



SUSTAINABILITY REPORT

2022



WELCOME MESSAGE FROM MOY PARK'S PRESIDENT

At Moy Park, we want to revolutionise how we feed a growing population – seeking sustainable and safe ways to meet our clients' nutritional needs.

Harnessing our scale and influence, we want to help agriculture and the food industry be part of the climate solution. While we recognise our environmental, social and governance goals are ambitious, we're working hard to cut emissions, support local communities and provide our team members with a safe working environment.



Welcome to Moy Park's 2022 Sustainability Report – a report that shares our latest actions to meet the world's nutritional needs safely and sustainably.

This report updates you on our latest steps on a journey to sustainable operations. Our President, Chris Kirke, explores how this journey began, where we are today and what we're doing to embed responsible practices at every level of the business.

Q: How and where did Moy Park's commitment to sustainable operations begin?

Moy Park began in 1943 as a modest farming company in Moygashel, a small village and townland in County Tyrone, Northern Ireland. By the early 2000s, we'd expanded across Europe, reaching sales of £600 million. Though our production capacity has continued growing to this day, one thing that's never changed is our commitment to creating high-quality, good-value products that help customers nourish their families.

We know delivering quality products isn't just about what they're made of; it's about how they're made too. That's why Moy Park looks to meet the nutritional needs of customers in a sustainable manner. With our roots in farming, and farmers being the natural custodians of the land, operating responsibly has long been a focus. In fact, together with our parent company – Pilgrim's Pride Corporation – we were the first-ever global meat and poultry company to set a net zero by 2040 goal. That in itself is exciting, but I'm proud that we've also now formalised our dedication to responsible operations with a defined 2022–2030 sustainability strategy.

Q: What drives the company's sustainability strategy?

Our Vision, to create the opportunity of a better future, is the foundation of every business decision we make; it's also the foundation of our sustainability strategy. We're committed to delivering better outcomes for our team members, our customers and the planet. To do so, we're finding more considerate, future-proof ways to operate, supported by our company values of Determination, Simplicity, Availability, Humility, Sincerity, Discipline and Ownership.

Q: What does the future of sustainability look like for Moy Park?

For Moy Park, operating sustainably is all about creating a better tomorrow. That starts with working diligently to achieve the goals we've already set ourselves. It continues with frequently revisiting those targets to strengthen them – looking for opportunities to scale our impact for a more positive future.



Chris Kirke, President, Moy Park

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WHO WE ARE

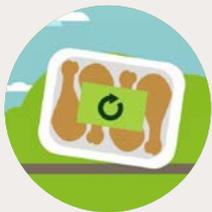
We are an award-winning food company, supplying branded and own-label fresh and value-added poultry products to retailers and foodservice providers throughout the UK, Ireland and Europe. Our vision is to become the best and most respected company in our industry, creating the opportunity of a better future for our team members.



Moy Park was the first company in the UK to introduce free-range chicken in the mid-1980s and organic chicken in the 1990s. In 2017, we joined Pilgrim's Pride Corporation, one of the world's most successful food companies. With 80 years of agricultural heritage, we are headquartered in Craigavon, Northern Ireland and are the region's largest private-sector business. The company has 12 manufacturing sites across Northern Ireland, England, France and the Netherlands.

200M+

birds processed annually



200,000

tonnes of prepared food annually

We process over 200 million birds and around 200,000 tonnes of prepared food annually. Additionally, we produce beef and pork products, vegetarian products like onion rings and spring rolls as well as desserts, leading the market across multiple consumer categories.

OPERATING WITH INTEGRITY

At Moy Park, everything we do starts with our values: Determination, Simplicity, Availability, Humility, Sincerity, Discipline and Ownership.

Sustainability is at the heart of our operations. Together with Pilgrim's, we are the first global meat and poultry companies to have set a target of net zero greenhouse gas (GHG) emissions by 2040. This goal is validated by the Science Based Targets initiative (SBTi), a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). Covering GHG emissions (Scope 1 and 2), it is consistent with reductions needed to keep warming to 1.5°C, the most ambitious goal of the Paris Agreement.



PERFORMANCE HIGHLIGHTS

We are proud that our efforts have been acknowledged by the following awards:

Silver CORE accreditation from Business in the Community Northern Ireland (BITCNI) in recognition of our commitment to corporate responsibility.

Platinum-level Business & Biodiversity Charter accreditation, a BITCNI and Ulster Wildlife initiative.

BITCNI Environmental Benchmarking Survey – Achieved Platinum recognition for the tenth year.



Sustainability Award winners at the 2023 Food Manufacture Excellence Awards.



2023 Royal Society for the Prevention of Accidents (RoSPA) Awards – Silver Award for Health and Safety Performance and Gold Medal for Fleet Safety.



Hidden Heroes Award – Won in 2021 by the Culinary Team for their 'Meals on Wheels'-style charity service.



SUSTAINABILITY STRATEGY

At Moy Park, we are committed to doing things the right way. Respect for our team members, the environment and our animals is at the core of our operations and guides our sustainability strategy.

Although many of our sustainable efforts can be found in the [2022 Sustainability Report](#) of our parent company, Pilgrim's Pride Corporation, this report shares updates specific to Moy Park.

In Moy Park's 2022 Sustainability Report, we shine a light on our long-held commitment to responsible practices, highlighting our progress, learnings and strategic direction for the future.

OUR VISION

Our vision is to become the best and most respected company in our industry, creating the opportunity of a better future for our team members. To provide products that nurture millions of families around the world each day, we acknowledge the need to operate responsibly and protect the natural resources we rely on in our operations.

Our commitment to creating positive impact shapes all aspects of our business. From animal welfare and responsible sourcing to packaging initiatives and waste management, we are constantly seeking more sustainable ways to operate.

OPERATING SUSTAINABLY

Moy Park's senior leadership is committed to ensuring environmental protection is embedded in our culture. Focusing on operations efficiency, innovation and compliance with relevant laws and regulations, we constantly seek to maximise the positive impact we can make.

A crucial element in our journey is making sure that we promote a culture of safety within the workplace. To achieve this, all reasonable actions are taken to eliminate and control risks to health, ensuring safe work environments across all our sites through effective risk management policies and procedures.

Our actions are managed by our Corporate Sustainability Team and is overseen directly by Moy Park's Executive Board. We approach sustainability holistically, with our programme supported by several teams, including:

- Corporate Environmental
- Team Member Health and Safety
- Animal Welfare
- Food Safety and Quality

These corporate teams are responsible for assuring sustainability performance on the ground.

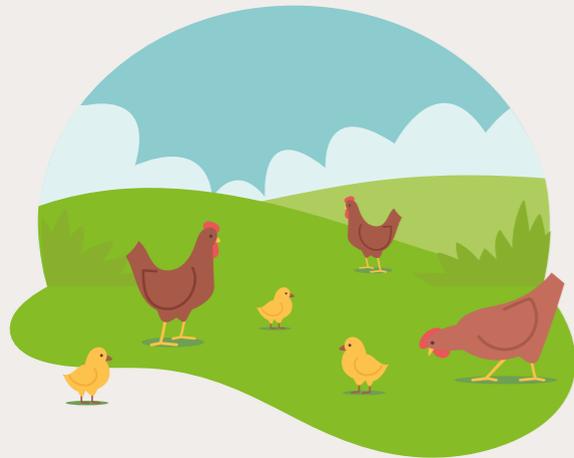


GROUNDING IN RESPECT

Our vision, to create the opportunity of a better future, is, and has long been, an integral part of our corporate culture. We have always understood that to earn respect, we must do the right thing. That's why, over the last 80 years, we have incorporated a variety of industry-leading practices into our operations. Our [2022-2030 sustainability strategy](#) lays out how we choose to create impact as a business, our key areas of focus, ongoing sustainability commitments and our ambition to achieve net zero GHG emissions by 2040.

Converting to a more sustainable business is no longer a 'nice-to-have feature' but an urgent necessity to address the major challenges facing our world today. We have aligned our strategy to the UN Sustainable Development Goals (SDGs) which are most relevant to our operations, focusing on three key areas:

- Protecting natural resources
- The climate emergency
- Biodiversity and nature enhancement



SUSTAINABILITY STRATEGY

The sustainability strategy ensures sustainability is considered as a shared mission across all areas of our business – from our valued team members to the welfare of our animals and the impact we have on nature and climate.

RESPONSIBLE WELFARE

ENVIRONMENTAL STEWARDSHIP

SOCIAL RESPONSIBILITY

PRODUCT INTEGRITY

EMISSIONS TO ZERO

CARE FOR OUR PEOPLE

TRANSPARENCY & GOVERNANCE



OUR ULTIMATE GOAL

Although our sustainability strategy takes us to 2030, our actions in these years will support our ambitious overarching goal: to achieve net zero GHG emissions by 2040. We have been working for over a decade to reduce emissions both internally and across our whole supply chain. Partnering with the Carbon Trust, we have set robust, science-based targets¹ to help reduce our GHG emissions year over year.

We are taking the following steps to achieve our net zero goal:

- Reducing emissions.
- Identifying and adopting regenerative farming practices, such as Precision Farming.
- Researching technologies to help farming become carbon neutral.
- Eliminating deforestation from our supply chain.
- Offsetting any outstanding emissions.

RESPECTING TODAY FOR TOMORROW

We have always been, and continue to be, deeply committed to the creation of a better tomorrow. This means regularly revisiting our goals to assure alignment both with the UN SDGs and with our sustainability strategy. We review our targets regularly, continuously striving to be better by identifying areas of improvement.

¹ 'Science-based' targets are those which are aligned with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

ENVIRONMENTAL STEWARDSHIP

As pioneers in the poultry industry, we are committed to leading by example, incorporating environmental practices within the food sector.

Now more than ever it is crucial to play an active role in the protection and conservation of the planet through a comprehensive approach to climate change, biodiversity, waste and water use. With supply chains that rely on natural resources and our local communities, we recognise our responsibility to act as stewards of our environment.



CLIMATE CHANGE

We have set ourselves the goal of achieving net zero across our farming estate by 2035 and across our entire operations by 2040 – a decade earlier than requested by the Intergovernmental Panel on Climate Change.



~5,600

tonnes of CO₂ emissions are prevented annually through the use of our biogas trucks



30%

reduction goal for CO₂ emissions

OUR APPROACH

To achieve our ambitious targets, we are acting across the most carbon-intensive aspects of our operations. This includes transportation, our farms and our supply chain.

In pursuit of our net zero goals, we have set SBTi targets to keep us on track, including:

- Reducing CO₂ by 30%.
- 100% electric vehicles across our business as part of the EV100 commitment.
- Achieving PAS 2060 certification – internationally recognised carbon neutrality – in agriculture estate and production facilities.
- Reducing energy intensity in line with science-based targets.

OUR PROGRESS

Our climate efforts have seen us win the NK Community Champion Awards 2022 for Contribution to Climate Action. We have also received Platinum-level recognition from the BITCNI Environmental Benchmarking survey for the 10th consecutive year and were Sustainability Award winners at the 2023 Food Manufacture Excellence Awards.

REDUCING OUR TRANSPORTATION EMISSIONS

One of our significant impact areas is transportation. Through in-house trials, we have demonstrated that vehicles running on biomethane reduced CO₂ emissions by more than 80% when compared to traditional fuel types like diesel. Using this insight, our UK transport division has committed to mass decarbonisation of its transport operation with 50 liquified natural gas (LNG) trucks. We expect that, by using biogas trucks, we can prevent around 5,600 tonnes of CO₂ annually.

We are also adopting circular economy practices to reduce transport-related emissions. For example, gases created through anaerobic digestion are collected for vehicle fuel, while solids can be used as fertiliser for farms. This process helps to minimise waste output and emissions.



Moy Park with largest single UK order of 50 IVECO natural gas trucks.



INCREASING ENERGY EFFICIENCY

To reduce energy consumption and associated emissions, we have implemented more efficient heating and refrigeration systems and moved towards cleaner, renewable energy sources.

We also installed less energy-intensive equipment, which reduces our overall reliance on energy resources.

FUTURE FOCUS

We are prioritising investments in carbon reduction across Moy Park’s owned and contracted facilities.

Currently, we are working to source 100% of our electricity from renewable sources by 2025 and to reduce our energy intensity over the same period.



100%

electricity from renewable sources by 2025

Case Study

UNDERSTANDING AND ADDRESSING SCOPE 3 EMISSIONS

In early 2023, we unveiled our Farm Carbon Calculator – a pioneering new scheme that will monitor and track GHG emissions in real time at individual farm level, across our entire farming base. This one-of-a-kind project will tackle indirect emissions that occur across our supply chain.



Case Study

CREATING NET ZERO FARMS OF THE FUTURE

We are proud to have created Beech Farm – the UK’s first farm to reduce both Scope 1 and 2 emissions by 100%. The farm, based in Lincolnshire, has been designed to be inherently sustainable and avoids around 900 tonnes of CO₂ annually.

Technologies used on the farm to reach net zero emissions include:

- Ground source heat pumps to generate heating.
- Heat exchanger systems to reduce overall heat usage.
- Solar technology capable of generating 1MW of electricity – which will work in tandem with lithium battery storage.

The facility has also implemented the latest biosecurity measures to ensure the highest safety and welfare standards for our birds.

Our goal is for this farm to pave the way for net zero poultry farming, not just across our own sites but throughout the wider sector.



BIODIVERSITY

Nature supports all life on Earth. Our health and wellbeing, economy and planet depend on the health of our ecosystems.



We recognise the significant role we must play in protecting the ecosystems and biodiversity found within our operations and supply chain. This responsibility is at the very heart of our business.

ZERO

deforestation in our supply chain by 2025



100,000

trees planted in the last 15 years

OUR APPROACH

Our environmental stewardship commitment is grounded in respect for precious natural resources. By proactively implementing site-specific Biodiversity Action Plans across our organisation, we are already working to enhance biodiversity and create natural habitats.

We take our role as environmental stewards seriously – from planting wildflowers and trees to carrying out audits to understand how best to protect existing local species – and encourage all stakeholders to take ownership of biodiversity impacts.

While we are committed to enhancing biodiversity in and around our sites, food safety and animal welfare are of the utmost importance to us, so any measure we take must adhere to our strict biosecurity measures.



Moving forward, our sustainability goals for biodiversity include:

- Eliminating deforestation from our supply chain by 2025.
- Improving pollinator health in sourcing locations of key agricultural products.
- Continuing to investigate new opportunities to collaborate with stakeholders to nurture nature.

OUR PROGRESS

In our own operations, we are constantly seeking to be more nature positive. We have established 'Biodiversity Champions' at each of our sites: volunteers who co-ordinate and support our biodiversity commitments.

Across our free-range and organic farms, we have planted approximately 100,000 trees in the last 15 years, helping reforest areas and positively contribute to biodiversity. We have also recently planted trees and wildflower meadows at our processing facilities.

We are proud supporters of the All-Ireland Pollinator Plan which brings together farmers, local authorities, gardeners and businesses to create an Ireland where pollinators can survive and thrive. We commit to support pollinators on the land we manage in Northern Ireland as part of our Biodiversity Charter commitment.

Collaborating with key stakeholders, we have also supported local nature-focused initiatives, such as the Keep Northern Ireland Beautiful 'Hedgerow Heroes' project, educating children on the importance of hedgerows and nurturing nature.

Case Study

CONNECTING WITH NATURE: THE BIODIVERSITY UNIVERSITY SUMMER PROGRAMME

In 2022, we launched the Biodiversity University programme, in partnership with the Mid and East Antrim Borough Council. This three-week summer programme is designed to inspire families to get outdoors and learn how to look after their local wildlife and environment.

This fun-filled, interactive programme offers a range of activities – including den-building, fire craft, foraging and wild art – all of which are designed to inspire its participants to care for local biodiversity.



PREVENTING DEFORESTATION

To support our vision to be leaders in minimising resources and waste to produce quality products, we are continually strengthening our sourcing strategy and striving to be ever more responsible.

With soy as one of our key focus areas, we are taking clear actions towards a sustainable and deforestation-free soy supply chain – something we hope will be a catalyst for change for supply chains in the UK and Europe.

As part of this, we actively support multiple initiatives supporting anti-deforestation and more sustainable soy production, including the Signatory of Support to the Cerrado Manifesto, the UK Roundtable for Sustainable Soy, the Round Table on Responsible Soy (RTRS) and the UK Soy Manifesto.



Case Study

EMPOWERING YOUNGER GENERATIONS THROUGH BIODIVERSITY RECOVERY IN SCHOOLS

In 2023, we partnered with Keep Northern Ireland Beautiful to launch the start of a new biodiversity project that will look to plant hedgerows at 33 schools over the next three years. Each year, 11 schools will receive 20 metres of native hedgerow. Students will be educated on correct hedgerow management and the need for biodiversity in our ecosystems. Schools will then be visited at a later date to make sure the hedgerows are developing as they should.

Through this, we hope to facilitate biodiversity education and increase the number of hedgerows found across the UK, as recommended by the UK Committee of Climate Change.



Case Study

BIODIVERSITY AS A SOLUTION FOR PEST CONTROL AT ORLÉANS BEEF PLANT

Strategically integrating biodiversity into our sites is crucial for managing pests and contributing to ecological continuity with the Orléans state forest.

At our Moy Park Beef Orléans (MBO) in France we have successfully installed tawny owl and kestrel nestling boxes to test an alternative pest control method, targeting rodents and pigeons where predatory birds have made their nests. This initiative is complemented by the expansion of a mini-forest, an extension of the Orléans forest, adjacent to the site.

To evaluate existing and future biodiversity actions, a quarterly committee is held with Environment and Pest Control Managers and members from wider teams.



FUTURE FOCUS

We are constantly seeking new ways to strengthen and scale regenerative farming practices, investing in research and development projects which can help improve our farms. This involves educating our teams about nature and biodiversity and engaging suppliers and stakeholders to better understand their impact on nature.

Our continued support of the All-Ireland Pollinator Plan helps pollinators to thrive on our sites in an effort to restore pollinator populations to healthy levels. We also look to enhance biodiversity on our farms by planting trees and wildflower meadows.

We've joined forces with stakeholders to support nature-focused products – something we will continue to do going forward.



WASTE AND PACKAGING APPROACH

All of us at Moy Park are encouraged to act as stewards for the environment and society. This involves responsible use of resources – including water, paper and energy – and the minimisation of waste.



50%

target for food waste reduction across our operations by 2030

OUR APPROACH

Plastic and plastic-based materials are crucial in preserving food safety and quality – helping extend shelf life and minimising food waste. Now, the challenge is to maintain those aspects of safety and quality while reducing the materials we use and seeking recyclable materials wherever possible.

We have developed a robust, future-proofed and sustainable 2030 strategy which will enable us, and our customers, to meet packaging sustainability commitments and aspirations while enhancing the consumer experience.



12

manufacturing sites with zero waste to landfill

Our sustainability targets include:

- Continued commitment to waste-minimisation projects and zero waste to landfill.
- Food waste reduced by 50% by 2030 in line with target 12.3 of the UN SDGs.

OUR PROGRESS

We continue to seek out packaging alternatives that minimise material use and maximise the potential for recycling.

MINIMISING PLASTIC, MAXIMISING RECYCLABILITY

Through our ‘Remove, Reduce, Recycle and Research’ strategy, we have been working to tackle the use of plastics and packaging across our business and industry. Over the last 12 months, our focus has been on reducing packaging weight, eliminating excessive packaging and increasing material recyclability.

REDUCING OUR WASTE ACROSS OPERATIONS

We are proud to have sent zero waste to landfill across all 12 manufacturing sites and agricultural bases throughout the UK and Europe since 2014. Any surplus product is repurposed or recycled – whichever is the most sustainable outlet.

ACTING TO FIGHT FOOD WASTE

We have long been committed to reducing food waste, acting across multiple initiatives to redistribute food, extend shelf life via smarter packaging and invest in new equipment. From a 2015 baseline, Moy Park is committed to the UN SDG 12.3 target: to reduce food waste across our operations by 50% by 2030.

Progress during the past eight years has seen us achieve a 48% reduction in food waste. We have realised this by implementing a programme of Operational Excellence. This is to ensure continuous improvement, resource efficiency and waste-minimisation techniques.

OPTIMISING PACKAGING TO REDUCE WASTE

Our dedicated Packaging Team has made several reductions in the amount of packaging used – both the final packaging that a consumer disposes of and the amount initially coming into our factories. All reductions have been made while maintaining or enhancing the performance for product quality and safety.

The changes include:

- Removal of unnecessary plastic components.
- Right-weighting existing tray & film ranges.
- Introduction of lighter tray ranges.
- Introduction of recyclable, mono-material trays.
- The inclusion of post-consumer recycle into films.
- Optimised pallet utilisation.

FUTURE FOCUS

We are deeply committed, now and going forward, to waste-minimisation projects and zero waste to landfill. Due to the success of our current packaging strategy, we plan on integrating this into our best practice guidance on packaging design, future legislation, and consumer and shopper insights. Our ambition is to make even more progress and to work together with our supplier and customer partners to develop and implement more sustainable packing initiatives.



WATER USE AND QUALITY

We've committed to work with farmers and other partners to advance sustainable practices that improve water resiliency and quality.



Within our operations, we have implemented a set of global requirements that address our commitment – reducing water consumption to protect this precious natural resource while safeguarding the environment.

OUR APPROACH

Water use and quality are critical pillars of our sustainability programme. We understand the critical role of water in ensuring a consistent, high-quality global food supply and the increasing urgency of water scarcity on a global scale. To ensure our water reduction efforts do not compromise food safety, we work cross-functionally to design and implement strategies, engaging various teams, including:

- Environmental
- Engineering
- Operations
- Food Quality and Safety

We are constantly striving to reduce our use further, with sustainability targets including:

- Reducing water use by 15% across our operations, compared to a 2019 baseline.
- Improving water effluent treatment to protect the environment.
- Continue to investigate opportunities for water reuse across our operations.

We are also proud supporters of the Courtauld 2030 Water Roadmap which provides guidance for working towards the UN SDG 6 – availability and sustainable management of water sanitation for all. It establishes a pathway to address key challenges we face in the UK food and drink industry regarding the protection of water resources for nature, local communities, and future food supplies. Along with tackling the availability of water, it also establishes practices for protecting and restoring biodiversity, as well as contributing to net zero goals through the implementation of nature-based solutions.



OUR PROGRESS

We have been setting goals year-on-year to reduce the volume of water we use across our business. Our water-minimisation projects have helped us identify opportunities for improving processes, benefitting the environment by reducing pressure on water resources and the carbon impacts associated with water usage and treatment.

INCREASING WATER QUALITY, REDUCING WATER USAGE

Each of our production and processing facilities has a tailored wastewater treatment programme that meets its individual discharge permit requirements. These site-specific initiatives have helped reduce the volume, and increase the quality, of the water we discharge.

To increase quality, the water we use in our processes needs to be demineralised to the greatest degree possible. Consequently, we are constantly working to strike a balance between increasing quality and reducing use. We have improved our processes to better utilise auto monitoring and targeting (aM&T) systems, sub-metering systems that allow us to manage how much water we use and where.

Controlling the water supply at the user interface not only enables safe and precise usage by Production Team members, but also facilitates a fit-for-purpose water supply that can be altered. Balance flow, pressure and temperature can be set to their optimum setting, removing unnecessary waste and use.

15%

of water use to be reduced across our operations



€1 MILLION

invested into our Henin water treatment plant to minimise our environmental impact



Case Study

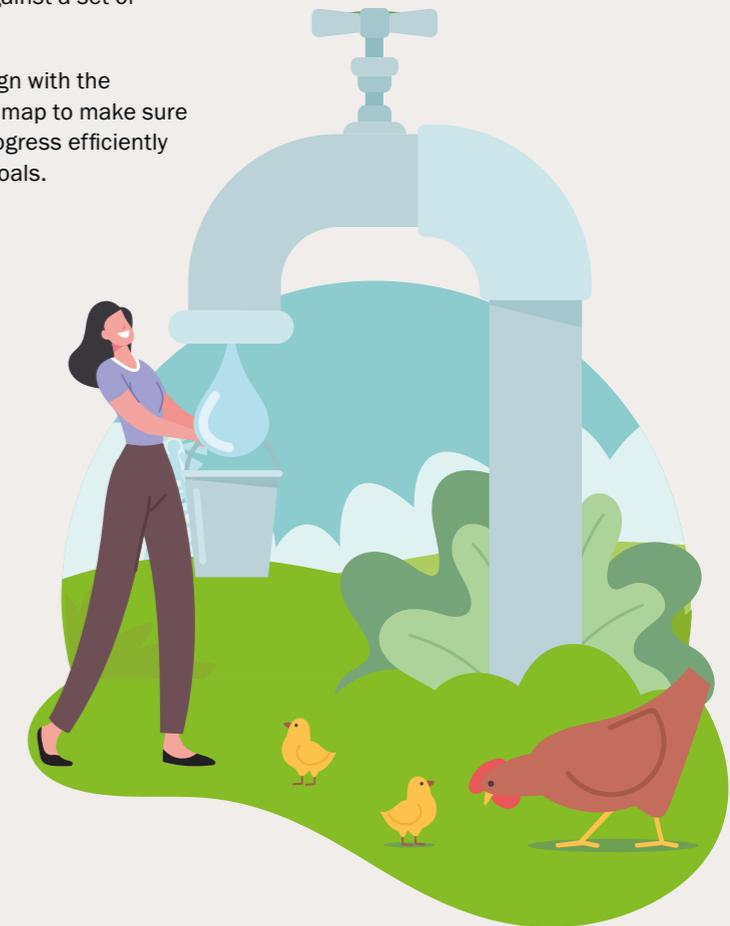
INVESTING IN WATER REDUCTION

In Henin, France, we have invested €1 million into a water treatment plant for minimising our impact and improving discharge quality over and above the permitted quality. The plant works by improving energy efficiency and meeting compliance conditions, future-proofing the site for further developments. By replacing older equipment with limited capacity, we have been able to implement a highly efficient, fully automated system. Not only does the treatment plant create biofuels for use as alternative fuels, but it has also saved 2.7% - or 600m³/month - of water overall. That's equivalent to the volume of water used by 130 households annually.

FUTURE FOCUS

Going forward, we will continue to diligently manage the use of water within our operations - ensuring access to safe drinking water, sanitation and hygiene and guaranteeing compliance and reporting of usage, impact and risk against a set of global requirements.

Moy Park will continue to align with the Courtauld 2030 Water Roadmap to make sure that we are continuing to progress efficiently and safely towards the UN goals.



SOCIAL RESPONSIBILITY

As a values-led business, we believe the success of our company starts with the success of our people. Our priority is providing a safe and well-managed workplace that presents the best opportunity for our colleagues to thrive.

We are focused on promoting all aspects of our team members' wellbeing, including health and safety as a condition, diversity and inclusion, mental health support, and the opportunity to thrive in their careers.



TEAM MEMBER HEALTH AND SAFETY

People are at the heart of our success, which is why their safety is of paramount importance.



Our employment practices are guided by a commitment to ensure the health and safety of all team members and to treat them respectfully, in compliance with applicable laws and regulations.

OUR APPROACH

30%
Improvement in Safety Index by 2030

Our people thrive when they are healthy and well. As compassionate employers, we are committed to nurturing and supporting their wellbeing, following strict industry standards when designing fundamental safety initiatives. We are dedicated to investing in our people and continually refining our processes to ensure best-in-class safety performance.

We believe there is no such thing as an accident. Our 10 principles guide our approach to worker health and ensure a safe working environment. These are outlined under our framework Safety Is a Condition. We aim to guard against all exposures which may result in injury or damage to health or the environment.

Team members are also responsible for taking the necessary precautions to protect themselves and their colleagues, as well as for immediately reporting accidents, injuries and unsafe practices or conditions. We are committed to providing a workplace free from risks associated with the use of drugs and alcohol.

Continuing our pursuit to be sector leaders for team member health and safety, we have set the following sustainability goals:

- Lead the industry with best-in-class safety performance.
- Provide a range of initiatives to support our people with good physical and mental wellbeing.
- Support through Connect App and Wellbeing Calendar.
- 30% improvement in Safety Index by 2030 vs. 2019–2020 average baseline.

OUR PROGRESS

Moy Park has partnered with Behavioural Safety Services, experts in behavioural science, to introduce an Institute of Occupational Safety and Health (IOSH)-certificated blended learning online course titled 'Behavioural Science for Leadership in Safety'. Designed for leaders, managers and supervisors across our business, the course covers the importance of behavioural influences and how they can be implemented to help others want to work safely. The aim is that graduates of this course approach the topic of workplace safety in an innovative and creative way, applying behavioural science principles to enhance performance.

As a result of our work to keep team members safe, we were awarded the Silver Award for health and safety performance and a Gold Medal for Fleet Safety from the 2022 RoSPA awards.

Case Study

USING INSIGHT TO IMPROVE WORKING CONDITIONS

In 2019, the only non-automated workstation at our Orléans production site was our frozen block meat reception process. After conducting our Single Occupational Risk Assessment Document (DUERP in French),² we found that the manual handling posed a risk to our Operator Team members. An 18-month long project began where team members, consultants and service providers were all consulted and machinery was extensively tested. As a result, the process is now automated and safe for workers and we continue to make improvements to our sites.



FUTURE FOCUS

We are on a continuous journey to zero harm, so we are always searching for innovative, valued and industry-approved methods, policies, procedures and goals for improving and learning.

² The DUERP is mandatory in all companies from the time of hiring the first employee.

HUMAN RIGHTS AND LABOUR STANDARDS

Respect for human rights and labour standards is embedded in our business strategy. It aligns with our vision to become the best and most respected company in our industry and to pave the way for a better future for our team members.



6

monthly audits

OUR APPROACH

At Moy Park, we comply with all labour laws. We forbid the use of child or forced labour and will not tolerate the exploitation of children, physical punishment, any form of abuse or slavery. All are equal before the law and, without distinction, are entitled to equal protection against any discrimination or incitement that violates the Universal Declaration of Human Rights.

We have a robust governance process in place for our Labour Providers. This process includes service-level agreements (SLAs), labour management controls and six monthly audits – including worker interviews. We also actively support the Stronger Together initiative dedicated to combatting modern slavery and exploitation in the workplace, integrating it into our business and providing training among employers, labour providers and workers. Read more about our approach to ethics, transparency and compliance in [Moy Park's Code of Conduct and Ethics](#).

Our team's capabilities have been further strengthened through the appointment of a Responsible Sourcing Manager (RSM). Their role is to deliver an ethical sourcing strategy and map our supply chain, assessing risk, prioritising activity and effectively communicating progress internally and externally.

Human rights remain a company priority and we are always seeking ways to further strengthen our processes.

OUR PROGRESS

Since 2019, we have had an Operational Excellence programme in place across the business, involving frequent self-auditing against an established set of best practices. A crucial part of this is our adherence to human rights obligations. Carrying out risk evaluations of third-party labour providers, we make sure our standards are being met across the supply chain and flag any sources of potential risk.

MEASURING EFFECTIVENESS

We are continually strengthening our approach to risk management of modern-day slavery within our business and supply chain, acting immediately to address any issues raised. Our focus will be on the following key areas:

- Increase the volume of managers who receive modern slavery training.
- Promote key messages of modern slavery across our business to help identify signs of forced labour.
- Flag the availability of our whistleblowing hotline and engage with relevant agencies of any concerns raised.
- Carry out formal first-party audits with in-house self-assessments audited by Moy Park's RSM.
- Using the Sedex Risk Assessment Tool, undertake a Human Rights Impact Assessment on our supply chain.
- Continue to work with suppliers to ensure compliance with our Code of Conduct.



FUTURE FOCUS

Although we believe our actions have proven effective to date, there is no room for complacency, and we remain vigilant to potential threats.

We will continue to strengthen our approach to managing human rights risks within our business and supply chain, adapting our approach in response to any changing risks.

To support our efforts, we are undertaking an in-depth Human Rights Impact Assessment across our business to understand any risks or opportunities to improve our due diligence.



DIVERSITY, EQUITY AND INCLUSION

A positive and inclusive work environment is one in which everyone feels safe to be their authentic selves at work – excelling personally and professionally and contributing to the success of the company.

We are committed to promoting diversity across all parts of our business, from our farms and factories to our offices. Following our participation in industry research that highlighted gender gaps – specifically in entry-level and first-line management roles – we’re enhancing gender and cultural diversity in leadership roles.

To guarantee fair opportunities, we ensure only legitimate job-related requirements and procedures are used in recruitment, selection, promotion, transfer and disciplinary measures, including training and educational, termination, compensation, benefits, classification and dismissal programmes.

OUR APPROACH

We are committed to living our values, embedding them deeply into our workplace culture. This is supported through our employee induction processes, award-winning training programmes, internal and external communications and recognition and rewards, as well as being directly tied to our recruitment and Individual Performance Reviews.

Guaranteeing all candidates and team members have equal employment opportunities – regardless of race, ethnicity, gender, disability, sexual orientation or age – is a company priority. We seek to develop and retain a diverse and inclusive workforce, recognising that a mix of backgrounds, skills and experiences maximises our ability to achieve our goals and provides us with a sustained competitive advantage. As part of this, we are committed to providing a workplace free from violence, bullying and sexual harassment and will not tolerate harassment of our team members.

Our sustainability strategy includes the following goal:

- Ensuring equal opportunities in employment, remuneration and education and training.

YOU MAKE THE DIFFERENCE

Our vision to be become the best and most respected company in our industry is underpinned by 'YOU Make The Difference'. This, our signature training initiative, encompasses all touchpoints of the employee experience, from induction onwards. It is supported by multiple other trainings and resources, including the Art of Brilliance, which focuses on helping team members feel their best selves – equipping them with tools to become more positive, motivated and brilliant.

Case Study

NORMALISING MENOPAUSE AND INCREASING SUPPORT ACCESSIBILITY

We are exceptionally proud of our Menopause Group and what they have been able to deliver. Focusing on accessibility and facilitating support and advice for team members, the group works to educate and remove the stigma around menopause. The idea is that by making these conversations easier, all employees

can receive empathetic support. With ambassadors trained at each Moy Park site, those experiencing menopause – as well as those looking to support people going through menopause – can receive guidance and information easily.



OUR PROGRESS

In 2022, we were pleased to have rolled out even more diversity, equity and inclusion training across team members, including training on neurodiversity and psychological safety. We have provided team members with a range of online training resources, educating about unconscious bias and encouraging allyship to nurture a culture of respect across all departments.

Since 2021, we have had our new engagement survey in place to assess sentiments of inclusion and belonging across the team. This helps us understand the work that still needs to be done to create a truly inclusive workplace where everyone feels represented.

We have also continued to support potential talent through our Bursary and Scholarship schemes and our Young Farming Community programme, aiming to inform and attract students to our industry and build our talent pool.

SUPPORTING OUR DIVERSE WORKFORCE

We have various initiatives in place so each member of our team feels supported regardless of gender, generation, race and ethnicity, sexual orientation or disability. For example, we have a specific older workers group which explores the workplace experiences of these team members and provides specialist support for those considering retirement. We are also a proud corporate sponsor of [Meat Business Women](#) – a global, sector-specific community which provides key networking opportunities and mentorships to develop female talent.

REVERSE MENTORSHIP

As part of 'YOU Make The Difference', we have rolled out a Reverse Mentoring programme across our Executive Team, through which each executive member has a representative. For example, our Executive Director for Commercial is reverse mentored by a graduate, while our HR director is mentored by a team member with a disability. As a result, our Executive Team, and the wider company, have a better understanding and awareness of the workplace experiences of minority groups and can apply their learnings to help shape workstream plans.

FUTURE FOCUS

We want to go beyond checklist items and legal requirements, developing the resources that deliver better experiences for our team members. Groups such as our Menopause Group are a physical manifestation of that commitment, demonstrating our celebration of community organisations within our company.

Despite our progress, we know there is still work to be done when it comes to enhancing diversity, equity and inclusion in Moy Park. We are implementing a new Diversity, Equity and Inclusion framework with specific workstreams. The framework will be supported by the Executive Team, senior leadership and mini workstream teams made up of volunteers from across all functional areas and levels of our business.



COMMUNITY INVESTMENT

We encourage positive relationships in the communities where we work and serve.

Philanthropic action is at the heart of what we do at Moy Park, and we encourage our team members to take every opportunity to be active stewards of their community. With partnerships spanning over a decade, we have backed a wide variety of non-profit organisations – from supporting cancer patients in Northern Ireland to investing in redistributing surplus food to help those in need.



£100,000
fundraising target for
Alzheimer's Society



10KG
of rubbish collected
in 90 minutes by Moy
Park volunteers

OUR APPROACH

At Moy Park, we are committed to uplifting local communities and charities through team member engagement and active participation.

By working together to make an impact today, we can build a better tomorrow. Our sustainability targets for 2030 include:

- Endorsing non-profits to raise awareness around specific causes and enable the furthering of beneficial social initiatives.
- £100,000 fundraising target.

OUR PROGRESS

Our £1 million Community Support Fund, launched in 2020, has assisted on-the-ground projects of voluntary and community groups, allowing volunteers to deliver on-site help in communities across Europe. Since starting the fund, we have assisted 100 local groups and charities, contributing to the wellbeing of the communities in which we operate.

ENGAGING OUR TEAM MEMBERS

We aim to include our team members in decision-making, especially when it comes to local community support. Charities and volunteer groups are chosen through website forms submitted by team members on behalf of their local community. The nominations are then presented to the Executive Board for the approval decision to be made.

ERADICATING FOOD POVERTY

As nutritional and safe food experts, we have made helping feed the nation a part of who we are. Through collaborations with foodbanks, we facilitate food donations to people in need of assistance. Since 2015, we have partnered with FareShare to distribute our surplus products across wide-reaching networks, minimising food waste and reaching people experiencing food poverty.

Case Study

CLEANING UP THE COUNTRYSIDE

For our French sites, we annually partner with an E.Leclerc hypermarket to take part in the 'Nettoyons la Nature', an initiative to clean up the countryside. This allows us to care for the local communities and environments we work in while also raising team member awareness of environmental concerns. In 2022, 10kg of rubbish was collected in 90 minutes due to the efforts of volunteers taking part.

Case Study

SUPPORTING ALZHEIMER'S SOCIETY

Alzheimer's Society is the UK's leading dementia charity, providing information and support to those affected by dementia while working to improve care and fund research.

Our two-year charity partnership has raised over £120,000 through activities including sky dives, quizzes, marathons and much more. This partnership has increased team member engagement and raised awareness of health issues affecting families and the community.



FUTURE FOCUS

We're rallying our corporate and consumer teams for positive societal impact. In 2023, we established a new partnership with Sands, the UK's leading pregnancy support and baby loss charity. In the coming years, we'll actively support Sands in their mission to save babies' lives and aid bereaved families through awareness campaigns and fundraising activities such as sponsored walks and quizzes. As we continue our philanthropic and community efforts, we are making meaningful change for the future of our workplace, environment, society and community.



PRODUCT INTEGRITY

Quality food concerns the welfare of our animals, the safety of our products and the traceability of our ingredients. We believe product integrity relies on conscientious practices throughout the entire supply chain.

Throughout our operations, we incorporate responsible management methods to ensure the supplies, environments and lifestyles our animals encounter match the values of our business. To support a sustainable food system for future generations of poultry and people, we are moving towards resilient, quality soy supplies, so nutrition and food safety can be experienced by everyone.



ANIMAL WELFARE

To ensure ethical and responsible animal welfare, we are dedicated to upholding the highest standards across our operations, adhering to the five freedoms.

THE FIVE FREEDOMS



FREEDOM

from hunger and thirst

FREEDOM

from discomfort

FREEDOM

from pain, injury or disease

FREEDOM

to express normal behaviour

FREEDOM

from fear and distress

OUR APPROACH

As pioneers of breeding and farming standards, we know we should always keep the welfare of our poultry in mind. We cover every aspect of the value chain to ensure our animals live comfortable lives, including conducting research and delivering training to equip our teams with the latest scientific information, while setting standards for culture, behaviour, biosecurity and communication.

Moy Park is the only UK and European company with a totally integrated livestock system encompassing three generations of birds – grandparents, parents and broilers. We work closely with academic bodies to stay at the forefront of new technologies aimed at optimising animal welfare. Our commitment extends to pioneering industry-leading initiatives and elevating the standards for higher welfare development and investments.



We remain committed to improving animal welfare, with our sustainability strategy goals including:

- Significantly increasing the percentage of flocks grown at what is recognised by industry and NGOs as 'higher welfare' specification of 30kg/m² or less.
- All poultry sheds to achieve 100% compliance with best practice standards.
- Passing all internal and external audits for health, nutrition, handling and transport.

OUR PROGRESS

PROTECTING OUR POULTRY

We have never reared broiler chickens in cages and all our broiler chickens are free from mutation.

100% of Moy Park chickens have access to natural enrichment within their barns, including windows to let in natural light, perches and pecking substrates. Annual inspections monitor all poultry houses that supply Moy Park, ensuring minimum standards are adhered to.

All poultry diets are produced to the highest standards of quality, hygiene and biosecurity. In-house nutritionists work with specialist partners to ensure bird welfare and performance is optimised.

We are committed to meeting or exceeding government and industry standards for animal handling and expect our birds to be handled and transported in a safe and humane manner throughout the supply chain. This means avoiding transporting birds over long distances, with most of our farms within a 30-mile radius of our fresh primary sites.



Red Tractor is the UK's largest farm and food assurance scheme with science-based standards and legislation covering animal welfare, food safety, traceability and environmental protection. Working closely with them to ensure we are operating above industry standards, we are regularly audited on stocking density. We operate well below the EU stocking density of 42kg/m², having chosen a maximum planned stocking density of 38kg/m². All our farming partners are part of the Red Tractor independent assurance scheme.



100%

of Moy Park chickens have access to natural enrichment within their barns

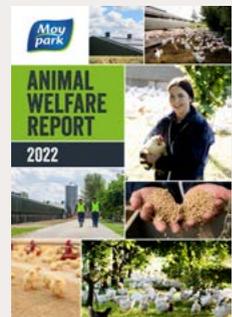
RESPONSIBLE ANTIBIOTIC USAGE

We are a leading member of the Food Industry Initiative on Antimicrobials to promote and support responsible antimicrobial use and action on antimicrobial resistance. We do not use any antibiotic classes identified by the World Health Organisation and continue to ensure all external stakeholders maintain the same values and approaches to antibiotic use.

We have reduced overall antibiotic use for our flocks by decreasing use within the first seven days of life. By improving hatchery operations and educating farmers on early life management, we reduced antibiotic use from 2.8mg/kg in 2020 to 2.5mg/kg in 2021.

ADHERING TO PROTOCOL

In the UK, we align welfare practices to outcome measurements and continue to develop our agricultural manuals and training processes. All team members and farmers are encouraged to use our 'Agricultural Academy' learning pathway to develop their knowledge of agriculture and standards.



◀ [Animal Welfare Report](#)

We publicly and transparently report on all welfare performance indicators in our annual Animal Welfare Report, including on-farm mortality, stocking density and welfare audit actions. These indicators are tracked and monitored, with metrics adapted where needed based on feedback from partner NGOs, such as Compassion in World Farming.

A LEGACY OF ENRICHMENT

The importance of enrichment led us to pioneer the use of windows for chickens in the early 2000s to improve quality of life. Today, we remain committed to leading industry initiatives, such as:

- Organic and free-range birds
- Windowed housing
- Provision of activities, eg perches and bales
- Feed mills and organic feed
- Welfare friendly de-loading
- Tree planting and incorporating hedges and fences
- Higher welfare farm development and investment

PRECISION MANAGEMENT PROGRAMME

To maintain flock health, our Farm Teams have been rolling out a Precision Management programme to all farms, focusing on elements that enhance bird health and welfare. In common with all good management programmes, we started with measurement of key indicator matrices throughout the flock cycle on farm and during further processing. The programme then encourages farmers to optimise ventilation and water pressure, along with a focus on key husbandry practices.

FUTURE FOCUS

Balancing consumer demands and customer requirements, our unwavering commitment is to optimising welfare conditions. Welfare is a core part of Moy Park's operations and an ongoing journey, which is why we continue to establish ambitious standards which motivate us to consistently strive for better.

We are constantly seeking innovative ways to improve animal welfare. Through the Carbon Neutral Farm Project,

we are working on an improved, resource- and energy-efficient solution to our poultry houses, not only to improve operational emissions but to also improve the quality of housing for our flocks.

Additionally, we adopt a collaborative approach, working closely with others to innovate and drive the sector forward through our research and development programmes. For example, we will continue to fund PhD research programmes assessing the importance of early-life management on animal welfare.

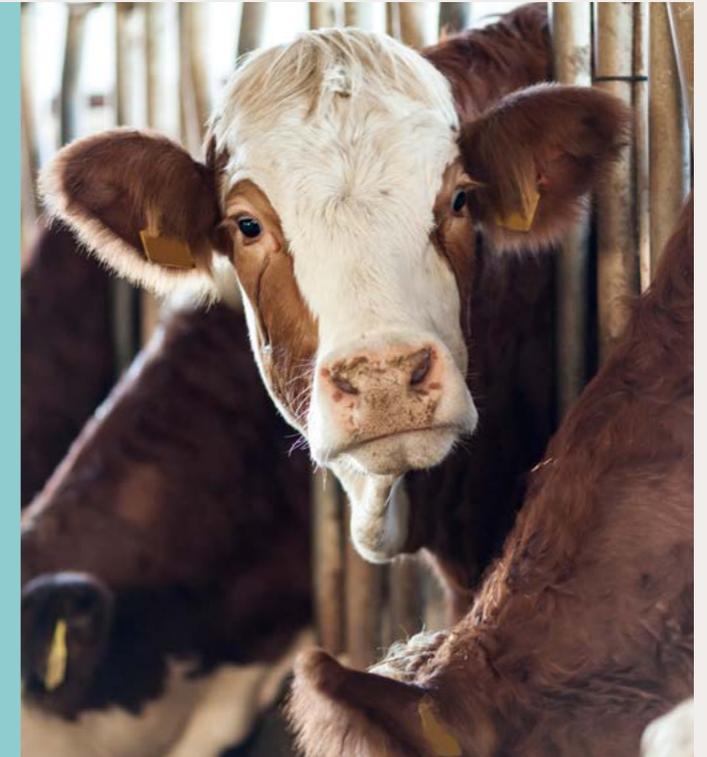
Case Study

RESPONSIBLE BEEF PRODUCTION

Just like with our poultry, we are committed to ensure the highest quality of living environments, diets and treatment of our cattle.

MBO favours short supply chains and sources directly from approved abattoirs across France, Ireland and the Netherlands. Their requirements for food safety and quality procedures and traceability are the same regardless of origin country.

In partnership with McDonald's, a key recipient of MBO products, an annual Beef Committee meeting is organised to share knowledge about beef sustainability and improving cattle conditions. The committee includes interprofessional associations (Interbev and CNIEL), farmers' unions (FNB and FNPL), institutes (INRAE, IDELE and VetAgro Sup) and agricultural cooperatives.



FOOD QUALITY AND SAFETY

At Moy Park, we take pride in the quality of the food we produce. Food safety is at the heart of our strategy – along with quality, integrity and trust.

OUR APPROACH

Food safety throughout production is a top priority. We've established efficient processes to measure and record performance and product quality. When necessary, we take preventive or corrective actions to uphold these standards. We continually review every aspect of our daily operations to make sure we provide safe, high-quality, nutritious products for our customers and consumers.



£1 MILLION

invested in research and practices to help reduce prevalence of Campylobacter

Our sustainability strategy includes achieving the following goals by 2030:

- Demonstrate the highest food safety standards through achievement and maintenance of customer and independent external accreditation bodies.
- Implement a stringent programme to measure site performance against a wide range of food safety, hygiene and quality parameters that contribute to our Food Safety and Quality Index benchmark.
- Maintain full traceability and guarantee of origin on all products.
- Maintain Campylobacter levels at below the Food Standard Agency (FSA) target.
- Continue to provide high-quality nutritious and sustainable products for our customers.



- Develop products in line with all government dietary recommendations.
- Provide healthy meal options for our staff throughout all our facilities.

OUR PROGRESS

Our commitment to food safety has been recognised by multiple awards, including Processor of the Year at the 2022 National Egg and Poultry Awards. We also received the Food & Drink Sector Skills Award, Food Safety Champion Award and Outstanding Food and Drink Leadership Award at the 2022 Northern Ireland Food & Drink Awards.

REDUCING CAMPYLOBACTER

Working in close partnership with the FSA, other government and industry bodies, academic experts and university research groups across the UK, we are striving to develop and test new methods of enhancing food safety and reducing Campylobacter – a naturally occurring bacterium found in deceased chickens during the cooking process. We have been at the forefront of this field, investing over £1 million in cutting-edge research and practices that could help the wider poultry industry reduce prevalence of the bacterium.

We have made, and continue to make, significant investments in our farms and processing facilities. This is to advance factors such as:

- Biosecurity
- Training initiatives
- Enhanced testing programmes
- Leak-proof packaging
- Oven-ready products

HELPING CONSUMERS ENJOY OUR FOOD SAFELY

Chicken is perfectly safe when prepared and cooked properly.

All our products are clearly labelled with instructions on how to cook and handle the product, and all our branded whole birds carry a 'No Need to Wash' label.

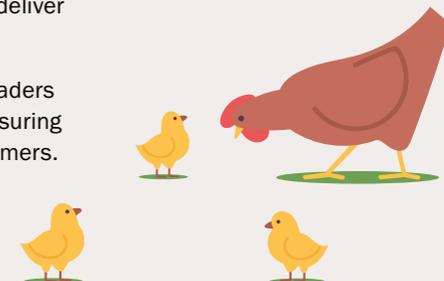
FUTURE FOCUS

We believe in producing safe, wholesome and high-quality poultry products to be enjoyed by consumers around the globe. Through partnerships with government bodies and research institutes, we are constantly striving for even greater food safety and quality.

Our aim is to address future challenges, using robust scientific principles and statistical analysis to inform our approach. Fact-based, targeted and sustainable research is what we will be investing in to make sure our goals around nutrition, sustainability, quality and health are all addressed in the best and safest way possible.

We will continue to develop talent within the business by continually investing in our doctoral training programme, which covers a wide range of topics spanning food safety, animal welfare and sustainability. The programme is unique, pulling together the best available scientific thinking and techniques and combining them with our vast amount of internal knowledge and expertise. This enables us to deliver scientific solutions to real-world challenges.

We will continue to develop and engage with global leaders in academia and innovation to realise our vision of ensuring a sustainable future for our team members and customers.



TRACEABILITY AND GUARANTEE OF ORIGIN

We are dedicated to the responsible sourcing and stewardship of the precious natural resources required to produce our goods and feed millions of families around the world each day.



100%

compliance with our Supplier Code of Conduct



100%

of our raw materials will be sustainably sourced by 2030

OUR APPROACH

Delivering products our customers can trust is paramount. We are proud of our robust traceability systems, which give us the ability to trace any raw material, feed, food or food-contact substance³ used in our products. We can trace this across all stages of production, processing and distribution.

A valuable source of protein, the agricultural industry has traditionally relied on a ready supply of soy for use in animal feed. However, we recognise the environmental impacts that can come with large-scale soy cultivation; in fact, increased land use for soy planting makes chicken feed one of the biggest contributors to our farms' carbon footprint. As such, it also represents a key opportunity to address our environmental impact. We recognise the need to accelerate progress towards a secure and resilient supply of soy, taking actions to achieve a deforestation-free supply chain.

As we advance traceability across our supply chain, we have set the following targets for the future:

- 100% compliance with our Supplier Code of Conduct.
- Deforestation-free supply chain by 2025.
- 100% of our raw materials will be sustainably sourced by 2030.

³ Food substances added to products, such as garnishes, spices or dressings.

OUR PROGRESS

In 2021, Moy Park's efforts in traceability were recognised, as we were the first food company to receive The Chain of Custody (CoC) Standard from the RTRS. Every load of CoC-certified raw material we receive is recorded from a country-of-origin perspective. This allows us not only to guarantee traceability, but also enables us to generate a highly accurate accounting of our carbon footprint.

Additionally, our Northern Ireland supply chain – from source to customer – was recognised for being an environmentally appropriate, socially conscious and economically viable way to produce soy, as well as being free from deforestation and conversion.

IMPROVING OUR SOY SUPPLY CHAIN

Working with specific customers, we've introduced a CoC-certified supply chain that covers a proportion of our soy sourcing. Furthermore, our commitment extends to ensuring a deforestation-free supply chain across our targeted supply chains by 2025. To achieve this goal, we are responsibly sourcing raw materials and adhering to certain requirements including:

- Only sourcing raw materials from bona fide sources and in compliance with existing local land and forest use laws.
- No deforestation of primary forest or areas of high conservation value.
- No burning to clear land for new developments or to replant existing developments.
- Compliance with the criteria set out in the Group's Supplier Requirements Manual, including the Moy Park Supplier Code of Conduct, which outlines our expectations aligned to the Ethical Trading Initiative Base Code.

ENGAGING SUPPLIERS

To fulfil our responsible sourcing commitments, we will insist on full traceability from our raw material suppliers back to the agricultural point of origin. We will engage with any suppliers who fall short of our requirements, setting clear, time-bound action plans to help them improve their traceability. Any suppliers who cannot address the concerns raised will be removed from our approved vendor base.

Our Supplier Code of Conduct forms part of our suppliers' contractual obligations, highlighting expectations regarding areas such as human rights, fair labour conditions, business ethics, health and safety, and environment and material compliance.

FUTURE FOCUS

Our current traceability measures are robust and reliable, so our future focus will be to further enhance the transparency of our supply chain. By gaining further knowledge around the sustainability of these products, we can make informed decisions for improving sustainability across the entire value chain.



