



Wonderfield Group

GROUP POLICY DOCUMENT

SUSTAINABILITY POLICY

MAY, 2024

Wonderfield Group Sustainability Policy

Sustainability at Wonderfield is about better food for everyone. For us, this means food that is low impact on the environment and a socially inclusive approach to business, built upon a culture of trust.

As a leading international, multi-channel food and restaurant business, providing fruit, sushi and Asian inspired food to the world's leading retailers and food service providers, we recognise our responsibility to provide products that are kind to both planet and people, now and into the future.

This document sets out our corporate values, our overall approach to Sustainability, and our aligned targets and ambitions across our three respective Environment, Social, Governance pillars: Planet, People, and Product. Further details regarding specific areas of work, can be found in additional documents guides and policies on our website.

Our Values

Own It - We continuously challenge ourselves to improve our sustainability performance:

- by embedding sustainability into our business strategy, operations, and processes
- by integrating sustainability into people's performance objectives, thereby ensuring accountability across the organisation
- by encouraging and empowering our teams to be courageous and confident, to ask good questions, and to take the initiative to overcome complex sustainability challenges

Care About It - We always try our hardest to do the right thing:

- by minimising our impact on the environment and communities in which we operate
- by taking a measured, informed, and realistic approach to decision making (that means not making knee jerk decisions that could end up with unintended consequences)
- by thinking holistically about our impact, not taking shortcuts, and leading by example

Make It Exceptional - We strive to be the best we can, in all that we do:

- by building relationships and working together with our customers, suppliers, and partners to achieve shared sustainability ambitions
 - by using our brand and scale as a force for good, helping to speed up the action required to create a more sustainable future
 - by not accepting the status quo, seeing challenges as opportunities, and embracing change
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Win Together - We respect and value each other, our teams, our partners, and ourselves:

- by acting and communicating with integrity and transparency, being open and honest about what we can achieve (and what we can't)
- by creating a collaborative, supportive and encouraging working culture
- by being proud of what we do and how we do it

Our Approach

Continuous improvement has always been an important part of our DNA and in today's rapidly changing world, now more than ever before, we recognise the need to continuously assess our impacts and improve our sustainability performance wherever we can.

We have identified four key Environmental focus areas:

1. Green House Gas and Energy Use
2. Food Waste
3. Responsible Sourcing
4. Plastics, Packaging and Paper

Identifying these areas helps us to prioritise our efforts and to help guide and challenge us to be the best we can be, across each of our brands.

We have focused our attention on collecting data across the portfolio to create baseline metrics in each of our focus areas. These metrics have allowed us to measure progress against stated targets, while also providing adequate information to allow us to set targets in areas where we were unable to do so previously.

We have moved from the planning to implementation stage of this journey. Brand specific strategic planning documents allow us to develop integrated team roadmaps to meet our goals.

Our business values, approach to sustainability and overall targets, apply to all Wonderfield brands. However, brands may prioritise or achieve targets over different timescales based on legislative and/or partner requirements.

Governance

The Group Chief Development Officer, who reports to the Group Chief Executive has overall executive responsibility for Sustainability. The Group will establish a Sustainability Steering Group who will report to the Executive Leadership Team on progress made against the targets set.

Planet

Energy

As part of a global food and hospitality business, we have an obligation to do all that we can to reduce our impacts to the planet ensuring a sustainable future.

Our Energy Ambitions

- We continue to improve the quality of data across our portfolio of companies as we identify information gaps and implement processes to gather the required category level scope 1, 2 and 3 data.
- Integrating energy use reduction options into all equipment and facility build out or refurbishment decisions
- Implement an energy use monitoring program at company owned or operated locations to identify areas of improvement and allow for a baseline development in order to set target reduction in the future.
- Effective preventative maintenance programs in place to reduce refrigerant and gas leaks

Waste

Supporting a circular economy where everything is valued including waste allows resources to be used more efficiently and nothing is wasted. Categorizing our waste and identifying diversion from landfill opportunities is an important first step in supporting a circular economy.

Our Waste Ambitions

- Track, measure, and calculate overall waste diversion rates at company owned commissaries, warehouses, and offices.
- Identify opportunities to improve diversion rates by working with waste management partners.
- Employee training to promote awareness and participation in diversion programs.
- Set diversion rate targets by location where possible.

Food Waste

Growing food to feed the world's increasing population uses vast areas of land, and abundant amounts of energy and water, which can create social and environmental impacts, pollution, and waste.

Our Food Waste Ambitions

- Set food waste reduction targets by brand where possible.
- Continue to expand our partnerships with 3rd party platforms and programs such as Too Good To Go, Olio and local food banks to divert edible food that is close to end of shelf life from landfill to customers at a discounted price or at no cost.
- Implement food waste separation programs and increase composting activities

People

Diversity, Equity, and Inclusion

The Wonderfield Group is a global business that has been enriched by the diversity of backgrounds, experiences and ethnicities that make up our teams across all our

operations. We are committed to abiding by all laws applicable to where we employ our people but will ensure that all our people are treated the right way regardless of where they live.

We're immensely proud to be part of a community that welcomes everyone regardless of any characteristics and we warmly welcome diversity. The Wonderfield Group is determined to be the most inclusive global food operator, as we know from experience that every one of us can contribute to creating a more inclusive world for our team, consumers, and communities. We believe that true excellence will be achieved through recognising the value of every individual and we are committed to eliminating discrimination amongst our workforces.

We will do this through Affinity – our Diversity, Equity, and Inclusion programme, which aims to provide “A Positive and Safe Work Experience for everyone, the Authentic way.” Affinity is a similarity of characteristics suggesting a relationship, a natural connection, and a feeling of kinship. The programme has five main strategic aims from training and education to ensuring our Senior Teams represent a diverse group of people across the community. We have set ourselves nine target goals and will deliver on them through the engagement of our Affinity Team –made of up HR professionals across the Group Team who are particularly passionate about DE&I and represent the diverse communities that make up our Global teams.

We've made some progress already in this area including implementing Face Forward a Leadership and Management programme specifically for Women, designed female friendly policies on issues such as Menopause and Period dignity as well as the launch of an enhanced parental leave policy in the UK.

Our Diversity Equity and Inclusion Ambitions

- For our team members to see and believe that they have an opportunity to progress and succeed at Wonderfield Group, by ensuring our Senior Management and Executive Teams represent a diverse group of people
- To educate and train all Leaders, Managers and Team on DE&I related subject matter to ensure that everyone has the confidence and knowledge needed to address and discuss these topics in the workplace. To ensure everyone feels supported and safe to be themselves at work
- To ensure the Wonderfield Group has an external voice which communicates our position on anti-racism and social justice issues more often. That we promote and disclose our stance on eliminating prejudice and our messaging aligns with Leadership actions
- To ensure everyone is part of the conversation and transparent discussions are happening across the Group. To hear from leaders more often about the realities of what is happening at the organisation so everyone can collaborate on a solution
- For us to start and continue this journey together. To inform our Team about next steps and what we are doing to continue developing Wonderfield into a diverse, equitable and inclusive workplace and to build a sense of accountability around these commitments

Our DE&I Programme Goals

- i. Our main focus for 2024 is on the continuation of training and education across the Group on DE+I initiatives. This will make sure correct and respectful conversations are happening across the organisation as people become increasingly educated and comfortable discussing these topics.

- ii. Increase female and BIPOC representation at all levels of the organisation, particularly the Executive Leadership Team and Senior Management Group
- iii. Report a 0% Gender Pay Gap for the Organisation
- iv. Review all recruitment practices with a view to removing all potential barriers by half year 2024 and target underrepresented groups of the community in our talent attraction strategies
- v. Ensure every member of our teams are trained in meaningful DE&I practices
- vi. Redesign our policies to ensure they are wholly inclusive, and we introduce those to support minority groups.
- vii. Increase participation in our Annual Survey to clearly mark the way forward
- viii. Look at how we can help our Team through many of life's challenges by launching new policies designed to support, such as Period Dignity, Menopause, Cancer at Work and Infertility.

Human Rights & Workplace Practices Targets

- Complete Tier 1 and Tier 2 vendor mapping to determine high risk areas within the supply chain.
- Ensure our supplier approval programs include documentation and validation for traceability of modern slavery/forced labour/child labour training and legislative requirements.
- Develop effective vendor policies and management action plans to mitigate forced or child labour when identified.

Privacy & Data Security

As a global business, we comply with the data privacy laws where we operate. Our business and change management processes are always designed to ensure data privacy for our employees, suppliers, and customers and to comply with our group's policies. We ensure these policies are known to all staff through training, and various communication methods. The group's key Privacy and Data Security Policies are as follows:

- Information Security Policy
- Information Handling Policy
- Group Data Breach Policy
- Group Data Subject Request Policy
- Group Change Management Policy
- Compliance to the PCI DSS Policy

Our Privacy and Data Security Targets

To ensure data privacy in our supply chain, all suppliers will be assessed to ensure that they operate to the same level so as not to compromise the groups operation.

To ensure that the business can operate in the event of a ransomware attack, all business services will have a business continuity plan which will detail how business operations will be restored and can continue should any events arise.

To demonstrate the groups' data security standard, the group will maintain a certification in:

- PCI DSS, across all countries where we take payments
- Cyber Essentials
- Cyber Essentials Plus

Products

Responsible Sourcing

We recognise that we are only as sustainable as the suppliers from whom we buy our products. Sustainability is integrated into our buying practices, and we work closely with our suppliers and industry partners to continuously improve the traceability and transparency of our products, as well as their overall sustainability performance.

Our Sourcing Targets

- 100% of tuna, salmon, shrimp, and surimi will be certified responsibly, sustainably, and ethically sourced by end of 2024
- Implementation of our Responsible Sourcing Standards Guide with 100% of Tier 1 suppliers by end of 2024
- 100% of other key ingredients (chicken, beef, pork) responsibly sourced or certified to 3rd party verified standards by end of 2025
- Understand the impact of the Groups procurement strategies with particular regard to commodities impacting deforestation

Fish & Seafood

Responsibly sourcing high-quality seafood is extremely important to us, and we have stringent sourcing criteria to determine our purchasing decisions.

We aim to only source seafood that is either certified to a recognised sustainability standard or has a Marine Conservation Society (MCS), Good Fish Guide rating of 1 ("Best Choice") to 3 ("OK" to source), using the below hierarchy of preference:

- a. We source seafood certified to an internationally recognised standard (usually such as Global Gap, ASC, BAP4* or MSC)
- b. If not certified, we source from fisheries or farms with a MCS rating of 1-3
- c. Where no MCS rating exists, we use the Monterey Bay (Seafood Watch) Fish Source rating or other sources of information to establish that the environmental and social sustainability status is in line with SSC Codes of Conduct
- d. Seafood with an MCS rating of 4 ("Requires Improvement") can in some cases be sourced, but usually only if engaged in a recognised FIP (Fishery Improvement Project) or Marine Stewardship Council (MSC) Pre-Assessment, with demonstrable progress being shown, or if there are plans in place to move to a more sustainable option once existing stock has been used

Plastics, Packaging & Paper

We recognise that the nature of our prepared products and the format in which they are sold requires the need for packaging to provide the freshest, highest quality food for our customers.

Our focus is on minimising our demand on our natural resources and maximising the efficiency with which we use them. We support the US, Canadian and UK Plastics Pact goals and are looking at how we can collaborate with innovative and creative suppliers and industry partners to work holistically to reduce the demand and our impact of our primary, secondary, and tertiary packaging.

Our Packaging Targets

- All primary plastic packaging (trays/bowls/boxes/lids/bags) will be 100% reusable, recyclable or compostable by 2025
- 30% average post-consumer recycled content across all plastic packaging by 2025
- Eliminate all unnecessary and problematic plastic by 2025
- Fibre based packaging to be 100% deforestation free & FSC/PEFC certified by 2030
- Investigate opportunities for re-usable packaging where facilities exist in order to support the circular economy

Finding out more and looking ahead..

The challenging work now begins to turn our Group Sustainability ambitions into action.

In the meantime, we are always eager to hear from our teams, customers, and guests around how we are doing and how we can do more to make a positive difference - so please do get in touch if you have any ideas or questions.

Richard Hodgson, Wonderfield Group CEO

May, 2024
