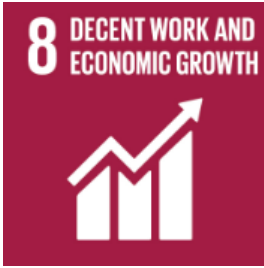




Sustainability F25 Reporting



F25 ACHIEVEMENTS WE ARE PROUD ABOUT



**OPERATIONAL FOCUS &
PRODUCT QUALITY**

GAS USAGE RATIO

**AUTOMATION & CAPITAL
INVESTMENT**

Delivered

Reduced our Gas Usage by
4.25 times relative to
increased Sales Turnover



**FUTURE FOOD
INNOVATION**

GFSI / BRC ACCREDITATION

Delivered

Delivery for Trading Partners

Improves our adherence to global
food safety management best
practices



**STRIVE TO BE #1 WORKPLACE IN
THE WAIRARAPA**

CADET PROGRAM

TRAINING & DEVELOPMENT (T&D)

Delivered

16 Staff members on program

-40% Staff Turnover reduction v LY

13,251 Staff Hours invested in T&D

PEOPLE | #1 WORKPLACE IN WAIRARAPA

OUR GOAL:

- To engage in a positive manner with our wider community



TARGETS BY MARCH 2025	PROGRESS	
Be transparent on our communication of our sustainability journey		We aim to share informative sustainability communications on a four monthly basis with our customers & consumers. Not Achieved (NA) Internal stakeholder communication to be shared on our sustainability journey Mixed - Staff Briefings every 6 months, Annual Employee Surveys, Exit Interviews We take transparency & accountability seriously for our policies (updated & compliant) Achieved - Whistle Blower Policy, Modern Slavery Statement, Human Right Statements
Continue to support local clubs & business		We continue to work closely with the following organisations in the Wairarapa Achieved - Kids Triathlon, Aratoi School Art, Life flight, Life Education Trust, MIS Golf Tournament - Wellington Free Ambulance, WTA Sports Awards & Wairarapa Farmers Mental Health We also provide product Free of Charge to numerous local schools on a consistent basis
Continue to support our staff with benefits outside of remuneration		Benefits provided to staff Achieved - We provide our staff with a daily bread allowance & fresh fruit. - Xmas time we also provide all our staff with a Xmas Ham, plus we have an awesome Xmas party - End of Year Values & Rebel Awards to recognise performance & teamwork - Annual Health Checks & Flu Vaccines for all staff to promote healthy living - Annual Wellness Voucher for all staff
Competitive Compensation & Aspiration to get our business back onto Living Wage		Areas of focus for us - We would like to move our business back to Living Wage platform, provided the business can afford NA - Salary & Wage Annual review linked to CPI Achieved - Business & Individual Annual performance bonus payment for all employees NA

PRODUCT | OPERATIONAL FOCUS & PRODUCT QUALITY

OUR GOAL:

- Promote sustainable economic growth & investment into our Business & our Products



TARGETS BY MARCH 2025	PROGRESS	
Reduce cost per unit by driving efficiencies throughout our plants		Areas to deliver on for total business Achieved - OFS roll out to Improve our cost per unit & product quality - Cost reduction focus across business via P&L / Cost Centre monthly reporting - Remove unprofitable products
Explore NZTE initiatives to fund our sustainability initiatives		Look at possible NZTE funding options to support our initiatives NA - Waste minimization & Innovation Fund - Wellington City Growth Fund - Industry Decarbonization Fund - Plastics Innovation Fund - Low Emission Transport Fund - Circular Connect Advisory Subsidy
Invest in automation to improve work practices		Looking at automation projects (Waste reduction, \$ Savings, Labour Cost Savings, Improved Product presentation) - Artisan Divider, Carton Labellers & Bun Bagger in place: Achieved - Robot transfers: NA
Training & Development in our people		Focused on Upskilling our staff in areas such as: Achieved - Apprenticeships, Lean Manufacturing & Six Sigma training - Mid & Annual Performance reviews with Individual Development planning encouraged for all - Sales & Finance commercial acumen development
Launching our Cadet program		Launching a Breadcraft Cadet programme that invests in our people & future leaders. Achieved - Principles being: investing in potential, Creating pathways for growth & Building a learning culture - Timeline & Rollout of programme to staff - 3 Legs over 4 years: Onboarding, Development Plans & Cadetship Plan

PRODUCT | SMART & SUSTAINABLE PROCUREMENT PLANNING

OUR GOAL:

- Promote sustainable economic growth & investment into our Business & our Products



TARGETS BY MARCH 2025	PROGRESS	
Commit to a benchmarking Project review of our ERP system		To benchmark our existing ERP system Global Bake relative to other platforms (x 2 other providers) To reach a conclusive decision at the end of the benchmarking exercise to either: a. Stay with existing supplier with clearly costed & defined deliverables for Breadcraft to be achieved. b. Agree to invest time, resource & money into moving to new ERP system To have an ERP that provides an integrated and continuously updated view of core business processes using common databases maintained by a database management system Reached a decision and moving to a new ERP on Sep 1st.
Deliver on our MRP prior at the start of every financial year with confirmed suppliers in place		Continuing with our robust tender process Achieved - Clear objectives & KPI's for both Us & Suppliers - Materials - Packaging - Ingredients
Commit to completing our in-house blend projects		Having completed our in-house blend projects. Benefits being to reduce Supply Chain emissions & improved Product Quality Achieved - Gluten Free Tortilla - Wheat Based Tortilla

PRODUCT | FUTURE FOOD INNOVATION

OUR GOAL:

- Promote sustainable economic growth & investment into our Business & our Products



TARGETS BY MARCH 2025	PROGRESS	
Lead the market with healthy, nutrient dense product to inspire & delight consumers		NPD Journey to deliver Mixed - support immune system, improved gut health, reduced inflammation & diseases - reduce carbon footprint
Continue to focus on Plant based product options		If people eat more plant-based foods, emissions could be cut by up to 80%. <i>EAT-Lancet Commission</i> Plants have essential nutrients that you cannot get from other foods. The vitamins and minerals, phytochemicals and antioxidants in plants help keep your cells healthy and your body in balance so that your immune system can function at its best.
Support the Health Star Rated systems		We choose to voluntarily have the Health Star Ratings on all our products. Supports our Core & Future product portfolio which is about Delicious & Nutritious food. All our Rebel Wraps & Bagels clearly state on front of packaging.
Global Food Safety Initiative (GFSI) journey year 1 for our business		Certification to these standards shows retailers and consumers our organization's adherence to food safety management best practices, enhances our access to international markets and enables us to better manage food safety risk. Achieved certification in March 2025

OUR GOAL:

- To minimize our emissions & environmental footprint



TARGETS BY MARCH 2025	PROGRESS	
Review plans on renewable energy resources		Report back on our performance in areas such as - Solar Projects: Not Achieved - Rainfall Collection: Scoping options for Tank Collection - Oven Heat Regeneration: Not Achieved
Engage with our suppliers to measure our water / energy / LPG use		Good improvements have been made with our Gas Usage - In the past 12 months our Sales Turnover has grown by 11.2% v -3.4% Tons Gas used
Develop a policy on staff travel & transport		Deliver a Staff Travel Policy that reflects the goal Achieved Sales EV fleet roll out Not Achieved
Commit to sharing improvements in our Recycling programs		We are committed and part of the following schemes. Supporting the circular economy (show details) - Waste Bread: - Soft Recycling Scheme: - Carboard Recycling: - Waste Collection:

OUR GOAL:

- To minimize our emissions & environmental footprint

TARGETS BY MARCH 2025	PROGRESS	
Work with freight providers to reduce movements in the supply chain		Reduce emissions & improve our cost per unit Not Achieved - Mainfreight - Big Chill - Aramex - Minus 1
Work with our Customers, Distribution Centers & 3PL's to reduce movements in the Supply Chain		Reduce emissions & improve our cost per unit Not Achieved - Customers - DC's - 3PL's (Davis, KBT, Minus 1)
Investigate alternate plastic wrap & packaging options with our Packaging supplier		Reduce emissions & improve our cost per unit Not Achieved - Sustainable Packaging: By 2025 X% of our packaging is from recycled content