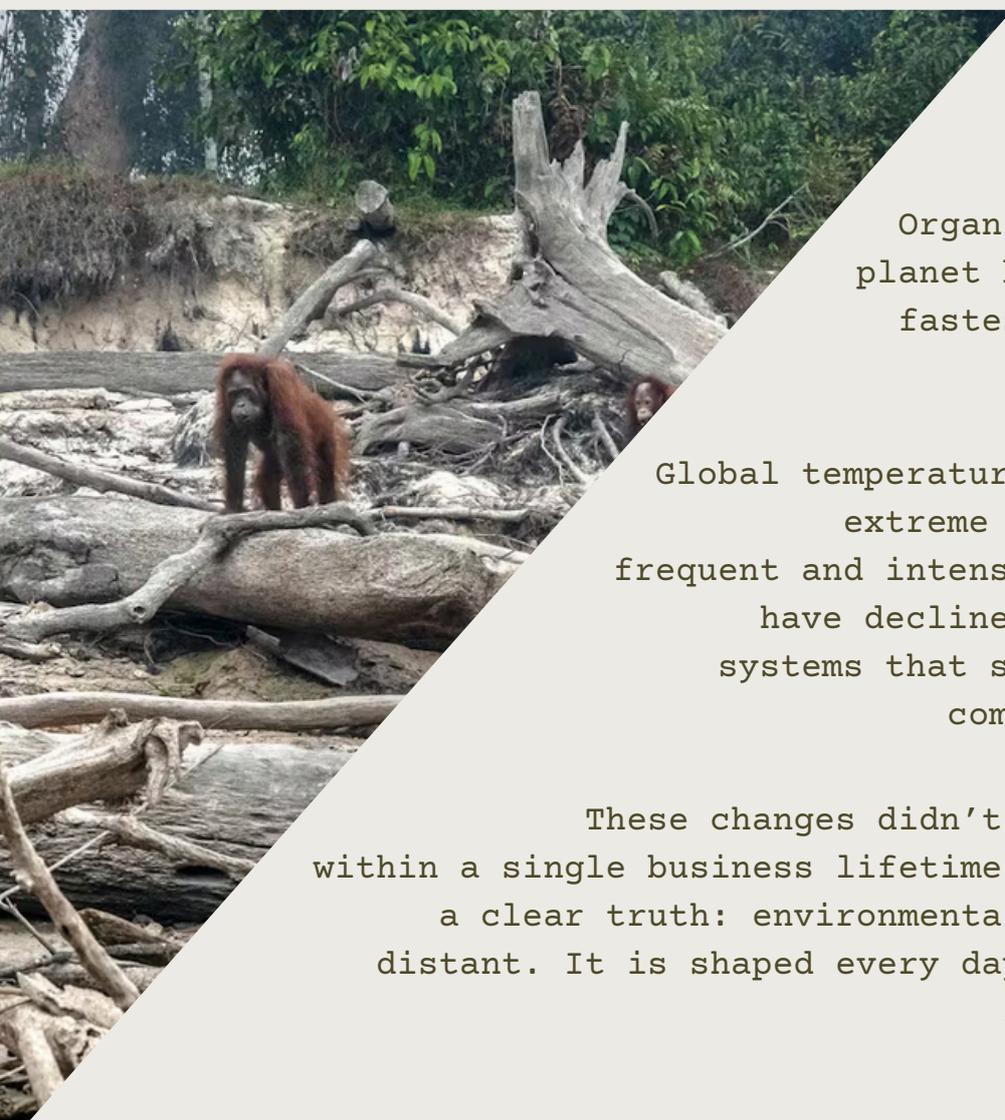




Impact Report 2025

Langridge Organic
Products





In the time since Langridge Organic was founded in 1985, the planet has experienced some of the fastest environmental changes in human history.

Global temperatures have risen by almost 1°C, extreme weather events are now more frequent and intense, and wildlife populations have declined sharply. As a result, the systems that support food production have come under increasing pressure.

These changes didn't happen over centuries, but within a single business lifetime. The last 40 years show us a clear truth: environmental impact is not abstract or distant. It is shaped every day by how we grow food, move it, sell it and consume it.

A progressive outlook from Langridge

For businesses within the food sector, these environmental changes call for accountability, responsibility and innovation.

The last 40 years show us what happens when environmental impact is overlooked. The next 40 years will be shaped by the choices we make today. The industry has a significant influence on land use, emissions and biodiversity, but it also has the ability to drive meaningful change. Organic farming, food waste reduction, lowered transport emissions and improved energy efficiency are all choices which can deliver real, measurable benefits.

**Sustainability is not about perfection.
It is about progress.**

Our work at Langridge, together with our partners, already creates meaningful change. When these efforts are repeated across supply chains, the effect grows fast. This report explains how we keep improving, because staying still is no longer an option and business can help shape a better future.



Celebrating 40
years in
organics in an
everchanging
climate



A letter from our directors

From the very start, the impact of Langridge's operation on the world around us has always been of importance, and has had a big influence on the day-to-day decisions we make. It was, in fact, front and centre in the decision to be organic in the first place.

We have always believed that, as a company, we should do all we can to reduce our impact on the environment and planet.

Sustainability has long been a topic of discussion within our industry and for us the link to organic food and its production has always been obvious and undeniable.

As we move towards Net Zero targets for businesses, we are determined to keep moving forward with what we do and achieve and feel it is our duty to reach these targets as soon as possible. Leading the way for others in the industry.



Langridge Organic - Who are we?



Langridge Organic is a UK-based supplier of certified organic fruit, vegetables and dairy, serving wholesale, retail, and foodservice customers. We work with trusted growers to source seasonal, organic produce, focusing on quality, consistency, and organic integrity.

Sustainability is embedded in our operations. We actively reduce food waste, improve transport efficiency, and monitor our environmental impact across the supply chain.

Our business is built on safe working practices, fair employment, and strong governance, ensuring we operate responsibly, transparently, and with long-term resilience.

Langridge Organic is committed to supplying organic produce in a way that supports our customers, our people, and a more universally sustainable food system.

SUSTAINABLE DEVELOPMENT GOALS



Our Growers



Mole End has been Langridge's premier Kent apple and pear supplier for over 25 years. All fruit is grown by us across 250+ acres in the Garden of England, stored in controlled atmosphere conditions and supplied for 57 weeks last year — as fresh as the day it was picked. We offer exclusive varieties unavailable in any major supermarket, as we do not supply multiples. We are proud to be an independent, employee-owned business, built from a single orchard in the late 1990s.

Paul Ward — Mole End



Working with Langridge has always felt like a genuine partnership rather than a transactional relationship. The team are thoughtful, approachable, and genuinely long-term in their thinking, which makes collaboration easy and rewarding. We really value the trust, continuity, and people-focused approach that has been built over many years.

Elisha at SkySprouts



The LOP Team have all done us proud in providing us with an excellent market for our produce. So pleased that Bernard and I became good friends back in the 80's and our connections have blossomed ever since.

Cyril and all at Bishops Farm Organics.

Our Growers

Working with Langridge organics is seamless, and how, grower - seller relationships, should be. Communication about the market and produce requirements and the ability to understand from the growers perspective, make working with Langridge Organics an enjoyable experience. Langridge Organics cares about the environment and actively changes practices to ensure that our earth is better looked after, their growers feel part of that ethos.

Roddy Hall- Bickham Farm



It is fantastic to still be growing organic vegetables for Alex and the team at Langridge after 30 years. A relationship that is both valued and rare in business today. As the second-generation Govier to supply Langridge, I look forward to watching the third generation take up the reins.

David Govier - Langridge Farm

2025 at a glance



Environmental Metrics

113,000 kg
Waste diverted from
landfill

134,000 kwh
Electricity
generated by solar

157,000 kwh
Purchased from green
sources backed with
green certification

95,950 litres
HVO fuel used

94% Co2e reduction
on fuel used



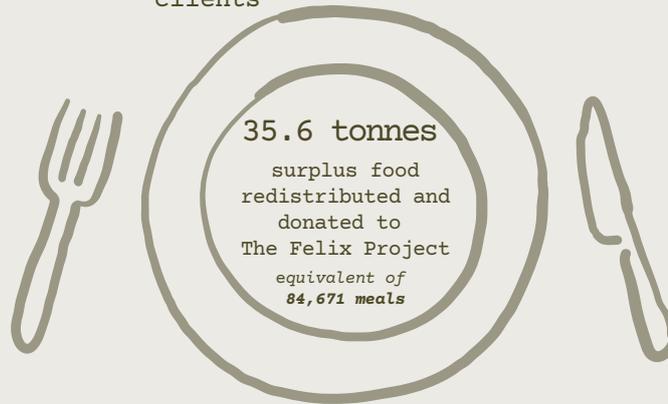
Achievements in sustainable development

81%  Reduction in total Scope 1&2 emissions compared with 2024

15%  Reduction in total Scope 3 emissions compared with 2024

15.4%  Increase in renewable energy generation

2025 Hosted first company open day to share operation and vision with clients



A blooming workplace



£9,000 spent by staff through employee reward scheme

20% female staff in a heavily male-dominated industry

Over 2,000 fruit and veg boxes provided to staff yearly

We agree there's always more to be done, but we take pride in knowing we're doing our best and doing it well.

Environment

We are committed as a business to heavily investing in green energy and technology that helps us towards Net Zero. In 2019 we installed 125kwp of solar to our building, around 300 panels, allowing us to generate 50% of the energy we need. To maintain production, the panels are cleaned regularly with a robot.

In 2024, we invested in a 20,000L fuel tank dedicated for HVO - Hydrogenated Vegetable Oil a very low impact bio-fuel that is a straight drop in alternative for diesel vehicles

We also have a large project going on with a completion date of hopefully the end of April 2026 so watch our socials for sneak previews.



Our environmental impact in 2025

Carbon emissions

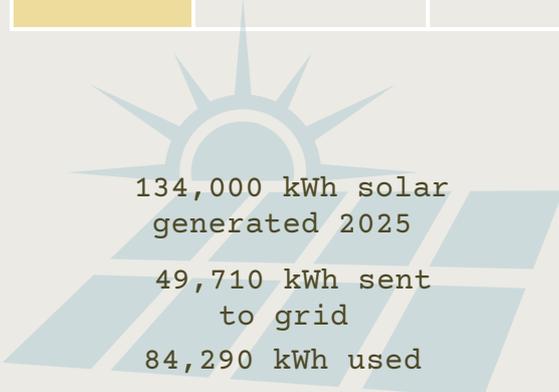
 CO ₂	2024	2025
Scope 1 (t) CO ₂ e	245	30
Scope 2 (t) CO ₂ e	23	19
Scope 3 (t) CO ₂ e	90.4	77

Fuel consumption

	2024	2025
Diesel L's	89,025	3666
HVO L's	16,595	95,951
Kg Co2e from fuel	239,184	13,853



Moving from diesel towards HVO has allowed us to drastically reduce the CO₂e emissions produced by our company vehicles.



134,000 kWh solar generated 2025

49,710 kWh sent to grid

84,290 kWh used

Due to when solar is generated we can't unfortunately use everything that's being generated however we are working on a way for this to be possible

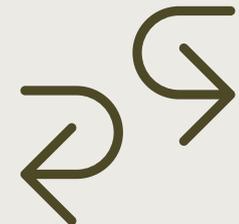
So how did we do ?

Scope 1 & 2

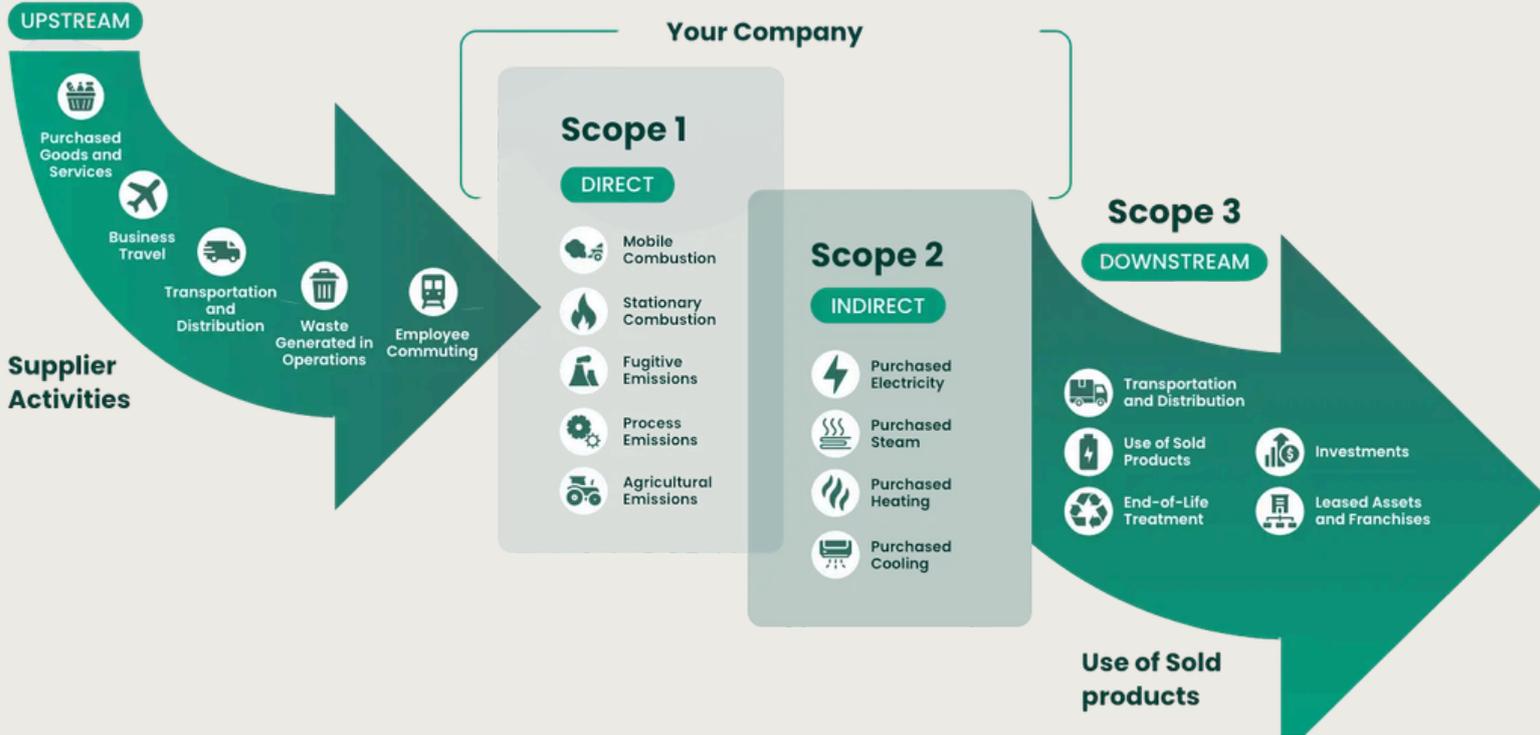
A reduction of 81% vs 2024 and 87% since our base year 2020

Scope 3

A reduction of 15% vs 2024, overall now 23% reductions since 2020



What are Scope 1, 2 and 3 emissions?



The Greenhouse Gas Protocol introduced the scope system so that companies, investors, and governments could all speak the same language when it comes to emissions, giving a complete picture of a business's climate impact rather than just the easy-to-measure stuff.

Scope 3 at Langridge

Under our
scope and
calculated



Business
Travel



Energy



Downstream
Transport



Waste



Employee
Commuting

Under our scope
and not yet
calculated



Capital
Goods



Upstream
Transport



End of life of
sold produce



Purchased
goods and
services

Not applicable to us with 0
emissions coming from these
sources



Investments



Use of sold
produce



Down Stream
Leased Assets



Processing of
sold produce



Franchises



Up Stream
Leased Assets

Future Targets

2025

2040

2030

Short term - by 2030

- Reduce all Scope 1 & 2 by 95% remove the final 5% via carbon removal projects
- Reduce at least 67% of Scope 3 activities by 50%

Long term - by 2040

- Be carbon negative on Scope 1 & 2 emissions via investment in direct carbon removal such as tree planting
- Reduce 90% of Scope 3 activities by 90% and offset the remainder with carbon removal projects



Nature



In May of 2021 we sought permission to turn a grass area on our trading estate into a wild flower area. We have since managed the area and let nature do its thing, creating a playground for the local wildlife and each year get some beautiful flowers.



Organic farming helps restore and protect nature by creating healthier soils, cleaner water, and safer habitats for wildlife while producing food in a way that supports long-term environmental balance.



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



At Langridge, we directly support nature by only supplying organic produce and doing our utmost to reduce our carbon impact. Although this isn't a quick fix, we have made significant progress and are constantly improving.



However, we recognise that we can always be doing more. That's why we have committed to planting at least 10,000 new trees by 2030.

This will hopefully go towards offsetting the final 5% of our Scope 1 and 2 emissions. We realistically can't remove this impact from our operation currently, but we can invest in planting new trees, which will continue to remove extra carbon from the atmosphere.

We believe this sets a precedent for ongoing commitments to neutralising our business's carbon emissions and hitting net zero.

2025 waste figures

General Waste 3.1 tonnes

This includes materials not currently recyclable. None was sent to landfill; a small amount was incinerated.

Food Waste 79.5 tonnes

The 79.5 tonnes of Food waste equated to 2.42% of the produce sold (3,284 tonnes total) in 2025, reflecting the realities of fresh supply. All surplus was diverted from landfill to charity or anaerobic digestion.

Wood 2.58 tonnes

Mainly broken pallets and wooden produce boxes. Items are reused or repaired where possible to extend lifespan.

Cardboard 19.6 tonnes

Higher tonnage reflects improved capture and recycling of packaging returned from customers and received with goods.

Paper 1.26 tonnes

Paper usage continues to decline as digital and paperless systems are adopted across the business.

Plastic 4.2 tonnes

Plastic waste primarily consists of pallet wrap and soft plastics. Increased tonnage reflects improved recovery rather than higher plastic use.



A spotlight on food waste

What we're proud of

85,000 meals created from surplus produce, and donated through The Felix Project, with clear social benefit through food redistribution

39,000 kWh of renewable gas generated via anaerobic digestion

25 tonnes of CO₂e avoided through energy recovery

Farmers are supported by sharing natural growing risk rather than rejecting surplus

Strong availability and quality maintained for customers

Zero food waste sent to landfill

Areas for consideration

Some nutrients could have remained on farms if produce was not harvested

Financial cost associated with handling and processing surplus produce

Additional transport impacts for surplus collection and redistribution

Requires ongoing monitoring, forecasting, and management

2025

35.6t to charity

**43.9t
to anaerobic digestion**

Felix

At Langridge, we believe that true progress with food waste requires transparency about where waste is occurring and why. Food waste in fresh produce is complex and cannot be eliminated entirely without shifting risk unfairly onto growers or reducing availability for customers, so our focus is to reduce waste wherever possible, while ensuring that any unavoidable surplus can be redirected meaningfully. We recognise that **zero waste doesn't mean zero impact**, and prioritise feeding people first, then recovering energy from unavoidable surplus, rather than pushing waste upstream/downstream or out of sight.



How we aim to reduce waste

Reduce	Recalulate	Recover	Recycle	Repair	Rethink	Redistribute
Accurate forecasting, careful handling, quality checks, and temperature-controlled storage to reduce spoilage.	Long-term supplier relationships and forward planning help us to recalculate and avoid over-production while still supporting growers with what nature delivers.	Unavoidable food waste is sent to anaerobic digestion, generating renewable gas and returning nutrients to UK soils.	Cardboard, plastic wrap, pallets, and strapping are recycled at scale. In 2025, 100% of our waste was diverted from landfill.	Pallets, boxes, and packaging are reused where possible and repaired to extend their life.	Ongoing reviews of buying, packaging and route planning help us cut unnecessary packaging and fuel use.	Surplus edible produce is donated to charities, ensuring food feeds people first.



Social Impact

At Langridge Organic, social responsibility is built into how we operate every day. We prioritise feeding people first, redistributing edible surplus produce to charities to support local communities and reduce food insecurity. We aim to create a food supply chain that delivers value beyond profit – supporting livelihoods, strengthening communities, and ensuring good food is accessible rather than wasted.



Farmers and suppliers

- Long-standing supplier relationships, multiple 20+ year supply relationships, and some partnerships are seeing the second generation of family come through to run
- Regular farm visits ensure great communication
- Invited to attend networking events, giving tours, talks and providing lunch



Staff

- Fair treatment and payment of all staff
 - Shift patterns don't exceed 8 hours
 - Paid breaks
 - High safety standards in the workplace: 2025 had 0 RIDDOR reportable accidents and only 1 minor incident
- Staff benefit scheme introduced in 2025
 - Staff discounts on high street brands, weekly food shops etc.
 - Faster access to GP appointments and other health services
 - £9000 spent via the system in 2025
- All of our staff are allowed to take fruit and vegetables weekly and most do, equating to around 2000 boxes a year.
- We invest in skills development across our warehouse, transport, and office teams, recognising that a resilient business depends on a supported workforce.

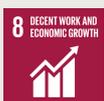


Local community and charity partners

- Commitment to Net Zero
 - Swapping out diesel for HVO, which burns a lot cleaner
- Donating food to the Felix Project
 - 35.6 tonnes in 2025, equating to 85,000 meals
- Active recruitment within the local area
- Prioritise local growers in our supply chain
- Reaching out to local schools to see if we can help them in areas of the curriculum around sustainable food consumption and production
- This is an area that is often missed in SME's so in 2026 one of our goals is to improve our community engagement from more charity involvement to litter picking in our surrounding area.



Social Impact



Ongoing targets



Scope 1

Reduce Scope 1 & 2 emissions by 95% by 2030

Baseline: 368 tCO₂e (2020)

Current: 49 tCO₂e | 86.7% reduction achieved

Achieve 100% reduction in Scope 1 & 2 – using carbon capture for residual emissions, by 2040

Baseline: 368 tCO₂e (2020)

86.7% achieved of the way there

Scope 3

Reduce 50% of Scope 3 categories by 67% by 2030

Baseline: 103 tCO₂e (2020)

Current: 77 tCO₂e | 25.2% reduction achieved

Reduce 90% of Scope 3 categories by 90% by 2040

Baseline: 103 tCO₂e (2020)

Current: 77 tCO₂e | 25.2% reduction achieved

Waste reduction

Reduce food waste to 1% of produce sold by 2028

Current 2.42% | 2025 volume: 79.5 t | Prior avg: 75 t/yr

58.7% of reduction gap closed

Obtain Zero-to-Landfill certification

2025 General waste: 3.11 t – all recycled or incinerated

Operationally Achieved-awaiting audit

Ongoing targets



Vehicle and delivery emissions

Convert 30% of vehicle fleet to electric by 2030

Fleet: 20 vehicles - 1 EV now, 2 more arriving end of March 50% towards 2030 EV target



Achieve sub 2kg CO2 per delivery by 2027

Baseline: 9kg CO2e/ delivery (2020) 2025: 2.5 kg | 93% reduction achieved



Reduce HVO usage by 5% from 2025 levels by 2026

Baseline: 95,951 litres (2025) Target: 91,153 litres by 2026



Reduce diesel usage by 40% by 2026

Baseline: 126,872 litres (2020) Target: 3666 litres by 2026



Additional targets for 2026



People and community

- Improve staff training opportunities
- Increase staff wellbeing
- Fortnightly litter picks in local area
- Launch an organic education initiative with a local school
- Commit to a commercial volunteering programme

Nature and biodiversity



- Plant 10,000 trees by 2030
- Install a living wall in our warehouse
- Harvest rainwater for vehicle washing
- Create an on-site urban wildlife habitat at our Feltham site, enhancing our existing wildflower area with additional pollinator planting and bird/bat boxes to support local species.
- Continuing Zero food waste to landfill, diverting all surplus to composting or anaerobic digestion to return nutrients to the soil ecosystem

'Plans are only good intentions unless they
immediately degenerate into hard work.'

- Peter Drucker

We only have one planet, and protecting it demands more than good intentions – it demands action, accountability measurable outcomes.

We have reduced our Scope 1 & 2 emissions by 88.7% against our 2020 baseline, cut CO₂ per delivery by 93%, eliminated diesel dependency with a 97% reduction already achieved, and effectively eliminated waste to landfill almost entirely.

These are not ambitions. They are facts. But we are not finished.

Our targets stretch to 2030 and beyond, with a commitment to carbon neutrality by 2040.

We are proud of where we stand, but individual progress is never enough. We are calling on every supplier, every customer, and every partner in our chain to match this commitment.



LANGRIDGE
ORGANIC
SINCE ~1985

