

Topic	Metric	Score	Product of Supply	Food Foundation analysis	Evidence and links to sources
Healthy & Nutrition					
Healthy & sustainable food sales					
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.	1.93	P	Commitment: We will improve the nutritional value of our menu by continuing to reduce sugar, salt and calories, and will continue to develop inclusive menus for customers with a range of dietary needs. We will do this in a responsible and transparent way whilst maintaining great taste, quality and value for money for our guests. 2021: reduced the sugar in our Beefeater and Brewers Fayre puddings by 5.8% and 11% respectively against a 2015 baseline as part of the Office for Health Improvement and Disparities' (OHID) target to reduce sugar by 20%. In 2019 we had exceeded this target with a 31.2% and 33.9% reduction, but we changed this to per 100g to align with OHID reporting requirement. We remain committed to reducing sugar in our dishes and will work towards targets set by the next stage of the OHID's sugar reduction programme.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	1	P	Brewers Fayre continues to be a signatory on the Peas Please Pledge, offering two portions of vegetables with every child's main meal. We will be reporting back on our progress to The Food Foundation in summer 2022.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
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.	2	P	Brewers Fayre and Beefeater launched a Meat-Free campaign in January 2022, for Veganuary, signposting our extensive meat-free and plant-based offering across all our brands and platforms. For some brands, we saw a 10% increase in meat-free dishes sold in this period. We know that plant-based food is a fast-growing segment and our Chefs are working hard to ensure that our guests always have a range of vegetarian and vegan choices on our breakfast, lunch and dinner menus. We added over a dozen new options this year, bringing our total number of vegetarian and vegan dishes to more than 80	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
Encouraging healthy & sustainable diets					
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	We want our guests to be able to make informed choices about the food and drink they order. So, in addition to calorie labelling being available on our websites and in restaurants, we will ensure that calorie labelling for all our dishes is available at all customer points of choice, including delivery platforms and apps, in line with Government guidance.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	1		We will strive to be a leader in our sector for delicious, appealing and healthier children's food (eg through children's menus and Peas Please pledge)	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
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		In 2021/22 we donated more than 620,000 meals to charity and are proud to continue to support families and individuals in need. We will continue with these partnerships and other initiatives to ensure that we meet our 2030 target.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
Environment					
Climate change					
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	2.5		Commitment: Scope 1 & 2, net zero by 2040, 80% reduction by 2030. Scope 1 & 2 emissions have been submitted to SBTi for validation. Current data: 50.1% Scope 1 and 2 emissions intensity reduction from the 2016/17 baseline year. Absolute emissions: 2021 increased vs previous year (69,729 tonnes vs 51,079) due to reopening of large parts of the business since covid-19.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	S	Commitment: We will reduce our Scope 3 carbon emissions intensity by 50% by 2035 and 64% by 2050. Data: Over 540,000 tonnes CO2 eq in our supply chain (majority 43% in food and beverage goods and services)	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
Biodiversity					
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	S	This year, we became RSPO (Roundtable Sustainable Palm Oil) supply chain certified. This means we now have certified processes and systems to maintain the chain of custody of certified palm oil in our organisation. We are the first UK pub or hotel group to have this certification. We are targeting 100% certified palm oil and are working with our suppliers to report on progress against this by the end of this year.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
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	S	Same as last year: 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/2022/05/Whitbread-ESG-Report-2021_22.pdf
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	3	S	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/2022/05/Whitbread-ESG-Report-2021_22.pdf
Sustainable food production practices					
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	S	We have retained MSC Chain of Custody status and 100% of our whole fish is certified to international standards.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	2	S	Same as last year: 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." Our Responsible Sourcing Programme ensures that we are sourcing our key commodities such as palm oil, cotton, timber, fish, beef to the standards set out in our commodity specific policies	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf https://www.whitbread.co.uk/governance/reports-policies/
Water use					
E8	Company has a target for, and reports on, water use reduction in operations	1.5		Commitment: We will minimise water use across our business and champion water stewardship with high-risk areas. Data: 62,665m3 of water saved through internal water auditing and supply pipe leak detection Sites in high-risk water areas have been selected to trial four water efficiency measures to reduce consumption	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	2	S	We will minimise water use across our business and champion water stewardship within high risk areas. (but this focuses on sites in high risk regions, not supply chains).	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
Food loss & waste					
E10	Company demonstrates strategies to engage with customers on food waste and contributes to collaborative initiatives (in UK: Food Waste Action Week).	1.33	P	Target to cut our food waste by 50% by 2030. This year, we have continued to develop our dishes, plan portion sizes and work with our suppliers to reduce waste across our supply chain.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf
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.	1	P	Target to cut our food waste by 50% by 2030. & zero to landfill (not just food) Data: 32.3% reduction from our 2018 baseline year. 99.9% not to landfill (not just food)	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021_22.pdf

E12	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	1	S	Target to cut our food waste by 50% by 2030. This year, we have continued to develop our dishes, plan portion sizes and work with our suppliers to reduce waste across our supply chain.	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021-22.pdf
Plastics		1.5			
E13	Company has a target for, and reports on, % plastics packaging that is recyclable.	1	P	No mention in current 2021 ESG report. Previous data from 2019: Target: Increase direct operations recycling rate to 80% by 2020. 2018/19: 72.94%. Target to be reviewed	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021-22.pdf
E14	Company has a target for, and reports on, reducing single-use plastics without creating a food waste risk	2	P	Eliminate unnecessary single use plastic by 20205. Data: In progress - it has been a challenging year for this target with the impact of COVID-19 as the requirements for PPE and plastic screens, have added a huge amount of plastic to the business	https://cdn.whitbread.co.uk/media/2022/05/Whitbread-ESG-Report-2021-22.pdf
Animal welfare & antibiotics		1.5			
E15	BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.	1	S	Tier 3	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".	2	S	medicines including antibiotics will only be used where it is absolutely necessary to ensure good health and welfare. Our species policies outline our approach to antibiotic usage dependant on their specific requirements. With these, we are committed reducing the use of Highest Priority Critically Important Antimicrobials (HPClAs) and prophylactic use of all antimicrobials unless these have been clinically substantiated to protect Animal Health and Welfare and are under veterinary supervision. Substances such as growth promoter hormones will never be used. No data found for 2021. During 2020 & 21 we were not able to conduct as many on site audits of our suppliers as in previous years due to lockdowns. 2019/2020 data shows reduction in usage in countries in Whitbread's supply chain but not specific Whitbread suppliers.	https://cdn.whitbread.co.uk/media/2021/02/08133003/Whitbread-Animal-Welfare-Policy-Oct-2020-1.pdf https://cdn.whitbread.co.uk/media/2021/03/09103845/Outcome-Measures-and-Key-Performance-Indicators-2020.pdf
Social inclusion					
Human rights		1.5			
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	1	S	All of our employees, including lodging facility staff earn more than minimum wage. We will ensure that 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 will always be enough to meet basic needs and to provide some discretionary income.	https://cdn.whitbread.co.uk/media/2022/06/Human-Rights-Policy.pdf
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	Human rights will be respected across our business and value chain. We undertake robust due diligence on all our suppliers and we risk assess 100% of our Tier 1 supply chain for human rights risks in addition to running regular audits. However, we know that audits alone are not enough and we strive for 'engagement over audit', working directly with suppliers in sectors of high risk. Human Rights Policy & Morden Slavery incorporates child labour, forced labour, health and safety. 2019/2020: 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. Our Modern Slavery statement outlines the detail of our policy and programme each year.	https://cdn.whitbread.co.uk/media/2022/06/Human-Rights-Policy.pdf https://cdn.whitbread.co.uk/media/2022/04/The-Modern-Slavery-Act-Statement-2021-22.pdf