



GOVERNANCE



SOCIAL



ENVIRONMENT

CUSTODIANSHIP

PROTECT · ENHANCE · PRESERVE

CAMELLIA GROUP ESG REPORT 2020



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FROM THE CEO

CUSTODIANSHIP

Welcome to our 2020 ESG report. As with last year it focuses on our philosophy of Custodianship; our fundamental belief that we are caretakers of our assets and that we have a responsibility to ensure the stability, security and continuity of all our operations so that they can be passed onto the next generation as successful operations; caring for the environments in which we are based and for those who have to live and work within them.

SUSTAINABLE DEVELOPMENT GOALS

As ever we are reporting against six of the UN's Sustainable Development Goals (SDGs), and each of these is highlighted within the report.



This year however we are also including SDG 15, 'Life on Land' as it is central to our Green Spaces initiative described below.

GREEN SPACES & THE CHAIRMAN'S FUND

In this year's report, we are focussing particularly on two themes: Green Spaces and the Chairman's Fund. We explain more on these later and specific examples are highlighted as you read through the report.

COVID 19

Obviously, Covid-19 has had a massive impact on all our operations this year, but particularly on the livelihoods of those in the emerging markets where state backed social provision is minimal. I am pleased to report that all our operations have continued to pay staff, whether working or not, throughout this crisis. I am also enormously proud of the way that the individual operations have stepped in to make a real difference in those communities. The examples are too many to mention but have included providing food at reasonable prices where local prices have soared, using our own hospital facilities for the benefit of the local community where they are needed, and providing medical equipment and PPE to local hospitals.

TO ALL GROUP EMPLOYEES & STAKEHOLDERS

I would like to thank our people all over the world without whose ideas and enthusiasm for our philosophy, none of this would be possible.

Tom Franks
CEO





CHAIRMAN'S FUND

Whilst we have operations in many sectors, the growing and production of tea makes up about 65 - 70% of our turnover, employs about 90% of our workforce and contributes circa 80% of our carbon footprint. The persistently low tea price during 2019 followed by the impact of Covid-19 has impacted the profitability of all our tea operations. There was a danger that, in this part of our operations, initiatives focused on environmental and social sustainability would have to be put on hold for financial reasons. The Board of Camellia decided that such initiatives were too important for that to be allowed to happen.



As a result, we created the Chairman's Fund, backed by an initial investment of £2m. The fund applies not just to the tea operations but across all our businesses and its purpose is twofold: first to ensure that important environmental or social projects are not suspended awaiting an improved market and second, to use some of our centrally held resources to invest in novel or even experimental technologies that could make a significant difference to our environmental impact. I have been delighted by the response to this initiative.

In addition to the continuation of funding for critical projects, we are also seeing a wide range of initiatives really pushing the boundaries of what has been done in the tea industry, and agriculture more widely, to minimise our impact on the land and environment. A number of these projects are highlighted in this report with the C2020 logo.



GREEN SPACES

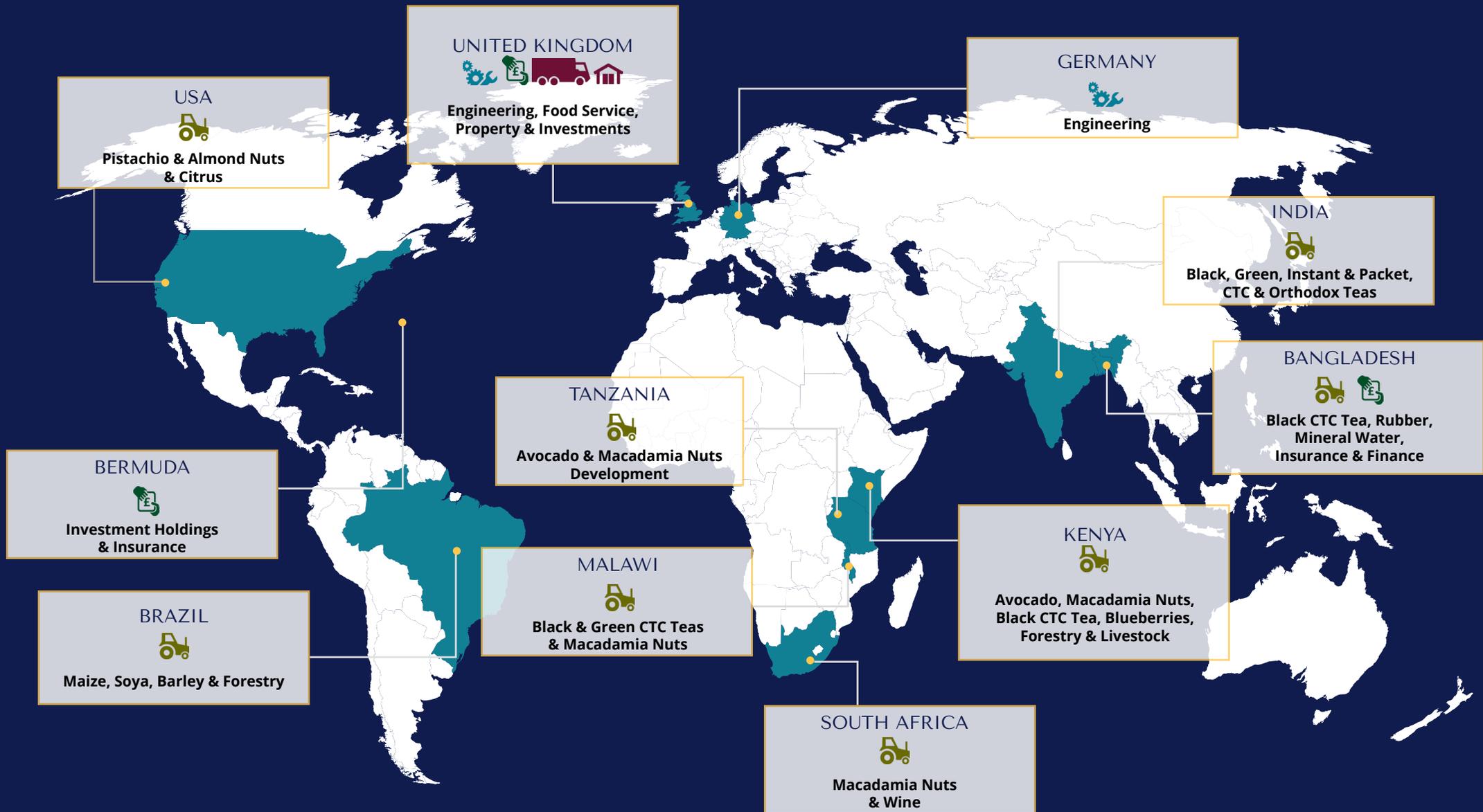
We are fortunate that our investment in agricultural estates gives us options over how that land is best used; not only for crop production but also for the myriad of other calls upon it. As a result, nearly 12% of our total land area is given over to indigenous forest and conservation areas.

Our Green Spaces initiative encourages managers on individual estates to consider how the land is used and where possible, to ensure it is used in a way that is sympathetic to the local fauna and flora. However, just setting the land aside is not enough; the planting and management of the indigenous forest, ensuring water availability and preventing poaching and encroachment are all key to ensuring that we preserve these spaces.

For many years we have been running a range of projects designed around reforestation, water catchment and preservation, wildlife protection and indigenous planting. A number of these critically important initiatives are highlighted as you go through the report.



OUR GLOBAL FOOTPRINT





GOVERNANCE

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“PROFIT IS OUR LIFEBLOOD BUT NOT OUR SOUL”

From the Board level, we insist on having robust and vigorous governance in place, as one would expect for a Company quoted on AIM. However, we do not legislate every rule, policy, procedure and process for each of our operations, rather we empower the local leadership teams to determine and adopt best practices under the umbrella of our Group Principal Policies. This model enables us to ensure the continuity, development and progressive growth of these individual enterprises in an ethical and responsible way, that is relevant to their local jurisdictions and cultures.

There are a range of issues that are important to the Group and to all of our operations, whatever sector they operate in. These are set out in the Group Principal Policies which are cascaded across the Group. Each operation is required to prescribe its own local policies and procedures based upon the Group Principal Policies. On an annual basis, each significant operation confirms to Group its adherence with the Group Principal Policies. Ultimately, our individual operations have experts who are best placed to identify how each policy can be implemented and applied which in turn enables them to operate responsibly and ethically over the long-term.

GROUP PRINCIPAL POLICIES

IN THIS SECTION

THE CAMELLIA BOARD

- The Role of the Board and the Board Committees
- Our Directors
- Our Board Committees

OUR GROUP PRINCIPAL POLICIES

- Anti-Bribery and Corruption
- Environmental Certification and Traceability
- Employee Welfare
- Tax
- Modern Slavery
- Health and Safety
- Whistleblowing



THE CAMELLIA BOARD

THE ROLE OF THE BOARD AND THE BOARD COMMITTEES

The Board is responsible for the long-term success of the Group through nominating independent Directors, selecting the Chairman and Chief Executive Officer, monitoring Group strategy and management execution, setting senior management compensation and providing oversight to the Group’s financial reporting, internal control systems, business conduct and code of ethics through our Group Principal Policies.

OUR BOARD COMMITTEES

AUDIT COMMITTEE

The principal responsibilities of the Audit Committee include overseeing our accounting and financial reporting processes and the audits of our financial statements; overseeing our internal accounting controls and audit procedures; reviewing and approving any related party transactions; and reports regularly to the Board. The Audit Committee is chaired by Chris Relleen. All members of our Audit Committee are independent Directors.

REMUNERATION COMMITTEE

The principal responsibilities of the Remuneration Committee include reviewing the Group’s policy relating to remuneration of the Chairman, executive Directors and the Company Secretary; determining the terms of employment of the Chairman, executive Directors and Company Secretary with a view to ensuring that those individuals are fairly and responsibly rewarded; and approving compensation packages or arrangements following the severance of any executive Director’s service contract. The Remuneration Committee is chaired by William Gibson.

NOMINATION COMMITTEE

The principal responsibilities of the Nomination Committee include reviewing the balance and composition (including gender and diversity) of the Board; overseeing the Board’s succession planning requirements, including the identification and assessment of potential Board candidates; reviewing the leadership needs of, and succession planning for, the Group in relation to both its executive and non-executive Directors and other senior executives. The Nomination Committee is chaired by Malcolm Perkins, the Group Chairman.

OUR DIRECTORS

The Board comprises ten Directors, five of whom are independent non-executive Directors and one of whom is non-executive but not independent because of his links to the Camellia Foundation. The remaining Directors are executive Directors. Chris Relleen, the deputy Chairman, has been designated as the senior independent Director.

[READ BIOGRAPHIES](#)

The Board has established Audit, Remuneration and Nomination committees.

[READ OUR TERMS OF REFERENCE](#)



OUR GROUP PRINCIPAL POLICIES

As mentioned earlier, the Group Principal Policies cover those issues which are important to the Group and the operations. Although the overall responsibility for the implementation and enforcement of the GPPs rests with the management of each operating company, certain GPPs include provisions which are directly effective. This is the case where observance of these provisions is required in order for the Company to comply with its own legal and regulatory obligations.

The GPPs are grouped into the following four categories:

- The High-level GPPs
- The Compliance GPPs
- The Modern Slavery GPP
- The Tax Principles

The High-level GPPs comprise the Certification and Traceability GPP, the Health and Safety GPP, the Environment GPP and the Employee Welfare GPP. The Compliance GPPs comprise the Anti-Bribery and Corruption GPP and the Whistleblowing GPP. A summary of each principal policy is set out below and they are set out in full on our website.



ANTI-BRIBERY AND CORRUPTION

The Company has adopted an anti-bribery policy which complies primarily with the requirements of the UK Bribery Act 2010 although the Board also requires compliance with the laws of all countries in which the Group operates.

All Group employees, officers and executives, and all those acting for or on the Group's behalf are strictly prohibited from offering, paying, soliciting or accepting bribes or kickbacks, including facilitation payments.

Compliance with the anti-bribery policy is monitored by the individual operations and incidents are reported to the Anti-Bribery Officer for each operation.

In addition, the Board has adopted an anti-facilitation of tax evasion policy which complies with the requirements of the UK Criminal Finances Act 2017. The policy has been introduced across the Group and its compliance is monitored at both Group and by individual operations.



ENVIRONMENTAL

We are mindful of the environment in which we operate, recognising that our operations require natural resources and that our operations generate emissions and waste. We understand and comply with current applicable legislation in the jurisdictions in which we operate. Our operations are each required to commit to policies which reduce their environmental footprint, and which include (where appropriate), carbon, recycling, waste and water.

As part of our wider drive towards greater sustainability, we have developed a range of mid to long-term targets to reduce, in some cases substantially, the environmental impact of our operations. As an example, strategic improvements in our usage and sourcing of energy supports our ambition to align with Science-Based Targets. Targets adopted by the operations to reduce greenhouse gas emissions are considered 'Science-Based' if they are in line with the level of de-carbonisation required to keep global temperature increases below 2°C compared to pre-industrial temperatures.



CERTIFICATION AND TRACEABILITY

As part of our end to end supply chain, our operations are required to meet the requirements of our customers and suppliers in terms of certifications and traceability. The vast majority of our tea estates are Rain Forest Alliance certified and all our macadamia, avocado and winery processing facilities are FSSC 22000 certified. Across the Group, operations have also obtained ISO14001, ISO9001 and ISO45001 and many other appropriate accreditations.



EMPLOYEE WELFARE

Our employees are at the heart of what we do, and their welfare is paramount. Operations are required to have policies and procedures in place which cover equality, health, personal development, training, diversity, and (where appropriate) education, housing and sanitation. We consciously and continuously work towards encouraging equality in management positions across our operations. The Group complies with local regulations to encourage employees with disabilities to work in our operations and where necessary, makes appropriate adjustments to working practices.

All our tea estates have a hospital, clinic or dispensary. In addition, in India and Bangladesh employees have access to central Group operated hospitals to which more serious cases can be referred. We provide medical services, including where appropriate, antiretroviral drugs, in those communities where HIV/AIDS is prevalent. We also give medical support to schools that are either run locally or by our operations.

We are committed to providing development opportunities for all. We provide education opportunities in areas where we operate, either by building and running schools or by supporting state educational projects in our communities. We also provide programmes for skills development and adult education.



TAX

The Group's tax principles include: compliance with applicable tax laws; payment of the correct tax amounts; interpretation of tax law; undertaking tax planning based on commercial rationale; and transparency with tax authorities.



MODERN SLAVERY

The Group continues to comply with the requirements of the Modern Slavery Act 2015, to ensure that modern slavery and human trafficking are not taking place either within the Group or in the supply chains of our operations. A copy of the Statement for the year ended 31 December 2019 is available on the Company's website. In some countries, it is both the cultural norm and permissible for parents to involve their children in the productive process. We do not subscribe to this approach and the use of child labour is prohibited across the Group. Group operations are required to confirm this statement and adopt local policies and procedures to ensure continued compliance. This includes setting out codes of conduct when working alongside customers and suppliers.



HEALTH AND SAFETY

We take responsibility for our people by promoting good health and providing a safe and healthy workplace to protect all employees, contractors, visitors and the public from foreseeable work hazards. All operations are required to comply with local health and safety legislation, regulations and to obtain certifications from external authorities.



WHISTLEBLOWING

Our whistleblowing policy provides guidelines for people who feel they need to raise certain issues in confidence. It is designed to protect those raising a genuine concern, in line with the Public Interest Disclosure Act 1998 or other jurisdictional legislation. Each operation is required to have a designated local Whistleblowing Officer. Group employees have access to the Whistleblowing Officer for the individual operation, as well as the Group Whistleblowing Officer or the chairman of the Audit committee.



SOCIAL

“„

“WE ALL WANT TO HAVE A RICH AND MEANINGFUL WORK LIFE AND A FULFILLING LIFE BEYOND WORK.”

The Group’s businesses are fundamentally connected to the welfare of our communities and the environments in which we operate. We proactively invest to ensure these environments are protected and improved. Our focus is on the long-term stability, security and continuity of our businesses and those communities. We support and integrate the UN Sustainable Development Goals into our sustainability strategy. We invest in, monitor and report on environmental and social sustainability initiatives across all our operations.

IN THIS SECTION

COMMITMENT TO OUR EMPLOYEES AND COMMUNITIES

Improving Livelihoods
Enhancing Health and Wellbeing

Gardens for Eden

Employee Engagement
Mental Health and Wellbeing
Living Wage
Providing Education and Training

Mogoon Community Library

SHARP - Sexual Harassment Awareness on Reporting and Prevention

Stairway to Heaven

Promoting Diversity and Inclusion
Employment of Disabled People

Culture of Diversity in Practice

Housing and Sanitation
Supporting Local Communities and Smallholders

All in an App



COMMITMENT TO OUR EMPLOYEES AND COMMUNITIES



IMPROVING LIVELIHOODS

As a Group, we work in some of the richest countries in the world, but a huge proportion of our staff are based in the poorest. Whilst agricultural wages in many of these countries are low, we make progress every year, not only in increasing wages, but also in improving housing, education and healthcare, all of which are so important to improving livelihoods. To this end we are working with our supply chain, customers, national Governments and NGOs to improve the living conditions in a way that gives those workers a sustainable future.

ENHANCING HEALTH AND WELLBEING

The majority of our tea estates in India and Bangladesh have a hospital and a qualified doctor, and our operations in both these countries also have central Group owned hospitals. Our African operations run dispensaries established on our estates, offering medical services and care to employees, their dependants and people from surrounding areas. These are manned by qualified medical personnel from our operations and services are free to employees and their dependants. We provide medical services including, where appropriate, antiretroviral drugs in those communities where HIV and AIDS are a concern. We provide medical support to schools that are either run locally or by our operations.

DEJOO HOSPITAL DEJOO ESTATE, ASSAM, GOODRICKE GROUP

The hospital at Dejoo Tea Estate is a 30 bed facility managed by a doctor, two nurses, a pharmacist, a dresser, three midwives, a health assistant and a laboratory technician.

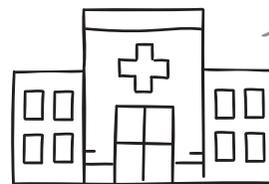
The hospital serves the 6,000 resident population of Dejoo Tea Estate alongside patients from surrounding villages under Nowboicha Revenue Circle. The hospital was awarded the title of 'Best Tea Garden Hospital' by the government of Assam in 2019.

Winner 'Best Tea Estate Hospital, Assam' in 2019

595,132

employee treatments at our hospitals in 2019

50
HOSPITALS



915,702

total patient treatments in 2019

37
DISPENSARIES



66,693

employee treatments in 2019

119,102

total patient treatments in 2019

Note: The funding and operation of hospitals, clinics and dispensaries, provided for our employees and their communities, varies by location in accordance with local culture, practice and requirement. Some facilities are owned and operated by us directly, whilst others are fully or partly funded by us whilst being State and/or NGO managed and owned.

#CustodianshipInAction



GARDENS FOR EDEN

Kitchen garden initiatives at our operations in Kenya and Malawi have now been running for 17 years and have proved extremely successful in a variety of ways. Between 10,000 and 15,000 people have benefited through greater access to nutritional, organically grown food. Employees are encouraged to turn the small areas that surround their homes into productive food-producing plots.

Through the Kitchen Garden Scheme individuals have learned useful sustainable husbandry and environmental management skills, and now successfully grow an array of wholesome fruit and vegetables from potatoes, beans and cabbages to tomatoes, bananas and avocados. The health and wellbeing of employees – maternal in particular – has improved significantly as a result, as have records of attendance and performance, either at work or school.

Individuals have learned enterprising and important life skills such as problem-solving and self-reliance, and an overall enhancement in lifestyle has resulted from the income from vegetable sales.



"Individuals no longer have to think of where their next meal is coming from. Food is now available from home."

GRETE DAVEY, FOOD SECURITY ADVISOR, EASTERN PRODUCE KENYA AND KAKUZI





EMPLOYEE ENGAGEMENT

We are in the process of implementing an employee engagement survey across all subsidiaries in the UK. 'Your Voice' is a short online survey asking employees how they feel about working for their company from recognition, development and leadership to wellbeing. The results will be used by each company to implement key initiatives that will make the most positive difference to the working lives of our employees, whilst boosting productivity.

MENTAL HEALTH AND WELLBEING

The health and wellbeing of all Group employees is a significant focus, in line with our ethos. At Amfin and ACS&T in the UK, many employees have recently undertaken Mental Health First Aid training to provide internal support to manage the challenges of work and home. Our confidential Employee Assistance Programme is actively encouraged for all employees and provides advice and support on any matter affecting them and their families. We also have dedicated Occupational Health providers to ensure independent, professional advice where health affects the work or work affects the health of our employees.

“Mental Health First Aid training has given me an understanding of how people can suffer in different ways. I now feel confident in dealing with difficult situations, listening to problems without judgement and recommending the correct path for further support.”

PHIL PERRY, AMFIN, UK



LIVING WAGE

We are incredibly proud to be a Living Wage Foundation accredited employer in the UK since 2016. By paying the Living Wage, we are confident that we are recognising the real cost of living. Paying the Living Wage is the right thing to do and is a practical demonstration of the value we place on the contribution of our employees and their lives and that of their families.



4 QUALITY EDUCATION

PROVIDING EDUCATION AND TRAINING

We believe that the potential for development of each and every person within our community is fundamental and that education should be available for all. Where appropriate, we cover the cost of running schools and crèches in areas where we operate, either by building the schools for our communities or by supporting educational projects of the local governments.

325

NURSERIES & CRÈCHES

8,608 ↙
children in nurseries & crèches in 2019

150

PRIMARY SCHOOLS

↙
24,245
primary school children educated in 2019

37

SECONDARY SCHOOLS

↙
13,018
secondary school children educated in 2019

Note: The funding and operation of schools, provided for our employees and their communities, varies by location in accordance with local culture, practice and requirement. Some facilities are owned and operated by us directly, whilst others are fully or partly funded by us whilst being State and/or NGO managed and owned.

School children

EASTERN PRODUCE, KENYA



#CustodianshipInAction



MOGOON COMMUNITY LIBRARY

As part of our continuous work towards social sustainability, EPK and Taylors of Harrogate under their Social and Environmental Support Grant Scheme, have formed a partnership to support educational resources in Nandi Hills through a Community library project.

There is a growing need to support students in our communities in Kenya. Few students have access to a local library, and in Nandi Hills, the nearest national library is over 25 kilometres away. To improve literacy, economic development and lifelong learning in the community, we developed a project to build and support the running of a local library.

By bringing learning resources, such as books, computer and internet access, closer to home we hope to encourage students to learn from a broader range of resources. In turn, this will aid their preparation for further studies and nurture their career prospects.

Located within a Community Resource Centre where youth and adult literacy activities are taking place, the goal is for the library to develop into a centre where students can meet with authors and other professionals, for mentorship and inspiration.

'The library will ensure that schools maximise their access to resources, information and expertise needed to develop children's reading skills and provide knowledge.'

SIMON ODHIAMBO, REGIONAL CORPORATE AFFAIRS MANAGER, RBDA





#CustodianshipInAction

SHARP

ROLLING OUT ACROSS OTHER GROUP OPERATIONS

Through SHARP (Sexual Harassment Awareness on Reporting and Prevention programme) we set out to tackle issues regarding sexual harassment and assault in the workplace. As an equal opportunity employer, it is not only our legal duty but our moral responsibility to do so. At Eastern Produce Malawi, awareness surrounding the possible means of sexual provocation is provided to employees and, through workshops and open dialogue, victims are encouraged to speak freely rather than remain silent in fear of blame, disbelief, or retaliation.

The SHARP campaign is actively carried out within our Kenyan and Malawian operations and is aimed at empowering employees at every level to be cognisant of the issue through the provision of relevant information. Drama performances, T-shirts bearing slogans, stickers and posters are all used to communicate important messages, and regular reviews on policies and reporting lines are carried out.

During 2019, 785 employees from supervisory to Director level participated in the programme in Malawi. EPM plans to introduce more activities throughout 2020 to reinforce its commitment to zero tolerance of sexual harassment.



Women's Welfare Committee
EASTERN PRODUCE MALAWI

"As a company we treat all our stakeholders with respect and dignity. We abhor all forms of harassment including sexual harassment and that's why we implemented a focused program in the form of SHARP which is an extra reporting mechanism to bolster the existing ones."

ROB EMMOTT, MANAGING DIRECTOR, EPM





#CustodianshipInAction

STAIRWAY TO HEAVEN

ACS&T Logistics are experts in food storage and distribution. They have a history of long service and promoting staff from within, placing great value on education and work-based learning. They are proud to have developed the 'Stairway to Heaven' programme, which is their own innovative career development strategy, providing structured training for staff from apprenticeships to university degrees.

Partnering with the Chartered Institute of Logistics and Transport (CILT) and academic providers, the programme enables the workforce to obtain higher management positions across warehousing and transport, supervisors, finance and IT.

The programme includes coaching sessions with Occupational Psychologists to cement learning, behaviours and best practices.

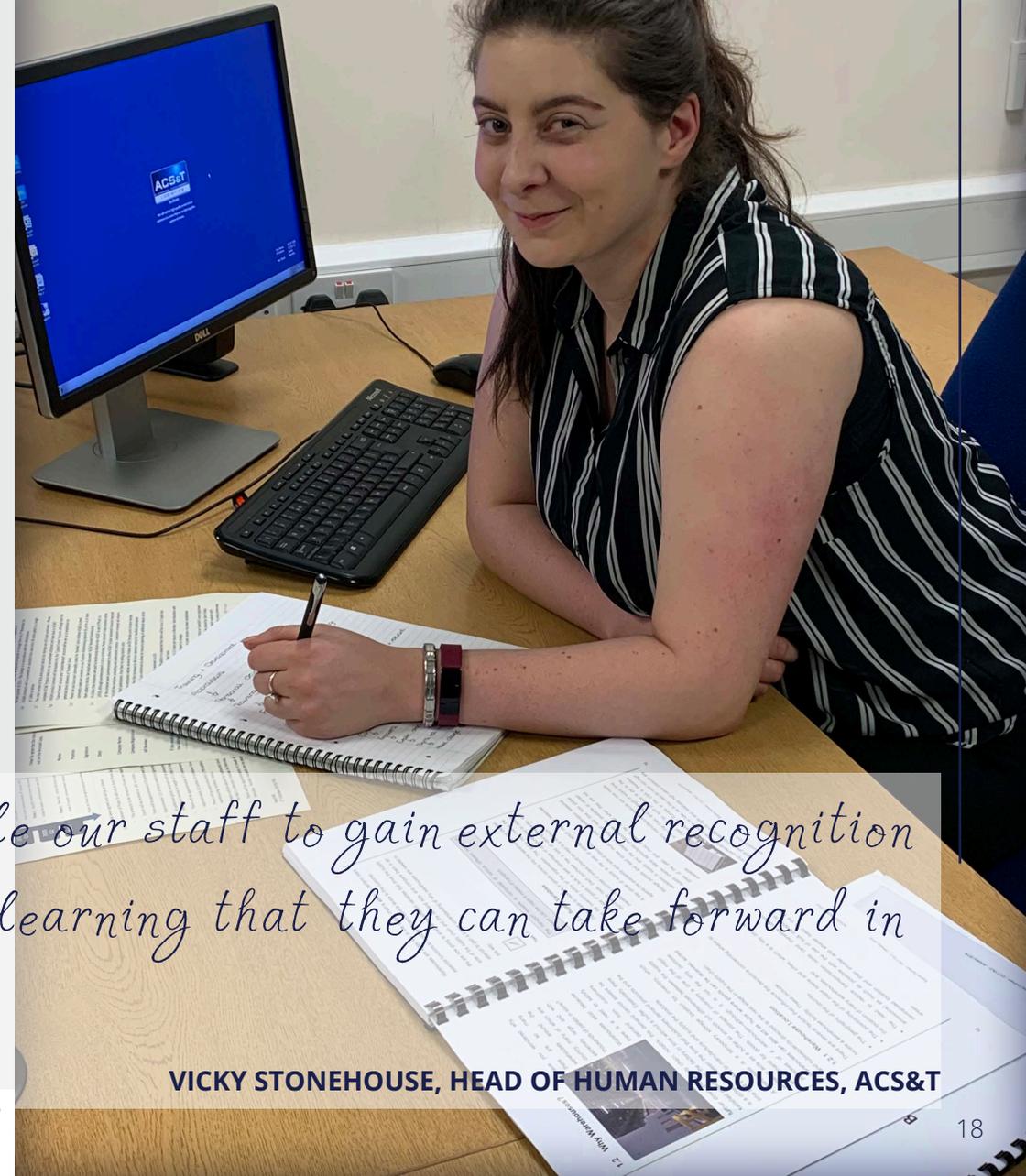
The STAIRWAY was launched in 2019 and there are currently 14 employees on the CILT cohort, 2 IT apprentices, 2 CSD Apprentices and 1 Finance Apprentice.



"We are proud to enable our staff to gain external recognition for their expertise and learning that they can take forward in their career."

VICKY STONEHOUSE, HEAD OF HUMAN RESOURCES, ACS&T

Sophie Durham, Team Leader in Operations, currently undergoing CILT Level 3
ACS&T



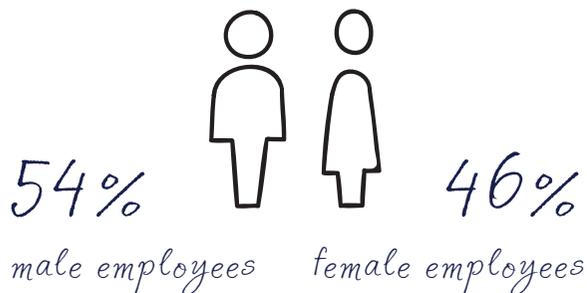


PROMOTING DIVERSITY AND INCLUSION

We are passionate about equality - every person, irrespective of their origin, skin colour, religion or gender is equal. We promote equality in management positions throughout our operations. By providing schools and supporting education projects we try to ensure that our community is developing without discrimination.

37,536 women are employed across the Group's operations.

Through a range of health and education initiatives, we actively support women and promote opportunities for their professional development. We are committed to offering equal opportunity to all and focus on promoting diversity and gender parity.



BLUE ANGELS

GOODRICKE GROUP, INDIA

We covered our Blue Angels programme in India in our 2019 ESG report. The programme aims to educate women and girls in India about the benefits of using sanitary pads. Since its launch in 2018 the programme has successfully converted 70% of its participants to sanitary napkin users.

We are proud to see that the community is now increasingly aware of the health implications and the importance of using hygienic options during menstruation. Following this success, we continue to roll the programme out to other estates.

Our African operations also now have a similar programme, called TABASAMU at Kakuzi, Kenya.

70% *successfully converted to sanitary napkin users.*

EMPLOYMENT OF DISABLED PEOPLE

We respect the principles of integration and non-discrimination and look for ways to create opportunities for everyone, irrespective of their ethnicity, gender, sexuality or disability. Our aim is to create a workplace where individual differences are celebrated. Each of the Group's operations is responsible for locally defining and implementing its policy on the recruitment and continued employment of disabled persons.

[READ OUR EMPLOYEE WELFARE POLICY](#)



Menstrual Hygiene Programme
KAKUZI, KENYA



#CustodianshipInAction

CULTURE OF DIVERSITY IN PRACTICE

Gideon Mothisa, Human Resources Manager at our Malawi operations, was disabled by polio at only ten months old. Born at Kasembereka when his father was an employee of EPM, Gideon’s illness resulted in paralysis from the waist down.

Despite the everyday challenges of his disability, Gideon excelled at school; unwavering in his commitment and showing extraordinary promise.

Now 61, and with an extraordinary career under his belt, Gideon shares a long history with EPM: he and his family have been closely supported by EPM in matters relating to his health, wellbeing and his education.

Gideon did not allow adversity to get in his way. He launched a 32-year career with the Ministry of Labour, rising through the ranks to become a Senior Labour Officer at Mulanje District. On leaving the Ministry, Gideon worked for EPM as a Labour and Community Relations Consultant emerging to become our much-respected HR Manager.

His self-determination and career notwithstanding, Gideon has had to bear the daily challenges of living with a disability. EPM provided Gideon with an electric wheelchair which has transformed his life, affording the same freedom and opportunity as his work colleagues and peers.

“EPM has given me an electric wheelchair for my use wherever I go, making my life so much easier not only at work but even at church and the district council.”



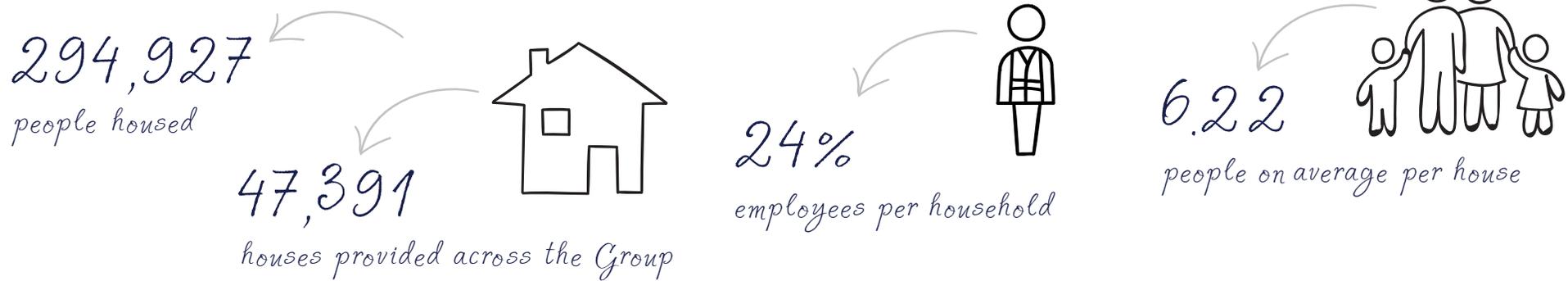
GIDEON MOTHISA, HR MANAGER, EASTERN PRODUCE MALAWI





HOUSING AND SANITATION

We are committed not only to the welfare of our employees but also to the communities in which they live. Through a broad range of CSR initiatives across the Group, we contribute to improved health and nutrition, hygiene and sanitation in our communities. We assist with the improvement of local infrastructure by supporting road, water, healthcare and education projects. Our continued focus on developing sustainable housing for our working communities is reflected in major housing renewal projects in India, Bangladesh, Kenya and Malawi.



PREFABRICATED HOUSING

EPK, KENYA

At our EPK operations we have completed two prefab houses constructed with walls made from Expanded Polystyrene (EPS). One of the main aims of the pilot project is to test whether we can build this new type of housing quicker than conventional brick and mortar houses. We expect to be able to build them at least two weeks quicker than conventional housing. EPK is looking into using I beams as foundations for the houses, which would cut the assembly time in half, to four weeks. It would also not require a concrete slab as a foundation hence making moving the house easier, if required. We are also investigating how eco-friendly these houses are and how cost effective and durable they are relative to conventional housing.

Additionally, the houses can easily be moved in order to accommodate any changes in labour requirements on EPK's tea estates. Through this trial we hope to establish a more sustainable and flexible solution to providing accommodation for our employees.



INNOVATIVE HOUSING

DUNCAN BROTHERS, BANGLADESH

We house 90,934 people at our Bangladesh tea operations, which includes our 18,781 strong workforce and often their younger and older family generations. We are embarking on a project to plan and design future housing facilities so that we can continue to meet the high housing standards that we set for our people.

18,781

employees housed by our Bangladesh operation.

90,934

people housed by our Bangladesh operation.

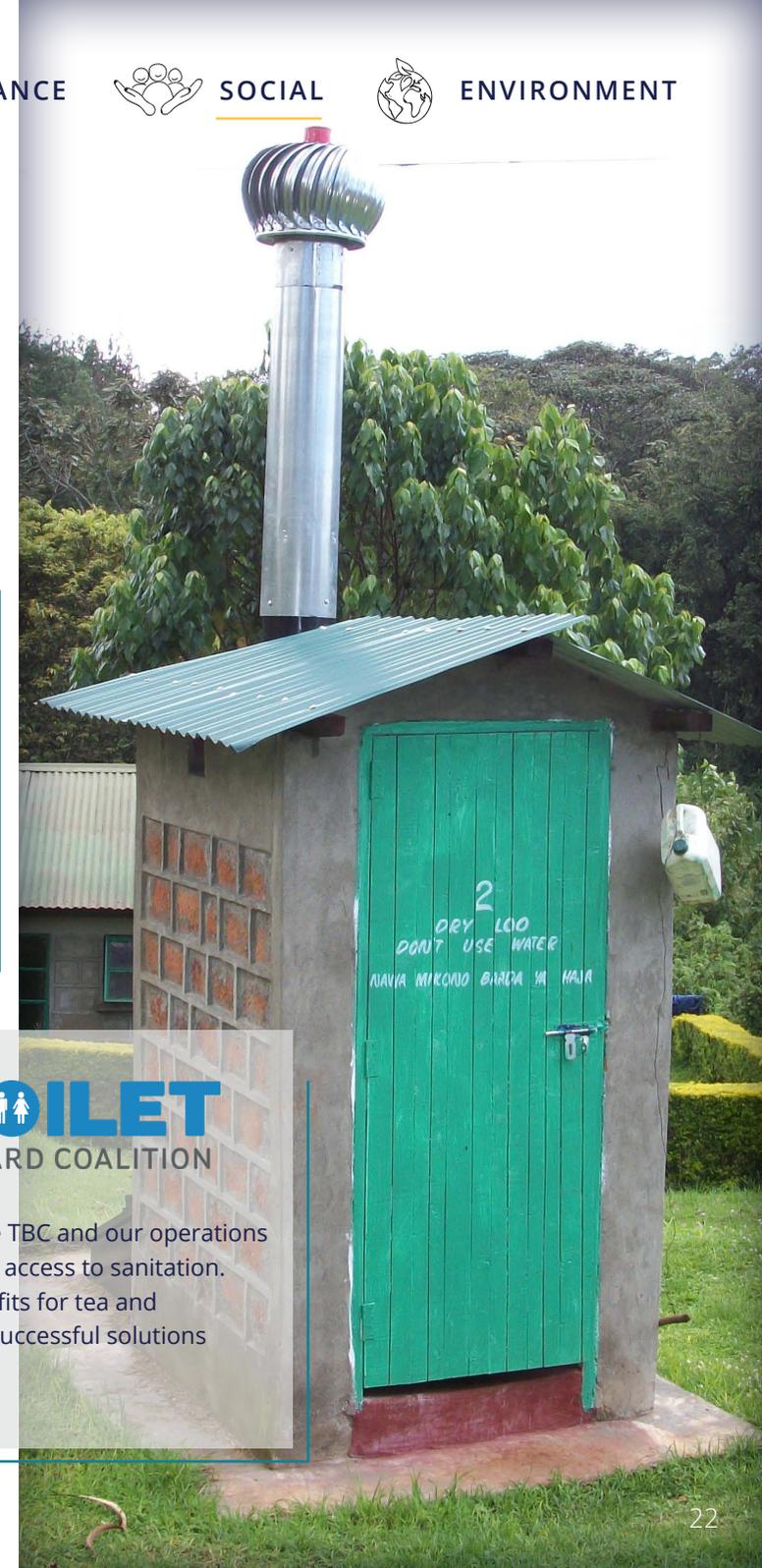
Key considerations for a new village might include:

- *Eco-friendly*
- *Circular economy*
- *Renewable energy sources*
- *Energy efficiency*
- *Green open spaces*
- *Tailored to demands and requirements of workers' lives*
- *Modern sanitation and hygiene standards*
- *Upholding RFA standards*

SOLAR TOILETS

EASTERN PRODUCE, KENYA

Our operations at EPK started working with the Toilet Board Coalition in 2019. The goal of the collaboration between the TBC and our operations at EPK is to enable the scaling of the Sanitation Economy and achieve Sustainable Development Goal 6 (SDG6), universal access to sanitation. The main aim is to demonstrate that circular sanitation solutions can provide economic, environmental, and social benefits for tea and agricultural businesses. EPK has been trialling two types of circular sanitation in EPK's tea estates with the aim to scale successful solutions across the entire community.



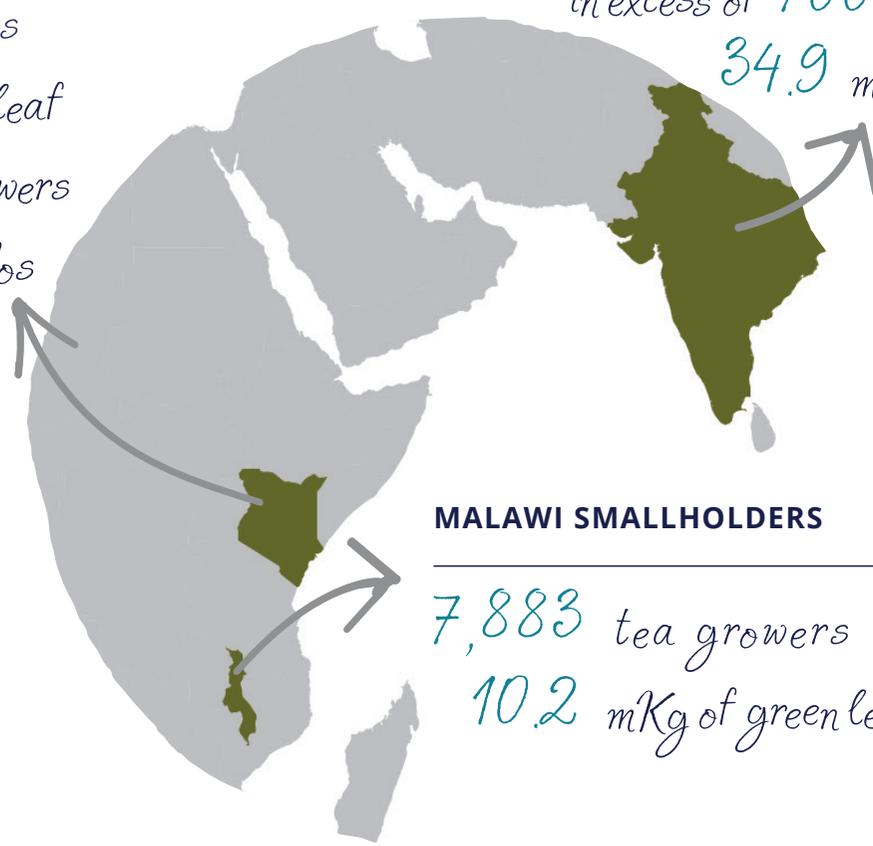


KENYA SMALLHOLDERS

12,842 tea growers
 47.7 mKg green leaf
 3,346 avocado growers
 1.1 mKg avocados

INDIA SMALLHOLDERS

in excess of 700 tea growers
 34.9 mKg of green leaf



MALAWI SMALLHOLDERS

7,883 tea growers
 10.2 mKg of green leaf

SUPPORTING LOCAL COMMUNITIES AND SMALLHOLDERS

Smallholders form an important part of our community. 21% of our tea and 13% of avocados were sourced from smallholders in 2019.

Our local communities are critical to us, not only do we source some of our production from them but many of our employees also come from within those communities. In return, we contribute to the livelihoods of our communities in a number of ways. In our African and Indian operations, we support smallholders by offering:

- Agronomic skills-based training
- Health education
- Provision of agricultural materials

We optimise local infrastructure by supporting roads, waterways, healthcare and education projects. Our aim is to source quality products from our smallholders and use our expertise and infrastructure to deliver maximum return to them.

“There is no such thing as land hunger in Africa, but rather poor land usage - our aim is to encourage sound farming techniques through demonstrations and community initiatives.”

GRETE DAVEY, FOOD SECURITY ADVISOR, EASTERN PRODUCE KENYA AND KAKUZI

ALL IN AN APP

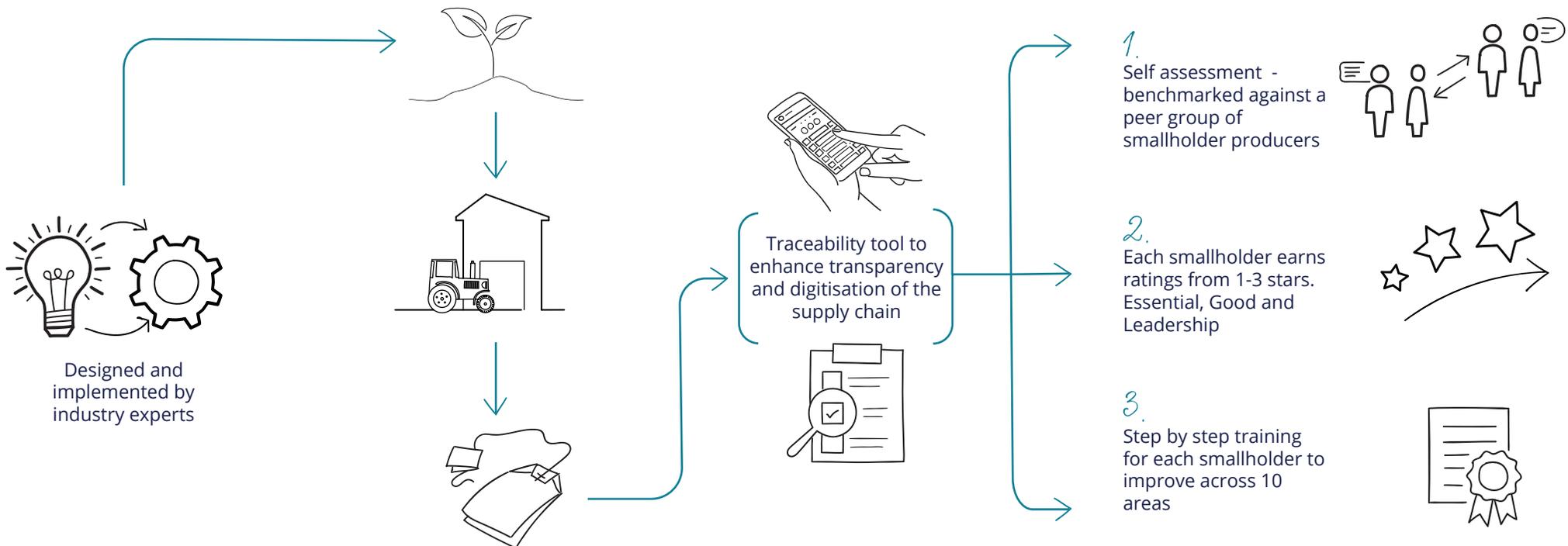
SOLIDARIDAD & TRINITEA RESEARCH, INDIA & AFRICA

We have joined forces with Solidaridad, an international civil society organisation, which work to promote socially responsible, fair and ecologically sound community supply chains, to promote sustainability and traceability for our smallholders' tea operations in India and Kenya.

With the aid of their digital Trinitea App, recently launched in collaboration with the Indian Tea Association (ITA), we aim to develop our smallholder production practices, their efficacy and transparency.

Through interactive training programmes and practical guidance, the programme works with farmers to achieve better products, better prices and better incomes, business opportunities and ultimately, lifestyle choices.

Solidaridad





ENVIRONMENT

“,,
 “WE ARE COMMITTED
 TO IDENTIFYING THE
 ENVIRONMENTAL IMPACTS
 OF ALL OUR ACTIVITIES
 AND MANAGING THESE
 RESPONSIBLY”

Across the operations there is a common purpose of environmental preservation. Our sustainability approach takes the long-term perspective that we have a responsibility to protect our ecosystems for the benefit of our communities, neighbours and future generations.

IN THIS SECTION

BUILDING RESILIENCE TO CLIMATE CHANGE

- Our Commitment
- Invest, Monitor, Report
- Energy and Carbon
- Scope 1 and 2 GHG Emissions
- Agricultural Operations
- Tea Operations

FROM MEASUREMENT TO ACTION

- Renewable Energy

PROTECTING BIODIVERSITY AND FORESTS

- Environmental Policy
- Environmental Education
- Reforestation
- Shade Trees
- Soils
- Mulching

INTEGRATED PEST MANAGEMENT AND BIOLOGICAL SOLUTIONS TO AGRICULTURE

- Biological Fertiliser
- Composting

Indigenous Technical Knowledge (ITK)

- Working with Nature

CONSERVING WATER

- Water Management
- Water for our Communities
- Vast Biodiverse Ecosystems

Stretching the Rains

REDUCING WASTE

- Opportunities to Recycle

OUR CERTIFICATIONS





BUILDING RESILIENCE TO CLIMATE CHANGE



OUR COMMITMENT

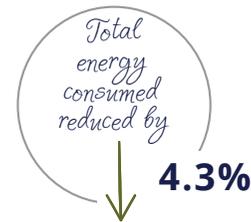
We are committed to our goal of protecting the environment and minimising our environmental footprint. We demonstrate this commitment through a range of resource efficiency initiatives and ambitious reduction targets for greenhouse gas emissions, water and waste usage across our operations. In addition to minimising our environmental impact, we protect natural habitats such as forests and water bodies for local wildlife.

INVEST, MONITOR, REPORT

We invest in, monitor and report on both environmental and social sustainability initiatives across all our divisions. Our online system for capturing data relating to our global environmental footprint allows us to monitor our energy use, Greenhouse Gas emissions, water and waste. Our ongoing investment in energy efficient technology is enhanced by our ability to identify the sources of our energy use across the Group.

ENERGY AND CARBON

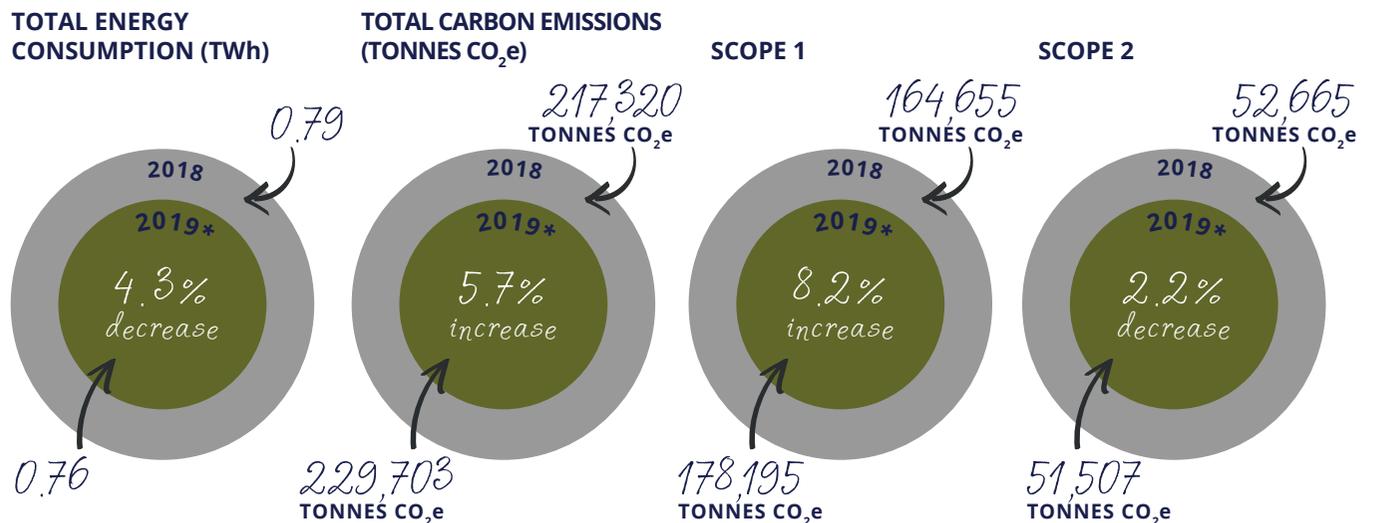
We continue to demonstrate our commitment to minimising the environmental impact of our operations. Total energy consumed reduced by 4.3% from 2018 as a result of investments in energy sourced from renewable fuels, energy efficiency projects and investment in new technology and machinery.



MID TO LONG-TERM TARGETS

As part of our wider drive towards greater sustainability, we have developed a range of mid to long-term targets to reduce, in some cases substantially, the environmental impact of our operations. Strategic improvements in our usage and sourcing of energy supports our ambition to align with Science Based Targets, appropriate with the level of decarbonisation required to keep the global temperature increases below 2°C compared with pre-industrial temperatures as agreed at the Paris Climate Conference in 2015.

SCOPE 1 AND 2 GHG EMISSIONS TONNES CO₂e - ALL OPERATIONS



* Numbers include the acquisition of two tea estates by Goodricke in 2019.



AGRICULTURAL OPERATIONS

In 2019, our total Scope 1 and 2 GHG emissions increased by 3.5% a result of the acquisition of the Bargang and Harchurah tea estates, whose factories use coal as the primary fuel source, as well as increased production from our Indian and Bangladesh operations. We are pleased to report that the carbon intensity of our tea operations continued to improve, which we comment on in more detail on the next page.

SOLAR ENERGY

EASTEN PRODUCE CAPE, SOUTH AFRICA

In 2018 our winery in South Africa installed solar panels on top of its cellar building. The solar panels provide energy to the cellar, offices, pumps and a number of the onsite houses. Each month it provides the operation with 15 to 20% of its electricity requirement.

15-20%

of the operation's electricity requirement monthly

Solar Energy

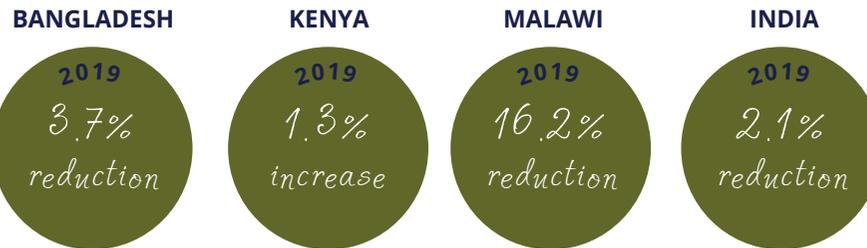
EASTEN PRODUCE CAPE, SOUTH AFRICA



TEA OPERATIONS

One of the largest uses of energy in the Group is the requirement to process and dry our tea crop. We continue to invest to increase the carbon efficiency of our tea factories as well as replacing their fuel mix with more carbon friendly alternatives.

CARBON INTENSITY - TEA OPERATIONS (KG CO₂e/KG PRODUCT)



Two Indian tea estates converted from coal to natural gas fuel mid 2018

Castleton tea estate put in place a hydro electric plant in 2019

Higher factory utilisation India and Bangladesh

Malawi invested in new more efficient withering fans in 2019

Malawi improved their fuel wood use efficiency in the factories

Kenya started a factory-wide carbon efficiency improvement project in 2019



Department of Engineering

R&D: CAMBRIDGE UNIVERSITY EASTERN PRODUCE, KENYA



At EPK, a project with Cambridge University's Centre for Industrial Sustainability has begun, with the aim to make a data led assessment of the elements of tea manufacture from which we can improve energy efficiency.

The tea drying process makes up a material part of the Group's carbon footprint and reducing its environmental impact is therefore an integral part of the Group's sustainability programme.

The primary focus of the work with Cambridge University will be to improve the thermal energy efficiency of the tea making process which constitutes circa 90% of the total energy requirement. The programme will consist of improving existing factory processes as well as evaluating new technologies and solutions.

This project will focus initially on two of our factories in Nandi Hills: Chemomi and Kepchomo but has the potential to be rolled out to all our Kenyan tea factories and beyond.



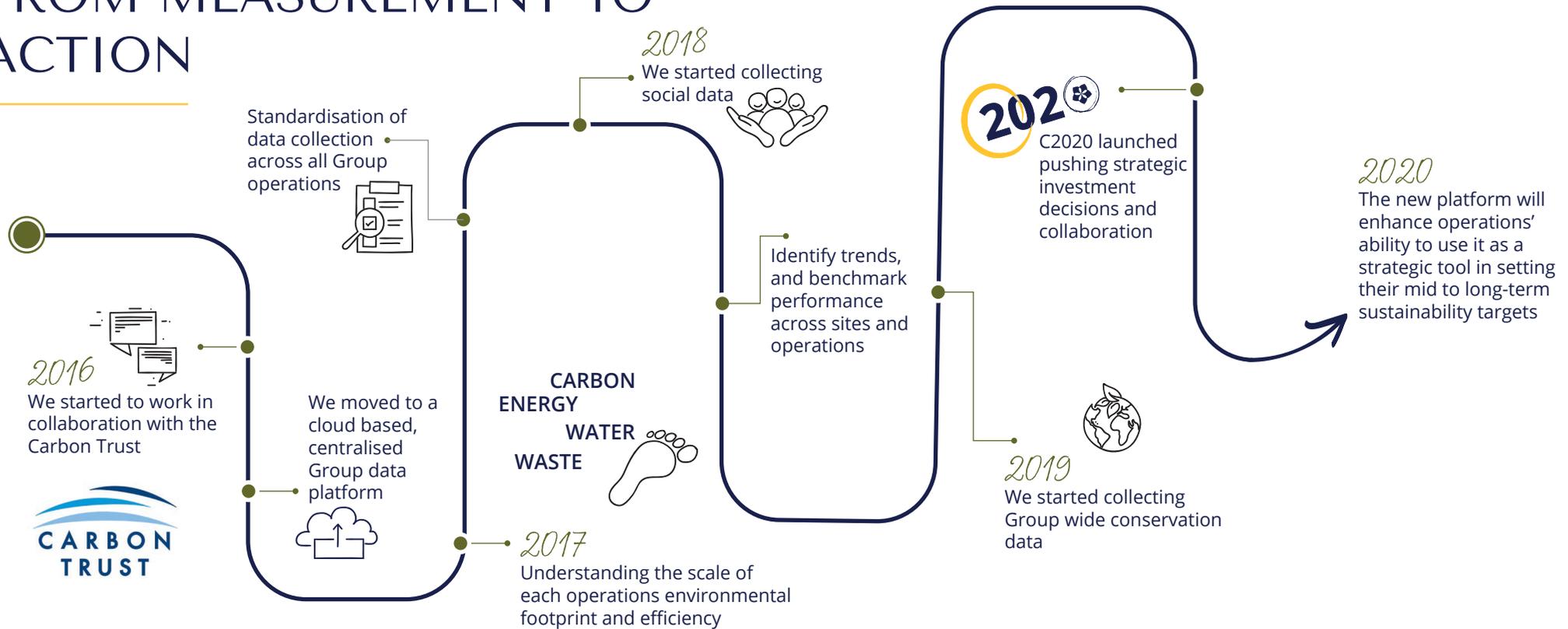
Nandi Hills

EASTERN PRODUCE KENYA



#CustodianshipInAction

FROM MEASUREMENT TO ACTION



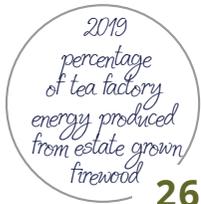
“We have supported Camellia with the implementation of a tailor-made leading edge software solution. The capabilities of the new system will enable Camellia to easily analyse the sustainability metrics at a Group, company and site level, and make strategic decisions to achieve its sustainability objectives.”

MARTA IGLESIAS, CARBON TRUST



RENEWABLE ENERGY

Across our operations worldwide, our energy from renewable sources has increased by 14% since 2017. Over the last three years, our operations in Brazil, India, Kenya and South Africa have expanded their onsite solar energy capacity. We are implementing other solutions to reduce the use of electricity, such as the installation of renewable energy sources at our Goodricke tea estates. Goodricke put in place a hydro-electric plant at its Castleton tea estate in 2019.



HYDRO

AJT ENGINEERING, SCOTLAND

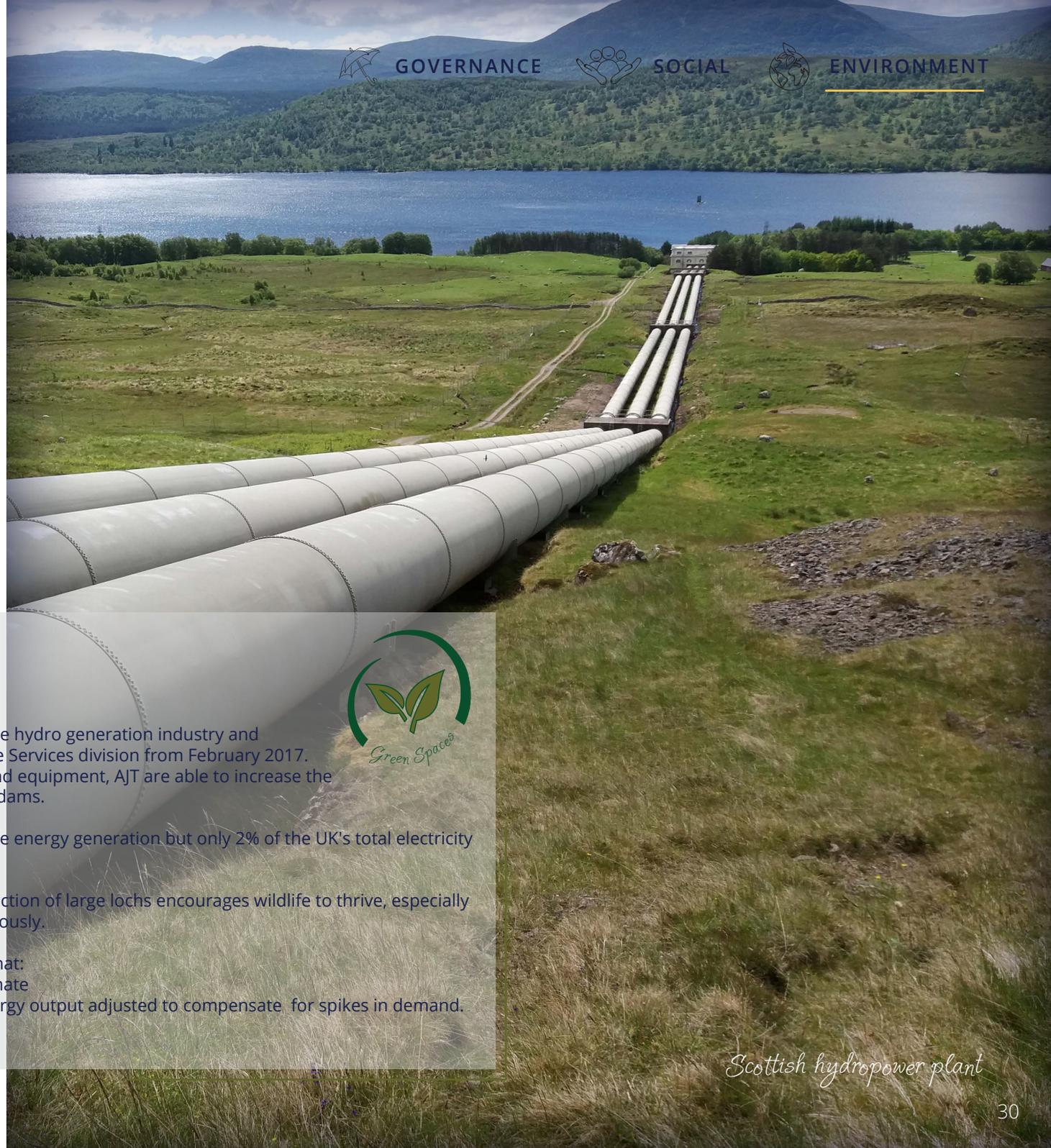
Our hydro engineering team at AJT has been working in the hydro generation industry and utilities sector for over three decades with a dedicated Site Services division from February 2017. Focusing on the maintenance and overhaul of old plant and equipment, AJT are able to increase the performance, environmental impact and efficiency of the dams.

Currently hydro accounts for 20-30% of the UK's renewable energy generation but only 2% of the UK's total electricity consumption.

With much of the infrastructure underground, the construction of large lochs encourages wildlife to thrive, especially where there may not have been a large watercourse previously.

The key advantages of hydro as an electricity source are that:

- It is a renewable energy source perfect for the UK climate
- It can be switched on and off very quickly and the energy output adjusted to compensate for spikes in demand.



Scottish hydropower plant



PROTECTING BIODIVERSITY AND FORESTS



ENVIRONMENTAL POLICY

Our management of forests and conservation areas is guided by our environmental Group Principal Policy. We assess the biodiversity of our sites via landscape and wildlife surveys and seek to continuously manage threats that could degrade the integrity of these environments, habitats and species.

[READ OUR ENVIRONMENTAL POLICY](#)

ENVIRONMENTAL EDUCATION

Across the Group, we run a series of programmes focused on educating our staff, communities and smallholders around what measures we can take to reduce our impact on the environment. These programmes provide training around soil improvement, mulching, composting and water use.

Aggregate number of shade trees at Goodricke's tea estates
1.9M

Brazilian operation has planted trees to help preserve springs and dams
16,500

No. of farmers attending farmer field days
MORE THAN 2,000



Tree planting
KAKUZI, KENYA

Environmental Education

KAKUZI, KENYA



REFORESTATION

We protect and manage an extensive natural ecosystem of forests, with over 11,000 Ha under conservation. This accounts for nearly 12% of the total land owned by the Group. Our natural forests have a rich biodiversity of over 472 species of flora and fauna and are home to mammals, birds, butterflies, insects and microorganisms. In some parts of the Group, these natural ecosystems also include conserved wetland areas, lakes and rivers.

SHADE TREES

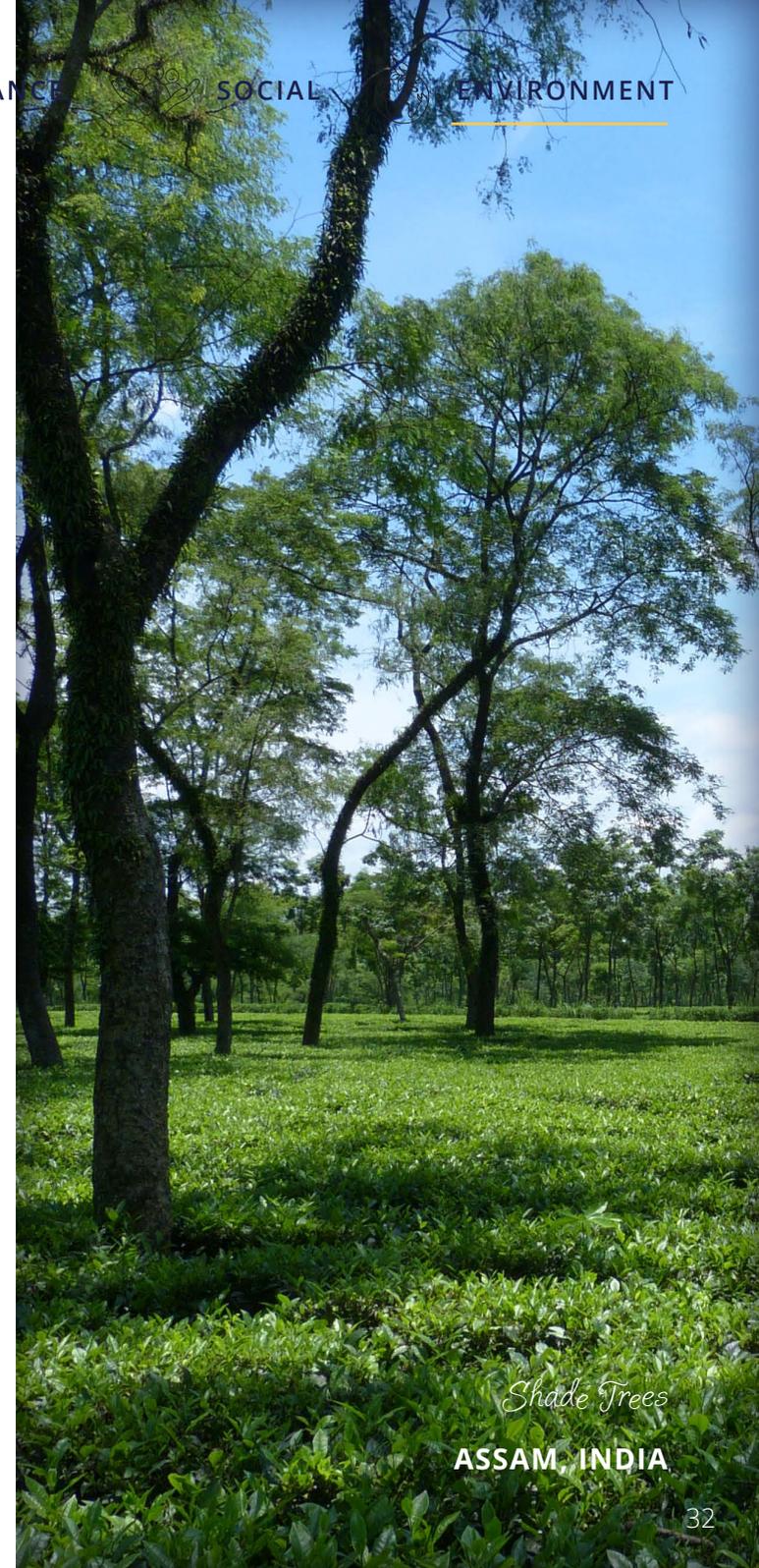
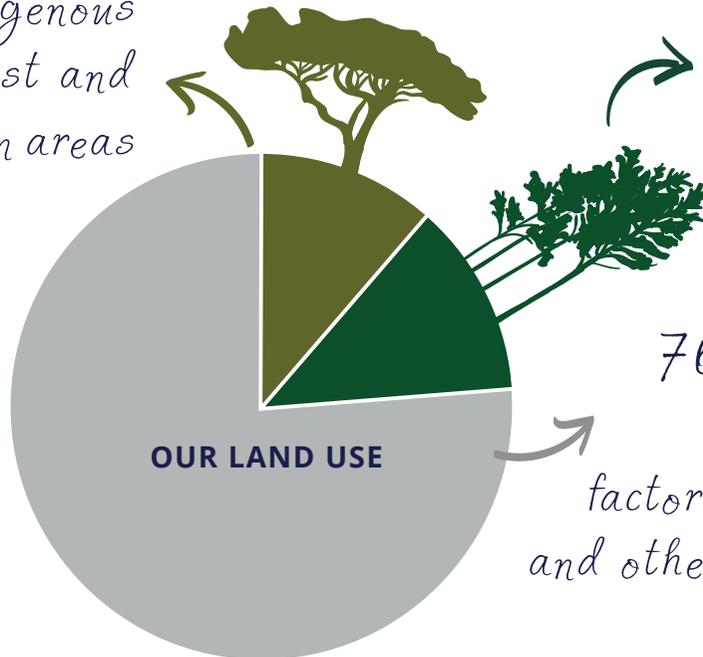
In addition to indigenous forests and managed forestry, we also have 4.5 million shade trees within our managed crop area. Shade trees provide vital shade to our tea but also harbour many varieties of birds. In the last 10 years we have planted approximately 400,000 shade trees in Bangladesh alone. In India, we preserve extensive conservation areas, and on many estates, we maintain forests which are elephant friendly.

In India and Bangladesh 250 shade trees are planted for every hectare of planted tea

11.6% indigenous forest and conservation areas

12.2% fuel wood and wood products

76.2% managed crop, buildings, factories, dams, rivers and other infrastructure.



Shade Trees
ASSAM, INDIA



SOILS

The continual monitoring and improvement of soil on our estates is key to our mission of sustainable agriculture. At many of our operations we carry out activities that prevent, or at the very least control, soil erosion thus reducing the loss of important nutrients and the effects of flooding and erosion on our water systems. Afforestation of uncultivated areas also assists with soil conservation and carbon capture.

Across the Group, we run a series of programmes focused on mitigating and reversing any adverse effect on the soils which are susceptible to erosion. Organic and non-organic fertilisers, soil conditioners, row cropping, and the use of soil restorative practices are common to most of our agricultural operations. In our organically certified estates and those following Good Agricultural Practices, we give priority to organic fertilisers using by-products generated on the farm.

MULCHING

Mulching is an integral part of our agricultural management. Its importance in terms of providing a buffer from intense heat as well as retaining soil moisture cannot be overestimated, particularly as we face greater and more frequent climatic challenges.

In Bangladesh our mulch consists of a mix of 'green jungle' organic matter and water hyacinth. We apply this to young tea areas to lower the ground temperature allowing the young tea to flourish and to help protect soil during heavy monsoon rains.



SOIL EROSION DUNCAN BROTHERS, BANGLADESH

Soil erosion is a regular challenge on our tea estates in Bangladesh as monsoon weather causes topsoil to be washed away and rivers to swell affecting housing, roads, fields and livelihoods.

At Mazdehee Estate we have engaged in a programme with the Bangladesh Soil Institute whereby soil erosion is measured, enabling us to ascertain areas of concern and establish methods of erosion prevention. One of such methods that we use is the establishment of indigenous plant species along our riverbanks and drainage channels.



Mulching with Green Jungle
NALUA ESTATE, BANGLADESH



INTEGRATED PEST MANAGEMENT AND BIOLOGICAL SOLUTIONS FOR AGRICULTURE



BIOLOGICAL FERTILISER

Growing conditions for tea in Bangladesh are challenging as a result of high temperatures, monsoon rain, high water tables and nutrient deficient soils. In order to succeed in the field, a young tea bush must be of an extremely high quality. In order to achieve this, young plants in the nursery are fed a nutritious cocktail of sea fish, natural plant material, yogurt and honey. This combination delivers an exceptional tonic for plants enabling them to grow well and with a high success rate, in the nursery, before being planted out.

COMPOSTING

In keeping with the Group's ethos of sustainability, the Indian operations have, over the last decade, adopted a variety of different composting techniques to help increase the organic carbon within the soil profile and reduce the need for fertilisers.

At Dangujhar Estate in Dooars, different combinations of cow manure are used to make up four separate composts. Earthworms are also used to recycle agricultural waste (e.g. banana foliage and indigenous herbage) and produce high quality vermicompost. Dangujhar currently uses these organic types of composts across a third of its tea growing area and the objective is for all our Indian operations to adopt similar, more sustainable techniques.



Management presentation at Mazdehee nursery on making biological fertiliser

#CustodianshipInAction



INDIGENOUS TECHNICAL KNOWLEDGE (ITK)

ITK is a practice based on cultural traditions and knowledge that is fundamentally about using local and natural resources to achieve sustainable farming. It essentially challenges the dominance of western commercial agri-science and instead uses local knowledge. We practice the use of ITK on all of our Indian and Bangladesh estates.

Our Dangujhar dairy produces large volumes of sustainably sourced manure: cow urine and manure is 'exported' to other estates where it is mixed with natural plant matter and left to ferment creating a tonic which is then applied to tea fields. This provides the bushes with not only a nutritious boost but elicits some protection against pest and disease. With the regular application of ITK solutions, there is a reduced incidence of pests such as Helopeltis and Thrips which lessens the need for pesticide sprays, providing a more sustainable and natural alternative pest management.



"ITK is an organic solution that reduces pest infestation, increases micronutrients and enhances microorganisms for the plants."

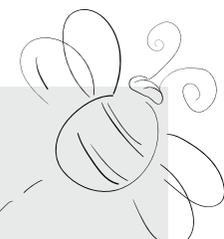
MUSTAFIZUR RAHMAN, SENIOR GENERAL MANAGER OPERATIONS, DUNCAN BROTHERS





WORKING WITH NATURE

Our operation at Kakuzi, has its own bees which are essential for the pollination of its commercial avocado and macadamia crops. With its temperate climate and variety of plants, both indigenous and commercial, Kakuzi is well suited to bees in that they can forage for most of the year. As our orchards are surrounded by natural forest and bushland, when the bees are not required on the farm, we can relocate hives into these areas.



A TASTE OF HONEY KAKUZI, KENYA

Community relations are important at the best of times but perhaps never more so than in rural Africa where populations expand and jostle for space and sustenance. Through continuous open dialogue, goodwill and practical support we remain firm in our belief that the future sustainability of our agricultural operations in Kenya is largely dependent on the communities that surround us.

At Kakuzi we work closely with the local communities. From supporting schools and providing water, to beekeeping where technical and marketing support as well as finance are offered to kick-start projects that are then taken on by community individuals themselves.

Kakuzi's bee-keeping initiative has developed over the years and members have grown significantly in their numbers. Communities now manage a good number of working hives ensuring that honey is produced, marketed and sold, incomes are generated, and community relations meanwhile continue to grow.

123

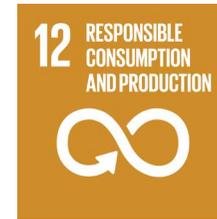
Community members involved to date

175

Beehives purchased by community members



CONSERVING WATER



WATER MANAGEMENT

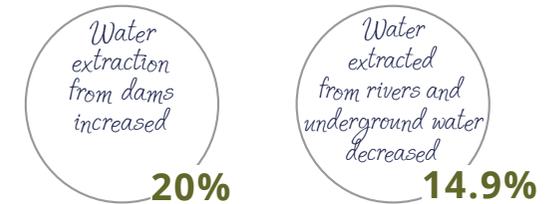
Development of modern water management solutions is aligned with energy efficiency and improved sanitation projects in many of our operations. Precision Agriculture is increasingly used to determine the water status of both soil and plants for efficient use of water in irrigation. We also implement systemic water management processes by encouraging water recycling, water harvesting through rainwater capture and by building dams. In processing, more efficient uses of water, such as high pressure steam for cleaning, are increasingly used in factories.

WATER FOR OUR COMMUNITIES

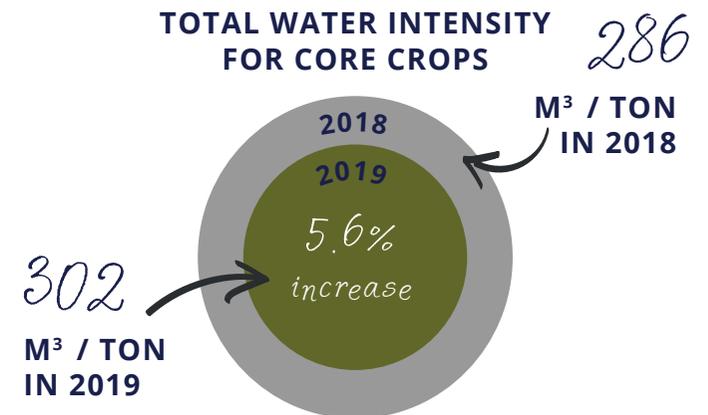
In all of our agricultural operations we provide water to our employees and their dependants. Rainwater harvesting from roofs provides additional water to housed employees, whilst potable drinking water is recharged through a range of sources such as boreholes. In many of our operations, we provide water to the neighbouring communities by building and maintaining water bodies, as well as the infrastructure required to distribute the water. In addition to this we provide training on efficient water usage to our employees, their dependants and the broader community.

VAST BIODIVERSE ECOSYSTEMS

Our dams and rivers are home to vast, biodiverse ecosystems and endangered species. Hydrological studies have been conducted in Bangladesh, India, Kenya and South Africa with the aim of continuing to use water efficiently and with respect for the environments in which we operate.



TOTAL WATER INTENSITY FOR CORE CROPS



The water use excludes water used by tea and avocado smallholders to irrigate their crops.

Note: The increase in water intensity is due to a combination of the dry weather conditions experienced at our avocado operations in Kenya and 2019 being an "off-year" for avocado production.



Natural Water Filtration
EASTERN PRODUCE KENYA



#CustodianshipInAction

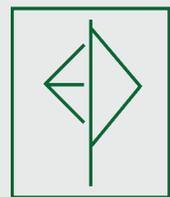
STRETCHING THE RAINS

RAINWATER CAPTURE, SCHOOLS PROJECT, NANDI

Reaching into the community lies at the heart of our daily operations in Kenya. EPK is a proud and conscientious member of the Nandi Hills' community contributing to its social and economic growth. With the lack of potable water in the County, we embarked on a rainwater harvesting initiative in 2018 with one secondary school. Since then we have collaborated with a total of 21 neighbouring facilities where students have historically been tasked with the often treacherous daily collection of water; missing school or injuring themselves in the process.

EPK's rainwater harvesting project, "Stretching the Rains", has provided much needed relief to those affected who have suffered the consequences of no access to clean water either economically, socially (particularly girls), or through prolonged absenteeism from school and a significant decline in learning outcomes. Bringing water to the schools has greatly improved the quality of life for many within the Nandi community.

We are working to launch this initiative in our other tea operations across the Group where communities suffer similar issues, and to collaborate further with non-governmental organisations and stakeholders.



"We would go downstream to fetch water to clean uniforms, classrooms, dorms and bathrooms. This is no longer the case. We now have more time to study!"

SYDNEY CHEBET, ST. ELIZABETH GIRLS' SECONDARY SCHOOL





REDUCING WASTE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We are increasingly minimising our waste and maximising the opportunities for transformation of a former waste stream into a new, valuable resource. Through process efficiencies in our operations we are encouraging waste recycling and diverting waste streams to incineration for energy recapture.

PLASTIC RECYCLING

C.C.LAWRIE, BRAZIL

Whilst we recognise that plastic packaging is a necessary component of modern-day farming, we are morally obliged to think seriously about its devastating impact on our planet.

At Maruque Farm, our Brazilian operation, our objective is to reduce our employment of single-use plastics and ensure that any packaging we do use for chemicals and fertilisers, for example, can easily and safely be recycled into new products.

OPPORTUNITIES TO RECYCLE

We have identified a range of possible recycle opportunities for waste streams in many of our operations. For instance, in Bangladesh, a project was launched this year to educate our tea growing communities to collect and recycle plastic waste. Most of our agricultural operations are reusing biological waste for compost. Improved reporting in some operations, such as ACS&T, AJT Engineering, Eastern Produce Kenya and Eastern Produce Malawi is resulting in more accurate waste data.

Cleaned agricultural waste ready for recycling

C.C.LAWRIE, BRAZIL



ZERO WASTE TO LANDFILL

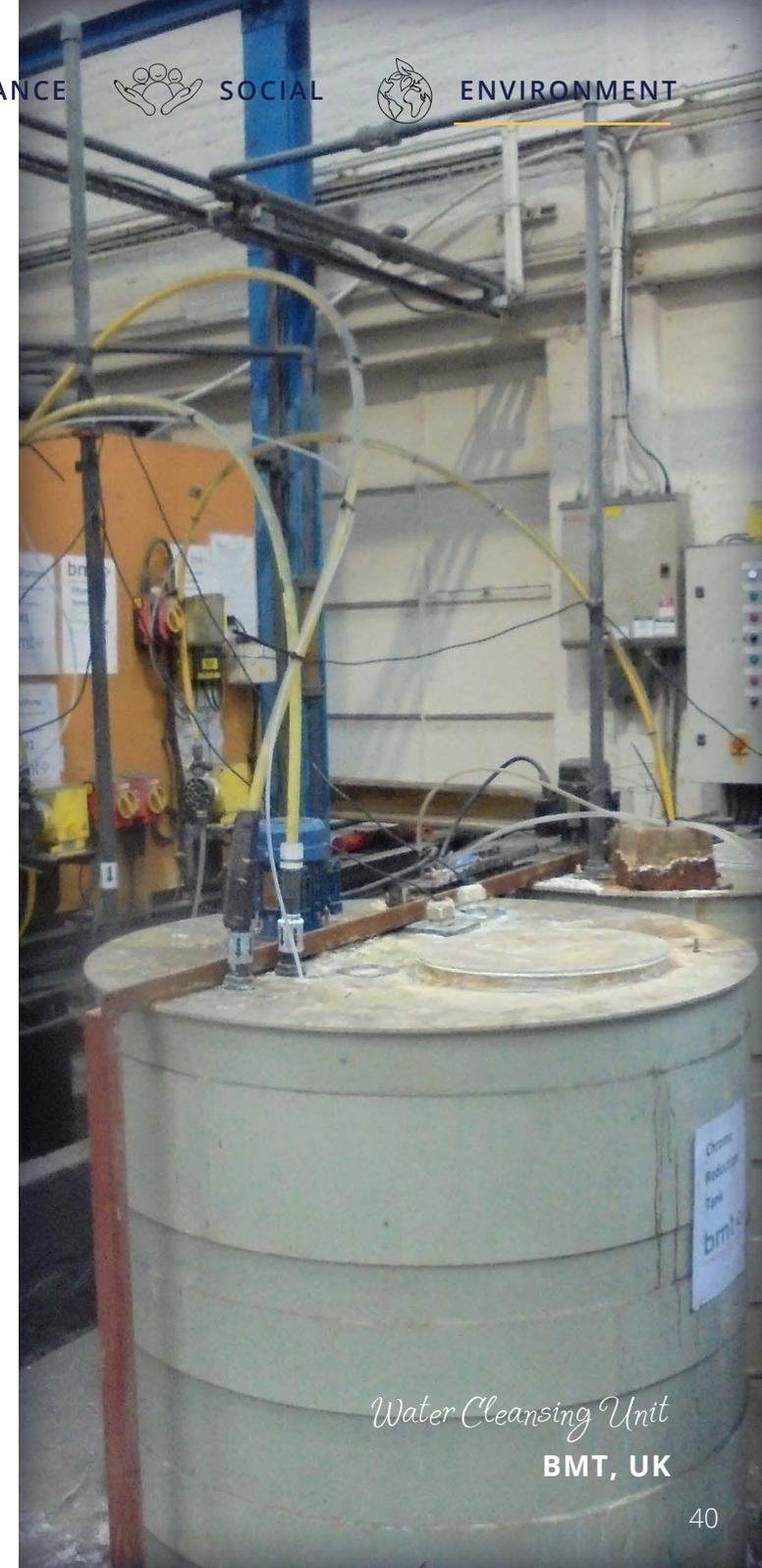
AMFIN, UK

To show our commitment to continually reducing our environmental impact Amfin has been aiming towards achieving the Carbon Trust's accreditation to the Zero Waste to Landfill standard.

When gathering the required data for submission it became apparent that as a business Amfin was already quite closely aligned to the requirements of the standard. Making the leap to the certification allowed us to better understand how our waste was being treated.

"A challenging but worthwhile project which shows that we are serious about our commitment to the environment, by not only being accredited to ISO 14001:2015, but also leading the way by working towards achieving the Zero Waste to Landfill accreditation."

ROB BROOK, AMFIN



Water Cleansing Unit

BMT, UK



OUR CERTIFICATIONS



CERTIFICATION PORTAL

Our success depends on our customers, their appreciation of how we do business and the quality of our products.

Certification bodies, such as Rainforest Alliance, FairTrade, BRC and ISO as well as NGOs and governments all validate our products, services and how we work. Certifications play a vital role across our operations, assuring quality and supporting high standards of production and reporting.

In many of our operations we go above and beyond the certification standards. Additionally, we engage with our customers to support a wide range of social and environmental initiatives both within our operations and for our neighbouring communities.

SAFETY FIRST

Each of our operations maintains an occupational health and safety programme. These are governed, assessed and maintained locally, and include policies relating to Health and Safety, Health and Safety training, First Aid, Fire Safety implementation, and workplace risk assessments. A senior member of the management team has overall responsibility for Health and Safety.

We have undertaken a range of initiatives in Health and Safety across the Group, including Health and Safety awareness and training in all of our operations. Where relevant, we provide training in personal protective equipment, best practice for operating machinery, the use of safety signage and risk assessments. Many of our operations are FSSC and ISO certified.

[READ OUR HEALTH AND SAFETY POLICY](#)



RAINFOREST ALLIANCE

The Rainforest Alliance is built on four pillars of sustainable farming: conserving bio-diversity, ensuring sustainable livelihoods, natural resource conservation and effective planning and farm management systems. It sets standards for sustainability to conserve wildlife and wetlands & promotion of the well-being of workers and their communities.

Our tea estates in Nandi Hills have adopted socio-environmental management systems and processes covering ecosystem conservation, wildlife protection and good working conditions for workers, as stipulated in the Rainforest Alliance standard. All of our Darjeeling estates have been Rainforest Alliance certified as have all our estates in Kenya, Malawi and Bangladesh. Our avocado operations at Kakuzi are also RFA certified.



FAIRTRADE

Fairtrade is an institutional arrangement designed to help producers in developing countries achieve better trading conditions. Members of the Fairtrade movement advocate the payment of higher prices to exporters, as well as improved social and environmental standards.

Fairtrade certification emphasises equality in the marketplace, forming a partnership between the consumer and the producer. Some of Goodricke's tea estates are certified Fairtrade.



ORGANIC

The USDA has established the standards, processes and enforcement procedures that govern the right to sell, label and represent products as organic. Our Badamtan and Barnesbeg tea estates in India are certified Organic.



TRUSTEA

Trustea supports Indian tea smallholders, tea estates and bought leaf factories. The sustainability code has been developed from within the Indian industry, incorporating global sustainability practices.



GLOBAL G.A.P

With the Global G.A.P standard we can reassure our customers that our food products are produced with minimal detrimental impact to the environment with little use of chemicals and that we take a responsible approach to worker health and safety and animal welfare. Our avocado operations at Kakuzi are Global G.A.P certified.



TESCO NATURE'S CHOICE

We ensure that our top quality, fresh avocados are grown using good agricultural practices. We operate in an environmentally responsible way, with regard for the health and well-being of our employees. Our avocado operations at Kakuzi are Tesco Nature's Choice certified.



M&S FIELD TO FORK

M&S Field to Fork is a programme that M&S suppliers participate in. It ensures that the production process has been carried out following the code of good agricultural practices, specifically, with respect to the environment, focus on reducing the use of pesticides, and avoiding contamination of food. Our avocado operations at Kakuzi participate in the programme.



Quality Check

MACLANDS, KENYA



Parts Inspection
AMFIN, UK



GOVERNANCE



SOCIAL



ENVIRONMENT



FSSC 22000 AND HACCP

The Food Safety Management System (FSMS) Certification Scheme is one of the most comprehensive frameworks defining requirements for integrated processes to control & minimise food safety hazards. The FSSC and HACCP processes are applied in many of our operations, with certification achieved in Malawi, Kenya, South Africa and India among others. At our avocado packhouse in Kakuzi, for instance, we have established Food Safety Management systems to handle avocados from the field through to dispatch to ensure the highest standards of production and to ensure products can be traced from farm to warehouse.



NADCAP

An Aerospace & Defence industry-managed approach to conformity assessment that brings together technical experts from both industry and government to establish requirements for accreditation, accredit suppliers and define operational programme requirements. Our operations, Amfin and Atfin are certified with NADCAP.



BRC

BRC Global Standard for Food Safety is designed as a “total quality management” programme and includes both food safety requirements and quality requirements which ACS&T must meet in order to be certified.



ISO 14001

All of our European operations are certified with ISO standard(s) and many of our agricultural operations around the world have achieved one or several ISO certifications. The ISO 14001 International standard specifies requirements for an effective environmental management system, providing a framework for environmental performance requirements.



GOVERNANCE



SOCIAL



ENVIRONMENT

FOLLOW OUR JOURNEY

WWW.CAMELLIA.PLC.UK