

Building on strong foundations

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Our Global Executive Director of Quality & Sustainability, Lorna Schneider, reflects on the progress of the 2025 Sustainable Protein Plan.

When we launched our sustainability strategy, The Sustainable Protein Plan, in 2022, our goal was simple: focus our efforts where we could make the biggest difference to ensure lasting impact. The last five years have been about building those foundations through strengthening our understanding, improving measurement, and using data to inform better decisions so that we can enhance our resilience over the long term.

Laying the groundwork: turning ambition into action

When we started, the protein sector faced a significant challenge: limited research and a lack of reliable data. Developing an ambitious yet achievable transition plan required greater clarity, collaboration and confidence. Through funded research, close collaboration with customers, suppliers and peers, and the launch of industry bodies like the UK Seafood Federation, we've helped close critical knowledge gaps. Tools like the Seafish Seafood Carbon Emissions Profiling Tool (SCEPT) have been instrumental, and in 2024, we proudly published our inaugural Transition Plan. As one of the first in our industry to publish such a plan, it set out a clear, practical path to net zero for even the most complex farming systems, like livestock and fishing.

Protecting people and planet

The complexity of food supply chains extends beyond emissions reduction. Safeguarding human rights across global supply chains is a responsibility we take seriously. By working with SEDEX, a leading ethical standards platform, we've gained valuable insights that drive real improvements for people across our supply chain.

At our own sites, we've kept our focus sharp, driving efficiency and productivity to deliver quality, affordable products. We rolled out the ISO50001 energy management system, which allows us to analyse energy use in detail and identify the most impactful projects with the biggest savings. This data-driven approach ensures every improvement counts. We have also installed solar panels at sites where they deliver the biggest impact, alongside securing renewable energy contracts, which meant in 2024, we achieved 79% renewable energy. Looking ahead, resilience remains a priority. That is why we have completed water risk assessments across all our sites, ensuring our factories remain resilient to the impacts of climate change.

Our people: the heart of our progress

None of this progress would have been possible without our people. Their passion and commitment to sustainability are the heart of The Sustainable Protein Plan. Whether it's adopting new practices or championing change, our colleagues are making a real impact across our business. We're also investing in the future through our graduate, intern, and apprentice schemes, helping to develop the next generation of leaders and ensuring long-term capability across our business.

What's next? Building on strong foundations

Looking ahead, our Sustainable Protein Plan is evolving. We're streamlining our focus, taking a holistic approach that centres around our two core pillars, People and Planet. This evolution is about focus and clarity, not reset. Our ambition remains as strong as ever, supported by robust governance, a culture of innovation, and a commitment to integrating sustainability into everything we do.

The foundations are strong. Now, we're ready to build even higher to realise our ambition.



Lorna Schneider
Group Executive Director - Quality & Sustainability

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Any questions for our Sustainability Team, please get in touch with Sustainability@hiltonfoods.com