



IMPACT REPORT

FINANCIAL YEAR JULY 2023 – JUNE 2024



B-CORP JOURNEY

Our highlight of 2024 with our B Corp accreditation launch!



Certified



Corporation

Our biggest achievement this year was to become a certified B Corporation.

We worked long and hard to get ready for certification and the process took time, but the end result was thrilling as we achieved a **score of 98.1**.

We were supported along the way by our B Leader Camilla Barnes who prepared us for our assessment call in September 2023 and during the nail biting wait for verification which came in January 2024!

We enjoyed sharing our success during B Corp Month in March 2024 and hosting a B Corp celebration for our teams and charity partners.

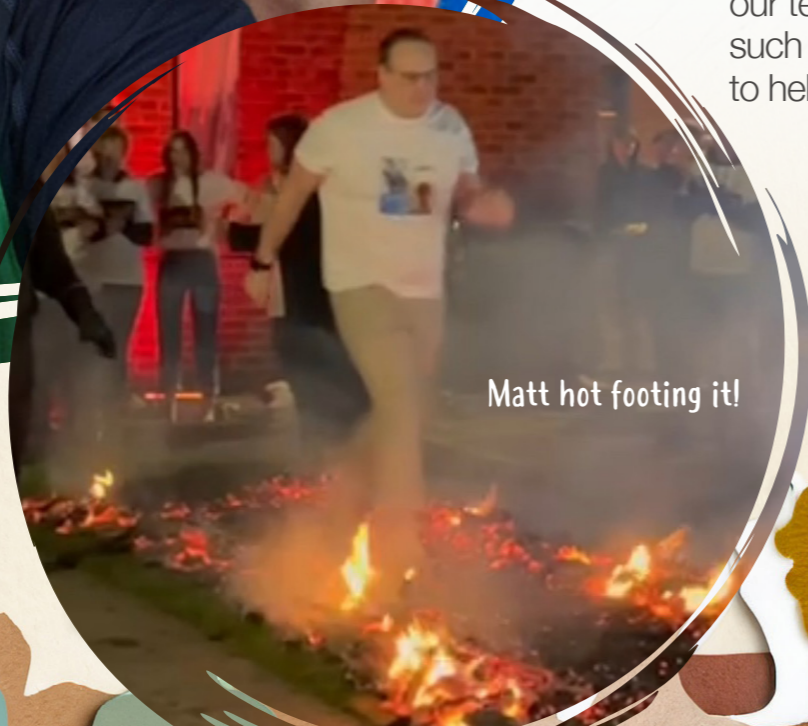


PEOPLE

Our team continue to complete incredible challenges to raise money for charities close to their hearts.



Beth & Paul Temple -
Great North run completed!!



Matt hot footing it!

This year our husband and wife team **Beth and Paul Temple** took on the **Great North Run for the NSPCC**.

The weather was atrocious but the amazing atmosphere pulled them both through and they raised an amazing **£860** for the NSPCC.

In February 2024 **Matt Mabbott-Quartley** our Supply Chain Manager had the incredible opportunity to take part in a **Firewalk for Sunflowers Suicide Support**, a fantastic local charity.

Matt says "It was such an exhilarating experience, filled with both excitement and a bit of nervousness!" Walking in memory of his nephew Cal, Matt raised a whopping **£2000** for a cause that truly matters.

We match fundraising efforts for each employee to the value of £250 and are so proud of our team for taking on such incredible challenges to help others.

WE DONATE 1%
OF OUR NET PROFIT
TO CHARITY

In addition to the incredible efforts of our team **we commit to donating 1% of our net profit to charity**. This year this generated a pot of £21,500 that we split between two charities voted for by our employees.

The charities we supported in 2024 were **The Rivers Trust** - who protect and restore our river systems that are impacted through agriculture and **All Sorts** - a local charity who support the families with children who had additional needs.

Proud to support



Each charity received £10,750 which was a significant increase on our 2023 donations and something we are very proud of.



PEOPLE

Giving back to our incredible employees and our local charities.



Team get together!



Malt House takeover!

EMPLOYEE PROFIT SHARE SCHEME

We achieved amazing things in 2023/24, not least a record-breaking profit alongside everything we have done for people, community and the planet. Not only did we hit our 'hard deck' to trigger our profit scheme, but we significantly surpassed it!

This allowed us to make a discretionary increase to our profit share scheme from 1% to 2% which resulted in a payment of over £2000 to every one of our employees!

We work so hard together to make Green Gourmet an incredible and successful place to work, it is wonderful to be able to give back to our team to say thank you for everything they have done to achieve this.

CHARITIES

Local charities continued to share our wonderful collaboration space this year. Some taking over for a full day and others spending time in our Boardroom sharing the space with the rest of our team.

We absolutely love being able to support local charities in this way. We provided space for All Sorts, P3 and our B Corp Recruitment partner Marvel Recruitment!



PEOPLE

A great place to work!

GREAT PLACE TO WORK

We entered the Great Place to work 2024 survey for the 4th consecutive year in October 2023. We were thrilled to be certified as a Great Place to Work with our team giving us an **overall engagement score of 93%**.

We were named:

- Best Workplaces for Wellbeing 2024 (Small)
- Best Workplaces for Women 2024 (Small)
- Best Workplaces in Manufacturing, Production & Transportation 2024



This result was our highest score to date and something we were incredibly proud of and celebrated with the team with cupcakes and fizz!

There is always work to do and we identified an action plan to improve how we listen as a business and the transparency of decision making across the organisation.



Great place to work celebration!



PEOPLE

Growth and development opportunities throughout the business.



DEVELOPING OUR PEOPLE

We strive to offer opportunities for all our employees to grow and develop and encourage everyone to have a PDP if they have ambitions to develop their career. As a small organisation we don't have the luxury of offering a clearly defined career path, with guaranteed promotions.

However, this gives us the flexibility to create bespoke development plans for our team. Sometimes this is to work towards an internal promotion and sometimes it is to prepare them for their next step outside of the business.

This year 32% of our team had a development plan that they were working towards.

We meet with individuals each quarter to discuss progress, share feedback and ensure momentum.



Great place to work celebration!

PEOPLE

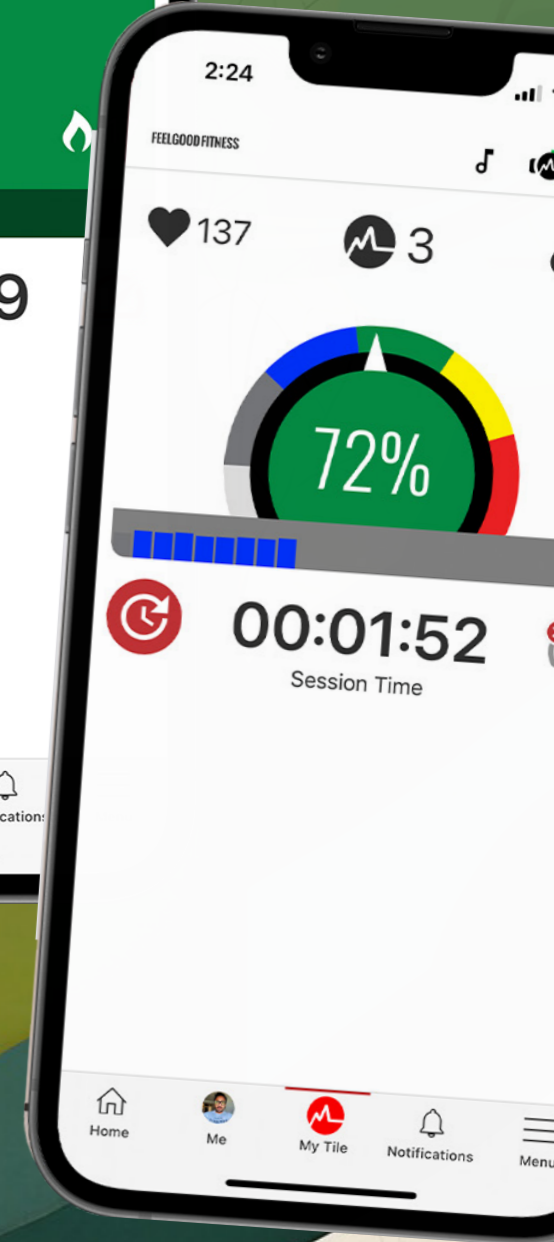
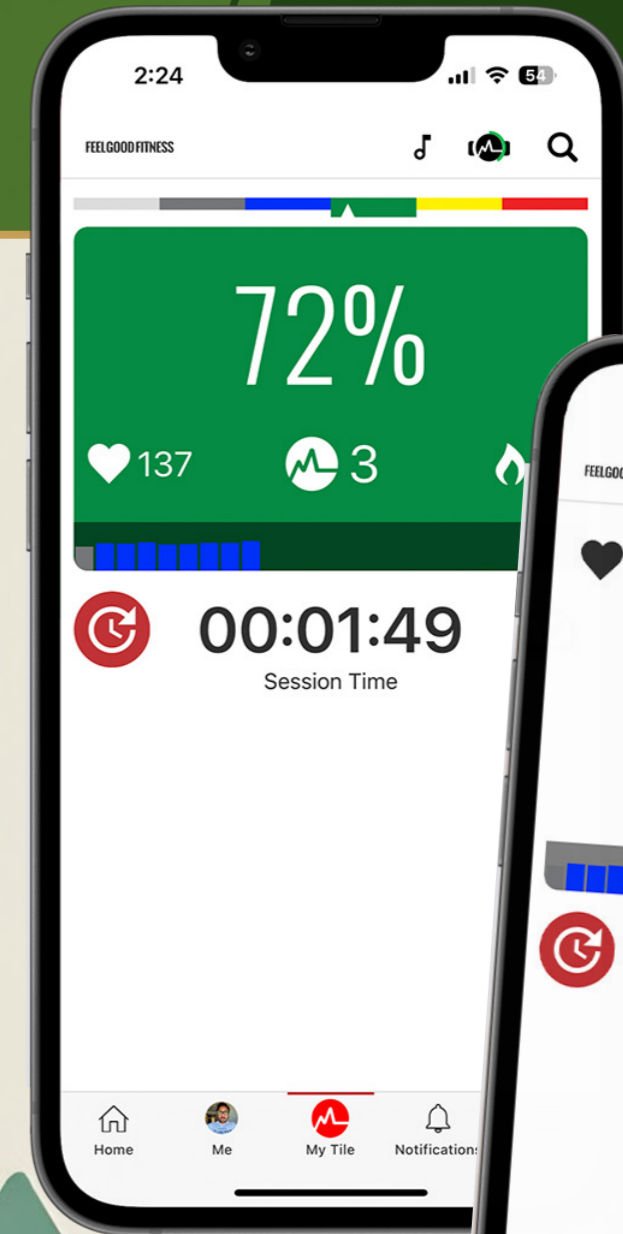
Provide unique and special benefits to promote a healthy lifestyle

FITNESS REWARDS

One of our most popular benefits is our fitness reward. Everyone who wants to take part is given a heart rate monitor to wear when they are exercising. The challenge is a simple one, earn 1300 points each month (equivalent to the World Health Organization's recommended activity levels) and you earn an extra £100 in your pay.

We really want our people to be invested in their health and fitness. The benefit is completely inclusive as a huge range of activity can be included from walking through to mountain climbing and everything in between.

This year our team collectively earned 235,300 points and we paid £18,100 in fitness rewards!



Points mean prices



PEOPLE

Ensuring we continue our mission to achieve great things as a B-Corp

B-CORP CHAMPIONS

Our wonderful B-Corp Champions team that was created in 2022, continued their work to raise awareness of B Corp initiatives and contribute to shaping our sustainability strategy.

The team is made up of representatives from across our business who are interested in setting and supporting our sustainability agenda.

We meet every month to discuss key topics and generate ideas for ways to engage our workforce in the sustainability strategy.

Thanks to this team we have **given money to charity, strengthened our links with local charities to donate food to food hubs and removed plastic packaging from our samples!**



B-Corp launch day!



PEOPLE

Experiencing the impact of our donations via volunteering at FareShare.

VOLUNTEERING

4 members of the GG team headed off to the **South Bristol FareShare depot** in October to provide half a day volunteering helping the team to pick and pack donated produce for people in need. We have supported FareShare for many years now, donating food from our ColdStores and it is always fantastic to see how these donations are used to help those in need.

We also went to Swindon to learn about and support the incredible **half term feeding initiative supported by Brakes Meals and More**. This initiative provided music lessons, games, craft and most importantly a delicious roast lunch for local families during half term when there is even greater pressure on household income with the rising cost of food. The team meet lots of amazing families and really talented children, helped to serve up lunch and enjoyed learning about the positive impact of these programmes.

REAL LIVING WAGE EMPLOYER

We have continued our commitment to being a **Real Living Wage employer** ensuring that all of our team earn at least the 2023/24 real living wage of £12 per hour.

This applies to sub contracted staff such as our cleaning contract staff. We update the rate in April of every year to align with the latest Real Living Wage rate which is higher than the National Living Wage.



PLANET

Our new samples packaging is now plastic free!

PLASTIC

We have made huge strides in our ability to track and monitor our use of plastic in the business so that we can target reductions in the future. One of the first areas we were able to focus on was the packaging used for our Sales Samples that are sent out to customers.

Customers can request any of our products as samples to trial in their schools. All our samples are hand packed and sent directly from our HQ.

We identified that these samples were packaged in a lot of plastic and finding alternatives that performed at -18 degrees was challenging. Our B Corp champions felt strongly that we could do better and set about researching alternatives and trialling different options in order to remove plastic from the process.

After thorough testing we have now moved all our samples to cardboard boxes sealed with paper tape and this has removed all plastic from our samples and makes it simple for our customers to recycle the packaging.

We are really proud of this change and love our new packaging look and feel.

EN
met

vation

100%
PLASTIC
FREE

PLANET

Extending environmental knowledge into schools across the UK via our educational Theme Day packs!

ENVIRONMENTAL EDUCATION

Green Gourmet have created a suite of educational Theme Day packs for Schools across the UK.

Our Theme Days cover a wealth of topics including;

- Reducing Plastic Usage
- Eco Warriors
- Reducing Food Waste

Children can enjoy a themed menu and a fun sheet where they can learn some key facts, play fun puzzle games and take their knowledge home to tell their families.

REDUCE PLASTIC USE!

YOUR PLANET NEEDS YOU!

Green Gourmet would like to invite you to participate in a reducing plastic theme day.

WHAT COULD BE ACHIEVED?

- ✓ Learn about impact of plastic waste
- ✓ Educate pupils on alternatives to everyday plastics
- ✓ Reduce your schools single use plastic count

Pupils replacing a packed lunch* to a hot meal one day per week would **reduce single use plastic waste by 20%***

CONTACT PAUL WILLIAMS - 07917 628583 OR PAUL@GREENGOURMET.CO.UK

REDUCE PLASTIC USE!

YOUR PLANET NEEDS YOU!

FACTS

Man-made and much of it is ending up in rivers and damaging our environment and ecosystems.

If all plastic is used **only once** then thrown away (single use), **half** of the UK plastic is recycled.

It can take between **20 and 500 years** to break down.

WHAT CAN I DO?

Drink from **reusable water bottles**.

Avoid single use plastic, such as straws and crisp packets. Buy a large pack and put into pots over the school week.

Have a **free school meal** to reduce plastic usage in your lunchbox.

Pack an **eco-friendly lunchbox** - use **reusable containers**.

SWAPS!

The best option to reduce your plastic!

Single plastic crisp packet vs. Plastic sandwich wrap vs. Paper straw vs. Plastic straw vs. Paper sandwich wrap vs. Large crisp packet - put into pots

WORDSEARCH

Find the 8 words in the grid

P	R	W	S	R	E	C	Y	C	L	E
T	G	A	C	H	N	Y	C	L	M	A
N	B	S	R	P	V	L	H	I	E	O
A	M	T	W	C	I	N	R	M	S	P
R	S	E	N	E	R	G	Y	A	B	P
N	C	M	S	B	O	S	A	T	O	L
A	G	R	E	E	N	T	E	E	M	A
D	N	E	P	I	M	R	W	K	R	S
P	C	M	N	T	E	A	C	M	S	T
M	W	T	R	L	N	S	B	A	N	I
C	H	A	B	I	T	A	T	K	L	C

- RECYCLE
- ENVIRONMENT
- ENERGY
- PLASTIC
- CLIMATE
- WASTE
- HABITAT
- GREEN

ECO-WARRIORS!

SAVE SEA LIFE!
AVOID USING/BUYING PLASTIC STRAWS.
BUY FOOD/DRINKS WITH LESS PLASTIC PACKAGING.
SET UP RECYCLING AT YOUR SCHOOL!

RECYCLING & ENERGY FACTS

Recycling is when we take things that we were going to throw away and put them through a process so they can be reused again.

Many things can be recycled such as **paper, metal, plastic, glass and electrical equipment**.

Recycling saves energy, is good for the environment, saves natural resources and saves space in landfills.

Recycling one tin can would save enough energy to power a television for 3 hours!

The plastic problem
Each year 400 million tonnes of plastic is produced and 40% of it is single-use, meaning it is only used once before being thrown away.

Apart from packaging, two of the biggest plastic problems are **straws and ear buds**. These are among the most widely used items that turn up on beaches around the UK.

The best way to recycle is to do it every day in your home and wherever you go. Remember to sort newspapers and magazines, plastic containers and bottles and assorted paper into your recycling and urge your friends and family to look out for ways to recycle too!

WORDSEARCH

Find the 8 words in the grid

P	R	W	S	R	E	C	Y	C	L	E
T	G	A	C	H	N	Y	C	L	M	A
N	B	S	R	P	V	L	H	I	E	O
A	M	T	W	C	I	N	R	M	S	P
R	S	E	N	E	R	G	Y	A	B	P
N	C	M	S	B	O	S	A	T	O	L
A	G	R	E	E	N	T	E	E	M	A
D	N	E	P	I	M	R	W	K	R	S
P	C	M	N	T	E	A	C	M	S	T
M	W	T	R	L	N	S	B	A	N	I
C	H	A	B	I	T	A	T	K	L	C

- RECYCLE
- ENVIRONMENT
- CLIMATE
- WASTE

MATCH THE WASTE!

Match up the items with the correct word

PLASTIC WASTE FOOD WASTE GLASS WASTE PAPER WASTE

REDUCE FOOD WASTE!

WHAT A WASTE!

Did you know that an estimated **1.3 billion tonnes of food is wasted globally every year**? Food left to rot in landfill produces methane, a greenhouse gas that contributes to global warming.

USE YOUR FOOD RECYCLING BIN!

Using your food waste recycling bin means your scraps won't be sent to landfill. Instead, it will be sent to a recycling centre. Lots of food waste is sent to an 'anaerobic digestion site': turning food into renewable energy.

Renewable energy it often creates is called **biogas**. In Belgium, 16,000 cars are already run-on biogas. Some experts believe it has more potential than electric cars!

WORDSEARCH

Find the 6 words in the grid

G	C	I	F	C	N	E	M	A	I
C	B	I	O	G	A	S	G	L	O
R	N	D	O	C	O	R	H	L	N
H	R	P	D	B	S	E	H	N	C
N	A	H	B	R	L	C	E	E	I
L	Y	W	R	Y	L	Y	O	N	R
R	B	A	M	G	N	C	L	E	H
C	H	S	V	N	E	L	Y	R	L
M	E	T	H	A	N	E	R	G	Y
M	N	E	C	E	O	I	O	Y	E

- WASTE
- RECYCLE
- METHANE
- FOOD
- ENERGY
- BIOGAS

FOOD WASTE CROSSWORD

Answer the clues to fill in the crossword, use the facts above to help you!

Across

1. Greenhouse gas from rotting food

2. What we all eat

3. It's reduce this!

4. Can be produced when food is turned into renewable energy

5. The word for re-using things

6. Don't put waste food here!

PLANET

Greenhouse Gas report
output 23/24

Total reported Greenhouse Gas Emissions and Intensity Ratios

Tonnes of Carbon Dioxide equivalent (tCO2e)

Scope	Total (tCO2e)	tCO2e / £ million revenue	tCO2e / Box	tCO2e / FTE
Scope 1	1.226	0.060	0.000	0.052
Scope 2	16.030	0.782	0.000	0.674
Scope 3	1004.553	48.981	0.000	42.208
All Scopes	1021.808	49.823	0.000	42.933

Every year we monitor and report on our GHG Emissions to ensure that we are able to off set the emissions produced and be a carbon neutral business. Due to the nature of our business model and working with 3rd party suppliers, our biggest area of impact are the scope 3 emissions and this will be an area of focus for next year.



PLANET

A summary of important offset projects we've chosen to support via Climate Impact Partners

We work with Climate Impact Partners to purchase Gold Standard carbon offset credits. We are able to select the projects we support and all of these are linked to the UN SDG's.

For 2024 we chose two projects purchasing £12,260 of credits to offset our scope 1,2 and 3 emissions for the year.

ECOFILTRO WATER & STOVES, GUATEMALA

Water-borne disease has been identified as a national priority in Guatemala given the high incidence of diarrhoeal disease and chronic malnutrition.

This project, which was the first Gold Standard water treatment or cookstove project in the country, distributes water filters and stoves that enable access to clean water and improve cooking conditions by increasing fuel efficiency and reducing harmful indoor air pollution.

Improved stove design means less fuel is required for cooking and filters eliminate the need to boil water for drinking; both alleviating the pressure on national forests.

BONDHU CHULA STOVES, BANGLADESH

Less than 20% of the 35 million Bangladeshi households have access to clean cooking. The Bondhu Chula, which loosely translates as the 'friendly stove' in Bengali is solving this problem.

Traditionally, cooking is done over an open firepit, releasing smoke and particulate pollutants. These pollutants contribute to nearly 50,000 premature deaths a year and cause millions in the country to suffer from lung, eye, or skin infections.

The Bangladesh Bondhu Foundation is changing this through its Bondhu Chula, which is designed to ensure more efficient and cleaner home cooking. This project works with micro-entrepreneurs who receive training in stove production, sales and marketing and after-sales service.

Carbon finance is used to subsidise 50% of the cost of stove installation, provide after sales services, as well as a seven-day training programme for the local entrepreneurs. **This project has proved to be highly successful as over 5 million stoves have been installed to date.**



GOALS 24/25

What we'll be doing next year

UNDERSTAND CARBON INTENSITY

- Identify internal measures to understand our carbon intensity in real time
- Measure, target and off set scope 1,2 and 3 with gold standard credits
- Understand the key drivers of our emissions and create plans and targets to reduce emissions

UNDERSTAND PLASTIC INTENSITY

- Monitor and review plastic intensity g plastic/kg product
- Audit packaging data quality
- Implement source reduction programmes to reduce plastic intensity

STRENGTHEN STAKEHOLDER & COMMUNITY RELATIONSHIPS

- Work in partnership with suppliers to bring our Environmental and Ethical Code of Conduct to life and measure progress
- Maintain relationships with local and national charities to support and provide learning opportunities
- Be active member of local B-Corp groups

HELP END CHILD FOOD POVERTY

- Promote free school meals and provide education customers with product and tools to encourage greater uptake
- Support local food banks

