



# Environmental, Ethical and Sustainability Policy

At RM Curtis, we are committed to integrating sustainability into every aspect of our operations, based on three pillars: people, planet, profit. As a food business operating a manufacturing facility and trading ingredients within the supply chain, we recognize our responsibility to minimize our environmental impact, promote social responsibility, and ensure the long-term health and well-being of our communities. We are committed to minimizing our environmental impact, promoting social responsibility, and ensuring economic viability throughout our supply chain.

## Environmental Commitment:

- 1. Resource Efficiency:** We will continuously strive to improve resource efficiency in our manufacturing processes. This includes reducing water and energy consumption, optimizing raw material usage, and minimizing waste generation. Our teams are involved in several energy efficiency projects within our manufacturing facility. We engage with a number of core suppliers that are conscientious in their energy efficiency approach with their own manufacturing or within the supply chain starting from the primary agriculture.
- 2. Our waste management initiatives** include diverting waste from landfill targets, reducing our plastic footprint, zero food waste to landfill targets among others. We are following WRAP UK guidelines and roadmap to help to embed the principles of ‘Target, Measure, Act’ and to ultimately align with wider UN Sustainable Development Goal (SDG) target 12.3 and the Courtauld 2030 food waste target.
- 3. Packaging Sustainability:** We will prioritize sustainable packaging solutions, aiming for recyclable or compostable materials wherever possible. From using FSC certified cardboard for UK board and setting recyclable targets for our plastic packaging to packaging reduction initiatives, our goal is to reduce the environmental impact associated with our packaging, from production to disposal.
- 4. Supply Chain Collaboration:** We will work collaboratively with our suppliers to promote sustainable practices. This includes encouraging environmentally friendly farming methods, responsible sourcing of raw materials, addressing biodiversity and deforestation in the supply chains and the reduction of greenhouse gas emissions in transportation.
- 5. Carbon Footprint Reduction:** Once we have mapped out emissions across all three scopes using recognised GHG protocols, we will set SBTi targets with time bound reduction plans. RM Curtis & Co Ltd is committed to measuring and reducing its carbon footprint, working with partners that are supporting our baseline measurements and setting targets in 2024. We will explore renewable energy options, invest in energy-efficient technologies, and implement carbon offset initiatives to mitigate our impact on climate change.

## Social Responsibility:

<b>Document:</b>	P12DOC	<b>Page:</b>	1 of 3	<b>Revision:</b>	1.2
<b>Author:</b>	Florina Brooks	<b>Issued:</b>	February 2024 reviewed January 2025	<b>Authorised:</b>	Lynne Tempest
CONTROLLED IF HEADER IS COLOURED					

# Environmental, Ethical and Sustainability Policy



1. Ethical Sourcing: We will prioritize suppliers who adhere to fair labor practices and ethical sourcing standards. Our commitment extends to ensuring that all ingredients in our supply chain are produced under humane and socially responsible conditions. As SEDEX members ourselves (with a SMETA 4 pillars audit under our belt), we partner with suppliers that adhere to SEDEX principles and participate in SMETA audits to highlight and improve standards.

2. Community Engagement: RM Curtis & Co Ltd will actively engage with the communities where we operate, supporting local initiatives and promoting social well-being. We aim to be a positive force for sustainable development in the areas where we have a presence, by sponsoring local causes and charities, partnering with other local businesses to and supporting our employees in their community initiatives.

3. Employee Well-being: We will foster a work environment that prioritizes the health, safety, and well-being of our employees. This includes providing training on sustainability practices, promoting diversity and inclusion, and ensuring fair compensation.

## Economic Viability:

1. Long-Term Business Resilience: RM Curtis & Co Ltd recognizes that sustainability is essential for long-term business resilience. By incorporating sustainable practices, we aim to enhance our competitiveness, reduce operational costs, and create a positive brand image.

2. Innovation and Continuous Improvement: We will invest in research and development to identify and implement innovative sustainable practices. Continuous improvement will be a key focus to adapt to emerging technologies and best practices in sustainability.

3. Sustainable products: We are driven to provide all our customers and consumers with high quality, nutritional products that help consumers lead healthy lives.

Through our initiatives on packaging sustainability and recycling we strive to help consumers reduce their carbon footprint to the benefit of the environment.

## Communication and Reporting:

Transparency: RM Curtis & Co Ltd is committed to transparently communicating our sustainability efforts to our stakeholders. We will regularly update our stakeholders on our progress, challenges, and future goals through reports and other communication channels, such as sustainability assessment platforms.

We use an existing framework, <https://www.un.org/sustainabledevelopment/sustainable-development-goals/> to develop our own goals.

We are developing a strategy that aligns with our brands and target customers, considering our environmental impact, employee safety and happiness, community, and supply chain impact.

<b>Document:</b>	P12DOC	<b>Page:</b>	2 of 3	<b>Revision:</b>	1.2
<b>Author:</b>	Florina Brooks	<b>Issued:</b>	February 2024 reviewed January 2025	<b>Authorised:</b>	Lynne Tempest
CONTROLLED IF HEADER IS COLOURED					

# Environmental, Ethical and Sustainability Policy



2. Stakeholder Engagement: We will actively engage with our customers, suppliers, employees, and the broader community to gather feedback and incorporate diverse perspectives into our sustainability initiatives.

By adhering to this sustainability policy, RM Curtis & Co Ltd strives to create a positive impact on the environment, society, and the economy, fostering a sustainable future for generations to come.

<b>Document:</b>	P12DOC	<b>Page:</b>	3 of 3	<b>Revision:</b>	1.2
<b>Author:</b>	Florina Brooks	<b>Issued:</b>	February 2024 reviewed January 2025	<b>Authorised:</b>	Lynne Tempest
CONTROLLED IF HEADER IS COLOURED					