



SUSTAINABILITY REPORT 2022

Produced August 2023



WELCOME TO OAKLAND INTERNATIONAL

 www.Oakland-international.com



TABLE OF CONTENTS

Introduction

CEO Introduction	04
Business overview	05
2022 Highlights	06
Materiality Assessment	07-08
SDGs	09
Targets and Progress	10
SBTi Targets	11-12

Planet

Carbon Footprint	13-14
Energy	15-17
Transport	18-19
Waste	20

People

Our Team	21-23
Community	24-25
Ukraine Support	26



INTRODUCTION



Dean Attwell



Sallie Attwell



Jeremy Hoare



Shaun Foley

Oakland's Strategic Board

CEO INTRODUCTION

We are delighted to release our second comprehensive sustainability report. We hope that what we share can assist others with their own plans for driving sustainability and social responsibility amongst their workforce and communities.

In 2022 we continued to make significant strides in our sustainability strategy. The publication of our first sustainability report was a huge step forwards and we have been encouraged by the level of interest this has created amongst customers, suppliers and the wider industry. We have continued to engage with external verification bodies such as SBTi and carbon footprint assessments. We are also closing in on B-Corp certification.

With a family background in agriculture and farming, we have always operated with an interest in protecting the environment and doing our best for our team and the surrounding communities. We are now finding that these values increasingly resonate with our industry partners and are seen as a key point of difference for business. Whilst we may consider ourselves ahead of the pack in this respect, we are determined not to ease off and allow ourselves to settle for simply doing what everyone else is.

The Strategic Board is fully committed to a journey plan which supports our desire to lead the way in innovations and working practices to drive down our carbon footprint. We won't get there by doing what we have always done so we have engaged on ambitious and positive disruptive plans to shake up our sector, including but not limited to:

- ✓ Expansion of renewable energy generation at all sites.
- ✓ Net zero food park development which can operate off-grid and provide a cost-effective base for producers to co-locate.
- ✓ Continuing to explore ways to reduce the energy demand of our refrigerated trailer fleet, such as the ECO-DRIVE initiative.
- ✓ Returnable transit packaging solutions to reduce the need for dry ice and cardboard packaging in the direct to consumer and direct to store supply chain channels.
- ✓ Eco-homes to provide off-grid, affordable homes for our colleagues and their families.
- ✓ We believe that a focus on environmental initiatives is not only good for the planet but it will also lead to providing an important measure of energy resilience and will assist with a more predictable and stable cost base for energy and waste management.
- ✓ Our focus on the planet is mirrored by our approach to our people and our communities. We continue to fund and support our own charity, The Oakland Foundation, as well as with Molly Ollys charity. We also donate significant amounts of surplus food to charities and food banks.
- ✓ We recognise the importance of sustainability and we have this firmly fixed in our culture, but we also know that we have a lot more to do, a lot more to learn and that we can also share our knowledge upstream and downstream in our supply chain.

Dean Attwell

BUSINESS OVERVIEW

Multi Temperature Supply Chain Specialists

Oakland International is an award-winning integrated supply chain specialist that services retail, wholesale, discount and convenience markets via our UK and Ireland multi temperature-based facilities. Established in 1998 as a family business, sustainability has always been at the heart of the company.

As a trusted BRCGS accredited supply chain partner, we offer a cost-effective and efficient 3PL solution for many well-known food and consumer goods manufacturers and retail brands into all major destinations. We have three strategically located UK depots in Redditch (HQ), Corby and Bardon, and one in Dublin, Ireland. From these temperature-controlled warehouses, we fulfil a range of logistics services, ranging from storage to distribution.

Oakland has a longstanding commitment as a family enterprise to be a sustainable business with an environmental & social conscience that acts ethically and fairly at all times, and that shares focus on delivering sustainable growth through partnerships, collaboration & innovation.



**Other parts of the Oakland group, which are not included in the scope of this sustainability report, are EORI customs clearance and Acorn Trade Partners*

Oakland At a glance



Our Vision

A responsible family business that shares focus on delivering sustainable growth through partnership collaboration & innovation with an environmental & social conscience



Mission

Working together to deliver solutions that make a difference

£64.3 m
Revenue

800+
Employees

64
Vehicles

78
Trailers

04
Depots

Our Services



Ambient Storage



Chilled Storage & Distribution



Frozen Storage & Distribution



Direct To Consumer (D2c)



Case Consolidation



Contract Packing



Food Tempering



Distress Load Management Service



Distribution

2022 HIGHLIGHTS



Planet

We almost TRIPLED our solar generation compared to 2021.



Reduced Electricity consumption by 7%



Started electrifying our refrigerated trailers using ECO-DRIVE



People



Started a massive Ukraine support campaign donating money, food, and free transport



Donated and raised a combined £224,184 for charity

Fundraised £10,000 for charity partner Molly Ollys during 180 mile bike ride



MATERIALITY ASSESSMENT

In order to form our sustainability strategy and determine which topics to report on, we have conducted a materiality assessment for 2022 following the GRI 2021 guidance. We followed the 4 steps outlined below, which resulted in list of material topics summarised on the left.

It takes into ongoing account input from our main stakeholders, namely employees, customers, suppliers, and community members, with whom we aim to communicate clearly and openly.



Understand the organisation's context

created an overview of our activities and business relationships, the sustainability context in which these occur, and an overview of our stakeholders.

Identify actual and potential impacts

created a long list of actual and potential impacts of Oakland on the economy, environment and people, including both positive and negative impacts, using stakeholder input.

Assess the significance of impacts

Assessed every identified impact on their significance, by scoring them on a scale from 1-10 on scale, scope, irremediable character, and likelihood.

Prioritise the most significant impacts for reporting

Assessed every identified impact on their significance, by scoring them on a scale from 1-10 on scale, scope, irremediable character, and likelihood.

As this was our first formal materiality assessment, we intend to build on this year on year. We will focus on increasing our stakeholder engagement, and update our material topics every year.



Materiality Assessment

Least Significant

Reporting cut-off

Most significant

Economic	Environmental	Social
	GHG Emissions p13	
	Energy p15	
		Local Communities p24
		Occupational Health and Safety p28
Economic Performance p5		
		Diversity and Equal Opportunities p28
	Waste management p17	
Anti-Corruption p21		

Indirect Economic Impacts	Supplier environmental Assessment	Supplier Social Assessment
	Climate Resilience	Customer health and safety
	Biodiversity	
	Materials	
	Water and Effluents	Training and Education

SDGS

As a sustainable company, we fully subscribe to the Sustainable Development Goals (SDGs) to guide us in our sustainability efforts. As an energy intensive business in the food sector, SDG 7 and 12 are natural focus points for us. Due to our large manual workforce, stimulating decent work and economic growth, SDG 8, is another important priority for us. Lastly, many of our sustainability efforts support SDG 13, climate change, as we try to mitigate our impact as much as possible and make positive contributions instead.

SUSTAINABLE DEVELOPMENT GOALS











The main goals we focus on:



Other goals we contribute to:



TARGETS AND PROGRESS

Topic	SDG Link	Targets	2021	2022	Status
Emissions		SBTi Targets: <ul style="list-style-type: none"> ✓ 42% reduction in GHG emissions by 2030 ✓ Net zero by 2040 ✓ Average yearly reduction: 4.7% 	N/A	21% increase overall, 5% reduction in intensity ratio	
Electricity consumption		Reduce electricity consumption by 5% annually	N/A	7% reduction	
Energy efficiency		Meet our biyearly CCA energy efficiency targets	N/A	1 out of 3 targets reached	
Renewable energy		100% renewable energy by 2030	2% on-site	8% on-site	
			54% including purchased	49% including purchased	
Waste		Zero to landfill by 2023	91% recycled 9% energy recovery <1% landfill	92% recycled, 8% energy recovery <1% landfill	

SBTi TARGETS

We have set science-based Net Zero standards, and they have been verified by the SBTi.

Our targets are aligned to the 1.5o C pathway which means they follow the latest climate science to limit global warming to 1.5o C.

We have chosen 2040 as our target year for Net Zero, which is more ambitious than the minimum target year of 2050, because we cannot delay climate action.



Our SBTi Commitment

"Oakland International commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year

Oakland International commits to reduce absolute scope 3 GHG emissions from purchased goods and services, fuel-and energy-related activities, waste generated in operations, and employee commuting 42% by 2030 from a 2021 base year.

Oakland International commits to increase annual sourcing of renewable electricity from 54% in 2021 to 100% by 2030."



SBTi target Summary



Net Zero

Minimum 90% reduction in total emissions, with the residual neutralised with carbon removals



SBTi Targets

Base year 2021

- ✓ Net Zero by 2040
- ✓ 42% reduction in GHG emissions by 2030
- ✓ 90% reduction in GHG emissions by 2040
- ✓ 100% renewable electricity by 2030



INTRODUCTION

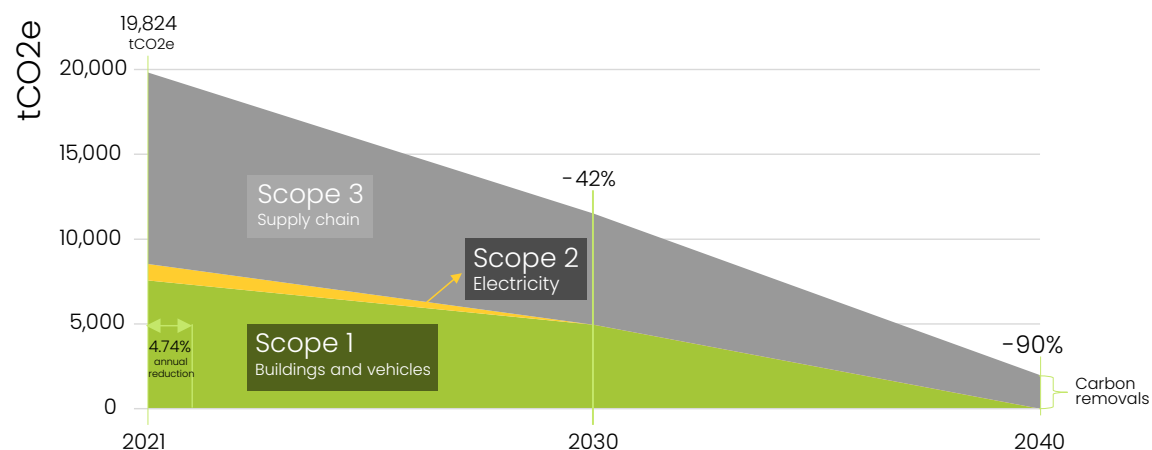
PLANET

PEOPLE

APPENDIX



Net Zero Journey Plan



PLANET

CARBON FOOTPRINT

Our carbon footprint helps us track our impact on the environment and identify our emission hotspots. Our 2021 carbon footprint shows that our biggest sources of emissions are scope 1 and scope 3.

A carbon footprint measures a company’s impact on the environment by measuring the greenhouse gas (GHG) emissions that are emitted across a company’s value chain. A carbon footprint is split into direct emissions (scope 1) and indirect emissions (scope 2 and 3).

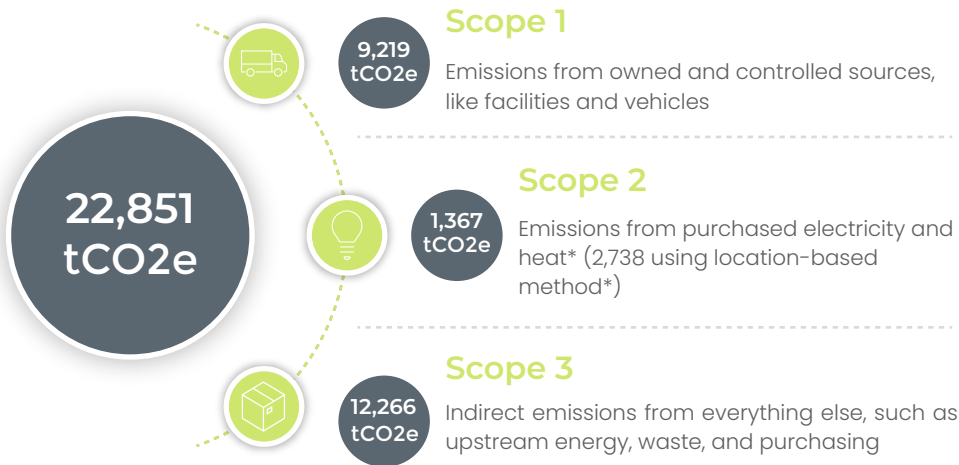
Scope 1 is our second biggest source of emissions, mainly due to the fuel combustion of our trucks. Refrigerant gases are also a part of scope 1, which need to be included when there are leakages or when new systems are purchased. Scope 2 includes electricity emissions, which comes mainly from the cooling of our refrigerated warehouses, which is very energy intensive. Lastly, scope 3 includes everything else in the value chain and is our largest source of emissions which is broken down further in the rest of this report.

Our carbon footprint increased by 21% compared to 2021, a large part due to significant growth of the business, with a 26% growth in revenue. When comparing carbon intensity based on revenue, we actually see a reduction in carbon intensity by 5%. This shows that we have increased our emissions by less than we increased in volume, which is a significant step in the right direction.

2023 vision

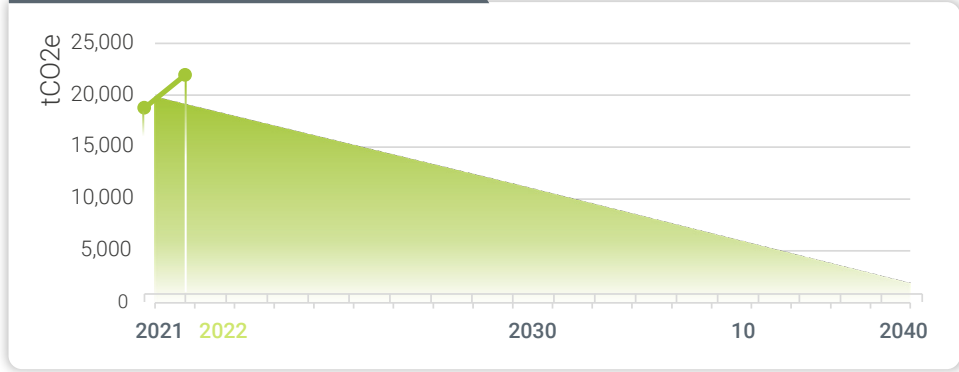
In the coming year we will focus on bringing our emission reductions back on our net-zero pathway. Importantly, we will focus on decoupling volume growth from emissions increase, as growth was the main driver behind our emission increase.

Oakland Carbon emissions 2022

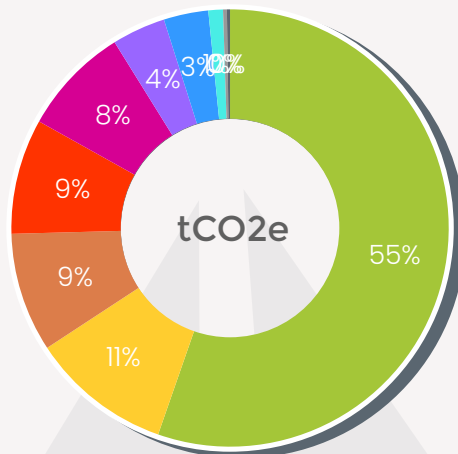


Emission Intensity ratio (tCO ₂ e/£m)		
	2021	2022
Scope 1+2	154	161
Scope 1, 2 & 3	348	338

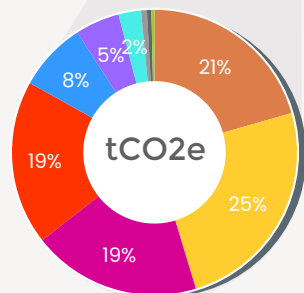
Net Zero Progress



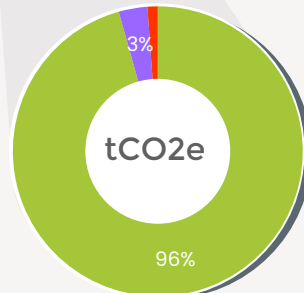
Oaklands Carbon Footprint



Warehousing carbon footprint



Distribution carbon footprint



Legend

- Vehicle Fleet Fuel
- Energy
- Upstream Distribution
- Employee Commuting
- Capital Goods
- Refrigerant
- Purchased Goods and Services
- Waste
- End of Life
- Business travel

Notable changes compared to 2021



Vehicle fuel P18

Mainly due to volume growth, miles driven increased by 11%



Refrigerant for new purchases

Refrigerant for 25 new trailers are counted in the year of purchase



Refrigerant leakage

Refrigerant leakage reduced due to newer trucks and good maintenance



Electricity direct emissions P15

less energy was consumed, but due to changing energy contracts, we had less renewable energy supplied



Electricity upstream emissions P17

We tripled our on-site solar generation, which has much lower downstream emissions.



Purchased goods and services

Improved operational efficiency.



Capital goods

Fewer big investments during this year.



Upstream Distribution

we calculated 3rd party distribution for the first time in 2022, which turned out to be 10% of total emissions. We will evaluate the need to recalculate our base year in 2023.



Waste P20

We recycled a higher proportion of our waste



Employee commuting P19

more employees opted to travel to work in a single car, and our data accuracy was decreased due to low survey responses.

ENERGY

Our temperature-controlled warehouses take significant energy to cool. Our strategy to reduce our impact is twofold: sourcing our energy from renewable sources and reducing our consumption by saving energy where we can.



Electricity Consumption

We currently source over half of our electricity from renewable sources, with the goal to get this to 100% by 2030.

We reduced our electricity consumption by 7% compared to 2021, which exceeds our target of 5%. This is partly due to some chambers being turned off for a time due to changing business needs, but our ongoing energy saving efforts have also contributed significantly to achieving this reduction

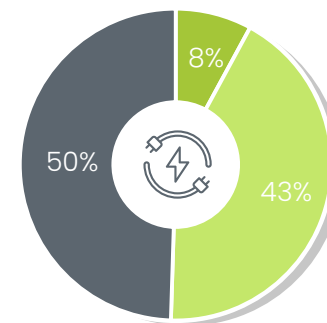
- ✓ Upgrading several refrigerant plants with newer, more efficient systems
- ✓ Installing fast action doors to minimise the time doors are kept open
- ✓ Reducing energy leakage by sealing gaps around bays and doors
- ✓ Having low energy, occupancy-sensitive LED lighting in place throughout the warehouse
- ✓ Having thermostats on timers so heating is turned off when not occupied
- ✓ Engaging and educating employees on ways to save energy
- ✓ Having posters and signage around the site to remind people of ways to save energy

2023 Vision

Over the next year, we have a few more refrigeration plant upgrades scheduled, which should reduce our electricity consumption significantly. Furthermore, we are planning to scale up our employee's involvement by giving them more opportunity and responsibility to contribute to saving energy

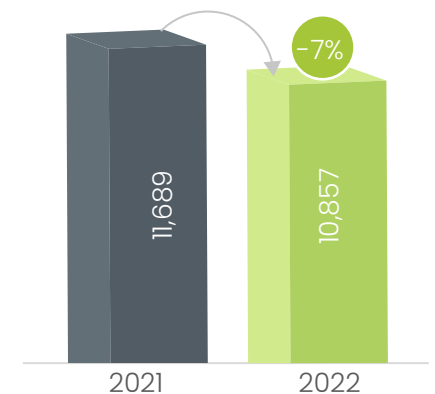


Electricity Mix



- Self-generated solar
- Supplier renewable
- Supplier non-renewable

Electricity Consumption (MWh)



ENERGY



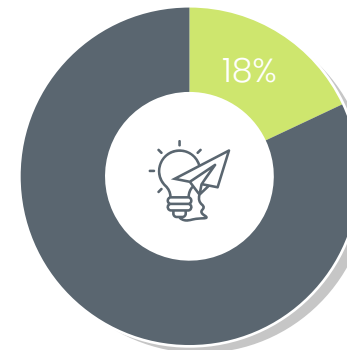
Solar Energy

We have big ambitions to run on 100% renewable energy by 2030, and preferably that will consist of mainly our own on-site generation, so we form our own net zero microgrid. Installing solar panels on all of our sites is the first phase of that plan. We have had solar panels on our headquarters since 2012, and last year we covered a quarter of the roof of our biggest depot Bardon with solar panels too. In 2022, these new panels generated 18% of the site's energy needs, and our total energy consumption covered by solar panels rose to 8%, which is triple what we generated in 2021.



2023 Vision

Next year we will install solar panels on our third site as well, which should generate about 25% of the site's usage. We will continue to research the feasibility of renewable technologies to achieve our ambition of becoming 100% renewable.



■ Solar
■ Other energy

Bardon

- Installation date: January 2022
- 2022 solar generation: **556,890 kWh**
- Equivalent to Powering 278 homes for a year

ENERGY

Energy Efficiency Targets

Our main depots are signed up for the Climate Change Agreement (CCA) scheme, which gives us a discount on the Climate Change Levy (CCL) if we meet specific energy reduction targets, based on square footage of temperature-controlled space. Only one of our three CCA targets was reached in 2022, even though our overall electricity consumption reduced compared to 2021.

There are various reasons for this. One of the main contributing factors of not reaching two of the targets is that over the course of the year, various chilled chambers were turned off for some time due to changes in business needs, which affects the calculation. Moreover, Oakland experienced volume growth with various customers, which increases the energy requirements of some refrigerated chambers.

2023 Vision

Oakland has made several improvements over the course of the year, the results of which we should be seeing next year. We have replaced various refrigeration and freezer plants to more energy efficient models, with more scheduled for replacement in 2023. This in combination with our other energy saving measures described previously will result in a significant improvement of our energy efficiency performance.

Energy Efficiency Targets vs Performance



% changes compared to base years for every site

TRANSPORT



Distribution

The fuel combustion from our HGV fleet has significant impacts on the environment. We are trialling new technologies and finding other ways to increase fuel efficiency to reduce our impacts.

Oakland Distribution was launched in 2018 to offer complete supply chain control at a number of our delivery destinations, specialising in the transportation of temperature-controlled goods and operates a fleet ranging from 44T articulated to 26T rigid vehicles.

The carbon emissions from our distribution vehicle fleet account for 56% of our total emissions, which makes decarbonising our fleet an obvious priority. While technologies needed for this are not still being developed, we are continuously researching and trialing developments in alternative fuels to find viable and scalable solutions for our vehicle fleet.

We also encourage fuel efficient driving techniques by measuring our driver's performances which we use to identify driving behaviours and ways to improve.

2023 vision

We will be evaluating and trialing more alternative fuels and technologies in 2023, to help decrease our HGV emissions bit by bit until technologies such as hydrogen are developed enough to enable us to run a 100% zero emission fleet.

- 9,611,611 KM driven
- 9.91 MPG
- 64 x trucks
- 20 RIGIDS
- 78 x refrigerated trailers
- 13 Curtain Trailers

ECO-DRIVE

After extensive trials, we have started converting our refrigerated trailers to electric rather than diesel-run, by installing ECO-DRIVE on all of them. The system uses a hydraulic pump connected to the truck engine's power take-off, which drives a generator that delivers the electrical power required. This reduces the total fuel required to power and chill our trucks. We should start seeing the results of this investment through 2023.



13 ECO-DRIVE installed so far

100% electric by March 2023

TRANSPORT

Employee Commuting

We have a variety of initiatives in place to enable our people to use more sustainable means of travel for their commuting and business travel.

- ✓ We have free EV chargers at all our sites for employees and visitors.
- ✓ All our pool cars are electric and hybrid models.
- ✓ We have an EV salary sacrifice scheme in place, to help our employees buy an electric car.
- ✓ We have a Cycle to Work scheme in place, which we will be reopening for applications early 2023.



2023 vision

Our employee commuting emissions rose by 63% this year, so we will put renewed focus on our Green Travel plan in 2023. We are planning increased engagement and communication with our employees, as well as adding new initiatives to help employees travel more sustainably.

WASTE

Managing Oakland's waste streams poses a two-fold challenge: ensuring waste generation is minimised, and ensuring it gets disposed of in the most environmentally friendly way.

We are a Zero Waste Company. In line with the official definition for a Zero Waste business by the Zero Waste International Alliance, we divert more than 90% of our waste from Landfill and Incineration. In fact, we go beyond that, since we recycle or reuse, or send to energy recovery 99% of our waste, with less than 1% going to landfill. We aim reduce our waste generation as much as we can, because reduce is at the top of the waste hierarchy, before reuse and recycle.

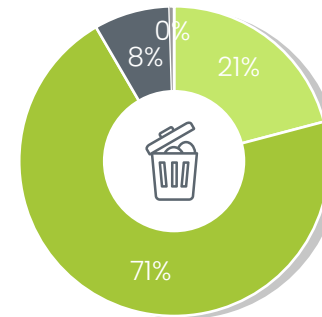
We recycle cardboard, plastic, wood, and WEEE waste, send our food waste to anaerobic digestion, and send the rest to energy recovery. We continuously strive to increase our recycling rates and recycling channels, but the real challenge lies in reducing the amount of waste we generate.

Our immediate focus is food waste, as we deal with a lot of it. It consists of surplus food that comes from our partners that hasn't passed quality checks, due to contamination or being out of date. Part of this is generated by our distress load management service, which helps our customers salvage on average 85% of a contaminated load which would otherwise have gone to waste.

We also save food from being wasted by donating what we can to charities and food banks. What we can't donate goes to anaerobic digestion plants, and we are looking into the feasibility of getting our own AD plant, which would give us an additional source of renewable energy.

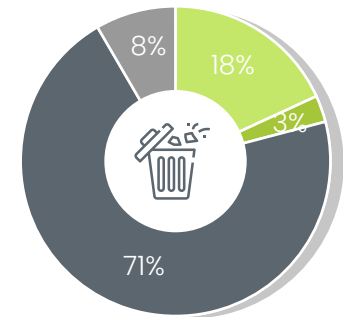
The rest of our waste is mainly packaging that is generated through our logistics operations. We separate and compact cardboard and plastic pallet wrap on-site and then send them to be recycled. We are working with our customers and suppliers to find ways to reduce the amount of single use packaging that is used.

Disposal types



- Recycling
- Anaerobic Digestion
- Energy Recovery
- Landfill

Waste Types



- Cardboard
- Plastic
- Food
- General

OakRA

Oakland is working on an initiative that will drastically reduce cardboard waste. The OakRA (Oakland Returnable Asset) is a reusable transit packaging system for temperature sensitive foods, to replace the traditional cardboard boxes. Unlike cardboard boxes, the OakRA stays in the economy by being returned and reused, following circular economy principles. OakRA is set to launch in 2022.

Keep up with OakRA's development at www.oak-ra.co.uk



PEOPLE

OUR TEAM

Our people are the key to our success. As a responsible family business, we are committed to ensuring a safe, fair, and supportive work environment.

Team In numbers

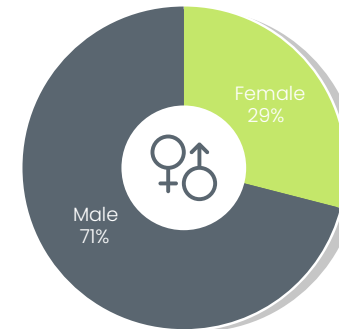
Oakland has had a slight decrease in number of employees, despite our turnover growing significantly. This is mainly due to some changes in our customer base since some new customers required less manual handling, and thus less employees. We have also automated some parts of the business for greater efficiency.

We also hire temporary agency workers to help with new projects or seasonal demand, to support our regular warehouse staff.

The majority of our workforce consists of positions that tend to attract more men than women, such as warehouse operatives or truck drivers. Our admin and management functions generally consist of a higher proportion of women. Our gender pay gap analysis is 12% in favour of men. While we have had some success in attracting female employees to Line Operative and Warehousing roles, we are but are still seeing a challenge in attracting females to Truck driver roles, which have grown both in number and in wages significantly compared to last year.

We are strongly committed to maintaining open and unbiased recruitment processes, and we regularly monitor a variety of factors such as pay rates and bonus payments to ensure we remain fair and equal to all.

Gender ratio



Number of employees

by employment type

	2021	2022
Full time	830	782
Part time	97	93
Total	927	875

GENDER PAY GAP STATISTICS

	Mean	Median
Pay Gap	12%	6%
Bonus Gap	-9%	-55%

KEY OPERATIONAL HEALTH AND SAFETY INDICATORS

	Employees	Agency
Fatalities	0	0
LTIR*	14.3	13.3

* Loss Time Incident Rate: Sum of LTI × 1,000,000 / hours worked

OUR TEAM



Health and Safety

Occupational health and safety is a high priority for Oakland, and we make sure to conduct business in a way that respects the health and safety of our employees, customers, and communities in which we operate.

We have a comprehensive health and safety management system that complies with all applicable laws and the HSE standards. Every employee receives safety training, we have clear guidance and procedures in place, and on-site safety contact points. We also have monthly staff and operational board meetings where we keep track of KPIs, as well as monthly compliance checks.

The LTIR indicates the rates of report Lost time incidents. We had no high consequence injuries, but we had a number of accidents from manual handling, slipping, or being struck by equipment. We take these very seriously and every accident is recorded and followed up with an investigation and actions to prevent similar accidents in the future.

We continuously monitor our performance and evaluate our procedures to reinforce safety across the group.



Benefits

Comprehensive benefits are among the most important ways we support our employees and their families.

We offer a variety of financial security schemes, as well as discounts, purchasing schemes, and bonuses, such as

- ✓ Subsidised canteen meals
- ✓ 50% discount at a local farm park
- ✓ Electric Vehicle purchase scheme
- ✓ Monthly employee lottery
- ✓ Discounted monthly food boxes
- ✓ Cycle2work scheme
- ✓ Discounted physical therapy



Health and Wellbeing

To support our employees with their mental health and wellbeing, we have an Employee Assistance Program (EAP) in place which provides our employees with free information, confidential counselling, and support.

To help look after our team's physical health, we also offer benefits like a PMI scheme and a free gym at our headquarters, as well as a local physical therapist available.

OUR TEAM



Ethics

At Oakland we are committed to ensuring human rights are safeguarded across our value chain. We follow all applicable human rights and modern slavery laws and we are members of SEDEX, which means we are also committed to the ETI base code, an internationally recognised code of good labour practice.

We also ensure there is no room for corruption in our business, with strong anticorruption policies, whistleblowing hotline, and instruction for all employees on these policies



Leadership Development

In 2021, Oakland launched a leadership development programme in partnership with the Brathay Trust in the Lake District, to further develop and nurture the future leaders of Oakland. Late 2022 saw our first cohort of graduates, a team of ten employees. We will continue the programme in 2023 with a fresh group of participants.



Workforce Development

We actively encourage and support the personal development of all employees, to help our people fulfill their potential and progress with their careers.

A large proportion of our workforce is trained to be certified in Manual Handling Equipment, depending on relevance to their roles.

All employees have access to our online training platform partner Flick, where they can complete accredited training courses for both personal and career development. We use it for inductions and compulsory courses but also offer a wide range of voluntary courses.

Training our people have completed in 2022 includes

- ✓ MHE training
- ✓ Management and Leadership training.
- ✓ Equality and Diversity
- ✓ Mental health awareness
- ✓ Modern day slavery
- ✓ Health and safety



COMMUNITY

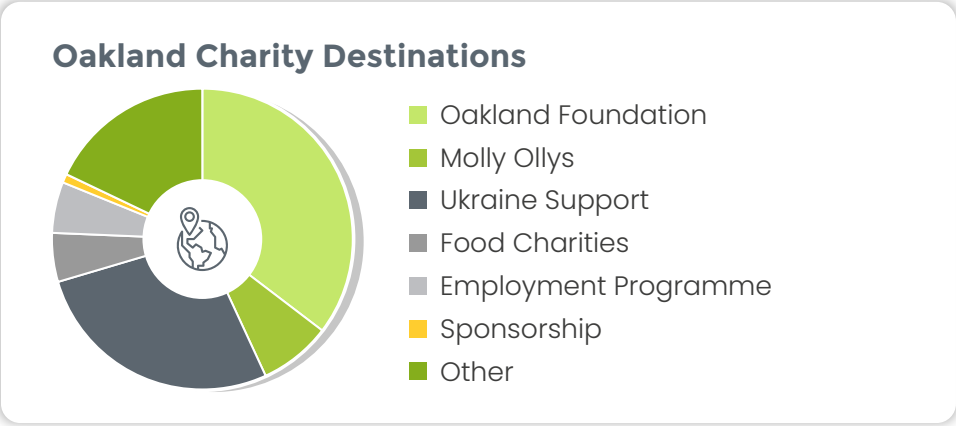
At Oakland we know we have a responsibility to look after our local communities. For years, Oakland has supported various charities and community projects, by direct donations, organising fundraising campaigns, and volunteering.

In 2021, Oakland has raised more than £150,000 for charity. The majority of this is direct donations made by Oakland to our chosen charities, but we also organised and sponsored various fundraising events throughout the year.



This year, we have also engaged in a lot of charity work and donations for supporting those affected in by the war in Ukraine.

Additionally, Oakland staff raise funds for charity on an ongoing basis through many initiatives, such as a monthly staff lottery, of which half the proceeds go to The Oakland Foundation and Molly Olly's, staff sales of leftover foods, dress down days, and other events.



Oakland Foundation



Oakland has founded and provides the majority of funding for The Oakland Foundation, a registered charity (1153547) based in Redditch. The charity was launched in 2012 and was officially opened by Her Royal Highness, The Princess Royal.

The Foundation’s target group is children under the age of 16 and their families who live in England and Wales, focusing on the following themes:

- ✓ Education: to ensure children get the best education, no matter what their background.
- ✓ Health and nutrition: to ensure children have access to healthy food
- ✓ Sport: to ensure children have access to sport and activities irrespective of social background or physical ability.

The Foundation supports the Be You programme for partner schools. We offer a long term commitment which can allow pupils to access vital support which would otherwise not be available.



COMMUNITY

Molly Ollys



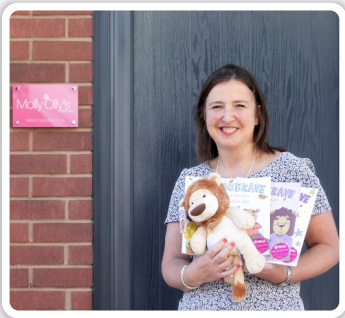
Molly Ollys is Oakland’s chosen national charity which supports children with terminal or life threatening illnesses and their families to help with their emotional wellbeing.

They provide specialist equipment to help with day to day living, alternative therapy treatment, granting wishes to ensure a child doesn’t become isolated, and developed a therapeutic toy lion, Olly the Brave, to help with a child’s emotional well-being, which they donate to hospitals and individuals throughout the U.K.

Oakland International provides £1,000 per month to provide office space for Molly Ollys in Warwick along with many additional avenues of sponsorship and support which include:

- ✓ Oakland colleagues and friends raised an amazing £10,000 after completing a 180-mile bike ride for Molly Ollys, with the group fundraising total of £70,000 supporting around 140 children
- ✓ To promote awareness and to encourage others think sustainably and ethically, Oakland added Molly Ollys Wishes branding to trailers
- ✓ Sales of food boxes in several of our depots, which raised £1,589

Learn more about Molly Ollys at <https://mollyolly.co.uk/>



Supporting food security

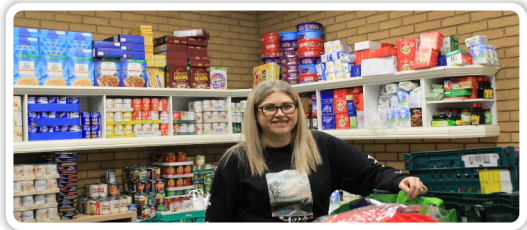
Oakland International supports various local food charities, by donating money, volunteering time, or free or discounted food transport.

Redditch Foodbank



Oakland International has hosted the Redditch foodbank since 2013, by providing a workspace, a storage area, and additional support. Learn more about the Redditch Food Bank at www.redditch.foodbank.org.uk

- Plenty 2 Cook**
A community social supermarket ‘Plenty 2 Cook’ based in Coalville was launched in 2021 with the support of Oakland’s food Donations
- Ombersley food bank**
Oakland provides free transport to the Ombersley foodbank, and has donated £7,000 to help them buy and install a new freezer.
- City Harvest**
In addition to donating our food waste to City Harvest, Oakland has also provided them with discounted transport of food to their facilities



UKRAINE SUPPORT

When the invasion in Ukraine began early 2022, Oakland quickly mobilised to support those most affected by it.

We started by sending humanitarian aid to the war zones, sending food and health product donations to the Ukraine border. The first 50 trucks Oakland sent at our own cost, after that Oakland partnered with the Ukrainian embassy in London to share the costs. It has been a huge collaborative effort between various retail, packaging, and sponsorship partners to collect and send the food boxes to those in need.

Working as part of the Daily Mail's Mail Force initiative, Oakland contributed heavily to the planning phase. We worked with the CBI to identify suitable contents for a food box and then set to work securing supply commitments. When this was achieved, we utilised our Bardon depot to help pack and dispatch the food boxes. Working with partner organisations in the region, we were able to ensure that food reached the right people.

Oakland expanded our support efforts later in the year by partnering with non-profit Hope4, to build access channels for Ukrainian producers to access the UK retail and foodservice markets via Moldova, thus supporting the damaged economy with sustainable income.



“

Over 500,000 food boxes processed

50 truck journeys donated by Oakland

APPENDIX

PERFORMANCE TABLES

ENERGY

FUELS	Backup generators	DIESEL	418 gigajoules
	Yard trucks	DIESEL	58 gigajoules
	Yard trucks	LPG	427 gigajoules
	Pool Cars	PETROL	556 gigajoules
	Vehicle Fleet	DIESEL	115,737 gigajoules
ELECTRICITY	Bought Renewable electricity		4,952,551 kwh
	Bought non-renewable Electricity		5,728,746 kwh
	On-Site Solar Generation		877,200 kwh
	Total Electricity Consumption		11,558,497 kwh
Total Energy Consumption	Fuel + Electricity, converted to gigajoules		158,376 gigajoules

WASTE (TONNES)

Waste per type	Cardboard	Plastic	Food	General	TOTAL
	1,028	158	4,009	476	5,672
Waste per recovery or disposal method	Recycling	Anaerobic digestion	Energy Recovery	Landfill	TOTAL
	1,186	4,009	449	27	5,672

EMISSIONS

in tCO ₂ e	TOTAL	
	2021	2022
	tCO ₂	tCO ₂
Scope 1	7565	9219
Refrigerants	689	925
Back-up generators	0	28
Vehicle fleet	6876	8266
Scope 2	969	1366
Electricity	956	1366
Heat	13	0
Scope 3	11327	12266
Purchased goods and services	4269	770
Capital Goods	0	1878
Fuel- and energy-related activities	4615	5198
Upstream transportation and distribution	39	2309
Operational waste	1133	1
Business travel	48	54
Employee Commuting	1,222	1990
End-of-life treatment of sold products	1	66
Overall results	19,861	22,851
Intensity ratio (tCO ₂ e/£m) Scope 1+2	154	161
Intensity ratio (tCO ₂ e/£m) Scope 1+2+3	348	338

Notes: all greenhouse gasses are included in our GHG calculations, converted into tones of CO₂ equivalent (tCO₂e). We were assisted by consultancy Climate Partner for the calculations, who mainly used Ecolnvent and DEFRA for the emission factors. We used an operational consolidation approach. Our base year is 2021, since this was the first year we had data available.

PERFORMANCE TABLES

EMPLOYEES (HEADCOUNT)

By gender	Male	Female	Total
Full time	588	194	782
Part time	29	64	93
Total	617	258	875

By region	UK	Ireland	Total
Full time	712	70	782
Part time	92	1	93
Total	804	71	875

Health and Safety

	Employees	Agency
Fatalities	0	0
High consequence injuries	0	0
Total injuries	19	3
Number of hours worked	1,328,668	325,841
LTI (Based on 1,000,000 hours)	14.30	9.21

EMPLOYEE DIVERSITY STATISTICS

Gender	Male		Female
	71%		29%
Age	<30	30-50	50+
	32%	47%	21%
Ethnic Minority	Minority	Non-Minority	Unknown
	15%	53%	32%

EMPLOYEE DIVERSITY STATISTICS

Gender	Male		Female
	75%		25%
Age	<30	30-50	50+
	0%	0%	100%
Ethnic Minority	Minority	Non-Minority	Unknown
	0%	100%	0%

GENDER PAY GAP STATISTICS

	Mean	Median
Pay Gap	12%	6%
Bonus Gap	-9%	-55%

ANNUAL COMPENSATION RATIO

	2022 % increase	
Compensation Ratio	3.1	1.06

Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees

GRI CONTENT INDEX

Statement of use		Oakland International has reported in accordance with the GRI Standards for the period 01-01-2022 to 31-12-2022
GRI 1 used		GRI 1: Foundation 2021
GRI STANDARD/	DISCLOSURE	LOCATION / ANSWER
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> ✓ Oakland International Ltd ✓ Private Limited Company ✓ Redditch, United Kingdom ✓ United Kingdom, Ireland
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> ✓ Oakland International Ltd, which includes Oakland Distribution Ltd and Kool4Logistics Ltd (Oakland Ireland) ✓ The Oakland International Ltd consolidated financial statements are the same as the entities included in this report. ✓ This report covers the entities in the Oakland International Ltd Level. The parent company OIG Holdco also includes Oakland International Ltd, Acorn Trade Partners, Green Clover Developments, and EORI, but they are not part of the scope of this report
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> ✓ calendar year, annually ✓ Financial reporting is from December 1st-November 30th, which differs from the sustainability reporting. The calendar year is considered more representative of Oakland's sustainability efforts ✓ October 2023 ✓ Henry Godber
	2-4 Restatements of information	<ul style="list-style-type: none"> ✓ None
	2-5 External assurance	<ul style="list-style-type: none"> ✓ Certain parts of the report are externally calculated, like the carbon footprint. The board approves the report before publication
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> ✓ p4 Business Overview
	2-7 Employees	<ul style="list-style-type: none"> ✓ p22 Performance tables ✓ p16 Our Team
	2-8 Workers who are not employees	<ul style="list-style-type: none"> ✓ p16, our team

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / ANSWER
General disclosures		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	<ul style="list-style-type: none"> ✓ a. Strategic direction from main board of Directors. ✓ b. The main board of Directors. ✓ c i. Five executive Directors. ✓ c ii. Three employees, two non-employees. ✓ c iii: between 25 and 6 years. ✓ c iv: no roles outside of the group. ✓ cv & vi: diversity tables. ✓ cvii: relevant industry experience. ✓ cviii: employee forums, membership of professional bodies
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> ✓ Professional competence and experience. ✓ n/a.
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> ✓ a: Yes. ✓ b: CEO and Co-Founder. Decisions made by main Board consensus.
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> ✓ a: board discussion, review of feedback from teams at all levels. ✓ bi & ii: external monitoring and engagement with stakeholders. ✓ c: consideration of feedback and creation of action plans.

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / ANSWER
General disclosures		
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> ai & ii: monthly review of progress against targets, consideration of external feedback and verification. Delegation to onsite teams of staff. b: daily management meetings and monthly review of progress.
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> The Board approves the sustainability report as a whole.
	2-15 Conflicts of interest	<ul style="list-style-type: none"> a: main Board scrutiny of decisions. Expenditure controlled by dual signature sign off. b: no formal disclosure but none of the stated scenarios apply here.



GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / ANSWER
General disclosures		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	<ul style="list-style-type: none"> ✓ a: via confidential whistleblowing process. ✓ b: none.
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> ✓ Industry experience, contacts, professional networking.
	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> ✓ a: external verification of key facts. ✓ b: yes, annual. ✓ c: adjust strategic planning.
	2-19 Remuneration policies	<ul style="list-style-type: none"> ✓ a & b: no specific payments made for this role. Total payments may be affected by performance against environmental targets.
	2-20 Process to determine remuneration	<ul style="list-style-type: none"> ✓ Not applicable
	2-21 Annual total compensation ratio	<ul style="list-style-type: none"> ✓ p22 Performance Tables
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> ✓ p3 CEO Introduction
	2-23 Policy commitments	<ul style="list-style-type: none"> ✓ link: sustainability policy
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> ✓ See entire report
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> ✓ We have grievance policies that outline the procedures to deal with complaints, concerns, and problems fairly and consistently.

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / ANSWER
General disclosures		
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	p16 Our Team
	2-27 Compliance with laws and regulations	There have been no cases of non-compliance
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	p6 Materiality Assessment
	2-30 Collective bargaining agreements	None
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p6 Materiality Assessment
	3-2 List of material topics	p6 Materiality Assessment
Economic performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	p4 Business Overview
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Link: Financial Report
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	p16 Our Team
	205-2 Communication and training about anticorruption policies and procedures	
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	p13, 14 Energy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p21 Performance Tables
	302-3 Energy intensity	p13, 14 Energy
	302-4 Reduction of energy consumption	p21 Performance Tables

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / ANSWER
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	p10, 11 Carbon Footprint
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P21 Performance tables
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	p15 Waste
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p21 Performance tables
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	p15 Waste
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p21 Performance tables
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-5 Worker training on occupational health and safety	
	403-9 Work-related injuries	

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / ANSWER
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	p16 Our Team
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p22 Performance tables
	405-2 Ratio of basic salary and remuneration of women to men	
Local communities		
GRI 3: Material Topics 2021	GRI 3: Material Topics 2021	p18, 19, 20 Community
GRI 405: Diversity and Equal Opportunity 2016	413-1 Operations with local community engagement, impact assessments, and development programs	



THANK YOU FOR READING

If you have any feedback, questions, or simply want to chat about sustainability, please reach out using the contact details below



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