

Environment, Energy and Waste Policy

This policy applies to all OVG Europe Ltd UK hospitality business entities, units, brands, sites, employees, contractors and suppliers.

1. Policy Statement

At OVG, we recognise that the way we operate affects the environment through the energy we use, the food we source and serve, the journeys we make, the resources we consume, and the waste we generate.

As a responsible business, we are committed to making a positive difference, led by our Group wide 'Future Positive' strategy. We aim to reduce our environmental footprint, support the transition to a low-carbon and circular economy, and continuously improve the way we work. By doing so, we can deliver exceptional food and service experiences for our customers while helping to protect the business against the risks associated with climate change.

2. Our Commitments

We are committed to embedding environmental responsibility into every aspect of our operations. We will deliver:

Environmental Management

- Meet or exceed all relevant environmental, energy and waste legislation, regulations and industry standards.
- Prevent pollution and minimise the environmental impacts of our activities wherever possible.
- Consider environmental sustainability when making business decisions, sourcing products, developing menus, managing sites and planning investments.
- Set measurable environmental objectives and regularly review our progress to drive continual improvement.
- Work towards achieving Net Zero emissions by 2040.

Energy Management

- Reduce energy consumption and associated greenhouse gas emissions across our operations, including direct energy sourcing, fleet activities, refrigerants and food supply chains.
- Encourage energy-efficient behaviours in our kitchens, offices, warehouses and customer-facing environments.
- Invest in energy-efficient equipment, technologies and building systems where practical and beneficial.
- Monitor, measure and review energy performance to identify opportunities for improvement.
- Switch to renewable and lower-carbon energy sources where feasible by 2026.

Waste Management

- Apply the waste hierarchy of Prevent, Reduce, Reuse and Recycle before considering disposal.
- Reduce food waste through smart purchasing, careful storage, efficient preparation and effective measurement of waste streams coupled with preventative techniques.
- Maximise recycling opportunities for packaging, cardboard, glass, metals, plastics and other operational materials.
- Work to eliminate unnecessary single-use items and encourage reusable alternatives.
- Work with approved and compliant waste management partners to ensure waste is handled responsibly and sustainably, including waste carried by the company.

3. Key Objectives

To support these commitments, we will strive to achieve ISO14001 certification for our environmental management system by end of 2026 and maintain this certification and appropriate objectives through our integrated management system.

4. Roles and Responsibilities

The Leadership Team is responsible for:

- Providing strategic direction and resources to support environmental objectives.
- Reviewing environmental performance and progress against targets.
- Promoting a culture of sustainability across all brands and business activities.
- Identifying, sharing and implementing opportunities for improvement.

Managers are responsible for:

- Implementing this policy within their areas of responsibility.
- Ensuring employees receive appropriate training and guidance and follow relevant SOPs.
- Creating accountability in teams for best environmental practices.
- Identifying, sharing and implementing opportunities for improvement.

All employees are responsible for:

- Following environmental procedures, SOPs and good practices.
- Using energy, water and materials efficiently.
- Segregating waste correctly and minimising waste generation.
- Reporting environmental concerns, incidents or improvement opportunities.
- Identifying, sharing and implementing opportunities for improvement.
- Suppliers and Contractors

All suppliers and contractors must:

- Comply with relevant environmental legislation.
- Support the companies environmental, energy and waste objectives.
- Seek opportunities to reduce environmental impacts within the supply chain.
- Provide transparent and authentic environmental data in a timely manner.

6. Monitoring and Review

We will monitor performance through the collection and review of relevant environmental, energy and waste data. Objectives and targets will be reviewed regularly to ensure continual improvement and alignment with company strategy, customer expectations and regulatory requirements. Monitoring and measurement is led by the OVG Hospitality QHSE Management Committee and targets set as part of the Integrated Management System.

This policy will be reviewed at least annually, or sooner if significant operational, legal or organisational changes occur.

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