# PEOPLE

*Supporting our people and strengthening our communities*

## OUR PEOPLE COMMITMENT

We are committed to supporting our people, contributing positively to our local communities, and working with trusted partners to improve wellbeing, opportunity, and access to good-quality food.

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## COMMUNITY IMPACT SNAPSHOT

- Community fundraising & donations: **£6,728**
- Employee volunteering: **81 hours**
- FareShare food redistribution: **9.34 tonnes / 22,240 meals**
- Environmental social action: **834 trees planted**

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## LOCAL COMMUNITY SUPPORT

Supporting local communities is central to our values.

- **Our charity partner for 2025 was Rockinghorse Children's Charity:** we raised over £5,300 through fundraising activities and food donations
- **Other local charities:** we donated over £1,400 of vouchers and food donations to support a range of community causes

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## FARESHARE SUSSEX & SURREY & LOCAL DONATIONS

Our support is helping FareShare Sussex & Surrey provide good-quality food to people who need it most. Throughout 2025, they redistributed:

- **9.34 tonnes** of donated Higgidy products (**22,240 meals**, reaching approx. **16,100 people**) through 140 smaller charities across their network.

We also donated 1.3t to **The Real Junk Food Project** in Brighton, a café who feed people who need it most through a 'pay as you feel' basis

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## OUR PEOPLE

**Employee Volunteering**

- 81 hours volunteered by employees, supporting community and charity partners

**Employee Wellbeing**

- Focus on wellbeing initiatives that support physical, mental, and social health

**Health & Safety**

- Commitment to maintaining safe, supportive, and healthy working environments for everyone

**Employee Engagement**

- 95% response rate of our engagement survey
- Awareness weeks across the year including Neurodiversity & Mental health

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## PARTNERSHIPS & POSITIVE ACTION

- In 2025 we began partnerships with **Weald to Waves** and **Chefs in Schools**, supporting education, sustainability, and community wellbeing
- Through TreeApp we supported the planting of 834 trees in Sussex.

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## LOOKING AHEAD

Our continued focus includes:

- Growing community partnerships and social value
- Increasing employee engagement through volunteering
- Creating a wellbeing forum and strengthening health & safety initiatives