

The
**JOURNEY
MATTERS**

**SUSTAINABILITY REPORT
FINANCIAL YEAR 2023**

BELAZU

**LOVED & TRUSTED
CHEF-GRADE INGREDIENTS**

CONTENTS

3	INTRO	<ul style="list-style-type: none"> Foreword Our Strategy The Journey Matters What being a B Corp means to us
12	PLANET	<ul style="list-style-type: none"> Carbon Food Waste Water
26	PRODUCT	<ul style="list-style-type: none"> Our Suppliers Packaging
36	PEOPLE	<ul style="list-style-type: none"> Our People Our Community
46	THE BELAZU FOUNDATION	<ul style="list-style-type: none"> Chefs in Schools School Food Matters Iffley Fun Day Zakoura Foundation

INTRO

Foreword

I am delighted to present our latest sustainability report for the financial year 2023. For all of us at Belazu, the journey matters. And to be clear, it is a journey.

In today's rapidly evolving world, the need for an increased focus on sustainable practices has never been clearer. This report definitely shows progress but as ever we can always challenge ourselves to do more. As a food industry we face many complex challenges ranging from climate change to social inequality, from food waste to food poverty. It becomes increasingly evident that sustainability is not merely just an option but an ethical obligation and for us at Belazu, a strategic priority.

This report clearly demonstrates the progress we have made on key areas such as food waste, packaging and looking after our people. It reflects our dedication to developing a positive environmental, social and economic impact throughout our business and supply chain. Not only are we mitigating risks and reducing our impact on the environment, but it has also helped us become more innovative, to create more value and to build a more resilient business.

As you explore this report, you will be able to see the tangible actions we have taken. From reducing our

carbon footprint (both our own and that of our suppliers), to promoting greater justice, equality, diversity and inclusion in our workforce, to actively reducing food waste in our operation, we have strived to embed this into our everyday lives. If we are to be a sustainable business, we need to be profitable and for us the two need to go 'hand in hand'. A greater focus on sustainability is needed to help us future proof the business we have developed over the last thirty plus years. To make sure we are relevant and still around in thirty years' time.

Whilst we have made great progress in the last twelve months, we also know that there is so much more we need to work on. We have committed to being net-zero as a business by 2030 and have signed up to the Courtauld Commitment. This report provides you with a level of transparency into what we are doing and in return this transparency means we are holding ourselves to account. We have continued with our commitment to be a London Living Wage employer and are a committed partner on the B-Corp journey, something we achieved in 2021 and is up for re-certification in 2024. Being part of the B-corp community allows us to invite challenge, share ideas and importantly, learn from others. This is a critical part of our journey.



DAVID BALMER, MANAGING DIRECTOR OF BELAZU

On a final note, I would like to extend my thanks to all our employees, partners, customers, stakeholders and the William Jackson Food Group for the unwavering support and collaboration in making this progress possible. We genuinely believe that it is possible 'to do things better and to do better things.'

Thanks for joining us on this journey.

David Balmer

Who are we?

It all BEGAN with an OLIVE

We were born to find the best ingredients for chefs – starting back in 1991 when we were The Fresh Olive Company and brought fresh unpasteurised olives to the UK from Provence.

We are proud of the long-standing relationships we have built over the years and the extensive product portfolio we have curated. Now, we're a staple in kitchens throughout the UK, with a 500+ product range of high-quality ingredients that represent the best of the best.

From our superb assortment of olives, oils, vinegars and pestos to our delectable culinary pastes, our innovation and development team source and develop products with our customers in mind.

Our commitment to excellence means key trends are always at the forefront of our minds, and we're constantly drawing inspiration from global travel experiences and feeding this into our product development.

This very approach has led us to uncover some of our most loved products, such as our award-winning Rose Harissa, Sour Cherry Molasses, Ve-Du-Ya®, and our 1.34 Balsamic Vinegar, to name a few.

OUR PRINCIPLES ARE AS IMPORTANT TO US NOW AS THEY WERE IN 1991:

**WE ARE ALL ABOUT
THE FLAVOUR –**
it's our endless obsession.
We're passionate, innovative,
hard-working, reliable and precise.

**WE ARE ALWAYS
LOOKING TO INSPIRE –**
we're proud of our extensive
knowledge, creativity, and
infectious enthusiasm.

**OUR TWIST: AN
ADVENTUROUS SPARK –**
we're bold, rebellious, always
searching, full of life and
importantly, down to earth.

THE JOURNEY MATTERS –
it's what we are founded on:
our care for people, product
and the planet goes beyond the
journey from farm to table.



The Journey Matters

STRATEGY

In recent years, we have continued to make a big change at Belazu as we have made sustainability a crucial part of what we do. It is not just a business decision – it is about understanding how important the environment and social fairness are for everyone, including individuals, governments, and businesses.

Our goal at Belazu is to create a culture of sustainability, where everyone knows their role in making sure our business has a positive impact and is part of the solution. We work together as a team, with each department having specific sustainability goals. Our efforts to help the environment and society are a joint endeavour, and without everyone's involvement, we could not have achieved what we have.

So far we have focused on making our internal processes more sustainable: working on reducing food waste, using energy and water more efficiently, improving how we communicate within the company and getting involved in projects to make a difference in our community. Now, we are looking beyond our company's walls and turning our attention to external matters. This means getting our suppliers and customers involved, finding better packaging options, and improving how we communicate with the outside world.

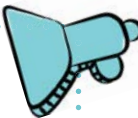
While we are proud of the progress we have made so far, we know there is still a lot more we can do. In the coming years,

we are committed to working together to make an even greater positive impact on the environment, the communities we serve, and the people we work with, like our suppliers and customers.

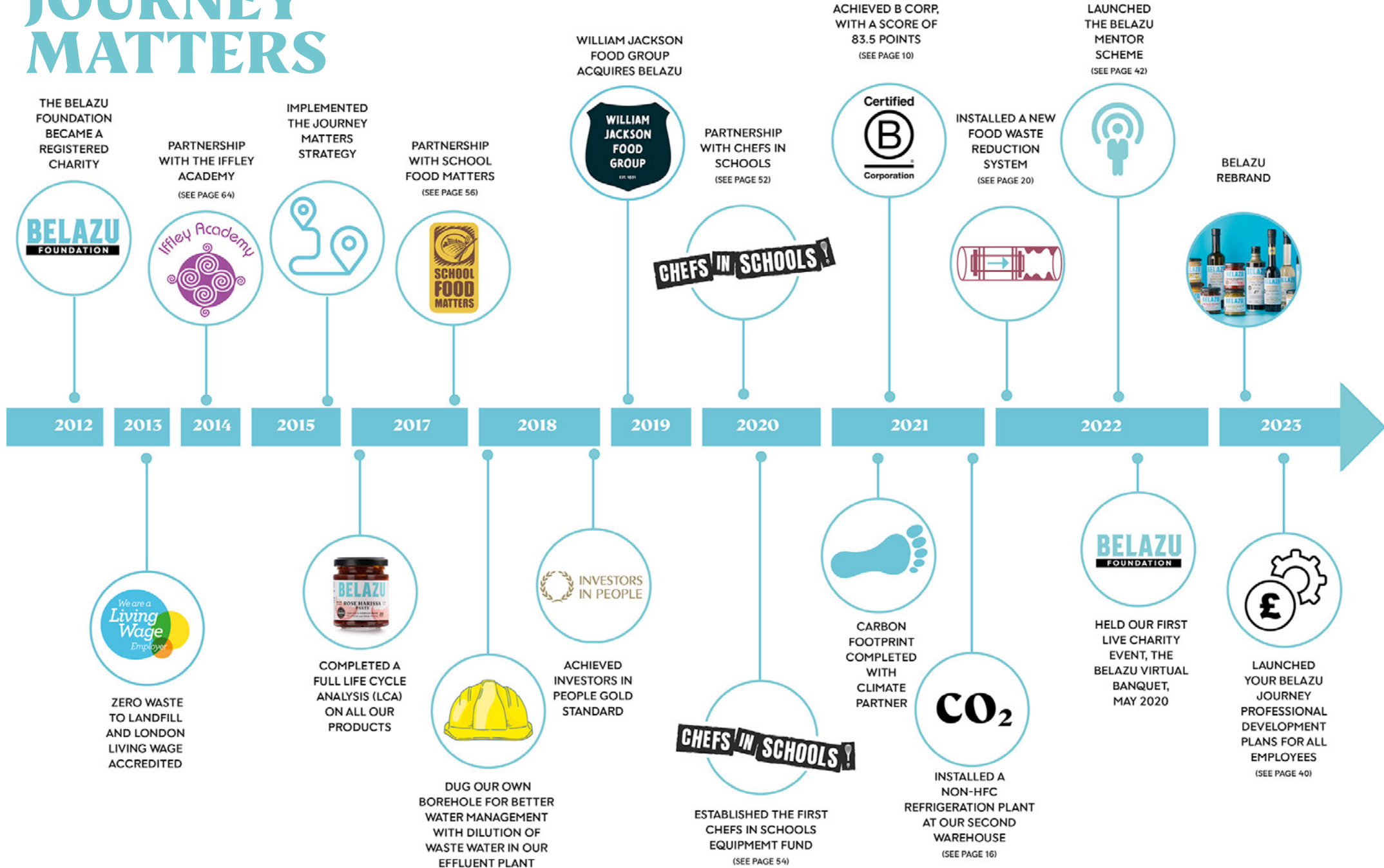
In this report, we will talk more about what we have done to be more sustainable, the successes we have had, and the challenges we are planning to tackle. We want to be open about our efforts and inspire others to join us on this important journey towards a more sustainable future. Together, we believe we can make a real difference and create a world where we can all thrive while taking care of our planet and each other.

SPOTLIGHT

To tackle complex issues such as the climate crisis and food inequality in schools, collaboration and sharing best practice is essential. When looking into what we can do as a business to reduce our impact on the planet and increase positive impact on communities, we consult many external sources, collaborate with like-minded businesses, build partnerships and are active members in communities that drive us to be better.



The JOURNEY MATTERS



The GOLDEN OLIVES

OUR ACHIEVEMENTS OF THE LAST YEAR...



We became a certified
B-CORP in 2021

From the moment our co-founder George came back across the channel with a van full of olives and big dreams, sustainability and social engagement have always been weaved into our business goals.

With a commitment to care, doing business in a responsible way has always been embedded in the way we work and as we continue to grow, balancing purpose with profit to ensure we are growing sustainably is a key focus in our strategy. Looking forward to recertification in 2024, we are focussed on improvement with goals owned by teams across the business.



PLANET

2013 ZERO WASTE TO LANDFILL, WITH ALL WASTE PRODUCED REUSED, RECYCLED OR SENT TO ENERGY RECOVERY

2017 COMPLETED A LIFE-CYCLE ANALYSIS (LCA) OF ALL PRODUCTS WITH CARBON MEASUREMENT PARTNER, GIRAFFE INNOVATION

2021 BUILT OUR NEW WAREHOUSE AND DISTRIBUTION CENTRE IN GREENFORD WHICH HELPS TO REDUCE OVER 10,000 MILES OF DISTRIBUTION PER YEAR

2021 INSTALLED SOLAR PANELS AT OUR NEW WAREHOUSE AND DISTRIBUTION CENTRE. WE PRODUCE AN AVERAGE OF 20,000 KWH PER MONTH WHICH ALMOST COVERS OUR ELECTRICITY USAGE AT THIS SITE

2021 INSTALLED NON-HYDROFLUOROCARBON (HFC) REFRIGERATION SYSTEM IN THE NEW WAREHOUSE

2021 WORKED WITH CLIMATE PARTNER TO COMPLETE A CARBON FOOTPRINT OF SCOPES 1, 2 & 3

2023 LAUNCHED AN ENVIRONMENTAL COMMITTEE BRINGING TOGETHER KEY STAKEHOLDERS ACROSS THE BUSINESS

2023 ADD THREE ELECTRIC VANS TO OUR COMMERCIAL FLEET WITH A WITH A POTENTIAL SAVING OF 17 TONNES CO₂e
September

2023 ACHIEVE ISO50001 WITH AN ENERGY MANAGEMENT SYSTEM FOR BETTER CONSUMPTION AND EFFICIENCY

2024 TRANSITION THE REMAINDER OF THE COMMERCIAL FLEET TO ACHIEVE A ~90% EMISSION REDUCTION, WITH A FOURTH ELECTRIC VAN AND SWITCH TO HVO FUEL

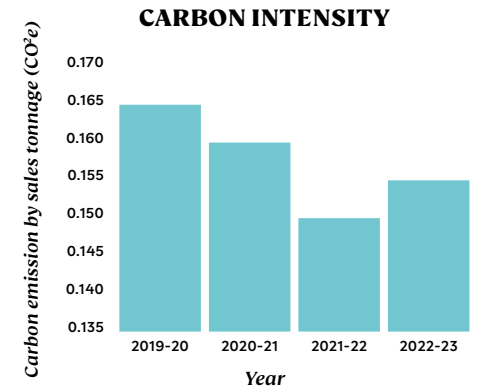
2024 INTRODUCE THE BELEAN PROJECT, WORKING WITH AN EXTERNAL PARTNER TO IDENTIFY KEY AREAS FOR CONTINUOUS IMPROVEMENT WITHIN OUR OPERATIONS BY INCREASING EFFICIENCY AND REDUCING WASTE

Our future plans to be implemented from May 2023

Reducing our CARBON FOOTPRINT

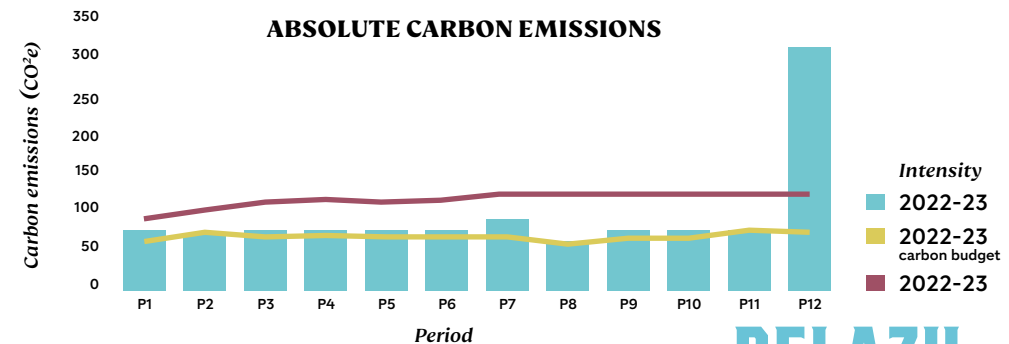
Our journey to reduce our carbon footprint and focus on emission reduction is more important than ever. As a growing business, we have an ambitious journey ahead to reach. Having validated our carbon footprint externally to set a 2020 baseline, we have implemented initiatives to ensure we reach our goals. Despite seeing an overall reduction in carbon intensity since our baseline year, based on our sales weight (T) (which continues to grow year-on-year), reducing our carbon emissions comes with huge challenges.

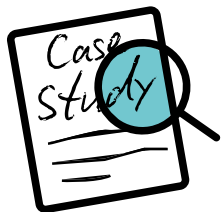
While we take great care of our refrigeration systems, they are prone to f-gas (fluorinated greenhouse gases) leakages which has a huge impact on our carbon emissions, due



to their high global warming potential, as you can see in period 12.

When we built our new warehouse & distribution centre, we installed all our refrigeration systems to use CO₂ gases, which have a very low global warming potential compared with the HFC refrigerants that were used in older cooling systems. Systems using CO₂ need to operate at higher pressures than other gases, so the pipes and plant need to be stronger than older systems. The challenge is that our existing refrigeration systems at our production site remain as HFC refrigerants as the pipe work is not strong enough to move to CO₂.



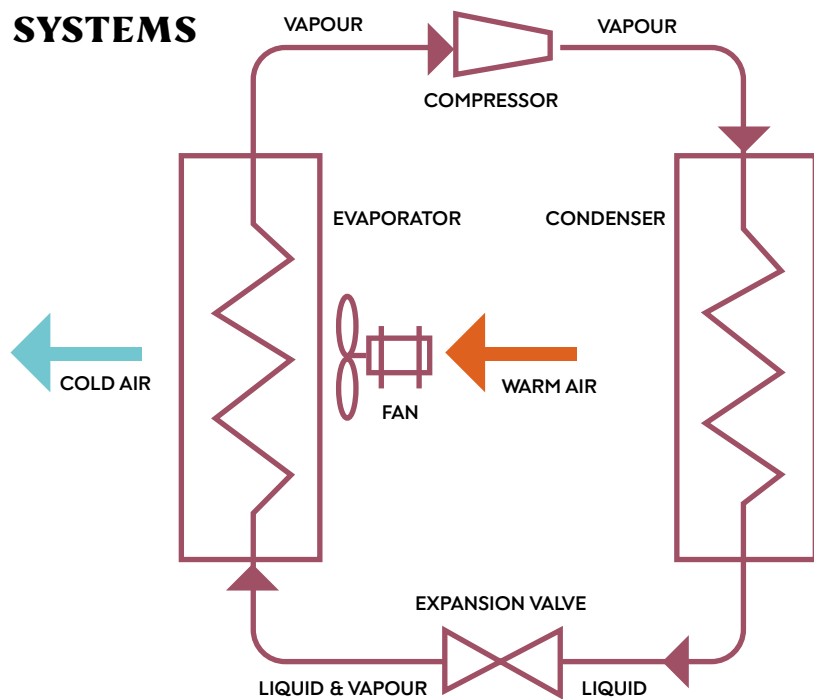


CO2 FRIDGES, how do they work?

First the refrigeration gas is compressed, this makes the temperature of the gas rise (and why you feel the heat from the back of the fridge at home). That heat is removed by air cooling outside the building. The gas travels into the chill store where it expands and vaporises; this makes the temperature drop and fans spread the cold air around the pipes. Refrigeration systems using CO2 need to operate at higher temperatures than other gases, so the pipes and plant need to be stronger.

Implementing a new chill store needs to take into consideration how big the space is, how many products will be stored, what the ideal temperature is, how often the doors will open and how many people will go in every day.

COOLING SYSTEMS



SPOTLIGHT

By increasing pallet heights, distribution between our suppliers and customers has reduced by 10,000 miles, annually.

The Transport Team track their Eco Driving Score to improve driving behaviour and drive as efficiently as possible. Performance considers practices including acceleration, maintaining speed, gentle cornering. This year the team achieved a score of 4.38, seeing a continuous improvement since their 4.1 score in 2021 and industry average score of 4.0.

Our new warehouse and distribution centre, at Fairway Drive in Greenford, is located just half a mile from our production site. While this new space provides room for expansion, the new location has seen a reduction in distribution mileage of over 10,000 miles, annually.

By moving to an online invoicing system, the Transport Team reduced delivery paperwork by 50%.

Food WASTE

TO DATE, WE HAVE ACHIEVED 49% FOOD WASTE REDUCTION AGAINST OUR BASELINE!

At our production site, 1.22% of food manufactured onsite goes to waste. This is a 7.5% reduction compared to the previous year and an absolute reduction by nearly 10 tonnes. We measure our food waste as a relative target, based on the amount of food waste per tonne of food manufactured onsite.

With an overall reduction of 49%, compared to our FY18 baseline, this is a significant achievement and we are close to reaching our target!

As a food business, reducing food waste will always be a key focus. With reports of food waste continuing to steadily increase on a global scale, it is the responsibility of the food industry to minimise this waste across the value chain.



WRAPs approach to implementing a reduction roadmap



TARGET: TO REDUCE FOOD WASTE BY 50% BY 2030, AGAINST 2018 BASELINE.

With a baseline of 2.41% in 2018, our target is to achieve 1.20% by 2030. FY23: 1.22% food waste per tonne of food manufactured onsite.

SPOTLIGHT

COURTAULD COMMITMENT 2030

In alignment with the Courtauld Commitment 2030 our food waste reduction target is aligned with the Sustainable Development Goal 12.3: by 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.

The Courtauld Commitment 2030 is a voluntary agreement in the UK to enable collective action across the entire UK food chain, from farm to fork, and achieve reduced environmental impacts for the UK food and drink sector. Delivered by climate action non-government organisation (NGO) WRAP, to deliver reductions in food waste, greenhouse gas (GHG) emissions and water stress. Belazu has been a committed signatory since 2018.



FIGHTING FOOD WASTE

With a direct impact on our production & manufacturing operations, we have initiatives to reduce waste embedded across the business:

- Work with our supply chain to minimise waste. Our Planning Team liaise with suppliers and track dates to ensure that we are aware of when products need to be scheduled into production.
- Blast freeze ingredients to prolong their shelf life where necessary.
- Each department measures and reports food waste on a monthly basis to make sure that all teams are engaged in and working towards the reduction.
- Install new machinery to increase efficiency and reduce food waste, including the pig system.
- Create a food waste culture education, awareness campaigns and training, to ensure that all members of the team are aware of the importance of the fight against food waste.

SPOTLIGHT

B CORP FOOD WASTE WORKING GROUP

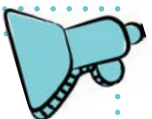
We are proud to be part of the B Corp Food Waste Working Group, collaborating with other food businesses, including Abel & Cole, Oddbox, Gousto and Too Good To Go, in the fight against food waste! With knowledge sharing across the industry to find innovative solutions, we also spent the day at The Felix Project in their East London site, helping to prepare a whopping 3,562 hot meals from surplus food, to be redistributed across London.

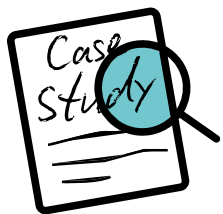


SPOTLIGHT

WHAT ARE SLUDGE COLLECTIONS?

As a food manufacturer, we have thorough cleaning processes to ensure high food safety standards across our site. As a manufacturer of products which include pastes, pestos and olives, the wastewater that is collected during these cleaning processes is often high in salt and has tiny particulates of ingredients, including herbs. We have systems in place to capture and filter out the food waste however these small particles still manage to squeeze through. The wastewater is filtered, cleaned and diluted in our effluent plant before it is returned to the drainage system. During this process, the tiny particles of food waste are collected in a tanker and the sludge is collected multiple times a year for anaerobic digestion.

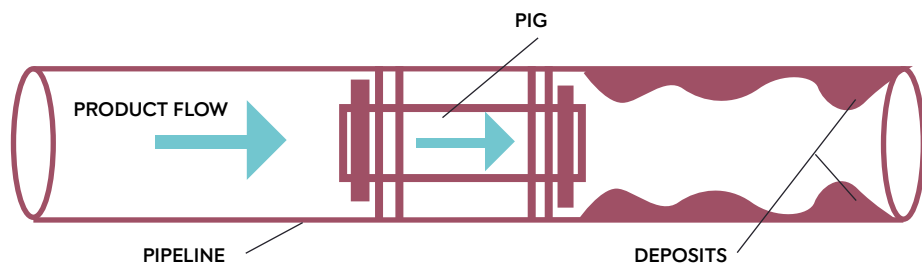




Food waste reduction with THE PIG SYSTEM

Our engineering team are always on the lookout for new ways to reduce wastage. This year they implemented The Pig System, where a device called the 'pig' is inserted into a pipeline and is pushed along with the force of compressed air. The diameter of the pig is slightly larger than the diameter of the pipeline so that it scrapes and pushes the last of the product through the pipes until it reaches the end where it is caught in the pig catcher.

Since the new Pig System was installed in production, we have been saving on average 40kg of food from being wasted and an extra 300 jars produced every day... that is around 8 tonnes and 78,000 jars every year!



Did you know?

The Pig System got its name because when the system was first invented, the pig was a leather ball that squealed like a pig as it travelled through the pipes. The pig travels along the pipeline with its nose to the product, like a pig eating food. Once the device known as the pig has travelled through the pipes, it lays in a pile of product (pesto), like a pig would lie in the mud!

Food SURPLUS

At Belazu, we work hard to keep waste to a minimum, but sometimes it is unavoidable. When this happens and it is edible, we work with our wonderful partners to ensure that the surplus is redistributed within our community and charities across London.

CITY HARVEST

CREATED OVER **22,381** MEALS IN SURPLUS FOOD DONATIONS TO CITY HARVEST!

City Harvest play a crucial role in ensuring the food goes to people who need it most.

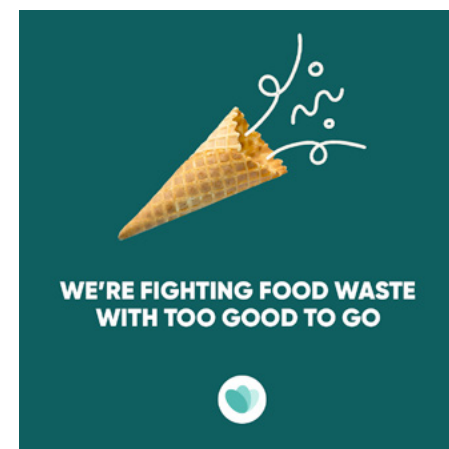
Last year, in partnership with City Harvest, our surplus food helped create over 22,381 meals which were distributed to over 375+ charities across London. Our colleagues also volunteered at the City Harvest warehouse sorting surplus ready for redistribution.

We will always be grateful for the time, energy and resource that City Harvest puts into our partnership, collecting our surplus food straight from our warehouse in Greenford and sorting it at their warehouse in Acton.

TOO GOOD TO GO

343 surprise bags collected full of surplus products. 100% of the proceeds donated directly to the Belazu Foundation.

Find us on TGTG here



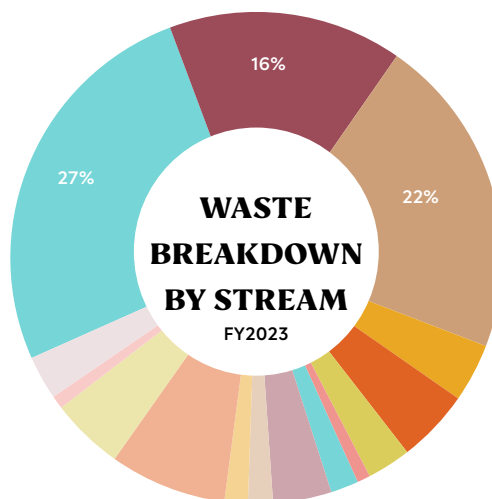
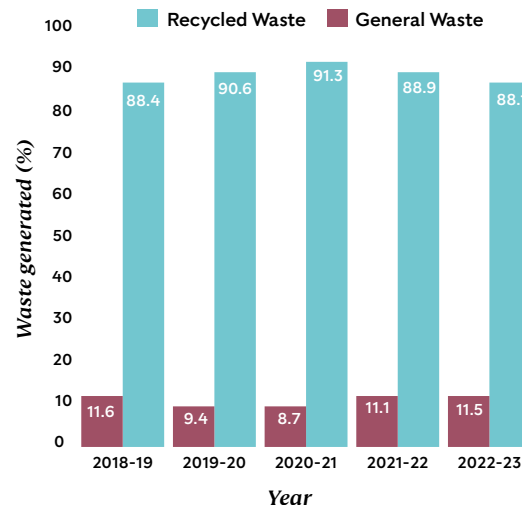
WE ARE SO INCREDIBLY GRATEFUL FOR THE SUPPORT THAT BELAZU GIVES US – BOTH IN FOOD AND MONETARY DONATIONS. WE DELIVER GOOD QUALITY, SURPLUS FOOD EVERY WEEK TO OVER 375 CHARITIES ACROSS LONDON, FOR FREE.

AN AVERAGE CITY HARVEST RECIPIENT CHARITY RECEIVES £75,000 WORTH OF FOOD A YEAR WHICH MEANS THE MONEY SAVED ON FOOD AS A RESULT, CAN BE SPENT ON OTHER SERVICES SUCH AS EXTRA DAYS OPENING, LEGAL ADVICE, COUNSELLING OR EXTRA SUPPORT AS NEEDED. WE REALLY RELY ON THE SURPLUS DONATIONS AND GREAT RELATIONSHIPS WE HAVE WITH OUR PARTNERS, SUCH AS BELAZU, TO HELP US SUPPORT AND PROVIDE FOR OUR COMMUNITIES.

THERE REALLY IS NO REASON WHY FOOD SHOULD GO TO WASTE WHEN SO MANY PEOPLE ARE HUNGRY.

Mary Parsons, Head of Food at City Harvest

GENERAL WASTE vs RECYCLING



- General Waste
- Food
- Card
- Oil
- Palletised Food
- Soft Plastic
- Glass
- Donation
- Buckets
- DMR
- Haz waste/Other

WHAT ELSE are we doing?

MANAGING WASTE

- Achieved 89% rate across our two sites.
- Delivered 3 days of recycling training for our entire workforce.
- Consolidated white paper with dry mixed recycling to make it as easy as possible for everyone to recycle by reducing the number of streams.
- With PPE used across our manufacturing site to ensure our high standards of food safety, we introduced a new stream to rework this waste into new products with ReFactory. Hoping to recycle over 270,000 items annually, as a light but bulky waste stream, this has proven more difficult than expected.

WATER

- Removed the third cycle of cleaning by switching to a sanitiser which does not require rinsing after application.
- Installed timers to limit water usage when flushing olives in production.
- Harvested rainwater at our Long Drive site to use in the dilution stage in our effluent plant.
- At Belazu, we utilise a borehole for water abstraction. This alleviates pressures on surface water resources and decreases overall environmental impact by ensuring sustainable water supply, while also reducing energy consumption and resultant carbon emissions associated with wastewater treatment from mains water usage.

Did you know?
Table olives are a fermented product as they are left to ferment in brine with a high salt content. This can last anywhere between 2-5 months.



SPOTLIGHT

ANNUAL EMPLOYEE INNOVATION COMPETITION

Every year we organise an Innovation Competition across the business, open to all departments, to suggest new initiatives to improve business efficiencies. Everyone has a different perspective within our business processes, so their engagement in recognising where we can implement efficiencies or more circular processes is invaluable in helping to recognise solutions. This year we had 29 ideas from 11 teams.

Nestor Estebanez, our Hygiene Night Shift Team Leader won this year's annual innovation competition. Applying his knowledge in Chemistry, Nestor reviewed our chemical usage and methods of dilution & application to optimise usage without compromising cleaning results to maintain our food safety. Our cleaning cycles now use a 20% reduction in chemicals than before. Another win!



We are excited to share that Belazu is home to three thriving beehives! This initiative originated from an innovation competition we held a couple of years ago, aimed at supporting pollination and raising awareness about the challenges faced by our wild pollinators.

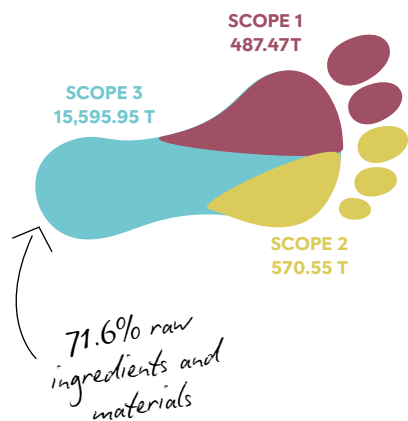
Over the years, we have expanded our knowledge about beekeeping and strengthened our team's expertise. Each year, a colleague is chosen to follow a professional beekeeper training, spreading our beekeepers across the different teams. However, this year has presented us with some challenges, just like many other beekeepers across Europe. The prolonged cold weather during winter took a toll on one of our colonies, leading to a lifeless colony. Nevertheless, spring brought a generous flow of nectar, resulting in a quick expansion, with two of our hives swarming. Fortunately, with careful management, our bee colonies are now healthy and happy. They are producing sufficient honey to sustain them through the winter, allowing us to share this liquid gold with everyone at Belazu by offering each person a jar of our finest honey.



PRODUCT

Our SUPPLIERS

OUR FY 2020
CARBON FOOTPRINT



SUPPLIER ENGAGEMENT PLAN

To better understand our business carbon footprint, we carried out a comprehensive report of Belazu's scope 1, 2 & 3 emissions for FY20. The report shows that 71.6% of our carbon footprint comes from our raw ingredients, and how they are grown has the biggest impact on our footprint. Our raw materials totalled 9,820 tCO₂e (tonnes of CO₂ equivalent) and from this, we have identified six product hotspots; with the highest CO₂e intensity and overall carbon contribution within our operations (see table) combined with the strong relationships we have with key suppliers. These products account for over 50% of the total raw material footprint and 26% of our FY20 total spend (£).

Engaging our suppliers in our journey to Net Zero is necessary and by better understanding their agricultural practices, and discovering opportunities to reduce the impact they have on the environment is

SIX HOTSPOT PRODUCTS

PRODUCT CATEGORY	TOTAL WEIGHT (kg)	EMISSION FACTOR VALUE (kg co ₂ /kg)	TOTAL EMISSIONS (kg co ₂ e)
HARD CHEESE	110,750	6.226	689,548
OLIVE OIL	384,654	2.390	1,751,798
OTHER OILS	1,022,096	2.390	2,533,943
FROZEN SEMI DRIED TOMATOES	264,370	1.272	332,577
CHALKIDIKI OLIVES	173,680	0.363	63,046
CASHEW NUTS	56,405	7.818	440,987
TOTAL			5,059,305

where we can make the biggest difference as a company. In the first phase of our supplier engagement plan, we proactively reached out to these six direct suppliers with hotspot products, having open conversations to understand how they operate and understand the challenges they face. With discussions revolving around critical aspects such as energy usage, water consumption, fertiliser & pesticide application, crop rotation, cover crops, production intensity and the relationships our suppliers foster with growers & employees.

During the second phase, we will be targeting our tier two suppliers further upstream. To ensure a holistic approach, these interactions are always conducted in collaboration with our buying team. This is a crucial part of our plan to involve everyone in the learning about ethical and environmentally-friendly practices for the different ingredients we use.

PONS

Our olive oil supplier, Pons, is a family-owned business located in Lleida, Spain. Eduard, the current owner and fourth generation of the family, is passionate about innovation. Over the years, he has been experimenting with different types of olive trees to adapt to the changing climate.

- During the trial phase, Eduard planted 250 different varieties of olive trees and eventually settled on two that performed best. In the new fields, he decided to plant 1800 trees per hectare. While this is considered super intensive, these smaller trees are easier to manage, and he can closely monitor their water and health needs.
- An advantage of the location is the natural lack of pests, so there's no need for pesticides. Natural manure is used as fertilizer, which has a lower environmental impact than synthetic alternatives.
- To conserve water, Pons employs drip irrigation, which reduces water evaporation and allows them to target specific areas of the fields that require watering. This helps to efficiently manage water resources.
- The olive growth season runs from spring to autumn. While some crops are harvested as early as September for our Verdemanda olive oil, the main harvest typically ends by November. During harvesting, Pons employs a gentle method that shakes the branches rather than the tree trunk, ensuring the trees' longevity.
- Eduard has gained organic certification, reflecting his commitment to environmentally friendly practices.

Our ongoing commitment to investing in partnerships with our trusted suppliers like Pons, ensures we source the finest products while reducing our environmental impact. In the coming year (FY24), Pons will be opening a new mill on-site with pioneering advancements in mill technology and 90% powered by solar energy. The location of the mill not only ensures a reduction in food miles, as any new olive groves will be no more than an hours tractor drive from the new mill, this is combined with the healthiness of the product. The Extra Virgin Olive Oil (EVOO) will be extracted within 3-4 hours of the olives being picked. This investment in this better practice will see an increase in the presence of polyphenols, health improving antioxidants, which improve the flavour, longevity and healthiness of the oil.



Did you know?
Black olives are the same fruit as green olives, they have just been left to mature on the tree for longer

SOIL HEALTH AND BIODIVERSITY

In the Mediterranean region, the cultivation of olives and tomatoes plays a vital role in both the culinary heritage and the ecosystem. However, it is essential to consider the impact of these practices on soil health and biodiversity.

Growing olives and tomatoes can heavily influence soil health due to factors such as irrigation and farming practices. Sustainable soil management practices, like crop rotation and the use of organic matter, can help preserve soil fertility, promoting long-term crop productivity while safeguarding soil biodiversity.

Furthermore, protecting biodiversity is crucial for maintaining the delicate balance of the Mediterranean ecosystem. By adopting agroecological approaches, such as promoting natural pest control and creating diverse habitats, we can enhance biodiversity and foster a healthier environment for the region's unique flora and fauna.

At the heart of our commitment to sustainability:

- We strive to work with farmers who prioritize soil health and biodiversity.
- We aim to contribute to the preservation of the Mediterranean's rich agricultural heritage and ecological diversity for generations to come, through responsible sourcing and environmentally-conscious practices.



SPOTLIGHT

THE COURTAULD COMMITMENT 2030

TARGET: To source at least 50% of fresh food from areas with sustainable water management by 2030

FUTURE AIMS:

- Partner with Courtauld to support a water project in Spain
- Complete water risk mapping and identify 50% of 'at risk' ingredient supply.



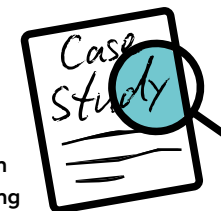
SPOTLIGHT



SEDEX

We work closely with our suppliers, developing relationships to ensure we can create a more socially and environmentally responsible supply chain. Through platforms including SEDEX, we can measure and manage the risks while having open conversations to address them. In 2023, 83% of our suppliers were signed up to the platform, reflecting 92% of our spend.

UK OLIVES in Essex



Starting life as the Fresh Olive Company, when George decided to bring olives back from a French farmer's market, part of our mission has been to challenge convention. Now thirty years on, we are seeing if we can grow olives in the UK. Looking forward to the next thirty years, with many similarities to the wine industry, olive groves could rival vineyards across the UK with British Olive Oil.

In 2018, a chance conversation between Belazu and Thompson's Farms initiated an exciting collaboration posing a simple question, "would it be possible to grow olives in the United Kingdom?". Thompson's Farm, a third-generation entrepreneurial business with a long history of innovation, have been involved in the research and development of a number of new crops for the UK. Working with farmers to develop learnings is key in our strategy to understand how we can adapt to climate change.



Located on the North-Eastern tip of Essex, Thompson's Brook Farm, is one of the driest and sunniest parts of the UK. The south facing land is surrounded by the sea and the Stour Estuary to the North, which both reflect sunlight from the water to make an even brighter area. With many similarities to British vineyards, the sloping land has good drainage which makes it ideal for olive trees who dislike wet feet!

With limited knowledge, Google search, and oodles of enthusiasm we have planted two olive groves covering a number of different varieties typical of Northern France and Spain numbering in excess of 1,500 trees. Our knowledge of olive tree horticulture was enhanced with a visit to our long-term olive oil partner and close friend of the business, Eduard Pons and his experts in the field of growing olives. Our conclusions were that there should be no reason why we couldn't achieve our aims.

With the challenges of the English weather, the first summer saw a drought with no rainfall until July, so vertigation irrigation was installed in the orchard. While some varietal trees put more into growth and on average the trees doubled in size between March and December, other varietals were the standout performer in terms of yield and size of fruits. With new varietals introduced and poorer performing varietals which had only produced small fruit discontinued, the olive trees have produced olive fruits since 2018, which were first harvested by hand in November of the same year.



Olives must be harvested before the first frost of the year, which can vary hugely, year by year and has posed some of the biggest challenges with this venture.

While British olives will never replace the varieties grown on the continent, there is opportunity to introduce new varieties to a new geography where the climate is increasingly meeting the required conditions for growing a successful crop. British olives are a great demonstration of adaptation to climate change and strengthening supply chain resilience. With unpredictable changes to weather & climate only increasing across Europe, added strains and pressures are being placed on our suppliers that rely on their fresh produce. With changes to rainfall, drier summers, wetter winters and early frosts; yields are impacted. The need for food systems thinking has never been more pronounced.



We have successfully fermented British Olives on a small scale with batch fermentation in our development kitchen at Belazu

Our PACKAGING

We have huge challenges when it comes to reducing our dependability on plastic packaging. Due to our production processes, our packaging requires certain properties to withstand high temperatures to achieve food safety and extend shelf life. We favour plastic compared to other packaging types as it meets these requirements, is lighter in weight and offers functionality for our customers. Concentrating on lightweighting this packaging and making it easier to recycle, has been a priority as flexible plastics, especially when made of mono materials, are able to be recycled as easily as hard plastics and collections can be found in-store, in many supermarkets. However, in the UK, flexible plastics are less widely recycled as the infrastructure behind collections are less developed. Local collections have always been paid on weight of collection and therefore curbside collections have always favoured rigid plastics, which tend to be heavier.

CHALLENGES IN PRODUCTION

TYPE:	FOOD SAFETY AND SHELF LIFE:	PACKAGING LIMITATIONS:
FRESH PRODUCTS	Food safety is achieved through controlling pH, salt levels and in some cases water activity.	N/A
HIGH PRESSURE PROCESSING (HPP)	If a product includes fresh ingredients or those with a high microbial count, to achieve food safety and an extended shelf life the product must go through HPP to ensure that the fresh flavour, quality and texture is retained.	Packaging must be flexible to allow for high pressure, bags normally work best. If rigid need to focus on fill level. Normally PET bottles or bags.
PASTEURISATION	If a product includes fresh ingredients, or those with a high microbial count, and requires cooking to achieve the desired organoleptic properties. The product must be pasteurised to achieve ambient stability.	Flexible packaging needs to be multi-material to allow for pressure, heat and sealability. Packaging can't be too big otherwise the inner product is left unpasteurised and outer packaging is burnt. Not suitable for PET or HDPE due to heat.



OUR KEY ACHIEVEMENTS:



Switched from plastic to paper labels on multiple products across the range, saving over 7 tonnes of plastic a year



Replaced 4.9 tonnes of non-recyclable plastic to recyclable plastic with new nut pouches



Removed the cardboard insert from the balsamic to save over 850kg cardboard annually



Increased the percentage of recycled content to 50% rPET for our 500ml PET pot



Simplified & lightweighted our pasteurisable lidding film substrate, to reduce film by 2 tonnes annually



Increased the post-consumer waste recycled content of shrink wrap to over 30%, reducing the use of virgin polymers by 1.8 tonnes annually



Reduced the weight of Woolcool packaging by 25%, with the added benefit of increasing the amount of Woolcool packaging that we can order per pallet and saving on delivery transportation



PEOPLE

Our PEOPLE

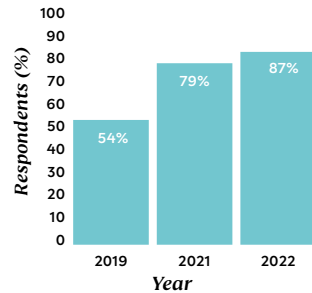
Care for our People is one of our core values of Belazu. Our teams across the business strive towards a more inclusive and diverse culture that reflects our people, our suppliers and our customers, ensuring our people feel valued.

We are focused on creating a better quality of work life for everyone at Belazu by creating an environment that drives wellbeing, satisfaction and access to development & opportunity. As our people are at the heart of our business, our priority is to drive wellbeing by making sure that they are heard and their values are communicated. We do this through a personal and structured professional development plan, 'Your Belazu Journey' to ensure that time and focus is given to developing each individual, their team and experience in the business.

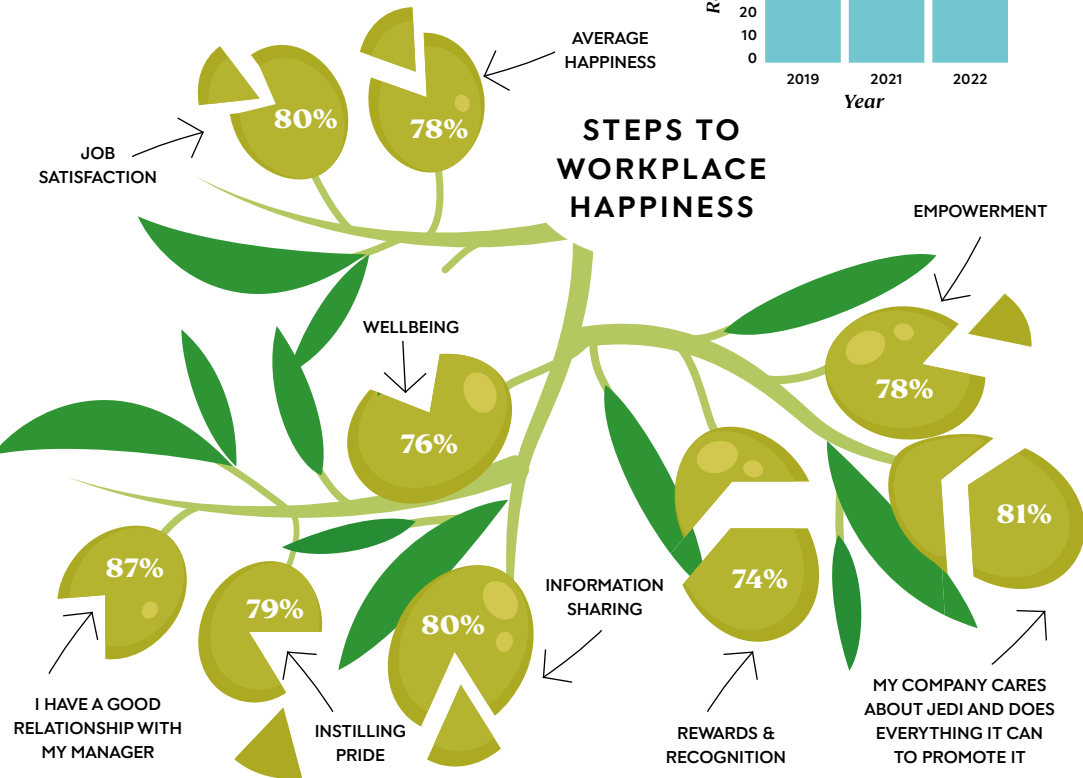
THE ENGAGEMENT SURVEY

Every year we put out an engagement survey, to capture our employee voice and find out what is a priority going forward.

ENGAGEMENT SURVEY RESPONSE RATE



STEPS TO WORKPLACE HAPPINESS



THE FOUR BIG OUTCOMES

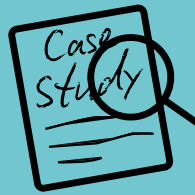
- Concern about pay
- Increasing anxiety about work
- Lack of belief that anything would change as a result of the survey
- Lack of perceived access to growth opportunities

WHAT ARE WE DOING AS A BUSINESS??

- Cost of living focus groups
- Introduced a tiered pay rise in line with inflation and to protect the London Living Wage
- Introducing the Belazu Benefit Calculator
- Focussing on mental health at work and better-quality conversations
- The Women's Mentoring Circle
- Being deliberate about reacting to employee voices
- Focussing on our communication channels – monthly town hall meetings and the launch of People First
- Rebooting the Personal Development Plans for 1-2-1s and upskilling managers on training opportunities and development conversations
- Mentoring scheme

PEOPLE GOALS:

1. Developing recognition
2. Developing opportunities
3. Developing open communication around pay and driving awareness & access to benefits



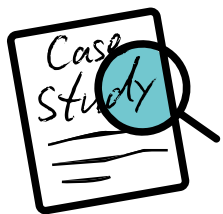
Support for the COST of LIVING

Back in September, the People Team ran a series of Cost of Living Focus Groups to build conversations across the business around the financial stresses and pressures. The focus groups had a brilliant turn out and kickstarted some ideas for how we can continue to support our workforce.

Workshops and resources to educate on existing benefits available through our Rewards Gateway. This includes financial & money management tools.

Support for travel including cycle to work, interest free travel card loans and public transport discounts to achieve significant savings.

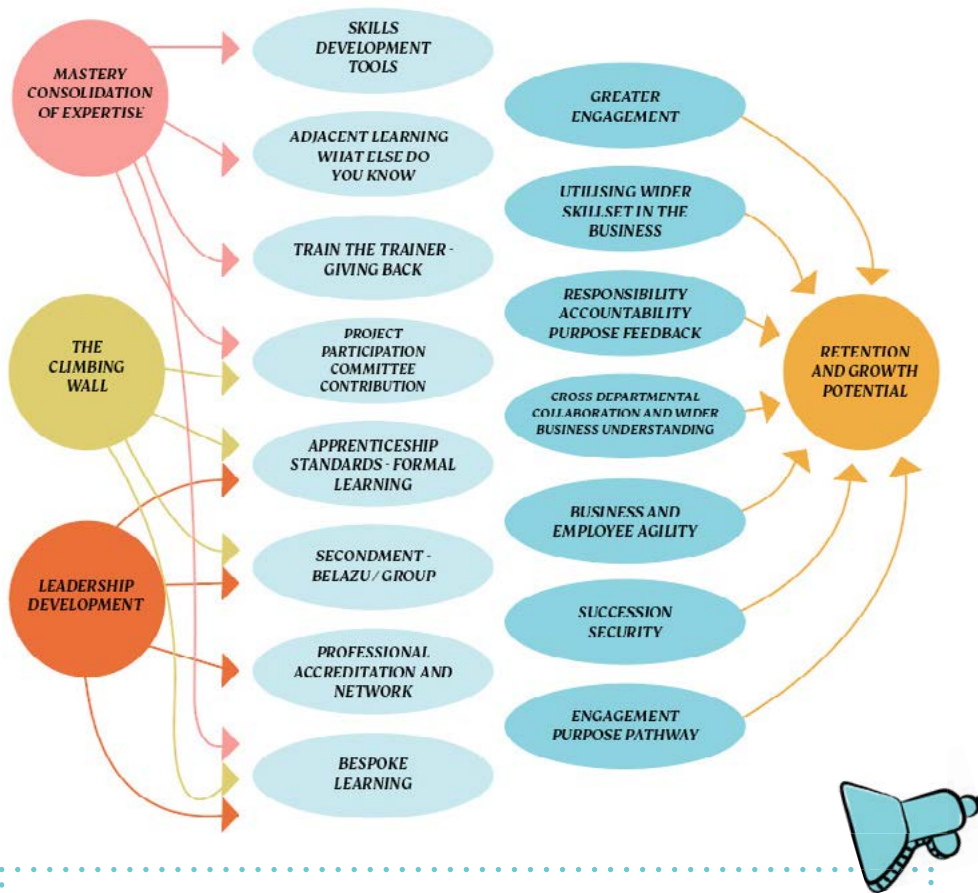
Provided free fruit, vegetables and bread for 6 months.



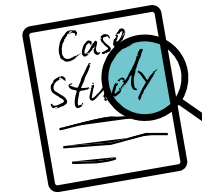
Professional DEVELOPMENT

We see leadership and growth taking many forms, with opportunities to upskill and progress taking place across Belazu. The only way isn't up! Instead, we support:

1. The master, staying where you are and consolidating your skills and contribution
2. The climbing wall, taking advantage of learning opportunities to grow
3. Fast tracked development to leadership

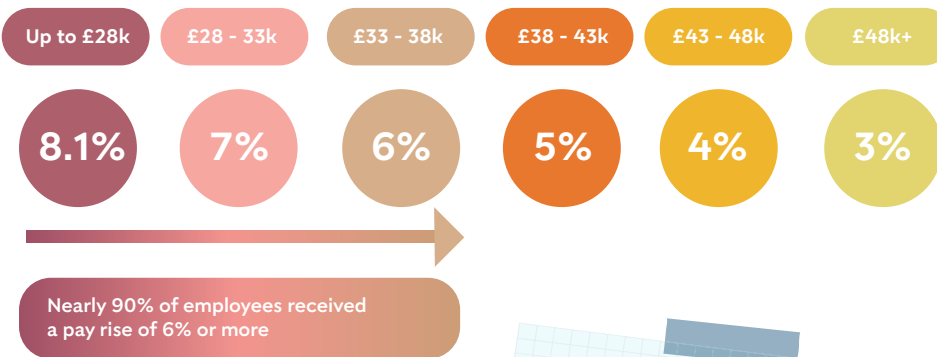


SPOTLIGHT Introduced monthly in-person Town Halls and launched PeopleFirst, an online platform. Enabling interaction, communication and recognition across the whole business



PAY RISES to protect the London Living Wage

We have been committed to maintaining the London Living Wage for the last ten years. With the impact of inflation, protecting this became more of a challenge than ever. Introducing a tiered pay rise ensured that we could support those on lower incomes the most. By turning the traditional model upside down instead of protecting pay at the top and the allowing this to trickle down, pay rises were based on the lower end of the pay scale with the highest percentage pay rise.



SPOTLIGHT

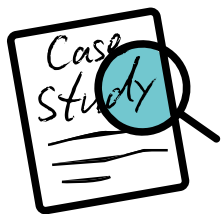
APPRECIATION WALL

Where we share the thanks given to colleagues across the business

Rory > Daniel
Daniel went out of his way to walk multiple deliveries to our customers when the coronation rehearsals prevented the vans getting close. Going above and beyond like this is why our customers love us and stick with us over the decades. Fantastic team spirit! Thank you.

Olivia > Daisy
Daisy is THROWING herself into life at Belazu in every way that she can. No opportunity is passed up to help her team mates and she's proving to be an asset to the team. The impact that she's already made in the short 6 months since she joined Belazu is huge!

Adam > Jessica
For being efficient, knowledgeable, helpful, well balanced and a great support with projects. You add great value to Belazu and our customers.



Belazu MENTORING SCHEME

We launched an internal mentorship scheme which built cross-departmental relationships between Mentors and Mentees.

Helping Mentees to have an insight into different areas of the business, experience different management styles, gain a different perspective on problem solving, receive tailored career development and dedicate time towards goal setting.



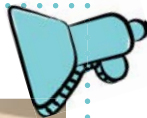
MENTAL HEALTH AWARENESS WEEK

This year Mental Health Awareness Week focussed on anxiety. We got out into nature with Wellness Walks, came together to support self-care with a mindfulness session and broke down taboos with a workshop on Men's Mental Health. On 'Wear it Green Day' we shared compliments, praise and jokes to lift spirits and make each other smile.



"Our team's collaboration is truly amazing, and the positive energy from my colleagues' always-smiling faces makes every day a great one. Even during challenging times, their uplifting spirits never fail to boost morale. Thank you all for being involved." Gabriel

SPOTLIGHT



Our COMMUNITY

JEDI

We celebrate the diversity of our company; from our workforce to our suppliers & customers and the food that we source. We strive to both recognise and reflect our differences as we acknowledge that building diverse teams brings difference of thought, creativity, skills and productivity.

Justice, Equity, Diversity & Inclusion



LAUNCHED OUR LUNCH & LEARN SERIES

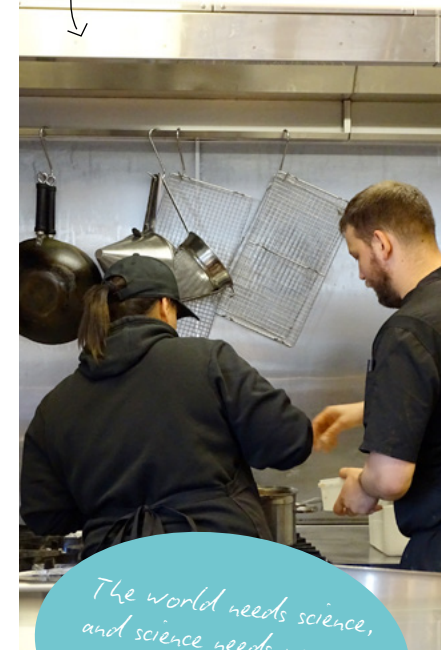
Food & Religion

- Celebrating the impact of religion on the history, diversity and richness in food
- Understanding the different dietary restrictions, festivals, rituals & practices that impact food choices
- Enhancing openness among colleagues to strengthen respect, inclusion and support
- Helping us to apply a diverse lens to all elements of recipe development, sourcing and customer relationship

Celebrating our Women in Science

- Spotlighting the career journeys of some of our wonderful women in science
- Sharing experiences of barriers, opportunities and changing career paths
- Gaining an understanding to our colleague's backgrounds and their journey to Belazu

Stepping into the Belazu canteen kitchen to share our cultures & cuisines. Viktoria joins Jozsef to cook up a Hungarian feast



The world needs science, and science needs women
ZITA LOVASZI, QA SUPERVISOR

GOING BEYOND

For B Corp month, we joined a community of impactful businesses in an initiative to promote sustainable and socially responsible business practices, spreading the message at Wholefoods Market.



MOUNT SNOWDON CHALLENGE WITH WILLIAM JACKSON FOOD GROUP (WJFG)

With our colleagues across William Jackson Food Group, we set out to fundraise and complete charity challenges!

In September 2022, a team of 5 intrepid explorers from Belazu participated in the WJFG Charity Challenge and climbed Snowdon – Alex, Jess, Kyle, Linde & Nick! The team raised over £970 for The Belazu Foundation!



FIGHTING FOOD WASTE WITH CITY HARVEST

All our employees are encouraged to spend two days per year volunteering with projects in our communities. This year we have been involved in fighting food waste with City Harvest, litter picking around Greenford and supporting the Belazu Foundation.

1050 HOURS OF VOLUNTEERING COMMITTED TO PROJECTS IN OUR COMMUNITY



BREADWINNERS

“Transforming lives through selling bread.” Breadwinners is a charity that supports refugees and young people seeking asylum in the UK, to access training and employment through selling artisan bread online and at markets. Seeing the value of connecting the young people with Breadwinners directly with the workplace, we invited a small group of Breadwinners on-site for a tour and an insights workshop to demonstrate the opportunities within the food industry. We look forward to welcoming more Breadwinners to Belazu, to gain practical work experience and gain new skills.



BELAZU SOCIALS

Looking out for their colleagues across the business, our Staff Representative Committee look for ways to improve our work life, including fun socials and sports events. Basketball and football tournaments, bake sales, ice cream vans and even a lunchtime Belazu Bingo!





The Belazu
FOUNDATION

“ I THINK IT IS A VERY IMPORTANT TIME FOR A LOT OF RESTAURANTS AND FOR THE WHOLE FOOD INDUSTRY BECAUSE WE NEED TALENT. WE NEED PEOPLE WHO WANT TO WORK IN THE FOOD INDUSTRY. SO, BY SHOWING CHILDREN ALL THE POSSIBILITIES, IT MIGHT NOT BE IMMEDIATE, BUT IT DOES SHOW THEM THAT THERE IS A CAREER IN FOOD AND YOU CAN START TO CREATE THAT PASSION. ”

Linde Stael, Sustainability & Foundation Manager, on the Food Matters Live podcast

The BELAZU FOUNDATION

BELAZU
FOUNDATION

Founded in 2003, The Belazu Foundation was born out of a desire to give back to the communities we work with, both at home and abroad. In 2012, we officially became a registered charity which was another significant milestone in our journey.

Children spend around 1,200 hours in school every year and many millions rely on school meals for vital nutrition. With the threshold of free school meal eligibility as a joint household income of less than £7,400 per year in the UK, over 800,000 children are experiencing food poverty as they are not eligible. Through the Belazu Foundation, we support food and education projects for children and families, working collaboratively with partners and charities in our community, in the UK and the Mediterranean.

Against the backdrop of the cost-of-living crisis, their work is increasingly vital and we are proud to work with them to reduce the educational gap and improve better access to healthy & nutritious food and create a positive culture around food.

1 NO
POVERTY



2 ZERO
HUNGER



WORKING TOWARDS
SUSTAINABLE DEVELOPMENT
GOALS 1: NO POVERTY AND
2: ZERO HUNGER

BELAZU

OVER
875
HOURS
*committed to the
Belazu Foundation
projects*

146
VOLUNTEERING
DAYS
*committed to the
Belazu Foundation
projects*

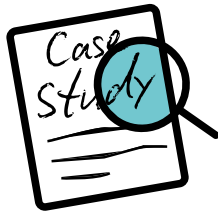
2
*Volunteering
days per team
member
per year*

3%
*Belazu profits
donated to
The Belazu
Foundation*

£8,241
*Fundraising by
the Belazu
Team*

£90,310
*Total donated to
The Belazu
Foundation*





CHEFS IN SCHOOLS

Transforming health through food - plate by plate, class by class, school by school. Chefs in Schools' model of improving school food whilst embedding food education and a positive food culture creates the foundations for children to develop a life-long love of good food.

School by School MATCH FUNDING

This year we supported 3 more schools to provide excellent school food to **1,500** more school children.



SEVEN MILLS PRIMARY SCHOOL, TOWER HAMLETS

Working with Seven Mills Primary School in Tower Hamlets, Chefs in Schools Trainer Adam developed an exciting menu with everything cooked from scratch and moving away from working with their council caterer. He delivered an intensive training programme to upskill the kitchen team with a focus on fish, portioning, hidden veg, cooking whole vegetables, salads and breads. Adam also helped them to set up with Chefs in Schools recommended suppliers and supported them with budgeting to create seasonal, diverse menus.

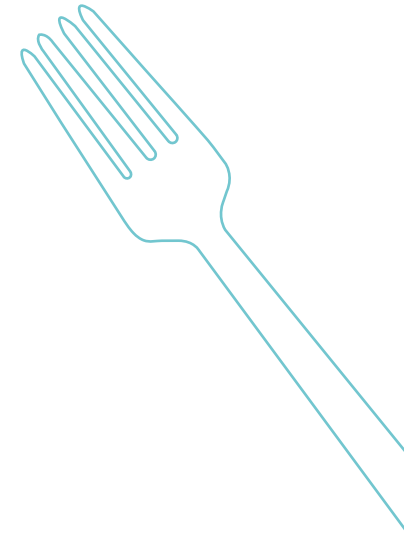
BROOMFIELD SECONDARY SCHOOL, ENFIELD

Chefs in Schools helped to recruit a passionate head chef and delivered a training programme for the team to achieve a shared kitchen vision.



CHRIST'S COLLEGE, FINCHLEY

Chefs in Schools are developing a programme with Christ's College Finchely Secondary to transform their food from majority cooked from frozen with their contract caterer to cooking everything from scratch.



CHEFS IN SCHOOLS

Belazu KITCHEN FUND

This year we launched our first ever kitchen fund, providing schools with high levels of deprivation to help them improve their food education and culture. Over the course of the year we distributed grants of £1,500 to 22 schools and reaching 8,000 pupils with 41% eligible for free school meals. More schools are choosing to run their kitchens 'in-house' rather than outsourcing to external caterers and contractors. This comes with new costs, including new cooking equipment, repairing dining facilities and investing in proper crockery.



MANDEVILLE PRIMARY SCHOOL, HACKNEY

Mandeville Primary School in Hackney have built a salad bar to utilise the vegetables grown by the children in their school garden. Educating the children on what fresh foods look like when served in their raw state and giving them the opportunity to try new foods and incorporate a greater variety and consumption of fruits & vegetables.

Children take ownership of their food choices, with new menu boards giving attention to the food, picking items from

sharing plates to add to their lunches and the school BBQ stand, which brings the school community together.

Tablecloths, pots for cutlery and weekly design competitions for the menu boards have helped make the dining room more inviting and has generated excitement in the children, leading to a much healthier and more nutritious environment.



CRITCHILL SCHOOL, SOMERSET

Twice a week, Critchill School's catering van has a spot at their local market in Somerset. Their pupils, with complex and severe learning needs, have the opportunity to gain experience in the catering van.

Through the Kitchen Equipment Fund, the school are building their own sensory garden with plans for their own fire pit to give accessibility for cooking al fresco to their students with PMLD (profound multiple learning difficulties).



“ WE CAN TEACH BIGGER CLASSES OF PUPILS, WE CAN RUN MORE AFTER SCHOOL COOKING CLUBS AND EVENTS. IT HAS ALSO ENABLED US TO START MINISTRY OF FOOD COURSES WHICH RUN AFTER SCHOOL AND IN THE HOLIDAYS FOR THE LOCAL COMMUNITY AND THEIR FAMILIES. ”



SCHOOL FOOD MATTERS
IN PARTNERSHIP WITH

Fresh
ENTERPRISE

Each year we run the Fresh Enterprise programme in partnership with School Food Matters. Designed to give school children an insight and inspire them towards a career in the food industry, this year ~50% students who took part experience a disadvantage (difficulties in engagement or attendance, special educational needs or from a lower income background). Ealing Borough has a lower employment rate compared to the national average and the programme aims to address this through developing the future talent of tomorrow.

Students are inspired by experiencing the journey of a new product from concept to shelf. With a manufacturing tour and insights workshop at Belazu, students gain a behind the scenes look into the careers within the food industry and a greater understanding of the skills required to follow their desired career path.



Our project Fresh Enterprise, in partnership with School Food Matters, won silver in Best Educational Programme at the Corporate Engagement Awards!

This is a huge achievement across the business, as so many of us get involved with running the project, from giving tours, running workshops and producing the winning products. It is a fantastic project to be part of and we love inspiring the next generation in the food industry, showing them the possible roles and career paths, with real-life experience.



THIS YEAR IN NUMBERS:

48 STUDENTS
*from 4 local schools
in our community*
VISITED BELAZU
*for a FACTORY TOUR,
INSIGHTS WORKSHOP
and TASTING*

137 STUDENTS
*from 8 local schools
attended a*
**COOKERY
MASTERCLASS**
*with SCHOOL FOOD
MATTERS*
CHEF SHARON

130 STUDENTS
*from 8 local schools
had an*
**INTRODUCTION
to MARKETING**
during a
MASTERCLASS

17 STUDENTS
PRESENTED
*THEIR PASTES at
the TASTING PANEL
where the judges*
**CROWNED TWO
WINNERS**

FROM IDEA TO SHELF:



What is an INSIGHTS WORKSHOP?



Designed to give an introduction to the food industry, a representative from each department at Belazu joins the 30-minute workshop held in our innovation kitchen.

Our Purchasing Team work with suppliers all over the world so speaking more than one language can be very helpful

TASTING PANEL

After developing their own paste during a cooking workshop back at school, each school returns to Belazu to pitch their paste to our Tasting Panel.



“ THE MOST IMPORTANT THING THE STUDENTS LEARNED WAS UNDERSTANDING THE WIDER PROCESS AROUND CREATING AND MARKETING A PRODUCT, SCALING UP FOR PRODUCTION AND MIXING DIFFERENT FLAVOURS TO CREATE A NEW PRODUCT.

Teacher, Elthorne Park High School

STUDENTS FOUND IT A GREAT EXPERIENCE. THEY FELT PROUD TO PRESENT IN FRONT OF THE JUDGES AND ENJOYED WORKING WITH OTHER SCHOOLS.

Teacher from Oak Wood School speaking about the Tasting Panel

I'VE LEARNED THAT BEETROOT CAN BE USED TO BUILD UP A SAUCE AND CAN BE SWEET AND EARTHY.

Student, Whitefield School



THIS YEAR WE CROWNED TWO WINNERS OF FRESH ENTERPRISE!

Whitefield School – Blushing Beets:
 Feel the beet with Belazu's new blend of beetroot and sweet paprika with a hint of fresh mint.

Elthorne Park High School – Smoky, Spicy Sensation:
 the paste that packs a punch.

Our paste combines smokey and spicy flavours balanced with a subtle sweetness. This allows the customer to have the best of both worlds, depending on what they do with the paste they can bring out the flavours they prefer

Whip with cream cheese to make a dip

Use as a condiment, dip, marinade and dressing

Beetroot is a middle eastern vegetable cultivated by the Greeks and Romans

Add to mayonnaise to make a sauce for a burger

Stir through mashed potato to add colour to the plate

Beetroot cured smoked salmon

Eat with feta cheese salad, with cherry tomatoes, cucumber and baby gem lettuce

A BBQ marinade in summer or to add to sauces in winter

Mix with yogurt to tone down the spice

Rising food prices mean that people can't afford to buy lots of ingredients but our paste can be used in many different ways

A versatile product to be used by itself or added to recipes

Designed to encourage the user to be creative and design their own recipes from scratch, a paste to be adapted rather than a sauce

Find them on our website, with all proceeds donated back to the Belazu Foundation.



Holiday fun & FOOD CLUB

Working with School Food Matters we run two Holiday Fun and Food (HFAF) programmes at Willow Tree Primary School during the Easter and Summer holidays. This year:

626
HOT
& NUTRITIOUS
MEALS

59
CHILDREN AT THE
SUMMER
PROGRAMME
AND **54**
CHILDREN AT THE
EASTER
PROGRAMME

13
DAYS OF
HOLIDAY
FUN AND
FOOD
CLUB

93%
CHILDREN
HAD FUN AND
ENJOYED
THE SUMMER
HFAF
PROGRAMME

46
BELAZU
VOLUNTEERS

70%
CHILDREN RATED
THE FOOD AS
'FANTASTIC'
OR **'REALLY**
GOOD' ON
THE EASTER
HFAF



SPOTLIGHT

CHRISTMAS FOOD PARCELS FOR WILLOW TREE PRIMARY SCHOOL

With 42% of the school's pupils entitled to free-school meals, we continue to support the pupils and families at our local school Willow Tree Primary School throughout the year. At Christmas we made & delivered food parcels for over 70 families with household cupboard staples including tins, rice and pasta as well as some Christmas treats!



WHO IS ELIGIBLE? Pupils working with social care or deemed to be at current risk, children on free school meals, pupils whose families are known to be struggling and at **RISK OF FOOD POVERTY**, pupils with special educational needs and pupils from households with multiple children.

Belazu volunteers ate lunch with the children, family-style! Showing good **TABLE MANNERS** and encouraging pupils to try new foods by being a **HEALTHY-EATING ROLE MODEL**. **FOOD EDUCATION** sessions focussed on **PLANTING SEEDS**, learning about soil and **IDENTIFYING POLLINATORS** in the school gardens.

Children recognised the wider importance of **GROWING YOUR OWN** with one child stating "It's important for us to learn how to **GROW VEGETABLES** as food is so expensive so if we can grow our own then we can **SAVE MONEY**."

COOKING WORKSHOPS proved to be popular, despite some reluctance to add vegetable toppings, every child was able to explore the **DIFFERENT TEXTURES** and **SMELLS OF NEW HERBS** and vegetables. By the end, every child had at least two vegetable toppings.

Blackberries were **FORAGED** from the hedgerows on the school field and used

to make crumbles in cookery sessions, enriching children's **AWARENESS OF WHERE FOOD COMES FROM**.

Easter sessions **SUPPORTED** year 6 with their **SATS REVISION**. 74% of parents/guardians were in consensus that the Easter programme had made a significant, **POSITIVE IMPACT** towards their **FAMILY FOOD COSTS** and provision.

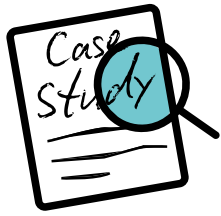
LOW INTENSITY ACTIVITIES were offered over lunchtime for 9-11 children practising Ramadan each day.

From volunteers sitting together with the children, they noticed one child was skipping lunches as they were unable to eat with a knife and fork. The child is a quiet student which explains why this problem had been missed during normal school lunchtimes. As a result of HFAF, the school are now in the process of arranging a meeting with the child's parents to improve their **CONFIDENCE WITH CUTLERY** and ensure that they are getting fed.

"There's been a real sense of **OWNERSHIP OVER FOOD**. Children have really enjoyed the cooking sessions and harvesting vegetables from the garden. Thank you!" - Marion Conway, DHT for Inclusion, Willow Tree Primary School.



BELAZU



Iffley FUN DAY



In May 2023, 33 Belazu volunteers spent the day at Iffley Academy for our annual Fun Day! We put on fun activities for the children and their families with a field full of inflatables, crazy golf, garden games and smoothie bikes, plus street food and lots of ice creams.

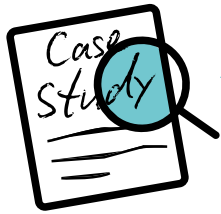
The Belazu team were put to work, making over 270 pizzas for the event and sharing Belazu goodies for the families to take home. Afterwards we headed to the pub for a celebratory volunteer meal and a beer!

Iffley academy is a community special academy for children and young people up to the age of 18 with complex educational needs and disabilities. Our annual Iffley Fun Day gives students and families the opportunity to enjoy fun activities in a safe environment.



I JUST WANTED TO SAY A HUGE THANK YOU FROM US ALL AT IFFLEY FOR SUCH A FABULOUS DAY ON SATURDAY. IT WENT REALLY SMOOTHLY AND THE FEEDBACK FROM CHILDREN AND THEIR FAMILIES, AS WELL AS IFFLEY STAFF WAS EXTREMELY POSITIVE. IT IS REALLY SPECIAL TO BE ABLE TO OFFER SUCH A FANTASTIC DAY FOR FAMILIES TO ENJOY TOGETHER AND WE WOULDN'T BE ABLE TO DO THIS WITHOUT YOUR SUPPORT.

Ellie, School Business Manager, Iffley Academy



Zakoura FOUNDATION



FONDATION
ZAKOURA

The Belazu Foundation was born out of a desire to give back to the communities we work with, both at home and abroad. In 2003 one of Belazu's founders decided that it was important for Belazu to give something back to the people of Morocco and the communities where we source some of our olives. The Zakoura Foundation is the Belazu Foundation's longest charity partner, and we continue to focus on making education accessible in rural areas in Morocco.

Having supported over 1,200 women and children with the set-up of pre-schools, employing teachers, providing educational materials and parent sessions on different topics including hygiene, health food and education. Not only do they learn French, Arabic and Berber, but different courses are offered about hygiene, healthy food and sewing.

In September 2022, nine members of Belazu went to Morocco. They were joined by Sonya Eastaugh, who is our Chair Designate at WJFG. They were incredibly busy, visiting our largest olive suppliers in Morocco and spending time with the local children at preschools that we support, via The Belazu Foundation. It was lovely to reconnect with a community so close to our hearts again since the pandemic began.



David
MD

Egidijus
Warehouse

Maria
QA

Sonya
WJFG

Ruby
Sustainability & Foundation

Marcin
Production

Linde
Sustainability & Foundation

Mariusz
Supply Chain

Olivia
Sales

Jaroslav
Production

The group visited Framaco, our largest olive supplier in Morocco who we have worked with for over 25 years. They specialize in the production of our classic Beldi and Black Pitted Olives. Following the journey of the olives onto two production lines, our team learned how the olives were hand-sorted by the workers, and then by an infrared laser. All the olives were then de-stoned, and some were partially crushed. It is these olives that are used for our cracked Lemon, Basil, and Mint Olives. After this, the olives are stored in barrels, which are carefully turned, by hand, every day! It is the time and effort of these wonderful individuals that ensure our ingredients are of the highest quality for everyone to enjoy. To reduce food waste, any waste olives are sent to be crushed for olive oil.

After waving farewell to the team at Framaco, they drove up to the Atlas Mountains. The team was able to spend time with pre-schoolers at two schools that The Belazu Foundation has supported since 2003, through the Zakoura Foundation. We share a mutual goal with the foundation to make education accessible in rural areas in Morocco. The team was able to see the difference that we had been able to make in the community.

Through The Belazu Foundation, we have been fortunate enough to financially support the setup of the schools, the teachers, and buy educational materials and parent sessions on important topics like hygiene and education.

First, the team visited thirty students at the preschool in Aourir. The villagers generously shared their traditional home-cooked breads and honey with our team. The team learned some basic Berber (traditional Moroccan) phrases so that they could get to know each other a little better.

Next, upon their arrival at Tidli, the team was surprised with a warm welcome of traditional music and dancing. The pre-schoolers proudly showed the team what they had been learning, singing songs in French and painting. Together, they all tucked into a traditional lunch of tagine that the village had generously prepared. The team loved how much the community made them feel at home!



Did you know that "Hello" in Berber is "Azul"?



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