

ENVIRONMENTAL AND SOCIAL GOVERNANCE (ESG)

**Best Practices and
Sustainable Investment**

Yate Supplies

Tableware

Cookware

Hygiene

Janitorial

Barware

Disposables

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ABOUT US

Yate Supplies is a dynamic and progressive independent family-owned distribution company, serving the national and international markets. We specialise in providing innovative food and drink packaging solutions, a wide range of non-food catering supplies. With over 40 years of industry experience, we have a rich heritage and pedigree. Our top priority is our customers, and we go above and beyond to deliver tailored supply chain solutions that exceed their expectations.

Our team of experts source, manage, supply, and distribute a comprehensive range of products to

ensure exceptional service that meets our customers' unique needs. As a challenger brand, we are always proactive, pushing boundaries with unparalleled flexibility that sets us apart from the competition. We constantly adapt to the ever-changing demands of our world, market, and customers. Our ESG strategy and plan exemplify our holistic approach as we strive to provide a more sustainable and environmentally friendly service.

We are committed to delivering excellence in everything we do. Join us on this journey as we continue to make a difference in the industry and beyond.



ENVIRONMENTAL

- Climate change
- Carbon emissions
- Pollution
- Energy efficiency
- Biodiversity
- Deforestation
- Waste management

SOCIAL

- Human rights
- Community relations
- Gender and diversity
- Employee engagement
- Labour standards
- Customer satisfaction

GOVERNANCE

- Board composition
- Internal/external Audits
- KPI's
- Bribery and corruption
- Transparency

WHAT IS ESG?

ESG stands for Environmental, Social, and Governance: a framework used by companies to evaluate the impact of their business on sustainability and society. It's crucial to measure performance in areas like climate change, resource usage, employee relations, and customer satisfaction.

In 2015, the Paris Agreement and then COP 26 set goals to reduce carbon emissions. The UK government legally requires businesses to reduce CO₂ emissions by 70% before 2030.

At Yate Supplies, we're committed to sustainability: reducing waste, conserving energy, and using eco-friendly materials. Prioritising ESG not only creates a competitive advantage but also appeals to customers valuing environmental and social responsibility. We care about our employees and local community.

In this brochure, we'll explore why ESG matters, and how it benefits our partners and stakeholders. We'll explain how we practically implement and measure ESG. Together, we contribute to creating a sustainable and equitable future for all. Join us!

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**NET ZERO IS THE ONLY CREDIBLE
LONG-TERM APPROACH TO
SOLVING THE CLIMATE CRISIS
AND PREVENT THE CLIMATE
WARMING NO MORE THAN 1.5%
ABOVE PRE-INDUSTRIAL LEVELS.**

Net Zero is the only credible long-term solution to the climate crisis. We must prevent the climate from warming more than 1.5°C above pre-industrial levels. Urgent action is needed, and we are fully committed to meeting this challenge head-on.

OUR GOALS

We are now Planet Mark certified for year 1 and our carbon footprint for 2022 confirmed.

Market-based

529.7 tCO₂e
Measured carbon footprint.

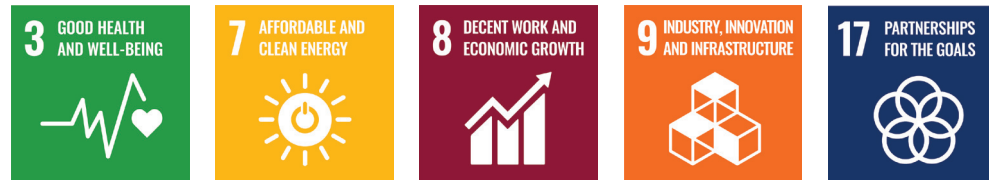
6.7 tCO₂e
Measured carbon footprint per employee.

We are committed to reducing our carbon emissions yearly so that together we can all halt climate change.

The Sustainable Development Goals (SDGs), adopted by the United Nations in 2015, serve as a universal call to action to eradicate poverty, protect the planet, and ensure peace and prosperity for all by 2030.



TO BEGIN THE JOURNEY, Yate Supplies has adopted 5 key areas in order to focus and fulfil our obligations. These are aligned to our ESG goals and as family-owned business, already part of the open and ethical way in which we work. Over time, we will challenge ourselves and adopt all 17 sustainable goals in our plan and ways of working.





OBJECTIVES

We must maximise the relationships with our existing customers, utilising our current resources to improve efficiencies, reduce costs, and minimise our carbon footprint. We firmly believe that our customers using us for all of their non-food supplies will reduce their footprint too. And whilst we remain open to new opportunities, it's essential that they align with our business and sustainability model.



By treating our colleagues with dignity and respect, and prioritising their well-being, we will continue to provide the high-quality tailored service our customers require. Achieving this requires the support of all our partners – commercial, compliance, and social – working together sustainably and ethically, whether on a global scale or within our local community.

It is vital that our supplier's source and operate sustainably, ethically, and commercially.



ESG REPORTING

To initiate our plan, it is crucial to assess our carbon footprint, and we have partnered with Planet Mark to do this. Planet Mark provides a comprehensive certification and business solution that empowers partners to achieve their carbon footprint goals. Their expertise will guide us in identifying areas where we can reduce, improve, and enhance efficiency, and we are proud to have achieved the Planet Mark for reporting our carbon footprint and engaging with our stakeholders.

Our progress will be evaluated through Key Performance Indicators (KPIs) that encompass environmental, social, and governance (ESG) factors. This ensures that these aspects are deeply embedded in our culture and drive tangible outcomes. Let's take action now and create a meaningful impact!



OUR PARTNERS

Below, you'll see just some of our partners that are helping us on our journey, in addition to the thousands of customers and supplier relationships we are proud to have built over the last 40 years.



Zedible reveals the key factors behind carbon emissions in food and drink purchases, urging action to reduce CO₂.



Planet Mark certifies and supports progress in the transition to a Net Zero world.



The CHSA's priority is to support their members to ensure they prosper and enhance their quality, ethics and sustainability.



Cedabond is made up of over 140 catering equipment distributors, building business for its members and providing total transparency.



The FPA is the representative voice of foodservice packaging, at all levels. Engaging with central and devolved governments and their committees, NGOs and other trade associations.

Rotary Shoebox Scheme

"Spreading a Little Happiness"

Sending shoeboxes filled with gifts for disadvantaged children, families and senior citizens in Eastern Europe.



Eco Learning Hub provides environmental sustainability courses and resources to the hospitality industry.



Source Electrical is dedicated to reducing energy costs by generating and managing renewable energy.



Bioclarity brings best products to their customers whilst keeping the environment at the forefront of our priorities.



Sedex creates more socially and environmentally sustainable businesses and supply chains.



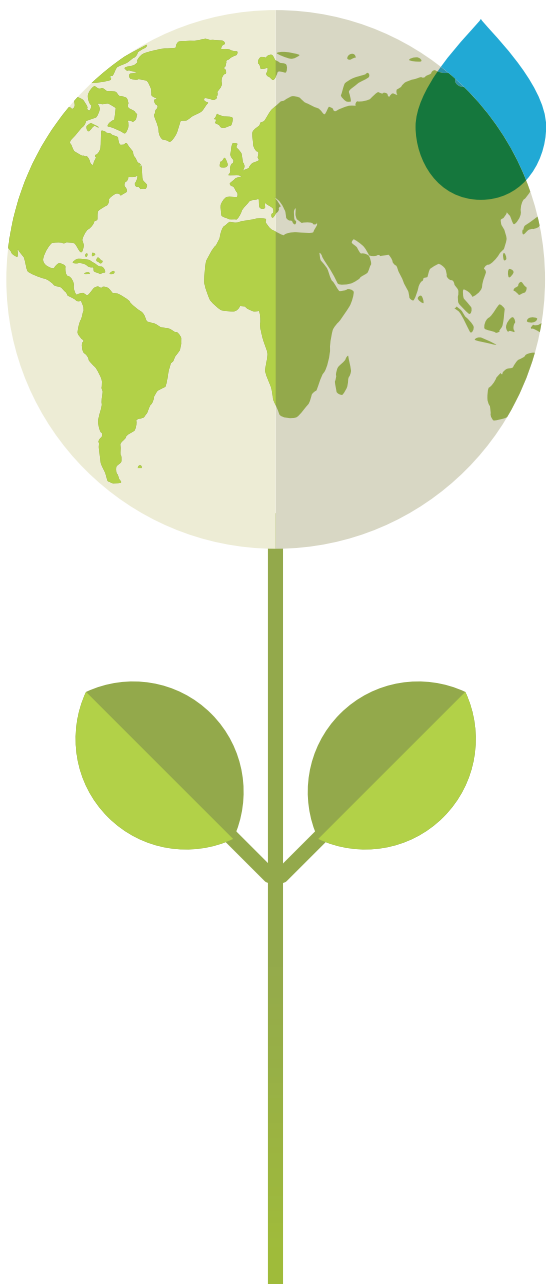
IFL has been helping brands to grow their businesses on the international stage for many years.



Our founder and Chairman, Derek Aston, is an influential member and former President of Cotswold & Tynedale Rotary Club. We actively support various activities, including our annual golf day, which successfully raised £3,000 in May 2023. Additionally, we are dedicated to the Rotary Shoebox appeal, ensuring urgent assistance reaches those in need.



Wallace & Gromit's Grand Appeal is the Bristol Children's Hospital Charity. It works to save and transform the lives of sick children and their families at Bristol Children's Hospital. It has raised £50 million since 1995.



OUR WORLD



BSI PAS 2060

We prioritise purpose alongside profit and engage with all stakeholders to foster ethical and sustainable practices. Our commitment to social responsibility extends to providing solutions for global issues.

We aim to play our part in addressing the climate crisis and limiting global warming to 1.5% above pre-industrial levels. We see Net Zero as a credible long-term approach. Our first step is to measure all carbon emissions associated with our business and strive to reduce them by at least 70% by 2030.

We gathered all of our carbon-related data for 2022 and 2023 to implement our plan for reducing CO₂ emissions over the next two years. This reduction will be measured and certified by Planet Mark, who will assist us in transitioning to a Net Zero world. We are committed to working closely with our customers, suppliers, colleagues, and partners to collectively decrease carbon emissions associated with our products and services.

Our deliveries contribute the largest part of our emissions and our 2022 fuel consumption equated to 515,037Kg of CO₂. We will reduce these emissions by 2.5% in 2023. This equates to 225,000 car miles or 115,000 air miles.

As an example, in collaboration with our major customer, RoadChef Motorway Services, Yate Supplies promptly collects and recycles cardboard packaging after deliveries, condensing it into bales.

In 2022 over 300 tonnes of cardboard and plastic was recycled through this joint venture. The Green Ration Book reports that the carbon footprint of cardboard is 3.31 tonnes CO₂e per tonne of cardboard, therefore we will soon be approaching 1,000 CO₂.





We are committed to enhancing our efforts in collecting and recycling packaging materials, minimising internal waste, investing in solar energy at our Yate warehouse, and collaborating with partners like Zedible to support customers in menu planning. By prioritising CO₂ reduction as a key performance indicator, we strive to proactively surpass government regulations along with our sister company, Bioclarity: a platform for sustainability that actively listens and educates.

Light emitting diode (LED) is installed in our offices and warehouse to provide long-lasting energy efficient lighting which emits less heat. They use up to 90% less energy than incandescent bulbs, last up to 40 times longer, and offer high-quality light output.

Automated lighting in the warehouse produces further energy and cost saving technology whilst also providing the required health and safety.

Electric charging points have been introduced and company cars, the number of which has also been reduced, are either hybrid or electric.

By installing solar panels, we will generate approximately 50% of our energy and partially offset back to the grid. This significant investment demonstrates our unwavering commitment and aligns with our responsibility to take action. Solar panels have been added to our Yate warehouse since August 2023.



Environmental Benefits

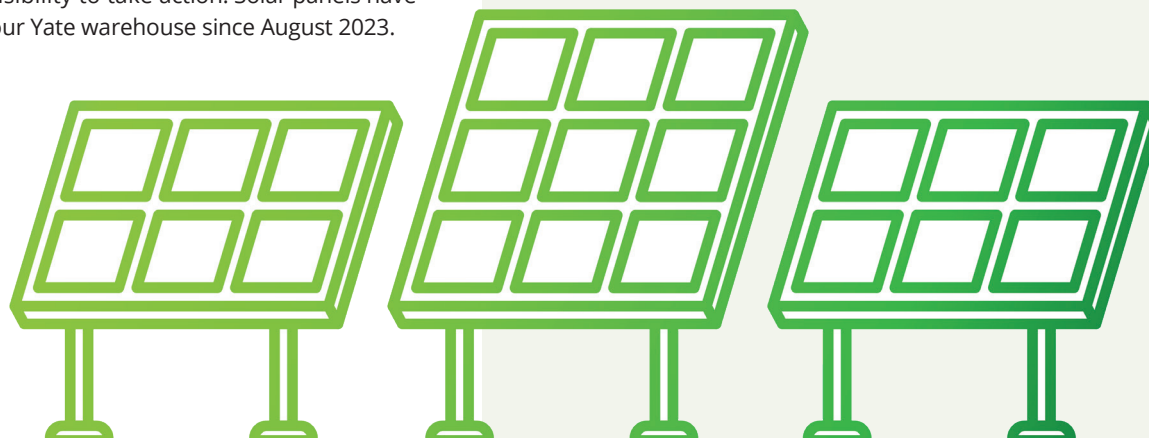
Solar has no emissions – it just silently generates pure, clean energy

EACH
YEAR

50% of CO₂, SO_x & NO_x
15 tons Avoided CO₂ per year

OVER
SYSTEM
LIFETIME

446,522 Car km avoided
2,871 Trees planted
320 Long haul flights avoided



Yate Supplies



OUR BUSINESS



We are committed to delivering exceptional experiences for everyone – customers, employees, suppliers, and the local community. We do this because we genuinely care.

Yate Supplies streamlines the sourcing, storage, and delivery of tableware, cookware, hygiene, janitorial, barware, and disposables, often custom branded for our customers. We not only source new products but also manage the entire supply chain, including forecasting, stock management, and third-party consolidation. We act as an extension of our customers' purchasing team, saving them time and reducing unnecessary deliveries.

To reduce congestion and CO₂ emissions, we prioritize night time delivery to London and other major cities. This ensures seamless delivery to our busy clients before service while also adopting an environmentally friendly approach.

We make 100 more deliveries into London each week by delivering at night, rather than delivering during the day. This reduces our weekly CO₂ by 965kg (based on 2.68kg CO₂ per litre).

Our streamlined ordering process, available online and through EDI, eliminates paperwork and enhances efficiency. We continuously invest in technologies like dynamic route optimisation to improve our service and reduce CO₂ emissions. We also integrate purchase ledger systems to expedite supplier payments, save administrative time, and reduce paper usage.

By anticipating the long-term impacts of social and environmental issues, we are safeguarding our business and the interests of our customers, suppliers, and employees. We closely monitor our business plan, performance, and processes through internal and external key performance indicators (including customer audits), which is driven by ISO9001 accreditation. We firmly believe that transparency leads to progress, collaboration, and customer trust.



“We strive to provide outstanding experiences for everyone – customers, employees, suppliers and the local community. We do this because we care.”



OUR CUSTOMERS

We take great pride in the company we keep, aligning with customers who share our commitment to sustainability and ethics.

Our success is intertwined with meeting their service requirements, which includes brand integrity and reputation enhancement. Our contracts include firm commitments to the Modern Slavery Act 2015 and Anti-Bribery Act 2010, reflecting our unwavering dedication to these critical issues.

Yate Supplies provide all that is needed beyond a caterers' food and drink requirements. By consolidating all our available product categories, our customers can reduce their supply base, the number of deliveries and therefore the CO₂ in their supply chain.

By acting as storage and distributors of upstream or 3rd party products for our customers, we offer further consolidation and emission reduction as well as cost savings and streamlining of their operation. Such delivery efficiencies combine commercial and environmental benefits to fulfil mutual objectives.

Whilst we have many long-standing relationships with customers and regular service reviews, we are conducting an independent customer satisfaction survey, to encompass businesses of all sizes and market sectors. We want to give our customers a voice and identify any areas where we need to make changes.



"RoadChef supported by MacQuarie is pressing on with work in many areas to reduce energy consumption and as a consequence carbon emissions. Our road to Net Zero is being mapped out, we have our targets set for this which are 2030 for Scopes 1&2, and 2040 for Scope 3. We cannot achieve our targets alone, we need support from companies like Planet Mark, who we have worked with now for almost 3 years and of course we need to collaborate with all of our supply partners, distribution partners and of course our franchise partners. As a country we cannot work in silos, everybody needs to be accountable, otherwise we will not achieve our targets and we will not make a difference. I am so pleased to be working closely with Yate Supplies, and albeit a relatively small percentage of our carbon footprint, we still need to push on and work closely together to achieve our targets – our future's depend on this work."

Mike Jackson, ESG and Charity Manager, Roadchef



"The Boparan Restaurant Group are committed to reducing our impact on the environment which requires our supply partners to be aligned. As a key supplier, and one who delivers all packaging items to our restaurants, we know Yate Supplies are equally committed to our objectives and will achieve them."

Nick Smith, Commercial Director Boparan Restaurant Group

PIZZA PILGRIMS

Pizza Pilgrims Ltd is a multi-site restaurant operator in the UK casual dining industry. Pizza Pilgrims acknowledges the responsibility it must minimise the ethical, social and environmental impact of its business operations, for the benefit of its customers, stakeholders, local communities and wider society. Pizza Pilgrims also recognises its responsibilities extend beyond its own operations and that it has a duty to ensure its suppliers conduct their business practices responsibly. Pizza Pilgrims has developed a Supplier Code of Conduct which includes specific standards to help us manage our supply responsibility. We require that all of our supplier comply with code, wherever in the World they are based.

OUR SUPPLIERS



Our suppliers must act responsibly, ethically, and sustainably. We expect them to prioritise trust, integrity, and compliance. As members of Sedex, Yate Supplies validates and authenticates their commitment.

While we value our long-term relationships, we require our suppliers to be responsive to the ever-changing market and customer demands. Flexibility is crucial. Formal contracts will legally bind our sustainability objectives and ethical trading policies.

Supplier agreements must ensure the delivery of agreed service levels and accurate first-time order fulfilment. This will improve availability and accuracy throughout the supply chain, reduce costs, mileage, and CO₂ emissions.

After our vehicles complete their deliveries, we make a conscious effort to utilise the available space for transporting goods back from our suppliers to our warehouses. This practice, known as back hauling, brings both commercial and environmental benefits. Moreover, it contributes to the improvement of our stock availability, as illustrated in the graph below.

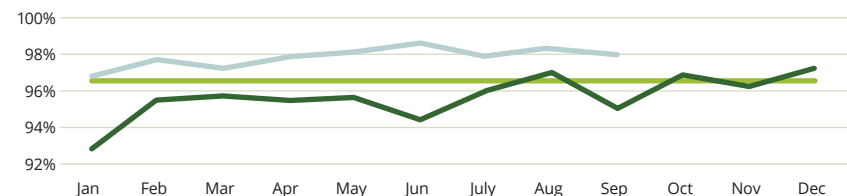
The impact of the global supply chain disruption caused by the pandemic has been extensively documented, and its effects are still evident in our 2022 results. However, throughout 2023, we have witnessed significant progress, with our availability consistently surpassing the year's target.

It's important to note that our target is based on the availability of every product ordered, recognising that not all products are kept in stock permanently. Over the 12-month period leading up to July 2023, we received orders for approximately 7,500 different stock keeping units (SKUs), out of which 2,400 (25%) were non-stocked products.

For instance, during this period, our customers placed orders for 1,269 different items of tableware and crockery, many of which have a lead time of 5-7 days with the manufacturer. While we maintain stock of the most popular products, many others are specially ordered and manufactured. Despite this industry-wide

Stock Availability %

- Target
- 2022% OOS
- 2023% OOS





Tork is part of the global hygiene and health company Essity, recognised as one of the world's most sustainable companies and the following are amongst their business objectives.

We are bolstered by having so many leading suppliers in sustainable manufacturing and are featuring Essity, who provide many of our paper products, so essential to the hospitality and foodservice market.

TORK PLASTIC PLEDGE

Circularity: We help your business go circular by closing the loop.



Today
90%
of Tork packaging is made
from renewable resources.



By 2025
100%
of our plastic packaging
will be recyclable.



By 2025, we will use
30%
recycled content in our
plastic packaging and
some products already do.

arrangement, we hold ourselves accountable for ensuring the availability of every single product. It's a demanding standard we set for ourselves, considering that we manage over 25,000 SKUs in our system!

OUR PRODUCTS

Our wide range of products is crucial for customers, enabling them to provide an exciting, sustainable, and safe service with consistent availability. In addition to innovative solutions that enhance food and drink presentation, our janitorial and hygiene products perform effectively while protecting the environment.

As specialists in sourcing, managing, and distributing custom printed products, customers trust Yate Supplies to safeguard and enhance their brand, ensuring continuity and competitive pricing. These products align with their sustainable development goals.

Yate Supplies plays a pivotal role in customers' purchasing function by bringing innovation, exploring product alternatives, and managing the supply chain. We forecast volumes and anticipate future trends. With a growing awareness of product environmental impact, we engage in research and collaborations with organizations like the Soil Association. We partner with the Sustainable Technologies Business Hub at Bath University for research and development on plastic alternatives and circular technologies as well as conducting our own research into

reusable products and technology to track their usage. Additionally, we work closely with D'Tangle, an organization that provides insights on future legislation and requirements.

In response to our findings and commitment to advising and supporting customers, we launched the Bioclarity website – www.bioclarity.co.uk. This platform offers packaging advice and information on eco-credentials and applications of various packaging materials. We also send regular newsletters to keep customers updated on legislative changes and new product innovations.

In this issue we are featuring Biohygiene and their environmental biotech alternative chemicals.





LEGALISATION

In addition to considering the sustainability credentials of products and their supply chain, we will ensure their compliance with evolving government legislation, such as Extended Producer Responsibility (EPR). EPR is a governmental strategy that incorporates the estimated environmental costs associated with a product throughout its life cycle into the market price, primarily applied in the realm of waste management.

With the increasing demand for reusable products, we are expanding our product range to align with the principles of the circular economy. Let's make a positive impact together!

BIOCLARITY

Here are examples of newsletters and communications sent to customers, including Bioclarity News, market updates and legislative changes.

BioHygiene

BioHygiene are a leading brand of biological cleaning solutions who work to replace harmful, non-renewable chemical products with environmental biotech alternatives to improve human and environmental health.

- don't use technologies that rely on industrial processes that emit sulfur and nitrogen gasses leading to acid rain
- don't use technologies that discharge effluent into waterbodies reducing the oxygen available
- committed to using ingredients that minimise aquatic toxicity to fish, crustaceans or algae
- providing technology that uses sustainable materials and reduces CO₂.



OUR PEOPLE



Sustainability is the core of our culture and team, and the foundation of our business and service. To achieve our goals, we prioritise the well-being of our colleagues and provide the necessary training and support to constantly enhance our service.

79% of millennial employees are loyal to companies that care about their effect on society (Forbes)

To deliver our quality service while reducing costs, it is crucial to attract, retain, and develop skilled individuals who share our vision. Training and development at all levels throughout the organisation are essential for achieving our commercial and sustainable objectives.

The restructure of the warehouse team, team leaders, and dedicated trainers, with over 75% of our employees working in operations, will ensure that we meet our internal and external sales level agreements, key performance indicators, and sustainable development goals.

To foster growth, supervisors and colleagues with management potential are part of the Heads of Department meetings, where they have access to the company plan and results.

Enhanced collaboration and cross-functional cooperation among department heads have yielded exceptional outcomes throughout our organisation. These achievements include reduced absenteeism and improved employee retention. Our ESG plan plays a pivotal role in driving ongoing enhancements and is currently being communicated to all staff members. In addition to these positive developments, we have incorporated an employee satisfaction survey into the plan. This survey will enable our management team to gain valuable insights, identify areas of improvement, address any concerns, and foster a culture of trust within the team.



Additionally, we have trained first aiders and have mental health training available from St. Johns Ambulance.

In recent months our staff kitchen has had a glowing update, this follows a makeover of the rest room. Our staff welfare team arrange Christmas functions, BBQs, including an annual BBQ for all the family, as well as ice creams and cake during the year.



OUR COMMUNITY

The family has always been actively involved in charitable causes, and we strongly encourage the team to do the same.

In addition to supporting our customers' charitable efforts, over the past two years, we have:

- Organised coffee mornings in support of Macmillan.
- Collected shoe from across the region on behalf of the Rotary Club, delivering them to the most vulnerable communities worldwide including Ukraine.
- Proudly displayed our sculptures of Gromit and Dolly the Sheep in our boardroom, lending them to numerous events. These sculptures were created to raise funds for the Bristol Children's Hospital.
- Raised funds for Prostate Cymru when one of our directors walked the Inca Trail in Peru. We achieved this through team sing-alongs, catering for events, and generous donations from our valued customers and suppliers.
- By donating hygiene & janitorial items to our local primary school, Iron Acton CEVC Primary School, including Tork products, we are providing financial support as well as a sustainable message. Yate Supplies are also collaborating on other "green" projects with the school.



**MACMILLAN
CANCER SUPPORT**

 Bristol Royal Hospital
For Children
Faculty of Children's Nurse Education

 **PROSTATE
CYMRU**


Iron Acton CEVC Primary School



We are deeply committed to making a positive impact and continue to actively contribute to various charitable endeavours. Founded in 2007, Bristol Green Capital Partnership is a unique partnership of over 1,000+ member organisations who have committed to working towards a zero carbon, socially just Bristol where all our communities and nature thrive. By joining the partnership, we are supporting our community and learning of local initiatives.

Bioclarity Bees

We are the proud owners of our own honey bee colony. We have four hives on site and produce our own honey for staff and visitors to enjoy. Derek, our founder is the a very keen beekeeper and enjoys keeping our colonies safe and well.



CARBON OFF SETTING



At Yate Supplies, we are deeply committed to reducing our carbon footprint, and these goals are at the core of our business plan. However, we believe that carbon offsetting can further enhance our efforts. In the past, we have contributed to offset projects, such as equipping schools in Africa with ovens to provide nutritious and safe meals.

According to Friends of the Earth, carbon offsetting involves calculating the carbon emissions produced by an activity, like flying, and then “paying off” the equivalent amount by supporting initiatives that remove carbon from the atmosphere, such as tree planting.



Friends of the Earth

Friends of the Earth and other reputable sources recommend supporting initiatives that have long-term impact by either sequestering emissions or generating new reductions. Instead of making contributions that have no effect on the outcome, we are dedicated to researching projects that genuinely reduce emissions. Our goal is to align our efforts with sustainable development goals that go beyond our usual business scope. As of now, we are actively working on sustainable development goal 14.



We are actively working with Just a drop, an international water charity, who provide clean water, sanitation and hygiene education to communities in need, through practical, sustainable solutions.



Yate Supplies



www.yatesupplies.com