



2024/25 Sustainability Update



Hello!



Hey there and welcome to our latest Sustainability Update!

I'm Nikki – Sustainability Manager here at Organix! I can hardly believe it's been three years since I stepped into this role as the company's very first dedicated Sustainability Manager. Time has absolutely flown by, and what a journey it's been! I'm so super excited to share what we've been up to!

Lets start with the big B...that's B Corp certified – it's been amazing to be part of a community of people all wanting to use business as a force for good! And this year we are levelling up with our recertification with even more responsible impact and improvements made.

We are so thrilled to announce our charity partnership with KidsOut, a fantastic charity dedicated to bringing joy, fun, and unforgettable memories to some of the UK's most vulnerable and disadvantaged children—through amazing days out and special gifts that make a real difference. We're proud to support their mission and help spread smiles where they're needed most.

We've been making serious moves on our mission to reduce negative impacts and increase positive impacts on planet and people, and it's all thanks to the passion and hard work of our amazing team at Organix.

As a part of the Hero Group, we're proud to say our near and long-term targets have been officially approved by the Science Based Targets initiative (SBTi) — meaning we're not just talking the talk, we're cutting emissions in ways that really count.

We're still proudly palm oil free (because the planet and our little ones deserve the best!), and here's a big milestone we've now accomplished our target of optimizing all of our packaging to be able to be recycled at store or at kerbside in the UK! Nice, right?

And that's not all — we've stepped things up when it comes diversity and inclusion with our Organix Be You! initiative, making sure everyone feels seen, valued, and totally celebrated for being their amazing selves!

Wow, what a year it's been! We've made so much progress, but we're just getting started! Our commitment remains the same – to provide tasty, nutritious food that are not only great for your little ones but also kind to the planet too. Here's to more great work in 2025 on beyond!

Nikki
SUSTAINABILITY
MANAGER

We're proud to be celebrating our third B Corp anniversary and preparing for recertification in November 2025. Over the past two half years, we've deepened our commitment to people, planet, and product — continuously improving and growing.

Being part of the B Corp community inspires us every day. We're expanding our network, collaborating with like-minded businesses, and sharing ideas to help shape a better future.

MATT GODDARD

MANAGING DIRECTOR

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
Responsible
Sourcing

P2
Minimal Impact
Production

P3
Better Product
Design

P4
Purposeful
People

Making Change Happen

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

We are a B Corp!

Certified



Corporation

We are a B Corp and it underpins everything that we do

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.

We will be re-certifying our B Corp certification in November which will take us to 3 years of being a B Corp. In that time we have made great strides to make improvements in key areas.



CUSTOMERS 4.4

This is about making delicious, nutritious food for little ones and giving parents good food choices.

COMMUNITY 13.8

This is about our involvement in the local community, where we donate food, volunteer, and give back.

GOVERNANCE 14.6

This is about how we fulfill our mission, the principles we work to, and the way we manage our business.

WORKERS 27.0

This is about how we treat our employees and everyone who works throughout our supply chain.

ENVIRONMENT 33.0

This is about what we're doing to reduce our carbon footprint, minimise waste and packaging, and protect biodiversity.

Celebrating with our B Corp Community

We love being a part of the B Corp community and celebrating all that it stands for. Here are some of the great things that we have done and been inspired by!

Cheers to B Corp..

We celebrated B Corp Month in style with this year's theme, Generation B — changemakers using business as a force for good. Highlights included a purpose-driven beer tasting lunch with our in-house Beer Connoisseur Crafty Beer Boy (aka PR & Comms Manager Ryan), an exclusive screening of the inspiring film 'Responsible', and a big celebration where we launched our new charity partnership with **KidsOut**. Purpose, pints, and popcorn — that's how we do it!



Local Business as a Force for Good

Our very own Nikki has been making waves in Dorset with some truly inspiring panel discussions!

First stop: Dorset's very own County COP — the only county-level COP in the UK (yes, Dorset's leading the way whoop whoop). Then it was on to the Dorset Chamber's Sustainable Business Conference, followed by the exciting debut meeting of B Lab Dorset and Hampshire.

At each event, Nikki joined forces with a super lineup of local sustainability pros and purpose-driven thinkers, all sharing how business can be used as a force for good.



Keeping it clean on our coastline

We're stoked to be part of the Surfers Against Sewage Ocean Network, doing our bit to keep our coastlines clean and plastic-free.

Every July, we swap keyboards for litter pickers and hit the beach—just a 10-minute stroll from the office (yep seaside vibes)—for our annual Plastic Free July Beach Clean. Gloves on and eyes peeled, we spend an hour clearing the sand and showing some love to our beautiful Bournemouth coast.

And after putting in a shift? We reward ourselves with a cheeky well-earned pizza party back at HQ.

PILLAR 1

Responsible Sourcing

We're All About Safety!

We're all about food safety and quality at Organix – it's one of our top priorities! We want parents and retailers to feel totally confident that we're keeping things at the highest standards. Organix Brands maintains BRC Agent & Broker GFSI certification with the highest Grade AA for another year. Certified for 11 years and held Grade AA since 2018 when sub-classifications were brought in. This means they've checked out what we do and given it the thumbs up as top-notch!

Working With Like Minded People

We work in partnership with our suppliers on emission reduction, resilient agriculture, fair labor conditions and transparent supply chains. Together, we're tackling carbon reduction head-on and aligning with our responsible sourcing strategy to drive real impact where it matters most.

We're not just talking the talk — all our manufacturing suppliers are now onboard with EcoVadis, the go-to platform for sustainability ratings. It helps us track progress, stay sharp on ESG (that's Environmental, Social, and Governance). It helps companies manage risk and compliance, meet sustainability goals, and improve their practices

It's all about progress, partnership, and pushing for better, together!



Rice Rice Baby...

Our rice cake supplier switched to 100% renewable electricity at the end of 2024! Very Rice indeed!



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 GHG emissions by 2050.



PILLAR 2

Minimal Impact Production



Our SBTi Targets

In 2021, our parent company, Hero Group, set science-based near and long-term targets, which were validated in 2023 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 overall net zero target is to reach net-zero GHG emissions across the value chain by 2050 from a 2019 baseline.

The near term targets are: to reduce Scope 1 & 2 emissions by 46% by 2030 from a 2019 baseline (these are emissions from our energy use) and to reduce Scope 3 emissions by 28% by 2030 from a 2019 baseline (these are emissions from our supply chain and the use of our products).

Our long term targets are: to reduce absolute Scopes 1 and 2 emissions by 90% by 2050 from a 2019 baseline*. The Hero Group also commits to reducing absolute Scope 3 GHG emissions by 90% within the same timeframe. The remaining emissions will be neutralized in line with SBTi criteria before reaching net-zero emissions.

Hero

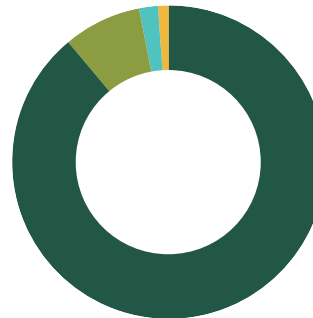
Our Carbon Footprint

In 2024, Organix carbon footprint was 6895 tonnes of CO₂e, 2 % lower than 2023 carbon footprint* this reduction is due to improvements in our supply chain and manufacturing.

In 2024 Our carbon footprint calculation methodology was reviewed by Climate Partner, one of the leading consultancies in this area. They verified that the calculation of our carbon footprint adheres to the principles outlined in the GHG Protocol and is consistent with industry best practices.

*2023 emissions have been restated in-line with reporting framework and applied for 2024. This is due to methodology refinement and alignment with the Greenhouse Gas Protocol

Our Scope 1 and 2 emissions are very low (less than 1% of our Carbon Footprint!), however our 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	86%
Upstream Transport & Distribution	7%
Downstream Transport & Distribution	4%
Other	2%

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 electricity.

100% Green Electricity

We are keeping it clean with 100% green electricity at our head office, fully powered by sunshine and wind. Renewable is how we roll.



PILLAR 3

Better Product Design

CITY KIDS[®]
The Green Awards 2024

GOLD

Optimised Packaging!

We have now optimised all of our packaging so that it can be either collected at kerbside or taken to your local store to be recycled! In last year's report, we had one final packaging challenge – our cereal bags. Well, great news: challenge complete! They've now been switched to a mono plastic film. The best part? All these packs can now be dropped off at your local store to be recycled. Same great cereal & snacks, better packaging. Helping to keep it green for little ones...Mic Drop!



City Kids: The Green Awards – Best Food/Snack

Big fives all round! Our Gingerbread Men snapped up a City Kids Green Gold Award in 2024 — and we couldn't be prouder. The award recognises the big steps we've taken, from ditching palm oil to removing the outer cardboard carton - reducing our packaging by 18 tonnes a year!



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.



Making sure our foods are the best they can be!

We've been busy behind the scenes, and we're proud to share that 100% of our foods are now non-HFSS (that's low in fat, sugar, and salt) and under 100kcal.

At Organix, healthier choices for little ones have always been at the heart of what we do. That's why we fully support the HFSS regulations and their mission to tackle childhood obesity.

And just in case you didn't know — everything we make is 100% organic. It's in our name, after all. We're certified by the UK Soil Association and independently audited every year, so you can trust we meet the highest standards, using only the best organic ingredients.

PILLAR 4

Purposeful People

We're officially a Great Place to Work and we couldn't be happier!

It's awesome to be recognised for this. It reflects the consistent, positive experience our people have here at Organix. From feeling respected and treated fairly, to believing in our leadership and knowing everyone's voices matter.



Organix
Be You!

Always Letting You BeYou!

We're on an exciting DEI journey, growing awareness, embracing differences, and building a culture where everyone belongs. From IGD Reverse Mentoring to building inclusion in our personal development goals, becoming a menopause-accredited workplace, training Mental Health First Aiders, hosting talks on lived experiences of racism and neurodiversity, and celebrating diverse stories, we've made great steps.

Menopause Friendly

We have been accredited as a menopause friendly workplace awarded by the Menopause Friendly Society- due to thorough and inclusive policies, line manager guidance, training and ongoing comms.



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.

Wake Up to Wellbeing

We're celebrating 10 years of our wonderful Wake Up to Wellbeing this year! Each year growing stronger and more aligned with our people and business goals. This year, we've added psychological safety training, enhanced maternity pay, baby loss support and paid leave, menopause-friendly training with official accreditation, and a dedicated Wellness Day.

Organix
Wake up to wellbeing

PILLAR 4

Purposeful People



Charity Partnership Launch

We are so proud to partner with KidsOut, our official community partner... see the next page for lots more on our exciting partnership and what we are getting up to!

Surfers Against Sewage - Ocean Network

We are a proud member of the Ocean Network - supporting Surfers against sewage. Our office is based just a 10 minute walk from the beach, we love helping out and doing our beach cleans and Ryan our Senior PR and Comms manager is a Surfers Against Sewage Rep in his spare time!



Julia's House Tail Trail

We have a very special 'tail' to tell....Organix are a proud sponsor of a Tail sculpture as part of Julia's House Children's Hospices Great Tail Trail. We're thrilled to be part of this wonderful, community-powered art trail with 80+ tails to spot across Bournemouth, Christchurch, and Poole — all raising money for an incredible cause; Julia's House Children's Hospices. Our 'Carrot Believe It' sculpture was designed by super talented local artist Shelley Perry, a burst of neon fruit-and-veg with hidden cheeky blueberries to spot. Trust us, it's a beachside beauty! We are donating a pack of Organix food to the children of Julia's House everytime someone scans our tail, that's up to 1000 packs!



Volunteering Day

Every year we get our 'organix birthday' off to spend the day volunteering! We have spent our days volunteering at schools, with elderly relatives, helping neighbours, litter picking and much more! This year we worked with KidsOut and got our painting gear on and helped decorate two playrooms at local refuges.

Proud
to Partner
with



KidsOut
THE FUN & HAPPINESS CHARITY



KidsOut are the perfect match for Organix – just like ourselves, they believe every child deserves a little sunshine, no matter their circumstances. They're inclusive, caring, and dedicated to spreading happiness and fun to every kid they can reach. And we're 100% onboard with that!

NIKKI BARRY

SUSTAINABILITY MANAGER

Our New Community Partnership

Here at Organix, we believe that every child deserves the right to great food and great times, and we know that not all children get to experience this. We want to help bring some fun and happiness to little ones who need it the most.

We are super proud to partner with KidsOut!

Who are KidsOut?

KidsOut is known as the "Fun & Happiness Charity" bringing smiles to disadvantaged children to enhance their wellbeing.

Established in 1999, KidsOut has a small team of staff while utilising thousands of volunteers around the UK to achieve their core mission: to bring fun and happiness to those children who need it most, helping over 70,000 of the UK's most vulnerable and disadvantaged children.

What are Our Plans?

This year we will be donating snacks for fun days out, volunteering and sharing food at their annual summer fair. This year our annual volunteering day was spent doing DIY at 2 local refuges, transforming playrooms. We have an online partnership going live this year with Tesco where we will be donating 10p from every pack of our oaty bars sold on tesco online and we will also be donating our time with business mentoring!

Our Journey



1992
Our first sale at Ringwood Market



Hero

2008
Organix became part of the Hero Group



2012
Created Plan O, our first sustainability plan



2019
Involved in developing the Soil Association's New Organic Standard



2023
All packaging optimised for recycling at kerbside or at local stores



Organix Lil' Ballers

2024
Introducing Organix Lil' Ballers



2025
B Corp Recertification

2000
Our founder Lizzie received an MBE for her services to children's food



2009
Founding member of the Organic Trade Board



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!



2023
Reached 100% Palm Oil free foods

2024
Keeping the Good Times Rollin' with Organix!



2025
Change to Hero UK&I





Contact us

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

In addition to this Sustainability update, we report in reference to the Corporate Sustainability Reporting Directive (CRSD) and it's ESRS standard in our Hero Group Annual Report 2024. Check out our in-depth report here hero-group.ch/en/media/1239

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 to join the Organix community, follow us on:

