

#WECARE




GraceKennedy
GROUP

The *We Care* Report

Environmental, Social, and Governance at GraceKennedy 2022 - 2023

GraceKennedy is taking bold steps to make a positive and lasting difference in the world.

Our Environmental, Social, and Governance (ESG) agenda is a roadmap for how we will drive sustainable growth in our business, while building upon our long-standing commitment to the communities we serve.

In our inaugural *We Care* report, we present our ESG agenda, sharing highlights of our journey to date, and outlining the actions we are taking to build a brighter future.

We believe that ESG is essential for GraceKennedy's long-term success, and we are excited to share our plans with you.



Scan here to
learn more:



GraceKennedy mural, Port Royal Street, Kingston, Jamaica
(On the cover) Composite sketch of the GraceKennedy mural by the artist, Pamela Chang, 2023

Our 2030 Vision

To be the #1 Caribbean brand with Jamaican roots and a global reach, by building on our core pillars of Foods and Financial Services to provide strong returns to our shareholders and improve the quality of life of our team members, customers, and the communities we serve.

Our Purpose

To bring superior products and services to customers that contribute to a better global society and greater financial well-being.

Table of Contents

06

A Message from
our Chairman & our
Group CEO

08

Executive Summary

10

Who We Are

16

Awards &
Recognitions

17

Our We Care Story

21

Our ESG Approach

23

Defining Our
Priorities

25

Our ESG Statement

28

Our Goals

32

Our Story Continues

A Message from our Chairman & our Group CEO

We Care is the ethos that has guided GraceKennedy since our Company was founded on Harbour Street in Kingston, Jamaica on February 14, 1922. As proud as we are of our success in business over the past century, we are even prouder of this philosophy. It directs our vision and purpose and is the motivation behind everything we do - for our team, our customers, our community, and our country.

In accordance with our *We Care* ethos, GraceKennedy has demonstrated a longstanding commitment to sustainability and responsible business practices. We support a wide range of causes and prioritise the wellbeing of our team. Our Foundations and subsidiaries have implemented life changing initiatives in the communities we serve, and we have partnered with private sector, public sector, and civil society organisations to deliver projects in the interest of national development.

Everyone has a role to play in shaping a better world, and we are committed to making a difference.



Prof. Gordon Shirley, OJ
Chairman

Don Wehby, CD
Group CEO

We are at a critical moment in history. Climate change is a major crisis facing our planet, and social and economic inequality continues to present significant challenges to our development.

We must all do what we can to create a more equitable society, protect our environment, and build a more sustainable future. The choices we make today are helping to build a better tomorrow.

At GraceKennedy, we believe that we have a responsibility to act, and that is why we have taken the leap to establish a strong Environmental, Social, and Governance (ESG) framework for our business. GraceKennedy's ESG journey has been 101 years in the making. It is the next logical step in the evolution of our well-established corporate governance programme, as we work towards achieving our 2030 vision of being the number one Caribbean brand in the world.

ESG is not just about doing the right thing; it helps us identify opportunities which will make our business more robust and sustainable for the future. Our 2030 strategic objectives are to earn 70% of our revenues and profits outside of Jamaica; list on an international stock exchange; grow our food business in major markets across USA, Canada, and the UK; and expand the footprint of our financial services business in the Caribbean. To do this we must infuse ESG principles into our core business strategy, as we continue to positively impact our society and enhance the financial well-being of all our stakeholders.

ESG considers how we govern our Company whilst we work to provide responsible products and services; foster a safe, respectful, and inclusive work environment for our team; safeguard our natural environment; and create vibrant communities.

GraceKennedy's inaugural ESG report charts our *We Care* journey to date and outlines the approach we will take to achieve our ESG goals. Dubbed 'The *We Care* Report', it is also a pledge to you, our stakeholders, that we will publish regular updates on our progress.

We commend our ESG committee who have brought this report to life and thank our GK team and fellow Directors for their support and relentless commitment to excellence. We also extend our heartfelt gratitude to all our customers, business partners, regulators, shareholders, and other members of the communities we serve who helped us define our ESG priorities, and who continue to be a part of our *We Care* journey.

There is much work to be done. Notwithstanding, we are committed to advancing our ESG agenda, and establishing GraceKennedy as a pioneer for ESG in the Caribbean.

Guided by our core values – *Honesty, Integrity, and Trust* – and our *We Care* ethos, GraceKennedy is building a brighter future together through great people. Our story continues.

Prof. Gordon Shirley, OJ
Chairman

Don Wehby, CD
Group CEO

Executive Summary

For over a century, GraceKennedy has strived to be an exemplar of good corporate governance. Since being founded in 1922, our Company has grown into one of the largest conglomerates in the Caribbean, yet we have never lost sight of our core values – *Honesty, Integrity and Trust* – and our *We Care* ethos, which continue to guide us in all that we do.

Our GK team is over 2,000 strong and powers our over 50 subsidiaries and associated companies to deliver high-quality food and financial services to our millions of customers around the world each day.

Our 2030 vision is to be the number one Caribbean brand in the world, providing strong returns to our shareholders and improving the quality of life of those we serve.

Our Environmental, Social, and Governance (ESG) agenda is inextricably linked to achieving this vision. ESG builds on our foundation of good corporate governance, helping us identify opportunities to make our business more robust and sustainable for the future, whilst we continue our work to positively impact our society.

We began advancing ESG across our Group in early 2022, with the publication of our [ESG statement](#) which also established our five ESG themes:

- Adhering to the Highest Standards of Integrity
- Providing a Safe, Diverse and Respectful Workplace
- Promoting Responsible Products and Services
- Being Environmental Stewards
- Enabling Inclusive and Vibrant Communities



Executive Summary

This set into motion the next phase of our ESG journey - the development of a robust ESG framework for our Group. To inform this phase, our first GK ESG materiality assessment was conducted in early 2023. The assessment provided greater insight into the [ESG priorities of our stakeholders](#) and guided us in setting [clear targets for achieving our collective goals](#):

- Build on our core values of *Honesty, Integrity and Trust* by enhancing our robust corporate governance framework
- Be an employer of choice by fostering a work environment where our team feels safe, respected, and valued for their unique contributions
- Build trust and inspire confidence among our stakeholders by fostering a culture of responsible data use
- Empower our customers to realise their financial goals by expanding the reach of our financial literacy programmes
- Provide multi-cultural food offerings that enhance the well-being and wellness of our consumers
- Reduce our environmental impact by increasing our efficient use of natural resources, expanding our sustainable packaging and recycling initiatives, and reducing our carbon footprint
- Improve the quality of life in the communities we serve by increasing volunteerism and investment in initiatives that promote access to education, healthy lifestyles, environmental sustainability, and community development.

This, our inaugural ESG *We Care* report, details these goals and associated targets, and outlines [the journey](#) which brought us to this pivotal moment. It also sets out the [governance structure](#) which oversees the integration of ESG across our Group and tracks our progress towards achieving our goals. This report covers the ESG activities which have taken place over the past 12 months (September 2022 to August 2023) and is a critical first step in GraceKennedy's exciting ESG journey.

Looking ahead, our approach to managing ESG will combine regular reassessments of our stakeholders' priorities with consistent monitoring of our performance, to ensure that our efforts continue to be relevant and impactful. Annual updates on our ESG journey will be provided which will detail the progress made towards achieving our goals and their associated targets.

GraceKennedy is committed to our ESG agenda, and we look forward to working together with all our stakeholders to build a brighter more sustainable future.

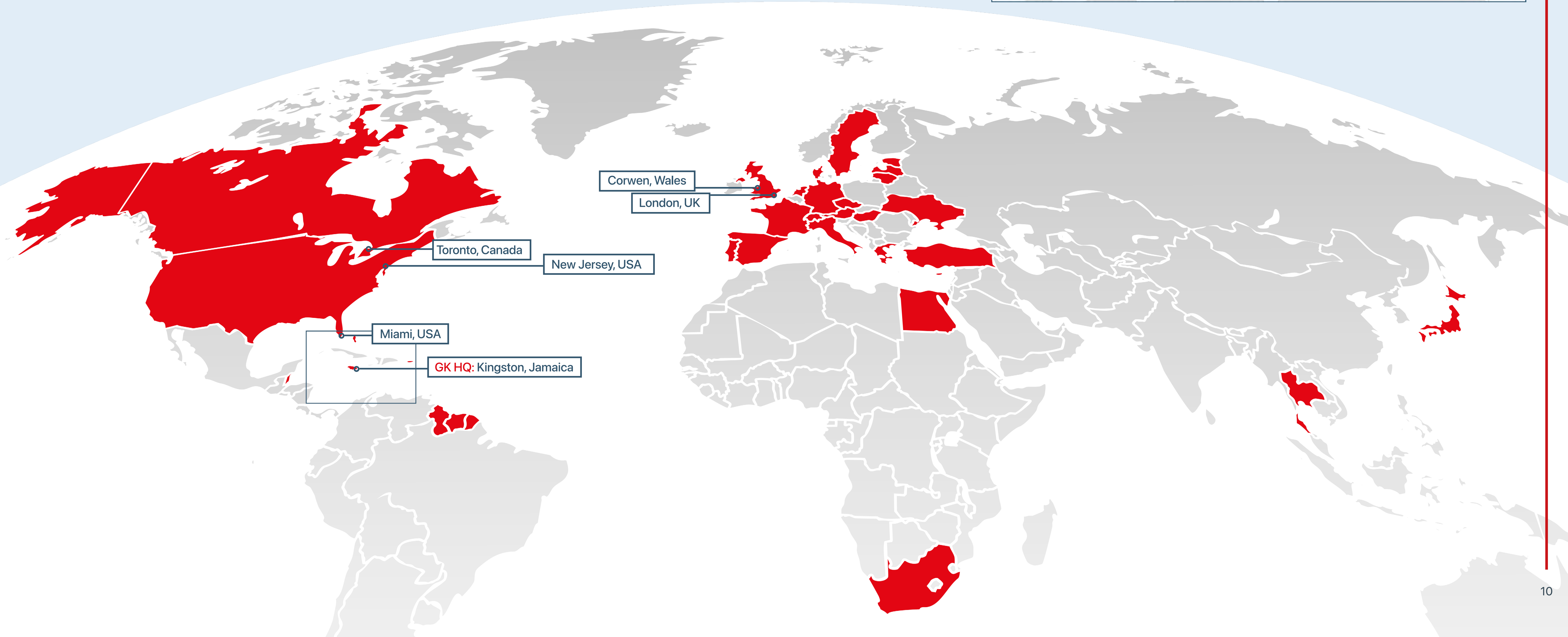
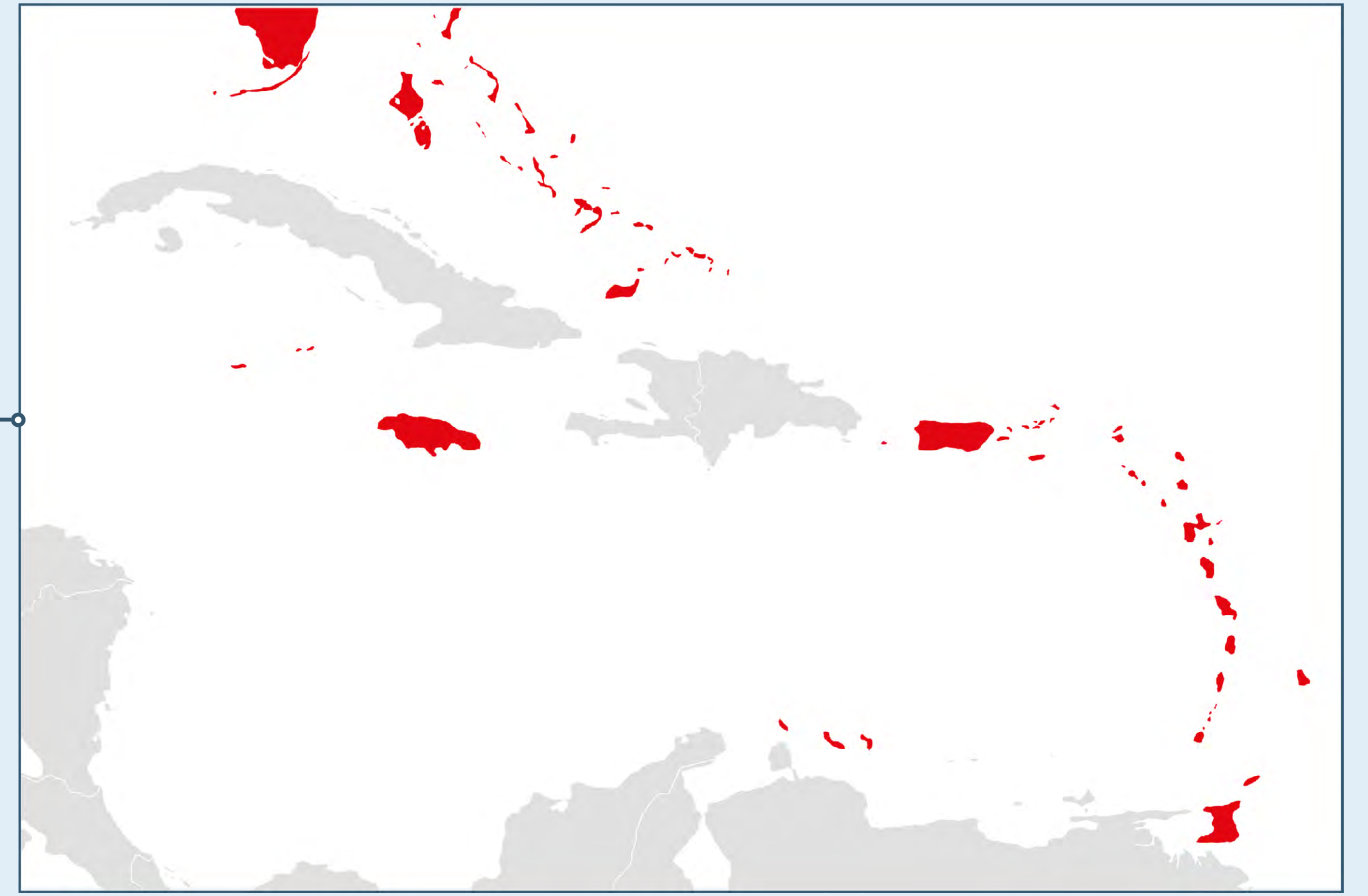
Who We Are

Our Footprint

Key

-  Our GK Footprint
-  Our GK Operations

Our GK Operations in the Caribbean:
Aruba, Anguilla, Antigua and Barbuda, Barbados,
Belize, Bermuda, Bonaire, British Virgin Islands,
Cayman Islands, Curacao, Dominica, Grenada,
Guyana, Montserrat, St. Kitts and Nevis, St. Lucia, St.
Maarten, St. Vincent and the Grenadines, Trinidad and
Tobago, The Bahamas, Turks & Caicos Islands and
The U.S. Virgin Islands



Who We Are

Our Company

Over one hundred years of growth has made GraceKennedy (GK) one of the largest and most dynamic corporations in Jamaica and the Caribbean. Established as a small trading business in Kingston, Jamaica on February 14, 1922, GK has historically focused on the processing and distribution of food products. Over the years however, we have expanded and diversified into a formidable group of over 50 subsidiaries and associated companies, operating in food trading and financial services worldwide.

The GK Group now directly employs over 2,000 people and our operations span Jamaica and the wider Caribbean, including Belize and Guyana; Canada, USA, the UK and Europe.

GraceKennedy has a longstanding track record of delivering great tasting and high-quality food products to our customers and consumers. Our food division manufactures and distributes Grace and Grace-owned brands, as well as third-party brands, for the Jamaican and international markets. In Jamaica, we distribute products for several major international food brands, including Procter & Gamble, Frito-Lay, Suntory, Fonterra, Mars Inc., and Nestlé. We are also engaged in food retail through our Hi-Lo Food Stores supermarket chain in Jamaica.



In 2022 GK Foods invested J\$10 million in the development of our *Better for You* products



In 2022 GKFG invested J\$35 million in programmes promoting financial inclusion

Grace is a trusted brand and household name in Jamaica and the Caribbean Diaspora, and we consistently enhance our products to make them *Better for You*. With Grace and Grace-owned brands lining the shelves of some of the largest supermarket chains in the USA, Canada, and the UK, we proudly serve a diverse array of consumers from different backgrounds and cultures around the world.

The GraceKennedy Financial Group (GKFG), our financial division, offers a wide range of services for businesses and individuals. With top-rated brands operating in commercial and merchant banking; investment and advisory services; general, creditor life and health insurance; insurance brokerage; and money services, including remittance, cambio and bill payment services, GKFG prioritises accessibility for its customers and promotes financial inclusion in the communities it serves. GraceKennedy represents Western Union in 11 countries across the Caribbean, and money services is a core part of our business.

Who We Are

Our Company

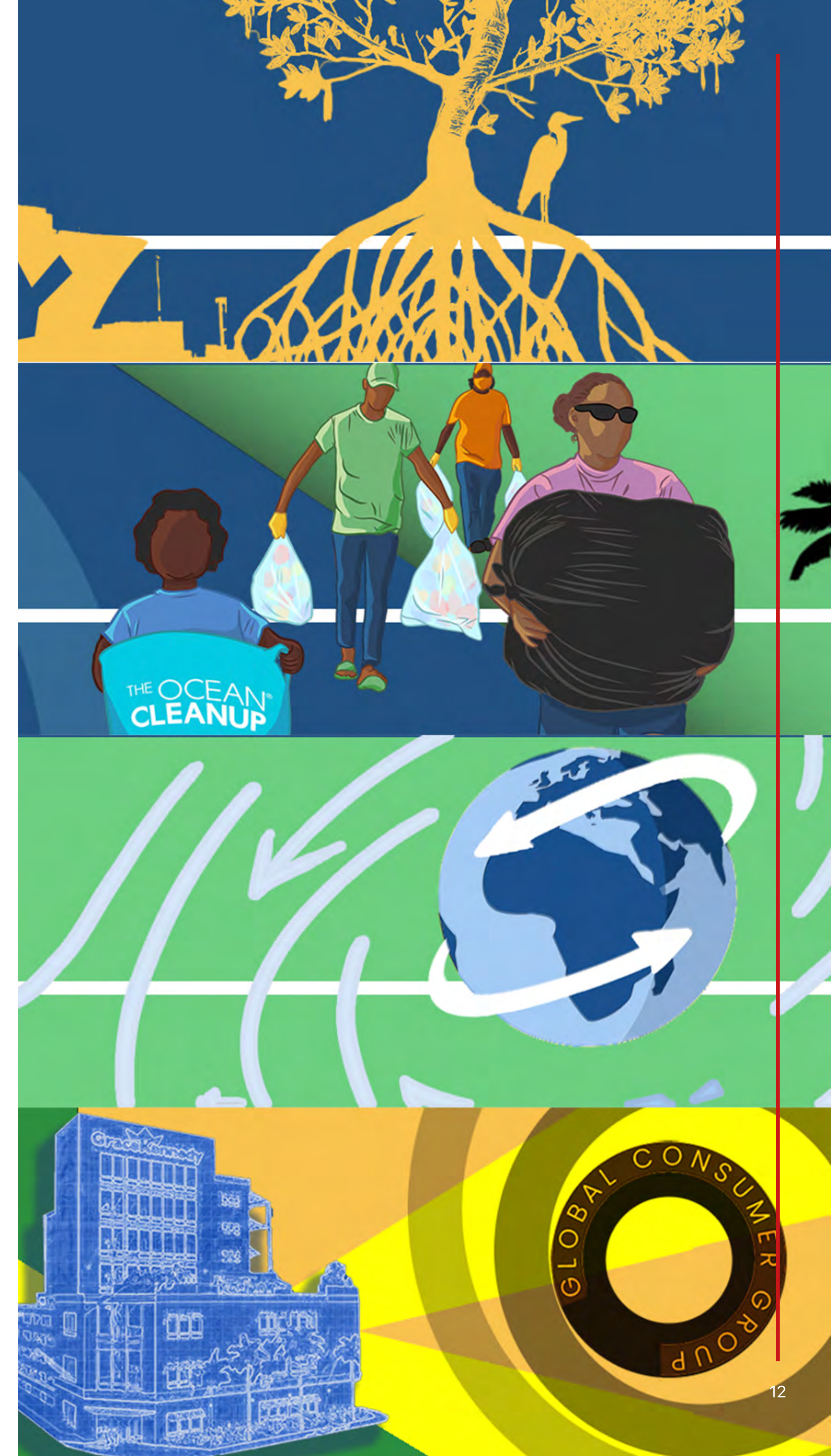
As our Company grows and evolves, we have embraced the rapidly changing world around us. Digital transformation and e-commerce are key pillars of our strategy, and we are keenly focused on delivering borderless, and consumer-centric solutions. Investment in agro-processing and innovation are also central to our operations, and our manufacturing division is firmly establishing itself as a regional powerhouse in this regard.

Our dedicated GK team is the engine that powers our growth and sustainability. We pride ourselves on our performance driven culture and invest in our team by providing professional development opportunities at all levels.

Employee Engagement Score:



>60%
Senior Management
positions held by
Women



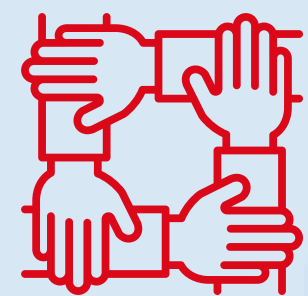
Who We Are

Our Commitment to Care

At the heart of who we are, lies GraceKennedy's commitment to always making a positive impact on the communities we serve. Recognising that our success is inextricably linked to that of the society in which we do business, our GK team consistently goes above and beyond to meet the needs of our customers, business partners, shareholders, and the communities we serve around the world.

Our core values – *Honesty, Integrity and Trust* – and our *We Care* ethos, have fledged GK's award-winning corporate governance programme, evidenced by our commitment to being a good corporate citizen and to advancing the well-being of people and our planet. Our programme of corporate social responsibility (CSR) is guided by our CSR Policy and has been institutionalised through our [Grace & Staff Community Development Foundation](#) and our [GraceKennedy Foundation](#).

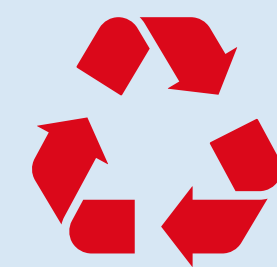
In 2022 GK invested:



J\$227 million in building stronger communities



J\$51 million in food banks and charities to supplement nutritional needs



J\$127 million in projects to reduce, reuse and recycle waste



Our Grace & Staff Community Development Foundation (Grace & Staff) is a joint initiative between the management and staff of GK to support the upliftment of vulnerable communities surrounding our operations in Jamaica. Grace & Staff supports community development through education and empowerment activities, and with the voluntary support and contributions of our GK team and our subsidiaries.

In 2022, Grace & Staff enrolled 1,333 students in its tuition assistance programme, distributed 949 food baskets to seniors across six communities and delivered 887 counselling sessions.



Our GraceKennedy Foundation (GKF) was established in 1982 in commemoration of our 60th anniversary. Over the decades GKF has built a legacy of service, collaboration, stewardship and thought leadership, and has invested heavily in increasing access to education, promoting healthy lifestyles and protecting the natural environment in Jamaica.

In 2022, GKF environmental projects prevented 225.2 tonnes of waste from entering the Kingston Harbour.

GKF also awarded over J\$25 million in scholarships and bursaries in 2022.

Who We Are

Our Commitment to Care



"Through their support and genuine care, Grace & Staff not only assisted me with tuition but also instilled within me a sense of hope, and determination to complete my undergrad studies."

Shavouya Carson,
Grace & Staff Community Development Foundation beneficiary between 2017 and 2020 and current student at the University of the West Indies



"GK Foundation has provided me with the opportunity to excel in my tertiary education and has helped me become not only a better professional but also a better person."

Johmar Bennett,
2018 GraceKennedy Carlton Alexander Scholarship recipient and current GK Senior Treasury Analyst

Our Environmental, Social, and Governance (ESG) strategy is building on GraceKennedy's strong foundation of good corporate governance to make us an even more sustainable and impactful organisation in the future.



In celebration of our 100th anniversary in 2022 GraceKennedy set out to reaffirm our commitment to our *We Care* ethos by delivering over 100 CSR initiatives or Acts of Grace throughout the year, including cash and in-kind donations, scholarships, bursaries, tree planting projects and beach cleanups.

More details on each *Act of Grace* can be found [here](#).

Who We Are

Our 2030 Vision

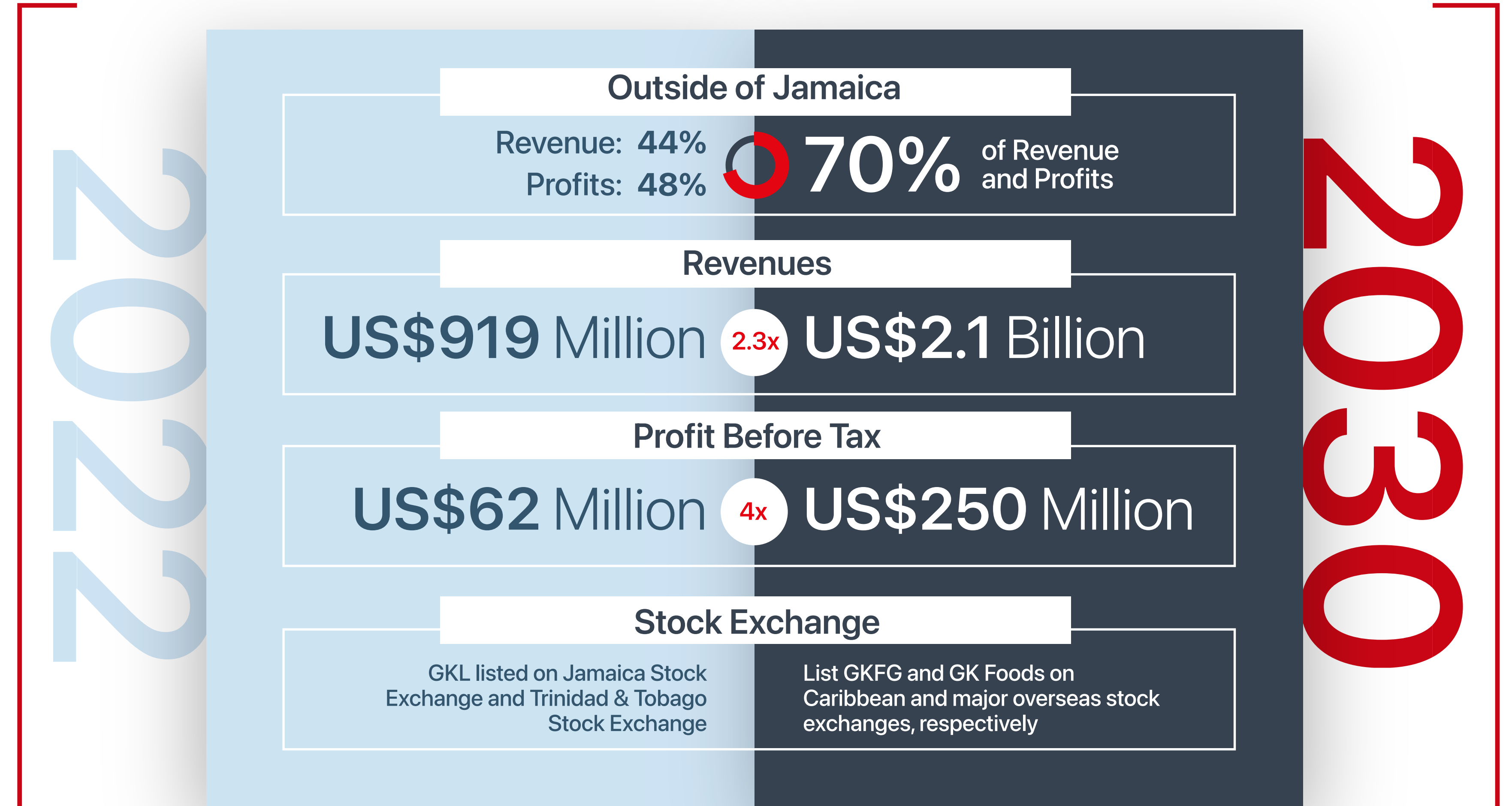
GraceKennedy's vision of becoming the number one Caribbean brand in the world by 2030 will see our Group earning 70% of our revenues and profits outside of Jamaica. We are working assiduously towards this by:

- Pursuing our goal to list our GK Foods division on an international stock exchange, as we look forward to significant growth associated with our geographic expansion in major food markets across USA, Canada, and the UK;
- Expanding our financial services offerings within the Caribbean to become one of the region's most trusted financial partners; and
- Infusing ESG principles into our core business strategy to positively impact our global society and enhance the financial well-being of all our stakeholders.

With our highly motivated team aligned to our core values - *Honesty, Integrity, and Trust* – and driven by our *We Care* ethos, GK is well positioned to achieve our 2030 vision.



Strategic Objectives



Underpinned by our **Environmental, Social, and Governance Framework**

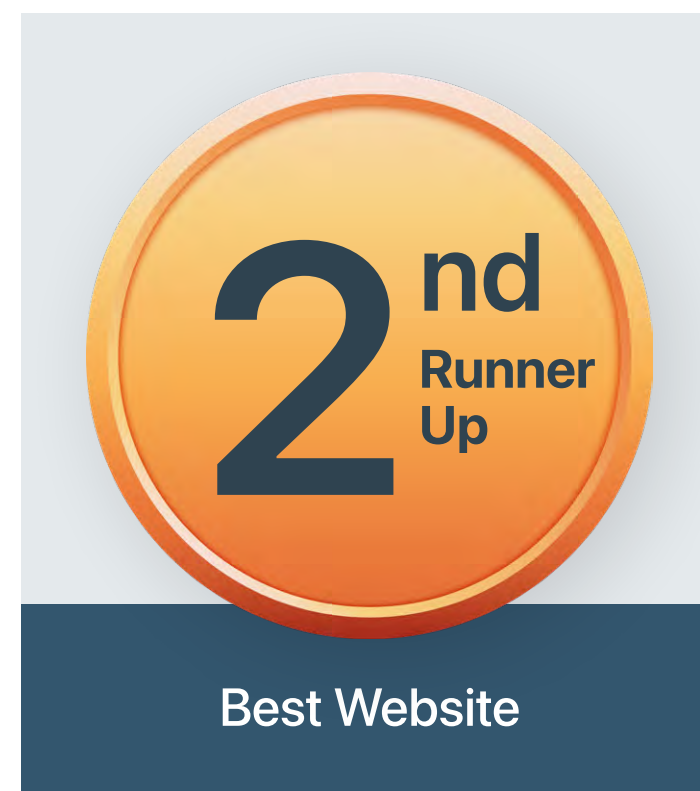
Adhering to the Highest Standards of Integrity	Providing a Safe, Diverse and Respectful Workplace	Promoting Responsible Products and Services	Being Environmental Stewards	Enabling Inclusive and Vibrant Communities
--	--	---	------------------------------	--

Executed by our highly skilled and motivated GK team

Awards & Recognitions



At the 2022 Jamaica Stock Exchange (JSE) Best Practices Awards, GraceKennedy received the a Governor General's Award for Excellence, and also placed in the following categories:



GK's food businesses also received several awards in 2022:



At the Bureau of Standards Jamaica (BSJ) National Quality Awards, Hi-Lo Liguanea received the Process Management award and Hi-Lo Cross Roads received the Customer Focus award; Dairy Industries Jamaica Limited (DIJL) received the Manufacturing award and a sectional award for HR Focus; and Grace Food Processors (Meats) received the National Quality Segment Award for Process Control



Grace Foods LACA received the Jamaica Manufacturers and Exporters Association Governor General's Award for Exporter of the Year



GK Foods USA received proclamations from NYC Mayor Adams and NY State Senator Comrie to mark the 10th annual Grace Jamaican Jerk Festival and GK's 100th anniversary in 2022



GK Foods USA received the Key to the City of Miramar in 2022 in commemoration of GK's 100th anniversary and our support of the South Florida community



GraceKennedy received a Congressional Proclamation from the US House of Representatives in recognition of our 100th anniversary in 2022

Our We Care Story

The timeline below tracks GraceKennedy's We Care story from 1922 to present day, culminating in this report, which marks the beginning of a new chapter.

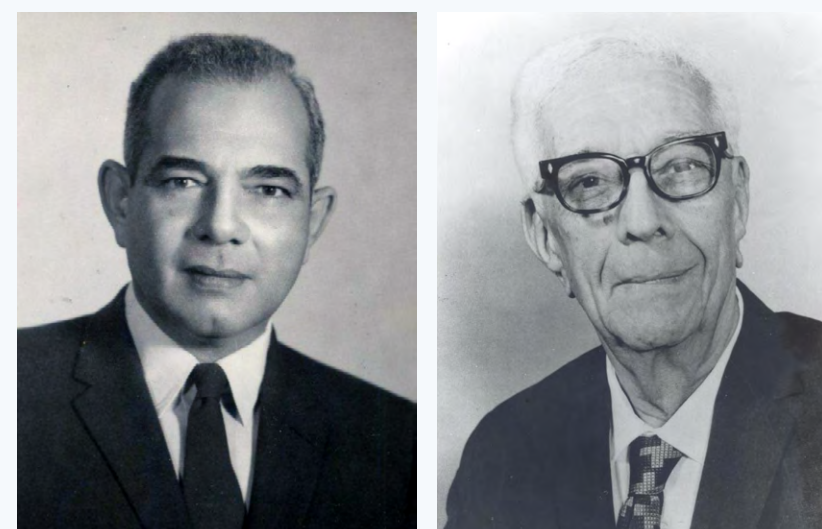
Our We Care Journey begins. Grace, Kennedy & Co. Ltd. is founded on the core values of Honesty, Integrity and Trust and with a We Care ethos by Dr John J. Grace and Fred William Kennedy, with James Moss-Solomon, Sr. as our Company's first accountant on February 14, 1922.



1922

1939

Led by Co-Managing Directors Luis F. Kennedy and James Moss-Solomon, Sr, GK institutes our first staff share offer, with payment plans made available for our staff to purchase Company stock.



We become the first Jamaican company to establish free health, and superannuation schemes and life insurance for our staff.

1951

1969

Grace Kitchens and Consumer Centre is established and goes on to become the voice of nutritional opinion in Jamaica, dedicated to improving the nation's nutritional standards.

GK Chairman and CEO S. Carlton Alexander receives the Order of Jamaica for his service to the nation in the private and public sectors.

1978



1976

GK Chairman and CEO S. Carlton Alexander is instrumental in establishing the Private Sector Organisation of Jamaica (PSOJ).

Grace & Staff Community Development Foundation is established by the management and staff of GK in response to declining social and economic conditions in the inner-city communities surrounding our operations in downtown Kingston.

1979



1980

The first Grace, Kennedy Scholarship is established for study at The University of the West Indies (UWI).

Our We Care Story

Grace, Kennedy & Co. Ltd. is a listed company on the Jamaica Stock Exchange (JSE).

1986

The S. Carlton Alexander Chair is established in the Department of Management Studies at UWI.

1989

Philosophies & Principles, a booklet outlining guiding principles for our employees, is published.

1993

- Our 2020 vision is launched. The vision speaks to GK becoming a dynamic international group of companies giving value to our customers and raising the standard of living of our staff, whilst being ethical in our conduct and responsible members of our community.
- Dairy Industries Jamaica Ltd becomes the first Jamaican company to gain ISO accreditation.

1995



2002

GK Executive Chairman and Jamaican Senator Douglas Orane receives the Order of Distinction (commander class) in recognition of his contribution to commerce and the private sector in Jamaica.

1988

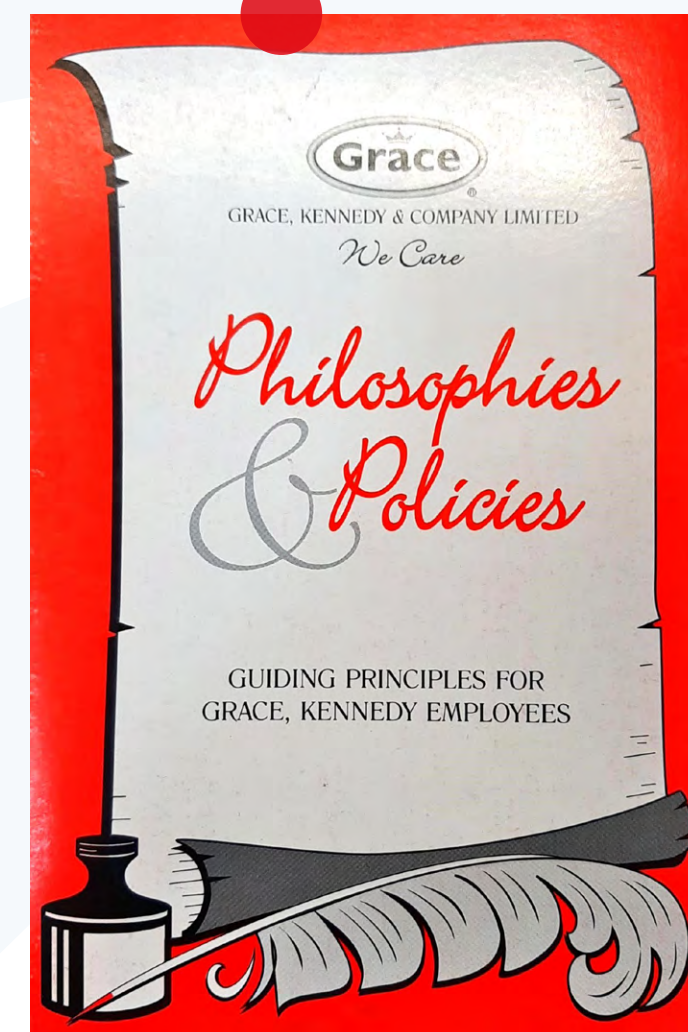
GK Foundation launches its Annual Lecture Series which has been hailed as an invaluable instrument of intellectual discourse for Jamaicans and has examined various national and regional issues throughout its over 30-year run.

1982

GraceKennedy Foundation is established to mark our 60th anniversary and over the decades supports GraceKennedy's corporate citizenship through programmes focused on promoting environmental sustainability, healthy lifestyles, and increasing access to education.

1992

The James Moss-Solomon Sr. Chair in Environmental Management is established at the UWI Mona in commemoration of our 70th anniversary.



1994

GK Chairman and CEO A.R. Diaz is inducted into the PSOJ Hall of Fame.



1998

GraceKennedy Limited is listed on the Trinidad & Tobago Stock Exchange (TTSE).

2004

Our GraceKennedy Jamaica Birthright Programme is launched, offering summer internships and a cultural immersion experience to university students from the Jamaican Diaspora.

Our We Care Story



GK expands our support for youth development and sports in Jamaica by becoming title sponsor of the annual Inter-Secondary Schools Sports Association (ISSA) Boys' and Girls' Athletic Championships.

2007

GK receives our first PSOJ/JSE Corporate Governance Award (first place) at the JSE Best Practices Awards. We will go on to also receive this award in 2016, 2021 and 2022.

2015



2017

- Group CEO and Jamaican Senator Don Wehby receives the Order of Distinction (commander class) for his contribution to Jamaica's public and private sectors.
- GK ONE, a one-stop shop offering a suite of financial services and products, is launched by GKFG.

2020



GK Foundation partners with the United Nations Development Programme (UNDP) to deliver our 2020 Annual GK Lecture on the UN Sustainable Development Goals (SDGs).

2005

The first edition of our *Code of Ethics & Guidelines for Business Conduct* is published. The booklet, which was preceded by *Philosophies & Principles*, outlines the minimum standards of conduct for GK staff and Directors.

2010

Our Corporate Social Responsibility Policy is published.

2014

- Grace & Staff Community Development Foundation opens its Science, Technology, Engineering and Mathematics (S.T.E.M.) Centre in downtown Kingston.
- GK joins a public/private sector partnership to launch Recycling Partners of Jamaica, an initiative set up to spearhead the recovery, collection, and recycling of single-use plastic in Jamaica.
- GK Foundation implements a recycling programme for our subsidiaries and coordinates our first International Coastal Cleanup Day activity.

2018

GK Foods launches its *Better for You* initiative with the objective to increase its product offerings with minimal processing and/or a better nutritional profile.

2019



- GK receives the Governor General's Award for Excellence at the JSE Best Practices Awards for the first time. The prestigious award honours the Jamaican publicly listed company which consistently upholds international best practices, to be declared the overall winner of the annual awards. We will go on to also receive this award in 2021 and 2022.
- GK Foundation launches our GK Campus Connect Food Bank to support Jamaican university students in need.
- GK opens its new headquarters at 42 – 56 Harbour Street. Over 150 Jamaicans from surrounding communities worked on the construction project which reaffirmed our commitment to the development of downtown Kingston.

Our We Care Story



- Our Environmental, Social and Governance (ESG) Committee is formed with a mandate to define an ESG strategy for our Group which is aligned with the UN SDGs.

2021

- GK launches our 2030 vision to be the #1 Caribbean brand in the world.
- Our ESG statement is published and our first ESG summary report is included in our 2021 annual report.
- GK Foundation partners with The Ocean Cleanup, and Clean Harbours Jamaica (CHJ) to launch the Kingston Harbour Cleanup Project. The pilot project installs Interceptor Barriers at the mouths of three gullies in Kingston to prevent solid waste from entering the Kingston Harbour, and hosts beach cleanups to raise awareness about solid waste pollution.

2022

- Our Groupwide Energy Policy is launched, serving to advance our transition to renewable energy, with a focus on solar.

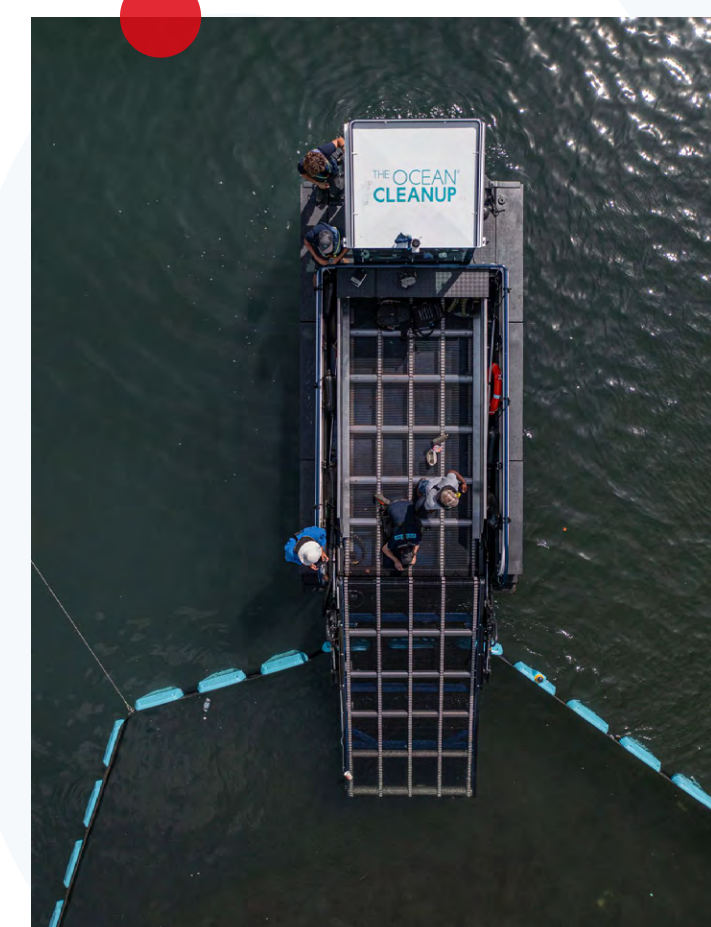


2020

- GK's COVID-19 community outreach includes in-kind donations of food, beverages, hygiene, and sanitary products, to frontline workers in Jamaica and overseas. In Jamaica, a J\$10 million donation is made by GK to the PSOJ COVID-19 response to purchase ventilators for Jamaica's hospitals; over 2,000 GK care packages are delivered to residents of quarantined communities; and discounted GK products and services are provided to health care workers and senior citizens. GK Money Services locations also serve as pay-out stations for the Government of Jamaica COVID-19 Allocation of Resources for Employees Programme.
- GK donates over 400 laptops and tablets to support online learning during the COVID-19 pandemic through the Grace & Staff Community Development Foundation's GK Cares Tools for Schools initiative.



- Over 1300 GK team members, their families, and residents of communities surrounding our offices in downtown Kingston are vaccinated against COVID-19 via GK vaccination blitzes.



- The GK One app is launched. The new GK digital platform offers several features, including a mobile wallet.



- In celebration of our 100th anniversary, GK gives back over J\$180 million to the communities we serve around the world, by delivering over 100 Acts of Grace.

2023

GK conducts our first ESG materiality assessment and publishes our inaugural ESG Report.

Our ESG Approach

ESG Governance Structure

Board of Directors

Corporate Governance & Oversight Committee

Executive Committee

Group Chief Executive Officer

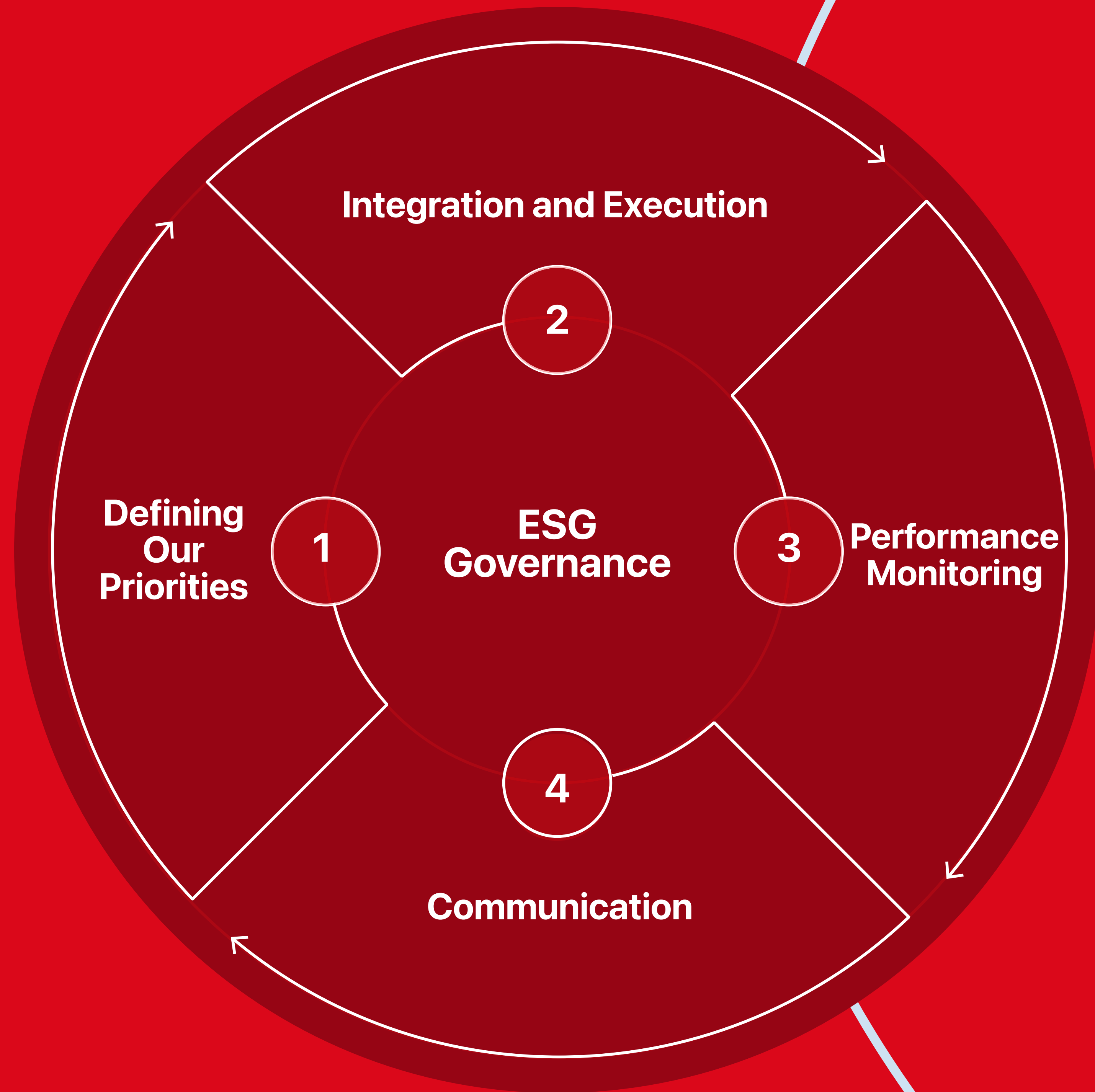
ESG Committee

*General Counsel & Chief Corporate Strategy (ESG Lead)
Strategy - Corporate Communications - Risk & Compliance - Sustainability - Foundation Leads*

ESG Workstreams

Corporate Governance & Compliance, Responsible Products & Services, Work, Safety & Wellbeing, Environmental Sustainability, Community Investment

Our ESG Approach



1

Defining Our Priorities

- Consultation with our stakeholders to identify the ESG topics most important to them
- Alignment of material topics with our GK ESG themes:
 - Adhering to the highest standards of integrity
 - Providing a safe, diverse and respectful workplace
 - Promoting responsible products and services
 - Being environmental stewards
 - Enabling inclusive and vibrant communities

2

Integration and Execution

- Establishing a governance structure for the oversight of our ESG integration
- Developing goals which align with our material topics, chosen business imperatives and the Sustainable Development Goals
- Creating action plans for each goal with defined performance metrics aligned with international reporting standards
- Executing action plans

3

Performance Monitoring

- Monitoring and evaluation of our progress toward each ESG goal
- Assessing ESG performance using chosen metrics

4

Communication

- Publishing annual ESG updates
- Ongoing ESG awareness building amongst our stakeholders

Defining Our Priorities

To understand the ESG priorities of our stakeholders, in 2022 we engaged the services of Nasdaq ESG Advisory to support a critical phase of our *We Care* journey - our first materiality assessment. The assessment helped us determine which ESG topics are most important to our internal and external stakeholders. Nasdaq took a multi-layered approach to the materiality assessment, conducting desk research, interviews, and surveys across a broad range of GK stakeholders in early 2023.

One of the outputs of the assessment was a materiality matrix which charts the level of importance and impact of each topic on both our business and our stakeholders. The matrix helps depict which topics are of greatest material importance to GK, which are considered important for our business, and which are considered areas of interest. It also highlights the GK ESG thematic areas which each topic is associated with.

Material Topics

Material topics are those which are most critical for GK to address, ranking very high in importance to both our internal and external stakeholders, posing the greatest risk or opportunity for GraceKennedy. They also represent areas where we are likely to have the greatest impact.

The material topics GK will actively work and report on are:

- Business Ethics & Compliance
- Consumer Financial Protection:
- Corporate Governance
- Health, Safety & Wellbeing
- Labour Practices & Human Rights
- Privacy & Data Security
- Product Quality & Safety

Business Imperatives

Business Imperatives are considered second tier or our “next up” priorities; they are important to address if we are to remain a responsible and stakeholder driven organisation. In addition to the material topics listed above, we have also identified the following business imperatives as priority areas to address and report on, as they are directly connected to our 2030 vision and ESG thematic areas:

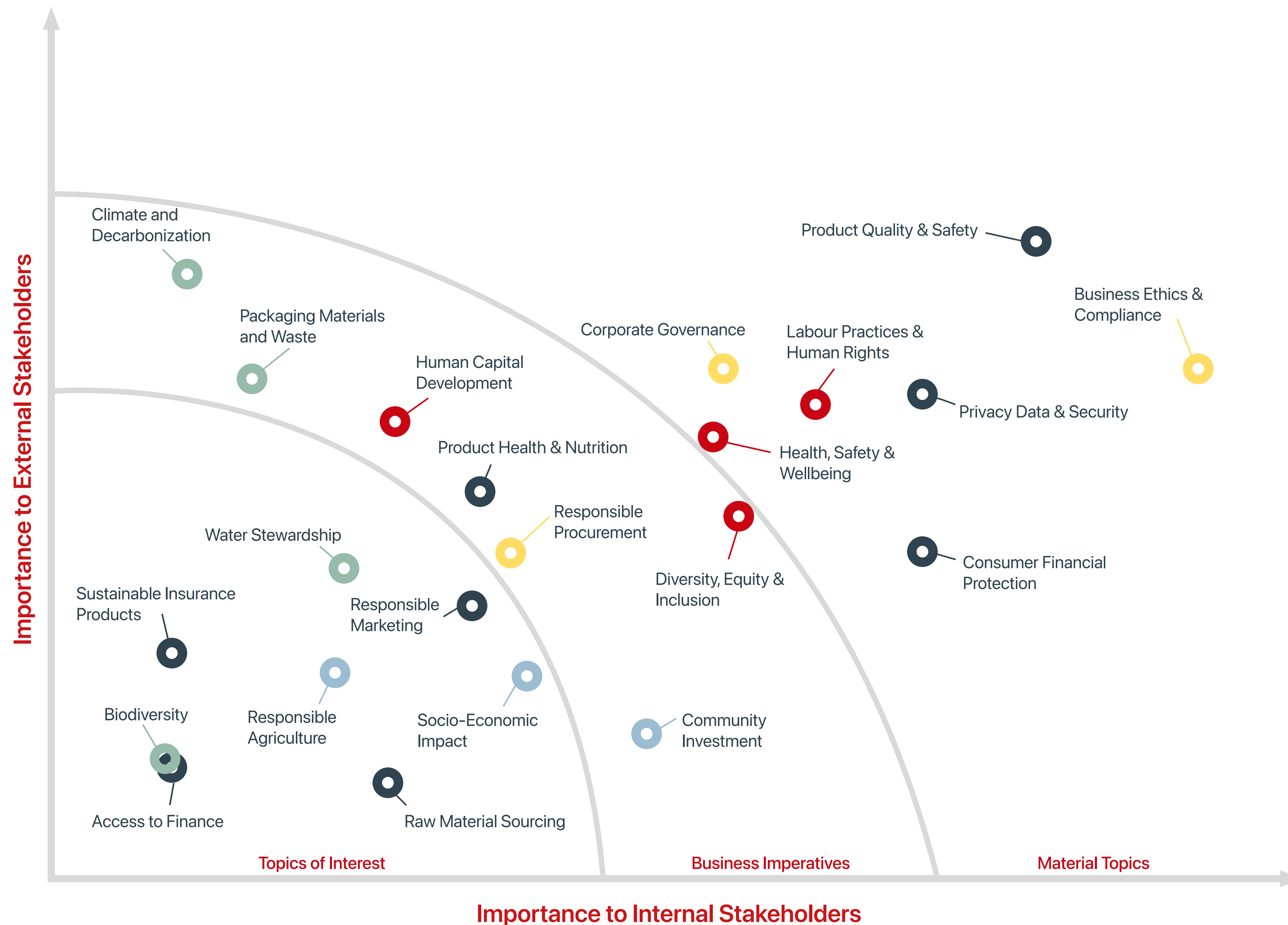
- Climate and Decarbonization
- Community Investment
- Diversity, Equity & Inclusion
- Responsible Procurement
- Packaging Materials and Waste

Topics of Interest

Topics of interest, while relevant to GK and our stakeholders, carry less urgency. These issues will continue to be tracked by GK, as it is thought that they may become business imperatives or even material topics in the future.

Defining Our Priorities

Materiality Matrix



- Adhering to the Highest Standards of Integrity
- Providing a Safe, Diverse & Respectful Workplace
- Promoting Responsible Products and Services
- Being Environmental Stewards
- Enabling Inclusive & Vibrant Communities

Material Topics
 Those that pose the greatest risk or opportunity, and/or where we will have a significant impact.

Business Imperatives
 Imperative business practices for a responsible and stakeholder-driven organisation.

Topics of Interest
 Topics of interest that we will track, monitor and manage as they rise in importance.

Our ESG Statement

*Our ESG Statement has been updated to better align our **five ESG thematic areas** with the findings of our materiality assessment.*

GraceKennedy was founded on the ethos of *We Care*, which is at the heart of who we are as a Company, and how we achieve success. Our *We Care* ethos frames our approach to Environmental, Social, and Governance (ESG) and inspires our commitment to adhere to the highest ethical standards; provide a safe, diverse and respectful workplace; promote responsible products and services; be stewards of the natural environment; and enable inclusive and vibrant communities.



Adhering to the Highest Standards of Integrity

Corporate Governance: We are committed to maintaining a diverse and independent Board of Directors and fostering a balanced, informed, and inclusive decision-making process. We will operate pursuant to an established structure supported by transparent and fair policies and procedures.

Ethics & Compliance: We are committed to upholding the highest standards of integrity underpinned by our core values - *Honesty, Integrity* and *Trust*. We are committed to complying with all applicable laws and regulations and conducting our activities in accordance with our corporate policies and in alignment with international standards.

Responsible Procurement: We are committed to working with our suppliers and third parties who work on our behalf, to ensure that ESG risks and opportunities are considered.



Providing a Safe, Diverse & Respectful Workplace

Health, Safety & Wellbeing: We are committed to providing a work environment that inspires our team to grow and perform in a safe, healthy, and flexible way.

Labour Practices & Human Rights: We are committed to promoting freedom of association, eliminating workplace harassment and violence, and providing competitive compensation. We oppose the use of child labour, forced or compulsory labour, human trafficking, and all forms of modern slavery. We support and respect the protection of internationally proclaimed human rights, which includes the Universal Declaration of Human Rights and the core standards set out by the International Labour Organization.

Diversity, Equity & Inclusion: We are committed to ensuring we treat people with fairness and dignity, and reject all forms of discrimination based on race, colour, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political, disability or any other basis.



Promoting Responsible Products & Services

Privacy & Data Security: We are committed to safeguarding the privacy and personal data of all stakeholders, including our team, customers, business partners, shareholders, and other members of the communities we serve.

Consumer Financial Protection: We are committed to ensuring the fair and responsible treatment of our customers in all financial transactions and interactions, and adhering to applicable laws, regulations, and industry standards to protect consumer rights and promote financial well-being.

Product Quality & Safety: We are committed to delivering products of the highest quality, and will adhere to all relevant regulations and industry standards to ensure our customers' safety and well-being. We will invest in products and services that provide healthier, more sustainable options for our customers.

Responsible Marketing: We are committed to the responsible marketing of our products and services, respecting different cultures, demographics and geographies. We build our brand and position ourselves as market leaders through honest and fair business practices, and by operating with the highest level of integrity.



Being Environmental Stewards

Packaging Materials and Waste Management: We are committed to minimising the environmental impact of our packaging materials and optimising waste management practices for our operations, products, and services.

Climate Change and Decarbonization: We are committed to reducing our greenhouse gas impact, promoting the use of cleaner energy, and addressing climate risks and opportunities in alignment with the Taskforce on Climate-related Financial Disclosure (TCFD) recommendations.

Biodiversity: We are committed to ensuring ecosystem health and biodiversity is protected across our entire value chain.



Enabling Inclusive and Vibrant Communities

Community Investment: We are committed to supporting causes that create positive environmental and social contributions in the communities where we live and work.

Socio-Economic Impact: We are committed to driving economic prosperity through the direct and indirect benefits of our activities, including job creation, supplier payments, responsible taxes, and shareholder returns.

Stakeholder Relations: We are committed to proactively engaging and advocating on issues of public interest relevant to our stakeholders to help build trust and mutual understanding.

Our Goals

Seven ESG goals have been established in pursuit of our 2030 vision.

These goals fall under each of our five ESG themes and align with the material topics and business imperatives identified through our ESG materiality assessment. We have also highlighted the United Nations Sustainable Development Goals (SDGs) which each GK ESG goal serves.

Each goal includes targets, which will evolve as our ESG agenda progresses. Workstreams will be established to oversee each ESG theme and the progress towards the associated goals and targets.



The UN SDGs serve as a “shared blueprint for peace and prosperity for people and the planet, now and into the future.”

For more information on the SDGs [click here](#).

Adhering to the Highest Standards of Integrity



Goal

Build on our core values of *Honesty, Integrity and Trust* by enhancing our robust corporate governance framework

Material Topic(s):

Business Ethics & Compliance;
Corporate Governance

Business Imperative(s):

Responsible Procurement

Targets

- Build a hub on the GraceKennedy website where stakeholders can engage with our ESG materials, including policies and reports, by December 2024.
- Broaden our existing stakeholder engagement programme to support the ongoing assessment of our ESG priorities, by December 2024.
- Develop and implement a framework for monitoring and integrating stakeholder feedback on ESG, by December 2024.
- Publish a Group Environmental, Social, and Governance Policy, by December 2025.



The Corporate Governance & Compliance Workstream will oversee this goal and its associated targets

Providing a Safe, Diverse and Respectful Workplace



Goal

Be an employer of choice by fostering a work environment where our team feels safe, respected, and valued for their unique contributions

Material Topic(s):

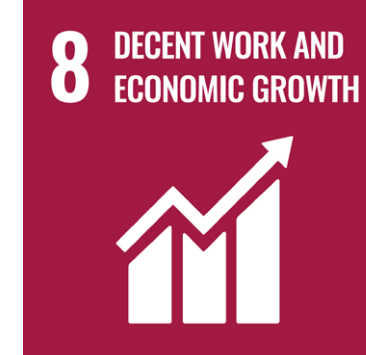
Labour Practices & Human Rights;
Health, Safety & Wellbeing

Business Imperative(s):

Diversity, Equity & Inclusion

Targets

- Launch an integrated Group Health, Safety and Wellness Policy, by December 2025.
- Roll out diversity training for all GK businesses, by December 2024.
- Maintain an employee engagement score in line with international benchmarks.



The Work, Safety & Wellbeing Workstream will oversee this goal and its associated targets



Promoting Responsible Products and Services



Goal	<p>Build trust and inspire confidence among our stakeholders by fostering a culture of responsible data use and bolstering our privacy and data security framework</p>	<p>Empower our customers to realise their financial goals by expanding the reach of our financial literacy programmes</p>	<p>Provide multi-cultural food offerings that enhance the well-being and wellness of our consumers</p>	
Material Topic(s):	<p>Privacy & Data Security</p>	<p>Consumer Financial Protection</p>	Material Topic(s):	Business Imperative(s):
Targets	<ul style="list-style-type: none"> ⦿ Bolster Cybersecurity and Data Privacy awareness among our GK team and external stakeholders, by December 2026, and on an ongoing basis. 		<ul style="list-style-type: none"> ⦿ Transform our <i>GK Money Sense</i> financial literacy social media campaign into a comprehensive training programme delivered across multiple channels with a broad reach by December 2025. ⦿ Improve the nutritional profile of our product portfolio by developing and implementing an accelerated <i>Better for You</i> product development strategy aimed at reducing fat, salt, and sugar in existing and new products, by December 2025. 	



The Responsible Products & Services Workstream will oversee these goals and targets

Being Environmental Stewards



Goal

Reduce our environmental impact by increasing our efficient use of natural resources, expanding our sustainable packaging and recycling initiatives, and reducing our carbon footprint

Material Topic(s):
Corporate Governance

Business Imperative(s):
Climate and Decarbonization;
Packaging Materials and Waste

Targets

- Develop and initiate the implementation of strategies to reduce the use of virgin plastic in products we manufacture internally and through third parties, by December 2024.
- Launch a sustainability strategy for all GK businesses, including policies and programmes focused on and reducing the environmental impact of our operations and products, by December 2025.
- Expand programme for measuring and tracking scope 1 and 2 greenhouse gas (GHG) emissions across the Group and implement GHG reduction strategy for all GK businesses, by December 2026.



The Environmental Sustainability Workstream will oversee this goal and its associated targets

Enabling Inclusive and Vibrant Communities



Goal

Improve the quality of life in the communities we serve by increasing volunteerism and investment in initiatives that promote access to education, healthy lifestyles, environmental sustainability, and community development.

Business Imperative(s): Community Investment

Targets

- Launch an online portal within the ESG hub which tracks the corporate social responsibility (CSR) activities being undertaken across the Group, by December 2024.
- Increase the number of volunteer hours our team contributes to the communities we serve to 4,000 hours per annum, and the value of our community investment to J\$370 million per annum, by January 2030.



The Community Investment Workstream will oversee this goal and its associated targets

Our Story Continues

Thank you for joining us on our *We Care* journey. Our inaugural Environmental, Social, and Governance report has been a true team effort, representing input from all our stakeholders – our exceptional GK team, invaluable business partners and shareholders, loyal customers, and dedicated community partners. We extend our heartfelt gratitude to all our stakeholders - you have been integral in bringing our ESG journey to life.

Our *We Care* report showcases GraceKennedy's steadfast commitment to creating a more sustainable future for our Company and the communities we serve around the world. As we build out our ESG workstreams and refine our monitoring and reporting framework, we look forward to sharing annual updates on our progress towards achieving our goals with you.



A handwritten signature in black ink, appearing to read 'G. Moss-Solomon', with a long horizontal flourish extending to the right.

Gail Moss-Solomon
General Counsel & Chief Corporate Secretary, GraceKennedy Limited
Chair of the Environmental, Social, & Governance Committee
September 2023

Stakeholder engagement is at the core of our ESG strategy; therefore we eagerly invite you to share your feedback on this report, or any aspect of our ESG agenda, by reaching out to us at gracekennedy@gkco.com.

We recognize that the challenges we face at this critical moment in our history are complex and require multifaceted solutions. Notwithstanding, GK is fully committed to playing our part in building a brighter future. With a robust ESG framework underpinning our 2030 vision, we are well-positioned to execute on our strategy to enhance our business's sustainability while making a positive difference in the world.

Our story continues.

Disclaimers

The GraceKennedy Environmental, Social, and Governance Report (“The Report”) may contain forward looking statements which are based on assumptions that are uncertain and may change based on the long timelines involved, and the lack of an established single approach to identifying, measuring, and reporting on ESG matters. The Report may contain information and projections which are based on current expectations and forecasts about future events. These projections are subject to risks and uncertainties, many of which are outside of GraceKennedy’s control.

All financial information in The Report is presented in Jamaican dollars unless otherwise noted.^[1] While extensive work was done to ensure the accuracy of The Report and its projections, The Report was not assured by a third-party auditor or any independent third party.

GraceKennedy Limited’s financial statements, annual reports and additional information related to the Company may be found on the Investor Relations tab of our website www.gracekennedy.com.

^[1] Average exchange rates for the year ended December 31, 2022, were as follows:

United States Dollar: \$153.05

Canadian Dollar: \$117.59

British Pound Sterling: £187.03