

# Our ESG Framework

At gategroup, we take our ESG responsibilities seriously. This strategy and its goals are the result of an in-depth analysis of our material issues, challenges and opportunities. We are committed to following the principles of the United Nations Global Compact and regular, meaningful and transparent reporting.



## RESPONSIBLE ADVOCACY

As one of the world's most diversified food companies, our responsibility is to use our influence and proactively engage with key stakeholders along our value chain to drive change and improve sustainability of food as well as reduce waste and associated impacts.



## Addressing Environmental matters at gategroup

We are committed to reducing our environmental impacts across our operations by developing systems to monitor and reduce water use, waste production and GHGs.

	 Water	 Waste	 Energy, climate change & GHG emissions
<b>Ambition</b>	Cut water usage by 50% across our locations in water-stressed areas by 2035.	Zero food waste solution across our production operations and promotion of recycling and circular solutions to reduce waste to landfill & incineration by 50% by 2040.	Become a Net Zero Business by 2050.
<b>Targets</b>	<ul style="list-style-type: none"> <li>Conduct groupwide water usage assessment by EoY 2023 and create water management strategy by EoY 2024.</li> <li>Deploy a proactive water management program and show demonstrable results by 2025.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct groupwide waste assessment by EoY 2023 and create waste management strategy to maximize recycling &amp; minimize single use materials by EoY 2024.</li> <li>Deploy a proactive waste reduction program and show demonstrable results by 2025.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct a groupwide energy assessment by EoY 2023 and create an energy management strategy by EoY 2024.</li> <li>Begin proactive energy reduction program and show demonstrable results by 2025.</li> </ul>

## Addressing Social matters at gategroup

Our communities matter. We commit to creating a responsible and caring culture that supports our people and communities from the grassroots level.

	 Health, safety and worker protection	 Diversity, equity, inclusion (DE&I) and wellbeing	 Community, social impact & labor rights
<b>Ambition</b>	Create an accountable, zero-incident culture.	Create an industry-leading DE&I action plan and implement by 2025.	Create a group-wide community engagement strategy to foster social impact in our locations.
<b>Targets</b>	<ul style="list-style-type: none"> <li>Begin annual audit of health and safety policies, systems, and procedures, standardize these and create a roadmap for further improvements by 2025.</li> <li>Cultivate a safe and welcoming working environment to continually reduce incidents with a target of 50% reduction on 2022 baseline by 2030.</li> </ul>	<ul style="list-style-type: none"> <li>Roll-out group-wide DE&amp;I awareness on all levels by EoY 2023.</li> <li>By EoY 2025, establish a framework to recognize, support, and uplift the diversity and communities within our organization.</li> </ul>	<ul style="list-style-type: none"> <li>Each Region to identify and support at least one employee-selected local community project by 2024 and start measuring social contribution metrics by 2025.</li> <li>Engage with our host communities to provide good work opportunities and a sustainable path for professional growth.</li> </ul>

## Addressing Governance matters at gategroup

Transparency builds trust and accountability. As an industry leader we must ensure everything we do aligns with best practices and applicable international reporting frameworks.

	 Transparent governance	 Responsible supply chain management	 Product stewardship & innovation
<b>Ambition</b>	Develop exemplary, transparent, and auditable reporting and governance standards by 2025.	Develop a transparent and audited responsible group supply chain by 2040.	Establish gategroup as a sustainability-focused leader in the catering service industry through innovative culinary product stewardship.
<b>Targets</b>	<ul style="list-style-type: none"> <li>Achieve transparency of ESG governance by publishing applicable proceedings on our website and intranet by H2 2023.</li> <li>Align sustainability reporting to international best practice standards.</li> </ul>	<ul style="list-style-type: none"> <li>Gain transparency on sustainability performance of our Tier 1 suppliers covering 70% of procurement spend by the end of 2025.</li> <li>Use 100% cage-free eggs by 2025.</li> </ul>	<ul style="list-style-type: none"> <li>To improve animal welfare and emission impact in our supply chain, offer 50% of hot dishes with plant protein in our newly designed menus by the end of 2025.</li> <li>To eliminate single use plastics in our product offering, use 100% reusable, recyclable, or compostable packaging by the end of 2025.</li> </ul>