



Environmental Policy

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Hilton Food Group (HFG) is committed to promoting environmental sustainability to address long-term critical depletion of natural resources or lasting damage to species, habitats, biodiversity and the climate. HFG believe that outstanding environmental performance is a fundamental prerequisite for the sustainability of our business. We consult with our stakeholders on environmental issues and have committed to Science Based Target's (SBT's) and the Business Ambition for 1.5C. As full participants of the UN Global Compact (UNGC), we are committed to supporting their 10 Principles.

This policy covers 100% of HFG manufacturing operations. The governance of this policy is overseen the Chief Quality and Sustainability Officer with oversight by the Sustainability Committee. The responsibility for its implementation sits with the Operations teams across our business, working in partnership with the Group Manufacturing, Energy Management and CSR teams.

We are committed to environmental protection and using natural resources efficiently by continuously reducing the environmental impacts of our sites and operations by pursuing green procurement targets including;

- Complying with local environmental regulations and site-specific certification and customer requirements
- Continuously measuring, monitoring, evaluating and improving the environmental performance of our sites
- Reducing our climate change impact towards net zero, by mitigating CO2 and other GHG emissions, aligned to SBTs, with external verification of emissions
- Reducing energy use and our consumption from non-renewable sources (ref GPOL019 Energy Policy)
- Reducing water use (ref GPOL020 Water Policy)
- To utilise lean management techniques to minimise the generation of waste
- Optimising the destination and processing of any unavoidable waste to avoid landfill and to maximize circular recycling and reuse where possible
- To halve food waste within our own operations (our Champions 12.3 commitment), improve the edible food yield across the value chain, and ensure that edible surplus food is redistributed to local food charities
- To monitor and reduce our emissions, prevent pollution releases, and minimise noise and nuisance to the local area and environment around our sites
- To encourage and support sustainable behaviours by employees
- Aligning our systems with best practice international environmental standards

We will work to monitor and report on our progress on addressing our environmental impacts.

This policy and its associated guidance will be reviewed periodically and amended as necessary.

Signed by
Philip Heffer
Hilton Food Group Chief Executive Officer

Date: 3rd August 2021