



HALLS FRESH PRODUCE SUSTAINABILITY REPORT

For A Better Tomorrow

MAR. 2023 - FEB. 2024

INTRODUCTION

Halls Fresh Produce is a global business rooted in a legacy reaching back into the 1800s and we acknowledge a profound responsibility towards our land, our people, our communities and our environment.

We remain dedicated to harnessing the power of our business for the good, with our ultimate aspiration to oversee a supply chain of healthy and affordable fresh produce with minimal or no environmental or social cost.



FROM THE CEO

Proud and Humble

We are proud of the significant progress made since the start of our sustainability journey in 2020 and the benefits and positive effects continually encourage us to aspire for more. The turbulence of the post pandemic years underscored the need for organisational agility and adaptability to remain both sustainable and resilient. To that end, our sustainability strategy stands firmly anchored by purpose and is woven into our commercial strategy to ensure business value is not only captured but enriches what we do and those we impact.

A business pillar with a strong core , supported by the Halls Group, enables us to continue to build our capabilities with sustainability integrated within each function in the business.

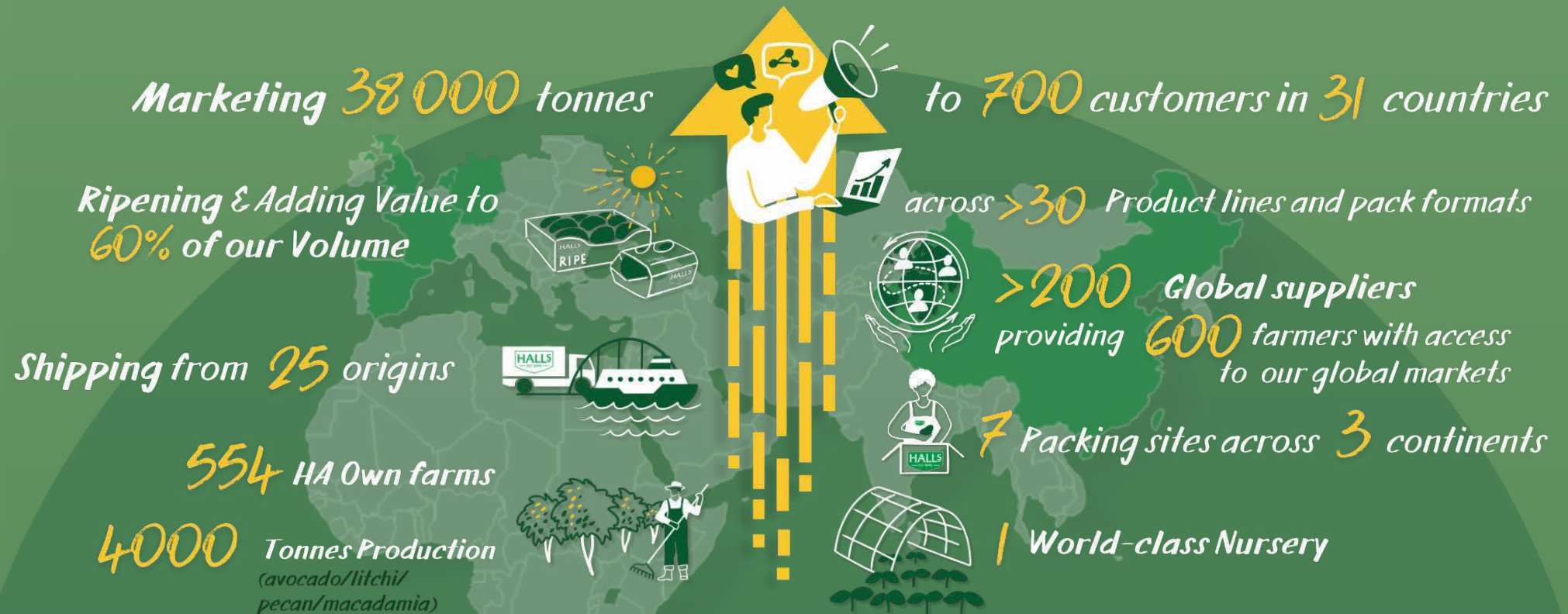
Our material issues are regularly reviewed and they serve as our compass, allowing us to navigate the accelerating pace of change and remain a future facing entity and a trusted partner to our staff and our valued suppliers and customers.



Ayanda Kanana, CEO, Halls Fresh Produce

WHO WE ARE

A global marketing company of South African origin, Halls was established in 1890 and is vertically integrated with ownership and control at each stage of the value chain maintaining quality, consistency and transparency.



WHEN HALLS SAYS SUSTAINABILITY ...

... what do we mean?



UNDERSTANDING & MANAGING OUR IMPACT

By understanding and managing our impacts we can effect change and use the power of our business for good



ADOPTING & PROMOTING RESPONSIBLE PRACTICES

Acting responsibly in the way we do business, adopting sustainable practices in our operations and promoting them along our value chain, through stakeholder facilitation and collaboration, supports our goals



BUILDING & MAINTAINING A RESILIENT & PROFITABLE VALUE CHAIN

Operational efficiency and profitable performance over the long-term continues to support a better tomorrow for our people, those who are active within our supply chain and our planet



DEFINE OUR VISION

Alignment to environmental and social imperatives strengthens our procurement practices to increase positive impact



COLLECTIVE PURPOSE - POSITIVE IMPACT

Positioning sustainability to support the commercial strategy synergises our business and brings our partners closer. Sustainable practices can support operational efficiencies for fair market returns



WE ALIGN BUSINESS FOR THE FUTURE

Prioritising sustainability allows us to look ahead and future proof the organisation

*And why
do we do it?*



INCREASE ACCOUNTABILITY & BUILD TRUST

Implementing targets means monitoring progress so we can communicate our achievements and our learnings. It is important we are authentic and transparent to engender trust to fuel growth and development



WE ATTRACT & RETAIN GOOD PEOPLE

We create meaningful work and a common sense of purpose across teams who embody our intentions and take pride in working for a company with a deeply held desire to do the right thing and strive for continuous improvement



BE PREPARED FOR CHANGE

We respond quickly & comprehensively to new, sustainability driven issues

OUR 5 PILLARS OF SUSTAINABILITY

OUR PEOPLE

Invest in our people and create opportunities to ensure Halls people thrive & grow with purpose and passion



RESPONSIBLE SOURCING

Grow a diverse, socially & environmentally sound, global supplier network by upholding and driving social and environmental standards through robust procurement practices



CLIMATE CHANGE

Assess & understand the effects of climate change in our business to reduce our negative impact through affirmative action



OUR COMMUNITY

Create shared value by engaging with and supporting communities around our operations and in our sourcing areas



DATA, SECURITY & TECHNOLOGY

Protect our data and that of our people, customers and suppliers.

Continue to explore technology and improve data flows to provide transparency and facilitate decision making



OUR COMMITMENTS





OUR PEOPLE

Our 135 year history has involved many, many individuals whose stories are woven into ours. As we have expanded beyond our origins in South Africa, Halls has grown into a diverse and multicultural team of people, who fill us with pride.

Our people are our strength and we are deliberate in building teams of passionate individuals who are driven to collaborate and always seeks to raise standards and be a driving force for positive change.

Our people support our strategic ambitions and are empowered to identify and act on the areas where we have the most impact & can create the most value.

It is therefore our joy and our duty to ensure that they are supported in their work, feel safe, are inspired to grow and meet their full potential, with time to enjoy the fruits of their labour.

We bring our values to life, inspiring behaviour which continues to fuel our culture, where people are empowered, teams can thrive, and we can nurture ambition, provide opportunity and empower growth.



Supporting our People

Our commitment to building and growing talented teams is stronger than ever. Guided by our 'care and grow' mindset under the Legitimate Leadership model, we foster strong, trusted, and sincere relationships. This ongoing process aims to increase collaboration, enhance contributions, and strengthen our culture where mutual trust is paramount and accountability is a given.

Core competencies which allow individuals and teams to build confidence and excel in their abilities is the foundation. Continuous learning and the encouragement of creativity and innovation, further enables individuals to realise their full potential and find joy in their work.

To support our staff's aspirations, we provide personalized career plans that offer clear pathways for success and identify growth opportunities.

Employee assistance programs, provide access to counselling and advice on physical and mental well-being to help improve overall health, boost morale, and reduce absenteeism.

Regular team bonding sessions are included, in our ultimate aim for a culture where our staff are happier, where they feel they belong and where they can contribute and relate to A Better Tomorrow

14%
of our team have
celebrated >10
years working
for HALLS

233
Members across
6 countries

“
*In these challenging times, Halls
is committed to nurturing a
workplace....
where our employees can thrive,
grow, and enjoy their work.*

”

Mybelove Dessources - Romelus,
HR Manager,
Halls France



RESPECT

INTEGRITY

ACCOUNTABILITY

PERSEVERANCE

HUMILITY

Empowering Growth and Leadership Through Learning

We believe in the power of continuous learning and personal development. Our bespoke platform, the Halls Learning Academy, offers hundreds of courses designed to support both vocational and personal growth. Every staff member has access to this wealth of resources, and through quarterly reviews we encourage regular engagement in training and development opportunities. We also recognise the value of external training, always encouraging and providing access to additional resources that help our team members succeed in their roles.

In an ever-evolving business landscape, our leaders face constant challenges. Our 'Contextual Leadership for Global Impact' program is there to support them through times of change and uncertainty. Expert briefings and interactive workshops provide a space where innovative ideas and experiences are shared and developed. By exploring key drivers and challenging our mindsets, we strengthen our vision and ensure our senior teams are equipped to lead confidently and successfully, no matter the external circumstances.

Gender Equity

We are committed to maintaining equal opportunities throughout our organisation and actively promote gender balance at all levels. We believe in fostering creativity and challenging conventional thinking by ensuring open and equitable experiences and viewpoints, especially in leadership positions. Advancing female managers continues to be a key focus to harness diverse perspectives, drive innovation and enhance decision-making.

Well-being & Support

Our employees are the core of our organisation, and their physical and mental well-being is of utmost importance.

We provide independent, professional Employee Assistance Programs (EAPs) that offer comprehensive support for both personal and work-related challenges. During times when our employees may feel overwhelmed or face issues such as anxiety, depression, grief, or loss, or when they require financial or legal assistance, our EAPs can provide the necessary help, in accordance with local laws and cultural norms. This commitment ensures that our workforce remains healthy, supported, and resilient.

286

Courses
Completed on
Learning HALLS
Academy



280

Hours of
Leadership
Sessions



39%

Female
Staff



Recognising and Embracing Diversity

We are blessed with incredible diversity within our business. Across the six countries in which we operate we pool ages, cultures and backgrounds all of which bring a broad spectrum of perspectives, experiences, and ideas that drive innovation and growth. We strive for an inclusive environment where everyone is respected and appreciated, feels a sense of belonging and understands the unique value they bring to our business – it is a part of who we are.

Such diversity extends across our stakeholders from our valued suppliers to the broad range of customers we serve.

Encouraging collaboration and knowledge-sharing blends this rich mosaic of talents and perspectives, helping shape our identity and drive us forward.

“
You can be yourself,
no judgment
”

“
With it's blend of diverse,
driven characters Halls is a
place that inspires others
to work hard for each other
”

Ensuring Our Culture and Values Thrive

A positive and trust-filled workplace culture that resonates throughout our entire organisation is our North star and we are dedicated to nurturing an environment where the Halls culture thrives, empowering our employees to contribute their best and take pride in their roles.

Through these efforts, we aim to build a cohesive and motivated workforce that embodies the spirit and values of Halls in everything we do.

Each year we conduct a comprehensive health check to assess employee engagement, trust and alignment with our core values.

Fourteen key drivers including leadership, growth and development, and culture are measured. This tool provides deep insights into our employees' experiences, capturing their sentiments, attitudes, sense of wellbeing, and satisfaction levels. It goes beyond metrics; it offers a platform for every employee to voice their thoughts, concerns, and suggestions openly.

By analysing the findings, we can celebrate our successes and identify opportunities to further enhance our culture to craft initiatives and plans for improvement towards ensuring each team member feels trusted, valued, and proud to be part of Halls.



RESPONSIBLE SOURCING



Our procurement practices are structured towards ongoing developments of long term relationships, built on openness and transparency towards mutually beneficial sustainability goals

Social Standards

We are dedicated to ensuring our business activities avoid harm and respect the rights of all individuals impacted by our operations.



Natural Resources

Sustainable agricultural practices are fundamental for long term viability and the support of surrounding ecosystems. Water stewardship, soil health improvements, protection of biodiversity and management of pollutants are all part of sound farming practice to preserve and protect our natural resources.



Protection of Social Standards

Given the nature of our business, Halls operates and partners with suppliers in regions considered high-risk according to World Governance indicators. To address these challenges, we implement rigorous due diligence processes, including desk-based risk assessments, in-person visits, and third-party audits to help us proactively identify and mitigate risks and allow any negative impacts to be addressed.

Our commitment to ethical standards is reinforced by fostering firm and long-lasting partnerships with supply partners who share our goals. Through collaboration and support, we strive to align requirements and uphold ethical practices throughout our entire value chain.



We consider key social indicators

- ✓ Human Rights
- ✓ Labor Practices
- ✓ Fair Wages
- ✓ Safe Working Conditions
- ✓ No Child Labor
- ✓ No Forced Labor
- ✓ Anti-Corruption
- ✓ Community Development
- ✓ Respect for Indigenous Rights

We will continue to grow volumes sourced from producers who are verified through independent audits against internationally recognised standards.

Halls work with new and emerging producers who share our goals and are working towards meeting our standards.

We also represent smallholders and family run enterprises supporting livelihoods which depend on income from their trees.



GLOBALG.A.P



RAINFOREST ALLIANCE



Protection of Natural Resources: Water

Our farm managers and growers consistently seek to preserve water and optimise its use through measured orchard practices, infrastructure management, and new technologies. In this way water use can be reduced by up to 50% compared to traditional methods.

Many of our sourcing regions benefit from high rainfall, requiring minimal irrigation. In drier areas, our policy promotes certified water stewardship to ensure sustainable and responsible water use.

Significant regional, annual and seasonal variations in climate and growth patterns affect water requirements in avocado production:

HALLS FOREST HILL FARM, LIMPOPO

In a region benefiting from high rainfall, minimal irrigation is required. Combined with sound water management water use on the farm is well below industry average.

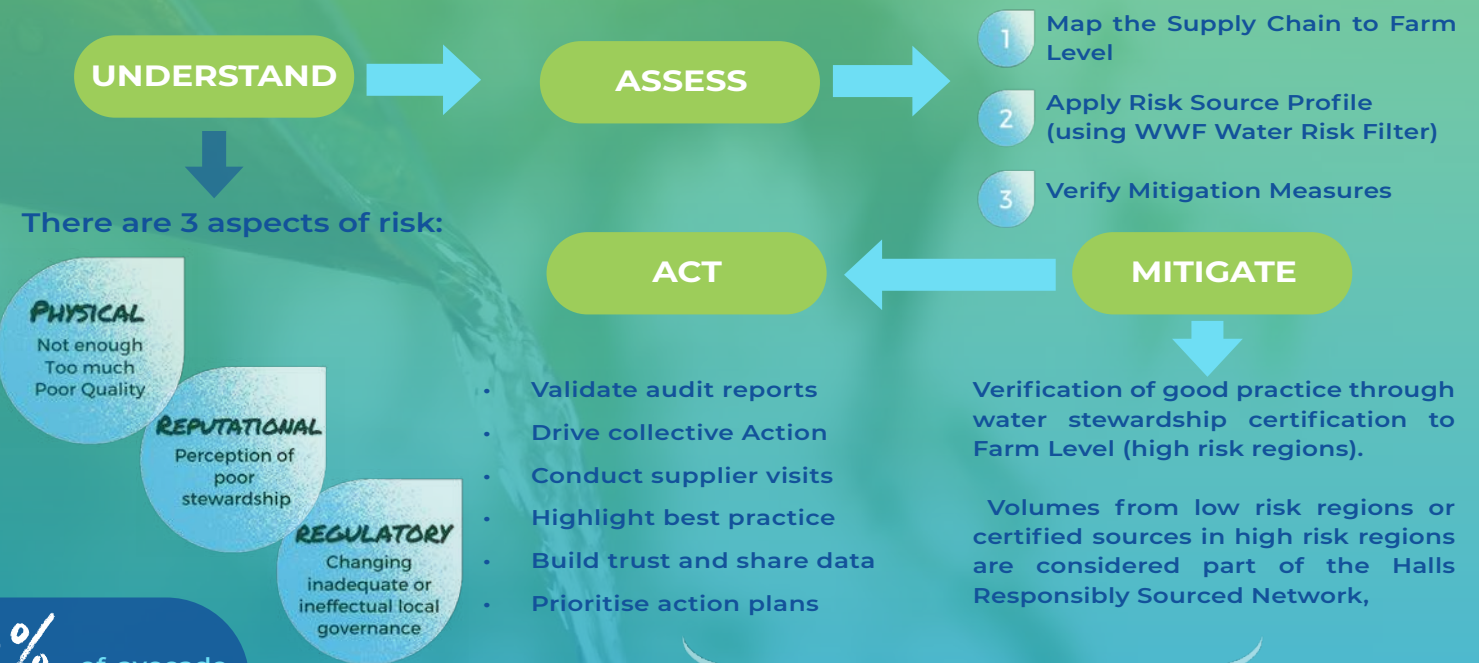
HALLS MATAFFIN, MPUMALANGA

A large out of season crop in 2022 resulted in lower yields impacting water efficiency in 2023.

184 litres of water per kg of fruit produced, across the two Halls farms.
16% of the global average*

*(Mekonnen and Hoekstra, 2010)

OUR APPROACH TO PROTECTING WATER IN OUR SUPPLY CHAIN:



65% of avocado volumes were sourced from low risk regions or under verified stewardship practices.



GLOBAL G.A.P.



GROWER SPOTLIGHT

Kakuzi, listed on the Nairobi Stock Exchange, is a business committed to growth and development where they create shared value locally and on our International markets.

Our farming partner, Kakuzi, the largest single estate avocado producer in Kenya exemplify a holistic approach towards sustainably and ethically grown fruit.

KAKUZI
Growing Together

SOCIAL STANDARDS

Kakuzi is the first company in Sub-Saharan Africa to adopt an Operational Grievance Mechanism (OGM) and retain an Independent Human Rights Advisory Committee (IHRAC) and follow 3 pillars of the UN Guiding Principles on Human Rights



PROTECT

State

duty to protect

RESPECT

Corporation

responsibility to respect

REMEDY

Victims

access to effective remedy



EDUCATION

Kakuzi regularly donates furniture to community schools to support local learning and education



HYGIENE & SANITATION

Kakuzi fund water and sanitation projects to ensure community access to clean water and hygiene

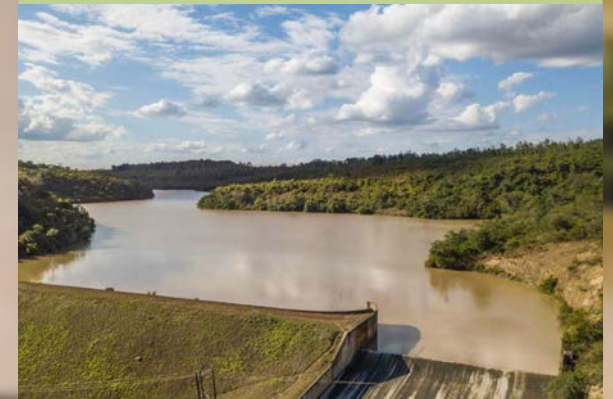


MENSTRUAL HEALTH & AWARENESS

The Tabamasu Project reaches out to local schoolgirls to educate on menstrual health and provide sanitary hygiene products

NATURAL RESOURCES

Kakuzi is entirely water self-sufficient, harvesting rain into a series of 19 dams which 'stretch the rains' throughout the crop cycle. The dams also create a sanctuary for biodiversity and havens for birdlife



Adherence to International standards underpins the commitment to Food safety, sustainability and ethical production

OUTGROWER SUPPORT Kakuzi provides technical and extension services to local farmers in several counties. By supporting out-growers and in true shared prosperity values, Kakuzi facilitates adherence to global crop husbandry standards for small-scale farmers who would ordinarily not be able to maintain such benchmarks, affording them access to international markets.

Our Environment



SOIL HEALTH

Regenerative farming practices such as no tillage, mulching, the use of cover crops, efficient water management and balanced fertilisation all serve to improve the organic matter in soil. Regular sampling helps our growers to monitor structure and nutrients.



INTEGRATED PEST MANAGEMENT

Our farm teams and suppliers work to reduce the reliance of chemical inputs in favour of biological pest controls. Ardent scouting identifies the pest and a holistic approach manages pests to respect and improve local biodiversity. This allows natural predators to thrive, improves soil health and provides a safer environment for farmworkers. Suppliers in Peru even grow their own beneficial insects to release into the orchards to prevent disease and crop damage.



BIODIVERSITY

Healthy ecosystems around farms and orchards, where native species and a variety of animal and birdlife flourish under good management of buffer zones, IPM, the reduction of chemical inputs and a more regenerative approach to farming all serve to contribute to biodiversity.

Biological Pest Control - A Halls success story

Our team achieved spectacular results in reducing “avo bug” damage by relying on a natural, soil-occurring fungus

Avo bug’ is a small sucking bug attracted to flowers and has caused increasing damage over the past two seasons across all South African production regions.

When their preferred food becomes depleted, they will also feed on tiny avocado fruit leaving a scar which grows to an obtrusive “bump” on the fruit’s skin. Whilst this damage is only cosmetic, too many bumps on a single fruit render the fruit unsuitable for export and sale.

The Halls farm ‘Forest Hill’ is situated in the lush Wolkberg (literally: Cloud Mountain) mist belt of Tzaneen, in the Limpopo region, where high rainfall and the moderate climate provides an ideal environment for avocado trees to flourish. It is a farm with historically very low pest pressure, but where significant losses have been incurred lately.

Conventional avo bug control measures rely on undesirable, broad spectrum insecticides. As part of our IPM philosophy, Halls explored biopesticides and initiated a controlled project of treatment with a product based on a naturally occurring, soil borne fungus. Applications commenced when avo bug nymphs appeared on the flowers and continued until the fruit was two weeks old.

The impressive results in damage reduction, gained the attention of two companies specialising in non-chemical pest control. For the current season a team of entomologists will study the avo bug’s lifecycle and how our IPM program disrupts the pest complex, while maintaining a healthy insect ecosystem.



Feeding on the flower



Avo bug nymphs on young Hass



The fruit shows the damage

40x less damaged fruit

6% less fruit graded into processing

9% increase in Class 1

Metarhizium anisoplia is a naturally occurring, soilborne fungus, which can infect a narrow range of plant-eating insects. Exposure to this fungus is safe for bees and other pollinators, predatory wasps, spiders, aquatic organisms, birds and mammals.





CLIMATE CHANGE



Each year we work hard on stabilisation but the impacts of climate change give an operational trading landscape which constantly seems in a state of flux.

Mounting challenges include a changing pest profile, increased input costs, supply chain disruption and extreme weather events which have been devastating to fruit growth and harvest in some regions and prevented export in others.

We take great responsibility to manage what we can directly control within our own operations.

We continue to build our defences to remain resilient and agile and mitigate the effects of accelerating change without losing sight of our goals and the interests of our stakeholders.

01

Carbon Footprint
Halls Scope 1 and 2 emissions

02

Reducing Food Waste

03

Packaging Management

Carbon Footprint

Halls has adopted the Confronting Climate Change (CCC) reporting tool developed by Blue North (as part of the South African wine and fruit initiative for Confronting Climate Change). Using this tool helps us to manage and quantify our risk and prioritise a targeted action plan towards reduction. We are recognised as a Carbon Hero on the online recognition platform as we have been calculating our carbon footprint for 3 consecutive years or more.

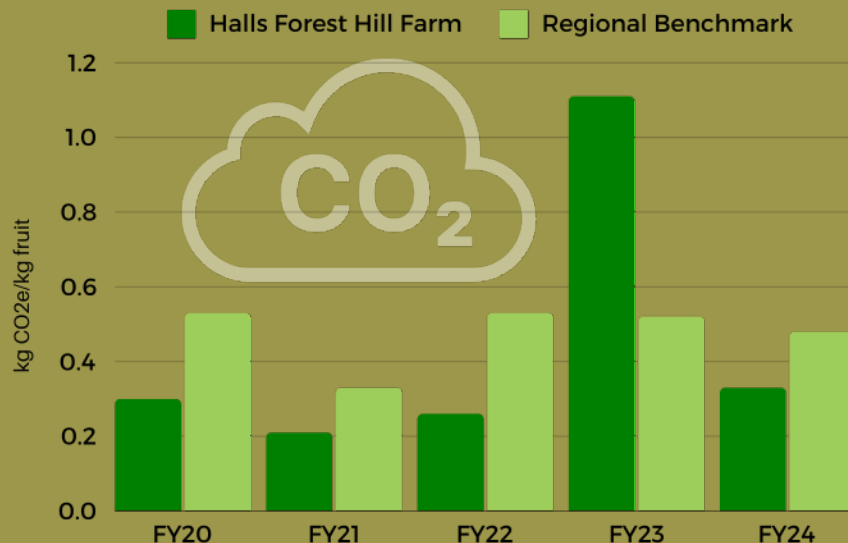
Focus on inputs at Halls Forest Hill Farm in Limpopo indicates positive comparison against regional benchmarks. Seasonal differences are evident, such as 2023 when the crop was significantly reduced due to hail damage.



Land and sea logistics minimises transport emissions.



Our logistics team looks for shortest routes available.



Investments in solar panels on our packhouse in Mataffin means that we now use solar for 24% of the power needs.

This contributed to the

reduction of
191 tonnes
of CO₂ from the environment.

The carbon footprint of avocados is comparable to strawberries, raspberries and plums.

Beef may be as much 25 times higher.



Avocado trees can sequester carbon from the atmosphere over the years, creating a huge carbon sink. Tree prunings are used as mulch in the orchards. Fungi and bacteria break it down, returning carbon into the soil.



Food Waste

Target: Halve food waste

Despite the increasing costs of production, food waste levels are alarming with FAO citing 30% of global production as being lost which is why reducing waste was one of the first pillars on our sustainability roadmap. Our resolve to continue this mission is as strong as ever.

Quality begins in the orchard and so we work closely with our growers on the correct harvest window and specifications to meet market expectations.

As soon as fruit is despatched from origin, strict quality and cold chain controls are enforced to ensure the fruit meets the market needs. Should fruit not meet our exacting quality expectations then our priority is to keep the fruit in the food chain where we can. And if we can't.... ? any surplus is repurposed for compost or energy production so it does not go to landfill waste.

Our specialist expertise in avocado provides a range of solutions which seek to give clients and consumers a wonderful eating experience every time.

59% reduction
in food loss and
waste in our EU
operations since
2020.
Loss = 0.7% of
total volume sold



Investment in
Aweta technology
oversees the **ripe
stage controls** to
our clients.

Embracing new technology, ideas and innovations

Halls hunger for innovation has been aimed at the food waste reduction mission. Our investment in Infuseo and the Naked Avocado brand has helped to bring a range of fresh avocado products with a 30 day shelf life to market with the express aim to prevent any avocados going in the household bin. Avocado is perfectly ripened at Halls France and treated with high pressure technology which retains all the nutrients, texture and flavour. Packed in clear packaging from a minimum of 50% recycled material, the customer can see that they have a perfectly ripe avocado for 100% useage - just creamy avocado with no unpleasant surprises.

All stones and skins from the production at Naked Avocado goes the local zoo, just 20km from the factory.



Here they are converted into
BIO ENERGY to heat the animal
housing



589 TONS of
avocado prevented
from going to waste
from our Halls
Mataffin packhouse
in 2023.

Packaging & Plastics

Halls have adopted the **REFUSE, REDUCE, RECYCLE** and **REUSE** principles

Packaging is only used if it protects and enhances function, presentation, transportability and merchandising. We work with our clients to optimise the sales format, taking into consideration the required unit size, the logistics chain, the sales outlet and the final presentation and use by the consumer.

As little material as necessary is used to minimise weight and reduce raw energy input in its production, improve logistics efficiency, and decrease packaging waste.

Single use plastics are now mostly eliminated from our range and cardboard or cellulose options are available across our packaging formats.



REFUSE



REDUCE



REUSE



RECYCLE





OUR COMMUNITY

Support Strong, Healthy & Engaged Communities



Our South Africa Community



Lula Sandla - Encouraging Employee Volunteerism



Supporting our local UK Charity





Engaged Communities - South Africa



SUPPORTING MANDELA DAY

As part of the annual Mandela Day activities, Halls assembled a team to support the refurbishment of the Woodhouse Community Carebase Centre. This vital community hub serves the vulnerable by operating a creche, a drop-in centre and a programme which provides over 160 daily meals to children aged 2 -19 who are from child-headed homes or families struggling due to unemployment. By the end of Mandela Day, the centre had a new roof, a security door and was completely re-painted. Halls was proud to support such a significant project and contribute to the well-being of our community with a safe environment for children to receive education on life skills, HIV/AIDS and unwanted teen pregnancy.

The second project to be supported was the Sesi Lomkhulu Foundataion. A non-profit organisation dedicated to supporting underprivileged young girls with toiletries, stationary, school uniform, mentorship and guidance in the Matsafeni Community. Halls hosted their annual fundraising Netball Tournament and provided the much-needed refreshments.



SANTA'S SHOEBOX

789 Pledges of shoeboxes were gifted and distributed to underprivileged young boys and girls in the Msholozhi, Mataffin and Bushbuck Ridge Communities. These beautifully wrapped gifts provide so much uplift and joy.



AIDS AWARENESS DAY

A candle lighting ceremony was held on 1 December 2023 to encourage testing to "know your status". Aids awareness ribbons were worn by staff for the duration of the week to remember those affected by HIV/AIDS.



DEVELOPMENT OF THE HALLS COMMUNITY GARDEN

Halls donated a portion of land on the Halls Mataffin farm to develop a community garden. Initial land preparation services were carried out by Halls along with start-up seeds, fertilizer and tools required. The project aims to provide employment to seven young people through the mentorship and transferral of farming skills, empowering them towards both self-sufficiency and entrepreneurialism as they produced nutritious food for sale and donation to the Mataffin Community. Surpluses are given to indigent households identified by the Community Elders.



MINDSPARK LEARNING PROGRAMME

Mindspark is an adaptive learning programme currently being piloted in South Africa. Now in its third year, the platform leverages AI and data-driven algorithyms to identify learning gaps and provide personalised learning pathways to improve outcomes for participants. Halls take pride in supporting the project with 500, 000 ZAR over 4 years, demonstrating our commitment to the empowerment and education of young people. Our contribution aims to enable equitable education and bolster youth employment prospects in a context where 45% of individuals aged 15-34 may be unemployed.



Engaged Communities - Europe

UK

Spadeworks in the UK is a wonderful charity which provides adults with special needs opportunities to lead independent lives. The project is a commercial garden & horticultural centre offering paid work and vocational training which gives meaning and purpose. Halls join in on volunteer days and have fundraising initiatives through the year to support their work.



“ Giving back to our local communities extends into our European operations and I couldn't be prouder of the joy and enthusiasm the team takes in these initiatives ”

Paul Devlin

Managing Director - Halls International

LULA SANDLA

The Lula Sandla foundation is a Halls Group initiative encouraging and supporting volunteerism within our communities.

Many of Halls staff are actively volunteering their time and skills to make a real difference.

The Lula Sandla foundation supports these endeavours through an annual round of nominations for a €1000/ZAR20000 award to help fund their nominated project.

The award is open to nominations from employees and shareholders of Halls as well as our business partners.

www.lulasandla.com



SAMARITANS

Carrie Ward from Halls UK, volunteers with Sevenoaks Samaritans who provide a listening service and emotional support to reduce suicide risk in adults & children.

A Lula Sandla award of €1000 helped fund the service providing >13 000 listening hours and >680 outreach contacts helping people tackle the difficult times.

DATA & TECHNOLOGY



OUR FISCAL, LEGAL & MORAL RESPONSIBILITY TO PROTECT DATA

Protection of data is increasingly important, especially as the threat of breaches grows. Robust systems are in place to protect organisational and personal data and we mandate staff awareness training.

Data architecture is designed for relevance to our business, our governance, our sustainability targets and our focus areas.

Data structures allow for like-for-like reporting and progress mapping on sustainability initiatives.

True value is found in trend analysis over time where we can unveil the stories and/or reality which guides our future actions.

CYBER SECURITY TRAINING

Each employee receives 2 hours targeted training per year on different topics. Regular tests are carried out through the organisation to identify areas where further training may be needed and actioned accordingly. Incidents or breaches such as unauthorised access to systems or data, data leaks or inappropriate system access are tracked and incidents are monitored.

233 Hours
Of Cyber Security training
completed in FY24

DATA MAINTENANCE

A developed network of interactive systems provides traceability and intelligence on our products and our trade across the value chain. The deep insights gleaned support more effective decision making. As our data and information systems and platforms mature our reporting accuracy improves. What we can measure ... we can know. We increase our insights and actions through stronger datasets.



EXPLORATION OF TECHNOLOGY TO SUPPORT OUR SUSTAINABILITY GOALS

With support from our Agritech sister company– Nector holdings, we investigate new technologies for each part of the value chain to support progress towards our goals.



A minimum of **75**
phishing tests
completed per month



GOVERNANCE

HOW WE PROVIDE OVERSIGHT ON OUR COMMITMENTS



THE PILLAR STEWARDSHIP MODEL

Strategic leadership is provided by the Halls Fresh Produce Pillar Governance Committee (GC).



Our GC has full autonomy and benefits from the broad experience and long term view of the Halls Group.

The ESG committee is responsible for bringing our targets and commitments to life within the business, while our people ... our ambassadors, give it oxygen in their daily work.

GOALS AND TARGETS

Setting targets drives performance & progress mapping.



POLICY & DUE DILIGENCE

Our commitments are entrenched in our policies and procedures:



- Business Ethics & Code of Conduct
- Responsible Sourcing Policy
- Quality Policy
- Whistleblower Line
- Compliance monitoring through structured due diligence

REPORTING

Halls Fresh Produce report on progress and provide an ongoing review of our impacts with an annual ESG Report, aligned to our financial reporting period.



SUSTAINABILITY - A SHARED RESPONSIBILITY

It begins with us



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