



2023/24 Sustainability Update



Hello!

Welcome to our latest Sustainability Update. I'm Nikki – the Sustainability Manager here at Organix. I've been in this role for 2 years now and what a journey it's been. ***So much has happened!***

First things first, we are B Corp certified, something we're hugely proud of. We've loved being part of the B Corp community and meeting like-minded companies using business as a force for good.

Across all areas of our sustainability strategy, we've made good progress, thanks to the hard work of everyone in the team. As part of the Hero Group, our climate targets have been validated by the Science Based Targets initiative (SBTi), so we know we're on course for meaningful emissions reductions. At Organix we're also completely palm oil free and are on track to have fully recyclable packaging this year (in the UK).

We've stepped up our work on diversity and inclusion with the launch of our Organix Be You! initiative. And we launched our A to Z of Great Food to help parents spark their children's love of different flavours and textures.

Lots done, but always more to do! And our focus remains the same – to provide tasty nutritious food that's not only good for little ones, but good for the planet too.



Our ambition

Planet

Caring for tomorrow by giving back more than we take.

Product

Creating naturally healthy food you can trust.

People

Putting people first by positively contributing to the lives of those who make Organix special.

Our Strategic Pillars

P1

Sourcing & Supplier Partnering

P2

Production & Transport Efficiency

P3

Naturally Healthy Food

P4

Purposeful People

Making change happen

A B Corp business with purposeful people who are passionate about driving positive change.

Nikki
SUSTAINABILITY MANAGER
AT ORGANIX

Celebrating with our B Corp Community



Certified



Corporation

We're loving being part of the B Corp community and celebrating what it stands for. Here are some of the things we've done and been inspired by...

- ★ We had a learning lunch with Surfers against Sewage and learned about the amazing work they do for cleaner oceans. We have a beach clean booked in for the summer to help keep our beaches clean too!
- ★ Nikki was interviewed on local radio about our B Corp journey and the initiatives we've been doing in the community.
- ★ We invited local artist, Shelley Perry, to create a window art installation at our head office in Bournemouth to celebrate B Corp month in March.
- ★ Our families and friends joined us to design a beautiful mural for the Organix office to convey what B Corp truly means to us.



Being a B Corp is about balancing profit with purpose. Purpose has always been at the heart of who we are in Organix, so becoming a B-Corp felt like a natural next step.

MATT GODDARD
MANAGING DIRECTOR

We have a strong sustainability strategy and have always used sustainable and ethical practices. Certifying as a B Corp gives recognition for all the great work that we do and spurs us on to keep getting better.

NIKKI BARRY
SUSTAINABILITY MANAGER

Embarking on our B Corp journey in 2021 involved a collective effort across all departments, showcasing our commitment to positive change. Through meticulous review and dedication, we've not only refined procedures but also celebrated the wonderful work we do within our organisation. This certification is not just a milestone; it's a testament to our unwavering dedication to sustainability and social impact.

RYAN PERRY
SENIOR COMMUNICATIONS & PR MANAGER

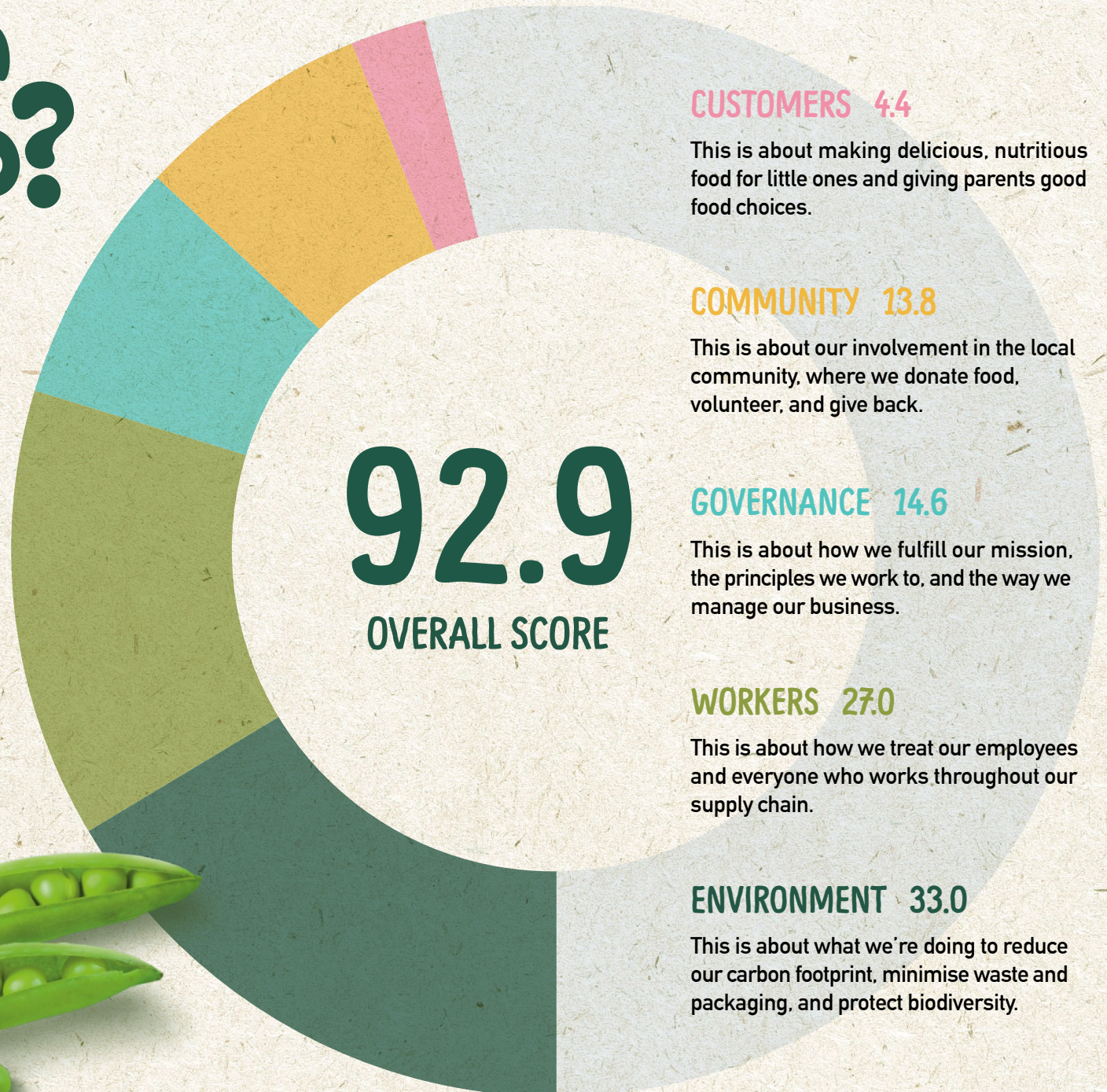
What is a B Corp?

B Corps are companies that are verified as meeting high standards of social and environmental performance, transparency and accountability. The 'B' stands for 'Benefit' because B Corps must commit to positively impacting all stakeholders – workers, communities, customers, and the planet.

DID YOU KNOW?

There are more than 8,000 B Corps across 96 countries & 162 industries.

We're chuffed with our score - you need at least 80 points to certify. We'll be aiming for an even higher score when we recertify in 2025!



PILLAR 1

Sourcing & Supplier Partnering

Our Ambition

Better food made more sustainably.

Our Principles

- ★ Create food for little ones that's not only good for them, but good for the planet too.
- ★ Work with suppliers to make our sourcing more climate and biodiversity-friendly.
- ★ Reduce our carbon footprint, aiming for net-zero carbon by 2050.



Our Actions

Top marks for food safety

Food safety and quality is a big priority for Organix. We want parents and retailers to know we have the highest standards in place. Since 2015 we've had an AA rating from the BRCGS Global Food Safety Standard, which means they've reviewed what we do and think it's top class!



Supplier sustainability

7/9 of our manufacturing supply partners are rated on EcoVadis - an online platform where suppliers provide sustainability information. This is an independent assessment of their performance across Environment, Labour and Human Rights, Ethics and Sustainable Procurement.

Where relevant, these suppliers have an action plan in place to improve. It is mandatory for all new suppliers and we're encouraging the others to follow suit because when our suppliers get better, naturally so do we!



Wild about flowers

In partnership with our maize supplier, we planted 100m² of wildflower fields for every hectare of maize grown for Organix and other Hero brands. That's around 2 hectares in total – the size of three football pitches! The wildflowers bring lots of biodiversity benefits, help attract bees and other pollinators, and are a natural way to manage pests.



PILLAR 2

Production & Transport Efficiency

Our Ambition

Reduce our planetary impact.

Our Principles

- ★ We commit to actively reducing our planetary impact.
- ★ Positively contributing to National & EU-wide Climate Targets.
- ★ Organix UK offices to continue to use 100% renewable energy.



Our Actions



Ambitious Targets

In 2021, our parent company, Hero Group, set science-based carbon reduction targets, which have now been validated by the Science Based Targets initiative (SBTi). This means that Organix, and everyone at Hero, has a clear path to bringing down our emissions. The targets are:

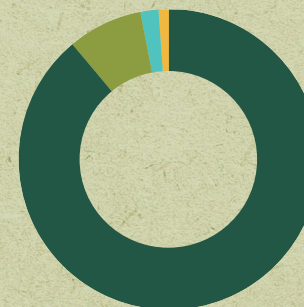
- ★ Reduce Scope 1 & 2 emissions by 46% by 2030 – these are emissions from our energy use
- ★ Reduce Scope 3 emissions by 28% by 2030 – these are emissions from our supply chain and the use of our products



Our carbon footprint

In 2023 Organix carbon footprint was 12,530 tonnes of CO₂e. This is an increase on 2022 which was 11,105 tonnes of CO₂e and is mainly due to volume growth. We sold more foods so we had to make more food!

Our Scope 1 and 2 emissions are 0, however Scope 3 emissions are the tricky ones to tackle because they're not in our direct control. But we can use our influence with our employees, suppliers, and consumers to encourage and incentivise them to make changes.



| | |
|-------------------------------------|-----|
| Purchased Goods & Services | 89% |
| Upstream Transport & Distribution | 6% |
| Downstream Transport & Distribution | 3% |
| Other | 2% |

Planting trees in Kenya

As part of our commitment to protecting the planet, we're working with Climate Wise and Veritree to plant mangrove trees in Kenya. These trees will support biodiversity, absorb carbon, and help reduce shoreline erosion and flooding. For us, it's a small yet meaningful step to compensate for the carbon generated by our business travel and employee commuting.

PILLAR 3

Naturally Healthy Food



Our Ambition

To be best in class for positive nutrition.

Our Principles

- ★ Food with a short list of organic ingredients.
- ★ Nothing Unnecessary: no added salt, no artificial colours, or flavours.
- ★ Setting the standard in what good food for children should be by increasing positive nutrition and reducing saturated fat, salt & sugar.

Our Actions

We are palm oil free!

We set a goal to be 100% palm oil free by the end of 2024 and we've done it! There is no longer palm oil in any of our foods.

Recyclable packaging – almost there!

We set a goal to be fully recyclable by the end of 2023. During that year we introduced our first fully recyclable pouch and moved our oat bars, fruit bars, and raisins to mono film packaging – a more sustainably made film.

We have one remaining challenge – our cereal bags – and we're aiming for those to be recyclable at store by the end of 2024. Then we will be fully recyclable, at either kerbside or in-store in the UK. Yay!



Reformulating our recipes

We've been reformulating our recipes to make sure that all our foods are compliant with UK regulations on non-HFSS (high fat, sugar and salt) levels. At the end of 2023 we were 96% there and we are now 100% compliant!

Organix has always campaigned for better standards in children's food, so we fully support these regulations and their goal of reducing childhood obesity.

100% Organic and always have been!

The clue is in our name, but it's still worth a reminder: all our foods are 100% organic. We're certified by the UK Soil Association and audited annually.

We use only the best organic ingredients – that's a promise!



PILLAR 4

Purposeful People

Our Ambition

Empowered and diverse people who are dedicated to driving positive change.

Our Principles

- ★ Harness and drive Organix unique spirit as a purposeful business for good.
- ★ Nourish & nurture the people who make Organix special.
- ★ Positively impact our people, suppliers & customers and the local communities that surround them.

Our Actions

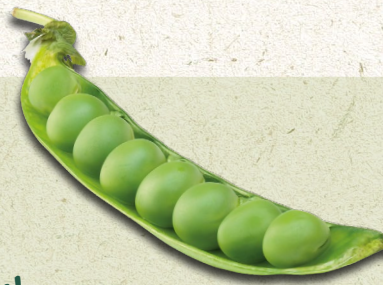
Organix Be You!

We launched Organix Be You! in 2023 to strengthen our commitment to diversity and inclusion. Over the last year we've:

- ★ Signed the 'It stops with me' pledge to help stop workplace discrimination and harassment and shared the pledge with our external partners
- ★ Learnt more about neurodiversity from expert speakers and our colleagues
- ★ Introduced blind CVs to ensure we hire new people based purely on their knowledge, capabilities, and experience
- ★ Launched our Working Elsewhere policy, so employees can work abroad for a short period of time, for example when visiting family in their home country
- ★ Launched our Religious Holidays policy, where a UK bank holiday can be swapped for an alternative religious or cultural holiday
- ★ Took part in the Institute of Grocery Distribution's (IGD) reverse mentoring programme

Up that Vitamin D!

We're giving employees the choice to condense their working hours, on a weekly basis, over the summer months so they can get out and enjoy more of the sunshine!



Celebrate by giving back

We give everyone a day off for Organix' birthday and they use the time to volunteer locally. From taking elderly relatives out, to working at a community garden, it's a special way to mark a special day.

Organix was listed in the Sunday Times Best Place to Work list in 2023!



a-z of Great Food



Our A-Z of Great Food is a fun way for parents to introduce little ones to a wide range of nutritiously delicious foods. We created a colourful wall chart and an online hub offering tips, advice, recipes and ideas.



The campaign was promoted in parenting magazines, at baby and toddler events, at family-friendly festivals and at baby and toddler groups.



Over 310,000 wall charts were distributed. That's thousands of little ones having their taste buds awakened by new foods and flavours!





Why did we create it?

Early experiences have a big impact on little one's future relationship with food. There is a 'flavour window' between 6 and 18 months when babies are most open to discovering new things to eat.

We commissioned YOU GOV research among 1,000 UK parents which revealed that:

- ★ 54% of parents are running out of new ideas and tactics to get their little ones trying new foods
- ★ 49% admit their children don't eat as wide a variety of fruit and vegetables as they would like
- ★ 39% are desperate for tips and guidance

How we created it

Co-created by the Organix team and nutritionists from the Hero Group, and supported by dieticians and fussy eating expert, the A-Z of Great Food was designed to support parents through every milestone moment.

We incorporated learnings from NHS and OTIS studies on how to introduce foods to babies from 6 months old in a way that optimises the positive impact of their diet in later childhood.^{1,2,3}

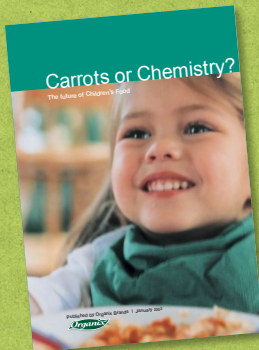
We studied the specific health benefits of each food type chosen, as well as serving size and way of serving.

Sustainability was at the heart of the design – we wanted to make sure the foods chosen were seasonally available and were things that families in the UK would easily recognise and have access to.

1. Johansson, U., Öhlund, I., Hernell, O., Lönnnerdal, B., Lindberg, L., & Lind, T. (2019). Protein-reduced complementary foods based on Nordic ingredients combined with systematic introduction of taste portions increase intake of fruits and vegetables in 9 month old infants: a randomised controlled trial. *Nutrients*, 11(6), 1255.
2. Johansson, U., Lindberg, L., Öhlund, I., Hernell, O., Lönnnerdal, B., Lundén, S., ... & Lind, T. (2021). Acceptance of a Nordic, Protein-Reduced Diet for Young Children during Complementary Feeding—A Randomized Controlled Trial. *Foods*, 10(2), 275.
3. Johansson, U., Öhlund, I., Lindberg, L., Hernell, O., Lönnnerdal, B., Venables, M., & Lind, T. (2023). A randomized, controlled trial of a Nordic, protein-reduced complementary diet in infants: effects on body composition, growth, biomarkers, and dietary intake at 12 and 18 months. *The American Journal of Clinical Nutrition*, 117(6), 1219-1231.



Our Sustainability Journey



2002 •

Published our first research report 'Carrots and Chemistry' highlighting the poor state of children's food



2008 •

Organix became part of the Hero Group

2009 •

Founding member of the Organic Trade Board



1992

Our first sale at Ringwood Market



2000

Our founder Lizzie received an MBE for her services to children's food



2006

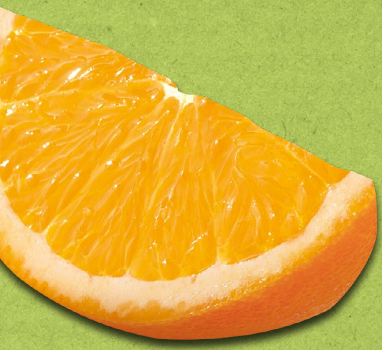
Our 'Action on Additives' report led to the EU Parliament implementing a voluntary ban on six artificial colourings



2012

Created Plan O, our first sustainability plan





2015 ●
Achieved our first BRCGS certification for safety and quality, with the highest rating

2022 ●
Became B Corp certified and celebrated 30 years of Organix!

2025
Recertify as a B Corp and improve our score

2025 ●
All of our supply partners to have an ESG rating from EcoVadis



2050 ●
Net zero carbon emissions across the Hero Group



2020
Worked with Public Health England to create new voluntary nutritional targets

2024
Fully Recyclable Packaging

2024
100% palm oil free foods

2024
100% of foods to be compliant with non-HFSS regulations

2030
46% reduction in Scope 1&2 emissions and 28% reduction in Scope 3 emissions across the Hero Group





Contact us

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You'll find this report and our previous reports at
organix.com/sustainability

We'd love to hear what you think of our report.
You can email us at organix.com/contact-us

To keep in touch with all our latest updates and
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