



Impacts Report 2025

Working towards net zero and upholding Human Rights



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1. Executive Summary

Second Nature is Vitacress' sustainability strategy, integrating climate action, environmental stewardship, and social responsibility across our business and supply chain. Our ambition is to achieve net zero emissions by 2040, supported by Science Based Targets initiative (SBTi) approved targets aligned to a 1.5°C pathway.

2024 Highlights

In 2024, we strengthened our sustainability programme through improved carbon accounting, supplier engagement, renewable energy projects, and nature-based initiatives. A new carbon footprinting tool was introduced, enabling more accurate measurement of emissions across our operations and value chain. To ensure consistency, our 2023 baseline was recalculated using this methodology.

Group greenhouse gas emissions (excluding capital emissions):

- 2023 (recalculated): 54,369 tCO₂e
- 2024: 52,207 tCO₂e

This reduction demonstrates early progress towards our net zero ambition.

Key Achievements

- Implemented a new carbon footprinting methodology and primary emission factors
- Advanced Group-wide decarbonisation planning
- Expanded supplier engagement and climate risk assessments
- Increased renewable energy use from **71% to 75%**
- Delivered biodiversity and nature-recovery projects, including the SMB river restoration

Second Nature Pillars

Our strategy is delivered through six environmental pillars:

- Reduce Emissions
- Sustainable Water
- Sustainable Growing
- More Biodiversity
- Reduce Plastic
- Reduce Waste

These are underpinned by our commitment to **Promoting Human Rights** across our operations and supply chain.

Risks and Opportunities

Key risks include climate change impacts, resource scarcity, regulatory change, supply chain disruption, and transition costs associated with moving to a low-carbon economy.

Key opportunities include increased operational efficiency, innovation, improved resilience, stronger ESG performance, enhanced reputation, access to sustainable finance, and employee engagement.

Looking Forward

The 2024 reporting year marked a significant step forward in strengthening data quality, embedding climate action, and improving sustainability governance. Continued investment in operational efficiency, renewable energy, supplier collaboration, and nature-based solutions will be critical as we work towards our **2040 net zero commitment** while delivering positive environmental and social outcomes.

2. A message from our CEO



Second Nature is our commitment to building a resilient, responsible, and future-focused business. We recognise that long-term success depends not only on financial performance, but also on how we care for the environment, support our people, and work with our supply chain.

Our ambition to achieve net zero by 2040 is driving action across our six environmental pillars: reducing emissions, managing water sustainably, growing responsibly, enhancing biodiversity, reducing plastic, and minimising waste. These priorities are underpinned by our commitment to promoting and respecting human rights.

During the past year, we strengthened our approach through improved carbon measurement, the development of a new carbon footprinting tool, progress on decarbonisation planning, greater supplier engagement, and investment in projects that support climate action and nature recovery.

While challenges remain, including climate risks, resource pressures, and evolving stakeholder expectations, we are committed to continuous improvement and transparent, evidence-based action.

Second Nature is not a standalone programme. It is central to our business strategy and reflects our belief that sustainable growth and environmental stewardship go hand in hand. By acting today, we are building a stronger, more resilient future for our business, our communities, and the natural world.

Chris Jinks, CEO

3. Key Performance Indicators Snapshot

These are the Vitacress Group key environmental KPIs aligned to the Second Nature framework. Metrics reflect progress against the 2023 recalculated baseline and highlight priority areas for ongoing performance tracking and improvement.

Second Nature Pillar	KPI	2023	2024
Reduce emissions	Group Emissions – all scopes tCO ₂ e	54,369	52,207
	Volume intensity kgCO ₂ e/Kg sold	2.39	2.17
	Renewable energy share %	71	75
Sustainable water	Water intensity land crops M ³ / kg		0.22
More biodiversity	Land managed for biodiversity %	≥10	≥10
Reduce plastic	Total plastic packaging T	1,122	1,364
Reduce waste	Total waste generated T	2,697	3,656
	Total recycled waste %	87	92
	Food waste T	2,855	1,384
Sustainable growing	Soil organic matter is measured. This will be reported on every 5 years to understand trends		
Human Rights	We continue to audit ourselves and suppliers, attend FNET and other human rights and ethics groups.		

Notes:

2023 emissions have been recalculated in line with the updated carbon footprinting methodology to ensure consistency and comparability.

Capital emissions are excluded where KPIs are used to track operational decarbonisation performance.

Further metrics will be expanded in line with improved data collection, particularly across water, soils, plastics, and waste.

This KPI framework supports transparent performance tracking across the six Second Nature pillars and will continue to evolve as data quality and reporting maturity improve.

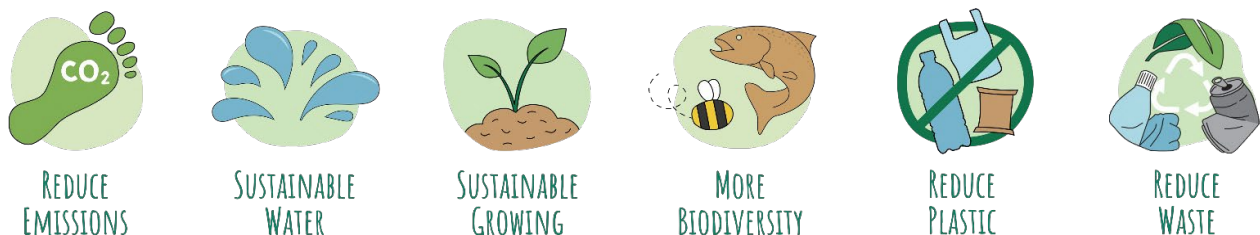
4. Our Commitments and Governance

4.1 Our Sustainability Vision

Second Nature is Vitacress' long-term sustainability strategy, designed to support a resilient business while contributing positively to climate, nature, and society. Our ambition is to achieve **net zero by 2040**, with sustainability integrated into our operations, supply chain, and decision-making.

4.2 Our Pillars of Action

Second Nature is delivered through six environmental pillars, supported by a commitment to **Promoting Human Rights**:



4.3 Governance and Accountability

Second Nature is embedded within our business governance framework, ensuring clear oversight, accountability, and continuous improvement. Progress is monitored through defined KPIs, regular reporting, and integration into business planning, helping sustainability remain central to long-term value creation.

4.4 Policies, Standards and Partnerships

Our sustainability programme is supported by policies, management systems, and recognised standards that guide environmental and social performance across our operations and supply chain.

Key foundations include:

- Climate, environmental, and human rights policies
- Climate risk assessment and management processes
- Supplier standards and codes of conduct
- ISO 14001 environmental management systems
- EcoVadis sustainability assessments
- LEAF Marque certification

Supplier collaboration is central to our approach, helping us improve emissions performance, responsible sourcing, and sustainability outcomes across the value chain.

Our reporting and strategy align with recognised frameworks, including:

- The Greenhouse Gas Protocol
- Science Based Targets initiative (SBTi)
- UN Sustainable Development Goals (SDGs)
- UN Guiding Principles on Business and Human Rights

Together, these frameworks ensure that Second Nature remains credible, measurable, and aligned with best practice.

5. Our Second Nature Pillars

5.1 Reduce Emissions

Our Approach

We measure and report Scope 1, 2 and 3 emissions in line with the GHG Protocol. In 2024, we introduced a new carbon footprinting tool to improve data quality and supplier coverage, resulting in a recalculated 2023 baseline.

Performance

Carbon Footprint (tCO ₂ e)	2023*	2024
Total Group Emissions	54,369	52,207

*2023 recalculated using the updated methodology.

This reduction was driven by improved operational efficiency and renewable energy use.

Intensity Performance

KPI	2023	2024
kgCO ₂ e/kg sold	2.39	2.17
kgCO ₂ e/unit	0.26	0.23
kgCO ₂ e/£ revenue	0.37	0.33

Key Actions

- 100% renewable electricity in UK operations
- Solar investment in Portugal
- Transition to electric and low-emission equipment
- Heat recovery and energy efficiency projects
- Supplier engagement and climate risk assessments

Looking Ahead

We will continue to expand renewable energy, reduce operational emissions, tackle Scope 3 hotspots, and explore credible nature-based solutions to support our net zero target by 2040.

5.2 Sustainable Water

Our Approach

Water is critical to our growing operations. We assess water risks using recognised tools and develop site-specific plans to improve efficiency and resilience.

Performance

KPI	2024	2025
Leaf farm water intensity (m ³ /kg)	0.22	0.26
Pot herb irrigation (m ³ /unit)	0.0006	0.0006

Key Actions

- Improved irrigation efficiency
- Water reuse projects across UK and Portugal operations
- Monthly water quality monitoring
- Long-term aquatic ecology monitoring
- Zero pollution incidents during the reporting period

Looking Ahead

We will continue improving water efficiency, reuse opportunities, and catchment partnerships, including work with Wessex Rivers Trust.

5.3 Sustainable Growing

Our Approach

We promote resilient farming systems that improve soil health, support productivity, and reduce environmental impact.

Key Actions

- Soil health plans across all UK farms
- Cover crops and crop diversification
- Improved organic matter management
- Reduced cultivation and soil disturbance
- Enhanced drainage and rotation management
- Regenerative farming practices
- Peat-free growing

Progress

All ornamental potted herbs are now peat-free.

Work continues to transition culinary herb ranges to peat-free production.

Looking Ahead

We will strengthen soil health monitoring and develop new metrics to track long-term agricultural resilience and productivity.

5.4 More Biodiversity

Our Approach

We aim to protect and restore nature across our landholdings and supply chain.

Key Actions

- At least 10% of land managed for nature
- Habitat creation and restoration
- Pollinator and wildlife habitat enhancement
- River restoration and nature-based projects
- Integration of biodiversity into land management planning

Performance

KPI	2024
Land managed for biodiversity	≥10%

Looking Ahead

We are developing additional biodiversity indicators to measure habitat quality, species diversity, and ecosystem health.

5.5 Reduce Plastic

Our Approach

We are working towards a more circular approach to packaging by reducing plastic use, improving recyclability, and supporting innovation.

Key Actions

- Lightweight packaging redesign
- Elimination of unnecessary plastics
- Increased focus on recyclable materials
- Exploration of alternative materials
- Collaboration with suppliers on lower-impact packaging solutions

Looking Ahead

We will continue improving data on plastic use and recycled content while accelerating packaging innovation and circularity.

5.6 Reduce Waste

Our Approach

We follow the waste hierarchy: prevent, reduce, reuse, recycle, and recover.

Performance

KPI	2023	2024
Total Waste (t)	2,697	3,656
Recycling Rate (%)	87	92
Food Waste (t)	2,855	1,384

Key Actions

- Improved forecasting and production planning
- Process efficiency improvements
- Greater waste segregation and recycling
- Reuse of organic materials through composting and soil improvement

Looking Ahead

We will further improve resource efficiency, recycling performance, and circular economy initiatives while continuing to reduce food and operational waste.

5.7 Human Rights

Our Approach

We ensure sustainability is delivered ethically, inclusively, and with respect for people across our operations and supply chain.

Human rights are fundamental to the Second Nature strategy. We are committed to upholding internationally recognised human rights, promoting ethical business practices, and creating fair and inclusive outcomes for everyone impacted by our activities.

Our approach aligns with the **UN Guiding Principles on Business and Human Rights, ILO standards**, and recognised ethical trading frameworks.

Key Actions

- Assess and manage human rights risks across our operations and supply chain.
- Maintain supplier standards, audits, and performance reviews.
- Provide grievance mechanisms to support worker voice and issue resolution.
- Deliver modern slavery awareness and management training.
- Promote fair pay, safe working conditions, and an inclusive workplace.
- Engage with local communities to support positive social outcomes.

By embedding human rights into Second Nature, we ensure environmental progress is delivered responsibly and in line with global best practice.

6. Data, Assurance, and Methodology

Our Approach

We use data to ensure we are transparent, reliable, and produce consistent sustainability reporting.

Data Management

We continuously improve the quality and accuracy of sustainability data across the Group. Data is collected from operational systems, supplier information, and centralised reporting tools, including our carbon footprinting platform introduced in 2024. Robust validation and governance processes support consistency and informed decision-making.

Methodology

Our reporting is aligned with recognised standards, including the **Greenhouse Gas Protocol** for Scope 1, 2, and 3 emissions. Wherever possible, we use primary data; where unavailable, appropriate secondary data and emission factors are applied.

Limitations

As data maturity develops, some limitations remain, including Scope 3 data gaps, the use of estimates in certain areas, and ongoing methodology refinements. Where methodology changes affect comparability, baseline data is recalculated accordingly.

Assurance

From future reporting periods, our carbon footprint will be independently verified by a certified third party. All other sustainability data is currently subject to internal review and governance processes.

Through continued investment in data, systems, and assurance, we are strengthening the accuracy, transparency, and credibility of our sustainability reporting.

7. Looking Ahead

Our Approach

We maintain momentum and accelerate progress towards our Second Nature ambitions.

Near-Term Priorities (2026–2027)

Over the next two years, we will focus on:

- Delivering decarbonisation projects and expanding renewable energy
- Improving Scope 3 data and supplier engagement
- Enhancing water stewardship and efficiency
- Embedding sustainable growing practices, including soil health and peat-free production
- Reducing plastic and waste through circular economy initiatives
- Expanding biodiversity and nature-based projects
- Strengthening our human rights and ethics programme

These priorities will be supported by continued investment in governance, capability, and data systems.

Long-Term Ambition

Our ambition remains to achieve **net zero emissions by 2040**, alongside:

- Lower emissions across all scopes
- Improved water efficiency and quality
- Healthier soils and more sustainable growing systems
- Maintaining at least **10% of land for nature**
- Greater circularity through reduced waste and improved recyclability
- Stronger human rights and responsible sourcing practices
- Innovation and Collaboration

Partnerships and innovation are essential to achieving our goals. We will continue to work with suppliers, customers, industry groups, NGOs, and researchers to develop new technologies, scale successful projects, and drive sustainable change across our value chain.

Second Nature remains central to the Vitacress strategy, helping us build a more resilient business while delivering long-term value for people, nature, and the environment.

8. Case Studies

Spring sunshine powering us towards net zero.



We have installed a new solar photovoltaic system at Vitacress Portugal, which is delivering a minimum of 30% of the factory's energy consumption.

Some days we have had moments where almost 100% of our energy needs have been met by solar alone.

This is a fantastic milestone for the team. By investing in on-site renewable energy, we are reducing our carbon footprint, strengthening our long-term energy resilience, and making decisive progress on our net zero journey.

Boosting Biodiversity Monitoring in 2025



In 2025, we strengthened our biodiversity monitoring across UK farms by partnering with skilled volunteers to deliver hands-on wildlife surveys.

Our bird ringing programme got off to a remarkable start, with a sparrowhawk ringed in the very first session. This first-year male is a strong sign of local breeding success—particularly encouraging after challenging UK spring weather impacted many birds of prey. Supporting natural predators like these is key to sustainable farming, helping control crop pests naturally.

Bird ringing provides critical insights into movement, migration, breeding success, lifespan, and health. Combined with bioacoustic monitoring, breeding bird surveys, and routine walkovers, it gives us a comprehensive picture of avian populations.

Alongside this, volunteer-led moth surveys revealed impressive biodiversity. Across two surveys in August

and October, 93 species were recorded, including eight of conservation importance. Poplar hawk moths were especially abundant—likely benefiting from our earlier planting of black poplar trees.

Together, these surveys provide robust, measurable data to guide conservation efforts. They also help farms identify pest trends, supporting effective and sustainable Integrated Pest Management (IPM).

Restoring Britain's Rare Chalk Streams (2025)



In 2025, we partnered with Wessex Rivers Trust to revitalise 200 metres of the Bourne Rivulet, one of Hampshire's rare and precious chalk streams. Once straightened and modified, this stretch has now been transformed into a more natural, thriving ecosystem.

With the UK home to 85% of the world's chalk streams, protecting these unique

habitats is vital. Our restoration work is already helping to create a healthier, more resilient river, supporting species such as otters, kingfishers, reed warblers, water voles, and brown trout.

Looking ahead to 2026, we are building on this momentum by planting native trees and riverside wildflowers—bringing sustainability to life through practical, on-the-ground action.

Harnessing Gravity to Cut Carbon (2025)

In 2025, Vitacress Salads took a simple but impactful step in its decarbonisation journey—rethinking how water moves across site. By switching off pumps and harnessing gravity instead, the team achieved an average energy reduction of 450 kWh per day.

That is equivalent to powering a typical fridge-freezer for around 490 days—all from one operational change. This efficiency gain delivered a carbon saving of 3.6 tonnes CO₂e, proving that smart, low-tech solutions can drive meaningful sustainability results.

A small shift, with a big impact.

Electric does the heavy lifting

Vitacress Salads transitioned from diesel to electric forklifts. Our new electric forklifts not only provide better driver comfort but also deliver a carbon saving of approximately 6.7 tonnes CO₂e, an important step in working towards net zero.

Cutting Cardboard, Boosting Efficiency (2025)

In 2025, Vitacress Herbs Limited partnered with Gordian Strapping Ltd to transform its pallet wrapping process—handling over 200 pallets of fresh herbs every day.

The new, highly efficient system has significantly sped up pallet preparation while cutting cardboard use by an impressive 25,000 kg.

This initiative is a strong example of how smart operational improvements can reduce material use, increase efficiency, and deliver tangible sustainability benefits all at once.

Listening to Nature with Bioacoustics (2025)

In 2025, we expanded our use of bioacoustic technology to monitor birds and bats across our farms, working with expert partners to analyse the sound data collected.

The insights are powerful, helping us target habitat enhancements and shape effective conservation programmes.

Key results show thriving biodiversity:

- 91 species recorded, an 11% increase on 2024
- 22 red list species identified (up from 19)
- 15 new species detected, including rare red-backed shrike and nightingale

Increases in aquatic species such as water rail, reed warblers, and kingfishers

- 10 bat species recorded, including Daubenton's bat and the rare barbastelle

This work demonstrates how farms can support rich, diverse wildlife—and how innovative tools like bioacoustics help us monitor, understand, and protect it.



Appendix: Science Based Targets

Vitacress' climate commitments are aligned with the Science Based Targets initiative (SBTi), ensuring that our emissions reduction pathway is consistent with limiting global warming to 1.5°C.

Overall Net Zero Commitment

Vitacress Limited commits to achieving net-zero greenhouse gas emissions across the value chain by 2050. In addition, through Second Nature, we are targeting an accelerated pathway to net zero by 2040.

Near-Term Targets (2034)

Energy & Industry Targets:

- Reduce absolute Scope 1 and 2 GHG emissions by 58.8% from a 2023 base year
- Reduce Scope 3 GHG emissions by 63.8% per million GBP value added over the same period

FLAG (Forest, Land and Agriculture) Targets:

- Reduce absolute Scope 1 and 3 FLAG emissions by 42.5% by 2034 from a 2023 base year*
- Commit to no deforestation across primary-linked commodities by December 2025

Long-Term Targets (2050)

Energy & Industry Targets:

- Reduce absolute Scope 1 and 2 emissions by 90% from a 2023 base year
- Reduce Scope 3 emissions by 97% per million GBP value added

*FLAG Targets:

- Reduce absolute Scope 1 and 3 FLAG emissions by 72% from a 2023 base year

*The FLAG target includes both emissions and removals associated with land-based activities.

These targets provide a science-based framework for climate action, reinforcing the credibility of our decarbonisation strategy and supporting delivery of our long-term net zero ambitions.
