

ENVIRONMENT, SOURCING AND FARM ANIMAL WELFARE POLICY



April 2024

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 target to achieve net zero greenhouse gas emissions by 2040, from our 2019 base year. 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 (GHG) 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 relevant products (e.g. palm oil, coffee, wood, cocoa, beef and soy) are from 'deforestation-free' sources, and ensuring compliance with relevant legislation, such as the European Union (EU) Deforestation Regulation;
- 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-distribution, 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 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 chains. We recognise farm animals as sentient beings, capable of experiencing positive and negative emotions.

As such, we endorse the 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;
- End the use of prophylactic and routine metaphylactic antibiotics 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;
- Eliminate routine mutilations, including (but not limited to) castration in cattle and pigs, teeth clipping in pigs, tail docking in cattle and pigs, toe clipping and, beak clipping/trimming in poultry and dehorning in cattle, and fin clipping in farmed fish;
- Not source meat from animals (including farmed fin fish) that haven't undergone pre-slaughter stunning;
- Remove the need for culling of day old male chicks within our laying hen supply chain;
- 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. The full text of the ECC can be found in the [Appendix](#).

As part of our sustainability commitments to increasing healthy and sustainable choices and reaching net-zero GHG emissions across our value chain by 2040, we are focused on increasing our range of plant-based offerings and developing plant-forward dishes with a reduced proportion of meat or fish. In doing so, we are further supporting animal welfare by gradually reducing our reliance on animal-sourced foods.

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;
- The measurement of animal welfare outcomes can help identify potential welfare problems, inform ongoing improvements in SSP operations and set targets or benchmark suppliers;
- 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 2025, at least 30% of meals offered by our own brands will be plant-based or vegetarian;
- By 2025, 100% of our contracted suppliers to sign-up to our Supplier Code of Conduct or provide their own equal or better standard;
- By 2025, 100% of contracted suppliers with higher human rights risks to undergo our human rights due diligence;
- 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 or using Roundtable for Sustainable Palm Oil (RSPO) Certified Sustainable Palm Oil.;
- By 2025, 100% of eggs for our own brands to be from cage-free sources;
- By 2030, 100% of eggs for our franchise brands to be from cage-free sources;
- By 2026, 100% of chicken for our own brands in our UK&I and European markets to be aligned with the standards of the European Chicken Commitment;
- By 2025, 100% of our own brand packaging to be free of unnecessary single-use plastic
- By 2025, 100% of our own brand packaging to be reusable, recyclable or compostable;
- By 2025, all divisions globally to have programmes to reduce food waste through prevention, redistribution, recycling and composting;

-
- By 2032, reduce absolute Scope 1 and 2 GHG emissions by 60%, from a 2019 base year; and reduce absolute Scope 3 GHG emissions from purchased goods and services and capital goods by 35% in the same timeframe;
 - By 2040, achieve net zero GHG emissions across our value chain (Scopes 1, 2 and 3), from our 2019 base year.

* Please note, all target dates and base years relate to SSP's financial year end (30 September).

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.

Our purchasing teams are responsible for working with our suppliers to ensure adherence against these policy commitments and the standards outlined in our Supplier Code of Conduct. This includes using internal and/or external assessment and audit mechanisms, and reviewing suppliers' corrective actions to ensure any issues identified are addressed in an agreed timescale. In addition, our purchasing teams are responsible for engaging with our suppliers, where relevant, to help raise awareness and build their understanding, capacity and capabilities to support continuous improvement.

APPENDIX

Full text of the European Chicken Commitment

By 2026, we will require our suppliers to meet the following requirements for 100% of the fresh, frozen, and processed chicken in our supply chain:

1. Comply with all EU animal welfare laws and regulations, regardless of the country of production.
2. Implement a maximum stocking density of 30kg/m² or less. Thinning is discouraged and if practiced must be limited to one thin per flock.
3. Adopt breeds that demonstrate higher welfare outcomes: either the following breeds, Hubbard Redbro (indoor only), Norfolk Black, JACY57, JA757, 787, 957, or 987, Rambler Ranger, Ranger Classic, and Ranger Gold, or others that meet the criteria of the RSPCA Broiler Breed Welfare Assessment Protocol.
4. Meet improved environmental standards, including:
 - a. At least 50 lux of light, including natural light;
 - b. At least two metres of usable perch space, and two pecking substrates, per 1,000 birds;
 - c. On air quality, the maximum requirements of Annex 2.3 of the [EU broiler directive](#), regardless of stocking density;
 - d. No cages or multi-tier systems.
5. Adopt controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion.
6. Demonstrate compliance with the above standards via third-party auditing and annual public reporting on progress towards this commitment.



Further details, including translations, can be found at:

<https://welfarecommitments.com/europeletter>