RATHFINNY

SUSTAINABILITY IMPACT REPORT 2023-2024

Period: April 2023 – March 2024

Certified B Corporation

RATHFINNY

Sustainability Impact Report 2023 - 2024

CONTENTS

INTRODUCTION

1	OUR MISSION
2	NOTE FROM THE FOUNDERS
3	SUSTAINABILITY TIMELINE
4	SUSTAINABILITY PILLARS
5 — 8	IMPACT HIGHLIGHTS
9 — 10	GOVERNANCE
11 — 12	B CORP SPOTLIGHT

GOALS & ACTIONS

13	OVERVIEW
14 — 21	PILLAR 1 - NURTURING THE LAND
22 — 30	PILLAR 2 - CARING FOR PEOPLE
32 — 34	CARBON COUNTING
35 — 42	PILLAR 3 - REDUCING OUR FOOTPRINT

REFLECTIONS

44	CHALLENGES & RESPONSE
45	LOOKING AHEAD

OUR MISSION

"We are committed to producing exceptional wines and experiences, enjoyed the world over, that reveal the character of our family Estate in Sussex, using methods that are kind to our land, people, community and wider environment."

NOTE FROM THE FOUNDERS

We were proud to become a certified B Corporation in April 2023, a milestone that reflects values we've held since we founded the business in 2010.

As a family-run Estate, we've always aimed to create more than exceptional wines. Our goal has been to build a business that nurtures the land, supports our people and minimises its environmental footprint through practical, thoughtful action.

Long before certification, we were already making sustainable choices: from using local materials in our buildings and installing green roofs, to developing a local workforce and generating renewable energy on-site.

2023–2024 marked our first full year as a B Corp, and we've focused on embedding its principles across every part of Rathfinny. One of our most significant commitments has been dedicating a third of our land to nature. We've also trained a local harvest workforce, reduced our carbon intensity and expanded wellbeing initiatives — it's been a busy year!

There's more to do, but we're proud of our progress. This report reflects our journey so far and the commitments we're making for the future.

SARAH & MARK DRIVER
Owners & Founders, Rathfinny Wine Estate

RATHFINNY

SUSTAINABILTY TIMELINE

2010
Rathfinny Wine Estate purchased

2013
First solar panels installed

2014
Opened Winery with a green roof and waste-water recycling plant

2021
Vineyard-wide biodiversity survey

2023
Certified B Corp: world's first sparkling grower-producer to gain B Corp

Certified B Corporation

2024
Second tranche of solar panels installed

RATHFINNY SUSTAINABILITY PILLARS

Our sustainability work is guided by three core pillars:

NURTURING THE LAND

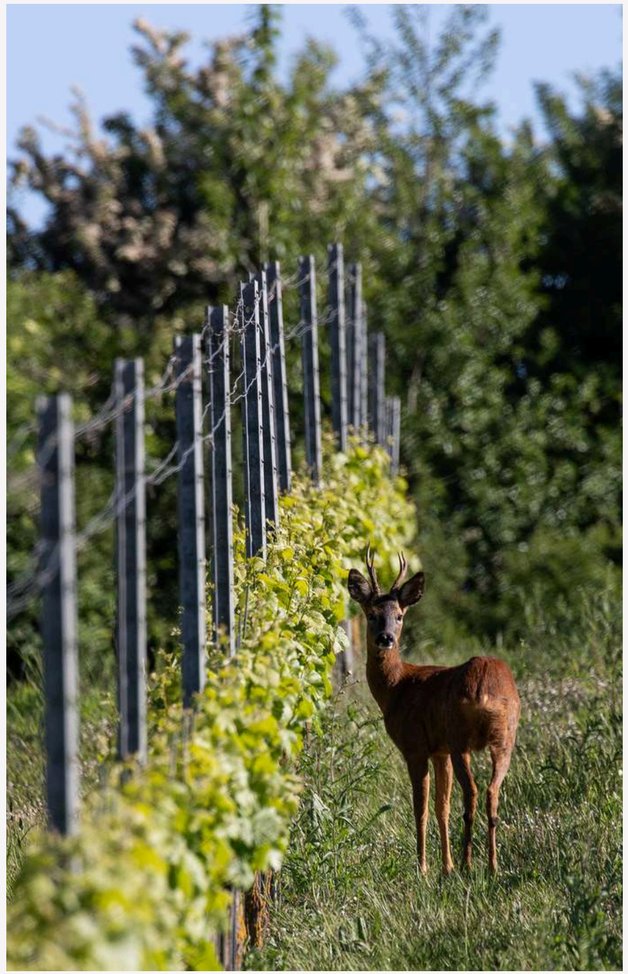
Protecting and regenerating biodiversity, chalk soils and habitats, while pursuing low-impact and sustainable viticulture.

CARING FOR PEOPLE

Building a supportive, inclusive workplace and being a positive force in our local community.

REDUCING OUR FOOTPRINT

Cutting emissions, waste and resource use across the Estate and in our supply chains.



Since 2010

IMPACT HIGHLIGHTS

"Right from the beginning, as a family-run business, we wanted to build an Estate on sustainability principles."

— Sarah Driver, Founder & Owner

Impact Highlights Since 2010

NURTURING THE LAND

TREE PLANTING

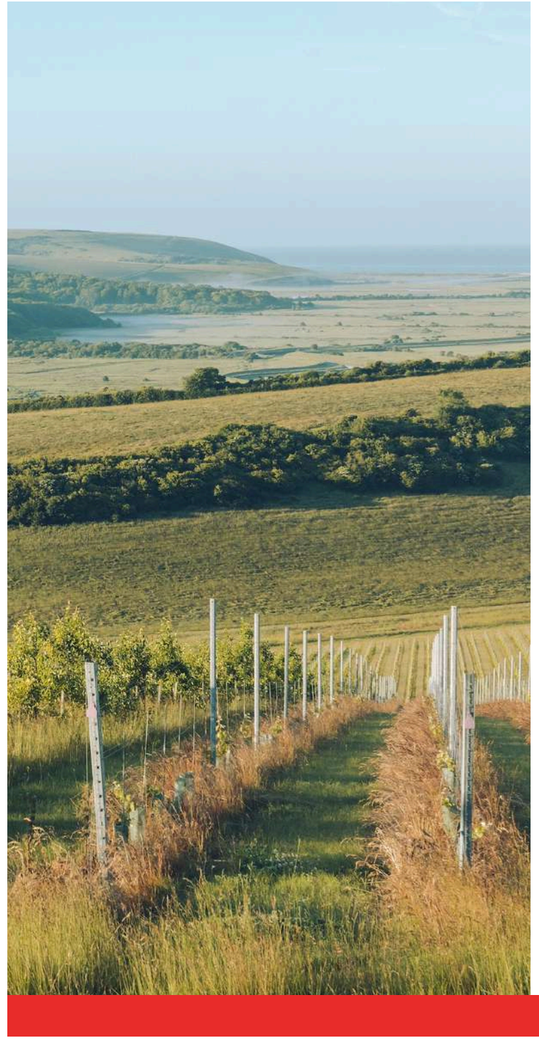
We planted over 7000 trees across the Estate to diversify habitats, sequester carbon and reduce the impact of wind.

BIODIVERSITY SURVEYS

Conducted biodiversity surveys with insect charities to establish baseline diversity measurements across different areas of the Estate.

GREEN ROOF INSTALLATION

The green roof planted on our state-of-the-art Winery is now a safe nesting site for ground-nesting birds, such as skylarks.



Impact Highlights Since 2010

CARING FOR PEOPLE

PARTNERSHIP WITH PLUMPTON COLLEGE

Contributed towards the Rathfinny Research Winery in 2014, a £2 million facility boosting English wine research, and began living-wage internships in 2021 for winemaking students.

TRAINING LOCAL WORKFORCE

Developed our own recruitment and induction process to employ and train a local harvest team, building long-lasting relationships.

HEALTH & WELLBEING SUPPORT

We trained Mental Health First Aiders and made flu jabs and free annual skin check-ups available for staff on site.

CARING FOR PEOPLE

Impact Highlights Since 2010

REDUCING OUR FOOTPRINT

CARBON EMISSION REDUCTION

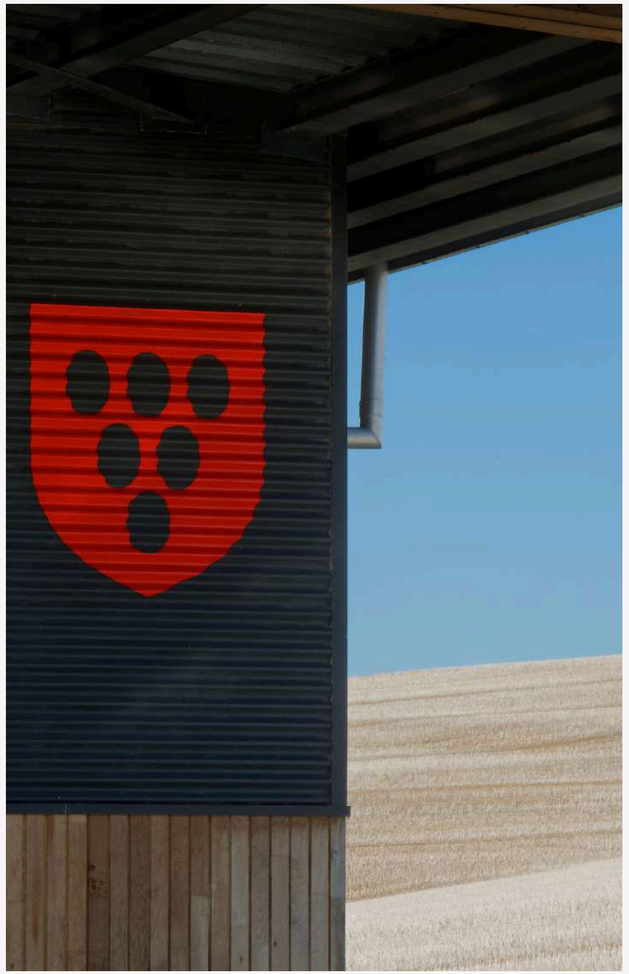
While the business has grown, we have reduced emissions against the baseline 2020 assessment, with carbon intensity down since 2022.

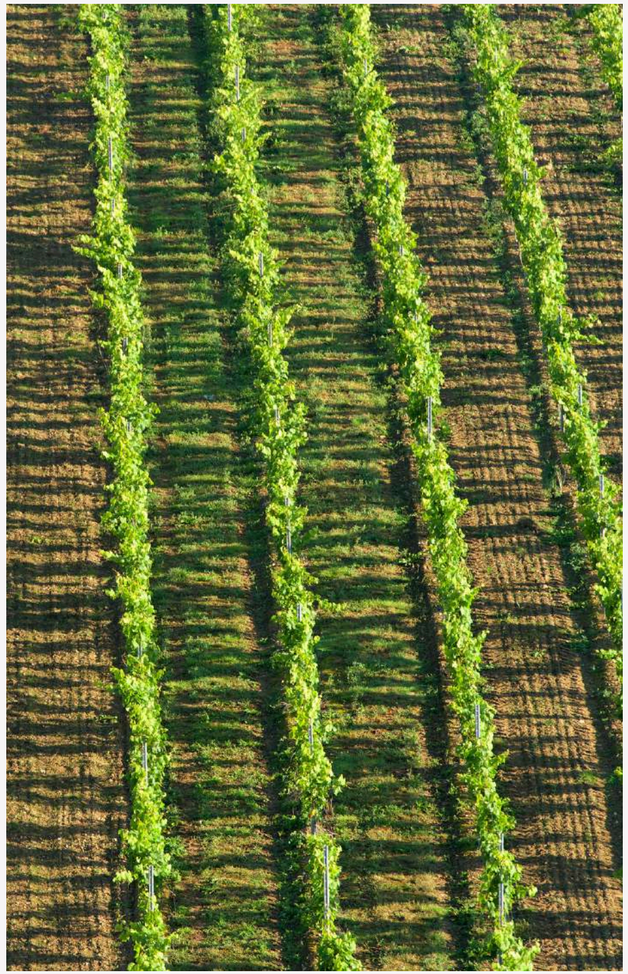
ELECTRODIALYSIS STABILISATION

Through innovative electrodialysis in the Winery, we save over 95% of the energy used to stabilise wines versus traditional chilling techniques.

WASTEWATER TREATMENT

Installed a world-class water treatment facility which ensures all wastewater is recycled on site and can be reused.





Setting the Foundations

GOOD GOVERNANCE

We believe in the power of business to be a force for good, and that is where Governance and Leadership are key.

As we've grown, we have increasingly sought to embed good governance at each level of the business, helping us establish a culture around our three core sustainability pillars (outlined on page 4).

Good Governance

OUR ACTIONS

New Policies

Created and updated new Menopause, Equal Opportunity, Whistleblowing and Environmental policies, as well as updating our appearance code to be more welcoming and inclusive.

Creation of B Corp Champions

B Corp champions established from every department are identified to help drive change and embed a sustainability culture.

Tracking Training

Created a monthly system for recording training, which is now well established, that records: Core, Cross Core and Life Skills Training.

Transparent Marketing

We have always committed to honesty in marketing and to ensuring the accuracy and ethics of the content we promote through digital advertising, including when it comes to 'impact washing'.

Food Safety & Quality

We demonstrated our commitment to providing high-quality products that are safe, legal, and authentic by establishing an integrated Food Safety and Quality Management system in the Winery, leading to third-party certification.

B CORP SPOTLIGHT

In April 2023, we became the world's first single-site sparkling wine producer to become a B Corp, ensuring we balance profit with purpose.

We have B Corp Champions assigned to every department with Environmental Awareness training rolled out across the business.

B Corp Spotlight

HOW OUR PILLARS ALIGN WITH B CORP

Our three sustainability pillars - Nurturing the Land, Caring for People and Reducing our Footprint - support the five B Corp Impact Areas. Here's how:

WORKERS: 18.2 *Caring for People*

We prioritise wellbeing, fair pay and training, with high staff retention and strong engagement across our local workforce.

COMMUNITY: 12.2 *Caring for People*

We support local charities, hire locally and partner with schools and colleges to create meaningful opportunities.

ENVIRONMENT: 28.8 *Reducing our Footprint & Nurturing the Land*

We seek to enhance the biodiversity of the Estate and manage our Vineyard in a responsible way, while doing what we can to reduce our carbon footprint.

CUSTOMERS: 4.6 *Caring for People*

We deliver exceptional, responsibly made wines and experiences with integrity and transparency.

GOVERNANCE: SCORE 16.1 *All Three Pillars*

Through transparent reporting, ethical procurement and board-level accountability, we embed sustainability into every decision.

TOTAL B CORP SCORE IN 2023: 80.2

2023 - 2024

SUSTAINABILITY ACTIONS

A breakdown of our goals and the actions we took in 2023 - 2024 to become more sustainable, according to our three core pillars.

NURTURING THE LAND

For more information on our goals and actions we have taken to *nurture the land* please see pages 14 to 21.

CARING FOR PEOPLE

For more information on our goals and actions we have taken to care for *our people* please see pages 22 to 30.

REDUCING OUR FOOTPRINT

For more information on our goals and actions we have taken to *reduce our footprint* please see pages 31 to 40.

"We have always felt we are custodians of the land. Once an arable monoculture, now Rathfinny is a biodiverse haven to all kinds of plants and wildlife."

— Mark Driver, Owner & Founder

NURTURING THE LAND

RATHFINNY

Nurturing the Land

Protecting and regenerating biodiversity, chalk soils and habitats, while pursuing low-impact and sustainable viticulture.

2023 - 2024 GOALS

Grow floristic habitat & pollinator diversity

Read more on pages 16 and 17

Improve soil health while cutting herbicides

Read more on page 18

Close the nutrient loop on the Estate

Read more on page 19

Nurturing the Land

ACTION TO GROW FLORISTIC HABITAT & POLLINATOR DIVERSITY

Third of the Estate given to nature

The original Rathfinny Farm practised intensive arable farming for 50 years before the Driver family took on the Estate and planted vines. The soil health and diversity had been badly damaged over time.

Through the Countryside Stewardship scheme (CSS) we have now committed more than 200 acres (80+ hectares) of our Estate to enhance biodiversity, regenerate habitats and enhance soil health, returning the land to nature.

Land under the scheme includes:

- 140 acres of legume-fallow mix to restore soil and feed pollinators
- 38 acres planted with winter food mix to support birds
- 21 acres of nectar-rich flower strips for bees, butterflies and hoverflies
- 12 acres of beetle banks to naturally manage pests

Nurturing the Land

ACTION TO GROW FLORISTIC HABITAT & POLLINATOR DIVERSITY

Chalk grassland grazing

We also committed to preserving over 19 acres of Sites of Special Scientific Interest (SSSI) chalk grasslands through the Countryside Stewardship Scheme.

Working in partnership with South Downs National Park, we introduced Exmoor Ponies and cattle onto our north-facing banks to graze the grassland and preserve this extremely rare and diverse habitat.

Nurturing the Land

ACTION TO IMPROVE SOIL HEALTH

Introduction of seaweed fertilisers & sheep

We reduced the use of chemical inputs in the Vineyard through a switch to seaweed-based fertilisers made from UK sources.

Not only is this certified organic with traceable and shorter supply chains, but it also benefits soil health and microbial life. On-site compost production and use has also expanded.

Over the last two years, we have also welcomed sheep on to the Estate to graze under the vines in the winter months. This helps reduce weed growth, which means we reduce tractor miles, and also naturally returns nutrients into the soil.

Nurturing the Land

ACTION TO HELP US CLOSE THE NUTRIENT LOOP

Improving onsite composting

We compost all grape skins and stalks on site, combining them with wood chippings from a local tree surgeon and food waste generated across the Estate.

To support this, we've installed a composter capable of processing up to 400 litres of food, biodegradable vegetation and paper waste each week, equating to as much as 10 tonnes annually.

The resulting nutrient-rich compost is applied beneath the vines, enhancing soil health, improving organic matter and also helping to lower our overall CO_2 emissions.

"The 2023 - 2024 year was marked by a huge commitment of land to regeneration from Rathfinny with over 200-acres committed to the Countryside Stewardship Scheme.

This clearly illustrates Rathfinny's commitment to the continued preservation of rare habits and nature conservation."

— Richard James, Brand Ambassador

Nurturing the Land

GOALS FOR 2024 - 2025

1. IMPROVING BIODIVERSITY MONITORING

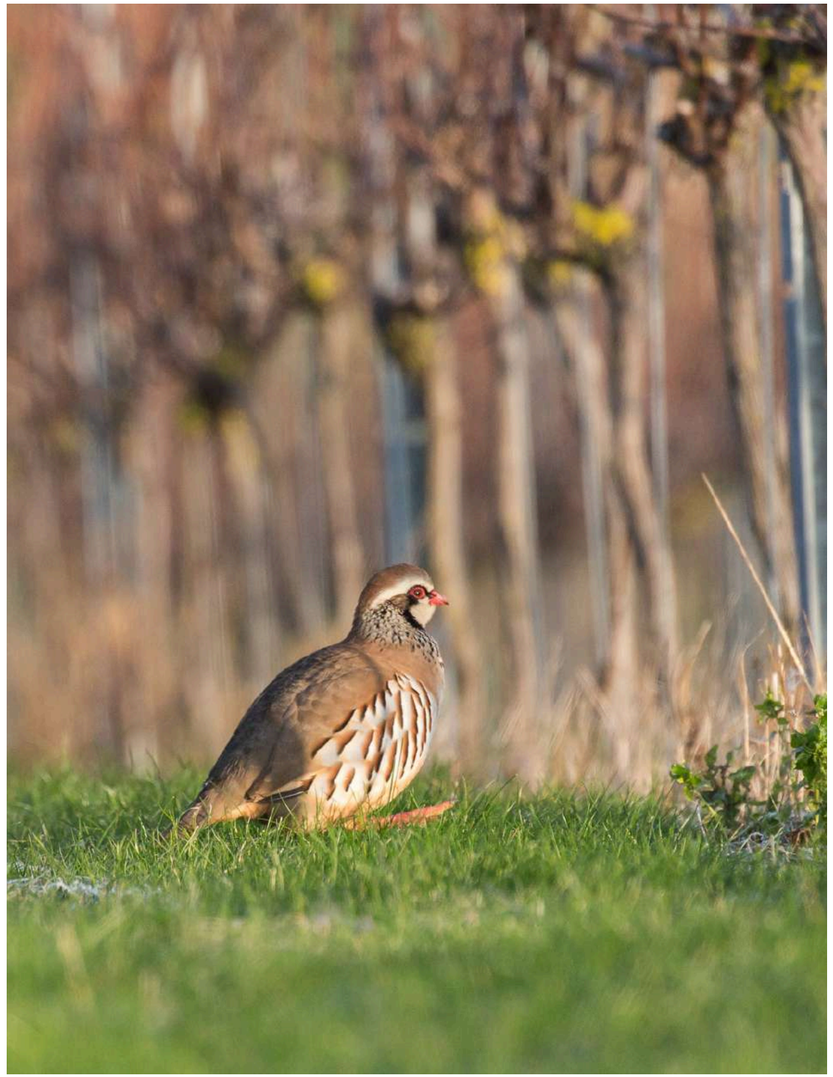
We aim to improve our understanding of the Estate's biodiversity by collaborating with external partners who share our values to conduct surveys in different parts of the Estate.

2. REDUCE HERBICIDE USE

We are exploring under-vine strimming techniques which will help us reduce or eradicate the need for herbicide use. This will have a knock-on impact on soil health, increasing soil microbe count and nutrient cycling efficiency.

3. ESTABLISH OUR OWN KITCHEN GARDEN

Having supported a member of staff to undertake his Professional Horticulture Level 2 at Plumpton College, we are now keen to establish our own kitchen garden.



"Relationships are at the heart of our family-owned business, whether with our staff, our local community or customers."

— Sarah Driver, Owner & Founder

RATHFINNY

Caring for People

Building a supportive, inclusive workplace and being a positive force in our local community.

2023 - 2024 GOALS

Improve staff sustainability engagement

Read more on pages 24 and 25

Improve employee benefits

Read more on page 26

Actively support employee advancement

Read more on page 27

Caring for People

ACTIONS TO IMPROVE STAFF SUSTAINABILITY ENGAGEMENT

Creation of staff committees

We created five new committees including B Corp, Social, Equality Diversity & Inclusivity (EDI), Middle Managers and Health & Wellbeing.

Each new committee has representatives from different areas of the business and is designed to identify and address areas for improvement and create open channels for communication across the company.

"As a new employee, I've been struck by how open and honest the owners are about their ambitions for the business, as well as the challenges they face. There is a high level of trust and engagement with workers at every level that I've not experienced elsewhere."

— Emma, Vineyard employee

Caring for People

ACTIONS TO IMPROVE STAFF SUSTAINABILITY ENGAGEMENT

Recording staff community engagement

In 2023, gave over 600 hours to good causes. By recording these numbers, we can review our civic impact and reflect on what we can do to improve.

Highlights included:

- Wine Tourism team volunteered 18 hours a month with Sports Buddies, which offers exercise activities for people with learning disabilities.
- Marketing team gave 8 hours a month supporting a local food bank.
- Vineyard team gave 12 hours a month volunteering for Flysheet Camps which builds communities through music, arts & crafts.

Caring for People

ACTION TO IMPROVE EMPLOYEE BENEFITS

Enhancing staff discounts

Following staff feedback, we introduced an annual wine allowance as well as an enhanced wine and Estate dining discount, offering up to 35% for staff on wine purchases.

Caring for People

ACTIONS TO ENHANCE EMPLOYEE CAREER ADVANCEMENT

Ashley Mignot apprenticeship support

We invested in Ashley's two-year apprenticeship in Manufacturing and Operations Management at the National Centre of Food Manufacturing (Lincoln University) with 20% of his time being given towards his study.

The apprenticeship included a final workplace project, where Ashley applied lean production methods at Rathfinny, achieving a distinction grade and helping improve our bottling efficiency by 50% and reducing waste. Rathfinny recognised his achievements, promoting him to Assistant Production Manager.

"With a strong culture of continuous professional and personal development at Rathfinny, I am extremely grateful for the opportunities and the investment of time and resources I have been given.

The apprenticeship provided invaluable knowledge, skills, and confidence to seek improvements and solutions to challenges associated with wine production and wider business operations."

— Ashley Mignot, Assistant Production Manager

Caring for People

CHARITY & COMMUNITY SUPPORT

This year, we formalised our charitable giving, allowing staff to nominate and choose charities to support, and together with our social committee, our donations have raised thousands of pounds towards each charities' goals. Here is who we have supported.

HAVENS

Preventing food loss in our local areas

Raised £600 to support the repurposing and redistribution of food to those in need during winter. Executive Chef Chris Bailey also prepared soups using surplus foods to support fundraising events.

CYCLING WITHOUT AGE

Reconnecting people with communities

Raised money towards building a secure unit to store trishaws at a permanent site in Seaford, giving elderly people access to town in a fun and sociable way.

YOU RAISE ME UP

Supporting bereaved parents in Sussex

Through an auction prize, we helped the Hailsham-based charity raise sufficient funds to pay for 22 counselling sessions supporting parents who had lost a young person.

ROCKINGHORSE

Caring for sick young people in Sussex

Our donations contributed to raising £11,600 towards the 'Christmas Star' campaign, supporting children and their families who are in hospital over Christmas.

Caring for People

GOALS FOR 2024 - 2025

1. IMPROVE ACCESSIBILITY ACROSS THE ESTATE

We aim to review the current state of accessibility across the Estate, and improve upon it.

2. ACHIEVE STAFF WELLBEING ACCREDITATION

We aim to achieve the first level of accreditation with the East Sussex County Council through a Bronze Award for Wellbeing at Work.

3. CONTINUE TO EMBED B CORP CULTURE

Increase awareness of EDI issues and the committee's work, provide updated resources and education around our new Environmental Policy and generate new ideas for the Social Club.

"We've seen real progress this year in terms of reducing our carbon emissions as we pivot to much greater renewable energy production on our Estate."

— Tony Milanowski, Winery Manager

REDUCING OUR FOOTPRINT

Reducing our Footprint

HOW WE COUNT CARBON

The Greenhouse Gas (GHG) Protocol Standards

We count our carbon emissions through the Greenhouse Gas (GHG) Protocol, which is the leading global standard for measuring and managing carbon emissions, covering direct emissions from operations, indirect emissions from purchased energy and wider supply chain impacts.

By working with Carbon Jacked, Rathfinny is able to apply these standards to gain an accurate and transparent view of the carbon released across the Estate. This partnership ensures that our carbon accounting is credible, comparable and provides a clear foundation for reducing our environmental impact.

Reducing our Footprint

CARBON JACKED REPORT DATA

REPORT SPOTLIGHT:

- Onsite renewable energy generation increased five-fold, saving 87.2 tCO_2
- Footprint only increased by a fifth despite production doubling
- Intensity ratio of tCO2e per £1m of revenue increased slightly compared with previous assessment (by 2%) but remains 67% lower than our baseline assessment

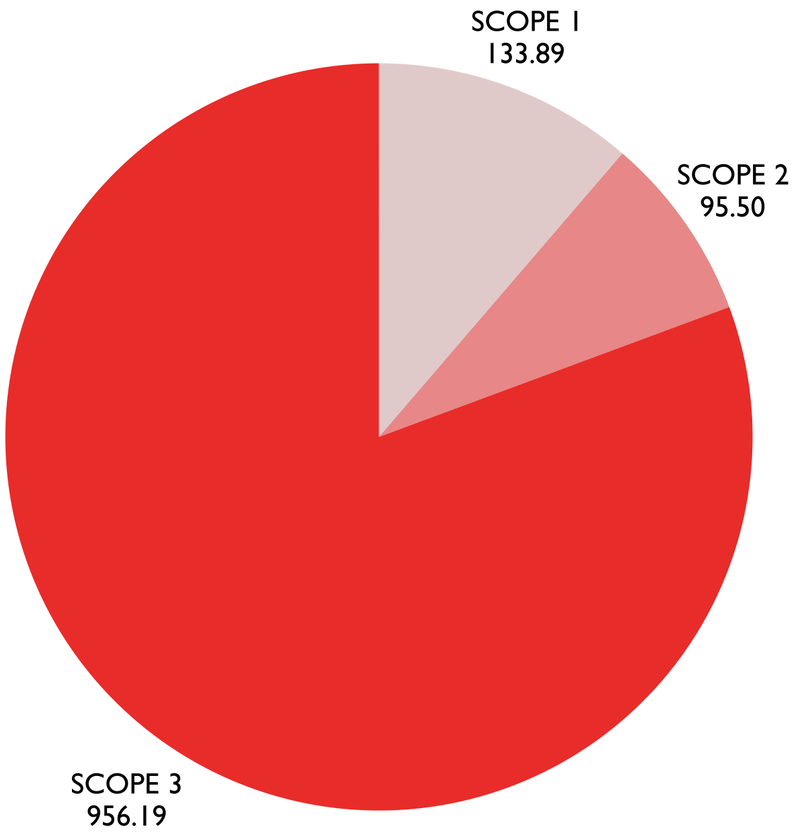
Total Footprint: 1,185.58 tCO_2e (+23% vs last year)

Scope 1: Direct emissions from owned/controlled operations

Scope 2: Indirect emissions from the use of purchased electricity

Scope 3: All other indirect emissions from the activities of an organisation

BREAKDOWN OF CO_2 BY SCOPE



Reducing our Footprint

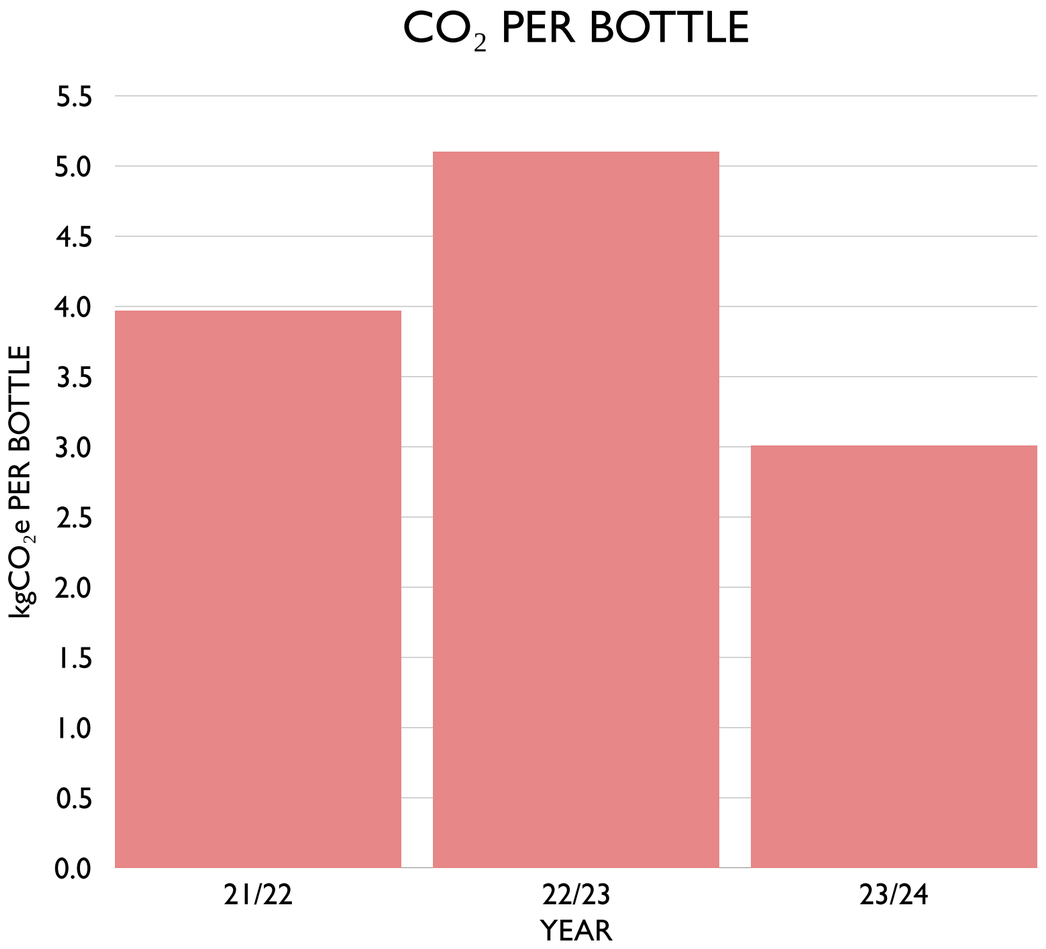
CARBON JACKED REPORT DATA

Carbon Intensity by Bottle Reduction

As a vintage sparkling wine producer, the number of bottles we make each year varies. In 23/24 we produced twice as much wine as we did in 22/23, which is reflected in the increase in our footprint.

However, as this chart shows, our production intensity - measured as CO_2 per bottle - dropped from 5.10 to 3.01 $kgCO_2e$/bottle, the lowest we've recorded.

The reduction has been driven by 40% decrease in Scope 1 outputs - saving 89.20 tonnes CO2e - from lower use of agrochemicals, refrigerants and fuels as well as a five-fold increase in the amount of renewable energy being produced on-site.



RATHFINNY

Reducing our Footprint

Building a supportive, inclusive workplace and being a positive force in our local community.

2023 - 2024 GOALS

Continue reducing carbon emissions

Read more on pages 36 and 37

Improve waste efficiency

Read more on page 38 and 39

Encourage sustainable practices within supply chains

Read more on page 40

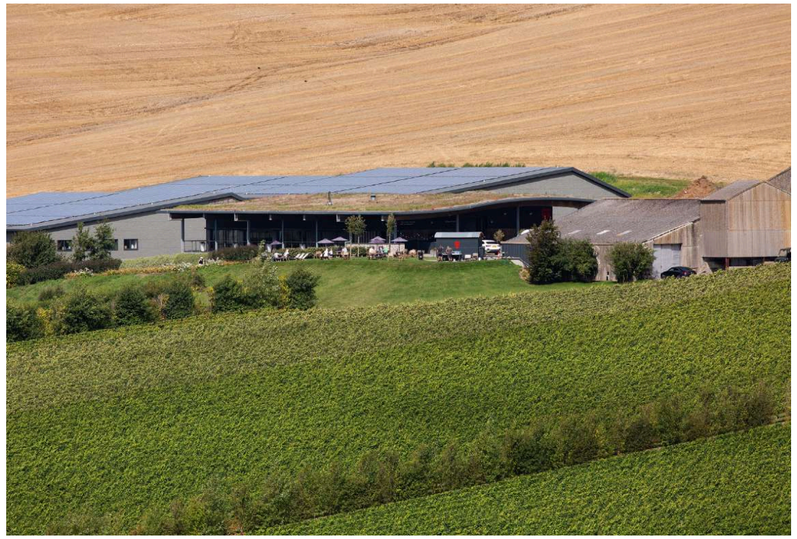
Reducing our Footprint

ACTIONS TO REDUCE CARBON EMISSIONS

Solar panel installation

We created a four-fold increase in on-site renewable energy production on the previous year through a partnership with Brighton Energy Co-operative.

1,400 panels were installed on the roof of our production facilities, powering the Estate buildings when the sun is shining.



Reducing our Footprint

ACTIONS TO REDUCE CARBON EMISSIONS

Winery refrigeration system review

We've upgraded our refrigeration systems to cut greenhouse gas emissions, replacing R404A with R452 refrigerant, which has 50% lower global warming potential.

A UV dye has also been added to the neck freezer circuit to enable early leak detection and further minimise environmental impact.

Reducing our Footprint

ACTIONS TO IMPROVE WASTE EFFICIENCY

Reduce solid waste - zero to landfill

Improved collection, segregation and cleaning of waste material from across the Estate with different recycling service providers.

This enables us to divert all waste from landfill, including hard-to-recycle waste such as plastic bidules, foils, metal caps, cages and corks.

Reducing our Footprint

ACTIONS TO IMPROVE WASTE EFFICIENCY

Waste water reduction

All production wastewater at Rathfinny is treated onsite, but reducing its generation lowers energy use and avoids the need for extra treatment capacity in the future. A major step forward is the installation of new juice and wine lees filtration equipment, which cuts solids entering the waste stream and lowers biological and chemical oxygen demand.

The system now recovers over 80% of liquid back into wine production, with the remainder sent to compost. Since installation, it has processed 40,000L of lees and recovered the equivalent of more than 43,000 bottles of wine.

Reducing our Footprint

ACTIONS TO ENCOURAGE SUSTAINABLE PRACTICES IN SUPPLY CHAINS

Supplier review

We reviewed the suppliers we work with in our hospitality department, switching to fellow B Corp coffee suppliers and mattresses with traceable and sustainable British components.

We're also proud to work with Liberty Wines, the first leading UK premium wine distributor to achieve Carbon Neutral certification. 100% of their electricity comes from renewable sources and 95% of deliveries are made using low-emission vehicles.

Reducing our Footprint

GOALS FOR 2024 - 2025

1. CARBON COUNT REDUCTIONS

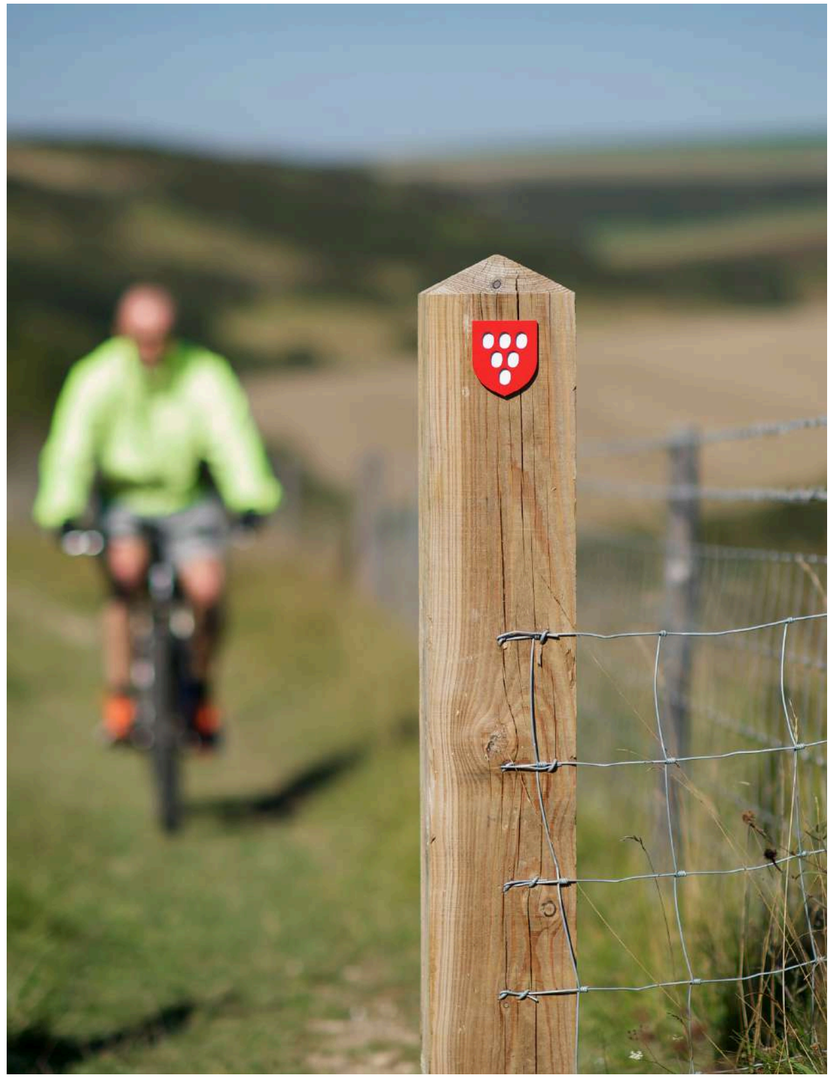
In the year ahead, we will continue to embed and strengthen actions that reduce our environmental impact, with a focus on energy efficiency, waste reduction and recycled materials, sustainable procurement and lower-impact printing and postage.

2. FOCUS ON REDUCING TRAVEL IMPACT

Explore way to make travel to and around the Estate more sustainable, including a shuttle link from Seaford station, clearer guidance on walking and cycling routes, and the use of electric bikes for staff and visitors.

3. IMPROVE WASTE EFFICIENCIES

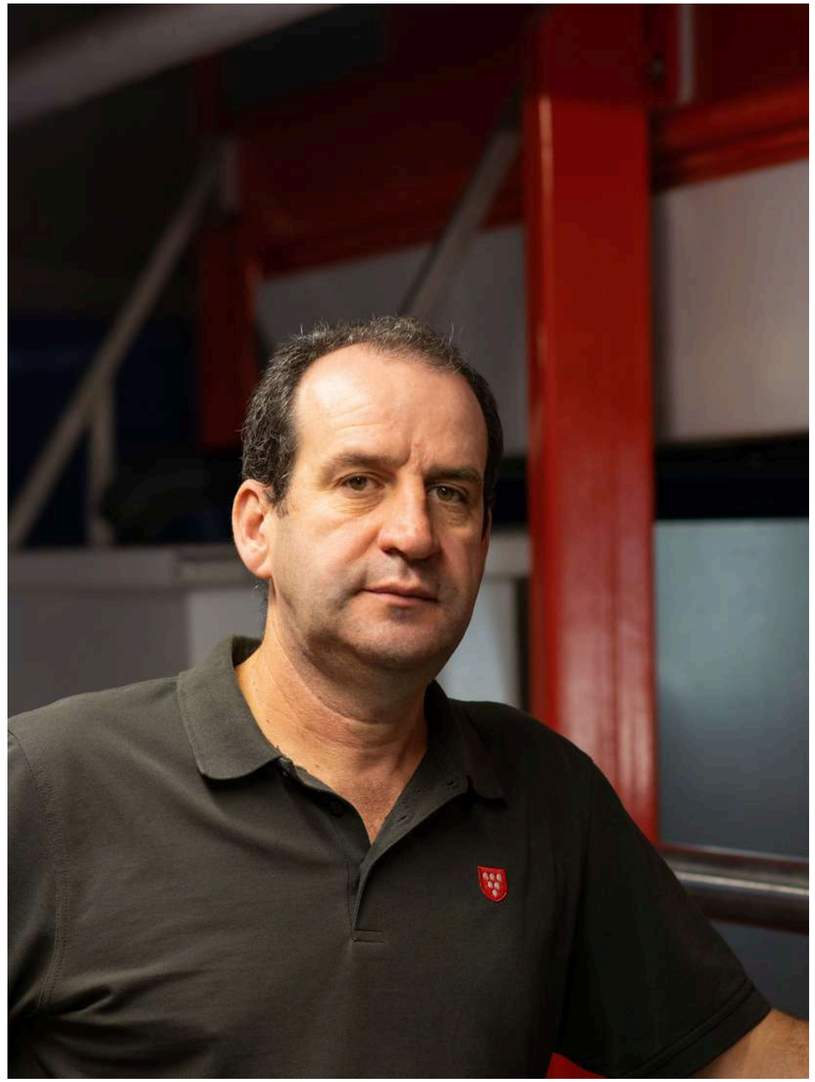
Our focus is on expanding liner recycling with Multi-Color Corporation (MCC), improving chemical filling and washdown areas, and trialling new cleaning products to assess their impact on cost, productivity, safety and wastewater quality.



"2023–2024 has been very much a continuation of the work we set out to do from the beginning: crafting exceptional wines while finding new and innovative ways to reduce our environmental footprint.

The installation of solar panels is an important and eye-catching step, but it's our rigorous and transparent approach to carbon accounting across the full scope of our operations, and our mindset of continual improvement, that makes me confident Rathfinny is leading the industry when it comes to sustainability and reducing our impact."

—Tony Milanowski, Winery Head Manager



2023 - 2024 REFLECTIONS

Becoming a truly sustainable business requires an honest approach.

See page 44 for some of the key challenges we've faced in 2023 - 2024 and what we are doing about them.

2023 - 2024

CHALLENGES & RESPONSE

KEY CHALLENGES	OUR RESPONSE
Planting wildflowers in vine rows increased damaging humidity in vines and caused issues for staff with insect bites	Mitigating biodiversity loss through planting of winter-feeding zones for birds and maximising verge land with pollinator mix
Carbon output from staff travel remains an issue in our rural setting that currently requires car travel	Continue to track staff travel and encourage car-sharing and initiatives such as the Flexibus
Measuring energy use across shared infrastructure is a complex process	Working with external consultants to conduct energy efficiency tests across the Estate to increase visibility and spot opportunities for improvement

LOOKING AHEAD

"2023 will always be remembered as the year we become a B Corp. It was a lot of hard work to get there, but the truth is we're only just getting started.

Next year, the focus will be on continuing to improve. Our main priorities include reducing our carbon count across all areas of the business, embedding a work force culture with sustainability and kindness at its heart and finding ways to better care for the flora and fauna that also call the Estate home."

— Sarah Driver, Owner & Founder