



## **SUN VALLEY FOODS LIMITED**

(Company No: 00678294)

### **STATEMENT BY THE DIRECTORS IN THE PERFORMANCE OF THEIR STATUTORY DUTIES IN ACCORDANCE WITH s172(1) COMPANIES ACT 2006**

Each of the directors of Sun Valley Foods Limited (the "Company") is aware of their responsibility to promote the success of the Company in accordance with section 172 of the Companies Act 2006.

The Company is part of the Cargill Protein Europe business group ("CPE"). Day to day management of the Company is delegated to executives. A Board member is part of the CPE Extended Leadership Team ("ELT"), who meet monthly and focus on annual planning and long-term strategy of the Company. Board meetings of the Company are held regularly and as part of those meetings the Board receives information in a range of formats from department representatives such as HR and Environmental, Health and Safety.

The Company has identified its key stakeholders as described below. The Board will sometimes engage directly with stakeholders on certain issues but, as the Company is part of a large organisation with a broad range of stakeholders, stakeholder engagement also takes place at a group or operational level.

#### **Our People**

The Company recognises that its employees are critical to its success and proactively engages with its employees in a number of ways including via Cargill's HR portal, internal communications and Town Hall meetings. There is also a range of internal social media channels available, through which employees can engage in discussions and express ideas.

The Company uses engagement surveys to keep abreast of the views and opinions of its employees and is committed to Cargill's Wellbeing Policy to establish, promote and maintain the physical and mental health and wellbeing of all its employees (whether working in the office or remotely). Reward and recognition initiatives are also an important part of developing and engaging our employees. The Power of Protein Awards encourage employees to nominate teams and colleagues for their outstanding contribution in the following categories: Customer First, Safety, Collaboration, Community and Leadership.

The safety and wellbeing of our workforce remains a key priority for the Company. The Company continues to embrace a blended working environment which allows our employees to benefit from working together in our facilities and offices, whilst giving the flexibility to work from home when appropriate.

#### **Our Customers**

There is daily interaction between the Company and its customers in relation to day-to-day operations, together with regular meetings with key customers focussing on the longer-term relationship and which ensure that the Company is able to attend to the specific needs and concerns of its customers.

The Company has focused on engaging with customers, through regular meetings and site visits. The Company and the Board are also involved with industry through trade associations, such as the British Frozen Food Federation and The International Meat Trade Association, which enables the Company and its Board members to consider issues which impact the industry as a whole.

#### **Our Suppliers**

Principal suppliers to the Company provide processing equipment, ingredients and packaging and ancillary services such as customs broking, storage and transportation. As is common in a large organisation, some of these relationships are managed regionally or globally within the wider Cargill group. Issues or key points of interest relating to supplier relationships are raised and discussed at the ELT meetings and at Board meetings. The Board approved the annual Modern Slavery Statement confirming its commitment to operating responsible supply chains. The Company's interaction with suppliers is guided by the Cargill Code of Conduct. The Cargill



Supplier Code of Conduct is also used to ensure similar levels of ethical compliance from the Company's suppliers.

### **Our Communities**

To discover more about Cargill's commitment to its local communities, please visit <https://www.cargill.com/about/community/local-communities>.

The Company encourages its employees to volunteer their time and expertise to benefit their communities through employee-led Cargill Cares Councils. For the financial year ending 31 May 2023, the Company and its employees, have engaged with the community in a number of ways including:

- A donation to a Worcester hospice to help re-decorate its family apartments
- A donation of chicken products to a nationwide charity
- Employee volunteering for river embankment clean ups, community centre repairs and decoration and providing support to local food banks and homeless soup kitchens; and
- Employee fund raising events and volunteering for a local children's hospital charity.

### **Our Environment**

Sustainability is embedded in Cargill's purpose to nourish the world in a safe, responsible and sustainable way. Our poultry sustainability strategy aligns with the Cargill group's global sustainability strategy and focuses on three strategic priorities: People, Planet and Poultry. Each of these priorities has a clearly defined approach to advance resilient supply chains, generate shared value for our customers and drive positive change in our operating and sourcing communities. To discover more about Cargill's sustainability priorities, please visit <https://www.cargill.com/sustainability> and <https://www.cargill.com/sustainability/poultry/sustainable-poultry> more specifically,

As part of its sustainability strategy, the business continues to reduce its environmental impact. To help mitigate the footprint of its energy use, solar panels have been installed at our processing site in Wolverhampton. The company is also actively engaging with its raw material suppliers to prepare for the transition to sustainable soy used as protein source in diets for broilers reared in its supply chain. A further range of actions are being pursued to develop and support the Company's customers with their climate change targets. The CPE business also supports the corporation's science based target to reduce greenhouse gas emissions by 30% by 2030.

Cargill prides itself on world class food safety. All of the CPE facilities are audited against a Global Food Safety Initiative standard, including our import and distribution offices in the UK which hold a British Retail Consortium higher level accreditation (achieving the highest certification grade of AA for 3 consecutive years).

Our Streamlined Energy and Carbon Reporting (SECR) Statement contained elsewhere within this strategic report contains further details of our approach to energy efficiency and reducing greenhouse gas emissions.

Approved by the Board of Directors  
on the 4 December 2023