

SBFE SUSTAINABILITY POLICY

This policy (the “Policy”) sets out our approach to sustainability across SBFE.

Overview: Our Sustainability Approach

“Growing for Good” is our vision for how we do business at SBFE, and it has sustainability at its heart. We believe that by upholding high sustainability standards and driving positive change throughout, we will grow a successful business for the long term. Our founder, Shinjiro Torii, started Suntory with the idea that business can be built in harmony with people and nature. This is a philosophy we continue today, working to ensure that future generations inherit and enjoy a healthy planet and society.

Growing for Good is brought to life through our sustainability strategy, which helps us to promote sustainable initiatives throughout our business and to work to minimise our negative impacts. The strategy is made up of four key pillars: Our Drinks, Our Resources, Our Society and Ourselves.

Our Sustainability Commitments

Our four key pillars were developed by identifying the sustainability issues that are most material to our business. Each pillar is aligned to one or more of the United Nations’ Sustainable Development Goals. Our commitments fully support the EU’s objectives around healthier food and drink and the circular economy. We’re also a signatory of the EU Code of Conduct on Responsible Food Business and Marketing Practices and a member of UNESDA Soft Drinks Europe.

Our Drinks:

We want to make the best drinks possible for our consumers. This means great taste and quality, while ensuring everything we sell contributes to happier and healthier lives. To achieve this, we are focused on three key areas around which we build our commitments:

1. **Less Sugar:** Reduce the amount of sugar in our formulations across our portfolio
2. **Positive Choices:** Clear nutritional information and responsible marketing
3. **More Natural:** Increase natural ingredients, colours and flavours across our portfolio

Our Resources:

We understand the impact our business can have on the planet, and we aim to minimise our environmental footprint throughout the lifecycle of our products. To achieve this, we are focused on five key areas around which we build our commitments:

1. **Less and better materials:** Innovate and improve sustainable packaging solutions, including circular reuse systems, and reduce our use of virgin plastic
2. **Less waste:** Eliminate waste in our operations
3. **Respect water:** Promote water conservation and education, both internally and externally
4. **Reduce emissions:** Reduce carbon emissions across the value chain
5. **Procure Sustainably:** Ensure high environmental standards in the production of our ingredients, with a focus on promoting sustainable farming

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Our Society:

We are continuing the legacy of Suntory's founder, Shinjiro Torii, who founded the company with a strong belief in giving back to society. To achieve this, we are focused on two key areas around which we build our commitments:

1. **Empowering communities:** Support and deliver programmes that create positive change by empowering individuals and communities
2. **Purposeful brands:** Use the power and voice of our brands to deliver positive impact, including the responsible marketing of our brands

Ourselves:

We want to create a culture that supports, includes and develops our employees to create a workplace in which everyone can flourish. We also endeavour to ensure the wellbeing and safety of our team and everyone we work with. Across our operations and at every stage of our value chain, we strive to run a good, ethical business. To achieve these responsibilities, we are focused on three key areas around which we build our commitments:

1. **Diverse, inclusive and flexible:** Implement our DE&I strategy and champion flexible working
2. **Accountable for our supply chain:** Trace where our ingredients come from and the social conditions in which they are produced, promoting high health and safety standards
3. **Ethical employer:** Run our business to high ethical standards, promoting best practice across our operations and supply chain

Sustainability Governance

Sustainability governance is built directly into our operations. Our SBFE Director of Sustainability reports directly to the SBFE CEO, and an executive sustainability steering committee is supported by focus area taskforces and sustainability champions in each of our markets. Our sustainability strategy is closely integrated into our corporate strategy as a key area of delivery for the business, and is therefore subject to the same rigorous governance processes.

In addition to our four key pillars, we ensure we meet the following sustainability commitments:

- Comply with relevant environmental and other sustainability laws and regulations;
- Review and address sustainability risks and impacts for our business;
- Set clear and measurable sustainability targets and track our performance against these targets;
- Report on our sustainability targets and activity to our stakeholders;
- Develop management systems throughout our operations to continuously improve our sustainability performance;
- Prioritise compliance training for every employee across those areas relevant to their role;
- Engage and educate our employees on sustainability issues and requirements to ensure accountability is embedded across the business; and
- Establish external communications and partnerships to promote and advance sustainability issues and initiatives.

Expectations of Our People

Meeting the goals set out in our sustainability strategy requires action from our people and our partners. Therefore, we expect that every individual working in or with SBFE at any level, wherever located, including all employees, directors and officers, as well as our partners, freelancers, vendors and suppliers in the context of their relationship with SBFE and its markets:

- Comply with relevant environmental and other sustainability laws and regulations at all times;
- Identify the areas of the SBFE sustainability strategy set out in this Policy that are relevant to their role, take responsibility for these areas, and take steps to seek to make progress towards relevant KPIs;
- Make the SBFE sustainability team aware of any areas where progress is not currently on track to achieve our sustainability goals; and
- Proactively identify new and emerging sustainability issues, large and small, that they come across in their work and report these issues to the SBFE sustainability team.

For the purposes of this Policy, "SBFE" means Suntory Beverage and Food Europe, a region in Suntory Beverage and Food and a member of Suntory Group, and includes Lucozade Ribena Suntory Ltd ("LRS"), Orangina Schweppes Holdings B.V. ("OSH") and all of their respective subsidiaries (the "Markets"). The use of "we", "us", "our" and "SBFE" in this document are references to SBFE, LRS, OSH and all or any one of the Markets or group companies of which they are comprised.

Policy Owner: SBFE Director of Sustainability.

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