



Tilda

**IMPACT REPORT
2022**

WELCOME TO OUR 2022 IMPACT REPORT

Tilda celebrates the cultures and flavours of the world to enrich people’s lives – from the Himalayan foothills where our rice is grown to the local communities we serve.

Our ambition is to be one of the most responsible rice producers globally and to be honest and transparent about our impact on people and the planet.

Discover more online

You can read more about our approach and commitment to having a positive impact on our website and social media channels.

www.tilda.com/about-us/our-impact



WHAT'S INSIDE?

This year, we zoom in on the work we are doing with farmers in India to cut emissions and reduce the environmental impacts of growing rice.

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IN CONVERSATION WITH JEAN-PHILIPPE LABORDE, TILDA MD

We met up with Tilda's Managing Director to hear about some of the main developments of the past year, and what he's looking forward to in the future.

Q. The world has changed a lot since Tilda published its first impact report in 2021. What are the headlines and trends you've been focused on?

A. Right now, it's of course the cost of living. That's front of mind for everyone – our customers, our suppliers and our charity partners – and it goes without saying it's high on our agenda as a business serving consumers. Many things have impacted on supply chains in the past year – the war in Ukraine, rising fuel costs, Brexit, the cost of freight, the value of the pound – all served to push up the price of commodities and, unfortunately, food staples have been hit hard. It's a big challenge for us as a business, but we're determined to keep supplies flowing and support communities in need.

First, we focused on maintaining quality. We're committed to paying a premium for

our rice to farmers who meet our strict quality and environmental standards and that will continue. Our scale, relationships and partnership with Ebro enables us to innovate and maintain the security of our supply chain during the most challenging times. For example, we carried out with Ebro the first bulk shipment of rice to the UK without using shipping containers.

Secondly, we increased our support to communities with the Felix Project. There has been a dramatic increase in the need and demand for rice from local communities. Tilda has now donated over 104,000 meals worth of rice to The Felix Project to feed communities in need.

Q. What about your work with farmers in India? Last year, you kicked off a project to try ways to reduce the climate impacts of growing rice. How has that gone?

A. It's an area of work we're especially excited about. Rice is one of the world's main food staples and anything we can do to reduce the emissions it generates could have a very big positive impact. I visited India in September and met with our farmers to hear about their experience and the results they are seeing through the work we've been doing. It clearly showed we are doing the right thing.

It's long been known that rice has a significant climate impact. Latest science has put the spotlight on methane emissions – which is one of the impacts of growing rice. We've been working with 900 of our most progressive farmers to test a technique called Alternate Wet Drying and the results are very encouraging. Not only can the technique reduce methane emissions by up to 50%, but our farmers have used around 20% less energy and water in the current growing season, benefitting them financially and protecting vital resources. At the same time, they've been testing ways to promote biodiversity on their farms – again with encouraging results. Next, we're going to be working with others to scientifically validate results with the longer-term ambition that these techniques will be adopted across the entire global rice supply chain.

Q. What are you looking forward to working on with the Tilda team in the coming year?

A. How we engage with, develop and inspire our people is going to be a big theme for the next year. We're very lucky to have the team we have at Tilda, but it's a challenging jobs market – especially being so close to London. We have to ensure our values align with what people are looking for in an employer and that our people feel they can contribute. That's why we launched a new employee survey in 2022 to hear their views before we refresh our company values in 2023 to shape our path to even greater positive impact in the future.



ABOUT TILDA

The Tilda Promise

Our ambition is to be one of the most responsible rice producers in the world. For us, it's all about rice. We don't do anything else and we don't produce for anyone else.

Ethical sourcing and supporting communities are at the heart of our approach. We hand-select premium grains and partner with the farmers who supply us to make sure only the best, responsibly sourced ingredients are used in Tilda products.

Our product principles

We care about our products and so do our customers. We promise that all Tilda products are:

- Made with the highest quality ingredients
- Vegetarian (mostly vegan)
- Gluten free
- Pure and authentic
- Made with natural ingredients (no artificial colours, additives, preservatives, E numbers)
- Made with only free range-eggs
- Palm oil free
- Produced in our own manufacturing facilities using 100% renewable electricity

Our team

In the past fifty years, Tilda has grown from a family company to one that supports the livelihoods of over 7000 rice farmers in India and over 300 employees in the UK.

Our products

Dry rice

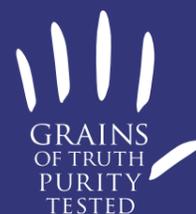
- Basmati and Wholegrain Basmati
- Jasmine with the finest Thai Hom Mali
- Long Grain, Wild Rice and Blends

Ready-to-heat microwave range

- Steamed rice
- Tilda Kids

Professional range

Rice products for chefs, restaurants and foodservice professionals



Guaranteed Purity

We DNA test every batch of Basmati to guarantee purity, using over half a century of experience and expertise. The UK Code of Practice for Basmati Rice tolerates up to 7% non-basmati grains. Our PURITY guarantee means that our products are pure basmati.





OUR WORLD, EVERYONE'S WORLD

As the world has recovered from the pandemic, new challenges have emerged impacting supply chains, local communities and climate change. We set out some of the issues that made headlines in 2022 and shaped our actions in response.

Maintaining the global rice supply chain

Rice is a crucial food staple. Half of the world's population depends on it for food security. More than a billion people – that's one-eighth of the world's population – also depend on rice farming for their livelihoods.

Around 90% of the world's rice is grown in Asia on more than 200 million rice farms, most of them smaller than one hectare. These small-scale farmers deserve a fair price for their rice and depend on access to inputs, technology and education to increase yields and improve sustainability.

Global rice production is bountiful with above-average harvests predicted for 2022, but demand is rising, in part driven by the increased cost of wheat and maize. Rice grown in Europe and the US was impacted by drought in 2022 while flooding impacted production in Pakistan.

Keeping supplies flowing – responding to the supply chain crisis

Six countries produce around 80% of rice on the market with less than 9% of global production traded internationally. India is a major rice exporter, accounting for about 40% of global shipments, followed by Thailand.

The supply chain crisis sparked by the pandemic impacted food security globally and saw a sharp rise in the cost of shipping freight. This was further impacted by a global shipping container shortage, increased demand for commodities, the war in Ukraine and rising fuel prices, the impacts of Brexit and other issues. Tilda's scale and partnership with Ebro are advantages when it comes to keeping supplies flowing and securing the resilience of our rice supply chain.

Supporting communities to weather the rising cost of living

UK inflation reached 9.1% in June, its highest rate in 40 years. The impact this has had on UK households is huge. Staples like pasta, bread and rice have increased in price at a much faster rate than general inflation, with the cheapest rice option now costing 15% more than a year ago.¹

The price per kilo of basmati, which makes up 60% of the UK rice market, rose 3.7% vs 2021.²

The intricate relationship between rice and climate change

Rice is a carbon-intensive crop. Globally, it accounts for about 1.5 per cent of greenhouse gas (GHG) emissions — the same amount as all aviation emissions put together. While the climate impact of rice is small compared with animal products, its production is estimated to be responsible for 12% of global methane emissions – a natural gas which is a major contributor to climate change.

The latest science shows methane levels are growing at a record rate. Natural sources, like wetlands, are a major cause. This is difficult to solve but there are things we can do about human-generated sources. Rice is third in the league table of human-generated methane sources behind cattle farming and waste.³

Rice production is also water-intensive. In India, around 49% of rice cultivation depends on groundwater which is depleting rapidly. If not managed, this could adversely affect the long-term sustainability of rice production.⁴



OUR SUSTAINABILITY APPROACH

Our strategy focuses on the four areas of our business that have the biggest impact – sourcing, manufacturing, packaging and people. We continue to learn and evolve our approach every year.

Taking care of people

Increase our positive impact on people including our employees, communities and other stakeholders.

[Read more on page 26](#)

Commitments:

- Treat our team with dignity and respect and listen to their views.
- Support efforts to tackle hunger and food poverty through charity partnerships.
- Educate and inspire communities to promote good nutrition and support careers in the food industry.

Sustainable manufacturing

Reduce emissions and food waste by investing in technologies and processes at our manufacturing sites.

Commitments:

- Use 100% renewable electricity for manufacturing.
- Support the Capital Hydrogen initiative to transition from natural gas to clean hydrogen.
- Develop a roadmap to net zero by 2040 for Tilda's operations.
- Support the UK Food Waste Roadmap to reduce food waste by 50% by 2030.

[Read more on page 20](#)

Circular packaging

Reduce the impacts of our packaging by light-weighting, exploring different materials and enabling recycling.

Commitments:

- Work towards launching recycle-ready packaging in time for the launch of kerbside collection of flexible film in 2026.
- Enable consumers to return our packaging for recycling via major supermarkets.
- Contribute to The UK Plastics Pact: 100% of plastic packaging to be reusable, recyclable or compostable by 2025; 70% of plastic packaging effectively recycled or composted; 30% average recycled content across all plastic packaging.

[Read more on page 24](#)

Responsible sourcing

Work with farmers to support fair livelihoods, reduce climate impacts and protect the environment.

Commitments:

- Engage 7000+ rice farmers to manage environmental impacts, reduce methane emissions, improve yields and support sustainable livelihoods.
- Embed ways to reduce the impacts of methane emissions, water consumption and crop protection in our supply chain and beyond.
- Extend the standards achieved through Contract Farming of basmati rice to the rest of our rice supply chain.

[Read more on page 18](#)

OUR PROGRESS IN 2022

Reducing the climate impacts of rice

900

[Read more on page 14](#)

Rice farmers in India took part in our project to cut methane emissions, water consumption and energy use by adopting new farming techniques.



Towards net zero

100%
Renewable electricity used for manufacturing

12.5%
Reduction in our carbon footprint since 2017⁵

We are part of a coalition of local companies supporting solutions to be able to use hydrogen at our sites as part of the path to net zero.

[Read more on page 20](#)

Evolving our packaging

We are moving to 'recycle-friendly' mono materials for our block pack packaging, but there is more work to do before our pouches can be made from mono material.

[Read more on page 25](#)

Responsible supply chain

100% Sedex score for ethical performance and transparency in our supply chain

[Read more on page 19](#)

Listening to our people

75% of employees say Tilda is dedicated to diversity and inclusion

[Read more on page 27](#)



Supporting nutrition

104,000

 meals

worth of rice to The Felix Project to feed communities in need. We added to our monthly donations, with rice being one of the most sought-after items among communities supported by the project.

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WORKING WITH FARMERS

We work in partnership with smallholder farmers to support sustainable livelihoods and reduce the impacts of growing rice – including developing a more climate-friendly approach to rice farming.



Where does our rice come from?

Brown rice is our most substantial raw material. Our main source is India for basmati followed by Thailand, North America, Uruguay and Cambodia for fragrant and long grain rice.

Our basmati is grown by over 7000 smallholder farmers, mainly in Haryana state in India. The only way to secure a sustainable future for rice in the long term is to support rice farmers and protect the environment on which rice depends. We ensure our farmers receive a fair price by paying a premium and supporting them through our Contract Farming approach.

Tackling the environmental impacts of growing rice

Rice farming has significant climate and water impacts and we work closely with our farmers to test sustainable methods and provide resources, knowledge and equipment.

Rice is one of the most abundant crops on the planet but, due to the way it is grown, its production is estimated to be responsible for 12% of global methane emissions. When rice paddies are continuously flooded, anaerobic processes create bacteria that emit methane.

The flooding process means it takes 3,000 – 5,000 litres of water to produce 1 kg of rice. Farmers rely heavily on groundwater which is under increasing pressure from rising demand and the impacts of climate change.

The problem with methane

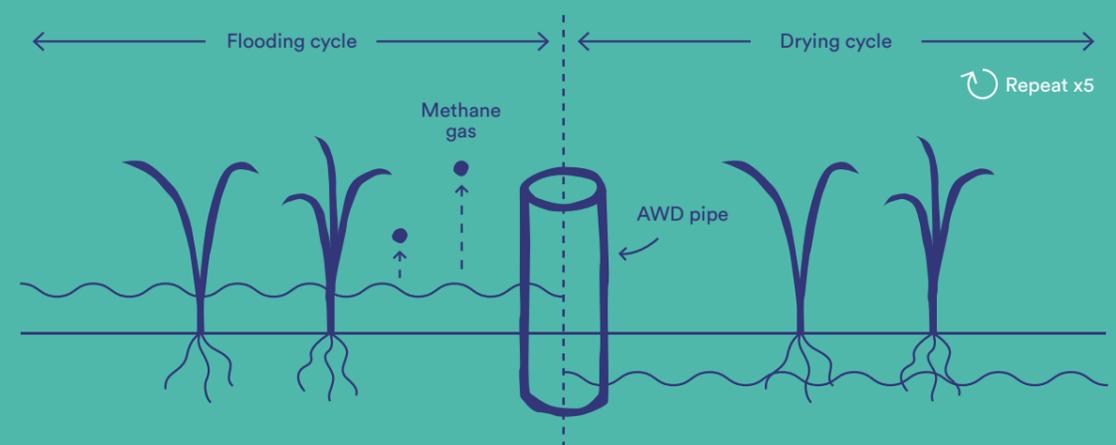
Methane is a potent greenhouse gas with a warming impact that is eighty times greater than CO₂. Around half of global methane emissions come from human-made sources and half from natural sources. Scientists have observed a surge in the level of methane in the atmosphere in recent years with the highest growth rate ever recorded in 2020 and 2021. This increase is being driven by sources like natural wetlands, agriculture, raising cattle and rice production.⁶

Innovating in the field

Tilda is one of a small number of progressive rice producers globally that are adopting a climate-friendly approach to growing rice – known as Alternate Wet Drying (AWD). Research has shown that adopting best farming practices can reduce methane emissions from rice cultivation by up to 70%.⁷ We already use laser levelling to ensure efficient irrigation of rice paddy terraces. In 2021, we launched a new pilot project to test best practices that can be scaled up across our basmati supply chain. Our aim is to show what is possible and scientifically validate the results in the hope that it will eventually be adopted across the entire global rice supply chain.

We increased the scope of the project in 2022 with encouraging results. Instead of constantly flooding fields, our farmers have been experimenting with a process called Alternate Wet Drying (AWD). This breaks the cycle of methane production by drying out the soil surface and reducing the growth of anaerobic bacteria. Tilda's outreach team supplies pipes which the farmers bury in the ground so that they can observe groundwater levels beneath the soil surface. This means they can be confident that rice paddy roots are submerged in water without constant flooding as they can see the water down to 10-15cm below ground-level.

Alternate Wet Drying



Measuring the results

Some 900 farmers took part in the project in 2022, agreeing to go against long-held traditions by adopting the new techniques.

We used the Cool Farm Tool to monitor results – an online tool for monitoring greenhouse gas, water and biodiversity on farms. Farmer data on water and energy use and crop protection and fertiliser use was entered into the Cool Farm Tool which is able to calculate the greenhouse gas emissions from certain parts of the farming process following the Intergovernmental Panel on Climate Change (IPCC) standard scientific methodology.

During a normal year, farmers would be expected to carry out 20-25 irrigation cycles per growing season. However, the farmers involved in the project carried out five fewer drying cycles – meaning a saving of five to six irrigations and around 20% lower water and energy use.

Promoting biodiversity

Integrated Pest Management is an ecosystem-based approach that focuses on the prevention of pests by using natural control methods that support biodiversity and ensures crop protection is only used where necessary. One of the happy benefits of reducing the time fields are flooded is a reduction in pests and algae. We also provided farmers with pheromone traps to attract insects so that they could monitor for pests in their fields, significantly reducing unnecessary use of crop protection. Flower bundles – bundles of straw that create a natural habitat for spiders – were also used to attract spiders which act as a natural deterrent by eating pest insects and further reducing the need for crop protection.

What benefits have we seen?



Reduction in fungal diseases



Reduction in methane gases



Reduction in costs for farmers



Reduction in pesticide use



40-50% reduction insects damaging the crop



Reduction in water use

The farmers who took part in the project are convinced this is the future for rice farming. Due to the benefits they have seen, we now have even more farmers wanting to take part.

What's next?

The farmers we have worked with so far are very positive about the new methods but there is a huge amount of engagement and education needed to drive widespread change. Our ambition is to reach +7,000 farmers within the next three years and to investigate further ways to increase our positive impact.

Ensuring robust data to inform our approach and back up our claims is crucial. The Cool Farm Tool is not yet set up to measure the precise carbon impacts of Alternate Wet Drying. We aim to support work to build this application into the technology. It would make sense to do this by working together with other companies in a pre-competitive spirit to share the benefits as widely as possible.

Our ambition is to be able to scientifically validate results in the field next year rather than relying on theoretical calculations of methane reduction. These calculations are based on research carried out in other regions and on different soil, which can dramatically influence the need to irrigate fields and the viable number of drying cycles. For example, it may be necessary to irrigate paddy fields located nearer to the coast more often to counteract the natural salination effects on the soil. The Cool Farm Tool is designed to factor in variable climatic and soil conditions and uses satellite data to inform its calculations. We are excited to see its potential for helping farmers to reduce water, energy use and emissions – saving them money and reducing the environmental impacts of growing rice.



RESPONSIBLE SOURCING

Maintaining a resilient supply chain remains crucial as climate change, the war in Ukraine Brexit and other issues continue to have an impact.

We source our raw ingredients with utmost care and only partner with suppliers who share our high standards. This means seeking to achieve the highest levels of ethics, governance and transparency in our sourcing.

We and our suppliers are constantly learning and we listen to scientists, agronomists and farmers to understand the challenges and how we can implement best practices to reduce the impacts of farming.

Our Supplier Code of Conduct sets out the key principles we expect all our suppliers to adhere to, including:

- Compliance with all relevant laws and regulations.
- Safe and fair working conditions.
- Respecting human rights and prohibiting enforced and child labour.
- Minimising environmental impacts.

We supply our supply chain information to Sedex Global – an independent not-for-profit responsible for auditing the ethical performance of supply chains. This helps to ensure full visibility of our suppliers' sustainability performance.

In 2021, we achieved a Sedex score of 100% for ethical performance and transparency in our supply chain. Many of our key suppliers have also achieved ISO 14001 environmental management standards, including all shipping lines.

Our ingredients

Beyond rice, our main ingredients are vegetables, coconut, herbs, spices and natural flavourings, seasonings, edible oils, eggs, grains, pulses and seeds.

Sunflower oil

Our sunflower oil comes from Europe and complies with international sustainability and carbon certification requirements. In 2022, the war in Ukraine triggered a sunflower supply crisis, causing sunflower oil price rises and availability challenges. Like many other industries, we switched from sunflower oil to rapeseed oil to ensure continuity of supply.

Quinoa

We use 100% British quinoa, supporting local growers who do not use pesticides, providing full traceability and reducing food miles to minimise climate impacts.

Rice bran oil

Rice bran oil is an alternative to sunflower oil that we use in several of our products. It is naturally rich in good fats as well as vitamins and antioxidants. Our supplier in India is committed to protecting the

environment through the conservation of natural resources and biodiversity, increasing capacity among smallholder farmers, and protecting soil, air and water.

Eggs

We use eggs in our popular egg-fried rice product. Animal welfare is an important principle of our ethical sourcing and the humane treatment of chickens is a priority. We only source free-range egg which comes from hens raised in open buildings with year-round access to grass.

Vegetables and fruits

The drought in Europe impacted farmers and crop yields severely with all crops affected, especially peppers and tomatoes. To maintain supply without compromising on our standards, we looked further afield and developed longer-term contracts with multiple suppliers, to secure quality ingredients.

SUSTAINABLE MANUFACTURING

We're reducing the impact of making our products with a strong focus on cutting emissions and avoiding food waste.

This means constantly upgrading our two facilities at Rainham in Essex – our rice mill and the factory where we make our pouches – by investing in state-of-the-art technologies.

All our manufacturing processes are precisely managed to ensure the highest standards of food safety, quality, flavour and sustainability. This also drives us to use less energy and water, reduce emissions and avoid food waste.

Reducing our carbon footprint

We have reduced our carbon footprint by 12.5% since 2017.⁸

Our manufacturing processes emit approximately 3,216 tonnes of CO₂ annually.⁹ This year, we invested in more efficient technology and changed the process for shutting down equipment for cleaning to reduce energy consumption.

100% renewable electricity

We have used 100% renewable electricity since 2020. This means there are zero carbon emissions generated through electricity consumption at our UK sites. We have a power purchase agreement (PPA) with Drax Power, which is independently verified each year. The breakdown of renewable sources is illustrated in the figure opposite.

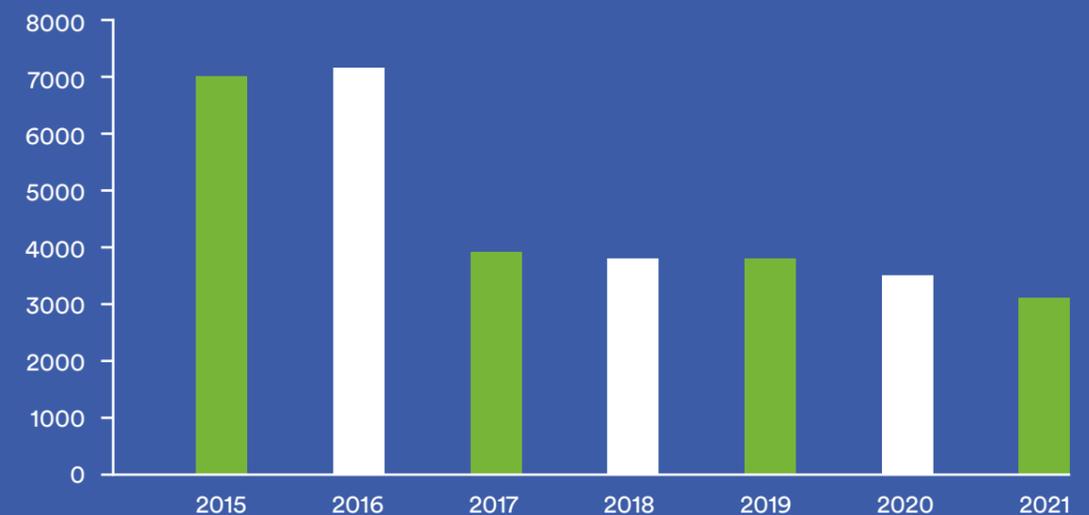
Towards net zero

We've been working with EQUANS (previously known as ENGIE) to understand ways our manufacturing can become net zero. Our focus will be on reducing energy consumption, switching to cleaner fuels and investing in low-carbon technologies.

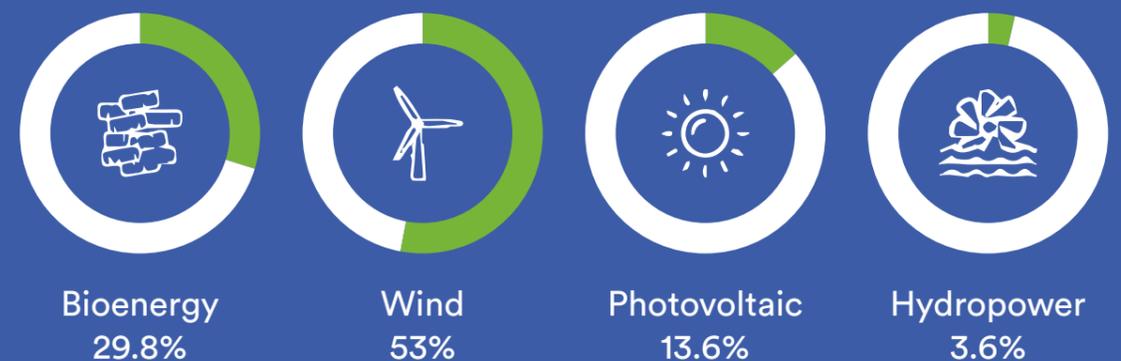
In 2022, we renewed our commitment to continuing to source electricity from 100% renewable sources. For Tilda, decarbonising manufacturing will involve moving from natural gas to a combination of electricity

and hydrogen. This requires the development of new technology and supply networks. We have joined a coalition of local companies to support the development of solutions to deliver and use hydrogen at our sites in Rainham. We are supporting the Capital Hydrogen feasibility study, led by Cadent, aiming to construct a hydrogen network to support the Thames Estuary area. We are also exploring potential partnerships to use Solar Photo Voltaic arrays at both our sites and combined heat and power (CHP) for electricity generation.

Total emissions (tonnes of CO₂e):



Energy source breakdown



Managing our water impacts

We are committed to using water wisely and protecting the beautiful wetland habitats we can see from our office windows. A closed-loop evaporative system cools and recycles water condensate from steam generation to reduce water and energy losses. Our wastewater is managed under trade effluent consents and is treated and recycled by our wastewater partners.

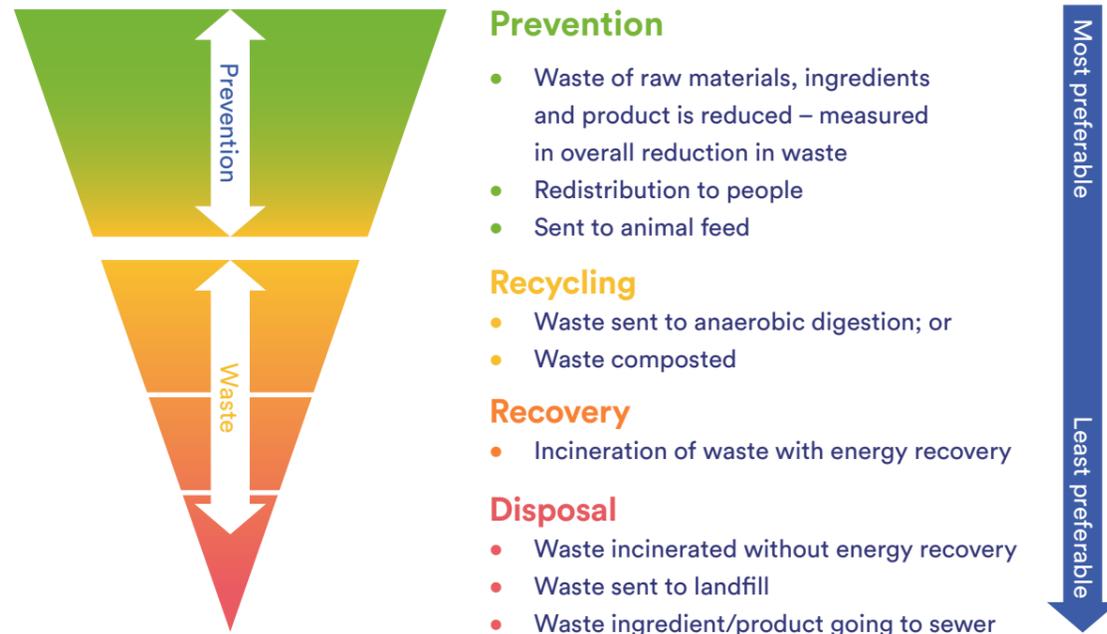
Reducing waste

We are a signatory of the UK Food Waste Reduction Roadmap to help cut food waste by half by 2030.

Avoiding waste is always our priority but where it cannot be avoided, we ensure it is reused, for example as a nutritious ingredient in animal feed. None of the byproducts of the milling process go to waste and we divert our food waste from landfill to anaerobic digestion as part of a circular system.

In 2022, 100% of our waste was diverted from landfill and 86% was recycled.

The food and drink waste hierarchy



EVOLVING OUR PACKAGING

Packaging is vital for ensuring our products reach consumers in perfect condition and avoiding food waste. We're constantly evolving our packaging to reduce its impacts, cut down on plastic and enable recycling.

Packaging is essential for avoiding food waste, which has the biggest environmental impact across the entire food supply chain. But packaging also uses finite resources and must be able to be disposed of responsibly as part of a circular economy.

Developing new packaging requires innovative approaches that balance the need for functionality to avoid increased food waste with the drive for environmentally-friendly materials. Developing effective, long-term solutions requires packaging producers, food manufacturers, waste management providers and the government to work together and pool resources.

Our commitments

We've set clear commitments to improve our packaging and will ensure it is 100% recyclable ahead of the introduction of consistent kerbside collections across the UK in 2027.

Getting lighter

We've reduced the average annual weight of plastic packaging going to market by 637 tonnes since 2009 for our ready-to-heat pouches and by 27 tonnes across the rest of our packaging since 2017. We work closely with our packaging suppliers to ensure that our packaging is at the optimum specification and that the quality of our products is not compromised.

Going circular

We've committed to making 100% of our packaging recycle-ready in time for kerbside collection in 2027. In the past year, we've transitioned the packaging of some of our products to a recycle-ready mono laminate and more products will follow. We are working with our suppliers on all our other packaging formats to ensure we will be ready for the government's target for kerbside collection. For example, we are working towards moving our flagship Tilda Basmati Block packs to a readily recyclable format.

Addressing the plastic challenge

Developing new packaging requires collaboration with suppliers to create new packaging types to protect food products without reducing shelf life and to work on our packaging lines.

Reducing plastic is an issue people care about deeply and it's one we're determined to address. Plastic packaging is lightweight and strong and plays a huge part in avoiding food waste. Just getting rid of plastic packaging is not yet a viable option given other materials that are currently available, but it must be collected and recycled as part of a circular system.

We continue to work with suppliers to develop a pouch which maintains the integrity of ready-to-heat products without increasing the risk of food spoiling leaving to increased food waste.

In the meantime, we've partnered with Ecosurety to enable flexible plastic packaging to be returned for recycling via major supermarkets as part of its pilot initiative. The Flexible Plastic Fund intends to make flexible plastic recycling a financially sustainable system in the UK. Supported by major retailers, the fund provides a take-back scheme for consumers to return our packaging for recycling at leading supermarkets.

Currently in the UK, only 6% of plastic bags and wrapping are recycled. 2022 saw the launch of a new pilot scheme run by Cheltenham Borough Council to collect plastic bags and flexible plastic packaging as part of kerbside recycling collections. Recycled plastic bags and wrapping can be used to make new plastic products such as plastic packaging, 'bags for life', boxes, bins, and agricultural and construction materials.

Tilda signed up to the UK Plastics Pact in 2021, a globally-recognised voluntary agreement to develop a circular economy for plastics.

By signing up, we have committed to meet The UK Plastics Pact commitments:

- Eliminate problematic or unnecessary single-use packaging through redesign, innovation, or alternative (reuse) delivery models;
- Ensure 100% of plastic packaging is reusable, recyclable or compostable;
- Effectively recycle or compost 70% of plastic packaging; and
- Maintain a 30% average of recycled content across all plastic packaging.





CARING FOR OUR TEAM

We're full of optimism and curiosity about food, life and people. Treating our people with dignity and respect is essential and we have a team that is rich in diversity.

Tilda's employees make great things happen and we value every member of the team for their unique contribution. We have around 280 direct employees across our two sites in Rainham and many other employees based all over the UK in a variety of roles to support our customers.

Just as Tilda's products are full of variety, so are our roles – from manufacturing to sales and IT to HR, marketing to supply chain management and sustainability. We want to support and encourage our employees and we aim to listen to their views as a foundation for our continued growth and success. All Tilda employees are paid above the national living wage.

Engaging our team

In October 2022, we launched a new employee satisfaction survey, designed to understand what is important to our employees, what we are doing well and where we can do better.

The results showed that employees feel safe at work (85%), supported by management (77%) and that Tilda is dedicated to diversity and inclusion (75%).

As a result of the survey, in 2023 we will increase annual leave by two days for all employees with additional days based on length of service. Other actions will include reviewing the employee induction and other training, more focus on health and wellbeing and greater visibility of the senior team.

Values evolve over time and we will be reviewing our values together with our employees in the coming months to ensure they reflect Tilda as we are now, and as we move forwards.

Inclusion and diversity

Opportunities are open to everyone at Tilda and we are always looking for ways to make our roles more attractive. We have a high number of job shares in place which helps to retain more experienced workers and provides flexible opportunities to those who want to work reduced hours.

Our gender pay gap is currently 10.7%. We know we have work to do to reduce this gap with the intention of removing it completely. The gap is not caused by women and men being paid differently for the same role, but it is a result of more men than women holding senior roles. On the whole, manufacturing still attracts more men than women and we urge women to look at manufacturing as an exciting career opportunity.

Safety and wellbeing

The safety and health of our employees is a top priority and we are constantly developing our Health, Safety and Environment Management System to achieve the standards required for international ISO 45001 and ISO 14001 certification.

Key initiatives in 2022 included:

- Publishing a new integrated Safety, Health and Environment manual
- Updating Emergency Plans
- Developing a more robust risk assessment and safe system of work process
- Refreshing health and safety training following COVID-19
- Reviewing the Personal Protective Equipment Policy to improve employee comfort
- Reviewing machine safety at the Tilda Microwaveable Ready-to-heat Pouch factory

Our employee assistance programme (EAP) is available to all employees and provides advice and support to employees on topics spanning wellbeing, health and finance and we offer a cash plan scheme to help with medical issues/treatment. Our heavily subsidised sports and social group – Tilda Spice – meets regularly and holds fun events for employees.



PART OF THE COMMUNITY

We share a table with people from all walks of life and aim to give back to local communities by supporting those in need, encouraging healthy diets and promoting a thriving food service industry.

The Felix Project

We've strengthened our partnership with The Felix Project, London's leading food redistribution charity, to supply our products to homeless charities and food banks. Tilda has donated 104,000 meals worth of rice to The Felix Project to feed communities in need. This year, we added to our monthly donations, with rice being one of the most sought-after items among communities supported by the project. We also launched a volunteering programme to enable our employees to volunteer their time in the kitchen. On one day in September, we helped make 2500 ready meals to be chilled and distributed to charities.

“Thank you for your vital role in helping drive towards our vision of a London where no good food is wasted and no Londoner goes hungry”

Charlotte Hill, Felix Project CEO





Mary's Meals

Tilda partners with Mary's Meals, the charity that recently hit a major milestone – feeding two million children every school day in some of the world's poorest countries.

In 2021, Mary's Meals launched its Double The Love campaign and we were right behind them, waving our Tilda flag in support. Donations made to the charity before 31 January 2022 were doubled by a group of generous supporters, up to £1.6 million. Tilda customers were able to contribute to the growing number of meals donated by purchasing a 5kg bag of Tilda's wholegrain range, which includes Tilda Brown & White,

Tilda Brown Basmati and Tilda Wholegrain Brown Rice. For every bag purchased, Tilda donated a meal to a child through Mary's Meals, which became two meals thanks to the Double the Love campaign. The project provides a nutritious meal at school to hungry children, attracting them into the classroom where they can receive an education and the chance of a brighter future.



'Eat them to defeat them' Caterers' Challenge

Some 80% of children in the UK do not eat enough vegetables and a third eat less than one portion a day. Half of parents say they have given up trying. Veg Power was founded in 2018 to turn vegetable consumption in the UK around. Tilda was the proud sponsor of Veg Power's 2022 Caterers' Challenge in partnership with ITV. The Caterers' Challenge was held as part of the Eat Them To Defeat Them schools' programme in which one million children from 3,845 schools across the nation participated – the largest to date.

Entries submitted by school catering teams were evaluated for their creativity, enthusiasm and commitment to encourage children to try more veg during the campaign. The overall winner was the Endeavour Primary School and HC3S catering team in Andover, Hampshire. While there were many creative entries, the judges selected Endeavour Primary due to its Monster Market vegetable tasting stall which became a gathering point which led to discussions about vegetables between teaching staff and pupils.



Zest Quest Asia

Student chefs from Sheffield College wowed judges during the recent Zest Quest Asia finals, taking home the esteemed Tilda Special Award and winning an exclusive trip to Italy with Tilda. Tilda has partnered with Cyrus and Pervin Todiwala to deliver the Zest Quest Asia competition since 2013 to inspire and educate the next generation of budding chefs. The competition is headline sponsored by Tilda Foodservice who, in collaboration with the Todiwalas, hope to place classical Asian cookery firmly on the curriculum and support future chefs to succeed in the Asian food industry.

“We're in awe of the standard that the finalists were cooking at, the food presented this year is what we'd expect from senior competitions – these young chefs absolutely blew our minds away. The students from Sheffield College are such worthy winners and they should be incredibly proud of what they achieved. Their creativity, the effort that went in and putting it all together – they were brilliant.”

“We're so pleased to see that the work that Mary's Meals does is able to continue through these hard times and it's so encouraging to see how far these donations can go! The fact that they'll be doubled over the next few months is absolutely extraordinary and we urge as many people as possible to get involved!”

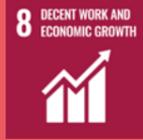


CONTRIBUTING TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Almost a decade ago, the 2030 Agenda for Sustainable Development was adopted by UN Member States. At its heart are seventeen Sustainable Development Goals (SDGs) which recognise that ending poverty must go hand-in-hand with improving health and education, reducing inequality, and supporting economic growth – all while tackling climate change and preserving our oceans and forests.

Tilda is committed to playing its part in delivering the SDGs and we have identified the following targets towards which we focus our contribution.

SDG	Target
	1.5 Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.
	2.1 End hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round. 2.3 Double the agricultural productivity and incomes of small-scale food producers. 2.4 Ensure sustainable food production systems and implement resilient agricultural practices.

SDG	Target
	8.1 Sustain and contribute to economic growth in the countries in which we operate. 8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8 Protect labour rights and promote safe and secure working environments for all workers; promote a sustainable supply chain, incorporating ethical, social and environmental criteria in the procurement processes.
	10.2 Empower and promote the social, economic and political inclusion of all.
	12.2 Achieve the sustainable management and efficient use of natural resources. 12.3 Halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses. 12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse. 12.8 Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.
	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.
	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources.

FOOTNOTES

Our World, Everyone's World

1. Office of National Statistics, May 2022
2. NielsenIQ Scantrack
3. <https://www.ft.com/content/9ef195d6-dcc3-4378-bb35-2721981d6416>
4. <https://indianexpress.com/article/opinion/columns/rice-insecurity-the-depletion-of-groundwater-resources-and-the-increasing-cost-of-cultivation-may-put-rice-production-in-jeopardy-in-the-future-8194182/>

Our Progress in 2022

5. Our carbon footprint calculation includes Scope 1 and Scope 2 emissions – that is the direct emissions of our manufacturing sites and head office and the emissions that are generated via the energy we purchase.

Working With Farmers

6. Methane hunters: what explains the surge in the potent greenhouse gas? Financial Times, August 23 2022
7. Drawdown: The Most Comprehensive Plan Ever Proposed to Reverse Global Warming, Paul Hawken, 2018

Sustainable Manufacturing

8. Our carbon footprint calculation includes Scope 1 and Scope 2 emissions – that is the direct emissions of our manufacturing sites and head office and the emissions that are generated via the energy we purchase.
9. 2021 market-based emission data



Tilda

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