



SUSTAINABILITY IMPACT REPORT

PIES, PLANET, PEOPLE

2024 / 2025

WELCOME TO OUR 24/25 IMPACT REPORT

When we started Pieminister, we had a simple but important goal: create pies that taste incredible without costing the earth. This drove us to launch our Pies, Planet, People commitments in 2020, with targets to hit by 2025.

That deadline has arrived. In this report you'll learn how we've performed – celebrating our successes and identifying where we need to redouble our efforts. We've also set our sights on the next five years with an even bolder vision, including joining the UN's Race To Zero and launching our first Net Zero roadmap with concrete steps to get us there.

Being one of the UK's most-loved pie brands comes with real responsibility. The food industry contributes to climate change while being incredibly vulnerable to it. We're already seeing devastating effects worldwide, affecting millions of lives right now.

We still have a window to prevent the worst impacts, but only if we act immediately. Every business needs to stop talking and start doing. The future depends on it.

So please read on to learn how we've progressed over the past five years, and more importantly, how we're ramping things up for the next five years ahead.

As always, please get in touch with any questions or suggestions - after all, sustainability has to be a team effort!



love from Tristan and Jon

**Our 2025 results vs
2019 baseline key:**



**HIT – Maintain
or improve**



**Shot for the moon,
landed amongst the stars**



**MISS – Focus for
the next 5 years**

2020-2025 HEADLINES

Back in 2020 we set nine ambitious goals for where we wanted to be in 2025. Here are some of our highlights from the last five years;

Scope 1 & 2 CO2e operational emissions down 30% on baseline

Donated 270,113 pies and over £36 k to charitable causes

PIEMINISTER GOES SOLAR!

WECA

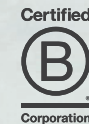
29 - 30 NOVEMBER 2021 | LONDON



Second materiality assessment completed

SIGNED UP TO THE UN'S RACE TO ZERO - WITH OUR DEADLINE OF 2040

B Corp certification achieved. Officially using business as a force for good



11% REDUCTION IN BEEF CO2E IN 2025

an outpouring of support from neighbours and even strangers who

CAREFULLY SOURCED IDENTITY PRESERVED PALM OIL REDUCES 24/25 EMISSIONS BY 98%

Pie box packaging reduction saves over 10 tonnes of plastic.

Volunteering hours undertaken by staff have increased by 222%

Pieminister's new vegan Chana Rama Pie wins Best in Class at the British Pie Awards and is our lowest carbon pie yet!

Real Living Wage Employer

LIVING WAGE EMPLOYER



ANIMAL WELFARE



GOAL 1A. Maintain or raise our animal welfare standards even higher

RESULT: Our welfare standards remain some of the highest within the pie sector; Free range and British for our Chicken, Eggs and Pork, Wild and British for our Venison, and British Farm Assured for our Beef.

In early 2025 we completed our second materiality assessment to learn which ethical and sustainable issues are most important to our stakeholders. Once again, the results confirmed that animal welfare was the most important topic for us to focus on. And we couldn't agree more.

All the chicken we put into our pies is free range (and has been from the very beginning), we also source from slow-growing breeds when possible. We have always sourced the highest welfare British meat we can, and our procurement team is 100% committed to ensuring we only source from the best livestock farmers available, regularly checking that their standards and values are the same as ours. Our Better Chicken Commitment deadline is the end of 2026 and we're making progress, recently exploring new suppliers to help us get there. The BCC team has recognised our efforts, particularly noting what we've achieved as a smaller independent food producer.

What is the Better Chicken Commitment?

1. Follow EU Animal Welfare laws
2. Limit stocking density
3. Use approved higher-welfare and slower-growing breeds
4. Create environments that support natural behaviours
5. Ensure humane stunning practices
6. Report and verify progress

Why we always insist on free range British meat, and you should too:

FREE RANGE BRITISH CHICKEN

Outdoor Freedom: Continuous daytime access to outdoor pasture areas for natural foraging and dust bathing

Space to Roam: Significantly more space per bird than intensive systems - both indoors and outdoors

Natural Behaviours: Birds can express their natural instincts like pecking, scratching and socialising

FREE RANGE BRITISH PORK

Outdoor Living: Pigs spend their entire lives outdoors with access to huts for shelter

Wallowing & Foraging: Space to exhibit natural behaviours like rooting, wallowing and exploring

Family Groups: Sows can build nests and raise piglets in more natural family units

No Confinement: No farrowing crates or sow stalls that restrict natural movement



Goal 1B. Grow our non-beef pie selection, while decreasing the share of sales that our beef pie range takes

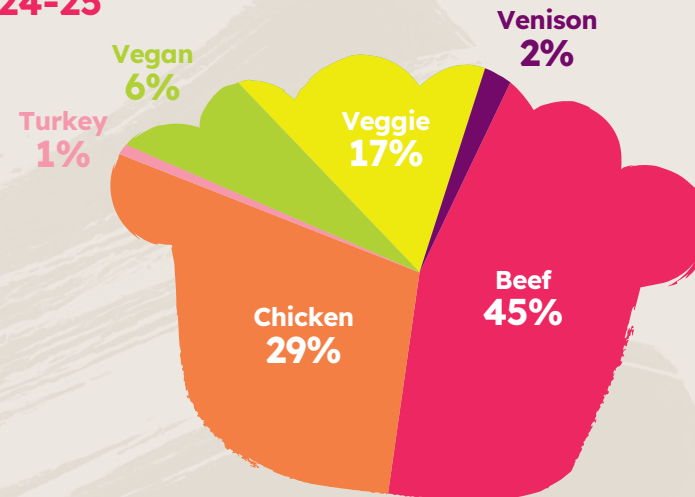
RESULT: Over the last 5 years we have developed 34 amazing non-beef products including Classic pies, Handy pies, Filo pies and Patties. Last year we launched 3 non-beef Handy pies (Chicken Tikka, Cheese and Onion and Banger and Bean) as well as 2 non-beef Classic pies, Deer & Beer and Big Cheese. We also calculated that our beef Co2e emissions have reduced by a fantastic 11%*.

However, the % of sales stays stubbornly up vs baseline. We will continue to innovate delicious new flavours, and we just need you to give them a whirl.

Interestingly venison pies have just had their best ever year in our restaurants and chicken pies were the stars of our sales channels.



2024-25



DID YOU KNOW?

Eating 1 beef pie has the same carbon impact as...

2 Deer & Beer

5 Free Ranger

18 Chana Rama

A simple swap can really make a difference. Every time you choose a non-beef pie you're reducing your carbon impact - and helping us to do the same!

* See page 14 for why this is critical to our Net Zero target



DEFORESTATION-FREE INGREDIENTS



GOAL 2. We will champion the use of deforestation-free ingredients across the industry, leading with our 100% Identity Preserved Palm Oil and deforestation-free soy

RESULT: Remained 100% Identity Preserved Palm Oil & deforestation-free soy in our pies

We source our deforestation-free Identity Preserved (IP) Palm Oil from Daabon, the world's most transparent palm oil producer. This means that the palm oil we use meets the very highest sustainable production standards in every way, from biodiversity protection to fair labour practices. Many consumers have been misinformed, believing that all palm oil is responsible for deforestation and should be boycotted. But we firmly believe – as do leading environmentalists including Greenpeace and WWF – that when sourced responsibly from a certified deforestation-free source, palm oil is the most ethical and sustainable ingredient of its kind.

While much of the produce we source is British, we believe local isn't always the best option. Daabon's palm oil carbon footprint is considerably lower than most British butter, for example. In fact, we met with their Head of Sustainability to understand their supplier specific emissions. Thanks to the palm oil we buy being Identity Preserved, we can trace all purchases back to the exact plantation and therefore can calculate the unique product carbon footprint. This reduced our palm emissions from 3.61 CO₂e per kg (industry average) to 0.07 CO₂e per kg – a whopping 98% reduction.



'Tackling the carbon footprint is the next natural step in making palm oil truly sustainable... There is still work to be done to reduce emissions with onward transport and global shipping but this is a fantastic start that will help our customers like Pieminister reduce their Scope 3 emissions'

Manuel Davila (MD of Daabon UK and EU)

WHY IS IDENTITY PRESERVED PALM OIL THE ONLY OPTION?

- Full traceability to individual plantation
- 100% certified content of the highest certification standard
- Complete supply chain segregation



GOAL 3. We will reduce our Scope 1 & 2 carbon emissions by at least 50% by 2025

RESULT: Our Scope 1 & 2 greenhouse gas emissions are now 30% lower than baseline year 2019-20. Full Scopes 1, 2 & 3 decreased YOY by 12%.

At Pieminister we are committed to only working with like-minded suppliers who share our aims of being a force for good. This year we used supplier-specific intensity factors for some of our service providers and Product Carbon Footprints for our flour and palm oil. Where we had previously been using national averages (best practice for starting to calculate purchased goods and services emissions), we were able to use these unique figures which led to a 16% year-on-year reduction for our purchased goods and services.

We also installed solar panels on our Bristol Bakery! This did cause a jump in our capital goods emissions – solar panels are a carbon investment as well as a financial one – but it's a move we were thrilled to make. We were supported with a grant from the West of England Combined Mayoral Authority to have the necessary work done on our roof and the installation of the panels by local Bristol company Solar, Sun and Air.

The brilliant team at Future Leap continue to support us with our carbon footprinting and they provided our external verification this year. It's important for us to track ourselves so we can make improvements, but we know it's important to you, our customers and stakeholders, to make sure the data we report is independently verified to ensure it's accurate and transparent.

As we continue our reduction journey on the way to Net Zero 2040, you can read our Net Zero roadmap on our website. Note that we have always included FLAG emissions in our Scope 3 and are happy to see their inclusion in current SBTi guidelines.



RACE TO ZERO



PACKAGING



GOAL 4. We will make sure that 100% of our packaging is reusable, widely recyclable, or easy to home compost, with a continuous reduction of single-use plastic packaging

Result: Increased recyclable packaging to 98.7% and reduced plastic packaging by 2.21% (down from 8.2% in 2019-20)

Since 2019/20 we've saved a whopping 51 tonnes of plastic from ending up as waste, 10 tonnes of which was saved when we removed the plastic windows from our boxes.

The results of our 2025 materiality assessment told us packaging waste is still in our VIPies' top three areas of sustainability for us to focus on. We agree; over the last five years we've streamlined our packaging (we're looking at you plastic windows) and moved to lower impact materials where possible e.g. paper strapping and tape for our delivery boxes. This makes our packaging per pie weigh 25% less than our competitors* in your local supermarket.

We keep our eyes firmly peeled for innovations to tackle our hard to recycle items (wooden forks, knives and greaseproof paper). Meanwhile we ensure they're only used when essential. Are you a sustainable packaging expert who could help? If so, please get in touch!

* Averaged weight of 6 key pie competitors' packaging



Still the only pie supplier to not use foil tins or plastic windows in our packaging





WASTE



GOAL 5. We will send zero waste to landfill across all PM sites

Result: 0.25% of our waste in 24/25 was sent to landfill

The reason we set this goal is because we are acutely aware of the potential consequences of unmanaged landfill. That said, we understand that simply aiming for zero waste to landfill is not enough. Combustion still has its impact on the environment, that's why we're backing up this aim with a commitment to reducing our total waste.

What do the different 'end fates' mean?

LANDFILL:

Waste buried, risk of methane emissions and water contamination

INCINERATION WITH ENERGY RECOVERY:

Burned to create energy, can emit pollutants if not properly controlled

OPEN LOOP RECYCLING:

Recycled into a different product, e.g. plastic bottles turned into textiles. Better than just throwing away, but can result in lower quality materials that can't be recycled again

CLOSED LOOP RECYCLING:

Reused as same product, e.g. aluminium cans recycled into new aluminium cans. Supports a circular economy and minimises resource loss

COMPOSTING:

Aerobic decay in the presence of oxygen to produce a nutrient-rich soil – can be done at home or industrially

ANAEROBIC DIGESTION:

Anaerobic decay by microorganisms without oxygen, producing biogas (used for energy) and digestate (used as fertiliser)



GOAL 6. We will reduce our total waste (including packaging) by 30% and increase the amount that is recycled or anaerobically digested by 2025

Result: Total waste kg generated (including all packaging) reduced by 29% per pie vs baseline but the amount of waste recycled or anaerobically digested was down 2% vs baseline

It's been a busy year for innovation at Pieminister and the new product trials mean we bake lots of pies that we aren't able to sell or donate. This increases our total waste per pie and unfortunately means we didn't quite hit our target. Luckily, we have our 'No Pies in the Bin' taskforce who rehome all edible surplus food, leaving the rest of our food waste (inedible pastry trim) to be anaerobically digested. The recycling decrease is due in part to the accuracy of our weight data improving with supplier changes, but this remains one of our nine commitments for improvement.



Goal 7. We will continue to support UK and global charities through pie donations and fundraising initiatives

RESULT:

Donations total £114, 615k (+38% YOY)

Pies total 23,158 (compared to 40,813 in prior year)

Cash total £3,683 (compared to £2,512 in prior year)

Raffle prizes total 95 (this is NEW for 24-25)

As part of our efforts to be a truly sustainable pie business we have worked to reduce the amount of wonky pies we produce. We've made great headway on this front and the number of unsaleable pies we produce has dropped significantly (which also means that the energy required to freeze these pies down has reduced too).

The downside to this progress is that we no longer have a surplus of pies to donate to multiple good causes. We feel that FareShare South West is the most effective way for us to get the limited quantity of surplus pies we have out to as many people as possible. And our relationship with our kitchen neighbours at St Peter's Hospice is our longest partnership and one we want to continue above all others.

Therefore we introduced a nationwide offering of raffle prizes for community groups, charities and schools to feel the 'Good Piebrations'.

All the wonderful charities we've supported financially over the last 5 years:



DRUMROLL PLEASE...

Over the last five years we've donated

**270,113 PIES
& OVER £36K**

Goal 8. Cultivate a happy, healthy and productive Pie team that reflects the communities in which we work, live and serve

RESULT: We are a real Living Wage Employer and certified B Corp

We survey our Pie Crew every year and take the feedback to create an action plan for our department heads to make Pieminister a great place to work. We know we're not perfect, but each year we listen and look for ways to improve.



We continue to pay the real Living Wage, to ensure that all employees receive an independently verified minimum income standard, set by the Living Wage Foundation.



“ The results from our second materiality assessment this year showed that most of you know what it means to be a B Corp. We love that being part of the B Corp community means we must continuously improve. It’s a powerful opportunity for self-reflection and deeper accountability to ensure we’re always moving forward. I’m proud of what we’ve been able to achieve over the last 5 years, especially because time and again we have deliberately chosen to not just take the easiest option. Our 2030 commitments reflect our ongoing promise to bake things better – for the planet and all its inhabitants. ”

Jeni Hunsley,
Head of Pies, Planet, People



Goal 9. Use our time and energy to support and amplify good people doing good stuff in the communities that we work, live and serve

RESULT: Since 2021 we've supported local charities with 1288 hours of our Pie Crew's time

We encourage everyone at Pieminister to take a volunteering day and this year Jon led the charge as his team rolled up their sleeves and cleaned Sand Bay beach near Weston-Super-Mare. Check out the Million Mile Clean to clean up your local area!
<https://www.sas.org.uk/plastic-pollution/million-mile-clean/>



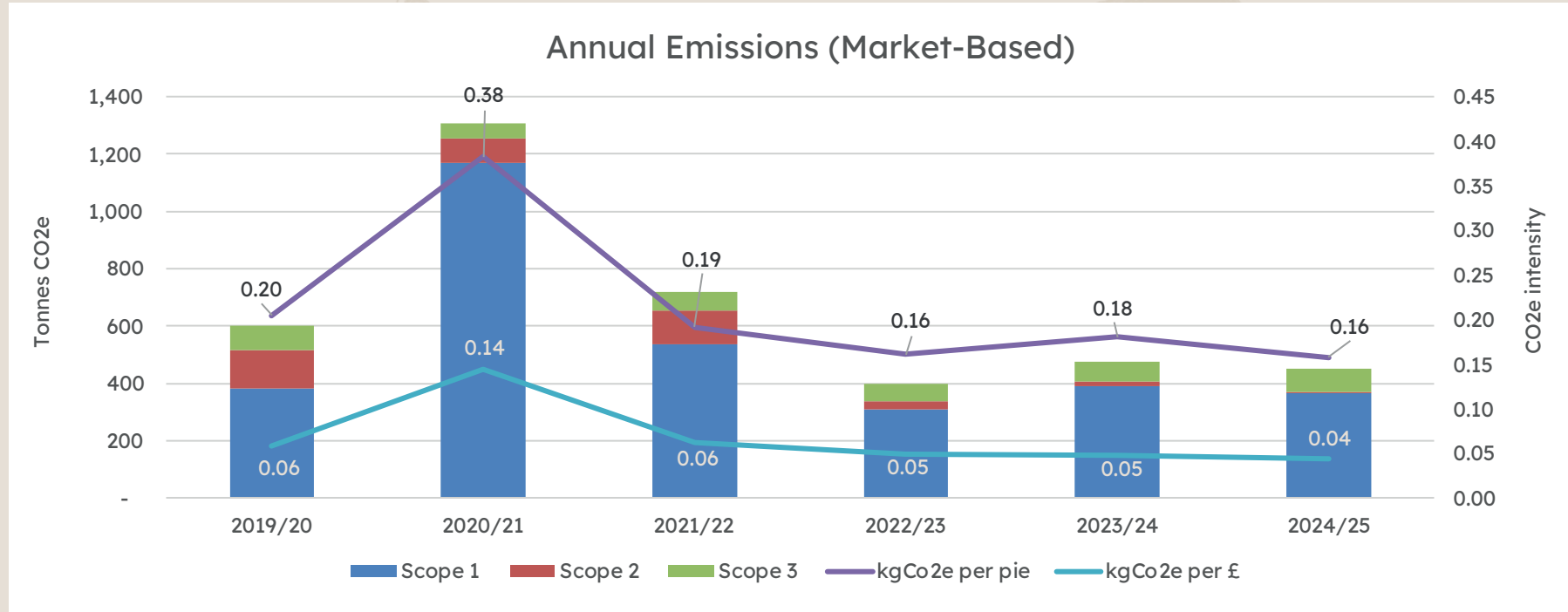
Over the last 5 years we've volunteered with:

St Peter's Hospice
FareShare South West
The Noise Bristol
CALM
Frank Water
Biobank
PDSA Kingswood
St Michael's Hospice
Avon Gleaning Network
Family Food Action
Scouts UK
Motor Neurone Disease Association
Almondsbury Community Shop
Caring in Bristol
The Greenway Centre
Changing Lives
Surfers Against Sewage
St Werburghs City Farm
The King's Trust
Girlguiding



24-25 THE NUMBERS BIT

Some more detail for those that really dig this stuff



Like-for-like measured GHG emissions (Scope 1, 2 + a bit of Scope 3) have been decreased by **30%** vs baseline 19-20

Intensity metrics:

-24% tCO2e/£ revenue

-23% tCO2e/pies produced

Key

tCO2e : tonnes of CO2 equivalent

Scope 1 emissions: direct emissions from owned or controlled sources

Scope 2 emissions: indirect emissions from the generation of purchased energy

Scope 3 emissions: all indirect emissions (not included in Scope 2) that occur in the value chain, including both upstream and downstream emissions



24-25 THE NUMBERS BIT

EMISSIONS SOURCE*	2022-23 TCO2E (LOCATION-BASED)	2023-24 TCO2E (LOCATION-BASED)	2024-25 TCO2E (LOCATION-BASED)	% VS BASELINE (LOCATION-BASED)	ABSOLUTE VS LAST YEAR (LOCATION-BASED)	% VS LAST YEAR (LOCATION-BASED)
SCOPE 1	311	390	366	-4%	-24	-6%
NATURAL GAS	274	270	279	-10%	+9	4%
VEHICLE FUEL	32	41	34	8%	-7	-17%
FUGATIVE GAS	1	78	52	69%	-26	-33%
OTHER FUELS	4	1	0	-100%	-1	-100%
SCOPE 2	411	397	357	-35%	-40	-10%
ELECTRICITY	411	397	357	-35%	-40	-10%
SCOPE 1 + 2	721	787	723	-22%	-64	-8%
OPERATIONAL SCOPE 3	396	333	311	-21%	-22	-12%
BUSINESS TRAVEL (GREY FLEET)	10	7	13	-36%	+6	80%
COMMUTING	157	122	76	-52%	-46	-38%
WORKING FROM HOME	11	8	7	-36%	-1	-11%
OPERATIONAL WASTE	11	11	9	-36%	-2	-17%
WATER	7	7	3	-60%	-4	-60%
FUEL & ENERGY RELATED ACTIVITIES (WTT, T&D)	200	178	55	-8%	-123	-3%
FRANCHISE OPERATIONS	0	21	31		+10	50%
UPSTREAM SCOPE 3	11,045	12,335	10,518		-1817	-15%
UPSTREAM DISTRIBUTION	400	355	278		-77	-22%
PURCHASED GOODS AND SERVICES	10,600	11,870	9995		-1875	-16%
CAPITAL GOODS	45	110	245		+135	123%
DOWNSTREAM SCOPE 3	651	345	647	1220%	+302	88%
DOWNSTREAM DISTRIBUTION	46	89	58		-31	-34%
USE OF SOLD PRODUCTS	557	204	521		+317	155%
PACKAGING (END OF LIFE)	48	52	68	38%	+16	30%
OPERATIONAL EMISSIONS TOTAL	1117	1,120	1034	-22%	-86	-9%
INTENSITY RATIO* TCO2E/PER PIE	12,814	13,809	12,199		-1610	-12%
INTENSITY RATIO* TCO2E/PER £	0.0026	0.0029	0.0024			
	0.0008	0.0008	0.0007			

LOCATION BASED - 12% YOY!

*Intensity ratio divides our total tCo2e by either how many pies we baked or £ of revenue



GLOSSARY OF EMISSIONS TERMS

Demystifying some of the jargon in sustainability reporting

OFFICIAL TERM	WHAT IT REALLY MEANS
NATURAL GAS	Gas used to heat buildings or cook food - like the flame on your hob, or in your gas boiler
VEHICLE FUEL	Petrol or diesel used in company vans or delivery vehicles
FUGITIVE GAS	Sneaky gas leaks from fridges or cooling equipment (very bad for the planet, hard to spot)
OTHER FUELS	Anything else we burn for energy (currently nothing!)
ELECTRICITY	Power from the national grid and our lovely new solar panels
BUSINESS TRAVEL (GREY FLEET)	When staff use their own cars for work trips, or take trains, taxis, e-bikes etc.
COMMUTING	How our team gets to work
WORKING FROM HOME	Energy used when staff work remotely - like heating, laptop charging etc.
OPERATIONAL WASTE	Rubbish generated in our factory and restaurants – like food scraps, supplier packaging, protective clothing
WATER	Water we use for cooking and cleaning in all our sites
FUEL & ENERGY RELATED ACTIVITIES (WTT, T&D)	Hidden emissions from making and moving fuel and electricity (WTT = Well To Tank & T&D = Transmission and Distribution)
FRANCHISE OPERATIONS	Impact from restaurants we don't run directly but still serve our pies
UPSTREAM DISTRIBUTION	Logistics emissions from getting ingredients and packaging to us
PURCHASED GOODS AND SERVICES	Everything we buy to run the business – from flour to oven racks to IT support
CAPITAL GOODS	Big stuff we invest in like ovens, fridges or solar panels
DOWNSTREAM DISTRIBUTION	Transport emissions from getting pies to our customers
USE OF SOLD PRODUCTS	Energy used when customers cook up a pie
PACKAGING END-OF-LIFE	Emissions from what happens to any packaging after use, whether recycled, binned, or composted



QUICK GLANCE - HOW HAVE WE DONE?

We know that trust and love is forged through full transparency – so here is our scorecard, no filters.

PIES

PLANET

PEOPLE

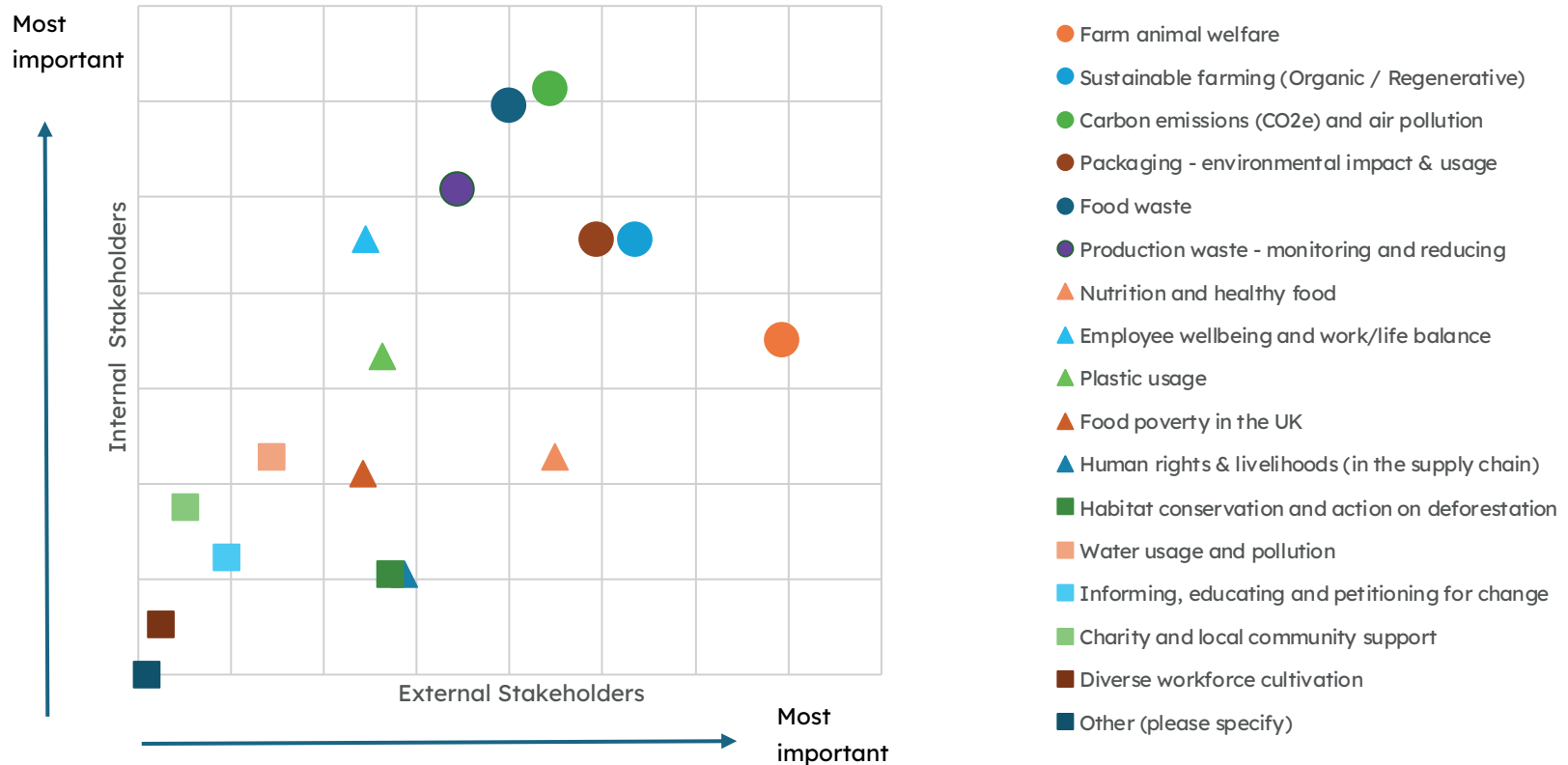
GOAL	MEASURE	PROGRESS					
		19-20	20-21	21-22	22-23	23-24	24-25
Maintain or raise our animal welfare standards even higher	Standards hit	Free range chicken & pork	Trials with birds started, pork remains free range	100% Chicken slow-growing, pork remains free range	100% chicken slow-growing, pork remains free range	100% chicken slow-growing, pork remains free range	100% chicken slow-growing, pork remains free range
Grow our non-beef pie selection, while decreasing the share of sales that our beef pie range takes.	% Products sold that are non-beef pies	57%	54%	55%	55%	53%	55%
Champion the use of deforestation-free ingredients across the industry	Notable milestones	N/A	Revised retail packing to include 'Identity Preserved'	Pieminister products added to the Palm Oil Scan App	Chickens now fed 100% soy free diet	Joined the Sustainable Palm Oil Communities Ambassador Programme	Product Carbon Footprint calculated for IP Palm
Reduce our Scope 1 & 2 carbon emissions by at least 50% by 2025	tCO2e (% Reduction on baseline)	N/A	+105%	+20%	-34%	-21%	-30%
Make 100% of our packaging reusable, widely recyclable, or easy to home compost	% Packaging that is reusable, recyclable or compostable	94.0%	96.0%	97.5%	98.9%	98.96%	98.7%
Continuously reduce amount of single-use plastic packaging	% Packaging that is plastic	8%	6%	4%	3%	3%	2%
Send Zero waste to landfill across all PM operations	kg waste	0	0	500	4,460	9,520	2,050
Reduce our total waste (including packaging) by 30%	Tonnes waste (% reduction on baseline)	N/A	-32%	-2%	-11%	-20%	-15%
Increase the amount of waste that is recycled or anaerobically digested	% waste not sent to incineration	79%	90%	86%	80%	74%	77%
Continue to support UK and global charities through pie donations and fundraising initiatives	Pies and £'s donated	90,206 pies £10,218	85,375 pies £7042	97,991 pies £37,097	30,561 pies £12,846	40,813 pies £2512	23,158 pies £3683
Cultivate a happy, healthy and productive Pie team that reflects the communities in which we work, live and serve	Notable milestones	N/A	First Voluntary Identification Scheme completed	Improved parental leave policy	'Spotlight' development programme introduced	Became a Living Wage Employer	Sustainable Travel Policy updated
Use our time and energy to support and amplify good people doing good stuff in the communities that we work, live and serve	Hours volunteered	N/A	Volunteering scheme implemented	24hrs	400hrs	432hrs	448hrs



WHAT'S IMPORTANT TO OUR STAKEHOLDERS?

We thought you might be interested to see the results of our 2025 materiality assessment shown as a Materiality Matrix. The importance of different topics to external stakeholders (customers & consumers) is plotted against what our internal stakeholders (Pie Crew) think. As you can see, there are clear areas that are most important to you our VIPies, customers and Pie Crew.

"Most Important for Pieminister To focus on over the next 5 years"





PIES, PLANET, PEOPLE COMMITMENTS 2025-30

The result of our materiality assessment - here are our refreshed commitments for the next 5 years



- 1** We will never compromise on our high animal welfare standards*, and we will grow and prioritise our non-beef product range whilst encouraging sustainable farming practices for our British beef. (*Free range eggs, chicken & pork; wild venison; British beef)
- 2** We will champion the use of deforestation-free and sustainably farmed ingredients across the industry, and continue to educate on the difference between non-sustainable and Identity Preserved Palm Oil
- 3** We will only work with like-minded suppliers that share our commitment to being a force for good



- 4** We will achieve Net Zero carbon emissions (across all Scopes) by 2040
- 5** We will work to make 100% of our packaging reusable, widely recyclable, or easy to home compost
- 6** We will continuously reduce all types of waste generated and maximise the amount that is recycled or composted – with zero sent to landfill



- 7** We will give our time and financial support to UK and global charity partners by delivering our Pies, Planet, People efforts alongside healthy profit margins
- 8** We will cultivate a supportive and inclusive internal culture where everyone feels valued for what they do (and enjoys doing it)
- 9** We will commit to giving a proportion of our time in work to external volunteering & social action



ACTION PLAN - NEXT 5 YEARS

PIES

COMMITMENT

1. We will never compromise on our high animal welfare standards*, and we will grow and prioritise our non-beef product range whilst encouraging sustainable farming practices for our British beef.
2. We will champion the use of deforestation-free and sustainably farmed ingredients across the industry, and continue to educate on the difference between non-sustainable and Identity Preserved Palm Oil
3. We will only work with like-minded suppliers that share our commitment to being a force for good

KEY ACTIONS

- Continue to develop sensational alternatives to rival our beef pies
- Take opportunities to educate and inform on the importance and impact of meat welfare and origin
- Use our public platform to educate about Identity Preserved Palm Oil
- Increase the number of regenerative ingredients we source
- Roll out our updated Supplier Code of Conduct to 100% suppliers
- Complete our next round of supplier sustainability audits

PROGRESS

- Watch this space for our 2026 product development!
- Jeni (our head of Pies, Planet, People) spoke at the 2025 Festival of Sustainable business and gave a shout out to Chester Zoo's Sustainable Palm Oil ambassador programme
- Supplier Code of Ethics is live and we start the audits in early 2026

PLANET

4. We will achieve Net Zero carbon emissions (across all scopes) by 2040
5. We will work to make 100% of our packaging reusable, widely recyclable, or easy to home compost
6. We will continuously reduce all types of waste generated and maximise the amount that is recycled or composted – with zero sent to landfill

- See our Net Zero Road Map for more details
- Find alternatives to our 'problem packaging' e.g. wooden cutlery
- Keep abreast of packaging technological advancements and UK recycling infrastructure updates to ensure we're making it as easy as possible for our customers and consumers to do the right thing
- Continue to work with suppliers to reduce incoming packaging
- Increase reusable logistics solutions (returnable bins)
- Implement additional recycling waste streams at the factory

- Solar panels installed and generating that sweet, renewable energy
- Joined an initial steering group for Bristol's very own takeaway packaging reuse scheme, exciting!
- Waste reduction opportunities identified, next steps working with the supplier and operational teams to make a reality

PEOPLE

7. We will give our time and financial support to UK and global charity partners by delivering our Pies, Planet, People efforts alongside healthy profit margins
8. We will cultivate a supportive and inclusive internal culture where everyone feels valued for what they do (and enjoys doing it)
9. We will commit to giving a proportion of our time in work to external volunteering & social action

- Promote our optional Frank Water donation in our restaurants and cafes
- Keep supporting local charity and social initiatives through Little Acts of Pieness
- Ensure all managers and team members are fostering an inclusive culture through regular training, with our senior leadership team leading from the top
- Turbo charge our Inside Out employee council, to ensure everyone continues to have a voice
- Increase our internal "Good Times with Pies" survey score
- Understand the barriers preventing some Pie Crew from taking up their volunteering day and support increasing the opportunities

- Did you know that every time you visit a Pieminister restaurant you can donate 17p per person to Frank Water? Your donations make a huge difference to those experiencing water scarcity across the globe
- Launch of our new training program is underway to ensure all talent is nurtured and our PIE (Pioneering, Indulgent and Ethical) values are firmly embedded into our culture
- A steady increase in uptake since implementation, we're determined to enable even more people to volunteer this year

WHAT CAN I DO?

BUY OUR PIES!

Email Sales@pieminister.co.uk
for wholesale or visit our online shop for direct to your door

GET IN TOUCH

with your ideas to reduce/improve our impact:
hello@pieminister.co.uk

SWAP YOUR BEEF PIE

for another lower carbon alternative
every now and again

If you're only cooking 1 pie,

POP IT IN AN AIR FRYER

instead of the oven!

GET CLUED UP

on where your food comes from and what the
different welfare labels mean:

www.which.co.uk/reviews/food-and-drink/article/decoding-food-labels-sustainability-welfare-and-food-safety-aJrmB9R2AJi1