We are the Future of Food;
We are Generation Plant

Plant-based diets help to increase your intake of fibre and nutrients, and reduce your risk of non-communicable disease.

A plant-based diet makes better use of our limited global resources.

Chronic disease
Sedentary lifestyles and bad eating habits have resulted in increased rates of diet-related health issues like heart disease and diabetes. Plus we are living longer.

Climate change
Since 1900 greenhouse gas emissions have increased by over 1000% causing global average temperatures to rise 1.2°C.

Limited global resources
The global population is expected to exceed 10 billion people by 2050 but the planet doesn’t have the land, water and other resources to feed them meat and dairy.

Our Purpose is to make people healthier and happier with nutritious and delicious, natural, plant-based food that is good for you and for our planet.
When people choose our plant-based products over dairy products, carbon emissions are avoided.

We call that The Upside.

By striving towards our purpose, and helping more people switch to responsible plant-based eating, that Upside grows. That’s how we are delivering A Better Plant-Based Future.

About us
We are Generation Plant. A community of innovators and foodies who make up the largest plant-based foods company on the planet. We are the global leader in plant-based butters, margarines, spreads, creams and cheese.

We’re new but our brands aren’t. Made with natural ingredients and simple processes, household power brands including Flora™, RAMA™, BlueBand™, ProActiv™ and Country Crock™ have been loved for generations, and we’ve recently welcomed cutting-edge vegan brand Violife™ to the family.

Headquartered in Amsterdam, we employ over 4,200 Upfielders, own 15 manufacturing facilities, and operate in over 95 countries worldwide.

Our power brand for chefs, Upfield Professional, works alongside cooks and bakers in restaurants, hotels, bakeries and canteens across the world - so people can always choose a plant-based option!

We have the knowledge and expertise of an established business, combined with the agility, pace and creativity of a start-up.

First ESG report
Upfield’s first ESG report sets out our game plan for how we’re going to achieve our vision for ‘A Better Plant-Based Future’. The four focus areas are aligned with our business Purpose and outline a set of commitments with targets that will guide our decision making with the goal of increasing The Upside. Put simply, we are committed to supporting the transition of the global food system, innovating and investing in plant-based foods that will accelerate the adoption of plant-based diets, because plant-based diets are both better for you and for the planet.

Why the world needs a plant-based diet

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Delivering A Better Plant-Based Future

**Plant-Based**

1 billion people choose our delicious plant-based products.

**TARGET**

1. Build purposeful ‘Power Brands’ that inspire and educate people to move to plant-based foods.
2. Increase category impact and availability to make it easier for consumers to choose plant-based foods.
3. Always launch tastier and better performing plant-based products.
4. Migrate to 100% plant-based product portfolio by 2025.
5. Migrate to 100% natural ingredients portfolio with simple clean labels by 2025.

**Healthy Lives**

200 million lives positively impacted with access to affordable and healthy nutrition.

**TARGET**

1. Invest in new innovations that are affordable for lower socioeconomic consumers so we maintain % C&D consumer base.
2. Deliver better nourishment by outperforming nutrition benchmarks on saturated fat and salt with no trans-fats.
3. Provide balanced nutrition and education to 100 million children.
4. Enable 50 million adults to lower their risk of heart disease by offering healthier products plus nutrition education.
5. Enable an active lifestyle and improve functional health for 50 million adults.

**Happier People**

140,000 livelihoods enhanced and 5 million chefs reached to enable Generation Plant.

**TARGET**

1. Champion social mobility and equity by having an inclusive business, including gender split 50:50.
2. Upfielders are advocates for Upfield’s Purpose and Strategy in our communities – top 25% eNPS.
3. Grow Generation Plant in our communities by Upfielders investing 15,000 hours annually volunteering.
4. Enhance livelihoods of 100,000 small holders and plant-based entrepreneurs.
5. Improve 40,000 chefs’ plant-based knowledge and capability. Build a network of 5 million plant-based chefs.

**Better Planet**

Better than Net Zero and 95% plastic free! We are pioneering products that preserve nature.

**TARGET**

1. Better than net zero by 2050 (by 2030; carbon neutral for Upfield’s business, and 25% reduction in total footprint).
2. Communicate benefit of plant-based food by labelling carbon emission on 500 million product packs by 2025.
3. Reduce our environmental impact including 50% waste reduction and zero waste to landfill.
4. Eliminate 95% of plastic content in all our packaging.
5. No deforestation or exploitation – 100% responsible sourcing by 2025.

*All targets are 2030 unless otherwise stated*

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**Case Studies**

**We are Innovators**

In 2020, we entered several new categories and channels with exciting product launches including plant-based cheese Violife®, plant-based creams and butters and even plant-based cocomiso.

**We are for everybody**

In Canada, we donated $1 to Kind Hearts Fund for every Becel™ product purchased in spring 2020, providing 100,000 meals to Canadians facing food insecurity.

**We are Foodies**

BlueBand™ is on a mission to ensure a nutritious breakfast is an everyday reality for 100 million school children across Africa and Asia by making it readily available, affordable, and desirable.

**We are Activists**

In 2020, we helped 21,800 Mompreneurs in Indonesia to develop their small baking businesses – and now plan to extend the programme to other countries.

We have committed to introduce carbon labelling to 100 million packs of our plant-based spreads, margarines, plant-based butters, and plant-based creams by the end of 2021 to help consumers make informed decisions about the environmental impact of the foods they choose.

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*Upfield has a strategic partnership with Starling, using innovative satellite monitoring technology to map the location of mills within our global supply chain and identify where deforestation may be occurring.*

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*Flora Plant® and Violife® are Trademarks of the Upfield Group.*

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*All targets are 2030 unless otherwise stated*
**Environment**

Our stakeholders identified climate change, plastic packaging, and responsible sourcing as the most material environmental issues for Upfield.

**Climate change**

We measure and manage our climate footprint. We aim to reduce our total footprint by 25% by 2030 and be net zero by 2050, and ultimately net finite zero due to our avoided emissions and labelling initiatives, in line with science.

In 2020, our carbon footprint was 3.35 million tonnes of CO₂e. This includes all emissions from our operations, offices and warehouses as well as a robust estimate of key supply chain emissions (scope 1, 2 and 3). Scope 1 and scope 2 are those activities owned and controlled by the company. The calculations are in line with recommendations from the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol.

**GHG emissions (metric tCO₂e) 2020**

<table>
<thead>
<tr>
<th>Scope</th>
<th>Total emissions (tCO₂e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>42</td>
</tr>
<tr>
<td>Scope 2</td>
<td>38</td>
</tr>
<tr>
<td>Scope 3</td>
<td>3,097</td>
</tr>
<tr>
<td>Total</td>
<td>3,594</td>
</tr>
</tbody>
</table>

**Packaging**

We want our products to reach consumers in excellent condition, so our packaging is designed to keep the contents fresh, and make it easy to ship and store them safely. We currently use paper, plastic, and small amounts of metals and glass but our aim is to be 95% plastic-free by 2030.

We will also increase recycled content (20%) by 2030, and make sure that every piece of packaging is 100% recyclable, reusable or compostable – and clearly labelled so consumers know how best to dispose of it.

**PACKAGING METRICS 2020**

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
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<tbody>
<tr>
<td>Total packaging (tonnes)</td>
<td>970</td>
</tr>
<tr>
<td>Total plastics (1000 tonnes)</td>
<td>39</td>
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<tr>
<td>Total recycled content (1000 tonnes)</td>
<td>23 (23.6%)</td>
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<tr>
<td>Total that can be either reused, recycled or composted (2020)</td>
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**Social**

Our materiality assessment confirmed that our focus on social impacts should remain on sustainable diets, health and nutrition, access and affordability and diversity and inclusion.

**Sustainable diets**

We are committed to creating delicious, natural and nutritious foods that people want to eat and chefs want to cook with – and promoting plant-based and vegetarian foods accessible to everyone.

Our team of world-class chefs and nutritionists consistently deliver industry-leading innovations, pushing the boundaries of functionality and catering to consumers who want to eat well and remain healthy.

We want to inspire a generation to adopt healthy plant-based diets and, by 2030, aim to introduce our products to one billion consumers.

We also want to enable a generation of plant-based entrepreneurs and chefs. For example, in the UK, we are offering grants to help chefs switch to plant-based foods and, in Sri Lanka, we are supporting women entrepreneurs to start baking businesses.

**Health and nutrition**

To help young people get a balanced diet, we aim to provide broadcasts and nutrition education to 100 million children by 2030. In 2020, we reached 11.6 million children through the Blue Band® nutrition programme. We also ran an online education programme in Latin America attended by 4,588 people.

We also want to help 100 million adults lower their risk of cardiovascular disease and improve their functional health by 2030. This is being led by growth in our ProActiv™ and Becel® brands. In 2020, we celebrated ProActiv™ supporting 100 million hearts since its launch.

**Diversity, equity and inclusion**

As a young company, Upfield is committed to diversity and equal opportunity. We are launching initiatives aimed at promoting inclusive leadership and ensuring our workforce reflects the diversity of the markets in which we operate.

We monitor the gender diversity of our people and aim to be gender balanced by 2030. We plan to set appropriate targets against the latest gender metrics for our diversified groups and track how we are progressing.

**Gender in management (2020)**

- Male: 51%
- Female: 49%

We actively seek feedback from stakeholder groups that are potentially affected by our business. This helps us to understand, prioritise and respond appropriately to the range of potential ESG risks and opportunities. We consult them informally in our day-to-day work with partners, investors, civil society, customers and community members. We also do it formally as part of our materiality assessment, project boards, and policy review panels.

**Access and Affordability**

Through our well-priced brands and packaging formats, we are championing access to affordable plant-based foods, with a particular focus on lower socio-economic groups. In addition, we partner with food banks across the globe, enabling us to donate thousands of packs of plant-based spreads, spreads and cheeses and cream to help us make a difference.

Our donations have helped to keep people supplied with nutritious foods and to combat the food insecurity that is affecting more people than ever right now. Since we started our product donation programmes in 2020, we have given away more than 270 tonnes of product. Each week, we offer new goods to non-profit hunger relief organisations.

**The Details**

During 2020, we worked with external stakeholders to conduct a materiality assessment that identified the topics where we have a responsibility to act, or an opportunity to make a positive impact. Keep reading for details on performance across the environmental, social, governance and diversity of our business.

Here, we share further information and data about the material issues we identified.

**Materiality**

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards: core option. For more detailed disclosures please refer to the Upfield ESG Disclosure Addendum.

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**Product carbon footprint**

As well as tackling our own footprint, we want to grow the climate benefits of our plant-based products and promote climate-friendly foods through on-pack carbon labelling.

We conducted lifecycle assessments of our plant-based margarines, butters and spreads, which have enabled us to compare their environmental impact with the dairy alternatives. The carbon footprint of plant-based margarines and spreads is just a third of dairy butter’s footprint – and they require less than half the water and two thirds of the land to grow. The food sector accounts for more than a third of global emissions, making it critical that switching to plant-based foods is essential if we’re going to succeed in limiting global warming (Food and Agriculture Organization of the United Nations).

We want to make it easier for people to choose food that is better for the planet. We have added a carbon label on all packs of Flora Plant® and County Crock Plant Butter® and aim to have it on 500 million products by 2030.