



Healthier Planet

1. Policy Statement

Our purpose is to enjoy life's everyday moments.

Sustainable business has been the beating heart of Britvic, since the creation of The British Vitamin Company back in the 19th century by chemist Mr Rawlings. As then, we believe the most pressing challenges facing and shaping society globally are centred around health, our health and the health of our planet. Healthier People, Healthier Planet is key to delivering Mission 2025, fundamental to Britvic's resilience and future success, as we work towards creating a better tomorrow.

Healthier Planet is about protecting our planet through the thoughtful use of resources, for us and future generations with three principle components:

1. transitioning to a low carbon circular economy by maximising energy efficiency and using renewable energy sources, for our plants, equipment and transport
2. minimising waste within our operations and making packaging 100% recyclable
3. understanding the environmental and social footprint of our supply chain and driving efficient use of natural resources, including water, to ensure Britvic is a positive contributor to people and planet.

This Policy outlines our commitments to the environment. It allocates responsibilities and practices that ensure environmental protection in terms of impact prevention, resource conservation and continuous improvement.

2. Policy Owner

The Sustainable Business Director is accountable for establishing the strategy for minimising the environmental impact of our business in the areas that we operate. However, all employees, contractors and visitors are expected to be proactive and cooperative in upholding our Environmental standards.

The Environmental Social and Governance Committee (ESG Committee) oversees, on behalf of the Executive Team and the Board, the development of Britvic's Sustainable Business strategy and roadmap. They also recommend medium and long-term targets and develop key policies to drive continual improvement. They also make recommendations to the Executive Team and Business units (BUs) on how to implement these and monitors their performance.

3. Who does it apply to?

We believe that safeguarding the environment is everybody's responsibility and all employees are accountable for environmental performance. As a sign of our commitment, non-financial targets form part of the annual bonus structure for Band E managers and above and we recommend all employees include Healthier People, Healthier Planet objectives in their myPerformance objectives. This policy therefore applies to all Britvic employees, contractors and facilities worldwide.

4. Policy Detail - What do I need to know or do?

Our Environment and Sustainability Values

- Safeguarding the environment is everyone's responsibility and we adopt a people, planet and performance lens to everything we do.
- Transitioning to a low carbon circular economy by maximising energy efficiency and using renewable energy sources, for our plants, equipment and transport
- Minimising waste by making packing 100% recyclable and creating a circular economy, transitioning to 100% rPET bottles in GB by the end of 2022 and 50% rPET in Ireland by 2025
- Understanding the environmental and social footprint of our supply chain and drive efficient use of natural resources including water to ensure Britvic is a positive contributor to people and planet.
- No activity within Britvic is so important that it cannot be done in a sustainable way and we each have a role to play to make this happen and hold each other to account, if we see activity that we believe is unsustainable.

Our Environment and Sustainability Standards

Environment and Sustainability standards are in place and apply to all our locations globally, to establish sustainable working practices and behaviours. These standards are available in the Integrity Management System documentation and cover such things as operating procedures, environmental controls, emergency plans and reporting.

Our Environmental Commitments

Our environmental commitments reflect our approach to managing the environmental issues most material to our business.

Our Healthier Planet strategy is aligned to the UN Sustainable Development Goals 6, 9,11,12,13,14, 15 and 17.

Our Environment and Sustainability processes and performance against these will meet the requirements of relevant global standards and we aim to have all supply chain operations and supporting central functions certified to ISO14001.

Climate change & energy use

Britvic has committed to being a carbon neutral business by 2050. We understand the role we have to play in mitigating the effects of the climate crisis and have committed to the following goals to take us towards this:

2025 Goal: Britvic has committed to reduce Scope 1 & Scope 2 emissions by 50% by 2025 and Scope 3 emissions by 35% vs 2017 base in line with the Science Based Target initiative, achieved by:

- Optimising our energy use and our product distribution networks with the most efficient, carbon neutral and carbon mitigating technologies
- Accounting for, controlling and working to eliminate greenhouse gas emissions that are contributing to the climate crisis.
- Proactively monitoring climate risks within our supply chain within the Taskforce for Climate Related Financial Disclosure (TCFD) and internal risk management processes.
- Tracking our environmental performance within our Integrity Management System

Water stewardship

Water stewardship is at the heart of our environment agenda, particularly as water is the main component of most of our products, and therefore make the following commitments:

2025 Goal: Reduce water ratio by 20% by 2025, versus our 2019 baseline, by:

- Minimising the impact of our operations on natural water systems
- Investing in water and effluent saving opportunities in our facilities, while embracing new technologies
- Collaborate with our suppliers and communities and other stakeholders to address the global water challenge

Packaging & waste reduction

We aim to reduce or remove waste wherever possible. For packaging this means ensuring it uses as much recycled content as possible and that it is itself recyclable. Our commitments are:

2025 Goal: Reduce packaging per serve by 20% by 2025 versus our 2020 baseline and all PET bottles sold in the GB market to be made from recycled PET (rPET) by the end of 2022. We will achieve this by:

- Ensuring every operation has a plan to minimise the environmental impact of packaging through material optimisation and new technologies without compromising product quality, integrity or usability.
- Supporting initiatives to promote recycling and raise consumer awareness, including deposit return schemes
- Minimising waste generation and ensure continuing responsible waste management and disposal
- Continuing to send zero waste to landfill

Responsible sourcing

- Work in partnership with suppliers to improve the environmental and ethical performance of our entire value chain, with particular focus on sustainable agriculture, sustainable packaging and decarbonisation.

In addition to our specific environmental focus areas, it is our policy to:

- Comply fully with all applicable environmental laws and regulations
- Set targets that will positively drive environmental performance and exceed current standards
- Implement effective management systems (certified to national and/or international standards where appropriate) to prevent pollution and continually improve environmental performance
- Audit and regularly review the environmental risks, impacts and performance of our business
- Consider the environmental impacts of business changes, including the design of new and renovated products
- Accurately report and effectively communicate our environmental information to all stakeholders
- Train all employees on applicable environmental requirements and ensure there is accountability for action
- Maintain a constructive dialogue with stakeholders on environmental matters and seek out partnerships to improve our programme.
- Commit to operating within an ethical framework, as detailed in our Ethical Business Policy.

5. Policy breach and consequences - What happens if I don't follow it?

If you don't follow or fully comply with the Policy, you could endanger reputation of the organisation and potentially cause harm to our people, environment and communities in which we operate.

Any significant breach of this Policy will be reviewed and depending on the nature of the breach, may get escalated. Deliberate or negligent contravention of this policy will be investigated as a disciplinary matter and will be considered as non-compliance as part of your myPerformance review.

If you are a contractor, we will review your assignment with us which may lead to permanent or temporary exclusion of individuals or whole companies from working with Britvic.

6. Related Documents

Code of Business Conduct

Ethical Business Policy

Healthier People, Healthier Planet Strategy

Integrity Management System Standards

Packaging Strategy

7. Terms and Definitions

ESG Committee – Environmental, Social and Governance Committee

Healthier People, Healthier Planet – Sustainable Business Strategy of which the Healthier Planet is the Environment section of the strategy.