





Local Causes and Community Engagement

As a major employer, we pride ourselves on the strong ties we create with the communities in which we work. Therefore, in addition to our Group charity partners we encourage and enable our sites to support local charities, schools, sports teams, vulnerable people and projects important to them. By rallying our colleagues around these key causes, we believe we can have a positive impact on our local areas and help communities who need it the most.

Our commitment:

- Fundraise and support our key Group charities through Group donations and colleague engagement fundraising activities (ongoing).

Our approach

Bakkavor has had two Group corporate charity partners – Action Against Hunger and FareShare – as part of a three-year programme running from 2019 to 2021. Our graduates and apprentices have been involved in a number of endeavours to raise funds for these causes, including Tough Mudder races, charity car washes, a walking challenge and a live cook along.

Our Charity and Political Donations policy sets out the appropriate channels for philanthropic fundraising and has been cascaded to employees on our intranet 'MyBakkavor'. We do not give financial donations or other support to political individuals, representatives, parties or causes in any country where we operate.

2021 review

In 2021, we made donations of £15,000 to FareShare and £27,000 to Action Against Hunger. We also donated £10,000 to help the award-winning social enterprise Community Shop open its eighth 'social supermarket' in Knottingley, West Yorkshire – where all food products are surplus and host 'Community Hubs' offering training opportunities to help people back into education or work.

Once again, our colleagues made a real difference in 2021. Mud runs, skydives, a 48-hour cycling challenge, kayak marathons and dragon boat races are just some of the ways our people have raised money for their chosen local charity partners over the last 12 months. In addition to this, our sites have sponsored local grassroots sports teams and made a significant number of surplus food donations to support local events, homeless people, COVID-19 vaccination centres, charities and schools.

Throughout the year, our internal and external communication channels proudly highlight these community building efforts, with just some of the examples including:

Bakkavor Desserts Leicester: Raising over £1,400 for local homeless charity The Bridge Homelessness to Hope by completing The Wolf Run, an adventure race designed to test entrants' physical and mental strength.

Bakkavor Pizza Holbeach: Our Holbeach site's Site Employee Forum (SEF) helped to clean up Holbeach St Marks Community Playing Field, and made donations to help Whaplode Church of England Primary School improve and modify its swimming pool.

Bakkavor Hong Kong: Our Hong Kong business has relationships with three local food charities – Food Angel, who prepare and deliver food directly to people in need; Super Panda Asia, who deliver food directly to people in need; and Feeding Hong Kong, who primarily distribute surplus products to front end food charities.

Bakkavor Spalding: Local causes regularly benefits from the hard work of our Spalding colleagues including through volunteering at Peterborough Soup Kitchen, sponsoring categories at local awards ceremonies and donating surplus food to FareShare Midlands and local schools.

Bakkavor USA: Our Carson site hosted a blood drive for the Los Angeles Children's Hospital and our colleagues at Charlotte Bakery donated 1,000 loaves of Breadeli Bread to health workers administering COVID-19 vaccines at a mass vaccination event in downtown Charlotte.

Bakkavor Desserts Newark: In addition to doing a lot of fundraising to support for local homeless and vulnerable young people through Newark Emmaus Trust, our Newark site continued to help grassroots sport in the area by renewing its sponsorship of Newark Town Warriors U-14 team.

Bakkavor Meals London Abbeydale: Over the last 12 months, many of our sites have undertaken community litter picks to help make their local areas look better. Hundreds of bags of rubbish have been gathered, with the environmental reps at London Abbeydale collecting 20 from the streets around their site during one of their efforts.

In December 2021, the UK business announced its new charity programme, including a three-year partnership to support GroceryAid and Natasha's Allergy Foundation, as well as the launch of a new matched giving scheme to support UK site fundraising efforts. In parallel, Bakkavor US announced its support of four foodbanks local to its sites, and a matched giving scheme to raise further funds to support each foodbank.