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## Another strong quarter for progress against our 20x20 Sustainability Plan across all five values.

- Bonus pot of over £80 million shared by 137,000 colleagues, bringing the total paid to more than £620 million over the last 10 years
- Launched the UK's first Marine Stewardship Council (MSC)-certified tuna sandwich, retaining our position as the leading retailer of sustainable seafood
- Named as one of the Times Top 50 Employers for Women
- Dual fuel fleet is now the largest in the UK, accounting for 10% of our vehicles
- Reformulated our minced beef, saving two billion calories from customers' baskets

Justin King, Chief Executive, said:

“ It has been yet another strong quarter for progress against our *20x20 Sustainability Plan* with great achievements across all five values.

“ We were particularly proud to announce a sector leading bonus pot of over £80 million, to reward the hard work of our colleagues. This forms an important part of our total reward package, including a discount card and pension scheme, to ensure that we remain a first rate employer and a great place to work.

“ We also continue to invest in opportunities and training. Last quarter we opened a new Convenience Training College in London for our Team Leaders and Store Managers – the first of its kind purely dedicated to leadership training.

“ We've also been recognised for our approach to diversity and inclusion. We were named as one of the Times Top 50 Employers for Women for our positive approach to progression through networking and mentoring schemes. We also won an industry-leading award for our You Can programme for our efforts in employing those who may have faced barriers to work, such as long-term unemployment or disability. Since it was launched in 2008, You Can has supported over 21,600 candidates into work with us.”



137,000 colleagues shared in a bonus pot of over £80 million, bringing the total paid to more than £620 million over the last 10 years.

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Other highlights from the quarter include:



We added new salads and yoghurt pots to our *My Goodness!* range, offering customers healthier choices on the go.



We launched the UK's first MSC-certified tuna sandwich, bringing our range to 150 MSC products –

## 1. Best for food and health

- **Healthier baskets:** As part of our commitment to reduce fat in our own brand products, we reformulated our minced beef, removing 244 tonnes of fat annually, and saving two billion calories from our customers' baskets.
- **Growing healthy ranges:** We celebrated the 15th birthday of our *Be Good to Yourself* range with reinvigorated packaging, and have expanded our *My Goodness!* range to 34 products, with new salads and yoghurt pots offering customers healthier choices on the go.
- **Rewarding produce:** Our 'Buy 5, Get 5' promotion awarded five bonus Active Kids vouchers to customers buying five or more items of fruit and vegetables. Over the two week campaign, we issued 16.9 million bonus vouchers to around 3.4 million customers.

## 2. Sourcing with integrity

- **UK's first MSC tuna sandwich:** We are the first to launch a certified sustainable tuna sandwich as part of our new range of pole and line caught sandwiches and pasta salads. As the leading retailer for sustainable seafood, this marks our 150th Marine Stewardship Council (MSC) product, the largest range for any retailer.
- **Supplier conferences:** Our first Research and Development conference, hosted at the Royal Institution, brought together 250 leading academics, research funders and suppliers to share knowledge and address common challenges across our research projects. We also hosted our first Ethical Trade conference, bringing together 150 suppliers to discuss best practice and equip them to share knowledge and expertise throughout our supply chain.
- **10 years with Woodland Trust:** We announced a new £1 million commitment to Woodland Trust. Our donation is part of a commemorative project to honour the centenary of the First World War and those affected by it. It will be marked by the planting of millions of trees across the UK and creation of four new iconic Centenary Woods. We have helped to raise over £3.5 million since launching our Woodland eggs in 2004.

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At 109 dual fuel lorries, our fleet is now the largest in the UK, accounting for 10% of our vehicles.



World class athletes including Greg Rutherford, David Weir and Yohan Blake are set to compete at the Sainsbury's Anniversary Games.

### 3. Respect for our environment

- **UK's largest dual fuel fleet:** At 109 dual fuel lorries, our fleet is now the largest in the UK and accounts for 10% of our vehicles. These vehicles produce up to 25% less CO<sub>2</sub> by supplementing diesel fuel with liquid bio-methane from landfill and liquid natural gas.
- **Bee Cafés:** We have opened new, cultivated outdoor spaces at our triple zero stores in Leicester and Weymouth to create Bee Cafés – planting aromatic herbs to encourage bee populations and cross pollination of UK plant species.
- **Easter egg recycling:** We trialled Easter egg recycling units for the first time in 50 stores nationwide, inviting our customers and colleagues to bring back packaging, including plastic, cardboard and ribbons, for the two weeks after Easter.

### 4. Making a positive difference to our community

- **Local Charity scheme:** We launched the sixth year of our Local Charity scheme, giving all our colleagues and customers the opportunity to nominate a charity to receive our support. Over the last five years our stores have helped to donate over £6 million to local charities across the UK.
- **Sainsbury's Anniversary Games:** On the anniversary of the London 2012 opening ceremony, we're hosting the first athletics games at Horse Guards Parade and The Mall in central London. World class athletes, including Olympic and Paralympic champions Greg Rutherford, David Weir and Yohan Blake, are set to compete.
- **Active Kids:** Supported by ambassadors David Beckham and Ellie Simmonds, we issued over 400 million vouchers through this year's collection scheme, giving 52,000 registered schools and clubs the chance to order sports and cooking equipment.
- **Sport Relief 2014:** With the support of our customers, colleagues and suppliers we raised over £6.7 million, making it the biggest donation to Sport Relief this year.

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Our new Convenience Training College is the first of its kind and will support the growth of convenience stores in Greater London.

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## 5. A great place to work

- **Colleague reward:** We announced a sector leading annual bonus pot of over £80 million to be shared by 137,000 colleagues, bringing the total paid to more than £620 million over the last 10 years. This rewards the hard work of our colleagues and forms part of our total reward package, including a discount card and pension scheme.
- **Training & Development:** We opened a new Convenience Training College in London for our Team Leaders and Store Managers – the first of its kind purely dedicated to leadership training. The College will train our colleagues in a range of technical and behavioural skills to help power the growth of convenience stores in Greater London.
- **Diversity and inclusion:** We were named as one of the Times Top 50 Employers for Women, and one of our female leaders, Simone Fogg, was named Team Leader of the Year at the prestigious Everywoman in Transport & Logistics Awards. Our You Can scheme was recognised at the inaugural Recruitment Industry Disability Initiative Awards.

For more information on Sainsbury's 20x20 Sustainability Plan please go to [www.j-sainsbury.co.uk/responsibility](http://www.j-sainsbury.co.uk/responsibility)

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