



RESPONSIBLE PROCUREMENT REPORT 2025



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SOURCING WITH CARE

At Greggs, we believe that doing business responsibly is not just the right thing to do, it's essential to building a sustainable and resilient future for our customers, suppliers, colleagues, communities, and shareholders.

As a leading food-on-the-go retailer, we recognise the significant impact our sourcing decisions have on people, animals, and the planet. That's why we are committed to ensuring that everything we buy is sourced with care, transparency and integrity.

Over the years, we have taken meaningful steps to embed responsible sourcing across our operations. We've established clear standards

for key commodities such as soy and palm oil, aligning with sustainability certifications and deforestation-free commitments. We've adopted external platforms like EcoVadis and Sedex to assess supplier sustainability performance, enabling data-driven risk management and continuous improvement.

We've also invested in internal capability. All members of our Procurement team, those responsible for selecting and managing suppliers, are required to complete annual ethics training through the Chartered Institute of Procurement and Supply (CIPS).



Greggs is proud to be listed on the CIPS Corporate Ethics Register and to display the CIPS Corporate Ethics Mark, a reflection of our commitment to ethical sourcing and supplier engagement.

Partnerships



INTRODUCTION CONTINUED

Importantly, we have taken a proactive approach to supplier engagement, risk rating our suppliers and managing accordingly.

This report marks a significant milestone in our journey. It is our first externally available Responsible Procurement Report and outlines the progress we've made, the challenges we face, and the actions we are taking to improve how we source ingredients, products and services across our supply chain. It represents the culmination of a five-year journey, from ambition to action, anchored in policy, supported by partnerships, and driven by continuous improvement.

In line with our Pledge Commitment that “by the end of 2025, we will have a robust, responsible sourcing strategy in place and will report annually on progress towards our targets,” this publication provides a transparent view of how we have embedded responsible sourcing into our business practices. From ethical labour standards and animal welfare to environmental stewardship and supplier collaboration, we are working to ensure our supply chain reflects our values and supports our long-term sustainability goals.

Future editions of this report will include a review of performance against our internal responsible procurement objectives. This will allow us to track progress, identify areas for improvement, and demonstrate accountability to all our stakeholders.

We are proud of the progress we've made, but we know there is more to do. Through collaboration, transparency, and continuous improvement, we are building a sourcing approach that not only supports our business but also contributes positively to the world around us.

Malcolm Copland
Commercial Director, Greggs
2025



GREGGS PLEDGE PROGRESS

By the end of 2025, we will have a robust, responsible sourcing strategy in place and will report annually on progress towards our targets.

Linked
UN SDGs



2021

We completed our review of soy across all our ingredients and joined the **UK Roundtable on Sustainable Soya** and signed up to the UK Soy Manifesto.



2022

We published our **Deforestation Policy**, mapped supplier compliance and plan to be deforestation-free by the end of 2025.



2023

We completed the mapping of **soy in animal feed** to determine its sustainability status.



2024

100% declared soy used in our own operations is **certified as sustainable**. We are working with meat, egg and dairy suppliers to move all soy in animal feed to be from **sustainable sources** by the end of 2025. We are using wheat from a **regenerative farmed source** in our wholemeal and white bread production.



OUR RESPONSIBLE PROCUREMENT VISION



Find out more about our business and our responsible procurement vision in [our annual report](#)



OUR BUSINESS PURPOSE

To make great tasting freshly prepared food

OUR VISION

To be the customers' favourite for food on-the-go

While Greggs has enjoyed success in recent years as we worked towards becoming the customers' favourite for food on-the-go, our journey is far from over.

In 2021, we set out an ambitious plan to double Greggs sales in five years and while the fundamental strategic pillars of our business model did not change, we identified four key growth drivers which became the focus of our strategy to reach our full potential, but our purpose and vision have remained.

THE GREGGS PLEDGE

We are dedicated to doing good

- building stronger, healthier communities
- making the planet safer
- being a better business

Since we first opened our doors in 1939, we have always tried to do the right thing by our people, our suppliers, and our communities.

It's our duty as a responsible business to stand for more than just profit. In February 2021, we launched The Greggs Pledge, declaring ten commitments based on the UN's Sustainable Development Goals to help people, protect the planet and work with our partners to change the world for the better.

We've chosen to concentrate our efforts on the challenges where we think we can make the most difference: building stronger, healthier communities; making our planet safer; and being a better business.

RESPONSIBLE PROCUREMENT VISION

Source and collaborate with suppliers to accelerate The Greggs Pledge to:

- build stronger, healthier communities
- make the planet safer
- be a better business

Our commitment to building stronger communities, protecting the planet, and being a better business naturally extends to the way we buy goods and services.

Responsible procurement is a key enabler of these pillars, ensuring that our purchasing decisions reflect our values and contribute to the positive change we want to see. By embedding ethical, environmental, and social considerations into our supply chain, we bring The Greggs Pledge to life in every partnership and purchase we make.

GREGGS MATERIALITY MATRIX

Defining our focus areas for responsible procurement begins with a clear understanding of the issues that are most material to our business and stakeholders. This is not a one-time exercise; it's an ongoing process of reflection, engagement, and alignment.

We first conducted a materiality assessment in 2019, which laid the foundation for our initial Greggs Pledge commitments. In 2024, we revisited this assessment to ensure our priorities remain relevant and impactful. This updated review helped us reaffirm the core topics under each of our sustainability pillars and explore emerging areas where we could drive meaningful change.





AMBITION TO ACTION

OUR AMBITION: DEDICATED TO DOING GOOD

We have always been dedicated to doing good; it's in our DNA, but we wanted to be more specific about how we channel our efforts and resources into doing good, beyond our organisation's ambition.

THE GREGGS PLEDGE



Making our planet safer



Building stronger, healthier communities



Becoming a better business

We reflected on what we could do to have the most positive impact on the world around us and chose to dedicate our efforts to three areas: communities, the planet, and our approach to business. We set ourselves ten stretching targets to be achieved by the end of 2025. We report annually on these specific commitments in The Greggs Pledge and are working on the next iteration of these targets beyond our initial five year cycle.

RESPONSIBLE PROCUREMENT REPORT

This Responsible Procurement Report provides a clear and accessible vision and overview of how we integrate Environmental, Social and Governance practices into every stage of our procurement process, drawn from our 'doing good' ambition and The Greggs Pledge.

Find out more about
[The Greggs Pledge](#)



EMBEDDING OUR AMBITION

Individual strategies and policies are then derived from this vision and offer the day-to-day guidelines for delivering our commitment to responsible sourcing.

Responsible Procurement themes

Labour and Human Rights

- Health and safety
- Employee rights
- Diversity and inclusion,
- Child and forced labour
- Modern Slavery

Ethics

- Anti-corruption measures
- Fair business practices, responsible information management
- Transparency

Environment

- Water management
- Energy consumption
- Greenhouse gas emissions
- Biodiversity
- Deforestation
- Pollution prevention

Animal Welfare

Strategies and Policies

Labour and Human Rights:

- Modern Slavery Statement
- Supplier Diversity and Inclusion Strategy
- Labour and Human Rights Policy
- Health and Safety Statement
- Supplier Code of Conduct for responsible sourcing

Ethics Sourcing

- Anti-bribery and Corruption Policy
- Business Conduct Policy
- Procurement Code of Conduct Policy
- Whistleblowing Policy
- Lobbying Policy
- Gifts, Tips and Hospitality Policy
- Field to Fork Policy (transparency)

Environment

- Responsible Sourcing – Deforestation
- Waste Management
- Water Management
- Environment Policy

Animal Welfare

- Farm Animal Welfare Standard
- Farm Animal Welfare Strategy
- Chicken Standard

GOVERNANCE

Greggs has established a comprehensive and transparent governance framework to ensure that its procurement practices are aligned with ethical, environmental, and commercial standards.

Our Governance structure



This framework supports the company's broader sustainability objectives and is structured to promote accountability, agility, and continuous improvement.

1. Governance Structure

Top-Level Oversight: The governance of responsible procurement begins at the highest level with the Greggs plc Board, ensuring strategic alignment with corporate values.

Operational Oversight: The Operating Board plays a key role in cascading governance responsibilities, ensuring that procurement decisions are both commercially viable and ethically sound.

2. Policy Compliance and Monitoring

Policy Framework: Compliance with responsible procurement policies is maintained through well-defined processes.

Roadmaps for Emerging Targets:

For sustainability targets not yet formalized into policy, dedicated roadmaps are used. These roadmaps:

- Are assigned to specific leads for ownership and accountability
- Include mechanisms for tracking progress and ensuring timely delivery

3. Review and Accountability Mechanisms

Quarterly Review Cycle: Roadmaps and procurement performance are reviewed every quarter through structured forums:

- Sustainability Reporting Steering Group
- Net Zero Steering Group

Executive Oversight: These forums report to an Operating Board Member, ensuring executive-level sponsorship and responsiveness to risks and opportunities.

4. Decision-Making and Escalation

Greggs Pledge Governance Process: Any sourcing decisions that require policy changes or escalations are routed through this process. It ensures:

- Alignment with Greggs' sustainability commitments
- A balance between agility and rigor, enabling timely yet principled actions

5. Strategic Outcomes

The governance framework is designed to be dynamic and future-proof, capable of adapting to evolving stakeholder expectations and sustainability challenges.

GREGGS ECOVADIS RATING

As part of our ongoing commitment to responsible business practices, Greggs has completed an EcoVadis sustainability assessment, a globally recognised evaluation of environmental, social, and ethical performance.

This independent assessment reinforces our dedication to Environmental, Social, and Governance (ESG) principles and provides a clear, transparent benchmark of our sustainability efforts.

This assessment is one of many steps we are taking to embed sustainability into everything we do, ensuring that Greggs continues to grow responsibly and deliver value to all our stakeholders.

Demonstrating Accountability and Transparency

- **Independent Validation:** The EcoVadis assessment offers third-party verification of our ESG performance, helping to build trust with customers, investors, and partners.
- **Clear Communication:** Sharing our results demonstrates transparency and accountability, aligning with stakeholder expectations for responsible business conduct.
- **Benchmarking Progress:** The assessment allows us to compare our performance against industry peers, highlighting areas where we lead and where we can improve.

Overall Score

Percentile

65th

Score

60/100



Environment

80/100

Labour & Human Rights

55/100

Ethics

50/100

Sustainable Procurement

56/100

Driving Continuous Improvement

- **Comprehensive Review:** EcoVadis evaluates four key areas:
 - Environment
 - Labour & Human Rights
 - Ethics
 - Sustainable Procurement – providing a holistic view of our sustainability practices.
- **Actionable Insights:** The detailed feedback helps us identify strengths and pinpoint opportunities for improvement, guiding our ESG strategy and investment.
- **Commitment to Progress:** By participating in regular assessments, Greggs ensures that sustainability remains a core focus of our long-term business strategy.

We're proud to share that we've received our first EcoVadis sustainability rating – achieving Bronze.

Our EcoVadis score:

Bronze

Our score places us in the top 35% of assessed companies

This is a strong foundation to build on and reflects our commitment to being a better business and using our purchasing power responsibly.



WORKING WITH SUPPLIERS

An overview

At Greggs, we recognise that strong supplier relationships are fundamental to achieving our vision of becoming the customers favourite for food on-the-go. Our procurement processes ensure that every supplier we engage with aligns with our Responsible Procurement vision and our broader sustainability goals.

Greggs Supplier Onboarding

Our supplier onboarding process is designed not only to ensure operational readiness, but also to uphold the highest standards of environmental, social, and governance (ESG) performance. This is facilitated through our SAP Ariba platform. This digital infrastructure enables seamless communication, efficient data collection, and secure information management. Prospective suppliers are required to provide detailed information, including industry classification, their operations, and their sourcing practices so that we can assess if it aligns with Greggs values and policies.

All prospective suppliers complete a two-stage questionnaire that captures essential company details and assesses compliance with Greggs ESG and operational standards.

We ask for information on a range of ESG topics:

Suppliers are also asked if they have taken additional steps to monitor and improve their own ESG performance via external third parties EcoVadis and Sedex. If so, they are encouraged to share this data with Greggs, giving us deeper insight into their ethical and sustainability credentials.

Suppliers who meet our criteria are then formally onboarded and added to our approved supplier list. All approved suppliers are required to maintain and update their information annually and all the above is factored in during contract renewals, as well as onboarding.

01

Labour and Human Rights

We require transparency on:

- Modern slavery policies and supply chain risk assessments.
- Workforce diversity metrics and supplier diversity programmes.

02

Governance & Ethics

Suppliers must demonstrate:

- Data protection practices, especially where customer or colleague data is handled.
- Confirmation of anti-bribery and corruption policies.
- Robust health & safety systems (e.g. ISO45001).
- Agreement to Greggs' mutual Non-Disclosure Agreement and Responsible Sourcing Policies.

03

Environmental Responsibility

Suppliers are asked to:

- Confirm the existence of environmental policies and targets.
- Disclose emissions data (Scope 1, 2, and 3) and Net Zero commitments.
- Demonstrate sustainable packaging and waste reduction practices.
- Provide evidence of external certifications (e.g. ISO14001).



01 LABOUR AND HUMAN RIGHTS

To learn more on the below, find the full policies on our [Corporate Governance Webpage](#).

At Greggs, we believe that doing good business means doing right by people. That's why we take labour and human rights seriously when choosing and working with our suppliers.

By ensuring fair treatment, safe working conditions, and respect for workers' rights across our supply chain, we:

Protect People: We stand against forced labour, child labour, and unsafe workplaces.

Build Trust: Ethical practices strengthen confidence in the Greggs brand.

Reduce Risk: Responsible sourcing helps avoid legal, reputational, and operational issues.

Support Long-Term Partnerships: Fairness and transparency lead to stronger supplier relationships.

Live Our Values: Our approach reflects the same integrity we expect from our teams and partners.

We do this through a combination of clear policies, colleague training, supplier expectations, and ongoing monitoring.

Greggs is committed to upholding human rights and ethical labour practices across its operations and supply chains. We do not tolerate any form of modern slavery, forced labour, or human trafficking, and we expect the same high standards from our suppliers and business partners. Through rigorous onboarding, annual self-certification, and risk-based audits, we work to identify and address any potential issues. Internally, we ensure fair wages, safe working conditions, and freedom of association, while prohibiting discrimination and harassment. Governance of this policy is overseen at board level, with regular reviews and transparent reporting to ensure accountability and continuous improvement.

Governance of this policy is overseen by a designated member of the Operational Board, with annual reviews to ensure continued relevance and effectiveness.

Supplier Standards

Greggs' Supplier Code of Conduct sets out clear expectations for ethical, legal, and sustainable practices across our supply chain. It focuses on principles based on international labour standards and human rights, covering areas such as fair treatment of workers, anti-bribery, environmental responsibility, and safe working conditions. Suppliers must comply with all relevant laws, avoid forced or child labour, and ensure fair wages and working hours. The policy also prohibits discrimination, corruption, and unsafe practices, while promoting transparency, quality, and continuous improvement. Greggs commits to working collaboratively with

Relevant Policies

Labour and Human Rights

- Modern Slavery Statement
- Supplier Diversity and Inclusion
- Strategy Labour and Human Rights Policy
- Health and Safety Statement
- Supplier Code of Conduct for responsible sourcing

suppliers to uphold these standards and reserves the right to audit or terminate relationships where serious breaches occur.

Suppliers are provided with a copy of the code of conduct and are asked to confirm compliance as part of onboarding and annually thereafter.

With support from EcoVadis, we perform an annual review of our Supplier Code of Conduct to ensure it remains effective, relevant, and aligned with our values and legal obligations.

Modern Slavery:

A fundamental aspect of detecting and preventing modern slavery and forced labour in supply chains is a risk assessment at onboarding. Prior to entering a trading relationship, we ask potential suppliers to declare the industries they operate within from a dropdown menu in a Modern Slavery Questionnaire.

They are then asked further relevant questions that assist us in identifying whether products themselves (or their components), ingredients or commodities come from a list of pre-defined high-risk countries (as set by the Global Slavery Index). Suppliers are required to provide information as to what they are doing to help identify and prevent modern slavery within their supply chain.

As part of the onboarding process, suppliers are also asked to confirm if they are members of SEDEX and/or EcoVadis and are willing to share data they have inputted to these systems. We have taken the initiative to proactively seek out these additional measures, which allows us access to any ethical data within each system should we require further information on our suppliers.

If suppliers fail to meet our standards, we will work with them via a closely monitored remediation process to improve their practices. However, if a supplier crosses a 'red-line' regarding human rights and does not work with us to remediate, a contract exit process would be initiated. Our 2024 **Modern Slavery Statement** reflects our unwavering commitment to preventing modern slavery. Throughout the year, we have collaborated closely with our colleagues, suppliers, partners, and key non-governmental organisations (NGOs), building on previous efforts and achieving significant progress

Health and Safety Policy

At Greggs, we care about where our food comes from and the people who help make it. That's why we work with suppliers who protect the health and safety of their employees.

This means making sure workers have safe, clean workplaces and are treated with care and respect. Our **Health and Safety Statement** provides a clear framework and helps prevent accidents, supports fair treatment, and ensures that no one is put at risk just to make a product.

All suppliers are required to provide answers to the following questions at on-boarding and are expected to promptly inform us of any changes to their responses thereafter. We will review and verify this information at reasonable intervals.

- Does the company have a documented Health and Safety Policy under which it operates?
- Does the company have Health and Safety targets and objectives to improve Health and Safety performance?
- Does the company have a Health and Safety management system that has been externally assessed, e.g. as part of a competency assessment scheme, ISO45001 etc.?
- State the assessment scheme.

We also make sure that any suppliers who will be working on a Greggs site have the relevant certification accredited through Safe Contractor. This means we can demonstrate they know how to keep themselves and our workers safe while working at a Greggs site.

By choosing responsible suppliers, we're not only doing the right thing – we're also making sure our customers can feel good about what they're buying. Every sandwich, bake, or coffee you enjoy is part of a supply chain that values people as much as quality.

Partnerships

Sedex² ecovadis





Supplier Diversity and Inclusion Strategy

Greggs is committed to building a diverse and inclusive supply chain that reflects the communities it serves. Our **Supplier Diversity & Inclusion strategy** ensures equal opportunities for all businesses, regardless of size, ownership, or background, to engage with Greggs. This approach not only supports local economies and drives innovation, but also enhances transparency, competition, and brand reputation.

We have embedded diversity and inclusion principles into our procurement processes, including onboarding questionnaires, supplier codes of conduct, and the use of platforms like SAP Ariba and EcoVadis. These tools help capture data on supplier ownership, workforce diversity, and inclusion practices. We also provide training for colleagues and suppliers to raise awareness and promote inclusive leadership.

As part of our public commitments, Greggs is a signatory of the BITC Race at Work Charter and has been recredited with the National Equality Standard in 2025.

Fairtrade at Greggs: A Simple Choice That Makes a Big Difference

At Greggs, we don't just offer Fairtrade products, we choose them. Where there's a choice, we select Fairtrade alternatives to ensure that while customers enjoy something delicious like our coffee, chocolate treat, or fruit juice, they're also helping us support fair pay, safe working conditions, and better rights for farmers and workers around the world.

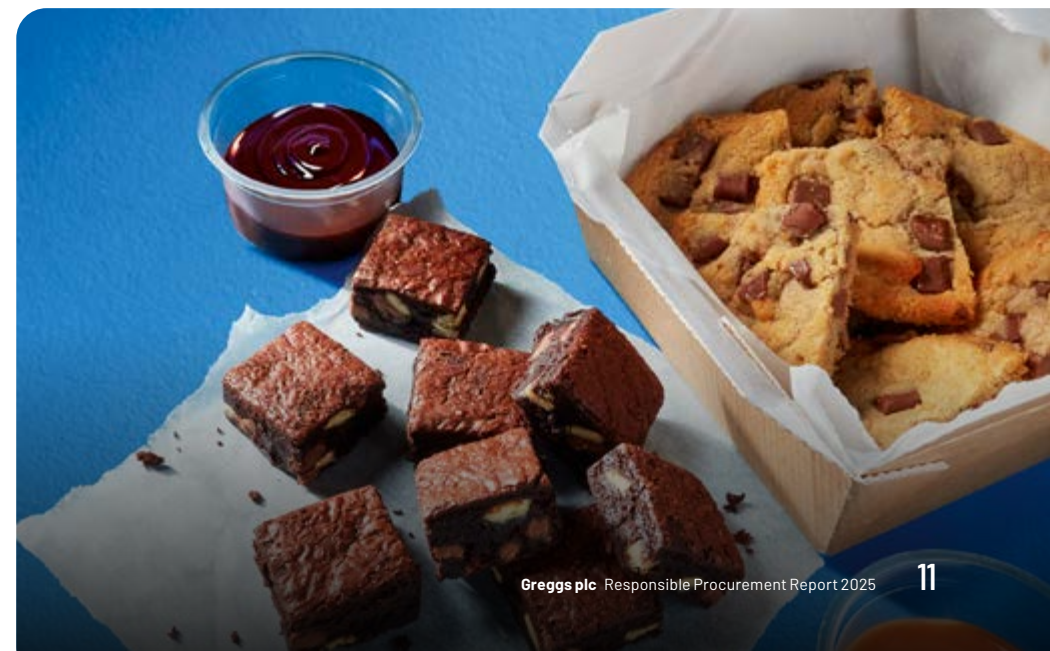
Fairtrade means:

- Workers are paid fairly for their labour;
- Children are protected from exploitation;
- Communities benefit from extra funds for schools, healthcare, and clean water;
- Producers have a stronger voice and more control over their future; and
- By offering Fairtrade options, Greggs is proud to play a part in tackling unfair treatment and poor working conditions in global supply chains. And every time you choose Fairtrade, you're part of that positive change too.

Our Deforestation Policy also sets out targets we have set ourselves:

- **Cocoa and Chocolate:** All cocoa must be Fairtrade or Rainforest Alliance certified. By 2025, this applies to both direct and indirect purchases, ensuring ethical sourcing across our chocolate-containing products.
- **Coffee and Tea:** All coffee and tea, including those used as ingredients, are certified by Fairtrade or equivalent environmental standards, reinforcing our long-standing commitment to ethical trade.

Partnerships





02

ETHICAL SOURCING

To learn more on the below, find the full policies on our [Corporate Governance Webpage](#).

Procurement Code of Conduct Policy

Responsible sourcing starts with us. All Greggs colleagues involved in procurement must follow our **Procurement Code of Conduct**. This sets clear standards for fairness, transparency, and ethical decision-making when choosing suppliers. By agreeing to this code, our colleagues commit to avoiding conflicts of interest, treating suppliers fairly, and always acting in the best interests of our customers and communities. It's another way we make sure our supply chain reflects our values.

At Greggs, we care about more than just great food—we care about doing the right thing. That's why we're committed to ethical sourcing, making sure everything we buy and everyone we work with follows high standards of honesty, fairness, and responsibility.

Here's how we make that happen:

- **Zero Tolerance for Bribery** – Our **Anti-Bribery & Corruption Policy** means no bribes – ever. Whether it's our own teams or our suppliers, everyone is expected to act with integrity. Breaking this rule can lead to serious consequences, including ending contracts.
- **Clear Expectations for Ethical Behaviour** – Our **Business Conduct Policy** sets out how we expect people to behave, especially when working with suppliers. It helps guide responsible decisions and includes yearly check-ins to keep everyone accountable.
- **Safe Ways to Speak Up** – Through our **Whistleblowing Policy**, anyone can report concerns – like unethical sourcing – confidentially and without fear. We take every report seriously and investigate fairly.
- **Fairness in Gifts and Hospitality** – Our **Gifts, Tips & Hospitality Policy** ensures that any perks or benefits are handled openly and fairly. Big gifts need approval and paperwork, and we encourage donations to charity instead of personal rewards.
- **Honest Public Engagement** – Our **Lobbying Policy** keeps our public affairs clean and transparent. We don't make political donations, and we always act legally and fairly when engaging in public policy.

By sticking to these principles, we help protect people, support honest businesses, and make sure your favourite Greggs treats come from a supply chain you can trust.

- All suppliers are required to provide answers to the following questions at on-boarding and are expected to promptly inform us of any changes to their responses thereafter. We will review and verify this information at reasonable intervals.
- Does the company have a regularly monitored anti-bribery and corruption code of conduct/policy?
 - Is this anti-bribery and corruption code of conduct/policy publicised and communicated internally and externally?

Relevant Policies

Ethics Sourcing

- Anti-bribery and Corruption Policy
- Business Conduct Policy
- Procurement Code of Conduct Policy
- Whistleblowing Policy
- Lobbying Policy
- Gifts, Tips and Hospitality Policy
- Field to Fork Policy (transparency)





03 ENVIRONMENT

To learn more on the below, find the full policies on our [Corporate Governance Webpage](#).

At Greggs, we believe that doing good tastes just as great as our Sausage Rolls. That's why we're committed to making choices that are not only delicious, but also kind to the planet. From the wheat in our bread to the vegetables in our bakes, by choosing suppliers who care about the environment, we help protect natural resources and reduce carbon emissions. It's all part of our journey to be a more responsible business.

How do we ensure Suppliers have the same values as us when it comes to the Environment?

All suppliers are required to provide answers to the following questions at on-boarding and are expected to promptly inform us of any changes to their responses thereafter. We will review and verify this information at reasonable intervals.

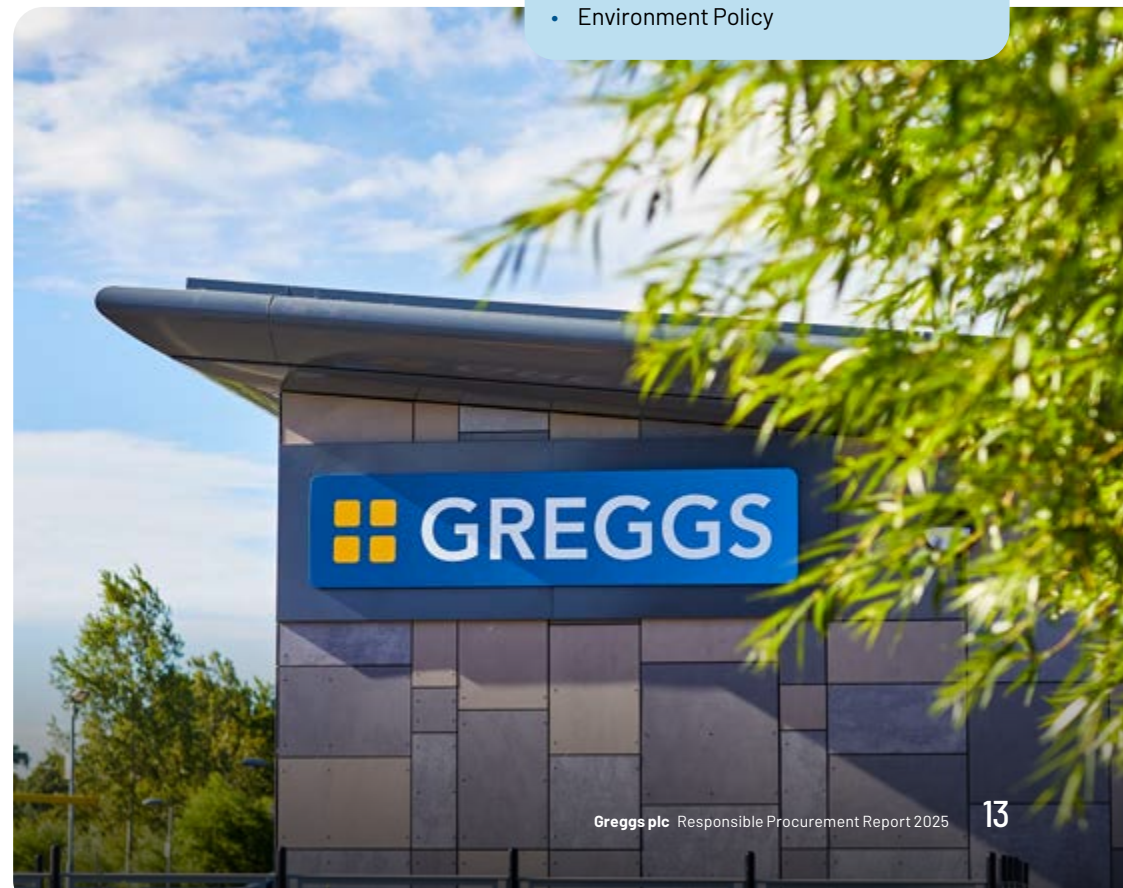
- Does the company have a corporate ESG policy?
- Does the company have an environmental policy and/or statement?
- Does the company have environmental targets and objectives to improve environmental performance?
- Are environmental policies, practices, and expectations communicated to all employees and suppliers in local or appropriate languages?
- Does the company have an environmental management system that has been externally assessed, e.g. as part of a competency assessment scheme, ISO14001 etc.?

When it comes to our Supplier Contracts, we include clear commitments to make sure they follow all our Responsible Sourcing policies, helping us protect people, animals, and the planet every step of the way.

Relevant Policies

Environment

- Responsible Sourcing – Deforestation
- Waste Management
- Water Management
- Environment Policy



Carbon

At Greggs, we're not just baking tasty treats, we're also working hard to protect the planet. That's why we've set a bold target to reduce our carbon emissions to net zero by 2040. It's part of our wider commitment to sustainability and doing the right thing for future generations. But we can't do it alone. To reach this goal, we need the support of everyone we work with, including our suppliers. From the farms that grow our ingredients to the companies that deliver our packaging, we're asking all our partners to cut their own carbon footprints too.

We ask suppliers who contribute the most to our scope 3 emissions to report on two key climate measures.

- To publish their scope 1, 2 and 3 footprint,
- To publish a net zero target date of no later than 2050.

We're also hold regular supplier days with suppliers who contribute the most to our Scope 3 emissions so that we can emphasise the importance of reducing emissions and make sure they understand the targets we have set ourselves and how they will need to contribute to this. It also provides our suppliers with an opportunity to tell us about the work they are doing.

We have completed supplier days with our key cereal, dairy, and meat suppliers.

All suppliers are required to provide answers to the following questions at on-boarding and are expected to promptly inform us of any changes to their responses thereafter. We will review and verify this information at reasonable intervals.

- Does the company measure its Scope 1, 2 and 3 emissions?
- Does the company publish its Scope 1, 2 and 3 emissions on its website?
- Does the company have goals and targets to reduce emissions?
- Are these goals and targets SBTIs?
- Are these goals and targets available on the company website?
- Has the company set a date to achieve a net zero target?
- Has this Net Zero target published on your company website?
- Are there any immediate plans (within the next year) to declare a target date for net zero?

Waste and Pollution

All Greggs-branded retail packaging now carries the On-Pack Recycling Label (OPRL) mark, with all but one item categorised as 'easily recycled', meaning that a packaging item meets specific criteria for recyclability based on UK infrastructure and consumer access. The one outstanding item is hot drink cups, which is an industry-wide challenge where we are working collaboratively for a solution. This reflects our commitment to clear and consistent recycling

guidance. To maintain our standards, we require all new suppliers to provide packaging that meets OPRL criteria, ensuring continued alignment with our sustainability goals and helping customers make informed disposal choices.

All suppliers are required to provide answers to the following questions at on-boarding and are expected to promptly inform us of any changes to their responses thereafter. We will review and verify this information at reasonable intervals.

- Does the company have a program and/or procedures to reduce or eliminate pollution and waste across the business?
- Does the organisation have goals and targets to reduce, reuse, and recycle the amount of packaging used for its products?
- Does the organisation incorporate packaging reduction, reuse, and recycling in its purchasing practices?

Deforestation

Our **Deforestation Policy** commits to eliminating deforestation and land conversion from our supply chains by 2025. It sets clear sourcing standards for high-risk commodities:

- **Beef:** All direct and indirect beef sources must be deforestation and conversion-free (DCF) by 2025.

Partnerships

RSPO
Roundtable on Sustainable Palm Oil



- **Soy:** We are signatories of the UK Soy Manifesto and members of the UK Roundtable on Sustainable Soya. All soy used in our operations is already certified sustainable, and we are working with meat, egg, and dairy suppliers to ensure soy in animal feed is also DCF by 2025.
- **Palm Oil:** All palm oil must be RSPO-certified, with direct purchases classified as "fully segregated" by 2025.
- **Paper and Board:** All packaging must be FSC or PEFC certified, supporting our packaging reduction and recyclability goals under the Greggs Pledge.

This policy is embedded in our procurement processes and supplier compliance is reviewed on approval and quarterly thereafter.



FARM ANIMAL WELFARE

To learn more on the below, find the full policies on our [Corporate Governance Webpage](#).

At Greggs, we believe that animals deserve to be treated with compassion and respect. That's why we've developed a comprehensive Farm Animal Welfare Strategy, which applies to every product or ingredient we use that contains meat, eggs, dairy, or seafood.

Farm Animal Welfare Standard/Farm Animal Welfare Strategy

Our strategy is built around the internationally recognised Five Freedoms of animal welfare, which ensure animals are:

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

To put these principles into action, we've created the Greggs Farm Animal Welfare Standards, which all our suppliers must meet or exceed. These include commitments such as:

- No animals are transported for more than 8 hours
- No animals are kept in close confinement
- No use of growth-promoting substances
- No genetically modified or cloned animals
- All animals are stunned before slaughter

We monitor compliance through audits, site visits, and third-party certifications, and we work closely with suppliers to support continuous improvement.

Animal welfare isn't just a policy - it's a promise we make to our customers, our suppliers, and the animals in our supply chain.

This policy is embedded in our procurement processes and supplier compliance is reviewed on approval and quarterly thereafter.

We enforce standards through supplier contracts, audits, traceability checks, and Welfare Outcome Measures (WOMs).

Greggs ranked in Tier 2 of the 2024 BBFAW, placing it among the top four global food companies for integrating animal welfare into business strategy.

Partnerships



Relevant Policies

Animal Welfare

- Farm Animal Welfare Standard
- Farm Animal Welfare Strategy





USING ECOVADIS TO ASSESS OUR SUPPLIERS

Who are EcoVadis?

We benchmark our performance using the EcoVadis sustainability ratings platform. EcoVadis are a trusted global sustainability ratings company, which works with companies in every sector to help drive sustainable improvement within their supply chains. EcoVadis evaluates companies across 21 sustainability criteria grouped into four themes:

ENVIRONMENT

LABOUR & HUMAN RIGHTS

ETHICS

SUSTAINABLE
PROCUREMENT

How we use EcoVadis

We assess both ourselves and our suppliers to ensure our responsible procurement practices are credible, measurable, and continuously improving. By achieving an objective EcoVadis rating, we drive improvements across our supply chain in areas such as ethics, human rights, nature, carbon, and packaging. We will use our EcoVadis rating to help assess and improve the sustainability performance of our suppliers, supporting responsible sourcing and alignment with our broader ESG goals. The platform provides a clear, independent framework that helps us track progress, identify areas for improvement, and build stronger relationships with suppliers and stakeholders.

ecovadis

OUR SUPPLIERS PERFORMANCE

Supplier Coverage

48.79%

Rated suppliers as a % of overall annual Spend (March 24-25)

237

Rated suppliers on the platform

Supplier Performance

58.7/100

average rating performance (vs. EcoVadis Benchmark 45.4)


92.7%

of the suppliers rated, are above the EcoVadis average benchmark
214 suppliers scoring over 45.4



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