



2022 *Sustainability Report*



2022 Sustainability Report

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About Us



Griffith Foods is a global product development partner whose purpose is to Blend Care and Creativity to Nourish the World. We specialize in developing delicious, nutritious, and sustainable food ingredients for food service professionals, processors, distributors, and retailers worldwide. The seasoning and spice blends, sauces, dressings, coatings, soups, and dough blends that we have produced since 1919 are used by many of the world's largest food companies.

Today, as a family-led company, our businesses work together with customers, suppliers, and other value chain partners incorporating diverse culinary tastes and ingredients from around the world in our nutritious and sustainable products.

Operating in over 30 countries across the globe, we employ 4,800 people, including 40 chefs and 350 food scientists, and source from thousands of small and medium-scale farming families to large-scale commercial food processors. Guided by our 2030 Sustainability Plan, launched in 2020, we live our purpose by creating sustainable, delicious, and nutritious products for our customers while scaling our positive impact on the planet and in communities through a regenerative mindset that aims to help restore nature and improve livelihoods.

About This Report

We are pleased to present Griffith Foods' 2022 Sustainability Report, which highlights our progress towards achieving our 2030 sustainability goals and our efforts to stay true to our purpose.

The content of this report has been determined based on material sustainability topics, which are mapped out in the following [2030 Sustainability Plan section](#). The scope of our performance includes all entities for which Griffith Foods holds management responsibility and the scope of the data encompasses all our activities. Unless otherwise noted, performance data corresponds to the financial year for October 1, 2021 to September 30, 2022.

We have referenced select disclosures, or parts of their content, from the Global Reporting Initiative (GRI) Standards framework to align our non-financial reporting with global sustainability indicators. A content index is included in the Appendix as a tool to help readers easily locate relevant information across the report and our web-based resources.

Please share feedback and questions with sustainability@griffithfoods.com.

2030 Sustainability Plan

Our 2030 Sustainability Plan focuses our efforts across four areas—Climate Action & Environmental Management, Wellbeing & Fulfillment, Health & Nutrition, and Sustainable Sourcing.

We believe these provide the foundation for us to harness our core business capabilities and relationships to help create a more nutritious, delicious, accessible, and sustainable food supply for the people and communities where we operate. They also enable us to strategically support our customers and partners with their own sustainability or environment, social and governance goals, and to invest in future value creation opportunities for the business.

Acting as a framework for success, our 2030 Sustainability Plan enables us to strategically address sustainability challenges that have the potential to affect our business, stakeholders, and reporting. It was informed by a 2020 materiality assessment that helped us identify our four focus areas. In 2024, we will conduct an updated materiality assessment and incorporate its findings in our plan.

We first shared our sustainability goals and targets in 2021, and in 2022 we saw solid progress in each priority area.



2022 At A Glance

	Goal	2022 Progress Update	Status
Wellbeing & Fulfillment	Empower and support our people, families, and communities by providing the necessary resources—physical, mental, and financial—to help them thrive inside and outside of work.	Expanded mental health support globally.	
	Create and sustain an inclusive culture; achieve gender parity at the management level globally; and ensure equal representation, equal pay, and equitable working practices throughout our value chain.	Women comprise 42.6% of our global management.	
	Ensure living wages for 100% of employees, proactively address human rights across our operations and value chain, and create opportunities for vulnerable groups.	Internal alignment and evaluation underway.	
Climate Action & Environmental Management	Become net-zero carbon in our own operations by achieving a science-based 50% reduction ¹ in Scope 1 and 2 emissions from a 2020 base year and using verified offsets to cover the remainder.	7% reduction in Scope 1 and 2 absolute emissions (location based) against FY20 baseline. 8% absolute reduction when compared to prior year. Received SBTi verification for interim goals in 2022.	
	Procure 100% renewable electricity (RE100) for our global operations.	Details are provided in the Planet section of this report.	
	Achieve a 23% reduction in our value chain Scope 3 emissions per ton of product from a 2020 base year.	Achieved SBTi verification for interim goal in 2023 Updated our Scope 3 emission factors and categories for purchased goods and services for increased accuracy, resulting in an increase from 122,712 to 660,762. This provides a much more accurate picture of our greenhouse gas emissions to inform the development of our net-zero roadmap.	
	Achieve zero waste to landfill across all sites by 2025.	86% waste was diverted from landfill.	
	Ensure 100% reusable, recyclable, or compostable packaging by 2025.	76% of product volume packaging currently meets our goal.	
	Reduce unsustainable water use by 50% by 2025 and achieve sustainable water use in all water-stressed areas for our factories by 2030.	Achieved 18% reduction in water use. Completed World Resource Initiative Aqueduct water risk assessment across our 20 factories. Identified 6 sites under water stress that must establish sustainable water use reduction plans.	
Health & Nutrition	Align 60%+ of our portfolio with globally recognized nutritional science criteria.	Increased from 45% to 56%.	
	Develop an industry-leading portfolio that combines the benefits of being both sustainable and nutritious.	Began in 2022 with improvements to how we track indicators in our ingredient portfolio database.	
Sustainable Sourcing	Purchase 100% of our major raw materials from fully traceable, certified sustainable sources.	Increased from 16% to 20% of raw materials purchased from fully traceable, certified sustainable sources.	
	Work directly with 10,000 smallholder farmers to implement sustainable practices, advance technology and access to finance, and support living incomes.	2,084 smallholder farmers engaged down from 2,424 in 2022 due to decertification by Rainforest Alliance related to use of non-approved pesticides and a reduction in volume for certain spices. ²	
	Increase the number of farms owned by women and other underrepresented and marginalized groups in our supply chain by 50%.	Additional focus is needed to develop our strategy to increase women, underrepresented or marginalized group farm ownership. We will share more as our plan development progresses with input from third-party advisors and from the more than 200 women-led or owned small scale farms we source from currently.	

¹We increased our target from 42% to 50% to be in line with GHG reductions needed to meet 1.5 degrees global warming and SBTi requirements.

²We expect this number to fluctuate yearly and to increase again with new farmers entering the program.

People Wellbeing & Fulfillment



42.6% of women at management level³

29% of workforce covered by formal collective bargaining agreements

49% of employees from underrepresented groups⁴

10 training hours per permanent employee on average

We have six core values at Griffith Foods that guide us in all we do:

Make the Future Better

We are optimistic and courageous while making choices in pursuit of our dreams. Sustainability informs our curiosity, imagination, and innovation. We are passionate about leaving our planet a better place for future generations. We believe the best is yet to come.

Build Customer Success

Recognizing that our success depends on our customers' success by understanding, anticipating, and prioritizing customer needs. We build a mutual commitment to derive sustainable long-term value.

Work Together Globally

We recognize our diversity creates a unique strength, and we learn from our colleagues and partners globally. By collaborating, communicating, sharing, and learning, we create better together.

Deliver Results

We take personal responsibility for meeting our commitments. We are focused on achieving objectives aligned to our triple bottom line of people, planet, and performance. We execute with excellence, measure results, and reward success.

Behave like Owners

We are passionate about creating long-term value. We believe that we are part of something bigger than ourselves and strive to make a difference. We trust each other and treat talent as a valuable resource. We believe in strategic risk-taking and in doing the right thing, especially when it is hard to do.

Act like Family

We are a caring family company where everyone has the opportunity to grow, follow their own personal "Purpose," and find fulfillment in their work. We support each other and demonstrate mutual respect. We nourish people's wellbeing—physical, mental, and financial.

³For gender parity reporting, management level includes manager, director, and executive levels.

⁴We report this metric for the United States where data is permitted to be tracked and includes black, indigenous, and people of color (BIPOC).

PEOPLE Wellbeing & Fulfillment

Core Value
Act Like Family



We are a caring family company where everyone can grow, follow their own personal “Purpose”, and find fulfillment in their work. We work to cultivate a caring environment that nourishes the physical, mental, and financial wellbeing of our team. We achieve this by supporting each other, demonstrating mutual respect, and prioritizing wellbeing and fulfillment for all. Putting the health and safety of all our employees first is at the heart of everything we do and is embedded in our day to day. We also ensure that we’re providing fulfilling employment with competitive rewards and benefits.

We aim to empower and support our people, ensure fair pay and equitable working practices, and create opportunities for underrepresented and marginalized groups, and our goals lay the groundwork for achieving that ambition.

PEOPLE Wellbeing & Fulfillment



In 2021, we began to create the necessary infrastructure to help us deliver on our commitment to Diversity, Inclusion, Belonging, and Equity (DIB&E). We expanded our work in 2022 from the Global Executive Team, Global, and Regional Councils to Griffith Foods Belonging Communities, to establish our DIB&E approach and shared language. Our Global DIB&E Council includes members from our locations around the world to ensure all regions are represented and we established two regional councils that are currently operating in North, Central, and South America.

Belonging Communities In 2022, our employees established three Griffith Foods Belonging Communities, WISE, LEAAD, and SPICE to help support employee-led initiatives to create and sustain an empowering culture of inclusion, trust, and meaningful conversation, ensuring our people can safely be their authentic selves.



Women Innovating Solving & Excelling (WISE)

Our mission is to cultivate an inclusive and authentic environment with equitable opportunities and respect that encourages women to thrive inside and outside of work.



Leaders for Equitable African/African American Advancement & Development (LEAAD)

Our mission is to help develop an inclusive culture and equitable workplace to accelerate upward mobility and career advancement for African/African American employees at Griffith Foods globally.



Supporting Pride with Inclusion Celebration and Education (SPICE)

SPICE is committed to cultivating a culture of inclusion and celebration for the 2SLGBT+ community through education and outreach.



PEOPLE Wellbeing & Fulfillment



Spotlight: Partnering with our Communities

By giving back to our communities through employee volunteering and philanthropic contributions, we aim to have a positive impact on those connected to our business. Our business units around the world provide cash and product donation contributions to various charitable organizations in their communities including the Chicago Food Depository in Illinois, USA, and the Bangalore Food Bank in Bangalore, India.

On World Food Day, held annually in October, Griffith Foods employees around the world come together with local non-profits and food banks to donate food, prepare meals, and conduct workshops on food safety and nutrition. In 2022, we donated 124,632 kilos of food product through entities that are part of the Global FoodBanking Network.

India

The Griffith India Culinary team joined hands with Bangalore Food Bank to prepare and distribute 10,535 meals for over 5,000 beneficiaries and donated 1,325 kgs of food.

Colombia

With the aid of customers and strategic partners, our team in Colombia volunteered their time and food to help with the preparation and distribution of 4,000 meals at Plaza Botero in the center of Medellín.

Rwanda

In addition to preparing and distributing 1,500 meals for World Food Day, our Rwanda team donated livestock to local communities and hosted a visit to a farm our Terova subsidiary supports with training on good agriculture practices, for around 60 students between ages 14–22. Aiming to showcase the concept of regenerative agriculture and share the importance of organic and sustainable farming, the visit provided exposure to farming activities that many of the students had never before experienced. There were lots of questions and we hope the activity has inspired some budding chefs-in-the-making.

PEOPLE Wellbeing & Fulfillment



Spotlight: *Radically Transforming the Food System*

The Social Gastronomy Movement (SGM) is a global social impact network of over 400 social entrepreneurs, chefs, community leaders, and farmers from 74 countries who are using their collaborative power to radically transform the food system by working towards an equitable future, inclusive society, and healthy planet. As proud members of SGM since 2021, Griffith Foods has become an integral part of this movement by working with local communities to celebrate chefs and farmers, participate in collective impact initiatives, and support local change agents.

Griffith Foods employees participated in SGM's annual summit activities, taking leading roles to coordinate actions, participating in multistakeholder dialogues, and building the trusted relationships necessary to inspire local transformation within food systems worldwide. Our Griffith India Culinary team conducted an interactive knowledge-sharing session with a non-profit partner of Bangalore Food Bank. This partner runs a hotel management school for at-risk youth that offers a one-year diploma (10 months training + 2 months internship). To open their minds to the world of food, the culinary team took part in a career connect program, sharing insights of opportunities in the food industry.



Planet

Climate Action & Environmental Management



15% reduction in Scope 1 and 2 GHG emissions intensity per lb produced since 2020

19% decrease in total energy consumption since 2020

7% decrease in Scope 1 and 2 GHG emissions

The scale and urgency of the climate crisis requires that we all do our part to lower greenhouse gas emissions and underscores that fundamental changes in how we operate (from the energy we use to run our factories, to the types of agricultural raw materials we source and the products and services we offer customers) require a radical shift in mindset.

PLANET Climate Action & Environmental Management



Understanding our Scope 1, 2 and 3 GHG emissions

A look at our greenhouse gas footprint in 2022 reveals that like many in the food industry, the bulk of our emissions is in our Scope 3, indirect emissions. Working with a third-party expert advisor, we updated our emission factors for purchased goods and services and refined the categories of goods to better reflect the ingredients in our product portfolio. For example, where an emission factor for raw dairy milk had previously been used, we updated it to powdered dry milk, which more accurately reflects the type of dairy we use in our products. Our global economy must decarbonize and as a company, we are on our journey to net-zero emissions by 2040.

Our SBTi Verified Interim Emissions Reduction Targets

We have aligned our greenhouse reduction targets with the Science Based Targets Initiative (SBTi) methodology, and received verification of our interim targets:



Reduce absolute scopes 1 and 2 GHG emissions 50% by FY2030 from a FY2020 base year.

Reduce scope 3 GHG emissions 23% per tonne of product produced by FY2030 from a FY2020 base year.

FY2022 Greenhouse Gases Inventory in metric tons CO₂e

Scope 1	15,750
Scope 2 (location based)	17,376
Scope 3	738,260
Total annual emissions	771,386

FY2022 GHG Inventory

Scope 1, 2% Scope 2, 2% Scope 3, 96%



PLANET Climate Action & Environmental Management

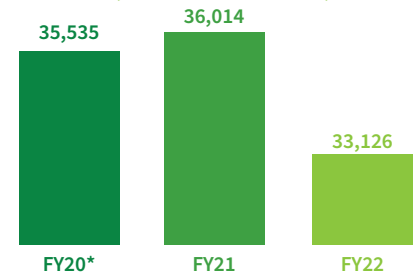
Core Value
Make the Future Better



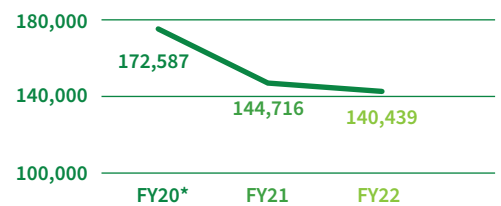
We also updated our emissions factors for Scope 2 for our Canada operations.

As a result, a portion of the reduction is driven by those changes. When compared year over year, our total Scopes 1 and 2 absolute location-based emissions went down 8% and compared to a 2020 baseline our absolute emissions are 7% lower. This was driven by cleaning optimization in our production lines, compressed air improvements that reduced leakages and fuel consumption, a significant decrease in refrigerant leakages due to enhanced maintenance and switching from oil blends and diesel to liquefied petroleum gas for our boilers. Below is a snapshot of 6 of our 20 factories utilizing renewable energy, renewable energy credits or adding third-party certification related to energy.

Total scope 1 & 2 GHG emissions (location based)



Total energy consumption (MWh)



Factory location	On-site solar panels installed	Renewable Energy Credits (RECs)	Green grid certification	Year RECs or certification obtained
Belgium			X	2022 certification
Brazil		100% of annual consumption		2022 RECs
Colombia	20% of annual consumption	80% of annual consumption	X	2022 certification
Spain			X	2022 certification
United Kingdom			X	2022 certification
India	44% of annual consumption			

*Updated figures to reflect divestment of Innova business sites.

PLANET Water & Waste



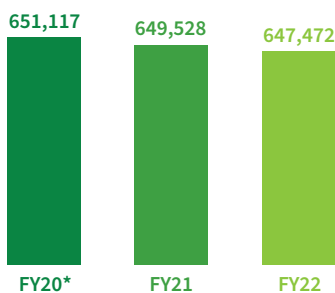
To help achieve our goal to reduce unsustainable water use by 50% by 2025 and achieve sustainable water use in all water-stressed areas for our factories by 2030, we engaged a third-party expert advisor to conduct a water risk assessment at our factories around the world.

Our operations source water from municipal suppliers for direct use in wet products such as sauces and dressings as well as for cleaning equipment. During the reporting period, we withdrew 647,474 cubic meters of water, achieving an 18% reduction from last year. This was partly due to improvements to our freshwater metering, data management, and data quality.

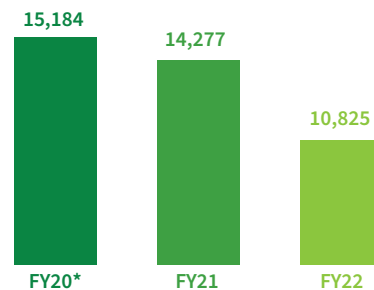
In 2022, we completed a water risk assessment using the latest WRI Aqueduct 3.0 Water Risk Framework to model, map, and analyze water risk across our manufacturing facilities. The assessment provided us a view of our water withdrawal levels from water

catchment areas where our facilities are located and provided us with insight on whether associated withdrawal volumes are within a sustainable threshold. The assessment identified six sites under water stress in four regions: Atitalaquía and Monterrey in Mexico, Qingdao in China, Herentals in Belgium, Lithonia, Georgia in the US, and Sao Paulo in Brazil. We prioritized actions at these locations to establish plans to reduce water usage to a sustainable level.

Total water withdrawal (m3)



Total waste generation



We are also focused on reducing the amount of waste sent to landfills at our facilities by recycling and diverting materials as best we can. In 2022, we generated 29% less waste, diverting over 5,400 tons of recycling via site-specific recycling efforts. Our landfill diversion rate improved to 86%.

*Updated figures to reflect divestment of Innova business sites.

PLANET Packaging



Global Packaging Volume

11.54% Plastic/Rigid Packaging 17.40% Packaging Other
 11.93% Flexible Film 59.13% Paper/Fiber Packaging



We have made significant strides towards achieving our 2025 sustainable packaging goals, with 76% of our product volume now being comprised of materials that are reusable, recyclable, or compostable. This target specifically pertains to the materials we utilize for shipping products to our customers. Since our customer base consists of food businesses rather than individual consumers, the packaging specifications are determined by our customers.

Our primary focus and monitoring efforts are directed toward the types of packaging mentioned in the graph. While we make efforts to encourage our customers to choose more sustainable packaging options and collaborate with packaging suppliers to

Global Recyclable Packaging Materials

24% Not Recyclable 76% Recyclable



explore new possibilities, we encounter challenges when it comes to flexible films. The global scarcity of recycling solutions for multi-layered flexible packaging, coupled with recycling difficulties, necessitates the development of cost-effective technical solutions.

It is unlikely that we will have identified a cost-effective solution for customers who require flexible packaging by 2025. However, our commitment to this goal persists as we continuously strive to discover and evaluate new alternatives. Notably, we have recently engaged with customers who are willing to bear the higher cost associated with recyclable sachet film packets. This has contributed to 13% of our flexible film now being recyclable.

Performance

Health & Nutrition



56% of portfolio met one or more indication for Fortification, Organic, Reduction, Clean Label, or Elimination criteria

84% of sites achieved AA-grade BRCGS food safety certification

3,000 employees trained in Nutrition for Non-Nutritionists

We recognize the importance of planet-friendly, nutritious diets and the impact they have on our customers and the planet. We consider it our duty to responsibly offer healthy, nutritious products that are accessible, affordable, and delicious. Alongside industry partners and nutrition scientists, we leverage our global scale, consumer insights, and culinary expertise to develop industry-leading solutions that bring nutritious and delicious products and ingredients to our customers.

PERFORMANCE Health & Nutrition**Core Value
Deliver Results****Our Global Health and Nutrition Awareness Approach**

In December of 2021, through our Global Nutrition Report, we shared our intention to meet or exceed external global nutrition standards by 2030, with assessments to begin in FY2024. To ensure all employees have a strong foundational knowledge regarding nutrition, we also committed to requiring 100% of our workforce to successfully complete a nutrition education program by the end of 2025.

In 2022, we continued to track the status of our finished products against our internal health and nutrition criteria, which are fortification, organic, reduction, clean label, and elimination. From 2021 to 2022, we increased the criteria we met from 45% to 56%.

Since it is at the core of our business, we encourage everyone at Griffith Foods to have technical nutritional expertise, regardless of role. We believe that everyone should have a foundational understanding of nutrition.

We also promote personal and professional activities that encourage health and nutrition. In 2022, through our Global Health and Nutrition Awareness Program, our team hosted or took part in over 80 events and activities around the world.

Europe

- Regularly provided fresh fruit in the office to encourage healthy eating.

Asia

- R&D team attended a virtual exhibition on Protein Foods and Nutrition Development.
- Hosted a Health and Nutrition Awareness walking challenge.

North, South and Central America

- Hosted a Nutrition Fair, monthly meeting-free Fridays, a Breast Cancer Awareness month, as well as Breast Cancer Awareness and annual blood testing campaigns.

North, South and Central America

- Hosted a wellness program promoting social, financial, physical, and mental health featuring events such as a 5K family run, a weight loss contest, a monthly runners club, financial literacy workshops, and nutrition training with a focus on trending health concerns.
- 32 female colleagues took part in a Run for the Roses to help raise awareness of breast cancer.
- Shared announcements around the office with nutrition, financial awareness and wellbeing information

PERFORMANCE Sustainable Sourcing



78% of suppliers achieved Bronze or higher in the EcoVadis assessment

20% of major raw materials had a sustainability certification

2,084 farmers received on-the-ground training, education, and support through our Griffith Sustainably Sourced program

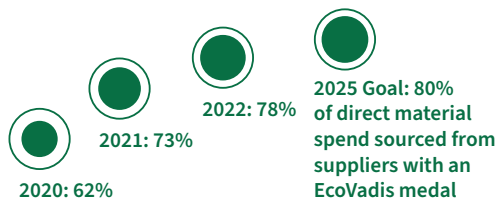
Spotlight:
Integrating the EcoVadis Assessment Tool

At Griffith Foods, we aim to purchase our raw materials from sustainable sources, improve farmer livelihoods, and work with our industry to scale regenerative farming practices. We do our best to ensure that our sourcing practices are as sustainably sourced as possible to drive improvements in people and planet and foster transparency in our food value chain.

EcoVadis, is an independent third party environmental, social and governance tool, for companies to assess, and manage their own performance and suppliers’ performances across 21 indicators in four themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

In 2019, we began assessing our direct raw material suppliers using the EcoVadis tool. Since then, we have integrated EcoVadis into supplier assessment, and our buyers’ progress toward this goal is included in their annual incentive bonus.

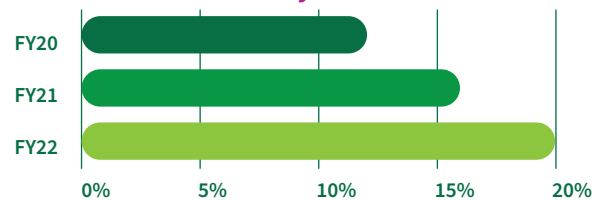
Direct material spend sourced from EcoVadis certified suppliers



Net Zero Supplier Engagement

To turn our global climate ambitions into business action, we have been engaging with our stakeholders, especially suppliers, to help them better understand our GHG commitments and to support and encourage them to set their own GHG baselines and targets to enable growth of their own. The Griffith Foods Europe team organized a series of webinars in 2022 on net-zero emissions to share our climate ambitions, educate on our approach, and establish a foundation for future collaboration and partnerships. We also hosted sessions on Scope 3 - How to use supply chain partnerships to cut Scope 3 emissions, and on the Green Energy Transition - Making the green energy transition happen.

Major raw materials with sustainability certification



Appendix Performance Metrics⁵

WELLBEING & FULFILLMENT:	<i>FY20</i>	<i>FY21</i>	<i>FY22</i>
Percentage of women in global workforce	29%	30%	31%
Percentage of women in management positions	39%	44%	43%
Percentage of women in executive positions	23%	26%	25%
Average training hours per permanent employee ⁶	21	15	10.40
Percentage of permanent employees receiving regular performance reviews	84%	84%	95%
Percentage of workforce covered by formal collective bargaining agreements	22%	28%	29%
Lost-time injury frequency rate			
Number of lost-time injuries per 1,000,000 hours worked	7.74	7.84	7.7
Percentage of Employees from underrepresented groups (U.S. only) ⁷	48%	47%	49%
Percentage of Employees in management positions from underrepresented groups (U.S. only)	17%	19%	18%
Percentage of Employees in executive positions from underrepresented groups (U.S. only)	22%	20%	20%
SUSTAINABLE SOURCING:	<i>FY20</i>	<i>FY21</i>	<i>FY22</i>
Suppliers achieving Bronze or higher in the Eco Vadis assessment	29%	30%	31%
Percentage of spend with Direct Material suppliers	62%	73%	78%
Suppliers who have signed Griffith's Supplier Code of Conduct or have provided Griffith a similar document	71%	83%	87%
Raw materials with sustainability certification ⁸			
Percentage of spend with Direct Material suppliers	13%	16%	20%
Number of farmers directly impacted through our sustainable sourcing programs	1,197	2,424	2,084
Includes on-the-ground training, education and support through our Griffith Sustainably Sourced program			

CLIMATE ACTION & ENVIRONMENTAL MANAGEMENT:	<i>FY20⁹</i>	<i>FY21</i>	<i>FY22</i>
Total energy consumption (MWh)	29%	30%	31%
Includes natural gas, stationary fuels and electricity consumption	172,587	144,716	140,439
Total annual GHG emissions (Scopes 1 and 2)	35,535	36,014	33,126
- Scope 1 GHG emissions (metric tons CO2e)	17,643	18,054	15,750
- Scope 2 GHG emissions (location-based) (metric tons CO2e)	17,892	17,961	17,376
- Scope 2 GHG emissions (market-based) (metric tons CO2e)	18,269	16,727	15,692
GHG Emissions Intensity	9%	8%	7%
Total water withdrawal (m3)	636,958	787,580	647,472
Total waste generation (metric tons)	15,184	16,939	10,825
- Waste to landfill (metric tons)	1,905	5,241	1,535
- Waste to recycling (metric tons)	9,014	8,464	5,473
- Waste to incineration (metric tons)	4,265	3,234	3,817
Landfill diversion rate	87%	86%	86%
Percentage of reusable, recyclable or compostable packaging	--	74%	76%
HEALTH & NUTRITION:	<i>FY20</i>	<i>FY21</i>	<i>FY22</i>
Product non-conformance rate			
Number of internal rejects per 100 batches, including product integrity and foreign material incidents	0.74	0.90	0.87
Percentage of sites achieving AA-grade BRCGS food safety certification	84%	80%	84%

⁵All reporting is for the financial year ending September 30, 2022.

⁶FY20 exclude UK, France, Spain and Italy. FY21 excludes Poland and Rwanda.

⁷Does not include employees who declined to provide an ethnicity, or the ethnicity is unknown.

⁸Includes Fair Trade Certified, Forestry Stewardship Council, GLOBALG.A.P., Marine Stewardship Council, Muddy Boots, ProTerra, SAI Platform (FSA) Silver, Rainforest Alliance, Red Tractor, RSPO, RTRS, and USDA/EU Organic

⁹In 2021, Griffith Foods divested the Innova Flavors business from its portfolio. FY20 environmental data has been recalculated to reflect the divestment and will form our baseline going forward.

Appendix

GRI Content Index

STATEMENT OF USE	Griffith Foods has reported the information cited in this GRI content index for the period of October 1, 2021, to September 30, 2022, with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

Disclosure	Description	Reporting Location	Additional Remarks
GRI 2: GENERAL DISCLOSURES 2021			
1-2	Organizational details	<ul style="list-style-type: none"> About Us Griffith Foods website – About Us 2020 Sustainability Report – pages 7-14 	Location of headquarters: Alsip, Illinois
2-2	Entities included in the organization’s sustainability reporting	<ul style="list-style-type: none"> About Us - About This Report 2020 Sustainability Report - Who We Are 	—
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> About Us - About This Report 	—
2-4	Restatements of information	<ul style="list-style-type: none"> GRI Content Index 	No restatements were made during the reporting period.
2-5	External assurance	<ul style="list-style-type: none"> GRI Content Index 	This report has not been externally assured.
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> Griffith Foods website – What We Do 	—
2-7	Employees	<ul style="list-style-type: none"> People – Wellbeing & Fulfilment Appendix – Performance Metrics 	—
2-9	Governance structure and composition	<ul style="list-style-type: none"> 2020 Sustainability Report – page 15 	—
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> Griffith Foods website – About Us – Our Leadership 	—
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> 2020 Sustainability Report – page 15 	—
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> 2020 Sustainability Report – pages 15 and 24-26 	—
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> 2020 Sustainability Report – pages 15 and 24-26 	—
2-16	Communication of critical concerns	<ul style="list-style-type: none"> 2020 Sustainability Report – page 16 	In 2022, we received 6 reports of ethics and compliance related concerns via our hotline. All were addressed and the cases have been closed.
2-23	Policy commitments	<ul style="list-style-type: none"> Griffith Foods website - Sustainability 	—
2-24	Embedding policy commitments	<ul style="list-style-type: none"> 2020 Sustainability Report – page 16 	—
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> 2020 Sustainability Report – page 16 	—
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> GRI Content Index 	There were no significant instances of non-compliance with relevant laws or regulations, nor associated monetary fines, during the reporting period.
2-28	Membership associations	<ul style="list-style-type: none"> 2020 Sustainability Report – page 19 	—
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> 2020 Sustainability Report – pages 17-18 	—
2-30	Collective bargaining agreements	<ul style="list-style-type: none"> Appendix – Performance Metrics 2020 Sustainability Report – page 42 	—

GRI 3: MATERIAL TOPICS 2021

3-1	Process to determine material topics	2020 Sustainability Report – page 22	--
3-2	List of material topics	2020 Sustainability Report – page 22	--
DISCLOSURE BY MATERIAL TOPIC			
<i>FOOD LOSS & WASTE</i>			
3-3	Management of material topic	2020 Sustainability Report – Performance section	--
<i>SUSTAINABLE AGRICULTURE / FARMER LIVELIHOODS</i>			
3-3	Management of material topic	2020 Sustainability Report – Performance section	--
<i>PORTFOLIO INNOVATION & TRANSFORMATION</i>			
3-3	Management of material topic	2020 Sustainability Report – Performance section	--
<i>SUPPLY CHAIN LABOR RIGHTS</i>			
3-3	Management of material topic	2020 Sustainability Report – page 42	--
<i>BUSINESS ETHICS & GOVERNANCE</i>			
205	Anti-corruption 2016		
3-3	Management of material topic	2020 Sustainability Report – page 16	--
<i>ENVIRONMENTAL MANAGEMENT / WATER SECURITY</i>			
3-3	Management of material topic	Planet – Climate Action 2020 Sustainability Report – Planet section	--
302	Energy 2016		
302-1	Energy consumption within the organization	2022 At A Glance Planet – Climate Action Appendix – Performance Metrics	--
303	Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Planet – Water and Waste	--
303-2	Management of water discharge-related impacts	2020 Sustainability Report – Planet section	--
303-3	Water withdrawal	Planet – Water and Waste Appendix – Performance Metrics	--
305	Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	2022 At A Glance Planet – Climate Action Appendix – Performance Metrics	--
305-2	Energy indirect (Scope 2) GHG emissions		
305-3	Other indirect (Scope 3) GHG emissions		
305-4	GHG emissions intensity		
305-5	Reduction of GHG emissions	Planet – Climate Action	--
306	Waste 2020		
306-2	Management of significant waste-related impacts	Planet – Water and Waste 2020 Sustainability Report – Planet section	--
306-3	Waste generated	Planet – Water and Waste Appendix – Performance Metrics	--
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		

TRACEABILITY & SUSTAINABLE SOURCING			
3-3	Management of material topic	2020 Sustainability Report – pages 68-72	--
EMPLOYEE HEALTH, SAFETY & WELLBEING			
403	Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2020 Sustainability Report – page 41	--
403-4	Worker participation, consultation, and communication on occupational health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health	2020 Sustainability Report – page 42	--
403-9	Work-related injuries	People – Wellbeing & Fulfilment Appendix – Performance Metrics	--
TALENT ATTRACTION & EMPLOYEE DEVELOPMENT			
404	Training and Education 2016		
3-3	Management of material topic	2020 Sustainability Report – page 37	--
404-1	Average hours of training per year per employee	People Appendix – Performance Metrics	--
404-2	Programs for upgrading employee skills and transition assistance programs	2020 Sustainability Report – page 38	--
404-3	Percentage of employees receiving regular performance and career development reviews	Appendix – Performance Metrics	--
COMMUNITY INVOLVEMENT			
413	Local Communities 2016		
3-3	Management of material topic	2020 Sustainability Report – page 43	--
FOOD SAFETY & QUALITY			
416	Customer Health and Safety 2016		
3-3	Management of material topic	2020 Sustainability Report – page 73	--
416-1	Assessment of the health and safety impacts of product and service categories	2020 Sustainability Report – page 73	--



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