

# Dr. Oetker (UK) Limited

## Directors' Report (continued) For the Year Ended 31 December 2020

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### Employment of disabled persons

The company is committed to a policy of recruitment and promotion on the basis of aptitude and ability without discrimination of any kind. Particular attention is given to the training and promotion of disabled employees to ensure that their career development is not unfairly restricted by their disability, or perceptions of it.

The group's HR procedures make clear that full and fair consideration must be given to applications made by and the promotion of disabled persons. Where an employee becomes disabled whilst employed by the group, the HR procedures also require that reasonable effort is made to ensure they have the opportunity for continued employment within the group. Retraining of employees who become disabled whilst employed by the company is offered where appropriate.

### Employee involvement

The group maintains a HR intranet site that provides employees with information on matters of concern to them as employees, including the financial and economic factors affecting the performance of the company.

### Post balance sheet events

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

### Streamlined Energy & Carbon Reporting

Under the Streamlined Energy and Carbon Reporting (SECR) regulations we are required to disclose our UK energy use and associated greenhouse gas (GHG) emissions, including those relating to natural gas, electricity and transport fuel, as well as an intensity ratio.

To ensure we achieve the transparency required and deliver effective emissions management, we must implement and utilise robust and acceptable methods. Accordingly, whilst the Regulations provide no prescribed methodology, we completed the calculations of our carbon footprint using the latest Defra (Department for Environment, Food and Rural Affairs) and BEIS (Department for Business, Energy & Industrial Strategy) emissions factors.

The period covered for the purposes of the SECR section is 1st January 2020 to 31st December 2020 and our calculations are for the following scope:

- **Building-related energy** – Natural gas (Scope 1) and electricity (Scope 2);
- **Transport fuel** – Fuel used for transport purposes (Scope 1)

In the period covered by this report, Dr. Oetker UK has increased energy monitoring through the installation of energy analytical software; reduced compressed air pressure across the site; and continued with LED lighting replacements.

In 2020, the Dr. Oetker Sustainability Charter was introduced, which sets goals and commitments towards sustainable action in three key dimensions – our food, our world & our company. As part of the Charter, ambitious environmental goals have been set including becoming climate neutral in all direct and indirect operations by 2050.

### Calculation Methodology

Dr. Oetker's GHG emissions were assessed in accordance with Defra's Environmental Reporting Guidelines, including SECR requirements, and uses the 2020 emissions conversion factors developed by Defra and BEIS.

The table below shows Dr. Oetker's GHG emissions during the reporting year 1st January 2020 to 31st December 2020.

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Element	Amount in units
Energy consumption used to calculate emissions:	38,458,209 kWh
Emissions from combustion of gas tCO <sub>2</sub> e (Scope 1)	2,175.38 tCO <sub>2</sub> e
Emissions from combustion of fuel for transport purposes (Scope 1)	58.79 tCO <sub>2</sub> e
Emissions from purchased activity (Scope 2)	6,153.75 tCO <sub>2</sub> e
<b>Total gross CO<sub>2</sub>e based on above</b>	<b>8,387.92 tCO<sub>2</sub>e</b>
<b>Intensity metric (tCO<sub>2</sub>e per average full time employee):</b>	<b>12.39</b>

### Disclosure of information to auditor

Each of the persons who are directors at the time when this directors' report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditor is aware of that information.

### Auditor

The auditor, BDO LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the board on 5 October 2021 and signed on its behalf.



**Dr J Rosenthal**  
Director