

TATE & LYLE



TRANSFORMING LIVES THROUGH THE SCIENCE OF FOOD

PURPOSE REPORT 2022

INTRODUCING OUR PURPOSE REPORT 2022

→ Read about our financial and operational performance in our [Annual Report 2022](#)






Our purpose is why we do what we do. It inspires us and makes us strive to do our best.

Whether it's by supporting healthy living, building thriving communities or caring for our planet, we seek to live our purpose every day, and we're pleased that we continue to make strong progress against the targets and commitments we set ourselves in 2020.

With the many challenges facing the world, in 2022 we decided to be more ambitious with our purpose – from 'improving lives' to 'Transforming Lives through the Science of Food'.

Welcome to our Purpose Report 2022.

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TATE & LYLE AT A GLANCE

INGREDIENTS AND SOLUTIONS FOR FOOD AND BEVERAGE CUSTOMERS ALL OVER THE WORLD

Open any fridge or kitchen cupboard, in any household in practically any part of the world, and you're likely to find products containing our ingredients and solutions.



FOOD & BEVERAGE SOLUTIONS

Provides customers with innovative ingredients and solutions that deliver sweetening, mouthfeel and fortification to a wide range of foods and beverages. This business includes sucralose, although we report its results separately.



INNOVATION AND COMMERCIAL DEVELOPMENT

Develops new products through our innovation pipeline and combines leading-edge science with market insight, local knowledge and a deep understanding of our customers to create solutions which help reduce sugar, calories and fat, and add fibre and protein, to food and drink.



GLOBAL OPERATIONS

Manages our global supply chain. As well as ensuring the safe and efficient operation of our production facilities, it procures raw materials and makes sure our ingredients and solutions reach our customers on time and to the right specification.

PEOPLE

3,563

EMPLOYEES¹

SITES

57

PLANTS, OFFICES AND CUSTOMER INNOVATION AND COLLABORATION CENTRES ACROSS THE WORLD¹

COUNTRIES

120

COUNTRIES IN WHICH WE SERVE CUSTOMERS¹

CORE CATEGORIES

4

OUR INGREDIENTS AND SOLUTIONS ARE USED IN A RANGE OF CATEGORIES, BUT MAINLY BEVERAGES, DAIRY, BAKERY, AND SOUPS, SAUCES AND DRESSINGS

REVENUE

£1.4bn

IN YEAR ENDED 31 MARCH 2022²

¹ At 30 September 2022.
² Continuing operations.



FROM IMPROVING TO TRANSFORMING LIVES

INTRODUCTION FROM OUR CHIEF EXECUTIVE

NICK HAMPTON
Chief Executive

Doing business today is as difficult as it has ever been in my working life. We are living in an immensely challenging macro-economic environment, and life is getting harder for people everywhere. And so our purpose – and through it, the impact we're having on our people and communities – has never been more important.

2022 was a landmark year for Tate & Lyle. We sold a controlling interest in our Primary Products business in the Americas to manufacturing specialists KPS Capital Partners, LP (KPS), and in doing so, created two stronger, standalone businesses, Tate & Lyle and Primient, each with their own strategies and their own – but different – potential for purpose-led growth. I say purpose-led quite deliberately because we chose KPS as our partner in no small part because of their understanding of our purpose.

So what does purpose-led growth mean for the 'new' Tate & Lyle today? Our purpose will continue to guide us, but we want to be more ambitious, both in growing our business and making a positive impact on the world. That is why, while our three purpose pillars remain unchanged, we have changed our purpose statement from 'Improving Lives for Generations' to 'Transforming Lives through the Science of Food'. The words 'science

of food' are important because they remind us that everything we do is rooted in science. It's through our R&D and innovation that we can have the greatest impact, not just on healthy living through the ingredients and solutions we provide, but because, in growing our business, we can have a wider impact for the good on our communities and on the planet. We remain committed to delivering all the purpose targets and commitments we set in 2020.

GOOD PROGRESS ON OUR TARGETS

I'm pleased that, in this second year of reporting, we've made good progress towards our purpose targets and commitments for 2025 and 2030.

Investing to support healthy living

The pandemic has increased people's awareness of the importance of a healthy diet and lifestyle, so I'm particularly proud of the progress we've made in supporting healthy living. Through our low- and no-calorie sweeteners like TASTEVA® M Stevia Sweetener, Sucralose, DOLCIA PRIMA® Allulose, PUREFRUIT™ Monk Fruit Extract and our fibres such as PROMITOR® Soluble Fibre and STA-LITE® Polydextrose, we've taken four million tonnes of sugar out of people's diets over the last two years, the equivalent of 16 trillion calories. And this year we acquired two new businesses that will help us further support healthy living – Quantum Hi-Tech,



Our purpose is front and centre of every business decision.

a leading prebiotic dietary fibre business in China, the largest acquisition we've made in many years, and the smaller Nutriati business in the US, with expertise in plant-based chickpea flour and protein.

Helping people in need

At the same time, with the pandemic and then the cost-of-living crisis causing food insecurity in many of our local communities, we've helped our food bank partners around the world provide over three million nutritious meals for people in need, and I'm pleased to say that many colleagues volunteered their time to help out. I'm also incredibly proud of the response of our people to the humanitarian crisis caused by the conflict in Ukraine. Colleagues at our sites in neighbouring Poland, Slovakia and Germany immediately stepped in to help. So far, the company and our colleagues through our employee matching scheme have together donated around £125,000

to charities helping refugees from this conflict and, just as importantly, our people have given a significant amount of their personal time to act as volunteers (see page 21).

Tackling the climate emergency

COP27 has once again highlighted just how much there is to do, and urgently, if we are to tackle the climate emergency and allow societies to continue to prosper. That's why our ambitious 2030 targets for greenhouse gas (GHG) emissions (validated as science-based by the Science Based Targets initiative), water and waste are very important to us.

Following the sale of the Primient business in April 2022 and the creation of the new Tate & Lyle, we have had to recalculate the 2019 baseline for our environmental targets. Despite the material change in Tate & Lyle's operational footprint, we remain committed to delivering all our existing environmental targets by 2030. We have also added a new target that we will purchase renewable energy to supply 100% of our electricity consumption by 2030. Two years ago we committed to eliminate the use of coal in all our operations by 2025, and I am delighted that, in October 2021, we achieved this four years ahead of schedule.

“
One of the most important announcements we made this year was our commitment to be net zero by 2050.

One of the most important announcements we made this year was our commitment to be net zero by 2050. During the year, we analysed what the pathway to net zero would look like, including comprehensive Scope 1 and 2 decarbonisation reviews at our four largest plants and an in-depth review of our Scope 3 emissions. The pathway this work identified gave us the confidence to make our net zero commitment (see page 29). Key to this commitment is promoting sustainable agriculture and so I'm pleased that, alongside our continued commitment to sustainable corn, we have expanded our programme for sustainable stevia with growers in China, which is showing encouraging progress.

Building a more diverse, inclusive society

Progressing equity, diversity and inclusion is a key part of our purpose. People are at their best when they feel they can be themselves, and I believe businesses are at their best when everyone can be seen, heard and valued. When we published our 2021 Purpose Report, we had just announced a bold set of targets for the next eight years, not just for our own business but for our suppliers and communities too (see page 24).

It's early days but I'm pleased to say we're making encouraging progress, and have already met our target for 10% of Employee Resource Group (ERG) leaders' paid time to be spent on ERG work. This is essential because ERGs are playing an increasingly important part in enabling colleagues to experience solidarity, support, education, growth and development. Many people take part in ERG events and three new groups were launched in 2022 – Veteran Employees Together, LaunchPad (to support career development) and Happy Healthy Minds.

1 APRIL 2022: WE CREATED TATE & LYLE AND PRIMIENT – TWO STRONGER, STANDALONE PURPOSE-LED BUSINESSES

TATE & LYLE

- Global leader in sweetening, mouthfeel and fortification
- Unique portfolio and leading technical capabilities to reduce sugar, calories and fat, and add fibre and protein, to food and drink
- Established track record of innovation and scientific excellence.

primient

- Leader in plant-based products for food and industrial markets
- Focused on serving customers with high-quality, plant-based products such as sweeteners, starches and acidulants made from corn and sugar
- 50.1% owned by KPS Capital Partners, LP, who have operational control.

FROM IMPROVING TO TRANSFORMING LIVES

INTRODUCTION FROM OUR CHIEF EXECUTIVE

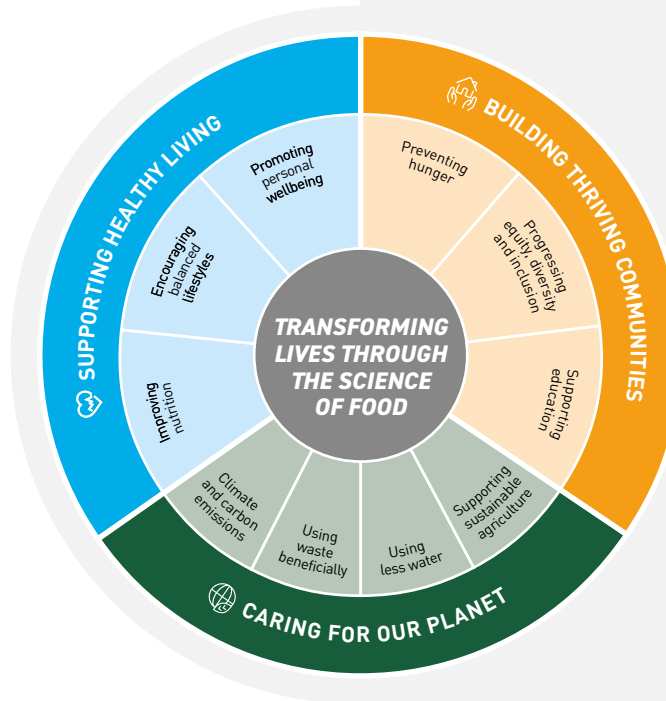
This third group highlights a very important issue, mental health, which has been the focus of much of our work on wellbeing this year. I'm particularly pleased that we've expanded our network of Mental Health First Aiders to more than 90 across the world, and I'd like to thank the volunteers from amongst our employees who have stepped up to lead this important work, as well as those who've been brave enough to share their stories with their colleagues.

PURPOSE-LED GROWTH

As I said in my opening remarks, I've never seen a more challenging environment in which to do business. And yet Tate & Lyle continues to prosper. This is because all of us at Tate & Lyle see the potential we have to grow our great business while having a positive impact on the world – in short, we are guided by our purpose. This belief sustains us through difficult times because we know it will ultimately benefit not only our business, but our communities and the world around us too.



NICK HAMPTON Chief Executive



OUR PURPOSE FRAMEWORK



SUPPORTING HEALTHY LIVING

We help people make healthier and tastier choices when they eat and drink, and lead more balanced lifestyles.



BUILDING THRIVING COMMUNITIES

We help build thriving communities where we operate, and support people to achieve their potential.



CARING FOR OUR PLANET

We care for our planet and help protect its natural resources for the benefit of future generations.



Supporting the UN SDGs

We determined that five of the UN Sustainable Development Goals (SDGs) are most closely aligned to our purpose and are where we can have most impact.

- SDG 2** Zero hunger
- SDG 3** Good health and wellbeing
- SDG 5** Gender equality
- SDG 12** Responsible consumption and production
- SDG 13** Climate action

We are proud to be a participating member of the UN Global Compact, a major global sustainability initiative, and we remain committed to its principles (see page 44 for more details).

OUR PURPOSE JOURNEY

Our purpose of Transforming Lives through the Science of Food has been the foundation of our company for more than 160 years. The words may change from time to time to reflect the realities of the day, but the essence is the same – it is why we do what we do.



1859

OUR FOUNDERS

Start work to improve lives through their businesses and in their local communities.

2016

WHERE WE STARTED

We ask ourselves the simple question: 'How can we be a successful company and have a positive impact on society?' We decide to express our purpose through the words: 'Improving Lives for Generations'.

2016-18

EXPERIMENTING

A group of internal advocates start some experiments to 'test' our purpose. For example, our innovation team begin to work on a lower calorie syrup and our team in Shanghai start a health education programme in local schools to combat obesity.

2018

LAUNCH

We formally articulate our purpose of Improving Lives for Generations inside the company and in our Annual Report. It quickly starts to take hold with our employees as it's closely connected to their own personal values, making it relevant, genuine and alive.

2019

DEVELOPING A FRAMEWORK

We create a framework (see page 6) so people inside and outside Tate & Lyle can see how we live our purpose in everything we do. This is based on three pillars: supporting healthy living; building thriving communities; caring for our planet.

2020

SETTING TARGETS AND COMMITMENTS

To measure how we are progressing our purpose, we announce a set of ambitious purpose targets and commitments for the next 5 to 10 years.

2020

REPORTING

We publish our first Purpose Report in December 2020, and commit to report annually on our progress against our purpose targets and commitments.

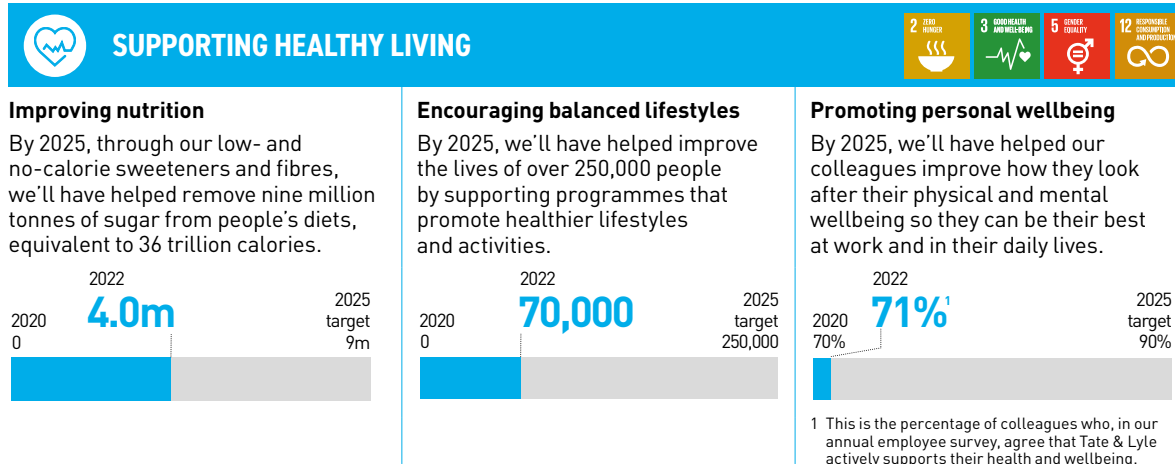
2022

NEW AMBITION

Having sold the Primient business, the 'new' Tate & Lyle decides to be more ambitious with its purpose. Our purpose is reframed as 'Transforming Lives through the Science of Food', with our three pillars remaining unchanged.

2022 PERFORMANCE IN SUMMARY

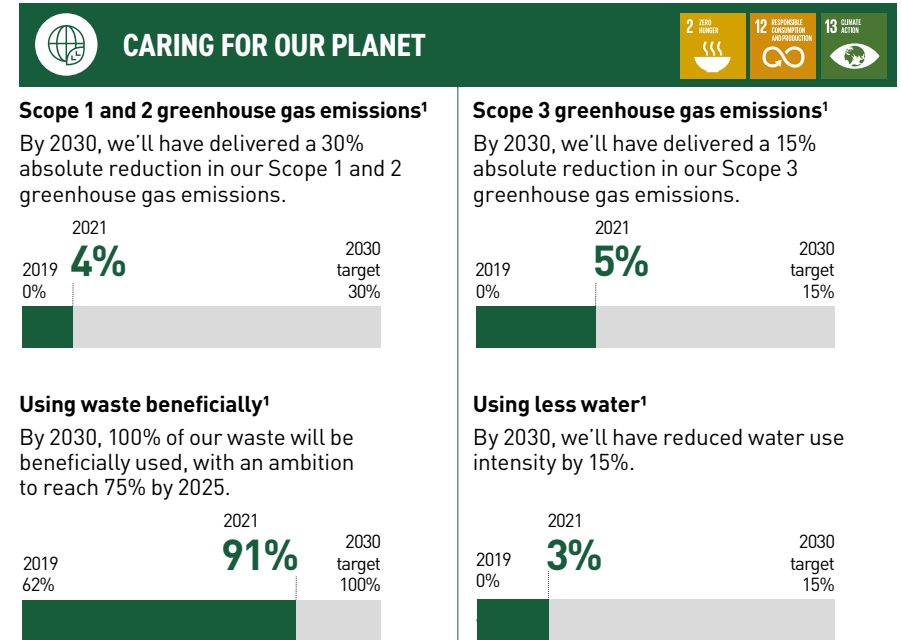
In 2020, we set out targets and commitments for the next 5 to 10 years to live our purpose. This summary shows how we are progressing against these targets.



¹ This is the percentage of colleagues who, in our annual employee survey, agree that Tate & Lyle actively supports their health and wellbeing.



¹ As at 30 September 2022 after the sale of the Primient business.



¹ Measured by calendar year.

COMMITMENTS

Eliminate use of coal

We committed to eliminate the use of coal in all our operations by 2025. In October 2021, when we decommissioned the last coal-fired boiler in the US, we delivered on that commitment four years ahead of schedule.

Support sustainable agriculture

We committed to maintain sustainable acreage equivalent to the volume of corn we buy globally each year, and through partnerships accelerate the adoption of conservation practices. We achieved our goal this year, supporting 437,000 acres of sustainable corn. More information can be found on pages 34 and 35.

SCIENCE-BASED TARGETS

Our Scope 1 and 2 and Scope 3 greenhouse gas emissions reduction targets have been validated as science-based by the Science Based Targets initiative. This means our targets are in line with the goals of the Paris Agreement on Climate Change.

BASELINE AND MEASUREMENTS

The baseline for our 'caring for our planet' targets is the year ended 31 December 2019. For 'supporting healthy living' and 'building thriving communities', the baseline is 31 March 2020. The data on this page shows progress in the two years from these baselines unless stated otherwise. For 'caring for our planet', the data is for continuing operations.



SUPPORTING HEALTHY LIVING

Supporting healthy living is at the heart of what we do and where our purpose has the biggest impact on the world. Our goal of helping our customers make healthy food tastier and tasty food healthier drives the development of new ingredients and solutions which in turn helps us grow our business.

IMPROVING NUTRITION

ENCOURAGING BALANCED LIFESTYLES

PROMOTING PERSONAL WELLBEING

MAKING A DIFFERENCE IN A CHALLENGING YEAR

Every day, all over the world, millions of people enjoy products containing Tate & Lyle's ingredients, which means we have a tremendous opportunity to support healthy living in everything we do. In 2022 we made good progress towards our targets, helping to reduce the amount of sugar in diets and encouraging people to lead a more balanced lifestyle.



IMPROVING NUTRITION

It's through our ingredients and technical expertise, as well as our clinical research, that we can have the biggest impact on nutrition and health – and over the last two years we have removed four million tonnes of sugar from people's diets – equivalent to 16 trillion calories.



ENCOURAGING BALANCED LIFESTYLES

Healthy living is about more than just diet. By supporting health education and physical activity programmes around the world, we are also helping people understand the role that diet, physical exercise and mental wellbeing can have on their health.



PROMOTING PERSONAL WELLBEING

The health of our own people is extremely important to us, both physical and mental. By keeping ourselves well, we can look after each other and our communities too. The pandemic particularly challenged people's mental health, so we've really increased our focus in this area.



THE GLOBAL CHALLENGE

39% OF ADULTS ARE OVERWEIGHT¹

64% OF PEOPLE ARE MORE CONCERNED ABOUT THEIR IMMUNE HEALTH DUE TO THE PANDEMIC²

4.0m

TONNES OF SUGAR REMOVED FROM PEOPLE'S DIETS^{3,4}

2025 TARGET: 9M TONNES

70,000

PEOPLE SUPPORTED WITH HEALTH, NUTRITION AND WELLBEING PROGRAMMES³

2025 TARGET: 250,000 PEOPLE

71%

OF COLLEAGUES FELT THAT TATE & LYLE ACTIVELY SUPPORTS THEIR HEALTH AND WELLBEING⁵

2025 TARGET: 90% OF COLLEAGUES

¹ World Health Organisation, Adults aged 18 or over. ² FMCG Gurus, Top 10 Trends for 2022; global report. ³ In the two years ended 31 March 2022. ⁴ Through our low- and no-calorie sweeteners and fibres. ⁵ In the year ended 31 March 2022.

IMPROVING NUTRITION

INCREASING INVESTMENT IN R&D FOR GREATER IMPACT

Our goal is not just to feed people, but to feed them well. Our expertise in sweetening, mouthfeel and fortification helps give consumers healthier and tastier choices when they eat and drink. With our ingredients and solutions, we help create products with fewer calories, less sugar and fat – but it's not just about taking things out. We also improve the nutritional profile of products by adding fibre and protein. And we offer other combinatorial solutions, such as our stabiliser systems, which protect the functionality of food over its shelf life, allowing it to travel over long distances from the manufacturer to a consumer's kitchen.

INVESTING IN INNOVATION

We are committed to raising the bar when it comes to evidence-based nutrition science and innovation, and to provide food and beverage manufacturers with ingredients and solutions that help address key public health challenges. But improving the nutritional profile of foods while maintaining their taste is a complex task that requires complex science – and so we invest heavily in innovation. Our team of food and nutrition scientists are continuously researching and testing ingredients and applications to meet current and future health needs.

We design, conduct and interpret pre-clinical and clinical research to provide key scientific knowledge about our ingredients, and to support the development of new ingredients and solutions. We do much of this with academic and industry partners who bring wider expertise and resources to the table. We also contribute to studies and research to improve the general understanding of the impact of food policy on public health. For example, in February 2022, the peer-reviewed British Journal of Nutrition published our fibre study, developed in partnership with data analytics company, Crème Global, which found that reformulating everyday foods with fibre could lower the risk of heart disease and diabetes in more than 70% of UK adults.

30+

NEW STEVIA-BASED
SWEETENER
SOLUTIONS CREATED

Year ended 31 March 2022

10

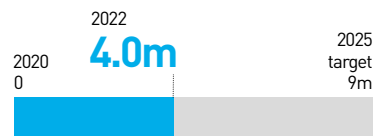
NEW PRODUCTS
LAUNCHED FROM OUR
INNOVATION PIPELINE

Year ended 31 March 2022



PROGRESS TOWARDS OUR 2025 TARGET

By 2025, through our low- and no-calorie sweeteners and fibres, we'll have helped remove nine million tonnes of sugar from people's diets, equivalent to 36 trillion calories.



IMPROVING NUTRITION

INVESTING IN INNOVATION

FOCUS ON DIETARY FIBRE

People are starting to understand the importance of getting more fibre in their diet, for a host of health and wellbeing benefits, including cardiovascular, immunity, skin and gut health. Tate & Lyle is a leader in dietary fibres, with its PROMITOR® Soluble Fibre and STALITE® Polydextrose product ranges, and its recently acquired FOS and GOS fibres – see below. Fibres have distinctive attributes in many food and beverage categories, including sugar and calorie reduction as well as fibre fortification, helping to provide nutritional benefits and support healthier lifestyles.

Collaborating on dietary fibre research

Research has shown that dietary fibres can have prebiotic effects, feeding 'good' bacteria in the gut and providing diverse health benefits. Understanding how different prebiotic fibres can interact with the functioning of the microbiome will take us one step deeper into understanding how microbiomes can impact various aspects of our health and wellbeing. That's why, in July 2022, we announced an expansion to our existing partnership with APC Microbiome Ireland to undertake a two-year research project to increase understanding of how dietary fibres can affect the gut microbiome.

QUANTUM EXPANDS OUR FIBRE EXPERTISE

In June 2022, we acquired Quantum Hi-Tech (Guangdong) Biological Co., Ltd (Quantum), a leading prebiotic dietary fibre business in China. Quantum has a high-quality portfolio of fructo-oligosaccharides (FOS) and galacto-oligosaccharides (GOS). Together, FOS and GOS represent around 25% of the global soluble fibres market and this acquisition significantly strengthens our position as a leading player in the fast-growing global dietary fibres market.

EUOLIGO® FOS
GOSYAN® GOS



We are delighted to continue our partnership: this project will give our researchers a thorough understanding of how fibre ingestion can benefit health, and enable Tate & Lyle to uncover additional health benefits associated with their fibres portfolio.

PROFESSOR PAUL ROSS, Director APC Microbiome Ireland



02 ⌂ ☰

How often do you eat vegetables?



Select one

- 1 portion per day
- 2 portions per day
- 3 portions per day
- Never
- Less than 1 day per week
- 1-2 days per week
- 3-4 days per week
- 5-6 days per week

MIND THE GAP: OUR NEW FIBRE CALCULATOR

Created in partnership with the British Nutrition Foundation, in September 2022 we launched our new online [Fibre Calculator](#), to help raise consumer awareness of the fibre gap in our diets. The online tool gives you an overall fibre score based on eight questions, and offers simple tips and personalised advice about how to increase your fibre intake.



A tool like this new fibre calculator can be so helpful in raising awareness and educating people on how they can improve their diets and overall health.

SARA STANNER, Science Director, British Nutrition Foundation

IMPROVING NUTRITION

WORKING WITH CUSTOMERS TO PROMOTE NUTRITION EDUCATION

We promote nutrition education, and the science underpinning the physiological function and health benefits of our ingredients, in partnership with our customers, health professionals, academic researchers and opinion leaders.

One of the key ways we support our customers in this area is through our 'Universities', online, modular courses designed to help formulators and food scientists solve their formulation challenges. We have four, each on a key area of expertise: Stabiliser University™, Texture University™, Sweetener University™ and Fibre University™. Together, these attract thousands of attendees worldwide each year.



FOOD SCIENCE AVAILABLE TO ALL

In 2021 we launched our online Nutrition Centre. The Centre makes it easy for customers, scientists, health professionals and consumers to access authoritative research and education resources on ingredients that can help address formulation and public health challenges. As well as technical papers, visitors can find articles on topics from keto diets to gut health to immunity, plus easy-to-understand infographics and videos. What's special about it though is that it is 'open source', with content authored by independent experts as well as by our own scientists.

EXPANDING INTO CHICKPEA PROTEIN

In April 2022, we acquired the ingredient technology company Nutriati which takes us into a whole new ingredient – chickpeas. Nutriati's Artesa® Chickpea protein is a popular way to fortify many plant-based foods and beverages, while Artesa® Chickpea Flour is a versatile ingredient used in bakery, snacks and plant-based meat alternatives, including to improve nutrition in gluten-free products.



SUPPORTING RESEARCH ON FOOD SYSTEMS

We are supporting a new three-year research project by The University of Aberdeen's Rowett Institute which aims to improve the understanding of the UK food system and help people experiencing food insecurity and living with obesity make healthier, more sustainable food choices. Data will be gathered from participants across the UK and also from a large UK retailer to study the shopping habits of around 1.6 million consumers. The study brings together a panel of consumers, policy makers, charities, food and drink producers, processors and retailers, as well as expert academics to advise, co-develop and test strategies that can support future transformation within the UK food system. As part of the project, and as the only food and drink ingredient solutions supplier on the panel, Tate & Lyle will provide industry insight on reformulation, as well as share our expertise on nutrition. The results of the research will be published at the end of project.

IMPROVING NUTRITION



IMPROVING CHILDREN'S HEALTH IN CHINA

In 2022, we extended our partnership with the China Foundation for Rural Development (formerly the China Foundation for Poverty Alleviation) for a second year. Through this partnership, which is part of our 'Healthy Eating, Happy Learning' – Child Health Improvement Programme in China, we are supporting primary school students and teachers in underdeveloped areas of Southwest China's Yunnan and Guizhou provinces. These students will benefit from nutritious snacks during their class breaks, with schools receiving new kitchen equipment to support healthy meals. Working with the Chinese Nutrition Society, we are also providing students and teachers with nutrition education booklets and classes.

SINCE SEPTEMBER 2021 WE HAVE PROVIDED:

- Over **200,000** nutritional snacks to 3,000 students in 13 schools
- Over **120** pieces of new kitchen equipment to 8 schools, benefiting 2,000 children
- Produced customised nutrition and health **education booklet and posters** with experts from the Chinese Nutrition Society
- **Nutrition classes** for 200 students and 200 teachers



Left
Working with the **Chinese Nutrition Society**, we prepared health and nutrition booklets and posters for our sponsored schools to help children understand the importance of eating healthily and leading a balanced lifestyle.

Below
Nutritional snacks being delivered to one of our sponsored schools.

Tate & Lyle was awarded an '**OUTSTANDING CONTRIBUTION AWARD**' in 2022 by the China Foundation for Rural Development for our efforts to help alleviate poverty.



IMPROVING NUTRITION

SUPPORTING THE UAE TO FIGHT DIABETES AND OBESITY



In 2022, working with the UAE's Ministry of Industry and Advanced Technology and the UAE's Food & Beverage Manufacturers Group, we developed the Middle East's first Sugar and Calorie Reduction Knowledge Building Programme. The six-week programme, which focused on supporting food and beverage manufacturers in the Middle East to reduce the sugar and calories in their products, was held at our recently opened state-of-the-art Customer Innovation and Collaboration Centre in Dubai. Attendees included customers, university representatives and government officials including from the Dubai Municipality, Saudi Food and Drug Authority and the Abu Dhabi Agriculture and Food Safety Authority.

AREAS COVERED IN THE PROGRAMME FOR SUGAR AND CALORIE REDUCTION INCLUDED:

- Reformulation
- How to make indulgent products healthier
- The importance of taste
- Overcoming cost challenges
- Nutritional data and the regulatory challenges



This programme will help UAE food manufacturing companies get a faster route to market and maintain global standards. Tate & Lyle's state-of-art R&D facilities are key to strengthening the sector in the region and crucial for investing in UAE national talent.

SALEH LOOTAH, Chairman, UAE Food & Beverage Manufacturers Group



390+

DELEGATES FROM
THE MIDDLE EAST
AND NORTH AFRICA
ATTENDED THE
PROGRAMME



ENCOURAGING BALANCED LIFESTYLES

CONTINUING OUR SUPPORT THROUGHOUT AND BEYOND THE PANDEMIC

The Covid pandemic really raised awareness of the importance of balanced lifestyles, and how diet, physical exercise and mental wellbeing can affect our health. All over the world, we work to promote this understanding through the health education and physical activity programmes we support which aim to improve the lives of people in our local communities.

ENCOURAGING PHYSICAL EXERCISE IN OUR COMMUNITIES

It was another difficult year for many of our community programmes, given lockdowns or restrictions in some regions. This meant we had to continue to be creative to adapt our programmes, whether by staying online or looking for programmes that are held outside.

Gardening is great for physical and mental health, as well as supplementing people's diets with freshly grown produce. We continued to run gardening projects in many of our local communities including in South Africa, Brazil, Mexico and Colombia. Encouraging children to undertake physical activity is also an important part of our programmes. For example, in Boleráz, Slovakia, we helped a local school build a safe outdoor place for students to play, hold class and plant a garden.

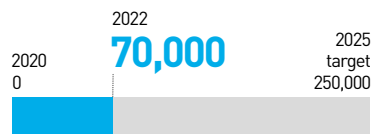
Right
Morales, Mexico: In January 2022 we launched a new partnership with Nuestros Pequeños Hermanos, a charity housing over 650 vulnerable children in the region, to help them grow more fresh fruit and vegetables for meals, while also helping them learn about food safety and nutrition.



Below
Kya Sands, South Africa: Through Food and Trees for Africa, colleagues support children at a local primary school to cultivate their garden, which feeds both themselves and local households.

PROGRESS TOWARDS OUR 2025 TARGET

By 2025, we'll have helped improve the lives of over 250,000 people by supporting programmes that promote healthier lifestyles and activities.



Above
Jiangmen, China: we provided books and our prebiotic fibre product to children at a school close to our Quantum plant in Jiangmen.

Left
Anji, China: To help children stay active, we donated playground equipment to a kindergarten near our plant in Anji County in China as well as milk, books and educational games.



PROMOTING PERSONAL WELLBEING

SHINING A LIGHT ON MENTAL HEALTH

Caring for our colleagues' physical and mental wellbeing has always been core to our purpose: to be able to help others, we must be at our best ourselves. Over the last two years, the pandemic has tested us all in ways we could never have imagined and has put considerable strain on people's mental health. It's not a subject people find it easy to talk about, so we're making openness about mental health a key principle.

We measure our progress in promoting personal wellbeing in a number of ways. One example is our annual employee survey which asks people to rate how Tate & Lyle 'actively supports their health and wellbeing'. The results were slightly lower this year, at 71% compared to 75% in 2021, mainly due to frustration and weariness from


PROGRESS TOWARDS OUR 2025 TARGET

By 2025, we'll have helped our colleagues improve how they look after their physical and mental wellbeing so they can be their best at work and in their daily lives.



a second year of pandemic restrictions. We will be working hard to improve our survey score in the coming year. Colleagues' wellbeing is also being tracked at every site as a core element of our J2E programme (see page 40), and we continue to encourage colleagues and their families to use our free external counselling service, offered as part of our global Employee Assistance Programme.

TACKLING THE STIGMA AROUND MENTAL HEALTH

We've made a big effort this year to support our people's mental health, increasing our number of employee Mental Health First Aiders to more than 90 across the world. Key to mental health is being able to talk about it openly, so we launched a new Employee Resource Group, Happy Healthy Minds, sponsored by two senior leaders from our Executive Committee. Because of the stigma around mental health, this visible commitment from senior leaders is important because by demonstrating support and compassion for people's individual circumstances, it sets the tone and encourages others to do the same. The Happy Healthy Minds team hold monthly online sessions, open to all, which is a safe space where colleagues can come and talk about anything that concerns them. We also support colleagues' own initiatives such as yoga sessions, coffee mornings and singing or exercise groups.

90+
MENTAL HEALTH FIRST AIDERS ACROSS THE WORLD

FIRST AID DOESN'T HAVE TO BE PHYSICAL

We launched our Mental Health First Aiders programme in 2019 in London, with 14 volunteers. We now have more than 90 around the world, and aim to have at least one at each site by the end of the year. 'We run a training session when people join, and then we send them their training pack and first aider badge,' says Kelly Fox-Petersen who runs the network from our London HQ. 'It's really amazing how much the network's grown, and I'm delighted 20% of our First Aiders are men, because men typically find it harder to talk about these issues. But we could always do with more!'



BUILDING THRIVING COMMUNITIES

We think about community in its broadest sense. Our employees are part of the Tate & Lyle community, while we are all part of the local communities in which we live and work. We're also part of the communities of other stakeholders we work with, such as our customers, suppliers and partner organisations.

PREVENTING HUNGER

PROGRESSING EQUITY, DIVERSITY AND INCLUSION

SUPPORTING EDUCATION

SUPPORT WHERE IT'S MOST NEEDED

We are committed to building stronger, more equitable and inclusive communities where we work and live, focusing on those areas where we can make the most difference. The residual effects of the pandemic combined with the rising cost of living mean our support is more important than ever. That's why we increased our efforts last year and also responded to the humanitarian crisis caused by the conflict in Ukraine by supporting local charities in Poland and Slovakia.



PREVENTING HUNGER

Good nutrition should be available to all, not just those who can afford it, so we support food banks across the world to provide nutritious meals to those in need in our local communities. We accelerated our programme this year, and provided another 1.2 million meals, so we're now close to meeting our target of 3 million meals, three years early.



PROGRESSING EQUITY, DIVERSITY AND INCLUSION

People are at their best when they feel they can be themselves, and businesses are at their best when everyone can be seen, heard and valued. We expanded our ambition this year on equity, diversity and inclusion by launching a set of new targets and commitments to measure our progress over the next eight years.



SUPPORTING EDUCATION

Education is crucial to giving everyone in our local communities the opportunity to achieve their potential. We work with local schools and education foundations to provide support both online and in person, including mentoring students and giving food science demonstrations. We also provide educational grants and bursaries.

THE GLOBAL CHALLENGE

1 IN 9 PEOPLE IN THE WORLD DO NOT GET ENOUGH TO EAT EVERY DAY¹

617 MILLION CHILDREN AND YOUTHS WORLDWIDE LACK BASIC MATHS AND LITERACY SKILLS²

2.9m

NUTRITIOUS MEALS FOR PEOPLE IN NEED³

2025 TARGET: 3M MEALS

42%

WOMEN IN LEADERSHIP AND MANAGEMENT ROLES⁴

2025 TARGET: GENDER PARITY

33,000

STUDENTS SUPPORTED THROUGH EDUCATIONAL PROGRAMMES³

2025 TARGET: 100,000 STUDENTS

¹ Food and Agriculture Organization of the UN: The State of Food Security and Nutrition in the World 2019. ² United Nations. ³ In two years ended 31 March 2022. ⁴ As at 30 September 2022.

PREVENTING HUNGER SUPPORTING FOOD BANKS ACROSS THE WORLD

Donating to food banks to help people in need in our local communities get a nutritious meal has been core to our community programme for many years. During the pandemic, demand for food banks rocketed and this year, with the growing cost-of-living crisis, there's been little respite. So our continuing partnership with food banks across the world is as important as ever – partnerships that go beyond donating meals to our colleagues packing meal boxes and helping out with deliveries.



Left
Our team in Melbourne, Australia continued to donate our CLARIA® Functional Clean-Label Starch to Nestlé's MAGGI Hearty One Pot Casserole seasoning packet created for Foodbank Australia.

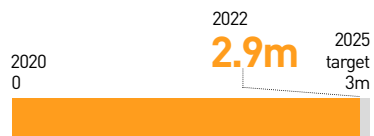
Below
Employees at our Sagamore, Indiana, US plant volunteered at their local Food Finders food bank.

Left
Our team in São Paulo, Brazil volunteered to make and deliver meals to neighbours in need with GoodTruck Brasil.



PROGRESS TOWARDS OUR 2025 TARGET

By 2025, we'll have provided over three million nutritious meals for people in need.



Above
Employees at our Hoffman Estates, Illinois, US, facility helped pack meal boxes for people in need at the Feed My Starving Children food bank.



Left
Employees in our Customer Service team volunteered to pack food boxes at the Northern Community Fund in Decatur, Illinois, US.

PREVENTING HUNGER



SUPPORTING UKRAINIAN REFUGEES:
A TATE & LYLE-WIDE EFFORT

When the conflict in Ukraine started in February 2022 and refugees started pouring into cities where we have sites – Łódź, Poland and Boleráz, Slovakia – our people went straight into action, providing much-needed clothing, food, shelter and medicine to local charities. As a company, we made donations to the British Red Cross Ukraine Relief Fund, and to seven charities in Łódź and Boleráz providing critical services. Given the scale of the humanitarian crisis, many of our employees around the world asked how they could help, so we launched a global employee matching scheme. Under this scheme, for every pound, dollar or euro donated to the British Red Cross Ukraine Relief Fund by an employee, Tate & Lyle donated double the amount to support local charities in Łódź and Boleráz. In total, including company and employee donations, more than £125,000 has been given to charities supporting Ukrainian refugees. Many of our colleagues in Poland, Slovakia and Germany also volunteered their personal time to help local charities.



“ Tate & Lyle’s support opens new possibilities and will make new projects possible. Thank you!

MARTA LIBISZOWSTA, Fundacja Dom w Łódź

Colleagues at our Łódź, Poland office collecting donations to provide basic necessities for Ukrainian refugees.

CHARITIES WORKING WITH REFUGEES WE ARE SUPPORTING

Poland



Happy Kids Foundation – organizing care for families and children arriving in Łódź.



Fundacja Dom w Łodzi

Dom w Łodzi Foundation – providing care to families who have children with disabilities.



Polskie Banki Żywności – co-ordinating the delivery of food and meals.



Polish Humanitarian Action

Polska Akcja Humanitarna – providing food, medicines and first aid kits.



Gajusz Foundation – Providing care and shelter to terminally ill children.

Slovakia



Trnavská Arcidiecézna Charita Food bank providing food and housing services.

LEMAD s.r.o. Language school teaching Slovak to refugees.

PROGRESSING EQUITY, DIVERSITY AND INCLUSION

TURNING AMBITION INTO ACTION

3,000

EMPLOYEES TOOK PART
IN EQUITY, DIVERSITY
AND INCLUSION EVENTS

Our people are the heartbeat of our company – they are passionate about our purpose and passionate about making Tate & Lyle a successful business and a great place to work. And they are at their best when they feel they can be themselves. This is why equity, diversity and inclusion together are a key business-wide priority for us, affecting our current and future employees, our customers, our supply chain and our communities.

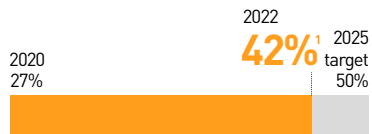
EQUAL PARENTAL LEAVE

In April 2022, we introduced a new policy providing employees across the world with a minimum of 16 weeks' fully-paid parental leave, covering birth, adoption, foster-to-adopt and surrogacy. It applies to all parents and prospective parents regardless of gender, marital status and sexual orientation, and allows employees to take parental leave any time within the first 12 months of a child entering the home.



PROGRESS TOWARDS OUR 2025 TARGET

By 2025, we'll achieve gender parity in our leadership roles.



¹ As at 30 September 2022.



INCREASING OUR AMBITION ON GENDER EQUALITY

At the start of the year, our purpose target was to achieve gender parity in leadership roles – defined as our top three employee bands – by 2025, starting from a baseline of 27% in 2020. Reflecting our more ambitious purpose, in April 2022 we expanded this target to include our top five employee bands, which takes the group from around 60 to more than 500 people. As of 30 September 2022, 42% of our top 500 managers were women. But there is much more to equity, diversity and inclusion than gender, so we have set targets framed around four pillars that encompass wider aspects of identity (see page 24).

Above
Rainbow zebra crossing
at our facility in Koog,
the Netherlands.

EXPANDING THE WORK OF OUR EMPLOYEE RESOURCE GROUPS

Our Employee Resource Groups, or ERGs, are strategic, self-organised groups that work to advance equity, diversity and inclusion in our workplace and local communities, helping to connect under-represented groups and cultivate a sense of belonging. A core principle of our ERGs is 'allyship' – where employees who aren't members but nonetheless support a group's aims can join and promote the group as an 'ally'. This year, we saw a real flourishing of our ERGs, with three new groups launched, Veteran Employees Together, LaunchPad supporting career development and Happy Healthy Minds which focuses on mental health and wellbeing. This adds to our existing groups – LGBTQ+ Network, Black Employee Network, and our Professional Women's Network, now called 'Ignite'.

In the year ended 31 March 2022, around 3,000 employees took part in equity, diversity and inclusion events across Tate & Lyle, and we trained more than 150 employees on how to be an ally.

PROGRESSING EQUITY, DIVERSITY AND INCLUSION
TURNING AMBITION INTO ACTION

WHAT EQUITY, DIVERSITY AND INCLUSION MEAN TO US

During the year, we held hundreds of conversations in our plants, labs and offices around the world to find out what these three words meant to our people and how they resonated with them.

- **Equity:** grounded in the principles of fairness; establishing policies and practices; creating access to opportunities; removing barriers; and ensuring everyone has the opportunity to achieve their potential
- **Diversity:** the mosaic of people who bring a variety of backgrounds, lived experiences, perspectives and values as assets to the groups and organisations with which they interact
- **Inclusion:** a dynamic state of operating that enables everyone to feel safe, respected and valued for who they are and for their contributions towards organisational and societal goals.

THE SIMPLE WAY WE THINK ABOUT THESE THREE WORDS TOGETHER IS THAT EQUITY IS OUR IMPACT; DIVERSITY IS A FACT; AND INCLUSION IS THE ACT.

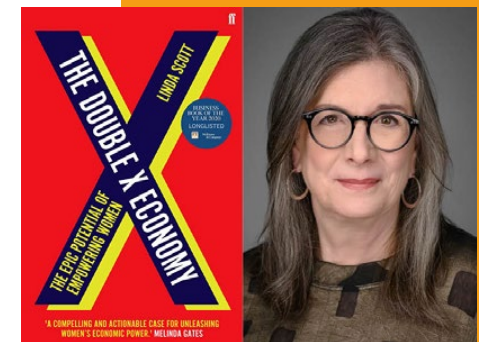
LGBTQ+: 'AS ALLIES WE MUST TAKE ACTION'

Our 2022 Pride Event attracted more than **140** people across the world, while our Transgender Day of Visibility attracted over **130** with great feedback, especially from allies.



IGNITE: CELEBRATING THE POTENTIAL OF WOMEN'S EMPOWERMENT

To mark International Women's Day on 8 March 2022 more than **200** people joined Professor Linda Scott, author of The Double X Economy, to hear about the potential of women's empowerment.



PROGRESSING EQUITY, DIVERSITY AND INCLUSION

We have launched a set of clear goals and targets with a baseline of 1 April 2022, spanning our four equity, diversity and inclusion pillars – systems, culture, talent and society. These will enable us to measure our progress and integrate equity, diversity and inclusion further into our culture and purpose.



OUR TARGETS FOR EQUITY, DIVERSITY AND INCLUSION

SYSTEMS

Integrate equity, diversity and inclusion into core organisational structures, policies and practices, to promote equitable advancement, retention and reward.

2023

50 high potential employees from under-represented groups will be sponsored for advancement

2025

In each region, we will achieve parity between minority and majority groups in attrition rates, and employee engagement scores on equity, diversity and inclusion

CULTURE

Educate all to achieve the equity, diversity and inclusion competence needed to create and sustain an inclusive culture.

2022

10% of Employee Resource Group leaders' paid time will be spent on ERG work. This target was delivered in 2022

2025

Employees, managers and leadership will spend 10, 15 and 20 hours each respectively on equity, diversity and inclusion training

TALENT

Ensure the diversity of our workforce reflects the local communities we serve.

2025

We'll achieve gender parity in leadership and management roles

2030

Teams at all levels will be representative of their local communities

SOCIETY

Listen to, speak to and serve society by delivering progress on equity, diversity and inclusion for and with our customers, communities and suppliers.

2030

Employees will have spent 50,000 hours volunteering for projects aligned with our purpose and our priority UN SDGs, with an ambition to reach 20,000 hours by 2025

2030

We will expand our spend with diverse suppliers globally, with interim goals achieved for North America supplier diversity by 2027

SUPPORTING EDUCATION

WORKING ONLINE AND IN PERSON TO MEET STUDENTS' NEEDS

Education has always been central to our community programme, since a good start can make all the difference to a child's life. 2022 continued to be challenging for children in some parts of the world with pandemic-related restrictions, but we continued with support and mentoring online where necessary, while going back to programmes in person as restrictions eased. We were really pleased with our progress, reaching around another 19,000 students of many ages and backgrounds through STEM grants (science, technology, engineering, maths), mentoring and other programmes, taking us a third of the way towards our overall 2025 target.



Above
We are long-term partners of **Enders Salk Primary School** near our Hoffman Estates, Illinois, US site, and this year we sponsored their breakfast programme for the sixth year running.



Above
Our McIntosh, Alabama, US team sponsored the **McIntosh Summer Library Reading Programme** and new **Mobile Library Truck** – and supplied snacks for the children.



Above
Our donation to the **Bryn Gwalia Fun Club** in Mold, UK funded the refurbishment of the library reading area and new books for children aged 2-11.



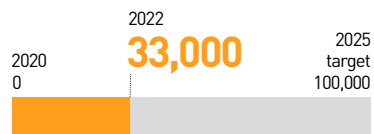
Above
Employees at our tapioca plant in Korat, Thailand support the local **Banprasat School** providing basic cleaning and maintenance services, and cutting the grass on their playing fields.

19,000

STUDENTS SUPPORTED IN LAST YEAR

PROGRESS TOWARDS OUR 2025 TARGET

By 2025, we'll have supported the education of over 100,000 children and students through learning programmes and grants, helping them attain skills for life.



Founders4Schools

BRINGING THE WORLD OF WORK TO STUDENTS THROUGH THE UK'S F4S

Founders4Schools (F4S) was established in 2015 in the UK to help young people improve their chances of getting a good job, by bringing inspirational role models into the classroom. In the words of one teacher: 'Using F4S helps our students to relate to the working world and brings their subjects to life. It also helps them to realise the skills that are needed for the working world.' We support Founders4Schools and colleagues from our London Head Office have given talks and advised students on career choices.



CARING FOR OUR PLANET

Nearly everything we make begins life in the natural world, whether it's a leaf of stevia, a kernel of corn, or a grain of tapioca. This makes it all the more important that we take care of the planet for its own health and the future health of our business.

CLIMATE AND CARBON EMISSIONS

USING WASTE BENEFICIALLY

USING LESS WATER

SUSTAINABLE AGRICULTURE

ENVIRONMENTAL TARGETS: A MORE AMBITIOUS APPROACH

Discussions about climate change and the urgency of transitioning to a low-carbon economy have been high on the political and corporate agenda in the past year, and they've been high on our agenda too. In the last year we've committed to being net zero by 2050, and in addition to our existing targets, we introduced a new target to purchase renewable energy to supply 100% of our electricity consumption by 2030.



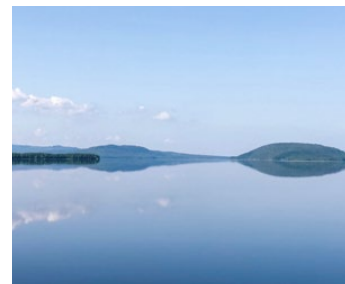
CLIMATE AND CARBON EMISSIONS

We continue to make good progress against our science-based greenhouse gas (GHG) emissions targets having exited the use of coal in all our facilities in October 2021, four years ahead of schedule.



USING WASTE BENEFICIALLY

Most of our waste is organic matter from our manufacturing processes. We are making strong progress beneficially using this waste, mostly as nutrients for local farms or to generate energy.



USING LESS WATER

Many of our manufacturing processes are water-intensive so this is an important area for us. We've made good progress reducing water usage this year, and continue to identify new reduction projects.



SUSTAINABLE AGRICULTURE

We continued to support sustainable corn acreage in the US equivalent to the volume we buy globally each year. We also saw encouraging results from our sustainable stevia programme in China.



THE GLOBAL CHALLENGE

19 OF THE 20 WARMEST YEARS ON RECORD HAVE TAKEN PLACE SINCE 2000¹

34% OF GLOBAL GREENHOUSE GAS EMISSIONS COME FROM THE WORLD'S FOOD SYSTEMS²

4% 5%

SCOPE 1 AND 2 SCOPE 3
ABSOLUTE REDUCTION IN GHG EMISSIONS³

91%

OF WASTE BENEFICIALLY USED³

3%

REDUCTION IN WATER USE INTENSITY³

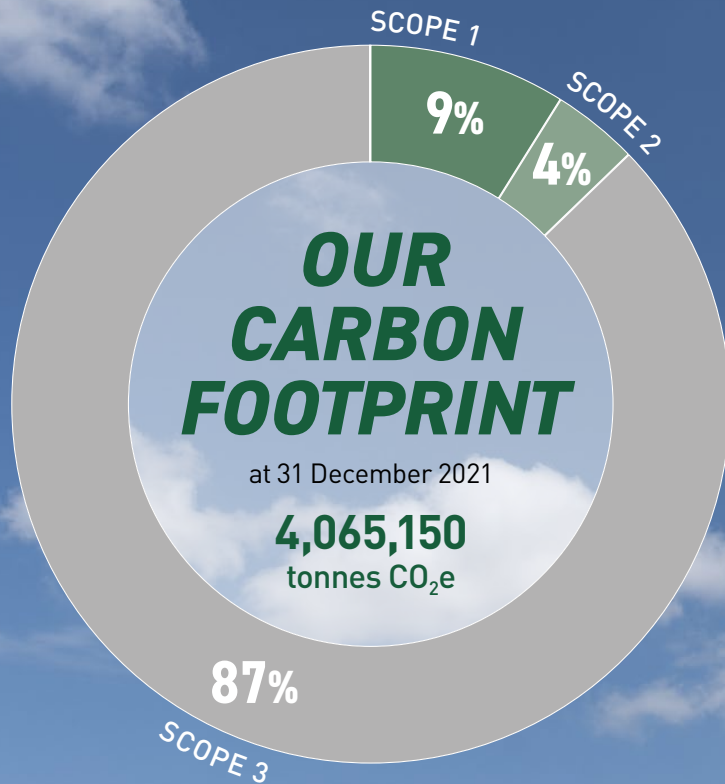
437,000

ACRES OF SUSTAINABLE CORN SUPPORTED⁴

1 NASA. 2 UN Food and Agriculture Organization and European Commission's Joint Research Centre. Food Systems cover land-use change, agricultural production to packaging and waste management. 3 In the two years ended 31 December 2021. 4 In the year ended 31 December 2021.

CLIMATE AND CARBON EMISSIONS

GREENHOUSE GAS EMISSIONS



SCOPE 1 9%¹

363,022 tonnes CO₂e

Direct emissions from our sites



GAS FOR MANUFACTURING



MOBILE EQUIPMENT

SCOPE 2 4%¹

157,565 tonnes CO₂e

Indirect emissions from the energy we buy



PURCHASED ELECTRICITY



PURCHASED STEAM

SCOPE 3 87%¹

3,544,563 tonnes CO₂e

All other emissions associated with our activities

The components of our Scope 3 emissions are:

- 46%** purchased goods and services
- 23%** processing of sold products (mostly by our customers)
- 22%** investments
- 4%** downstream transportation and distribution
- 3%** all other Scope 3²
- 2%** upstream transportation and distribution

¹ AECOM has independently verified our environmental data. Their limited assurance statement is at www.tateandlyle.com/purpose/caring-for-our-planet

² Includes fuel and energy related activities, end-of-life treatment of sold products, waste generated in operations, business travel, employee commuting

CLIMATE AND CARBON EMISSIONS

BUILDING A PATHWAY TO NET ZERO BY 2050

Climate change is probably the biggest threat to the world’s long-term future and we need to deal with the consequences now to protect our planet’s natural resources for future generations. This means thinking, planning for and investing over a long-term horizon. This is why we have set ourselves on a path to net zero by 2050.

ANALYSING OUR CARBON FOOTPRINT

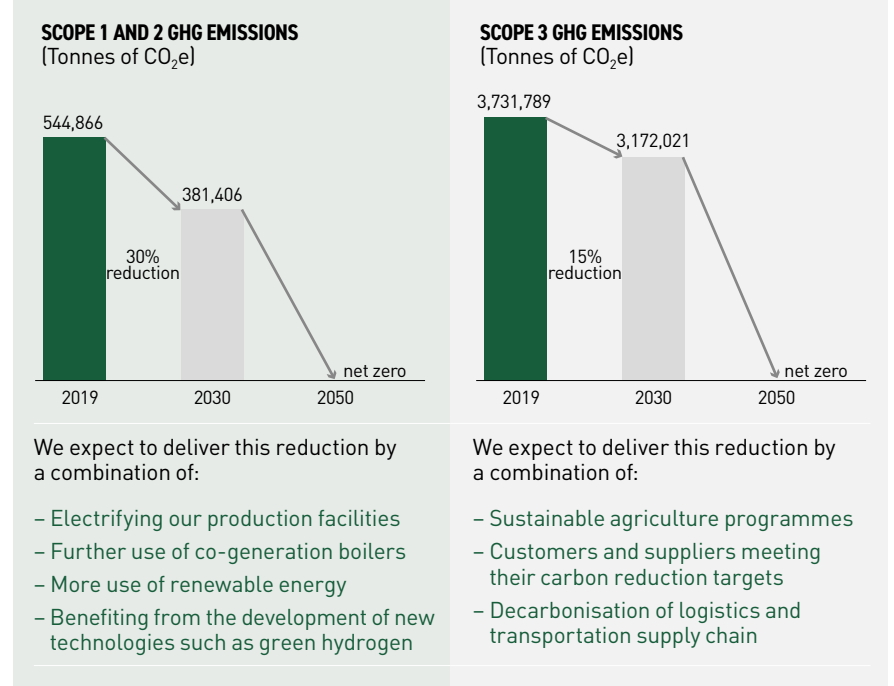
We didn’t want to make a commitment to net zero until we had a credible pathway. For that reason, during the year we worked to obtain a thorough understanding of the factors affecting our carbon footprint. We began by carrying out comprehensive decarbonisation assessments at our four largest sites, which together generate the vast majority of our Scope 1 and 2 emissions. We then looked at the impact on our total carbon footprint of changes in policies by governments and other organisations, and decarbonisation commitments in our value chain including our customers. We also considered other issues outside our control which could affect our plans, such as the decarbonisation of electricity from the grid and the electrification of transport.

INVESTING TO DECARBONISE OUR OPERATIONS

Our assessments showed that we could potentially achieve net zero by 2050 for Scope 1 and 2 through a combination of: electrifying our production facilities; further use of co-generation boilers; more energy from renewable sources; and using new technologies such as green hydrogen, although the timeframe for and cost of such technologies are still uncertain. We expect to meet our existing 30% reduction for Scope 1 and 2 emissions by 2030 through our normal annual capital expenditure plans. Beyond 2030, the investments to further reduce Scope 1 emissions will depend largely on the development trajectory of new technologies. For that reason, for now we cannot put meaningful costs against our net zero plan beyond 2030, but we will do so as soon we can.

FOCUS ON SUSTAINABLE AGRICULTURE

Based on the work we have done, partnerships we have built and our current capital investment plans, we have identified a pathway to reduce our total carbon footprint (Scopes 1, 2 and 3) by around two thirds by 2050 from our 2019 baseline. The emissions making up the remaining third, where we are still working on identifying a pathway, are nearly all in Scope 3, mostly from agriculture. That is why sustainable agriculture is so important, and partnerships to advance it will continue to be so in the years ahead.



Advances in technology, changes in policy and many other factors will no doubt mean that our decarbonisation trajectory will change as we move towards 2050. However, what won’t change is our determination to deliver on our targets by 2030, and to meet our net zero commitment by 2050.

ROWAN ADAMS, Executive Vice President, Corporate Affairs

CLIMATE AND CARBON EMISSIONS

GOOD PROGRESS AGAINST OUR CLIMATE TARGETS

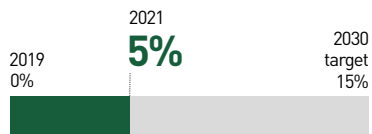
When we developed our targets in 2020, we looked at where we wanted to be in 2030 and beyond, and worked back to see what that would mean for what we must achieve by 2025 and then 2030. To make our greenhouse gas (GHG) emissions reduction targets more tangible, they are based on absolute rather than intensity reduction, and have been approved as science-based by the Science Based Targets initiative, in line with the goals of the Paris Agreement on Climate Change.

PROGRESS TOWARDS OUR 2025 TARGET

By 2030, we'll have delivered a 30% absolute reduction in our Scope 1 and 2 greenhouse gas emissions.



By 2030, we'll have delivered a 15% absolute reduction in our Scope 3 greenhouse gas emissions.



REDUCING OUR SCOPE 1 AND 2 EMISSIONS

Our target for Scope 1 and 2 GHG emissions is an absolute reduction of 30% by 2030, and in 2021 we achieved a 4% reduction against our 2019 baseline. This progress is lower than last year because most of our major capital projects since 2020 to reduce emissions were focused on what were at the time our largest plants, but are now part of Primient. In 2021, the reduction in GHG emissions including the Primient plants was 12%. Because of the sale of the Primient business, our interim target of a 20% reduction in Scope 1 and 2 GHG emissions by 2025 is no longer practical. We're nonetheless still committed to our 2030 target of a 30% reduction and have set a new 2030 target to purchase renewable energy to supply 100% of our electricity consumption. We will report on our progress next year.

The improvements we did see this year we achieved mainly through energy efficiency projects, particularly at our McIntosh, Alabama, US plant.



NEW TARGET
PURCHASE RENEWABLE ENERGY TO SUPPLY
100%
OF ELECTRICITY WE USE BY 2030

“ All our sites, regardless of size, have an annual target for greenhouse gas emissions reduction.

ANNA PIERCE, Director, Sustainability

CLIMATE AND CARBON EMISSIONS

GOOD PROGRESS AGAINST OUR CLIMATE TARGETS

REDUCING OUR SCOPE 3 EMISSIONS

Our target for Scope 3 emissions is an absolute reduction of 15% by 2030, a key part of which will come through our sustainable agriculture programmes (see pages 34 and 35). In the year ended 31 December 2021, Tate & Lyle achieved a 5% reduction largely due to the capital investments we made to reduce GHG emissions over the last two years at plants which are now part of Primient, and are now part of our Scope 3 emissions.

PARTNERSHIPS DRIVE PROGRESS

We recognise that we won't be able to meet our climate targets and reach net zero, and neither will our customers or suppliers, unless we work together to reduce GHG emissions across our value chains. That's why we partner with our customers and suppliers, and work with colleagues across our organisation, to find ways to reduce our carbon footprint.



We talk regularly to our suppliers about the importance of sustainability and to challenge them to bring forward ideas and new technologies. We're open to doing things differently and testing new ideas.

MATT DELP, Regional Category Manager, Packaging, Labour and Services

ESTABLISHING NEW CARBON FOOTPRINT BASELINES

Given the sale of the Primient business on 1 April 2022, we carried out an exercise to recalculate the 2019 baseline for the carbon footprint of the new Tate & Lyle. Before the sale, 28% of Tate & Lyle's total carbon footprint came from Scope 1 and 2 emissions (energy used in or purchased for our sites), with 72% from Scope 3 emissions (indirect emissions from across our value chain). As a result of the sale, our 2019 baseline has changed materially, with only 13% now coming from Scope 1 and 2 emissions and 87% from Scope 3 emissions. The absolute amount of Scope 1 and 2 emissions has also decreased significantly, since three of our four large corn wet mills in the US have moved into Primient.

How emissions from Primient feature in our Scope 3 emissions

The mix of Scope 3 emissions in our 2019 baseline has also changed following the sale. Because we hold a 49.7% stake in Primient, a proportion of the emissions from Primient are included in the investments category, which now accounts for 22% of our Scope 3 emissions. However Primient is also a supplier to us, so the Scope 1 and 2 emissions for the products made by Primient for us are included within the purchased goods and services category, which remains our largest Scope 3 category at 46%.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

In preparing for reporting against TCFD, we carried out an assessment across our operations of the opportunities and of the physical and transition risks associated with climate change, and we're continuing to embed the results in our enterprise risk management framework. You can find our TCFD report in our 2022 Annual Report.



48%

OF PEOPLE HAVE MADE CHANGES IN THE LAST TWO YEARS TO LEAD A MORE SUSTAINABLE LIFESTYLE¹

¹ FMCG Food Gurus, Top 10 trends for 2022, Global Report.

BUILDING A CULTURE OF SUSTAINABILITY

We encourage our people to look for environmental improvements and efficiency, and we saw increasing levels of engagement across the company this year. For example, our site in Lübeck, Germany ran a campaign to encourage colleagues to cycle to work, try carpooling, switch to e-cars or use public transport to reduce their environmental footprint.



USING WASTE BENEFICIALLY 2025 AMBITION MET THREE YEARS EARLY

Most of our waste is organic matter that comes from our manufacturing processes, particularly from our three large corn wet mills. In most cases, this organic waste can be beneficially used, for example as nutrients for local farms, or to generate energy. This allows us to improve not only our own environmental impact, but also that of the communities around us. On the way to 100% beneficial use of our waste by 2030, we set an ambition to reach 75% of our waste being beneficially used by 2025. We are delighted to have exceeded that target four years early, with 91% of our waste beneficially used in the 2021 calendar year.



Left
We're revitalising a 'green' square near our office in **Łódź, Poland**. This involves colleagues cleaning up waste, making sure it is recycled, and buying new plants.



Above
Our team in **Mold, UK** joined 'Springy', the town's spring cleaning mascot, to clean up the road leading to our site.



Left
Our **McIntosh, Alabama, US** site installed new recycling bins to make separation and recycling easier.

MANAGING WASTE FROM OUR LARGEST PLANTS

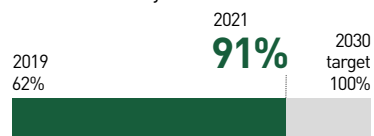
The main way we manage the organic waste we generate at our large corn wet mills in the US, the Netherlands and Slovakia is by working with the right local partner who can help us find environmentally responsible solutions. With our two European plants already close to 100% beneficial use, this year we focused on addressing wastewater sludge from our Sagamore, Indiana plant in the US. Our local waste partner now uses most of the waste from this plant to produce energy and for composting.

PROMOTING A 'WASTE MINDSET'

All our sites, no matter what their size, have a role to play in achieving our environmental targets. Each site has an annual target for the beneficial use of waste. Some already beneficially use nearly all the waste they generate, while many have taken other small actions to improve their environmental performance. Key to this is engaging employees – encouraging them to keep waste front of mind in their day-to-day work, and to come up with ideas for improving their own sites. Many of our teams are also thinking of waste beyond our sites, getting involved in projects to clean up their local areas.

PROGRESS TOWARDS OUR 2025 TARGET

By 2030, 100% of our waste will be beneficially used, with an ambition to reach 75% by 2025.



TOP 5 SITES FOR BENEFICIAL USE OF WASTE

1=
100% MOLD, UK

1=
100% OSSONA, ITALY

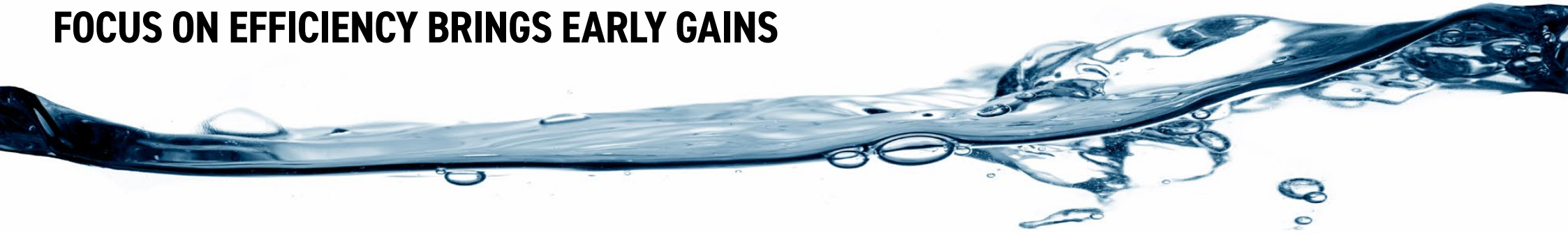
3
99% KOOG, THE NETHERLANDS

4
97% SYCAMORE, ILLINOIS, US

5
96% BOLERAZ, SLOVAKIA

USING LESS WATER

FOCUS ON EFFICIENCY BRINGS EARLY GAINS



Many of our manufacturing operations use water-intensive processes, and many of our plants are located close to rivers or lakes. Water is a shared resource, which means we need to ensure our use is sustainable not only for ourselves, but for our local communities as well. Considering the quantity of water we use, our target to reduce water use intensity by 15% by 2030 is particularly challenging. Although our absolute water use increased, because production volumes were higher overall, we succeeded in reducing our water intensity by 3% compared with our 2019 baseline.

REFOCUSING OUR EFFORTS

Most of the work we have done to analyse water risks and opportunities over the past two years focused on plants that are now part of Primient, although we already have a reduction project underway at our Sagamore, Indiana, US site, which is now our biggest user of water.

Our focus in the coming year will therefore be to determine the new capital projects we need to invest in at our other large sites to achieve our target. Because we make ingredients for the food industry, quite rightly there are stringent regulations over how water can be recycled and reused. So an important part of our work will be to determine what we can and can't do with recycled water. We will also focus on increasing water efficiency and reducing water waste.

RAISING AWARENESS BRINGS RESULTS

One of our smaller sites, in Sycamore, Illinois, US, showed that we can achieve a tremendous amount simply by being aware of how we use water. The team there achieved a 9% absolute reduction in water use in just one year by improving the efficiency of their operations. In the coming year, we'll be taking the lessons from Sycamore and sharing them across Tate & Lyle, as well as focusing on the major projects needed to reach our target.

GOOD PROGRESS IN THE NETHERLANDS AND CHINA

Some good examples of reducing water waste come from our Koog, the Netherlands, and Nantong, China plants. At Koog, one of our larger plants, through a more disciplined approach to maintenance the team achieved a 9% reduction in water use. They did this through a concerted effort to repair leakages and surfaces, and to refine processes to prevent tanks from overflowing. At Nantong, the team achieved a tremendous 25% reduction in water use through a number of efficiencies, including changing their cooling system to use recycled water.



PROGRESS TOWARDS OUR 2025 TARGET

By 2030, we'll have reduced water use intensity by 15%.



SUSTAINABLE AGRICULTURE

EXPANDING OUR FOCUS ON SUSTAINABLE FARMING

Our commitment to supporting sustainable agriculture is fundamental to our overall ability to meet our environmental targets, because of the significant proportion of our impact on the climate that comes from agricultural raw materials. It has a wider significance too, because sustainable agricultural practices aren't just about their environmental impact – they're about supporting farmers' livelihoods and local communities, which also aligns with our aim of building thriving communities. Having a long-term, ongoing commitment is important because changes in agricultural practices don't happen quickly, and measuring their impact takes multiple growing seasons, given uncontrollable factors such as the weather.

Following the sale of the Primient business, the agricultural footprint of Tate & Lyle is less focused on corn. Other raw materials, especially stevia, have increased in relevance. So last year, we launched a sustainable agricultural programme for stevia, which showed good results in its first year, and we announced an expansion to this programme in August 2022 (see case study on page 35).

MAINTAINING OUR COMMITMENT TO CORN

Despite the change in our footprint, corn is still a significant raw material, and we remain committed to maintaining sustainable acreage equivalent to the volume of corn we buy for our plants, now some 437,000 acres. All are enrolled in the sustainable agriculture programme with our partner Truterra LLC. The first of its kind in our industry, the programme aims to help farmers understand the impact agricultural practice change and the adoption of conservation practices have on their fields and their profitability, and to support farmers in adopting them. We began working with Truterra in 2019, and will continue to do so through Primient, which now manages corn procurement for our remaining corn wet mill in the US, in Sagamore, Indiana. The corn for Sagamore and the corn-based ingredients we now buy from Primient are all enrolled in the Truterra programme, as is the corn for our two wet mills in Europe – Koog, the Netherlands and Boleráz, Slovakia. However, for the future, we are transitioning to a local sustainable corn solution for our European plants, working with our suppliers in those countries.



OUR COMMITMENT

Support sustainable corn, equivalent to the volume of corn we buy globally each year.

437,000

**ACRES OF SUSTAINABLE
CORN SUPPORTED**



2021 RESULTS FROM OUR CORN PROGRAMME WITH TRUTERRA

During the 2021 calendar year, before we created the Tate & Lyle and Primient businesses, we had 1.4 million acres in our programme, now in its fourth year, matching the volume of corn we bought globally in that year. We report results from 'retained acres' which are those that have been in the programme since 2019. Retained acres in 2021 were 1.09 million, representing 1,400 growers; a 73% grower retention rate. Results for the three years include:

- **5% reduction in GHG emissions**, equivalent to removing 5,966 petrol-powered cars from the road
- **Soil quality improved by 2%**, as measured by the Soil Conditioning Index
- **Wind erosion reduced by 64%**, the equivalent of 3,815 trucks of soil staying on a farm over the three-year period.

SUSTAINABLE AGRICULTURE

ENCOURAGING
PROGRESS
FOR SUSTAINABLE
STEVIA

In 2021, in partnership with environmental charity Earthwatch Europe and with support from Nanjing Agricultural University, we launched a sustainable stevia programme with growers who supply us in China. We started the programme with a small number of growers in Dongtai, Jiangsu Province, focusing on fertiliser optimisation and helping them understand soil health through regular testing. In its first full year, we saw promising reductions against our 2019 baseline, notably:

- **16% reduction in eutrophication¹**, a process in which a body of water becomes overly enriched with nutrients, therefore decreasing its quality
- **13% reduction in acidification potential¹**, the measure of the potential increase in acidity of an ecosystem, which is linked to reduced soil health and water quality and lower crop yield
- **7% reduction in GHG emissions¹**.

¹ Per pound of stevia rebaudioside A produced.



“ We recognise the importance of supply chain resilience, so supporting growers and building a strong supplier network, while making a real change to the environment, is a priority. We really look forward to continuing to work with Tate & Lyle to develop this programme.

MARIA PONTES, Director of Programmes and Partnerships at Earthwatch Europe

The programme also brings economic benefits for farmers and aims to help them achieve sustainability-related verification for their stevia, demand for which is growing given its popularity as a plant-based, no-calorie sweetener. And, since most of the smallholdings in the programme are managed by women and their families, it supports our contribution to UN SDG 5, gender equality.

We are now expanding the programme to all of our Dongtai-based stevia suppliers and launching a pilot with two farms in Gansu Province, where we also source stevia, to apply the lessons we learned in Dongtai.



Dongtai: Stevia on the left grown with traditional farming practices and on the right with more sustainable practices from our pilot programme.



DOING BUSINESS WITH
INTEGRITY

WORKING THE TATE & LYLE WAY

At Tate & Lyle we believe in doing what is right, no matter what. It's what we mean by 'working the Tate & Lyle way', and it's enshrined in our Code of Ethics. At its heart is a profound respect for human rights – particularly health and safety, which is our highest priority.

LIVING AND BREATHING OUR CODE

Our Code, available in 11 languages, is far more than a policy document. It underpins everything we do, and includes an 'ethical decision tree' which guides people on how to make the right decision, whatever the circumstances. Our suppliers and all who work with us must also sign up to our Code's principles which is communicated through our Supplier Code of Conduct

We run training on the Code for all employees every year to help them do the right thing with confidence – this includes certifying compliance with the Code. And we have special modules on particular areas of risk – competition law, human trafficking and trade secrets – for those whose jobs require it. We also require certain layers of management – currently 137 people – to certify that they comply with our Code and compliance policies and have promoted them to their teams; and that they have raised any concerns to the Ethics and Compliance team. In 2022, 100% of those asked certified compliance.



Respecting everyone's human rights

Respect for human rights varies across the different countries in which we work. Our approach, however, is consistent wherever we are – to uphold the human rights of everyone we work with. We are confident in the integrity of our own operations; however we know there are risks in areas of our supply chain in certain parts of the world. We want to be able to say with confidence that everyone working on behalf of Tate & Lyle is treated equally, with respect – so human rights is a key part of our Responsible Sourcing programme, which includes our supplier audit programme.

Upholding our standards throughout our supply chain

Upholding our standards means more than just requiring suppliers to sign up to our Supplier Code of Conduct – it's our responsibility to ensure that

they live up to it as well. Given the number of suppliers we have, we focus on those with the highest risk of breaches with additional due diligence procedures. This year we added two questions to our process for identifying those at highest risk – whether a third party will work with government on our behalf, and whether a third party is involved in areas known to have greater human rights risks. Third parties classed as highest risk include: agents and distributors; suppliers working with governments on our behalf; suppliers of some raw materials; and packaging and warehousing partners. These are classed as highest risk either because of the nature of the supply chains themselves, or because of their importance to Tate & Lyle.

Last year, we launched a supplier compliance audit programme for existing suppliers. Where possible, we use the SEDEX platform for auditing which minimises the burden on suppliers by enabling them to share audits with all of their customers. We reached our target to complete 75 high-risk supplier audits by the end of the 2022 financial year. This was despite the difficulty of completing audits in China, one of our key areas, where the ongoing Covid-19 lockdowns made it difficult for third-party auditors to visit our suppliers' sites.

2022 – ANOTHER GOOD YEAR FOR TRAINING

Again this year, almost all eligible employees completed their training:

98%

CODE OF ETHICS

97%

COMPETITION LAW

97%

HUMAN TRAFFICKING

99%

TRADE SECRETS



→ [Read more online](#)

WORKING THE TATE & LYLE WAY

Focus on agents and distributors

Agents and distributors are at particular risk of bribery, given that they act on our behalf. We are opposed to bribery in all its forms. Our approach, set out in our Code, is supplemented by our Anti-Bribery Policy. Anyone working with us or on our behalf must adhere to this policy as well as our Code. We manage any risks of bribery and corruption by our partners through our third-party compliance programme which we launched in September 2020.

Our supplier compliance programme begins with third parties completing a questionnaire. We then carry out our own thorough background checks on each party and we include anti-bribery clauses in our contracts. We require our suppliers, agents and distributors to certify compliance with both our Code and Supplier Code of Conduct, with those most at risk also completing anti-bribery training. Tate & Lyle employees who work in sensitive roles such as sales or procurement must complete anti-bribery training.

As stated above, our due diligence work identifies agents and distributors as some of those most at risk. As of 31 March 2022, we had 116 agents and distributors in total of which 96% had completed our compliance programme, including training where necessary. Now that the programme is fully up and running, all new agents and distributors have to complete the programme as part of their selection. We will also monitor existing agents and distributors so we can recertify them should circumstances require it.



“ All new agents and distributors must complete our compliance programme as part of their selection.

LAUREN HIGGINS,
Head of Ethics and Compliance

77
SUPPLIER AUDITS
COMPLETED

49
CONCERNS
INVESTIGATED

We are well aware, however, that those we work with directly represent only one layer of our responsibilities. The next stage is to understand better the suppliers of our direct partners, who may also be working on our behalf, or supplying us in some form. We want to make sure that ultimately any business or entity that contributes to Tate & Lyle upholds the standards we set for ourselves and our partners.

Encouraging people to speak up

We strongly encourage people to raise concerns through our confidential whistleblowing line, Speak Up, managed by an independent company, Safecall. We advertise it across our sites, on our intranet and in other internal communications. This reflects our belief that prevention is the best approach – if people understand what’s expected of them and why, they’re more likely to do the right thing.

In 2022, 54 concerns were raised through Speak Up, similar to the 57 raised in 2021. These include our first calls from Asia, which marks a real cultural shift, with people in that region now feeling they can raise issues. Given our focus on Asia as a growth market, this is particularly important for the future. We are also getting more variety in the types of calls we receive, which in the past have tended to be mostly about HR issues. This again is a good step forward, since it means people are really understanding the Code and what constitutes a concern for the business.

We investigate every concern raised, but we sometimes have multiple calls about the same issue. As a result, the number of concerns we investigated this year was, as last year, 49, and all were reviewed independently by our Head of Ethics and Compliance.

**IF IN DOUBT,
SPEAK UP!**

We strongly encourage people to raise concerns through our **Speak Up** confidential whistleblowing line, managed by an independent company, Safecall.

WORKING THE TATE & LYLE WAY

HEALTH AND SAFETY – OUR HIGHEST PRIORITY

The safety and wellbeing of our people – all those who work at our sites, whether employees or contractors – is our primary concern. Our approach is built on the idea of shared responsibility – we all have a part to play in safeguarding ourselves and those around us.

As a minimum, we expect everyone working on a Tate & Lyle site – employees, contractors and any other third parties – to take responsibility in three ways:

- Comply with all safety rules and regulations relevant to their work
- Intervene to prevent unsafe conditions
- Respect fellow workers and the communities in which we work.

Our approach means more than just following the rules, however – it’s about having a mindset that keeps us aware of, and allows us to eliminate or control, the risks we face every day. Key to that is openness – the desire by everyone to challenge each other to understand why incidents happen without judgement. It’s at the heart of every good safety programme.

OUR 10 LIFE-SAVING PRINCIPLES

Developed to prevent injury and loss of life

- 1 PERMIT TO WORK
- 2 LOCK/TAG/TRY AND ELECTRICAL SAFETY
- 3 RAILCAR SAFETY
- 4 WORKING AT HEIGHT
- 5 MOBILE-POWERED EQUIPMENT
- 6 TRANSPORTATION (DRIVING)
- 7 SAFETY BARRIER MANAGEMENT
- 8 HOT LIQUIDS, CHEMICALS, GASES AND STEAM
- 9 COMBUSTIBLE DUST
- 10 EMERGENCY SITUATIONS

Maintaining our Covid-19 response

With the world opening up over the past year, it can sometimes feel like the pandemic is over, but that’s far from true. Our teams remained in a state of high alert during the year so we could be responsive when countries or regions imposed restrictions, and while vaccines and boosters were rolled out. Our use of J2E (see page 40) to help manage our pandemic response, and the protocols we had brought in the previous year, served us well. But even more important were the actions of our local leaders, who continued to take responsibility for their local response. Working out how to staff and operate a manufacturing plant 24/7 while avoiding spreading infection is no small task, and we’re really proud of our people for succeeding in keeping all our manufacturing sites operational throughout the year.

Investing in new safety technology

Despite the restrictions of the pandemic, we continued to deliver on our maintenance and continuous improvement programmes. In 2021, we completed our US\$22 million investment in demolishing old, potentially unsafe structures at our sites. We also completed the combustible dust safety assessment required by regulation, which has had a positive impact on reducing potentially unsafe incidents involving dust. An exciting new step was beginning to use drones to conduct the regular inspections of our chemical storage tanks, which we tested at our facility in Houlton, Maine, US. There are so many benefits to using drones in these situations – it’s safer, since people don’t have to go inside the tanks, and it’s also faster.

COVID-19 STATISTICS

Figures from January 2020 to September 2022^{1,2}:

938

people in our workforce (employees and contractors) tested positive

1,337

people quarantined, either from testing positive, returning from visiting a high-risk area, or from potential infection from direct contact with someone else testing positive

¹ Restated to exclude employees and contractors employed by Primient.

² Three employees (employed in Primient facilities) and one contractor sadly passed away due to Covid-19 complications, contracted away from the workplace.



OUR JOURNEY TO EXCELLENCE

In 2018 we launched our Journey to Environmental, Health, Safety, Quality and Security (EHSQS) Excellence (J2E), a multi-year programme designed to involve everyone within Tate & Lyle in strengthening our EHSQS culture and performance. In practical terms, this involves each site introducing standardised behaviour and protocols and passing through a series of stages, or tollgates (seven in total), with the help of element owners – colleagues who champion a particular aspect of EHSQS. Passing a tollgate involves a rigorous assessment carried out by internal experts. J2E is supported by a global management system aligned with the requirements of international standards for the environment, health and safety, risk management and food safety management (ISO 14001, ISO 45001 and ISO 22000). Because of the importance of wellbeing to people's health, we now track measures for wellbeing at every site as a core element of J2E.

Keeping our focus in a year of change¹

With more people on site and more hours worked than last year, it's no surprise that our lagging safety indicators worsened during the year. The increase in both our recordable injury rate (15%) and our lost-time rate (25%) resulted from minor incidents, albeit a larger number. A contributing factor was the addition of our new tapioca and stevia operations, acquired in Thailand and China, respectively. Together these accounted for nearly 10% (five) of our recordable injuries, and 14% (five) of our combined lost-work and restricted work cases. Without these, the number of incidents would have been on a par with our 2019 safety results.

Looking ahead, we will be focusing particularly on the sites where we've seen a high number of safety incidents, and continuing to support colleagues in our new sites to embrace the principles of our J2E. Some of our sites did exceptionally well in every respect, from managing their Covid-19 response to improving their record on lagging indicators.

“ Our J2E programme is designed to involve everyone within Tate & Lyle in strengthening our safety culture and performance, and this really paid off during the pandemic.

JAN-JAAP VAN DER BIJ,

Senior Vice President, Environmental, Health, Safety, Quality and Security

¹ We report safety performance by calendar year, so the figures in this report are for calendar year 2021, with the exception of the Covid-19 statistics. For EHS reporting purposes, employees include all those at Tate & Lyle-owned operations and joint ventures, and we also include contractors.

PERFORMANCE IN 2021

Leading indicator – PSEs

6

Potentially severe events (PSEs) are events or incidents which could have resulted in a major or severe incident

Recordable incident rate¹



Lost-time rate²



■ Employees ■ Contractors ■ Combined

¹ Number of injuries requiring treatment beyond first aid per 200,000 hours.

² Number of injuries that resulted in lost-work days per 200,000 hours.

30

Number of incidents combined

22

Number of lost-work and restricted work cases combined

Note: Figures restated to exclude Primient employees and contractors.



APPENDICES AND UNGC INDEX

APPENDIX 1: DATA

This table lists the non-financial data we publish. The data is for new Tate & Lyle unless stated otherwise, i.e. it has been restated to reflect the sale of the Primient business.

METRIC	PERFORMANCE
ENVIRONMENT (data for year ended 31 December 2021)	
Reduce absolute Scope 1 and 2 greenhouse gas emissions by 30% by 2030 against 2019 baseline	4% reduction
Reduce absolute Scope 3 greenhouse gas emissions by 15% by 2030 against 2019 baseline	5% reduction
Greenhouse gas emissions	Scope 1: 363,022 tonnes CO ₂ e Scope 2: 157,565 tonnes CO ₂ e Scope 3: 3,544,563 tonnes CO ₂ e
Energy use	8,811,223 gigajoules
Use 100% of our waste beneficially by 2030, with an ambition to reach 75% by 2025	91% reduction
Reduce water use intensity by 15% by 2030	3% reduction
Water use intensity	5.45 cubic metres per tonne of production
EMPLOYEE PROFILE (data at 30 September 2022)	
Number of employees	3,563
Employees by geography	Europe – 39% North America – 27% Asia Pacific – 25% Latin America – 7% Middle East and Africa – 2%

APPENDIX 1: DATA

METRIC

PERFORMANCE

GENDER DIVERSITY (data at 30 September 2022 unless stated otherwise)

Board	Men – 55%; women – 45%
Executive Committee	Men – 56%; women – 44%
All employees	Men – 56%; women – 36%; neither 8%
Women in leadership and management roles (top five employee bands)	42%
Women as senior managers, including statutory directors	33% (of 98 people at 31 March 2022)

CODE OF ETHICS (data for year ended 31 March 2022)

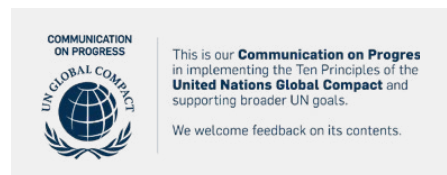
Concerns raised through Speak Up (whistleblowing programme), either directly or through our independent third-party partner, Safecall	54
<u>Modern slavery statement</u>	Published on our website
<u>Supplier Code of Conduct</u>	Published on our website

HEALTH AND SAFETY (data for year ended 31 December 2021)

Number of recordable incidents	30
Recordable incident rate (number of injuries requiring treatment beyond first aid per 200,000 hours)	Total: 0.84 Employees 0.92 Contractors 0.39
Number of lost-work cases and restricted work cases (combined)	22
Lost-time rate (number of injuries that resulted in lost-work days or restricted work days per 200,000 hours)	Total: 0.62 Employees 0.69 Contractors 0.20
Potentially severe events (events or incidents which could have resulted in a major or severe incident)	6

APPENDIX 2: UN GLOBAL COMPACT INDEX

Tate & Lyle is proud to be a signatory to the United Nations Global Compact, and this report serves as our annual Communication on Progress. This index shows where we have reported on each of the UNGC's 10 principles.



UNGC PRINCIPLES

WHERE REPORTED

HUMAN RIGHTS

Businesses should:

Principle 1	Support and respect the protection of internationally proclaimed human rights	Pages 37 and 38 Modern slavery statement
Principle 2	Make sure that they are not complicit in human rights abuses	Pages 37 and 38 Modern slavery statement

LABOUR

Businesses should:

Principle 3	Uphold the freedom of association and the effective recognition of the right to collective bargaining	Code of Ethics
Principle 4	Eliminate all forms of forced and compulsory labour	Modern slavery statement
Principle 5	Abolish child labour	Modern slavery statement
Principle 6	Eliminate discrimination in respect of employment and occupation	Pages 22 to 24

UNGC PRINCIPLES

WHERE REPORTED

ENVIRONMENT

Businesses should:

Principle 7	Support a precautionary approach to environmental challenges	Pages 26 to 35
Principle 8	Undertake initiatives to promote greater environmental responsibility	Pages 26 to 35
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Pages 26 to 35

ANTI-CORRUPTION

Businesses should:

Principle 10	Work against corruption in all its forms, including extortion and bribery	Pages 37 and 38
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PHOTO CREDITS

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PAGE


1	Family – Sean De Burca
27	Space – Roberto Machado Noa
28	Sky – owngarden
33	Water – Andreas Berheide/EyeEm


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