

2021 Sustainability Update



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To Our Stakeholders

About This Report

Welcome to our annual report covering our global Griffith Foods' operations. It is designed to inform our stakeholders of the positive and negative impacts that our organization may have on economic, social, and environmental topics. We provide an overview of who we are as a company, our commitments, how we engage stakeholders and provide details of our approach to addressing our sustainability-related impacts.

The content of this report has been determined based on material sustainability topics, which are mapped out in the Materiality Assessment section of our [2020 Sustainability Report](#), which was published in September 2021. The scope of our performance includes all entities for which

Griffith Foods holds management responsibility and the scope of the data encompasses all our activities. Unless otherwise noted, performance data corresponds to the financial year for October 1, 2020, to September 30, 2021.

We have referenced select disclosures, or parts of their content, from the Global Reporting Initiative (GRI) Standards framework to align our non-financial reporting with global sustainability indicators. A content index is included in the Appendix as a tool to help readers more easily locate relevant information across the report and our web-based resources, and to demonstrate compliance with the GRI Standards.

We Value Your Feedback

Please share feedback and questions about our report sustainability@griffithfoods.com.



2030 Sustainability Plan

“Blending care and creativity to nourish the world”



Founded in 1919, we began with a purpose to “improve food safety while creating healthier, better-tasting food.” Over the years the company and our purpose has evolved to “blending care and creativity to nourish the world” and together with customers, suppliers, and other value chain partners we collaborate to develop products and technologies that are nutritious, sustainable, and capabilities. Today, as a fourth-generation family-led family of companies, we operate in more than 30 countries on six continents, employing 4,800 people, including more than 40 chefs and 3,500 food scientists and sourcing from thousands of family farmers. As a product development partner and supplier of seasoning and spice blends, sauces, dressings, coatings, soups, and dough blends to many of the world’s largest food companies, we are focused on helping to make food more nutritious, delicious, accessible, and sustainable.

Specializing in developing delicious, nutritious, and sustainable food ingredients for food service professionals, processors, distributors, and retailers worldwide, sustainability is core to our identity.

In 2021, we shared our priority sustainability goals and targets, based on a 2020 materiality assessment and extensive internal engagement with senior leadership from every part of our business. That process resulted in a 10-year plan to reach 2030 that underpins our business strategy, initiatives, and decisions. Below, and throughout this report, we outline those goals and our 2021 progress against them.





2030 Sustainability Goals

Our priority areas are centered across four areas - Wellbeing & Fulfillment, Climate Action, Sustainable Sourcing and Health and Nutrition. We believe these provide the foundation for us to harness our core business capabilities and relationships to help create a more nutritious, delicious, accessible, and sustainable food supply for the people and communities where we operate. They also enable us to strategically support our customers and partners with their own sustainability or environment, social and governance goals and to invest in future value creation opportunities for the business. As we work toward these 2030 sustainability goals, new models of partnerships, consistent progress updates, and transparent communication with stakeholders will be the keys to our success.

A progress update on each focus area is provided in the tables below and the relevant sections of this report.



2021 Progress¹

WELLBEING & FULFILLMENT:	FY19	FY20	FY21
% women in global workforce	29%	29%	29%
- % women in management positions	38%	39%	44%
- % women in executive positions	22%	23%	26%
Average training hours per permanent employee ²	22%	21%	15%
% of permanent employees receiving regular performance reviews	84%	84%	84%
% of workforce covered by formal collective bargaining agreements	22%	22%	28
Lost-time injury frequency rate <i>Number of lost-time injuries per 1,000,000 hours worked</i>	11.64	7.74	7.84
Employees from underrepresented groups (US only)	46%	48%	47%
Employees in management positions from underrepresented groups (US only)	18%	17%	19%
Employees in executive positions from underrepresented groups (US only)	24%	22%	20%

¹All reporting is for the financial year ending September 30th.

²FY19 and FY20 exclude UK, France, Spain and Italy. FY21 excludes Poland and Rwanda.



2021 Progress

CLIMATE ACTION & ENVIRONMENTAL MANAGEMENT:	FY19	FY20	FY2020 excluding Innova ³	FY21
Total energy consumption (MWh) <i>Includes natural gas, stationary fuels, and electricity consumption</i>	201,026	179,507	172,587	144,716
Total gross Scope 1 & 2 GHG emissions (location-based) (metric tons CO ₂ e)	55,231	45,870	35,535	36,014
- Scope 1 GHG emissions (metric tons CO ₂ e)	26,605	24,610	17,643	18,054
- Scope 2 GHG emissions (location-based) (metric tons CO ₂ e)	23,823	20,736	17,892	17,961
- Scope 2 GHG emissions (market-based) (metric tons CO ₂ e)	28,626	21,259	18,269	16,727
GHG Emissions Intensity	0.13	0.12	0.09	0.08
Total water withdrawal (m3)	919,485	820,780	651,117	649,528
Total waste generation (metric tons)	27,927	24,590	15,184	14,277
- Waste to landfill (metric tons)	2,945	2,290	1,905	2,007
- Waste to recycling (metric tons)	21,341	17,991	9,014	8,468
- Waste to incineration (metric tons)	3,640	4,310	4,265	3,803
Landfill diversion rate	89%	91%	87%	86%
SUSTAINABLE SOURCING:	FY18	FY19	FY20	FY21
Suppliers achieving Bronze or higher in the EcoVadis assessment <i>% of spend with Direct Material suppliers⁴</i>	-	24%	62%	73%
Suppliers who have signed Griffith's Supplier Code of Conduct <i>% of spend with Direct Material suppliers⁴</i>	-	-	71%	83%
Raw materials with sustainability certification ⁵ <i>% of Direct Materials spend⁴</i>	9%	11%	13%	16%
Number of farmers directly impacted through our sustainable sourcing programs <i>Includes on-the-ground training, education and support through our Griffith Sustainably Sourced program</i>	343	840	1,197	2,424
HEALTH & NUTRITION:	FY18	FY19	FY20	FY21
Product non-conformance rate <i>(Number of internal rejects per 100 batches, including product integrity and foreign material incidents)</i>	1.72	0.76	0.74	0.9
% Of sites achieving AA-grade BRCGS food safety certification	74%	79%	84%	80%

³In 2021, Griffith Foods divested the Innova Flavors business from its portfolio. FY20 environmental data has been recalculated to reflect the divestment and establishes our baseline going forward.

⁴Direct Materials suppliers are defined as suppliers of ingredients and packaging materials that are part of the final product.

⁵Includes Rainforest Alliance, GLOBALG.A.P., USDA/EU Organic, Muddy Boots, SAI Platform (FSA) Silver, Marine Stewardship Council, Forestry Stewardship Council, RSPO and RTRS



People

Wellbeing & Fulfillment

Our aim for our team to thrive both inside and outside of work by supporting their physical, mental, and financial wellbeing. As such, we prioritize Wellbeing & Fulfillment and actively nurture an inclusive workplace where each person's unique needs are supported, diversity is valued, and everyone has an opportunity to grow and develop. We also place great emphasis on health & safety at work and provide fulfilling employment with competitive rewards and benefits. Together this approach supports not only our People's holistic wellness but also our company's long-term success.

Looking forward, we aim to empower and support our People, ensure fair pay and equitable working practices, and create opportunities for underrepresented and marginalized groups. To achieve this, we have established the following goals:



Partnering with University of Illinois to launch Food & Agriculture Student Immersion Program

In early 2021, we were delighted to partner with The Discovery Partners Institute and the University of Illinois College of Agricultural, Consumer and Environmental Sciences College (ACES) to launch their inaugural Food and Agriculture Student Immersion Program. The new endeavor features an immersive hands-on project designed to help solve the grand challenges of sustainability and nourishment and support the professional development of students in ACES multidisciplinary program.

ACES juniors and seniors have since been working together to develop a food product concept with a selected group of talent from our Griffith Foods' commercial team. Students consider all angles, including the use of natural resources, upcycled ingredients, nutrition, and economic and social welfare. They have also learned more about sustainability and nourishment through coursework featuring industry experts while gaining exposure to advanced computing and large data sets for use in decision making.

Learn more about our many partnerships on the [Griffith Foods website](#).

Goal	2021 Progress Update
Empower and support our People, families, and communities by providing the necessary resources—physical, mental, and financial—to help them thrive inside and outside of work.	<ul style="list-style-type: none"> Enhanced our Purpose Journey program Developed plan to expand mental health support to begin in 2022. Began implementation of global learning management system to gather, track and report progress
Create and sustain an inclusive culture , achieve gender parity at the management level globally, and ensure equal representation, equal pay and equitable working practices throughout our value chain.	<ul style="list-style-type: none"> Hired a Global Director to lead our progress against this goal. Began implementation of a global human resource system to gather, track and report progress.
Ensure living wages for 100% of employees, proactively address human rights across our operations and value chain and create opportunities for vulnerable groups.	<ul style="list-style-type: none"> Focus area for 2022





Planet

Climate Action

Planning for climate change has required fundamental changes in the way our business operates, from the energy we consume to the agricultural raw materials we source to the products and services we offer customers. In 2021, we further developed our climate roadmap by beginning work to align our approach with the Science Based Targets Initiative methodology with a plan to submit for approval in 2022. We aim to reach net-zero carbon in our own operations by 2030 and partner with suppliers to reduce their climate impacts and become net zero across our value chain by 2040. To achieve this, we have established the following goals:



Our largest climate impacts occur beyond our own operations. As such, our 2030 Sustainability Plan makes clear the scale of our environmental ambition—doing our part to keep global warming below 1.5°C by becoming net-zero carbon—relies on our own operations and by partnering with suppliers to reduce their climate impacts.

Our value chain (Scope 3) carbon footprint encompasses everything from the upstream impacts of our agricultural raw materials (see Sustainable Sourcing), through transportation and cold storage, to use and disposal by customers. In 2020, we undertook a Scope 3 screening exercise to estimate the size of our footprint and identify the biggest areas for us to tackle. This revealed that Scope 3 emissions represent about 85% of our total footprint, the majority of which is associated with the raw materials we buy. Late in 2021, we begin a deeper evaluation on priority materials Scope 3 emissions by trying to leverage more primary data from our suppliers. We are evaluating the updated Scope 3 emissions data and will share more in 2023 about our roadmap to lower GHG in our supply chain.

Goal	2021 Progress Update
Become net-zero carbon in our own operations by achieving a science-based 42% reduction in Scope 1 & 2 emissions from a 2020 base year and using verified offsets to cover the remainder.	<ul style="list-style-type: none"> • We restated our GHG emissions due to selling our Innova business. While energy usage went down, the mix of Scope 1 & 2 emissions changed resulting in a non-material increase. • Progressed on development of a program to purchase renewable energy certificates in certain geographies. • Selected a global system to track energy, waste and water at our manufacturing locations to be implemented in 2022.
Procure 100% renewable electricity (RE100) for our global operations.	<ul style="list-style-type: none"> • Contracts beginning in 2022
Achieve a 23% reduction in our value chain (Scope 3) emissions per ton of product from a 2020 base year.	<ul style="list-style-type: none"> • Assessing our initial Scope 3 baseline to develop a more comprehensive reduction roadmap.



Planet

Water & Waste

Freshwater is vital for our own operations, both for direct use in wet products, and for cleaning equipment. A sufficient supply of water is important to our agricultural suppliers, including smallholder farmers involved in our Griffith Sustainably Sourced (GSS) program. We are also focused on minimizing waste to landfill at our facilities by recycling and diverting materials from landfill.

Looking ahead, we aim to reduce our water and waste impacts and to achieve this, we have established the following goals:

Going Carbon Neutral in Colombia

Our Colombia facility received its Carbon Neutral Certification from Cornare (an entity that works for sustainable human development for the ecological balance in the region) and Icontec (Colombian Institute of Technical Standards and Certification). We have been working for the past several years with Cornare to lower our energy and emissions.

Goal	2021 Progress Update
Achieve zero waste to landfill across all sites by 2025.	<ul style="list-style-type: none"> On track - achieved an 86% diversion rate in 2021.
Ensure 100% reusable, recyclable, or compostable packaging by 2025.	<ul style="list-style-type: none"> Began collecting baseline data
Reduce unsustainable water use by 50% by 2025 and achieve sustainable water use in all water stressed areas for our factories by 2030.	<ul style="list-style-type: none"> Water risk assessment on track to be completed in 2022 for all factory locations using the World Resources Institute Aqueduct tool. We will report more on its findings and corresponding actions in our 2022 report.

All water used in our production processes (e.g., for cleaning and as a direct ingredient to wet products) comes from municipal sources. During the reporting period, our operations withdrew slightly lower cubic meters of water but our production volume increased resulting in a 9% reduction of water intensity per pound of production. We were able to produce more product using less water. This was partly due to water reduction initiatives and technology investments such as innovating dry-blend lines, as well as smaller investments in cleaning equipment. We expect this trend to continue in future years, as our water reduction initiatives continue.

Our wastewater is discharged to municipal sewers or collected and sent for treatment, rather than discharged to natural bodies of water. Our water treatment processes vary by site, depending on local facilities and regulations. At some sites, wastewater is either discharged to sewers under license, or is collected and sent for treatment. At several facilities we have installed wastewater treatment plants to neutralize and remove

pollutants to meet local requirements prior to discharge, aiming to reduce levels to 40-50% of the maximum limits allowed by law. Quality is monitored, including chemical oxygen demand and biological oxygen demand. We have also begun monitoring water discharge volumes across some of our production sites.

To better understand our water-related impacts, our 2022 focus is to complete a water risk assessment ECOLAB Smart Water Navigator tool. This will provide us with information to assess water withdrawal levels from water catchments areas where facilities are located and whether associated withdrawal volumes are within a sustainable threshold.

We generated a total of 14,277 tons of waste in 2021, most of which was commercial and industrial waste from our operations. We diverted over 8,400 tons of recycling via site specific recycling efforts. Our landfill diversion rate is 86%, a slight decrease from last year.



Performance

Health & Nutrition

We have always worked to offer healthy, nutritious products that are accessible, affordable, and delicious. With nourishment at the core of our Purpose as a business, and food demand, malnutrition continuing to rise, we have an opportunity and a responsibility to be more proactive in our approach to Health & Nutrition.

Looking forward, we aim to be the leading nutritious and sustainable product development partner for our customers, developing industry-leading solutions that enable the transition to planet-friendly, nutritious diets. To achieve this, we have established the following goals:



Goal	2021 Progress Update
Align 60%+ of our portfolio with globally recognized nutritional science and sustainability criteria.	<ul style="list-style-type: none">• Increased from 34% to 45% of our finished product meeting an internal health and nutrition criteria for one of the following: fortification, organic, reduction, clean label, or elimination.• Slight increase from 13% to 16% of direct raw material spend having an external third-party certification.
Develop an industry-leading portfolio that combines the benefits of being both planet-friendly and nutritious to become the healthy and sustainable product development partner of choice for our customers.	<ul style="list-style-type: none">• To begin in 2022



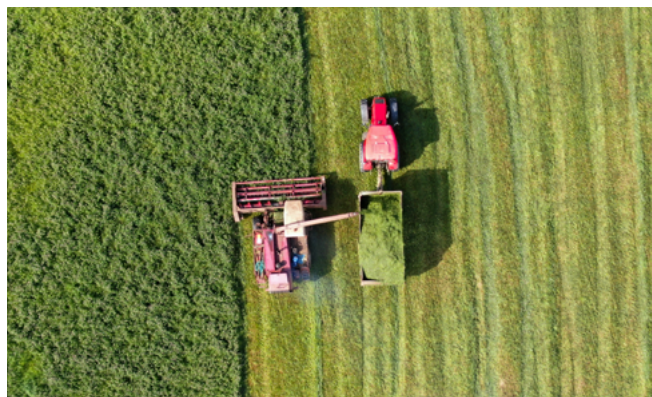


Performance

Sustainable Sourcing

At Griffith Foods, we believe in the value of sustainable sourcing and are driven by a fierce belief in a transparent food system and a deep desire to positively impact the farmers we work with and their communities.

We aim to purchase our raw materials from sustainable sources, improve farmer livelihoods and work with our industry to scale regenerative farming practices. To achieve this, we have established the following goals:



Goal	2021 Progress Update
Purchase 100% of our major raw materials from fully traceable, certified sustainable sources.	<ul style="list-style-type: none"> Increased from 13% to 16%
Work directly with 10,000 smallholder farmers to implement sustainable practices, advance technology and access to finance, and support living incomes.	<ul style="list-style-type: none"> Increased from 1,197 to 2,084
Increase the number of farms owned by women and other underrepresented and marginalized groups in our supply chain by 50%.	<ul style="list-style-type: none"> Began collecting baseline data
Partner with key customers and suppliers to scale regenerative farming practices and develop net-zero supply chains, and work with our broader industry to advocate for market transformation.	<ul style="list-style-type: none"> Work to begin in 2022

In 2021, we added additional raw materials to our Griffith Sustainably Sourced (GSS) program. A highlight was the doubling of volume—from 2,043,543 Kg in 2020 to 4,084,812 Kg in 2021—of chilli pepper sourced from Vietnam and an important increase in the usage of our black pepper program in India. The increased volumes allowed Griffith to double the number of farmers we directly work with through our Terova team.

Also in late 2021, we conducted a life cycle assessment and GHG reduction review on chilli peppers and

determined a 33% decrease in GHG emissions intensity in 2021 compared to 2020. A reduction in electricity usage at the processing factory and reducing the use of chemical fertilizers while increasing biogenic soil management practices helped drive the improvement.

For more information on the GSS program and how we work to sustainably source products, see the [Performance section of our 2020 Report](#).

Appendix

Material Topics

In 2019, we carried out an extensive materiality assessment to identify the ways in which priorities and expectations may have shifted since our previous review five years earlier. We conducted 28 interviews with internal and external stakeholders. We also reviewed peer and other external standards to identify global priority issues. From this process, we identified our top priority areas. In addition, we developed a Sustainability Plan for the next 10 years that is now guiding and informing our business initiatives, plans, and decisions.

The priority areas mapped to our 2030 Sustainability Plan:

People

- Community Involvement
- Diversity & Inclusion
- Talent Attraction & Employee Development
- Employee Health, Safety & Wellbeing

Planet

- Environmental Management (inc. Energy, GHGs, Water & Waste)
- Sustainable Agriculture
- Water Security

Performance

- Animal Welfare
- Business Ethics & Governance
- Farmer Livelihoods
- Food Loss & Waste
- Food Safety & Quality
- Global Development & Food Security
- Plastic & Packaging
- Portfolio Innovation & Transformation (incl. Health & Nutrition)
- Supply Chain Labor Rights
- Tax & Economic Contribution
- Traceability & Sustainable Sourcing

Further details can be found in our [2020 Sustainability Report](#).





STATEMENT OF USE	Griffith Foods has reported the information cited in this GRI content index for the period of October 1, 2020, to September 30, 2021, with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

Disclosure	Description	Reporting Location	Additional Remarks
GRI 2: GENERAL DISCLOSURES 2021			
1-2	Organizational details	<ul style="list-style-type: none"> Griffith Foods website – About Us 2020 Sustainability Report – pages 7-14 	Location of headquarters: Alsip, Illinois
2-2	Entities included in the organization's sustainability reporting	To Our Stakeholders – About This Report	As a privately held family business, our consolidated financial statements are not public. A list of entities included in our reports can be found in the 2020 Sustainability Report - Who We Are section, under Our Business Units.
3-2	Reporting period, frequency and contact point	To Our Stakeholders – About This Report	--
4-2	Restatements of information	GRI Content Index	No restatements were made during the reporting period.
5-2	External assurance	GRI Content Index	This report has not been externally assured
6-2	Activities, value chain and other business relationships	Griffith Foods website – What We Do	--
7-2	Employees	<ul style="list-style-type: none"> 2030 Sustainability Plan – 2021 Progress People 	--
9-2	Governance structure and composition	2020 Sustainability Report – page 15	--
11-2	Chair of the highest governance body	Griffith Foods website – About Us – Our Leadership	--
12-2	Role of the highest governance body in overseeing the management of impacts	2020 Sustainability Report – page 15	--
13-2	Delegation of responsibility for managing impacts	2020 Sustainability Report – pages 15 and 24-26	--
14-2	Role of the highest governance body in sustainability reporting	2020 Sustainability Report – pages 15 and 24-26	--
16-2	Communication of critical concerns	2020 Sustainability Report – page 16	All reports were addressed and cases closed
22-2	Statement on sustainable development strategy	Executive Chair's Letter / CEO's Letter	--
23-2	Policy commitments	Griffith Foods website - Sustainability	--
24-2	Embedding policy commitments	2020 Sustainability Report – page 16	--
26-2	Mechanisms for seeking advice and raising concerns	2020 Sustainability Report – page 16	--
27-2	Compliance with laws and regulations	GRI Content Index	There were no significant instances of non-compliance with relevant laws or regulations, nor associated monetary fines, during the reporting period.
28-2	Membership associations	2020 Sustainability Report – page 19	--
2-29	Approach to stakeholder engagement	2020 Sustainability Report – pages 17-18	--
2-30	Collective bargaining agreements	2020 Sustainability Report – page 42	--



GRI 3: MATERIAL TOPICS 2021

1-3	Process to determine material topics	2020 Sustainability Report – page 22	--
2-3	List of material topics	<ul style="list-style-type: none"> • Appendix – Material Topics • 2020 Sustainability Report – page 22 	--

DISCLOSURE BY MATERIAL TOPIC

FOOD LOSS & WASTE

3-3	Management of material topic	2020 Sustainability Report – Performance section
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SUSTAINABLE AGRICULTURE / FARMER LIVELIHOODS

3-3	Management of material topic	2020 Sustainability Report – Performance section
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PORTFOLIO INNOVATION & TRANSFORMATION

3-3	Management of material topic	2020 Sustainability Report – Performance section
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SUPPLY CHAIN LABOR RIGHTS

3-3	Management of material topic	2020 Sustainability Report – page 42
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BUSINESS ETHICS & GOVERNANCE

205	Anti-corruption 2016	
3-3	Management of material topic	2020 Sustainability Report – page 16

ENVIRONMENTAL MANAGEMENT / WATER SECURITY

3-3	Management of material topic	2020 Sustainability Report – Planet section
302	Energy 2016	
302-1	Energy consumption within the organization	2030 Sustainability Plan – 2021 Progress
303	Water and Effluents 2018	
303-1	Interactions with water as a shared resource	Planet – Water and Waste
303-2	Management of water discharge-related impacts	Planet – Water and Waste
303-3	Water withdrawal	2030 Sustainability Plan – 2021 Progress
303-4	Water discharge	Planet – Water and Waste
305	Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	2030 Sustainability Plan – 2021 Progress
305-2	Energy indirect (Scope 2) GHG emissions	2030 Sustainability Plan – 2021 Progress
305-3	Other indirect (Scope 3) GHG emissions	2030 Sustainability Plan – 2021 Progress
305-4	GHG emissions intensity	2030 Sustainability Plan – 2021 Progress
305-5	Reduction of GHG emissions	Planet – Climate Action
306	Waste 2020	
306-2	Management of significant waste-related impacts	2020 Sustainability Report – Planet section
306-3	Waste generated	Planet – Water and Waste
306-4	Waste diverted from disposal	Planet – Water and Waste
306-5	Waste directed to disposal	Planet – Water and Waste



TRACEABILITY & SUSTAINABLE SOURCING

3-3	Management of material topic	2020 Sustainability Report – pages 68-72
308	Supplier Environmental Assessment 2016	
308-1	New suppliers that were screened using environmental criteria	
308-2	Negative environmental impacts in the supply chain and actions taken	
414	Supplier Social Assessment 2016	
414-1	New suppliers that were screened using social criteria	
414-2	Negative social impacts in the supply chain and actions taken	

EMPLOYEE HEALTH, SAFETY & WELLBEING

403	Occupational Health and Safety 2018	
3-3	Management of material topic	People – Wellbeing and Fulfillment
403-1	Occupational health and safety management system	2020 Sustainability Report – page 41
403-4	Worker participation, consultation, and communication on occupational health and safety	2020 Sustainability Report – page 41
403-5	Worker training on occupational health and safety	2020 Sustainability Report – page 41
403-6	Promotion of worker health	2020 Sustainability Report – page 42
403-9	Work-related injuries	2030 Sustainability Plan – 2021 Progress

TALENT ATTRACTION & EMPLOYEE DEVELOPMENT

404	Training and Education 2016	
3-3	Management of material topic	2020 Sustainability Report – page 37
404-1	Average hours of training per year per employee	2030 Sustainability Plan – 2021 Progress
404-2	Programs for upgrading employee skills and transition assistance programs	2020 Sustainability Report – page 38
404-3	Percentage of employees receiving regular performance and career development reviews	2030 Sustainability Plan – 2021 Progress

COMMUNITY INVOLVEMENT

413	Local Communities 2016	
3-3	Management of material topic	2020 Sustainability Report – page 43
413-1	Operations with local community engagement, impact assessments, and development programs	

FOOD SAFETY & QUALITY

416	Customer Health and Safety 2016	
3-3	Management of material topic	2020 Sustainability Report – page 73
416-1	Assessment of the health and safety impacts of product and service categories	2020 Sustainability Report – page 73



*Creating **Better** Together*

Join us as we help pioneer the next generation of
culinary innovation at griffithfoods.com