

Our Plastic Free & Better Packaging Policy

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1. Overview

Packaging plays a vital role in protecting products and reducing food waste. Each packaging material has its own functional benefits and varying environmental impacts. While we recognise that plastic packaging is a highly versatile low-cost material, its global production from fossil fuels and its mismanagement creates plastic pollution that affects people and nature now and in the future.

We share the concerns of society about the lasting impact of plastic on our planet. That is why we are committed to partner to innovate, test, trial and launch new packaging solutions that are circular by design and are plastic free where possible.

2. Our Commitments

Our Plastic Free & Better Packaging Policy (hereafter the Policy) outlines our Commitment to meet consumer, stakeholders, and Upfielders' expectations in relation to packaging, which includes:

- a. Upfield will partner to innovate plastic free and more circular packaging solutions with an ambition to reduce our plastic packaging intensity by 80% (per tonne of production) by the end of 2030.
- b. We will introduce better packaging solutions that reduce the climate impact of our packaging footprint, we will increase the use of renewable materials (non-food source), and we will double the use of recycled content by the end of 2030.
- c. Upfield will design packaging to be 100% recyclable, reusable or compostable by the end of 2030, and clearly label packaging to encourage responsible treatment after use.
- d. We will continue to source our packaging from suppliers who meet our responsible sourcing policies with 100% of our virgin paper coming from suppliers who have FSC or PEFC certification.
- e. We will collaborate with industry and government partners, and advocate for effective recycling, material recovery, composting solutions and for a circular economy for our packaging formats.

Our Plastic Free & Better Packaging Policy articulates how our company will achieve these goals.

3. Our use of packaging

Packaging is critical to ensure our products reach people in high quality condition, can be shipped and stored safely, and stay fresh to minimise food waste. In 2020, Upfield used 106,000 tonnes of packaging including 48,000 tonnes of plastic, 0.01% of the plastic produced globally¹. In the same year, we used 50,000 tonnes of paper and cardboard, with

¹ See [link](#) to Our World in Data

the remainder made from glass, metal, and composite packaging. We disclose our packaging footprint and progress against targets as part of our annual ESG disclosures².

The paper and cardboard we use is sustainably sourced and is a renewable material. It can be made with high levels of recycled content. Paper is also one of the more widely recycled packaging materials with comparatively high recycling rates.

Today, we use plastic packaging materials including polypropylene (PP), polyethylene (PE) and polyethylene terephthalate (PET) for tubs, pots, bottles, and sachets. Recycled plastic (r-PET) is included in our plastic bottles, and our tubs are a focus of ongoing lightweighting programmes to reduce plastic content per tub. Whilst generally our plastic packaging formats are made from materials that are recyclable, we recognise that in practice current recycling rates are low (around 9% globally), while around 22% of waste is mismanaged, according to the OECD³.

This Policy is designed to improve the environmental footprint of our packaging through elimination, innovation, resource conservation and collaboration. It applies directly to all the primary and secondary packaging we use for our brands. This Policy applies to Upfielders, our sites, and our partners. We will work in collaboration with our packaging partners, stakeholders, governments, and NGOs to implement the following Principles.

4. Our Principles

The Upfield ambition is to partner to innovate plastic free and more circular packaging solutions. We believe this is the fastest way to stop the plastic pollution problem. In this context we have set the following Principles.

PRINCIPLE 1 – Reduce use of plastic packaging

Plastic packaging can be problematic due to the length of time it stays in the environment, and its impact on wildlife and ecosystems. With low recycling rates and minimal intrinsic value, the fastest way we can address plastic pollution is to minimise our use of plastic where possible. We will:

- a. Partner to innovate plastic free and more circular packaging solutions with an ambition to reduce our plastic packaging intensity by 80% (per tonne of production) by the end of 2030.
- b. Focus first on tubs, which represent our largest volumes and on wrappers, single serve portion packs and sachets, which are the least recycled formats. These are also the packaging formats where we have the opportunity to lead the wider industry.
- c. Make science-based decisions on packaging formats, supported by expert opinions and lifecycle assessment to maintain food safety and quality, and avoid increases in climate impact and food waste.

² See [link](#) to Upfield ESG site for more details.

³ Summary: [link](#) to the OECD website / [link](#) to the OECD iLibrary Datasets

- d. Not use any of the most problematic plastics and chemicals used in the manufacture of packaging, including PVC and polystyrene.
- e. Use plastic only where there is no safe or functional alternative or an effective closed loop reuse model and continue to optimise all packaging formats. Where we continue to use plastic we will design for circularity, increase recycled content and ensure recyclability to reduce our reliance on fossil sources.
- f. Avoid single use plastic and maximise reusable and recyclable materials across our offices, supply chains and promotional material.

PRINCIPLE 2 – Reduce the climate impact of our packaging and use more renewable and recycled materials.

A shift in packaging formats and the replacement of plastic could, if not managed carefully, have other unintended consequences on the environment and climate. Packaging accounts for approximately 7.6% of our total climate footprint⁴ and between 1% and 10% of our products⁵. We aim to reduce the climate impact of our packaging and contribute to conserving resources by reducing our use of non-renewable materials and increasing recycled content.

We will:

- a. Reduce the climate impact of our total packaging footprint in line with our commitment to science-based climate targets.
- b. Use life cycle assessment to understand the environmental impacts of packaging and inform our packaging choices.
- c. Communicate the climate impacts of packaging formats to help encourage lower impact packaging choices.
- d. Increase the proportion of packaging material from renewable sources, including alternative non-food source materials, by 30% by the end of 2030.
- e. Incentivise recycling supply chains by doubling the use of recycled content in our packaging by 2030.

PRINCIPLE 3 – Our packaging can be reused, recycled, or composted

By 2030, 100% of our packaging formats will be either reusable (and supported by an effective reuse model), recyclable, or certified as compostable.

⁴ data from GRI Addendum 2022 available at Upfield ESG site - [link](#)

⁵ Based on LCA findings conducted for Plant Butter in 2022.

We will:

- a. Follow industry standards and supplier declarations to determine recyclability and composability, use external experts to test and certify recyclability and composability for packaging innovations, and eliminate materials or additives that impede recycling or composting processes.
- b. Label our packaging clearly to identify the material and preferred disposal route to inform and guide consumers on reusing, recycling, or composting.
- c. Research and trial scalable reuse models that eliminate the need for single use disposable packaging.

PRINCIPLE 4 – Source our packaging materials responsibly

Our mandatory sourcing policies articulate our expectations of our suppliers with respect to ensuring no deforestation, ethical business practices, environmental standards, labour standards, and respect for human rights. Our policies apply to all our packaging suppliers.

- a. We will continue to source 100% of our virgin paper from suppliers who meet the FSC or PEFC standards and ensure traceable to country of origin and mill⁶.
- b. Ensure our packaging suppliers meet our Responsible Sourcing Policy and Business Partner Code of Conduct⁷

PRINCIPLE 5 – Advocate for and partner to enable effective recycling, reuse, and composting systems, recirculating resources, and avoiding waste and plastic pollution.

- a. We recognise the need to improve recycling and material recovery rates and envisage a system where packaging materials are not wasted but recovered, reused, and composted. We will work with governments, industry, and the waste sector to advocate for effective recycling, material recovery and composting systems.
- b. Participate in cross sector collaborations that address plastic pollution, increase recycling and composting collections, address food waste and food contaminated packaging, and enable a shift to a circular economy.
- c. Support effective, efficient, and well governed extended producer responsibility schemes.

⁶ For further information please see our Statement on Responsibly Sourcing Pulp and Paper. [Link](#)

⁷ Select Business Partner Code of Conduct - [Link](#)

5. Targets and Implementation Action Plan

To ensure that our principles on plastic free and better packaging are met, we have put in place a set of tangible targets to track our progress.

- Plastic packaging intensity (per tonne of production)
- Total amount of plastic eliminated (tonnes)
- Reduction in the climate impact of packaging
- Proportion of recycled material used
- Proportion of sustainably sourced packaging materials (FSC PEFC certified)
- Proportion of recyclable, reusable or compostable packaging.

The baseline year for all targets will be 2020, with a target at the end of 2030, unless stated otherwise. We will monitor our performance in relation to our Policy and will publicly report on our progress.

6. Governance

Upfield's Chief Procurement Officer, Chief Research & Development Officer, and Director of Sustainability & ESG are responsible for implementing our Plastic Free and Better Packaging Policy.

The Compliance Committee includes representatives of Upfield's Board and Executive Committee is involved in the approval process for our Plastic Free and Better Packaging Policy. The Compliance Committee is accountable for Upfield's policy.

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