

# Wells Farm Dairy

ESG Report 2024



# About Wells Farm

Our Values: We are one equal team, We act honestly and responsibly , We look to improve and innovate  
Our Commitments: Net Zero by 2050



**5 SITES**



**50 LOCAL FARMS**



**140 EMPLOYEES**



**70 VEHICLE FLEET**

# What does ESG mean to Wells?

“The Holt family have farmed the pastures around Bradley for over 100 years. The team now being headed up by Laura and Alex, the fifth generation.

Here at Wells Farm we have always looked at sustainable business models, we are already a long way to our target of being net zero by 2035.

We have fostered environmental practicalities on our farms and also around supply chain management ensuring all our farms that supply WFD come from within a 30 mile radius of our site in Bradley.

WFD were a pioneer in solar generation, we are now in our tenth year of Solar energy supplying the dairy.

WFD work with the local community in bulk fuel buying schemes and supporting national charities on a local basis.

WFD encourages staff engagement through training programs.

We work with various accreditation platforms including BRC AA+, Red Tractor, DTAS and Organic farmers growers.

To support our customers we have an open door policy on audits and compliance giving them sight of total supply chain traceability.”

Paul Holt



# PEOPLE, PRODUCT, PLANET

We are going to use the 3 P's to analyse our company's operations, here at Wells Farm we understand it is not only important for a company to be financially sustainable but also socially and environmentally.

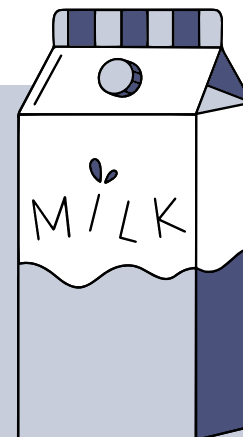
## People

We are committed to offering the highest standard of working practices and equality. As well as going above and beyond for our customers and community.



## Product

We are committed to only sourcing products from environmentally and socially responsible suppliers and applying the same values to our own products.



## Planet

We are committed to reducing our impact on the planet through waste management, fleet management and reducing our energy consumption.





# PEOPLE (What we do)

## Customers and Community

What we currently do:

- Village bulk fuel buying scheme.
- 10% Village discount code for our doorstep delivery service.
- Donated £1620 to Samaritans in 2023 and £100 to RABI in 2023. Along with sponsoring local sports clubs.
- Support our local food bank with weekly food donations. Which also reduces our food waste.

## Staff Wellbeing and Community

What we currently do:

- No discrimination.
- Offer regular training to staff for both safety but also growth.
- We have a dedicated mental health ambassador for people to talk to and to plan activities and make a positive working environment.
- Staff pensions.
- Offer secure bike storage to encourage more people to cycle to work.



# PEOPLE (What we WANT do)

## Customers and Community

What we want do:

- Offer seasonal products to encourage seasonal shopping habits of our customers.
- We are committed to offering jobs to local people and supporting local events and charities. Aiming to beat last years fundraising total with a target of £3,000.
- Continue to sponsor local sports teams e.g. Eccleeshall Rugby Club.

## Staff Wellbeing and Community

What we want do:

- Offer living wage for all.
- Run mental health workshops and introduce a mental health ambassador for each department.
- Free fruit at work.
- Launch a sustainability team who meet once a month to increase progression.

## CHARITIES FOR 2024



### KEY EVENTS:

REGULAR COFFEE AND A BAP MORNINGS WHERE EMPLOYEES DONATE - MACMILLAN COFFEE  
MORNING 27TH SEPT 24 - PROMOTE FARM/WORK SAFETY WHERE POSSIBLE

# ACCREDITATIONS



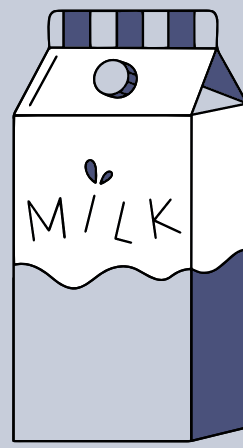
# BRCS

Food Safety

**CERTIFICATED**







# PRODUCT (What we do)

## SUPPLIERS

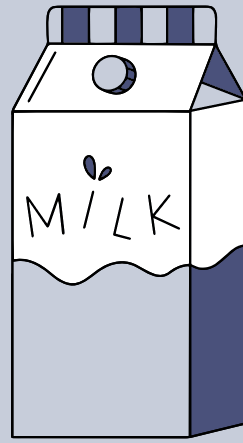
What we currently do:

- Our plastic bottles are made from a minimum of 30% recycled material which is currently one of highest percentages in the market.
- Plastic wrap used for the transportation of products is also made from recycled material.
- Sourced and will continue to use plastic free packaging alternatives with our carton and glass range.
- Sourcing from suppliers with sustainability in mind, asking for updates to how their products are positively impacting the environment.

## ETHICAL STANDARDS

What we currently do:

- All farms are red tractor assured.
- We are BRC accredited.
- Partake in internal audits.
- Strict prohibition of child labour and adherence to anti-modern slavery policy.



# PRODUCT (What we want to do)

## SUPPLIERS

What we want to do:

- Keep talking to our plastic bottle suppliers and when a product with more of a recycled content becomes available look into adding this to our production.
- Annual supplier sustainability questionnaire to ensure that our personal values and goals are being followed.

## ETHICAL STANDARDS

What we want to do:

- Our farms to achieve RSPCA accreditation by 2025.
- In the process of setting up a sustainability team responsible of looking into new ways of becoming more sustainable.
- Continue to be aware of industry regulations or updates that may affect ourselves and our suppliers.



# PLANET (What we do)

## VEHICLES (FLEET)

What we currently do:

- Route planning to reduce fuel consumption where possible.
- All our milk is sourced from local farmers, within a 30 mile radius.
- We have 3 depots across the UK to reduce food miles, Bradley being positioned middle of UK, London depot close to the capital and a smaller doorstep depots in the midlands.
- No vehicles return empty maximizing each journey e.g. carrying cages, glass, crates and pallets from the customers.
- We also use a tracking system to monitor our drivers and which routes they have taken in order to advise them if a more sustainable route can be taken.

## WASTE MANAGEMENT

What we currently do:

- 30% of our products are sold in glass bottles which can be cleaned and reused by ourselves. The plastic bottles that we use are however made using a minimum of 30% recycled material and can be recycled after use.
- Products that are going out of date are donated to a local food bank where possible.



# PLANET (What we do)

## ENERGY CONSUMPTION

What we currently do:

- Solar panels onsite which produce 90,000 units per year.
- All forklifts onsite are electric therefore not using fuel.
- Overall fuel consumption is 13.53 mpg. The breakdown of this is:
  - Vans average : 23.3 mpg
  - Rigid average: 8.8 mpg
  - Tractor Units average : 8.5 mpg
- We have invested in a new fuel tank & system from Fueltek which will provide more accurate data to monitor not only the vehicles but also the fridges on the vehicles & trailers. All vehicles are currently monitored monthly on fuel usage.
- We also track the CO2 that is expelled by vehicles & the fridges.

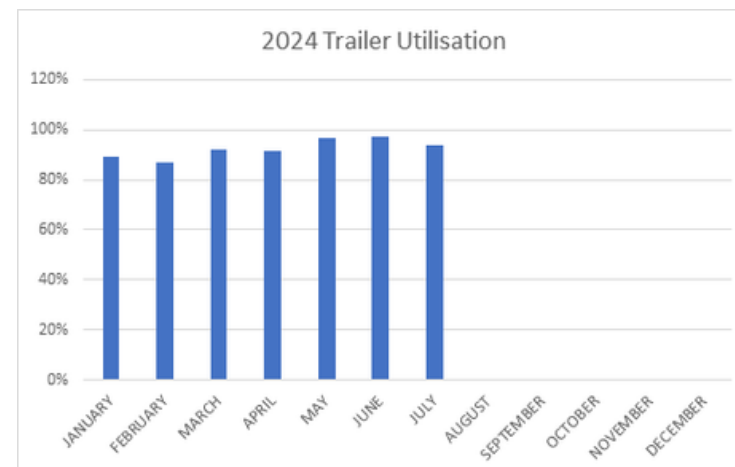


# PLANET (What we want to do)

## VEHICLES (FLEET)

What we want to do:

- Move closer towards green vehicles.
- Keep farmers as local as possible.
- Invest in newer vehicles as they are more efficient.
- Electric vans for doorstep deliveries by 2030.
- Maintain and increase vehicle utilisation. See graph below for current data.



## WASTE MANAGEMENT

What we want to do:

- Increase our production percentage of glass bottles to 35% by 2030.
- Blow our own bottles by 2035 allowing us to try and reach 50% recycled material in our bottles.
- Currently in the research process of ways in which to reduce our water waste. We will be updating our goal soon.



# PLANET (What we want to do)

## ENERGY CONSUMPTION

What we want to do:

- Currently carbon offset with 5 acres of woodland, by 2030 we want to set out a clear plan of how we can use our existing 300 acres of farmland to offset even more carbon.
- We are also looking to add more solar panels which would produce an additional 595,396 units per year. This will avoid 279,605 kg/year of CO2 emissions.
- As of October 2024 we are entering into a green electric contract which uses carbon zero electric.

