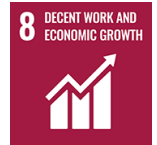


Caring for People: Team

#19 Project: Mental Health Champions



Goal: Mental health wellbeing champion established in each department.

Our "Mental Health Champions" project aims to create a supportive and inclusive workplace culture by establishing a network of Mental Health Champions within each department. This initiative will involve providing department heads with specific mental health training tailored to their roles. Concurrently, we will actively promote open conversations about mental health within the workplace, creating a more inclusive and supportive environment where employees feel comfortable discussing their well-being. This will involve regular communication and initiatives aimed at destigmatising mental health and encouraging open dialogue.

Objectives:

Champion Recruitment and Training:

Recruit and train at least one Mental Health Wellbeing Champion in each department.

Develop Tailored Support Resources:

Create and disseminate a range of mental health support resources tailored to the specific needs and challenges of each department.

Promote Awareness and Encourage Utilisation:

Implement a communication campaign to raise awareness of the Mental Health Wellbeing Champions and available support resources across all departments.

Project Team: Sustainability Manager

People and Culture Manager

Recruitment and Onboarding Coordinator

People Adviser

Caring for People: Team

#20 Project: Family Friendly Policies



Goal: Update internal family friendly policies: carer's leave policy already launched. New policies: Paternity and IVF policy.

The "Family Friendly Policies" project focuses on enhancing employee well-being. Recognising that employees with family responsibilities require flexibility and support, this project will prioritise the development and implementation of new policies related to paternity leave and IVF support. These enhancements will contribute to a more inclusive and supportive work environment.

Objectives:

Paternity Policy Implementation:

Develop and launch a comprehensive paternity leave policy.

IVF Policy Development and Launch:

Implement a supportive IVF policy that addresses the specific needs of employees undergoing fertility treatment.

Policy Communication and Awareness:

Effectively communicate the new paternity and IVF policies to all employees, ensuring they are aware of their entitlements and how to access support.

Project Team:

Sustainability Manager

People and Culture Manager

Recruitment and Onboarding Coordinator

People Adviser

Caring for People: Team

#21 Project: Financial Wellbeing



Goal: Financial wellbeing awareness – we are going to introduce more engagement around pensions.

The "Financial Wellbeing" project aims to empower employees with the knowledge and resources necessary to make informed financial decisions. Recognising the complexities of modern finance, this project will focus on providing employees with access to valuable information and resources related to their financial well-being. A key component of this initiative will be the implementation of engagement programs focused on pension planning, ensuring employees understand their pension options and can make informed decisions about their long-term financial security.

Objectives:

Financial Wellbeing Awareness Campaign:

Launch a company-wide financial wellbeing awareness campaign that provides employees with information and resources.

Pension Engagement and Education:

Conduct workshops and provide educational materials by to inform employees about their pension scheme.

Sustainable Pension Options:

Research and identify pension funds or investment options that align with the company's sustainability values.

Project Team:

Sustainability Manager

People and Culture Manager

Recruitment and Onboarding Coordinator

People Adviser

Caring for People: Team

#22 Project: Internal Sustainability Engagement



Goal: Incorporate sustainability-related tasks into all managers performance reviews.

The 'Internal Sustainability Engagement' project aims to create a company-wide culture of sustainability by integrating sustainability considerations into all aspects of our operations. To achieve this, we will incorporate sustainability-related tasks and goals into the performance reviews of all managers. The project will incentivise managers to champion sustainability initiatives within their respective departments. Additionally, it will hold them accountable for integrating sustainability considerations into all decision-making processes within their areas of responsibility.

Objectives:

Develop Sustainability Criteria

Define clear and measurable sustainability criteria for each department.

Integrate into Performance Review Templates:

Update performance review templates by end of Q1 2025 to include a dedicated section on sustainability performance.

Training and Communication:

Provide training and resources to managers by on how to effectively assess and discuss sustainability performance during employee reviews.

Project Team:

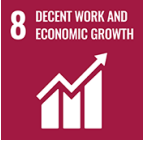
Sustainability Manager

Commercial Director

People and Culture Manager

Caring for People: Team

#23 Project: Internal Sustainability Training



Goal: New Sustainability training course for onboarding.

This project focuses on enhancing employee awareness and understanding of Fooditude's sustainability initiatives. The current mandatory sustainability training course for new employees was last updated in 2022. A revised version will be launched in January 2025. The updated course will emphasise Fooditude's current sustainability priorities and initiatives, providing employees with a comprehensive understanding of our sustainability journey. A key component of the new training will be a dedicated module focusing on our food waste project. This updated training program will equip all new employees with the knowledge and understanding necessary to contribute to Fooditude's sustainability goals.

Objectives:

New course Development:

Develop a comprehensive and engaging sustainability training course.

Training Delivery and Resources:

Deliver the updated sustainability training course to all new employees.

Evaluation and Continuous Improvement:

Establish a system for evaluating the effectiveness of the sustainability training program.

Project Team:

Sustainability Manager

Recruitment and Onboarding Coordinator

Caring for People: Team

#24 Project: Employee Commuting Data



Goal: Collect comprehensive data on employee commuting habits to calculate a more accurate carbon footprint and identify opportunities for sustainable transportation initiatives.

The "Employee Commuting Data" project aims to enhance the accuracy of our Scope 3 emissions calculations by collecting more detailed data on employee commuting habits. While we have historically estimated employee commuting emissions based on averages, this project will involve gathering more precise data on individual employee commuting modes (e.g., public transport, cycling, walking, driving). This data will enable us to calculate a more accurate Scope 3 footprint, identify areas for improvement, and develop strategies to encourage more sustainable commuting options among our employees.

Objectives:

Data Collection and Survey:

Conduct a comprehensive employee commuting survey and drive engagement.

Identify Hotspot Areas:

Analyse the surveys and identify areas that are causing high impact.

Promote Sustainable Options:

Based on the commuting data and carbon footprint analysis, identify and promote sustainable transportation options for employees.

Project Team:

Sustainability Manager

Recruitment and Onboarding Coordinator