

Upfield 2020 Materiality Assessment



Establishing Our Sustainability Priorities

At Upfield, we want to positively impact our planet, and the health of future generations through the decisions we make and the actions we take. Our purpose is to make people healthier and happier with nutritious and delicious, natural, plant-based food that is good for you and our planet.

In 2020 we undertook a materiality assessment, a recognised stakeholder process for identifying and prioritising ESG risks, impacts and opportunities to ensure that our activities and resources focus on the areas where we can maximise our positive and minimise our negative impacts. Working with a leading third-party sustainability consultancy, we identified a list of relevant ESG topics – drawing on frameworks like GRI and SASB – which was used to guide a series of interviews.

As part of the process we interviewed key external stakeholders including investors, customers, industry bodies, academics, suppliers, NGOs and a panel of young people to better understand their perspectives on key sustainability topics. We also interviewed our senior leadership team to understand their perspective on key topics for Upfield. The output of this work can be seen in the materiality matrix shown opposite.

Highest Priority Topics

For each of our priority topics we have in place targets, policies or programmes of work that ensure that our areas of greatest impact are matched with areas of greatest investment. From the materiality assessment we identified the following six topics as those that deserve particular attention and focus. The links below demonstrate how we are tackling these six critical issues:

- [Climate change](#)
- [Responsible and sustainable sourcing](#)
- [Plant-based sustainable diets](#)
- [Plastic packaging](#)
- [Health and nutrition](#)
- [Engagement, diversity and inclusion](#)

Materiality Matrix

