



Impact Report 2026



COTSWOLD FAYRE
Making a difference through fine food



FLOURISH





Introduction

A warm welcome to our Impact Report 2025-26, my favourite publication of the year. As a company committed to benefiting people and the planet, whilst also being financially sustainable, it is important for our team and all our stakeholders that we record our positive impact each year.

Over the years we have noticed that as we have grown, we are able to influence more other companies to be better for the world, both within and without the food and drink industry. And this remains our motivation to grow the business, and growth in revenue has certainly been seen this year with over £6M being added across both sides of the business this year.

Partly due to that influence we now have nearly 100 other suppliers as fellow B Corps, an achievement which we are most proud of, and it is very fulfilling to have been one of the pioneers of the B Corp movement in the UK. Many of us are now frantically learning about the new and completely different B Corp assessment we will need to go through for our fifth certification next year.

Our company highlights for the year follow in the remaining pages of this report, but my personal highlights would be as follows:

- Giving away more than 10% of our profits to alleviate poverty through the Cotswold Fayre Charitable Trust. This year we made significant donations to 8 different charities across the UK and our partner charity in Kenya.

- Winning the Associate Member of the Year at the Farm Retail Association Awards. In effect this is their Supplier of the Year Award and pleasing that we were recognised as the best supplier to farm shops, which remain as our core and largest retail channel.
- The growth of my podcast, 4th Bottom Line, which is another way we influence the world. The podcast has now been downloaded in over 40 countries, and we are looking for a sponsor or two to keep it going. I always thought I had a good face for radio!
- This year was the first full year of our second Flourish site, Flourish at Fairleigh Rd, and having two sites is helping drive that business to profitability, which isn't easy in the current economic climate. We also opened a production kitchen there which is supplying both stores, and this year Sir Ed Davey (Leader of the Liberal Democrats) visited Flourish to learn more about B Corp.
- And finally, we are delighted to have been nominated as a Sunday Times Best Places to Work again for the 3rd year and every year we have entered. This is particularly pleasing as that was the reason I set up Cotswold Fayre originally in 1999 - to create a great place to work for those who were struggling to get into work.



Paul Hargreaves

Chief Empowerment Officer

To be part of the Cotswold Fayre Group is a privilege and an honour. So it is fitting to write a few words on behalf of the retail and hospitality side of the company.

In June 2025 we all celebrated 4 years since we opened Flourish at Glenavon Farm. During these 4 years the team have also added 6000sqft of Home and Lifestyle and a Pottery Painting workshop and our second site Flourish at Farleigh which the team successfully opened in November 2024.

The motivating factors for everything which the team do, is to improve peoples lives, whether that is the customers we serve, the team which we work with, or the suppliers we partner with, we always strive to make their day, week, month or year just that little bit better, better because of their relationship with Flourish.

Impact is a great word, it is strong and powerful, sets meaning and intent both in equal measure. And this years "impact" report I believe is one of the strongest.

It is the strongest for Flourish because the content isn't forced, it's become a way of working, the way we do things around here, still with purpose but hugged by our culture, our loyal team working together, challenging each other, BUT always being "there" for each other, no matter what.

As one of very very few independent retailers with B Corp certification, Flourish embodies community, as Al Murray the comedian would say, "Community, it's the back bone of our great nation". You know when you feel that the impact you are having is truly making a real difference, a purposeful difference, you just know. You also know when a business is building a community and looking back on 2025-26 Flourish is truly gaining momentum going into the new year.

At Flourish the team supports two great charities, Community of Purpose, and the Bath Rugby Foundation. Holding regular events, looking after our customers and our teams, having that sense of purpose, and helping these charities improve people's lives, that sense of community has been our greatest "Impact" in 2025-26. Enjoy the read!

Well done Team Flourish this one's for you.



Paul Castle

MD

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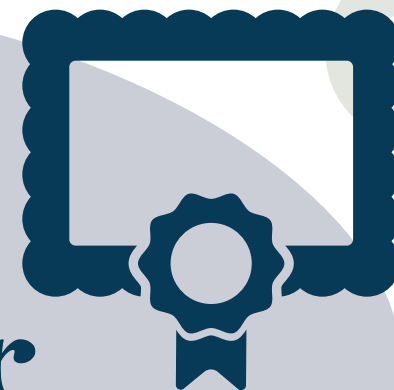
Cotswold Fayre Wholesale Achievements

3rd year



being nominated as a Sunday Times Best Places to work.

Associate Member of the year



at the Farm Retail Association Awards

Important numbers...

£28,908,021 revenue

44,877 invoices

£630 average order value

31 average cases per order

over 1.2m cases delivered

over
£147,000

total donations (money & food)
to **16** charities

41 people

29 female : **12** male

High:Low Salary Ratio **1 : 3.9**

Over 4,314

all-year-round products

189 fairtrade **385** organic

2,931 vegetarian **2,629** vegan

1,060

B Corp products
from **92** brands

Flourish Achievements

254,517
transactions

£20.62
Average
Transaction Value

£5,289,466
Revenue

1121.829 m³
Rainwater harvested

33574 kWh
Solar energy harvested

Training hours
242.5
Glenavon Farm

415
Farleigh Road

657.5
Total hours

200
Volunteering hours

111 people
67 female : 44 male
High:Low Salary Ratio **1 : 3.2**

Our Year



Farm Shop & Deli Show



Christmas Launch Roadshows



Speciality & Fine Food Fair



All Year Round Launch Roadshows



Farm Retail Association Conference
Winner of Associate of the Year



Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Jan

Feb

Mar



Bath Rugby Foundation Charity partnership



First Family Funday event at Farleigh Road



Richard Hammond visited for his Gin/ Whisky event



Launch of our Dog wash & drying machine at both Flourish sites, collaborated with 'The Dog Wash Company' & 'Dewkes'



Two festive evenings



We launched our in-store sampling initiative



Remembering Lisa

It was with deep sadness that we announced the passing of our dear friend and colleague, Lisa Pearson, on 29th January following an 18 month battle with cancer.

Lisa was Head of Customer Service at Cotswold Fayre since 2014 and a core part of our leadership team throughout the last 12 years. She saw the business through its toughest and best times, always being at the heart at the operational end of the business. I couldn't possibly count the number of times she stayed late into the evening sorting out customer deliveries or installing new IT systems.

All of us who worked with Lisa, colleagues, customers and suppliers, will remember her vibrant enthusiasm, her passion for customers, her commitment to the business and her love of shoes and shopping!

Her infectious personality and dedication to the very best in customer service will be deeply missed at Cotswold Fayre and Flourish.

In memory of Lisa, we remain committed to delivering exceptional customer service and ensuring that every interaction is a positive and memorable experience. Her passion for customers, dedication to excellence, and enthusiasm continue to inspire everything we do.

Service



of survey customers
say it's **easy to place**
orders with us



of online customers
are **Very or Extremely**
satisfied



find our team
knowledgeable
and helpful

Overarching themes throughout were;

CS Team and Sales people are great and the product range is excellent. Customers want us to improve by lowering MOV's, ensuring fulfilment and proactive communication around changes to orders or SKU's discontinued with alternatives offered.



Friendly and helpful customer service team and a wide range of products."

Isabel's



You have best Customer Service and Sales representative."

Eggs to Apples Farm Shop and Cafe



Pricing is always competitive with good offers that encourage me to try new products or run promotions. Service is always good & website easy to use."

Tortworth Estate Shop

Financials

Total Revenue **£34,197,487**



173 Draw Downs of Emergency Cash totalling **£30,246**

Cotswold Fayre: 8 people used the service 53 times and drew down £10,440

Flourish: 22 people used the service 118 times and drew down £19,806

Through the PayCaptain app, our team can access £200 'emergency cash' every month which is then taken back once their salary comes through. While we pay at least the Living Wage Foundation living wage to all of our employees, unexpected financial hardship can hit anyone.

With a rising cost of living sometimes emergency costs such as fixing a car can be a major challenge and this benefit means anyone can receive funds when they might need it. At Flourish, all of our staff have to work on-site so the increase in fuel prices can have a big impact. We do what we can to support our team: no one is on a zero hours contract and our whole team are able to buy our products at cost.



The Sunday Times Best Places to Work

We are incredibly proud to be recognised as one of The Sunday Times Best Places to Work for the third year running. Receiving this recognition again reflects the culture our people help shape every single day.

At Cotswold Fayre 'People First Always' is a core part of our strategy and it is the foundation of how we lead, support and grow our teams. We are passionate about creating an environment where people feel valued, heard and empowered to thrive both personally and professionally.

Whilst we are proud of this achievement, we also know that building a great workplace culture is an ongoing journey. We remain committed to listening to our people, evolving as a business and continuing to work towards creating an even better workplace for everyone.



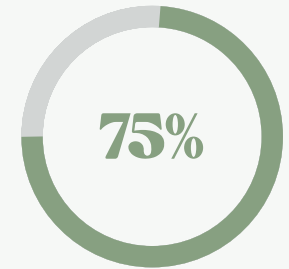
Job
Satisfaction

Excellent!



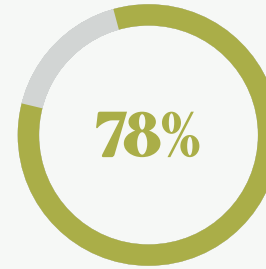
Confidence in
Management

Good Score!



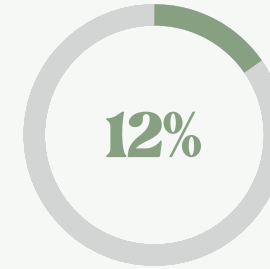
Reward
& Recognition

Good Score!



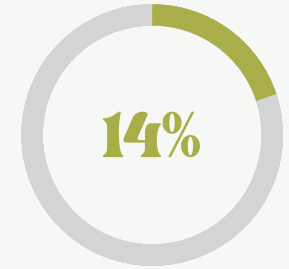
Average
Happiness

Good Score!



of Employees have a high chance
of leaving in the next 9 months

Excellent!



of Employees are at risk of
having poor wellbeing

Excellent!



Recognition

Flourish - Farleigh Road



Personality of the Year - Riannon

You can find Riannon in virtually every department! She has worked across the Foodhall, Front of House and Back of House, covering when needed and always serving with a smile. She is a reliable member of the team, wherever she might be working that day!

Personality of the Year - Alanis

Alanis takes amazing care of every customer who comes into the kitchen and she helps out her fellow team members wherever she can.



Rising Star - Toby

Toby works in the Kitchen and is always there to help in the Kitchen when needed. He works really hard and has even come up with his own tapas menu for a recent event!



Flourish - Glenavon Farm

Employee of the Year - Harrison

Harrison works in the Front of House team and he goes above and beyond for customers and staff consistently. He has had loads of fantastic customer reviews and is always willing to help where needed!



Personality of the Year - Tony

Tony is a valued member of the Butchery team and always gives great customer service with a smile.



Rising Star - Emily

Emily has recently moved across into the Operations team from the Deli. She has an amazing attention to detail and works brilliantly within the team.



Supplier of the Year - Solartech

Based in Chilcompton, Solartech have gone above and beyond at both Flourish sites, providing us with sustainable electrical energy. From servicing our refrigerators, solar panels and kitchen equipment, ensuring we are always fully functional and operating.



Cotswold Fayre Wholesale

Employee of the Year - Charley

"Winning Employee of the Year at Cotswold Fayre was a really proud moment for me, especially in my first role after university. It means a lot to be recognised by the people I work with every day, and I'm incredibly grateful to be part of such a supportive and inspiring team at a company that genuinely wants to be a force for good."



Rising Star - Sarah

"Being awarded Rising Star of the Year 2025 is such an honour! Having joined the company only last year, it genuinely means so much to know I was nominated by the people I work alongside every day. I'm incredibly grateful, and it motivates me even more to keep working hard and make a positive difference!"



Sustainable Employee - Robin

It was fantastic to be recognised by Cotswold Fayre as Sustainable Employee of the Year. As a B Corp, we all have a responsibility to reduce our impact on the planet. While individual actions may seem small, together they can make a significant difference. We all have choices to make, and choosing what is right for the planet is increasingly important. We must remember that we do not inherit the planet from our parents; we borrow it from our children.



Employee of the Months:

Every month we have an Employee of the Month and they receive a cash prize and are able to choose a donation to a charity of their choice. Here are the winners from 2025-26 with their chosen charities.

MIND (Charley) **Macmillan** (Camilla) **Action for Children** (Sarah) **Young Lives vs Cancer** (Alan)
NAWT (Ian) **Breast Cancer Care** (Faye) **MIND** (Donna) **Shared Interest Foundation** (Robin)
Cancer Research UK (Mindy) **Macmillan** (Lizzie) **Alzheimer's Society** (Miyah)

Awards - Supply Chain

Sustainable Supplier of the Year - Charlotte, One Water

"We are thrilled to receive Cotswold Fayre's Sustainable Supplier of the Year 2025 award. As a fellow B Corp, we are proud to work with a customer that champions sustainability and to be recognised for our efforts to scale positive social and environmental impact through business. We are excited to keep collaborating and learning together moving forward, while leaning into our purpose of funding clean water projects in Africa through The One Foundation."



Sustainable Customer of the Year - Charlotte, Abel & Cole

"We are honoured to be recognised as the Cotswold Fayre Most Sustainable Customer 2025. Sustainability is at the heart of Abel and Cole and this award reflects the commitment of our team to reducing our environmental impact and promoting responsible sourcing. Cotswold Fayre continues to be a valuable partner in growing the sustainable grocery market in the UK."



Left to Right:
George Ratner | Bread, Household & Homeware Junior Buyer
Charlotte Beynon | Alcohol, Wellbeing & Pantry Senior Buyer
Stella Li - our Junior National Account Manager

Purpose & Values

Our purpose is to inspire, delight and make a difference to people and the planet through our shared passion for food and drink.

Theory of Change

Creating a Theory of Change for our business has clarified how we create impact, improves strategic decision making, builds stakeholder engagement and supports continuous improvement that aligns with B Corp principles.

Our impact pathway helps clearly define, measure, communicate, and improve the positive social and environmental impact we aim to create, making our sustainability commitments more strategic and credible.

How we make a difference creates value:



Supplier development
& success



Retailers supported to
create value through
impact focus



Flourish are an
exemplar for impact-
aligned retail business



Sector influence
& credibility



Everything we do contributes and supports the change we want to see:

A food system where sustainable and ethical businesses flourish



Health & Wellness

A Year of Moments That Mattered

This past year, we set out to prove that the small things make a big difference. From nurturing living things to nurturing ourselves, every initiative was designed with one goal in mind: to help our people feel their best.



**Badminton at Flourish,
Farleigh Road**



**Mindful Moments at
Cotswold Fayre**



**Pamper Day at
Cotswold Fayre**



**SunFlowers at the
Cotswold Fayre Office**

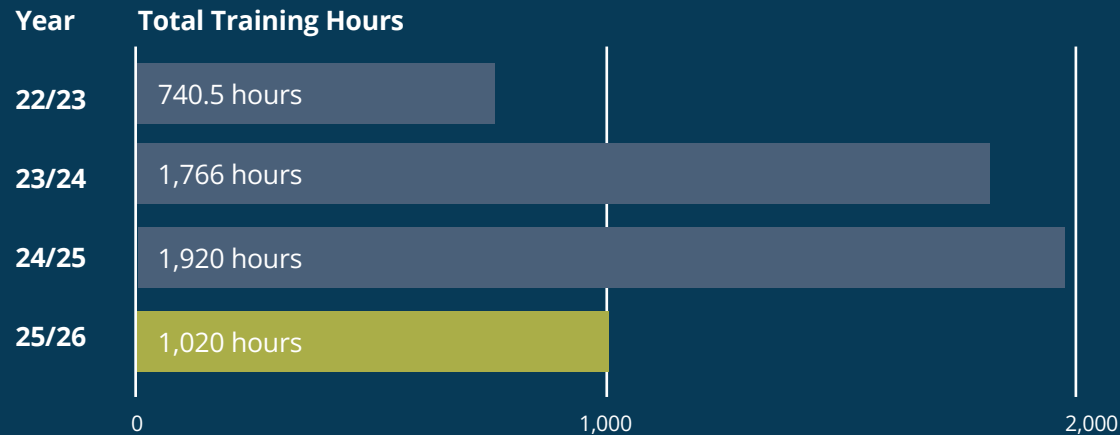


**Step Challenges for
Cotswold Fayre & Flourish**

The Vitality logo, featuring the word 'Vitality' in a white, cursive script font inside a solid pink circle.

**67 people on Vitality -
our private health cover**

Training & Safety



Cotswold Fayre

Stepping Into Authentic Leadership (SIAL):

We invested in 10 members of our team to explore leadership; develop awareness of challenges, learn about habits to be an effective leader and human behaviors that impact the business and individuals within the business, and how to access our emotions and use them positively.

Flourish

Chris from the Glenavon Farm Kitchen successfully completed his chef apprenticeship in October 2025. A huge achievement and we are very proud to have him in the Kitchen.

Managers and Supervisors from both Flourish sites have been taking part in 'HR Essentials' training – a series of workshops covering a range of topics to develop their skills. Subjects included recruitment, line management skills, resolving conflict and more...



“SIAL broadened my perspective, challenged my thinking, and showed me that some of the greatest lessons come from learning alongside others. It strengthened my confidence, deepened my appreciation for different perspectives, and reinforced the importance of leading with self-awareness, empathy, and curiosity. I'm grateful for the experience and the lessons I'll carry throughout my career.”



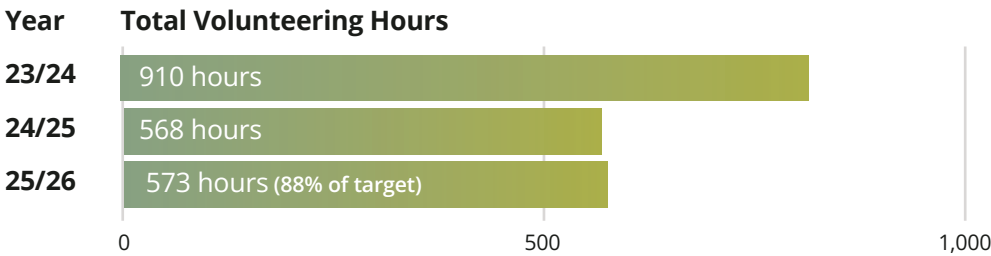
Camilla

Volunteering & Charities Supported

Total Donations:

£151,515

Including monetary donations = £18,635 supporting 20 charities
13% of wholesale profits donated to charity



“No one should have to go hungry, especially in a world with as much wealth as ours. But the sad reality is that one in nine people on earth don’t have enough to eat. In London alone 1 in 4 children face food poverty. Volunteering at City Harvest helps redistribute surplus food to those in need in the capital and goes a little way to try and ‘right the wrong’ of hunger. Working as a team towards that goal creates great comradery and a real sense of having done something worthwhile and that benefits others. If you haven’t volunteered there before I really cannot recommend it more highly”



Lizzie V



In August 2025, the Saltford Phone Box project was completed – a community effort to transform a disused phone box into a striking local landmark, floral feature, and emergency lifesaving station. We created and added the planters, and filled them with flowers as a gift to the Saltford community. The flowers are refreshed every six months – and lovingly tended by local resident. The final step was to add a defibrillator to ensure lifesaving equipment at this location on the A4 Bath Road. The battery-powered defibrillator is recharged sustainably using solar power.



We encourage each other to give back and support communities by matching fundraising up to £500. We’ve done it for several people this year. Gracie from the Foodhall ran the Bristol Great Run to raise funds for a new control vehicle for Avon & Somerset Search and Rescue. She raised over £1,000 including match fundraising from Flourish!

At Flourish we continue to support local organisations by raising funds from the sales of fries, hot drinks & quiz entries. £1,498.93 to Community of Purpose and £1,217.46 to Bath Rugby Foundation. Both charities work with young people, building confidence and providing support for those who need it, but don’t get it.



Pro-bono Work, Podcast & Mentoring



As usual, I spent part of the year encouraging other businesses to adopt the “Forces for Good” approach. I’m proud that we have helped many organisations, both within and beyond the food and drink sector, become B Corps.

Our influence extends internationally. My podcast, 4th Bottom Line, has been downloaded in over 40 countries, and one of my books has been translated into Japanese. In October 2025, I was pleased to host a delegation of Japanese business leaders keen to learn about creating positive impact through business.

Education remains important to us at Cotswold Fayre. In March 2026, I delivered a keynote at the Bristol and Bath Schools Climate Fair and was inspired by the commitment of young people to tackling environmental challenges.

I also spoke at several business events during the year, including one organised by local MP, Anna Sabine, with whom I have discussed B Corp and the Better Business Act. This led to a visit from Sir Ed Davey to Flourish in December 2025.

My most daunting speaking engagement was opening the Professional Speakers Association Annual Conference. Speaking to 250 professional speakers, I focused on connection, nature and spirituality in business. The response was remarkable, with many attendees saying they wanted to bring more human connection into their work.

Pro-bono Work across the team was over 60hrs with an estimated value of £10k+

This year, we took part in a mentoring scheme alongside fellow B-Corps, creating space for our people to grow, exchange ideas, and be inspired by others who share our values. Being part of the B-Corp community means more than sharing a certification, it means learning from each other.



Under-served Communities



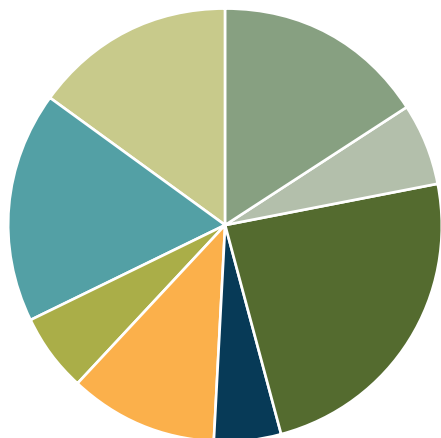
Not long after Flourish opened, we employed 3 neurodivergent adults from HCRG Care Group who joined us on a 6-month fully-paid employment programme in our kitchen and Foodhall.

They have since become valued members of the team, having gained confidence in their roles and had fantastic reviews! 5 years later Tyrone, Beth and Pete continue to make a positive impact within the team – showing what is possible in the workplace when everyone is included and valued.

COTSWOLD FAYRE CHARITABLE TRUST

The Cotswold Fayre Charitable Trust exists to support projects that tackle poverty and promote sustainability, creating meaningful and lasting impact.

This year, we continued our support of the Cowshed, Cedarwood Trust and Bala Children's Centre (Kenya) and funded various local food bank initiatives for Didcot, Fair Frome and St Salvadors, along with supporting Cirencester Housing for Young People and Freedom Sanitary Kit Bags (Nepal).



16% Cowshed
 6% Freedom Kit Bags
 24% Fair Frome
 5% Cedarwood Trust
 11% Cirencester Housing for Young People
 6% Didcot Food Bank
 17% Bala Children's Centre
 15% ST Salvador's Food Bank

TOTAL £16,672.50



To give to CFCT:

Bank Account Number: **10197365** | Sort Code: **12-24-81**
justgiving.com/charity/cotswoldfayrecharitabletrust

Cirencester Housing for Young People



Contributing to the Friday evening cooking sessions provide more than just a hot meal – they're practical opportunities for residents to learn about nutrition and gain essential cooking skills for independent living, whilst strengthening peer relationships, and experiencing the benefits of shared responsibility.

Freedom Kit Bags (Nepal)



Financial support provides a regular income for the women in Nepal who make the sanitary kits and allows for a manageable regular distribution schedule. Our contribution enabled 50 kits, each with 12 pads, lasting three years. They were distributed in the remote village of Aamachhodingmo in the Rasuwa district, where a small team educated those from the 350 households, teaching some how to sew new pads and show others.

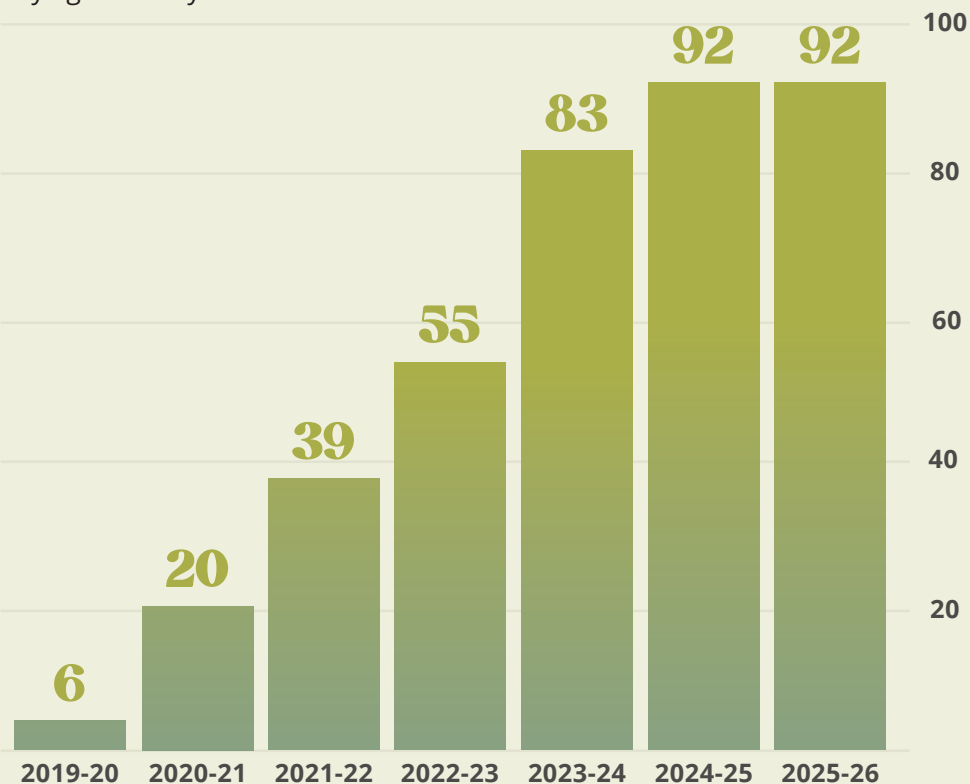


10th B Corp Birthday

The B Corp assessment changed in April with the introduction of new standards, replacing point scores in 5 impact areas with mandatory requirements in 7 impact topics, with more focus on action!

We held a webinar in partnership with The Good Crowd to explain the new standards to our suppliers. Although well attended we didn't get the commitment necessary to run a B Corp accelerator program this year.

Last year, we were shy of the B Corp supplier target of 95 and rounded this year's target up to 100. However, the needle hasn't moved, still at 92 – we try again next year.



Sir Ed Davey at Flourish

Leader of the Lib Dems Sir Ed Davey visited Flourish at Farleigh Road in December to learn more about B Corp.



10th B Corp Birthday at Speciality

We continued our 10th B Corp Birthday celebrations with a stand at the Speciality & Fine Food Fair in September, showcasing all the wonderful B Corp brands we partner with whilst promoting an accelerator programme to support like-minded businesses that wanted to know more and prepare for the B Impact Assessment.

Carbon

We have reduced our carbon intensity per £1 million of revenue from 21T (2024-25) to 17.8T (2025-26). This demonstrates that we are generating more value while producing fewer carbon emissions relative to our activity.

It reflects improvements in efficiency and energy management, helping us make progress towards our sustainability goals while continuing to grow.

Plastic



We've been talking to our suppliers about reducing plastic content in product packaging for years and now we're tracking it with the aim to continue encouraging the supply chain to remove virgin plastics. More than 18% of our all year round products have plastic in the packaging.

Here's just a few of our partners with plastic-free product packaging; Adios Pet Care, Cox & Co Confectionery, Good Grain

Overnight Oats and Seep Cleaning Products to name but a few.

We have over 1,000 plastic-free products at Flourish, including our fruit and veg section which we get through local wholesaler, Lovejoys.



Biodiversity

At Flourish last year, we planted a native hedgerow at our Farleigh Road site. 340 whips were planted but unfortunately, due to the unpredictable weather, they didn't survive. Our Head Gardener Emily does an amazing job at keeping all of the outdoor areas at both sites looking beautiful with a variety of flowers and shrubs.

At Glenavon Farm, the biodiverse pond area continues to thrive! We hope to open the area in the summer for customers and staff to spend time by the pond.

Climate Impact

Through our partnership with Climate Impact Partners, we supported a Colombian afforestation project that created over 200 full-time jobs with equal opportunities for women and men, while establishing new forest in an area previously without tree cover. We also supported renewable energy projects across India, helping drive the transition to a low-carbon economy.



Our Logistics Partner

Since the move to our new Reading warehouse we have continually focused on creating efficient operations. Whilst eliminating waste tends to focus on physical aspects such as visible waste in bins, our focus has been on both the seen and unseen aspects of logistics.

We are simply doing what we do, but better:

-  New pallet wrapping machine up and running **reducing wrap use by 23%** vs 2025 averages
-  Optimised route planning software to **reduce overall delivery miles by up to 9%** and empty mileage by 7%
-  HVO (Hydrotreated Vegetable Oil) trucks **now account for 40%** of our fleet
-  Additional solar storage batteries to **increase solar generation up to 50%**
-  **100% of our waste wood** is now crushed and recycled
-  **Successful trials of an 18T electric truck** giving us confidence to go electric during next fleet replacement cycle



1,216,427

Cases delivered

7.5t

Pallet wrap usage

31

average cases per order

85t

Average monthly CO²

Surplus Food & Waste

87% of our total donation figure was from food = £132.8K

At Flourish we aimed to reduce product waste by 3% across the the two sites. Unfortunately, we were unable to hit our waste target, but learned we needed someone to keep everyone focused. Emily in our Operations team is now our waste champion and with robust processes in place, we have set ourselves new targets for next year.



On Christmas Eve 2025, Flourish donated any leftover chilled and past its best before stock to local Foodbanks in Bath and the surrounding areas.

Cotswold Fayre Charitable Trust made a donation to Fair Frome - the charity supports those in Frome and local villages who are struggling with food parcels, hot meals, a community pantry and more. At our Farleigh Road site, we supported with table talkers in our café allowing customers to donate to the charity, supplying fresh dairy produce, fruit and vegetable vouchers and food parcels.



By providing City Harvest with surplus food, we have nourished thousands of people experiencing food poverty across London.

17.3 = 41,085 > 37.8 & 17m

Tonnes food provided

Meals delivered

Tonnes embedded CO2e saved from going to waste

Tonnes embedded water saved from going to waste



By providing FareShare with surplus food, we have supported thousands of people across the Midlands, supporting community groups and charities.

6.5 = 15,443 > 13.9

Tonnes food provided

Meals delivered

Tonnes GHG Emissions Prevented

Combined Totals

23.8 = 56,528 > 51.7 & 17m

Tonnes food provided

Meals delivered

Tonnes embedded CO2e saved from going to waste

Tonnes of embedded water saved from going to waste

How did we do?



Carbon Reduction

Continue to certify as carbon neutral, but in addition to getting our offset to 50% carbon removal.

DONE

Done, 50% of our carbon emission balance was invested in carbon removal projects.



Waste Reduction Target

We aim to reduce food waste by 10%.

DONE

Done, we reduced the value of surplus food donated by 12.7%.



Volunteering

The wholesale team would have increased the no. of hours by over 20%, equating to 20 hours volunteering per person.

DONE

Done and we achieved 88% of our overall paid volunteering target for the year!



Mentoring Program

We aim to have active participants, both mentors and mentees, on a B Corp Mentoring Program.

DONE

Done, twelve people are participating.



Donations

Maintain our donations to profit at over 20% but have no more than 70% of this coming from food donations.

**NOT
DONE**

Not achieved as stock donations in 25/26 were 87% of our overall donations.



B Corp Suppliers

We aim to have 100 B Corp suppliers by March 2026.

**NOT
DONE**

Not achieved as unable to move the dial from 92 suppliers.



Flourish Product Waste

To reduce product waste by 1% at Farleigh Road and 2% at Glenavon Farm.

**NOT
DONE**

Not achieved, but learned a waste champion is needed to keep everyone focused on the new targets set for next year.



Bio-fuel trucks

We aim to deliver 50% of products on biofuel trucks.

**NOT
DONE**

Not achieved, we saw a drop to 18% of products delivered on biofuel trucks, having achieved over 30% the previous year.

Goals & Plans for 2026-27

1. Donations

Maintain our donations to profit at over 20% but have no more than 70% of this coming from food donations. Cash donations to CFCT to be at least 9% of profits.



2. B Corp Certified

Submit assessment and evidence in line with new standards. We also aim to have 100 B Corp suppliers by March 2027.



3. Carbon Reduction

Continue to certify as carbon neutral, but in addition, increase our offset to 60% carbon removal.



4. Cotswold Fayre Waste Reduction

Cotswold Fayre aim to reduce food waste by 50%.



5. Flourish Waste Reduction

Flourish aim to reduce product waste by 40% at Farleigh Road and 40% at Glenavon Farm.



7. Mentoring Program

Continued participation in the B Corp mentoring programme with a minimum number of 12 people involved.



8. New EPOS System at Flourish

To introduce a new EPOS system at both Flourish sites which will help us be even more detailed in our reporting and management information.



9. Cost of Living Initiatives

With costs rising, Flourish to support local families with £3 children's meals during the school holidays.



10. Core Focus at Flourish

Ensure quality people, quality service and quality produce using SMART targets.







COTSWOLD FAYRE
Making a difference through fine food



FLOURISH

