

## Sustainable Approach

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# Better... environmental footprint

We've established sustainability goals in all our business strategies. We are implementing a Group-wide environmental framework to create a consistent approach to monitoring, and have recruited environmental specialists to improve our skill and knowledge in this area.



## REDUCING...

We have worked across the Group with waste management specialists

📍 **Location:** Group

to move towards our target for no waste to landfill by the end of 2020. We are working with WRAP to identify further opportunities to reduce waste. Our Operating Brilliance programme has focused on waste reduction, and at one bakery, we have achieved a 25% reduction in waste over the year.

## RECYCLING...

We are continuing to reduce our use of plastics by optimising pack sizes.

📍 **Location:** UK

We are also aiming to ensure all our plastics are recyclable – we are almost there, with nearly 80% of it being readily recyclable in the UK.

# 80%

of our plastics are readily recyclable in the UK

## SAVING...

We have migrated sites to an in-house centralised payroll shared service centre.

📍 **Location:** Group

We've moved almost 3,000 employees onto electronic payslips, replacing the need for paper payslips and their distribution. With around 75% of employees paid weekly, we're saving nearly 130,000 paper payslips a year. The move was made possible by our new centralised payroll function, migrating our seven UK sites onto a common platform and standardised payroll processes.



### RE-LIGHTING...

We continue to move to LED lighting

📍 **Location:** Group

across the Group, having now converted around 60% of our bakeries.

# 60%

move to LED lighting across the Group

### REPLANTING...

With opportunities for biodiversity now limited in the former gardens of our Fletchers bakery site in Sheffield,

📍 **Location:** Sheffield

we've been working with pupils from a local primary school on ideas that would benefit them at school – such as bird-watching shelters, and areas to grow flowers and vegetables. We will fund the project, and the work will be carried out by volunteers from both Fletchers and the school.



### MONITORING...

We are reducing our energy usage.

📍 **Location:** Group

The use of localised energy monitoring has led to a 10% reduction of energy at the Sheffield site. With this initiative being rolled out across all bakeries.