



Environmental and Social Responsibility

2022/23 Snapshot





Contents

1. **About MWW**
2. **Net zero**
3. **Sustainable farming**
4. **Waste**
5. **Ethical trading**
6. **Our people**
7. **Social responsibility**

A message from our chairman

Since its acquisition in 1973, MWW has become a highly integrated and complex European food group.

We grow in the UK, and import products from around the world, both from our partners as well as our own extensive farming operations.

It is therefore very important to us and our partners; our team, our customers, our growers, and the communities in which we operate, that we continue our development path in the most environmentally positive and sustainable manner.

This is our first ESR snapshot and thank you for taking the time to read it. We look forward to updating you on any new developments and to hearing your feedback as we continue to improve our sustainability practices here at MWW.



Sant Mehta
Chairman of MWW

About MWW

Established in 1963 and acquired by its current owners a decade later, MWW is a family owned business which has grown into one of the UK's largest fresh produce suppliers. Our business has expanded over time and we now supply major retail, food service, food manufacturing and public sector businesses in the UK and mainland Europe. MWW provides a full range of services within the fresh produce supply chain, acting as grower, importer, packer and logistics supplier for our customers.

We grow, source and supply a broad range of over 70 products, including exotic fruit, premium and exotic vegetables, and an extensive salad range.

We deliver on our commitments and we operate with high ethics. Throughout our business, our aim is to operate at the highest standards for all of our stakeholders. The common thread is strong values and an exceptional team.

A world map with orange highlights indicating MWW's operational regions. The highlighted areas include North America (USA and Canada), South America (primarily Brazil), Europe (UK and mainland Europe), Africa (various countries in North, West, and East Africa), Asia (India, China, and Southeast Asia), and Australia. The rest of the world is shown in light grey.

60 Years

supplying fresh produce

45 countries

make up our supply chain

70+ products

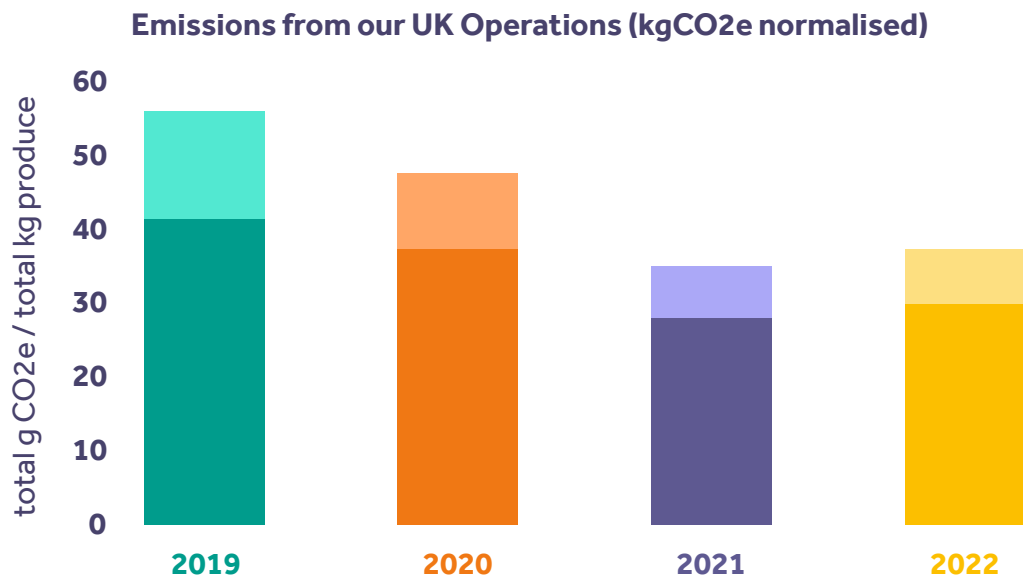
that we supply

UN Sustainable Development Goals

The UN's SDGs form MWW's guiding principles and sit at the heart of our business development strategy. Our management team have developed an ambitious sustainability strategy for the whole of our value chain which adopts the relevant UN SDGs.



Our Net Zero Journey



Please note:

Our initial analysis shows that the 2022 scope 1 increase can largely be accounted for by an increase in the proportion of transport of goods completed in our own vehicles, rather than in those of third-party providers.

Our Net-Zero Targets:

Net-zero by 2035 in our own operations

Net-zero by 2040 across all scopes

*This data does not yet include agricultural or refrigerants emissions data.

*This data is subject to change, as we enhance our greenhouse gas accounting methodology.

32.5% reduction in our scope 1 and 2 emissions since 2019 (normalised to business growth)

Delivering Net Zero - Key activities



Trialling a specialist farm tool with our Kenyan joint venture and our operations in Spain to measure scope 3 agricultural emissions



Metering in all UK packhouse sites to measure and control emissions



Building awareness and training regarding emission reductions across all key packhouses



MWW will be involved with the Black Country Industrial Cluster (BCIC) in an effort to promote the transition to net-zero in the region



Investing heavily in renewable energy in our operations and with our partners in the supply chain. At our main site in Birmingham, we have solar capacity to meet 100% of our electricity demand during peak sun hours.



Sustainable Farming

LEAF Marque

MWW Farms, Harper Farming (our UK farming partner) and our Spanish farm are all LEAF Marque certified, representing a key step in our commitment to farm sustainably by building a resilient farming system that works for us, our customers and the natural world.



Sustainable Fertilisers

MWW Farms is working closely with Agrii to trial the use of a new organo-mineral fertiliser, made from anaerobic digestion products. This trial forms a part of our broader strategy to reduce our artificial fertiliser usage, which has decreased by 25% since 2021 at MWW Farms.



**25%
reduction
in artificial
fertiliser
usage since
2021**



Renewable energy projects

Within our supply chain, our focus has been on renewable energy projects suitable for farms in areas with limited and unreliable access to mains electricity.

Our joint-venture in Kenya, EAGFP, have built a substantial solar project, along with the development of a cool room which runs on 100% solar energy.

Water Risk Mapping

We have taken key steps to better understand our exposure to water risks in our supply chain. We have used third-party risk mapping tools to map the level of water risks at all of our primary fruit and avocado suppliers worldwide.



Minimising Waste

4.2 million meals to UK charities since 2019

We have supported FareShare with 4.2 million meals to UK charities since 2019. We are a Leading Food Partner with FareShare, which recognises our commitment to fighting food waste in our operations and consistently getting surplus food to those who need it most.



Turning crop waste into vegan leather

We have partnered with Biophilica, supplying them with cellulosic crop waste from MWW farms. The crop waste is turned into Treekind®, a non-toxic, low-resource material which contains zero plastic.

This is an exciting development to further reduce our food waste in the field and we look forward to exploring similar opportunities to manage our resources more sustainably in the future.

24% decrease in virgin cardboard procurement

We have undertaken a strategic review of our procurement plans, reducing the volume of virgin cardboard we purchase by 24% since 2020.



Ethical Trading

Risk Management, Due Diligence and Transparency

- All suppliers are required to link to us on SEDEX and complete the associated SAQ's.
- A full risk assessment is carried out for all suppliers with the risk calculator, taking into consideration:
 - Country of origin
 - Latest audit status and any non-conformances raised
 - Onsite labour splits and due diligence
 - SEDEX risk rating
 - MWW audit and visit actions

**3,000+
improvements
made in the
last 18 months**



Protecting UK Seasonal Workers

MWW has responded to UK seasonal worker challenges and increased risk of exploitation by engaging in multi-stakeholder roundtables, supporting key projects and adopting industry best practice to mitigate risks, such as the promotion of the Just Good Work app, bi-weekly interviews with field & seasonal packhouse staff and robust compliance checks with all labour suppliers.

International Collaboration

Collaboration is key to our approach. We take an active role in a number of UK and international forums such as FNET, The Spanish & Egyptian Ethical Forums and Ethical Round Tables in Kenya to name a few.



Egyptian Suppliers Ethical Trade Forum



Gender-Sensitive Audit Trial

Working within our Egyptian and Moroccan supply base, MWW partnered with Retailers and Partner Africa to sponsor and engage in a gender-sensitive audit pilot. Compared with the previous standard audit, the number of gender findings elicited in the gender-sensitive pilot audit increased 6-fold.



**6-fold increase in
audit findings**



Our People

MWW has a workforce that is rich in diversity, comprising 48 different nationalities. Our diversity is not just a number of nationalities, it is diversity of experiences, of cultures and of perspectives, which greatly contribute to the community, creativity and problem-solving capabilities of our business.

Employee Spotlight

"Hi! I'm Karina, a buyer in the Public Sector Team at MWW. Since I started as an administrator in 2014, I have progressed into a supply chain coordinator, then a junior buyer and now into my current position. During that time, MWW have supported me through my NVQs and I'm now completing my Level 7 Senior Leader Apprenticeship.

The people here have helped me through every step of my journey, providing amazing training and continual support in both my studies and my professional development. The directors are very supportive and always willing to give their time to help me when I need it. They look after me like I'm family and I'm proud to work for a company that treats its employees as its most valuable asset."



KUMON

MWW offer educational scholarships for employees and their children to gain free access to Kumon learning. Kumon is a maths and English study programme that allows each child to study and develop at 'just-the-right' level, regardless of age or school grade

48 nationalities makeup our workforce



Our Social Responsibility



Health

- We deliver fresh produce daily to over 1 million KS1 children in 7,900 schools across the country, as part of the School Fruit and Vegetable Scheme
- Kidsfruit, a project created by MWW to provide fresh products to children and staff in schools and clubs across the UK at affordable prices, delivers fruit daily to over 25,000 KS2 children, alongside:
 - Providing healthy recipes and meal ideas via our website
 - Educating children on the nutritional value of fruit and vegetables
 - Providing tasting workshops for children to encourage them to try new food
 - Running an international 'Pen Pal' programme with schools in our supplier countries

Access

- We partner with Breaking Barriers, a refugee employment charity, to help refugees thrive in our business. We have successfully hired multiple refugees into meaningful employment at MWW.
- We work with Jericho, to support victims of modern slavery back into the workplace



- We have started a pilot project with the Coventry Food Network and Feeding Britain to supply a range of fresh produce to 15 social supermarkets in Coventry
- We make weekly donations to the Eden Boys' School Food Bank

Community

- MWW support Birmingham Hospice with charitable donations, delivering fresh produce for their staff, patients and their families and helping them fundraise
- We have invested in the setup of an innovation garden with the help of Bonterre, a Community Interest Company which provides wellbeing programmes and alternative education aimed at disadvantaged children
- MWW provides fresh product and food logistics expertise for the Mandala Consortium, whose mission is to better understand the complexity of the food system and drive food system change through research. The Mandala consortium is funded by UK Research and Innovation.



Minor, Weir and Willis Limited

Altitude, 206 Deykin Avenue

Witton

Birmingham

West Midlands

B6 7BH