

be the palm oil preferred partner



Annual ESG Report

ofi UK Ltd (Goole)
Specialty Fats

2025



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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.

Annual
ofi UK Ltd
ESG Report



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*”.

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:



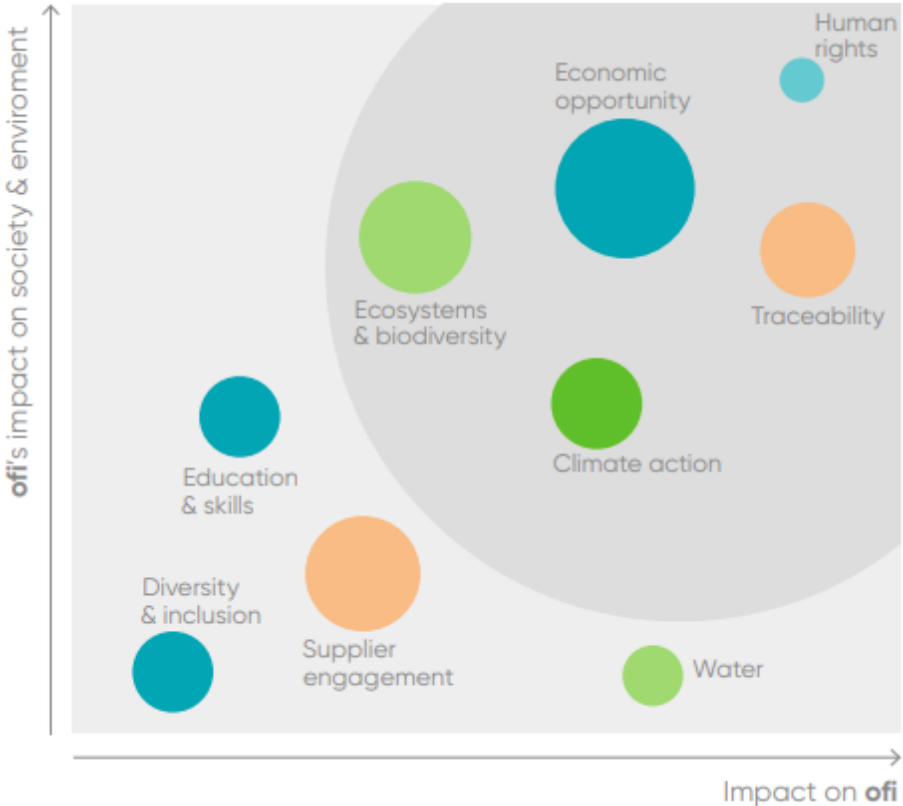
- ofi Supplier Principles
- ofi Agri Supplier Code
- Hello ofi (Grievance Reporting Channel)
- ETI Base Code
- ofi Code of Conduct
- ofi Anti-Bribery & Corruption Policy

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	2025 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

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.



Due Diligence in the Palm Oil Supply Chain ●●●●●



ofi applies a structured, risk-based due diligence approach across its palm oil supply chain, to support responsible sourcing and strengthen accountability. Our approach is informed by the Accountability Framework Initiative (AFI), which provides globally recognised definitions, expectations and operational guidance for assessing supplier performance, monitoring progress and supporting deforestation- and conversion-free production.

In 2026, we will continue to embed AFI expectations into supplier due diligence, translating responsible-sourcing commitments into measurable indicators and targeted supplier engagement.

Our due diligence approach

To strengthen the robustness and credibility of this process, ofi engages an independent third-party organisation to conduct AFI-aligned assessments of our policies and implementation practices. This external review provides an objective view of performance, helps reduce the risk of internal bias and enhances the transparency of our reporting to customers, investors and other stakeholders.

During the year, ofi strengthened its responsible-sourcing programme by embedding AFI expectations into its Tier 1 supplier review process. A structured KPI framework was used to translate these expectations into measurable indicators across policy commitments, traceability, supplier screening, risk assessment, monitoring, grievance handling and public reporting.

Evidence for the assessment was drawn from public disclosures, sustainability reports, grievance logs, traceability dashboards, RSPO audit summaries and SPOTT transparency indicators. This multi-source approach strengthened the credibility of the baseline and helped identify where further supplier engagement is required.

The baseline results show strong performance in traceability, annual risk assessment and supply-chain progress reporting. Areas requiring continued focus include onboarding controls, high-risk supplier flagging, geospatial monitoring, human rights monitoring and explicit NDPE commitments. ofi will use these findings to prioritise engagement with lower-scoring indicators and support continuous improvement across its supplier base.

Evidence & Assurance

KPI Baseline Results

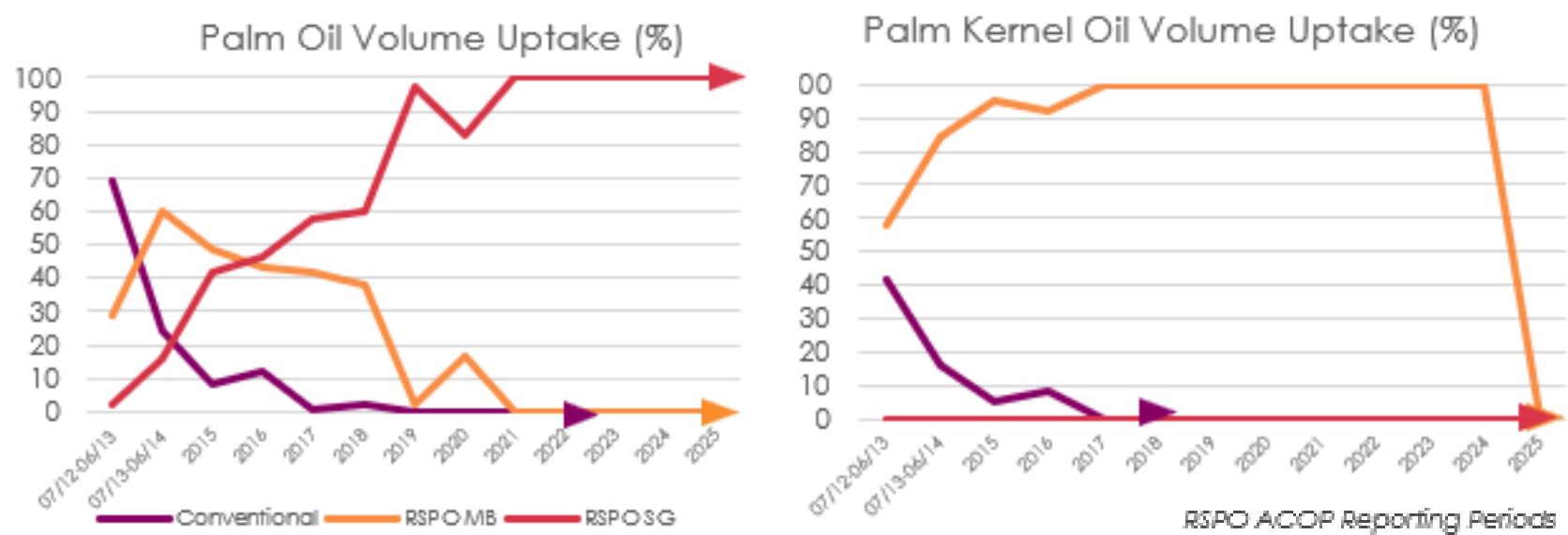
KPI measure	Score 1 to 5 (Bigger is better)	Summary of evidence
NDPE policy coverage	3	Mixed alignment; some suppliers demonstrate full NDPE commitments, while others have partial gaps.
Traceability to mill	5	Full traceability evidenced across all suppliers reviewed.
Traceability to plantation	5	High levels of plantation-level traceability demonstrated consistently.
Annual risk assessment	5	All suppliers show evidence of annual risk review processes.
High-risk supplier flagging	3	Strong evidence for some suppliers; others show partial or less mature flagging processes.
Geospatial monitoring	5	Monitoring tools are well developed by suppliers.
Human rights monitoring	3	Human rights monitoring systems exist but vary in maturity across suppliers.
Independent verification	5	Strong verification evidence for most suppliers, with some reliance on certification.
Public grievance disclosure	4	Grievance procedures and logs are publicly disclosed across suppliers.
Supply-chain progress reporting	5	Comprehensive reporting on suppliers, origins, non-compliances and grievances.
Zero-deforestation compliance	3	Strong compliance for some suppliers; others lack explicit commitments or complete supporting evidence.

ofi will continue to strengthen supplier engagement, focus on indicators with partial evidence, & use annual reassessment to monitor progress in policy implementation, traceability, risk management and grievance transparency.

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) (Last sourced 2024)	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	86% Resolved during 2025
Human Rights Due Diligence (HRDD)	Independent assessment conducted of operations under direct control	Conduct independent assessment	2024 (next due 2027)	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	Target extended to 2027	Engaged with suppliers & Wild Asia Group (WAGS). Origin visit to WAGS SPIRAL Programme confirmed for 2026

- 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 2025



The Goole Site Team

During 2025 we employed **50** people

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



31 Male

- **12** Management / Supervisor Roles
- **29** Permanent
- **1** Temporary
- **1** Agency

19 Female

- **6** Management / Supervisory Roles
- **19** Permanent
- **0** Temporary
- **0** Agency

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

How are we doing?

At **ofi** UK Ltd we provide a comprehensive training programme covering more than 150 different topics. The table shows the numbers attending a selection of the courses during **2025**, supporting our robust approach to **ESG training**



Training Areas	Numbers Attending (Goole Site 2025)	Main Reason to Train	Impact	Training Areas	Numbers Attending (Goole Site 2025)	Main Reason to Train	Impact
H & S	84	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	5	To minimize environmental impact and ensure legal compliance	Reduced landfill use, increased recycling, and contribution to circular economy principles
Personal Hygiene Work Instruction	78	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	86	To maintain high standards in product quality and safety	Consistent product excellence, reduced recalls, and ethical responsibility to consumers and retailers
Sustainability	2	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	31	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
Doors Policy	21	To ensure staff are aware and compliant with site doors policy	Reduce risks of pest ingress, unauthorized entry, theft and tampering	First Aid Work Instruction	9	To provide immediate care in emergencies and reduce harm	Enhanced emergency response, improved employee safety, and demonstration of ethical duty of care
Traceability	9	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	Environmental Procedures Training	23	To ensure everyone understands their responsibilities to prevent pollution, reduce waste, maintain legal compliance and protect the environment	Reduced waste, better control of spills and emissions, improved energy and water efficiency, stronger legal compliance and a lower risk of environmental incidents
Information Security	77	To protect sensitive data and prevent breaches	Safeguarding intellectual property, ethical handling of personal data, and compliance with GDPR and other regulations	ETI Base Code	44	To ensure everyone understands their rights and responsibilities in line with International Labor Standards. Protecting worker rights, ensuring legal compliance and protecting the business for reputational risk	Alignment in approaches with ofi Fair Employment Policy. Greater awareness of worker rights, recourse, individual and organizational responsibilities,



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 continue to replace redundant equipment, upgrading with more energy efficient alternatives, such as the air source heat pumps that have been fitted to the new Engineering block.



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

Additional electrical charging points have been added on site during 2025. Employees are helping the environment, whilst continuing to reap the benefits of the electrical charging points available. We are seeing an increase in electric/hybrid vehicles on site. These points are free to use during working hours.



Solar Panels

We have increased our solar capacity on site during 2025 and plan to extend this further during 2026. This has supported a reduction in CO2 emissions and saved on energy purchase requirements.



Bike Shelters

The bicycle shelter is well used; continuing to encourage 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	2025	Target 2030
Total gross Scope 1 GHG emissions (tCO2 Eq)	2542.2	2159.5	1940	1800
Total gross Scope 2 GHG emissions (tCO2 Eq)	442.7	389.68	360	330
Total energy consumption (gigajoules)	55376	47730	42562	40000
Total renewable energy consumption (gigajoules)	7699	7327	6894	6000

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	2025	Target 2030
Total weight of hazardous waste	1.727	0.71	0.86	0.6
Total weight of non-hazardous waste	492	617.26	498	450
Total weight of waste recovered	284.7	313.1	478	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	2025	Target 2030
Total amount of water recycled and reused (megalitre)	Not monitored	Not monitored	2.6 (Monitoring commenced April 2025)	50
Total water consumption (megalitre)	30.26	28.85	22.83	26
Total weight of air pollutants (metric ton (T))	Not monitored	Not monitored	Not monitored	5000



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...”



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.

→ **BUPA & Medicash**

Employees are offered the option to join the BUPA health care scheme either individually, or through a family membership.

The Medicash scheme, in place, offers employees cashback on health treatments, and a range of digital tools, that help in supporting health at home & at work.



Health & Welfare

Professional support
antime, anywhere & always confidential

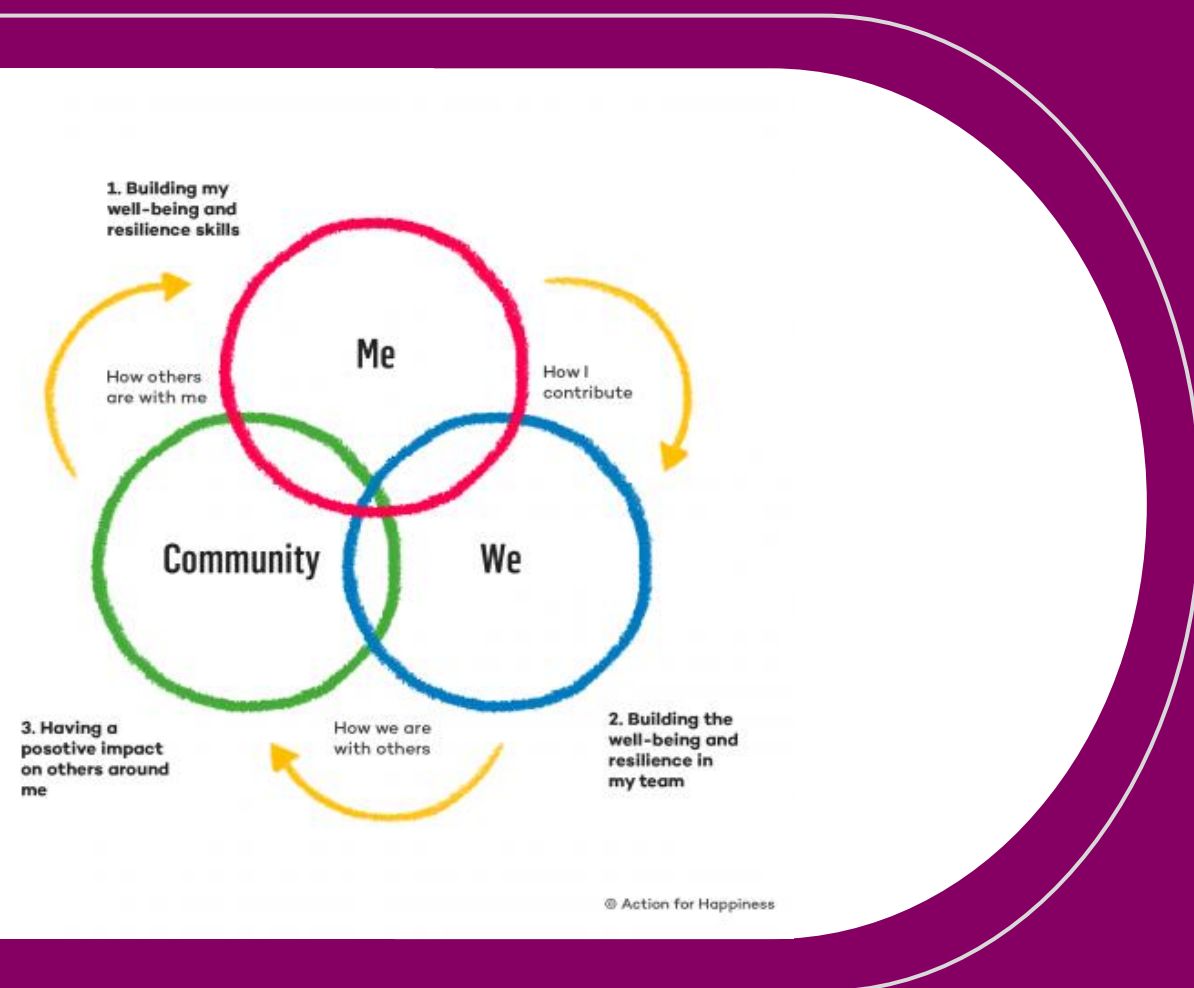


EAP can help you:

- 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, Activities & Support



Annual Health Checks

The Annual Health Checks were carried out by Flex Health.



Eye Tests



ofi UK Ltd employees have benefited from support with the expense of eye testing & are offered support with the expense of purchasing spectacles or contact lenses up to the value of £135 once every 12 months



Social Events

Various social events were organised throughout the year. These offered the opportunity, for the Goole team, to get to know each other better outside of the work environment. Such events are shown to:

- Boost morale & engagement
- Build better relationships
- Reduce stress and burnout
- Improve teamwork
- Encourage staff retention



Celebrating Together

Time was given throughout the year to celebrate special occasions & events together, as a team. These included:

- A long-term employee & valued colleague's retirement
- International Women's Day – Including a £100 donation to a local charity supporting families
- International Day of Happiness
- Red Nose Day



Health Wellbeing Assessments

This was an optional assessment offered in addition to the Annual Health Check which covered:

- Lifestyle questionnaire review
- Bioimpedance testing - Muscle mass, body fat %, visceral fat, bone mass, hydration status
- Blood pressure, cholesterol, cholesterol ratio, blood glucose assessment
- Weight, height, BMI, hip to weight ratio analysis

From which everyone received Health & wellbeing coaching/goal setting and a 12-month health action plan.

The assessment provided employees with the opportunity of a Health Wellbeing assessment for their own benefit, within work time.



Supporting the Wider Community

ofi UK Ltd support employees who want to support others.

- Employees can take a paid break to attend a local blood donation appointment



- Volunteering to benefit the wider community has been actively promoted during 2025 & is supported by ofi UK Ltd through paid leave

- 5 nominations were received, from ofi UK Ltd employees, to receive charitable donations each were awarded £200



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



Risk & EHS Management Platform

Benchmark-Gensuite, a best practice-based AI-enabled platform, has been rolled out across ofi, offering faster, simpler reporting of incidents, hazards, observations, & stop-work actions.

This in turn helps risks to be identified sooner & action to be taken faster.



#SafetyFirst

Every person goes home
safe

Every product we deliver
is safe

“Every incident reported is an opportunity to protect our people & strengthen our safety culture”

Stay safe. Report incidents. Learn. Improve.

Diversity and Inclusion



The **Inclusion, Diversity and Equity Policy** was updated in **2025**. This policy provides a brief overview of relevant UK anti-discrimination law and demonstrates **ofi**'s commitment in relation to equality of opportunity.

We are committed to being an equal opportunities employer, creating a workplace culture in which inclusion, diversity and equity are valued, and everyone is treated with dignity and respect. We oppose all forms of unlawful discrimination.

The UK Inclusion Diversity and Equality (IDE) 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.

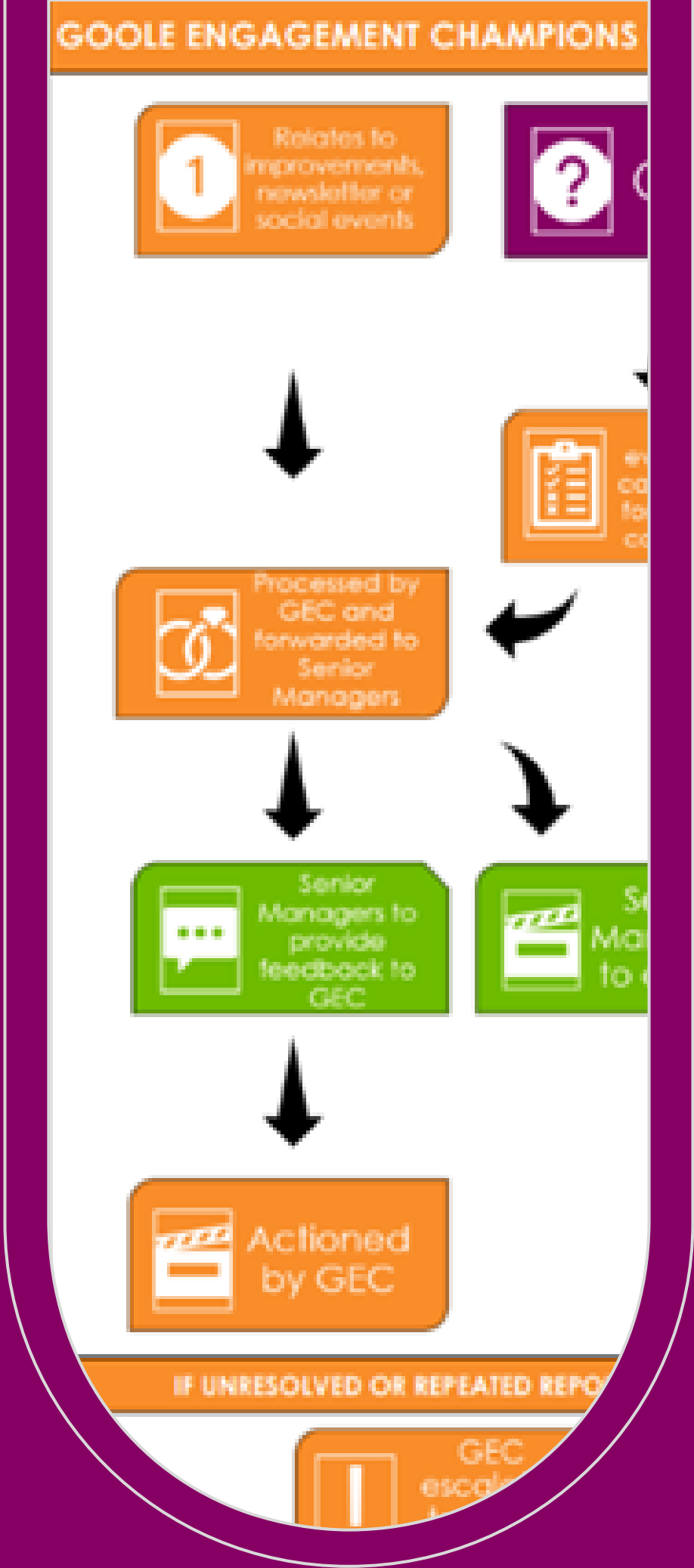
Freedom of Association & Right to Collective Bargaining

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	2025	Target 2030
Number of hours worked (production & office staff)	114963	90230	98585	100000
Average hours of training per employee	10.47	8.51	12.94	-
Lost time injury (LTI) frequency rate for direct workforce	8.69	2.22	0	0
Lost time injury (LTI) frequency rate for temporary workers	0	0	0	0
Lost time injury (LTI) severity rate for direct workforce	0	0	0	0
Lost time injury (LTI) severity rate for temporary workers	0	0	0	0
Number of days lost to work-related injuries, fatalities & ill health	548	532	441	400
Number of work-related accidents	3	5	0	0



Training, Lost Time and Accidents





Specialty Fats

Goole Site



For further information ●●●●●

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