

ENVIRONMENT, SOURCING AND FARM ANIMAL WELFARE POLICY



April 2023

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.

Sukh Tiwana

Chief Procurement Officer



Protecting our environment, sourcing our products responsibly and sustainably, and supporting animal welfare are key commitments in our Group Sustainability Strategy.

Importantly, these commitments are supported by clear and measurable targets, including our ambition to achieve net zero carbon emissions by 2040. This means focusing on all aspects of our value chain – from how we source our ingredients and design our menus, to working in collaboration with our suppliers, clients and brand partners.

I truly believe that, together, we can help drive positive change across the food travel sector."

PURPOSE, SCOPE AND APPLICATION

This policy set out our sets out our approach to protecting our environment, sourcing our ingredients and products responsibly and sustainably, and supporting animal welfare.

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 documents, available at [Policies and statements \(foodtravelexperts.com\)](https://www.foodtravelexperts.com/policies-and-statements):

- Our Supplier Code of Conduct, which outlines the minimum standards we expect of our suppliers, including in relation to human rights, product quality and food safety, environmental sustainability, farm animal welfare and business integrity;
- Our Colleague Code of Conduct, which sets out the principles and standards that are expected of all employees regardless of where they work;
- 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 POLICY COMMITMENTS

Protecting our environment

We are committed to minimising the environmental impacts of our business. Environmental impacts include (but are not limited to) greenhouse gas or carbon dioxide equivalent (CO₂e) emissions, energy use, vehicle emissions, packaging materials and single-use plastics, waste management, food waste, water use and disposal, natural resource consumption, and deforestation and biodiversity loss.

Key areas we are focused on include (but are not limited to):

- Working to identify, understand and take steps towards avoiding, minimising and mitigating our associated impacts on the natural environment;
- Driving efficiencies across our business operations and sustainable use of natural resources;
- Working to maintain, enhance and conserve biodiversity, including seeking to ensure key ingredients (e.g. palm oil, coffee, tea, cocoa, beef and soy) are from 'deforestation-free' sources, such as through recognised certification schemes (e.g. Roundtable for Sustainable Palm Oil (RSPO) or Rainforest Alliance);
- Increasing our offerings of plant-based and more climate friendly menu options for our customers;
- Increasing our use of sustainable materials in packaging, including eliminating unnecessary single-use plastics, using paper and card from certified sustainably-managed forests, and using materials that are reusable, recyclable or compostable;
- Following the food waste hierarchy to reduce our food waste, prioritising food from becoming waste in the first instance, discounting or donating unsold food for re-use, and recycling food waste including composting coffee grounds and sending used cooking oil to be turned into biofuels.

Sourcing responsibly and sustainably

We are committed to source our products responsibly and sustainably with due care for the environment and the people involved in their production and manufacture.

We purchase a wide range of ingredients, products and services from a large supply base and highly diversified supply chains across many countries. Our suppliers are valued business partners, and we are committed to treating them fairly and with respect and to building long-lasting and mutually beneficial relationships.

Subject to customer demand and availability, we seek to support national growers and suppliers, avoiding use of air freight where possible, and also looking for opportunities to use seasonal fresh produce within our menus.

Our Supplier Code of Conduct outlines the minimum standards we expect our suppliers of goods and services to SSP, including in relation to human rights, product quality and food safety, environmental sustainability, farm animal welfare and business integrity. We work with the Supplier Ethical Data Exchange (SEDEX) to identify and manage any risks associated to ethical trade and human rights through our supply chains.

Supporting animal welfare

We are committed to working with our suppliers to maintain high standards of animal welfare across our global supply chain. We endorse internationally-recognised 'Five Freedoms' standards for:

- Freedom from hunger and thirst: by ready access to fresh water and a diet to maintain their full health and vigour;
- Freedom from discomfort: by providing an appropriate environment including shelter and a comfortable resting area;
- Freedom from pain, injury or disease: by prevention or rapid diagnosis and treatment;
- Freedom to express normal behaviour: by providing sufficient space, proper facilities and company of the animals own kind;
- Freedom from fear and distress: by ensuring conditions and treatment which avoid mental suffering.

For our sourcing of meat, fish, egg and dairy products, we are committed to working with our suppliers to:

- Ensure full traceability to the farm-level and that only licensed slaughter premises are used;
- Avoid the use of antibiotics routinely to promote growth and prevent disease in healthy animals, in accordance with the WHO Guidelines on Use of Medically Important Antimicrobials in Food-Producing Animals;
- Avoid routine mutilations, including (but not limited to) castration, teeth clipping, tail docking, toe clipping, beak clipping and dehorning;
- Avoid meat from animals that have not been subjected to pre-slaughter stunning, or (in the case of finfish) meat from animals that have not been rendered insensible;
- Ensure ethical standards for animal transportation;
- Exclude animals that have been produced through genetic engineering or cloning;
- Source products that are aligned to Global Animal Partnership (GAP) standards for those species;
- Meet or exceed applicable industry or national standards for supplies of eggs, such as the Lion Code of Practice by the British Egg Industry Council, European Regulation (EU) No. 1308/2013, USDA Shell Egg Grade and Standards;
- Ensure all chicken for SSP own brands in European countries (including the UK) is aligned with the standards of the European Chicken Commitment (ECC) by 2026.

POLICY IMPLEMENTATION

We comply with all relevant laws, codes, and regulations, and act in a responsible manner. Should there be a difference between requirements of this Policy and applicable laws or regulations, we shall comply with whichever is more stringent.

To implement this policy, we are committed to:

- Ensuring that senior managers within our business have clear accountability for environmental and sustainability issues and that our colleagues are provided with relevant information, training and tools for delivering our commitments;
- Identifying best practices and driving continuous improvements in the management, measurement and performance of our environmental and sustainability impacts;

- Working with our suppliers to promote ethical and environmentally responsible practices in our supply chain and to reduce the impacts associated with ingredients, products and services we buy;
- Working with our clients and brand partners to drive continuous improvements in the management, measurement and performance of the environmental impacts associated with the units we operate;
- Identifying material sustainability, environment and climate-related risks and opportunities and ensure these are considered in our business and strategic decision-making, financial planning and governance and risk management processes;
- Setting clear and measurable targets and metrics, and reporting transparently on our performance and progress as part of our annual sustainability reporting.

Our targets

- By 2040, achieve net zero carbon dioxide equivalent (CO₂e) emissions across our value chain (Scopes 1, 2 and 3);
- By 2025, 100% of our own brand packaging to be free of unnecessary single-use plastic and be recyclable, reusable or compostable;
- By 2025, implement food waste reduction programmes in all divisions globally focused on prevention, reuse, recycling and recovery;
- By 2025, 100% of tea, coffee, hot chocolate and fish/seafood for our own brands to be certified against recognised sustainability standards, such as Fairtrade, Rainforest Alliance or Marine Stewardship Council (MSC);
- Each year, ensure our top 50 own brand products in each market are palm oil free, or using RSPO certified palm oil;
- By 2025, 100% of our contracted suppliers to sign-up to our Supplier Code of Conduct or provide their own of equal or better standard;
- Each year, review ethical trade audits for contracted suppliers with higher risks for human rights and modern slavery issues and ensure a timebound corrective plan is implemented to address any issues identified;
- By 2025, 100% of eggs for our own brands to be from cage-free sources;
- By 2026, 100% chicken for our own brands in our European markets to be aligned with the standards of the European Chicken Commitment.

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 Procurement 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.