



## Climate Action Plan

Last updated: May 2026

# Climate Action Plan

## Our Commitment

At Mr Organic, we are committed to supporting the global ambition to limit climate change to 1.5°C and contributing towards healthier, more sustainable food systems.

As a 100% organic and plant-based food brand, we recognise both the opportunity and responsibility to help reduce environmental impacts through the products we sell, the suppliers we work with, the packaging we use, and the choices we make as a business.

We recognise that climate action is an ongoing journey. Our focus is on delivering practical, measurable improvements in the areas where we can have the greatest impact while continuing to support positive everyday choices for people and planet.

## Our Climate Approach

Through our review of environmental impacts and stakeholder engagement activities, we have identified the following priority areas:

- Organic and plant-based food systems
- Packaging improvements
- Supplier engagement & transparency
- Operational efficiency
- Environmental measurement and reporting
- Responsible business practices

We aim to focus our efforts on the areas where we can make the most meaningful difference over time.

## Products & Ingredients

We are proud to offer a 100% certified organic and plant-based range.

Organic farming can support:

- Healthier soils
- Greater biodiversity
- Reduced reliance on synthetic pesticides and fertilisers
- More resilient agricultural systems

Plant-based diets can also contribute to lower environmental impact food systems.

We will continue to:

- Maintain organic certification across our product range
- Support responsible sourcing practices
- Champion organic and plant-based food choices
- Work with suppliers who share our sustainability values

## Packaging

Packaging remains one of the most significant environmental impact areas within our business.

We are committed to continuously improving the environmental performance of our packaging by:

### Packaging Targets

#### By January 2030

- Ensure 100% of consumer-facing packaging is designed to be recyclable, reusable, or compostable.

#### By December 2030

- Reduce virgin fossil-fuel-based plastic packaging usage by 25% against a 2025 baseline.

#### By January 2030

- Achieve an average minimum of 35% post-consumer recycled content across plastic packaging where food safety regulations permit.

#### By December 2028

- Ensure 100% of packaging includes clear disposal or recycling guidance.

#### By January 2035

- Prioritise packaging formats that are recyclable at scale across both UK and EU markets wherever commercially and technically feasible.

### 2026 Packaging Objectives

- Maintain packaging recyclability above 99%.
- Reduce products with non-kerbside recyclable packaging from 13 to 11.
- Complete annual packaging reviews with key suppliers covering both primary and secondary packaging.

## Supplier Engagement

We recognise that collaboration across our supply chain is essential to delivering positive environmental outcomes.

We will:

- Engage key suppliers on environmental practices and sustainability priorities
- Improve visibility across our supply chain
- Encourage continuous improvement in areas such as packaging, sourcing, and operations
- Integrate sustainability considerations into supplier engagement processes

## **Supplier Target**

By December 2027:

- Ensure 100% of packaging suppliers provide recyclability, recycled content, and material composition data.

## **2026 Objective**

- Conduct annual sustainability discussions with key suppliers and establish a supplier sustainability data collection process.

## **Transport & Operations**

We aim to reduce environmental impacts associated with business operations and logistics wherever practical opportunities exist.

We will:

- Improve operational efficiency
- Reduce avoidable waste
- Explore lower-impact logistics opportunities
- Reduce unnecessary business travel where practical
- Encourage efficient use of resources throughout the business

## **2026 Objective**

- Identify key operational environmental impact areas and explore practical approaches to environmental measurement.

## **Ways of Working**

We support ways of working that can help reduce environmental impacts.

This includes:

- Encouraging remote and flexible working where appropriate
- Reducing unnecessary business travel
- Supporting lower-impact commuting options
- Promoting responsible use of resources within the workplace

## **Environmental Measurement & Improvement**

We recognise that understanding environmental impacts is essential for long-term improvement.

During 2026 we will:

- Create an Environmental Impact Dashboard
- Improve visibility of key environmental impact areas

- Strengthen environmental data collection processes
- Explore practical approaches to environmental measurement
- Use environmental insights to guide future priorities and target setting

## **Working with Stakeholders**

We recognise that climate action requires collaboration.

We engage with:

- Employees
- Suppliers
- Customers
- Industry organisations
- Certification bodies such as the Soil Association
- Community and charity partners

Stakeholder feedback is considered through supplier engagement, employee feedback mechanisms, customer insights, industry participation, and annual governance reviews.

Climate-related priorities and progress are reviewed as part of our Purpose & Stakeholder Governance process.

## **Governance & Accountability**

Responsibility for delivery of this Climate Action Plan sits with the Leadership Team, supported by Procurement, Operations, Marketing, Product Development, and Supply Chain functions.

The Leadership Team is responsible for:

- Reviewing progress against climate priorities
- Monitoring environmental performance indicators
- Reviewing packaging sustainability targets
- Considering climate-related stakeholder feedback
- Identifying opportunities for improvement

Progress against this plan is reviewed annually as part of Mr Organic's Purpose & Stakeholder Governance Review.

This Climate Action Plan will be formally reviewed and updated at least every three years, or sooner where appropriate.

## Climate Action Dashboard

Area	2025 Baseline	2026 Target
Packaging recyclability	99.83%	Maintain above 99%
Products with non-kerbside recyclable packaging	13	11
Supplier packaging reviews	Informal discussions	Annual review completed
Environmental reporting	Limited reporting	Environmental Impact Dashboard implemented
Supplier sustainability engagement	Informal	Annual sustainability discussions completed

## Looking Ahead

We recognise that being organic is only part of the journey.

As our business evolves, we remain committed to continuously improving our environmental impact while supporting healthier food systems, responsible packaging, stronger supplier engagement, and more positive everyday choices for people, planet, and future generations.

## Approval

This Climate Action Plan has been reviewed and approved by the Leadership Team and forms part of Mr Organic's wider Purpose & Stakeholder Governance framework.