



Sustainability Policy

OUR MISSION STATEMENT At The Evolv Collection, we are fully committed to minimising our impact on the planet. We are addressing a range of specific issues, including the ethical sourcing of food products, reducing food waste and maximising recycling, whilst reducing our energy and water consumption. Our over-arching objective is to become a carbon-neutral business by the end of 2022. We take our social and environmental responsibility very seriously. Through a comprehensive employee training program, we are instilling this culture and mindset within in our organisation. Our commitment is to the three pillars of SOURCING, SOCIETY and ENVIRONMENT:

SOURCING We believe that ethical sourcing is key to the success of our sustainable objectives. At all levels within the business, we are striving to protect, preserve and restore the natural environment by only sourcing high quality and sustainable products from our suppliers. We are fully committed to sourcing locally and support UK producers. Our policy is to only use seafood and fish certified with the blue label from the Marine Stewardship Council (MSC) or species graded between 1 and 3 by the Marine Conservation Society (MCS). Our chefs develop menus within this framework. We support the Five Freedoms, as defined by the Farm Animal Welfare Committee (FAWC) for all farmed animals and will only use suppliers who can fully demonstrate that their own supply chain complies with these principles:

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury or disease
- Freedom to express normal behaviour
- Freedom from fear and distress

We only source poultry with high animal welfare standards and ensure that the products we purchase have a minimum certification of Red Tractor or equivalent.

We only buy British Lion Quality marked eggs and these are sourced from RSPCA free-range or barn-raised cage-free chickens. The Lion mark indicates the farming method, country of origin and the farm ID. Our beef, lamb and pork are locally sourced from farms who enable natural behaviour and promote good health and animal welfare. We work with quality-driven suppliers who obtain their stock from local farms, farmers markets and independent butchers. This allows us to determine product provenance back to a farm or a producer. We insist on compliance with certification schemes, including Red Tractor, QMS, Bord Bia and FAWL.

All our milk and dairy products are either certified by Red Tractor or Bord Bia and comply with the Free-Range Pasture Promise pledge.

Seasonality plays a key role in our business together with local sourcing. Our chefs use fresh ingredients certified to UK and globally approved standards, such as LEAF Marque, Red Tractor, and Global G.A.P. We demand that our tea suppliers work with Ethical Tea Partnership growers. Likewise, our coffee is sourced from a specialist supplier and is 100% Fairtrade. All sugar purchased is certified to Fairtrade, Bonsucro standards, or Red Tractor Assured.

All chocolate purchased is either Fairtrade, Rainforest, Alliance Organic or Direct Trade.

SOCIETY

We aim to provide our guests and teams with a positive healthy eating experience in order to promote their well-being. An increased number of healthy alternatives are offered and consideration is given to different dietary, cultural, religious and health needs.

Every level of the business is responsible and accountable for offering healthy choices. Through our staff training programme, we are developing positive attitudes towards food and nutrition and promote an understanding of a balanced diet.

Menu development across our restaurants involves increasing the number of dishes with lower salt, less sugar and fewer calories.

We offer vegan and vegetable-led menu choices and our objective is for these dishes to make up 50% of our menu.

We will display calorie information on our menus from April 2022 in line with government legislation so that our guests can make an informed choice when selecting their dishes.

We also look after our younger guests and ensure that we 'Feed Children Well' so that they establish good eating habits for life. Children's menus are designed with an emphasis on seasonal fresh fruit and vegetables. Main courses include two servings of vegetables and all dishes minimise over-processed ingredients. Fizzy or sugar-rich drinks have been replaced with fresh juices, smoothies and water.

Our suppliers must demonstrate that they have taken steps to eradicate modern slavery within their business and that they also hold their own suppliers to account over modern slavery.

We have partnered with a specialist company that helps hospitality businesses operate responsibly. They have created bespoke online training resources for our teams which encompass the key sustainability focus areas -

- Nutrition and healthy eating
- Environmental, including energy and water efficiency
- Recycling of materials
- Effective waste management

ENVIRONMENT

The Evolv Collection has an ambitious overall objective to become a carbon-neutral business by the end of 2022.

In terms of energy usage, we collaborate with brokers and suppliers who ensure our energy is procured and certified through renewable sources.

We currently use 100% REGO certified green electricity across all restaurants.

We are also focused on reducing the consumption of electricity, gas and water through a set of appropriate management objectives.

Stretching targets have been set across all restaurants with the aim to reduce our 2022 consumption of electricity by 20% and our gas by 10% in comparison with 2019.

To support delivery of these targets, the business has implemented utility management software which provides live data of energy consumption in each restaurant, allowing us to effectively manage, and react quickly, to any deviations from our reduction targets. We continue to invest in energy efficient equipment when refurbishing existing and constructing new restaurants.

We use Building Energy Management Systems (BEMS) to monitor and regulate electrical and mechanical equipment to ensure our restaurants work efficiently and sustainably.

Understanding the need to reduce our reliance on gas, we have commenced on a program to, wherever appropriate, phase out gas appliances from our existing sites.

There is an on-going program to replace lighting within our restaurants with LED lamps, with a view to achieve full compliance with this by the end of 2022.

As part of our overall strategy, our goal on an annual basis is to reduce our food waste by 9%.

We will meet this reduction in waste target by achieving higher yields from raw materials, serving smaller portions to avoid plate-waste and by using better quality and seasonal produce. We offer 'doggy bags' where guests wish to take their food home with them rather than waste it.

Through our recipes and consumption, we measure and track our food waste and actively manage it against our targets.

If we identify any food products which are coming to the end of their shelf-life and which we cannot use in the business, we re-distribute this to charities.

We separate food waste from general waste at sites so that after collection, it can be put through anaerobic digestion to create green energy and a nutrient rich digestate which can be used in agriculture to grow more food, making a circular economy. Waste cooking oil is collected from our sites and used in the process to make bio-diesel.

In addition to the separation of food waste, we provide clearly labelled facilities for the segregation of recyclable materials such as cardboard, dry mixed recyclables and glass.

We work with our suppliers to continually reduce and/or remove the amount of excess packaging that is received in the business.

Our target for recycling is to achieve a minimum of 70% of total waste by 2025 and we closely monitor our progress with this on a monthly basis. This allows us to make changes at site-level if there are any deviations from target.

We have removed customer single-use plastics from the business and are working with our suppliers to limit the use of plastic within the supply chain.

THE FUTURE

We recognise that some of the targets we have set ourselves in order to minimise our impact on the planet can be met quickly and easily. However, some are long-term goals which could take a number of years to implement using a phased-approach. The business and all of its stakeholders are wholly committed to working towards and achieving the targets we have set and thereafter maintaining them.