



Topic	Metric	Score	Product of Supply	Food Foundation analysis	Evidence and links to sources
Healthy & Nutrition					
Healthy & sustainable food sales 1.00					
N1	Company has a target for, and reports on, a sales-weighted % increase in healthy food, menu items or products quantified using a transparent and recognised approach.	1	P	We continue to be supporters of PHE's nutrient reduction programmes (salt, sugar and calories) and as such we strive to achieve their targets where possible from a technical, quality, taste and safety perspective. As an early supporter of PHE's sugar reduction programme, we achieved a 20% sugar reduction within our desserts in Beefeater and Brewers Fayre (Autumn Winter menu 2019, when the business was fully operational pre-pandemic, vs a 2015 baseline). We have been reducing salt steadily in our dishes since 2012, and we are now working towards the new 2024 salt targets, in 2019 72% of our products met the PHE salt targets. We are also working towards the new calorie reduction targets. We have strict nutrition standards for our children's menu, which includes limits for calories, fat, saturates, sugar and salt, as well as targets for 5 a day.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	1	P	Brewers Fayre are proud to be Peas Please pledgers, committing to ensure that our children's main meals include at least two portions of veg through our new menu developments and also committing to continuous progress thereafter. We also ensure that we have some starters, desserts and drinks within our children's menu which contribute 1 of your 5 a day.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
N3	Company has a target for, and reports on, a % shift in protein procurement or sales that come from animal vs plant-based protein sources.	1	P	We offer delicious vegetarian options and we never use artificial colours or flavours.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
Encouraging healthy & sustainable diets 1.00					
N4	Company has a target for, and reports on, the % of menu items or products with intuitive front-of-pack or (restaurants and caterers) consumer-facing nutrition labels (ideal 100%)	1	P	In 2022 all our physical and digital menus will include calorie information in line with the new calorie labelling regulations. We will continue to provide full nutrition information online to assist our customers in making informed choices.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	1		We comply with all UK and industry codes on advertising to children and we are committed to working with the Department of Health and other devolved Governments on their respective proposed frameworks on advertising and promotion of HFSS foods to ensure all promotional activities are proportionate and responsible whilst offering choice and value for money for customers. We also have our own internal Responsible Advertising and Marketing Principles to guide our marketing teams and agencies as well as a robust policy on marketing to children. We are a founding member of the Out of Home Food and Drink Alliance that developed a Code of Practice for Out of Home companies to follow, setting out a series of commitments on reformulation, menu development of healthier choices, responsible marketing and customer communications. We have been a long standing supporter of the Soil Association's Out to Lunch campaign with Brewers Fayre and Beefeater children's menu rated in the Top 10 of restaurant chains assessed for their nutrition and sustainable sourcing credentials as well as family friendly environments. We are also a signatory to the Food Foundation's Peas Please pledge committing to serving two portions of vegetables for every main course on our Brewers Fayre's children's menus.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
N6	The company can evidence reducing food insecurity by improving the accessibility and affordability of healthy food via at least one major strategic or collaborative initiative.	1		Covid- Partnered with FareShare redistributed surplus over half a million meals and those meals reached over 1000 local charities.	https://www.whitbread.co.uk/sustainability/community/impact/
Environment					
Climate change 2.50					
E1	Company has a target for, and reports on, scope 1 & 2 emissions reduction (Science-based target)	3		Target to reduce carbon emissions intensity by 50% by 2025 and become net-zero by 2040. 61.2% scope 1 and 2 intensity reduction from the 2016/17 baseline year. 20% of our sites have solar and 100% renewable energy powering our estate. (Target date brought forward to 2040 from 2050). We continue to trial cutting edge technologies that will form the investment programme of future years <ul style="list-style-type: none"> We have installed advanced heat recovery boilers and air source heat pumps for efficient hot water generation In 2019, our Edinburgh Gyle hotel became the first battery powered hotel in the UK From 2021, we will be introducing the GeniePoint Network of high-powered electric vehicle chargers at Premier Inn hotels across the UK. Together with ENGIE, we aim to install up to a thousand GeniePoint Network rapid charging points, with 600 committed over the next three years. We continue to monitor innovations in areas such as green gas, F gas and the electrification of vehicles We are mapping our business for Scope 3 emissions Every new hotel opening in our estate is an opportunity to ensure high standards of energy and water efficiency in our new buildings.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf https://www.whitbread.co.uk/whitbread-announces-net-zero-carbon-target-on-earth-day-10-years-ahead-of-previous-commitment/
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	5	We have carried out a scope 3 emissions analysis and calculated the scope 3 emissions attributable to purchased goods and services from the quantity of products purchased in 2018/19, using LCA emission factors relevant to each product category. This has been reported within the CDP climate change questionnaire that was submitted in August 2020 (CDP score A-).	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website. CDP.
Biodiversity 2.00					
E3	Company has a target for, and reports on, zero net land-use conversion through company's reliance on palm oil as a product or an ingredient.	2	5	WWF palm oil- 6 out of 22, lagging behind- 2019 We're Roundtable on Sustainable Palm Oil (RSPO) members as we work towards certified, sustainable palm oil.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website. CDP.
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	1	5	Committed to working towards a level of assurance that soy is sourced responsibly. Scope of this policy does not include the soy or soy by-products used in animal feed at this time.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website. CDP.
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	3	5	All of our beef is sourced from the UK and Ireland meaning we can support local farmers to supply our much loved steaks. All British steaks are sourced through Red Tractor farmers to maintain high sustainability, farming and animal welfare standards.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website. CDP.
Sustainable food production practices 2.00					
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	3	5	100% wild caught fish is MSC certified Farmed fish such as prawns, need to be certified to the equivalent Aquaculture Stewardship Council (ASC), GlobalGAP or BAP standards. Company feedback: As of year-end 2018/19, we had 100% MSC certified wild caught fish and this is published in our Sustainability Targets section#.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	1	5	100% of the tea and Lavazza coffee served comes from Rainforest Alliance certified farms. "Where practicable, we work with suppliers, contractors and partners to minimise the environmental impact and encourage sustainable sourcing."	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
Water use 1.50					
E8	Company has a target for, and reports on, water use reduction in operations	2		Target: Reduce water use by 20% relative to turnover (against a 2014/15 baseline) by 2020. 2018/19: Reduced water use by 1.32% relative to sales turnover. 2020: Reduced our water usage relative to sales by increasing installation of showers instead of baths in new builds, low flow shower heads, dual flush toilets, customer towel reuse messaging, increased leak detection and fixes. In the past year have identified and fixed leaks saving an equivalent of over 30 Olympic size swimming pools of water. (mainly hotel operations).	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website. CDP.
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	1	5	We will minimise water use across our business and champion water stewardship within high risk areas.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website. CDP.
Food loss & waste 1.33					

E10	Company demonstrates strategies to engage with customers on food waste and contributes to collaborative initiatives (in UK: Food Waste Action Week).	1	P	Target to cut our food waste by 50% by 2030 by •Ingredient pack sizing is carefully considered for portion control and flexibility	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
E11	Company has a target for, and reports on, a % reduction in food sold or handled and discloses volumes redistributed, sent to animal feed, anaerobic digestion, and land-fill.	2	P	Target to cut our food waste by 50% by 2030 by In 2020, we reduced our food waste by 63.4% from a 2018 baseline year. Whilst this was not a typical year due to lockdown restrictions, we adapted our menu offerings to maximise the usage of committed stock both in our freezer stores and with our suppliers, and we opened our restaurants in July 2020 with a reduced menu to maximise usage of ingredients within our current store cupboard. Not only this, but we avoided over 300 tonnes / 500,000 meals of food waste generation by donating to charity partners across the UK.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
E12	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	1	S	We work with suppliers to reduce waste across the supply chain. • We partner with FareShare and The Real Junk Food Project to donate excess food from our distribution centres. We record our food waste to identify trends in what is being thrown away so that we can plan projects to reduce this	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
Plastics		2.00			
E13	Company has a target for, and reports on, % plastics packaging that is recyclable.	2	P	Target: Ineas direct operations recycling rate to 80% by 2020. 2018/19: 72.94%. Target to be reviewed	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
E14	Company has a target for, and reports on, reducing single-use plastics without eating a food waste risk	2	P	Eliminate unnecessary single use plastic by 2025. 2 tonnes of single use packaging removed from uniforms. We already have a great track record of minimising the use of single-use plastics, becoming the first hotel group to stop the use of plastic straws and stirrers and, unlike many other hotel operators, we have never used miniature shower products. Company note: This year we have had to focus on ensuring the safety of our teams and our guests during the pandemic, and this includes preventing the spread wherever possible. Like many industries we recognise that this has meant, in some cases, an increase in single-use plastic where it is necessary and safer to do so for our teams to prevent the spread of COVID-19. However, this has not stopped us in the good work we are continuing to do. We completed the mapping of single use plastics in our business and continue to seek out projects that reduce or remove unnecessary single-use plastic.	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
Animal welfare & antibiotics		1.50			
E15	BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.	2	S	Tier 2	BBFAW
E16	Company has a target for, and reports on, zero supply chain use of antibiotics as a prophylactic or growth promoter and to reduce the total use of antibiotics classified as "medically important antimicrobials".	1	S	Our species policies outline our approach to antibiotic usage dependent on their specific requirements. With these, we are committed reducing the use of Highest Priority Critically Important Antimicrobials (HPCIs) and prophylactic use of all antimicrobials unless these have been clinically substantiated to protect Animal Health and Welfare and are under veterinary supervision. Supplying farms must be certified to a nationally recognised Farm Assurance scheme such as Red Tractor, Bord Bia, Global GAP or QS or where one does not exist there must be evidence of an equivalent monitoring system in place. Whitbread required suppliers to communicate their Beef Welfare policy in their supply chain, evidence accreditation, ensure Whitbread representatives, are given access to sites, accurately and transparently communicate with these standards and collaborate with suppliers, ensure that legal compliance on animal welfare standard.	https://cdn.whitbread.co.uk/media/2021/02/03141616/Whitbread-Animal-Welfare-Policy-Oct-2020.pdf https://cdn.whitbread.co.uk/media/2021/02/03141554/05-06-2019-Beef-Welfare-Policy-V4_.pdf
Social inclusion					
Human rights		1.50			
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	1		Wages and all legally mandated benefits paid for regular hours of work meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income	https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf And company website.
S2	Company has a target for, and reports on, the % of major suppliers engaged to ensure human rights and labour rights, including and beyond tier one. Must include engagement on child and forced labour, and health and safety of workers.	2	S	100% of our tier 1 supply chain for human rights risk. Purchase goods from 2,200 direct suppliers and have identified 28 critical (Tier 1) suppliers Clear supplier checks for human rights across the supply chain. In 2020/21 we achieved connection with every high-risk food and beverage supplier on the SEDEx platform as well as many of their own Tier 1 and 2 suppliers, providing us with more detailed information to conduct due diligence and monitor improvements along the supply chain. Throughout the year, we have continued to strengthen our partnership with STOP THE TRAFFIK who provide specialist knowledge and expertise on modern slavery to us. This year, we've worked closely on our supply chain mapping beyond Tier 1 suppliers. Targets: We will source responsibly and with integrity • Human rights will be respected across our value chain • We will work with our supply chains to source to internationally recognised sustainability standards Case study- Griffiths Family Farms Whitbread Egg Supplier. Modern Slavery incorporates forced labour, health and safety.	https://cdn.whitbread.co.uk/media/2021/05/07104656/The-Modern-Slavery-Act-Statement-202021.pdf https://cdn.whitbread.co.uk/media/2021/02/25173536/Whitbread-Environmental-Social-and-Governance-Report-202021-1.pdf