

Environmental Policy

Version 2.0
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SAMWORTH
BROTHERS

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Introduction

The food industry is up against a lot of fast-moving social and environmental challenges, and we want to make sure that everyone at Samworth Brothers understands the way we intend to tackle them. By reflecting on and reviewing our Responsible Business ambitions, we can make it clearer to all our colleagues, so we're in the best position to take action on our purpose: 'We do good things with great food'.



We think of our Responsible Business approach as a pie, with Samworth Brothers' purpose at the heart and three connected ingredients: people, planet and products that frame how we'll achieve our goals.

We recognise that the food industry has a significant environmental footprint. As a large food manufacturer, we are directly responsible for the carbon we emit from our production facilities and vehicle fleet and have influence over the carbon emitted by suppliers and growers in our supply chain. Quantities of food surplus and waste are impacted by production processes and the effectiveness of our storage and transport. We are taking action to tackle our environmental impact by establishing effective governance systems, setting ourselves challenging improvement targets and reporting on our progress.

Our robust environmental management systems are designed to ensure we reduce our environmental impacts, prevent pollution and meet our environmental legal obligations. We have set targets

and developed plans in support of these goals and are monitoring performance against them. Our policies help us to support the following United Nations Sustainable Development Goals:



Scope

Samworth Brothers Environmental Policy applies to all Samworth Brothers Group business activities and subsidiaries.

The scope of our Environmental Policy is to define how we work in a consistent way under the "Planet" pillar of our strategy, with a focus on reducing direct carbon emissions (scopes 1 & 2), tackling food waste and ensuring environmental compliance.

Our approach to reduce indirect carbon emissions (scope 3), including product level emissions, is detailed in our Healthy & Sustainable Diets and Responsible Sourcing policies.

Related policies include: Responsible Sourcing Policy / Healthy & Sustainable Diets Policy / Packaging Policy.

Environmental Policy Statement

Samworth Brothers are committed to continuous improvement in our environmental performance. We regularly evaluate our processes, set ambitious targets, and adopt best practices to reduce our impact on the environment. We want to ensure that good environmental management is a core foundation of our activities.

Commitments:

Direct Carbon Emissions

- Overall net-zero target: to reach net-zero greenhouse gas emissions across the value chain by 2050.
- Near-term targets (energy & industry):
 - To reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2022 base year.
 - To reduce absolute scope 3 GHG emissions 42% within the same timeframe.
- Long-term targets (energy & industry):
 - To reduce absolute scope 1 and 2 GHG emissions 90% by 2040 from 2022 base year.
 - To reduce absolute scope 3 GHG emissions 90% by 2050 from 2022 base year.

Food Waste

- To reduce food waste intensity by 50% by 2030 from our own operations (from a 2022 base year)

Water Use



- To reduce water intensity by 20% by 2030 from our own operations (from a 2022 base year)

Responsibilities:

- The Group Executive Board is responsible for establishing the Environmental Policy for the Group and for reviewing performance.
- Each business is responsible for:
 - Implementing effective environmental management systems (EMS) and working to ensure they are continually improved.
 - Protecting the environment through the prevention of pollution, compliance with regulations and reducing our environmental impacts.
 - Identifying, assessing and managing impacts from the most significant environmental aspects our operational activities.
 - Ensuring we have identified all environmental regulatory, customer and other requirements and incorporated these into our environmental management systems.
 - Benchmarking and auditing our environmental performance as a means to improve accountability and to drive continuous improvement of our EMS.
 - Developing action plans, agreeing milestones, and reviewing progress, to deliver our commitments.
 - Ensuring the resources to deliver the requirements are implemented.

Governance:

- We will provide our Executive Board with oversight of progress and a review of performance.
- We will measure our performance against our defined environmental objectives and targets on a regular basis and publicly report on progress on an annual basis.

Version	Issue Date	Approval		Revision Notes
2	July 2025	 Simon Wookey Chief Executive Officer	 Andy Wright Responsible Business Director	Update to incorporate new SBTi targets

Our Approach

Measurement & Reporting:

- Each business records and reports performance data to track contribution to our Environmental Policy commitments and to support reduction plans.
- The Group Responsible Business Team will collate and report on environmental data, in accordance with *Responsible Business Data Collection Standards*. Monthly KPI reports will be provided to the business.

Developing Plans:

- Each bakery will operate Plans for Carbon, Food Waste and Environmental Compliance, for both in year reductions and long-term commitments.
- Each bakery will assign a responsible person for leading the development and monitoring of each Plan.
- The Group Responsible Business Team will support bakeries with the development and monitoring of Environmental Plans.
- The Group Responsible Business Team will put in place a *Maturity Framework* to define good practice. The *Maturity Framework* will be used to help support the building of Plans.
- The Group Responsible Business Team will maintain a Carbon Transition Plan. Our Carbon Transition Plan is our strategic roadmap to achieve carbon neutrality by 2050. It outlines the actions we will take to reduce our carbon footprint across all aspects of our operations—from direct emissions in our manufacturing processes to indirect emissions associated with energy consumption, supply chain logistics, and our products. This is a “live plan” that will evolve and be updated.

Operational Environmental Management Principles:

- Store and handle materials and chemicals safely with appropriate containment.
- Utilise materials and chemicals with less hazardous properties where possible.
- Efficient use of materials, energy and water.
- Implement the waste hierarchy, including segregation and collection of waste to aid reuse and recycling.
- Manage bakery non-greenhouse gas emissions to minimise negative impacts on local air quality.
- Manage traffic, odour, visual intrusion and noise to minimise impacts on our neighbours.
- Sustain and promote local biodiversity through sustainable land management and conservation.

Reviewing Progress:

- Our Group Holdings Board is involved in our Responsible Business approach and receives regular updates about our progress. The Group Holdings Board has delegated responsibility to the Group Executive Board to manage the business’ impact on all Responsible Business topics.
- The Group Executive Board (GEB) have overall responsibility for this policy. The GEB receives a Responsible Business Programme update at every monthly meeting. Our Responsible Business Programme is reviewed by our Responsible Business Steering Committee at least twice a year, to ensure the agenda has the support needed to progress at the pace required.
- The monthly Category Board Review Process will review KPIs and performance.

Appendix:

Our approach to carbon target recalculation

Re-calculation of base year emissions:

- According to the GHG Protocol, to “consistently track emissions over time, companies shall recalculate base year emissions when significant changes in company structure or inventory methodology occur. In such cases, recalculating base year emissions is necessary to maintain consistency and enable meaningful comparisons of the inventory over time”.
- Subject to a significance threshold to be determined by the company itself, the GHG Protocol expects a company to recalculate base year emissions when the following changes occur and have a significant impact on the inventory:
 - Structural changes in the reporting organisation, such as mergers, acquisitions, divestments, new joint ventures, outsourcing, and insourcing.
 - Changes in calculation methodologies, improvements in data accuracy (including emissions factors), or discovery of significant errors
 - Changes in the operational or organisational boundaries of the inventory (e.g. changes in the categories or activities included in the Scope 3 inventory or future changes to how emissions are consolidated)
- Given businesses change over time and emissions data is constantly improving, it is likely that base year emissions – particularly Scope 3 emissions – will require frequent updating and refinement to ensure comparisons are fair and reflect real changes in emissions over time.
- When referencing the base year, we mean the base year for any carbon related targets, for example our Science Based Target. If structural, methodological or boundary changes result in Group Scope 1 and 2, or Group 3 emissions changing by 5% or more, then the base year inventory will be re-calculated and restated. If the change is less than 5% then the business may choose to recalculate and restate the base year. This decision will be taken by the Responsible Business Director in consultation with the CEO, CFO and Responsible Business Steering Committee.
- Changes will be made at the end of each financial year. The company will restate updated base year emissions and reported previous years when it reports its latest greenhouse emissions.