

# HERE FOR GOOD

2020 Blueprint Report



ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

# HERE FOR GOOD

# 2020 BLUEPRINT REPORT HIGHLIGHTS



  
**£103m**  
Gross sales in 2020

We protected over 40 hectares of natural habitats



We reduced our relative energy consumption by **10%**



Based on energy consumed per kg compared to 2018/2019 baseline

**80%** of our packaging was made with over 30% recycled content

  
**4,000+** people employed across 8 countries

  
We increased our water efficiency by **2%**

Based on water consumed per kg compared to 2018/2019 baseline

  
**8,000** people were supported through the Blue Skies Foundation

**56k tons** of fruit raw materials processed



  
**60%** of our waste that was recycled, reused, repurposed or recovered

The mean hourly gender pay gap across our sites was **-3.9%**

**3,900** people received training on health and safety



# THE BLUE SKIES OATH

We believe that **life** gives flavour to fruit.

And for there to be life, we need nutrient-rich soil and water, a healthy climate and thriving natural habitats.

At Blue Skies, we promise to live within our means, to protect our climate and take care of the ecosystems that provide balance and stability to our natural environment.

And we promise to look after each other, ensuring that people can live fulfilling lives in harmony with nature, and that we always seek to help those who are most in need.

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS





**Anthony Pile**  
Founder and Chairman

## TAKING OUR RESPONSIBILITY

When we started Blue Skies, very few people talked about the concept of ‘Sustainability’, however the principle of balancing the needs of people, planet and profit was right at the heart of our Joint Effort Enterprise model. Nowadays, as the world faces a growing biodiversity crisis and accelerating climate change, sustainability is on everyone’s lips.

At Blue Skies, people at every level of our organisation take responsibility for growing our business profitably so that they can serve their families and achieve their goals; and we can all play our part in creating natural habitats, encouraging wildlife and striving for cleaner water, air and soil to promote an unblemished environment.

The challenges facing our planet are huge, but if we all work together then no obstacle is too great to overcome.



**Hugh Pile**  
CEO

## ADAPTING TO A CHANGING WORLD

Our world is changing fast and more of us are realising that sustainability principles are no longer just a nice to have but essential to our future survival. We wholeheartedly welcome this shift; our business has always been built on a recognition that sustainable long-term success can only be achieved by respecting the natural world — after all, we rely entirely on the fruit growing around us.

That said, there are elements of our business model that demand scrutiny, most notably the use of plastics in many of our products, the reliance on airfreight to access key markets, and the impact of our business on the communities where we operate. As the Blueprint demonstrates, we do not shy away from these challenges and opportunities but instead we embrace them. We recognise our responsibility in these areas, and we are throwing our energies into ensuring we do the right thing and find solutions that may not even yet exist -but, in true Blue Skies fashion, that won’t stop us!



# HERE FOR GOOD

This report covers the relevant and significant social, ethical and environmental issues for the period 1 January 2020 to 31 December 2020. It aims to provide our stakeholders with an overview of our performance in these areas. For more information, contact Simon Derrick, our Head of Sustainability: [simon.derrick@blueskies.com](mailto:simon.derrick@blueskies.com)

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## CONTENTS

Introducing Blue Skies	06
Our Product Range	07
Fresh from Harvest	08
Our Operations	09
Global Markets	10
Joint Effort Enterprise	11
Our Culture	12
Time for Action	14
Global impact	15
Stakeholder Engagement	16
Our Priorities	17
The Blueprint Goals	18
Blueprint Masterplan	19
Taking Action	20
Governance	21
External Initiatives	22
Our Progress	23
GRI Index	53



THE QUEEN'S AWARDS  
FOR ENTERPRISE:  
SUSTAINABLE  
DEVELOPMENT  
2020

# INTRODUCING BLUE SKIES

Blue Skies is an award-winning fresh fruit company. It was founded in 1997 with the mission to build together a profitable enterprise where people respect each other, care for the environment and inspire a legacy for the future.

We believe in **Adding Value at Source**. This means we aim to make the finished product where the fruit is grown. By doing this we return more value to the communities that produce our fruit, and we can deliver products that are **Fresh from Harvest**.

Our approach has won a number of awards including four Queens Awards for Enterprise in the Sustainable Development Category, and in 2021 we signed up to the Terra Carta from HRH The Prince of Wales Sustainable Markets Initiative, further strengthening our commitment to balancing the needs of people and planet.



# OUR PRODUCT RANGE

Our fruit is harvested only when fully mature, cut when naturally ripe and delivered **fresh from harvest**.

Our fresh-cut assortment includes mango, pineapple, pomegranate, coconut, melon and berry mixes. We also produce fresh fruit and vegetable juices and dairy-free, vegan ice-cream. These products allow us to make full use of all the fruit and ensure no edible material goes to waste.



# OUR FRESH FROM HARVEST PHILOSOPHY

Our Fresh from Harvest philosophy is sacrosanct. It is key to enabling us to provide only the highest quality, best tasting fruit products you can find. Our approach is simple: Our fruit is harvested only when fully mature, cut when naturally ripe and then delivered **fresh from harvest**.



Harvested when  
mature



Hand selected for  
quality



Cut when  
naturally ripe



Delivered over  
night



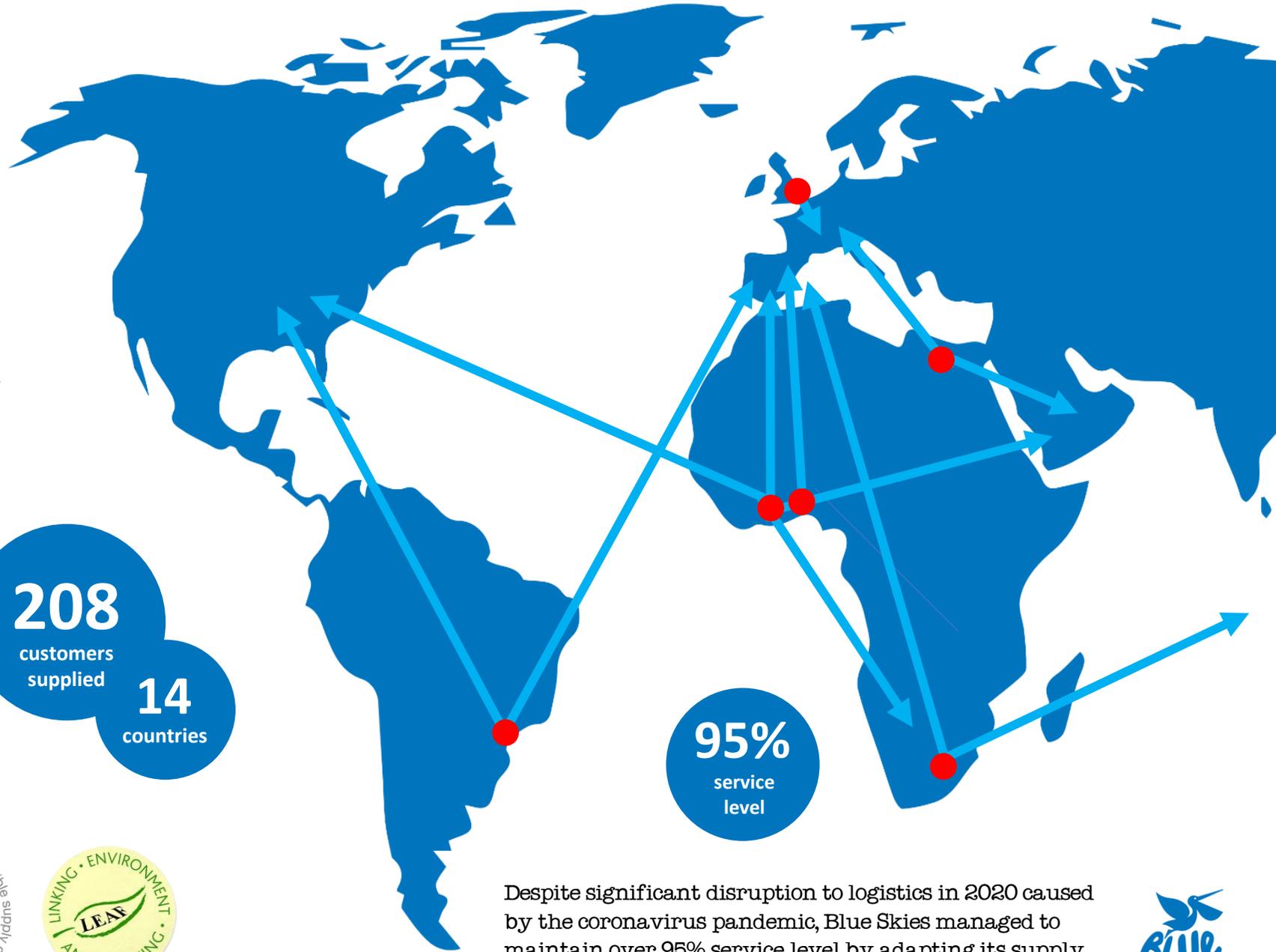
## OUR OPERATIONS

To provide a year-round supply of fresh from harvest fruit, Blue Skies operates a network of facilities. These include processing facilities in Ghana, Egypt, South Africa,, Brazil, Benin and the UK. In addition, we own packing facilities in Senegal and Ivory Coast and have farming operations in Ghana.

# GLOBAL MARKETS

Blue Skies supply over 200 customers in 14 countries. We are renowned for our high service levels and market leading quality which have enabled the business to grow. We also adhere to a number of international standards including GlobalGAP, BRC, Sedex, LEAF and Fairtrade.

Region	Customers
Europe	32
North America	1
Africa	173
Middle East	2



Despite significant disruption to logistics in 2020 caused by the coronavirus pandemic, Blue Skies managed to maintain over 95% service level by adapting its supply chain and making use of dedicated air cargo.



# BUILT *to* LAST

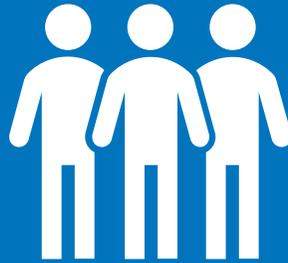
The Blue Skies mission is to build together a profitable enterprise where people respect each other, care for the environment and inspire a legacy for the future.

Our purpose is to perpetuate a way of doing business that enables people to live fulfilling lives in harmony with nature and the sustainability of our planet,

But the only way we can achieve our mission and purpose is if we are built on strong foundations. For Blue Skies, these foundations are the three pillars that make up our **Joint Effort Enterprise**.

Diversity. Respect. Profit.  
Three pillars, built to last.

# OUR JOINT EFFORT ENTERPRISE



We are  
Strengthened by  
our **Diversity**

We break down the barriers that divide us and embrace the qualities that make us different. This strengthens our experience, agility and resilience



Bound by our  
culture of **Respect**

We believe that care for our people breeds care for our fruit, which in turn fosters a natural respect for the environment and the communities we operate in.



Driven by  
generating a  
**Positive Return**

We aim to generate a positive return that benefits all our stakeholders without negatively impacting the communities and the environment upon which we depend.

# OUR CULTURE

## ABOVE AND BEYOND

Culture is the central pillar of our Joint Effort Enterprise and is at the heart of everything that we do. Culture not only binds us as a global community, but it also forms the basis of our sustainability strategy. This is because it recognises that respect for people and the environment is core to our survival.

*We believe that care for our people breeds care for our fruit, which in turn fosters a natural respect for the environment and the communities we operate in.*

Care and respect for each other and our surroundings are therefore *vital* to ensure we have the people and the fruit upon which the business depends. But it is not just about protecting life, it is also about *unleashing* it!

## Entrepreneurial Spirit

Blue Skies is where it is today because it has nurtured something in all its people that enables each of us to go constantly "above and beyond". It is something that is born out of the driving force that led Anthony Pile to start the business in 1998. It is our *entrepreneurial spirit*, and it is this spirit that breeds our persistent passion, even while others around us are saying "it can't be done!"

This entrepreneurial spirit is achieved by seeing potential in every person who works with us and for us, regardless of gender, age, colour, creed or rank. This requires having what we call a seamless society where people are encouraged to boldly step outside their comfort zones, to respectfully challenge the status quo, and to proactively try out new ideas.

## Seamless Society

The notion of a seamless society is simple. It is one where there is no social hierarchy that distinguishes between the different roles and responsibilities that exist within the organisation. At Blue Skies, everyone is treated with the same level of respect and given equal opportunity to thrive. In practice, this means avoiding symbols, titles or privileges that might imply social status, and encouraging everyone to eat, work and socialise together.

By nurturing a can-do attitude, where we are encouraged to take risks, and not fear failure, and by supporting people to do what is right, not just what is needed, Blue Skies has, within it, the best platform for self-perpetuating growth which will endure future challenges and ensure the sustainability of the business.







# TIME FOR ACTION

By Simon Derrick, Head of Sustainability

Few would have predicted how much the world would change in 2020, but many are predicting how the world will change by 2050 if we do not act now. We know that climate change is real and demands global concerted action if we are to avoid the worst impacts caused by more than 1.5 degrees of warming. We also know that biodiversity and soil fertility are declining at an unprecedented rate, threatening the extinction of millions of species and undermining the natural infrastructure upon which our modern world depends, and we know that in the twenty-first century, 10% of the world's population and 1 in 5 children still live in extreme poverty, struggling to fulfil the most basic needs like health, education, and access to water and sanitation.

For Blue Skies, our sustainability strategy is driven not by reputation or profitability, but by our resolve to take responsibility. Responsibility for the people we employ, responsibility for the farmers and communities with whom we work, and responsibility for the climate and natural environment that gives us our fruit.

For these reasons, we must also take responsibility for the future of our business. We are already seeing the impact of a changing world on our operations. Shifting weather patterns not only affect the harvest seasons, but also affect consumer demand, and the reduced demand for international travel caused by the COVID-19 pandemic has had a direct impact on the stability of our supply chain.

We know that the time for action is now. From using more sustainable packaging to reducing consumption of water and energy, minimising waste and cutting our emissions, there is lots we can do, and lots we are already doing. Whether it be the product ideas we develop, the way we grow them, the way we manufacture them or the way we distribute and market them, all our decisions must be based not only on how much margin we make, but also what impact they will have on people and planet.

# OUR GLOBAL IMPACT

Blue Skies employs over 4,000 people at our facilities in Africa, South America and Europe. By making the finished product in the countries where the fruit grows, we are naturally closer to our farmers and return more value to communities through job creation, skills development and technology transfer. Enabling Agriculture is an area where our business makes a significant difference. The high volumes we consistently produce provide farmers with a reliable, ready market that pays promptly. Our agronomists provide our farmers with continuous training and support and the business also assists by covering certification costs for small-scale growers and, in some cases, providing soft loans to help farmers build capacity.

By adding value at source, we can also train people in new skills like cold chain management, process engineering, logistics and quality assurance. And by bringing in the latest technologies to grow and manufacture our products, we are helping to improve efficiencies and reduce post-harvest losses. We also have an impact on the communities where our staff and our farmers live. With the Blue Skies Foundation, we are helping to address basic needs by funding projects such as clinics, schools and resource centres. Lastly, by employing people and paying a fair wage, we are enabling opportunities for local economic activity such as the investment in small business.



**Providing meaningful work**  
We employ over 4,000 people in Africa, South America and Europe



**Enabling agriculture**  
We help to build the capacity of farmers by providing training and access to finance



**Supporting communities**  
We have completed over 120 projects for local communities with our Foundation



**Developing the local economy**  
Staff salaries alone pump over £5.8m into the local economy in Ghana.

# STAKEHOLDER ENGAGEMENT



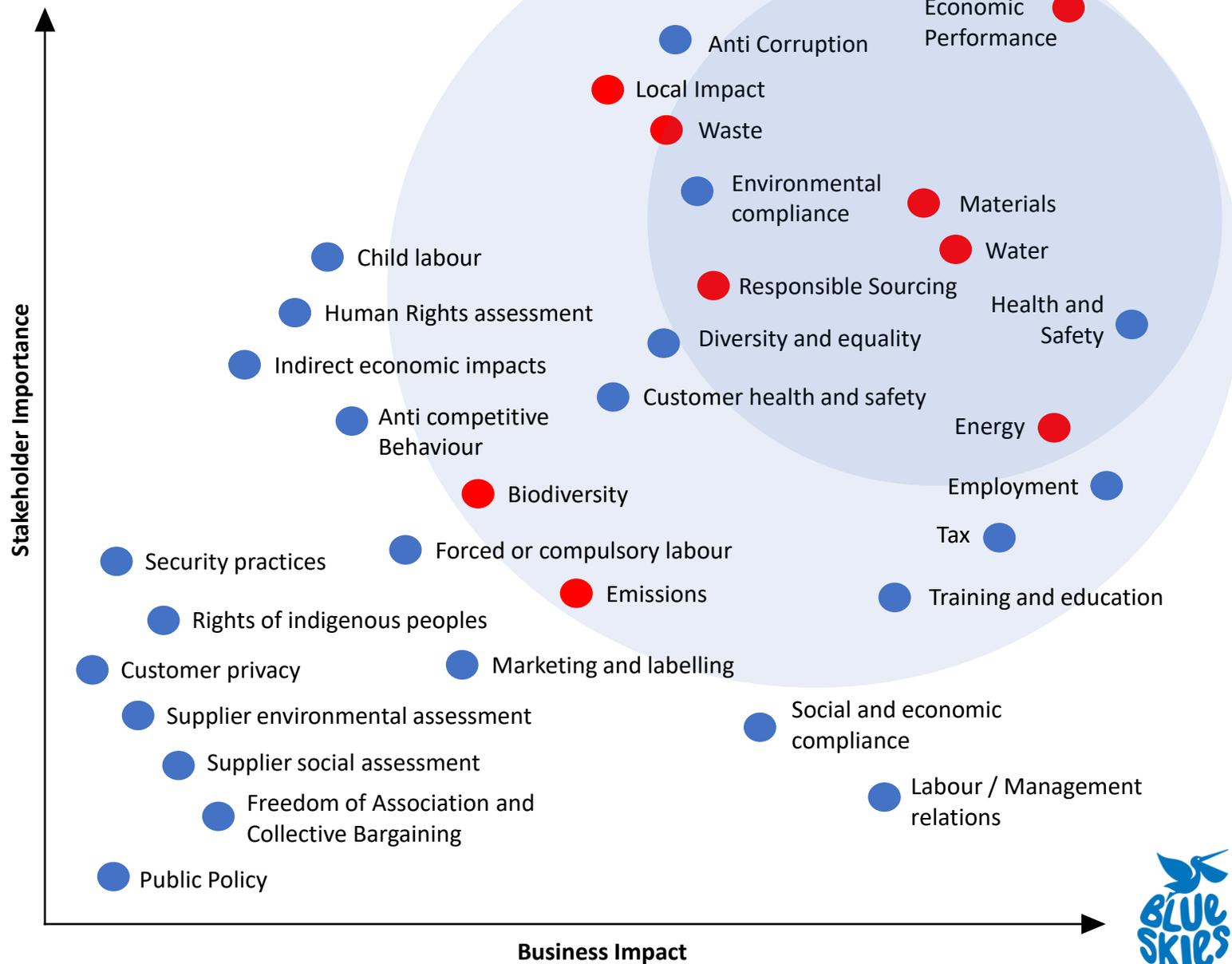
Blue Skies have many different stakeholders. From our farmers, suppliers and logistics partners, to our employees, customers and governments, we rely on different groups of people to help us build factories, source materials and pack, distribute and sell our products. With all these stakeholders, we have a responsibility to ensure we understand how they are impacted by our business and that we listen to their feedback on how we can improve what we do. We do this using platforms such as stakeholder and welfare committees, our annual group conference, through regular meetings, by participating in research, and by conducting our annual Blueprint stakeholder survey which we use to identify priorities for this report.

We have consulted with the leadership teams to identify our key stakeholders. These stakeholders represent the major groups and organisations that the business works with or within at each point in our supply chain.

# OUR PRIORITIES

In 2020, we consulted our stakeholders on 32 topics based on the Global Reporting Initiatives standards, in order to determine the issues that are most relevant to Blue Skies, and which of these issue should be prioritised for action. The matrix to the right shows the topics that are most relevant in the top right-hand corner. The topics that have been prioritised for action are highlighted in red.

We have grouped our priorities in to four key focus areas which form our Blueprint Goals. They are zero emissions, zero biodiversity loss, zero waste and zero poverty. All our priorities feature in our masterplan in which we set out commitments, policies and targets to enable us to improve. You can find out more about our Blueprint Goals and the Masterplan over the next few pages.





# THE BLUEPRINT GOALS

The Blueprint Goals encompass our commitments across all our priority areas and address the biggest challenges facing our planet: poverty, biodiversity loss, resource depletion and climate change.

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

Thriving Communities

## ZERO POVERTY



We will benefit communities and give people the opportunity to reach their potential

In Harmony with Nature

## ZERO BIODIVERSITY LOSS



We will protect natural habitats and create opportunities for nature and wildlife to thrive

Conserving our Resources

## ZERO WASTE



We will ensure nothing is wasted and whatever is left is either reused or recycled

Protecting the Climate

## ZERO EMISSIONS



We will reduce our impact on the climate and follow a path that leads us towards net zero emissions

How we will get there



Protecting Human Rights



Ensuring Health and Safety



Developing our people



Investing in the Foundation



Creating natural habitats



Preventing deforestation



Protecting wildlife



Reducing water consumption



Feeding into the Circular Economy



Using Sustainable Materials



Sourcing renewable Energy



Increasing energy efficiency



Diversifying into new product areas



# OUR BLUEPRINT MASTERPLAN

TOPIC	COMMITMENT	VISION / TARGET
 <b>Local Impact</b>	We are committed to ensuring we have a positive impact on the local economy and engaging with communities to understand local needs and provide support where it is within our means.	 Social Impact Assessment Programme launched by 2022
 <b>Health &amp; Safety</b>	We are committed to ensuring the health, safety and wellbeing of all the people who work in our business and visit our operations.	 Zero Injuries
 <b>Meaningful Work</b>	We are committed to providing the best possible place to work, where everyone is equally valued and respected and where everyone can reach their potential.	 100% staff receiving annual development review by 2023
 <b>Human Rights</b>	We are committed to protecting human rights by promoting diversity and equal opportunity, ensuring freedom of association, and preventing harsh treatment, discrimination, forced labour and child labour.	 Zero grievances
 <b>Biodiversity</b>	We are committed to minimising the impact that our business and supply chain have on biodiversity, ensuring as far possible that nature and wildlife can thrive.	 Net biodiversity gain every year
 <b>Waste</b>	We are committed to reducing waste and ensuring that as much of it as possible is either reused, repurposed or recycled.	 Zero food waste to landfill by 2030
 <b>Water</b>	We are committed to using as little water as possible and ensuring that as much of it as possible comes from a sustainable source.	 100% factory wastewater recovered by 2030
 <b>Materials</b>	We are committed to ensuring all our materials come from a sustainable source and have minimal impact on the environment.	 All packaging 100% recyclable and from >50% recycled content by 2025
 <b>Emissions</b>	We are committed to minimizing the emissions produced in the way we grow, manufacture and distribute our products.	 Net zero emissions (scope 1 & 2) by 2040
 <b>Energy</b>	We are committed to using as little energy as possible and ensuring that as much of it as possible comes from a renewable source.	 50% energy from renewable sources by 2030
 <b>Responsible Sourcing</b>	We are committed to always buy with integrity, fairness and professionalism, and to source as much as possible from local suppliers that work to high social and environmental standards.	 All Tier 1 suppliers to be evaluated for social & environmental impacts by 2023

Our Blueprint Masterplan outlines the businesses commitments and targets against our key priority areas.

## Reference to our Blueprint Goals

 Zero Poverty	 Zero Waste
 Zero Biodiversity Loss	 Zero Emissions

 Target  
 Vision



# TAKING ACTION

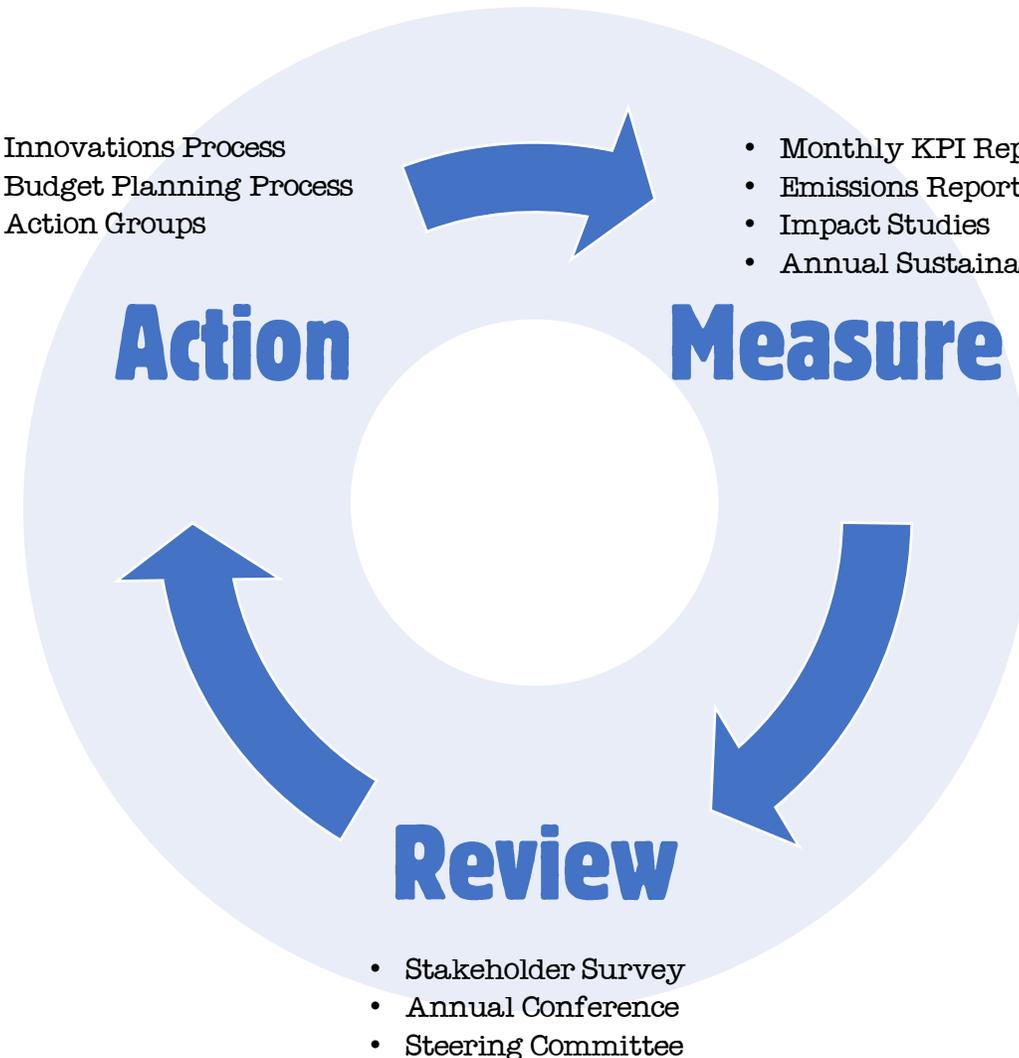
Our **Measure Review Action** approach enables us to operate a cycle of continuous improvement by ensuring that we repeatedly take steps to understand our impact, evaluate our priorities and implement actions to improve.

Our approach is designed to be fully integrated within our day-to-day business. We constantly measure our impact by reporting key performance indicators and participating in research to understand our impact on local communities and the environment. This information is fed through to our stakeholders, enabling us to consult on our priorities and identify opportunities to enhance our impact.

Action plans are formulated and implemented through our annual budgeting and innovations processes and reviewed each month by our Blueprint Steering Committee.

- Innovations Process
- Budget Planning Process
- Action Groups

- Monthly KPI Reports
- Emissions Report
- Impact Studies
- Annual Sustainability Report

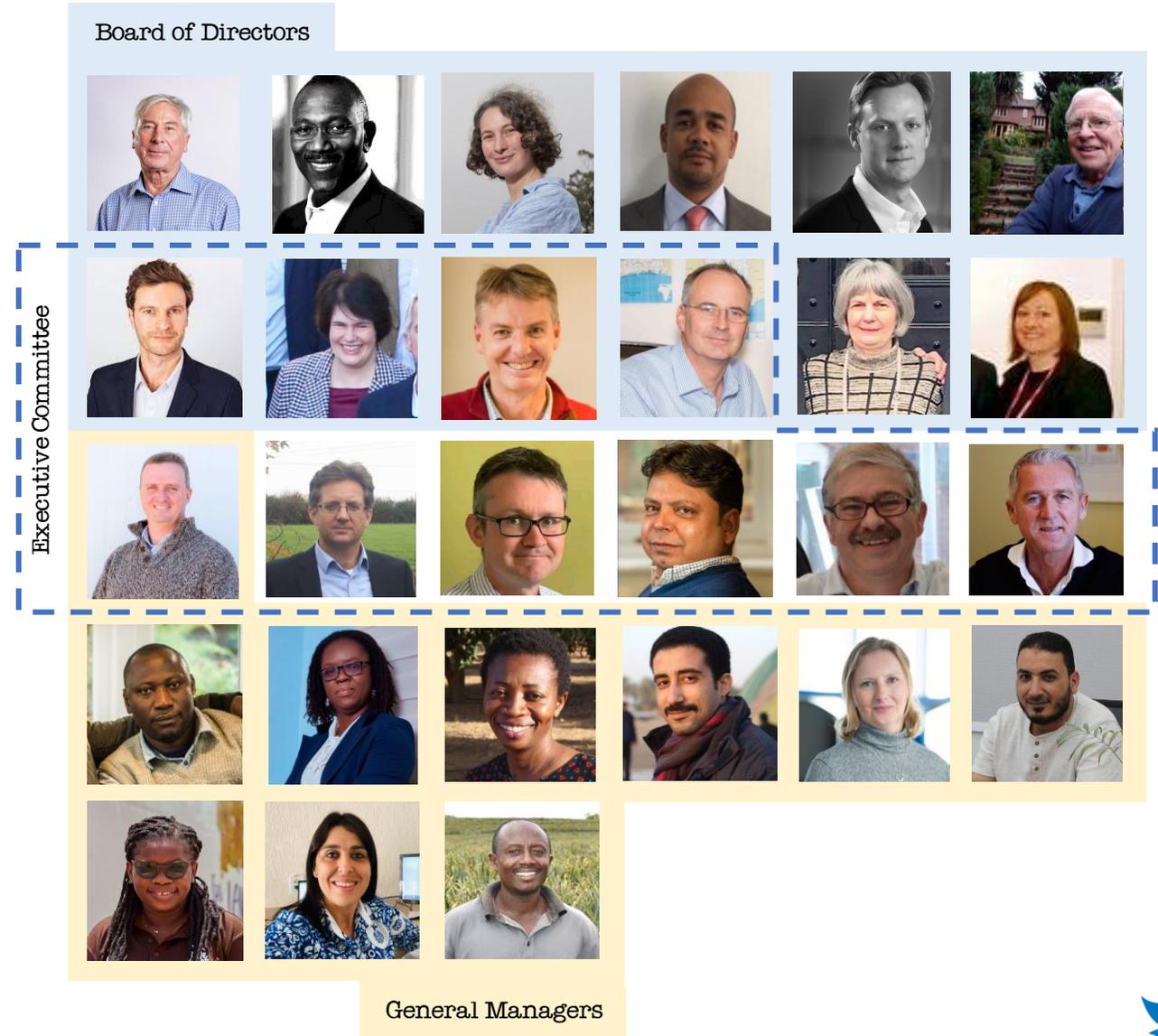


# GOVERNANCE

At Blue Skies, we believe sustainability should be firmly embedded within the business. For this reason, our Executive Committee is accountable to the Board for the oversight of Blue Skies policies in line with our Blueprint objectives.

Pictured on the right are our Board of Directors, Executive Committee and General Managers in 2020.

*Pictured from top left to right: Anthony Pile (Chairman), Nathan Mintah (Non-Executive Director), Harriet Churchill (Non-Executive Director), John Gadzi (Non-Executive Director) Johan Fransson (Non-Executive Director), Bruce Parsons (Non-Executive Director), Hugh Pile (Chief Executive Officer), Helen Rumsey (Chief Financial Officer), George Hutton, (Operations Director), Guy Murfitt (Procurement Director), Jenny Pile (Company Secretary), Sarah Stevenson (Non-Executive Director), Andre Veldsman (Sites), Mark Crawford (Commercial), Simon Derrick (Sustainability), Vijay Gulati (Logistics), Stephan Morris (Technical), Paul van Breukelen (European Sales), Fatahu Abdul (Ghana Branded), Ruth Adjei (West Africa), Gloria Asare (Senegal and Ivory Coast), Mohamed Bahgat (Egypt), Sabine Hill (UK), Ekramy Kamal (Egypt Juice), Janet Lutterodt (Ghana Fresh Cut), Flavia Mometti (Brazil), Eric Paintsill (Farms).*



# EXTERNAL INITIATIVES

## MEMBERSHIP OF ASSOCIATIONS

EXTERNAL AUDITS							
Standard	Type	Scope	Brazil	Egypt	Ghana	South Africa	UK
GlobalGAP	Food Safety	Farms	✓	✓	✓	✓	✓
Linking Environment And Farming (LEAF UK)	Environmental	Farms		✓	✓		
Fairtrade	Social	Factory & Farms		✓	✓		
BRC Global Standards	Food Safety	Factory	Grade AA	Grade AA	Grade AA	Grade AA	Grade AA
SMETA	Social	Factory	✓	✓	✓	✓	
FSSC 22000 (ISO 22000)	Food Safety	Factory		✓	✓		
Third party verification of social audit system	Social	Farms		✓	✓		

Blue Skies are audited by third-party organisations to a number of different standards. These include GlobalGAP, BRC and ISO 22000 for food safety, SMETA and Fairtrade for social and ethical practices and LEAF for environmental practices. We also have a second-party social auditing system in Ghana and Egypt which is third-party verified.

Blue Skies have been pioneers in many of the audits it receives. For example, we were the first in the world to certify farms to the LEAF group standard (option 2), and we were the first GlobalGap option 2 group to be certified in Africa.

- Association of Ghana Industries (Ghana)
- Businesses in Environmental Stewardship Network (BESNet)(Ghana)
- Campden BRI (UK)
- Food Network for Ethical Trade (UK)
- Food and Drink Sector Strategy Board (FDSSB)
- Fresh Produce Consortium (UK)
- Linking Environment and Farming (UK)
- Produce Ethical Network (PEN) (UK)
- SEDEX (UK)
- Stronger Together
- UK Ghana Chamber of Commerce (Ghana)



# HERE FOR GOOD

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## How are we doing

An overview of our policies, commitments and targets against each of our Blueprint priorities



# OUR BLUEPRINT FOR THE FUTURE

Goal Number 1



Thriving Communities

**ZERO POVERTY**

We will benefit communities and give people the opportunity to reach their potential

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS





# LOCAL IMPACT

Related  
SDG goals



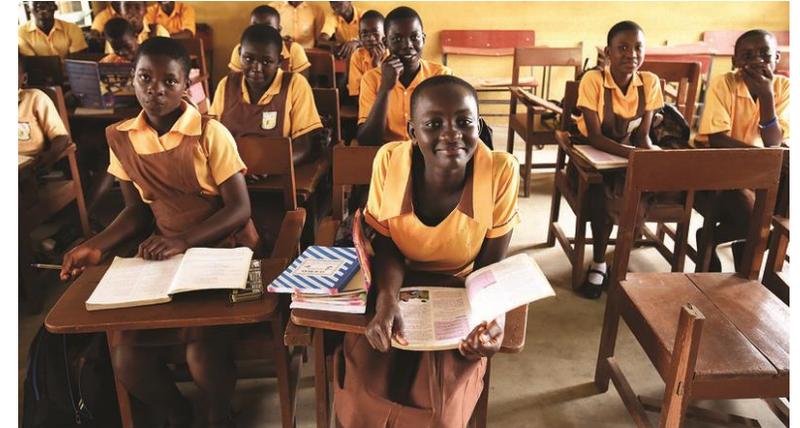
- ZERO POVERTY
- ZERO BIODIVERSITY LOSS
- ZERO WASTE
- NET ZERO EMISSIONS

## Our Impact

We operate in communities that lack basic infrastructure such as decent schools and access to safe, clean drinking water, and we provide people with a regular income in areas where there is a high rate of unemployment

## Our Local Impact Policy

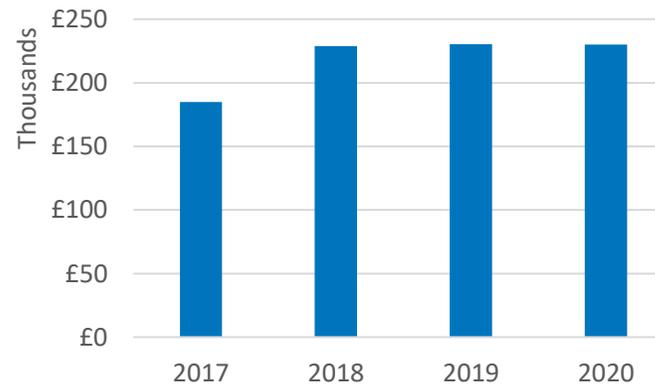
We respect our local communities. Where necessary, we evaluate the impact that our business has on communities, and we work with our Foundation to provide support where it is needed most.



## Our Commitment

We are committed to ensuring we have a positive impact on the local economy and engaging with communities to understand local needs and provide support where it is within our means.

Amount invested by Foundation partners (£)



## BLUEPRINT TARGET



Social Impact Assessment Programme launched by 2022





# LOCAL IMPACT

Related  
SDG goals



## WHAT ARE WE DOING

Blue Skies has a responsibility to support our host communities. We do this by purchasing our materials locally where possible, funding projects that address local needs through our Foundation and by paying our staff a fair wage.



## BLUE SKIES FOUNDATION

Our Foundation aims to improve the livelihoods of staff, farmers and their communities where Blue Skies works in Ghana, Egypt, Senegal and South Africa. Since it started in 2009, it has implemented over 120 projects including classroom blocks and health care facilities.



## SUPPORTING LOCAL

We seek to purchase from suppliers located near to our facilities, whether that be in Europe or at any of our subsidiaries in Africa and South America. This naturally applies to farmers, but also extends to suppliers of materials such as packaging, printing and IT.



## SOCIAL IMPACT

We are embarking on an ambitious project to continually evaluate the impact that our business has on livelihoods within the countries where we operate.





# LOCAL IMPACT

Related  
SDG goals



ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## SPOTLIGHT



### BLUE SKIES FOUNDATION

The Blue Skies Foundation is a cooperation between Blue Skies, and two retailers, Waitrose & Partners in the UK and Albert Heijn in the Netherlands. Through this unique and progressive cooperation, the Foundation seeks to support the communities which participate in the production of fresh-cut fruit products that are made by Blue Skies.

For more information on the Foundation, visit [www.blueskies.com/foundation](http://www.blueskies.com/foundation)

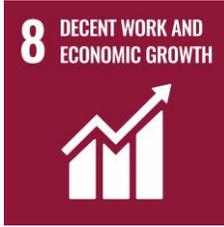
In 2020, despite the challenges of COVID-19, the Foundation was able to undertake 12 projects including its first in Brazil. Projects included the rehabilitation of domestic violence victim support centre in Ghana, the construction of an accommodation block for nurses, the provision of a mammogram machine for a clinic in Egypt, the renovation of a maternity ward in Senegal, the provision of learning aids and furniture for an orphanage in Brazil and the implementation of our sixth School Farm of the Year competition.





# MEANINGFUL WORK

Related  
SDG goals



ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## Our Impact

At our peak, we employ over 4,000 people across the group including in Ghana, Egypt, South Africa, Egypt, Benin, Brazil, Senegal, Ivory Coast and the UK.

## Our Meaningful Work Policy

We treat our people respect. We operate a culture of fairness and trust and provide everyone with opportunities for training and development.



## BLUEPRINT TARGET

100% staff receiving a personal development review by 2023

## Our Commitment

We are committed to providing the best possible place to work, where everyone is equally valued and respected and where everyone can reach their potential.



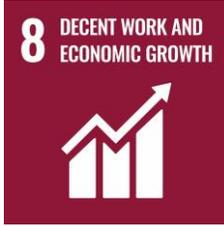
STAFF NUMBERS BY SITE					
Category	Brazil	Egypt	Ghana	South Africa	UK
Employees	423	1043	2642	895	473
Temporary	243	574	1710	786	314
Permanent	195	473	933	112	161
Under 30 years old	167	186	1948	203	46
30-50 years old	245	280	734	713	86
Over 50 years old	12	8	244	17	35
Males	89	382	1060	240	84
Females	337	92	1650	655	78





# MEANINGFUL WORK

Related  
SDG goals



**WHAT ARE WE DOING**

People are the heart and soul of our business. They bring joy to the workplace, solve problems and drive innovation. Our culture exists to enable people to work together to overcome hurdles and bring about success. This is why we take special care to create the best possible working environment such as by providing amenities and equal opportunities for training and development.



## TRAINING AND EDUCATION

We provide opportunities for training across all our operations. We have our own programmes for technical and health and Safety training, and we also offer support to access vocational courses where it is needed.



## PERSONAL DEVELOPMENT

Our 'Together We Grow' Appraisal System was launched in 2018 to provide a framework within which we can support the career ambitions, training needs and development of our people.



## AMENITIES & BENEFITS

At each of our sites we provide amenities designed to meet the needs of our people. In Ghana, we have a canteen, library, internet cafe, clinic and a multi-use games area.





# HEALTH AND SAFETY

Related  
SDG goals



- ZERO POVERTY
- ZERO BIODIVERSITY LOSS
- ZERO WASTE
- NET ZERO EMISSIONS

## Our Impact

Collectively, we work on average over 600,000 hours per month in sorting, cutting, packing and transporting our products.

## Our Commitment

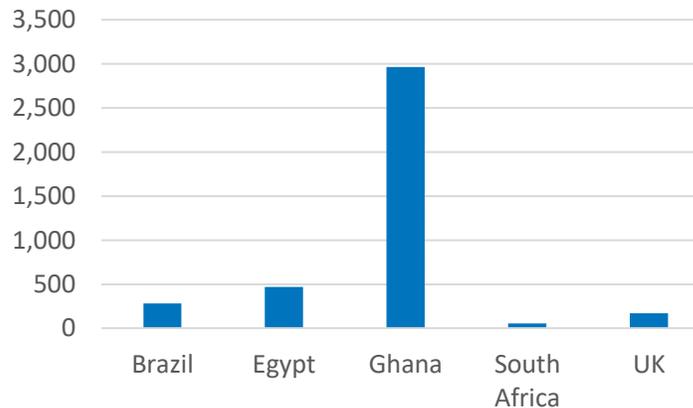
We are committed to ensuring the health, safety and wellbeing of all the people who work in our business and visit our operations.



## Our Health & Safety Policy

We take the utmost care to look after each other. We have a system to manage occupational health and safety risks at all our manufacturing sites and we run voluntary programmes to enhance the wellbeing of our people.

Number of staff receiving training on health & safety



## BLUEPRINT VISION



Zero Injuries





# HEALTH AND SAFETY

Related  
SDG goals



**WHAT ARE WE DOING**

The health and wellbeing of our people is our top priority. Our health and safety teams carry out risk assessments and training to minimise the risk of accidents, but we also do more such as providing health care facilities and encouraging sports and fitness. And in the year of COVID-19, we have also implemented additional measures to look after the physical and mental wellbeing of our staff.



## SPORTS & FITNESS

We have sports facilities at many of our sites and we run Keep Fit Clubs Benin, Senegal and Ghana, where we have also introduced a Heart Healthy Diet and Fitness Programme. We also have sports teams in Ghana, South Africa and the UK and in Brazil we have implemented occupational gymnastics.



## HEALTH CARE

We provide health care facilities where clinics are not easily accessible or affordable. Our clinic in Ghana employs four full-time nurses and sees over 100 people a day. It also offers counselling and advice on issues such as family planning and mental health.



## HEALTHY EATING

In Ghana, we have setup an eight-acre kitchen garden to supply our canteen with fresh vegetables and rice. The aim is to supplement the traditionally carbohydrate-rich diet with nutritious vegetables that can be locally grown.





# HEALTH AND SAFETY

Related  
SDG goals



## SPOTLIGHT

### COVID-19 RESPONSE

When the COVID-19 pandemic emerged in 2020, Blue Skies acted swiftly to implement measures to ensure our factories were safe. New protocols were put in place, hand hygiene stations installed, and production lines moved to allow for social distancing. We also provided additional PPE, such as in Ghana where our teams sewed over 3,000 facemasks for staff. More recently we have introduced rapid testing at our factories in some of the worst affected countries and we have provided virtual wellbeing programmes to help support the mental health needs of staff.

The pandemic has also created challenges for people living in some of our local communities. In Ghana, for instance, lack of awareness of health advice and limited access to hygiene supplies created the potential for heightened risk of transmission in some rural areas. To address these challenges, Blue Skies worked with the Waitrose & Partners Foundation to provide hygiene kits for local communities and create communications materials and media to raise awareness of local government health advice.





# HUMAN RIGHTS

Related  
SDG goals



## Our Impact

We operate in parts of the world where there is a perceived risk for human rights abuses such as forced labour, child labour and discrimination.

## Our Human Rights Policy

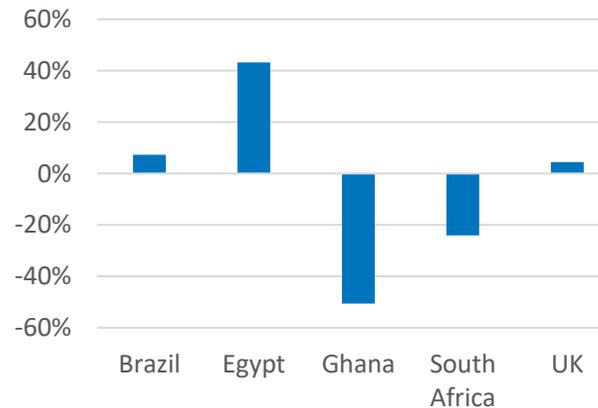
Human rights are respected, all the time. We do not allow discrimination, harsh treatment, child labour or forced labour. We promote diversity and equal opportunity and allow freedom of association and collective bargaining.



## Our Commitment

We are committed to protecting the rights of people by promoting diversity and equal opportunity, ensuring freedom of association, and preventing harsh treatment, discrimination, forced labour and child labour.

Mean Gender Pay Gap across all sites



**BLUEPRINT VISION**

Zero grievances





# HUMAN RIGHTS

Related  
SDG goals



ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## WHAT ARE WE DOING

Our culture of respect provides us with our first line of defence against abuses of human rights. We are also audited to ethical standards such as SMETA and our own internal protocols. An area we are particularly passionate about is the promotion of diversity and equality. These are two subjects which underpin our Joint Effort Enterprise model and are critical to the success of the business.



## DIVERSITY & EQUALITY

We have over twenty nationalities working for Blue Skies with women represented at every level of the business, including as General Managers leading four of our sites. We provide equal opportunities for professional development, and we fund training and education where needed.



## TACKLING MODERN SLAVERY

We have auditing systems which help us to identify and monitor risks of child labour and forced labour in the supply chain. We are also members of Stronger Together, PEN and FNET which are industry bodies seeking to tackle modern day slavery and protect human rights.



## STAFF REPRESENTATION

We have different bodies representing our staff at our sites, including internal stakeholder groups and welfare committees and we respect the right of all our staff to freely associate with the union of their choice.



# OUR BLUEPRINT FOR THE FUTURE

Goal Number 2



In Harmony with Nature

**ZERO BIODIVERSITY LOSS**

We will protect natural habitats  
and create opportunities for  
nature and wildlife to thrive

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS





# BIODIVERSITY

Related  
SDG goals



ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## Our Impact

We source fruit from over 234 farms and have operations in rural locations, including in areas where there is a high level of biodiversity.

## Our Commitment

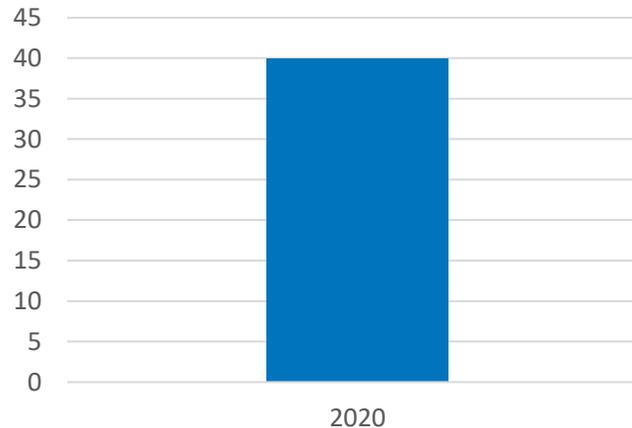
We are committed to minimising the impact that our business and supply chain have on biodiversity, ensuring as far possible that nature and wildlife can thrive.



## Our Biodiversity Policy

We conserve trees and wildlife and take a firm stand against needless attempts to destroy them. Where we can we promote biodiversity such as by planting trees and creating watercourses.

Size of all habitat areas protected or restored (hectares)



## BLUEPRINT TARGET



Net biodiversity gain every year





# BIODIVERSITY

Related  
SDG goals



**WHAT ARE WE DOING**

We are a business that sources only the best fruit, and the best fruit only comes where there is good soil and abundant wildlife. This is why Blue Skies does all it can to protect and encourage areas of biodiversity by ensuring our farmers adopt the best environmental practices and by seeking to protect wildlife and nature wherever we operate.



## CONSERVATION

We actively campaign for and promote the conservation of nature and wildlife. We have fought to prevent unlawful tree felling in Ghana and stood up against damaging land degradation. We are also embarking on a campaign to raise awareness across all our sites of the importance of protecting biodiversity.



## NATURE FRIENDLY FARMING

We help farmers work to environmental standards such as LEAF (Linking Environment and Farming) which ensures sustainable farming practices while conserving and enhancing biodiversity. Blue Skies was the first company in the world to achieve LEAF in Africa.



## CREATION OF NATURAL HABITATS

We engage in tree planting programmes across many of our farms and implement measures to promote biodiversity, such as installing bat boxes and beehives.



# OUR BLUEPRINT FOR THE FUTURE

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

Goal Number 3



Conserving our Resources

**ZERO WASTE**

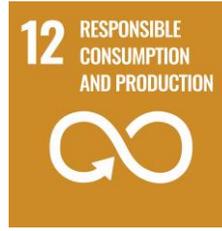
We will ensure nothing is wasted and whatever is left is either reused, repurposed or recycled





# WASTE

Related  
SDG goals



## Our Impact

We generate over 44,000 tons of waste every year. Over 40% of this waste is reused, repurposed or is recycled. We know the impact that waste can have on biodiversity and the climate, therefore we are committed to ensuring we reduce waste as much as we can.

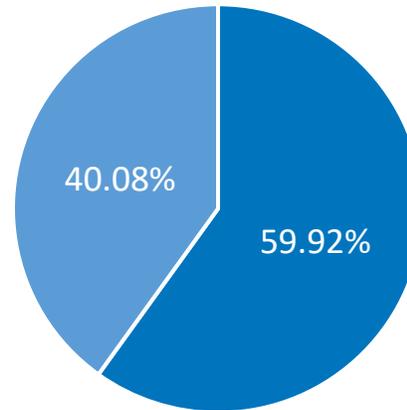
## Our Commitment

We are committed to reducing waste and ensuring that as much of it as possible is either reused, repurposed or recycled.

## Our Waste Policy

We do not waste our resources. Any materials that we cannot use in our products are sorted so that they can be reused, repurposed or recycled. We only use landfill as a last resort.

Food Waste by disposal method



■ Recycled, Reused, Repurposed or Recovered ■ Landfill



## BLUEPRINT TARGET



Zero food waste to landfill by 2030





# WASTE

Related  
SDG goals



## WHAT ARE WE DOING

We are committed to working towards zero waste across the entire business. For Blue Skies we believe that every bit of the materials and resources we buy, should be put to good use, and anything left over should either be put to another use, or recycled. In line with our commitment, we have signed up to the UK's Food Waste Reduction Roadmap with WRAP.



## REDUCE

To avoid waste, we use as much of our materials as possible. Our juice and ice-creams ensure we squeeze every drop of goodness out of our fresh fruit. We also send excess stock to charity and organisations such as Company Shop in the UK. And we avoid using paper where we can and have switched to a new paperless technical system in Ghana.



## REPURPOSE

Where we cannot make use of raw materials ourselves, we seek to repurpose them for other uses. For instance, in the UK we have secured certification to repurpose organic waste for animal feed and in Brazil we are working with a local NGO to repurpose waste cooking oil used in the canteen for other products such as biological soaps.



## RECYCLE

We sort our waste to ensure recyclable materials are recycled. In Ghana, we also compost our inedible organic matter to convert waste back to nutrient rich soil within as little as eight weeks.





# WASTE

Related  
SDG goals



## TOWARDS ZERO

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## SPOTLIGHT

### COMPOST

We have setup composting operations in Ghana and Benin, and we are looking to do the same at our other sites, so that we can recycle non-edible organic matter back into nutrient rich soil. To do this, we add a bit of carbon (wood shavings which are the main diet for the micro-organisms responsible for composting), a bit of nitrogen (e.g., pineapple crowns) and a touch of poultry manure plus a layer of raw material (rich in micronutrients).

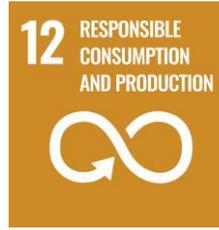
The large molecules are then broken down into simple molecules that can be utilized for plant growth, to revive the soil. The compost material spends a few weeks under a green felty cover that is designed to resemble an earth worm's skin - creating the perfect breathing environment for the compost. The organic compost goes right back to the farmers it came from, helping us to grow yet more quality fruit!





# MATERIALS

Related  
SDG goals



## Our Impact

We use over 50,000 tons of fruit every year and over 8,000 tons of packaging material including plastic and cardboard.

## Our Materials Policy

We choose the materials we use wisely. We take care to only use materials that we know the origin of, and which have a minimal impact on people and the environment.

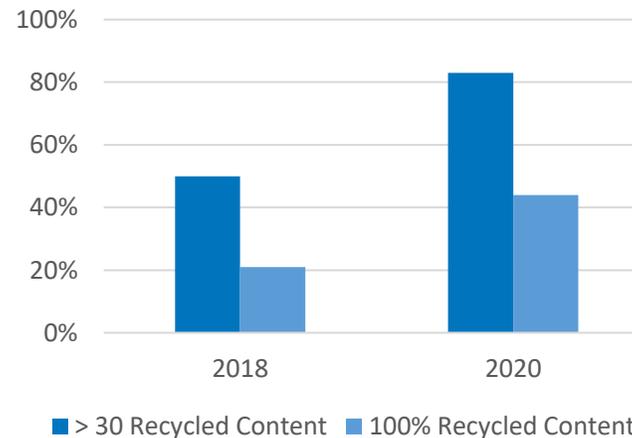


## Our Commitment

We are committed to minimising the environmental impact of all our materials, in terms of how they are sourced, used and disposed of.



Proportional of primary packaging materials made from recycled content



## BLUEPRINT TARGET



All our packaging 100% recyclable and from at least 50% recycled content by 2025





# MATERIALS

Related  
SDG goals



## TOWARDS ZERO

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## WHAT ARE WE DOING

Our product development and procurement teams across the business, are actively engaged in finding new solutions to help us improve the sustainability of all the materials we use to grow, handle, pack and insulate our products. From plastic trays, to our personal protective equipment, we're not holding back on examining and re-examining every material we use.



## PACKAGING

We are working with industry, government and research institutions to find packaging solutions that will help us reduce the impact of all our products. We are using more recyclable and recycled packaging and we are about to start using lidding film made with 50% recycled content.



## INSULATION

We are reducing the use of polystyrene used for insulation by introducing aluminium foil based thermal blankets. This has reduced polystyrene use by 75% where thermal blankets are applied. Remaining polystyrene is then recycled through our handling agent in the UK.



## PROTECTIVE CLOTHING

We have introduced new reusable materials to replace disposable plastic aprons and sleeves. In the UK, it is estimated that this is helping to prevent the use of over 1,000 plastic aprons every day!





# WATER

Related  
SDG goals



## Our Impact

We use over 200,000 m<sup>3</sup> of water every year. This equates to around 12 litres per kilogram of product we make.

## Our Commitment

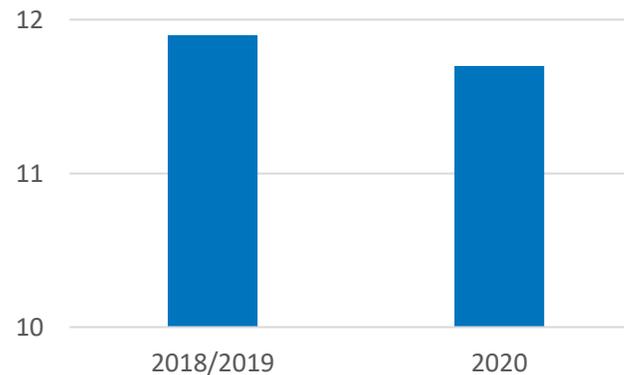
We are committed to using as little water as possible and ensuring that as much of it as possible comes from a sustainable source.



## Our Water Policy

We use water sparingly. We only use the water we need, and we take extra care to ensure taps are turned off when they are not in use and leaks are repaired as soon as possible. Where possible, we always seek to recycle the water we use.

Water Intensity (m<sup>3</sup> per tonne)



## BLUEPRINT TARGET



100% of our factory wastewater recovered by 2030





# WATER

Related  
SDG goals



## WHAT ARE WE DOING

Our business needs clean water to grow and pack our fresh fruit, however around the world supplies are becoming increasingly scarce. It is our duty therefore, to ensure we use as little water as possible, and return as much of it as we can safely back into the environment. To achieve this, we are investing in new water efficiency and recycling initiatives as well as helping communities access potable water.



## WATER EFFICIENCY

We are investing in new water efficiency measures such as rainwater harvesting and high-pressure washers, automatic taps and flush controls. We are also improving maintenance and repair systems to reduce leaks.



## WATER RECYCLING

We are introducing new water recycling systems. In Benin we have pioneered revolutionary new ozone washing system and water recycling plant. This eliminates the need for sanitising agents and enables us to reuse over 70% of factory wastewater.



## SUPPORTING LOCAL COMMUNITIES

Through our Foundation, we have provided over 20 water systems for communities in Ghana, helping over 45,000 people access safe, clean water for drinking.



# OUR BLUEPRINT FOR THE FUTURE

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

## Goal Number 4



Protecting the Climate

**NET ZERO EMISSIONS**

We will reduce our impact on the climate and follow a path that leads us towards net zero emissions





# EMISSIONS

Related  
SDG goals



## Our Impact

We supply products that are made at source and transported by road, sea and air to global markets. We also consume energy to power our factories and keep our products at the right temperature. And we source fruit from farms all over the world.

We know we have an impact at every stage of our supply chain. While previous internal studies have shown that in some cases, our products may have a smaller footprint than locally processed alternatives (because of factors such as farming practices, waste management systems and energy use), we are not complacent. Climate Change is real, and we all have a part to play in reducing our impact as far as we possibly can.

## Our Emissions Policy

We monitor and report our carbon footprint and seek to reduce our emissions as far as possible. We aim to achieve net zero Emissions in scopes 1 and 2 by 2040 and scope 3 by 2050.

### Our Commitment

We are committed to minimizing the emissions produced in the way we grow, manufacture and distribute our products.



## BLUEPRINT TARGET



Net Zero Emissions  
(Scope 1 and 2) by 2040





# EMISSIONS

Related  
SDG goals



## WHAT ARE WE DOING

Blue Skies takes seriously its responsibility in helping the world avert the most harmful impacts of climate change. We will do this by continually monitoring our emissions, investing in emissions reduction schemes including the development of new product categories and routes to market, and finally offsetting any residual emissions in order to achieve carbon neutrality.

## EMISSIONS REPORTING

We have worked with the Carbon Trust to develop an emissions calculator that will enable the business to work out its footprint across the supply chain every year.



## EMISSIONS REDUCTION

Over the coming years we aim to increase the proportion of energy and fuels we use from renewable sources, invest in projects that reduce waste to landfill and enhance the efficiency of farms.



## OUR NET ZERO ROADMAP

We are working with the Carbon Trust to develop a Science Based Net Zero Emissions plan. We aim to launch this plan by the end of 2021.





# ENERGY

Related  
SDG goals



- ZERO POVERTY
- ZERO BIODIVERSITY LOSS
- ZERO WASTE
- NET ZERO EMISSIONS**

## Our Impact

We use around 63,000 Gigajoules each year which equates to around 0.8 kwh per kilogram of product we make. Around 20% of our energy comes from renewable sources.

## Our Commitment

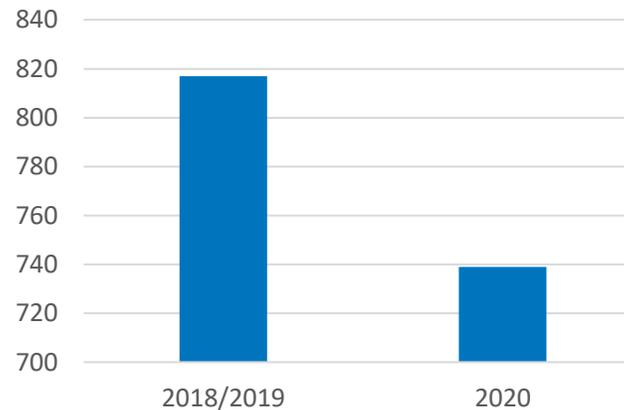
We are committed to using as little energy as possible and ensuring that as much of it as possible comes from a renewable source.



## Our Energy Policy

We use energy sparingly. We only use the energy we need, and we take extra care to ensure equipment is turned off when it is not in use. Where possible, we always seek to use energy from renewable sources.

Energy Intensity (KWh electricity consumed per tonne)



## BLUEPRINT TARGET



50% energy from renewable sources by 2030 (including 35% from off-grid sources)





# ENERGY

Related  
SDG goals



## WHAT ARE WE DOING

As a business that primarily produces highly perishable fresh produce, we need to keep our products cool to ensure they maintain their shelf life. This in turn helps us to reduce food waste.

The focus therefore for Blue Skies, is on reducing energy consumption by increasing energy efficiency and switching to renewable sources wherever possible.



## ENERGY EFFICIENCY

We have invested in energy efficiency measures, such as scroll compressors for our refrigeration systems and capacitor banks to improve voltage regulation. We have also pioneered a *Low Energy Ambient Factory (LEAF)* system in Benin. This uses multi-layer conveyors, a rapid cooling tunnel and smart monitoring to reduce the need for auxiliary refrigeration.



## HEAT RECOVERY

In Egypt and Ghana, we've installed heat recovery systems to capture the heat generated from refrigeration to heat water for use in the onsite showers and laundry. This has helped to reduce the energy needed for heating.



## RENEWABLE ENERGY

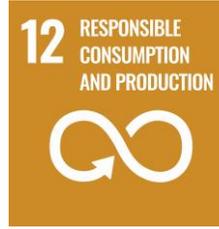
We are investing in renewable energy systems for our sites, such as in Egypt where we have installed solar panels on the roof of our factory





# RESPONSIBLE SOURCING

Related  
SDG goals



- ZERO POVERTY
- ZERO BIODIVERSITY LOSS
- ZERO WASTE
- NET ZERO EMISSIONS

## Our Impact

We source raw materials, packaging, consumables, machinery and equipment from over 300 suppliers in 15 different countries.

## Our Responsible Sourcing Policy

We treat our suppliers with the utmost respect. Where we can, we source from local suppliers and check to ensure they work to high social and environmental standards. We pay all our suppliers within 30 days.



## Our Commitment

We are committed to always buy with integrity, fairness and professionalism, and to source as much as possible from local suppliers that work to high social and environmental standards.

### SUPPLIER AUDITS (see page 22 for more details)

Standard	Brazil	Egypt	Ghana	South Africa	UK
GlobalGAP	✓	✓	✓	✓	✓
LEAF		✓	✓		
Fairtrade		✓	✓		
Second Party Social Auditing		✓	✓		

## BLUEPRINT TARGET



100% of Tier 1 suppliers evaluated for social and environmental impacts by 2025





# RESPONSIBLE SOURCING

Related  
SDG goals



## TOWARDS ZERO

- ZERO POVERTY
- ZERO BIODIVERSITY LOSS
- ZERO WASTE
- NET ZERO EMISSIONS

### WHAT ARE WE DOING

Our procurement and agronomy teams work together closely to provide support where it is needed to help farmers overcome technical and commercial barriers in order to access international and local markets. Our culture of respect extends to all our suppliers, ensuring we treat the people we source from with fairness and respect.



### AGRONOMIC SUPPORT

Our agronomy teams work closely with growers to provide continuous training and support. Where needed, we help small farmers by providing soft loans and covering the costs of certification. We also take a lead role in helping farmers to counter threats such as anthracnose, fruit fly and bacterial blackspot.



### DUE DILIGENCE

Where required, we assess our suppliers against social and environmental standards such as GlobalGap, LEAF and Fairtrade. We have also pioneered a second-party ethical auditing system which aims to help farmers address the root causes of challenges, rather than merely ensuring compliance.



### SELF ASSESSMENTS

In 2021 we will be launching a new system to allow our Tier 1 suppliers to self report their environmental and social credentials. This will help us improve the depth of understanding on the sustainability of our supply chain.



# HERE FOR GOOD

ZERO POVERTY

ZERO BIODIVERSITY LOSS

ZERO WASTE

NET ZERO EMISSIONS

GRI INDEX



## GENERAL DISCLOSURES

## ORGANISATIONAL PROFILE

GRI Reference		Disclosure	Response
102-1	●	Name of the organization	Blue Skies Holdings Ltd
102-2	●	Activities, brands, products, and services	Page 7
102-3	●	Location of headquarters	Spring Hill Farm, Pitsford, Northamptonshire, UK NN6 9AA
102-4	●	Location of operations	Page 9
102-5	●	Ownership and legal form	Limited Company
102-6	●	Markets served	Page 10
102-7	◐	Scale of the organization	Page 57
102-8	●	Information on employees and other workers	Page 28
102-9	◐	Supply chain	Page 52
102-10	●	Significant changes to the organization and its supply chain	In 2020 a new factory was opened in Benin. This new operation will feature in the 2021 report.
102-11	●	Precautionary Principle or approach	Page 20
102-12	●	External initiatives	Page 22
102-13	●	Membership of associations	Page 22

How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards

◐ Partially disclosed and missing at least one required indicator

○ Not disclosed

## GENERAL DISCLOSURES

STRATEGY		
GRI Reference	Disclosure	Response
102-14	● Statement from senior decision-maker	Page 4
102-15	● Key impacts, risks, and opportunities	Page 14

ETHICS AND INTEGRITY		
GRI Reference	Disclosure	Response
102-16	● Values, principles, standards, and norms of behaviour	Page 11-12

GOVERNANCE		
GRI Reference	Disclosure	Response
102-18	● Governance structure	Page 21

STAKEHOLDER ENGAGEMENT		
GRI Reference	Disclosure	Response
102-40	● List of stakeholder groups	Page 16
102-41	○ Percentage of total employees covered by collective bargaining agreements.	This information has not been prepared in time for this report
102-42	● Identifying and selecting stakeholders	Page 16
102-43	◐ Approach to stakeholder engagement	Page 16
102-44	◐ Key topics and concerns raised	Page 17

How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards

◐ Partially disclosed and missing at least one required indicator

○ Not disclosed

## GENERAL DISCLOSURES

## REPORTING PRACTICE

GRI Reference		Disclosure	Response
102-45	●	Entities included in the consolidated financial statements	This information is provided in the 2020 audited accounts
102-46	◐	Defining report content and topic boundaries	Page 17
102-47	●	List of material topics	Page 19
102-48	●	Restatements of information	None
102-49	●	Changes in reporting	We have changed to reporting on a calendar year in line with our financial reporting.
102-50	●	Reporting period	January 2020 to December 2020
102-51	●	Date of most recent report	2018/2019 Report
102-52	●	Reporting cycle	Annual
102-53	●	Contact point for questions regarding the report	Simon Derrick, Head of Sustainability
102-54	●	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	◐	GRI content index	Page 53
102-56	◐	External assurance	The information provided in this report has not been verified by a third-party

## How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards    ◐ Partially disclosed and missing at least one required indicator    ○ Not disclosed

## TOPIC SPECIFIC DISCLOSURES

## SCALE OF THE ORGANISATION

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
102-7	●	Total number of employees	423	1,043	2,642	895	473
102-7	●	Total finished products (tonnes)	1,522.62	2,414.95	5,995.24	4,283.00	4,825.08
102-7	●	Turnover (£)	£9,437,301	£18,656,074	£35,573,284	£14,275,453	£20,470,743
102-7	●	Profit before tax (£)	£714,391	£414,720	£1,901,503	£-35,181	£537,184

## ECONOMIC PERFORMANCE

GRI Reference		Disclosure	Response
201-1	●	Direct economic value generated and distributed	This information is provided in the 2020 audited accounts
201-2	○	Financial implications and other risks and opportunities due to climate change	This information has not been prepared in time for this report
201-3	○	Defined benefit plan obligations and other retirement plans	This information has not been prepared in time for this report
201-4	●	Financial assistance received from government	We estimate the total value of financial assistance received from government in 2020 to be £580,000

## TOPIC SPECIFIC DISCLOSURES

## BIODIVERSITY

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
304-3	●	Size of all habitat areas protected or restored (hectares)	1	0	19	30	0
N/A	N/A	Number of trees planted	0	1,000	370	0	0

## RAW MATERIALS

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
301-1	●	Total volume of raw materials purchased (tonnes)	4,275	8,002	21,634	11,982	11,109

## PACKAGING MATERIALS

GRI Reference		Disclosure	Group*
301-1	●	Volume of packaging material purchased (tonnes)	8,548
301-1	●	Proportion of packaging material from renewable source	13%
301-1	●	Proportion of packaging material from non-renewable source	87%
301-2	●	Proportion of packaging material from >30% recycled content	83%
301-2	●	Proportion of packaging material from 100% recycled content	44%
301-3	●	Proportion of packaging material that is 100% recyclable	88%

\* These figures include materials that are procured centrally through Blue Skies Holdings and supplied to sites. At the time of writing, data from sites on locally procured materials was incomplete, therefore these figures will be incorporated in a subsequent revision of this report.

## How we have met each disclosure

- Fully disclosed as outlined by the GRI Sustainability Reporting Standards
- Partially disclosed and missing at least one required indicator
- Not disclosed

## TOPIC SPECIFIC DISCLOSURES

## EMISSIONS

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
305-1	●	Scope 1 Emissions (Coe2)	553.07	291.26	4659.4	2092.21	609.19
305-2	●	Scope 2 Emissions (Coe2)	126.33	1127.52	981.48	3042.77	712.81
305-4	●	Scope 1&2 Emissions Intensity (Co2e per Tonne)	0.38	0.59	0.94	1.20	0.27

## ENERGY

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
302-1	●	Total electricity consumption (kWh)	1,080,645	2,358,146	4,208,821	3,365,520	3,057,435
302-1	●	Total fuel consumption (kWh)	17,394	763,703.8	5,500,119	87,680	96,755
302-1	●	Total Energy consumption (kWh)	1,098,038	2,358,146	9,708,940	3,543,200	3,154,190
302-3	●	Energy intensity (kWh/tonne)	721	955	1,619	806	654
302-1	●	Proportion of energy from renewable sources (%)	0%	5%	17%	0%	97%

How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards

● Partially disclosed and missing at least one required indicator

○ Not disclosed

## TOPIC SPECIFIC DISCLOSURES

WASTE							
GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
306-1	●	Destination of discharged water	Local Environment	Municipal Treatment	Local Environment	Municipal Treatment	Municipal Treatment
306-1	●	Discharged water quality COD (mg/l O2)	804.8	740	96.2	2,710.3	14.0
306-2	●	Total waste generated (tonnes)	4,757.5	3,636.5	9,944.6	6,764.5	6,648.5
306-2	●	Total waste redistributed (tonnes)	0	0	41.1	0	0.4
306-2	●	Total waste repurposed (tonnes)	0	267.2	6,024.9	0	0
306-2	●	Total waste recycled (tonnes)	75.3	45.04	119.3	67.53	847.5
306-2	●	Total waste composted (tonnes)	0	0	2,797.9	2,525	5
306-2	●	Total waste combusted (tonnes)	0	0	2.7	0	0
306-2	●	Total waste to landfill (tonnes)	4,682.2	3,325.26	532.5	4,172	217.5

WATER							
GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
303-4	●	Ground water withdrawal (m3)	18,377	0	101,599	6,068	0
303-4	●	Third-party water withdrawal (m3)	0	20,506	0	53,379	23,285
303-4	●	Total water withdrawal (m3)	18,377	20,506	101,600	59,447	23,285
N/A	N/A	Water withdrawal intensity (m3/tonne)	12.07	8.49	16.95	13.88	4.83

How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards

● Partially disclosed and missing at least one required indicator

○ Not disclosed

## TOPIC SPECIFIC DISCLOSURES

## MEANINGFUL WORK

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
401-1	○	Staff retention rate	90%	96%	99%	98%	90%
404-3	●	Number of staff receiving development reviews	159	25	113	9	169
404-1	●	Average hours of training per year per employee	63	12	14	4	10
401-3	●	Number of male staff entitled to parental leave	51	0	289	50	73
401-3	●	Number of female staff entitled to parental leave	108	85	497	120	76
401-3	○	Parental leave retention rate	100%	86%	100%	81%	100%
401-2	○	Benefits provided to full time employees:					
		Life Insurance	✓	✓	✓		
		Health care		✓	✓	✓	
		Disability and invalidity coverage	✓	✓			
		Parental leave	✓		✓	✓	✓
		Retirement provision			✓	✓	✓

How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards

○ Partially disclosed and missing at least one required indicator

○ Not disclosed

## TOPIC SPECIFIC DISCLOSURES

## LOCAL IMPACT

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK
204-1	●	Proportion of expenditure on local suppliers	25%	0%	32%	0%	16%
204-1	●	Proportion of expenditure on suppliers from the same country	100%	60%	70%	70%	77%
202-1	●	Ratio of entry level wage above the minimum wage	0.6%	112%	94%	18%	6.8%
202-2	●	Proportion of managers hired from the local area	100%	24%	100%	92%	100%
203-1	●	Amount spent on local community projects (£)	£13,104	£35,000	£97,600	£3,920	-

## HEALTH AND SAFETY

GRI Reference		Disclosure	Brazil	Egypt	Ghana	South Africa	UK	
403-5	●	Number of staff receiving training on health & safety	281	470	2,966	57	169	
403-6	●	Promotion of worker health	See page 31 for information on health initiatives					
403-8	●	Number of permanent staff covered by a health & safety mgt. system	100%	100%	100%	100%	100%	
403-9	●	Number of work-related fatalities	0	0	0	0	0	
403-9	●	Number of work-related high-consequence injuries	0	0	0	0	0	
403-9	●	Number of work-related recordable injuries	2	77	90	26	3	
403-9	●	Injury rate per million hours worked	4.5	51.0	22.2	25.8	5.4	

How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards

● Partially disclosed and missing at least one required indicator

○ Not disclosed

## TOPIC SPECIFIC DISCLOSURES

## HUMAN RIGHTS

GRI Reference	Disclosure	Brazil	Egypt	Ghana	South Africa	UK
406-1	☐ Total number of incidents of discrimination	0	0	0	0	0
405-2	☐ Mean hourly gender pay gap	7.3%	43.2%	-50.6	-24.1%	4.5%
405-1	● Number of people in governance bodies by age and gender					
	Under 30 years old	0	0	0	0	1
	30-50 years old	6	7	13	4	7
	Over 50 years old	0	1	2	0	0
	Male	3	8	9	2	6
	Female	3	0	6	2	2
	Indigenous	6	0	15	4	1
	Non-Indigenous	0	0	0	0	7

## RESPONSIBLE SOURCING

GRI Reference	Disclosure	Brazil	Egypt	Ghana	South Africa	UK
308-2	☐ No. of suppliers screened for environmental impacts	0	16	0	2	0
414-2	☐ No. of suppliers screened for social impacts	0	16	3	33	0

How we have met each disclosure

● Fully disclosed as outlined by the GRI Sustainability Reporting Standards    ☐ Partially disclosed and missing at least one required indicator    ○ Not disclosed



Blue Skies Holdings Ltd  
Spring Hill Farm Northants,  
UK NN6 9AA [www.blueskies.com](http://www.blueskies.com)

