CASE STUDY

AVON ENERGY PARTNERS

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE STRATEGY

The Client: THE COMPLEAT FOOD GROUP

Built for scale and diversification in 2021, he Compleat Food Group is one of the UK's biggest chilled-prepared food players. The company which has annual turnover exceeding £1.4 billion, is now span across 18 sites across the UK with over 6,300 employees. Compleat is backed by PAI, a private equity firm that seeks to drive sustainable growth, making their ESG strategy underpins how they invest, manage and realise value.

"There are no quick fixes. Instead, we must galvanise changes across the food system by embedding good ESG into every decision we make – this will be critical in reaching our key 2035 targets of operating with net zero emissions and scaling our social value tenfold." – Chief Executive, TCFG

The Challenge:

TCFG has customers who are focused on sustainability, in particular, they want to reduce the upstream emissions from the products they buy. With its investors and board of directors also driven by sustainability, the client needed to first assess their outlook in a bid to develop an ESG strategy that is cohesive with the overall business strategy centred on rapid growth. To do this, we needed to:

- **Define the organisational boundary of a dynamic institution**
- **Develop a robust GHG emissions inventory aligned to FLAG**
- **Set FLAG and fossil fuel targets based on science and verified by SBTi**
- **Set short-term and medium-term goals to enable the materialisation of the set targets**

Delivery and Support:

Done for you, taught to you approach	Strategy
The emissions inventory was developed simultaneously with training core ESG team members on the intricacies of its development.	In the face of techno-economic constraints and rapid growth of the company, high level decarbonisation strategy was developed for the whole business which was translated into site level strategy.
KPI Development	**Data Quality**
Annual KPIs up onto 2030 were developed to monitor ESG performance.	Data quality is central to an ESG strategy and our scoping exercise involved investigating data from the entire value chain of the multi-facetted business.

How we delivered value

A verified Science Based Target	The verified target breeds confidence in the employees, customers and investors' in Compleat's attention and commitment to sustainability.
Improvement of Data Quality	Data quality across the business is being transformed, especially with the appointment of a Digital and AI Strategy Director, making data quality a focal point in the business strategy.
ESG Risk	Embedding ESG in the technical and fiscal decision-making process of the business

Outcomes and Impact

Upskilled inhouse team	Supplier Engagement Transformation	Knowledge on target areas
An ESG team that is well-equipped with the tools and skills to independently develop FLAG-aligned GHG emissions inventory.	A transformed energy and food product packaging supply chain to develop a more sustainable supply chain.	Through data quality assessment, internal ESG team is now aware of the core areas to improve data quality across all the departments at Compleat.

Technical Snapshot

Standards	GHG Protocol(Corporate, Scope 2, Corporate Value Chain, Land Sector and Removals), SBTi (FLAG, Corporate Net-Zero), ISO-14064-1
Supplier Engagement Transformation	Templates have been developed to manage collection of supplier data.
Datapoints	Over 10 million data points of value chain emission-related activity processed.

Why this case matters:

We estimate that more than 1 million people in the UK consume a Compleat product each year. Decarbonising a business of this scale has meaningful implications for UK consumers seeking healthier, more sustainable food choices, while also delivering positive outcomes for the people and environments affected across Compleat's global supply chain.

Contact

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