ESG at Agriculture

AB Agri is passionate about helping to create a world where responsible nutrition is available to all.



A colleague sampling feed at a customer farm in Somerset, UK

AB Agri's goals and initiatives are designed to support the agriculture industry's long-term sustainability, characterised by its capacity to produce food that is more responsible and affordable.

In 2025, AB Agri launched its first Impact Report. The report provides insights into the key trends shaping the sector and highlights how AB Agri is addressing critical challenges and opportunities to build a more sustainable future where responsible nutrition is available for all.

ESG Governance

AB Agri has established an ESG governance framework to effectively manage and oversee its impacts, risks and opportunities. Monthly steering groups comprised of representatives from across all AB Agri businesses, led by the Director of Responsibility, focus on climate, responsible sourcing, and animal health and welfare. Each of these groups govern their respective areas using specific metrics and action plans.

AB Agri's Managing Directors' Responsibility Forum meets quarterly, bringing together managing directors or their delegates from each business unit. This forum facilitates the connection of senior management across businesses and integrates the management of ESG actions with commercial decisions and business strategy.

AB Agri has carried out a materiality assessment to identify its key ESG impacts, risks and opportunities. This process included independent consumer surveys in several countries, research on future trends in retailer demand and government policy, and an analysis of the scientific evidence behind policy and consumer perceptions.

The assessment identified nine 'Care' factors across four main themes:

- nutrition: to be responsible and affordable;
- environment: to reduce GHG emissions, resource use, land use and plastic waste, and to protect water and biodiversity;
- supply chain: to support lives and livelihoods; and
- animal welfare: to safeguard animal health and wellbeing.

AB Agri has a Responsibility Policy, along with a number of related policies and statements, all available on its website.

For more information on ESG at AB Agri please see its website.

Our people – Agriculture

AB Agri's ambition is to create workplaces where every colleague can develop and succeed. Its action is focused on diversity and inclusion, safety and wellbeing and talent development.



A laboratory team leader at National Milk Records, Four Ashes, UK

AB Agri provides a variety of initiatives designed to enhance employees' knowledge, strengthen its talent pipeline, and support individual growth. It offers development and career progression opportunities to help individuals reach their full potential and positively contribute to business goals. Additionally, it seeks to nurture and maintain a fair, innovative and inclusive culture where people can bring their whole selves to work every day.

Health, safety and wellbeing

AB Agri manages health and safety through its Target Zero programme, which also covers feed safety, site environmental compliance and security. Alongside its commitment to safety, AB Agri seeks to provide healthy working environments and enhance all colleagues' working lives.

AB Agri has a robust set of global standards that define clear expectations across all operations. These are set out in its Health and Safety Policy. A dedicated global group of HSE leads provides strategic oversight and ensures consistent implementation of protocols throughout the business globally. This governance structure enables effective monitoring of risk reduction initiatives and supports the delivery of AB Agri's Health and Safety objectives.

In 2025, AB Agri continued to strengthen its Target Zero programme across its expanding global operations. Each business unit maintains a comprehensive continuous improvement roadmap focusing on three key pillars, risk reduction, training and competence development, and the reinforcement of a positive safety culture.

Leadership accountabilities remain central to AB Agri's approach, with responsibilities clearly defined at all management levels. Alongside this, in 2025, AB Agri continued to enhance its health, safety and wellbeing support structure by expanding the number of health and safety resources available within the businesses and increasing the number of operational managers with recognised health and safety management qualifications.

The Target Zero leadership training has been cascaded further across the business, with a focus on leading by example, involvement, communication, challenge, positive reinforcement and reward. AB Agri is also embracing technological innovation through a pilot programme involving an AI-powered camera system to leverage artificial intelligence to support the identification of potential hazards and create safer working environments.

In 2025, the number of employee on-site Lost Time Injuries (LTI) increased from 9 in 2024 to 16, resulting in an employee on-site LTI rate of 0.51%. One contractor also experienced an on-site LTI in 2025. All were low-severity incidents with full recovery. An analysis of these incidents identified higher risks with newer employees and during operational transitions. Targeted interventions have been implemented to address these factors.

The business is targeting incident reduction through a severity-focused approach, assessing all incidents, near misses and learning opportunities based on potential severity to prioritise proactive prevention measures. This approach provides valuable data to support risk reduction roadmaps and enables more accurate measurement of the business's improvement journey towards zero harm. Training programmes demonstrated significant engagement with over 7,000 e-learning modules completed, while Safety Learning Opportunities reporting increased by over 26% across operations.

During 2025, AB Agri concluded legal proceedings that related to a serious workplace injury from 2021 at one of its UK sites, resulting in a prosecution. AB Agri accepted full responsibility and has implemented comprehensive measures to prevent recurrence. These actions included strengthening procedures, enhancing training on critical controls and establishing critical-to-life standards. AB Agri has also adopted such measures across all of its operations globally, and has intensified its focus on machinery safety through awareness campaigns and enhanced internal audit processes, ensuring all protocols align with its Target Zero commitment.

AB Agri operates the Take 2 approach as a core component of its Target Zero programme. This initiative empowers every individual to pause and reflect for two minutes before beginning any task, based on the principle that all incidents and injuries are preventable. By giving colleagues the authority and responsibility to assess potential risks and take appropriate action, Take 2 fosters a culture where health and safety is prioritised at every level.

In 2025, AB Agri held a World Health & Safety Day event during which all its operations globally paused to conduct comprehensive hazard identification walks. This initiative reinforced safety vigilance and collective responsibility, contributing to the culture of safety awareness.

AB Agri has strengthened its approach to risk assurance through targeted projects involving operational teams and data-driven insights. Additionally, over 200 people attended sessions on critical-to-life risk standards, enhancing awareness of high priority safety-critical activities across the business.

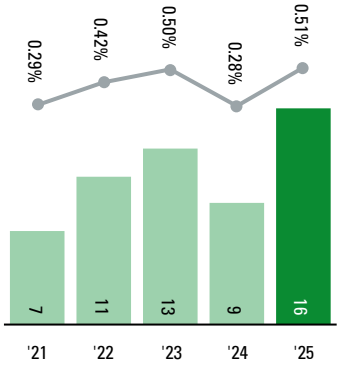
Wellbeing

AB Agri is dedicated to providing a healthy working environment and improving the quality of working lives for all colleagues. It participates annually in World Wellbeing Week, which aims to raise awareness of the importance of keeping fit and well, inside and outside of work. In 2025, over 2,000 colleagues participated in events during the week from all over the globe which included walks, meditation, resilience talks and skills sharing.

In addition, a number of services are in place to help colleagues balance work and family commitments, manage stress and enjoy a healthier lifestyle. These include:

- Nudge – an impartial, global financial education platform that coaches people to better understand their finances, manage their money and plan for their future;
- Employee Assistance Programme – a service that delivers advice and solutions on mental health, practical problems, medical and nutrition worries, and any legal or financial issues; and
- Mental Health First Aiders – 52 trained individuals who provide initial support, encouragement and guidance, and who understand mental health and what factors can affect wellbeing. All are re-trained every three years.

Number of employee on-site Lost Time Injuries and Lost Time Injury Rate %



Diversity, equity and inclusion (DEI)

AB Agri is committed to creating an inclusive workplace where all employees feel respected, valued and empowered to succeed. This culture is central to achieving equal opportunities and forms the foundation of the business's approach to employee attraction, engagement, development and retention. This commitment, under the umbrella of the This is Me inclusion campaign, is supported by internal policies, targeted programmes and inclusive leadership practices that collectively promote a diverse workforce. It aims to create a sense of belonging where everyone feels comfortable being themselves, delivering inclusive processes and practices such as gender-balanced leadership recruitment and flexible working policies.

AB Agri has established several employee network groups, such as PRIDE, Parents and Carers, Women at Work, Race and Ethnicity, Enable (Disability Inclusion) as well as support groups covering Menopause and Men as Carers. In 2025, a new Fusion group was launched to celebrate the richness of diverse cultures. Each group has a sponsor from the senior leadership team and the leads for each group meet monthly with the AB Agri Chief Executive and Group People and Performance Director to discuss challenges, advocate for underrepresented groups and seek support. In 2025, the groups saw an 18% growth in membership numbers and won an internal award for their work.

AB Agri focuses on attracting, developing and retaining a diverse workforce. Senior leaders embed DEI into business strategy and all have an inclusion measure in their objectives. Line managers are equipped with toolkits to promote diversity, lead inclusive conversations and provide support. In 2025, the division worked with a consultant to pilot a cultural audit aimed at identifying barriers to inclusion and informing a global roadmap for action.

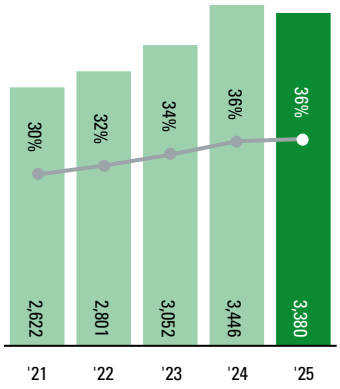
These efforts have delivered tangible progress. Since 2022, formal flexible working arrangements to support improved work-life balance have increased by 141%, carers leave uptake has more than doubled, and in the past year, shared parental leave participation rose by 57%. In 2025, 36% of AB Agri's workforce was female, with women receiving 45% of all promotions, this is a rise of 2% on the previous year. The division has maintained a gender pay gap below 2% (0.4% in 2024) for the fourth year, and in 2025, AB Agri was listed in The Times Top 50 Employers for Gender Equality, reflecting its commitment to gender parity.

In 2025, AB Agri also collaborated with the Armed Forces Careers Transition Service to reach military personnel transitioning to civilian careers, with STEM Women to engage female talent in science and engineering fields, and with Job Centre Plus to support individuals facing barriers to employment, including older workers and those with disabilities. It also partnered with the Business Disability Forum to develop an accessibility checklist to assess and improve site accessibility standards.

Recruitment outcomes have seen increased applications, interviews and offer acceptance rates among women, ethnic minorities and individuals with disabilities. AB Agri prioritises fair and inclusive recruitment practices to ensure a diverse talent pool of candidates from a variety of sources, enabling the business to find the best candidate for each role. The division actively promotes gender balance when recruiting and selecting senior roles across all its businesses by encouraging a balanced shortlist of male and female candidates. It also uses CV anonymising practices to mitigate unconscious bias.

Globally, all recruitment agencies working with AB Agri are required to sign an agreement confirming their adherence to the Group Supplier Code of Conduct. This agreement also references AB Agri's policies on Equality, Diversity, Inclusion and Dignity at Work. AB Agri also joined the UK government's apprenticeship levy transfer scheme. This scheme allows large employers to transfer unused apprenticeship levy funds to smaller businesses or organisations that do not pay the levy. This scheme aims to support local businesses in training apprentices. AB Agri has funded 12 agriculturally related apprenticeships to date.

Number of employees and percentage of women in the workforce



Engagement and development

Attracting talent to agriculture is an industry-wide challenge, with a need to compete for specialist skills in areas such as technology, marketing, engineering and data insights. In response, AB Agri has established four key focus areas aligned to its business strategy:

- build high-performance practices to drive excellence across businesses;
- develop future-proof capability to expand impact across markets;
- make everyday teamwork and collaboration a strength to enable performance and growth; and
- invest in people and performance tools and technologies to enable data-led decision making.

AB Agri offers a wide range of development initiatives to broaden employee knowledge and skill to drive internal career progression and cultivate a deeper talent pool. All senior leader successors are offered career conversations with their executive and people leads to identify individual support requirements and actions needed to be ready for promotion. In 2025, the business introduced the Shadow Board initiative to develop senior successors. This group worked together to develop solutions to a live business challenge. Of the 10 Shadow Board members eight are alumni of the internally-led high potential development programmes. Nearly half of all participants to these programmes since 2024 have been promoted since completing the programme and their new rotational programme to support talent progression in the ruminant business has been awarded with a Princess Royal Training award for exceptional commitment to learning and development.

In 2025, over 1,500 delegates participated in 135 development workshops. In addition to an offering of virtual and in-person workshops, they have over 40 different e-learning programmes available in five different languages to ensure everyone has an opportunity to learn and develop.

AB Agri offers levy-funded apprenticeships for employees who reside in England, giving colleagues the opportunity to study for a formal qualification and support their development and potential career progression.

Beyond internal skills development, AB Agri supports the next generation of food and farming talent. This includes sponsorship of the Nuffield Farming Scholarship programme, a 12-month placement for a Harper Adams University student, and funding for 11 PhD students by AB Vista, its feed additives technology business.

Keeping colleagues engaged is crucial for AB Agri who approach this in a number of different ways:

- Listening: the quarterly Engagement survey, Pulse, allows colleagues to provide feedback, ideas and suggestions. The results provide valuable insights for both line managers and People and Performance teams. Line managers are provided with toolkits to facilitate regular action planning sessions where teams discuss their results and any potential improvements to be made;
- Connecting: business-led communication channels such as intranets, town halls and the internal publication, Between the Lines cascade information and news stories such as the results from wellbeing week while site visits from senior leaders help colleagues feel part of the wider organisation; and
- Events: the Extended Leadership Conference for senior leaders of the organisation connects strategic thinking and implementation wider than immediate teams. in addition, the annual awards event, RoadRunner, engages colleagues on what excellence looks like within the organisation.

People in our supply chains and surrounding communities – Agriculture

AB Agri recognises the risk of human rights impacts in its businesses' global supply chains and believes in respecting human rights.



ABN delivery at our feed mill in Enstone, UK

Human and labour rights in our supply chains

AB Agri's businesses source around 3,000 raw materials from over 1,400 suppliers, including bulk commodity suppliers and ingredient manufacturers. AB Agri values supply chain diversity and seeks to support small and mid-sized suppliers in upholding its standards. If the business needs to implement new standards or data collection requirements, it aims to work in partnership with its suppliers and engage them as early as possible.

AB Agri's Responsible Sourcing Policy and its internal Responsible Sourcing Standards apply to all its businesses. The Policy outlines areas of focus, including deforestation and conversion of natural ecosystems, human and labour rights, and efficient and more sustainable resource use. It also explains the roles and responsibilities of the businesses and their employees in the procurement process. The Responsible Sourcing Standards, based on the Group Supplier Code of Conduct and the Ethical Trading Initiative Base Code, describe the sourcing approach and processes required for different sourcing categories.

AB Agri is implementing the requirements of its Responsible Sourcing Policy, starting with the raw material category. This category includes a wide range of bulk agricultural commodities such as cereals, oilseed meals, macro minerals, feed additives and co-products. In the longer term, the division has committed that all procurement categories will adhere to defined responsible sourcing standards by 2030.

Human and labour rights risks linked to certain raw materials are identified and monitored using the Verisk Maplecroft global risk analysis tool and the Sedex (Supplier Ethical Data Exchange) online database. Ultimately it is the suppliers' responsibility to manage impacts in their supply chains, in accordance with AB Agri's Responsible Sourcing Standards. AB Agri uses information from its risk analysis to inform conversations with relevant suppliers, and to encourage their work to comply with these standards.

By engaging with its direct suppliers, AB Agri has mapped the country of origin for over 95% of its raw material supplier base. Based on this information, an initial rating on human and labour rights risks is assigned using the Verisk Maplecroft global risk analysis tool. Certain suppliers are then required to complete an online Sedex assessment, which is reviewed by the AB Agri ethical compliance team. Depending on the findings, this may result in an on-site audit.

Throughout this process, AB Agri focuses on supporting its suppliers to achieve its Responsible Sourcing Standards and only considers alternative sourcing where efforts to use its leverage to address any relevant issues have failed.

By the end of 2025, 96% of AB Agri's raw material suppliers had either received a low-risk rating according to the Verisk Maplecroft evaluation or were actively engaged in ongoing risk mitigation efforts in line with its Responsible Sourcing Standards.

In 2025, AB Agri continued to work collaboratively with its suppliers, particularly those identified as higher risk. During the year, the business engaged with some raw material suppliers to share insight on their supplier approval processes and any subsequent audit process. AB Agri seeks partners that can demonstrate robust ethical oversight across their supply chains. It also commissioned social audits, including audits at third-party manufacturers in China and palm product suppliers in Malaysia. These audits resulted in positive actions from suppliers to address non-conformances and align with the Ethical Trading Initiative (ETI) Base Code.

AB Agri has expanded its focus beyond raw materials to include third-party manufacturing and contracted labour to this process. It conducted a review of contracted labour used across its own manufacturing sites globally, identifying potential risks. It has also assessed all its third-party manufacturers using a set of critical factors to evaluate risk levels.

AB Agri also provides information and training on issues relating to human rights for new employees as part of its induction process.

Regarding its own operations, all AB Agri manufacturing sites have completed an annual Sedex self-assessment. In 2022, it implemented a three-year rolling internal audit plan to conduct assessments on all its manufacturing sites globally. These have all been completed.

Carbon and climate – Agriculture

AB Agri is working to reduce GHG emissions across its business and aims to support its customers in reducing the environmental impact of food production.



GHG emissions, energy and renewables

AB Agri seeks to improve energy efficiency and reduce the fossil fuel reliance of its sites globally. The business has set a roadmap for reduction, with energy used in manufacturing and distribution operations its priority focus areas.

AB Agri's total energy use in 2025 was 194GWh, a decrease of 2% compared with 2024. Of that total energy consumption, 6% came from a renewable source. During 2025, AB Agri exported 37GWh of energy to the national grid and continued to implement energy efficiency measures across its sites, while monitoring the feasibility of larger-scale solutions. In addition 12% of Agri's sites use self-generated solar power as a renewable energy source.

AB Agri's Scope 1 and 2 market-based emissions were 71kt CO_2e in 2025, a 4% increase compared to 2024. Scope 1 emissions reduced by 4% compared to 2024 due to the implementation of projects to improve process efficiencies, investments in technology and switching to lower emission fuel sources. Future opportunities for reducing Scope 1 and 2 emissions include further improving energy efficiency, expanding on-site renewable energy and transitioning to low-emission heavy goods vehicles. However, progress in the latter two areas has been constrained by infrastructure limitations and the availability of viable vehicle alternatives.

AB Agri continues to make progress in transitioning to lower emission energy sources across its operations, with solar panels installed at nine sites globally. Additionally, its anaerobic digestion plant in Yorkshire, UK, produces renewable gas from food and feed waste, equivalent to 53% of the gas used to power AB Agri's UK manufacturing sites.

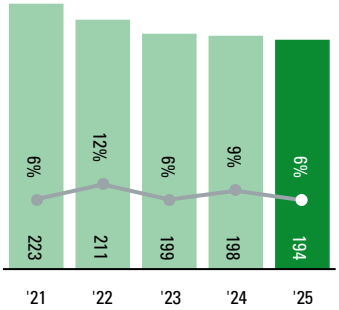
AB Agri has started work to map and verify its Scope 3 emissions. Further information will be made available on the AB Agri website.

Climate risk

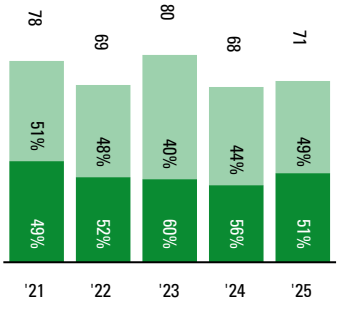
A warming planet, evidenced by rising global temperatures and increasingly volatile weather patterns, poses a significant challenge to agriculture. Extreme heat, drought and flooding have the potential to disrupt AB Agri's supply chain at every stage, from sourcing crops for feed to manufacturing operations and customers' farm businesses.

The Amur Energy anaerobic digestion plant in Yorkshire, UK

Total energy consumed in own operations and percentage from a renewable source
(GWh)



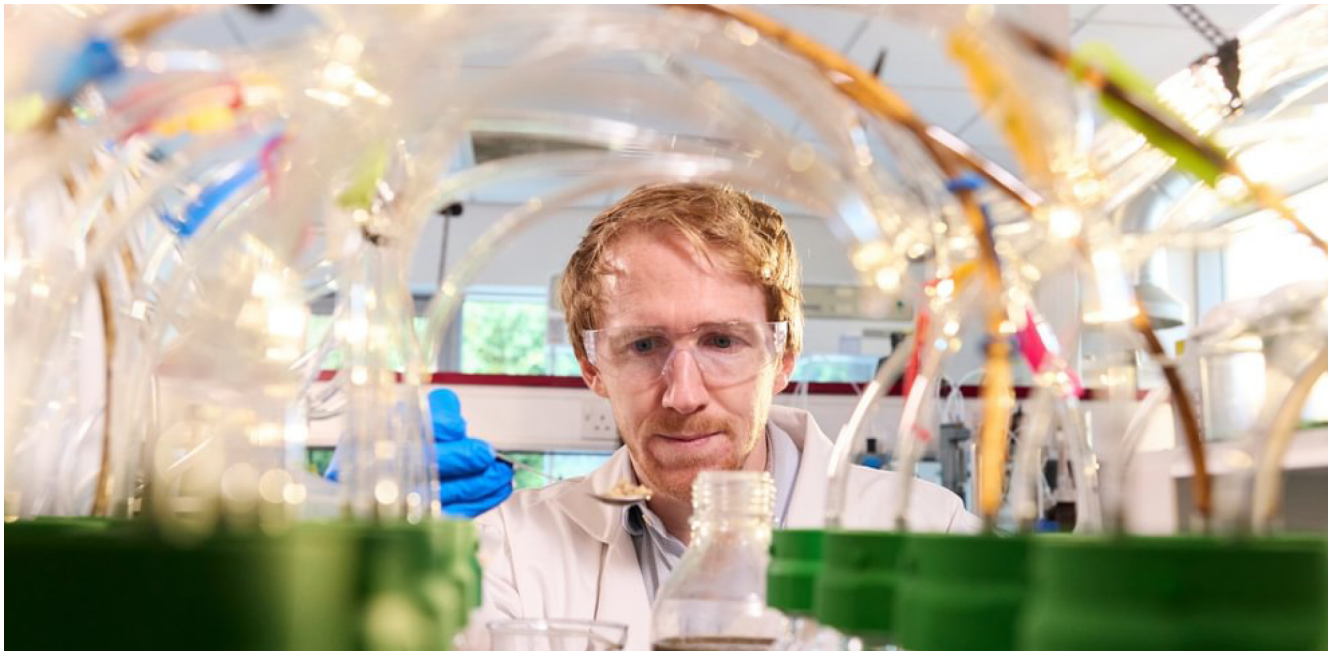
Scope 1 and 2 (market-based) GHG emissions
(000 tonnes of CO_2e, % of total)



As an integral element of its risk management process, AB Agri has identified an initial set of climate-related physical and transition risks and opportunities. These are actively managed through the AB Agri risk register. Key risks include extreme weather events and temperature fluctuations that could impact the availability of critical raw materials or disrupt manufacturing operations. To mitigate these risks, AB Agri has implemented stock management strategies and contingency plans for critical raw materials. At its manufacturing sites in the UK and China, the division has introduced controls and mitigation measures to address risks related to snow, flooding and extreme temperatures. Additionally, AB Agri uses the Verisk Maplecroft global risk analysis tool to monitor temperature trends and assess potential business interruptions linked to severe weather events.

Waste and packaging – Agriculture

AB Agri takes pride in its heritage and track record of sourcing ingredients for animal feed that would otherwise go to waste, reducing the use of primary products.



Waste and circularity

AB Agri contributes to more responsible and efficient resource use in agriculture. Its nutritional expertise supports the optimal use of various food co-products, such as the fibre-rich pulp from sugar beet production and the nutritious grains left over from brewing beer and whisky. Any co-products and food waste not suitable for animal feed are used to generate bio-energy through its specialist anaerobic digestion business, Amur.

In 2025, AB Agri's total waste increased by 25% from 6.3kt in 2024 to 7.8kt. Of this waste, 92% was recycled or sent for reuse, with less than 0.6kt being sent to landfill. The increase was primarily due to commissioning a new software system at one of its sites. To ensure feed safety during the transition, additional flush batches were produced, temporarily increasing waste. This material was diverted to a local anaerobic digestion plant, where it was used to produce biogas. The software has now been fully commissioned and operations have returned to normal waste levels.

Plastic and packaging

At AB Agri, the use of plastic packaging for finished goods is low with most of its products being delivered as bulk. There are some businesses where it is more significant, due to the nature of the products and services being offered, in particular at Global Supplements and National Milk Records (NMR).

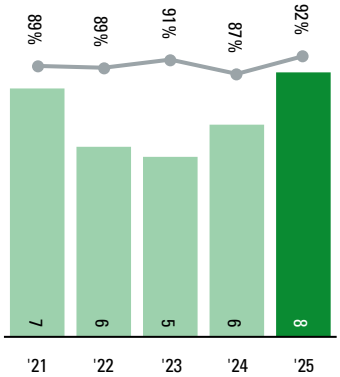
AB Agri remains committed to eliminating, reducing or redesigning the packaging it uses for its products. It has successfully conducted trials aimed at transitioning towards using recycled content plastic packaging. Changes have been implemented across some of its UK businesses, such as using recycled materials in shrink wrap, tote bags and plastic tubs within Premier Nutrition's equine range.

AB Agri continues to map its packaging data to build a more detailed understanding of its packaging usage, focusing on the identification of opportunities for improvement. This analysis has helped to set internal targets at business unit level, aimed at reducing overall packaging use and increasing the volume of recycled plastic content.

In 2025, AB Agri used 6.6kt of packaging, a 9% increase compared to 2024, due to the introduction of new product lines requiring different packaging materials.

Testing the gas-yield potential of waste for use as anaerobic digestion feedstock at Amur Energy's lab in York, UK

Total waste generated in own operations and percentage sent for recycling or other beneficial use
(000 tonnes)





Amur turning waste into energy

AB Agri's anaerobic digestion (AD) business, Amur, helps AD operators increase biogas production through performance products, feedstocks and technical advice. By maximising value from raw materials that would otherwise go to waste, Amur contributes to waste reduction and reuse, as well as reducing reliance on fossil fuels.

Amur continues to invest in developing new products to increase biogas production and replace the minerals and additives that are currently used with materials that have a lower environmental footprint. One example is the ADFe additive, an iron hydroxide-rich material sourced from disused coal mines in partnership with the British Coal Authority. ADFe is a recovered material and has a lower carbon footprint compared to other similar dry materials such as Iron Hydroxide, as it is dried naturally in the sun rather than through energy-intensive methods. Iron hydroxide is an essential additive needed to manage hydrogen sulphide levels in biogas facilities. In trials, ADFe has been shown to be 30% more effective than conventional products.

Colleague testing feedstock sample at Amur Energy lab in York, UK

Premier Nutrition implementing more sustainable packaging solutions

In 2021, AB Agri's business, Premier Nutrition, undertook a project to find and implement more sustainable packaging solutions for its equine product range. The project initially focused on a pilot with its largest equine customer.

During a comprehensive review of all packaging product lines, it was discovered that 40% of the plastic packaging used was in the form of plastic tubs and lids. The business worked with its supplier to successfully trial and implement an alternative, with 30% recycled plastic content, leading to a significant reduction in the use of new plastic.

The success of this project inspired Premier Nutrition to explore other opportunities for improvement, resulting in 30% recycled content now being used in other types of packaging, such as tote bags and shrink wrap. This positive change extended beyond its Premier Nutrition business, benefitting other AB Agri businesses as well. The knowledge and experience gained from this initiative has led to ongoing trials on plastic bags, which constitute the majority of packaging used across AB Agri.



Packaging product at our manufacturing site in Staffordshire, UK

Food safety and nutrition – Agriculture

Animal feed safety is non-negotiable for all AB Agri's businesses. The division strives to supply safe products, services and advice, supported by clear and consistent policies and standards.



A quality control technician speaks to the site manager while testing ingredient samples at Premier Nutrition, Fradley, UK

Delivering feed safety and quality in a continually changing global environment poses significant challenges, particularly with risks related to economic, biological, technological and labour factors. To address these, AB Agri adopts a systematic approach to identifying, assessing and mitigating risks related to feed safety and quality.

Food and feed safety

AB Agri manages feed safety through its Target Zero programme, which also covers health and safety, site environmental compliance and security.

Target Zero ensures all teams are equipped to deliver their feed safety responsibilities by driving collaboration across the businesses and continuously seeking effective solutions to meet both current and future safety and quality challenges.

In 2024, working with RQA, a leading provider of risk management services, AB Agri conducted a comprehensive review of its Threat Analysis and Critical Control Point (TACCP) programme. In addition to its long-standing HACCP (Hazard Analysis and Critical Control Point) programme, which focuses on unintentional contamination, TACCP complements its overarching Feed Defence Plans by identifying vulnerabilities where intentional threats may be present.

The assessment included a selection of AB Agri sites, based on their different activities, and allowed the business to critically assess the comprehensiveness of its existing plans against the latest thinking in this critical area, particularly in risk identification and mitigation.

As a consequence, AB Agri's training programmes and business support tools were strengthened, ensuring its sites are better supported to meet the standards set by the AB Agri Feed Safety policy and the newly introduced AB Agri Standard, which encompasses feed safety, and is applicable to all operations globally.

Nutrition and health

As a supplier of animal nutrition and farm performance services to the agri-food supply chain, AB Agri recognises the growing importance of responsible and affordable nutrition for both people and animals. AB Agri is committed to supporting the agriculture industry in providing affordable, safe and nutritious food. This includes meeting the growing demand, particularly in developing markets, for accessible protein sources such as chicken, milk and eggs.

Dairy products are widely recognised for their nutritional value and dairy processors are increasingly rewarding farms that produce milk meeting higher environmental standards, aligning profitability with both output and environmental stewardship. AB Agri has developed a comprehensive portfolio of products and services for the dairy industry. This includes data and advisory services through National Milk Records (NMR), IFCN, Kite Consulting and its feed and on-farm carbon measurement services from AB Sustain. This unique offering allows AB Agri to provide extensive insights into both output data, such as production volumes, milk quality and on-farm emissions, and input data, including genomics and feed analysis. By integrating these insights with specialist knowledge, AB Agri helps dairy farmers optimise their operations, enhance productivity and support a more responsible and sustainable dairy industry.

As global dietary habits shift and nutritional challenges emerge due to population growth, rising incomes and changing consumer preferences, AB Agri is strategically positioned to anticipate and respond to future food demands.

Agriculture and farming practices – Agriculture

For AB Agri, building more sustainable ecosystems means optimising land use across both individual farms and entire food systems. This approach helps to ensure that land is effectively utilised at all levels for food and feed production, carbon storage, energy generation and human activities.



One of our AB Agri consultants with a client farmer on their farm in Somerset, UK

Some essential inputs for agriculture, such as CO_2 for plant growth and nitrogen for livestock feed, contribute to climate change. Improving the efficiency of these inputs not only reduces CO_2 emissions per unit of food, such as per kilo of chicken or litre of milk, but also helps keep food affordable by optimising the use of nutrients.

AB Agri evaluates the livestock farming ecosystem to identify commercial opportunities and develop solutions to address these challenges. Science and research are the cornerstones of its approach. Underpinned by its community of scientists, all commercial solutions developed by its businesses are rigorously assessed for safety and to demonstrate efficacy. Its businesses invest in researching scientific advancements by collaborating with universities and utilising its own laboratories and trial sites. These include the AB Neo Centre of Excellence trial farm in Spain and the Amur laboratory at the University of York Science Park.

External standards and the regulatory landscape are also vital considerations for AB Agri. While the agriculture industry upholds high standards, regulatory frameworks do not always keep pace with scientific developments. This creates opportunities in more adaptable markets to implement new technologies.

Industry groups and bodies play an essential role in agriculture. They help to improve food production standards and represent agricultural businesses in interactions with stakeholders such as consumers and governments. AB Agri businesses and employees actively participate in industry organisations at national and international levels.

These include representation on the Agriculture Industries Confederation (AIC), the European Feed Manufacturers' Federation (FEFAC), the International Feed Industry Federation, the Global Feed LCA Institute, the Global Dairy Platform and the British Equestrian Trade Association, to name just a few.

The UK Dairy Carbon Network is a UK-wide consortium, led by The Agri-Food and Biosciences Institute, and is a three-year project funded by Defra.

The project aims to establish a network of 56 dairy farms across four major dairy regions in the UK: Northern Ireland, Cumbria and Southwest Scotland, Northwest England, and South/Southwest England and West Wales. These networks will serve as demonstration hubs where farmers, industry, scientists and policy representatives will work together to deploy, assess and measure the impact of solutions to reduce GHG emissions on farms.

These measures will include innovations in animal management to improve health and welfare, feeding strategies and nutrient management as well as additives and technology.

AB Agri is a key stakeholder for this project, working closely with the project partners to enable all its relevant products and services to be offered to farmers as part of the network. These products and services can then be assessed for impact through a combination of direct measurements, novel indicators and farm-level carbon footprint models. It is envisaged that AB Agri businesses such as Kite, NRM, KW/Trident, Intellync and Bodit will have key roles to play throughout the duration of the project.

Responsible agriculture, biodiversity and land use

For AB Agri, more sustainable ecosystems relate to both individual farms and whole food systems, where land use is optimised for food and feed production, carbon storage, energy generation and human use. Nutrients are retained within the agri-food ecosystem and distributed to wherever they can have the greatest value.

There are three interconnected principles which underpin AB Agri's priorities for action in this area:

- conserving and elevating nutrients within its farming ecosystems, reducing biogenic emissions and pollution;
- reducing use of fossil fuel (thermogenic emissions) and fossil-derived products (plastics); and
- removing potential links to deforestation from the supply chain.

Traceability and risks

Over the last century, improvements in farming practices and technology have enabled food to be produced at scale, and more economically than ever before. In addition, as the world has globalised, agricultural supply chains have become increasingly complex.

In managing its supply chain, AB Agri prioritises the safety and quality of its products while respecting the lives and livelihoods of those within the supply chain and the environment. AB Agri recognises the unique contribution that each business along the value chain plays, from micronutrient producers for animal feed to milk processors. AB Agri assesses its supply chain risk against criteria aligned to its 'Care Factors' and has prioritised mapping specific ingredients with high inherent risk or where a single market supplies over 90% of global demand. In complex areas where traceability is challenging, AB Agri believes that transparency and good supply chain governance are critical, while recognising the potential for traceability enhancements in the future through better use of technology.

Deforestation and forest risk commodities

As a user of soya and palm oil derivatives, AB Agri has long prioritised mitigating the risks associated with forest-risk commodities[1]. Considerable progress has been made, particularly with soybean meal, a key ingredient in poultry feeds due to its nutrient content and cost-effectiveness.

AB Agri has committed that all palm oil and soya usage, including derivatives, will be certificated supporting zero deforestation responsible sourcing schemes by the end of 2025 across all geographies, except China, which will be certificated by 2028. Although significant progress has been made by its China business, which sells all its products to the local market, AB Agri acknowledges that the Chinese market presents greater challenges particularly for soya.

In calendar year 2024, 100% palm oil and derivatives were certificated, supporting more sustainable production, using a combination of RSPO book and claim credits and mass balance.

As of October 2025, 94% of the soya products AB Agri purchased globally, excluding China, were certificated to schemes meeting the European Feed Manufacturers' Federation (FEFAC) benchmark for responsibly sourced soya, and the plan is to achieve 100% before the end of 2025. Including China, this figure was 83%. AB Agri is an active member of the FEFAC Sustainability Committee, the Agricultural Industries Confederation Sustainability Committee and the UK Roundtable on Sustainable Soy, all of which are working on supply chain solutions to achieve more sustainable supply.

Since September 2023, all of AB Agri's South American maize and maize co-products have been certificated as a minimum to a book and claim standard[2]. AB Agri has also adopted a supplier scheme for sourcing segregated Argentine flint maize, where AB Agri takes the co-product, maize germ.

In 2007, AB Agri's UK businesses supported the Soya Moratorium which committed to end the purchase of soybeans produced on deforested land in the Brazilian Amazon Biome.

New laws addressing deforestation, such as the EU Deforestation Regulation (EUDR), will require new supply chain practices across global markets, especially with respect to traceability and data management. AB Agri is working closely with external bodies such as FEFAC, AIC, suppliers and customers, and internally with its purchasing and commercial teams, to build knowledge, capability and develop enhanced processes across its supply chains to address these requirements. AB Agri is reassessing how its forest-risk commodity targets should evolve, taking into account new regulatory requirements, as well as emerging market expectations and best practices.

1. Forest Risk commodities for AB Agri are defined as soya, palm oil and derivatives, cocoa, wood flour, and South American maize.
2. The supply chain model book and claim represents the trade of credits through a credit trading platform. The certificates are separated from the physical flow of feed.

Animal health and welfare

Consumers expect the global agricultural industry to uphold high standards of animal health and welfare in livestock farming. Although AB Agri does not operate commercial livestock farms, its technical expertise helps to support animal health through advanced technology and better nutrition.

Animal health and welfare relates to a broad spectrum of considerations, from disease prevention to stocking density and other living condition factors. These are best described by the Five Domains Model for animal health and welfare, which form the basis of AB Agri's Animal Health and Welfare Policy.

Antimicrobial resistance is recognised as a threat to human health and the livestock sector has been making efforts to reduce antibiotic use for decades. In 2016, a UN declaration encouraged governments to work together on responsible antibiotic use and international co-operation on the topic.

While significant progress has been made, concerns remain around the risk and impact of disease, which can lead to reduced production rates and lead to waste. To minimise this risk, AB Agri has operational procedures in place to prevent being a vector in the spread of diseases in customer farms.

In 2025, AB Agri updated its Animal Health and Welfare Policy to reflect the increased scope of its business units. The Policy also includes the indirect roles that its NMR laboratory services business and its dairy consultancy business, Kite Consulting, play in supporting improvements in animal health and welfare in dairy farms across the UK.

AB Agri's Animal Health and Welfare Steering Committee, which is responsible for monitoring and responding to animal health and welfare challenges, has mapped the top five focus areas across its species groups: pigs, poultry, ruminants, pets and equines.

The five issues currently cover:

- prevalent diseases;
- commercial and economic pressures;
- product regulatory requirements;
- problems associated with inefficient production; and
- animal robustness.

AB Agri has mapped where its businesses can offer support to livestock farmers and horse and pet owners to address these concerns and how it can positively influence the welfare for each species group.

It annually reviews these five areas of focus to ensure it continues to offer relevant products and services, including technical consultation to improve health and welfare across the industry. Four material components, genetics, nutrition, management, testing and monitoring, work in harmony to better support animal health and welfare today and in the future.

Where veterinary medicines can only treat illness once it is already present, AB Agri's approach is to focus on proactively protecting animal health and supporting immune systems through nutritional strategies, monitoring and advice.

Animal testing

In 2024, the AB Agri Animal Health and Welfare Steering Committee updated the AB Agri Animal Testing Policy, covering all business activities related to animal testing[1]. As part of the approval process of any trials that are defined as animal testing, AB Agri has included an independent third-party expert reviewer to evaluate all trial protocols and the justifications for performing the trial. The reviewer has the authority to challenge any aspect of the trial, and it cannot be approved until they are satisfied.

1. Defined as scientific procedures performed on living animals outside of what an animal would expect to experience either in its natural environment or in a typical domestic or farmed situation

Case study – Agriculture



Supporting food and farm ecosystems

Supporting customers in achieving more sustainable farm ecosystems has become an essential part of AB Agri's service offering.

AB Sustain plays a crucial role in connecting consumers, retailers, processors and farmers by offering farm and supply chain programmes and tools which support more sustainable supply chains. Its 'Farm Footprints' on-farm carbon footprint assessment service, launched in 2007, helps major international food producers to measure their supply chain GHG emissions. Additionally, AB Agri's dairy consultancy business, Kite Consulting, provides practical guidance on GHG emissions reduction and nutrient conservation to individual farm operations.

In 2025, AB Agri partnered with leading dairy processor Müller on an initiative designed to reduce GHG emissions from dairy farms by harnessing real-time data analysis and benefiting from real-time data insights. Initially involving 40 farms across Great Britain, the Fast Track programme aims to move beyond traditional annual GHG emissions reporting by utilising automated data integration from numerous sources including Feedlync, an AB Agri-provided cloud-based feed management system. Fast Track will provide farmers with real-time insights into critical data related to feed efficiency, fertility, stock numbers and energy-corrected milk, empowering them to make data-driven decisions that accelerate GHG emission reduction.

AB Agri has committed to calculating product environmental footprints for all branded animal nutrition products by 2027. This initiative leverages diverse data sources, including primary production data, Global Feed Lifecycle Assessment Institute information and suitable proxies for unlisted materials. The tool and its methodology have been peer-reviewed and validated by University College London.

In 2023, AB Agri completed the collection of GHG emission values for all the raw materials used in its compound feeds globally. AB Agri is now collecting carbon values for its speciality feed ingredients, where data is often scarce or hard to obtain. However, AB Agri is working closely with its technical teams, suppliers and carbon footprint specialists, and aims to have completed this work by the end of 2025, with all remaining products completed by 2027.

This work has also enabled the business to support customers in calculating their feed emissions. Premier Nutrition, AB Agri's UK-based premix business, launched an Equine Feed Emissions calculator in 2025. Using the tool, customers input their feed materials and calculate GHG emissions for the feed.

A colleague sampling feed at our ABN mill, Enstone, UK

Building nutritional knowledge to support animal health

AB Agri's business, AB Neo, which focuses on neonatal and maternal stages in animals, uses its Centre of Excellence piglet trial farm facility in Spain to better understand the impact of early nutrition for piglets. This has included trials focused on supporting gut health during the 'transition' period, where a piglet's diet shifts from milk to solid feed. This is a critical period for piglets, due to significant changes in the gut environment. By optimising the diet during this phase, AB Neo aims to harness its transition-period expertise to help the animal maintain robust health.



Piglet feed, AB Neo Centre of Excellence, Spain

NMR early detection

In recent years, there have been improvements in the potential for testing and monitoring to detect early, sub-clinical signs of infection in livestock. Developed by AB Agri's milk testing and analytics business, NMR, GenoCells is a next-generation milk test that provides individual cow Somatic Cell Counts (SCC) using a single bulk milk sample enabling the early detection of mastitis. GenoCells analyses the genetics of all cows in the herd. If the bulk milk sample shows a high SCC, GenoCells can pinpoint the specific cow responsible. This allows for early intervention, helps to detect sub-clinical mastitis, improves milk quality and reduces the need for antibiotics.



Milk testing at NMR laboratory in Wolverhampton, UK

Pet supplement to support psychological wellbeing

A new product from AB Agri's Global Supplements business, Zilcalm, was launched in 2024 under the Nutrilabs brand into the European veterinary market to help support calm behaviour in dogs and cats. The rise in pet ownership during the pandemic, followed by a return to normal working patterns, had left many owners and vets looking for ways to support the mental wellbeing of the animals under their care. Zilcalm is a nutritional supplement that contains a milk protein that is clinically proven to reduce anxiety and stress in dogs and cats. The product also includes herbal actives, amino acids, vitamins, a postbiotic yeast and Omega-3 fatty acids, all carefully formulated to work together to help provide support for both short-term stress and longer-term cognitive health.

Stress is a well-known precursor to many physiological issues that can affect a pet's overall health in a variety of ways, and being able to offer a science-led nutritional product that complements training and environmental enrichment has been well received by Nutrilabs' customers.



The Zilcalm supplement, produced by AB Agri's NutriLabs business