



Providing our partners with
affordable sustainable food



Hilton Foods Ireland Technical and Sustainability Manager- Sean Leahy
Group CSR Senior Manager- Emer Fardy

1. Introduction to Hilton Foods
2. The Customer and Sustainability
3. Our Sustainable Protein Plan



Growth through total partnership

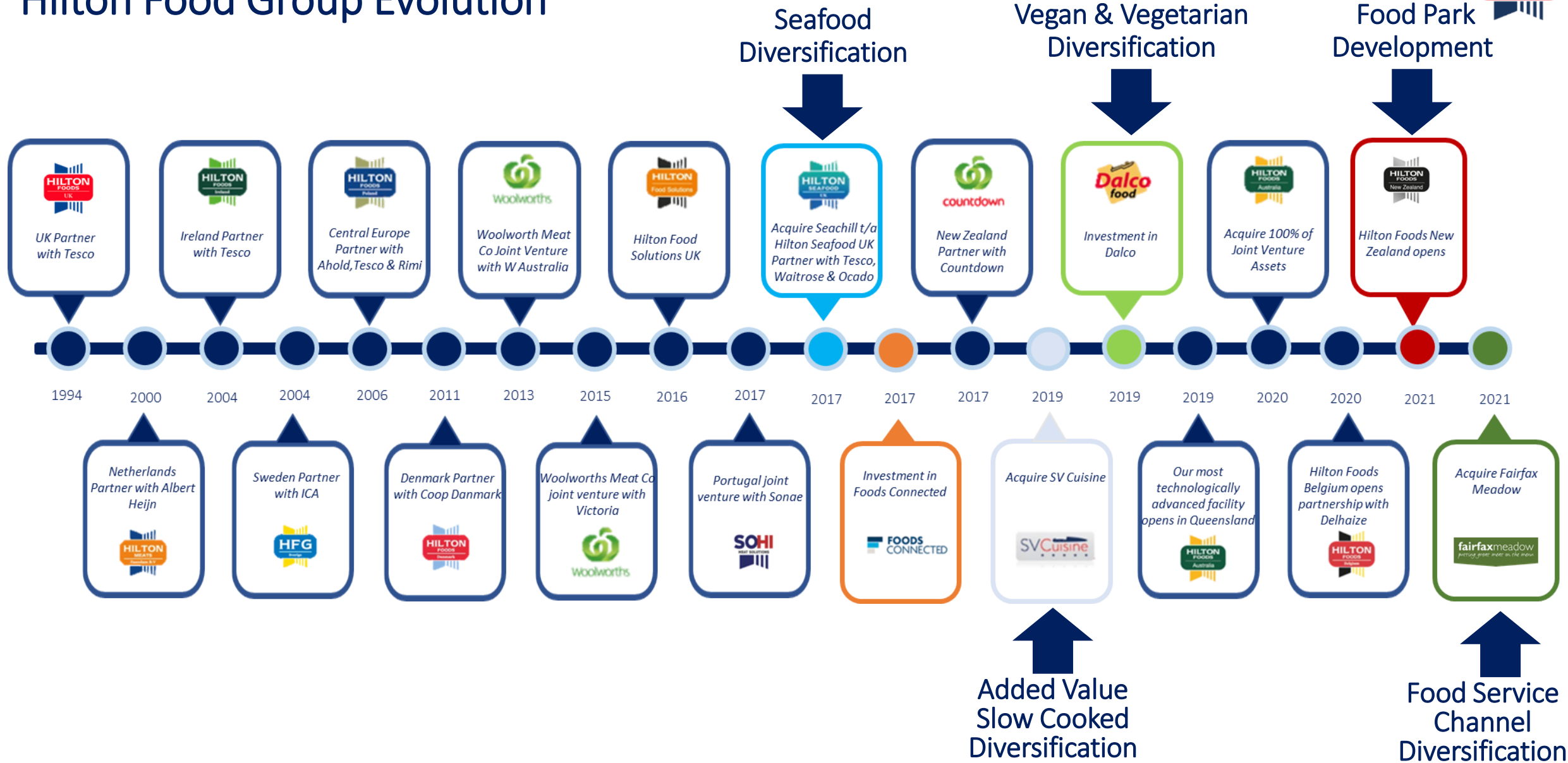


Introduction to Hilton Foods



Sean Leahy Technical and Sustainability Manager- Hilton Foods Ireland

Hilton Food Group Evolution





HILTON FOOD GROUP

WHO WE ARE



*Modern, well invested
production facilities
across the globe*



*Present in 16
geographical markets*

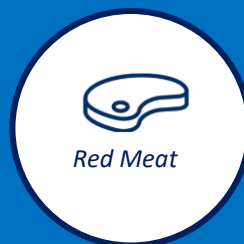


*Our annual turnover
(2021)*



*Highly skilled, dedicated
employees*

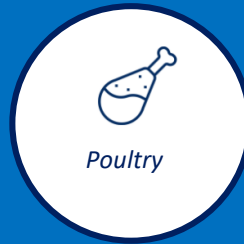
WHAT WE DO



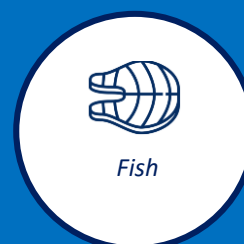
Red Meat



Added Value
Red Meat



Poultry



Fish



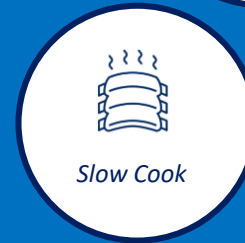
Added Value
Fish



Food for Now



Food for Later



Slow Cook



Vegetarian &
Vegan

Foods Connected with an end-to-end software solution supply chain, procurement, food safety, quality & CSR

PROTEIN PARTNER OF CHOICE

WHAT WE BUY



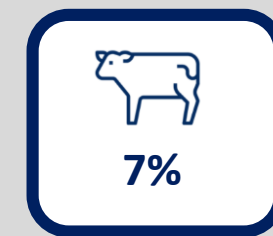
*Volume of Irish Origin
meat purchased for
Hilton Food Group*



*Hilton Food Group
purchase Irish meat in 6
markets*



*67% of Irish meat
purchased by Hilton Food
Group is exported*



*Hilton Food Group
purchased 7% of Irish
beef exports last year*



HILTON FOODS IRELAND

WHAT WE BUY



*Volume of Irish Origin meat
purchased by Hilton Foods Ireland*



32.7%
*Volume growth in
Premium steaks*



*98% Of product carries
the Bord Bia logo*

AWARD WINNING



Blás na hEireann Awards



IQFA



Great Taste



World Steak Challenge



***Providing 100% Irish meat to our retail
partner***





The Consumer and Sustainability



Emer Fardy Group CSR Senior Manager - Hilton Food Group

The Sustainable Conversation



The sustainable consumer



How are consumers defining sustainability?



What motivates the sustainable consumer?



Sustainable messaging

Transparency

The word "storytelling" in a black cursive script, with a solid black heart symbol replacing the letter 'o'.

RELEVANT

Raising the Bar



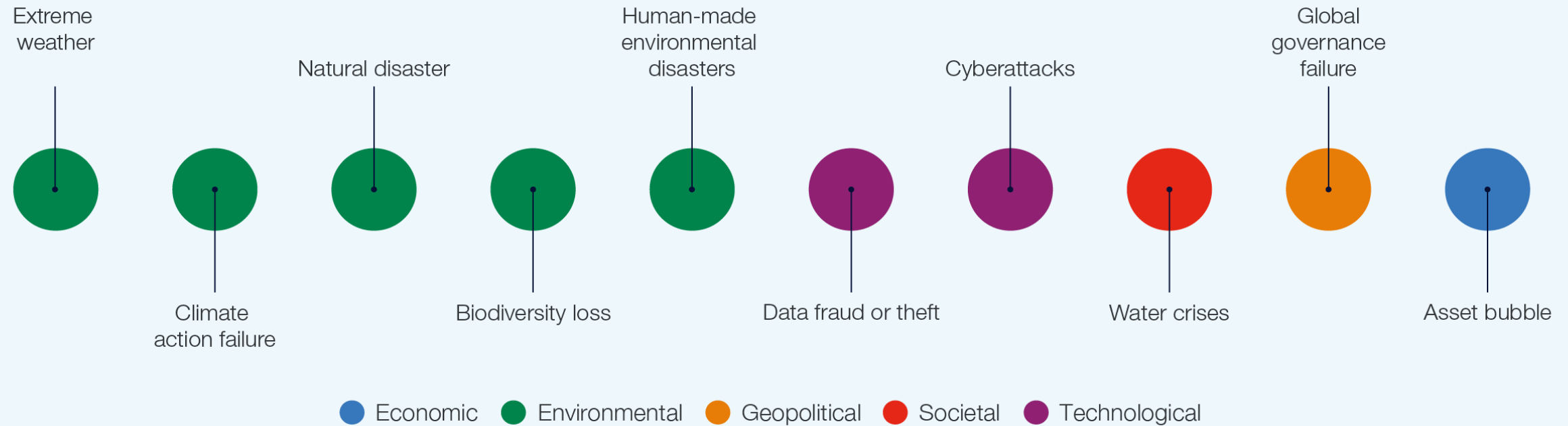
Hilton Foods Sustainable Protein Plan



TOP 10 RISKS OVER THE NEXT 10 YEARS

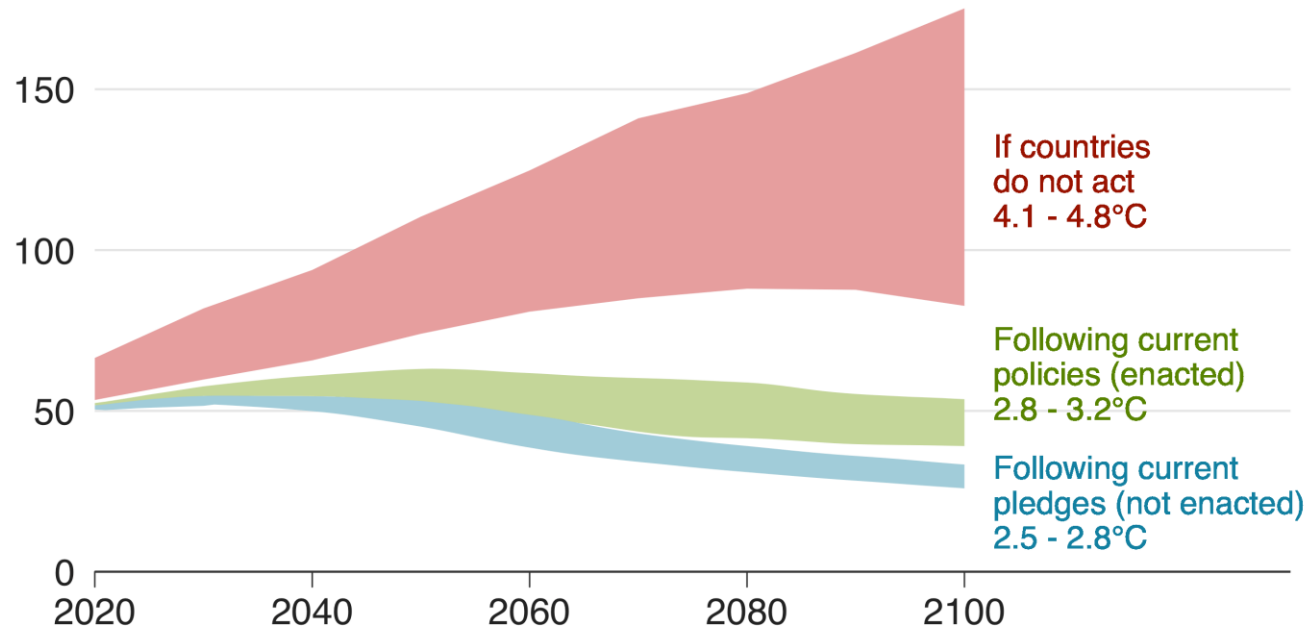
Long-Term Risk Outlook: Likelihood

Multistakeholders



How much worse will the problem get?

Emissions* and expected warming by 2100



*Emissions are in Gigatonnes of CO2 equivalent

Source: Climate Action Tracker

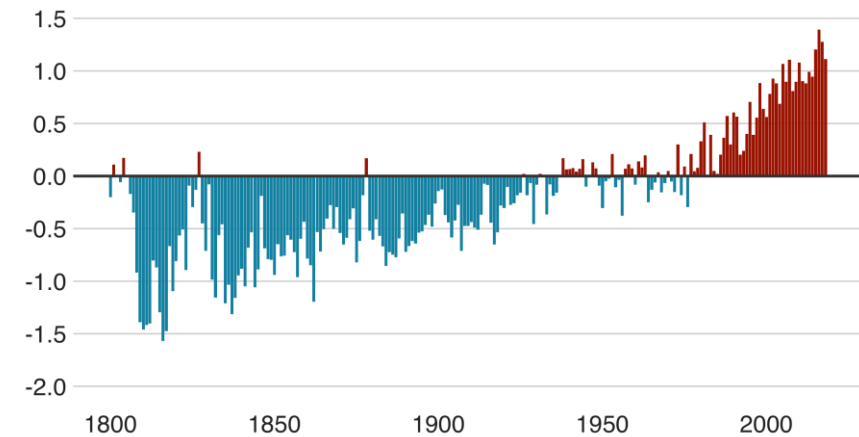
BBC

“What we do in the next 10 years will profoundly impact the next few thousand” “This is not just having a nice little debate, arguments and then coming away with a compromise. This is an urgent problem that has to be solved and, what's more, we know how to do it. “

David Attenborough

The world has been getting warmer

Annual mean land temperature above or below average (°C)



Note: Average is calculated from 1951-1980 land surface temperature data

Source: University of California Berkeley

BBC

One in four species are at risk of extinction

Species assessed by the IUCN Red List



Amphibians

40%



Conifers

34%



Reef corals

33%



Sharks and rays

31%



Selected crustaceans*

27%



Mammals

25%



Birds

14%

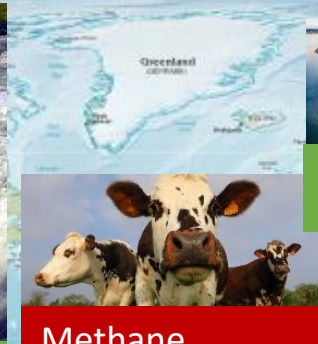
What is the imperative?

Warming above pre-industrial levels (currently at 1.2°C)	Sea level rise	Drowned cities	Cereal yield	Heavy Rain	Species extinction	Additional impacts
1.5°C Realistic Best Case	0.74 m	 Dhaka	-8%	+ 8%	-15%	Glacial instability likely to leave 2 billion people short of water in Asia alone
2°C Contained Harm	1.04 m	 Amsterdam	-20%	+ 13%	-30%	Complete destruction of coral reefs and loss of 50% of aquatic species
3-4°C Pervasive Harm	1.24 m	 New York	-40%	+ 23%	-40%	74% of current settlements to be uninhabitable due to extreme heat
5-6°C Catastrophe	1.43 m	 Bangkok	Unknown	+ 38%	Unknown	Release of ocean methane likely causing climate runaway and total mass extinction

Shared Protein Challenges



Climate Change and Mitigation



Methane



Nutrient and
fertiliser loss



Land use / soil condition



Population Growth



Over fishing and ocean
governance / protection



Plastic pollution in the oceans



Deforestation



Finite Wild Resources



Human Rights in supply chains



Forest Fires



Illegal Fishing



Farmed Animal Welfare



Antibiotic resistance

Shared

Meat only

Seafood only

Antarctica

Increase interest from legislator, policy maker and society

A circular image showing a landscape where a large area of green forest has been cleared, replaced by brown, dry vegetation and some sparse green shrubs.

Deforestation

A circular image of a smiling woman wearing a white hairnet and blue gloves, working on a blue conveyor belt in a food processing facility.

Human Rights

A circular image of a herd of black and white cows standing in a lush green field under a blue sky with some clouds.

Environment

A circular image of a large white fishing vessel on the water, with a smaller red boat nearby.

Animal Welfare

A circular image of a large pot filled with a thick, red, chunky sauce or stew, with a wooden spoon resting in it.

Sustainable Diets



Hilton Foods 2025 Sustainable Protein Plan

Innovating through partnership to make nutritious protein more sustainable

People

Valuing People

Being a fair, safe and inclusive employer by engaging and empowering our people while supporting our local communities

Respecting Human Rights

Safeguarding the welfare and just treatment of all people and communities engaged with our business and supply chains

Developing Potential

Growing and developing our people to be the best they can be, ensuring our business is ready for the future



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

UNGC Participants
SBTi approved
Science Based Targets

Driving transparency with our partners to enable consumers to make informed choices

Hilton Foods 2025 Sustainable Protein Plan

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Planet

Reducing Emissions

Going further than addressing our footprint by achieving Net Negative emissions across our sites and value chains

Enhancing Animal Wellbeing

Driving standards and innovation in the care of animals that enhances their lives and reduces antibiotic use

Nature Positive

Collaborating to improve our stewardship of land and sea; promoting biodiversity, addressing deforestation, and protecting water and soils



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Product

Balanced Healthy Diets

Efficient regenerative food systems producing more accessible and nutritious proteins

Circular Packaging

Developing a circular economy for packaging and actively bringing waste materials back into use across our full value chain

Resource Efficiency

Reducing food waste and optimising use of energy and water across sites, supply chains, and in consumers' homes



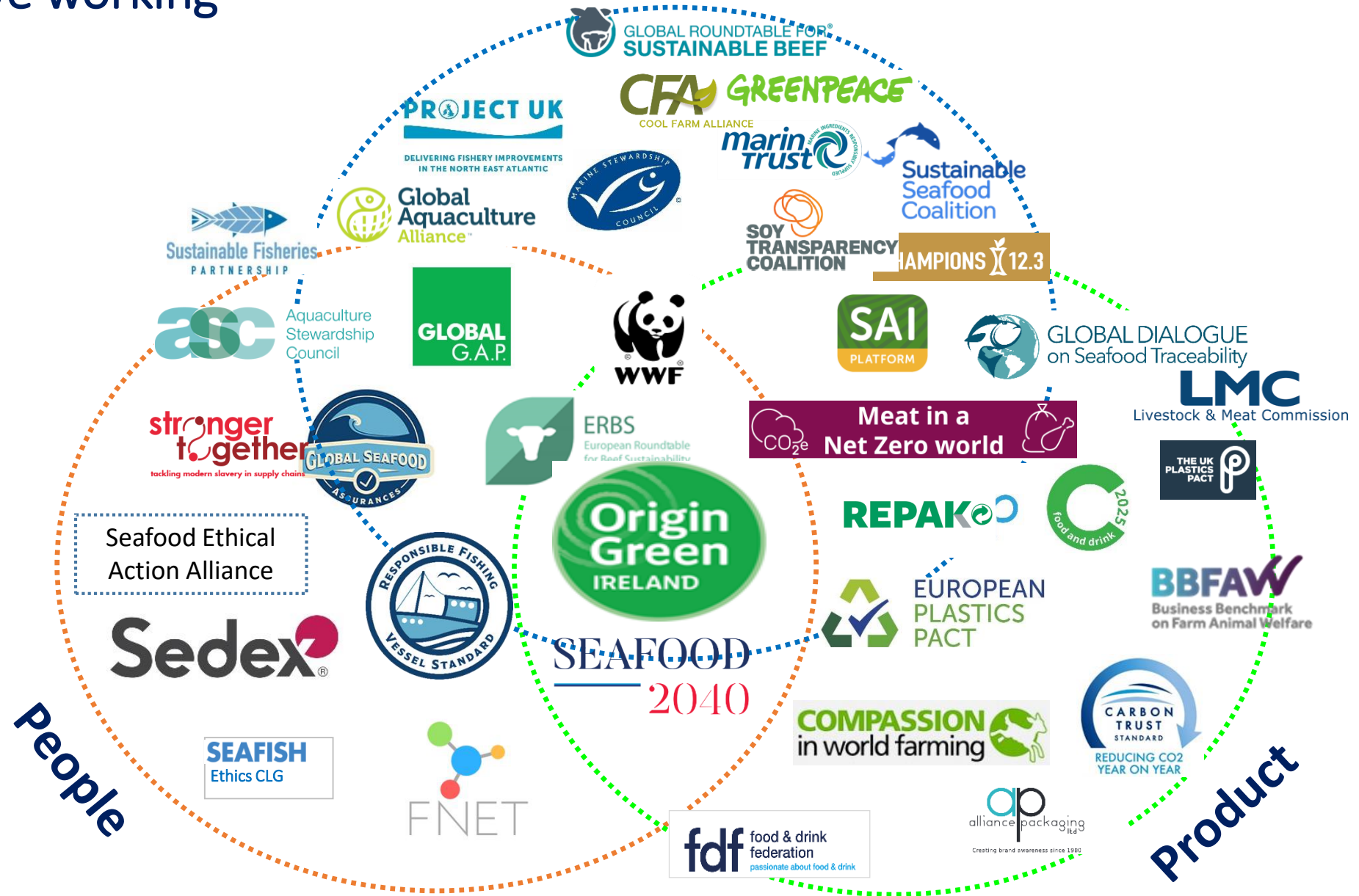
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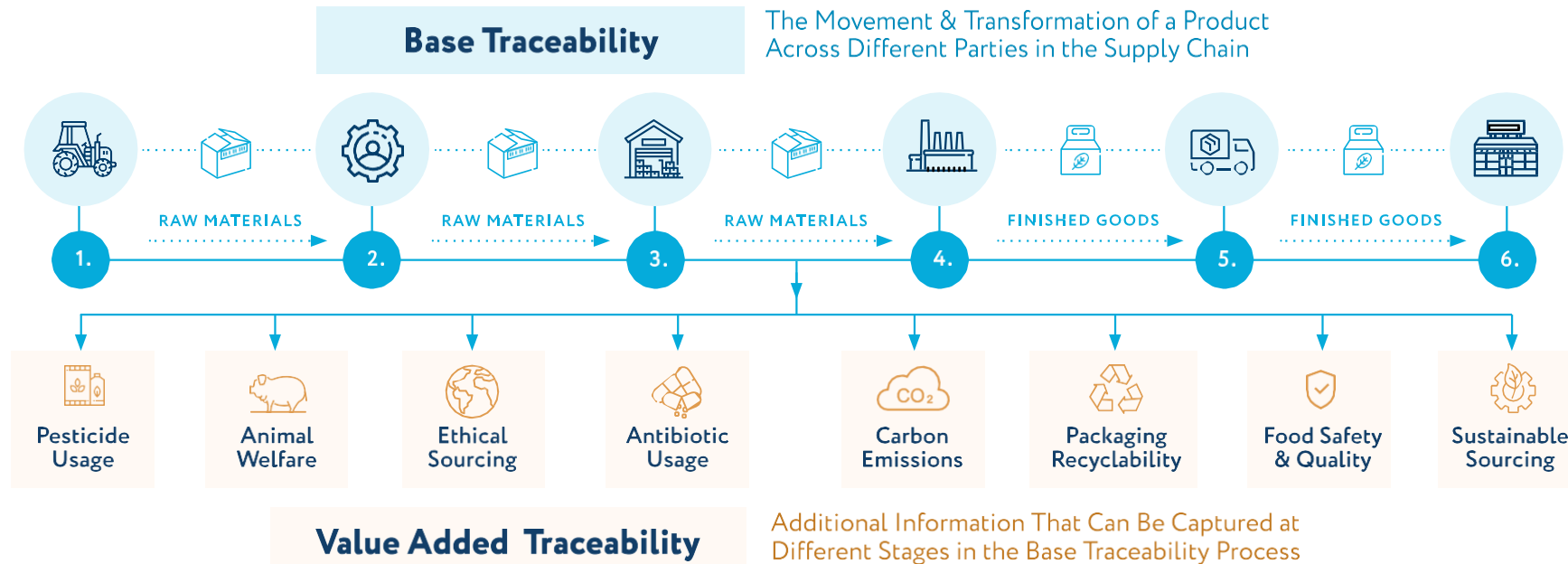
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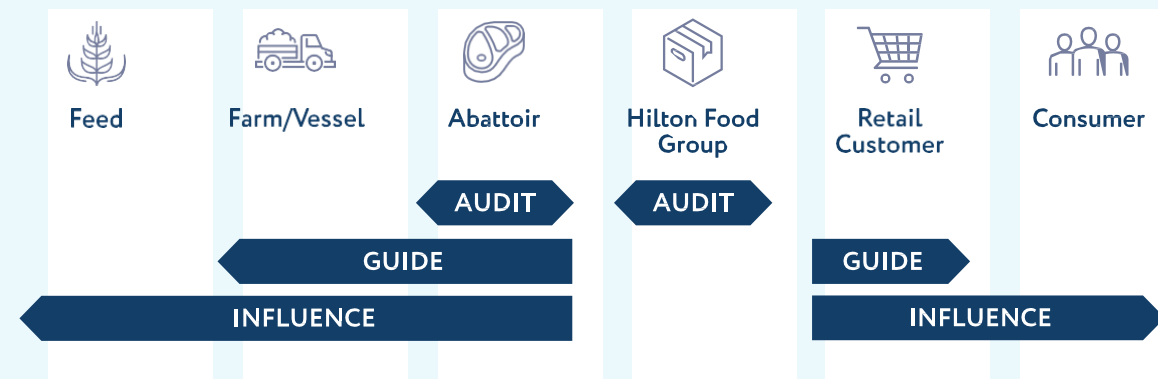
Planet



How we work through the value chain

How we work through the value chain



People

What we have achieved

- Global Health and safety framework



What we are aiming for

- Continuously reducing accident rates
- Health and safety language neutral signage



People

What we have achieved

- Global Health and safety framework
- Global inclusivity and diversity programme
- Sponsoring Meat Business Women
- Launched our Women's Network



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- 30% of senior roles held by women
- Promoting the value of careers in food manufacturing to all



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- Supporting young talent



People

What we have achieved

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- Global inclusivity and diversity programme
- Sponsoring Meat Business Women
- Launched our Women's Network
- Leadership development programme
- Published our first Group Human Rights policy; recommitting to the UN Guiding Principles
- Developed group wide risk assessment and approval system
- Co-sponsorship of a PhD in worker voice on fishing vessels at Heriot Watt University



What we are aiming for

- Continuously reducing accident rates
- Health and safety language neutral signage
- 30% of senior roles held by women
- Promoting the value of careers in food manufacturing to all
- Supporting young talent
- Human rights due diligence programme extended across group
- Ethical code for all Hilton suppliers



Planet

What we have achieved



What we are aiming for

- Approved Science Based Targets, commitment to Net Zero
- Net Zero farming and sustainable aquaculture



Planet

What we have achieved



What we are aiming for

- Approved Science Based Targets, commitment to Net Zero
 - Founder member of the Soy Transparency Coalition
 - Signed the UK Soy Manifesto
- Net Zero farming and sustainable aquaculture
 - Biome wide zero net deforestation



Planet

What we have achieved



What we are aiming for

- Approved Science Based Targets, commitment to Net Zero
 - Founder member of the Soy Transparency Coalition
 - Signed the UK Soy Manifesto
 - Using sustainable algal oil and insect meal in salmon feed
 - 98% of direct supply fisheries MSC certified
- Net Zero farming and sustainable aquaculture
 - Biome wide zero net deforestation
 - Fishery improvement to meet MSC standard



Planet

What we have achieved



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- Committed to halve our food waste by 2030 in Champions 12.3.
- Net Zero farming and sustainable aquaculture
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- Fishery improvement to meet MSC standard
- Progressively sourcing fully renewable energy
- Halve our food and packaging waste
- ISO 50001 energy management accreditation



Planet

What we have achieved



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- CIWF award for first electrical stunning system for farmed prawns
- Global GAP standards committee
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- Biome wide zero net deforestation
- Fishery improvement to meet MSC standard
- Progressively sourcing fully renewable energy
- Halve our food and packaging waste
- ISO 50001 energy management accreditation
- Drive animal welfare standards



Product

What we have achieved



What we are aiming for

- Sponsoring Global Meat Alliance to build positive fact based narrative
- Framework to communicate the role of nutritious proteins in a climate friendly food system
- Industry leading innovation in vegetable proteins, vegetable inclusion and/or enhanced nutrition

Product

What we have achieved



What we are aiming for

- Sponsoring Global Meat Alliance to build positive fact based narrative
- Built a carbon foot-printing tool with the Carbon Trust
- Achieved a 70% average recycled content across our entire tray range
- Most of our trays are 100% recycled PET and recyclable
- Eliminated PVC and polystyrene from our products
- Launched mono rPET tray and film solutions
- All paper and board FSC or PEFC sustainably certified
- Hilton foods Ireland have reduced food waste by 46%
- Framework to communicate the role of nutritious proteins in a climate friendly food system
- Industry leading innovation in vegetable proteins, vegetable inclusion and/or enhanced nutrition
- Circular tray to tray recycling
- Solutions for recyclable / recycled films

Planet

	Goal	Target
Reducing Emissions Going further than addressing our footprint by achieving Net Negative emissions across our sites and value chains	1. Achieve net negative emissions across our value chain to limit the impacts of climate change.	<ul style="list-style-type: none">• Achieve our Science Based Targets across scope 1, 2 & 3 and publish updated ambitions.• 100% renewable electricity across all our own operations in Europe by end of 2025 and globally by 2027.

Hilton Foods – Full Scope Emissions

2020

16.0
Million tCO₂e

2021

15.8
Million tCO₂e



Equivalent to all
the emissions
from houses and
cars in Ireland for
a year

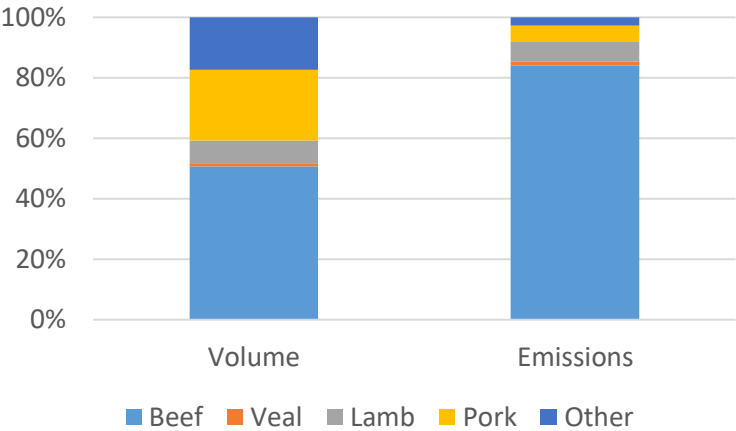
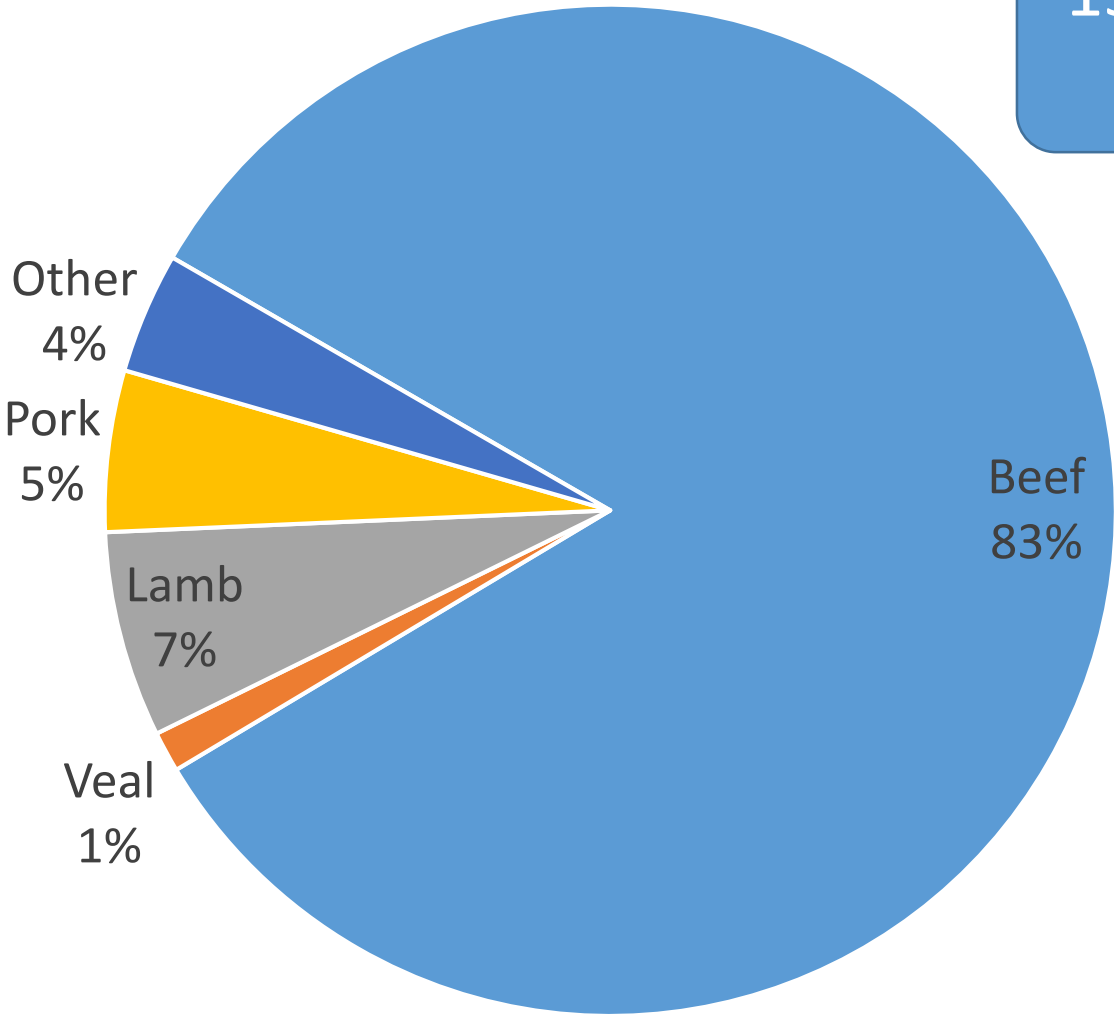


Similar to the
countries of
Croatia,
Lithuania or
Slovenia

Hilton Foods – Full Scope Emissions (2021)

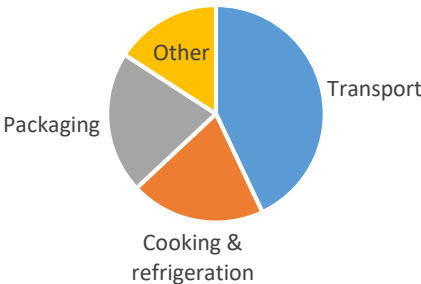
Agricultural Scope 3 Emissions

15,300,000
tCO2e



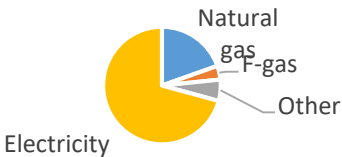
459,000
tCO2e

Non-agricultural Scope 3 Emissions

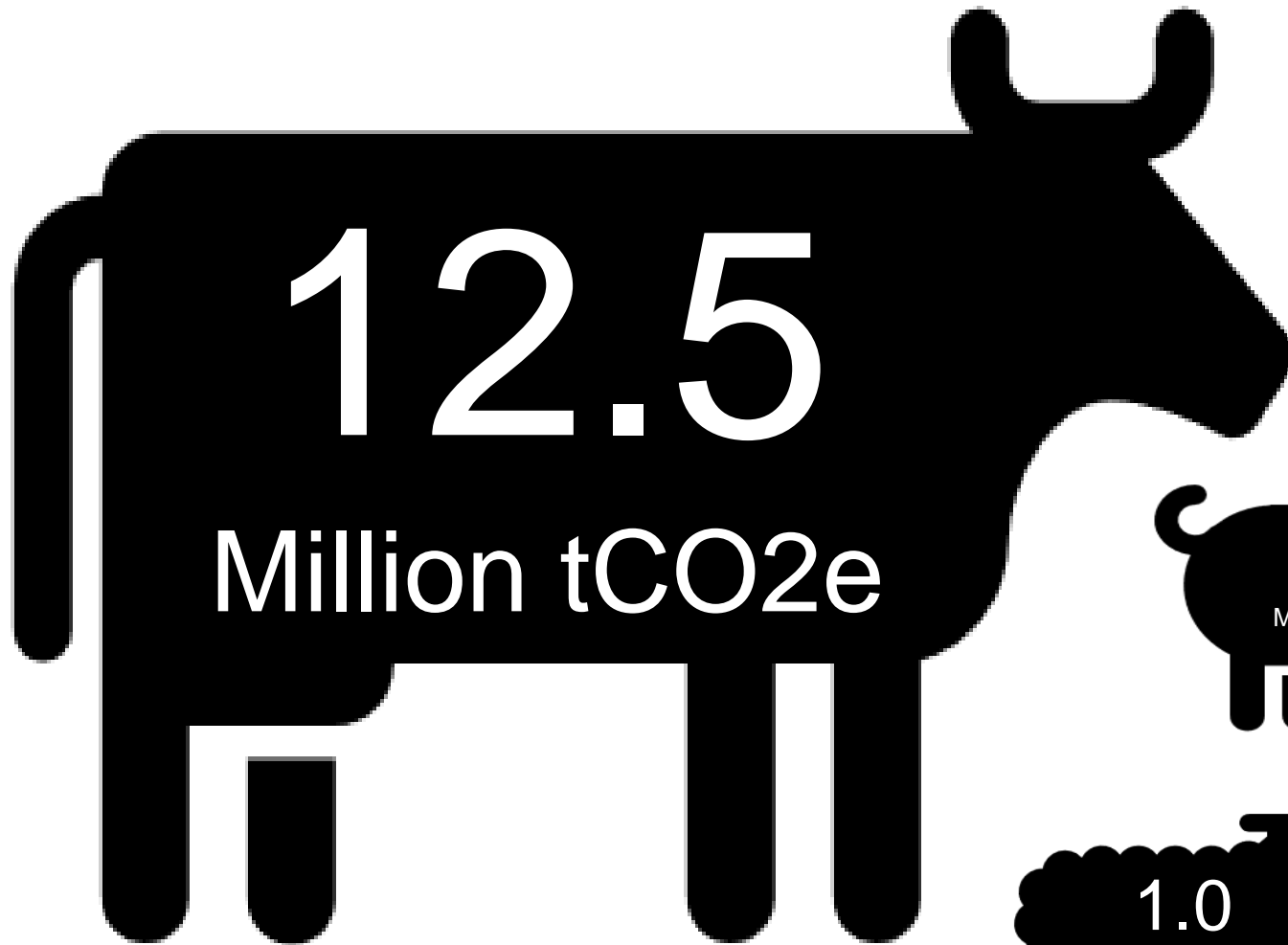


57,000
tCO2e

Scope 1 & 2



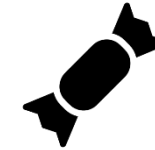
Hilton Foods – Full Scope Emissions (2021)



197,000
tCO₂e from transport



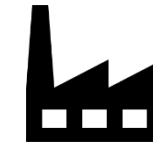
171,000
tCO₂e from ingredients



97,000
tCO₂e from packaging



92,000
tCO₂e from cooking & refrigeration



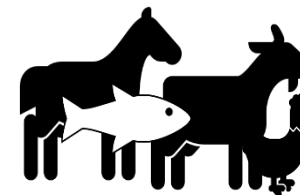
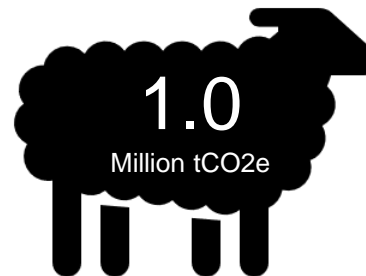
57,000
tCO₂e from our operations



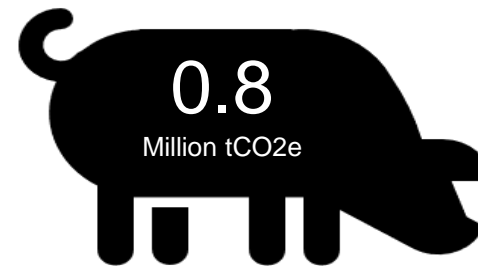
53,000
tCO₂e from waste



20,000
tCO₂e from everything else



776,000
tCO₂e from other proteins



Planet

	Goal	Target
Enhancing Animal Wellbeing Driving standards and innovation in the care of animals that enhances their lives and reduces antibiotic use	1. Further animal welfare throughout our supply chains by raising the baseline and increasing the percentage of animals that are reared to a higher welfare standard.	<ul style="list-style-type: none">100% humane slaughter of animals across all our products including aquaculture.

Hilton Target: 100% humane slaughter of animals across all our products including aquaculture

Background

- All animals in all markets are effectively stunned
- Hilton Seafoods have made significant progress to drive improved standards of humane slaughter
- Brought electric stunner to warm water prawns
- Technology we previously introduced for stunning seabass and seabream

Benefits for warm water prawns

- Faster method to render prawns unconscious and insensible to pain than the widely used ice slurry
- Reduced handling
- Better consistency of stun delivery
- Greater efficiency and reduction in labour during the harvest process

Next Step

- Bring electric stunner to wild capture



Hilton Foods Ireland- local targets and Initiatives



Raw Material Sourcing	Packaging
	Primary Producer Sustainability Initiatives
	Supplier Certification

- Reduce plastic packaging by 20% per tonne of product by end 2025
- Increase the recyclability of our plastic packaging by 25% by 2025
- 100% supply from QA Bord Bia farm level schemes/or equivalent
- Maintain MPQAS at Hilton Foods Ireland
- Sustainability scorecard for suppliers, all supplier Green by 2025



Manufacturing Process	Waste
	Water
	Energy / Emissions

- Increase quantity of recycling of total site waste by 30% by 2025
- Reduce Food Waste from production per unit produced by 50% for unit by 2025
- Reduce water consumption by 10% per unit of output by 2025
- Total energy consumption reduction by 10% per tonne product by end 2025
- Reduction of Scope 1 and 2 GHG emissions by 25% by 2030
- Reduce Scope 3 GHG emissions from purchased agricultural products 12.3% by 2030



Social Sustainability	Employee Wellbeing
	Health & Nutrition

- Achieve Keep Well Mark (Achievement) by 2023, (Excellence) by 2025
- Increase the average health score of newly launched products by 10%



Working
with nature

Hilton Foods Ireland- Food Waste

Hilton Foods Impact Report

Globally, 40% of food is wasted, resulting in 8%-10% of greenhouse gas emissions. In Ireland, over 1 million tonnes of food is wasted annually. Through working with FoodCloud, you have had the following impact to-date.

Impact To Date (Tonnes):



25.8

APPROXIMATE NUMBER OF MEALS DONATED:



61,405

APPROXIMATE TONNES CO₂-eq AVOIDED:



82.5

APPROXIMATE VALUE SURPLUS FOOD:



€77,370



FoodCloud
Hungry for a kinder world

In 2021, FoodCloud redistributed over 1,686 tonnes of surplus food to +600 community groups across Ireland. Thank you for your contribution to that impact.

2021 Impact (Tonnes) (04/01/2021-02/01/2022)



6.8

APPROXIMATE NUMBER OF MEALS DONATED:



16,262

APPROXIMATE TONNES CO₂-eq AVOIDED:



21.9

APPROXIMATE VALUE SURPLUS FOOD:



€20,490



Thank you.
Questions?



Group CSR Senior Manager- Emer Fardy
Hilton Foods Ireland Technical and Sustainability Manager- Sean Leahy