

Our communities: Making a positive and lasting impact

Our community programme

We believe in building stronger, healthier communities where we work and live. For our employees, our commitment to community involvement is fundamental to who we are and is a key part of how we live our purpose. This is brought to life by our purpose pillar of building thriving communities. Our community involvement programme is focused on three main areas, with a particular emphasis on supporting children and young adults.

- **Health:** We support projects which improve the health and wellbeing of people of all ages, helping them understand the roles played by nutrition and physical activity in a well-balanced life.
- **Hunger:** We work with organisations to give access to nutritional meals to people in need in our communities and beyond.
- **Education:** We work with local schools, education foundations and other community partners to help prepare students for healthier, brighter futures.

Where possible, we also align our community activities to our five priority UN SDGs (see page 14).

Our partners include registered charities, educational institutions and non-governmental organisations that meet our high standards for delivering services and results. Our plan and budget for community involvement are developed and approved as part of our annual planning process, and we report progress against our community purpose targets on page 30.

Supporting our local communities

Donating to food banks to ensure people in our local communities get a nutritious meal has been a core part of our community programme for many years. During the pandemic, demand for food banks rocketed and this year, with the cost-of-living crisis, there's been little respite. So our continuing partnerships with food banks across the world are as important as ever – partnerships that go beyond just donating meals, to our colleagues packing meal boxes and helping out with deliveries. Through their efforts, we exceeded our purpose target set in 2020 of donating 3 million meals by 2025 well ahead of schedule.

As lockdowns ended in most parts of the world, our employees were pleased to get back to volunteering in person this year, visiting schools, and mentoring face-to-face. And, with the environment high on everyone's agenda, a number of our sites supported local 'clean-ups', for example in McIntosh, Alabama, US and Mold, UK.

Gardening is great for physical and mental health, as well as supplementing people's diets with freshly grown produce. We continue to run gardening projects in many of our local communities including in South Africa, Brazil, Mexico and Colombia. Encouraging children to undertake physical activity is also an important part of our programmes. In Boleráz, Slovakia, we helped a local school build a safe outdoor place for children to play, hold classes and plant a garden.

Bringing our new acquisitions into our programme has been a key focus this year, with new initiatives launched in China and Thailand. And, looking ahead, we'll continue to make sure that, as we grow our business, our community programme grows with us, so that we can continue to deliver on our goal of building thriving communities wherever we are.

Helping refugees from Ukraine

When the conflict in Ukraine started in February 2022 and refugees started pouring into cities where we have sites – Łódź, Poland and Boleráz, Slovakia – our people in Europe went straight into action, providing much-needed clothing, food, shelter and medicine to local charities. As a company, we launched a global employee matching scheme whereby for every donation made by an employee to the British Red Cross Ukraine Relief Fund, the Company donated double the amount and shared that money between the seven local charities in Łódź and Boleráz we were supporting to help refugees fleeing the conflict. Many colleagues in both cities, and in Germany also, volunteered their personal time to help local charities.

During the year, we also donated to the British Red Cross appeal to provide food, shelter and medical supplies to the victims of the earthquake in Türkiye and Syria.

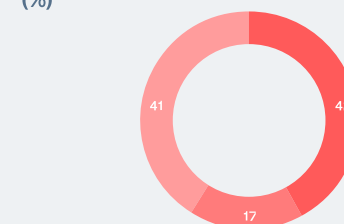
Investing in our communities

In the year ended 31 March 2023, cash community spend and charitable donations amounted to £431,000 (2022 – £417,000¹).

£431,000

¹ Restated to exclude cash spend on community programmes and charitable donations transferred to Primient on 1 April 2022.

Areas of focus (%)



- Health
- Education
- Hunger

Our communities continued

Highlights of the year

Health



Learning about growing food in a sustainable way

South Africa (pictured)

Through our partnership with Food and Trees for Africa, colleagues at our Kya Sands facility support children at a local primary school to cultivate their garden, which feeds both themselves and local households.

Mexico

We partner with Nuestros Pequeños Hermanos, a charity housing over 600 orphaned, abandoned and vulnerable children in the state of Morelos, to help them grow more fresh fruit and vegetables for meals, while also helping them learn about food safety and nutrition.

Hunger



Providing nutritious meals for people in our local communities

Brazil (pictured)

Our team in São Paulo volunteer with GoodTruck which takes food that would otherwise be wasted and prepares nutritious meals for homeless and vulnerable people in the local community.

US

We support a number of food banks in our local communities across the US. Colleagues at our Lafayette, Indiana plant volunteer at their local Food Finders food bank every month, while in Hoffman Estates, Illinois, colleagues help pack meal boxes at the Feed My Starving Children food bank.

Education



Encouraging children to read and learn

UK (pictured)

In Mold we funded the refurbishment of the library reading area at the Bryn Gwalia Fun Club, part of a local primary school, and also donated new books.

US

Our team in McIntosh, Alabama, sponsored the McIntosh Summer Library Reading Programme and also a new mobile library truck.

Thailand

Employees at our tapioca plant in Dan Khun Thot, Thailand supported the local school in different ways including cleaning, maintenance and cutting the grass on their playing fields.

Health, Hunger and Education



Healthy Eating, Happy Learning

China (pictured)

We partner with the China Foundation for Rural Development (formerly the Foundation for Poverty Alleviation) to support a number of schools in underdeveloped areas of China. Through this partnership, which is part of our 'Healthy Eating, Happy Learning' child health improvement programme in China, we provide children with nutritious snacks during their class breaks, and the schools receive new kitchen equipment to support making healthy meals. Working with the Chinese Nutrition Society, we also provide students and teachers with nutrition education booklets and classes.