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The Wealmoor Way®
A Responsible Business
Strategy to Net-Zero

Private & Confidential.

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Introduction

The pressure on the Earth's resources, the impact of climate change, and the growing global population are increasing the need for change in how food, and the type of food, is sourced, produced and consumed.

The vision of our founders with agriculture at its core provides a constant source of high quality nutrition, essential for feeding the human population as well as improving the lives of workers and communities within the countries where we source and operate. However agriculture contributes to more than one-quarter (20.5 GtCO₂eq including synthetic fertilizer production) of the world greenhouse gas (GHG) emissions and forecasts indicate a growth due to an increase in food demand. But achieving reduction targets in agriculture may be more challenging than in another sectors for the following different reasons.

- Requires mutual commitment from more than 2 billion people who work in the agriculture sectors (quarter of the global population).
- The majority of producers are in developing countries (75%) where farm sizes are small (less than 2ha) and with low incomes which makes the change to mitigate emissions incredibly slow.

- Need a radical change in diet behaviour. Moving to a more sustainable diet requires collaboration of retailers, consumers, governments and other organizations.
- Different to other sectors, agriculture is a biological production system and in many cases emission reducing technology doesn't apply.

Agriculture satisfies broader requirements such as biodiversity, nutritious food, food security programs and livelihood of farmers and farming communities

At Wealmoor the journey for change has already begun - for many years we have worked in partnership with global and local communities and put sustainability at the heart of what we do. Now we want to lead by example in contributing to reduce global warming potential (GWP) emissions and limit global warming to 1.5C in agreement with the Paris Agreement. We are setting Science Target Emissions (STE) and introducing innovative ways to enhance productivity whilst at the same time adopting ways of reducing the impact of agriculture on GHG emissions and the environment.

The United Nations Sustainable Development Goals (SDG) are recognised as the foundation on which to drive positive change and address the challenges faced.

Our current approach already positively impacts majority of the UN SDG either directly or indirectly.

Wealmoor operating as a responsible business lies at the heart of everything we do, The Wealmoor Way®. We care about all of our farming communities and use our knowledge and expertise to help form collaborative and rewarding relationships. In fact, we have always recognised the vital role agriculture can play as a catalyst for change in rural areas.



This is most ably demonstrated, but not limited to, countries such as the UK, Peru, The Gambia, Kenya, India, Guatemala, Egypt, Senegal and Brazil where our farming activities form such an integral part of the fabric of local communities. The projects are often extensive. We've supported the funding and building of maternity clinics in rural areas, the investment, construction, resourcing of nursery, primary and secondary schools, the sustainable development and empowerment of women's grower groups, the provision of staple food stuffs during key religious festivals, continuous free supply of second hand and new clothing, shoes and toys as well as providing relief support to natural disaster areas and victims.

Our growers and partnerships are carefully selected to ensure we work closely with and contribute to the communities which we are all involved in. Similarly, our contribution to the development of small grower communities worldwide is something we are immensely proud of and has allowed us to mobilise large swathes of rural communities in the developing world.

What The Wealmoor Way® activities have in common is that like the proverbial "good neighbour," we're able to work hand in hand with communities to identify not just what strategic and financial support

may be required but also route to market, educational, operational and administrative needs that underpin the sustainability and success of many projects over the longer term. Our activities are something we are genuinely committed to and extremely proud of. It is an area where we enjoy a long term aspiration to be truly the best in class.

The Wealmoor Way® has long required growers to move to more regenerative and sustainable agriculture, with the objective to increase productivity using less external resources to drive reduction of GWP emissions and protect the environment on farms. Our strategic goals for our growers include:

Minimising the use of water, chemicals and mineral fertilisers:

- Many sectors need large amounts of water, which may cause water scarcity and drought.
- Pesticides, herbicides, and monocultures can lead to a loss in biodiversity.
- Fertilisers rich in nitrogen can pollute water and threaten aquatic ecosystems..

Continuing to increase share of renewable energy used within our operations

Promoting sustainable land use, and increase biodiversity

- Clearing uncultivated land for farming can lead to the destruction of natural ecosystems, which may have a devastating effect on the local wildlife and biodiversity.
- Constant exploitation of soils cause erosion and compaction, leaving them useless for future generations.

The scale of our collective ambition for net zero contribution to climate change across our grower group by 2050 is matched by the challenge ahead. Every farm starts their journey to Net-Zero from a different place and will have a unique action plan. As long standing partners we are committed to working collaboratively together to understand and tackle the challenges posed by climate change, while also pursuing the many opportunities it presents. The transition to a greener, healthier planet will not always be easy, however we look forward to embarking on the transition to a sustainable, low carbon future together.

Our Vision, Pillars and Values

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OUR PILLARS



OUR VALUES



Community & environment

We work hard to make a positive impact on the world around us. We do this by continually investing in our communities and environment, and by supporting the wellbeing and future welfare of our people.



Entrepreneurial & passionate

We always look for ways to grow and develop our business, and to improve what we do. In fact, being entrepreneurial and passionate lies at the heart of Wealmoor and the way we work.

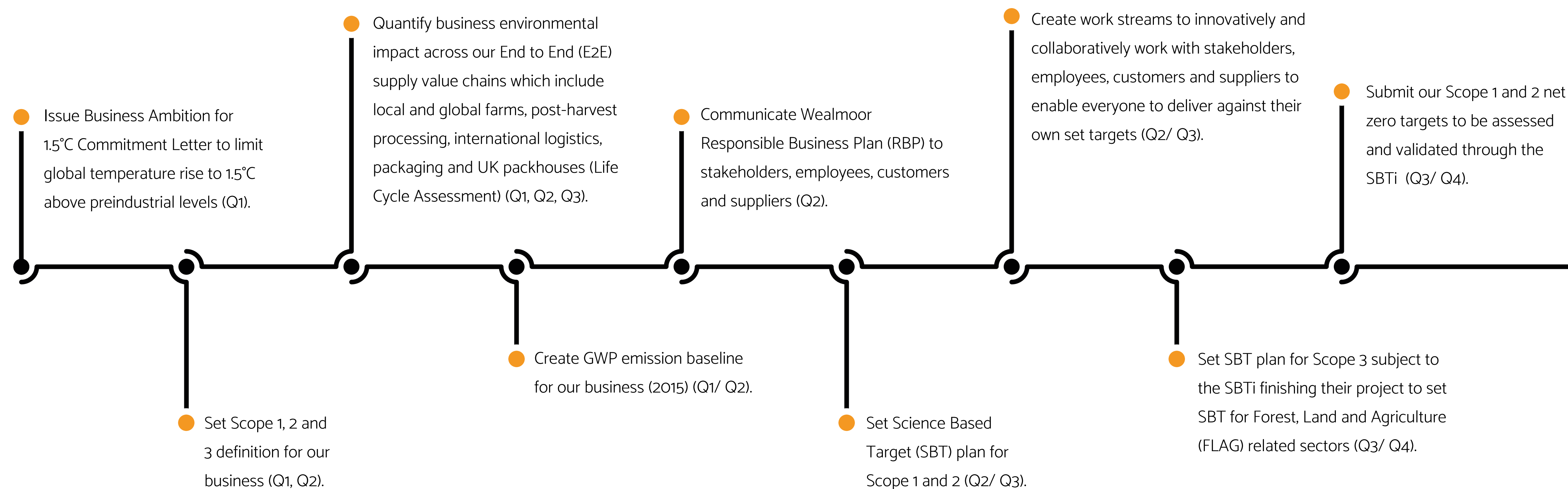


Empathy & win-win

We identify with creating long-term, meaningful and mutually beneficial relationships with our growers, suppliers, customers and employees. We want to create a positive difference for all.

Our Responsible Business Plan 2021

To achieve net-zero for our Scope 1 and 2 emissions by 2040 and to reduce our absolute Scope 3 GHG emissions by 30% by 2030.



The Fight Against Climate Change

Mineral Fertilizers

Wealmoor farms and its grower group have saved 191 tons in mineral fertilizers since 2015, that’s equivalent to saving 493 tCO2-eq (same as 260 ha of forest carbon capture in one year). Data for selected crops shown below.

Fertilizer	Green Beans	Babycorn	Asparagus	TOTAL
Fertilizer/Farm	Kenya, The Gambia, UK	The Gambia and India	UK and Peru	
N	54	10	12	76
P ₂ O ₅	15	17	10	42
K ₂ O	40	12	23	74
Total Fertiliser Emissions Reduced (tCO2-eq)	325	81	87	493



The Fight Against Climate Change

Chemicals

Herbicides and Pesticides

Farms are reducing the use of chemicals in crops delivering positive impact on human health, biodiversity and the environment.

Herbicides

- For production of Peas in Guatemala and Babycorn in India there is no use of any herbicides.
- Production of Green Beans and Babycorn in The Gambia have a reduction in use of 9% since 2017.
- Our Green Beans production in the UK have 40% reduced herbicides usage since 2015.

Pesticides

- Since 2013 Namdhari, India have been using bio controls for producing Babycorn. First farm in India to implement this approach to integrated pest management.
- Blue Nile, Egypt selects Green Beans and Pea seed varieties resistant to pests and diseases. Is also using predators, parasites and pheromones traps to reduce overall usage of pesticides. The farm is an active participant of the CropLife initiative whose goal it is to deliver more sustainable food systems, boost farmer resilience to climate change, and support the economic and social recovery of farming communities while addressing zero hunger. This initiative supports responsible use of pesticides; the handling, storage and disposal of pesticides; and personal safety in pesticide application.
- Both in Peru and UK farms have a pesticide reduction program in place for producing Asparagus. To date Peru has reduced usage by 48% since 2018 and UK by 35% since 2015.



The Fight Against Climate Change

Soil Fertility

Enhancing soil fertility, health and capacity to sequester carbon in soils

Wealmoor is delivering programs across its farms and with growers to increase soil productivity by rising soil carbon pools, promoting soils biodiversity and making soil healthier. Actions and projects include:



Crop rotation

In Kenya, for production of Green Beans and Babycorn we have introduced a cereal crop rotation during their dry season. Delivering very positive outcomes for its farm and communities which includes increasing soil productivity, promoting soil microorganisms, biodiversity and fertility.



Non tillage

Non tillage between Green Bean and Babycorn crops contributed to sequester 15 tCO₂-eq. Dual positive impact of reducing CO₂ emissions from soils whilst increasing micro-organism diversity.



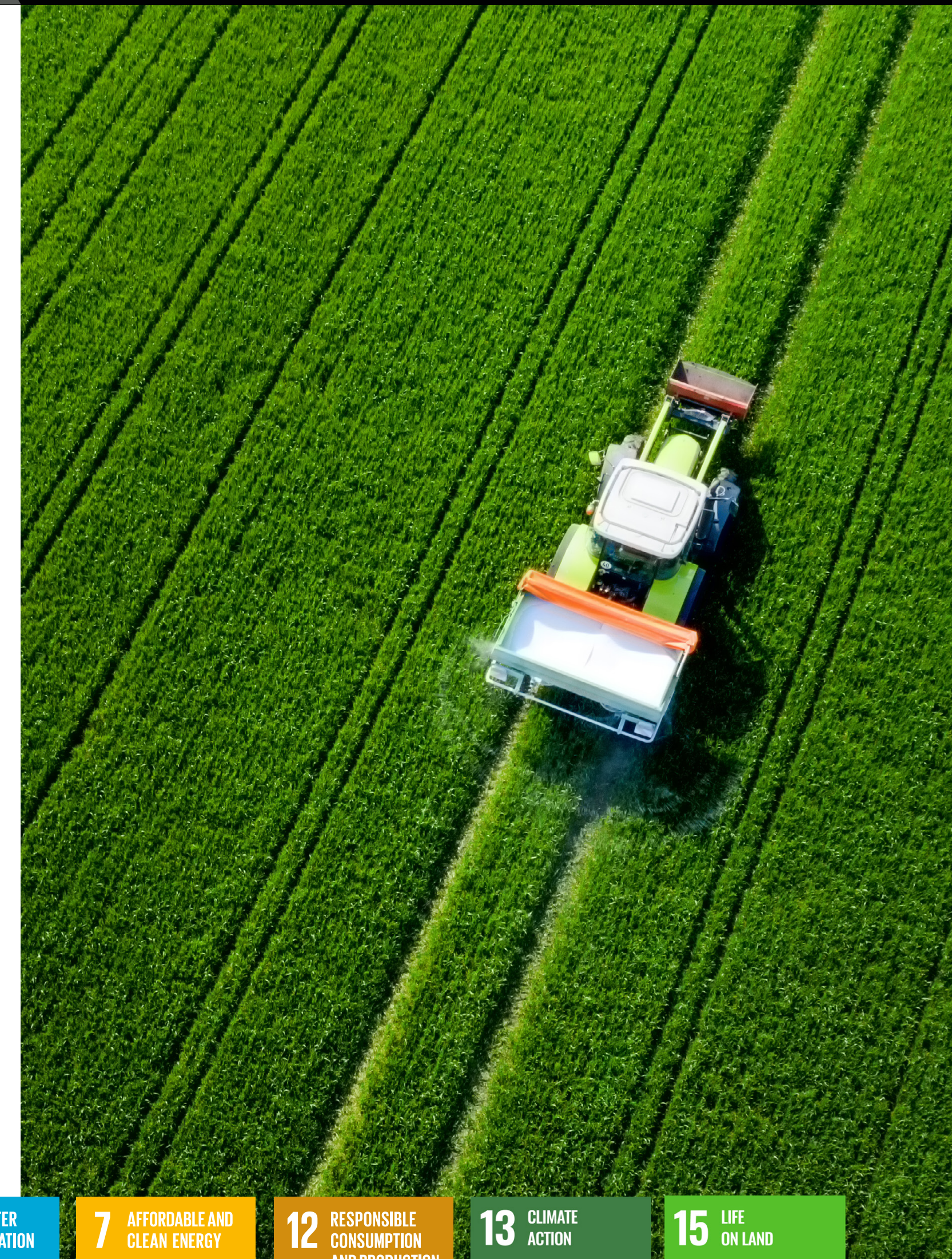
Organic fertilizer

Our farms are significantly increasing application of farm made compost, green manure, manure and biochar into soils which enlarges soil organic matter to sequester carbon in soils. Contributes also to reduce crop waste in farms. Swapping from mineral to organic fertilizer reduces soil N₂O emissions. The reduction of 191 tons sequester 2 tCO₂-eq in farm soils.



Soil erosion reduction programs

Use of windbreak around the farm to protect the crops and minimize risk of soil erosion by wind.



The Fight Against Climate Change

Water Conservation

Minimizing water footprint and increase water efficiency

Wealmoor understands that water is a precious resource and has for many years been working on programmes to save water across its E2E supply value chains.

Modern irrigation technologies

Advanced drip irrigation, pivot and sprinklers used to save water. Adequately designed irrigation system networks and equipment optimize systems, high-efficiency pumps and motors to reduce energy consumption.

Reducing loss of water for crops and soil

Misting to reduce crop evapotranspiration, use of radiation data to determine exact amount of water necessary for application.

Best management practices

Design irrigation program according to crop needs, soil (topography, structure and water holding capacity) and weather conditions. Avoiding irrigation during day maximum temperatures.

Solar pumps

Changing diesel engines to solar, that reduce harmful emissions.

Wealmoor is focused on reducing water competition with communities. Farms in Kenya, The Gambia, India, Peru and Guatemala have rainwater collection systems in place to minimize extraction from surface or groundwater.



Kenya Gorge

The farm uses a natural gorge built to collect run-off water during Kenya’s rainy season. The water is pumped using solar power to a canal that delivers water to the farm by gravity. The farm’s water pools can store up to 2million m3 of water, that is enough to irrigate the cropping program during their dry season. Additionally, this contributes to preserving the river flow during their dry season.



The Fight Against Climate Change

Biodiversity

Wealmoor believes that biodiversity is a key factor for a sustainable production. Farms have launched a range of programmes with the objective to protect and increase biodiversity, living organisms.



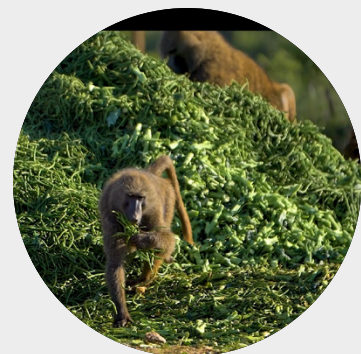
Incorporate bee hives
in farms.



Identify and catalogue
living organisms to create a
protection program.



Support local and national
conservation parks and
special areas of interest.






Kenya's Farm

Kenya's farm is close to the Serengeti National Park, second largest terrestrial mammal migration in the world. The farm has a baboon and elephant restaurant that provides accessible food and water for the animals to avoid eating crops and damaging irrigation pipes. Farm also maintains a natural corridor to facilitate animal migration.

The Fight Against Climate Change

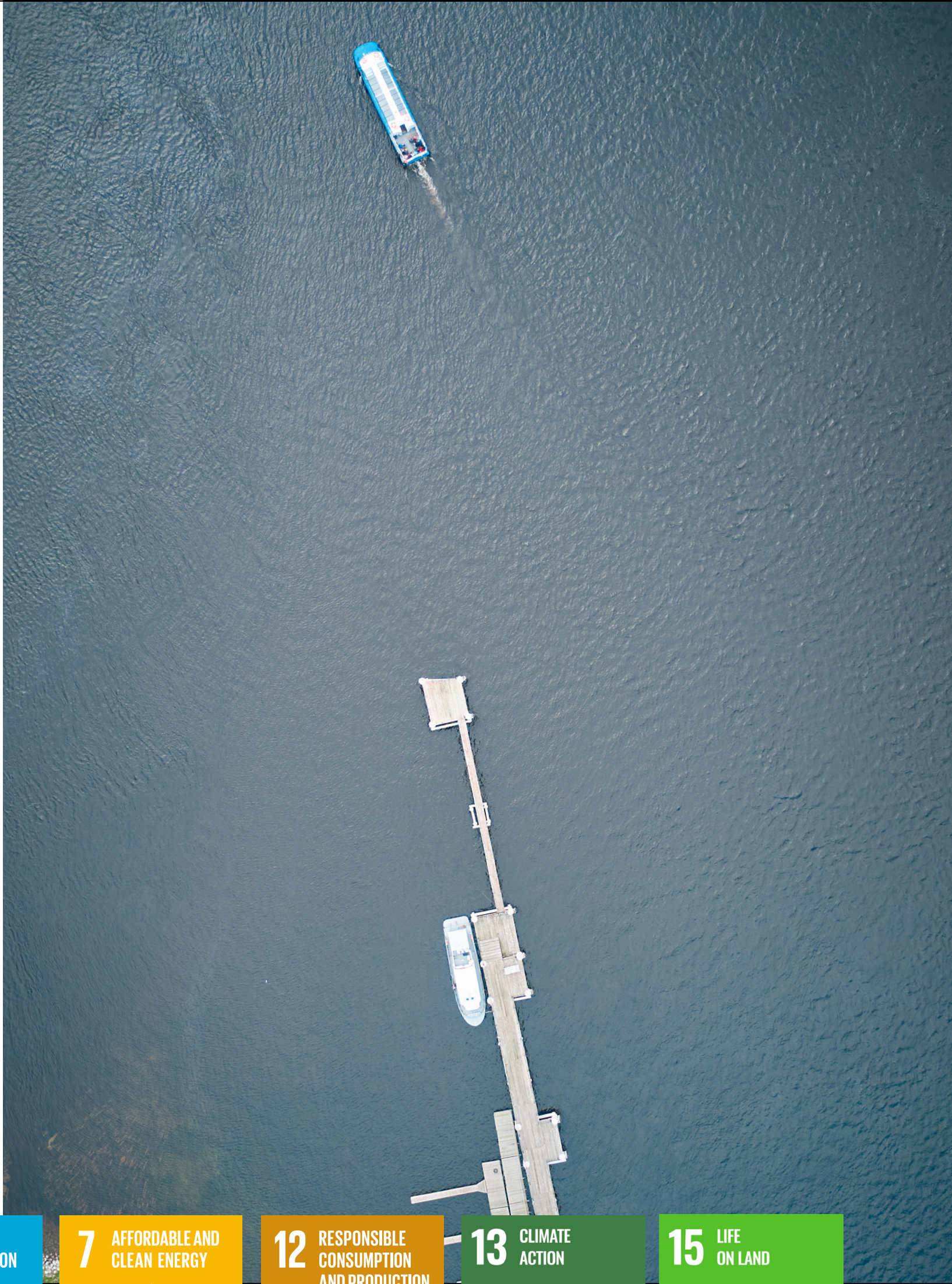
International Logistics

An important part of Wealmoor’s product carbon emissions comes from international transportation. Gradually we are moving significant transportation away from air to sea freight to reduce these emissions. More than 28% of overall goods less transported by air in 2019 compared to previous year.

Year	 Air (%)	 Sea (%)	 Road (%)
2018	59	19	22
2019	42	30	28

In 2020 Wealmoor freighted 815 tons of green beans by sea generating 28.6t of CO2. Overall saving of 2146t of CO2, equivalent to 1134 ha of forests sequester in one year.

Smart packaging innovation, close collaboration with carriers, broader macro developments on sea routes, improvement in varietal and agronomic practices and strategic shifts in crop mixes will allow continuous process of change in mode of transport to reduce emissions.



The Fight Against Climate Change

Energy

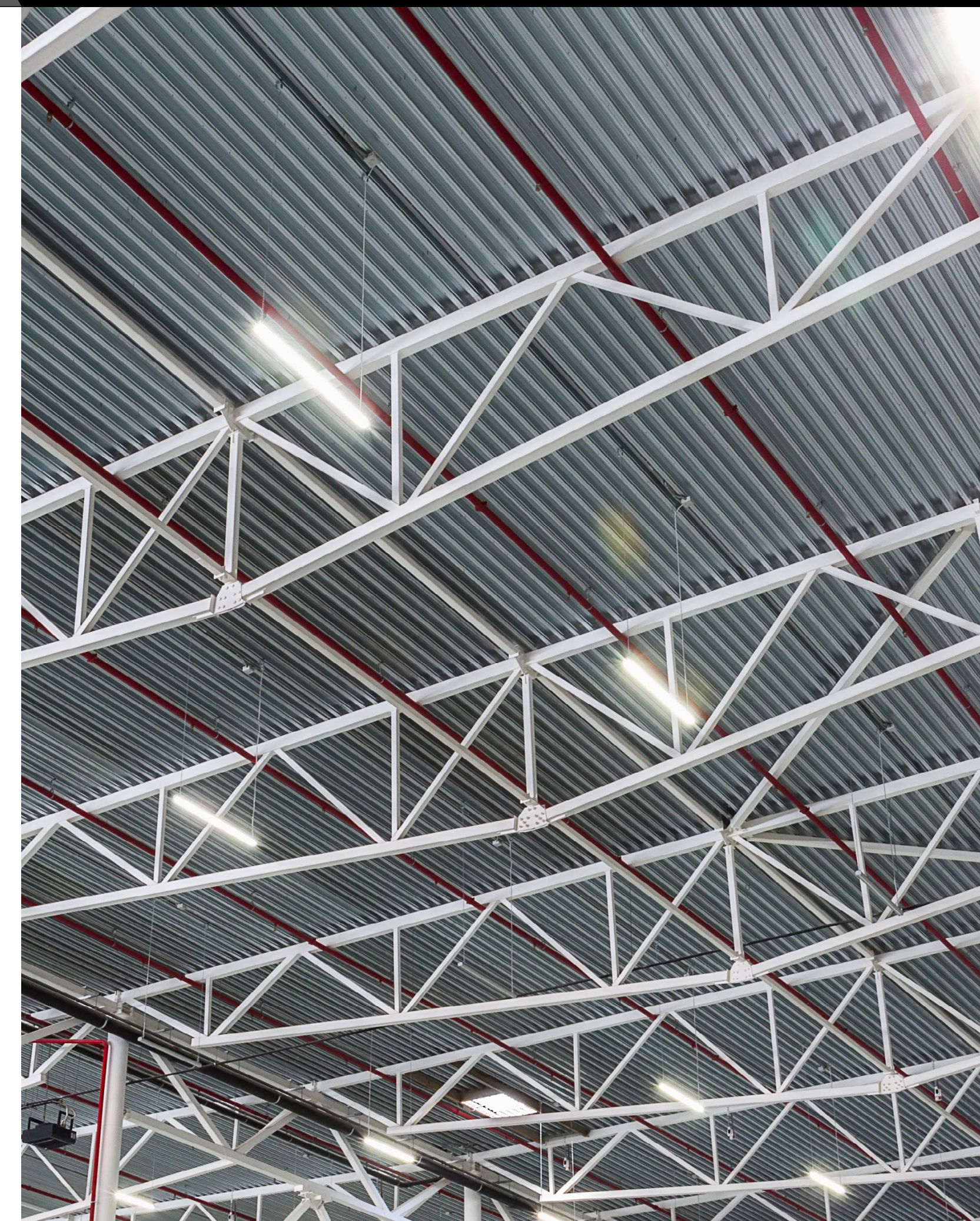
Energy saving initiatives have been launched in our UK packhouses, including:

- A new refrigeration system in Hayes awarded 'Building Energy Project of the Year award' by RAC Cooling Industry. Saving 2.17 million kW/hrs per year in energy and reducing carbon emissions by 763t CO₂-eq year-1.
- Moving all sites from conventional to LED lighting. To date our site in Greenford has saved 144t CO₂-eq year-1.
- Gradually switching all batteries to lithium-ion in our pallet trucks.
- Working with electricity suppliers to increase the use of renewable energy.



Hayes Plant, UK

In 2020, alongside our refrigeration partners I-I-ICE we were awarded the RAC Cooling Industry 'Building Energy Project of the Year award'. Saving 2.17 million kW/hrs per year in energy and reducing carbon emissions at our new Hayes plant.



The Fight Against Climate Change

Food Waste

We have committed to deliver SDG 12 and are working with **WRAP Target Measure Act** to target food waste across UK sites.



Prevention

Farms are working to reduce food waste during harvest.



Reduction

In the UK surplus by products are distributed to charity organisations eg Fareshare or for animal feed. Edible, safe products (wonky products) in farms are sold in local markets where possible.



Recycling

Composting programs in place to recover nutrients and increase organic matter in soils in farm. In the UK we recycle all food waste into compost and biofuels.



Reuse

Wealmoor is exploring disruptive and innovative collaborations to reuse food waste into bioproducts.



The Fight Against Climate Change

General Waste

Wealmoor's goal is to achieve zero landfill for all general waste produced from its UK packhouses. The company has introduced programs to reduce, reuse and recycle at all sites.



The Fight Against Climate Change

Packaging

Wealmoor is wholly committed to eliminate non recyclable plastic and look for sustainable alternatives. The company strategy is to:

- Progressively eliminate plastics
- Reduce weight of plastic material
- Increase use of recyclable materials
- Eliminate the use of laminates, PVCs, EPS, PS and Oxo- biodegradable plastic
- Explore the use of new materials and bio plastics



Since 2015, recyclable materials such as aluminium, paper and metals have doubled their content in Wealmoor packaging. While the use of non recyclable plastics has reduced almost 75%.

Wealmoor has the most ambitious requirements and is ahead in the UK agri-food business with a target of 77% recyclable plastic content and fully approved for food use in all packaging.



Social Impact on Communities Surrounding Agriculture (in developing countries)

Education

Social Strategy

Wealmoor is committed to invest in the communities and improve the life of workers and their family.

Investment in education

Investment in education is essential to provide skills to create better future. Farms in The Gambia, Kenya, Peru and Guatemala have programs for child education. Guatemala has education for young adults too. Radville Farms in The Gambia collaborates with schools and higher education institutions in educational tours and field visits. Besides, it has active collaboration with the Agricultural Research Institute and the School of Agriculture.

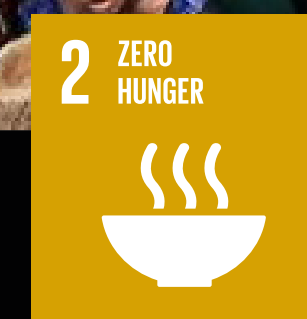


Radville Nemaunku Lower Basic School

Wealmoor together with Radville Farms developed the Radville Nemaunku Lower Basic School. The school opened in October 2018 to over 1000 children aged between 7 and 10. Impressively, over half of the children are female. The gender balance is a rarity for Gambian society where many girls do not attend school due to inaccessibility.

It's the only lower basic standard school in The Gambia that provides children not just with an excellent education but Radville Farms also provides free uniforms and educational resources. Additionally, the school is provided with water and electricity supply and a full maintenance program delivering high standards of hygiene, safety, and welfare.

With the addition of further 18 classrooms in 2019 students now include upto 16 years of age with a population effectively doubling to more than 2,000.



Social Impact on Communities Surrounding Agriculture (in developing countries)

Gender Equality

Wealmoor is focused on progressing to gender equality by empowering women in agriculture.

Investment in Gender Equality

From 2015 onwards Radville Farms has funded the expansion of 18 village gardens collectively owned by c4000 village women, incorporating at least 100 hectares of land. Water extracted using solar powered borehole pumping systems, women fully trained and supervised to operate irrigation system and horticulture systems to grow vegetables. Radville provides all production inputs including tractor ploughing, fertilizer spreading, seeds, seed drilling, agronomy and technical management. Women's gardens now consistently supply Babycorn and Butternut Squash for UK retail.

Other global initiatives, Kenya farm provides access to housing for women workers.

Positive impact of overall innovation:

- Suitable for year round production, benefits for crop rotation, short duration crop, abundance of green organic material to plough back for healthier soils, ease of product handling, limited exposure to plant protection products.
- Direct income benefit
- Training and development
- Diversify from saturated local market
- Access to higher standards of export market
- Security of sale
- Solar powered water pumping and irrigation system
- Exposure to new production technologies
- Reduction in time and energy spent on own farm enabling additional employment opportunity, including on Radville nucleus farm, or more time freed up for household responsibilities.
- Financial independence to support own choices.
- Improved health and wellbeing



Social Impact on Communities Surrounding Agriculture (in developing countries)

Health and Housing

Delivering healthy eating and nutrition programs including providing nutritious meals to children.

Health clinics for workers, family and communities in Peru, Guatemala and India.

India health care support includes a multi speciality hospital at Ludhiana (Punjab) created with the purpose of providing affordable health care to low income group. An on-site clinic in Bangalore provides free medical care to workers.

Kenya, India and Egypt have schemes which support access to housing. Egypt built and donated 200 free houses for the poor and needy people in nearby villages. Also provide assistance for repairs to older houses with poor maintenance.



Beyond Net-Zero

The Paris Agreement and the UN Sustainable Development Goals set ambitious targets for environmental, economic and social progress. Climate change mitigation policies play a central role in this process. To maximize the benefits and minimize the negative effects of climate change mitigation policies we are aware of the simultaneous need to focus on indirect and often complex social and inequality impacts that these policies may have and the pathways through which these impacts emerge.

The vast majority of Wealmoor farms are situated in most populous, developing countries in Africa, Asia and South America. Whilst agriculture accounts for more than a quarter of total country emissions, as a responsible business Wealmoor is actively working with our integrated E2E supply value chains to reduce emissions in farms to support countries achieve their climate targets.



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