

## Environmental Committee Targets

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|---|-----------|--|
| <b>Placing GHG (Greenhouse Gas) emissions at the core of our business decisions</b> | <b>1</b>  | Publish our calculated GHG emissions so they are publicly available and update annually on progress. |
|   | <b>2</b>  | Align our environmental goals with SBTi targets and publish.   |
|   | <b>3</b>  | Create, share, and agree scope 3 reduction plan with key suppliers.                                  |
| <b>Operating efficient sites</b>  | <b>4</b>  | Reduce percentage of waste that is not recycled to less than 10%.                                    |
|   | <b>5</b>  | Reduce the percentage of food waste produced by 50% from our baseline year.                          |
|   | <b>6</b>  | Use 100% renewable gas and electricity in our buildings.   |
|   | <b>7</b>  | 5% reduction of electricity per tonne of roasted coffee  |
|   | <b>8</b>  | 20% of packaging is recyclable. (laminates and valves).  |
| <b>Moving to low carbon logistics and transportation</b>                            | <b>9</b>  | 10% transition to electric fleet.  |
|   | <b>10</b> | Reduce our fleet emissions by 10% from our baseline year.  |
|   | <b>11</b> | Obtain emissions data from our top 5 transport providers.  |
| <b>Sourcing sustainably</b>   | <b>12</b> | 100% of relevant staff trained in human rights and environmental due diligence processes.            |
|   | <b>13</b> | 90% of our coffee has at least one certification.  |
|   | <b>14</b> | 100% of suppliers have been sent an up to date copy of our supplier guidelines.                      |
|   | <b>15</b> | HREDD risk assessments and action plan on at risk supply chains are completed.                       |
| <b>Helping our employees and customers to live low carbon lifestyles</b>            | <b>16</b> | 100% staff trained on environmental issues.  |
|   | <b>17</b> | Introduce Cycle to Work.   |
|   | <b>18</b> | 100 hours of conservation volunteering donated by employees, customers or suppliers.                 |