

IMPACT REPORT 2022



OUR RECIPE FOR
RESPONSIBLE
BUSINESS

ABOUT US

At Higgidy, we're on a mission to make good food, great. We believe that food brings joy – from our wholesome pies and carefully crafted quiches to the seriously snackable rolls and muffins, everything we lovingly bake is packed full of flavour and quality ingredients, bringing colour, joy and deliciousness to dinner tables, packed lunches, and family fridges.

But it doesn't stop there – we believe in baking glorious veggie-led food that makes a difference to people and the planet and that's why we focus on three core ingredients in our Recipe for Responsible Business; Planet, People & Food.

Last year we shared with you our first ever Impact Report – a deep dive into our **Recipe for Responsible Business** and how we are tracking against our sustainability goals. We are now pleased to share with you our second Impact Report – where you will find out more about the progress we've made in 2022 and our plans for the future.

We're all about being honest and transparent, so you'll see that we've not made as much progress as we would have liked on some of the targets we set ourselves in 2022, which is largely due to changes we've made to our bakery. We've expanded our site to improve how we bake our products and ensure that in the future we are working in a way that will benefit our people and the planet. Therefore as you'll see we've made some adjustments to our targets to reflect this.

2022 STATS



Volume
sold

18,732,747



Number of
recipes we make

67



Higgidy
team

340 PEOPLE



Certified
B Corp (2021)

SCORE 80.4

HELLO FROM OUR CEO



Hello there!

I am so pleased to share with you our second Recipe for Responsible Business Impact Report.

When we published our first report last year, we set ourselves some ambitious and motivating targets. We had some great achievements in 2022 but also had the chance to review some of our targets to ensure we have set ourselves some realistic goals and keep momentum going.

2022 was another fantastic year for Higgidy, with an expansion to our bakery and open, airy new office spaces. Our Recipe for Responsible Business is now very much ingrained in everything we do, and Planet holds a key place in our business plan.

We are thrilled to share with you what we achieved in 2022 and our look ahead for 2023 and beyond.

Rachel

Higgidy CEO



8172.14 kg food donated in to FareShare Sussex & Surrey
(just over 8 tonnes)

This equates to approximately 18,160 meals

Higgidy donations were redistributed to 100 local charity partners, reaching approximately 12,000 beneficiaries



Only ever use
free-range eggs*



51.3 tonnes of plastic saved from
switching pies and quiches to
paper cases and foils

REASONS TO BE PROUD 2022



78% veggie &
vegan range



Zero waste
to landfill



B Corp
certification – 80.4



1.53% Gender Pay gap



Real living
wage employer



New office spaces and
extension of the bakery

*In line with government requirements due to the outbreak of avian influenza during 2022, free range hens in the UK are being kept indoors temporarily for their welfare. Once these measures have been lifted, we will return to normal free-range practices.

B CORP JOURNEY

We've been a B Corp since August 2021 and it's very much embedded in the way we work.

Being a B Corp isn't just about the accreditation though, it helps us to continue to balance purpose and profit, ensuring we grow sustainably whilst reducing our impact on the planet.

As we rapidly approach re-certification in 2024, we remain focussed on the areas with the biggest opportunity for improvement, one of these being our environmental impact. Planet is one of the three ingredients in our Recipe for Responsible Business and an important pillar in our 5 year business plan to help keep us on track.

B Corp achievements of 2022

- ✓ Created The B team – a group of Higgidy employees dedicated to promoting the B Corp movement within our business and delivering positive improvements.
- ✓ Internally improved our score by 2 points within the environment and workers impact areas ahead of recertification.
- ✓ Prioritised the Impact areas where improvements can be made – these are environment, community, and workers.



Governance



Workers



Customers



Community



Environment

Overall score:

80.4

(August 2021)

OUR **RECIPE** FOR RESPONSIBLE BUSINESS

Our Recipe for Responsible Business helps us focus on the things that really matter to us – Planet, People & Food

PLANET

Our carbon reduction journey

Taking action on food waste

Improving our packaging's life cycle

PEOPLE

Creating a diverse & inclusive workplace

Giving back to our local communities

FOOD

Sourcing with care

Using high quality ingredients

Baking veggie-led food



A watercolor illustration of the Earth, showing green continents and blue oceans. A pattern of blue fishing nets with small red fish inside the mesh is overlaid on the oceans. The word "PLANET" is written in large, dark brown, block letters across the center of the globe.

PLANET

PROGRESS AGAINST OUR PLANET TO-DO LIST

To Do List



1. Reach Net zero (for all scopes) by 2040
2. Switch our energy tariff to 100% green energy by the end of 2023.
3. Implement an Environmental Management System.
4. B Corp - Increase score year on year with a focus on environment.
5. 100% of our packaging to be reusable, widely recyclable or home compostable by 2023.
6. Work with suppliers over the next 2 years to reduce plastic packaging, and increase recyclable packaging.
7. Halve operational food waste by 2026!

1. We now have three years' worth of data from which we are able to calculate our carbon footprint. 2019 (our baseline) to 2021, and we are working on 2022. Our bakery has expanded significantly in the last year, so it came as no surprise our absolute carbon footprint has increased. But we did find our carbon intensity had decreased which is good news as this is relative to our growth. We are aware there is still so much to do and we're continuing to work with Eight Versa to map our areas of focus and our decarbonisation roadmap.

2. Last year we switched our electricity tariff to 100% renewable sources – we are now focussing on making our gas tariff 100% renewable too!

3. In 2022 we were busy sorting out our data collections and finalising our targets, now we are in a good place to set up an EMS, this is a priority for us in 2023!

4. We continuously track our B corp score throughout the year and make updates where we have progressed. This has seen our score increase by 2 points since last year and we aim to increase it further before recertification in 2024. To get there, environment will be a priority for 2023.

5. We are pleased that most of our packaging is recyclable, either at home or at your local supermarket. We will be carrying out a packaging refresh in 2023 to include OPRL labels across all of our packs to ensure that we're being clear on how you can recycle each element of our packaging.

6. We have been working closely with our suppliers to understand their plastic use and recycling targets. We asked them to complete our supplier questionnaire to get a better understanding of how they operate and their ESG priorities. This will help identify how and where we can support them.

7. The priority this year has been to understand our food waste data and review our target we set last year. We have decided to move from an absolute waste target to an intensity target in line with our parent company, Samworth Brothers. Our new target will be to halve our Food Waste Intensity (%) by 2030 from our 2021 baseline. We believe this target is more suitable for the business as we continue to grow, as we can make sure that as we increase production our food waste as a % decreases. We now can make a start on how we are going to reach this target!

KEY

 On track

 Making Progress

 Needs more focus

HIGHLIGHTS FROM THE YEAR



Calculated our carbon footprints for 2020 & 2021.

Switching from plastic trays to paper trays in our quiches and foils in pies to saved 51.3 tonnes of plastic each year.



Bringing together our B Team to monitor and improve our B Corp score.



Assembling our Food waste strategy working group to help tackle our food waste.

Switching our electricity tariff to 100% renewable.



LOOKING FORWARD



Decarbonisation strategy to help us get to Net Zero by 2040.



Regenerative farming partnership with The Garden Army at Full Circle Farms.



Working with our suppliers to reduce their environmental impacts.



Reduce our food waste intensity year on year to reach our target.

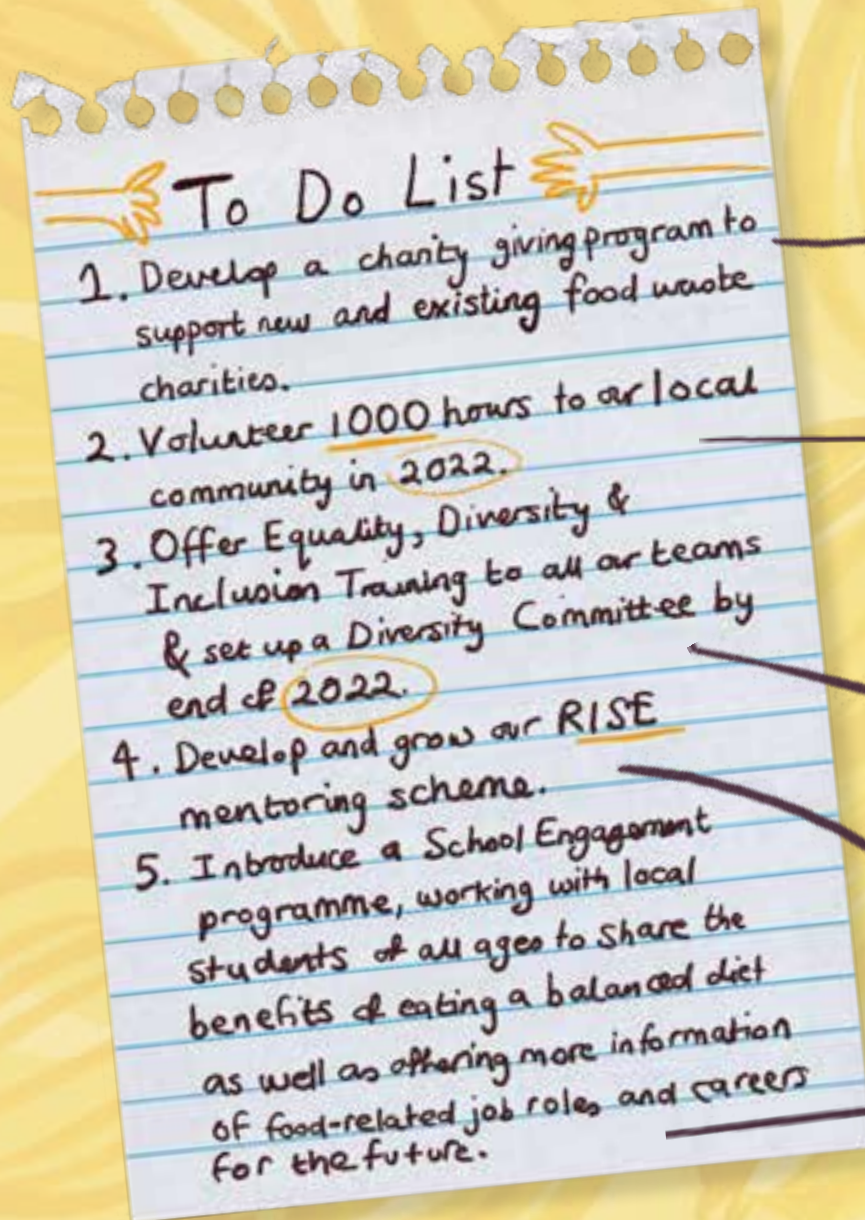


Hit our food waste intensity target and divert more of our edible surplus food to charities such as FareShare Sussex & Surrey.

PEOPLE

A watercolor illustration featuring the word "PEOPLE" in large, white, blocky capital letters. Each letter is held up by a hand of a different color, representing diverse skin tones: purple, teal, pink, blue, yellow, and red. The hands are positioned as if they are holding the letters from below. The background is a vibrant, abstract watercolor wash of green and yellow, suggesting a lush, natural environment with foliage. The overall style is artistic and celebratory, emphasizing human diversity.

PROGRESS AGAINST OUR PEOPLE TO-DO LIST



1. Supporting our local community is important to us and has been since we made our first pie. This year we set up our first Charity and Community committee to help us focus and manage our support in the best ways possible. In June we began our first Charity of the Year partnership with Safe in Sussex, raising over £2,500 throughout the year with a number of fundraiser events such as Shocking Shirts and Funky Frocks and a Festive Feast for our Higgidy team. Our support of FareShare Sussex & Surrey continued in 2022 with a staggering 18,160 meals donated to local charity partners supporting 12,000 beneficiaries.

2. Encouraging our staff to use their two volunteering days each year will be a big focus in 2023. Volunteering opportunities in 2022 saw 128 Higgidy volunteer hours used with staff taking part in activities such as clearing rivers and repairing hedgerows with the South Downs National Trust and an afternoon with FareShare Sussex & Surrey sorting donated stock in the warehouse ready to go out to various projects across the county.

3. Going into 2023 we will be hosting team drop-in sessions to help us understand what it feels like to work at Higgidy. It will help us improve and implement changes to make Higgidy a more inclusive place to work. Our ED&I plan for the year will support International Women's Day, Brighton PRIDE, World Mental Health Day and Movember.

4. In 2022 our RISE mentoring scheme was launched, and places were offered to team members from across the business. We had a strong response and 11 employees signed up. Feedback was positive and 2023 will see the programme relaunched.

5. We will be partnering with Table Talk in 2023 to get this project up and running.

KEY



On track



Making Progress



Needs more focus

HIGHLIGHTS FROM THE YEAR



Over 18,000 meals donated to FareShare Sussex & Surrey and 128 hours volunteering time.



Over £2,500 raised for our Charity of the Year, Safe in Sussex.



Supported tree planting with South Downs National Trust



RISE mentoring open to employees – 11 employees went through the RISE journey in 2022 with positive feedback.

LOOKING FORWARD



Increase our surplus donations to FareShare Sussex & Surrey, ensuring no edible food goes to waste.



New Charity of the Year partnership from June 2023.



Increase volunteering days across the business with opportunities at Fareshare Sussex & Surrey, UK Harvest and the Garden Army at Full Circle Farms.



RISE mentoring scheme relaunching across the business for all employees.



FOOD

PROGRESS AGAINST OUR FOOD TO-DO LIST

To Do List

1. Continue to ensure at least 75% of our range is veggie or vegan.
2. Ensure 20% of what we make sits within HFSS targets by 2040.
3. Implement a GREEN procurement policy.
4. Work with our top 10 suppliers to reduce and improve environmental impact (assessed against our environmental criteria)
5. All Supplier Assessments to include environmental, social and ethical questions.
6. Continue our commitment to using free-range chicken, slow-bred chickens and aligning with the Better Chicken Commitment.
7. Improving our quality standards for meat and fish.

KEY



On track



Making Progress



Needs more focus

1. By the end of 2022 78% of our range was veggie or vegan. Some new recipes include our mini vegan muffins, our vegan Bang Bang Cauliflower Dinky Rolls and our delicious Porcini and Chestnut Mushroom Pie.

2. By the end of 2022 11% of our range was non-HFSS. We pride ourselves on using top-notch ingredients and ensuring our food is of the highest quality. We are always reviewing the nutrition scores of our range and exploring innovative ways to reduce our fat and salt content without compromising on quality or taste. For 2023, we are now using the Nutrient Profiling Model (NPM) to rank our products and working towards a reduction in overall score.

3. This is a focus area for 2023 – we look forward to updating you in next years' Impact Report!

4. In 2022 we sent surveys to all our suppliers to understand how they include environmental, social and ethical practices into the way they work and where we can work together to make improvements. This of course included our top 10 suppliers and has given us the information we need to start working together to reduce and improve their environmental impact.

5. As mentioned above, we sent out surveys to all our suppliers in 2022. As we partner with new suppliers, we will ask them the same questions to ensure our supply chain is and positively contributing towards our targets set out in our Recipe for Responsible Business.

6. We continue to use British free-range slow-bred chickens from our supplier Packington Free Range, which like us, has strong social and sustainable ethics. We continue to work closely with them to ensure we use only the highest welfare for the chicken in our recipes, and we are on track to meet the Better Chicken Commitment by 2026.

7. We only source sustainably farmed fish and the beef we currently source is Red Tractor Assured. We know we can do a step better and our procurement team is coming up with a plan to source free-range pork and even higher quality and welfare beef from farmers we know and trust.

HIGHLIGHTS FROM THE YEAR



Added eight veggie and vegan lines to our portfolio.



Moved our oat milk from European production to UK oats processed in the South of England.

LOOKING FORWARD



Working on squeezing as many veggies into puff and shortcrust pastry.



Working with suppliers who are passionate about soil health and have regenerative farming practices at the core of their business.



Moving to free-range pork from outdoor bred.



Moving to UK grown Rapeseed oil.

LOOKING TO THE FUTURE

2022 was an exciting year for us at Higgidy, with the extension of our bakery and new office space we have seen an efficiency in our production and created new, bright office areas full of collaboration space and breakout areas.

We have continued to progress against our five-year business plan which sees Planet and Community as key priorities. We have had a real focus on our processes and data collection to ensure we are accurately recording the correct facts and figures to inform where we focus. In 2023 we will calculate our carbon footprint for 2022 and begin mapping out our decarbonisation roadmap to get us to Net Zero by 2040.

That was 2022 in a nutshell, we hope it has given you a flavour of all the exciting work going on here at Higgidy, to keep up to speed on all the latest goings on sign up to our Higgidy Happenings mailing list or keep any eye out on our social channels and website for further news and updates.

OUR YEAR IN NUMBERS

	2019	2020	2021	2022
Volumes sold	14,130,363	16,974,695	19,640,465	18,732,747

GHG emissions	2019	2020	2021	2022
Scope 1	1,334 tCo2e	908.3 tCo2e	1,369 tCo2e	TBC
Natural Gas	506 tCo2e	551.5 tCo2e	576.8 tCo2e	TBC
Refrigerant gas	827 tCo2e	355.7 tCo2e	791.3 tCo2e	TBC
Vehicle fuel	0.6 tCo2e	1.1 tCo2e	0.8 tCo2e	TBC
Scope 2	716 tCo2e	654.4 tCo2e	662 tCo2e	TBC
Electricity	716 tCo2e	654.4 tCo2e	662 tCo2e	TBC
Scope 3	15,727 tCo2e	20,930.4 tCo2e	22,624 tCo2e	TBC
Total	17,777 tCo2e	24,492 tCo2e	24,655 tCo2e	TBC



THANK YOU

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