



Organix

**2022
Sustainability
Update**

Hello!

Welcome to our 2022 sustainability update where we share what we've been working on over the last year or two in our quest to become a truly sustainable business.



Hi I'm Nikki,



**Sustainability Manager
at Organix.**

I've worked in the business for over 10 years and led our work on sustainable packaging before taking on the wider sustainability manager role last year, which I'm loving! We've made it our mission from the start to provide tasty, nutritious children's food that's not only good for little ones, but good for the planet too.

Last year we celebrated our 30th birthday — a big milestone and an opportunity to reflect on where we've come from and where we're going next and sustainability will continue to be at the forefront of it all. I hope you enjoy reading about the actions we're taking and the commitments we've made. It's all about making things better!

Our ambition

Planet

Caring for tomorrow by giving back more than we take.

Product

Creating naturally healthy food you can trust.

People

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

Our Strategic Pillars

P1
Sustainable
Sourcing

P2
Net Neutral
Production

P3
Naturally
Healthy Food

P4
Purposeful
People

Making change happen

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

Pillar 1: Sustainable Sourcing

Our Ambition:

Better food made more sustainably

Our Principles:

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



Our Actions:

Seeing our ingredients grow

This summer we saw our raisins being harvested and dried under the sun in Turkey. We're proud to know our suppliers and to be able to trace every ingredient we use back to the field where it was grown.



Closing the loop on packaging

Our packaging is now 96% recyclable (by weight). We're aiming for 100% by the end of 2023.



Making recycling easy

Our Organix Kids pouches have been assessed by UK recycling scheme OPRL and these can now officially be recycled at kerbside. Yay! You can also recycle all of our snack bags and multi-pack outer bags in stores.



Building a sustainable supply chain



By the end of 2023, 6 of our 9 manufacturing supply partners will be signed up to ESG (environmental, social and governance) rating platform EcoVadis. Over the coming years we'll be supporting them to make positive changes and increase their EcoVadis score.

Giving farmers a fair deal

This year we're celebrating 9 years of working together with our maize supplier Cornexo. As part of our partnership approach, we provide security to Cornexo's cooperative of farmers via 36 month contracts versus the industry standard of 12 months.



Pillar 2: Net Neutral Production



Our Ambition:



Reduce our planetary impact

Our Principles:

- ✓ We commit to actively reducing our planetary impact
- ✓ Positively contributing to National & EU-wide Climate Targets
- ✓ Organix UK to be a climate positive business unit by 2025 (office & staff)



Our Actions:

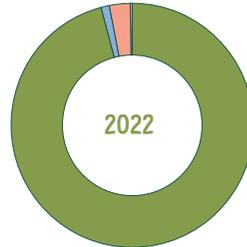
Our carbon footprint



Our carbon footprint for 2022 is 11,105 tCO₂e

This has been taken from our new ESG data management tool which we implemented in 2023. We will be able to detail year on year comparisons from 2024.

Organix Footprint by life cycle stage



Life Cycle Stage	Percentage
Purchased raw materials, goods & services	96%
Manufacturing	1%
Packaging & distribution	3%
Use	0%
End-of-life	0.05%

Bye bye business travel

Our carbon emissions from business travel dropped dramatically due to the pandemic and we have a new policy to only travel to meetings if essential.

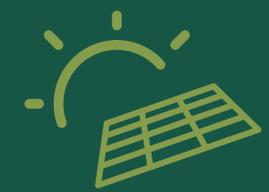
Down 90%



135 tonnes
of CO₂e in 2019 down to
12.8 tonnes
of CO₂e in 2021



We have also offset all of our 2022 business travel and employee commuting by planting trees locally in the South West of England.



Powered by the sun

Our warehousing and distribution partner in the UK powers our warehouse with solar panels. Amazing!

Cutting down on commuting

Our new flexible working policy means people are in the office just 2 days a week, saving travel time and carbon emissions.



92% ↓ Low carbon deliveries

Some of our food gets delivered to stores in trucks powered by veggie oil, reducing the truck's emissions by a whopping 92%.

Pillar 3:

Naturally Healthy Food

Our Ambition:

To be best in class for positive nutrition



Our Principles:

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

Our Actions:

Planet friendly meals



We're working to ensure all our meals are in line with 'planetary health principles'. And we've added 13 new baby meals to the range in 2022/23, all in fully recyclable and reusable packaging.

What are planetary health principles?

The planetary health principles from the EAT-Lancet Commission provide guidelines on what an optimal diet looks like for human health and environmental sustainability. Healthy for people and healthy for the planet? We're down with that!



Bye bye palm oil

We've removed palm oil from five of our six recipes and we're reformulating the last remaining recipe so we will be palm oil free by 2024.

**subject to availability of the global supply of the right alternative ingredient.*



Delicious new foods for kids

We're delighted to have launched our delicious range of Organix Kids snacks for 3-6 year olds this year. They're lunch box friendly, full of wholegrain, and under 100kcal.

UNDER 100KCAL



- ★ Under 100kcal
- ★ Lower in saturated fat, sugar and salt
- ★ Full of wholegrain

Pillar 4: Purposeful People

Our Ambition:

Empowered and diverse people who are dedicated to driving positive change



Our Principles:

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

Our Actions:

We are a B Corp!

We achieved B Corp certification in November 2022, and are so excited to be a part of the B Corp movement, using business as a force for good.



Menopause Awareness

We hosted a menopause talk and developed a Menopause Awareness policy.



Keeping the balance

86%

of our people say they have a good work life balance all or most of the time.



Minding our mental health

Our three qualified Mental Health First Aiders have been an amazing support in helping colleagues across the business to mind their mental health.

Supporting our people's wellbeing

84% of our people benefited and enjoyed our Wake up to wellbeing programme which includes reflexology, massages, mental health talks, volunteering days and free fruit and veg in the office!



Championing women at work

We're super passionate about supporting women's careers! Our team at Organix is 85% women, and our senior leadership team is 87% women. Girl power!

Training opportunities for all

We provide lots of training on things like empowered decision making and resilience, helping our people to bring their A game to work!



Making Change Happen

Campaigning is in our DNA. Let us tell you about an exciting campaign we launched in 2021: 'Good For Planet. Good For Me.'

Veg on the edge

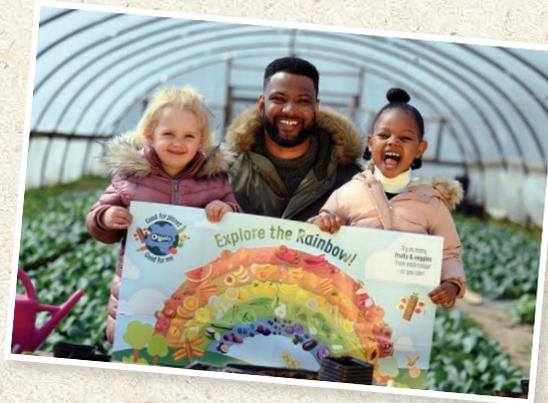
We surveyed over 1,000 UK parents with children aged 6 months to 4 years old and found that:

- ★ 55% of children have two or less portions of veg a day
- ★ 20% have only one portion of veg a day
- ★ 40% have two or fewer portions of fruit a day
- ★ 24% of parents feel guilty about their child's diet but struggle to change their little ones' eating habits.

Our campaign

We created a campaign with JB Gill and the National Day Nurseries Association (NDNA) to support parents in increasing the amount and variety of fruit and veg their little ones eat.

- ★ 90+ fun activities to help kids explore delicious fruits and veg, from tasty recipes to gardening activities and sing-a-long songs!
- ★ Encouraging children to discover fruit and veg through play, taste and texture.



The impact

The campaign was available to over 300,000 nursery school children across the UK throughout May 2021.

- ★ 39 pieces of press coverage
- ★ 155 million people potentially reached with our message
- ★ Super positive feedback from parents, nurseries, and industry experts.



“ These resources will be a great support, helping children to explore a range of fruit and vegetables together and giving them healthy habits for life.

Purnima Tanuku OBE, CEO of NDNA

“ Fantastic campaign, hopefully going forward it can help fruit and veg become the “cool” foods to be eating at school.

Heather - Shropshire Mums

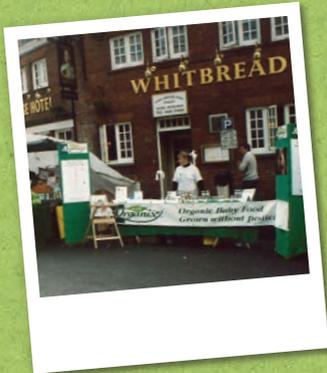
“ The children took to it immediately, they absolutely loved all of it. Now they eat so much, the only thing they don't like is celery!

Nicola - Laurels Nursery

Our Sustainability Journey



Looking back



1992
Our first sale at Ringwood Market

2001
Organix wins a Caroline Walker Trust Award for our campaigning work

2006
Our 'Action on Additives' report led to the EU Parliament implementing a voluntary ban on six artificial colourings



2008
Organix became part of the Hero Group

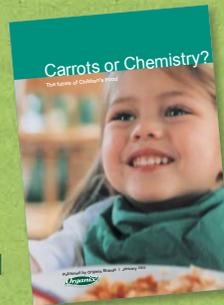


2012
Created Plan O, our first sustainability plan

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



2002
Published our first research report 'Carrots or Chemistry' highlighting the poor state of children's food



2007
Scooped a gold award at the Mother & Baby Awards. We also got one in 2008 and 2009!



2009
Founding member of the Organic Trade Board



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

2021
Launched our 'Good For Planet. Good For Me.' campaign

2022
Became B Corp certified



2023
Targeting 100% Recyclable Packaging

2025+
Focusing on Climate Friendly Farming to reduce emissions in our supply chain

2015
Achieved BRCGS certification for safety and quality and got the highest AA rating

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

2022
Celebrated 30 years of Organix!



2023
All suppliers to be on ESG rating platform Ecovadis



2024
Palm Oil to be removed from all biscuits



2050
Net zero carbon emissions across our operations and supply chain



Contact us

The Greenhouse
120-122 Commercial Road
Bournemouth
Dorset
BH2 5LT

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[organix.com/sustainability](https://www.organix.com/sustainability)

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

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