

Berry Gardens Limited

Strategic report (continued)

For the period ended 31 December 2023

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 period ended 31 December 2023.

The directors delegate authority for day-to-day management to its executives and then engage in setting, approving and executing the agreed strategic vision and 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 Limited seeks to build long-term trusted relationships with customers and seeks regular feedback on performance via top-to-top meetings.

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

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 monthly town hall meetings, employee forum, annual staff surveys and informal meetings and social activities.

Community and the environment: Berry Gardens Limited 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 1 MW 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.

W Stomp

Director

Date: 11 July 2024