

Environment, Social & Governance (ESG)

ESG represents risks and opportunities that can impact Entier's ability to create long-term value.

Entier is committed to supporting the communities in which we operate.

One of our key values and part of our business strategy since the inception of the company is "Investing in the Communities we operate in". We have committed to using local suppliers for our business, in each country.

It has had a significant impact on our international growth which, in turn, led to the Queens Award for Enterprise - International Trade in 2016.

We have made a commitment to the growth of local economies ensuring supplier/client business sustainability enhancement.



Our Strategy • do the right thing

“Sustainability is to meet the needs of the present without compromising the ability of future generations to meet their own needs.”

Entier has and will always commit to doing the right thing with integrity whilst prioritising looking after the Entier family, our valued Clients and Customers and our Supply Chain, ensuring sustainability and that we source ethically.

This includes setting goals in Good Health & Well-Being, Gender Equality & Climate Action. For example, goals are aligned with the United Nations Sustainable Development Goals to which Entier are following.



<https://sdgs.un.org/goals>



Environment

For Entier sustainability, is a huge subject. It informs every decision we make and steers how we interact with the people, and organization's that we engage with the world's resources we use in order to fulfil our business and the waste we produce in doing so.

Our main objective is to ensure that we engage with everyone fairly and honestly, and that we minimize both our impact on the world's resources and any harmful waste we produce.

Entier is accredited to ISO 14001 which we achieved in June 2012.





Climate Action

- Installed Voltage Optimizer at Westhill Facility.
- Westhill Facility now has all LED Lighting installed.
- Installed Water Logics / Coolers to reduce number of plastic bottles in use.
- Removed all single use plastic across all our business estate.
- Support Local Suppliers to ensure Food Miles (CO2 emissions) are reduced. Also supporting local economy.
- By using a local established successful butcher for all our fresh Scottish beef has reduced our “Food Miles” by over 1,000,000 a year by not purchasing frozen beef from South America for example.
- We have reduced delivery and waste pick up times from daily to once a week for waste collection and twice weekly for food and consumables delivery.
- We have reduced our food waste by more than 5% year on year since 2018.
- All onshore food waste collected by certified food waste recycling collection company.
- Oil is filtered daily to ensure longer life.
- We have certified oil collection company collecting all onshore waste oil for recycling into biofuels.
- We have achieved a 50% reduction the first year of a 3-year commitment and now the target is to reduce by a further 25%. This already exceeds the United Nations target of 50% reduction by 2020.





Climate Action (ct'd)

- In 2019/20 Financial Year we have reduced Direct Greenhouse Gas Emissions from 35,164.76kg to 3,241.90 end of March 2021.
- Actively participated in Scotland Food & Drinks climate action goals.
- Maintain 95% of all purchases through Scottish suppliers.
- Introduction of Plant-Based meals to support consumers in their informed choices of meals.
- According to The Vegan Society, half of all UK consumers will be flexitarians by 2025. Entier will commit to serving more plant-based options and meat alternatives.
- We commit to always work with Scottish wholesalers, producers and manufacturers where practical to do so.
- Continue with zero landfill impact in line with Scotland's Zero Waste plan.
- All Entier vehicles are of Euro 5 standard or better and use 'Ad Blue' to reduce CO2 emissions.
- Online system RADICAL manages orders with our suppliers on one online platform and eliminate paperwork usage.
- Throughout the Covid-19 Pandemic, we have donated over 2,000 kilos of food to those in most need of wholesome food.
- As a business we support Fairtrade and have recently signed up to The European Chicken Commitment to work in co-operation with key partners to support improvements on animal welfare.



Social

Entier is a people company and one of our values is “The Entier Family” “Placing people at the heart of our ambition”. At Entier we are exceptionally proud of the low staff turnover we have consistently had throughout our business.

Investing in our local young people is a vision created by Peter Bruce (Entier CEO) and the Fresh Olives programme was his commitment and repayment to an industry that has afforded career opportunities to him.

Our commitment is centred on the future, potential management and catering talent of the of Scotland’s school leavers. In 2010 we launched Fresh Olives, a pioneering apprenticeship programme aimed at school leavers and believe it is the only concept of its kind in Scotland.

Now in its eleventh year, Fresh Olives has produced three fully qualified graduates in supervisory positions and seven apprentices within the chef’s programme.

The scheme has now successfully been rolled out to all functions of the business with three apprentices within Operations, HR, Finance and HSEQ demonstrating our commitment to developing young people in our industry.



Social (ct'd)

Investors in People Platinum prestigious accreditation, the most successful framework for business improvement through people in the UK. Only 5 companies in Scotland have achieved platinum status.

Investors in Young People (IYYP) gold prestigious accreditation in 2014 -one of only two companies in the North-east of Scotland and one of only seventeen in Scotland to achieve the highest standard.

Entier is the only company in Scotland and our industry with both these two prestigious awards which subsequently had a major influence in September 2016, when Entier was awarded “Best Employer” in the Press & Journal Gold Awards and “Employer of the year” in the Scotland Food & Drink Excellence Awards 2017.

Entier is very active within the local communities from supporting local charities (currently Friends of Anchor and VSA in 2020), using over 40 different local suppliers, employing local people.





Good Health & Well-Being

- Healthy living awards across our business.
- Fresh Olive program.
- Investors in Young People - Gold.
- Investors in People - Platinum.
- Talent Management.
- Succession planning.
- Training & development.
- Mental health well-being.
- Mental Health First Aiders
- Medicals & vaccination.
- Introduction of Blink App - continuous communication, reducing the amount of calls, e-mails by posting one communication on Blink.
- Food Donations in our Community throughout the Covid-19 Pandemic.
- Reduction in Sickness due to Medical Management intervention.





Good Health & Well-Being (ct'd)

- Building a Positive workplace Culture.
- Employee recognition awards.
- Attracting and retaining the best talent.
- 98% staff retention.
- Anti-Slavery Policy.
- Providing the right skills and tools for our employees.
- Ensuring a safe and healthy working environment.
- Personal development.
- Social integration.
- Ensuring a safe and healthy working environment.
- Entier policy and procedures which support Entier values.



Governance

Equality & Diversity: As we live in an increasingly globalised and culturally diverse society, the need to ensure that equality and diversity is embedded in the work-place has become more evident, and Entier is committed to elimination, discrimination and encouraging diversity amongst our workforce.

Gender Pay Gap was suspended last year due to the Covid-19 pandemic. However, the 2020 results show a reduction in our gender pay gap data compared against the last report of 2018.

Entier also have a Modern-Day Slavery and Human Trafficking Policy Statement that is posted on our Website.

Entier has a duty to identify malpractice and take the appropriate measures to remedy the situation. By encouraging a culture of openness within our organization, Entier aims to prevent malpractice. Entier encourages all workers to raise issues which concern them at through the Whistle-blower Policy within our employee handbook.



Governance (ct'd)

Almost two-thirds of the world's institutional investors are concerned about the impact of cyber security threats on their investments, making it investors' foremost environmental, social and governance (ESG) risk, according to the 2019 RBC Global Asset Management Responsible Investment Survey.

Anti-corruption was the second most prevalent concern.

In light of this, Entier has achieved ISO 27001 Information Security Management as at the end of April 2021.

We have in place Anti Bribery Policy and Register which is regularly reviewed and updated.





Gender Equality

- We are committed to creating an environment in which individual differences and the contributions of all our employees are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all, where no form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities will be available to all employees, and we will continually review our employment practices and procedures to ensure fairness.
- All managers will set an appropriate standard of behaviour and lead by example to ensure that their teams act in accordance with the principles set out and promote our aims and objectives with regard to equal opportunities.
- All employees have a duty to treat colleagues with dignity at all times, and not to discriminate against or harass anyone regardless of their status. These principles also apply to the way in which employees treat visitors, clients, customers and suppliers.
- Partaking in behaviors which may be deemed as discrimination, harassment or bullying will not be tolerated and will be investigated appropriately.



What we have done • Governance

- Anti-Bribery policy and register regularly reviewed and updated.
- Anti-Slavery Policy in place.
- Data Protection Policy in place.
- Whistle-blower policy within employee handbook.
- Introduced Barracuda, a new software firewall to block phishing and scamming e-mails.
- Cyber Security Policy in place.
- Essential Skillz Cyber Security training modules completed for all Entier family.
- Certified for ISO 27001 – Information Security Management.
- We pay our taxes in all countries we operate in.
- We have annual audited accounts.
- We have reviewed our “Equality, Diversity and Inclusion” along with “Bullying and Harassment” policies to Blink to ensure transparency and set expectations.
- We hold regular board meetings attended by independent non-executive directors, we have regular reviews of risk and mitigations of those risks identified all contained in our Risk Register.
- We have a remuneration committee which ensures fair play and independence across all matters pertaining to pay.

