

COMMUNITY ENGAGEMENT POLICY

INTRODUCTION

At SSP, our purpose is to be the best part of the journey. This drives our culture as an organisation as we aspire to our vision to be the world's best travel food and beverage company.

To deliver our purpose and vision, we are focused on growing our market-leading positions in the food travel sector in international markets. Sustainability is a key element of our Group strategy, including our commitment to supporting our communities.

Ann-marie Murphy
Chief People Officer



At SSP, we play an important role in the communities where we operate and in which many of our colleagues and customers are based.

Engaging with and supporting them on key societal issues is part of being a good corporate citizen.

We create value for our communities through jobs opportunities and contributing to local economies. We also have a long-standing approach to giving back through our community programmes and charity partnerships."

PURPOSE, SCOPE AND APPLICATION

This policy set out our sets out our approach to support the communities where we operate.

It applies to all individuals working at all levels of the SSP Group, including senior managers, officers, directors, employees, consultants, contractors, homeworkers, part-time and fixed-term workers, casual and agency staff (collectively referred to as 'colleagues') in all divisions and subsidiaries within the Group, all joint ventures (usually those in which a Group Company has a 50% or more interest and/or management control) and their subsidiaries. Where we have a minority or non-controlling interest, we encourage those businesses to follow these or their own equal or better standards. We also encourage our brand partners to follow these or their own equal or better standards.

This policy should also be read in conjunction with the following, available at: [Policies and statements | SSP \(foodtravelexperts.com\)](https://www.foodtravelexperts.com/policies-statements):

- Our Colleague Code of Conduct which sets out the principles and standards that are expected of all employees regardless of where they work;
- Our Anti-Bribery and Anti-Corruption Policy which sets out the Group's policy against bribery and other corrupt practices and the standards and procedures required to ensure compliance, including in relation to charitable donations;
- Our Speak Up Policy which sets out how concerns about suspected wrongdoing at work can be raised, how they will be investigated and protection and support for whistleblowers.

OUR COMMITMENT

We aim to make the communities in which we work better places to live and do business, seek to be sensitive to the local community's culture and social and economic needs. We encourage our colleagues to be involved with local communities to their mutual benefit.

As part of our Group Sustainability Strategy, we are committed to support the communities where we operate through partnerships with charitable and other local organisations. As a food business, working to alleviate food poverty is central to our approach. We also support other charitable causes which are important to our colleagues, customers and partners in a specific location.

Our approach includes a combination of fundraising, volunteering, cause-related marketing, financial donations and food donations. In addition, our UK business contributes funding towards the SSP Foundation, a UK-registered charity. The Foundation makes grants to support local charities nominated by colleagues, as well as those focused on alleviating food poverty among our local communities.

Our target is for all SSP divisions globally to have partnerships with food poverty charities and local charities by 2025. We are committed to monitor and report our progress as part of our annual sustainability reporting.

REVIEW AND COMPLIANCE MONITORING

This policy has been approved by the Board of Directors of SSP Group plc. We are committed to review the policy every two years and reserve the right to reasonably change the requirements of this policy as necessary to keep up with relevant legislation and to reflect our sustainability targets and ambitions.

Our Chief People Officer has overall responsibility for overseeing the implementation and management of this policy and keeping the Board advised on compliance.

The operational responsibility for the execution of day-to-day implementation of this policy sits with SSP regional and country managing directors. They are responsible for upholding our standards and requirements in their own businesses and ensuring compliance at a local level.