

OUR
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SOLUTIONSOUR SCIENTIFIC
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PROGRESS

...and our purpose targets

In 2020, we set some long-term targets to help us pursue our purpose. We met some this year, and continued to make good progress towards others.

SUPPORTING HEALTHY LIVING					2 FOOD FIBRE	3 GOOD HEALTH AND WELLBEING	5 GENDER EQUITY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
AREA	TARGET	BY WHEN	PROGRESS (measured on 31 March each year)	PERFORMANCE	HOW WE CALCULATE IT			
Improving nutrition	Through our low- and no-calorie sweeteners and fibres, we'll help remove 9 million tonnes of sugar from people's diets	31 March 2025	<p>2025 10m 2025 target 9m 2020 0</p>	We exceeded our 5-year target with a particularly strong contribution from sucralose. 10 million tonnes of sugar is equivalent to 40 trillion calories.	We take the volume of fibres and low- and no-calorie sweeteners we sell and calculate the sugar equivalence and caloric conversion.			
Encouraging balanced lifestyles	We'll help improve the lives of over 250,000 people, by supporting programmes that promote healthier lifestyles and activities	31 March 2025	<p>2025 134,000 2025 target 250,000 2020 0</p>	We did not meet our 5-year target largely due to the impact of the pandemic on the programmes we supported. But we are proud of the health, education and physical activity programmes we did support across the world.	We count the number of people who benefit from the programmes we support either through cash donations or volunteering. In many cases, this information comes from the third parties who run the events.			
Promoting personal wellbeing	We'll help colleagues improve how they look after their physical and mental wellbeing, so they can be at their best in their daily lives	31 March 2025	<p>2025 73% 2025 target 90% 2020 70%</p>	Due to the combination with CP Kelco during the year, we didn't hold a global employee survey. Therefore, the 73% score is from the prior year's survey, and remains below our 5-year target.	We report the percentage of colleagues who, in our annual employee survey, agree that Tate & Lyle actively supports their health and wellbeing.			

BUILDING THRIVING COMMUNITIES					2 FOOD FIBRE	3 GOOD HEALTH AND WELLBEING	5 GENDER EQUITY
AREA	TARGET	BY WHEN	PROGRESS (measured on 31 March each year)	PERFORMANCE	HOW WE CALCULATE IT		
Preventing hunger	We'll provide over 3 million nutritious meals for people in need	31 March 2025	<p>2025 4.6m 2025 target 3m 2020 0</p>	We exceeded our 5-year target by more 1.6 million meals. In total, we provided 4.6 million meals to people in need in our local communities. This was particularly important during the pandemic and the cost-of-living crisis.	Each food bank or charitable partner we support tells us how many meals our donations provide.		
Supporting education	We'll support the education of over 100,000 children and students through learning programmes and grants, helping them attain skills for life	31 March 2025	<p>2025 57,000 2025 target 100,000 2020 0</p>	We did not meet our 5-year target largely due to the sale of Primint in 2022 which supported several educational programmes in North America. But we are proud of the support we did provide to our local schools.	Each school or organisation we work with tells us how many students benefit from the programmes we support.		
Progressing inclusion	We'll achieve gender parity in our leadership roles	31 March 2025	<p>2025 46% 2025 target 50% 2020 27%</p>	We made solid progress, up from 45% last year. While we are slightly below our 5-year target, moving from 27% to 46% represents significant progress with improvements made every year.	Leadership and management roles are defined as the top five employee bands, representing more than 500 people. The data for 2025 is for Tate & Lyle only, and does not include CP Kelco.		

Long-term incentive plan

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CARING FOR OUR PLANET



AREA	TARGET	BY WHEN	PROGRESS (measured in calendar years)	PERFORMANCE	HOW WE CALCULATE IT
Climate and carbon emissions	Deliver 38% absolute reduction in Energy and Industrial Scope 1 and 2 GHG emissions ^{1,2}	31 December 2028	<p>2019 0% 2024 23% 2028 target 38%</p>	Progress is largely due to new agreements we entered during the year for renewable electricity and associated renewable energy certificates.	Scope 1 and 2 GHG emissions are calculated from onsite energy consumption data.
	Long-term incentive plan				
	Deliver 38% absolute reduction in Energy and Industrial Scope 3 GHG emissions ¹	31 December 2028	<p>2019 0% 2024 29% 2028 target 38%</p>	Progress is supported by reductions in emissions in Primient in the period before we sold our investment in June 2024. Primient remains a supplier to Tate & Lyle.	We receive data on GHG emissions from our supply chain, logistics team and customers.
	Deliver 23% absolute reduction in Forest, Land and Agriculture Scope 3 GHG emissions ^{1,3}	31 December 2028	<p>2019 0% 2024 31% 2028 target 23%</p>	We exceeded our 2028 target ahead of schedule due to decarbonisation within our supply chain and the success of our regenerative agriculture programmes for corn and stevia.	We receive data on GHG emissions from partners in our regenerative agriculture programmes and third parties across our value chain.
Using less water	100% of the electricity purchased for our operations to come from renewable sources	31 December 2030	<p>2021 0% 2024 61% 2030 target 100%</p>	We entered into new agreements for renewable electricity and associated renewable energy certificates for operations across the world.	Percentage of electricity we purchase that comes from renewable sources.
	Long-term incentive plan				
Using waste beneficially	Reduce water use intensity by 15%	31 December 2030	<p>2019 0% 2024 2% 2030 target 15%</p>	While absolute water use was 5% lower, water intensity was 2% higher mainly due to increases at our sites in Thailand and Lafayette, Indiana, US.	Percentage reduction (or increase, in 2024) in water use intensity across our operations.
	Long-term incentive plan				
Regenerative agriculture	100% of waste to be beneficially used	31 December 2030	<p>2019 65% 2024 93% 2030 target 100%</p>	We continued to work with local partners in the US to use more of our waste as nutrients on local farms or for energy recovery.	Percentage of waste generated by our sites that is beneficially used.
	Long-term incentive plan				
Regenerative agriculture	Maintain sustainable acreage equivalent to the volume of corn we buy globally each year	Each year	<p>2024 0% Target met in 2024 2024 target 100%</p>	We supported 364,000 acres of corn in 2024, equivalent to all the corn we bought that year. Our regenerative agriculture programme in the US with Truterra continues to perform well.	The number of acres of corn purchased to make our ingredients each year compared with the sustainable acres of corn we support each year.

1 Validated by the Science Based Targets initiative.

2 The target boundary includes land-related emissions and removals from bioenergy feedstocks.

3 The target includes FLAG emissions and removals.

Baselines

The baseline for our caring for our planet targets is the year ended 31 December 2019, other than renewable electricity and beneficial use of waste which is calculated for the reporting year. For supporting healthy living and building thriving communities, the baseline is 31 March 2020.