

Impact Report 2024



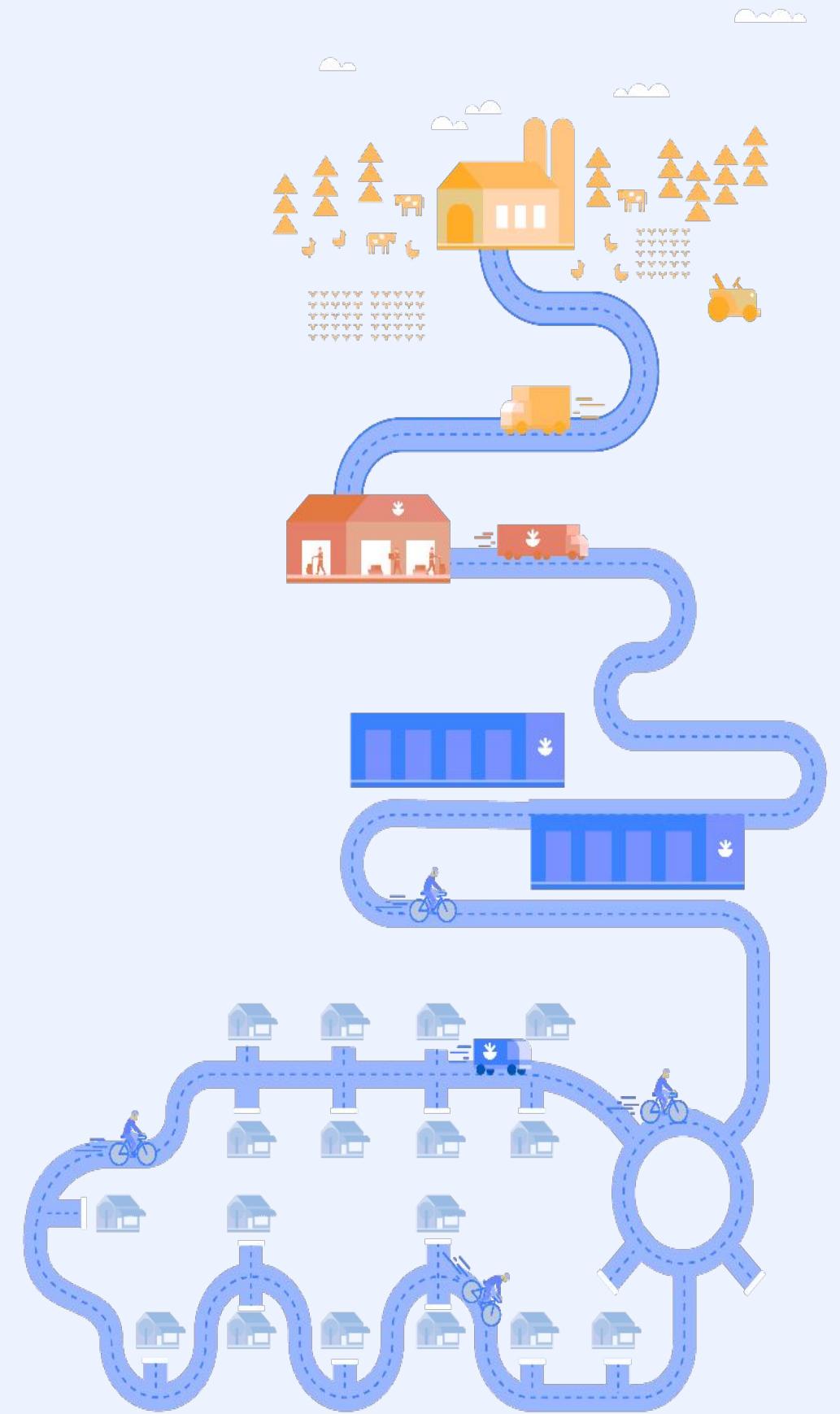
#nextgenerationfoodsuppliers

collectivfood.com

We're building the food ecosystem of tomorrow, starting with an efficient and sustainable food supply chain serving the heart of our cities

Our journey began with a love for great food and a conviction that the way it reaches us needs to change. Faced with a supply chain that was outdated, inefficient, and polluting, we set out to reimagine it — building a system rooted in transparency, efficiency, and

environmental responsibility. This second Impact Report takes stock of our progress — a look into our journey as we continue to push ourselves to go further, raising the bar for the role of a food wholesaler in building a food ecosystem fit for the future.



04 Introduction

A word from our Founder & CEO	04
Our impact strategy	05
Impact roadmap	06
Highlights wrapped	07

09 Decarbonising our supply chain

• Measuring our carbon footprint	10
• Setting ambitious, realistic targets	11
• Going more electric	12
• Transforming cities for good	13
• The power of consolidation	14
• Responsible food production	15
• Committed, supported actions	16

17 Reducing waste

• A waste-less surprise	18
• Unpacking our packaging	20
• Committed, supporting actions	21

22 Transparency

• Empowering informed decisions	23
• New & improve sourcing policy	25
• Committed, supporting actions	26

27 Empowering our people

• Nurturing a team for sustainable growth	28
• Putting purpose into action	31
• Building a capable, diverse team	32
• Committed, supporting actions	33

35 Up next

2025 action plan	34
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A word from our founder & CEO

Jeremy Hibbert-Garibaldi



This year has been transformative for our mission-driven journey. With unprecedented growth in the UK — doubling our revenue in just six months, driven by our shift to offering customers the full basket of food categories, not just proteins — we're proving the power of our model to deliver value to our customers, partners, and cities. At the same time, we're gaining real momentum in France, adapting and expanding our model to fit new markets — a true testament to its flexibility and relevance.

What sets this past year apart is our relentless focus on doing better — accelerating the electrification of our patented last-mile delivery solution, applying enhanced scrutiny to our waste management and demand planning, empowering customers with

greater transparency into the impact of their food purchases, and doubling down on the development of our incredible team, amongst many other things.

Our latest impact report is a proud milestone for our team — a testament to countless initiatives, innovative solutions, and a drive to grow with purpose. Yet, it is only the beginning of what we are capable of as we push boundaries to redefine our industry and drive meaningful change. As we step into 2025, our growth is fueling the impact we've always envisioned — rapid, meaningful, and transformative. While the journey ahead is long, our commitment to redefining an outdated industry and building a better future remains stronger than ever.



Our Impact Strategy

In November 2023, Collectiv Food became a certified B Corp, joining another two wholesalers in the UK with this recognition. A score of 86 was both a validation of our efforts and a call to action, challenging us to push further in delivering meaningful change.

Our impact strategy, rooted in our journey to becoming a B Corp and realising our mission, focuses on four

key pillars: Decarbonising our Supply Chain, Transparency in Sourcing, Reducing Waste, and Empowering our People. Our efforts across these pillars span over the five sections of the B Corp Impact Assessment — Governance, Workers, Community, Environment, and Customers — acting as a framework to guide our actions as we continue to grow.

Governance
Environment
Community
Customers
Workers



We are proud to meet high standards of social and environmental performance



IMPACT ROADMAP

Reflecting on our past achievements & goals set out in 2023 for 2024 and beyond

TRANSPARENCY IN SOURCING, sharing multiple data points with customers about suppliers' and products' impacts

DECARBONISATION of our supply chain, with a Net Zero goal set for 2030

REDUCE WASTE, starting with charity partners and advanced demand forecast planning tools

EMPOWER OUR PEOPLE, building a workplace where everyone can thrive while working with local communities and public bodies to support food security and reduce inequalities

LIVE

2024

FUTURE

TRANSPARENCY IN SOURCING , sharing multiple data points with customers about suppliers' and products' impacts	Sharing Producer Stories , with supplier sustainability scores alongside their real stories	Provide customers with tailored, data-driven insights into their food supply chain impact	Support regenerative farming efforts , while promoting diets that benefit both people and planet	
	Sustainability Hub with access to delivery emissions data on CF App	Increased transparency of food miles for food and drink products		
DECARBONISATION of our supply chain, with a Net Zero goal set for 2030	Measuring purchasing emissions of all trading SKUs	Measure the emissions of deliveries in Paris and continue electrifying deliveries in London		
	Measuring the delivery emissions of all UK deliveries			
REDUCE WASTE , starting with charity partners and advanced demand forecast planning tools	Charity partnerships with the Felix Project & City Harvest	Forecast planning tools using artificial intelligence and machine learning to better match offer and demand, minimising the potential for waste within our control	Reduce packaging waste , working with producers to promote responsible packaging materials and reduce single-use plastic	
	Measuring redistribution and waste streams			
EMPOWER OUR PEOPLE , building a workplace where everyone can thrive while working with local communities and public bodies to support food security and reduce inequalities	Formalised policies and training aligned with our commitment to charitable giving, the environment, diversity and more	Initiatives to support employee development	Work with public bodies to drive meaningful environmental and social impact at scale	
	Monitoring areas for improvements with team surveys	Improve employee benefits , including wellness and rewards plans		

2024 impact highlights wrapped

Beyond proteins

With our full basket approach, we **more than doubled** the sale of products with a Very Low & Low Carbon rating YoY

Better Choices & Net Zero Menu launched

Further empowering our customers in making informed purchasing decisions

WASTE: **198 tCO2e** avoided

With our waste management efforts vs competitors, an additional 63 tCO2e YoY



SBTi-aligned reduction targets set

With our revised baseline covering 2023, done in partnership with Qonstrue. Reduction targets cover the full scope of our emissions to achieve by 2033

Our first POD party!

Bringing together the diverse community that powers Collectiv Food for the first time



A Silver medal!

From Ecovadis, placing us in the 94th percentile for our advanced sustainability management



DELIVERIES: **82 tCO2e** avoided

With our POD deliveries vs competitors

Governance strengthened

With team sustainability responsibilities embedded, plus two new policies introduced to support our electrification and waste efforts and a much needed update to our Sourcing Policy

Tailored Impact Reports launched with **>90%** of our customer base

Powered by >900 product assessments conducted with our partner, My Emissions, and supplier sustainability assessments through Responsibly

At Collectiv Food, our ambitions are as bold as the changes we want to see in the industry — from driving greater transparency and decarbonisation to tackling waste and empowering our people, customers, and communities. But ambition alone isn't enough. We're committed to pairing it with a menu of solutions just as bold, turning intent into impact.

This year has been one of progress and reflection. We've achieved milestones worth celebrating, faced challenges that tested us, and set the stage for even greater strides in the future.

**Join us as we look back on
the highlights of our journey
and the lessons we've
learned along the way**



Decarbonising our supply chain



We're rethinking what it means to be a food wholesaler — enabling a supply chain that's smarter, cleaner, and ready to thrive in a low-carbon future. For us, decarbonising isn't just about reducing emissions; it's about empowering change at every step, from how food is grown and sourced to how it reaches the heart of our cities.

Measuring our carbon footprint

In 2024, we **reset our emissions baseline using fiscal year 2023** – a more stable post-COVID year. The results provide a clearer picture of our impact as we've grown across multiple product categories, while strengthening our roadmap towards decarbonisation.

In the process of measuring our emissions, we also built a comprehensive greenhouse gas inventory, helping us to focus on better data and sharper insights for future assessments.

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The results

Scope 1: No direct emissions were recorded in 2023.

Scope 2: Our emissions here stem from the energy used to refrigerate our Points of Distribution (PODs).

Scope 3: Accounts for 99.8% of our footprint. It's no surprise that by far the largest source, 93%, is coming from the food and drink we buy – a clear hotspot in our supply chain.



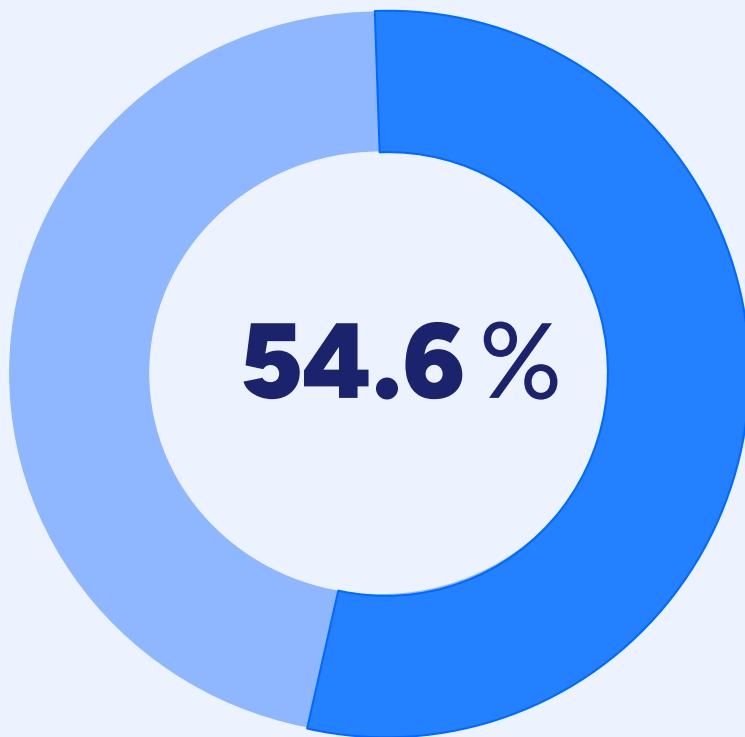
1.018 tCO2e
per £1000 of revenue



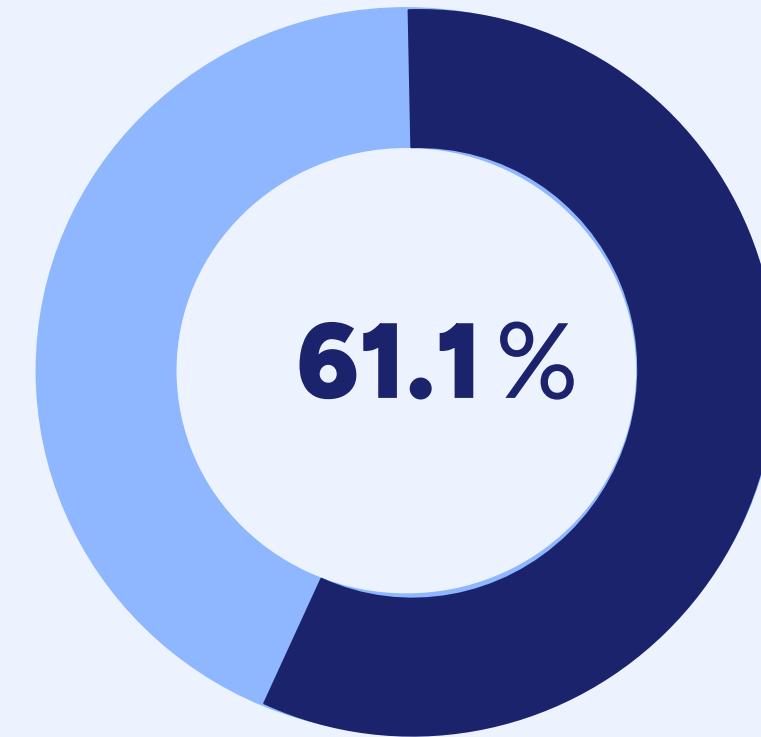
Setting ambitious, realistic targets

As part of our ongoing commitment to Net Zero, we've taken a significant step forward by **setting Science Based Targets Initiative-aligned reduction targets across Scopes 2 and 3 and resetting our long-term Net Zero goal to 2040**.

While we remain fully committed to achieving Net Zero, we recognise that the journey to get there will take collective action – not just on our part, but with our suppliers and customers. Our targets reflect a more realistic understanding of the challenges ahead, and a commitment to bringing everyone along on this crucial journey.



SCOPE 2 target:
54.6% reduction to 8.62 tCO2e
by 2033



SCOPE 3 target:
61.1% reduction in the economic
intensity by 2033

an economic intensity of
0.39 tCO2 per £1000 of revenue

Going more electric

We strive for a world where every food delivery represents a positive step towards a sustainable and vibrant city

We recognise that building a sustainable food supply chain takes bold decisions and clear actions. Our patented POD model is key part of this effort, offering the **potential to reduce delivery emissions by up to 75% compared to the conventional method**. But to unlock this impact, our focus is on two core areas: increasing utilisation of our existing PODs and transitioning to fully electric deliveries.

In 2024, in partnership with Mango Logistics, we added an electric van to our delivery fleet in London. This milestone meant that over 30% of our POD deliveries were electric last year, resulting in 1,190 additional low-emission deliveries compared to 2023. While this progress is worth celebrating, we know there's more to do. As we look ahead to 2025, we remain focused on expanding the use of our PODs and pushing towards full electrification—continuing to redefine what's possible in building a cleaner, smarter food supply chain fit for the future of our cities.

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Transforming cities for good

Each year, we're proud to see the growing, positive impact of our POD model. Seeing our impact grow and seeing clearly what we can achieve to make a tangible difference for our cities and our customers drives us to continue realising the full potential of our unique model.

Less traffic, less pollution, and more of what matters: the right food, delivered with less impact and on time. **The way it should be.**

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Emissions avoided via our POD deliveries in London¹
(1) Read more about how we calculate our delivery emissions [here](#).

In the UK & EU with POD deliveries at scale.

Based on capturing 10% of the EU and UK foodservice markets and optimising the POD model.

AVOIDABLE PER YEAR

5 mtCO2e
↑



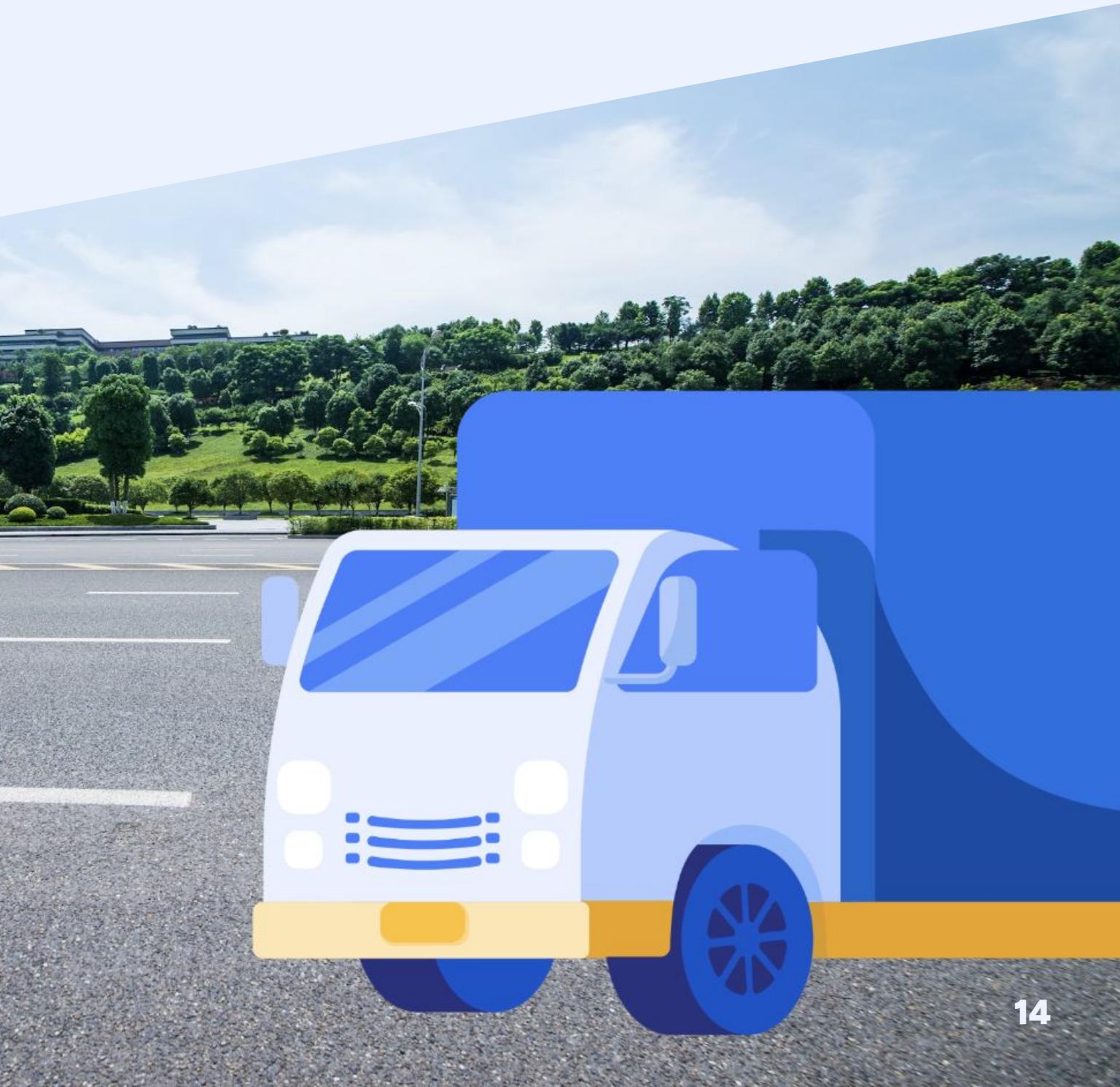
The power of consolidation

At Collectiv Food, we champion the idea that efficiency and sustainability go hand in hand. By expanding our range across all product categories, we've enabled our partners to streamline their supply chain and avoid unnecessary emissions.

In one standout case, **a single customer reduced their weekly deliveries from 244 to about 24 per week** – >90% reduction. This shift wasn't just about smoother operations; it translated to tangible environmental benefits,

avoiding an estimated 126 tonnes of CO₂e annually. This achievement is based on two key factors: significantly fewer trips and improved vehicle utilisation that comes from bundling a range of products into fewer, fuller deliveries.

This example is just the beginning. As more customers consolidate their purchasing across all categories, from fresh produce to pantry staples, we're further enabling our customers to focus more on what they do best – creating exceptional food experiences.



Responsible food production

While we focus on reducing our footprint in areas within our control, we know that the largest portion of our carbon footprint comes from the production of the products we purchase.

This is a complex issue. Many of our suppliers still rely on conventional methods that are not aligned with our long term environmental goals, while the transition to more sustainable farming practices is a lengthy and often costly one in the short-term. At the same time, our customers say that responsibly produced food needs to be more accessible and affordable.

Bridging this gap is essential, and we're committed to working alongside our suppliers and customers to make sustainable choices the easy and obvious ones – which leads us to the question of how.

We see our role in the supply chain as an *enabler*.

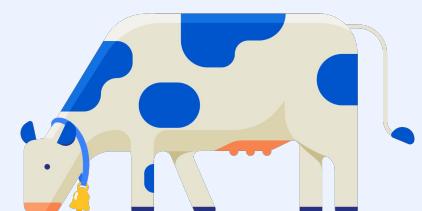
Through our efforts to make transparent sourcing the norm, we've increased the visibility of the people and impact behind our food. But we know we can do more to empower our suppliers with the insights they need to take action too.

That's why this is a key area of focus for us next year, harnessing our third party supplier sustainability assessments to do so.

At the same time, we believe that regenerative farming is a powerful tool in reshaping the future of food production. Regenerative practices not only sequester carbon but also improve soil health, biodiversity, and long-term resilience. Whether through increasing access to regeneratively produced food or supporting organisations that support farmers in transitioning to these methods, we're committed to increasing our efforts here in the coming year.

It won't be easy or straightforward, but working with our suppliers in tackling the impact of food production is critical to our journey.

Because creating a truly sustainable food ecosystem means leaving no one behind.



Committed actions

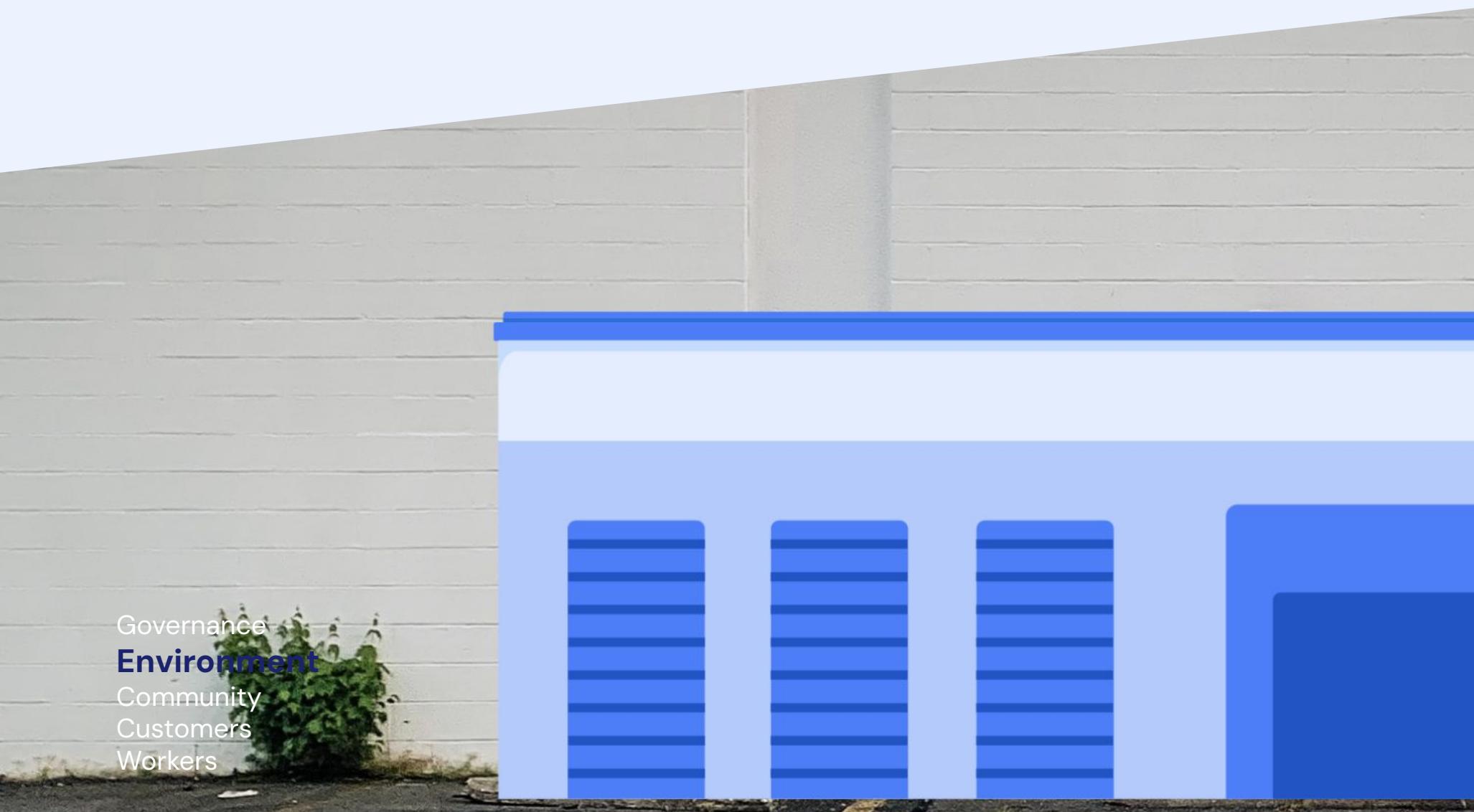
Focus	Action	UK/FR	2023	2024
Governance	Target science-based Net Zero	UK & FR	2030 goal maintained	Revised to 2040
	Agree science-based short-term reduction Net Zero targets	UK & FR	N/A	Launched
The data	Annual GHG assessment	UK & FR	Baseline year	Planned in 2025
	Assessment of the life-cycle emissions of all shipped product weight	UK & FR	UK 96%; FR 96%	UK 96%; FR 95%
	Measurement of POD & conventional delivery methods	UK & FR	UK: Maintained	UK: update planned FR: postponed
Reduction	Trial Smart Controls on all PODs in 2025	UK	N/A	Planned for 2025
	Introduce energy readers on all PODs in 2025	UK	N/A	Ongoing
	Electrification of POD deliveries	UK	26%	31%
	Increase the percentage of volume shipped via PODs	UK	Baseline year	+8 points
Customer engagement	Sale of Very Low & Low Carbon products as a % of kgs shipped	UK	13.2%	33.2%
Producer engagement	Introduce increased support for improvements in decarbonisation alongside additional material risks	UK	N/A	Planned for 2025

Reducing waste



With one-third of food wasted globally and packaging waste piling up in our oceans, we're fighting back. From a focus on smart demand forecasting to monitoring our packaging and ensuring surplus food reaches those who need it most, we're committed to creating a waste-free future that works for both people and our planet.

A waste(less) surprise



In 2023, we were proud to report that both redistributed surplus and waste accounted for less than 1.5% of our revenue, a figure which represents approximately 68% less waste versus our peers² and one which we sought to maintain even as our ambitious growth plans kicked into gear. But with growth comes complexity, and as we dug deeper into our waste streams, we uncovered something surprising.

What we had been tracking as binned waste — on average 0.52% of our revenue in 2024 — wasn't ending up in the bin after all.

Instead, the large majority of it was being redistributed for pet food or ending up in an anaerobic digester.

This insight pushed us to examine our approach. Ultimately, it was a reminder of how easy it is for a commercial lens to blur environmental priorities. So we worked together to set the record straight with a Waste Management Policy, laying out how we track surplus food based on its end of life pathway.

(2) based on comparison with competitor binned food waste accounting for 4% of annual revenue

Making surplus count

While we do our best to minimise our surplus through precise forecasting, a small amount of excess is inevitable in this line of business. So we're grateful that this surplus finds a much-needed home thanks to our partners, City Harvest and The Felix Project. Every kg of food donated feeds those in need and helps reduce the environmental impact of food waste.

**Meals
Donated**
>71,000

**Emissions
Avoided**

77 tCO₂e

"Since 2022, Collectiv Food's surplus food donations and volunteering have helped deliver over 70,000 meals to those in need. Partnerships like this are vital in tackling malnutrition, and we're grateful for Collectiv's commitment to making a real difference."

Goldie Leopky
Food Sourcing Manager
at City Harvest

Unpacking our packaging

A small but vital step towards reducing our product packaging waste .

This year, we began measuring and sharing the amount and types of packaging of our product purchases with our customers. Thanks to our partnership with My Emissions, we now have clear data that shows in 2024, over 90% of the packaging in our supply chain is cardboard — a widely recycled material.

With these insights, we aim to further empower our customers while laying the groundwork for meaningful conversations with our suppliers, helping us work together to minimise what ends up in landfill and our oceans.



Committed actions

Focus	Action	UK/FR	2023	2024
Governance	Introduce Waste Management Policy	UK	N/A	Launched
Reduction	Target <0.5% of binned waste with product cost as a % of revenue	UK	0.36%	0.52%
	Target <2% combined donations and binned waste with product cost as a % of revenue	UK	1.45%	2.24%
	Target <3% combined donations and binned waste with product cost as a % of revenue	FR	6.84%	4.06%
	Develop demand forecasting tool	UK & FR	Planned	Launched internally for long shelf-life items
The data	Introduce monitoring of food and drink packaging	UK & FR	N/A	Launched in customer impact reports

Transparency



In a world where supply chains are often anything but clear, we believe transparency should be the baseline. By lifting the veil on the supply chain, we're empowering informed decisions and driving accountability at every step. Because a food system that thrives is one where everyone — from producer to plate — can see the bigger picture.

Empowering informed decisions

We envision a world **where food businesses embrace sustainability as a critical pathway for growth and efficiency, empowered to transform ambitions into meaningful action**

In 2024, we took our transparency efforts further with the introduction of tailored Impact Reports and marketing guidelines. Our customers now receive regular reports on their food supply, with detailed insights into product, supplier, packaging, and delivery impacts — data powered by our partnerships with My Emissions and Responsibly. Together with the development of marketing guidelines, we aim to help our customers have the support and insights they need to turn ambitions into measurable actions.

We also launched our Better Choices selection in our new Product Catalogue, showcasing Standout Suppliers — those who have demonstrated strong sustainability practices through our supplier assessments with Responsibly. In addition, we developed our Net Zero Menu, highlighting products with Very Low & Low carbon footprints — all with the aim to further empower our customers to make responsible purchasing decisions.



Better Choices



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Do good food

Our Better Choices initiative is the latest addition to our menu of solutions, harnessing sustainability data on our suppliers and products to highlight responsibly produced and low-carbon food and drink options. With Better Choices, we aim to provide a practical way to empower our customers to align their purchasing decisions with their sustainability ambitions while addressing the industry's collective challenge to reduce the impact of food.

Looking forward

Better Choices started as a way to bring transparency to the table, equipping customers with the options they need to make responsible purchasing decisions. But we aim to develop it into something bigger — a selection of products that will adapt over time to support improvements across key issues such as reducing emissions, minimising waste, supporting local food systems, and more. In doing so, we aim to transform Better

Choices from a helpful guide into a powerful driver suited to impact the array of challenges our food system faces today.

The next phase of Better Choices will be about making sustainable options more accessible. How do we remove barriers to switching to low-carbon alternatives? How do we ensure that choosing better isn't seen as a nice-to-have, but instead an opportunity for growth and resilience?

We don't have all the answers yet, but we're committed to building Better Choices as we continue to expand across product categories.



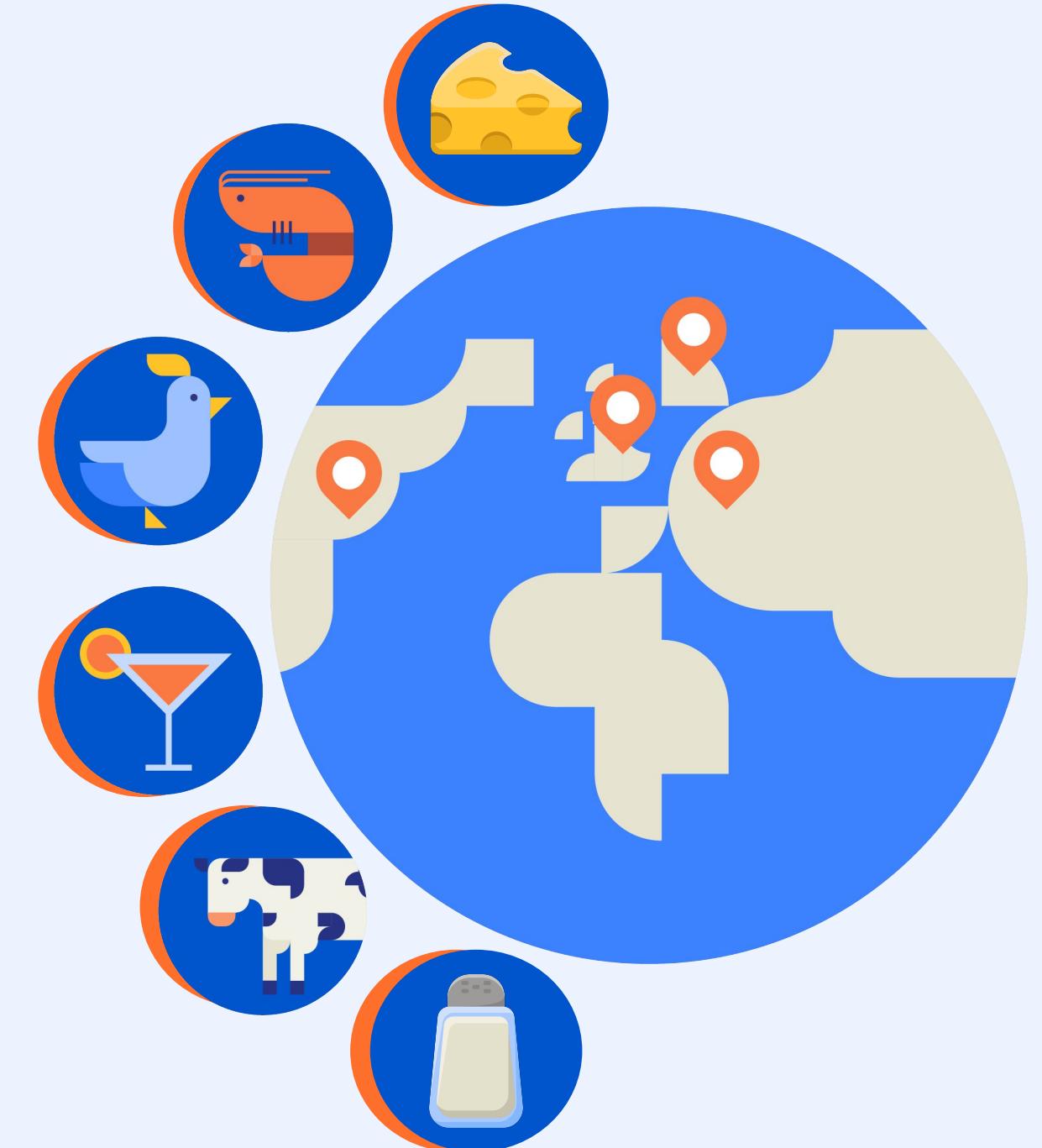
New & improved sourcing policy

With our expanded product range and Scope 3 target set, it was time to refresh our Sourcing Policy. We used this opportunity to align our sourcing practices with our impact ambitions, ultimately enabling greater transparency across our supply chain.

These revisions help support more robust food safety and traceability practices as we work with the hundreds of new products now in our range. As we continue to address reduction of our purchasing emissions, engaging our suppliers on decarbonisation will be critical – this policy update marks an important step in supporting this transition.

Key improvements

- ✓ an **Avoid List**
- ✓ clarified food safety standards for **animal vs non-animal suppliers**
- ✓ a **compliance timeline for suppliers** to meet our food safety & sustainability standards
- ✓ revised responsibilities within the Buying and Sustainability teams for **better supplier management**



Committed actions

Focus	Action	UK/FR	2023	2024
Governance	Target 100% adherence to our Producer Code of Conduct	UK	74%	>80%
	Introduce updated Sourcing Policy and supporting team responsibilities	UK	Maintained	Updated
The data	Target increased % of revenue coming from trading suppliers assessed on their social & environmental impact management	UK	90%	86%
	Introduce life-cycle emissions assessments of trading product SKUs	UK & FR	Launched	Maintained
	Introduce increased transparency of food miles for sold food and drink products	UK & FR	N/A	Launched in impact reports
Customer engagement	Introduce Better Choices & Net Zero Menu in Product Catalogue	UK	N/A	Launched
	Introduce tailored customer impact reports for all customers	UK & FR	N/A	Fully launched in UK; Ongoing in FR
	Introduce customer sustainability newsletter focussed on Better Choices	UK	N/A	Planned for 2025
Producer engagement	Introduce updated annual sustainability assessment aligned with revised Sourcing Policy	UK	Maintained	Planned for 2025



Empowering our people

Our people are the driving force behind our vision for a better food future. From supporting our team's development to engaging with our local community, we're committed to empowering our people to make a meaningful impact every day.

Nurturing a team for sustainable growth

In 2024, as our business model evolved, so did our approach to empowering our people. We recognised that with change comes uncertainty, but it also offers an opportunity to strengthen how we support our team and further embed sustainability into our ways of working.

We introduced **Individual Development Plans (IDPs)**, aligned on sustainability responsibilities and objectives across core functions, and expanded our Sustainability team.

With IDPs, our goal is for our team to have clear,

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defined objectives that balance what we do to add value 'today' with the growth we want to achieve 'tomorrow.' By embedding sustainability responsibilities within IDPs and holding regular reviews, our team is gaining a clearer role in driving our mission forward, knowing that our collective actions create a bigger impact.

As we continue to scale, our focus is on equipping our team with the tools, support, and training they need to succeed — ensuring that as our business grows, our people grow with it.





People are consistently at their best when they feel valued, when they see their own personal development as a part of something that has a clear purpose, and when they recognise that their own growth can be a stimulating and rewarding part of their employment.

This year, Lucas, our VP of People & Performance, took on an exciting new challenge within Collectiv Food. Having started his journey as VP of Supply Chain and co-inventor of our patented POD model, Lucas shifted his focus to championing our people and culture. With his deep understanding of our business and team dynamics, he's hit the ground running by introducing IDPs, setting a strong foundation for personal growth and performance across the company.

Investing time in helping our employees think about this pays dividends in the value they add to the business, and therefore also to themselves. This is my focus - linking performance of the business with the performance of our people!



Lucas's transition into this role reflects our commitment to nurturing talent from within, recognising the unique strengths our people bring to the table. We're excited to see how he continues to inspire and shape the future of our team, paving the way for growth and innovation at every level.

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Did somebody say (POD) party?

We love our community just about as much as we love a good party. So we brought the two together with our **first ever POD Party**

Co-hosted with the incredible team at *symplicity*, our summer POD party was a celebration of the partnerships and shared purpose that drive us in building a food system that works for everyone.

Beyond getting an up-close look at one of our PODs, the event was about bringing together the diverse community that powers Collectiv Food - our customers, suppliers, and everyone in between. And what better way to do so than over a cold beer and plant-based smash burger on a (not-quite-so-sunny) summer's day?

Ideas, experiences and contacts were exchanged, and as conversations flowed, we were reminded that community isn't just about the work we do - it's the joy we share in the process.

The positive feedback we received reaffirmed that this feeling is shared across our network, leaving us inspired and hungry for more ways to connect, collaborate and celebrate in 2025 and beyond.



Putting purpose into action

We're driven by our mission to change the food industry for the better – but we know we can't do it alone. Choosing the right partners is key to meaningful change and we're proud to have long-standing relationships with like-minded causes that share our values of reducing food waste and supporting local communities.

Jacksons Lane's Christmas Lunch

Every Christmas, Jacksons Lane puts on a festive lunch for individuals experiencing food insecurity or social isolation. It's a wonderful initiative, and one we've had the privilege of supporting since 2019.

"Thanks to our partnership, we are able to bring comfort, connection and joy to over 300 vulnerable older adults spending Christmas Day alone, and make a real difference in our community during the holiday season."



GIVING BACK WITH "Do Good Days"

As part of our commitment to giving back, every member of the team is encouraged to take **four Do Good Days** each year to step away from the day-to-day and **roll up our sleeves to support important causes**. While this can be a charity of choice, we love getting together with our charity partners, City Harvest and The Felix Project. Both are UK-based charities dedicated to rescuing surplus food that would otherwise go to waste and redistributing it to those who need it most.



City Harvest

Our relationship with City Harvest stretches back to 2019. In one afternoon alone, our team of volunteers helped to rescue 5.6 tonnes of perfectly edible food from the bin – that's 13,250 meals redistributed to communities in need and the equivalent of 14.4 tonnes GHG emissions prevented from entering the atmosphere. This is only a fraction of the incredible work that City Harvest does every day.

The Felix Project

We began working with The Felix Project in 2022, volunteering at their kitchens, warehouses and farm rescues. This year, a highlight was apple picking in Kent, where, in total, the organisation rescued an extraordinary 71 tonnes of fresh fruit, plus an extra 28 tonnes for juicing! This is just one of the many initiatives that support over 1000 charities and 170 schools across the UK.



Building a capable, diverse team

As we reflect on 2024, one of our greatest challenges and opportunities lies in strengthening our people efforts through a renewed focus on diversity, training, and listening to team feedback.

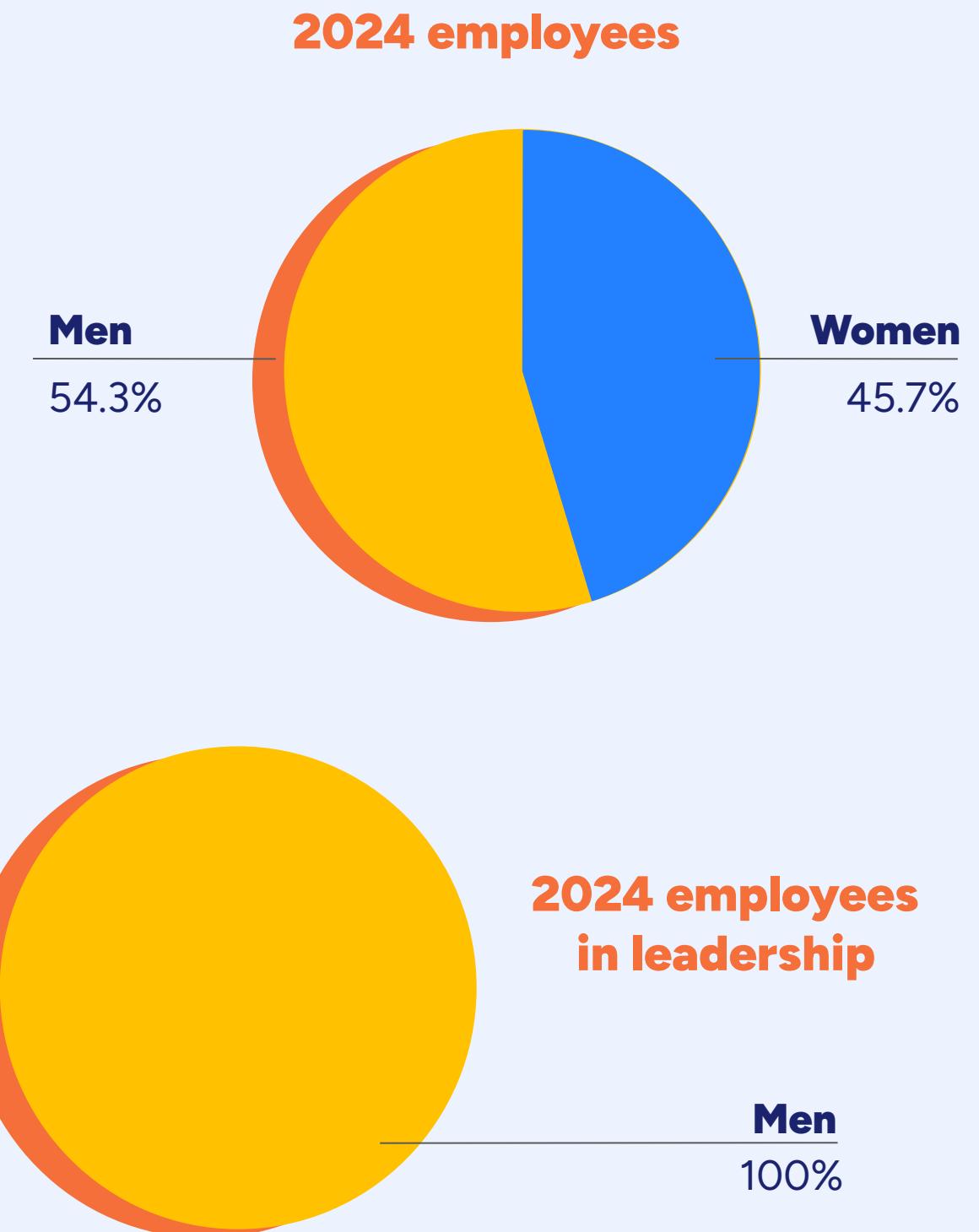
As a small but ambitious team of 35, the lack of women in leadership roles is a clear signal that we need to do better. Expanding representation isn't just about fairness — it's about fostering the diverse perspectives that spark innovation and drive better decision-making.

Similarly, training is another area where we're determined to do better. Our focus in 2025 will be on equipping every team member with the tools and knowledge needed to excel. From career

development training to cross-functional opportunities to learn, regular and targeted training is in focus to ensure our people are empowered to thrive and lead.

Listening to our team has been, and will remain, at the heart of how we continue to develop our people efforts. Feedback from our annual team survey has paved the way for more targeted initiatives in 2025.

As we grow, we know that fostering diversity, learning, and meaningful engagement will be critical — not just to empower our team to be their best selves but also to achieve everything we've set out to do together.



Committed actions

Focus	Action	UK/FR	2023	2024
Career development	Implement IDPs and career training for 100% of Collectiv Food employees by 2025	UK	N/A	63%
Training	Target increased total training hours per employee per year	UK & FR	Launched	Baseline created
	Re-introduce Monthly Lunch & Learns, supporting cross-functional learning	UK & FR	N/A	Team calendar created for 2025
Benefits	Run team survey on benefits and update in 2025	UK & FR	N/A	Survey developed
DEI	Run an annual gender pay gap analysis	UK & FR	Y	Y
Engagement	Target >70% engagement in annual satisfaction survey in 2025	UK & FR	44%	54%
Community engagement	Increase take-up of volunteering hours by 50% through quarterly Do Good Days in 2025	UK	N/A	Baseline created

ACTION PLAN 2025

TRANSPARENCY IN SOURCING

DECARBONISING OUR SUPPLY CHAIN

REDUCING WASTE

EMPOWERING OUR PEOPLE

Introduce customer newsletter focussed on Better Choices
Introduce updated annual supplier sustainability assessment aligned with revised Sourcing Policy
Expansion and development of Better Choices
Conduct annual GHG assessment
Trial Smart Controls and introduce energy readers across all London-based PODs
Introduce increased supplier support for improvements in sustainability management
Revise UK binned waste baseline with 2025 data and target waste reduction in France
Implement IDPs and career training for 100% of Collectiv Food employees
Target increased total training hours per employee per year
Target >70% engagement in satisfaction survey
Increase take-up of Do Good Days by 50%
Re-introduce Monthly Lunch & Learns, supporting cross-functional learning
Run team survey on benefits and update

oh goodie...

We believe in doing business differently – building lasting relationships that create shared value and put purpose at the heart of profit. We'd love to hear your thoughts on how we're doing and where we can do better- simply drop us a line at hello@collectivfood.com





Collective
Food

**...towards the
food ecosystem
of tomorrow**