



Plan
Four
Zero



Working Together
For a Better Future





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At Dawn Meats and Dunbia, we recognise that our future relies upon the health of our natural world and the wellbeing of our communities. Sustainability has been at the centre of our business plan for over 20 years, and we work in partnership with others to reach shared goals. For us, sustainability means taking responsibility for our business impact by ensuring we make a positive contribution to the environment and society.

Our Plan for a Better Future

Plan Four Zero is our blueprint for building a more sustainable food system, working together for a better future.

Grounded in science, the plan outlines how we will reduce emissions within our operations and across supply chains, protect nature, restore biodiversity, inspire sustainable farming and support communities on the journey to Net Zero.

Providing consistent quality meat products from sustainable sources to support our rural communities, human health and nature's ecosystem.



Our Strategy

Our group-wide plan is governed by Three Values and founded on Four Ambitions, which describe how will we achieve our sustainability commitments and how our actions contribute to the United Nations Sustainable Development Goals. We follow science when setting targets and making decisions and will continue to scale up the right solutions to deliver long term sustainability, helping others along the way.



Our Three Values

The Right Measure

We will be guided by data and science when setting targets, developing plans and making decisions.

The Right Solution

We will collaborate to scale up the right solutions and innovations for a more sustainable food system.

The Right Balance

We will focus on areas of greatest impact, taking a balanced approach to bring our communities with us along the way.

Our Four Ambitions



Environment

We will protect and restore nature and biodiversity and work towards the development of a circular economy, powered by renewable energy.



Farming

We will inspire sustainable farming to foster better animal health and welfare, enhance meat quality and restore biodiversity, soil health and water quality.



Food

We will continue to provide high quality, natural, delicious food, rich in protein, essential vitamins and minerals, to support human health and wellbeing.



Society

We will nurture inclusive relationships with our people and communities, help them to live more sustainably, and support the just transition to a Net Zero future.

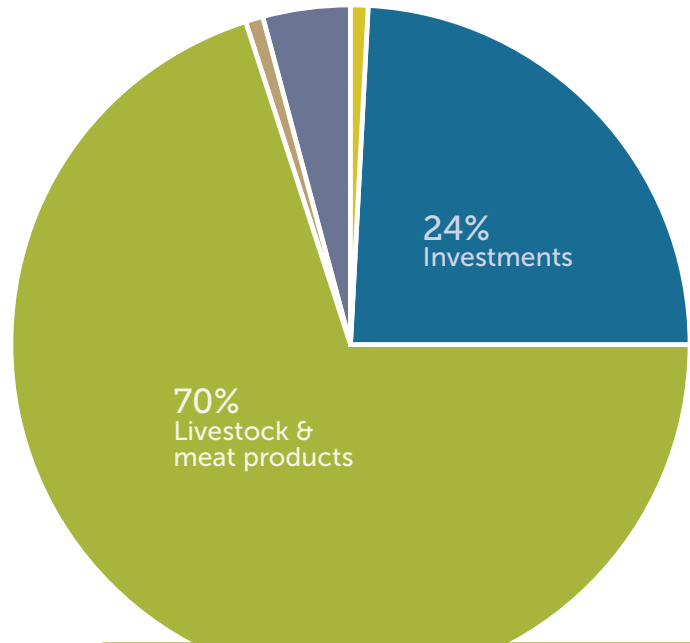


Our Starting Point

Measuring our impact was the first step in managing and finding the right solutions.

Total Emissions 2016

| | |
|-----------------------------|-----|
| Livestock and Meat Products | 70% |
| Investments | 24% |
| Operations | 1% |
| Packaging and Logistics | 1% |
| Other | 4% |



Using 2016 as the base year, we found Scope 1 and 2 operational emissions were approximately 1% of the total and significantly, Scope 3 supply chain emissions were represented by the remaining 99%.

Operational emissions are caused by burning fossil fuels to heat water, F-gases from refrigeration systems, our company vehicles and the procurement of electricity.

Sourcing live cattle and lambs from the UK and Ireland, as well as other meat products from around the world, accounted for the largest portion of our emissions, at 70% of the total.

Our priority is to address operational and on-farm emissions.



Our Progress So Far



Among the CDP Climate Change A-List Companies in 2021



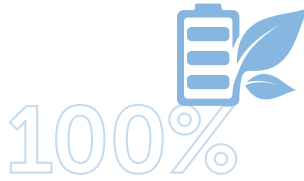
Reduced scope 1 and 2 emissions by 40% between 2016-2021



Reduced plastic in retail supply chains by 14% between 2019-2021



Awarded an EcoVadis Silver Medal Sustainability Rating in 2020 and 2021



All factories and sites powered by 100% Renewable Electricity



Delivered a fully recyclable MAP and VSP plastic tray for our products

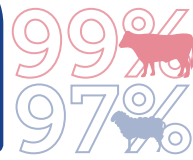


Sustainability Programme
GOLD MEMBER
2022

Achieved Origin Green Gold Membership in 2021 and 2022



All production sites ISO14001 and ISO50001 Certified



Source 99% and 97% of UK cattle and lamb from Red Tractor Assured Farms



SCIENCE
BASED
TARGETS

Approved Science-Based Targets aligned to 1.5°C



Reduced scope 3 emissions intensity by 15% between 2016-2021

BORD BIA
IRISH FOOD BOARD



Source 96% and 81% of Irish cattle and lamb from Bord Bia Assured Farms



Our Climate Targets

In 2019 our climate targets were approved by the Science-Based Target Initiative.



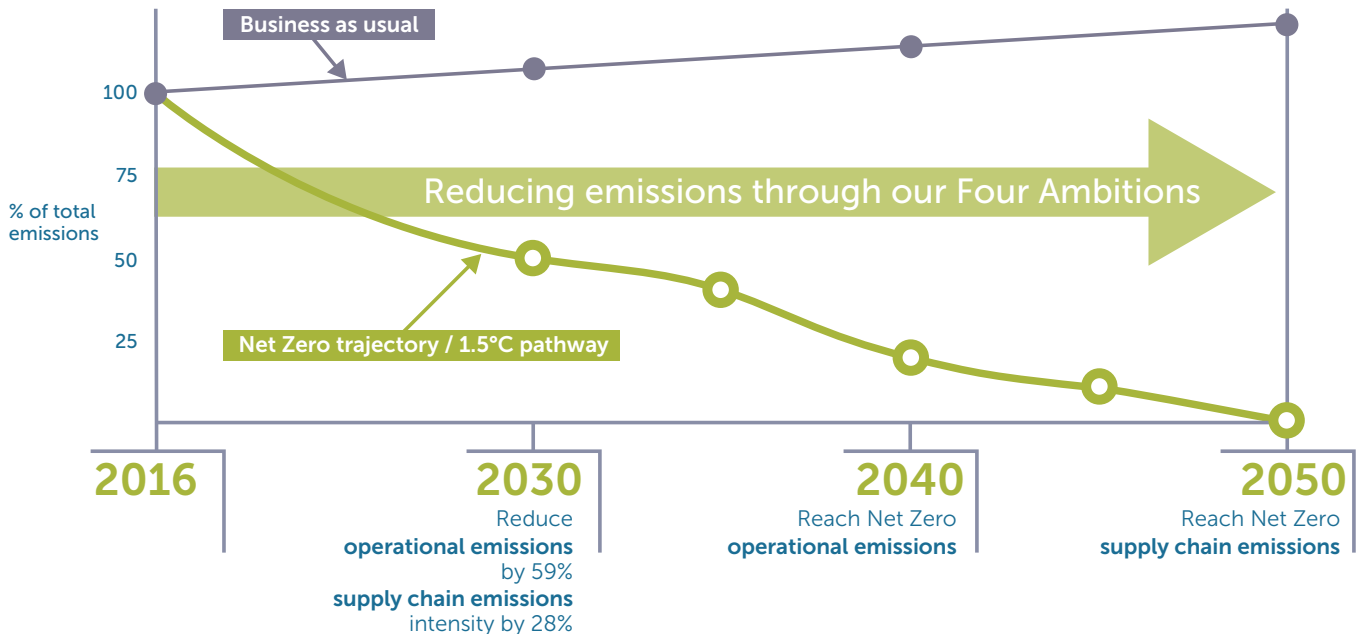
By 2030 we have committed to reduce

- Scope 1 and 2 absolute emissions by 59%, in line with a 1.5°C pathway
- Scope 3 emissions intensity of Purchased Goods and Services by 28%, per tonne of finished product

We are increasing this ambition to reach Net Zero emissions across our sites by 2040, and to align our supply chain target with 1.5 degrees, placing us on a net zero trajectory.

Supply chain emissions are outside of our direct control, and successfully reducing them to Net Zero will require collaboration across sectors and industries, locally, nationally and globally, with everyone playing their part.

To ensure we align with best practice, we will review our near and longer term science-based, net zero targets by 2024, and at least every five years thereafter.



Environment

We will protect and restore nature and biodiversity and work towards the development of a circular economy, powered by renewable energy.

Farming

We will inspire sustainable farming to foster better animal health and welfare, enhance meat quality and restore biodiversity, soil health and water quality.

Food

We will continue to provide high quality, natural, delicious food, rich in protein, essential vitamins and minerals, to support human health and wellbeing.

Society

We will nurture inclusive relationships with our people and communities, help them to live more sustainably, and support the just transition to a Net Zero future.



Our Operations

We are progressively decreasing emissions across our sites, and aim to reduce them as close to zero as possible by 2035.

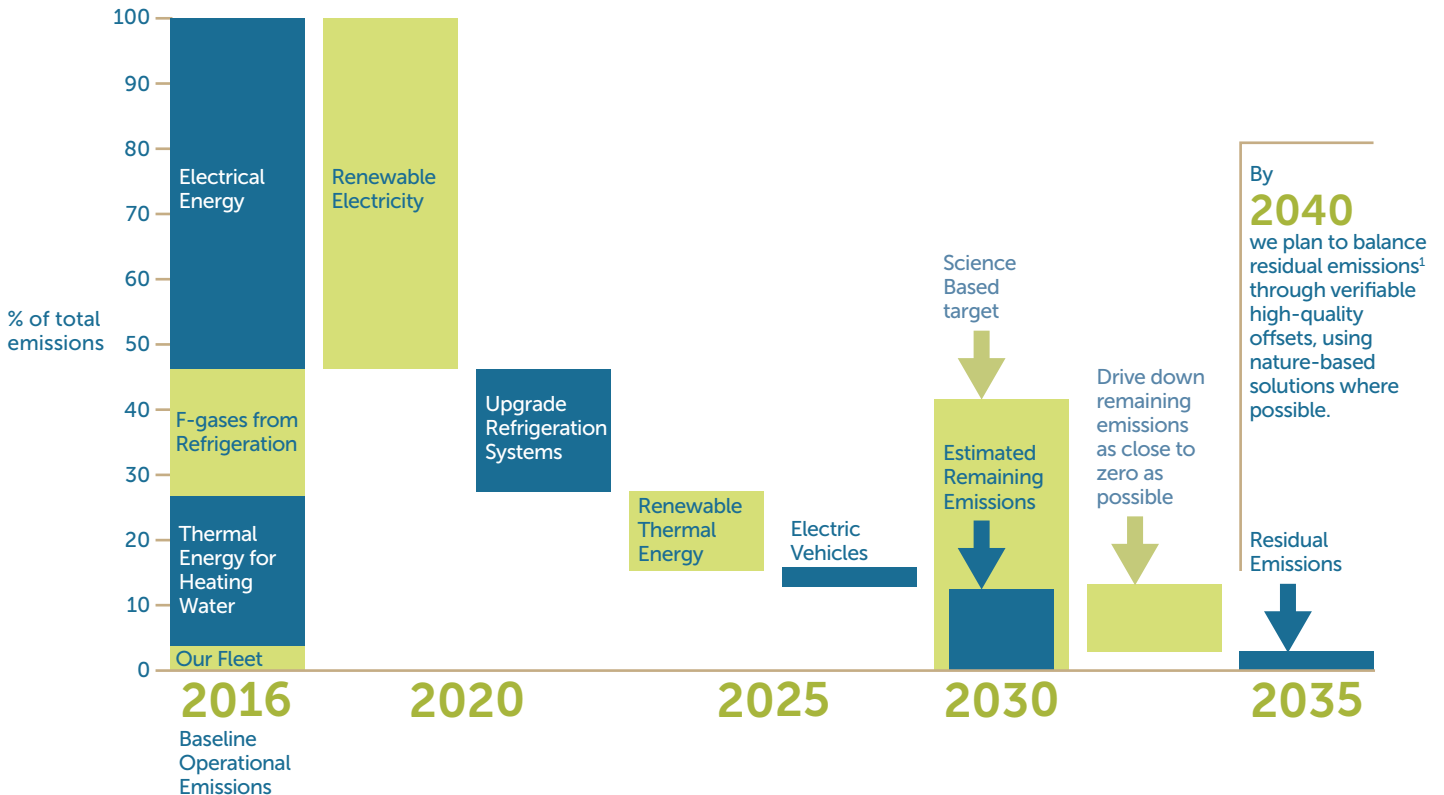
We will continue to procure 100% renewable electricity to power our sites, and aim to install solar panels in the future to progress towards on-site renewable energy generation.

We have progressively reduced fugitive emissions over the last 5 years and plan to replace all f-gas systems with Net Zero refrigeration systems by 2030.

To heat water on our sites we are upgrading equipment to burn lower carbon fuels, and switching to renewable sources of thermal energy generation such as electricity and renewable sources of heat recovery such as heat pumps.

We plan to switch 100% of the company fleet to electric vehicles by 2030.

We are supporting biodiversity at our sites and in our communities, installing beehives, planting trees and permitting areas to go wild.



¹Residual emissions mean unavoidable emissions remaining after all possible actions have been taken to reduce them.



Environment

Since Dawn Meats was founded in 1980, we have continuously improved the efficient use of resources which are managed across our processing sites in Ireland and the UK.



Our approach is to measure consumption, identify opportunities for optimisation, set targets and closely monitor progress. All production sites are ISO14001 and ISO50001 certified for environmental and energy management and real-time performance is observed through our Energy Management System, with metering systems in place on the main users of water, electricity and fuel.

Through Plan Four Zero we are accelerating actions to protect nature and restore biodiversity for future generations, by sourcing sustainably produced materials, producing food in optimum conditions, actively managing resources including water and energy, supporting a circular economy for packaging and working to eliminate waste. We support biodiversity at our sites, in our communities and supply chains. Across our operations we are

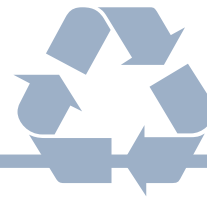
working at speed to reduce emissions, by procuring renewable energy and upgrading our facilities and equipment.

Our Environment Ambition outlines our plans to reduce operational emissions, improve water efficiency and quality, optimise energy use, decrease waste and increase recycling.

Our packaging plan focuses on increasing recycled content and recyclability, while reducing waste volumes. To support biodiversity we have installed beehives, planted trees and permitted areas to go wild.



Environment



Operational Emissions

These are emissions from our production sites and electricity consumption. Our target is to reduce Scope 1 and 2 absolute emissions by 59% by 2030 and to Net Zero by 2040.

Waste

By adopting a LEAN approach, we have been a zero waste to landfill business since 2016. We are working hard to increase the volume of waste recycled, reused and recovered (excluding refuse derived fuel) to 60% by 2030.

Water

All production sites will be evaluated against a variety of initiatives such as rainwater harvesting and greywater reuse, with suitable projects rolled out by 2030, and we will reduce water usage intensity year on year.

Packaging

Packaging is essential for safely storing and transporting food. We are working to achieve the REPAK and UK Plastics Pact Targets by 2025 and 2030, removing unnecessary plastic, increasing recyclability and recycled content.

Energy

Moving to low and zero emission sources of energy is crucial for the successful transition to a Net Zero economy. Electrical and thermal energy is used to power a range of activities at our facilities. Our target is to power our sites using 100% renewable electricity from 2020.

Biodiversity

Given the nature of our business, we are intrinsically linked to the environment and the ecosystems in which we operate. We are working to protect and restore nature and biodiversity on our sites and in our communities.



Our Supply Chain

Our company-wide emissions intensity for sourcing livestock is decreasing.

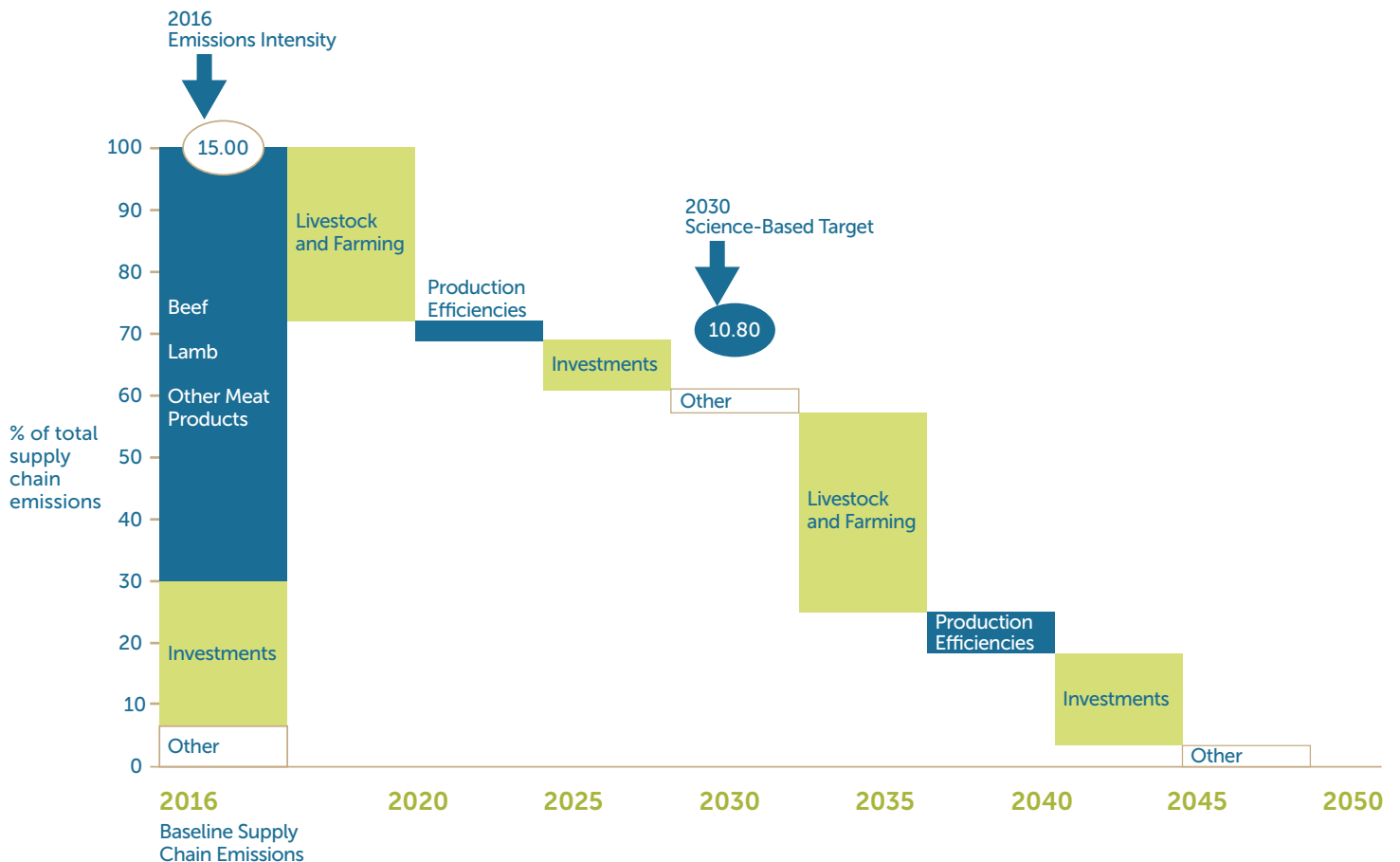
In Ireland our emissions are falling, driven by a measurable reduction in the average carbon footprint of the farms where we source our livestock. Our Bord Bia carbon footprint farmers who belong to the Sustainable Beef and Lamb Assurance Scheme are monitored and accounted for every 18 months. We are working with Bord Bia to improve the accuracy of our emissions accounting and have been able to calculate a carbon footprint for our supply base below the national average.

In the UK, more up to date and frequent data on emissions is required to allow us to show progress. At present, farm emissions data from

2011 is relied upon and therefore our emissions rise and fall with our market share. In 2022, we invested £1m to carbon footprint 500 suppliers and establish a new baseline from which to measure progress.

We are engaging with suppliers of New Zealand lamb to the UK market to improve farm emissions data and understand their own plans for reaching Net Zero.

We will continue to enhance production efficiencies, improve carcass utilisation and derive greater value from our livestock products, which will further reduce emissions intensity.



Our Supply Chain

Baseline

UK

Carbon Footprint farms using AgReCalc and set a new Scope 3 supplier baseline in 2023.

Ireland

Bord Bia carbon footprint farms using PAS2050 model, baseline established.

Actions to Reduce Emissions & Increase Efficiencies

UK

Promar provide feedback reports with farm specific plans to reduce emissions. Carbon Footprints repeated every 18-24 months.

Ireland

Bord Bia provide feedback reports with recommended actions to reduce emissions. Carbon Footprints repeated every 18 months.

Product Category Carbon Footprints

Build a Product Carbon Footprint Model for our UK, Irish, New Zealand and Australian meat product categories. Includes emissions from cradle to processing site gate.

Verification

The Carbon Trust verify the methodology. Credibility and transparency. Allow us to report to a recognised standard.

Share Product Category Emissions & Demonstrate Progress

Share product category carbon footprints with customers for use in emissions calculations. Repeat process & demonstrate progress:

- Suppliers take action to reduce emissions
- Scope 3 accounting evolves

Accelerating Progress

Having established a new baseline, we will continue to engage with our farmer suppliers to accelerate action and reduce emissions.

We will increasingly use primary data to calculate more up to date and accurate carbon footprints for our beef and lamb products.

Sharing these product carbon footprints with our customers is an important step in linking supply chain data and developing a consistent approach to measurement, which will allow us to demonstrate progress against our shared climate targets.

The Carbon Trust will independently verify the methodology, ensuring credibility and transparency, allowing us to report to a recognised standard.



Farming

Farm Green is our plan to inspire sustainable farming.

FARM GREEN

Inspiring Sustainable Farming

We invest over €2m annually to demonstrate best practice, funding a combination of knowledge sharing initiatives and supply chain projects. We work closely with industry groups, customers and farming partnerships to enhance the performance of our sector, whilst supporting the traditional family farms of our beef and lamb supply chains.



In 2022, we established a UK supplier carbon footprinting project to set a new baseline from which to accelerate action and reduce emissions.

We are investing £1m in this project, part funded by Innovate UK, measuring the carbon footprint of 500 farms and establishing farm specific plans and roadmaps to reduce emissions, with progress monitored every 18-24 months.

In Ireland, Bord Bia carbon footprint suppliers and provide feedback reports with recommended actions to reduce emissions.

We have two demonstration farms, Newford and Tipperary which are part of the Teagasc Signpost Farming Programme.

Newford's purpose is to drive and demonstrate efficiencies in sustainable Irish steer and heifer suckler beef production.

Tipperary's purpose is to operate and demonstrate a profitable dairy calf to beef production system on farm while reducing the total environmental footprint of a pasture-based production system.

Harnessing nature-based solutions to reduce emissions while improving efficiencies, we work with 1,500 farmers to collect and share data to prove the sustainability credentials of our products, enabling suppliers to make data led decisions. We are working with farmers in the UK and Ireland to share learnings and success stories via videos, webinars, case studies, demonstrating what is possible through our innovation farming projects.



Farming



Climate

We will continue to reduce emissions from agriculture and move towards lower carbon farming models.

Biodiversity

We will continue to protect nature and restore biodiversity to regenerate ecosystems, which are the foundation of a stable food system.

Soil

We will help restore soil health and fertility, improving its ability to support plants and animals, store carbon and produce quality grass for our livestock to graze.

Water

We will take care of critical water resources, to protect and improve water quality for society, nature and the quality of our food.

Genetics

We will continue to improve animal genetic performance, breeding more carbon efficient livestock which mature at an earlier age.

Nutrition

We will enhance animal nutrition so livestock mature at an earlier age, reducing lifetime emissions, while ensuring feed is from deforestation and conversion free sources.

Animal Health And Welfare

We will continue to maintain high standards of animal health and welfare, to help reduce mortality and food waste.

Meat Quality

We will continue to produce nutritious, and consistent quality meat by optimizing animal performance while maintaining high standards of animal health and welfare.



Food

Feeding the global population sustainably means working together to produce nutritious food in optimum conditions, in the natural environment best suited to growing specific crops and plants, and to rearing livestock.



UK and Irish livestock convert grass into a highly nutritious, naturally produced protein, rich in vitamins and minerals important for human health.

Our Food Ambition outlines our actions to reduce food waste and optimise product quality and shelf life. Our meat products make a valuable contribution to human nutrition as part of a balanced diet, and we actively raise awareness of the important role red meat plays in maintaining good health throughout our lives.

We provide locally sourced, delicious, nourishing food, to support good health and wellbeing. Over 80% of our finished product is pure meat sourced from the UK and Ireland, where grassland accounts for the vast majority of agricultural land where livestock convert grass into a highly nutritious, naturally produced protein, rich in essential vitamins and minerals. Our New Product Development Team are working to advance the health benefits of our

value-added products. We actively promote the health benefits of red meat and communicate the important role it plays as part of a balanced diet.

We follow the highest standards of food safety and are working on a number of innovative storage technologies to ensure consistent quality meat, maximise product shelf life and reduce food waste. We are members of WRAP's Courtauld Commitment and Meat in a Net Zero World, collaborating to reduce food waste in the UK by 50% by 2030, along with the resulting emissions. We continuously seek out ways to improve the value and circularity of the livestock we process and the menu solutions we offer.



Food

Health And Nutrition

We seek to enable consumers to make choices that are better for themselves and the planet, by placing an emphasis on health in new product development and effectively communicating the Lifetime Nutritional Value of Red Meat.

Product Quality, Shelf Life, Food Waste

We provide consistent high-quality meat products and are working to improve storage technology and extend product shelf life, and share the goal of reducing food waste by 50% by 2030.

Production And Process Efficiencies

We seek to add value to all parts of the livestock we process, and we are involved in innovation projects to increase the value derived from our raw materials and enhance the circularity of meat production.



Society

People are the cause and effect of the change needed to reach Net Zero and limit warming to 1.5°C.



We must take a balanced approach to implementing solutions, so that society as a whole is able to adapt.

Our Society Ambition outlines our actions to maintain an inclusive workplace for our people and develop and retain the talent we need to help us adjust and innovate, as we support our communities through the transition to Net Zero. It outlines our approach to protecting human rights and our community engagement initiatives.

Our people are our most important asset, and we work hard to build and maintain an inclusive workplace for our diverse team of over 40 nationalities. Our Diversity, Equity and Inclusion Plan governs our approach to recruitment and talent development, managing the workplace environment, employee engagement and retention and health and wellbeing. We will continue to develop and retain the talent we need to help us mitigate the risks and leverage the opportunities associated with climate change.

We work hard to protect human rights in our supply chains and operations, and our Business and Supplier Codes of Conduct and policies are guided by the Ethical Trade Initiative Base Code. We are members of SEDEX, and our sites undergo SMETA and Supplier Workplace Accountability Audits. Climate change is increasingly impacting vulnerable communities around the world, and we will continue to collaborate with customers and partners through the Food Network for Ethical Trade, to address human rights risks where there is poor supply chain transparency.

We will continue to sponsor education and science to encourage innovation in sustainability and facilitate knowledge sharing with our farming communities. We encourage employees to get involved in volunteering, fundraising, festivals and events, and our goal is to have a positive impact on the communities where we operate, source from and where our employees live.



Society

Inclusive Workplace

We promote equity, embrace diversity and challenge discrimination, and work to make sure our workplace is an inclusive environment where we 'Do the right thing', and where people feel they belong.

Ethical Trade And Human Rights

We work hard to protect human rights in our supply chains and operations, and our Business and Supplier Codes of Conduct and related company policies are guided by the Ethical Trade Initiative Base Code.

Community Engagement

We sponsor education and science to foster future innovations in sustainability, and encourage employees to get involved in volunteering, fundraising, festivals and events. Our goal is to have a positive impact on the communities where we operate, source from and where our employees live.

Supporting Farmers

We support farmers to develop their skills, by sharing knowledge, facilitating learning and encouraging their passion for agriculture, to help secure a resilient livestock sector for the future.



Our Responsibility / Governance

We disclose annually to the CDP Climate Change and Forests Questionnaires. CDP is the leading global body for the disclosure of emissions and actions to reduce them. We are proud to say we were among the A-List Companies in 2021.

In line with best practice, our emissions inventory is independently verified by the Carbon Trust.

We linked the interest rate on our multi-million Euro Revolving Credit Facility to achieving our Science-Based Targets and improving our CDP score.

We are adopting the Taskforce on Climate Related Financial Disclosure Guidelines, undertaking a risks and opportunities assessment and scenario analysis of the impact of climate change on our business and supply chains, including the financial impacts.

We are Gold Members of Origin Green and report progress annually against 8 key sustainability targets across emissions, raw materials sourcing, packaging, water, waste, biodiversity, health and nutrition, community engagement and diversity and inclusion.

We hold an EcoVadis' Silver Sustainability Rating, placing us in the Top 10% of companies rated in the meat processing industry.

The EcoVadis rating methodology is based on international sustainability standards including the Global Reporting Initiative, United Nations Global Compact, ISO 26000 and is supervised by a scientific committee of sustainability and supply chain experts, to ensure reliable third-party sustainability assessments.



Sustainability Programme
GOLD MEMBER
2022

