



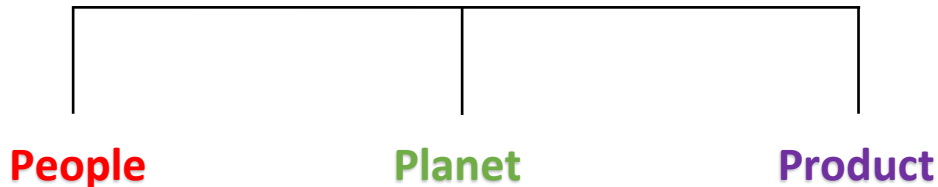
Bumble Hole Foods Ltd Social Sustainability and Governance Report 2022



Our Vision



As a company, we have three main focus areas: people, planet and product. Our ultimate aim is to provide suppliers with the best quality product possible, whilst being as ethical as possible towards the environment and society.



As a result, we are putting a significant focus towards sustainability. We have chosen the United Nations Sustainable Development Goals (SDGs) as a framework for our social sustainability and governance strategy as we believe it is critical to align ourselves to this global agenda, in order to make the best possible impact to sustainable development.

We have identified the following priority goals as key to our social sustainability and governance vision:

- SDG1: No Poverty
- SDG2: Zero Hunger
- SDG3: Good Health and Wellbeing
- SDG5: Gender Equality
- SDG8: Decent Work and Economic Growth
- SDG10: Reduced Inequalities

This report will outline how we are already contributing to these goals, as well as goal-oriented targets for the future.



Current Progress



We believe it is essential to celebrate the progress we have made so far. Therefore, this section of the report highlights the achievements we have made in the past year in relation to social sustainability and governance.

Wellbeing

- We have trained a number of staff as 'Mental Health First Aiders' in order to provide the best wellbeing support for our staff
- We have provided a portion of our staff with access to a private health plan
- We have published our 'Health and Safety Policy' as well as our 'Modern Slavery Act' to allow for public accessibility and to increase our accountability



Equality

- We pay staff above minimum wage in order to provide a real-world wage
- We published our Gender Equality report to showcase our progress to date; 57% of managerial positions are currently held by men and 43% of managerial positions are currently held by women
- We are proud to be an incredibly diverse company, and therefore have a no tolerance policy towards discrimination of any kind



Community Engagement

- Four work placements offered to local special education schools
- Continued to support the Bumble Bimble charity run since its founding in 2017
- Since 2017 we have raised more than £20,000 in monetary and food donations to help the local community; community egg stalls were a key focus of community engagement through the pandemic



Supply Chain

- We are part of 'Sedex', the assessment body used to maintain our retailer supply accreditation. This ensures that the suppliers we work with are acting ethically in their practices.

Goals for the Future



It is critical that Bumble Hole commits to quantifiable goals in order to produce the best impact for people and the planet. These are the following areas that we believe are the most important to increasing our social sustainability and governance influence:

Wellbeing

- Implement a cycle to work scheme to encourage employees to improve their health and reduce their emissions contribution
 - o This will be further benefitted by the installation of secure bike storage facilities in 2024
- Expand the access to our private company healthplan so that it incorporates all employees
- Incorporate an 'open door policy' so that any employee struggling with mental health feels comfortable to discuss their issues and ask for help from the right people



Equality

- We strive to eliminate any form of discrimination in our company
- Increase our inclusion by putting more emphasis on diversity events



Community Engagement

- We have selected two key organisation that we would like to primarily focus on this year. These are: The Primrose Hospice and Chadsgrove Special Education School. Events have already been arranged for 2023 in order to raise money for The Primrose Hospice, included:
 - o Five employees taking part in parachute jumps
 - o A company sponsored sunrise walk up Snowdon
- We aim to donate a portion of our profits to charity each year
- By 2025 we would like to offer at least three more work placements



Supply Chain

- We aim to audit suppliers at least once a year to ensure they are acting in an ethical manner in regards to governance and social responsibility