

## **Environmental, Social and Governance Policy (ESG)**

This new ESG policy statement replaces the old Corporate Social and Responsibility Policy.

At Pabulum we are aware that the way in which our business operates should always take account of any subsequent environmental, social and governance impacts. Our policy relates to voluntary actions that our business takes, often over and above compliance with minimum legal requirements, addressing both competitive interests and the concerns of wider society. This policy embraces the United Nations Sustainable Goals (SDG's).

The SDG's are the world's shared plan to end extreme poverty, reduce inequality, and protect the planet by 2030. United Nations have committed to 17 lifesaving goals. We have chosen to start by embracing three of these goals, namely:

- Good Health & Wellbeing
- Quality Education
- Responsible Consumption & Production

Each year the Company will produce Pabulum's Environmental, Social and Governance Report that incorporates this Environmental Social and Governance Policy (ESG) which aims to be a positive force for change in school catering.

We care about the following five pillars:

- Our customers
- Our people
- Our planet
- Our communities
- Our guiding principles

The Company will set a goal against the above pillars for each year.

The Pabulum SHAW committee will provide the ESG Report with the stated key goals and measurement criteria for the previous year and the following year; this will be approved by the Company Board of Directors in the March Board meeting.

**Nelson Williams**  
**Managing Director**

*(This policy will be reviewed in February 2024)*