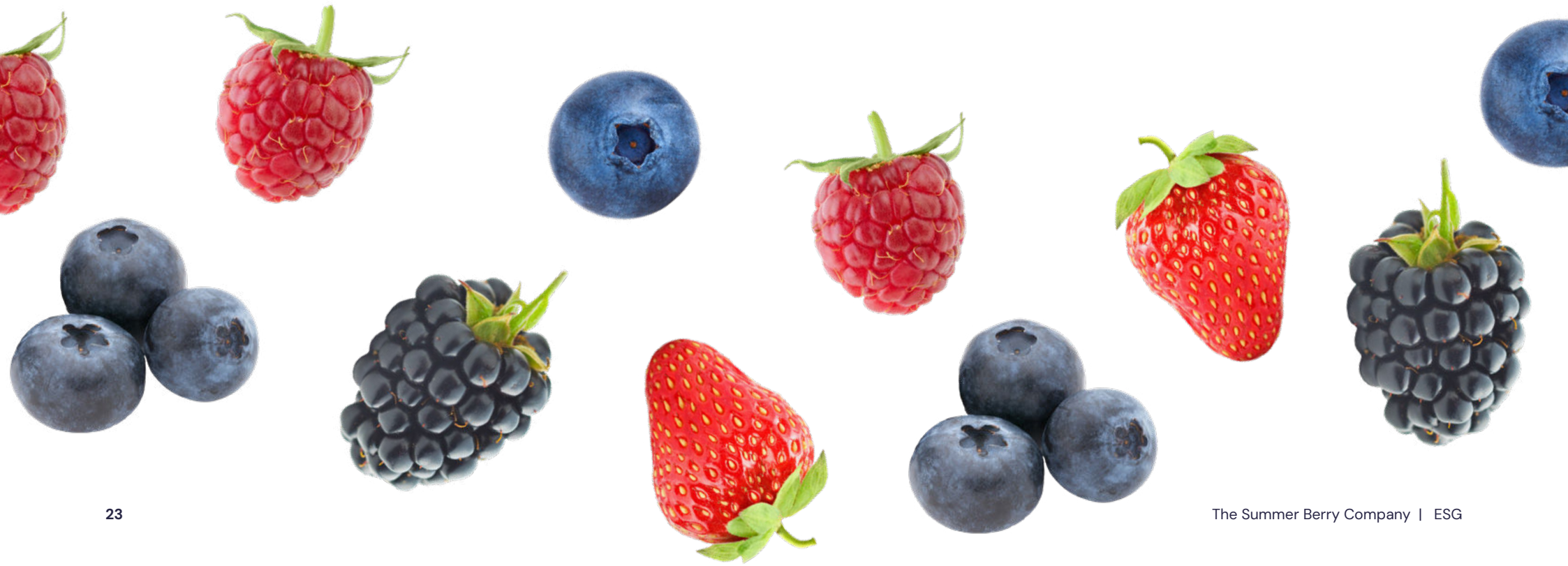
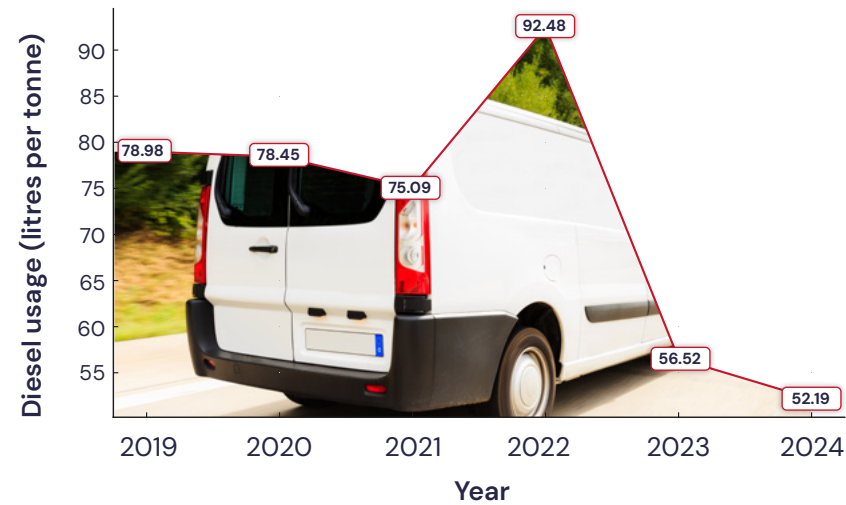
1180530 kWh sourced onsite
in 2024



Despite increased production outputs, our diesel efficiency has improved significantly over time. In 2019, we used 79 litres of diesel per tonne of fruit; by 2024, this dropped to just 52 litres per tonne. This improvement reflects the success of stricter fuel management policies implemented across our farms.

We are acutely aware of the harmful emissions produced by diesel and remain committed to continually reduce our reliance on fossil fuels – without compromising the quality of our berries.

Diesel usage per tonne of fruit



Waste

We are always mindful of our waste and strive to implement circular economy solutions to manage it. As part of this, we regularly recycle and divert waste, engage with stakeholders to promote responsible waste management and carefully manage potentially hazardous waste.

As of 2022, we achieved our target of zero fruit waste in Portugal...

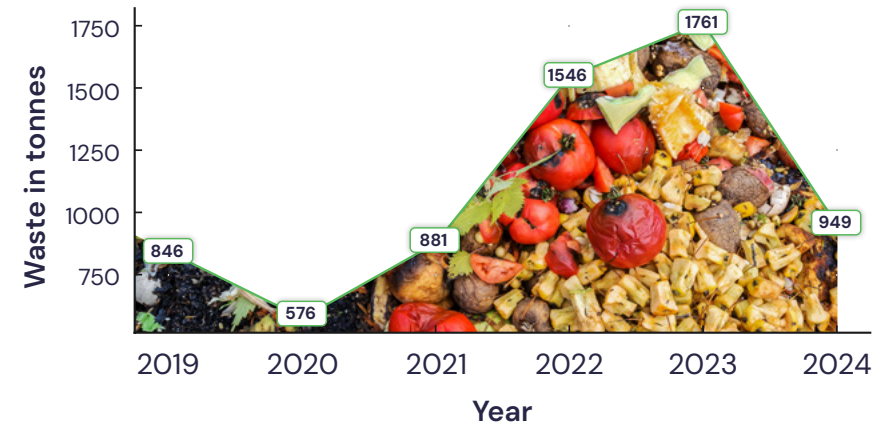
Here, all berries that are in good condition but do not meet market standards are sent to the wholesale market to be transformed into other products or given to local charities.

We recently partnered with Chichester Fruit & Drink Co. to fight fruit waste in the UK...

Thanks to Chichester Fruit & Drink Co.'s innovative air-drying technology, our surplus berries are now transformed into other high-quality, intensely flavoured foods that nourish both people and the planet.



Total waste



Land

Maintaining a healthy and diverse ecosystem is vital for the long-term productivity of agricultural sites like ours.

As such, we regularly assess industry-wide land use practices to identify areas we can improve while developing strategies that promote biodiversity and sustainability.

Our main objectives include:

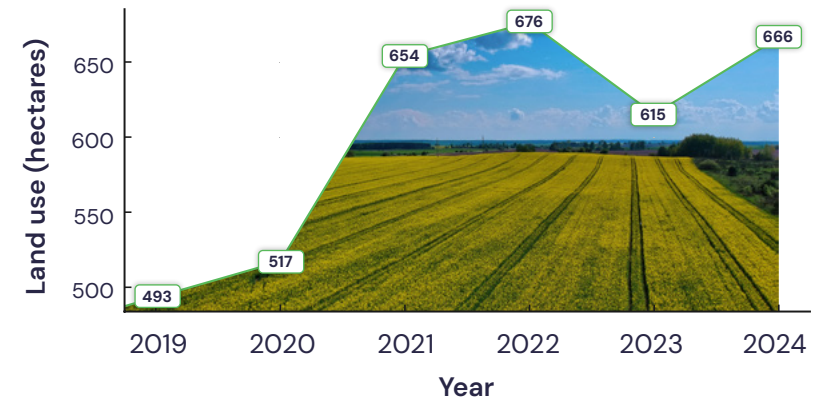
- Ongoing monitoring of ecosystem health, land use practices and infrastructure
- Development of a comprehensive ecosystem management plan
- Active engagement with stakeholders to align efforts and share best practices

While our total land use has grown in line with expanding operations, our productive land use decreased to 285 hectares in 2024 – even as fruit yields continued to rise.

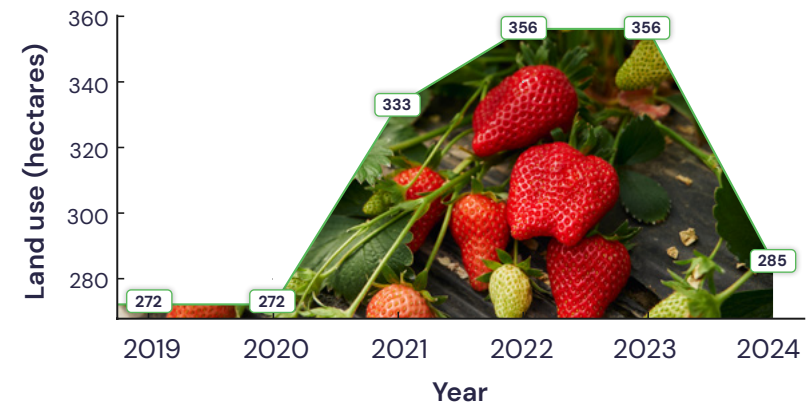
This reflects our improved efficiency and ongoing focus to match each farm's land with the crops best suited to local conditions.

99 hectares of land dedicated to nature.

Gross land use



Productive land use





Case study: A milestone for year-round sustainable strawberry production

In October 2024, we marked a major milestone with the opening of our UK glasshouses, powered predominantly by the Green Energy Solution.

This shift has significantly reduced our greenhouse gas emissions and allows us to produce strawberries more sustainably, all year round.

Here's what we achieved:

- Investment in CHP generators, heat pumps and solar plants
- Installation of LED lighting and advanced climate controls to optimise fruiting cycles while reducing energy use
- Capture and reuse of heat and CO2 by-products
- Introduction of pioneering rainwater collection systems
- Re-engineering of glasshouses to integrate hydrogen for cleaner energy use

As a result:

- Our imports have reduced
- Our carbon footprint has lowered to meet national net-zero targets
- We've strengthened our food security
- We're setting the industry benchmark with a scalable model

While glasshouses remain our largest footprint, these changes mark a major step towards making them more climate-smart, strengthening our sustainability journey in the UK and across all our farms.



Case study: Half-moon planting to reduce mortality in reforestation

In Portugal, drought conditions have made plant mortality one of the biggest challenges for reforestation.

To address this, we introduced the 'half-moon' planting technique, inspired by Africa's Great Green Wall project and adapted to our conditions. Our bespoke two-metre-wide basins capture rainwater and protect young plants from the wind, allowing them to grow without any additional irrigation.

By adding wood chips, biochar and compost, we further improved moisture retention and soil structure.

This approach has already reduced mortality rates, cut costs and strengthened the resilience of native trees on our farms in Portugal.

Looking ahead, we see this as a scalable model able to both strengthen an organisation's climate resilience and support reforestation in water-scarce regions.



Section 5

Social

Spotlight on... Social

People are at the heart of everything we do.

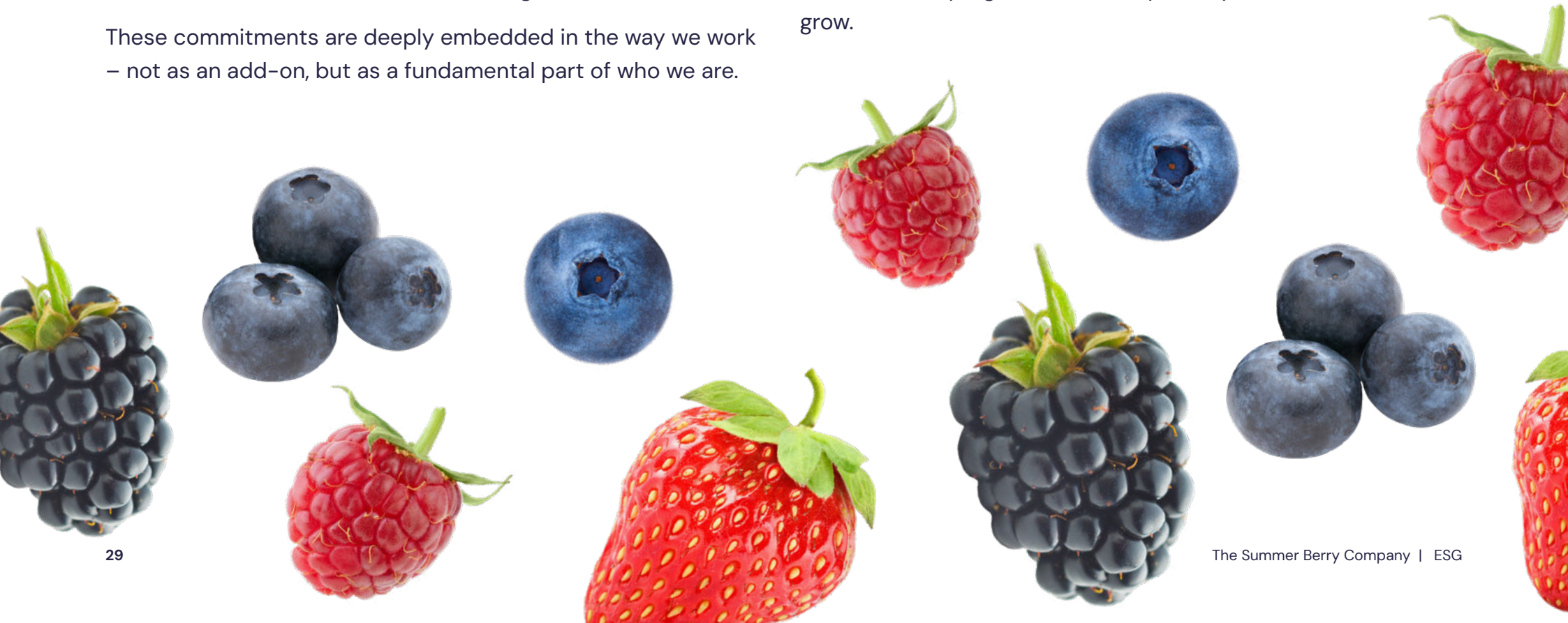
In a world that is constantly changing, The Summer Berry Company remains grounded in an unwavering commitment to its people.

Our social commitments define who we are and shape our relationships with employees, customers, suppliers and local communities – both in the UK and Portugal.

These commitments are deeply embedded in the way we work – not as an add-on, but as a fundamental part of who we are.

Our people bring our berries to life and make everything we do possible. Treating them fairly, supporting them fully, and ensuring they feel safe and included is central to how we operate.

We already have important initiatives in place and we are committed to progress with transparency as we continue to grow.



The core of our social strategy

As a socially responsible employer, we are committed to fostering open, trusting relationships with our staff and all other stakeholders.

Our social work is focused on four key areas:

Human Rights

We uphold the Universal Declaration of Human Rights throughout our entire operation.

Labour and employment practices

We promote fair labour practices, ensuring safe working conditions and equal opportunities for staff.

Community engagement and philanthropy

We are building stronger connections with our local communities through visits, donations and events, while continuing to explore new ways to elevate our impact.

Diversity, equity and inclusion

We aim to contribute to a world where everyone feels valued, respected and empowered to reach their full potential.



Our people

Giving our people a voice

Our worker's committee is made up of colleagues, of all levels, from differing teams in the UK and Portugal. Nobody can ensure we are held accountable for challenges and considerations affecting our people better than our people themselves.

We also circulate an annual employee satisfaction survey which every staff member is encouraged to complete with total honesty. Our 2024 employee survey was completed by 26% of staff, which is lower than we'd like. We are working hard to understand why this is and putting plans in place that should encourage broader participation in future years.

This survey is crucial to our understanding of employee perspectives and helps us implement new or improved workplace practices that people truly want.

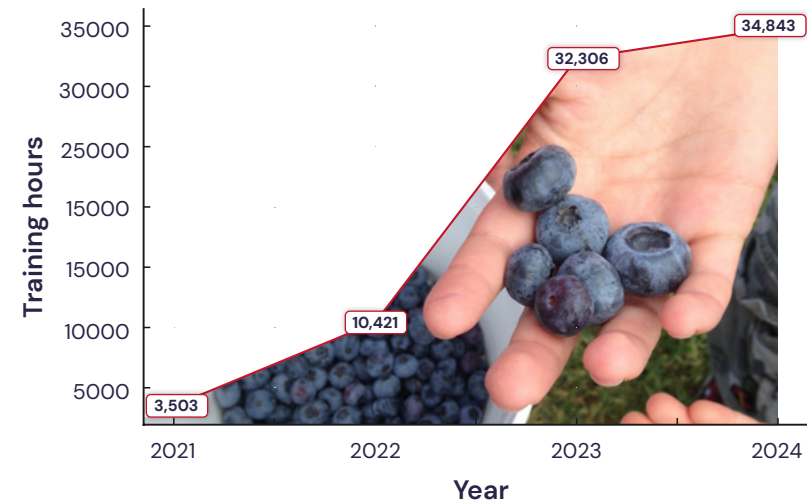


Training

Training remains an important area of investment at The Summer Berry Company. We understand that our large-scale growth plans will only be possible if our employees have the knowledge and skills needed to work safely, efficiently and in line with best practices.

Over the past four years, the amount of training we've provided staff – in a wholly accessible manner – has drastically increased.

Total training hours



Total training hours per employee: 21.1 for 2024

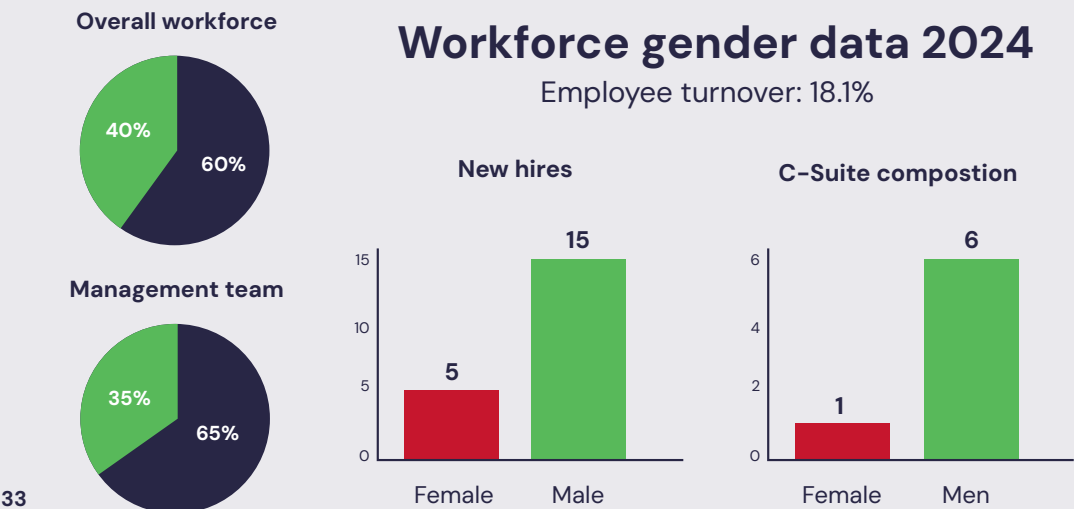


Diversity in our workforce

Across all our farms and offices, we match the industry norm of a male-dominated workforce. We also employ a considerable number of seasonal workers because of how farming needs fluctuate. Despite this, every policy we have in place is created for every staff member to benefit from – regardless of their contract type.

In Portugal, our workforce is predominantly made up of young men, many of whom are migrant workers. This reflects broader trends in southern Europe agriculture, where physically demanding fieldwork is largely carried out by male migrant labour. Given the level of care required to grow our berries – and the number of people involved – our farm roles attract significant interest from male migrant workers.

In the UK, we also have a lot of migrant workers – many of whom are men – but there is greater diversity in our EUSS workers (those employed under the EU Settlement Scheme). Women make up around 30% of this group.



Key insights

40%

Women in overall workforce

35%

Women in management positions

25%

Of new hires are women

1

Woman in C-suite team

Internal initiatives

Just Good Work app

We are proud to have partnered with FiftyEight to implement a version of their Just Good Work app. Available to all staff, this ensures transparency, safe recruitment and a better worker experience.

For our employees, this app provides a trusted, accessible channel for gathering information and offering feedback. It has been particularly prevalent for our seasonal and agency workers since it offers multilingual induction content, a smart system for signing documents and company-specific guidance.

In 2024, we added a voice function so workers can listen to content in their preferred language, further improving accessibility and inclusion.

Since its inception, this platform has delivered:

- Increased transparency for workers
- Improved processes and cost savings for the company
- Safer migration and ethical recruitment practices
- A better onboarding and daily support experience

By digitising our induction and support through the app, we have been able to spend more time engaging directly with our workers for those conversations a screen can't replace.

The Just Good Work app has revolutionised our labour management, improved our communications and ensured all staff feel well-informed and actively engaged with our outputs.

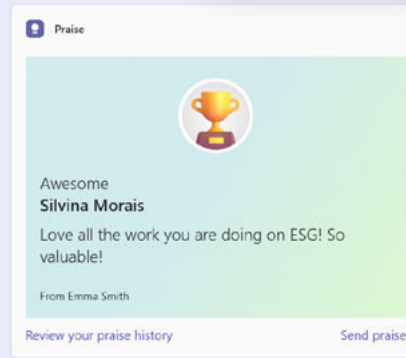


We act on our responsibility to people by offering a range of day-to-day social initiatives:



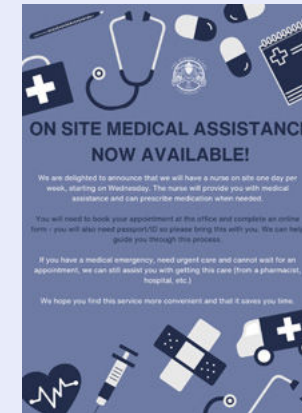
Wellbeing Week

We run an annual 'health week' for all staff – offering everything from animal therapy and time management workshops to digital detox sessions and a sexual health clinic.



Praise

We've implemented the Microsoft Teams praise feature so staff can not only recognise what others do, but actively celebrate their peers for doing a great job – no matter their level.



Onsite Nurse

We have a nurse available one day per week at all farms to ensure our people have access to the medical support they need. We also offer free flu jabs onsite.



Mental Health First Aid

We have qualified Mental Health First Aiders across our UK operation to provide dedicated support for anyone handling tricky issues or simply needing a chat.



Careers Fair

We regularly run career fair sessions to ensure our staff are aware of any new roles that may be of interest. We encourage all staff to try new things and explore the different areas of our business.



People & Culture

Our People & Culture team are visible to all stakeholders, regularly walking around our farms to hear how people are doing and take any feedback.



Safe Call

Our people have access to Safe Call, a service for the anonymous reporting any concerns around malpractice, fraud, bribery, corruption, sexual harassment or other criminal acts.

We don't stand for any of these, and we won't work with any suppliers that do. Safe Call ensures our awareness and capability to intervene should this be happening anywhere across our operation – internally or with partner organisations.

Community engagement

With a strong presence in the UK and Portugal, we take pride in supporting the communities we are part of.

Our community engagement is growing alongside our business, and we are committed to strengthening it as we continue to scale.

Christmas donations

At Christmas, we support causes close to our communities in the UK and Portugal with donations. In addition, we organise food collections among our workforce to amplify our impact and give back at a time that can be especially challenging for many.



Fruit donations

We regularly donate large quantities of berries to non-profit organisations and local community events – many of which receive rolling donations throughout the year.

Not only does this provide them access to high-quality fresh fruit that may otherwise be out of reach, but it also helps us reduce waste.

In 2024, our Portugal and UK farms donated over 300kg of fruit



Farm visits

We regularly welcome people into our world. Supporting a range of local organisations, it's always special to offer people the opportunity to see what we are doing so they can share in our mission (and taste our berries!).

Here's a snapshot of some visits we ran in 2024:

- Over summer, we ran a blood donation scheme at one of our Portugal farms
- We donated money to local Portuguese school, Vila Nova de Milfontes, to help them secure new playground structures. Their students also visited us to learn about farming berries
- Our own ESG Manager, Silvina Morais, gave a lesson at Portuguese school, EPO Odemira, also welcoming staff and students to our farm
- We welcomed Glenwood SEN school to one of our UK farms so their students could explore our work
- Our UK team sponsored the local Chichester Flower Festival, welcoming plenty of new farm visitors through this engagement



Section 6

Governance

Spotlight on... Governance

We're focused on building strong foundations for the future of our berry-growing business, and governance sits at the heart of that effort. Much of the progress we're making in this area isn't yet visible in numbers, but it's laying the essential groundwork for long-term, measurable impact.

In 2024, we've made significant strides – particularly in the number of policies backing our work – and we feel excited to see how this will create a ripple effect, strengthening governance throughout The Summer Berry Company.

We remain fully transparent with our stakeholders about where we stand today in our governance journey. That's why we're actively collaborating with partner organisations and putting plans in place to raise our standards even higher.

Good governance not only drives our operational success and boosts employee morale, but it also plays a vital role in maintaining the trust of our external stakeholders and upholding a positive ethical reputation.



ESG committee

Our dedicated ESG committee, made up of seven individuals from across the business, works hard to uphold The Summer Berry Company's governance standards.

We now plan to expand this committee to include representatives from every level, ensuring it truly reflects the voice of the entire company. It's crucial that every department feels both accountable and involved.

We also aim to strengthen their role through regular cross-farm visits and knowledge sharing, and every member remains integral to our supplier audit process.

We continually review and assess our approach to governance, remaining committed to transparency through regular reporting and a model of ongoing assessment.

We do things the right way because we care.



A framework for success

At The Summer Berry Company, we maintain a firm hold on our governance with a robust framework to align everyone's vision. Our governance framework is underpinned by three key pillars:

Business conduct and governance

- All governance is led by a robust structure comprising the Shareholder Assembly and the Board of Directors
- We maintain a strong oversight of all ESG risks and opportunities with a sharp focus on effective risk management

Strategy and impact management

- We are developing a forward-looking sustainability strategy and formalising all ESG responsibilities to enhance accountability and drive our performance on sustainability issues

Frameworks, initiatives and regulation

- We've secured varied certifications to progress our governance: Global G.A.P (with modulus SPRING), Grow & Grasp, BRCGS, Red Tractor
- We are members of various governance-focused associations: Sedex, Association of Labour Providers, LEAF

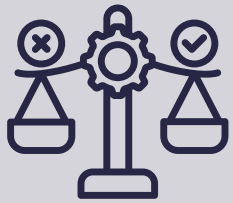
We understand, however, that more tangible work is needed beyond the curation of a central framework to truly make a difference.

That's why we also have a comprehensive suite of policies in place across our business – encompassing ESG, HR, supplier codes, anti-corruption and various insurance policies spanning all operations.



Our suite of policies

Our expansive selection of policies are not only applicable to all stakeholders, but cover the full breadth of our operation to ensure we remain compliant.



Ethics & Compliance

6 policies



People & Wellbeing

11 policies



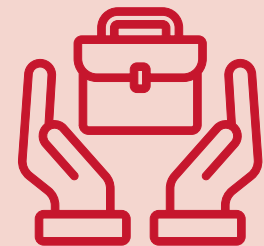
Environment, Safety & Operations

6 policies



Digital & Data

5 policies



Employment & Workplace Practices

11 policies

In total, over 30 governance policies are in place, ensuring best practice across all areas of our business.

Section 7

Future Commitments

Our commitments for the future

We're delighted with the progress made across our sustainability efforts at The Summer Berry Company for 2024, but if anything, it only spurs us on to do more in the years ahead.

There's still plenty of room to grow – and for us, that's an exciting place to be.

We're already feeling the benefits of our ESG model across every level of the organisation, which gives us even more motivation to explore what a stronger, more focused strategy could achieve.



As we build on our momentum and move towards a regenerative approach to sustainability, we're working closely with 3Keel to develop a holistic, forward-looking strategy.

Here are some of our focus areas for the next year:

Increase water harvesting

We want to reduce our dependence on fresh water and further increase the use of recycled rainwater across all operations. With progress already underway – and new water reservoirs coming to our Portugal farms soon – we're well on track to push the 2024 figures further.

Amplify our worker voice

We want every team member to feel safe, heard and empowered. Moving forward, we're going to hold six worker's committee meetings every year, with representation from every department. We see this as a vital step in ensuring our people have a genuine voice and our leadership has clear sight of all challenges – including those on the ground of our farms.



Expand biodiversity projects

We're committed to ensuring our work is conducted in harmony with the natural environment, so we're always scoping out new industry-leading projects we could become a part of.

Deepening community partnerships

Whether it's through schools, associations or charities, we're strengthening our ties with the communities that surround our farms. We care about the people we work alongside and want to channel these relationships into meaningful impact.

Strengthening governance

We're continuing to build out our governance processes, working towards a clearer, stronger strategy with measurable outcomes and greater accountability on an international level.

Looking ahead

Across all areas of our sustainability, we aim to create targets for the future that are both SMART and holistic. They'll be grounded in data, but as always, they'll also be connected to real-world outcomes for people, communities and the environment.

This approach has got us to where we are today as The Summer Berry Company, and we're pretty proud of what we've achieved so far.

But we're even more excited about what comes next.



