

**SOUTH COAST FOODS LIMITED (REGISTERED NUMBER: 06478859)**

**REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**Principle 5 - Remuneration**

All employees' base and bonus remuneration is benchmarked regularly against the market to ensure this is consistent with the industry and no Directors are involved in deciding their own remuneration. Directors are not compensated for their services as Directors. For the McDonald's appointee directors this role is considered to be incidental to their main employment roles within the McDonald's business. G R Copper is the owner and director of a management services company which receives a management fee calculated in accordance with the joint venture agreement.

The Company strives to promote a working environment that is free from unlawful harassment, victimisation, bullying and discrimination. The Company regards all of its employees as members of a team where everyone's opinion is valued, everyone is regarded as equal in status and everyone must always be treated with fairness and respect. The Company's Diversity Policy exists to ensure that no job applicant or existing employee is treated less favourably on the grounds of their gender, age, marital status, disability, race, colour, sexual orientation, nationality, ethnic origin, religion or belief and that no-one is disadvantaged by conditions, requirements or practices which cannot be shown to be just and fair. The way we recruit and work should ensure that employees are selected, promoted and treated according to their ability and that everyone has an equal opportunity to receive training and development.

**Principle 6 - Stakeholders**

We aim to communicate with all parties in a way that meets their needs. We focus on open communication and fair disclosure, with emphasis on the integrity, timeliness and relevance of the information provided.

Our success comes from a commitment to relationships. A deep-rooted belief that we are at our very best when we work together with our suppliers to deliver for the customers and communities we serve.

The Strategic Report on page 5 includes the further details on our engagement with our stakeholders.

**STREAMLINED ENERGY AND CARBON REPORTING**

In line with the government's streamlined energy and carbon reporting requirements we are required to report our organisation's carbon emissions for the period 1 January 2020 to 31 December 2020.

We have set this year as our baseline year and reported our total emissions using the financial control boundary. Our methodology aligns with Defra's Environmental reporting guidelines (2019) and uses the government's greenhouse gas (GHG) reporting conversion factors (2020) to quantify emissions.

<u>Emissions source</u>	1.1.20 - 31.12.20
Direct Emissions from Mobile Combustion Sources - Franchisee Vehicle Fuel Consumption	0.0
Direct Emissions from Stationary Combustion - Franchisee Natural Gas Consumption	196.1
Direct Emissions from Stationary Combustion - Franchisee Other Fuel Consumption	0.0
Total Scope 1 (tCO <sub>2</sub> e)	196.1
Indirect Emissions from Franchisee Purchased Electricity	2,094.8
Total Scope 2 (tCO <sub>2</sub> e)	2,094.8
Fuel Consumed by Personal Vehicles used for Business Activities - Grey Fleet	5.0
Total Scope 3 (tCO <sub>2</sub> e)	5.0
Total Scope 1,2&3 (tCO <sub>2</sub> e)	2,295.9
<b>Intensity Metric</b>	
Annual Turnover	£74.42M
Emissions per unit of turnover (tCO <sub>2</sub> e/£m)	30.85
<u>Energy Consumption by source (kWh)</u>	1.1.20 - 31.12.20
Electricity	9,912,228
Gas	1,165,605