

Berry Gardens Limited

Strategic report (continued) For the Year Ended 31 December 2020

Section 172 (1) Statement - Directors' statement of compliance with duty to promote the success of the Company

The directors of Berry Gardens Limited consider, both individually and collectively, that they have acted in the way that would most likely promote the success of the company for the benefit of its members as a whole in the decisions taken during the year ended 31 December 2020.

The directors delegate authority for day-to-day management to its executives and then engage in setting, approving and executing the agreed strategic vision, direction and related policies. Other areas are regularly reviewed during each financial year including business performance, risk and compliance, stakeholder engagement, health and safety and corporate responsibility matters. This is undertaken by the consideration of reports in either board meetings, or separate committees that are sent in advance of each meeting.

In reaching this conclusion, the directors have considered their engagement with the following stakeholders and issues:

Customers: Berry Gardens seeks to build long-term trusted relationships with customers and seeks regular feedback on performance via top-to-top meetings.

Grower members: Our aim is to establish long-term open and honest relationships that lead to business success for our grower members and owners.

Employees: Employees are encouraged to participate in strategic and operational decision making where appropriate. Regular communications and forums are held in relation to short and long term direction setting via our employee forum, formal quarterly staff meetings, annual staff surveys and informal meetings and social activities.

Overseas partners: Berry Gardens has a number of collaborative overseas trading partners that provide unique benefits to our overall activities. These are long term strategic relationships fostered through respect, openness and transparency at all levels. Regular meetings take place at an operational and strategic level to ensure the views of all parties are considered.

Community and the environment: Berry Gardens aims to minimise its impact on the environment and local community. Our UK members adhere to the standards set out by LEAF (Linking Environment and Farming) and in the vast majority of cases are working towards achieving greater standards. Our new packing, cold store and head office has a very high environmental building rating, including a 1MW solar array providing the majority of its daily energy needs. In addition, we have signed the WRAP pledge to reduce food waste by 2030 and currently have zero waste to landfill from our head office and packing activities. We engage proactively with the local community to reduce the impact of our distribution network and assist in local projects such as litter picking.

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



N Allen
Secretary

Date: 27 April 2021