

Myton Food Group 2022/23 Sustainability Report

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Myton Food Group

Sustainability



At Myton Food Group, we have a legacy to be proud of. We're British farming's biggest single direct customer, we're passionate about the quality of our food and working in partnership with the highly valued suppliers across our supply chain.

Our roots lie in the Morrisons Supermarket business, and we took on our first produce factory back in 1976. While we're proud of this legacy, we have always been innovative and forward-thinking. We continuously search for new ways to bring value to our loyal customers. The recent opening of our 19th site, processing fish from South West Cornwall, adds to our collection of packing and processing facilities delivering fresh meats and fish, savoury and sweet pies, fruit and veg, flower bouquets, bread, eggs and more.

We want the colleagues we work with and the customers we serve to feel good about the food we produce. That's why the Myton Food Group team is working hard to implement the key building blocks of a more sustainable future for people and the planet. For us, this means committing to responsible operations, both within our facilities and throughout our supply chains. Our goal is to maximize our positive social and environmental impact, while safeguarding resources for future generations.

To achieve this, we are committed to supporting the UN Sustainable Development Goals (SDGs). By identifying the Goals that are most relevant to our business and operations, we have pinpointed where we can make the greatest contribution. Our three key sustainability areas align with this: **How We Buy, How We Operate, and How We Sell.**

This report outlines our efforts and progress in these areas. All data reported here is an illustration of activity taking place within the Myton Food Group during our previous financial reporting year from November 2022 to October 2023 (FY23). This is our first sustainability reporting publication. Formal progress reporting and independent assurance will take place for next year's report as needed.

THE GLOBAL GOALS

For Sustainable Development



For more information on the SDGs please visit [this link](#).

Our Approach to Sustainability

How We Buy



Sustainable Sourcing

- Deforestation & Soy
- Water Management
- Fish
- Human Rights

Scope 3

British Agriculture

How We Operate



Scope 1 & 2 Carbon Emissions

- Net Zero Targets
- Emission Progress
- Our People

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- Waste
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Our People

How We Sell



Packaging

- Plastics and Recyclability

Healthy Diets

- Healthy Lives

Utilising By-Products

- Waste Reduction & Innovation

How We Buy



How We Buy

Ambition & Targets



Sustainable Sourcing



We will work to make sure that our products contribute to a sustainable future.

British Agriculture



We aim to be Net Zero across our direct British agriculture supply chains by 2030 and always will ensure livestock within our supply chains have a life worth living.

Scope 3



We aim to be Net Zero across our Scope 3 carbon footprint by 2050.



Our Suppliers

We are proud to work directly with over 2,000 livestock farmers and more than 200 produce growers in the UK, as well as our At Source team, who work with over 50 international produce growers and packers for lines that cannot be grown in the UK.

Having such close connections to our suppliers means we are more aware of the challenges they face, and we're also best placed to support and engage them with sustainable farming practices, including the sourcing of animal feed, water management and on-farm emissions reduction opportunities as part of our Net Zero agriculture programme.

How We Buy

Progress

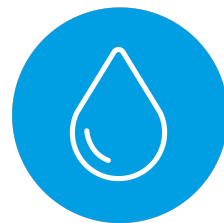
Sustainable Sourcing



From land and forests to the seas, the environments that produce our food are under huge pressure today. We're working hard to make sure that our products contribute to a sustainable future.

Deforestation & Soy

Our parent company is a founding member for the **UK Soy Manifesto**, working to bring industry together to collaboratively work towards verified deforestation and conversion free supply chains for soy by 2025. We are supporting producers on trials with reduced soy or soy free diets, as well as alternative protein sources, such as black soldier fly larvae being used within our egg laying supply chain.



Water Management

We have been using the **WWF water risk filter** to map out future water risk hotspots to help shape our mitigation prioritisation plan. 850 produce farms, 1,700 livestock farms, and 86 laying hen farms have been mapped using this tool.

The concept of collective action is important to ensure sustainable water practices on a catchment level scale, and to support this we are engaged in three WRAP water stewardship projects in key sourcing countries (South Africa, Spain, UK) through our parent company.



Fish

Our own seafood processing operations, which include sites in Grimsby and Cornwall, supply 80% of the fish and shellfish that Morrisons sell. They use third-party certification to ensure our fisheries are credible and sustainable, with 99% of farmed seafood certified to global sustainable seafood initiative standards. All tuna used in our own-brand products must be caught by pole and line or from sources that do not use fish aggregation devices, which can lead to higher levels of 'bycatch' (when other species are caught unintentionally).

Human Rights

We follow the principles of the **ETI base code** and recognise that it is our responsibility to respect and enhance the rights of all workers in our supply chain in alignment with the UN Guiding Principles on Human Rights. We require all ingredient suppliers to join the Supplier Ethical Data Exchange (**Sedex**), link all supplying sites to our Manufacturing account, and complete a detailed self-assessment questionnaire.

How We Buy

Progress



Scope 3

Our parent company, Morrisons, have committed to reduce own brand scope 3 emissions by 30% by 2030 from a 2019 baseline. The emissions created by Myton Food Group sit within this target and therefore Myton Food Group, and by connection, the suppliers in to Myton Food Group, have a key role to play to ensure this happens. In 2024, Morrisons are undertaking re-baseline activities around Scope 3 and resetting their SBTis accordingly to ensure the transfer of Myton emissions from Scope 1 & 2, to Scope 3 are fully captured in this target.

Currently, Myton Food Group calculates Scope 1 & 2 emissions only. Our next challenge is to better understand the emissions from our supply chain so that we can work with our key suppliers to reduce our environmental impact.



British Agriculture

UK agriculture accounts for 11% of all UK greenhouse gas emissions which is why we have set a ambition to become 'Net Zero' within the British farms we buy directly from by 2030, to do our part in helping tackle the global climate change crisis.

We launched the first **School of Sustainable Food and Farming (SSFF)** in partnership with McDonald's and the National Farmers Union at Harper Adams University. The School will encourage new sustainable farming methods to help British Agriculture achieve its net zero goal. We're also funding a biodiversity PhD student at Harper Adams to develop practical metrics for farmers to use to monitor their on-farm biodiversity. We have also been working on research and development projects to identify innovative methods to reduce emissions within our agricultural supply chains. These include trials on protein efficiency in dairy beef cattle and exploring the use of artificial insemination in beef cattle.

We have achieved a 60% carbon reduction on our 'Better For Our Planet Eggs' compared with our standard egg range. The eggs have achieved the first UK carbon neutral BSI Kitemark™ certification, which is an assurance to our customers that our eggs have passed the rigorous testing criteria required to certify carbon neutrality from farm to shelf.

We've been working directly with our farmers on baseline footprinting since 2020 through our partnership with Map of Ag.

British Agriculture

As British farming's biggest single direct customer, we're proud of the relationships we have with farmers across the UK. We work closely with farmers to ensure we can take the whole crop wherever possible. This approach produces stronger relationships, more consistent supply, reduces waste and increases yield.

From beef cattle, sheep and pigs to egg farmers, potato growers and carrot producers, we've worked with farmers for generations, supporting the industry and bringing in great quality products for customers.





British Agriculture: Net Zero

UK agriculture accounts for 11% of all UK greenhouse gas emissions which is why we have set an ambition to become Net Zero within the British farms we buy directly from by 2030.

What do we mean by Net Zero?

Net Zero means that the emissions from farming activities and inputs are equal to the emissions removals from the atmosphere. We will be working closely with our farmers that supply our beef, lamb, pork, eggs, potatoes and soft fruit directly to us, to help them achieve this Net Zero position collectively by 2030.

Measuring Emissions - Where are we now?

Working with Map of Ag (MOA) we have built 3 years worth of farm baseline emissions data. We have observed year-on-year emissions improvements, for example, a 24.5% emissions reduction for 9% of our beef supply in 2022 compared with the 2020 baseline. Importantly, we have engaged farmers with their carbon footprint and identified opportunities for further emissions reductions in the future.

01.

Measuring current emissions

We have teamed up with industry leading company Map of Ag and developed a tried and tested measurement system which calculates farm emissions.

02.

'Seeing is believing' Blueprint Farms

We are working closely with farmers so we can demonstrate how sustainable farming and Net Zero can be achieved.

03.

Helping create the change we need

Partnerships with Harper Adams University in the first School of Sustainable Food and Farming to encourage research and development within our agricultural supply chains.

04.

Project farming groups

We have set up several project farming groups to engage with our farmers and understand what needs to be in place for us all to best succeed.

05.

Incentivising for the future

We are in a unique position to help drive our goal of Net Zero within the farms that supply us and provide farmers with incentives to help us achieve that. We will do this by rewarding and promoting Net Zero activities to encourage our farmers to achieve our goals and make sure there is something in it for them.

Our Net Zero Partners



Utilising the power of seaweed to reduce the carbon footprint of our beef.



Using satellites to understand changes to our water, soils, biodiversity and carbon.

BETTER ORIGIN

Helping reduce our soy footprint by feeding insects to our laying hens.



Harnessing data to determine a farm's carbon footprint.





School of Sustainable Food and Farming

The School of Sustainable Food and Farming (SSFF) supports farmers in understanding how to produce food sustainably, expanding the industry's knowledge on the environment, animal welfare, positive farming relationships and skills at the heart of producing nutritious, tasty, British food.

We have launched the Morrisons Sustainable Farm Network in our Skipton Store Cafe. The programme aims to work with farmers to equip them with the knowledge they need to understand their carbon footprint and ways to decarbonise, and importantly, link them with the experts they will need throughout the journey.



School of **Sustainable Food and Farming**



Agriculture: Blueprint Beef

We have a number of farmers working with us on our goal to Net Zero.

Tim Phipps, has become one of our 'Seeing is Believing' blueprint beef farms. Tim's farm in Northamptonshire is a family run arable and beef farm that has supplied livestock to our Woodhead Brothers business for over 8 years.

Tim runs the farm along with his brother Louis and his parents, Geoff and Odette. Having farmed for generations, they are incredibly passionate about what they do. Tim is working closely with our Agriculture team and a range of industry leading experts including Downforce, RAFT Solutions and Harper Adams, to trial projects that help us understand how we can lower emissions and increase carbon storage. Tim has mapped 5 years' of soil carbons and delivered an Innovate UK project looking at breeding improvements in the beef herd. Ideas and outcomes from Tim's farm continue to be cascaded to farmers in our supply chain to help inspire progress.



8

DECENT WORK AND
ECONOMIC GROWTH



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13

CLIMATE
ACTION



15

LIFE
ON LAND





Animal Welfare

Ensuring that livestock within our supply chains have a life worth living is of vital importance to us. We have a zero tolerance of poor animal welfare.

Our specialist livestock team work closely with our producers to ensure animal welfare remains a top priority, and are trained to carry out audits on farm. We were very active in the Version 5 Red Tractor standards review, with many of their original 'bolt-on' standard requirements being incorporated into the revised Red Tractor standards. Colleagues also sit on the Red Tractor Sector, Technical and Main Boards.

Within our abattoirs, all colleagues go through a rigorous training programme to ensure that every animal in our network is treated with care and respect, and is content. All lairage workers complete Welfare at Time of Kill (WATOK) training as well as additional culture training. Each abattoir has colleagues trained to Advance Welfare Officer training through the University of Bristol.

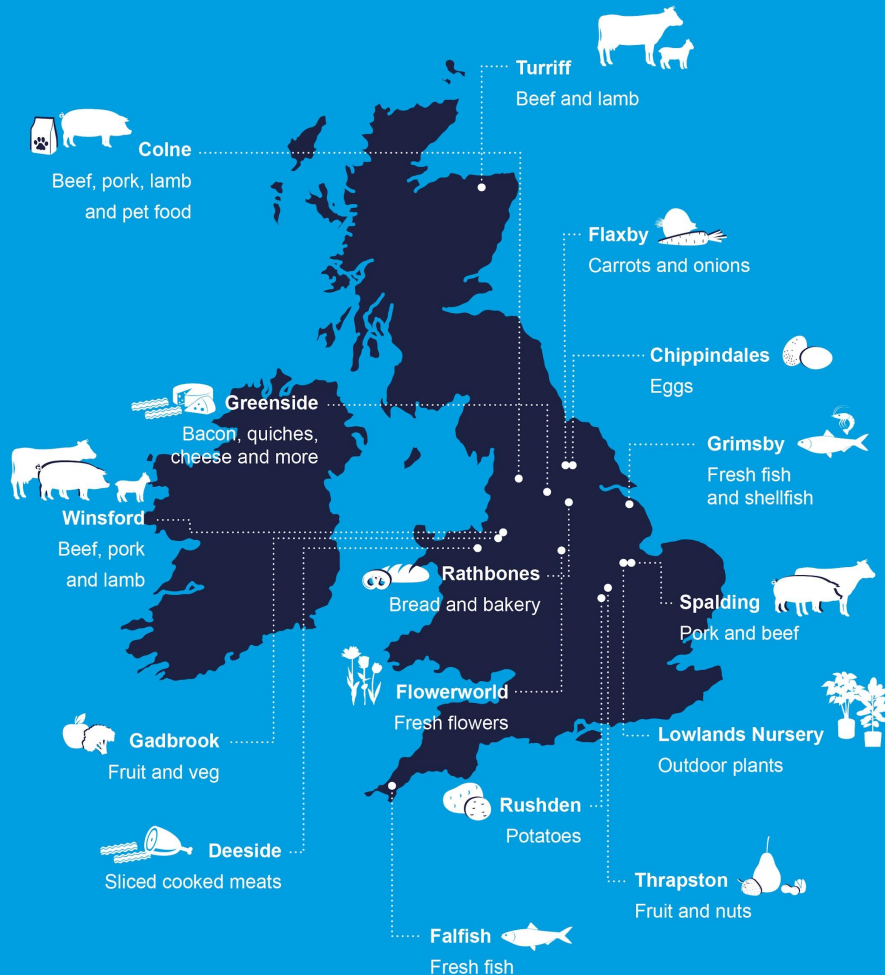
How We Operate



Myton Food Group

As one of the UK's biggest fresh food manufacturers, we incorporate a number of different manufacturing businesses across the UK.

4 Meat
2 Chilled
4 Produce
2 Horticulture
1 Bakery
1 Eggs
4 Seafood
1 Pet food



How We Operate

Ambition & Targets

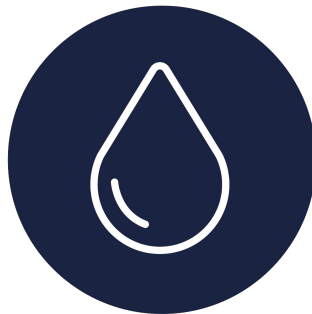


Scope 1 & 2 Carbon Emissions



We will be Net Zero in our own operations (across Scope 1 & 2) by 2035.

Waste & Resource Use



We will use all resources responsibly, reducing water consumption and waste generation. By 2025, we will have zero waste to landfill. By 2030, we will have reduced food waste by 50%.

Our People

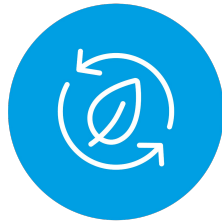


We work hard to ensure everyone is welcome and celebrated at Myton Food Group, by building a diverse and inclusive workplace that reflects the communities where we operate, and the customers we serve.

How We Operate

Progress

Scope 1 and 2 Carbon Emissions



Measuring and reducing our Scope 1 and 2 emissions is a key part of How We Operate, reducing greenhouse gas emissions and driving more efficient practices on our sites.

Net Zero Targets

Our parent company, Morrisons, have committed to achieve net zero carbon emissions by 2035 (across scopes 1 & 2) through setting ambitious Science Based Targets (SBTi). Myton's manufacturing sites are incorporated into these targets and have the same targets. In 2024, Morrisons are undertaking re-baseline activities around Scope 3 and resetting their SBTis accordingly to ensure activities for Myton Food Group have specific and separate targets for our manufacturing sites.

Emission Progress

From FY22 to FY23, we've reduced our electricity and gas consumption combined by 2%. However, have seen an emissions increase. Electricity emission factors increased by 7%, due partly to pressures from the Russia - Ukraine war and represented 30% of the increased emissions. In FY23 we captured 16 more emissions sources, accounting for 32% of the increase. From FY19 to FY23, our emissions have dropped by 6%.

Our People

Our colleague engagement strategy focuses on giving our people opportunities to have their voices heard on key topics including sustainability. All sites run monthly colleague listening sessions with team representatives, and hold an annual national session with business leaders to discuss key topics including sustainability. In addition, all our sites have a dedicated sustainability champion to drive behaviour change and listen to colleagues suggestions on how to improve resource efficiency.

Energy Strategy

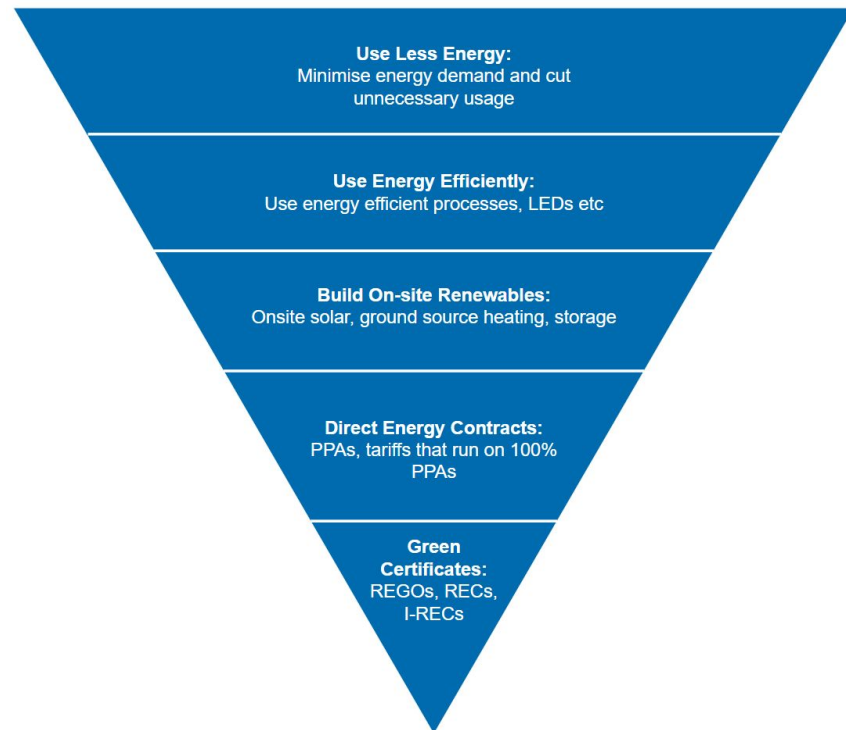
Our overall energy reduction strategy is outlined in our energy pyramid, minimising the energy demand from our sites and cutting unnecessary usage. In other words, using less energy. We can achieve this through remotely controlling our assets to turn on and off when required, streamlining our processes and championing colleagues to adopt and lead their own efficiency practices.

Whilst cutting unnecessary usage, we have also increased the efficiency of our current assets by rolling out various programmes of work on data management through metering, optimising equipment set-points (speed and temperature for example), by replacing lighting with more efficient LEDs, and updating inefficient and ageing boilers, air compressors and production equipment.

We also adhere to the Energy Savings Opportunity Scheme (ESOS), with Phase 3 being completed at a selection of sites, which will further increase our understanding and provide us with additional energy saving opportunities and recommendations to act upon.

By reducing use, and increasing efficiency, when we continue to explore the additional steps on the triangle, including installation of solar, batteries or heat pumps, these can be properly implemented based on the site's baseline use.

We have made some very positive steps on our sustainable operations journey, however there is always more we can do. We are applying our learnings across our other sites, and are continuing to explore the feasibility of different opportunities, both tested and innovative, to support on this journey. This includes more solar panels, wind turbines, biomass boilers and heat pumps.





Case Study: Renewable Energy

We have begun the step of harnessing renewable energy to power some of our sites. We have solar panels installed at 6 of our manufacturing sites (Flaxby, Chippendales, Grimsby Lakeside, Deeside, Greenside and Winsford). The power generated from the solar panels will be channelled straight into our sites, rather than going into the national grid.

In FY23, our Solar Panels generated 1,008 MWh of power, saving us over 200 tonnes of CO₂e - that's the equivalent of 240 colleagues homes' electricity use for one year!



Case Study: Our Sustainability Champions Programme



All of our colleagues across the business have a vital role to play in delivering our sustainability ambitions. To support this, we have developed a group of Sustainability Champions at each site who play a crucial part in engaging these colleagues and driving sustainable behaviour change. This programme involves regular best practice sharing sessions and now include 20 volunteers who develop innovative ideas to implement and drive action.

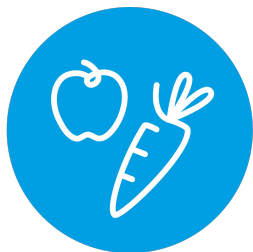
Since the establishment of this community we have seen positive changes. These include the development of Energy RAG posters, which encourage colleagues to improve energy efficiency by turning off the correct equipment at the correct time, implementation of new recycling segregation methods, and the creation and sharing of a sustainability newsletter to colleagues. These champions help drive our incentive schemes which involve estate wide competitions that track efficiency improvements - so far we have focused on water reduction and energy efficiency.



How We Operate

Progress

Waste & Resource Use



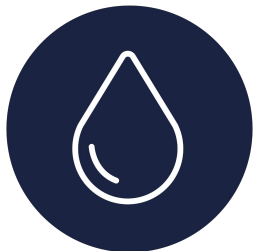
Waste

We are working with industry leading waste partners to develop a wider understanding of waste across sites, and partnering together to create clear roadmaps to zero waste.

Food Waste

Our teams work hard to reduce food waste, maximising yields and utilising by-products within our group or with our trusted partners. We use the widely recognised waste hierarchy to map out current positions, and opportunities to place our food waste further to the top of our hierarchy.

Caring for and about the communities our colleagues live and work in is also a big part of how we operate. We support The Bread and Butter Thing and in FY23 we redistributed 1,336,453 KG of food through them to where it's needed most in. This is equivalent to 3,180,658 meals!



Water Consumption

We aim to reduce our water consumption across our own sites and encourage best practice wherever possible. We have completed water risk assessments for all our sites. Our overall target is to achieve annual reductions across all our sites, particularly concentrating on sites operating in higher water stress areas.

To help us reach this target, we have worked with external consultants to create a behavioural led scheme, focussing on improved understanding of water use through better data analysis. We have carried out site specific projects to increase the efficiency of wash down and hygiene procedures, and also have a longer term plan to invest in rainwater harvesting systems, water recycling systems and to investigate novel methods to reduce our footprint.

Since our 2021 baseline, we have reduced water consumption across our Manufacturing estate by 32%.

Case Study: General Waste Reduction



Our purpose-built facility in Gadbrook manufactures, packs and distributes vegetables all from under one roof. Led by the Sustainability Champions, the team here have focused on segregating and diverting plastic materials from general waste in their fruit room.

By focusing on contamination reduction of the recyclable material, alongside colleague education and an overall change to site processes, the team have made huge strides in their sustainability journey.

The changes have led to a huge reduction in general waste quantities and spend as illustrated here. These high grade plastic bales are being recycled, which also creates a new revenue stream. With the success of this pilot project, they are now working on expanding these new processes to the entire site, with the next step the vegetable packing room and the warehouse.

These process improvements are expected to divert 63% of volume from general waste.



How We Operate

Progress



Our People



We work hard to ensure everyone is welcome and celebrated at Myton Food Group. Our sites have diversity representation targets supported by plans to achieve our ambition that our site representation is reflective of our local communities. Overall BAME representation in the division is at 28.5% whereas the 2021 Census has the population showing 18% BAME. We are continuously monitoring our female representation and have a key focus on continuing to grow our diverse leadership team. Our breakdown is:

- 34% female representation across WL1-WL3
- 23% female representation at WL4 (Site leadership roles)
- 11% female representation at WL5 (Senior management)
- 33% female representation at WL6 (Head of function) and 29% at WL7 (Directors)

Nurturing existing colleagues, and bringing new talent into the business continues to be a priority, and we continue to offer both early careers and pathway programmes, which 86 of our Manufacturing colleagues are part of. Our degree apprenticeship programme provides students with the opportunity to study part-time for a fully-funded degree at either Bradford or Sheffield Hallam University, whilst working across our Manufacturing business.

All our sites complete regular independent, semi-unannounced SMETA audits as part of our ethical programme.



How We Sell



How We Sell

Ambition & Targets



Packaging



We aim to have 100% of plastic packaging recyclable, reusable or compostable by 2025.

Healthy Diets



We aim to help our customers lead healthier lives.

Utilising By-Products



We aim to use our surplus food for good.

How We Sell

Progress



Packaging

We're working on reducing, replacing or eliminating plastic, encouraging reuse and recycling. For example, we have removed 400 tonnes of plastic from our minced meat trays and 110 tonnes from our bread bags and continue to either make packaging lighter and thinner, to reduce quantity of plastic, or swap to recyclable options altogether as we are reviewing with our mince packaging. Whilst FY23 figures are still being calculated, from FY17 to FY22 we've reduced our plastic tonnage by 38% and have a roadmap in place with projects that can remove an additional 2,000 tonnes of plastic.

43% of our plastic packaging is recyclable, we have identified the lines that we produce that are key blockers to increasing this figure and continue to work the best options for these products.



Healthy Diets

We deliver our customers' aspirations and targets for healthier diets through product review and development, in line with our key customers' strategies, for example on high fat, sugar and salt (HFSS) reduction in products, or inclusion of fruit and vegetables where appropriate in product ingredients.

Across our categories we are focused on no compromise product reformulation to improve the nutrition of our existing products, whilst maintaining quality. For example, one key focus is on reducing salt in our chilled and bakery categories whilst maintaining our great quality. We are also increasing the vegetable content of our products and changing the balance of our portfolio to include more vegetable-based products.



Utilising By-Products

Our Raaw brand and Pet Food Kitchen site in Colne, Lancashire produces quality raw pet food using ingredients both from our own manufacturing sites and other trusted sources. We are always looking to expand our business, and as we do, we will be able to not only provide great fresh products to the market but also will be able to utilise even more of our own by-products to make great tasting pet food.

Case Study: Plastic Packaging Reduction



We're working on reducing, replacing or eliminating plastic and encouraging reuse and recycling.

Our most recent project involved moving from PP/PE trays to pressboard in our steaks. Our Procurement, Packaging, Quality and Site Production teams have been through extensive trials to confirm that the trays run well at our Winsford site and both the quality and the shelf life remain unchanged of our Best, Core & Savers ranges.

These trays have 70% less plastic than the previous trays, and can be recycled at home, this means we have reduced plastic packaging in this line by 250 tonnes.

Case Study: Better for our planet Eggs



Hugh Carter, a laying hen farmer in County Durham, has been supplying eggs to our Chippindale Foods site since 2007. He is passionate about making his farm as sustainable and resilient as possible. Hugh grows and mills his own feed on site, including pulses, reducing both the carbon footprint and soy levels of his hens' feed.

As part of our Net Zero Agriculture programme, Hugh has been working closely with Better Origin, introducing a pioneering circular feeding scheme. Feedstock is sent from our bread, potato, and apple manufacturing and packing sites, which is mixed and shredded into a nutrient rich feed for insects. The black soldier fly larvae are then provided as feed to the hens, both as a source of protein and an enrichment material for the birds.

The emissions reduction programme has consisted of:

- Production of renewable energy used to power the hen houses including installing solar panels on the roof of the operation
- Development and maintenance of woodland, hedgerows, grass and wildflower meadows to capture and store carbon.
- Keeping hen production efficiency on track through good health and welfare

BSI KITEMARK

To ensure complete carbon neutrality 340 tonnes of Gold Standard carbon offsets have been purchased and retired in the climate partners impact registry (retirement date 31/10/23) to cover 100% of the remaining carbon. The carbon offsets have contributed towards the Renewable Energy Power Project by DDWL.



The logo is a circular emblem. The top half of the circle is a solid dark navy blue, containing the text 'MYTON' in large, bold, white, sans-serif capital letters, and 'FOOD GROUP' in smaller, white, sans-serif capital letters directly below it. The bottom half of the circle features a stylized graphic of wavy lines in two shades of blue (a medium blue and a darker navy blue) that create a sense of movement, resembling waves or a landscape. The entire circular logo is set against a solid medium blue background.

MYTON

FOOD GROUP