



# MAKING LIFE'S EVERYDAY MOMENTS MORE ENJOYABLE

SUSTAINABLE BUSINESS REVIEW 2018



## SUSTAINABLE BUSINESS REVIEW



# A Healthier Everyday

## PEOPLE | COMMUNITIES | PLANET

In December 2017 we updated our sustainability strategy with a new identity *A Healthier Everyday* to better connect our sustainability framework for delivering our trusted and respected ambitions with our wider business purpose of making life's everyday moments more enjoyable.

Through our A Healthier Everyday framework we have identified and prioritised the sustainability issues most important to our business – taking into account stakeholder feedback as well as emerging global environmental and societal trends. We have developed targets and strategies to manage these risks and maximise value creation across the three pillar areas: Healthier People, Healthier Communities and Healthier Planet.

During the past twelve months we've seen interest in plastic packaging and the damage it can cause to the natural environment come to the fore; whilst societal issues such as health and obesity and climate change continue to be important. This has reiterated the importance of our *A Healthier Everyday* programme in delivering business success.

This year we commenced work on extending our strategy horizon beyond 2020 to 2025. This work, in partnership with sustainability not-for-profit Forum for the Future, has focused on immersing the business in global trends that represent opportunities and threats, and has identified areas where we need to be proactive and bold, generating positive impact where it is needed the most and at the speed and scale required. Further information will be released next year regarding our 2025 ambitions.

#### Governance

We are committed to ensuring that our A Healthier Everyday strategy is fully integrated across the business. Each programme pillar has an Executive Director as its lead (Healthier People: Chief Marketing Officer; Healthier Communities: Chief HR Officer; and Healthier Planet: Chief Supply Chain Officer) and these individuals, together with the Strategy and Planning Director, Strategic Programme Director and Sustainability team make up the Sustainable Business Steering Group. This group oversees, on behalf of the Executive team, the development of Britvic's A Healthier Everyday strategy, reviews risks and opportunities relating to the sustainability agenda and monitors the performance against our sustainability KPIs.

The Sustainable Business Steering Group meets on a monthly basis and provides an update to the Executive team on a quarterly basis. The Board receives bi-annual updates, which includes a KPI performance appraisal and a review of key social and environmental risks and our strategic response.

## Our reporting

Britvic's 2018 Basis of Reporting is available on our website and outlines the scope and methodological principles for the collation of our key sustainability metrics. We continue to enhance the robustness of our performance data and where any misstatements have been identified in prior year figures, these have been restated for accuracy within this report.

## Independent assurance

Britvic plc appointed Ernst & Young LLP to provide limited independent assurance over selected sustainability content within the Strategic Report ("the Report"), as at and for the period ended 30 September 2018. The assurance engagement was planned and performed in accordance with the International Standard for Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information.

These procedures were designed to conclude on the accuracy and completeness of the sustainability performance indicators, which are indicated in the Report with an asterisk (†).

An unqualified opinion was issued and is available on Britvic.com/sustainable, along with further details of the scope, respective responsibilities, work performed, limitations and conclusions.

#### Our focus



## **Healthier People**

Reducing the calories across our portfolio through reformulation, innovation and encouraging healthier choices.

#### The Issue

Across all of our markets, society is facing one of the largest public health challenges in history, growing levels of obesity. We have a responsibility to help our consumers make healthier choices, through information, responsible marketing and great tasting low calorie drinks.





### **Healthier Communities**

Our programmes and commitments are designed to support good causes, promote and respect human rights, and ensure fair, safe employment for all of our direct employees and within our wider supply chain.

#### The Issue

Our business is dependent on our communities: the suppliers that provide our ingredients and services, the local communities where we operate and our employee community, without which our business wouldn't exist.









## **Healthier Planet**

Minimising resource consumption within our direct operations and minimising the environmental impact of our products.

#### The Issue

In a world facing rapid environmental change and rising populations, natural resources are becoming increasingly constrained. As a business we rely on natural resources to produce our products and it's important that we, along with others, play a proactive part in minimising our environmental impact.







WWW.BRITVIC.COM



We are committed to making a positive difference to the world around us – helping to make it healthier, happier and more sustainable.

2018 performance

# 16%

reduction in the average calories per 250ml serve across our global portfolio vs 2017 to 29.8kcal†

# 89%

of our combined GB and Ireland portfolio is below/exempt from the Soft Drinks Industry Levy and Sugar Sweetened Drinks Tax

# 90%

of our innovation (launched and in plan) in GB and Ireland was in low/no added sugar products

2019 targets

# 3%

reduction in the average calories per 250ml serve across our global portfolio vs 2018 to 28.9kcal

# **33%**<sup>†</sup>

of leadership roles across the Group are filled by women

# **22%**†

of our GB and Ireland employees engaged in community activity

# 71%

wellbeing score in the Great Place to Work survey across the company

# 38%

of leadership roles across the Group are represented by women

# **35%**

of our European based employees get involved in community activity

# **78%**

wellbeing score in the Great Place to Work survey

# **14%**†

reduction in manufacturing carbon emissions relative to production vs 2017

# 99%†

of manufacturing waste was diverted from landfill

# 2.14

water ratio (water consumption relative to production) achieved across global manufacturing sites

# 600 tonnes<sup>†</sup>

of primary plastic packaging removed in GB through light-weighting

# 5%

reduction vs 2018 in carbon emissions relative to production across our global manufacturing sites

# 99.5%

diversion of waste from landfill from global manufacturing sites

# 2.14

water ratio (water consumption relative to production) of global manufacturing sites

Introduce rPET into our portfolio as we continue to support the UK Plastic Pact

 $<sup>^{\</sup>scriptscriptstyle \dagger}$  Figure independently assured by Ernst & Young LLP

## SUSTAINABLE BUSINESS REVIEW

## CONTINUED

AVERAGE CALORIES PER 250ML SERVE



### **HEALTHIER PEOPLE**

Health has never been more important to our consumers, with people taking a more active interest in what they eat and drink across our markets. We remain committed to helping consumers make healthier choices and live healthier lives

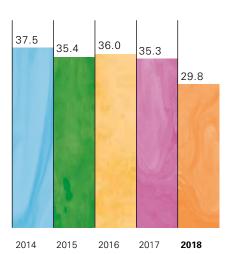
Across our markets we continued to reduce the sugar and calories within our portfolio in 2018, with no compromise on taste. We achieved a 16% reduction in the average calories per 250ml serve since last year through a combination of reformulation, innovation, responsible marketing activity and partnerships encouraging consumers to choose our low/no sugar options.

In 2018, we removed an additional 3.5bn calories† from GB diets through further reformulation of our existing portfolio. With regard to innovation, in GB and Ireland 90% of our innovation activity this year (launched and planned) was on low and no added sugar products, including the launch of Aqua Libra - a sparkling natural fruit-flavoured water without sugar or sweeteners and with less than three calories per 330ml can. In Ireland we also launched a new lemon-flavoured Club Zero. In Brazil we launched Maguary Uno, a concentrated juice that is already sweetened - a first for the category. This innovation encourages consumers to switch away from powdered soft drinks where sugar is added at point of consumption and instead choose pre-mixed cordials which have low sugar amounts per serve









Alongside our reformulation and innovation activity, we have continued to promote healthy lifestyles through our brands. In GB, 99% of our marketing spend targeted our low/no added sugar products. Fruit Shoot continued its partnership with Public Health England's Change4Life programme with the 'Be Snack Smart' campaign aimed at helping parents to encourage children to eat healthier snacks.

We continued to support our customers with promoting healthier options to consumers without any compromise on taste. In collaboration with Britvic Ireland, University College Dublin became Ireland's first exclusive low and no sugar campus as part of a seven-week pilot programme in which regular sugar-sweetened drinks were removed from the campus and replaced with low and no sugar options. In a post-pilot survey, three-quarters of the students and staff polled had switched to the healthier alternatives without experiencing any impact on taste.









#### Soft drinks levies and taxes

This year we saw the introduction of the Soft Drinks Industry Levy (SDIL) in the UK on 6 April and the Sugar Sweetened Drinks Tax (SSDT) in Ireland on 1 May.

Ahead of the introduction, 94% of our owned brand portfolio was below/exempt from the levy in GB and 79% of our Ireland portfolio. Following the introduction of the levies, we have seen an accelerated consumer transition away from higher sugar drinks, which has benefited our portfolio of low and no sugar brands.

Today, 99% of our GB owned brand portfolio is below/exempt from the SDIL and in Ireland 90% of the owned brand portfolio is below/exempt from the SSDT.

	lotal		
	portfolio	Owned	
	below/	brand	
	exempt	portfolio	
	(including	below/	
	PepsiCo)	exempt	
GB	90%	99%	
Ireland	83%	90%	
GB & Ireland combined	89%†	98%	

99%

of our GB owned brand portfolio is below/exempt from the sugar levy

90%

of our Ireland portfolio is below/exempt from the SSDT



#### **HEALTHIER COMMUNITIES**

Our long-term business success relies on resilient, healthy and prosperous communities across all our markets. We are proud of the positive contribution we make to society directly through the safe and inclusive jobs we provide and the support we give to charities, communities and good causes and indirectly through our wider supply chain with our commitment to human rights and responsible sourcing.

## Giving back

We want the communities in which we operate to thrive and, through our community support programmes, we offer a variety of mechanisms by which our employees can support their communities including paid volunteering days, matched fundraising and drinks donations. Through these initiatives and monetary donations, this year 22%† of our GB and Ireland employee community participated in giving back. Our GB based employees participation levels fell this year from 31% in 2017 to 23% but this can be attributed to changes undertaken during the year in

preparation for our new corporate charity

partnership, due to be launched in 2019.

This year, our employee community activity was valued at £70,000. Whilst this financial contribution makes a huge difference to our communities, we know that the positive impacts stretch beyond this number, with campaigns and events raising awareness of important issues and strengthening the bond between our employees. Our Britvic Ireland team, together with their friends and families, demonstrated this through their participation in the Darkness into Light 5km charity walk event to raise funds and awareness for suicide prevention charity Pieta House. In France, our employees continued to support our partnership with the skill-based charity Les Apprentis Auteuil. Since 2016 we have donated €60,000 and directly supported more than 145 young people with skill-based training at our sites, ranging from catering to gardening.

# Employee health, safety and wellbeing

Commitment to the health, safety and wellbeing of our employees remains at the heart of our business. This year we introduced our Safety Critical Rules across the business to ensure that employees undertaking the highest-risk activities are trained to follow the correct safety procedures to avoid injury. Across GB, Ireland and International we also launched our Safe Driving Policy, which outlines safety critical rules for driving. This policy will shortly be rolled out in France and Brazil. Despite these measures, our safety performance across the group disappointingly deteriorated, with a significant increase in the number of losttime accidents resulting in a lost -time injury frequency rate of 0.86<sup>†</sup>. This could be attributed to improved classification of accidents compared with previous years or as a result of improved reporting of accidents that occur off-site when driving on company business or when working on customer premises. Regardless of the cause, the number is unacceptably high, and a programme will be launched next year focusing on effective identification and reporting of hazards, near misses and behavioural safety observations to improve our safety performance.

In addition to providing a safe place to work, we're committed to providing an emotionally and psychologically healthy environment where employees can be themselves and feel supported. In this year's Great Place to Work survey we achieved a wellbeing score of 71%<sup>†</sup> across the business, a change from 72% in 2017. The overall Trust Index score within the Great Place to Work survey also fell from 75% in 2017 to 73% this year, although there were improvements in our Ireland and Brazil business units. We are confident that we understand the reasons for these changes and, with the plans we have in place for 2019 including dedicated resource and focus to enhancing our existing employee wellbeing programme, that these trends should improve.

## Supplier community

Our stakeholders rightly expect that the people in our supply chain who make, grow or supply our materials and ingredients are treated fairly and their human rights respected. We are committed to sourcing the ingredients and materials that go into our drinks in a responsible manner and continually strive for the highest ethical standards, holding our suppliers and partners to the same criteria.

Our Ethical Business Policy details our commitment to human rights and covers bribery and corruption, conducting business with respect, integrity and equality, and managing personal activities and interests. Our approach is guided by international conventions and standards, including the United Nations (UN) Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Our policy extends to our suppliers and other trading partners and compliance is monitored through our responsible sourcing programme.

This year we continued to advance our responsible sourcing programme and, following the integration of Brazil in 2018, updated our measurement and reporting processes to better reflect supply chain performance. This has resulted in a change to the number of suppliers linked to us on Sedex, the supplier data platform that we use, compared with last year but is a true reflection of our supply chain. This year 57%<sup>†</sup> of our direct suppliers were linked to us on Sedex, with 25%<sup>†</sup> of those suppliers deemed as high-risk with Sedex Members Ethical Trade Audit (SMETA) 4 Pillar audits in place. We expect to significantly increase the percentage of suppliers linked to us in 2019 as we continue the rollout of Sedex to our supply chain in Brazil.

Full details on our approach to preventing modern slavery across our business can be found within our Modern Slavery Statement published on our website at www.britvic.com/modernslavery.





# Temple Street

MiWadi helped fund the new Neurology and Renal Outpatients' Unit at Temple Street Children's University Hospital, with €1.8 million raised through the MiWadi Trick or Treat for Temple Street campaign over five years. Located in Dublin city centre, Temple Street is one of Ireland's largest dedicated children's hospitals, caring for over 145,000 children each year.

 $<sup>^{\</sup>scriptscriptstyle \dagger}$  Figure independently assured by Ernst & Young LLP

# SUSTAINABLE BUSINESS REVIEW CONTINUED

## Diversity and inclusion

At Britvic, creating an inspiring place to be for our employees is critical to our vision of becoming the most dynamic, creative and trusted soft drinks company in the world. We know that we will only achieve our ambitions if our workforce reflects the diverse communities that we serve and we create an inclusive culture where each employee can truly be themselves and feel empowered and enabled to be the best they can be.

This approach is underpinned by our commitment to providing equal opportunities to our current and potential employees and applying fair and equitable employment practices. We value diversity and we recruit and promote talent on the basis of ability, skills, experience, behaviour, performance and potential for the job. Our selection, training, development and promotion policies ensure equal opportunities for all employees regardless of factors such as age, disability (including colleagues who become disabled during service), gender (including gender reassignment), marital status, pregnancy and maternity, race, nationality, religion or belief, or sexual orientation. We codify this through our Equality and Diversity policy, our Diversity and Inclusion Strategy and our values.

The overall gender balance across all employees within the business at 30 September 2018 was 28% female and 72% male<sup>†</sup>. This figure is indicative of our industry, with a high proportion of operational employees typically being male and has remained static since the previous reporting period. This year the representation of women in leadership roles remained the same at 33% \* †. We are taking steps to improve on this position in 2019 so that we meet our target of women holding at least 40% of leadership positions by 2020. Our Board level gender diversity increased this year from 14%

female and 86% male in 2017 to 25% and 75% respectively in 2018, following the appointment of Suniti Chauhan.

	Male	Female
Board	6 (75%)	2 (25%)
Executive Committee	11 (92%)	1 (8%)
Senior managers (Band D+)	244 (67%)	121 (33%)
All employees	3,404 (72%)	1,293 (28%)

We have taken several steps to deliver our Diversity and Inclusion Strategy in 2018; our leadership development programme has an egual intake of women and men, we have provided mentoring to high potential female leaders and we supported the creation of a 'Women@Britvic' network. To create a more evenly balanced gender workforce in all parts of our organisation we have increased the intake of women into our manufacturing apprenticeship scheme and are promoting careers in manufacturing in schools and universities. To ensure we make further progress on gender balance, we have recruited a new role focused entirely on diversity and inclusion to ensure that we deliver our strategy at pace.

Of course, diversity is not simply about gender and we recognise that building an inclusive culture is key to our future success. This is why we have supported our employees to establish a 'Be Proud' LGBTO network in addition to our women@Britvic network. Our French business has taken steps to help people with disabilities access and/or remain in employment, including building awareness of the impact of having a disability within our employee base, supporting vocational rehabilitation centres for disabled workers and participating in Linkday, a recruitment forum dedicated to supporting people with a disability.



#### What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women across the organisation, regardless of the nature of their work. It is different from equal pay. Equal pay relates to men and women being paid equally for equivalent jobs. This is a legal requirement in the UK and one that Britvic believes in fully across all of our markets. We are confident that men and women are paid equally for equivalent work. However, because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.

## GB Gender pay gap

The following results show our GB gender pay gap at a snapshot date of 5 April 2018 for the 1,862 people who were employed by Britvic Soft Drinks Ltd. This includes people at our Head Office in Hemel Hempstead as well as manufacturing and distribution sites around GB.

Our total gender pay gap favours women (-17% median) against the UK average of 18% median. The primary driver of this is the structure of our workforce which, in line with the industry we operate in, is weighted towards our manufacturing and distribution operations, where the balance of the workforce is predominantly male (8:1). The roles in our manufacturing and distribution operations have, on average, lower salaries than those in our office functions. We also have proportionally fewer women in our leadership roles that, on average, attract higher pay rates. Therefore, while the difference in median bonus is again weighted towards women (-57%), the upper-quartile pay is predominantly made up of men (66.6%, versus 33.4% women)



Please note, the 2017 percentage of women represented in leadership positions was reported as 36% last year and has since been restated at 33%.

## Our GB gender balance





## Difference in pay between genders

**-4%** -17%

Mean Median

The mean and median pay results reveal that on average, females are paid more than males on an hourly basis. This is primarily because a large proportion of our workforce is made up of manufacturing, distribution support roles, and most of our employees are male. This gender balance in our demographics influences our gender pay gap. Within the female population, we see proportionally more women in managerial roles, which means that women on average earn more than men. However, we still have proportionally fewer women in senior leadership roles.

## Pay quartiles

The figures below show our gender balance within each of our pay quartiles, with the lower quartile having the lowest-paid employees and the upper quartile having the highest-paid employees.





## Upper middle quartile

Male 70.8%Female 29.2%



## Lower middle quartile

Male 83.6%Female 16.4%



### Lower quartile

Male 73.1%Female 26.9%

### Proportion of male and females receiving a bonus





All GB employees have the opportunity to receive a bonus in December each year, subject to scheme rules.

### Difference in bonus payments between genders

-57%

median bonus payments between genders

The median bonus is -57% in favour of females. This is because the structure of our workforce is weighted towards our manufacturing and distribution operations, where the balance of the workforce is predominantly male (8:1). The roles in our manufacturing and distribution operations have, on average, lower bonuses than those in our office functions.

9%

mean bonus payments between genders

The mean bonus payment is 9% in favour of males. This is driven predominantly because higher bonuses are paid at a senior executive level which is predominantly male.

† Figure independently assured by Ernst & Young LLP

# SUSTAINABLE BUSINESS REVIEW CONTINUED



## **HEALTHIER PLANET**

We know that business has a vital role to play in tackling the environmental challenges facing our world today, and we are committed to playing our part. We are focused on continually reducing the environmental impact of both our own manufacturing operations and those within our wider value chain.

#### Direct impact

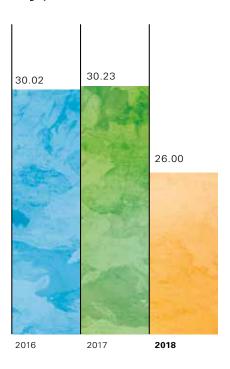
Our Healthier Planet strategy focuses on reducing our direct environmental impact across our 13 manufacturing sites. In 2018, we began to see the environmental benefits of our investment in transforming our manufacturing operations in GB. In the final quarter of the year, we saw our energy intensity across our GB manufacturing sites drop to 79.3 kWh/tonne product as our new lines ran at high volumes and maximised efficiencies. This was a 21% reduction on the same period in 2017. Our investment in new technology continued in France, including the installation of a heat exchange system at our Unisource site. By capturing waste heat and directing it back into our operations, we were able to help reduce site natural gas consumption by 8%.

This transformation of our operations has helped drive a 14% reduction in manufacturing carbon emissions relative to production in 2018 (using location-based Scope 2 calculation methodology). This is a 13% reduction since our 2016 baseline and marks good progress towards our 2020 goal of a 15% intensity reduction. We also accelerated our transition to cleaner energy and 28%<sup>†</sup> of our manufacturing energy came from renewable sources this year (34% including low carbon electricity from nuclear in France). This was driven by the switch of our electricity to 100% green in Ireland and the ongoing use of biomass fuel and green electricity in Brazil. In France, green energy was championed by one of our brands, Pressade, which switched to 100% renewable electricity from January. In GB, we achieved an uptake of 23%<sup>†</sup> hybrid/ electric vehicles in our company car fleet this year and look forward to step-changing our use of renewables from October 2018 as our GB manufacturing sites switch to 100% green electricity, which is estimated to lift our global manufacturing electricity to over 80% renewable.

Water consumption in manufacturing was impacted again this year by the cleaning required during testing and commissioning of the new lines. Our water intensity ratio increased by 3% vs 2017 to 2.14 m³/tonne product¹. Whilst none of our manufacturing sites were located in areas of high risk as determined by the World Business Council for Sustainable Development's Aqueduct water risk tool\*, we know that we have more work to do to reduce our water consumption and are designing strategies to address this during the coming year.

In line with our 2020 goal, we sent zero waste to landfill from our manufacturing sites in GB and Ireland in 2018. Our Brazil sites reduced waste to landfill by 17% this year, sending 306 tonnes, resulting in a total of 99% twaste diverted from landfill across the Group. In France, optimisation work on the anaerobic digestor at our Crolles site is helping to create a closed loop system. Approximately 22% of the site's waste is fed into the onsite anaerobic digestion plant, generating over 20,000m³ of recoverable biogas per year, which is used to fuel boilers on the site. This equates to approximately 130,000 kWh of energy fed back into manufacturing operations.

# MANUFACTURING CARBON EMISSIONS INTENSITY KG CO<sub>2</sub>E/TONNE PRODUCTION

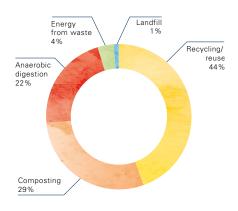


	20181,2	2017
	(tonnes	(tonnes
	CO <sub>2</sub> e)	CO <sub>2</sub> e)
Location-based emissions method		
Scope 1	31,439	31,752
Scope 2	29,692	35,578
Total scope 1 & 2 emissions	61,131	67,330
Scope 1 & 2 emissions intensity (per thousand tonnes production)	28.57	31.70
Market-based emissions method		
Scope 1	31,439	31,752
Scope 2	16,264	23,091
Total scope 1 & 2 emissions	47,703	54,843
Scope 1 & 2 emissions intensity (per thousand tonnes production)		
Downstream emissions		
Scope 3 – Business travel <sup>3</sup>	3,148	3,947
Scope 3 – Downstream primary logistics	53,711	47,804

#### Notes

- 2018 figures refer to the 52 weeks ending 30 September 2018. Please refer to Britvic's 2018 Basis of Reporting available
  at www.britvic.com/sustainable for full scope, boundary and methodology disclosure for our greenhouse gas reporting.
  This data is independently assured by Ernst & Young LLP.
- We have extended the scope of our reporting this year to cover non-manufacturing emissions. 2017 data have been restated for comparability and to increase robustness of reported figures.
- 3. Business travel excludes our Brazil business unit.
- \* As at May 2018

# MANUFACTURING WASTE DISPOSAL BREAKDOWN



## Indirect impact

We know that a significant proportion of Britvic's environmental impact occurs outside of our direct operational control and we are committed to working alongside our supply chain partners to reduce this. In 2018, we reduced our indirect emissions from business travel by 20% (excluding Brazil), primarily through reducing our flight mileage. However, we saw an increase in our downstream primary logistics emissions of 12% due to new delivery routes in France and Brazil. This is something we must continue to focus on going forward.

In our GB and Ireland business units we also supply refrigeration and vending equipment for use on customer sites and, as part of our ongoing project to capture the full scope of our indirect emissions, we calculated emissions of 33,000 tonnes CO<sub>2</sub>e<sup>†</sup> from the electricity consumed by this equipment in 2018. All our GB equipment uses eco-friendly, natural refrigerant gases and all new chiller equipment added to this portfolio has LED lighting, in order to help reduce energy consumption.

We continue to engage with our suppliers to better understand the environmental impact associated with the materials that we purchase, using the Sedex tool to review their approach to environmental risk management and making visits to suppliers to see first-hand the activity driving environmental improvement. In 2018, we completed a project to trace some of the fruits in our drinks back to the farms where they were grown. This provided us with some fascinating insights into the journey of our ingredients, the agricultural methods used and the communities that we support indirectly. With increasing interest in the traceability of ingredients, we plan to expand on this work going forward.

Whilst much of our fruit juice comes from fruit farmed across the world, over two thirds of the sugar used in our GB manufacturing is sourced in Britain. This sugar travels an average of just 28 miles from field to factory and it then travels an average of around 95 miles to reach us. We are proud to support UK agriculture by sourcing locally whilst also reducing our indirect carbon emissions from transport and logistics.

## Packaging

We recognise the impact that plastic can have at the end of its life and are committed to playing our part to reduce this. This year, we signed up to the UK Plastic Pact, a pioneering agreement which aims to transform the plastic packaging system in the UK and keep plastic in the economy and out of the ocean. As part of this commitment, we've pledged support to a series of ambitious 2025 targets, including making 100% of our plastic reusable, recyclable or compostable and eliminating problematic or unnecessary single-use plastic.



In the UK, 100% of our PET bottles, cans and glass are already recyclable and this year we further demonstrated our commitment to the circular economy through our pledge to invest in the UK recycling infrastructure through the purchase of UK-based Packaging Recovery Notes (PRN).

Across all packaging formats, we're committed to minimising the environmental impact and this year we completed lifecycle assessments on our most popular packaging formats, enabling us to better

understand the environmental impacts and help prioritise packaging development activity. This project identified that, whilst PET plastic packaging is sometimes seen negatively from an environmental perspective, the water and carbon impacts associated with the whole lifecycle of PET packaging was preferable to many other packaging materials. Despite this finding, we recognise that it is still favourable to reduce our packaging use wherever possible. Through the investment in our GB manufacturing capability, we have eliminated 600 tonnes<sup>†</sup> of primary plastic packaging by accessing new technology enabling us to manufacture lighter weight bottles. This year we also made the transition from steel to aluminium cans in GB and Ireland, avoiding 2,800 tonnes of packaging materials.

We are committed to promoting responsible disposal of our packaging with consumers, communicating recycling messaging on packs and through consumer-facing campaigns such as the Keep Scotland Beautiful, 'Give your litter a lift' campaign targeting roadside litter in Scotland. In Brazil, together with our suppliers, we're also trialling the use of wire made from recycled PET bottles collected from rivers and lakes in the Cerrado region for our passionfruit vines to replace steel wire, an initiative being spearheaded by environmental charity Greenpeace.

Our squashes and cordials are concentrated and therefore a great way to reduce plastic packaging used per serve, with Robinsons 1.75 litre double concentrate bottles delivering 70 servings or 17.5 litres as enjoyed by consumers. This year, Robinsons also supported consumers in avoiding unnecessary single-use plastic during the Wimbledon Championships, introducing personalised re-usable bottles to tennis-goers and encouraging fans to fill their bottles with Robinsons Fruit Creations. Over 3,500 re-usable bottles were handed out over the course of the Championships.



<sup>†</sup> Figure independently assured by Ernst & Young LLP

Britvic plc

Breakspear Park Breakspear Way Hemel Hempstead HP2 4TZ

Tel: +44 (0)121 711 1102

www.britvic.com

