



CH&CO Procurement & Supply Chain Policy

CH&CO Group are committed to maintaining an ethical and sustainable supply chain, developing partnership relationships with suppliers and being at the forefront of all new sustainable and ethical innovations and requirements in the industry.

All our customers can be assured that the meals we produce and serve everyday comprise of high-quality ingredients verified to high safety standards which have been sourced and produced with social and environmental aspects in mind. Our processes and policies are reviewed annually to develop our approach and ensure that all of the Group's activities are compliant and relevant in the current marketplace.

Index:

1. Food Supplier Safety Assurance
2. Anti-Bribery
3. Modern Slavery
4. Ethical and Sustainable Sourcing
 - 4.1 Local and Seasonal
 - 4.2 Supplier Diversity
 - 4.3 Net Zero
 - 4.4 Energy
 - 4.5 Water
 - 4.6 Deforestation
 - 4.6.1 Palm
 - 4.6.2 Soya
 - 4.6.3 Paper & Timber
 - 4.6.4 Cocoa
 - 4.6.5 Coffee
 - 4.6.6 Cattle
 - 4.7 Direct Trade
 - 4.8 Meat and Animal Product
 - 4.8.1 Animal Welfare
 - 4.8.2 Antibiotic Use
 - 4.8.3 Eggs
 - 4.8.4 Poultry
 - 4.8.5 Pork
 - 4.8.6 Halal
 - 4.8.7 Fish

1. Food Supplier Safety Assurance

Product and food safety are fundamental to CH&CO Group.

CH & CO Group requires all suppliers, including their third-party partners, to adopt accredited safety inspection programmes. This approach is widely used within the food industry and is utilised to establish a database of invaluable information and confirm that food suppliers provide safe and legally compliant products along with robust technical systems.

It is a prerequisite of supplying CH & CO Group that all suppliers with food production or processing operations should be assessed against the British Retail Consortium Global Food Standard, ISO22000, SALSA, NSF International Due Diligence Audit Standard or a GFSI accredited equivalent standard, while food wholesalers should be inspected to the British Retail Consortium Global Storage & Distribution Standard or accredited equivalent. Achievement of a certificated level against the relevant standard will therefore become the minimum long-term requirement for approval to supply CH & CO Group. We believe this approach offers the following benefits:

- Accredited assessments and inspections are conducted using recognised standards to ensure a consistent approach and eliminate conflicting inspection requirements.
- Accredited assessments and inspections are now widely used and provide suppliers with the opportunity to have one inspection that meets the needs of several major purchasers.
- Accredited assessments and inspections provide an invaluable confirmation of suppliers' technical systems for the supply of safe, legally compliant, and wholesome products.

NSF International have been appointed to co-ordinate the supplier approval status management programme on behalf of CH & CO Group. NSF International operate across the food supply chain from farm production, through manufacturing/ processing to food service and grocery retailing.

Food Supplier Approval Process

Suppliers are required to have an accredited assessment on or before the date when their next assessment is due in order to be approved for supply.

Each site supplying must have an individual assessment or audit carried out for that site, hence full product and manufacturing site details must be provided.

All suppliers wishing to supply must have achieved a BRC Standard Grade B or above (or equivalent ISO, SALSA, NSF International Due Diligence Audit Standard or other GFSI accreditation). The achievement of accredited audit certification will be the target for all suppliers.

Where a supplier achieves the accredited assessment standard covering all products supplied to CH & Co Group, the supplier will be ranked as a green supplier, and thereby approved for supply.

Where a supplier's achievement of the accredited standard lapses, renewal of approval to an accredited standard must be achieved within 3 months, during which time the supplier will be ranked as an amber supplier, and thereby given interim approval to continue supply. Where renewal is not achieved within three months the supplier will be ranked as a red supplier, and thereby unapproved for supply.

Any new supplier will be ranked as an unqualified supplier and thereby unapproved for supply, until the appropriate approval standard or documentation is achieved. We have in place a structure to support MSME's through the technical audit process.

The same red, amber and green rankings as outlined above, will also apply to compliance with a recognised Due Diligence Standard (as applicable).

The Green, Amber or Red approval status determined, plus a recommendation from NSF International, will be used by CH & CO Group to make decisions regarding ongoing short-term and longer-term approval to supply.

2. Anti Bribery

It is a requirement of all suppliers to the business that they are compliant with all applicable laws including the Bribery Act (2010).

CH&Co Group is staunchly committed to our social and environmental responsibilities. Which includes ensuring that our supply chains are free from slavery and human trafficking.

3. Modern Slavery

It is a requirement of all our suppliers that they agree and adhere to our Modern Slavery Policy (detailed as an appendix)

4. Ethical & Sustainable Sourcing

We hold our supply chain accountable to deliver excellence in ethical and sustainable sourcing. We proactively seek to work with suppliers that can provide goods with third party certified ethical and sustainable credentials including, but not limited to:

- LEAF Marque
- FSC
- PEFC
- Red Tractor Enhanced Welfare
- RSPCA Assured
- Organic
- Fairtrade
- Rainforest Alliance
- Bird Friendly
- Pasture for Life
- Living Wage Certified Employer
- B-Corp

It is crucial to fully understand the supply chains that our suppliers use to bring products and ingredients from their source, including all necessary and relevant accreditations and certification. To achieve our objective, we have adopted the Authenticate supply chain transparency platform to support the collation of relevant information in these areas. Our suppliers must agree to provide us with information via the Authenticate platform, in a timely manner.

Authenticate provides a live and dynamic view of the supply chain, the raw materials sourced and key technical data such as sourcing and welfare declarations ethical accreditations, and other relevant data requirements such as risk assessments and SAQs.

From 2022 all suppliers will be onboarded onto Authenticate as a pre-requisite of trading with CH&CO Group, all our policies will be co-signed by suppliers to ensure that they are aware and compliant with our policies.

CH&CO have committed to several activities in recent years to reaffirm our commitments to improve our systems and the sustainability footprint of our business

Our aims:

- Achieve 65% UK and Irish procurement (respectively) by 2023
- Ensure procurement from MSME's is at a minimum 33% by spend
- To increase our spend with VCSE's from a 2020 baseline
- Procure at least 50 % of food and drink from certified ethical or sustainable sources by 2023
- Ensure 100% of animal produce meet high welfare standards by 2026 (using CIWF guidance as benchmark of high standards)
- Reduce deliveries to site by 20% by 2023
- 100% CH&Co suppliers have their own or agree to CH&Co's EDI policy by 2023

4.1 Local, Seasonal and Sustainable Suppliers

Each sector of our business has unique supply chains which are supported alongside our group supplier, called local larders. We aim to have a regional local larder across the UK and Ireland which are sector specific by the end of 2022. Suppliers to the local larders are chosen on the merit of supporting local business to supply locally and sustainably produced food into our business in support of the local economies in which we operate.

Our vision is to provide, wherever possible, sustainable, and responsible local and regional procurement that positively contributes to a robust supply chain and the economic and social development of the communities in which we operate.

Our goal is to ensure that our entire supply chain offers potential opportunities for local procurement at all stages of the procurement process, proactively engaging with micro, small, medium and large suppliers and contractors in all our areas of operation.

Local procurement guidelines, standards and supporting tools are actively promoted in the workplace and embedded in business processes and we continue to allocate appropriate resources and build the required internal capacity to enable effective delivery of local and regional procurement.

We recognise that micro, small to medium sized businesses (MSMEs) can be particularly disadvantaged by complex procurement arrangements and therefore continue to strive to minimise the barriers to participation by simplifying our processes and clearly and transparently communicating our requirements and standards.

Our payment terms accommodate the needs and requirements of MSME's and our existing partners & internal functions will continue to work with us to improve local and regional procurement outcomes across our supply chain.

4.2 Supplier Diversity

CH&Co works to create mutually beneficial business relationships with diverse suppliers that strengthen the communities in which we operate.

Diverse businesses are, but are not limited to, those that are majority owned, operated, managed, and controlled by women, people with a disability, people belonging to an ethnic minority or with an immigrant background, lesbians, gays, and bisexuals or trans-gender (LBGT) people.

We are committed to work collaboratively across our supply chain; and by working together we will achieve more for our clients, employees and suppliers. We will commit that our procurement team within CH&CO Group will actively include diverse suppliers in the tender process where possible so they can compete fairly and have an equal chance of success

We are committed to developing mutually beneficial relationships with business that are owned and operated by an underrepresented individual or group including but not limited to:

- Designated Minority - Ethnic Minorities including Asian, Black, Mixed, Chinese
- Female owned
- Designated Minority – LGBTQIA2S+
- Designated Minority – Registered Disabled
- Veteran/ Ex-Military

The primary goal of CH&CO's Supplier Diversity Program is to provide opportunities to a diverse range of suppliers that also satisfy our procurement and contractual standards.

The procurement department will participate with national, regional and local initiatives in order to maintain awareness of resources and will encourage diversity suppliers to meet with CH&CO's associates to review product/service specifications, and review supplier qualifications including licenses, certification, and insurance requirements as appropriate. Our target is that at the end of 2022 all our suppliers are categorised so that we can set a base line & review a target to increase in 2023.

Our objectives include:

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement processes.
- Communicating the value of supplier diversity both internally and externally to all stakeholders.
- Leveraging our supplier diversity results to meet our corporate customers' supplier diversity requirements. CH&CO's Supplier Diversity Program aims to achieve corporate diversity goals while enabling the growth of diverse businesses in our communities.

We strive to create vendor– buyer relationships that allow diverse organizations to continue to develop, while offering quality products at competitive prices.

We will use Authenticate to continually monitor & assess the impact of our Supplier Diversity and Inclusion activities on our business and to track progress as part of our annual report.

WHAT ARE THE BENEFITS?

By broadening the diversity of our supply base we will:

- Align our procurement and supply chain strategies to our guiding principles of Inclusion, Development, Compliance and Continuous Improvement
- Support local businesses, economies and the communities we serve
- Improve supplier engagement and inclusion
- Harvest innovation and encourage new entrepreneurs
- Identify new suppliers and markets
- Create opportunities for business development and revenue generation; working with diverse suppliers will enhance Standard Life's capacity to understand, access, and meet and the needs of this diverse market, and help shape our brand and product proposition
- Positively drive our commitment to Sustainability within and across the supply chain

We will use Authenticate to continually monitor & assess the impact of our Supplier Diversity and Inclusion activities on our business and to track progress as part of our annual report.

4.3 Net Zero Pledge

At CH&CO we have pledged to be a Net Zero company by 2040 and expect that all suppliers to our group are aligned to these aspirations. This will mean that by 2040 we are a net zero organisation, by removing 90% of all emissions from our activities and those within our value chains. To achieve this objective, we align closely with all suppliers to our business, and expect that they are transparent with their data to help monitor and support the path to Net Zero.

The two key focuses of the pledge are:

- Remove or reduce all emissions linked directly to our buildings and operations
- Remove or reduce all emissions from within our supply chains, both food and non-food, and their associated processes. We estimate that 97-99% of our emissions are linked to our supply chains

Alongside a minimum of 90% reduction in emissions, the remainder will be offset.

Reduction Initiatives include:

- Consolidated delivery models via Project 2020 and Postbox Schemes

- Fleet transfer to fully hybrid / electric vehicles by 2023 at <50g CO2/km, and fully electric by 2030
- Provision of electrical charging points to a residential address for company vehicle users

4.4 Energy

The CH&CO Procurement team contribute to the company Energy Management System and support Energy Performance Indicators (EnPI) outlined within. This includes:

- Fleet transfer to fully hybrid / electric vehicles by 2023 at <50g CO2/km, and fully electric by 2030
- Direct procurement of building energy to clean sources by end of 2023
- Define commitments around procurement of energy efficient equipment by end of 2023

4.5 Water

CH&CO Group are dependent on freshwater availability to conduct our business, in direct operations to prepare food and drink and in our value chain in the production and processing of food. Climate change in particular puts additional pressure on freshwater sources.

CH&CO Group are partners in WRAP's Water Roadmap and in conjunction with other partners within the UK food and drink industry we will deliver against the target that 50% of the UK's fresh food is sourced from areas with sustainable water management by 2030.

Following guidelines set out in WRAP's 'The Water Roadmap', we aim to deliver an important contribution towards UN Sustainable Development Goal 6 (availability and sustainable management of water and sanitation for all), as well as protecting and restoring biodiversity, and contributing to Net Zero goals through the implementation of nature-based solutions.

4.6 Deforestation

CH&CO support the principals of SDG 15 'Life on Land' and recognise that deforestation caused by human activities contributes to climate change, habitat and biodiversity and presents real challenge both now and into the future.

CH&CO understand that without meaningful changes in the way that organisations source raw materials it will negatively impact the lives and livelihoods of millions of people. Forests are vitally important for sustaining life and livelihoods and play a role in the fight against climate change.

CH&CO is committed to sustainable sourcing of our key commodities and where possible, will use our influence to drive positive change. Taking guidance from the UK Environmental Act 2021, CH&CO aim to play an active role in protecting and improving forest and woodland, and ensure that the products we sell do not:

- Lead to deforestation or human-induced forest degradation or conversion
- Cause the loss of other natural ecosystems and areas with a high conservation value
- Exploit workers, or indigenous communities

No forest risk commodities, or products derived from forest risk commodities are to be used or sold unless relevant local laws were complied with in relation to that commodity. It is our aim that where that all applicable suppliers of timber products or their derivatives, such as paper, have FSC chain of custody certification in place by the end of 2023.

CH&CO make a commitment to ensuring that products within our supply chain which may come from areas at risk of deforestation are legally cultivated or farmed in a way that protects against destruction of forest and valuable native vegetation and to support the suppliers of our products which may come from areas at risk of deforestation to adopt programmes to avoid deforestation.

4.6.1 Palm Oil

CH&CO use only sustainably sourced palm oil or palm derivatives or those undergoing the certification process.

For the very small amount of palm ingredients that are not yet physically certified, while we work with suppliers to physically certify the remaining palm-based ingredients in our products, we purchase special RSPO credits that directly support smallholder farmers.

We want to help build a lasting solution that transforms the market for sustainable palm oil around the world and delivers sustainable development in producer countries.

Our work on this includes a number of measures:

- We aim to source sustainable palm-based materials in all our products that are free from deforestation and conversion, and human rights abuses – As defined by the [Accountability Framework](#)
- Engaging our direct suppliers to commit to do the same across their operations, only source ingredients from responsible traders and refiners
- Supporting smallholder farmers to improve their livelihoods and conserve forests

CH&CO Group is committed to sourcing 100% of all palm-based materials in its products via Roundtable on Sustainable Palm Oil (RSPO) certified supply chains.

- For food products, our target is to source 100% of these materials as RSPO Segregated by February 2025
- For the use of crude palm and palm kernel oil in non-food products, our target is to source 100% of these materials as RSPO Segregated by January 2025

It is CH&CO's policy that any palm oil or palm derivatives used in food products will be derived from sustainable sources or be covered by RSPO Credits, where commercially and technically viable. Suppliers must be able to demonstrate that they have a recognised supply chain in place which complies with this policy.

CH&CO Group will encourage branded suppliers to support the use of sustainable palm and palm derivatives. As part of this, CH&CO will collect product information provided by suppliers for onward reporting to customers as required and report via Authenticate.

4.6.2 Soya

Soya used for food manufacture, where possible, will be sourced from companies that have their own Sustainable Soy Programme and support the RTRS (Round Table on Responsible Soy) Principles and Standards. We continue to explore opportunities to improve the sustainability of our soya programme and will review opportunities to align with the RTRS further.

CH&CO are committed to procure meat from suppliers with farms that use only certified sustainable sources of soya for animal feed. We will measure this from the product mapping tool within Authenticate and are aiming to have this completed by end of 2023.

4.6.3 Paper and Timber

Paper & Board will be sourced from suppliers that meet the requirements provided by the Forestry Stewardship Council (FSC), and where this is not available, the Programme for the Endorsement of Forest Certification (PEFC).

CH&CO understand the importance in aligning with the Forest Stewardship Council (FSC) an international non-profit, multistakeholder organization. We believe that as a company highly involved with catering and supplying for the next generation it is of utmost importance, we begin by making sure we are sourcing certified products to help protect and preserve our planet for the future.

Adopting the FSC principles and gaining the correct certifications demonstrates that CH&CO as a company acknowledges and understands the importance of supporting responsible forest management which promotes and protects biodiversity and ecosystem integrity.

Therefore, CH&CO aim to only purchase products which have been FSC certified. At a minimum we expect as a group to purchase at least 50% of all our wood and paper-based products from a supplier who has the correct FSC certification and stamps by 2023. As a result of this it demonstrates that CH&CO are also aligned with the Paris Agreement on Climate Change (2015), and we are contributing to the UN Sustainable Development Goal 15. Further showing that we are a company with a complete understanding of the impacts that acting in an unsustainable way has on our business and planet.

4.6.4 Cocoa

We purchase from companies which have verified sustainable sources (UTZ Certification/Rainforest Alliance/Fairtrade Certified)

4.6.5 Coffee

We work closely with our coffee suppliers who in turn have full traceability

Their Code describes the correct management of the coffee farming environment, ensuring natural forestland is not cut down to be replaced by coffee trees. However, ultimately, this is achieved by paying farmers fair prices for their coffee enabling them to support their livelihoods and apply sustainable farming practices.

- The site selection dictates that coffee is grown in area where permission has been granted.
- When creating a new coffee plantation area, the production site should be checked against any pollution risk and protected through adequate measures when necessary.
- Grow coffee on land on which has a title or rental agreement.
- Do not expand coffee plantations in protected areas or in any part of intact natural forest.
- Be aware of the origin of the plant material and give preference to that which has been tested, certified and released by an accredited agronomy institution.
- Map the farm to include:

1. Location of each production plot, roads, buildings and infrastructure

2. Streams, water bodies and water sources
3. Natural ecosystems, management designation for all natural ecosystems
4. Abutting land uses, including protected area
5. Tabulation of the total farm area, total production area, and total area of natural ecosystems

4.6.6 Cattle

Farming practices around the world vary greatly in their ethical concerns, and outside of carefully regulated markets such as within the UK and EU the standards by which cattle are farmed are more vague. In order to eliminate the risk of contributing to deforestation, we aim to only source our beef from UK and Irish sources by the end of 2023, This then removes any chance of procuring product which has been produced in a system also engaged in deforestation.

4.7 Direct Trade and Fair Trade

Fairtrade is a global movement, which aims to secure better prices, safe working conditions, environmental protection and fair terms of trade for farmers and workers. It has been represented in the UK for over 25 years by the Fairtrade Foundation.

We believe that farmers and workers in our supply chain deserve to earn a fair price for their work, which is why we support Fairtrade.

When a product is certified as Fairtrade, it means the producer has been paid a fairer price, one that never falls below the market price. It also means the producer earns the Fairtrade Premium, an additional amount to fund community projects such as transport, machinery upgrades, health facilities and training to support farmers to manage the impacts of a changing climate

We actively ensure that we have available within our supply chain Fairtrade Bananas, chocolate, coffee and tea to name a few global commodities

We take care in how we source our coffee beans, as well as our other key commodities including crops (such as soy, cocoa and palm oil). Where possible, we source commodities to recognised global standards.

Our main coffee suppliers are 100% direct & responsible sourcing methods:

- All coffee sourced by globally is through Direct Trade, with all contracts held directly between the supplier and the cooperative.
- Our supplier position as the largest importer of Fairtrade Organic coffee in Europe.
- Our supplier existing direct relationship with over 40,000 farmers across 60 coffee origins globally.
- The ongoing development of responsible sourcing specs for CH&Co throughout the partnership, This includes FT price minimums, traceability, direct trade, responsible distribution.

We sell more than 50 Fairtrade products, including bananas, coffee, tea, sugar, spirits and wine and aim to increase this by 50% by the end of 2023

4.8 Animal Product & Welfare Standards

CH&CO require suppliers to handle animals in compliance with accepted husbandry practices. Our supply chain only deals with producers who adhere to these standards. This includes but is not limited to the current EU and source country legislation.

In order that we can have confidence in these guiding principles we work closely and collaboratively with our suppliers, ensuring we have systems and traceability in place to underpin our commitments.

4.8.1 Animal Welfare

Our aim is to procure meat which meets or exceeds UK and Irish legislation respectively regarding animal welfare. This is ensured by only sourcing from our nominated group supply routes, all of whom are regularly audited to ensure that the required standards are being upheld. All our suppliers provide higher welfare products, meeting RSPCA Assured, Free Range, or Organic standards where our clients and business demand. We are committed to increase the purchases of higher welfare meat by 20% within our business by the end of 2023

We require all suppliers of meat and poultry products to procure material produced from livestock reared in accordance with the Five Freedoms, as developed by the Farm Animal Welfare Council, regardless of country of origin. All our suppliers must provide evidence of the Five Freedoms and are captured on Authenticate.

This includes;

- Freedom from Hunger and Thirst - by providing ready access to fresh water and a diet to maintain full health and vigour
- Freedom from Discomfort - by providing an appropriate environment including shelter and a comfortable resting area
- Freedom from Pain, Injury or Disease - by prevention or rapid diagnosis and treatment
- Freedom to Express Normal Behaviour - by providing sufficient space, proper facilities and company of the animal's own kind
- Freedom from Fear and Distress - by ensuring conditions and treatment which avoid mental and suffering

4.8.2 Antibiotic Use

CH&Co only permit the use of healthy, quality livestock grown to the high welfare and quality standards that our customers expect.

It is our target that by the end of 2024 we will ensure that there is no routine preventative use of antibiotics permitted in all meat, fish, dairy, and eggs served in all our operating sites, and the use of colistin will be banned. To assist this goal, all fresh meat will be of UK origin by the end of 2023, and for 2024 and beyond we are looking to procure higher welfare such as RT enhanced and RSPCA assured certifications.

Partnering with Authenticate, we have a clear and transparent view of our supply chain which enables us to effectively mitigate risk and be able to report efficiently on all inputs from our suppliers.

Our commitments are:

- By 2024 we will ensure that there is no routine preventative use of antibiotics permitted in all meat, fish, dairy, and eggs served in cafes and restaurants, and the use of colistin will be banned

- Record and monitor antibiotic usage within the supply chain on an annual basis

4.8.3 Eggs

CH&CO only serve eggs that meet the local standards of free range and cage free. In technical terms, this means 100% of shell eggs and egg products (liquid and/or processed) are cage-free within our UK supply chain. We are working closely with all our manufacturers to ensure any egg used in products are free range where possible.

4.8.4 Poultry

The European Chicken Commitment

By 2026, we will require our suppliers to meet the following requirements for 100% of chicken in our supply chain:

1. Comply with all EU animal welfare laws and regulations, regardless of the country of production.
2. Implement a maximum stocking density of 30kg/m² or less. Thinning is discouraged and if practiced must be limited to one thin per flock.
3. Adopt breeds that demonstrate higher welfare outcomes: either the following breeds, Hubbard Redbro (indoor only), Norfolk Black, JACY57, JA757, 787, 957, or 987, Rambler Ranger, Ranger Classic, and Ranger Gold, or others that meet the criteria of the RSPCA Broiler Breed Welfare Assessment Protocol.
4. Meet improved environmental standards including:
 - a. At least 50 lux of light, including natural light.
 - b. At least two metres of usable perch space, and two pecking substrates, per 1,000 birds.
 - c. On air quality, the maximum requirements of Annex 2.3 of the EU broiler directive, regardless of stocking density.
 - d. No cages or multi-tier systems.
5. Adopt controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion.
6. Demonstrate compliance with the above standards via third-party auditing and annual public reporting on progress towards this commitment.

4.8.5 Pork

CH&CO are aligned to the criteria as set out in the Good Pig award from Compassion in World Farming. Our pledge is that by 2026 as a business we will use only pork from higher welfare systems as defined below.

We recognise that as a large foodservice operator in the UK, we have the ability to influence the ways in which the pork in our supply chain is reared and bred, and will require that our suppliers are making the same commitments in order to form a long term part of our supply chain. Any supplier not signed up to this initiative by the end of 2023 will be phased out of our business.

WELFARE CRITERIA FOR MEAT PIGS:

- No tail docking - supplier must have an active monitoring programme and contingency plan for the incidence of tail biting.
- No teeth clipping/grinding – suppliers must have an active monitoring programme to ensure low facial scarring and udder damage.
- No surgical castration.
- Provision of adequate manipulable material and bedding throughout life.

ADOPTION OF HUMANE SLAUGHTER SYSTEMS FOR PIGS

Every supplier is required to sign a Statement of Intent to:

- Actively press your suppliers, and give further encouragement to government, to find humane alternatives to high concentration CO2 stunning, as a matter of urgency;
- Support the call for the use of high concentrations of CO2 for the killing of pigs to be legally prohibited, and new, humane systems to be developed and commercially available to replace the use of high concentrations of CO2 by no later than 1st January 2024;
- To be prepared to invest in more humane alternatives when commercially available.

Suppliers must demonstrate a roadmap to achieving humane slaughter systems and update on progress annually.

4.8.6 Halal Sourcing

All Halal products across the business are stunned prior to slaughter, and produced in such a way as to conform to the permissible methods of the Islamic faith. All Halal meat must be stunned prior to slaughter; Stun-to-Stun not Stun-to-kill. All Halal meat must be certified as Halal by a recognised certification body of whom routinely inspects their premises to ensure strict policies in Halal slaughter are being upheld.

4.8.7 Fish & Seafood

At CH&Co Group, we are committed to responsibly sourcing all of our fish and seafood, and our group suppliers only source from fisheries or farmed aquaculture operations that are responsibly managed. We ensure that all of the fish and seafood sourced is rated levels 1-3 by the MCS, and we are actively removing all species rated above 3 from our supply chains by the end of 2022.

We will only sell wild fish and seafood that is traceable back to the vessel that caught it, with evidence that the catch is in quota, and that we believe has been sustainably caught.

We work in collaboration with the Marine Conservation Society (MCS) and hold company membership. Annually, MCS review our supply chain and hold us accountable to their high standards.

We work with and recognise a number of independent third party standards for wild caught fish and seafood, including the Marine Stewardship Council and Global Gap. For farmed fish we also draw upon the guidance of Global Aquaculture Alliance, the Aquaculture Stewardship Council (ASC) and Global Gap.

In order to reduce pressure on wild stocks and to reduce demand that drives unsustainable fishing and farming practises, we are committed to reducing the occurrence of 'Big 5' fish and seafood on our menus (cod, haddock, salmon, tuna and prawns).

Our Suppliers

Group suppliers to CH&Co sign up to the following third party standards:

- Ethical Trading Initiative (<https://www.ethicaltrade.org>)
- The Sustainable Seafood Coalition (<https://www.sustainableseafoodcoalition.org>)
- Blue Marine Foundation (<https://www.bluemarinefoundation.com>)
- Aquaculture Stewardship Council (<https://www.asc-aqua.org>)



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