



Supplier Code of Conduct

Lead	GROUP PROCUREMENT DIRECTOR	Effective date	11/05/2026
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Introduction

At Greencore, our approach to responsible sourcing is underpinned by our commitment to continuously improve how we source goods and services, ensuring that our practices are ethical, environmentally sustainable, and socially responsible. We recognise the critical role our suppliers play in embedding responsible practices throughout our supply chain. By cultivating partnerships based on transparency, accountability, and collaboration, we strive to strengthen supply chain resilience and drive meaningful and lasting impact.

Purpose

This Supplier Code of Conduct (henceforth the "Code") sets out the minimum standards Greencore expects all suppliers and business partners to meet in relation to human rights and labour practices, as well as both minimum and best practice environmental standards. Compliance with the minimum requirements in this Code, as amended from time to time, is a requirement of doing business with Greencore and forms part of the supplier's contractual obligations.

These requirements support our commitment to 'Sourcing with Integrity', which focuses on respecting workers' rights, promoting their wellbeing, and using natural resources responsibly to minimise environmental impact. The Code outlines the measures suppliers are expected to implement in order to achieve and demonstrate compliance with these standards.

Scope

This document applies to the following supplier groups:

- Tier 1 Ingredient and Packaging Suppliers.
- Labour Providers supplying workers to Greencore sites.
- Third-Party Service Providers providing on-site people services to Greencore.

We expect our suppliers to comply with all relevant standards applicable to their operations and to ensure that equivalent standards are upheld throughout their supply chain, including Tier 2 and all subsequent suppliers.

This document encompasses:

- **Human Rights Standards (Appendix 1):** Derived from the Ethical Trading Initiative (ETI) Base Code, with additional social responsibility clauses (10-12) specific to Greencore.
- **Environmental Standards and Best Practice (Appendix 2):** Informed by customer requirements, Greencore's commitment to Sourcing with Integrity, and recognised industry best practices.

Greencore reserves the right to update this document as necessary. Suppliers will be formally notified of any changes and provided with reasonable time to prepare for and achieve compliance.

This document should be read in conjunction with the following Greencore documents found [here](#):

- **Responsible Sourcing Policy**
- **Human Rights Policy**

Our Requirements for Suppliers

Human Rights Requirements

We require our suppliers to comply with Greencore's Human Rights Standards specified in **Appendix 1**, and adhere to the following:

- **Human Rights Compliance:** Suppliers must adhere to all Human Rights Standards detailed in this document and comply with relevant laws and regulations. Where local laws, regulations, or industry standards differ from the requirements of this Code, the higher standard affording greater protection to workers should apply. This must be done while respecting the customs and cultures of the territories or regions in which the supplier operates.
- **Worker Protection:** Suppliers must ensure that workers are adequately protected from harm, have access to effective grievance mechanisms, and are safeguarded from any form of retaliation. Where harm occurs, appropriate remedies must be offered.
- **Human Rights Due Diligence:** Suppliers must conduct thorough and ongoing human rights due diligence across their supply chain, cooperate fully with Greencore's risk management processes, and maintain full transparency at all times.

Environmental Requirements

While legal requirements apply universally, suppliers are responsible for assessing the applicability of each Environmental Standard outlined in **Appendix 2** to their operations or products. We use specific language to indicate whether compliance with a standard is mandatory or considered best practice:

- "Suppliers must" indicates a mandatory standard, unless the action does not apply to the supplier's operations or products, or if Greencore has explicitly granted an exception.
- "Suppliers are strongly encouraged to" indicates a best practice standard, and adhering to these demonstrates a commitment to excellence, continuous improvement, and would mean suppliers are better positioned for the future.

Where they differ, standards or requirements detailed within supplier contracts or specifications supersede the requirements and standards presented in Appendix 2. For example, we may contract product volume against a specific certification to fulfil an ask of our retail customers.

Greencore's Labour Providers are not expected to demonstrate compliance with our Environmental Standards outlined in **Appendix 2**.

Monitoring and Reporting

To support compliance with Greencore's Human Rights and Environmental Standards, suppliers are expected to operate with transparency and proactively identify, manage and remediate any compliance challenges.

Record keeping: Suppliers must maintain accurate and up-to-date records to demonstrate ongoing compliance with applicable standards. Such records must be made available to Greencore upon request.

Issue reporting: Suppliers must promptly notify Greencore of any actual or potential challenges in meeting applicable standards, as well as any other significant concerns. Early notification enables effective collaboration to address and resolve issues.

Continuous improvement: Suppliers are expected to demonstrate ongoing progress in strengthening their human rights and environmental practices, and ensuring these standards are upheld throughout their supply chain. Efforts to exceed these standards are encouraged, and Greencore is committed to supporting suppliers on this path of continuous improvement.

The applicability of the measures detailed in **Table 1** below varies based on the individual supplier.

Area	Supplier Group	Compliance Measure
Applicable to Human Rights Standards		
Sedex Registration and SAQ Completion	Labour Providers Tier 1 Ingredient and Packaging Suppliers	<ul style="list-style-type: none"> Maintain an active Supplier Ethical Data Exchange (Sedex) membership. Create a Sedex account if not already registered and ensure membership is maintained. Link the Sedex account to Greencore on the Sedex platform. Provide Greencore with full visibility of all supplying sites. Ensure the Sedex Self-Assessment Questionnaire (SAQ) for each site is fully completed (100%) and updated at least every 12 months or sooner if significant business changes occur. Share updated SAQs with Greencore.
Stronger Together Business Partner Status	Labour Providers	<ul style="list-style-type: none"> Obtain and maintain Stronger Together Business Partner status.
Working Hours Tracking	Labour Providers	<ul style="list-style-type: none"> Submit monthly reports to Greencore's Human Rights team to monitor working hours and track compliance with ETI Base Code standards.
Internal Ethical Audits	Labour Providers Third-Party Service Providers	<ul style="list-style-type: none"> Participate in periodic ethical audits conducted by Greencore, in line with ETI Base Code standards. Address and close all non-compliances within agreed timescales, with verification by Greencore.
Applicable to Environmental Standards		
Data Sharing	Suppliers upholding Greencore's Environmental Standards	<ul style="list-style-type: none"> Support Greencore in sustainability reporting by providing accurate and timely information upon request. This includes sharing comprehensive supply chain details, especially for multi-tier and international supply chains. Participate in data requests from third parties on behalf of Greencore regarding supply chain and operational sustainability performance in a timely and robust manner.

Table 1: Compliance Measures by Supplier Type

Our Commitment to Suppliers

We are committed to working collaboratively with our suppliers to support them in meeting the requirements outlined in this document. If a supplier is unsure whether specific requirements apply to them, or how those requirements relate to their operations or products, they are encouraged to engage in open communication with Greencore.

Our approach is flexible, recognising that each supplier's operations vary, and we are committed to providing tailored support where needed. Our goal is to create an environment in which suppliers feel comfortable raising concerns and confident that we will work collaboratively to identify effective solutions.

Governance and Accountability

Accountability and implementation - Group Procurement Director, who holds overall accountability for the implementation of this Code.

Code ownership - Head of Sustainability, who is responsible for ensuring its regular review, effective maintenance, and ongoing oversight.

Internal communication and training - This Code will be communicated to relevant functions within Greencore through a combination of email communications and in-person meetings, as appropriate to each audience. Training sessions will be delivered to relevant teams upon implementation and following Code updates.

Monitoring - Code implementation will be periodically monitored by the Sustainability Team through data collection and stakeholder feedback. Key metrics will be tracked, results will be communicated to senior leadership and relevant stakeholders, and any issues will be promptly addressed.

Document review process – Reviewed annually, and updated to reflect changes in regulations, industry standards, and organisational goals.

Version Control

Version	Date	Comments
1.0	December 2024	Document created, initial issue
1.0	February 2026	Review completed, no updates applied
2.0	May 2026	Review completed, material updates applied

Supporting Information

Information Resource	Title	Owning Function	Link
Document	Responsible Sourcing Policy	Sustainability Team	Link
Document	Human Rights Policy	Sustainability Team	Link

Appendices

Appendix 1: Human Rights Standards

Note that the term “employer” can also refer to the labour provider, either in place of or in addition to the traditional employer, depending on the contractual arrangements in place.

1. Employment is freely chosen

- 1.1. There is no forced, bonded, or involuntary prison labour.
- 1.2. Workers are not required to lodge “deposits” or their identity papers with their employer and are free to leave their employer after reasonable notice.
- 1.3. Workers are not required to pay any fees or related costs associated with their recruitment or employment.¹

2. Freedom of association and the right to collective bargaining are respected

- 2.1. Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2. The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3. Worker representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4. The election of worker representatives must be conducted in a transparent, fair, and democratic manner, and the process should be free from coercion or undue influence.
- 2.5. Where the right to freedom of association and collective bargaining is restricted under local law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

3. Working conditions are safe and hygienic

- 3.1. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2. Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- 3.3. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4. Access to appropriate bathroom and water breaks shall be provided.
- 3.5. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.6. The company must ensure that immediate medical assistance is available in the event of illness or injury at work. This includes having qualified first aid personnel on-site and facilitating access to professional medical care if required.
- 3.7. The company observing the Code shall assign responsibility for health and safety to a senior management representative.

4. Child labour shall not be used

- 4.1. There shall be no recruitment of child labour.
- 4.2. Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; “child” and “child labour” being defined in the appendices.

¹ ‘Fees or related costs’ shall have the meaning defined by the [International Labour Organisation \(ILO\)](#).

- 4.3. Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- 4.4. The minimum working age and rules for employing young workers will comply with either ILO conventions or local laws, whichever offers stronger protection. For clarity, 'young worker' in this context refers to an individual above the legal working age but before their 18th birthday.
- 4.5. These policies and procedures shall conform to the provisions of the relevant ILO standards.

5. Living wages are paid

- 5.1. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards, or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- 5.2. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. This information must be provided in a language that they understand.
- 5.3. All workers, including salaried staff, those on hourly rates, and piece rate workers, receive an itemised record of pay for each pay period, clearly indicating the components of compensation, including exact amounts for wages, benefits, bonuses, other incentives, and any deductions. This information must be provided in a language that they understand.
- 5.4. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

6. Working hours are not excessive

- 6.1. Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.
- 6.2. Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.²
- 6.3. All overtime shall be voluntary. Overtime shall be used responsibly, considering all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.
- 6.4. The total hours worked in any seven-day period shall not exceed 60 hours, except where covered by clause 6.5 below.
- 6.5. Working hours may exceed 60 hours in any seven-day period only in exceptional circumstances where all of the following are met:
 - This is allowed by national law.
 - This is allowed by a collective agreement freely negotiated with a workers' organisation representative of a significant portion of the workforce.
 - Appropriate safeguards are taken to protect the workers' health and safety; and
 - The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents, or emergencies.
- 6.6. Workers shall be provided with at least one day off in every seven-day period or, where allowed by national law, two days off in every 14-day period.
- 6.7. Workers shall be provided with rest breaks in compliance with national laws or collective agreements, whichever affords the greater protection for workers.

² International standards recommend the progressive reduction of normal hours of work, when appropriate, to 40 hours per week, without any reduction in workers' wages as hours are reduced.

7. No discrimination is practiced

7.1. There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, sex, gender, marital status, sexual orientation, pregnancy, union membership or political affiliation.

8. Regular employment is provided

- 8.1. Work performed must be on the basis of recognised employment relationship established through national law and practice.
- 8.2. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or homeworking arrangements. This also includes apprenticeship schemes where there is no real intent to impart skills or provide long-term employment opportunities.
- 8.3. Employers shall not evade these obligations through the excessive use of fixed-term contracts of employment as a means to circumvent regular employment rights and benefits
- 8.4. Contract terminations must be handled fairly, transparently, and in accordance with local laws. The reasons for termination should be clearly communicated to affected workers. Additionally, employers must provide all necessary documentation to ensure workers can seek employment elsewhere if required.

9. No harsh or inhumane treatment is allowed

- 9.1. Physical abuse or discipline, threats of violence, sexual abuse or harassment, verbal or psychological abuse, coercion, intimidation, bullying, or any other degrading or exploitative conduct shall be prohibited and not tolerated.
- 9.2. Anybody involved in such behaviour shall be subject to appropriate punitive measures in accordance with company policies and legal requirements.

10. Entitlement to work

- 10.1. Only workers with a legal right to work in the country in which they are seeking employment should be employed.
- 10.2. Eligibility to work must be established using the methods defined by local law.
- 10.3. Where original documents are reviewed to verify their eligibility to work and confirm true likeness, they must be returned to the worker. If the employer holds these documents for safekeeping, the worker must both have agreed to this arrangement and be able to access them at any time. In exceptional cases where the employer has temporary possession of a worker's passport for legitimate reasons, the worker must have consented to this arrangement, and access should be restored as soon as possible.

11. Use of labour providers and third-party service providers

- 11.1. Labour providers shall hold valid licenses as required in the territories where they operate.
- 11.2. Relationships with labour providers shall be covered by a Service Level Agreement (or equivalent) which meets all national legal requirements.
- 11.3. Labour providers shall only supply workers registered with them.
- 11.4. Labour providers shall be properly vetted before engagement and audited on a regular basis to ensure compliance with local labour laws and to prohibit exploitative practices, such as forced labour and child labour.
- 11.5. Suppliers and labour providers should not charge workers any fees or related costs associated with their recruitment or employment.
- 11.6. Labour providers operating at Greencore sites shall not engage any subcontractor or second-tier supplier/labour provider unless they have first obtained Greencore's written approval.



12. Grievance mechanisms

- 12.1. Suppliers must have a grievance procedure that allows workers to raise concerns without fear of reprisal. The process must be confidential, with information handled sensitively and shared only on a need-to-know basis.
- 12.2. The procedure must be clearly communicated at recruitment and remain easily accessible to all workers and their representatives. It must include at least one channel for anonymous reporting.
- 12.3. A non-retaliation policy must be in place and communicated to all relevant staff, ensuring no worker is disadvantaged for raising or participating in a grievance.
- 12.4. Individuals responsible for handling grievances must be appropriately trained to manage concerns fairly, impartially, and in line with confidentiality requirements.
- 12.5. Grievances must be addressed promptly through a transparent process, with timely feedback provided to the worker.
- 12.6. The grievance procedure must not undermine trade unions, collective bargaining processes, or access to judicial or non-judicial remedies.

13. Land and Water Rights

- 13.1. Suppliers must identify and document all legal and/or customary land and water rights relevant to their operations and be able to demonstrate evidence of such assessment.
- 13.2. Suppliers shall operate only with valid business licences, permits and authorisations relating to land and water use and shall maintain effective systems to ensure ongoing compliance with all applicable land and water laws and regulations.
- 13.3. Suppliers shall ensure that where land or water rights have been relinquished by Indigenous Peoples or Local Communities for the benefit of the supplier, such decisions were reached through a process of Free, Prior and Informed Consent (FPIC) in accordance with applicable national legislation.
- 13.4. Suppliers shall engage in good faith to resolve any land or water rights claim raised through judicial or non-judicial processes and shall keep Greencore informed at all stages of the claim and its resolution.

Appendix 2: Environmental Standards and Best Practice

1. Protection of the Environment

- 1.1. Suppliers, sites, growers, and farmers **must** carry out their activities in accordance with national laws, regulations, administrative practices and policies of the countries in which they operate as well as in accordance with relevant international agreements, principles, objectives, responsibilities and standards relating to the preservation of the environment.
- 1.2. Suppliers **must** obtain and maintain all required environmental permits, approvals, and registrations.
- 1.3. Suppliers are **strongly encouraged** to demonstrate that environmental considerations are a part of the design of their products and/or services.
- 1.4. Suppliers **must** implement measures to ensure its employees, subcontractors and suppliers comply with all applicable legal requirements detailed here and Greencore's Environmental Requirements. They are also **strongly encouraged** to pass on best practice standards.
- 1.5. Suppliers **must** inform Greencore if a significant environmental incident occurs at supplier's premises and/or as a result of a supplier's activities.

2. Supply Chain Risk and Resilience

- 2.1. Suppliers are **strongly encouraged** to create and maintain a process for identifying significant environmental risks and hotspots linked to their raw materials, operations and/or services at least in the following areas:
 - 2.1.1. Use of harmful chemicals and synthetic inputs
 - 2.1.2. Energy consumption and sourcing
 - 2.1.3. Water health, availability and quality
 - 2.1.4. Biodiversity; species and habitats

- 2.1.5. Soil health, disturbance, crop diversity and living roots
 - 2.1.6. Waste prevention and disposal, including food loss and packaging
 - 2.1.7. Climate; greenhouse gases, carbon sequestration and resilience
 - 2.2. Suppliers are **strongly encouraged** to have environmental improvement plans related to these significant risks and hotspots, with objectives and targets documented. Where possible these plans should go beyond minimising harm, to restoring ecosystems and resources.
 - 2.3. Suppliers are **strongly encouraged** to demonstrate continued measuring and monitoring of all environmental impact areas above. Greencore may ask to see and discuss these plans where our own risk assessments have identified a supply chain as 'at risk', especially in relation to climate, water and nature risks.
 - 2.4. Suppliers **must** be able to demonstrate a surety of supply plan for key raw materials across all supply chains.
3. **Deforestation Risk Commodities – Soy**
- N.B.** *These requirements apply to suppliers of products to Greencore in Tier 1, 2, 3, and 4a of the [Consumer Goods Forum Soy Sourcing Ladder](#)*
- 3.1. All suppliers of direct soy and that which is embedded in animal feed **must** source the best available option as soon as it is available to them in Table 2 below. This shows a hierarchy of options for compliance, listed in order of preference. These requirements align with the Retail Soy Group and reflect the direction of travel across the UK.
 - 3.1.1. For direct meat suppliers, using any route other than 1 or 2 should be discussed with Greencore, and a timebound action plan should be put in place for complying to the highest ranked option available as soon as practical.
 - 3.1.2. Exceptions may be made for smaller, non-integrated CGF Tier 3 and 4a suppliers in 2026 and in this instance, suppliers **must** purchase regional credits to cover their entire soy footprint through a credible broker.
 - 3.1.3. For the Brazilian Amazon, we ask suppliers to retain a commitment to 2008 cutoff date for deforestation and conversion. For all other areas a global cutoff date of 31 December 2020 applies.
 - 3.2. Annually in January, suppliers **must** report information on the soy linked to any products in scope of this policy supplied to Greencore during the previous calendar year. The data collection will be run by a third-party consultancy (3Keel) and is part of a collective reporting process. All suppliers in scope of this policy will be contacted and **must** provide the requested data in the required timeframe. Data required includes:
 - 3.2.1. Volumes of feed associated with products sold,
 - 3.2.2. Volumes of soymeal contained in feed,
 - 3.2.3. Certification status of the feed,
 - 3.2.4. Country of origin and sub-national region of origin.

Table 2

Route	Detail	Evidence required
1. Segregated	Certified to RTRS or ProTerra standard	Segregated chain of custody to the UK, specified on delivery note.
2. Low risk origin	Sourced from any country outside of South America	Import documentation listing the origin and a delivery note showing connection between importer and feed mill, or livestock producer. Or evidence provided for a segregated certification scheme which links the materials to a specific country of origin (e.g. Donau Soja, Organic, US SSAP).
3. EUDR-aligned	Sourced from a feed mill certified to the AIC Sustainable Commodities Scheme EUDR Module 1 or	Evidence of sourcing from a feed mill or supplier assured to supply material to the ASCS EUDR Module.

	through the VISEC MRV system	<p>Or Deforestation-Free Product Certificate (DFC) issued by a VISEC approved verification body for the associated shipments.</p> <p>Mass balance within the UK market by crushers, feed mills and livestock producers is accepted.</p>
4. Responsible Buyer	Demonstrating that soy is sourced from a trader/importer who has achieved and evidenced >98% 'vDCF' soy in their supply chain	<p>Soy must be evidenced to have been purchased from an importer with a full vDCF purchasing commitment for all high-risk soy being delivered.</p> <p>This commitment should be 3rd party verified, with the verification methodology and performance against their commitment made publicly available.</p>
5. Mass Balance	Certified to a FEAC-benchmarked standard	Mass Balance chain of custody to the UK, specified on delivery note.

4. Deforestation Risk Commodities – Other

- 4.1. All palm-derived ingredients in Greencore products **must** be sourced to the Roundtable on Sustainable Palm Oil (RSPO) standard, from a segregated supply chain.
- 4.2. All cocoa supplied to Greencore **must** be Rainforest Alliance certified or Fairtrade Standard For Cocoa. Suppliers are to source mass balance as a minimum requirement but are expected to have a transition plan in place to source segregated.
- 4.3. All virgin board and paper supplied to Greencore for primary packaging **must** be either Forest Stewardship Council (FSC) certified or have Programme for the Endorsement of Forest Certification (PEFC).

5. Seafood

- 5.1. All tuna supplied to Greencore **must** be MSC or F.I.P. certified from September 2026 onwards using FAD-free purse seine or line caught methods.
- 5.2. All cold-water prawns and surimi supplied to Greencore **must** be MSC certified.
- 5.3. All warm-water prawns supplied to Greencore **must** be B.A.P. 4* or ASC certified.
- 5.4. All salmon supplied to Greencore **must** be Global GAP or ASC certified.

6. On farm practices

- 6.1. All milk, meat, poultry, egg and farmed fish **must** meet the environmental requirements of an appropriate industry standard as detailed in our Animal Welfare policy.
- 6.2. All fresh fruit and vegetables **must** at least be grown in line with the requirements of Red Tractor in the UK, Bord Bia in ROI or Global GAP non-UK growers.
- 6.3. Suppliers are **strongly encouraged** to achieve LEAF marque certification in the countries the certifying body is present and has standards in.
- 6.4. Suppliers are **strongly encouraged** to measure and implement a plan to remove peat-use in their supply chain.
- 6.5. Suppliers are **strongly encouraged** to support farmers/growers in their supply base to develop long-term sustainable agriculture strategies which, depending on the individual context of the farm, aim to:
 - 6.5.1. Reduce synthetic inputs (e.g. fertilisers, herbicides, pesticides)
 - 6.5.2. Minimise soil disturbance and erosion (e.g. minimum tillage)
 - 6.5.3. Maximise crop diversity (e.g. poly-cropping, herbal leys, crop rotations)
 - 6.5.4. Keep soil covered (e.g. cover-cropping)
 - 6.5.5. Improve biodiversity (e.g. habitat creation and reducing run-off)

7. Carbon measurement and reduction

- 7.1. Suppliers are **strongly encouraged** to measure their Scope 1-3 emissions in line with the Greenhouse Gas Protocol and set a reporting baseline. For Scope 3 emissions, suppliers are **strongly encouraged** to collect and use primary data where possible and material, and where not possible to use mass-based methodologies instead of spend-based.



- 7.2. Suppliers are **strongly encouraged** to have near-term, 1.5°C aligned, Science Based Target initiative (SBTi) approved Scope 1-3 emissions (including FLAG) reduction targets.
- 7.3. Suppliers are **strongly encouraged** to identify key projects to make reductions in their Scopes 1-3 and take action to reduce emissions.
- 7.4. Suppliers are **strongly encouraged** to develop and disclose Product Carbon Footprint (PCF) or Life Cycle Assessment (LCA) data for Greencore products.
 - 7.4.1. Sharing details on methodology and inclusion through Greencore's preferred 3rd party platform.
 - 7.4.2. Where reduction activity has taken place, for example actions taken relating to clause 6.5 above, suppliers are strongly encouraged to refresh their PCF or LCA data to demonstrate emissions reductions.

8. Performance assessment

- 8.1. Outside of legal and minimum requirements detailed here (those with the language 'suppliers **must**'), and requirements detailed in contracts or specifications, Greencore will support the supplier to identify material areas for improvement and propose appropriate actions. Greencore support efforts of collaborate across industry to drive sustainable change and encourage suppliers to do the same.