

Environmental and Sustainability Policy

Driving greater sustainability in our operations and supply chain is paramount for the continued success of our business and the industry as a whole.

We are committed to making progress to mitigate our social and environmental impacts, providing our customers with a real choice of ethical and more responsibly sourced products. We adhere to food safety and legal compliance, and strive to exceed legal standards in the areas of environment and sustainability. More information about our sustainability programme can be found at bidfresh.co.uk/sustainability

Bidfresh Limited commits to driving greater sustainability within its operations and supply chain by complying with the following principles:

Environment

- Comply with all applicable environmental legislation and other requirements, exceeding requirements where possible;
- Minimise material waste and improve recycling rate at individual sites;
- Implement, review and improve the processes and policies to minimise food waste;
- Develop and implement emergency response procedures to minimise the environmental impact of incidents.

Sustainability

- Integrate environmental and social concerns and impacts into all aspects of our decision-making processes;
- Address environmental and social issues within our sourcing and supplier approval procedures;
- Promote environmental awareness and social responsibility across the business both internally and externally;
- Ensure continuous improvement in Bidfresh's environmental and social performance.

We are committed to working across all product categories to ensure we increase the sustainability of our product range from field to fork, in line with the United Nations Sustainable Development Goals. To achieve this we have already developed individual policies and procedures encompassing:

- Carbon reduction plan
- Animal welfare
- Ethical trade
- Responsible sourcing

Reporting and measurement

In the past, we have adopted many of the procedures followed by our sister company, Bidfood UK, particularly in relation to central departments such as fleet, estate services and procurement. As our businesses continue to work together, best practice and knowledge will be shared which will in turn have a positive impact on our environmental and social footprint.

We continue to strengthen our approach to environmental and social governance, allocating ownership of objectives to specific roles, and embedding accountability with individual executives, which will in turn support our sustainability framework development. We are developing a governance model for sustainability to support the next phase of business ownership and delivery.

Our sustainability initiatives will be overviewed and reinforced by the Ethics & Sustainability Working Group, established through collaboration between Commercial, Sustainability, Technical and Quality teams. The group is designed to effectively oversee the management of principal risks and opportunities for the business. Additionally, the group supervises the development and implementation of policies and strategies within Bidfresh Limited to ensure progress is being made towards business KPIs and ESG targets. The working group will report progress to the Managing Director on a quarterly basis.

With our clear objectives and targets, we will measure and report on our environmental and sustainability performance. Specifically, we aim to report on:

- Food waste reduction;
- Greenhouse gas emissions across Scope 1 & 2 and, ultimately, product carbon footprints for our entire range;
- Responsible sourcing practices;
- Employee engagement and management;
- Community engagement and supporting initiatives.

Our policies and progress against targets will be reviewed annually, to ensure that they continue to reflect the aims and objectives of the organisation.

We will report on progress in our annual independently assured **Sustainability Report**, which is available on our corporate website at bidfresh.co.uk/sustainability

External collaboration and benchmarking

Being a part of BFS Group Ltd, Bidfresh Limited is committed to transparent external ESG reporting. Our company is included in BFS Group Ltd's annual reporting against the Food Retailers and Distributors' SASB (Sustainable Accounting Standards Board) framework. This is combined with group's TCFD (Taskforce on Climate-Related Financial Disclosure) reporting, completed for the first time in 2023.

Bidfresh Limited recognises collaboration is crucial to help solve challenges and drive change within the industry. We actively work with other organisations including retailers, NGOs, trade associations, and government bodies, to ensure knowledge is maintained and best practice shared. We cover our external collaboration and participation in various working groups in our annual Sustainability Report, which is available on our corporate website and via the link above.

Bidfresh Limited is externally assessed on the EcoVadis platform annually. We are committed to evidence our sustainability pledge in the areas of environment, ethics, human rights and sustainable procurement. We will continue working on the assessment to improve the score and strengthen our ESG policies and procedures.

Accountability

Each of us at Bidfresh Limited has a moral obligation to safeguard ourselves and each other, our customers, and the environment by aspiring to operate a safe, injury free and healthy workplace, supplying food that is always safe to eat, and to promote a positive impact on the environment and communities.

Bidfresh Limited commits to complying with all relevant environmental legislation and approved codes of practice. In areas where we are not directly responsible, we will liaise with our clients and suppliers to encourage energy efficiency and sustainable operating practices.

We commit to ensure that our employees are provided with the information, training, and tools necessary to implement responsible environmental and social practices. We also expect similarly high standards from our suppliers and contractors.

It is the responsibility of the Managing Director and our senior leadership team to ensure that the appropriate human and financial resources are committed towards implementing this policy across all our operations and communicating it to all our people.

This policy has been approved by the Bidfresh Ltd Senior Leadership Team and will be reviewed annually.