



# SUSTAINABILITY REPORT

2022



# INTRODUCTION

**At Roberts we're committed to optimising the environmental and social impact of our business and therefore we're proud to present our Sustainability Report for 2022.**

Within this report you will find our current impact as we stand today as well as some of our plans for the future.

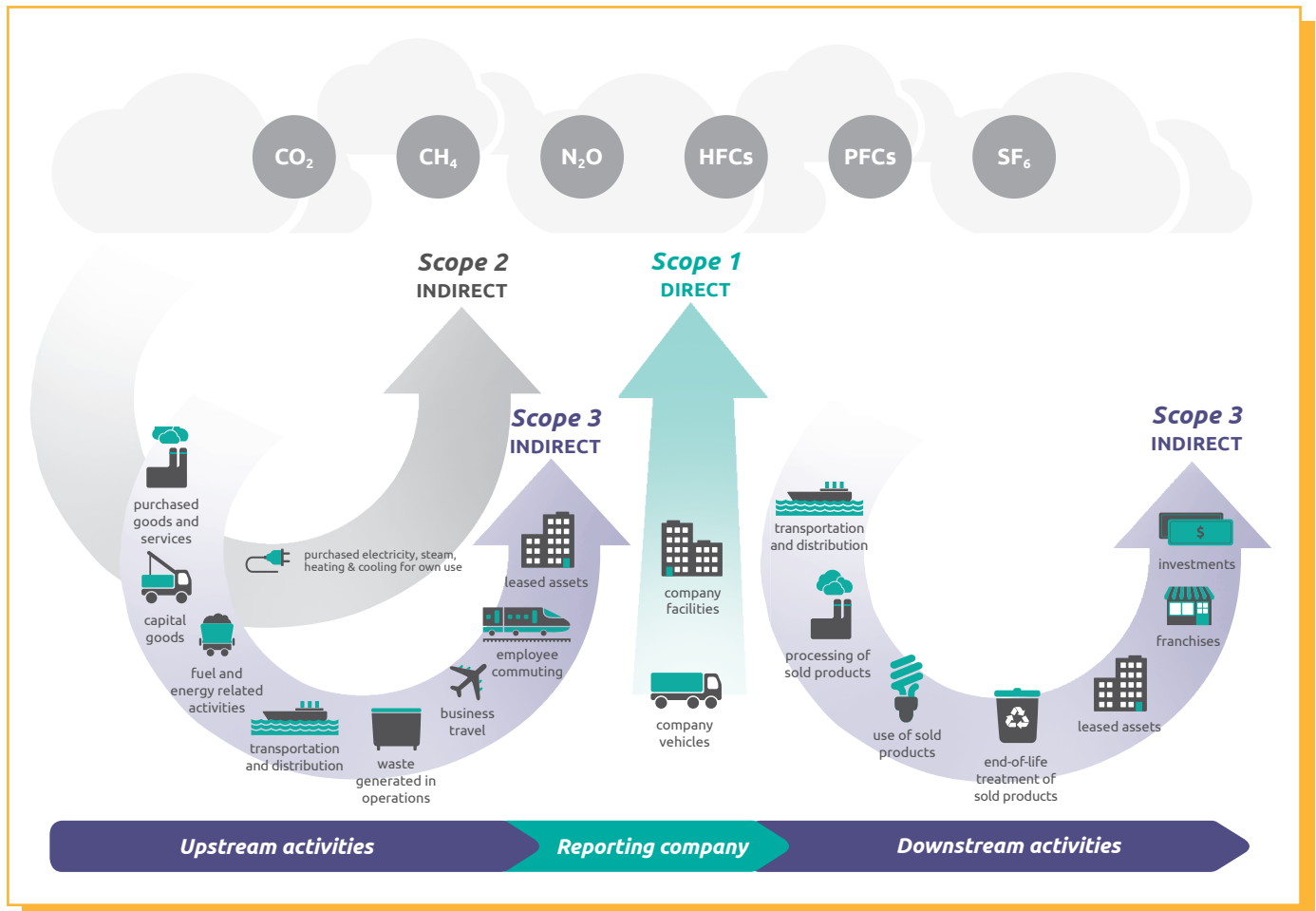
We've used the UN Sustainable Development Goals (SDGs) to influence our decision making, please look out for the SDG icons to see how our work relates to these goals.





The Greenhouse Gas Protocol (GHG) breaks emissions down into three scopes which you can see below.

Overview of GHG Protocol scopes and emissions across the value chain.



## Scope 1 and 2 Emissions – Net Zero 2035

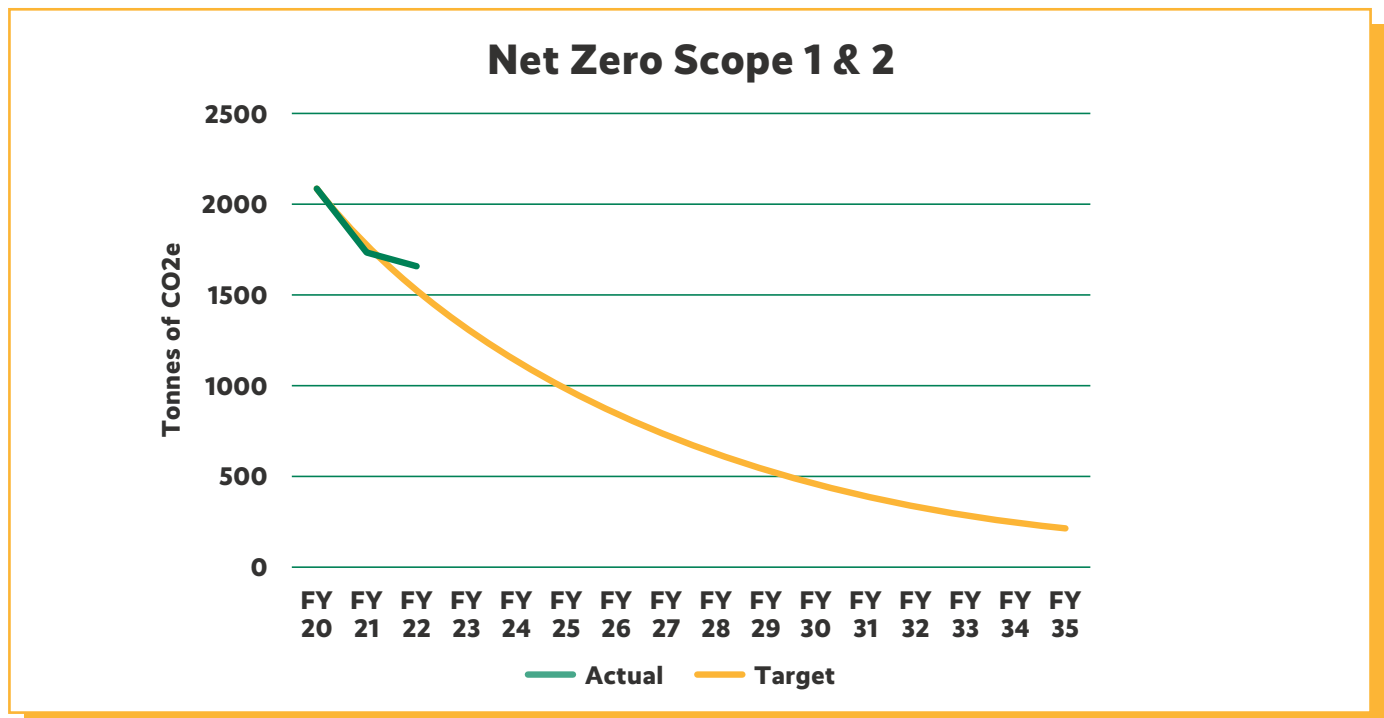
Our initial focus has been on Scopes 1 and 2, for these we have committed to Net Zero 2035, reducing our emissions in these categories at least 90% by 2035 from our baseline of 2020.

## Scope 3 Emissions

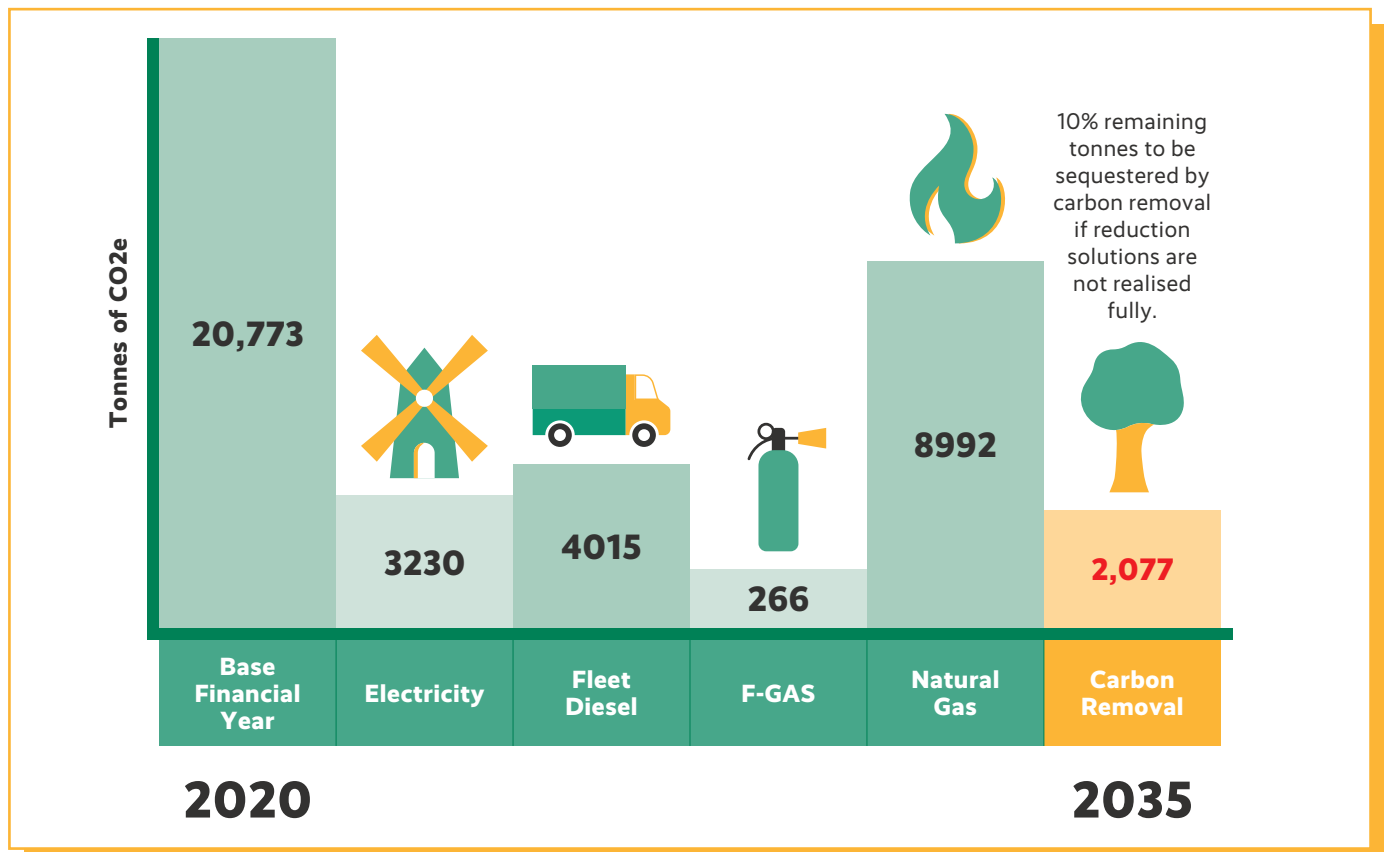
For Scope 3 we are committed to Net Zero 2050, however we're working on quantifying these emissions and developing a roadmap for all three scopes validated by the Science Based Targets Initiative (SBTi).



To achieve Net Zero for Scope 1 & 2 we must reduce emissions on average 14% per year up to 2035. We have reduced our emissions 20% so far.



Our emissions are currently broken down as shown below.



## ELECTRICITY AND GAS

- We're investigating self generation for electricity across our sites, including CHP and Solar.
- We closely monitor the development of hydrogen as a future alternative to natural gas.
- We're running projects which have identified opportunities to produce more efficiently such as air leaks and oven burners that turn down automatically.

7 AFFORDABLE AND CLEAN ENERGY



## VEHICLES

- We're closely following developments in the future fuel technologies for our HGVs, HVO being the route we will most likely take to reduce our emissions in the short to medium term. In 2023 we have 18 brand new Euro 6 DAFs being delivered that will use remix Michelin tyres, the same for all our existing fleet.
- Michelin's remix tyres offer a similar life expectancy to an original Michelin, whilst saving approx. 50 litres of oil, 44kg of rubber compound and 60kg of CO2.
- We use dynamic routing via Paragon to optimise our routing and reduce fuel consumption.
- We're also finalising the instalment of four 22kw EV chargers for our staff to help encourage the use of electric vehicles for commuting and business travel.

13 CLIMATE ACTION



## WASTE

- Food waste is responsible for 6% of global emissions and as a food manufacturer our responsibility is to ensure we minimise our impact.
- We have a weekly waste budget to ensure we're always focused on reducing waste.
- For 2022 we sent 300,000 units to Company shop and when we're not able to do this our other option is animal feed, 7000 tonnes of bread and dough went to animal feed to ensure nothing is wasted.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## PACKAGING

- We believe in the Reduce Reuse Recycle concept.
- Reducing the weight and size of packaging and constantly re-evaluating these factors, whilst monitoring packaging waste on a weekly basis.
- Our Bakers Basco bread baskets that we use to transport bread safely to our customers are Reusable many times.
- Our lightweight Polyethylene bread bags are Recyclable and carry an OPRL recycling logo.



## INGREDIENTS

- We're members of the Round Table of Sustainable Palm and support the WWF view that we must avoid palm boycotts and use sustainable palm oil when the product requires it.
- Palm oil use started because Animal fats were largely excluded due to their high levels of saturated fat and for vegetarian alternatives, however the alternative vegetable oils were hydrogenated to make them solid at room temperature, this proved to be highly unhealthy.
- The use of palm oil was the result as it is healthier than animal fats and hydrogenated fats and is solid at room temperature to aid processing, unfortunately this had devastating effects.
- In the current situation there is a Sustainable Palm supply chain set up and we know that substitutions with other vegetable oils can cause further environmental and social harm. The diagram below shows that if we were to switch to other vegetable oils on mass their yield per hectare is much lower and we would therefore have to use far more land with a worse environmental disaster.
- Please see our Palm Oil policy for further detail.



Comparison of global oil yields by crop plant  
Oil yields in tonnes per hectare (t/ha)



# OUR PEOPLE & OUR COMMUNITY

11 SUSTAINABLE CITIES AND COMMUNITIES



**With approximately 800 employees across two sites, we're proud to play an important role within our community.**

## BAKING IN SCHOOLS

Our baking in schools program was inspired by radio DJ Chris Evans referencing his visit as a child to our Northwich bakery in his autobiography.

Delivering a free activity for children from all backgrounds, our baking sessions provide children with basic bread making skills which they can use to bake with their families.

We also introduce the basics of baking on a large manufacturing scale.

- 24 schools visited during 2022.
- 862 pupils experienced our baking programme.
- Every child took away with them a loaf they had baked, a recipe card to recreate the experience at home and a 'brilliant school of baking' certificate.



## VOLUNTEERING

We run regular volunteering days open to all members of staff. Everybody is entitled to give up a day's work to volunteer at one of our organised projects, working with our charity and community partners. This year we completed 75 volunteering days over 10 community projects.



## CHARITY

- We raised over £4,000 for our nominated local charity partners, through the sale of our products at externally organised events which we sponsor, and through our own in-house fundraising.
- We also donated nearly 5000 products.



## DIVERSITY AND INCLUSION

- We recognise that the manufacturing industry has an opportunity to improve its gender diversity.
- We're committed to being part of the solution by developing a range of initiatives which improve opportunity for women at Roberts.
- We want our company to be a great place to work for everyone and have chosen to focus on gender as part of our journey to overall equity, diversity and inclusion.



## TRAINING

- We offer mandatory training for production staff and conduct H&S and technical training as part of our induction process.
- We offer in-house leadership training covering 11 key leadership modules.
- Our drivers have ongoing training to ensure standards are maintained.
- One of our five core values is quality and in support of this we offer an in-house Bakery Excellence course.
- We are proud to be a member of Management Development Services Ltd (a not for profit organisation), who aim to equip young people with experience and training to give them the confidence and ability to rapidly become senior business leaders within the food and fresh produce industry.
- As part of the scheme we recently employed four individuals who were with us for 6 months and took on key roles of real responsibility across our business. They developed their own knowledge and skills and helped to drive forward efficiencies in the way we run our business. We're now looking at taking on a further two trainees.
- We've added mandatory sustainability goals to performance reviews to build understanding and to drive improvements across the business.
- We've recruited an internal group of Sustainability and Ethics Champions with the aim of educating the group on topics such as sustainability and modern slavery, discussing ideas for improvement and helping to build engagement within the business.







# WHAT'S NEXT

- 2023 – Switch to Renewable Electricity.
- 2023 – Complete Installation of EV chargers for staff.
- 2023 – New Waste management provider installed to reduce waste and increase percentage of recycling.
- 2024 – Science Based Target Validation (SBTi).
- 2035 – Scope 1 & 2 Net Zero target achieved.
- 2050 – Scope 3 Net Zero target achieved.

