

The Life & Soul of the Pantry

Welcome to Tracklements Impact Report 2021/22







We exist to be The Life & Soul of the Pantry



Planet Friendly

We have built our 50-year-old business on the principles of being a good citizen, fairness to all and acting as a force for good.

We make our planet friendly condiments, in an artisan way in our factory in the heart of Wiltshire.



Traditional Skills

We believe is it important to keep the traditional skills of preserving alive through our processes, training and education. Passing on these centuries' old skills and traditions within our team.



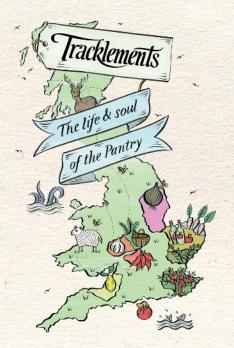


Artisan Manufacture

There are no bells or whistles in our factory, just many years of knowledge!

We use traditional stone grinders (Mick & Keith!) to make our mustards and open pans to make our relishes & sauces.





UK Fair Trade

Our suppliers are a fundamental part of Tracklements community,

We work with UK farmers and growers and have set up our own UK Fairtrade Standards which means paying a fair price for the best ingredients.

Our Ingredients and Suppliers



Building Relationships

Whether it's our Onion grower in Lincolnshire, apples from Kent, Horseradish from Essex or Vinegar from Suffolk.

This year we awarded our supplier of the year to our horseradish grower who we've worked with for over 20 years.



Combatting Food Waste

We sourced and bought over 300 tonnes of UK grown produce amounting to around 70% of our total supply in 21/22.

We rescued/used IOO tonnes of wonky/misshaped veg in the year adding up to a whopping Imillion tonnes since we began manufacturing!

A culture of 'kitchen ingredients and kitchen equipment

Our People

We're immensely proud of our team of Tracklementeers, from the newest member of our growing team through to those with many years of service, we know that it's vitally important to have a happy and engaged workforce. The average number of years our current team have worked at Tracklements is 9yrs.

Our 2022 staff survey came back with an employee engagement score of 86%

In 21/22 we joined the Living Wage Foundation and became a Living Wage Employer.



There are lots of additional benefits on offer to all employees:-

- Pensions
- Life Assurance
- Healthcare and free Healthchecks
- Mental Health First Aiders and events to share the importance of wellbeing
- Company Parties
- Staff discounts
- Profit share







Our Customers

- We have been voted Best Supplier of Pickles and Chutneys by specialist retailers for II years on the trot.
- We supply direct to over 1,000 Farm Shops, Butchers & Delis across the UK
- Supermarkets: Waitrose, Sainsbury's, Ocado, Co Op

• Export to 25+ countries



Waitrose Cocado Sainsbury's

gousto

BOOTHS

THE GOOD GROCERS



Our Customer experience

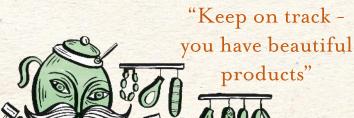


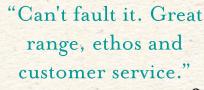
Our average customer rating was 9.4/10.



"As far as I can see your service & products are great! Staff always helpful, please stay as you are!" Luigi! "You have always been my favourite supplier, always helpful, efficient just fab!"

"I can't recall say as we have never had any issues and customer service and delivery has been great!"







Our Guiding Principles



People

Always sharing our enthusiasm and engaging with stakeholders

Planet

Continually reducing our environmental impact and maintaining our environmental accreditations

Profit

To be the Best of the Best; a nationally recognised brand. Putting our shopper at the heart of everything we do whilst growing sustainably.

The life & soul of the pantry!





Planet friendly condiments

Waste Water:

We treat our waste water on site to reduce our carbon footprint by avoiding tankering

British Fair Trade:

We work with British farmers and growers to ensure a fair price is paid to all

Comply Direct Member:

Ensuring we're fully compliant regarding our environmental responsibility as a supplier





Certified





ISO 14001

comply



Green Electricity:

We generate our own green electricity through our 10,000 sq feet of solar panels

B Corp Accredited:

The highest recognition of Corporate Social Responsibility

ISO 14001 Accredited:

Internationally recognised environmental standard

Sedex Approved:

Ensuring working conditions of all people in our supply chain meet employee welfare standards



Community & Charity support



All Tracklementeers are encouraged to spend a day a year helping out at a charity of their choice.



We also work with The British Beekeepers Association, donating 50p from the sale of every jar of Aromatic Medlar to the BBKA to help fund their work

supporting bees in the UK.



Tracklements is an official partner of The Tree Council who are planting 35,000 trees, and 7km of hedgerows, to help reduce pollution and support pollination.



Our crabapple project has been running with the local school for over 16 years. Last year we raised over £1,000 for the school.



Other 2021/22 Achievements



Moved to white, recyclable lids from unrecyclable black lids



Generated 124,000kW megawatts of power, which reduced our CO2 emissions by 26 tonnes



Totally recyclable ecommerce packaging



Sorting our waste across the business so we're zero to landfill manufacturing

Measuring our
Carbon



Our B-Corp Scores

Overall - 81.2

Governance -	13.8	Workers - 27.3
Mission & Engagement -	1.0	Financial Security - 9.6
Ethics & Transparency -	2.7	Health, Wellness, & Safety - 9.2
Mission Lock -	10.0	Career Development - 2.6
For the second s		Career Development (Hourly) 0.1
Environment –	18.9	Engagement & Satisfaction - 2.5
Environmental Management -	2.6	Engagement & Satisfaction (Hourly) -1.8
Air & Climate -	5.5	
Water-	4.5	Community - 18.3
Land & Life-	4.6	Diversity, Equity, & Inclusion - 2.3
Resource Conservation -	1.0	Economic Impact - 6.0
Toxin Reduction / Remediation	0.4	Civic Engagement & Giving - 2.5
Customers –	2.8	Supply Chain Management- 7.3
Customer Stewardship-	2.8	

We're not finished yet

Our next 12 months are going to be busy ones! Here's what we've got planned:

Net Zero by 2030

Financial training & support for staff

Measuring our
Carbon
Footprint/Reporting

Installing another 200kva of Solar Panels





