

SUSTAINABILITY REPORT 2022

Using our co-op as a force for good

Suma
CO-OPERATIVE SINCE 1977



A FORCE FOR GOOD

Here at Suma we have always taken our commitment to people and the planet seriously. As a worker co-op we have tried hard to put environmental and social goals at the heart of everything we have done since we were founded over 45 years ago.

We recognise we are facing a climate emergency and that the world around us is rapidly changing. Climate change is driving increasingly frequent extreme weather events on unprecedented scales, leaving humanity facing droughts, wildfires, floods and biodiversity loss that threaten current and future generations. That's why this year we have declared a climate and ecological emergency and added our voice to Business Declares, a call for collective change to bring about social and environmental justice.

We also spent this year reviewing our sustainability approach and looking for ways to step up what we do, so we can make sure our co-op is a force for good and the way we do things improves our impact on people and planet as much as possible.

We set up a new sustainability team, who have selected and worked with our much valued partners at Forum for the Future to create our first long-term Suma Sustainability Strategy 2030. The strategy sets out our commitments to our suppliers, our co-op and our customers, consumers and communities in six key areas: **Net Zero, Nature, Zero Waste, Decent Work, Healthy and Sustainable diets, and Education and Engagement.**

We are proud to publish this document, our first ever stand-alone Sustainability Report, outlining what we have done this year to help us meet the aims of our strategy and what we intend to do in the coming years to continue moving towards achieving our ambitious long-term goals by 2030.

We realise that what we need to do is not going to be easy and will require a significant degree of change. Nevertheless our co-op aims to be **a force for good** and we are excited to share our journey towards social and environmental justice with you.

Suma Board 2022

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OUR FIRST EVER SUSTAINABILITY REPORT



We are very excited to share our first ever our first ever Suma Sustainability Strategy 2030. It sets out our sustainability direction for the decade and beyond. The purpose of this report is to share our starting point on key areas of our strategy, including where we have already made progress this year. We will publish a report annually so you can see how we are getting on.

This report will explain some of the background that has led us to this point, and illustrate our current policies and practices, our existing successes and how we plan to build on these in the future. This report covers our previous business year for 21/22 and covers the period from 1 October 2021 - 30 September 2022.

This report is our first key action to set us on our journey. Our goals have been developed to stretch our thinking and provide ambition; while we know it will likely be a challenging journey, with obstacles along the way, this strategy is designed to provide us with a clear direction for our sustainability efforts and to help guide us towards our long-term future.

We hope this will not only provide direction and action for Suma, but will also have a lasting impact on our external stakeholders and the wider community, inspiring them to take action and follow us on this journey.

Glossary

Biodiversity: Biodiversity describes the variety of species on Earth e.g. animals, plants, fungi, and even microorganisms

Decent work: Productive work for women and men in conditions of freedom, equity, security and human dignity¹

Direct partners and service providers: Services we buy in e.g. office cleaners, site maintenance, technical support, etc.

High-risk supply chain: We use the term high-risk supply chain to refer to suppliers which have evidence of modern slavery, this is defined by the Global Slavery Index as exploitation in which a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power³

Low-carbon lives: This is defined as lifestyle factors such as commuting emissions, waste and purchasing decisions where we can all reduce our carbon footprint through lifestyle choices

Locally: Defined as our sites (Elland, South West hub and our London Regional Distribution Centre [RDC]) and our local council area (Calderdale)

RSPO: Round Table for Sustainable Palm Oil⁴

RTRS: - Round Table for Responsible Soy⁵

Suma Brand products: Suma's own brand and commodities. This includes our Ecolife household range and our ALTER/NATIVE by Suma body care range

Sustainable packaging systems: Packaging materials that are 100% sustainable, including recycled, recyclable, biodegradable and reusable to reduce the amount of packaging that goes to landfill as much as possible

Sustainable sourcing: Sourcing products that have a low carbon footprint and low impact on nature and ecosystems and do not lead to diminishing natural resources

tCO2e - Tonnes of Carbon Dioxide equivalent

Zero waste: Zero waste means designing and managing products and processes to reduce the volume and toxicity of waste and materials, to conserve and recover all resources

Zero waste to landfill certified: A procedure to validate that a company diverts all its waste away from landfill disposal

¹ International Labour Organization

² <https://www.fairtrade.net/issue/decent-livelihoods>

³ <https://www.walkfree.org/what-is-modern-slavery>

⁴ <https://rspo.org/>

⁵ <https://responsiblesoy.org>

ABOUT US

Suma is a wholefood co-operative founded in 1977 by a liberally-minded group of people who believed there was **a better way**, and actively set out to create it.

Today we are stronger than ever. We deliver over 7000 vegetarian, natural, responsibly sourced products to businesses and communities across the UK and internationally.

“We are the largest equal pay worker co-op in Europe”, working together to improve our society and support our suppliers and customers.

Flourishing Together

Imagine a workplace with **no bosses**, where everyone has **equal pay** and an **equal say**.

Well here at Suma we've been doing things a bit differently for over 45 years, not only in our mission to supply everything vegetarian, vegan and sustainable, but also in how we are run.

A co-operative of ordinary people built on integrity and equality, we're a worker co-op; a business owned and run by its members, employing over 300 workers. We don't have any external shareholders as we, Suma's employees, set the direction of the business. Everyone has an equal say in what we do. We all get paid the same wage, take responsibility and each do a range of jobs each week, from truck driving to managing accounts.

It means that when you meet a Suma member, you're meeting a co-owner who knows and cares about the business. Your driver might work in sales or product development when they are not out on the road, so they can give you the bigger picture.

As a co-op we are more than the sum of our parts. When we come together we create something amazing.

WHAT IS SUMA?

Our Purpose: We're a worker owned equal pay co-op, doing business sustainably and inspiring change for good.

Our Mission: To provide a high-quality service to customers and a rewarding working environment for all workers, within a sustainable, ethical, co-operative business structure. Strive to promote a healthier lifestyle by supplying ethical, eco-friendly, vegetarian products.

Our Vision: Demonstrate through our actions that a co-operative business can be successful, with a positive environmental and social impact.

Sustainability Goals

Our Suppliers: Co-operation and innovation to drive sustainable sourcing approaches.

Our Co-op: Living our values to be a beacon of ethical and sustainable co-operative business.

Our Customers, Consumers and Communities: Enabling healthy and sustainable living through our products and services.

OUR VALUES

Our values are principles, standards and deeply held and shared beliefs. We use these values to help us with decision making across our coop.

1. SELF RESPONSIBILITY

We trust every member to do their best for the whole. Members contribute to Suma's success by supporting our activities and using our products and services.

2. DEMOCRACY

All members are equal. Voting power can't be bought – it's one member, one vote.

3. EQUALITY & SOLIDARITY

Our co-op gives all members an opportunity to get involved.

Together we're stronger, so members join together to help our cooperative achieve even more.

4. INCLUSION

Seeking out, identifying, understanding, and removing barriers to full participation and belonging; encouraging high levels of both individuality and belonging.

5. OPENNESS & TRANSPARENCY

We believe that openness to information about our business improves democracy and helps us make better decisions every day.

6. ETHICAL CONDUCT

We treat each other and our customers and partners honestly and fairly, and with dignity and respect.

We respect our rules and help each other to succeed.

7. INNOVATION & OPENNESS TO CHANGE

We challenge the status quo from the largest decisions to the smallest.

We have the courage to experiment and a willingness to adapt.

8. SUSTAINABILITY

Decisions are taken with a long view and with future generations of co-operators who will run the business with the future in mind.



Well-being: We recognise that in order to maintain resilience we take a broad view of well-being, whether that's on a day-to-day basis or throughout our career at Suma. We acknowledge that people may be able to contribute more at certain points and at other times may need to take a break for their well-being.

WHY TAKE ACTION NOW?

At Suma we are committed to taking action to address the world's urgent climate crisis. According to The Met Office, the summer of 2022 was the joint warmest summer on record and 2022 the UK's warmest year¹, with temperatures exceeding 40°C for the first time in multiple locations. This places a lot of pressure on our ecosystems and climate change is already causing significant disruption to our daily lives.



The **UN Paris Agreement** states that greenhouse gas emissions need to be reduced by **45% by 2030** in order to keep global temperature from exceeding 1.5°C of warming above pre-industrial levels² (considered the upper limit to avoid the worst fallout from climate change), however the world is not on track to meet this target as recent reports have outlined that current national policies will see global warming reach 2.8°C by the end of the century³.

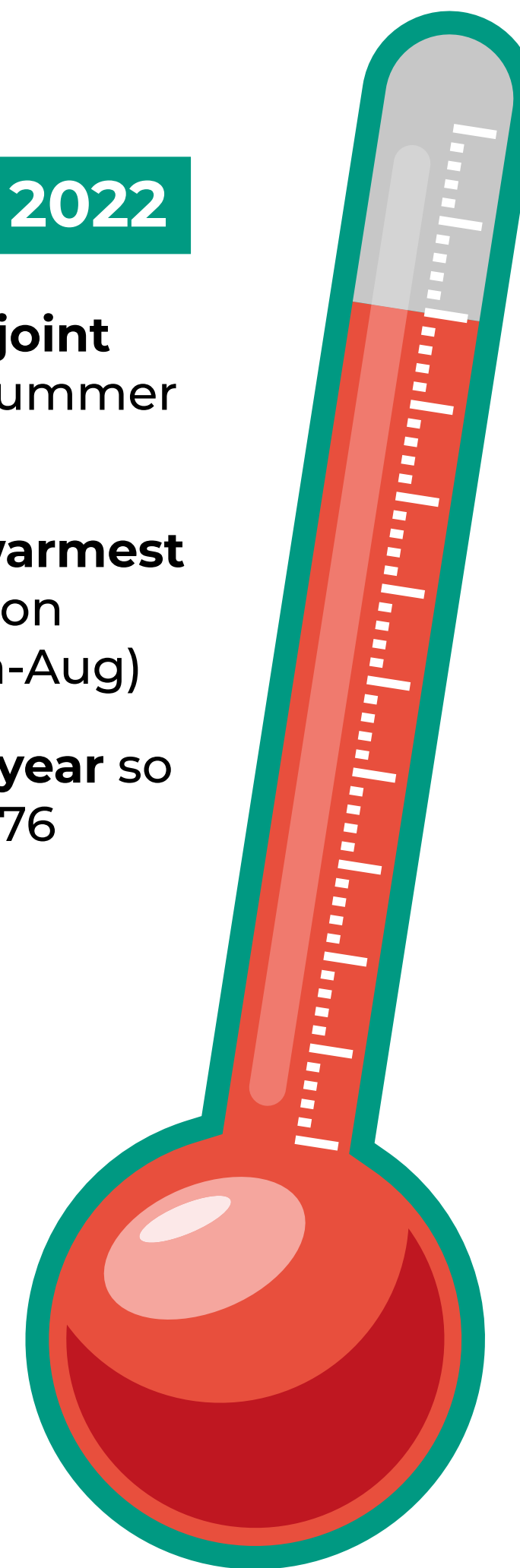
Even with 1.5°C of warming, we will already see major global disruption, including to agriculture. In fact we are already seeing that disruption, with major weather events, crop failures and volatility in supply chains. Increasing temperatures mean increasing risk of reaching tipping points: from the loss of arctic sea ice to methane escape from permafrost, there is a real risk of the current systems that maintain our planet shifting, driving catastrophic changes in our environment and, with them, insecurity and conflict. These changes will affect the world's ability to produce food, as well as a whole range of other products.

We take our environmental and social responsibilities seriously and our co-op has always worked to be an ethical and sustainable business. Our sustainability strategy lays out our contribution to tackling the climate and ecological emergency and aims to have a positive impact for people, as well as the planet.

We understand that society increasingly expects transparency from businesses on their environmental, social and governance (ESG) performance, supported by accurate and data-driven reporting on their impacts. We know we must begin to effectively communicate what we do in this area therefore we will publish an annual sustainability report to show our progress each year towards our 2030 goals.

SUMMER 2022

- 1 England's joint warmest summer on record**
- 2 The UK's warmest year so far on record (Jan-Aug)**
- 3 The driest year so far since 1976**



¹ <https://www.metoffice.gov.uk/about-us/press-office/news/weather-and-climate/2022/joint-hottest-summer-on-record-for-england>

² <https://unfccc.int/news/climate-plans-remain-insufficient-more-ambitious-action-needed-now#:~:text=The%20UN's%20Intergovernmental%20Panel%20on,be%20cut%2043%25%20by%202030>

³ https://joint-research-centre.ec.europa.eu/jrc-news/window-closing-we-need-urgent-global-action-limit-temperature-rise-15degc-2022-11-07_en



OUR 2030 SUSTAINABILITY STRATEGY

One of our sustainability achievements this year has been establishing our new 2030 sustainability strategy. It is important to us that we get our sustainability approach right to make it ambitious but also achievable. That is why back in October 2021 we appointed 'Forum for the Future'¹ as our sustainability partner, whose expert knowledge and guidance helped shape our strategy. They are a mission-led, not-for-profit organisation and their values align closely with ours. It really is worth checking out their website to read more about them and their contributions across all areas of sustainability.

FORUM
FOR THE
FUTURE

Setting our strategy - A co-operative process

Guided by Forum for the Future, and in line with the democratic approach of our co-op, our strategy was shaped by all our workers, through a collaborative process involving a member-wide survey, internal interviews and workshops. This was to ensure all parts of the business were involved in developing the priorities and plans - whilst also incorporating valuable feedback from suppliers, customers and other partners.

While we were developing our strategy, the UN Climate Change conference (COP26) took place in Glasgow in November 2021. This really helped to increase awareness of the climate emergency amongst our members, who pushed for action on climate change as a priority, as well as the desire for Suma to be a leader in sustainability.



UN CLIMATE
CHANGE
CONFERENCE
UK 2021

The result is a strategy that lays out clear long-term ambitions to inspire everyone in the co-op, combined with practical first steps that have been woven into team plans to get us moving in the right direction. Just one example is reviewing all our existing policies in light of our strategy to check where updates are needed. Reviewing our policies might seem like a small action, but they ensure everyone at Suma knows what we stand for, and how our ambitious goals translate into the day-to-day running of our business, so all our members can do their job in line with both our strategy and our values.

¹ <https://www.forumforthefuture.org/>

Quotes from our customers and suppliers

"Suma's set-up as a workers' co-op is a real strength. Whether it's drivers or sales reps, they all really have Suma at heart. They know they have to be around for the long-term for the sake of their members"
- External interviewee

"It's easy to be overwhelmed by the big stuff and feel disempowered. Whatever Suma does, does matter. There is hope through action - and Suma is in a really positive place already"
- External interviewee

Here is what some of our members said

"We have a unique strength as a workers' co-op. We're responsible for our own decisions, we don't have to ask anyone else - we're our own shareholders. People come to us for meaning in their work, great people who really want to make this the best place to work. Together we have a strong collective desire to be a truly ethical business"
- Suma worker

"Our history of co-operation is a really good foundation to build on for the future. Being one of the biggest worker co-ops is a unique strength for attracting customers and for the mindset it gives us of working co-operatively with others too"
- Suma worker

Our sustainability team

In 2021 we decided to create a new team to support our sustainability agenda. We now have two people permanently working on sustainability, as well as sustainability members in other areas within Suma, including sustainability champions in our warehouse and also on our Board. This ensures decisions and processes have a sustainability representative to embed this strategy throughout our Co-op. We are also integrating sustainability into the way we recruit by incorporating sustainability related questions in the interview process and building sustainability responsibilities into members' job descriptions.



OUR THREE PILLARS OF SUSTAINABILITY

All aspects of sustainability are important to us across the whole of our co-op and we have identified three main areas where we will focus our efforts.



Our Suppliers

Cooperation and innovation to drive sustainable sourcing approaches.

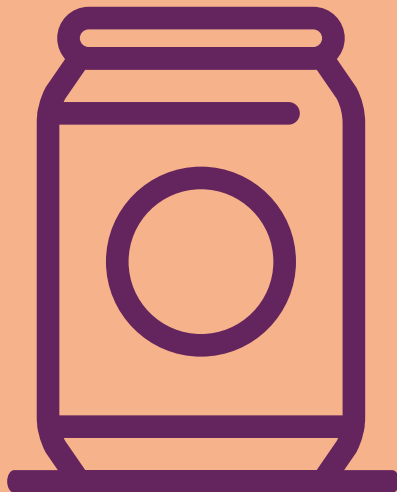
By 2030, we will co-operate with our suppliers to help enable the transition to sustainable, climate-resilient and fair supply chains.



Our Co-op

Living our values to be a beacon of ethical and sustainable co-operative business.

By 2030, we will be an outstanding, ethical and sustainable co-operative, using our actions and our influence to inspire our members, partners and the wider business world.



Our Customers, Consumers and Communities

Enabling healthier and sustainable living through our products and services.

By 2030, we will have inspired and enabled our customers, consumers and wider community to adopt healthier and more sustainable lives.

By 2030...

Our strategy has identified six key areas for action to deliver positive impact in line with our three pillars:
Net Zero; Nature; Zero Waste; Decent Work; Healthy and Sustainable Diets; Education and Engagement.

This report outlines what we have already done in these areas in 2022, and what we hope to do in 2023 to further improve.



Theme 1:
Net Zero



Our Net Zero ambition: Suma will reach Net Zero greenhouse gases (GHGs) for our scope 1 and 2 emissions by 2035 and Net Zero scope 3 emissions as soon as we can after that. We will confirm our scope 3 GHG emissions reduction targets by 2024.

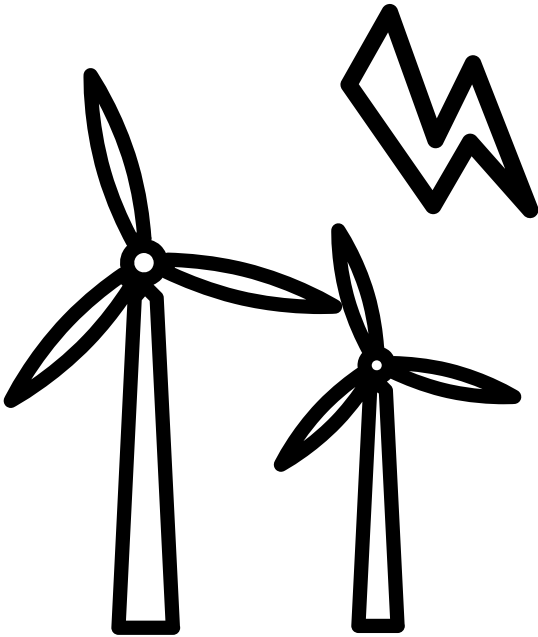
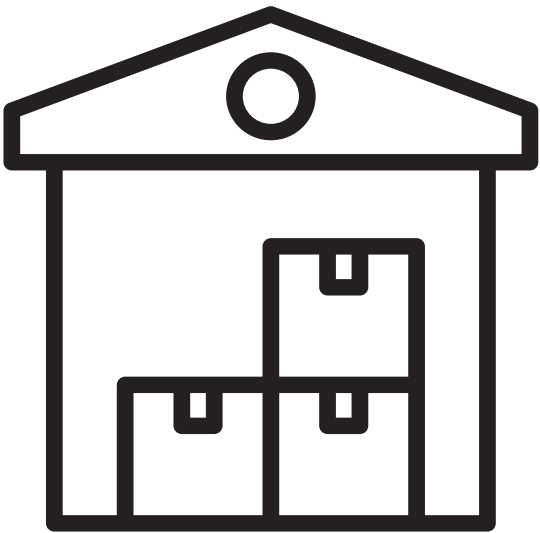
It is important our Net Zero targets align with our local area plans and regional targets. Calderdale Council's Local Climate Plan sets Net Zero targets for 2038 and our Net Zero ambition is set for 2035.

What does scope 1, 2 and 3 mean?

Greenhouse gases (GHGs) are placed in three different categories:

Scope 1

Direct emissions: direct emissions from owned or controlled sources, such as diesel for our trucks and gas used in our buildings.

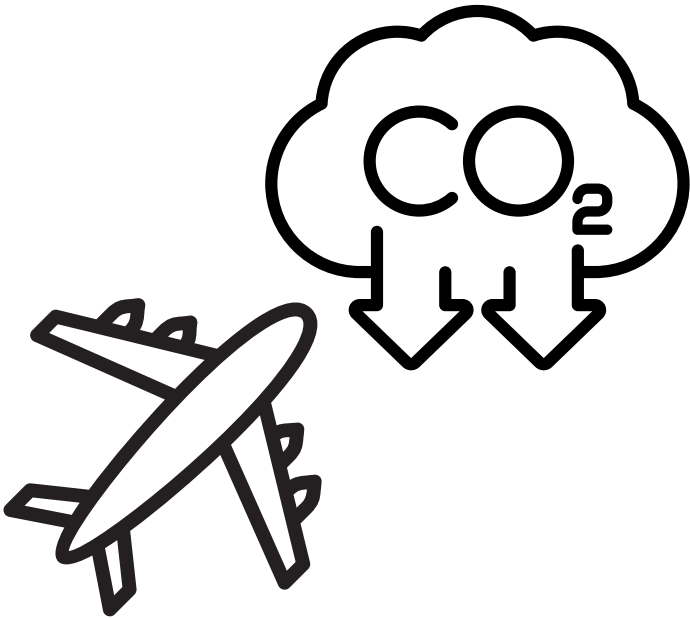


Scope 2

Indirect emissions from purchased energy: for example electricity, steam, heating and cooling consumed directly by Suma.

Scope 3

Indirect value chain emissions: all other emissions that occur in Suma's value chain, such as operational waste, capital goods, business travel, end of life treatment of sold products, etc.



Our Carbon Footprint

What is the difference between Carbon neutrality and Net Zero?



Carbon neutrality simply means having a balance between emitting carbon and absorbing carbon from the atmosphere, usually with a much larger focus on offsets.

Net Zero requires you to actually reduce your emissions as much as possible (Including Scope 3) before removing remaining emissions through specified offsets. Carbon neutrality does not require any emissions reductions and does not require any scope 3 analysis.

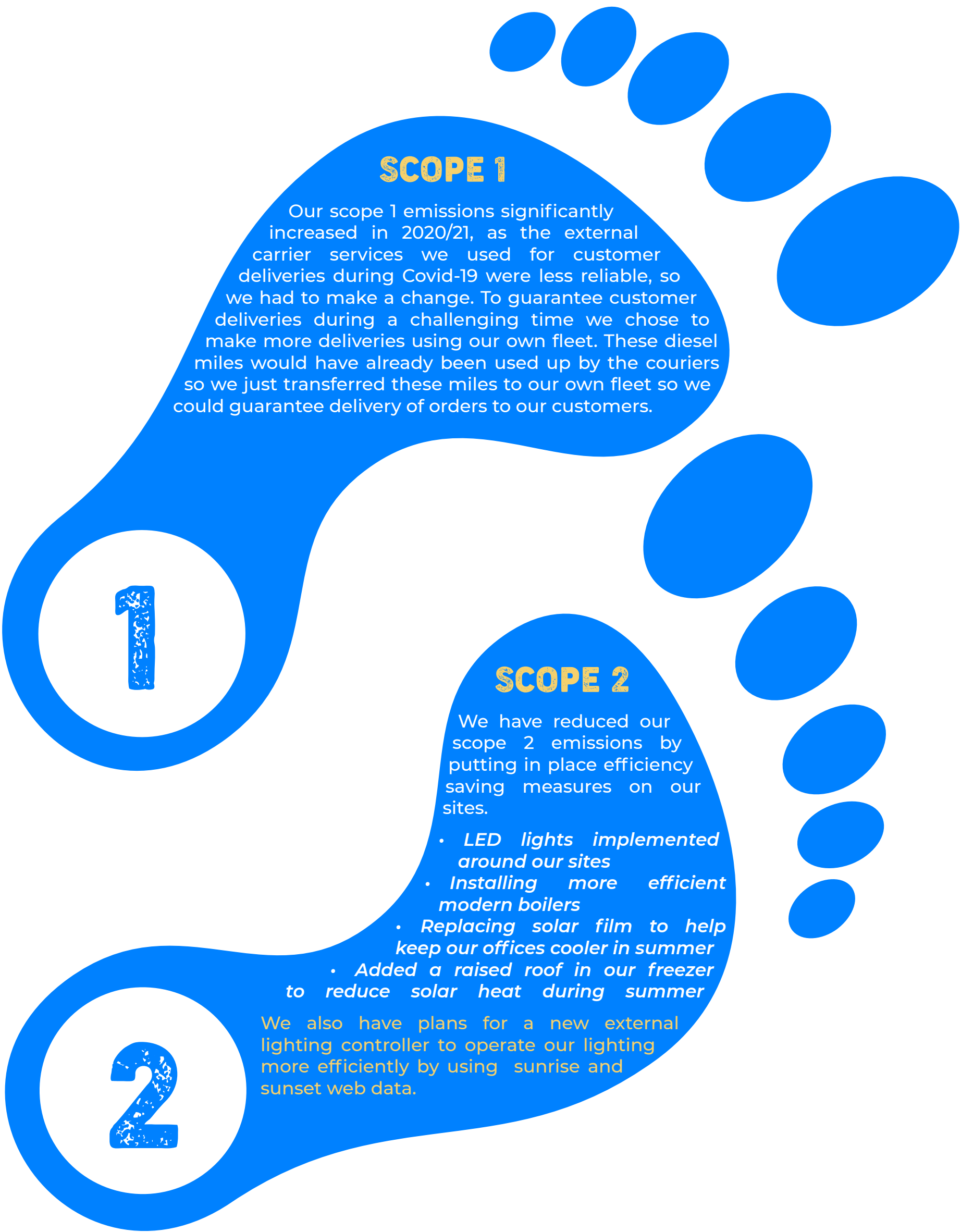
Beginning our scope 3 Journey

The majority of GHGs lie outside of a company's own operations, so is it vital that businesses begin to measure and understand their scope 3 impacts in order to start working on ways to reduce these emissions. On average they make up over 90% of a businesses total emissions showing how difficult it can be to carry out this process. For us, with over 400 suppliers and 7000 products, this will be especially difficult, but we have to start somewhere. That is why we have been speaking with carbon experts to first understand what this process may look like for us with the aim of beginning our scope 3 journey.

As we are undertaking this process, we will align our Net Zero targets with the [Science Based Targets](#) (SBTi) Initiative so that our annual emissions reduction targets ensure we are in line with the global commitments set in the Paris agreement to limit global temperatures to no more than 1.5°C of warming.

2020/21
Carbon Emissions
Scope 1 - 1,625.4 tCO ₂ e
Scope 2 - 747,204 kWh Renewable energy for our operations

2021/22
Carbon Emissions
Scope 1 - 2,507.3 tCO ₂ e
Scope 2 - 724,914 kWh of Renewable energy for our operations



SCOPE 1

Our scope 1 emissions significantly increased in 2020/21, as the external carrier services we used for customer deliveries during Covid-19 were less reliable, so we had to make a change. To guarantee customer deliveries during a challenging time we chose to make more deliveries using our own fleet. These diesel miles would have already been used up by the couriers so we just transferred these miles to our own fleet so we could guarantee delivery of orders to our customers.

1

SCOPE 2

We have reduced our scope 2 emissions by putting in place efficiency saving measures on our sites.

- LED lights implemented around our sites
- Installing more efficient modern boilers
- Replacing solar film to help keep our offices cooler in summer
- Added a raised roof in our freezer to reduce solar heat during summer

We also have plans for a new external lighting controller to operate our lighting more efficiently by using sunrise and sunset web data.

2

Offsetting our Carbon



We previously offset our scope 1 and 2 emissions with a local tree planting group called [Treesponsibility](#). While tree planting has many merits, adopting a Net Zero approach means we need to focus much more on reducing GHG emissions across our areas of influence, not just on compensating for emissions. Treesponsibility are handing their projects over to a partner organisation called [Forustree](#) who will continue this great work in the local area. We will continue this partnership and introduce additional measures as we learn what more we need to do to reduce our GHGs on our path to Net Zero.



Energy

Having been founded on strong ethical values and beliefs, we have seen it as a priority to ensure the energy we are purchasing is from a renewable supplier. Our site operations have been powered by 100% renewable energy since 2005 and will continue to be.

Bulk purchasing

We encourage our customers to buy in bulk. This reduces unnecessary packaging and food miles by bringing the end consumer of the product closer to the producer. Our popular community buying groups buy in bulk to benefit from wholesale pricing on all our lovely stuff. We believe this encourages access to more affordable wholefoods and encourages a healthy, sustainable diet. During the pandemic we worked with our community buying groups to make sure the vulnerable and those with specific dietary requirements were able to access the food they needed.

9,203

Last year we funded the planting of **9,203** trees in the Calder Valley, which not only take in carbon from the atmosphere but also play a big part in mitigating flood risk in the area.

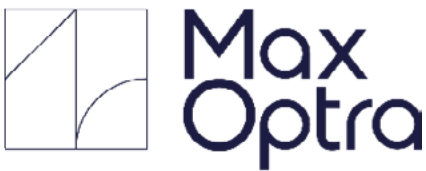


Our vehicles and logistics

Our fleet

The main way we deliver our goods to our customers is via our fleet of 21 trucks ranging from 12 to 44 tonne vehicles. We aim to move to a zero-carbon fleet as soon as we can. In 2020 we piloted a biogas truck to replace one of our most frequent motorway runs where the biggest CO₂ savings could be made - our daily overnight Elland to London run. The trial, with a new vehicle that runs entirely on biogas from food waste, has been a success, resulting in **84% fewer emissions** than the old diesel vehicle it replaced, saving approximately **150 tonnes of CO₂ every year!** An additional benefit is that biogas vehicles are less noisy and **produce 80% less nitrogen oxide**, significantly reducing air pollution.

Although biogas can be considered controversial as a ‘greener’ fuel (due to concerns around methane and potentially diverting agricultural land use for fuel mono-crops) it also has its positives as polluting vehicle particulates are reduced to almost zero, helping to reduce air pollution, nitrogen and CO₂. 100% of our biofuel is sourced from waste products including: food, animal and water waste. Click [here](#) to find out more.



Planning our routes more efficiently

In 2018 we invested in a new route planning system called Maxoptra to help us plan our delivery routes as fuel efficiently as possible. We will continue to use this to reduce emissions from our delivery process. Although it is difficult to say how much carbon this has saved us, it makes our fleet more efficient as we regularly take a vehicle off the road by merging runs and we always make sure all our runs are full.

South West Hub

We are setting up a new South West delivery hub to reduce our delivery miles. This will significantly reduce our emissions by shortening delivery routes and using a Biogas vehicle, enabling us to save over 3,000 delivery miles each week. It will also increase our flexibility, giving us the option to implement shorter, more frequent runs and transition to smaller and alternative fuel vehicles when possible, resulting in further emissions savings.

Electric vehicles (EV's)

We have invested in an electric van to add to our fleet and using it as a pilot for some of our London deliveries. We are considering how we can change our logistical operations so we can adopt more EV's in the future.

We are always on the lookout for new sustainable solutions that we can implement to help us decarbonise our business. For example, we visited Renault to assess the viability of adding electric trucks to our fleet. This is a very exciting concept and, whilst it is not currently a viable solution for us, we will continue to pursue this transition as soon as it becomes a practical option.

We have also been looking into the potential adoption of an [Electric Vehicle Salary Sacrifice scheme](#) so we can offer EV's to our workforce and help reduce our employee emissions considerably. We are still working out the details but we hope to have this in place soon.

SME climate Hub

We have signed up to the SME climate hub, a global initiative that empowers small to medium sized companies to take climate action and build resilient businesses for the future. We have declared our intent to fulfil their requirements to:

- i Halve our greenhouse gas emissions before 2030
- ii Achieve Net Zero emissions before 2050
- iii Disclose our progress on an annual basis



We have declared a climate and ecological emergency

This year we have proudly joined the [Business Declares](#) network of over 100 businesses to declare a climate and ecological emergency. We are collectively calling for urgent environmental and social justice and are committing to an open and transparent culture to help us respond to the associated challenges. Business Declares is a partner of the [UN Race to Zero and Race to Resilience campaigns](#), joining Business Declares is our way of committing to those wider ambitions as much as we can.



We support the Zero Hour campaign

Zero Hour is the campaign for the Climate and Ecology Bill (formerly the CEE Bill) – a plan for a new UK law that addresses the full extent of the climate and nature crisis in line with the most up-to-date science. The Bill is the only proposed legislation before the UK Parliament that ensures a comprehensive and joined-up approach to the emergency.



Our local area

Our main operation is located in Elland in Calderdale, West Yorkshire. The area has suffered a great deal of flooding, storm damage and devastating wildfires, putting climate change high on the local agenda. We proactively organise an annual river clean to ensure the river running past our premises is clear of debris and invasive species so our local ecosystems thrive as much as possible. Our tree planting schemes help to absorb water that contributes to local flooding. We support our local communities to clean up after flooding.



Short-term Plan

- 1 To have our current scope 1 and 2 emissions externally verified by an expert consultant and begin our scope 3 emissions mapping with emissions reduction targets set in line with science-based targets (SBTi)
- 2 Decarbonise our fleet as soon as possible through implementing EV's, and alternative fuel vehicles
- 3 We will confirm our 2030 scope 3 targets and implications for our suppliers by 2024
- 4 We will assess whether we are able to install solar panels at our sites to generate our own renewable energy

2030 Target

- 1 To work with suppliers on their own Net Zero and carbon reduction pathways
- 2 Achieved yearly emissions reductions in line with SBTi

Theme 2: Nature

13 CLIMATE
ACTION



15 LIFE
ON LAND




During COP 26, we saw the importance placed on protecting nature, with many countries announcing plans for sustainable agriculture and preventing deforestation. Thriving agriculture relies on healthy natural ecosystems; globally, agriculture and land use are responsible for almost 60% of biodiversity loss and 30% of greenhouse gas emissions – making it one of the biggest threats to our environment" ([source https://www.wwf.org.uk/food](https://www.wwf.org.uk/food)) It is essential we protect and restore nature while also “decarbonising” global food systems. The good news is that we already have many practical, effective solutions available which present an opportunity for food-related businesses to work towards achieving Net Zero and impacting nature in a positive way.

With alarming figures showing that half of topsoil has been lost over the last 150 years, we must transition to farming practices that don't degrade our natural land, but instead work to restore the soil, whether this be through regenerative, organic or agroecological processes. Simply put, we must change what we grow and how we grow it.


We will work towards this by transitioning to sustainable sourcing in our supply chains by engaging our farmers on sustainable farming practices, working with our suppliers, and ensuring that the products we source are sustainable and less harmful to nature.

Supply chain

We recognise the importance of ethical practices in our supply chain and in our products, that's why we have been learning about the concept of Biodynamic products, and how we can encourage this practice.



Where it is applicable to do so, all our own brand body care and household products are approved as cruelty-free under the Leaping Bunny programme.



Cruelty Free INTERNATIONAL

It is important we consider the impact that sourcing certain forest-based materials can have on nature, not only for our products, but also our packaging and office suppliers. We know how important forests are for our ecosystems to thrive. They absorb around ¼ of the Earth's carbon dioxide² yet human impacts have already led to the loss of around 40% of the world's forests³. Protecting and restoring forests has never been more urgent.

One way we can protect our forests is through ensuring our forest-based materials are sourced from Forest Stewardship Council (FSC) managed forests. The FSC is an international, non-governmental organisation which provides certification that forest-based materials come from forests that meet the highest environmental and social standards through eliminating forest degradation, illegal logging, protecting water quality and prohibiting hazardous chemicals. That is why we are looking at which materials we can switch to FSC certified.



Our printed catalogue is printed on 100% FSC certified paper.



MIX
Paper from responsible sources
FSC® C002375



¹ <https://www.natureandmore.com/en/all-about-organic/what-is-biodynamic>
² <https://www.nrcan.gc.ca/climate-change-adapting-impacts-and-reducing-emissions/climate-change-impacts-forests/forest-carbon/13085>
³ https://wwf.panda.org/discover/our_focus/forests_practice/



What is Biodynamic?

A special type of ecological farming, with extra demands regarding animal welfare, closed nutrient cycles and ecology¹. Biodynamic farming produces food through making the soil healthy for growing plants, providing optimal vegetation conditions and ensuring careful harvesting without the use of chemicals. There is also a recognised international Biodynamic standard called *Demeter*. We will look at increasing the proportion of Demeter certified products in our product range and speak to our farmers about Biodynamic practices to raise awareness and encourage the uptake of this process.



Short-term Plan


- 1 We will have a firm stance on new suppliers to meet higher ethical criteria
- 2 We will not bring on a new supplier if their product contains uncertified palm oil or derivatives
- 3 We will source from more B-corp and co-operative suppliers by tailoring our new supplier preferences to prioritise these types of organisations

2030 Target

- 1 75% of our Suma brand products to be certified organic
- 2 We will work in bringing to market a portfolio of the “best in class” sustainable products

2

ZERO HUNGER



Theme 3: Zero Waste

12

RESPONSIBLE CONSUMPTION AND PRODUCTION



Food waste

Food waste is a paramount issue in the UK, with 7 million people (every 1 in 10) struggling to afford to eat and 2 million tonnes of good-to-eat food being wasted across the food industry each year. This would be enough to feed everyone in food poverty in the UK for half the year. There has been headway in that the UK is the first country to get more than halfway towards meeting the SDG Target 12.3 of halving food waste by 2030², a target we ourselves have aligned with in our own food waste plan, and we are working hard on ways to achieve this.

Food surplus

We understand it takes a lot of energy and resources to grow, process, package and transport all the products we sell. We are proud to report that in 2021/22 92% of our food surplus was either sent to charity or used by Suma workers and our canteen. The remaining 8% was sent to an anaerobic digestion facility to produce biogas. None went to landfill. Our canteen does produce some food waste, mainly cooked, and we are looking for a creative way to put this to good use.



EDUCATION AND ENGAGEMENT	HEALTHY DIETS	DECENT WORK	ZERO WASTE	NATURE	NET ZERO	THREE PILLARS	CONTENTS
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Disposal... but not wasted

This is our least preferred option and we do everything we can to avoid disposing of waste, but if there is still food that cannot go through one of these channels, it is collected to be sent to an **anaerobic digestion** facility where it decomposes as microbes break the food down. This produces bioenergy in the form of biogas with a byproduct of natural fertiliser which can be used to fertilise farmland. This is a renewable process as food waste is not a finite resource. Last year we sent 15,090kg of food waste to be anaerobically digested, producing 4074.30Kwh of renewable energy.

Canteen

A significant percentage of surplus food is made into delicious, healthy, and free vegetarian and vegan meals in our staff canteen. Last year just over 17% of our wasted food stock went there as we have a focus in the canteen to try and use as much surplus food stock as we can.



Donations

Last year we donated 9.8 tonnes of excess food to 7 local food banks and charities, including sending over 44 pallets of food, boxes, tape and money to Ukrainian refugees in collaboration with Delifresh.



What is food surplus?

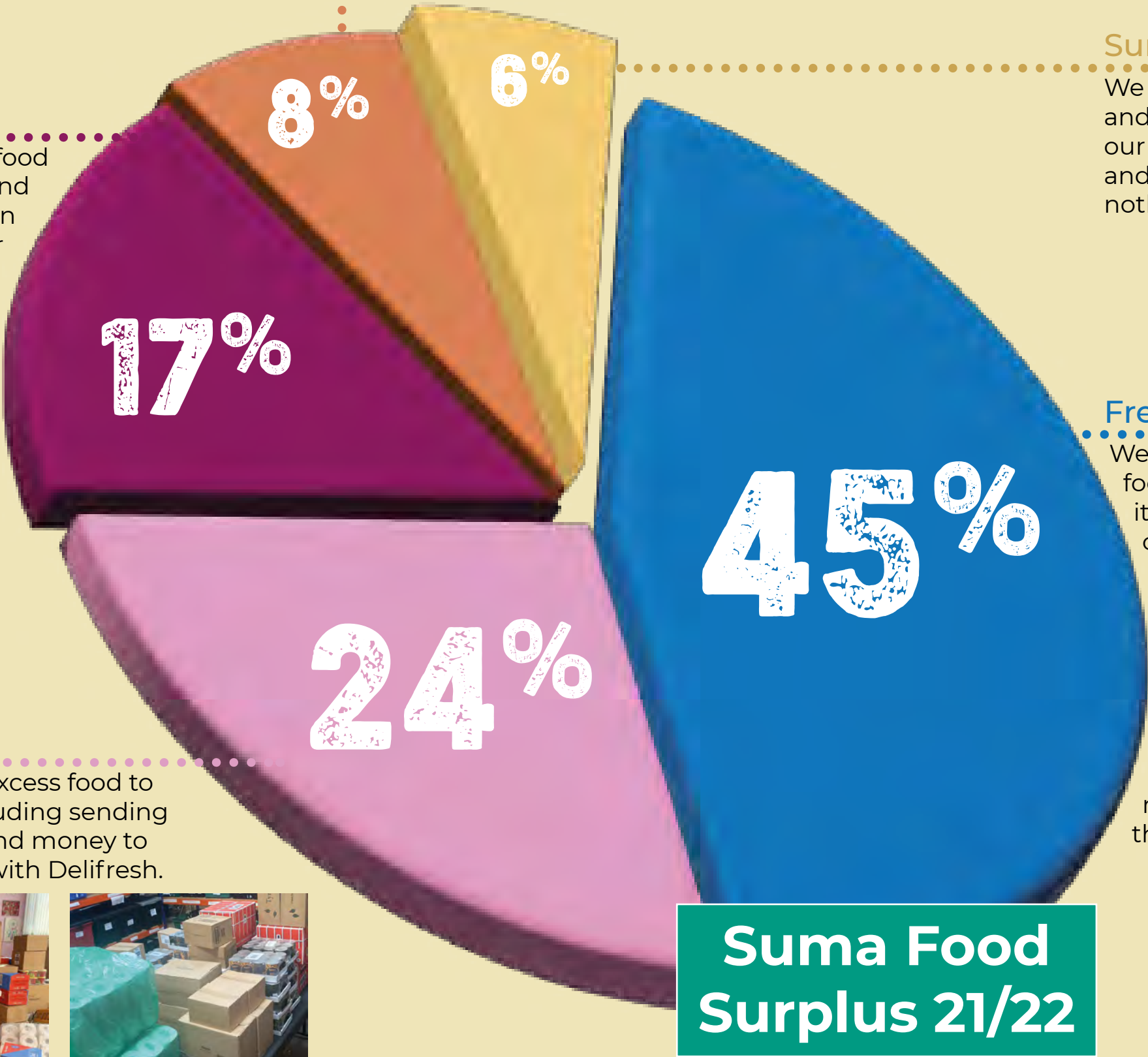
When the supply of food exceeds the demand for it, this food is redistributed to feed other people, animals or produce new products, materials or energy¹. Food waste is therefore the surplus food that is not recovered for these processes, typically resulting in the food being sent to landfill or compost.

Suma use

We make sure any damaged toiletries and cleaning products are used on our premises to keep us all hygienic and smelling great whilst making sure nothing is wasted.

Free pallet

We send around 45% of our surplus food stock to our free pallets where it is offered to all our workers free of charge. This is typically food stock that has either been damaged or was approaching the use-by-date but is still good enough to eat. Workers can simply come along and take anything that might tickle their fancy.



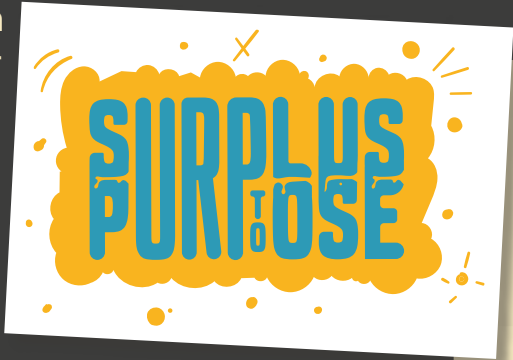
Suma Food Surplus 21/22

¹<https://www.futurelearn.com/info/courses/an-introduction-to-food-science/0/steps/159644>
²<https://www.ifco.com/countries-with-the-least-and-most-food-waste/>

Our packaging

Our Ecoleaf bottles and 20 Litre drums are made from 100% Post-consumer Recycled Plastics (PCR). This is plastic which has already been used and disposed of by consumers to be recycled into our drums.

Once our refill sized drum containers are empty, they are collected by **Surplus to Purpose**, cut into chips, and recycled to be made into other products.



Our Ecoleaf range is developing more plastic-free products as our brand team are looking at more ways to reduce plastic through new product development.

Cardboard waste

We reuse cardboard boxes returned to us and we recycle all other cardboard waste, as this gets put in our on-site compactor and compressed down ready to be recycled into cores and tubes.



Compostable wrap

We use 100% home compostable wrap for all our paper products. It is made from potato starch and totally biodegrades under the influence of soil based microorganism (under proper composting conditions).



Prepack packaging

We have redesigned our **entire prepack** range of nearly 300 products to use 20% less plastic packaging.



Shopping bags and cling film

Our new **reusable shopping bags** are made from recycled plastic bottles and our new **Suma cling film** will disintegrate into the natural elements of the environment within approximately 90 days. Leaving zero traces of toxicity in the soil (under proper composting conditions).

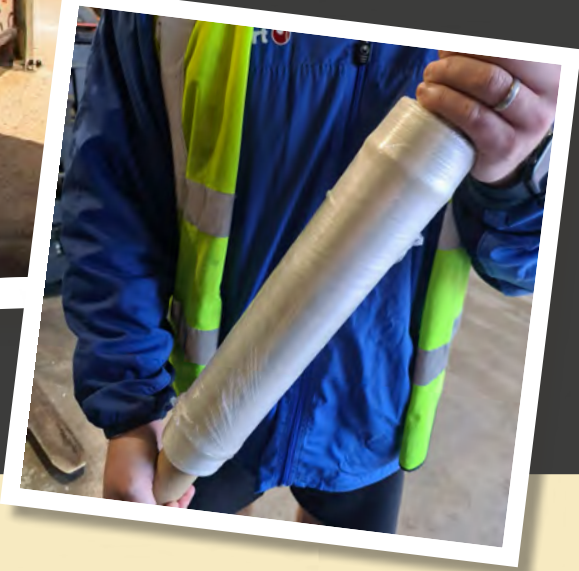
Zero waste shops

We sell to a number of zero waste shops, making up 3% of our total sales. Now we know this doesn't sound a lot but this equates to £1,575,162.52 and this market is growing. These types of shops encourage their customers to refill their own containers and lead a waste-free lifestyle through buying in bulk and avoiding plastic packaging and products.

We supply a wide range of zero waste customers, including large ones like [Good Club / Get Dizzie](#) and [Abel & Cole Zero Club](#) who do zero waste deliveries with our products. We even piloted our own zero waste station in partnership with The Central England Co-operative. The trial initially started with a range of food including oats, porridge, rice and dried fruit but has since been extended to include our body care and home cleaning products as part of their zero waste offering. We now have zero waste stations in



3 Central England stores with trials also underway in 3 other Co-op Society stores.



It's a wrap!

We wrap our pallets to protect goods in transit and prevent waste. We switched to a new shrink wrap for pallets which is 20% thinner without compromising on strength and durability, saving us £1,849.54 and a **CO₂ saving of 5795 kg/year!**



Our water promise

We must protect and respect our water systems. Water stress is one of the biggest problems facing our planet as global temperatures increase. We all need water every day. It is the single most important commodity supporting all life on earth. Only 2.5% of the earth's water is freshwater and 1 in 10 people around the world don't have access to clean water¹. Climate change threatens our water systems and some parts of the world are already experiencing more frequent and more severe

droughts, famines and floods. It's estimated that the UK's water demand will outweigh supply within the next 20 years². In Calderdale, this year we have seen the lowest reservoir levels ever recorded and new water infrastructure has had to be built to get water to adjoining counties to prevent some communities from running dry.

Businesses account for nearly a third of all water usage in England, and steps must be implemented to reduce water use as much as possible. That is why we have signed up to the [Yorkshire water promise](#), to publicly declare our water reduction targets and show our commitment to making water saving part of our business.



Wrap

We have been consulting with Wrap on ways in which we can get involved with their campaign around declaring action to prevent food waste. We have signed on to the [Food waste reduction map](#), which sets out our intent to **achieve a 50% per capita reduction in food waste by 2030 vs a 2007 baseline**, as set out in the [UN Sustainable Development Goal 12.3](#). We have plans to further our engagement by also signing up to the [Courtauld Agreement](#) which extends this commitment further by incorporating further targets to:

- i Deliver a 50% absolute reduction in GHG emissions associated with food and drink consumed in the UK by 2030 (against a 2015 baseline).
- ii Ensure 50% of fresh food is sourced from areas with sustainable water management by 2030.



We have stopped selling water in single use plastic bottles

This year we decided to stop selling water in single-use plastic bottles. Even though plastic is recyclable, less than half gets put in the recycling bin.

Our new suppliers use:

- i Aluminium packaging which is infinitely recyclable and one of the worlds most recycled packaging materials
- ii Glass bottles
- iii Plant-based packaging made with reusable sugar cane!



Every day an average of 35.8 million plastic bottles are used in the UK, but only 19.8 million are recycled.



Plastic Free July

Every July our workers make pledges to cut out plastic in their day to day lives to promote the Plastic Free July campaign. No matter how big or small, every action matters. Some of our members pledged to start using reusable shopping bags, buying more plastic-free fruit and veg from the farmers market, and ordering milk in glass bottles from their local milk round.



¹<https://water.org/our-impact/water-crisis/#:~:text=Today%2C%20771%20million%20people%20%E2%80%93%201,are%20the%20people%20we%20empower>

²<https://www.nao.org.uk/wp-content/uploads/2020/03/Water-supply-and-demand-management-Summary.pdf>



Theme 4: Decent work

1 NO POVERTY

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

One of the main issues facing businesses today is working with their supply chains to improve working conditions and ensure certain standards are met. We are no different and we want to do what we can to guarantee our supply chains are providing ethical and fair treatment to all workers. The difficulty comes in the way we do this. Having little power over many of our suppliers makes it challenging.

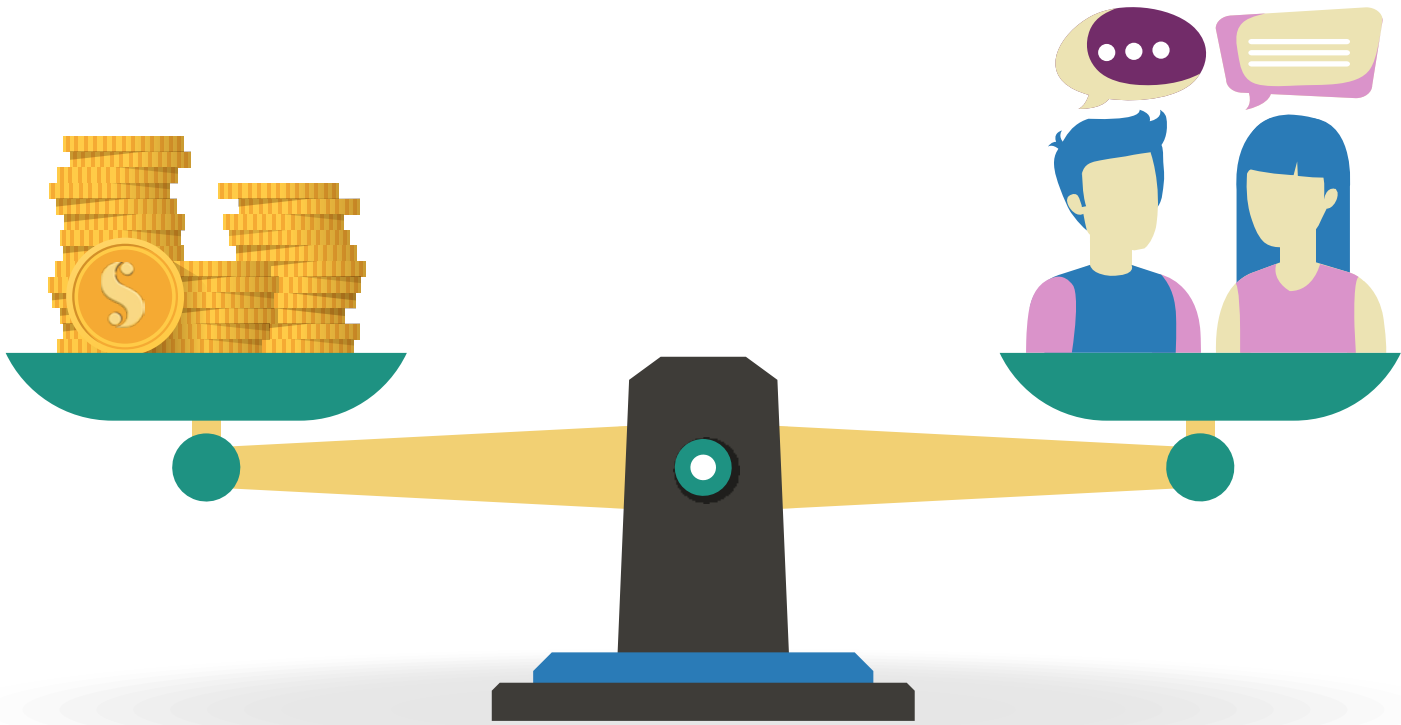
We are, therefore, aiming to work towards standards set by schemes that guarantee fair and decent work within their principles, such as Fairtrade, B-corp and working with other co-operatives like ourselves. These types of organisations ensure certain levels of decent work are met, whether it be Fairtrade which enables fairer access to profits and improved working practices for farmers, or B-corps who are leading the way by creating standards, policies and tools to improve their offering to employees.

Our members' foreword

One of our fundamental aims is to provide decent work for our co-op. We do this by creating a safe, supportive workplace, paying a good wage with ongoing training and development, and Union representation.

Equal pay equal say

We have a flat structure, which means there are no bosses, no external shareholders and no hierarchy. A percentage of the profit we make is shared amongst eligible workers, so everyone benefits when we do well. We report our [gender pay gap](#) annually and are pleased to report that per hour worked our gender pay gap is 0% thanks to our equal pay structure. We multi-skill to share the responsibility associated with running a business and offer flexible working arrangements so that workers can adapt their role and hours to suit their current circumstances.





Member Council

We have an elected body of members whose role it is to:

- i Scrutinise the Board
- ii Represent the collective issues of the membership
- iii Help the membership find answers to their questions
- iv Consult with the membership around strategy and business planning

Our union

Suma and its Bakers Food and Allied Workers (BFAWU) branch have a deep rooted and long-lived relationship for over 30 years, which arguably can be a great example to others of how unionised co-ops can reap shared benefits. Unions play an instrumental role in democratic worker co-op formation and governance. Our union branch is officially recognised by Suma via our Union Recognition Agreement.

Our union is consulted when we set policy; promotes worker welfare and supports individuals when they need it; lobbies and campaigns on workers' rights, women's and LGBTQIA+ rights, human rights and BAME rights and social equality. The union uses its 'Solidarity Fund' to fund these causes with a bias towards local communities. We support union campaigning via donations and sponsorships, promoting local, national and international campaigns and movements.

In the future, we hope the union has more input into strategic planning and promotes cooperation in a wider business environment through union networks.



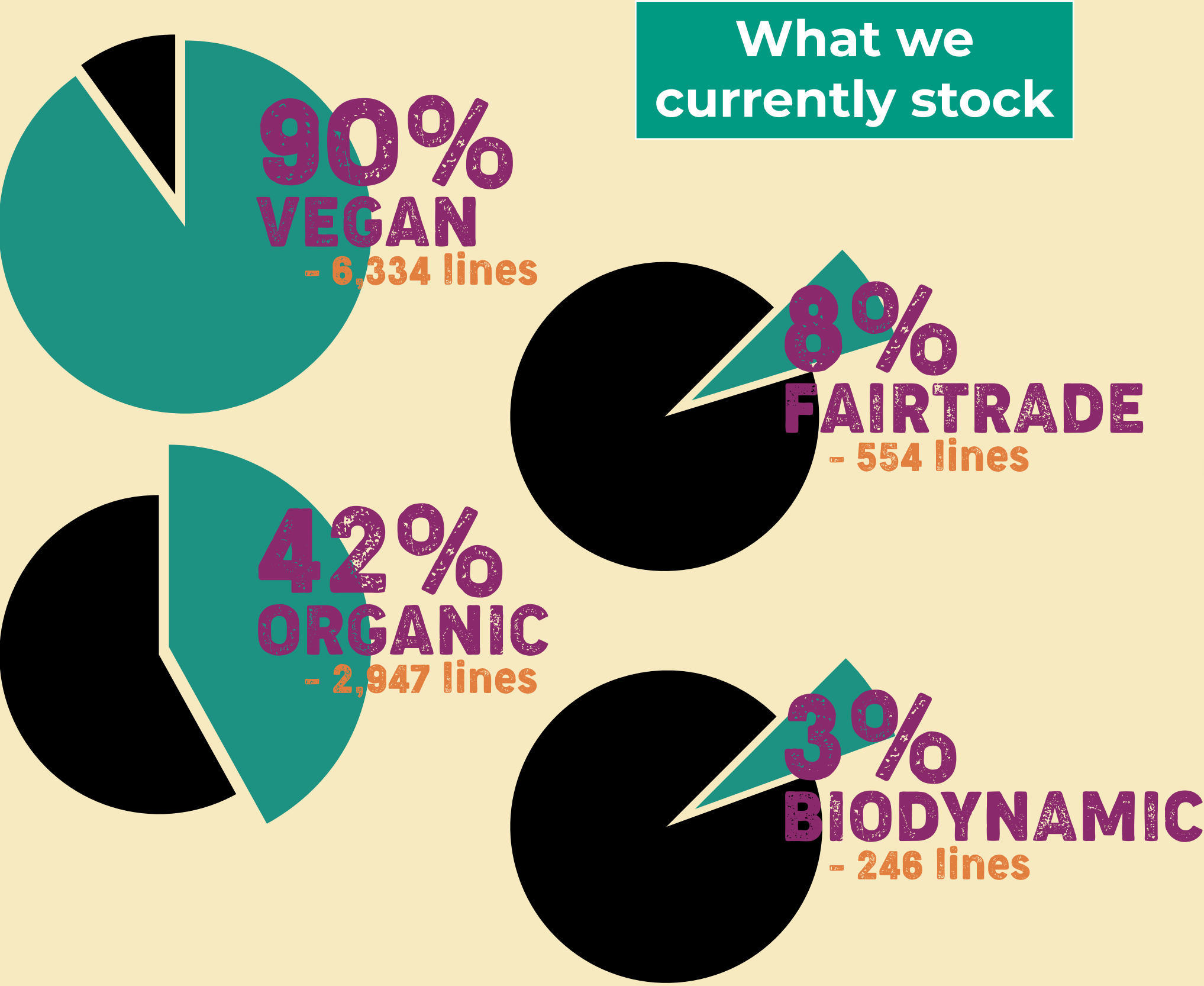
Our supply chain

We are proud members of [Sedex](#): a membership organisation which provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. We created our own supply chain working group, who prioritised updating our supplier ethical questionnaire so that we gather all the required information we need to make more informed choices about who we bring on as a new supplier, enabling us to hold our suppliers to a higher level of ethical requirements.

We want to drive decent work within our supply chains, by increasing the proportion of independently certified products that we stock (i.e. organic, fairtrade, RSPO, RTRS) to show our suppliers are following internationally recognised ethical standards and procedures.

Proud to be a
Sedex
Member





Fairtrade

Fairtrade is a global movement. It's a process that certifies the products you buy are fairer for the farmers by allowing them to secure better prices for their products, along with safe working conditions and environmental protection. We have over 500 Fairtrade products and always look to increase this offering when we add new products to our range.

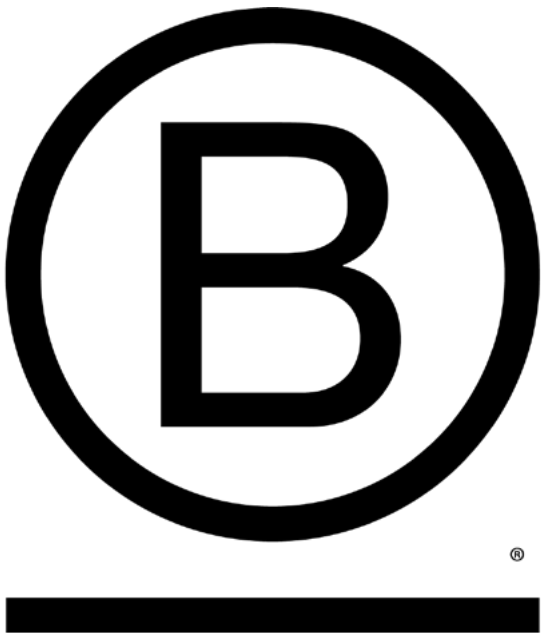


We aim to become a B-corp

The world of B-corps is growing rapidly and we want to be a part of that. We feel our co-op is very much aligned with the B-corp values and principles. As such, we will undertake a B-Impact assessment to initially see where we currently stand in reference to their criteria with the aim of applying for B-Corp status as soon as possible.

We have joined the Yorkshire B-Corp network, a community of B-Corps, business leaders and other companies who believe that business should be a force for good. B-Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving, to supply chain practices and input materials.

We aim to become a B-corp as soon as we can, so it was very useful to speak with local companies who have 'been there, done that' to learn more about the process from their own point of view.



Diversity, Equity,
Inclusion, and Belonging (DEIB)

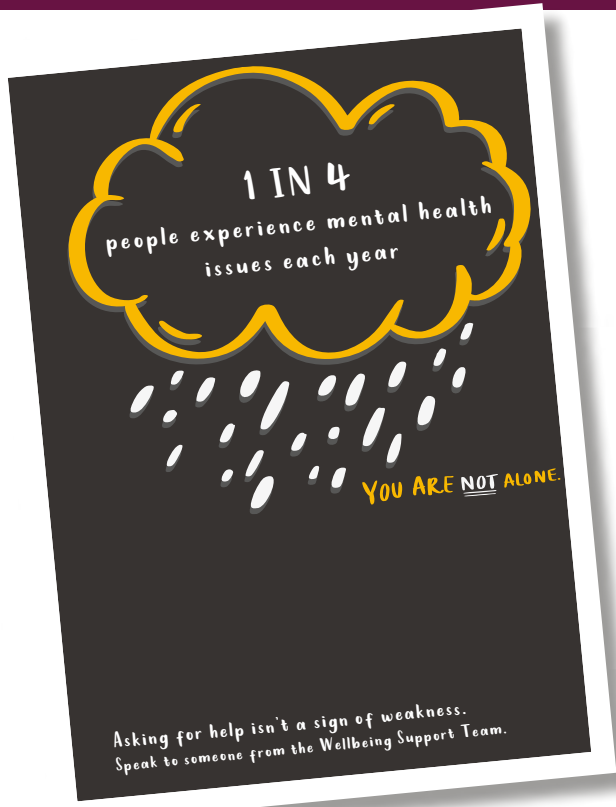
We have a strong desire to become leaders on DEIB, from developing peer supported networks to ensuring all new starters complete relevant DEIB learning modules. That's why this year we worked with external partners *The Unmistakables* to understand diversity, equity, inclusion and belonging within our workforce and where we can look to improve. The process included an in-depth audit, including a member-wide survey, to provide raw data as to how diverse we are as a workforce, as well as documenting employees' experiences and how they feel Suma could improve in DEIB. The results of these findings have helped us put plans in place to achieve an equal, diverse and inclusive workforce.

We are currently working on developing a recruitment policy that aims to help us improve on the gaps highlighted by our DEIB project, so that we better represent the community we live and work in, and tailor our recruitment process to appeal to more minority backgrounds with the aim of improving diversity within our co-op. We also met with our local council to discuss their *Inclusive Economy Strategy* and we plan to work with them to develop diversity data in our local area and engage with local partners on placements within our co-op.

All organisations want to recruit from the widest pool of talent and help successful applicants progress. It is key to future productivity and performance, yet staff from Black, Asian, Mixed Race and other ethnically diverse backgrounds still encounter significant disparities in employment and progression. That is why we committed to improving equality of opportunity in the workplace by signing up to the *Race at work charter*, by Business in the Community.

DIVERSITY
EXISTS
AMONGST
PEOPLE

THE
UNMISTAKABLES



Well-being support

Everyone will need some support with their mental well-being at some point. If people are physically unwell they go to the doctor. Our mental health is just as important. We trained the 19 members of our well-being team as Mental Health First Aiders. Our aim is to support people and provide someone they can talk to without judgement. It enables us to share resources and signpost individuals to professional support where appropriate.





Suma Pride Network

As a collective, we aim to bring awareness of and provide a voice for the LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, intersex, and asexual) community within Suma, and bring together employees with a shared interest in supporting the wider LGBTQIA+ community.

That is why we set up a network open to anyone working at Suma to welcome supporters of the community or anyone who wants to gain a greater understanding of LGBTQIA+ issues, whether they identify as LGBTQIA+ or as an ally. The group is openly Trans Inclusive. We will support anti-discrimination, and advance the cause of Diversity, Equity, Inclusion and Belonging at Suma.

We were lucky enough to be able to send two of our network members for Mental Health First Aid training with an LGBTQIA+ focus delivered by Happy Valley Pride. They attended a two day training course that equipped them with specialist knowledge to help them further support workers who identify as LGBTQIA+.



Fair Tax Mark Scheme

Equality and sustainability are at the heart of what we do, and having a fair and transparent approach to tax is key to being a responsible business. The Fair Tax Mark allows us to demonstrate that we have been independently assessed and found to have an exemplary approach to tax.

We have a tax policy that commits to shunning tax avoidance and the use of artificial tax havens. We publish our full accounts and are committed to enhancing our tax reporting in the future. Our current tax charge is very much in line with the expected rate, averaging at 21% over the last four years.



Short-term Plan

- 1 We will assess our supply chain risk in terms of modern slavery and use the global slavery index to assess our at most risks products and suppliers
- 2 We will assess which products we can influence to improve living wage conditions
- 3 We will become a B-Corp
- 4 Ensure performance management is embedded within Suma

2030 Target

- 1 All our products will have some form of certification to prove ethical, decent and fair supply chains
- 2 We will better represent the community we live and work in through improvements to DEIB



Theme 5: Healthy and sustainable diets



There are pros and cons to everything we eat and balance is key. Numerous studies have shown that a vegetarian diet is one of the most effective for maintaining health¹ through replacing meat for a diet packed with natural fruits and vegetables, low in fat and high in complex carbs.

In addition to supporting good health, a vegetarian diet is one global transition we all need to make to protect our environment, as current levels of global meat consumption are unsustainable if we are to remain within planetary boundaries².

- According to our friends at the [Vegetarian Society](#):
- i Eating a vegetarian diet means 2.5 x less carbon emissions than a meat diet.
 - ii By eating vegetarian food for a year you could save the same amount of emissions as taking a small family car off the road for 6 months.



We are a vegetarian company

Suma was born from a passion for wholefoods, organics, sustainability and co-operative working, and we pride ourselves on sourcing the very best wholesome, natural and ethical products with the ultimate aim of building a better, healthier and happier future.

We have been proudly vegetarian since we were founded in 1977. All our sites and products have been 100% vegetarian since and 90% of the products we stock are also vegan.

We will continue working to make our own brand products healthier and more nutritious, as we have recently done by reducing the salt content in our tomato soup by 44%. We will continue to look at recipe improvements to ensure all our products meet national health guidelines. As with any healthy, balanced diet, we believe there is space for a few treats.

We recognise the different nutritional values of all foods, not just so called superfoods, and we do not demonise any food. It's all about balance and our focus is on the healthier side.

We will continue to sell our small offering of sweets, snacks and desserts while trying to make improvements where we can.



Increasingly organic

We are licensed to handle and supply organic foods through certification by the *Soil Association*, who inspect us once a year to make sure we meet regulations set at UK, European and International levels. These Standards assure consumers they are buying genuinely organic products which can be fully traced back to the source. We currently sell more than 2000 organic food and non-food products, and we have aspirations to increase this range.

What is organic?

Organic farming ensures the health of soils, animals, ecosystems and people, through the avoidance of artificial fertilisers and harmful pesticides and herbicides, higher animal welfare standards, and no genetic modification of crops. Simply put, it means a healthier, more natural way of farming that delivers so many benefits for wildlife, society and the natural world.

Why is it important?

Nearly half of the UK’s biodiversity has been lost since the industrial revolution - more than any G7 country, and the UK is in the worst 10% globally! **More than two-thirds of UK land area is now used for agriculture and 8% has been built on**, leaving little room for nature. Intensive farming practices, especially pesticide use, have been identified as the main driver in the decline in biodiversity. This is why we must encourage organic farming as it not only benefits nature and wildlife, but it also has lower emissions.

Short-term Plan

- 1 We plan to work with a specialist nutritionist to ensure our definitions and targets meet our objective of supporting healthy diets
- 2 Use data to support a policy on the nutritional content of Suma brand products
- 3 Ensure all our single ingredient dairy products are organic so they comply with the Soil Associations high standards on animal welfare, antibiotic use, diet and additives and preservatives

2030 Target

- 1 Increase the proportion of plant-based and nutritious foods across our ranges to support healthier food choices



¹<https://scopeblog.stanford.edu/2019/02/07/a-skeptical-look-at-popular-diets-vegetarian-is-healthy-if-you-tread-carefully/>
²Rust, N.A. et al. (2020) “How to transition to reduced-meat diets that benefit people and the planet,” Science of The Total Environment, 718, p. 137208. - <https://doi.org/10.1016/j.scitotenv.2020.137208>



Theme 6:
Education and
engagement



As an ethically run co-operative, we have an opportunity to communicate and collaborate with a range of different partners, from schools to international organisations and networks, local to global. We have a voice and we want to engage where we can in order to inspire positive change.

Working with other co-ops

Some of our suppliers are also co-operatives, helping us to live our co-operative values by supporting other co-ops. It is also important to work with more like-minded, purpose-driven organisations, therefore, we will work on gathering information on how many of our customers and suppliers are co-ops and also B-corps so we can increase this range within our customer and supplier base.



EDUCATION AND ENGAGEMENT	HEALTHY DIETS	DECENT WORK	ZERO WASTE	NATURE	NET ZERO	THREE PILLARS	CONTENTS
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University of Huddersfield sustainability careers fair

In March 2022, we visited the University of Huddersfield's sustainability careers fair as part of their 'Green Week', to speak to students about employment opportunities within our co-operative.



One of our sustainability coordinators also gave a speech to the students on his career journey into the world of sustainability and how they can also turn their passion for sustainability into a career!

fairandfunky

Being a workers co-operative, we feel it is important to share our insights on how we run as a business so that anyone can learn how to adopt similar ways of working. That is why we have visited schools across our district in partnership with community interest company fairandfunky, as what better way to get these insights across, than



to teach school children at an early age about the ways of co-operative working and the principles of Fairtrade. As sponsors of fairandfunky, we are supporting and empowering people to take little steps to change the world.

Plunkett Foundation

When pubs and shops are at risk of closing down, the Plunkett Foundation aims to step in and support these establishments by helping them transform into community owned enterprises (such as a co-operative).



That is why we are proud sponsors, encouraging rural communities to overcome challenges and run successful community businesses.

Supporting other co-ops

We are members of Co-operatives UK, a network of thousands of co-ops working to grow the co-operative economy through promoting, developing and uniting co-ops to build a better world. A Suma member sits on the Co-op UK Board.



To support the co-operative movement and encourage more co-ops, we donate £1 per week per member to the Solid Fund. That's more than £200 a week! Solid Fund supports workers' co-operatives, individuals and organisations who support industrial democracy and collective ownership by:

- i strengthening worker co-operative solidarity
- ii supporting industrial democracy and collective ownership
- iii developing worker co-operative education and support activities

New worker co-operative federal

A "federal" is a co-operative organisation that other organisations can be members of, and that then represents and works for their interests collectively. There is currently no dedicated umbrella organisation for worker co-ops in the UK, but there is now a federal in development - an exciting move that could help worker co-ops thrive. We are the biggest worker co-op in the UK, and around 5% of our customer base (and some suppliers) are worker co-ops as well. We're excited to be helping with the set-up of this new federal and will have more to say about it soon.

Calderdale Climate Action Partnership

Throughout our strategy development process we have consulted with our local council as they prepare a local climate action plan. We have discussed ways we can engage with council plans to achieve local climate outcomes, for example through joining the climate working party by volunteering to become representatives for the action

plan, engaging with retrofitting plans to fill the current skills gap in insulating buildings, and discussing with the



council ways to identify other local partners to work with on ways we can protect and restore nature in our region.

Yorkshire & Humber Climate Commission business pledge

Not only are we involved with our local council but we look to engage on a regional basis, as we have done with the Yorkshire & Humber Climate Commission, an independent body recently set up to guide and support regional businesses tackle the climate and ecological emergency.



By signing up to their business pledge, we are declaring our commitment to :

- i Becoming climate resilient
- ii Reducing carbon emissions
- iii Enhancing nature and biodiversity
- iv Promoting a just transition

We encourage businesses of all shapes and sizes across Yorkshire and Humber to sign up to this pledge and work together in helping our region to thrive and become climate resilient.

Research studies

We are always open to assisting research where we can. This year we engaged with various studies in the sustainability landscape to help offer our practical opinions on important sustainability issues and solutions.

Insurance sustainability research interview

One such study was conducted by Britain Thinks on behalf of Zurich Insurance. We were selected to take part in a research study looking at how the insurance industry can become more sustainable, offering our view on how we have prioritised sustainability actions and how the insurance sector can adopt similar ways of thinking. Upon completion, we chose the Wildfowl & Wetlands Trust to receive a £150 donation as a thank you for our participation in the research.



Agroforestry Research

This year we also took part in a university research study on UK Agroforestry certification. Currently there is no UK standard that sets out guidelines and accreditations of Agroforestry practices in the UK. We offered our opinion on what it would take to encourage the wider adoption of the concept in similar businesses to ourselves, and how to create the demand for such types of products among consumers, with the aim of progressing this concept to becoming a more common practice in UK agriculture.

Better Business Benchmark Tool

With so many sustainability frameworks and standards out there, it can be a headache for companies to know which one to follow. We aimed to simplify this by participating in working sessions held by Social Enterprise UK around

developing a new benchmarking framework for organisations that is simple and easy to use and can hold business to a new set of standards to show their overall performance. The aim is to better understand,



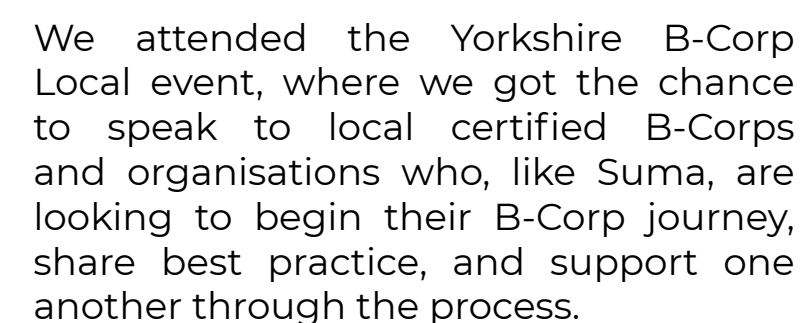
evidence and demonstrate how businesses can deliver more than financial value - the “triple bottom line” of people, planet and profit in a simpler, cheaper way, as markets don't always recognise the value that social enterprises, co-operatives and other businesses create (or destroy). There will be more news on this to follow.



Abel & Cole supplier assessment

More and more businesses are tightening up on ethical procedures and raising standards, not only internally but for the organisations they work with. We have seen this actioned in more stringent supplier ethical forms and assessments requested by our partners. We find these are useful tools as they provide a good snapshot of our strengths and weaknesses as a business, and we take on board any feedback to focus our future plans. One such example was provided to us when we completed a supplier assessment conducted by one of our customers, Abel & Cole. This required an in-depth evaluation of our business practices, in which we were graded in different categories, and provided us with a useful impact assessment report highlighting practical improvements to enhance our performance.





Short-term Plan

- 1 Identify our co-operative customers and work on increasing their presence within our customer base
- 2 Work on growing our Regenerative and B-corp suppliers, customers and partners who we work with

2030 Target

- 1 Forming partnerships with other organisations, co-operatives, charities and NGOs
- 2 Engaging in various environmental initiatives where we are well placed to drive ambition and impact



Our Foundations

By 2030 we will be a well-governed, thriving co-op, living our values through the way we run our business. Sustainability and co-operative principles will be fully embedded into how we operate and the decisions we make. The following foundations sit across all 3 pillars of our strategy as key enablers that will help us achieve all our sustainability outcomes.

- i Policy and Reporting - Policies and statements will be developed and maintained with clear and accessible annual reporting on progress with our sustainability goals
- ii Ownership and Governance - Everyone has clearly defined roles associated with accountability
- iii Training – Further internal training needs will be identified
- iv IT – Robust data systems will be in place to support sustainability developments
- v Investment – Look into our investment strategy with more focus on investments with co-ops, youth entrepreneurs, B-Corps and innovation
- vi Partnerships and Communications – Collaboration with suppliers, competitors and customers to share best practice with improved communications through our various channels

Policy and Reporting

We commit to report annually on our progress in each of the areas in our sustainability strategy. In the future we aim to follow the Global Reporting Index (GRI) reporting standards to accurately report on our sustainability performance using one of the most commonly used reporting frameworks that, similarly to our sustainability strategy, aligns with the UN SDGs.

We have carried out an analysis of all our sustainability policies and procedures to check they are up-to-date, and we aim to reform and develop new policies to ensure they all meet modern standards.. We have a new organic dairy policy and are currently revising our waste, energy and environmental policies as our priority pieces of work.

Palm oil

The mass production of palm oil has relied on the destruction of rainforests, with wide-ranging impact, including contributing to climate change, loss of biodiversity and human rights abuses. We refer to guidance from the WWF on the use of palm oil in consumer products. Recognising that palm is one of the most efficient oil crops that can be grown per hectare of land, the WWF advocates for a commitment to sustainable palm oil that adheres to robust sustainability standards, such as the Roundtable on Sustainable Palm Oil (RSPO) certified palm. RSPO certification minimises the negative impact of palm oil cultivation on the environment and communities in palm oil-producing regions and ensures that palm oil is not linked to deforestation. Only 19 of our food products contain palm oil, all of which is RSPO certified. Some of our ALTER/NATIVE by Suma body care products do use uncertified palm oil. We have discussed this issue with our manufacturer. They noted that whilst the palm oil they contain is sourced sustainably, the cost and administrative burden of RSPO membership is prohibitive for their suppliers, who are co-operatives and small local Farmers who otherwise tick a lot of our ethical boxes. For now, we will look for solutions to guarantee 100% assurance of sustainable sourcing. Here is the link to our [palm oil](#) statement on our website.



Modern slavery statement

This year we updated our statement in line with guidance from the Modern Slavery Act 2015. We ran training sessions with the relevant members on modern slavery to learn about the risks and how to reduce these through mapping our supply chain and using the [Global Slavery Index](#) to identify the most at risk products. The supply chain map gives an overview of which of our products are sourced from countries with a high risk of modern slavery to help us prioritise our work on ensuring our suppliers comply with our modern slavery requirements. Here is the link to our [modern slavery](#) statement on our website.



Supply chain modern slavery risk map

Through using the Global slavery index we constructed our top 10 suppliers that score highest on the vulnerability index, in order for us to prioritise our efforts to the most at risk suppliers.

Country of Manufacture	No of Lines	Vulnerability score
Pakistan	13	74
Iran (Islamic Republic Of)	16	63
Philippines	26	60
Mexico	13	57
India	107	55
South Africa	54	54
Turkey	125	52
Thailand	65	51
China	270	51
Indonesia	21	50

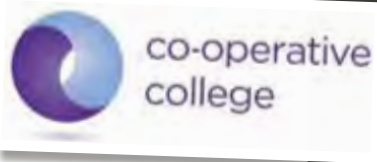


Training and development

Social

Social training is very important for us as it reflects the nature of our business being a worker co-op. Our emphasis is on our members, and social training can span across multiple different departments. We therefore conduct training in the following areas:

- Modern slavery
- DEIB workshops
- Co-operative culture sessions
- Neurodiversity training for team coordinators and zone leaders
- Diversity and Inclusion modules for all members

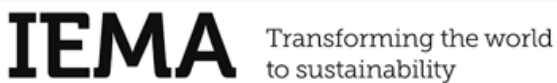


Environmental

It is important to upskill and educate our members on environmental processes and updates. That is why we undertook a number of different environmental training initiatives including : IEMA training courses, Environmental regulation sessions, Internal climate change learning. One of our members also received her IEMA foundation qualification certificate.



The Institute of Environmental Management and Assessment (IEMA) is the largest professional body for environmental practitioners offering globally recognised certification that showcases a fundamental understanding of environmental management.



Governance

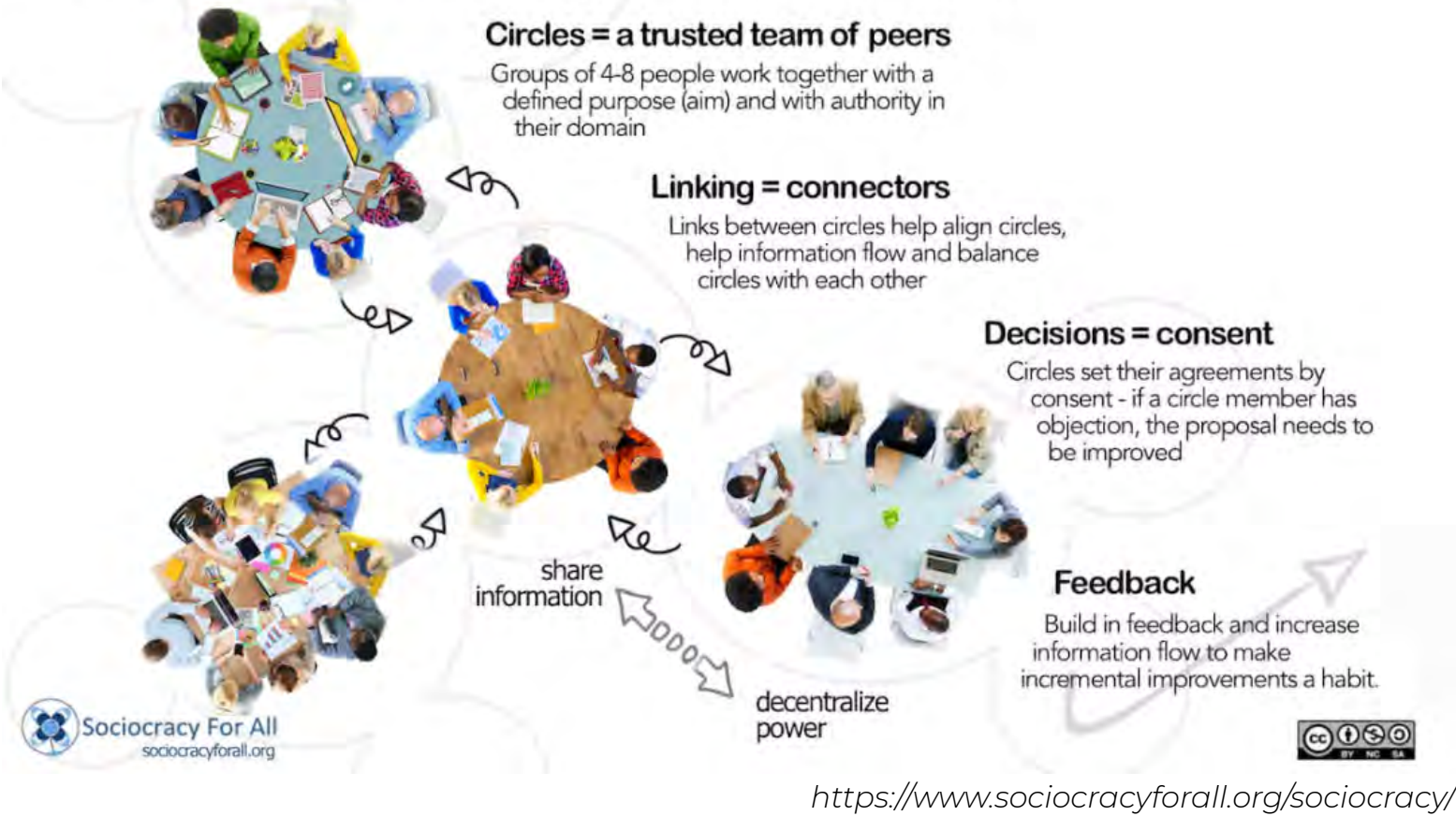
We undertook workshops delivered by Co-operative College to learn how we can adopt the principles of sociocracy in the way we run our co-op, with our Member Council using this system for meetings and working groups - known as circles.



What is Sociocracy?

This is a governance system based on consent that gives everyone a chance to ask questions, react to a topic, and give consent to a decision, so when a decision is made, the whole group is content with the decision.

Sociocracy a peer governance system based on consent



Ownership and Governance

We are working on ways of integrating sustainability accountability into members' and new recruits' job descriptions so that everyone understands from the moment they join us how they can contribute to the 2030 strategy. This year we set up a new supply chain working group made up of Suma members to coordinate our ethical policies and supplier risk processes to ensure they are up to date and that they enable us to hold new suppliers to higher standards. We already have a stringent new supplier approval process where we carefully assess whether new suppliers are aligned with our values and we are decisive to remove them and de-list products should they no longer meet our standards.



IT

Transparency and traceability in the supply chain has become a real and necessary demand in recent years as consumers increasingly want to know who made their products and where¹, and rightly so. That is why we are working on ways to improve the way we capture our data to efficiently manage the information about all the products we stock. By allowing efficient, evidence-based decision making, data can help us make further positive change in our business. We are looking at this in a number of ways:

- i Developing more stringent supplier and product information forms
- ii Implementing a Digital Environmental Management System (EMS)
- iii Adopting a new Warehouse Management System



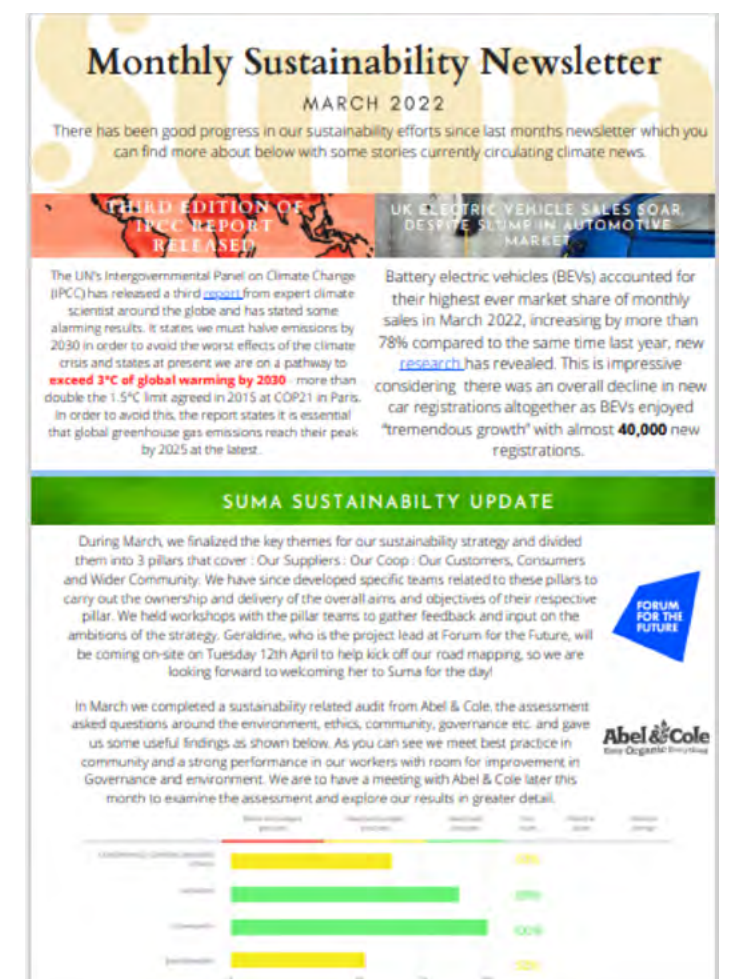
Investment

We want to support, where we can, the growing co-operative and B-corp movement, through increasing our focus on future investments and sponsorships to prioritise these organisations, whilst also getting involved with more youth entrepreneurs and new innovative ideas.

Partnerships and communication

Communication is key for good business, and within our suppliers, customers, and even competitors, it is vitally important we communicate and share best practice to learn from one another as we are all working towards a common goal: being a sustainable business. We have already been working closely with a number of our stakeholders and we will continue to do so.

It is very important to communicate our ongoing sustainability efforts internally to all Suma workers to keep them up-to-date with our sustainability initiatives. Therefore, we share monthly newsletters that feature both internal updates and relevant news stories that fall under the key themes within our sustainability strategy.



¹https://www.closedlooppartners.com/wp-content/uploads/2021/11/Transparency-and-Traceability_CLP.pdf

UN Sustainability Goals

The United Nations (UN) has developed 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all the world's countries working in partnership to reach a more sustainable world. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. Our Sustainability Strategy 2030 recognises that, through our actions, we can positively contribute to many of the UN SDGs, including:



<div>1 NO POVERTY</div> <div></div> <div>To end poverty in all its forms and ensure that all people have access to basic necessities such as food, water, shelter, and healthcare.</div>	<div>5 GENDER EQUALITY</div> <div></div> <div>To achieve gender equality and empower all women and girls.</div>	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div> <div>To ensure sustainable consumption and production patterns and promote sustainable resource management.</div>
<div>2 ZERO HUNGER</div> <div></div> <div>To end hunger, achieve food security, and promote sustainable agriculture.</div>	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div></div> <div>To ensure access to affordable, reliable, sustainable, and modern energy for all.</div>	<div>13 CLIMATE ACTION</div> <div></div> <div>To take urgent action to combat climate change and its impacts.</div>
<div>3 GOOD HEALTH AND WELL-BEING</div> <div></div> <div>To ensure healthy lives and promote well-being for all ages.</div>	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div></div> <div>To promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</div>	<div>15 LIFE ON LAND</div> <div></div> <div>To protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.</div>
<div>4 QUALITY EDUCATION</div> <div></div> <div>To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</div>	<div>10 REDUCED INEQUALITIES</div> <div></div> <div>To reduce inequalities within and among countries and promote social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status.</div>	<div>17 PARTNERSHIPS FOR THE GOALS</div> <div></div> <div>To strengthen the means of implementation and revitalise the global partnership for sustainable development.</div>

Act4SDGS

We signed up to Act4SGDs, a campaign to increase awareness during the Global Goals Week to provide a platform for not only businesses and organisations, but individual people as well to announce how they are acting on the SDG's. You can access the map [here](#) and see all the pledges being made around the world to work towards the global goals.



We think it's important, especially as we enter a critical phase up until 2030, that businesses not only declare their relevance to these goals but that they outline how they are working towards the specific SDG targets and how they plan to achieve these. We have looked into how our strategy aims to cover some of the specific targets and indicators within the SDG's to show the practical ways we are trying to achieve them. Although the SDG's are designed for the nation countries, there are some targets that we, as a business, can have a hand in helping towards, and they are shown below.

SDG 1

- i **Target 1.1 Eradicate extreme poverty for all people everywhere** - Through Supply chain risks assessments, we are to ensure our suppliers are paying the national living wages, with increased Fairtrade focus to ensure more finance is going to the farmers in our supply chain.

SDG 2

- i **Target 2.1 End hunger and ensure access by all people, in particular the poor and people in vulnerable situations to safe, nutritious and sufficient food all year round** - Through our continuous donations to food banks and charities we aim to help combat hunger where we can.
- ii **Target 2.5 Maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species, including through soundly managed and diversified seed and plant banks at the national, regional and international levels,** - We operate a seed library where we offer seed swaps to our workers to take home and plant themselves to increase seed diversity. We also plan to work with a nature specialist to see what practical measures we can put in place to improve biodiversity on our sites.

SDG 3

- i **Target 3.4 Promote mental health and well-being** - We have a well-being team including mental health first aiders to offer support for anyone at Suma struggling with mental health.

SDG 4

- i **Target 4.7 - By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development** - Learning is lifelong. We offer our workers access to lots of learning opportunities relevant to their roles. We also encourage education amongst local academic institutions through site visits, attending sustainability events and hosting talks around sustainability to educate students.
- ii **Target 4.7b - Expand globally the number of scholarships available** - We have taken on a 12 month placement member and we are looking to offer further placements, apprenticeships, and work experience in the future. To partner with our local colleges and universities, we want to increase the available opportunities for people to work with us.

SDG 5

- i **Target 5.1 - End all forms of discrimination against all women and girls everywhere** - We aim to set up Women's networks, while also adopting diversity and inclusion training and education in our co-op.
- ii **Target 5.5 - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life** - Our co-operative structure ensures that every member has an equal voice. Currently our Board comprises 4 women and 5 men and they collaborate to facilitate effective participation throughout our co-op.

SDG 7

- i **Target 7.2 - Increase substantially the share of renewable energy in the global energy mix** - We are looking at installing solar panels on our roofs to increase our on-site renewable energy generation. We will maintain our 100% renewable energy supply to support the development of renewable energy capacity in the UK.

SDG 8

- i **Target 8.5 - By 2030, 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** - As we operate an equal pay model, our average hourly earnings for male and female employees is equal.
- ii **Target 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms** - We have updated our modern slavery policy and procedures and have ongoing plans to further examine our supply chain risks. We will take appropriate and immediate measures to ensure that any instances of modern slavery we identify are eradicated from our supply chain.

SDG 10

- i **Target 10.1 income growth for the bottom 40% of population** - Through our focus on increasing Fairtrade products and ensuring our suppliers pay a living wage to their workers we are striving toward better income for people that may be accustomed to living in poverty or on a low income.
- ii **Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status** - Through aiming to better represent the community we work in we are striving for a more diverse workforce through improved recruitment processes that are more inclusive for people from minority backgrounds.

SDG 12

- i **Target 12.2 - By 2030, achieve the sustainable management and efficient use of natural resources** - We will assess the viability of adopting an EMS in line with ISO14001 to effectively manage our processes and ensure we are efficient with our use of materials and resources throughout our business.
- ii **Target 12.3 By 2030, 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** - Through signing up to WRAP's food waste reduction roadmap, we have declared our ambition to achieve this target.
- iii **Target 12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse** - By setting our zero waste to

landfill targets and aiming to join the Ellen Macarthur Foundation we are aiming for a circular model that aims to reduce as much waste as we can.

- iv **Target 12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle** - We are engaging with the development of the better business benchmark tool to encourage more reporting on sustainability amongst businesses. Also, through joining Business Declares, we advocate their effort to call for more businesses to declare a climate emergency and start reporting on their climate impacts.
- v **Target 12.7 - Promote public procurement practices that are sustainable, in accordance with national policies and priorities** - By assessing and improving our new supplier process to increase ethical standards and requirements for new suppliers, and developing our purchasing policy, we will ensure more sustainable procurement practices for our business.
- vi **Target 12.8 - By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature** – We partake in events and visits with local academic institutions as we place importance over educating students in different aspects of sustainability whilst also increasing awareness through engaging with various campaigns such as Veganuary, Plastic Free July and Earth Day to engage customers and educate our followers on sustainable lifestyles.

SDG 13

- i **Target 13.2 - Integrate climate change measures into national policies, strategies and planning** - By setting Net Zero targets, signing on to the UN Race to zero campaign (through the SME climate hub) and understanding our scope 3 emissions, we will be integrating measures to reduce our greenhouse gas emissions to fall in line with the 1.5°C limit as set in the Paris agreement.

SDG 15

- i **Target 15.2 - By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally** - We are working towards this through adopting more FSC sourced materials for our forest-based products (as we have recently done for our price list) whilst also committing to our annual tree planting partnership each year to support afforestation in our local area.
- ii **Target 15.3- By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world** - By encouraging sustainable agriculture in our supply chain and increasing our organic range, we strive for farming practices that work with the soil, increase biodiversity and prevent land degradation.

SDG 17

- i **Target 17.16 - Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries**
- ii **Target 17.16.1 - Number of countries reporting progress in multi-stakeholder development effectiveness monitoring frameworks that support the achievement of the Sustainable Development Goals** - We aim to report on our progress using the international GRI reporting standards.



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