

...and our purpose targets

In 2020, we set targets and commitments to help us pursue our purpose over a ten-year period. We continued to make good progress this year.

Supporting healthy living		2020	2024	2025 target	Performance in 2024	How we calculate it
Improving nutrition	Through our low- and no-calorie sweeteners and fibres, we'll help remove 9 million tonnes of sugar from people's diets	0	7.9m	9m	We saw good performance from fibre solutions and sucralose. 7.9 million tonnes of sugar is equivalent to more than 31 trillion calories.	We take the volume of fibres and low- and no-calorie sweeteners we sell and calculate the sugar equivalence and caloric conversion.
Encouraging balanced lifestyles	We'll help improve the lives of over 250,000 people, by supporting programmes that promote healthier lifestyles and activities	0	121,000	250,000	We support health, education and physical activity programmes across the world.	We count the number of people who benefit from the programmes we support either through cash donations or volunteering. In many cases, this information comes from the third parties who run the events.
Promoting personal wellbeing	We'll help colleagues improve how they look after their physical and mental wellbeing, so they can be at their best in their daily lives	70%	73%	90%	Our score was slightly lower this year at 73% (75% last year).	We report the percentage of colleagues who, in our annual employee survey, agree that Tate & Lyle actively supports their health and wellbeing.

Building thriving communities		2020	2024	2025 target	Performance in 2024	How we calculate it
Preventing hunger	We'll provide over 3 million nutritious meals for people in need	0	4.2m	3m	We further exceeded our target providing more than 550,000 meals this year to help people in need in our local communities.	Each food bank or charitable partner we support tells us how many meals our donations provide.
Supporting education	We'll support the education of over 100,000 children and students through learning programmes and grants, helping them attain skills for life	0	47,000	100,000	We continued to support schools, for example by donating equipment, mentoring students and giving educational grants.	Each school or organisation we work with tells us how many students benefit from the programmes we support.
Progressing equity, diversity and inclusion	We'll achieve gender parity in our leadership roles	27%	45%	50%	We made solid progress in the year, up from 44% last year.	Leadership and management roles are defined as the top five employee bands, representing more than 500 people.

L Long-term incentive plan

Caring for our planet 2 ZERO WASTE 12 RESPONSIBLE CONSUMPTION 13 CLIMATE ACTION

Area	Target	By when	Progress ²	Performance in 2023	How we calculate it
Climate and carbon emissions	Deliver 30% absolute reduction in Scope 1 and 2 GHG emissions¹	31 December 2030	<p>2023 11% 2019 0% 2030 target 30%</p>	The reduction came from a combination of lower production levels in our plants, benefits from continuous improvement projects, and an increase in the use of renewable electricity.	Percentage absolute reduction in Scope 1 and 2 GHG emissions.
	Deliver 15% absolute reduction in Scope 3 GHG emissions¹	31 December 2030	<p>2023 20% 2019 0% 2030 target 15%</p>	We exceeded our 2030 target well ahead of schedule due in part to strong reductions from our sustainable corn and stevia programmes.	We receive data on GHG emissions from partners in our sustainable agriculture programmes and third parties across our value chain including Primient.
	Eliminate the use of coal in all operations	31 December 2025	<p>2025 target 100% 2019 0% Target met in 2021</p>	We met this target in October 2021 when we de-commissioned our last coal-fired boiler in the US.	Our sites which use coal boilers to create energy.
	100% of the electricity purchased for our operations to come from renewable sources	31 December 2030	<p>2023 12% 2021 0% 2030 target 100%</p>	We increased the use of renewable electricity at production facilities in Brazil, the Netherlands, Italy and the UK.	Percentage of electricity we purchase that comes from renewable sources.
	Using less water	Reduce water use intensity by 15%	31 December 2030	<p>2023 4% 2019 0% 2030 target 15%</p>	The increase was mainly due to greater water use intensity at our sites in Thailand and Lafayette, Indiana, US.
Using waste beneficially	100% of waste will be beneficially used	31 December 2030	<p>2023 90% 2019 65% 2030 target 100%</p>	We continued to work with local partners in the US to use more of our waste as nutrients on local farms, or for energy recovery.	Percentage of waste generated by our sites that is beneficially used.
Sustainable agriculture	Maintain sustainable acreage equivalent to the volume of corn we buy globally each year	Each year	<p>2023 target 100% 2023 0% Target met in 2023</p>	Our sustainable agriculture programme in the US with Truterra continues to perform well. We supported, 367,000 acres of corn in 2023, equivalent to all the corn we bought that year.	The number of acres of corn purchased to make our ingredients each year compared with the sustainable acres of corn we support through our partnership with Truterra each year.

1 Validated as science-based by the Science Based Targets initiative.
2 Measured in calendar years.

Baselines

The baseline for our caring for our planet targets is the year ended 31 December 2019, other than renewable electricity, whose baseline is the year ended 31 December 2021. For supporting healthy living and building thriving communities, the baseline is 31 March 2020.