• OUR 2030 OBJECTIVES

Corporate Social Responsibility Charter

A word from
our co-CEOs

> **Fulfilling these goals is paramount to our company's long-term growth and a measure of its sustainability.**

Due to the scarcity of our planet's resources and the growing inequalities in our society, we have decided to take concrete actions around key pillars in line with The Paris Agreement.

CSR is an integral part of who we are and guides all of our strategic decisions. Selecting our products and encouraging our customers to adopt a healthy, sustainable diet are cornerstones in our Group's strategy. But unless we formalize and monitor our commitments, our belief will never produce tangible results.

Fulfilling these goals is paramount to our company's long-term growth and a measure of its sustainability.

We are taking action in the areas that matter, with the humility and efficiency that characterize us. After conducting a materiality matrix, we have adopted strong and concrete commitments that will make a real impact, extending far beyond our current ambitious business and objectives.

Our core objectives are:

- reducing food waste
- implementing waste reduction, sorting and recycling
- adopting sustainable purchasing practices
- decreasing our carbon footprint
- being committed to our employees' development

For us, societal changes are everyone's concern, and our values (humility, simplicity, responsibility, and efficiency) are what bind our teams together in this first step toward sustainable and inclusive growth.

Olivier Sadran & Jonathan Stent-Torriani,
Co-CEOs

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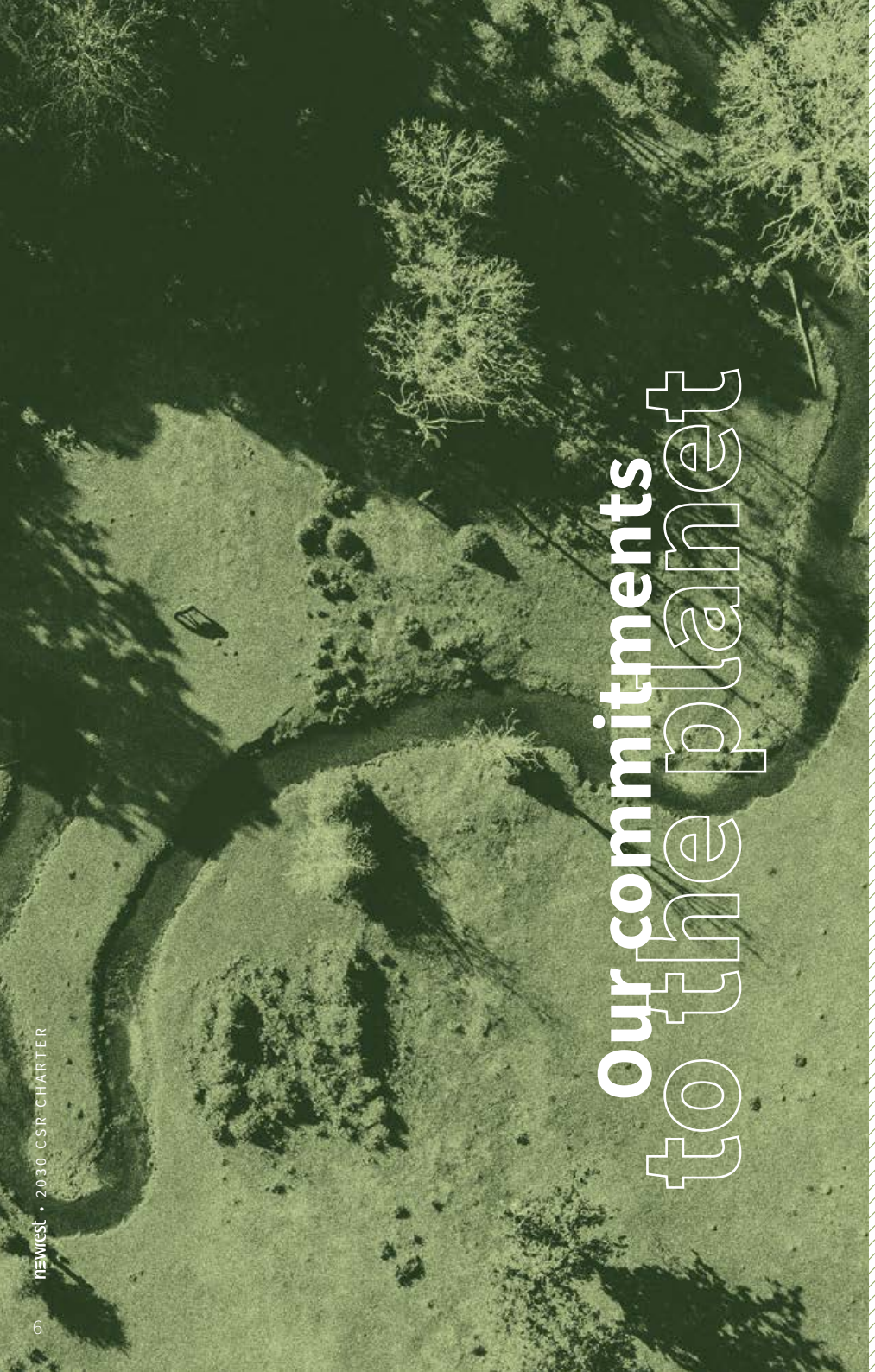


Our commitments to the planet

Reducing food waste

2 ZERO HUNGER

One-third of all food produced goes to waste.

So do all valuable resources (water, energy, human labor) needed to grow ingredients, whose transportation, transformation, storage (among other things) release carbon emissions.

To decrease the financial and environmental impacts of food waste, we want to increase orders certainty and manage our stock efficiently.

Concrete actions

- Developing and deploying an effective pre-ordering tool as a means to increase production accuracy.
- Measuring all types of food waste on all our sites and take corrective actions throughout our production process using Winrest (Newrest ERP system).
- Putting to use our culinary expertise and innovation capabilities to offer optimized catering solutions.

-40%

OBJECTIVE

40% reduction in food waste originating from our operations (in financial value compared to total purchases).

Improving waste management strategy

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Waste management is inherent of our activities.

Our Group has adopted an active environmental approach throughout the organization, encompassing upstream, production and downstream processes.

Newrest aim is to sort and recover non hazardous waste (when authorized by national and international authorities).

Concrete actions

- Mapping/charting waste profiles and systematically build up partnership leading to waste recovery.
- Planning/implementing/optimizing and monitoring waste segregation on site.
- Embarking our clients upon an ambitious upstream waste reduction strategy.
- Recovering our biowaste through a collection or recycling system adapted to each site.

50%

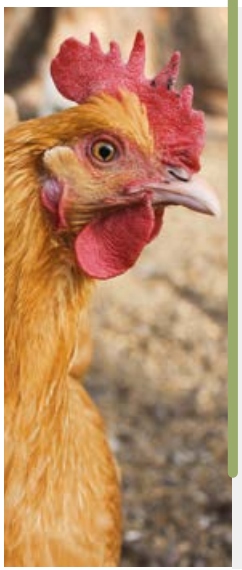
OBJECTIVE

50% of total waste sorted by 2030

Promoting a sustainable purchasing approach

As an active player in the food industry, we are aware that the selection of our inputs is key.

It has a great environmental and social impacts on all our stakeholders including our consumers, suppliers, or our planet.
We aim at creating virtuous cycles and taking opportunities to integrate sustainability into our supply chain.



Concrete actions
FOR OUR BUYERS

- Taking part in the expansion of the «European Chicken commitment» amongst our European suppliers.
- Only supplying egg products originating from cage-free farmed hens
- Prioritizing national and local procurement (for equivalent specifications).
- Favoring seasonal products when creating our menus and actively working to raise awareness among our clients.
- Banning endangered fish species from our procurement catalog and menus and raise awareness of sustainable fishing methods.
- Establishing local production capabilities in all territories where we operate (at least one project per country by 2030).

Commitments
TO OUR STAKEHOLDERS

- Raising awareness amongst our clients and employees of the benefits of vegetarian options as a means to reach global warming reduction objectives (The Paris Agreement).
- Providing consumers with detailed information according to country and industry requirements, taking advantage of Newrest's innovative solutions.
- Promoting healthy and sustainable eating habits that reflect consumer concerns and expectations.

Committing to the reduction of single-use plastics

Plastic is the third most-produced material in the world. Plastic waste accounts for 353 million tonnes (2019) and only 9% is recycled.*

European countries have passed laws to reduce single-use plastics. Newrest is committed to continuing this initiative in countries that have not yet passed laws for the elimination of these plastics.

**2019 data : https://www.oecd.org/newsroom/plastic-pollution-is-growing-relentlessly-as-waste-management-and-recycling-fall-short.html*

Concrete actions

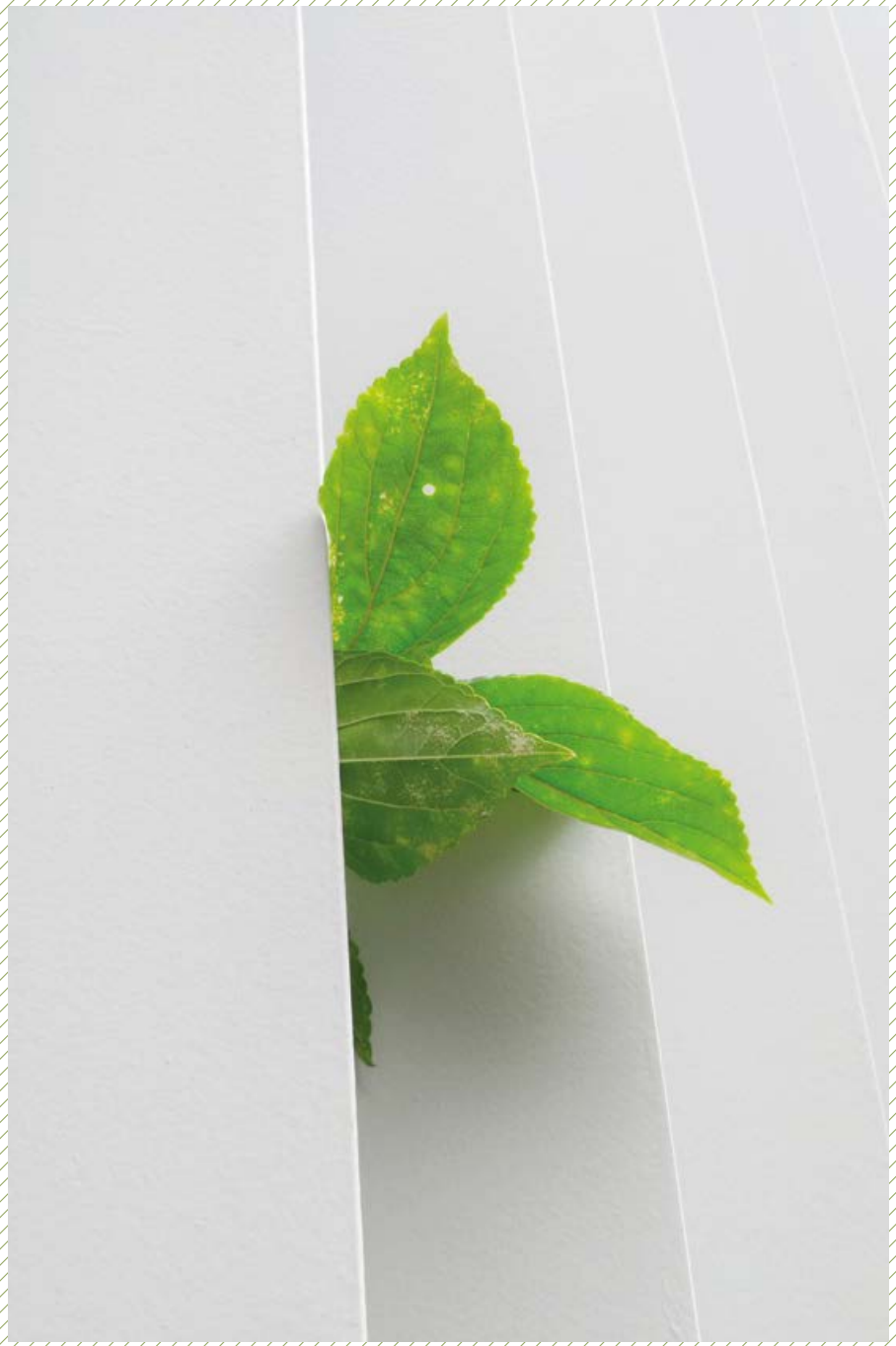
- Collaborating with our clients to replace single-use plastic packaging with alternatives following current and future technologies.
- Banning plastic disposable cups, stirrers or bottles available to our employees.
- Favoring recycled, reusable and recyclable plastic packaging in our supply chain when we are left with no other alternatives.
- Perpetually improving our production processes with the aim of removing single-use plastic packaging when and where relevant.

50%

GLOBAL OBJECTIVE

50% of all products purchased are plastic-free* by 2030

**whose primary packaging is made of a material that is not plastic*



Developing paperless processes

Catering activities require sharing a large amount of information amongst multiple stakeholders.

Paper is commonly used throughout our processes. We are looking for sustainability, efficiency and reliability, so we are moving towards paperless processes thanks to our information systems.

Concrete actions

- Limiting the number of printers in production site.
- Relying on our information systems and equipping our operations with tablets to eliminate paper from our processes.
- Making information available and accessible to consumers through our digital solutions.
- Working with clients and prospects to ban the use of paper for commercial offers.

100%

OBJECTIVE

100% of our operational sites implemented digital solutions in their processes.

Reducing greenhouse gas emissions

We are a group operating in over 50 countries with very diversified activities.

All aforementioned environmental commitments contribute to the reduction of our global GHG emissions, as required by The Paris Agreement.

Our approach is clear: to conduct carbon footprint analysis (scope 1, 2 & 3) for our production units, with the aim of identifying the most efficient and relevant actions to implement to lower our GHG emissions depending on activity and country.

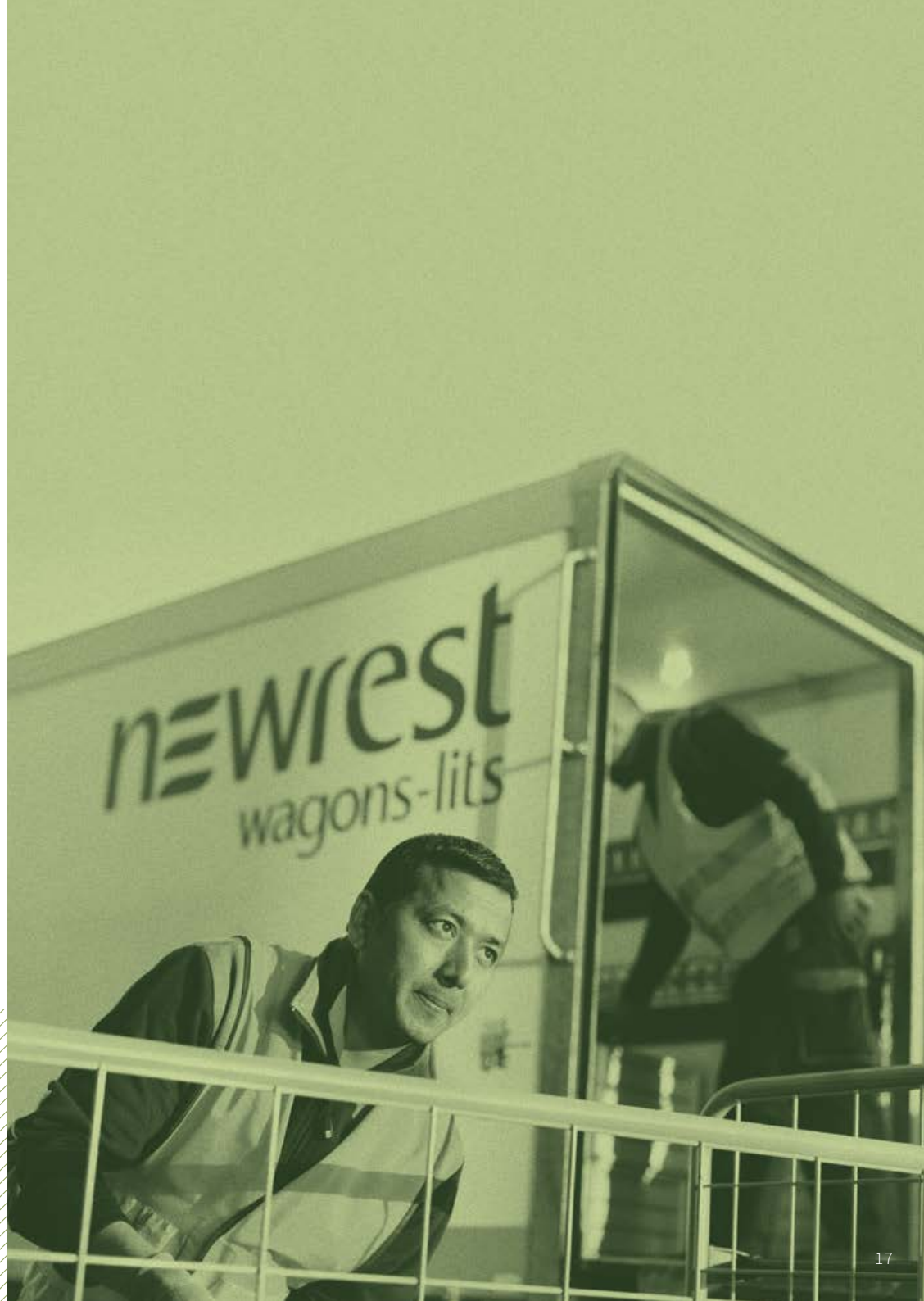
Concrete actions

- Each newly constructed unit will need to meet strict specifications concerning the reuse of waste water and the reduction of energy needs (LED lights, solar panels, etc.).
- Converting LCV trucks and vehicle fleet to hybrid or fully electric when it is relevant.
- Building, refurbishing and running our production units with the objective of minimizing our carbon footprint
- Designing, running and monitoring a sustainable cold chain process through efficient construction and operation.
- Rethinking product and people transportation in a more sustainable way and encouraging our clients & employees to adhere to it.

-30%

GLOBAL OBJECTIVE

30% reduction in carbon emissions on sites that conducted a carbon footprint analysis



Our commitments to our employees

Everyday Ethics

Respecting our stakeholders

When renewing our continued support for the United Nations Global Compact annually, Newrest commits to respecting human rights, ensuring decent working conditions and preventing corruption within our operations

We promote a fair and ethical business environment with our stakeholders. Newrest upholds human rights in the workplace for all employees by :

- Prohibiting the use of forced labor and child labor
- Fighting all types of discrimination

Concrete actions

- Using Newrest's code of conduct as a means to create a faire business environment.
- Being involved in civil society through our collaborations with NGOs and associations in all operating countries.

Ensuring workplace health and safety

In our constantly-evolving social and economic climate, adapting to new health and safety challenges is a top priority. Our company works to guarantee a safe work environment for all our employees.

Every employee is therefore invited to contribute, on a personal level, to our safety objective on all our sites the world over.

To this end, we have developed *I Care*, a global program which aims to foster a real culture of safety on all our sites and thus drastically reduce the number and severity of workplace accidents.

-10%

OBJECTIVE

10% reduction in annual frequency rate (FR*) and severity rate (SR)**

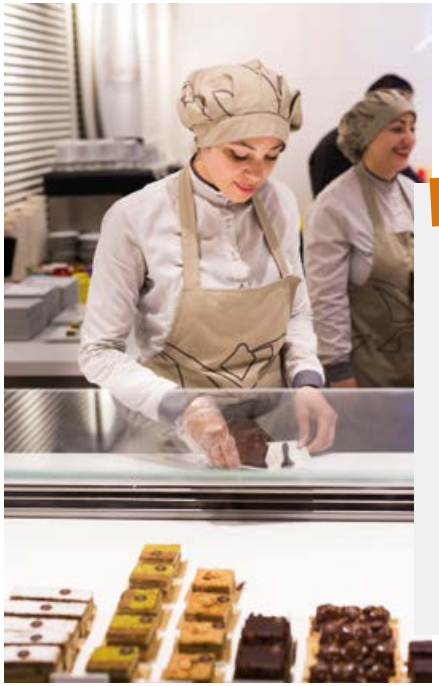
**Number of accidents resulting in absence of more than one day, occurring over the course of a one-year period per one million hours worked. **Number of days lost due to temporary incapacity per thousand hours worked.*

Talent and diversity

We believe that diversity is key to growing employee commitment and attracting new talents.

Developing the qualities of each individual drives us to continually challenge our talent management system to boost team agility and performance.

A company open to all, our recruitments and promotions are based on personality, skills and willingness to rise to company challenges



Talent management

Newrest is committed to identifying, training and supporting talent.

Concrete actions

- Continuing to roll out Graduate Programs and provide structured career paths.
- Developing innovative training programs.
- Implementing training systems and tools at all levels.
- Developing new core skills to empower our managers and help them expand their expertise.
- Broadening the mobility of our employees to ensure skill development.

Equal opportunity

With a presence in more than 50 countries across 5 continents, our employees represent multiple cultures, languages and lifestyles.

Our teams foster inclusion and diversity as an essential driver of our growth

Concrete actions

- Putting induction programs in place for our new talents.
- Establishing partnerships with schools and associations.

These programs ensure access to the next generation of professionals who will shape the future of the company.

Innovation in management

Change is necessary to remain agile. Dealing with novelty is at the heart of what we do and requires strong adaptive skills.

All our employees are constantly confronted with new subjects and new daily tasks.

Tools and knowledge are at their disposal to facilitate their assimilation and stimulate their personal and professional growth.

Concrete actions

- Having a mentorship policy to facilitate professional fulfillment.
- Setting up a culture of sharing where success and failure are the starting point of collective progress and innovation.
- Providing employees with digital materials and information technology to facilitate knowledge dissemination.

be the change
by newrest

Photos Crédits:

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