ENVIRONMENTAL POLICY

ABOUT THIS POLICY

TRG is a responsible business, and as part of our Preserving the Future programme we are working to conserve resources and reduce our impact on the environment. As a founding member of the Zero Carbon Forum, our UK business is aligned with the UK hospitality sector 2040 net zero target, and we are committed to environmental protection. We also recognise the increasing risks posed by climate change and are committed to building climate resilience across our operations and supply chain. This policy sets out our approach to managing our environmental impact, including the management of energy, water and waste.

This policy sets out the baseline standards for The Restaurant Group's UK and Ireland operations. Individual divisions or brands may choose to adopt further policies and procedures, or implement additional requirements, provided they are not inconsistent with this policy.

This policy commits us to:

- Take action to use energy and natural resources more efficiently
- Develop our environmental management processes to monitor, improve and report on our environmental performance
- Identify and comply with all relevant environmental legislation and compliance obligations
- Reduce GHG emissions generated in our own operations and in our value chain in line with the sector 2040 net zero target
- Reduce, reuse and recycle as much waste as possible, including food waste
- Improve the sustainability of new restaurant fit outs and refurbishments
- Engage with our suppliers and other stakeholders on environmental issues
- Raise awareness of our environmental objectives with colleagues and customers, encouraging action through education and communication

ENERGY

Energy is an essential requirement for our operations. The group procures renewable electricity for all directly contracted supplies.* All new supplies will be aggregated onto these contracts at the earliest opportunity.

The group commits to control and reduce energy use where it is operationally viable. This will be done by but is not limited to: the use of granular meter data to highlight wastage/opportunities for reducing consumption; behavioural change programmes; and investment in efficient equipment and energy saving devices. We will set energy usage reduction targets annually.

The group will design new buildings and refurbishments using: lower intensity materials where possible; efficient equipment (including catering equipment, refrigeration, and LED lights); optimised insulation; and sufficient controls for high loads such as lighting and HVAC.

Where we are not in direct control of supply, over time, we will work with landlords to understand their position on renewable sourcing and volume control.

The group will report at least annually on total kWh usage and total CO_2e for Scope 1 and 2 emissions, using an intensity ratio and comparison to previous year.

** This excludes supplies where we are not the counter party to supply agreement e.g. airports, shopping centres and other landlord supplies. It will also include the periods of time where we inherit an incumbent supply.*

WATER

The group will minimise water use whilst maintaining operational viability, and the hygiene needs of guests and team members.

The group will review water conservation technology to build on what has already been installed, including but not limited to harvesting, flow restriction, push taps, efficient ware washing equipment, metering, etc if appropriate by brand and location.

The group will review site-level usage to identify wastage and opportunity for savings including leaks, and drive efficiency through best practice behaviours.

The emissions associated with our measurable water use will be included in our Scope 3 footprint and decarbonisation targets.

WASTE

The group commits to manage waste responsibly and divert all possible waste from landfill where we control the waste services.* This is achieved by segregating as much waste as possible in order to minimise general waste.

Applying the hierarchy of waste, the group commits to reduce and prevent waste as far as possible, including through supplier engagement to reduce packaging, reviewing portion sizes and dish specifications, and stock and order control.

We commit to, wherever possible, segregating the following waste for recycling: dry mixed recycling, food, and glass.

Wherever possible the remaining general waste will be used as fuel to create energy.

The group commits to identify opportunities for supporting a circular economy. This includes but is not limited to: recycling/re-use of packaging, using food waste for compost, anaerobic digestion, etc.

The group will report at least annually on total percentage of waste recycled and total percentage diverted from landfill for our directly controlled waste services.

**The exception to this is landlord / locally controlled services such as airports and shopping centres. Over time we wish to get a better understanding of how waste is managed in these locations.*

SUPPLY CHAIN

The group commits to engaging with suppliers on an ongoing basis to improve environmental performance, including regarding carbon emissions, packaging, sustainable sourcing, and transport and logistics efficiency where applicable.

Suppliers are encouraged to have environmental policies and management systems in place to ensure compliance with local and national legal requirements. These should show plans for continuous improvement.

The group requires all suppliers to review the packaging format of cases delivered to TRG to ensure that packaging is minimised whilst remaining functional, and that where possible packaging is reusable, made from recycled materials and recyclable.

The group requires suppliers to consider their impact and dependencies on nature and align to best practice with regards to supporting biodiversity and ecosystem health.

For further details on sustainable sourcing activities (including in relation to palm oil, soy, and sustainable seafood), please see our responsible sourcing policies.

Reviewed/updated: July 2025
Approved for renewal by the TRG Board: 30 July 2025