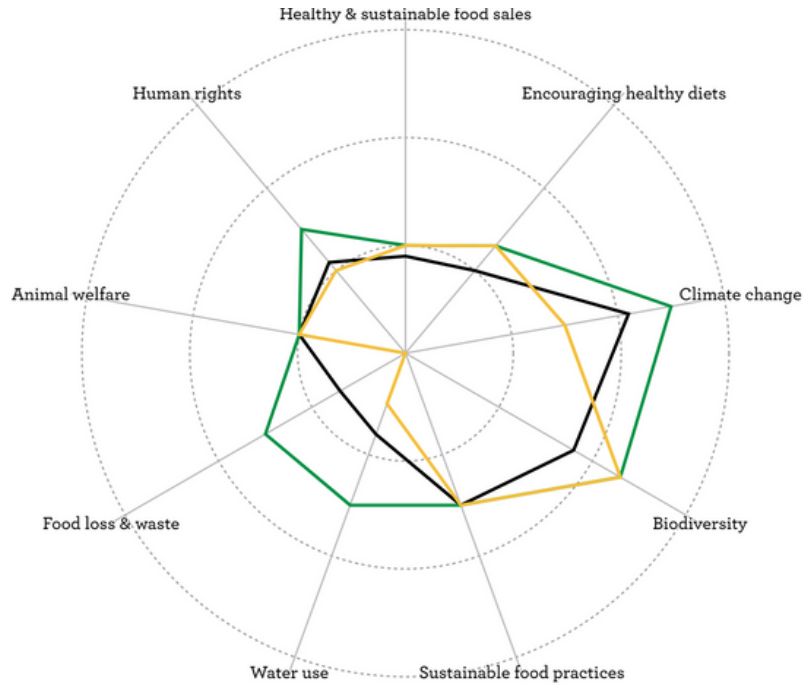


# J D WETHERSPOON

This analysis is based on information in the public domain, using existing benchmarks, corporate reports and websites, with a fact-checking period provided for each company.

● Average 
 ● Leadership 2023 
 ● Mitchell & Butlers 
 ● Nandos 
 ● Restaurant Group 
 ● Weatherspoons 
 ● Whitbread



## SPIDER DIAGRAM ▲

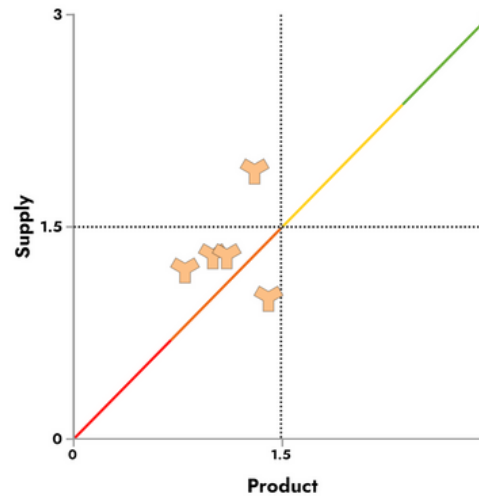
The summary profile comparing J D Wetherspoon, the average and 2023 leadership profile. The leadership profile is calculated from the best score from any company on each individual metric.

Scores closer to the outer ring of the circle indicates a company has both clear targets and reporting against those targets. Whereas the scores closer to the centre of the circle indicate lack of clear target or disclosure of data.

Company	Healthy & sustainable food sales	Encouraging healthy diets	Climate change	Biodiversity	Sustainable food practices	Water use	Food loss & waste	Animal welfare	Human rights
Leadership 2023	●	●	●	●	●	●	●	●	●
Mitchell & Butlers	●	●	●	●	●	●	●	●	●
Nandos	●	●	●	●	●	●	●	●	●
Restaurant Group	●	●	●	●	●	●	●	●	●
Weatherspoons	●	●	●	●	●	●	●	●	●
Whitbread	●	●	●	●	●	●	●	●	●

## TRAFFIC LIGHT SCORE ▲

Traffic lights are allocated from the same data used in the spider diagram profiles.

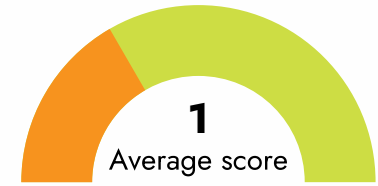


## PRODUCT VS SUPPLY CHAIN ▲

Companies are rated on two dimensions, product and supply chains. Ratings for this are calculated from scores on specific metrics related to healthy and sustainable products or to sustainable and equitable supply chains.



# J D WETHERSPOON

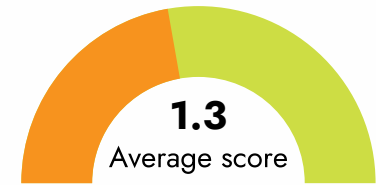


## Healthy and sustainable food sales

	Metric	Score	The Food Foundation analysis	Evidence
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 have fully supported the Public Health Responsibility Deal, from its introduction in 2011.</p> <p>We have signed up to the following pledges in the food section of the Public Health Responsibility Deal:</p> <ul style="list-style-type: none"> <li>- Calorie reduction</li> <li>- Salt catering: reformulation of products as purchased by the customer</li> <li>- Salt reduction</li> </ul> <p>We have a target of reducing total sugar by 20% by 2025 (measured from a January 2015 baseline). These reductions will be achieved through a combination of reducing portion sizes and adapting recipes.</p> <p>We are committed, by 2025, to not offering any dessert or individual product which contains more than 50% of the daily recommended intake of total sugar.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	1	<p>We support the Food Foundation's 'Peas Please' campaign and, in 2019, made the following pledge:</p> <p>We are ensuring that our children's meals include at least two portions of veg. We already have two portions as an option with all 'bigger appetite' dishes and most 'smaller appetite' dishes and plan to review how the default can be improved. We are also due to trial a free 'carrot bag' early 2020, as well as menu redevelopment to get more 'hidden' veg included. With our pledge, we commit to aiming for continuous progress to increase the portions of veg which we serve to children every year.</p> <p>Fruit, vegetables and salads will be available on all menus.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>
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 will evolve and promote 'Your Choice' menus to include 'low-calorie/lighter meals' options and 'vegetarian and vegan' options.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>



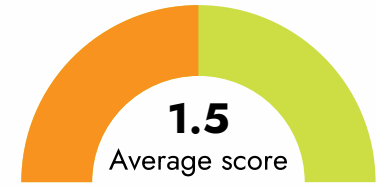
# J D WETHERSPOON



## Encouraging healthy & sustainable diets

	Metric	Score	The Food Foundation analysis	Evidence
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 will provide customers, at the point of sale, in addition to the website and online channels, with clear, easy-to-understand nutritional information – as a minimum, this will include Calories (kcal), sugar, salt and saturated fat and full ingredient declarations for each product in each dish.</p> <p>We will utilise technology to encourage customers to access nutritional information and to search for menu items, based on calorie levels and/or allergens.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	2	<p>We will not advertise anything HFSS to children across any channel, as defined by Ofcom Nutrient Profiling Model.</p> <p>We will adhere to the BCAP, Ofcom and CAP codes for advertising to children.</p> <p>We will continue to support the five-a-day message for fruit and vegetables. All children's meals will be served with a portion of vegetables or a side salad – and a portion of fruit.</p> <p>Children's meals will not contain any artificial colours or flavours.</p> <p>We will promote healthier choices, wherever possible, highlighting healthier swaps on menus.</p> <p>We will not market, to children, fizzy drinks or any other drink which falls under the SDIL.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>
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	<p>Any unwanted, yet fit-for-consumption, food is donated to our charity partner FareShare, which distributes it to food banks, community centres and/or others in need.</p>	<a href="https://www.jdwetherspoon.com/about-us/environment">https://www.jdwetherspoon.com/about-us/environment</a>

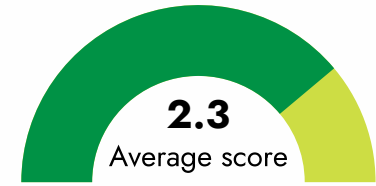
# J D WETHERSPOON



## Climate change

	Metric	Score	The Food Foundation analysis	Evidence
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	2	<p>Overall, the company has achieved a reduction of 49.5% in scope 1 and scope 2 emissions since financial year 2014.</p> <p>The company is focusing on three main areas to achieve further reductions, along with the added incentive of reducing the impact of any future energy price fluctuations:</p> <ul style="list-style-type: none"> <li>· Reducing energy consumption</li> <li>· Improving energy-efficiency</li> <li>· Use of renewable energy</li> </ul> <p>We are developing a road map for getting there. The company is working with an organisation called Carbon Intelligence and, in January 2023, committed to the Science Based Targets initiative (SBTi) for all pub operations and the global supply chain, in line with avoiding the worst effects of climate change. Agreeing on science-based targets will ensure that the company follows a credible and scientifically verified carbon-reduction pathway.</p> <p>The company is a member of the Zero Carbon Forum, a non-profit-making organisation supporting the hospitality industry to comply with government reporting requirements and implement a roadmap to net-zero carbon emissions.</p> <p>Have been listed in the 2022 FT-Statista Europe's Climate Leaders list, highlighting companies which, over a five-year period, have achieved the greatest reduction in emissions.</p>	<a href="https://www.jdwetherspoon.com/about-us/environment">https://www.jdwetherspoon.com/about-us/environment</a>
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	1	<p>Scope 3 is the largest contributor to the company's overall emissions, representing an estimated 89% of our total output; however, measuring carbon emissions in our supply chain is complex.</p> <p>As our starting point, we are allocating carbon emissions for every product which we sell, including food, drinks and hotel rooms. Where detailed data is not currently available, we are making assumptions based on industry averages. Over time, this data quality will improve.</p> <p>Reducing our scope 3 emissions will rely, ultimately, on a partnership approach with our UK and worldwide suppliers and on their plans to reduce carbon emissions.</p>	<a href="https://www.jdwetherspoon.com/about-us/environment">https://www.jdwetherspoon.com/about-us/environment</a>

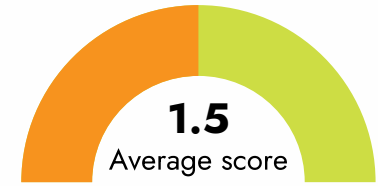
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## Biodiversity

	Metric	Score	The Food Foundation analysis	Evidence
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	For cooking purposes, the company uses roundtable sustainable palm oil (RSPO)-certified oil, meeting the global production and supply chain requirements for sustainable palm oil. Annually, the company completes traceability tests with suppliers, back to first importer. All palm oil used as an ingredient in supplied products is RSPO certified. No new products are listed without this certification. The company is working with suppliers to identify other areas which may use palm oil products or derivatives, such as cleaning or personal hygiene products.	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	2	We are working with suppliers to ensure, by the end of 2023, that all soya used as animal feed in the supply chain is certified sustainable according to a recognised certification scheme. The data-capturing process is under way and we currently understand, for 50% of our chicken products, that our suppliers have implemented sustainable soya policies and/or practices to ensure that soya is not coming from areas of existing or formed rainforests, primary forests, high-conservation-value lands, high-carbon- stock forest areas or illegally deforested areas in the Amazon Biome. No new products will be listed without this certification for animal feed. We use UK beef which is produced using predominantly a forage-based diet with only a small amount of soya as animal feed, on which we look to capture origin data.	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	3	Beef is sourced from farms in the UK and Ireland, operating under the Red Tractor and Bord Bia quality-assurance schemes which promote best farming practices.  Farmers must provide adequate animal shelter from rain/sun, particularly at vulnerable times, such as calving. The majority of the animals' diet must comprise grazed grass and grass-based winter forages.	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>

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## Sustainable food production practice

	Metric	Score	The Food Foundation analysis	Evidence
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	<p>All fish is wild; no farmed fish is used.</p> <p>Cod and haddock are sourced from Marine Stewardship Council (MSC) fishing grounds in the North Atlantic, rated as either 2 or 3 by the Marine Conservation Society. The company has achieved MSC Chain of Custody certification.</p> <p>Scampi is sourced from fishing grounds around the UK and Ireland, the weighted average MCS score for these fishing grounds being 2.98.</p> <p>Tuna is dolphin friendly and caught using purse seines and is FAD (fish aggregating device) free.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	1	<p>All eggs, including those used as an included ingredient in supplied products, are from hens reared in free-range systems and cage free. Fresh whole eggs are sourced in the UK and are all RSPCA assured and display the British Lion quality mark.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a>

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## Water use

	Metric	Score	The Food Foundation analysis	Evidence
E8	Company has a target for, and reports on, water use reduction in operations	1	<p>Water usage is monitored across all pubs and head office. Where possible, we are installing low-flow or push-button taps, along with toilets requiring less water to flush. We are trialling data management systems which help to pinpoint unexpected changes in water consumption – which may indicate a change in behaviour or a supply leak.</p> <p>Our target is to reduce annual electricity, gas and water consumption through a combination of operational initiatives and the introduction energy-efficient technology.</p> <p>The company consistently trials new ideas and energy-saving technology to reduce consumption and CO2 emissions, including rainwater-harvesting systems</p>	<p><a href="https://www.jdwetherspoon.com/about-us/environment">https://www.jdwetherspoon.com/about-us/environment</a></p>
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	0	No information found.	

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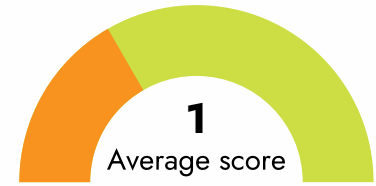


## Food loss and waste

	Metric	Score	The Food Foundation analysis	Evidence
E10	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	All pubs segregate food waste, which is collected and sent for anaerobic digestion. Used and returned cooking oil is converted to biodiesel for agricultural use.	<a href="https://www.jdwetherspoon.com/about-us/environment">https://www.jdwetherspoon.com/about-us/environment</a>
E11	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	0	No information found.	



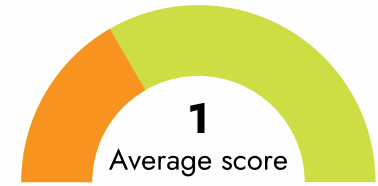
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## Animal welfare and antibiotics

	Metric	Score	The Food Foundation analysis	Evidence
E12	<p>BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.</p> <p>For companies not assessed by BBFAW: 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”.</p>	1	<p>BBFAW 2021: Tier 4</p> <p>We do not support the use of animals to test the safety of products. A formal antibiotic reduction strategy has been developed using, as a blueprint, the Compassion in World Farming antibiotic stewardship programme.</p>	<p><a href="https://www.bbfa.com/benchmark/">https://www.bbfa.com/benchmark/</a></p> <p><a href="https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1">https://www.jdwetherspoon.com/investors-home/bsr/responsible-retailing-1</a></p>

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## Human Rights

	Metric	Score	The Food Foundation analysis	Evidence
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	1	Pay rates for all employees are above the relevant national minimum wage and national living wage.	<a href="https://www.jdwetherspoon.com/investors-home/bsr/people">https://www.jdwetherspoon.com/investors-home/bsr/people</a>
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.	1	<p>In the past year, we have continued to work with our suppliers to ensure full compliance with our company policies and requisite standards, as stated in the company's supplier charter.</p> <p>We continue to focus on transparency in our supply chains and require all suppliers of food, drinks and non-consumables to become member of Sedex – the world's largest collaborative platform for sharing responsible sourcing data on supply chains.</p> <p>The antislavery and human-trafficking statement is published at <a href="http://www.jdwetherspoon.com">www.jdwetherspoon.com</a> in accordance with the Modern Slavery Act 2015. It outlines the approach which the company is taking to prevent modern slavery in our business and supply chains.</p>	<a href="https://www.jdwetherspoon.com/investors-home/bsr/people">https://www.jdwetherspoon.com/investors-home/bsr/people</a>

