Environmental POLICY

YOUR DEPARTMENT

Owner: Group Sustainability Manager
Distribution: All Employees

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Policy Owner:	**Policy Champion:**	
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WHAT'S COOKING?

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Environmental POLICY

EFFECTIVE DATE

01 March 2024 v1
27 July 2024 v2
1 October 2026 v3

1. INTRODUCTION & SCOPE

This policy applies to all employees, contractors, and stakeholders of What's Cooking?, a committed advocate for environmental sustainability in the food industry. Recognizing the impact of our operations, we strive to address Scope 1 & 2 emissions, energy consumption, water usage, and the responsible management of materials, chemicals, and waste. Our commitment to the environment reflects our purpose to make sustainable food consumption second nature.

Environmental Policy

Our commitment to the environment is reflecting our purpose to make sustainable food consumption second nature

Day by day side by side, we improve:

- our energy management,
- Eco-friendly products & packaging, and
- Waste and water management.

Confident and courageous, we target to reduce by 2030

- our GHG emissions with 50% through purchased electricity, steam, heat & cooling, fixed combustion sources and process & fugitive emissions.

- our water consumption per ton finished product with 30%

- the impact on the environment with more Eco-friendly products, packaging and waste

We care by crafting and ensure that we understand and comply with all relevant environmental legislation, and meet certification and company environmental requirements

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2. POLICY IMPLEMENTATION

2.1 OUR EXPECTATIONS FOR EMPLOYEES' PERSONAL BEHAVIOR

Day by day, side by side, we actively reduce our Scope 1 & 2 emissions, enhance our energy and water management practices, and refine our waste management strategies.

2.1.1 Scope 1 & 2 emissions and Energy Efficiency

All employees play a crucial role in our commitment to reduce Scope 1 & 2 emissions and enhance energy efficiency. This includes being mindful with energy resource usage, turning off equipment when not in use, and actively participating in energy-saving initiatives within their respective roles. Specifically, we aim to minimize the use of natural gas across all our sites. As part of our sustainability strategy, we are dedicated to replacing all existing refrigerants with low global warming potential alternatives, with a preferred choice for ammonium. Employees are expected to support and adhere to the transition process, including the responsible handling and disposal of old refrigerants and reporting any issues related to the new refrigerant systems promptly. This aligns with our commitment to mitigating climate change and reducing the carbon footprint.

2.1.2 Water conservation

To conserve water resources, employees are expected to use water responsibly. This includes reporting and addressing leaks, using water-efficient equipment and actively participating in water conservation programs. Our company strives to prevent and abate water pollution by implementing effective treatment measures and regularly monitoring our processes to ensure compliance with regulatory standards. Additionally, we encourage innovation in wastewater management technologies to minimize our environmental impact. Every individual's efforts contribute to our collective responsibility for sustainable water management.

2.1.3 Sustainable Materials, Chemical and Waste Management

In the handling of materials, chemicals, and waste, employees are entrusted with prioritizing sustainability through a comprehensive approach based on the waste hierarchy, following the Lansink’s ladder.
This involves:

Prevention: Employees should actively seek opportunities to prevent waste generation in their respective roles. This includes identifying and implementing measures to minimize the initial production of waste.

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Re-use: Where applicable, employees are encouraged to explore opportunities for re-use, putting food safety and quality as top priorities.

Recycling: When disposal is unavoidable, employees should prioritize recycling efforts. This involves separating materials at the source and actively participating in recycling programs established within the organization.

Other Recovery: Employees should explore alternative recovery options, such as energy recovery, whenever recycling is not feasible. This includes identifying methods to extract value or energy from waste materials.

Disposal: Disposal should be the last resort. If waste cannot be prevented, reused, or recycled, it should be disposed of responsibly and in compliance with relevant regulations.

2.1.4 Pollution

To mitigate the adverse effects of pollution, our environmental policy prioritizes the reduction of emissions through stringent regulations on our activities and the promotion of renewable energy sources. We will implement comprehensive monitoring systems to track pollutants and ensure compliance with environmental standards, thereby protecting public health and natural ecosystems. Furthermore, our policy encourages employee and community engagement and education to foster sustainable practices and awareness about the importance of pollution control.

2.2 SYSTEMS IN PLACE

In our commitment to sustainability, we have established special work groups to lead crucial initiatives:

Utilities Work Stream:
This specialized team focuses on Scope 1 & 2 emissions, energy reduction, and water management. Tasked with minimizing our carbon footprint and optimizing energy and water usage, this group inspires all employees to collectively reduce emissions and enhance resource efficiency.

War on Waste Work Stream:
Dedicated to responsible waste management, this team combats waste generation and promotes sustainable waste practices. Their efforts inspire employees to actively contribute to our war on waste, promoting a culture of responsible waste reduction and management.

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Sustainability KPI Management Tool:
Our monthly dashboard tracks Scope 1 & 2 emissions, energy consumption, water management, and waste reduction KPIs for every site. This monthly monitoring ensures identification of trends, celebrates achievements, and addresses any deviations from our sustainability targets.

EnConnect system
Our EnConnect system offers enhanced capabilities for precise measurement of energy and water consumption at each metered location. This empowers us to effectively monitor high-consumption areas, providing real-time data insights that enable informed decision-making and efficient resource management.
Yellow, Green & Black belt continuous improvement groups;
We are building our continuous improvement culture day by day, side by side. Yellow belts and green belts facilitate six sigma improvement projects. Six sigma projects are used for improving our sustainability goals.

2.3 THE ROLE OF MANAGEMENT

It is the role of management and leaders from What's Cooking? to drive these initiatives, confident & courageous. They initiate, actively support and drive to completion, continuous improvements in our sustainability goals.

3. AUDIT & REVISION

Regular environmental audits will be conducted to assess our performance in meeting the objectives outlined in this policy. The results of these audits will be used to identify areas for improvement and inform the revision of our environmental practices. Open communication and employee involvement will be integral to the success of our continuous improvement efforts.

4. ENFORCEMENT

Compliance with this Environmental Policy is mandatory for all employees. Achievements will be rewarded. Individuals and teams will be rewarded through recognition of these achievements. Violations will be addressed through appropriate disciplinary actions, which may include counseling, training, or, in severe cases, termination. Transparent reporting mechanisms will be established to encourage employees to report non-compliance and provide valuable insights for improvement.

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5. RELATED POLICIES

Sustainable Procurement Policy:
Our commitment to sustainability extends to our procurement practices. The Sustainable Procurement Policy outlines our dedication to sourcing goods and services in an environmentally and socially responsible manner. Through this policy, we strive to support ethical suppliers, minimize environmental impact, and promote sustainable business practices across our supply chain.

Packaging Policy:
Recognizing the environmental impact of packaging materials, our Packaging Policy focuses on responsible and sustainable packaging practices. This policy guides the reduction of packaging waste, encourages the use of eco-friendly materials, and promotes innovative packaging solutions that align with our commitment to environmental stewardship. Through this policy, we aim to minimize our ecological footprint while delivering quality products to our customers.

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