

# be the palm oil preferred partner



## Annual ESG Report

**ofi** UK Ltd (Goole)  
Specialty Fats

2024





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Be the change  
for good food





## Introduction .....

This report aims to provide a sustainability overview of our Specialty Fats supply base alongside Goole site specific sustainability achievements and ambitions.

ofi UK Ltd supplies both Cocoa Butter blends and Britannia Specialty Fats Brand products to the confectionery industry. The brand produces a wide range of confectionery ingredients including vegetable fats, cocoa butter equivalents, improvers and substitutes.

We participate in the sourcing of, production, and distribution of ingredients; specifically tailored to meet customer requirements.

We are committed to transparent sustainable business practices, that positively impact the environment, and safeguard human rights.



# Supply chain collaboration supporting transformational change







# choices for change

ofi's sustainability strategy for delivering transformative change by 2030

1. Prosperous  
farmers

2. Thriving  
communities

3. Climate  
action

4. Regenerating  
the living world

Within **ofi** we share a purpose, to be the change for good food and a healthy future, and as a business we strive to align with the overall **ofi** sustainability strategy, “*Choices for Change*”, launched in 2024.

Through long term relationships, with trusted suppliers, who share similar values, we are able to play our part in driving the changes needed at origin, to support the environment, the people we work with, and the communities we touch through our supply chains.



# be the palm oil preferred partner of choice for positive change

Change requires commitments from all involved, as such, we work in collaboration with our suppliers to embed sustainable practices across our supply base.

This starts with our suppliers' acceptance of the expectations outlined in **ofi**'s policies:



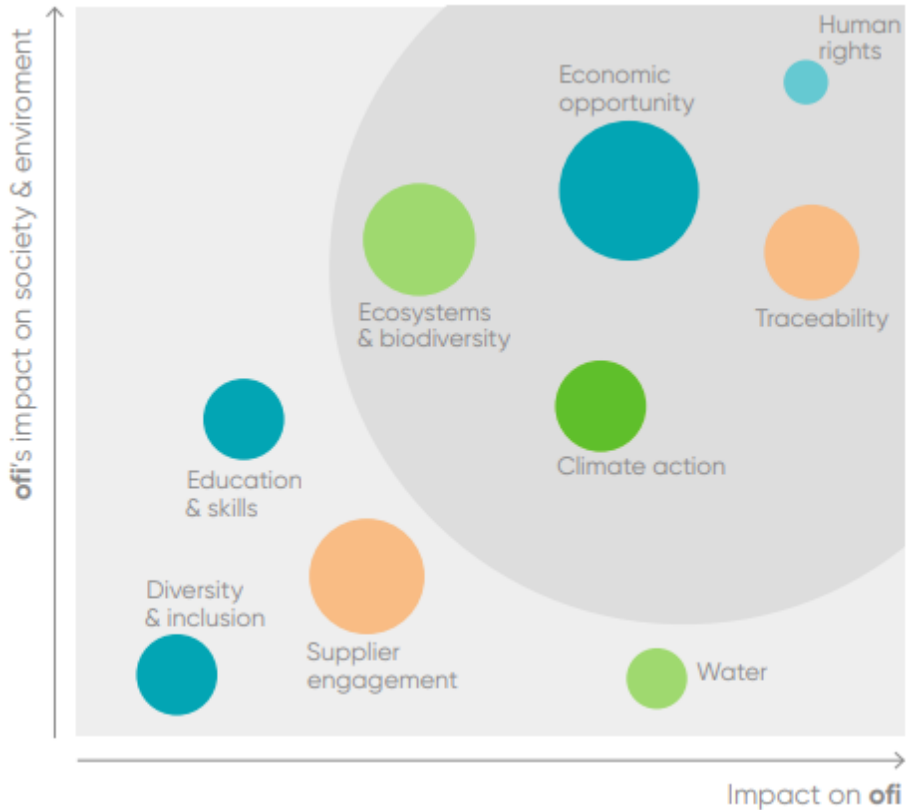
- ofi** Supplier Principles
- ofi** Agri Supplier Code
- ofi** Code of Conduct
- ofi** Whistleblowing Policy
- ofi** Anti-Bribery & Corruption Policy

## Focus & Targets for Change

We are guided by where we can have the most impact and mitigate our material risks.



## Materiality Assessment



Each of these five material areas can be linked back to the five interconnected sustainability pillars of **ofi**'s Choices for Change strategy.

Prosperous farmers	Thriving communities	Climate action	Regenerating the living world	Supply chain excellence
Economic opportunity	Human rights	Climate change	Ecosystems & biodiversity	Traceability



### Supply chain excellence

Traceability | Supplier engagement | Risk and compliance | Data and insights | Verification



Palm oil is the world’s leading vegetable oil, in terms of production volume and consumption. The world population is predicted to reach nine billion by 2050 and demand for edible oil will continue to grow. Millions of people rely on palm oil to support their livelihoods; around 40% of these are small holders.

Palm oil is the highest yielding edible oil crop and uses less land per tonne of oil produced than any other vegetable oil. The responsibility to address the known environmental and social risks associated with this supply chain is crucial.

We are committed to sustainable palm oil sourcing and production. We have been a member of the Roundtable on Sustainable Palm Oil (RSPO) since 2006 and have been supply chain certified since 2011. We demonstrate our commitments to verified sustainable sourcing through our procurement of 100% RSPO certified palm oil; in doing so we commit to supporting the highest environmental and social standards.

We are working with our palm oil suppliers to prepare for EUDR (European Deforestation Regulations), strengthening verifications to ensure compliance and readiness for submissions.



Type	2024 Supplies NDPE Verified	Unknown	Known	Awareness	Commitment & Starting Action	Progressing	Delivering
No-D	Palm Oil	0	0	0	0	0	100
No-P		0	0	0	0	0	100
No-D	Palm Kernel Oil	0	5.8	0	1.5	0	92.7
No-P		0	5.8	0	2.3	0.1	91.8

# Our Position on Palm Oil



## Verified Sustainable Procurement

We endeavour through the, Goole Specialty Fats business, to purchase raw materials from suppliers that hold with the principle of sustainability and where it can be proven, that our suppliers have exercised a responsible attitude in protecting the local environment, workforce and communities.

Our suppliers agreed, this year, to comply with the **ofi** Supplier Principles and the **ofi** Agri Code.

We source RSPO certified sustainable raw materials which have been verified as having been produced in line with the highest recognised global industry standards.

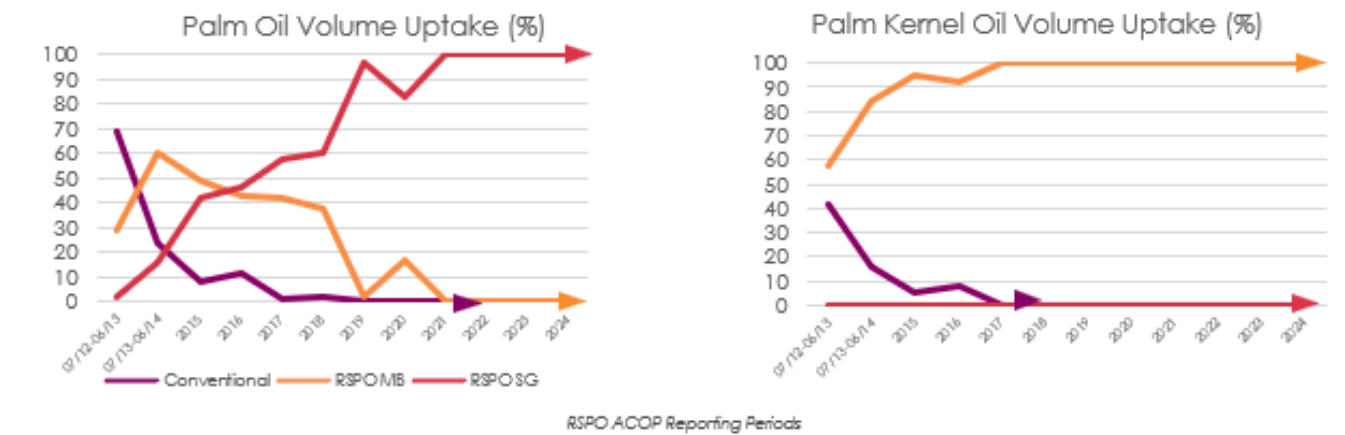
Our 2024 POCG NDPE IRF Profiles have been independently verified by Control Union.



# Timebound Action Plan

Category	Target	KPI	Target Year	Progress
Traceability	Traceable to Mill	Achieve 100%	2013	Achieved
	Traceable to Estate / Smallholder	Achieve 100%	2024	Achieved
RSPO Certified Sourcing	For PKO (& derivatives) 100% RSPO MB sourcing	Achieve 100%	2017	Achieved
	For PO (& derivatives) 100% RSPO SG sourcing	Achieve 100%	2021	Achieved
Grievance Management	Close grievances through resolution acceptable to all parties	100% Resolved	Ongoing	95%
Human Rights Due Diligence (HRDD)	Independent assessment conducted of operations under direct control	Conduct independent assessment	2024 (ongoing)	Achieved - Sedex SMETA 4 Pillar Audit
Smallholder Inclusion	Collaborate with stakeholders to support smallholder inclusion	Incentivise/support smallholders through a programme to achieve RSPO certification & to enter supply chain	2026	Engaged with suppliers on potential programme

- As a member since 2006, we commit fully to our responsibility to support the vision of the RSPO & aim to continue to support RSPO Shared Responsibility Commitments:





# Specialty Fats Goole Site

## ESG Updates 2024





# The Goole Site Team

We employ **60** people

Staff are trained against procedures in place, with the aim to protect the **3P**'s.



## 41 Male

- **16** Management / Supervisor Roles
- **31** Permanent
- **1** Temporary
- **9** Agency

## 19 Female

- **5** Management / Supervisory Roles
- **18** Permanent
- **1** Agency

As individuals, and as part of the site team, we each understand our responsibilities in support of environmental and social programmes in place.



Training Areas	Numbers Attending (Goole Site 2024)	Main Reason to Train	Impact	Training Areas	Numbers Attending (Goole Site 2024)	Main Reason to Train	Impact
H & S	743	To ensure a safe working environment, prevent accidents, and comply with legal obligations	Reduced workplace incidents, improved employee wellbeing, and a culture of care that supports ethical labor practices	Waste Disposal	103	To minimize environmental impact and ensure legal compliance	Reduced landfill use, increased recycling, and contribution to circular economy principles
Personal Hygiene Work Instruction	54	To prevent contamination and uphold food safety standards	Enhanced product integrity, reduced risk of foodborne illness, and ethical responsibility to consumers	Quality & Food Safety Policy	47	To maintain high standards in product quality and safety	Consistent product excellence, reduced recalls, and ethical responsibility to consumers and retailers
Sustainable Palm Code of Practice	41	To promote responsible sourcing and reduce environmental harm	Support for deforestation-free supply chains, improved brand reputation, and alignment with global sustainability goals	Corrective Action Planning	28	To ensure that employees can respond effectively to deviations at critical control points, preventing unsafe products from reaching consumers	<u>Food safety:</u> Immediate containment and correction of hazards, protecting public health.  <u>Sustainability:</u> Minimizes waste by enabling timely interventions and reducing the need for large-scale product disposal  <u>Ethical Responsibility:</u> Demonstrates accountability and transparency in food production, reinforcing consumer trust and regulatory compliance
Office Policy	21	To ensure consistent behaviour, data protection, and ethical conduct in administrative roles	Increased accountability, reduced risk of misconduct, and a respectful, inclusive workplace culture	First Aid Work Instruction	12	To provide immediate care in emergencies and reduce harm	Enhanced emergency response, improved employee safety, and demonstration of ethical duty of care
Traceability	11	To track ingredients from source to product, ensuring transparency and compliance	Faster recalls, improved consumer trust, and support for ethical sourcing and sustainability audits	Ant-Bribery & Corruption	9	To uphold integrity and prevent unethical practices	Strengthened corporate governance, reduced legal risk, and improved stakeholder confidence
Induction	7	To onboard new employees with knowledge of company values, safety and sustainability practices	Faster integration, stronger alignment with ethical standards, and reduced early turnover	Human Rights Training	5	To ensure respect for individual rights and prevent exploitation	Ethical labor practices, improved employee morale, and alignment with global human rights standards
Information Security	2	To protect sensitive data and prevent breaches	Safeguarding intellectual property, ethical handling of personal data, and compliance with GDPR and other regulations				





# Environmental (E) .....

At **ofi** UK Ltd we see sound environmental management as an essential component of our business. We aim to provide environmentally mindful, naturally derived, plant-based ingredients and solutions.

We implement and maintain systems to manage our environmental responsibilities including waste, water and energy; and empower staff to be accountable for our environmental performance.





# Carbon Footprint

## GHG Emissions

We strive to prevent pollution and endeavour to minimise the environmental costs and impacts of our global supplies where possible.

We aim to reduce our carbon footprint and have implemented energy reduction schemes which include:



### Purchasing Renewable Energy

100% of our electricity consumption is fuelled by sustainably sourced biomass.



### Conducting Energy and Carbon Audits

We perform energy and carbon audits to assess and identify potential reductions in energy consumption and GHG emissions.



### Improving Energy Efficiency through Technology Upgrades

We have upgraded equipment, such as purchasing a smaller bleacher agitator and new scraped surface heat exchangers, to reduce energy consumption.



### Reducing Carbon Emissions in Transportation

We optimise transportation routes and offer company car selections that impact GHG reduction, including promoting the use of electric vehicles.



### Electrical Charging Points

Employees are helping the environment at the same time as reaping the benefits of the electrical charging points available on site. We are seeing an increase in electric/hybrid vehicles on site. These points are free to use during working hours.



### Solar Panels

The site has continued to harvest the sun's energy, helping to avoid CO2 emissions and saving on energy purchase requirements.



### Bike Shelters

The introduction of a bicycle shelter is encouraging a greener travel option alongside health benefits through being active.



ofi's climate targets have been validated by the Science Based Initiative (SBTi), as aligning with the latest science criteria for limiting the rise in global temperatures to 1.5 degrees Celcius





# How are we doing?

Clear targets are set for continuous improvement, which we have continued to monitor against, throughout the year.

Specialty Fats (Goole Site)	2023	2024	Target 2030
Total gross Scope 1 GHG emissions (tCO2 Eq)	580.743	598.758	692.93
Total gross Scope 2 GHG emissions (tCO2 Eq)	97.888	116.998	118.1
Total energy consumption (gigajoules)	12681.41	13249.73	15255
Total renewable energy consumption (gigajoules)	1763.09	2034.14	2198.63



# Waste Reduction and Management

As a company we are committed to reducing food loss and waste in a responsible manner. We recognise the impact that food losses, excess food production, and food waste have on environmental sustainability, contributing to climate change and reducing the opportunities for food access for underprivileged members of society. We also appreciate that food loss and waste can also negatively impact food security and food availability, contributing to the cost of food.

As a producer we are aware of the role and responsibility that we have in addressing this issue.

We are taking several actions to improve our waste management, including:

- **Training of Employees**  
To prevent food loss and waste to optimise production.
- **Raw Material Utilization**  
Procedures are in place and staff are trained in methods that allow for raw materials to be fully utilized within the food production process.
- **Shelf Life**  
We continue to ensure that finished product that has gone beyond its recommended shelf life is reprocessed and not sent to waste.
- **Mapping of Waste Streams**  
We implement waste stream mapping to control and improve waste disposal, assessing the functioning of individual elements and identifying areas for improvement.

- **Reduction of Internal Wastes through Material Reuse, Recovery, or Repurpose**  
We adopt methods to reduce internal waste generation by using reusable items instead of disposable ones and repurposing used equipment. Single use plastics are avoided where possible.
- **Internal Sorting and Disposal of Waste According to Waste Streams**  
We sort waste according to different waste streams (e.g., paper, glass, metals, plastics and potentially hazardous waste) to facilitate proper disposal methods like recycling or composting.

- **Support and Collaboration**  
We continue to work with other interested stakeholders, such as government agencies, NGOs such as WRAP, ofi group members, customers and communities to address food loss and food waste problems.







# How are we doing?

As a company we have targets in place to maintain the efforts to minimise food loss and waste year on year from our operations.

Goole Site	2023	2024	Target 2030
Total weight of hazardous waste	1.727	0.71	0.6
Total weight of non-hazardous waste	492	617.26	450
Total weight of waste recovered	284.7	313.1	380





# Water Usage

We continue to see sound and responsible environmental management as an essential component of our business.

As individuals, and as part of the site team, we each understand our responsibilities in support of environmental and social programmes in place.

- **Technologies or Practices to Recycle or Reuse Water**  
Implementation of operational processes and technologies to reclaim and reuse water such as re-using effluent water and reverse osmosis concentrate water for feeding liquid ring pumps.
- **Water Audits**  
Conducting of water audits to assess water consumption efficiency and identify areas where water use can be reduced.
- **Water Risk Assessments**  
Performing water-stress assessments or mapping to evaluate water scarcity and water-related risks at our manufacturing site.

- **Legionella Risk Assessment**  
Legionella risk assessments are conducted every 2-3 years.
- **Water Network Maintenance or Leakage Detection**  
We regularly maintain water supply and drainage systems to prevent leakage and use technologies to detect and address any leaks.





# How are we doing?

We set clear targets for continuous improvement and monitor these targets to ensure they are met.

Goole Site	2023	2024	Target 2030
Total amount of water recycled and reused (metric ton (T))	Not monitored	Not monitored	5000
Total water consumption (metric ton (T))	30264	28885	26000
Total weight of air pollutants (metric ton (T))	Not monitored	Not monitored	0



Water and sanitation facilities are accessible to all on site, in accordance with the **ofi** WASH (Water, Sanitation and Hygiene) Standard guidelines for fixed **ofi** worksites.

Access to these facilities was audited in 2024 in accordance with the Sedex SMETA 4 Pillar audit criteria “3.3 Access to clean toilet facilities and to potable water...”



# Social (S)



## Prohibition of Child Labor and Forced Labor

We operate in accordance with legislative and **ofi** policy requirements.

Our Fair Employment Standard (2.1) prohibits child labor and forced labor.

We keep records of measures taken to abolish child labour and eliminate forced labour and ensure contractors maintain a roster of verified workers with proof of age, work authorisation, and registration details.

## Workplace Conditions

We record human rights breaches, including bullying and harassment incidents and keep records of safety-related incidents, regularly assessing health and safety risks.

We maintain records of employee grievances and the details of investigations and actions taken and track turnover rates, and training hours related to fair employment policies and human rights.





We continue to ensure, as far as is practicable, that the health and welfare of our employees while they are at work, and of others who may be affected by our undertakings, are protected in line with legislative requirements.

A continuous improvement programme of monitoring and maintenance has helped to promote a safe working environment, helping to protect employees, and others, from risks to health.

In addition to the day-to-day procedural requirements and expectations, in terms of health and safety, throughout the year, employees at the Goole site, have also been able to access additional benefits and services that support their well-being.

→ **Employee Assistance Programme (EAP)**

This is a free, private and confidential service offered to all staff, to help meet the challenges of life. EAP helps with identifying and resolving concerns relating to workplace, social, family, economic and mental health. Assistance is delivered by professionals who are trained to assess and help resolve a variety of personal and workplace concerns.

→ **Incident Reporting Kiosk**

This has allowed staff to report any act or condition that they feel is unsafe, this open channel of reporting encourages the challenging of unsafe ways of working, allowing these to be corrected before they cause harm to anyone.



# Health & Welfare

## Professional support

antime, anywhere & always confidential



### EAP can help you:

- Strengthen relationships and improve communication
- Deal with stress, anxiety and depression
- Resolve personal and emotional difficulties
- Address marital and relationship difficulties
- Understand grief and bereavement
- Find solutions for work-related issues
- Work towards life goals
- Cope with isolation and loneliness
- Adapt across cultures
- Identify and cope with culture shock
- Address alcohol and drug misuse
- Access crisis and trauma support





# Additional H & S Benefits, Services and Activities



## First Aid Facility

A cabin has been installed on site to support any treatment requirements.



## Occupational Health

Several workshops were held during the year, these were provided by Occupational Fitness Ltd, these included:

- o Back Health
- o Nutritional Essentials
- o Menopause



## Employee Health Checks

These have been offered to all employees at the Goole site, these have been conducted by Flex Health.



## Mens' Health

The focus was on Men's Health with the Movember Campaign. A Men's Health Article was shared, highlighting support for areas affecting men. The company also donated to the Movember Appeal.



## Workstation Exercise Bikes

These are available for all to use within the main office and kitchen area on site.



## Mindfulness Sessions

These were offered to all staff, offering practical techniques to help:

- o Regulate energy flow at work & home, preventing burn out
- o Enhance thinking for better quality outcomes
- o Transform negative stress into growth



## World Mental Health Awareness



In recognition of the importance of mental health, the World Mental Health Awareness Day was promoted, on site, as an opportunity for all to reflect on own mental health and wellbeing alongside that of those around us.





## 7 Life Saving Rules

These continue to be promoted through trainings and posters throughout the site.

- 1. Always be fit for work
- 2. Drive safely
- 3. Protect yourself against a fall
- 4. Watch out for energized systems
- 5. Be careful in confined spaces
- 6. Secure a valid work permit
- 7. Check contractors up front



## Safety Day

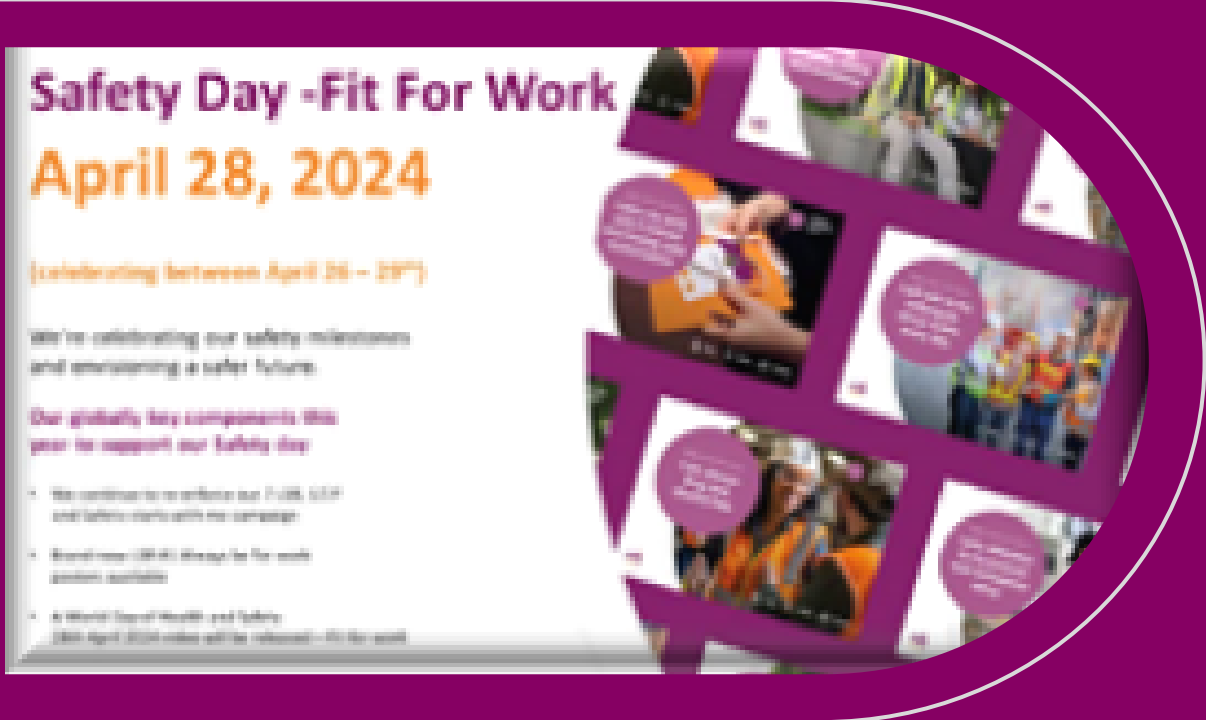
This was launched with an informative talk by Occupational Fitness Ltd on *“What fit for work entails and what this means to different people”*. Basic Health Checks were then offered to all staff on site.



## Defibrillator on Site

The health of our employees, and others on our site, is a paramount importance.

We hope it never has to be used, but have installed a defibrillator on site, and training has been conducted on its usage, should the need ever arise.





# Diversity and Inclusion



We celebrate diversity and inclusion within the workplace. On Cultural Diversity Day staff were invited to sample different foods from around the world, explored art from different cultures and tested their knowledge through a cultural diversity quiz.

This year a new functional UK team was formed, the Inclusion Diversity and Equality (IDE) council. This UK based council brings together members of the **ofi** team from the Goole, London and Liverpool businesses into one collective group. The IDE council has the opportunity to engage with experienced outside agencies, as well as the HR team, to allow for meaningful impact, on aspects discussed.

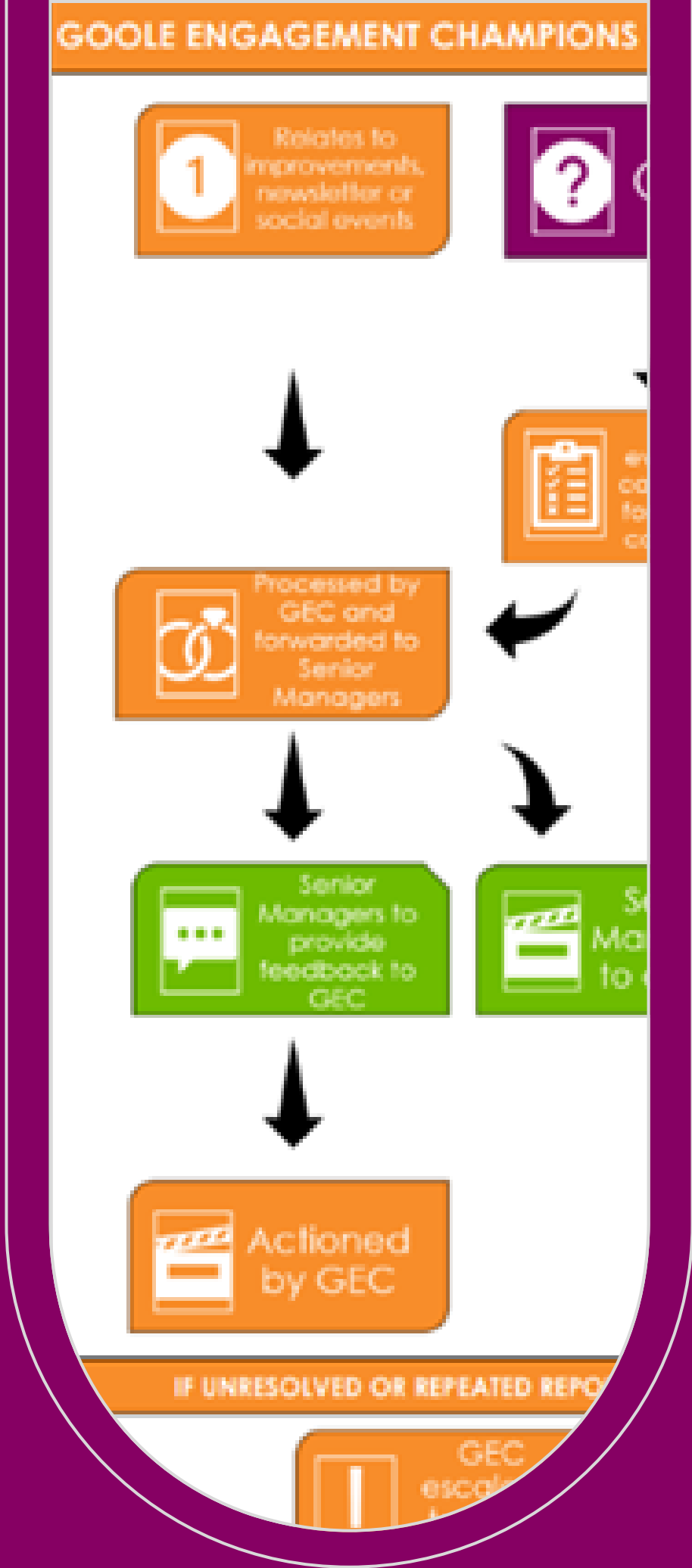
# Freedom of Association & Right to Collective Bargaining

As a business we appreciate that unlocking dialogue, consultation, exchange of ideas and negotiation with our staff is key, as such we support and respect the right for Freedom of Association and the Right to Collective Bargaining.

We keep records of the workforce members who are part of a trade union or subject to a collective bargaining agreement.

We also have the Goole Engagement Champions (GEC) on site, elected by staff, who meet on a regular basis. The GEC have a significant role to play in raising safety, health and wellbeing standards in the workplace. Within the GEC remit, as representatives of staff of site, the members bring to the Senior Management Team (SMT) suggestions, on where it is felt improvements on site could be made and feedback on resolutions.

Suggestions boxes are located around the site, to encourage everyone to have a voice and to have the opportunity to be part of the improvement process.



# Wages and Benefits

We conduct regular payroll audits to ensure compliance with minimum wage obligations and maintain records of any violations.

# ETI Base Code

Annual briefings are given to all members of staff on the ETI Base Code, thereby ensuring that all are aware of their rights.





# How are we doing?

Goole Site	2023	2024	Target 2030
Number of hours worked (production & office staff)	114963	90230	100000
Average hours of training per employee	0.39	1.35	0.80
Lost time injury (LTI) frequency rate for direct workforce	8.69	2.22	0
Lost time injury (LTI) frequency rate for temporary workers	0	0	0
Lost time injury (LTI) severity rate for direct workforce	0	0	0
Lost time injury (LTI) severity rate for temporary workers	0	0	0
Number of days lost to work-related injuries, fatalities & ill health	14*	454**	0
Number of work-related accidents	3	5	0



Accident\* All illness related\*\*

## Training, Lost Time and Accidents





# Specialty Fats

## Goole Site



### For further information ● ● ● ● ●

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