

## Directors' report

The directors present their annual report and the audited financial statements for the year ended 31 March 2021.

### Results and dividends

The consolidated income statement for the year is set out on page 8.

The directors do not recommend the payment of a final dividend (2020: £nil). No interim dividends were paid in the year (2020: £nil).

It is proposed that the retained profit is transferred to the company's reserves.

### Directors

The directors who served throughout the year were as follows:

P D Maddocks  
E M Maddocks  
D L Maddocks (resigned 1<sup>st</sup> April 21)  
D J Tobin  
J H Wood (resigned 27<sup>th</sup> July 21)

### Streamlined Energy and Carbon Reporting

In accordance with the Streamlined Energy and Carbon Report (SECR) requirements, the Group is reporting its carbon emissions and energy use for the year ended 31 March 2021. Emissions of CO<sub>2</sub> are measured in CO<sub>2</sub>e (equivalent) representing the combined effect of all related greenhouse gases normalised to the global warming potential of CO<sub>2</sub>.

Scope	Energy Type	Energy, kWh	Emissions, tCO <sub>2</sub> e
Scope 1	Red Diesel	9,979,769	2,365
	White Diesel	919,319	217
	Propane	943,334	202
	Kerosene	83,010	20
	Petrol	11,529	2
Scope 2	Electricity (Grid Import)	6,862,490	1,754
	Electricity (Solar Gen)	1,095,941	0
Total		19,895,392	4,560

Energy Consumption and CO<sub>2</sub> Emissions for Financial Year 2020-21

The Intensity Ratio is a measure of GHG emissions per unit of production. The production metric chosen is Produce Volume Sold, in tonnes, consisting of salad leaves and vegetables.

Output Metric	Value	tCO <sub>2</sub> e	Intensity Ratio (tCO <sub>2</sub> e/tonne)
Produce Volume Sold	31,155 tonnes	4,560	0.146

Intensity Ratio for Financial Year 2020-21

## Directors' report (continued)

### Streamlined Energy and Carbon Reporting (continued)

Scope	19 20 Energy Consumption	Emissions tCO <sub>2</sub> e
Base Year	20,167,530 kWh	4,745
Output Metric	Value	Intensity Ratio (tCO <sub>2</sub> e/tonne)
Produce Volume Sold	30,243 tonnes	0.157

Intensity Ratio for Base Year 2019-20

The GHG Protocol has been used.

As PDM Produce (UK) Ltd. is an unquoted company, the requirement of SECR is to report Energy and CO<sub>2</sub> only. Conversion factors from kWh, and from volume or weight of bulk fuels, were taken from Greenhouse Gas Reporting: Conversion Factors 2020, published by BEIS. Wherever possible, energy consumption is recorded for the reporting financial year with no overspill.

The Group operates on the principle that it is a custodian of its land and natural resources for future generations and endeavours to care for the land it utilises leaving as little imprint as possible. The farming practices used aim to respect and protect soil and water resources, the environment and community it operates in.

Recycling and waste management are key focuses. The Group is actively working towards all packaging being fully recyclable. The Company is very energy aware and was an early adopter of new technologies of which it regards itself as an early adopter. These include:

- Solar PV, both roof and ground frame mounted; taking advantage of the natural diurnal and seasonal coincidences of peak power demand and peak solar generation
- Cold store refrigeration and insulation
- Inverter drives for pumps and motors
- Rainwater harvesting

### Employee consultation

The Group values the involvement of its employees and has continued its previous practice of keeping them informed on matters affecting them as employees and of the various factors affecting the performance of the company. This is achieved through formal and informal meetings, a published weekly brief for all employees and through the posting of company notices. Employee representatives are consulted regularly on a wide range of matters affecting their current and future interests.

### Disabled employees

The Group gives full consideration to applications for employment from disabled persons where the requirements of the job can be adequately fulfilled by a disabled person. Where existing employees become disabled, it is the Group's policy wherever practical to provide continuing employment under normal terms and conditions and to provide training and career development and promotion to disabled employees wherever appropriate.

### Engagement with suppliers, customers and others

See Group strategic report.

### Significant events since the statement of financial position date

There have been no significant events affecting the Group since the year end.