



## **Wells & Co. Environmental Policy**

### **Introduction**

Wells & Co.'s Triple Bottom Line ethos commits us to balancing people, planet and profit concerns. As committed members of the Sustainable Restaurant Association, our family business is dedicated to operating in a way that prioritises our impact both on the natural environment and the communities around us, including our own colleagues.

This policy outlines our commitment to:

- Use natural resources and energy as efficiently as possible.
- Progress our ability to monitor and improve upon our environmental performance.
- Minimise greenhouse gas emissions (GHG) generated in our own operations, whilst collaborating with our supply chain to support a reduction in the emissions created by our business partners.
- Reduce, re-use and recycle material wherever possible.
- Improve the environmental sustainability of new fit-outs and refurbishments in our pub estate.
- Act as advocates for people and planet concerns, promoting awareness and action amongst our customers, colleagues and wider stakeholders.

### **Energy**

- Our UK managed estate will continue to be powered by 100% purchased renewable electricity.
- We will continue the work already underway to gain detailed insight into energy consumption within our estate and concurrently drive down this consumption to the minimum commercially viable level. Smart meter installation across our estate plays a key role here, as does training our colleagues on measures that include a combination of technological innovation and behavioural change.
- We will purchase the most energy-efficient equipment for our pub sites that demonstrates a commercially viable return on investment.

- Where possible, our pub fit-outs and refurbishments will feature best-in-class insulation, heat loss and solar gain, alongside sufficient controls for high loads such as lighting and HVAC.
- Via education, technological innovation and collaboration, we will work with our tenanted estate to support our Pub Partners in making meaningful reductions in their business' energy consumption.
- Wells & Co. will report annually on our total kWh usage and total Scope 1 and 2 GHG emissions, employing an intensity ratio and a comparison with the previous twelve months of trading. This report will be published as part of our Annual Review documents.

## **Water**

- We will strive to minimise water use in our operations wherever viable, without compromising the hygiene of our guests and colleagues.
- We will continue to add water conservation technology to our pub estate, including (but not limited to) flow restriction, push taps, waterless urinals, efficient ware washing equipment and improved metering.
- We will utilise a combination of technology and behavioural change to progress our ongoing efforts to minimise water wastage and maximise its efficient use.
- The emissions associated with our measure water use, identified in Scope 3 of our most recent carbon footprint report, will form a key part of our future decarbonisation targets.
- We will continue to brew our signature beer range exclusively using water sustainably sourced from our on-site well at our Bedford HQ, Brewpoint, ensuring the aquifer the well draws from remains within permitted and sustainable levels.

## **Supply Chain**

- We will continue to collaborate with the business partners who form our supply chain on the shared objectives of reducing carbon emissions, minimising packaging waste and sourcing sustainably.
- We require our suppliers to conform to all relevant environmental regulations and local and national legal requirements.
- Wherever possible we encourage our suppliers to reduce, reuse and/or recycle the packaging they deliver to us.
- In alignment with our Triple Bottom Line ethos, we work with our suppliers to achieve sustainable best practice, considering our combined environmental impact at every step of our work together.

## Waste

- We will continue to monitor and challenge ourselves to minimise the total tonnage of waste we produce each year.
- We commit to responsible waste management across our operations. All possible waste is diverted from landfill, whilst waste segregation is prioritised in order to maximise recycling and minimise general waste.
- Waste segregation in our brewery and pubs incorporates glass, food, dry mixed recycling and general waste. In both their kitchens and their yards, our pub teams are provided with the facilities they require to recycle efficiently.
- Any remaining general waste is used as fuel to create energy rather than being sent to landfill.
- All the food waste generated in our UK managed operations is used to produce energy via anaerobic digestion. The same applies to the spent grain generated as part of the brewing process that creates our beer range.
- As signatories of WRAP (the Waste and Resources Action Programme)'s Food Waste Reduction Roadmap and in accordance with the UN Sustainable Development Goal 12.3, we have committed to reducing the food waste we generate in our UK operations by 50% by 2030. We will achieve this target via measures such as food waste audits and resultant training, supplier engagement to reduce unused food, efficient stock and order control, reviewing portion sizes and dish specifications, and utilising solutions such as surplus food sales platforms and charitable donations to minimise the quantity of surplus food that ends up being disposed of as waste.