

Carbon Reduction Plan

SUPPLIER NAME: BARTLETT MITCHELL LIMITED
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7.1 Our commitment to achieving net zero

Our commitment

Bartlett Mitchell Limited (BM) is committed to achieving net-zero greenhouse gas emissions across our value chain by 2040. This commitment aligns with the independently validated target of our parent company, WSH International Investments Limited (WSH).

This reflects our belief that strong environmental performance should be part of how we operate every day. It shapes the food we serve, the suppliers we choose, the skills we develop, and the support we provide to clients working towards their own sustainability goals.

As Angus Brydon, Managing Director of BM, states:

By continuing to embed sustainable practices across our catering operations, we are building a more responsible, resilient, and future-focused food service for our clients and communities.

Targets

WSH's science-based targets were validated by SBTi Services on 14 July 2026: SBTi ID 40003257.

By 2030, from a 2025 base year, WSH commits to:

- Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 42%
- Reduce Scope 3 greenhouse gas emissions by 55% per GBP value added
- Reduce absolute Scope 3 FLAG greenhouse gas emissions by 35%.

By 2040, WSH commits to:

- Achieve net-zero greenhouse gas emissions across the value chain
- Reduce absolute scope 1 and scope 2 greenhouse gas emissions by 90% from a 2025 base year
- Reduce scope 3 greenhouse gas emissions by 97% per GBP value added from a 2025 base year
- Reduce absolute scope 3 flag greenhouse gas emissions by 72% from a 2025 base year.

WSH has also committed to achieving no deforestation across its primary deforestation-linked commodities by 31 December 2026.

BM adopts the WSH SBTi-validated targets as the framework for its own emissions reduction. BM will measure its progress from its 2025 entity-level baseline and establish annual carbon budgets consistent with the group pathway.

DRIVING CHANGE ACROSS BM

BM delivers these commitments through our Second Nature ESG strategy, based on WSH’s group wide Second Nature framework.

Second Nature gives us a practical structure for turning ambition into action, while allowing BM to respond to the priorities of our clients, teams and operating environments.

The strategy is organised around four connected pillars:

- **Inclusion by Design** – Creating inclusive workplaces where everyone can thrive
- **Nurturing and Growing Talent** – Helping our people grow and succeed through training, development, fair work and wellbeing
- **Progressive Partnerships** – Choosing responsible partners and working collaboratively to drive innovation across our supply chain
- **Step Up** – Reducing our impact on climate and nature by lowering emissions, designing out waste and supporting nature-positive action.

OUR VISION		
We love what we do, serving our customers fresh, seasonal and local food prepared by our exceptional people every day. Our businesses are hungry for change in our industry, and we are uniting to take positive action on sustainability.		
OUR PILLARS	OUR OBJECTIVES	TOPICS COVERED
INCLUSION BY DESIGN	We create inclusive workplaces where everyone can thrive	Equity, diversity and inclusion
NURTURING & GROWING TALENT	We help our people grow and succeed	Training and development Fair and decent work Employee wellbeing
PROGRESSIVE PARTNERSHIPS	We choose responsible partners and work closely to drive innovation	Responsible sourcing Sustainable supply chain
STEP UP	We act to reduce our impact on climate and nature	Reducing our emissions Designing out waste Nature positive
In addition to the four main pillars of our ESG framework, we are featuring some charitable initiatives carried out by the BM team members as part of our efforts towards supporting the community		
COMMUNITY SUPPORT	Support local communities through charitable efforts	Fundraising events Partnerships with charities

Step Up is the pillar most directly connected to this Carbon Reduction Plan. It brings together action on carbon emissions, food waste, circularity, responsible sourcing, sustainable diets and nature. It also recognises that BM’s greatest carbon-reduction opportunities extend beyond directly controlled energy use into the ingredients, products and services we purchase.

LEADERSHIP & ACCOUNTABILITY

Elisabeth Ortiz Kuefler (ESG Project Manager) leads delivery of the strategy in partnership with BM’s senior leadership team and operational sites.

Her responsibilities include:

- Managing ESG performance reporting, measurement and impact tracking
- Supporting carbon reduction projects, environmental improvements and sustainability accreditations
- Driving responsible sourcing and supply-chain improvement with our craft team
- Working with operational teams to embed ESG objectives into everyday service delivery
- Identifying opportunities for clients to reduce environmental impacts and improve social outcomes
- Coordinating social value programmes and community engagement
- Supporting clients with sustainability initiatives, action plans and ESG objectives
- Supporting ESG communications, engagement campaigns and stakeholder reporting
- Helping clients demonstrate measurable progress against their sustainability objectives.

Elisabeth is part of a wider Second Nature project team across WSH Group. She works closely with WSH’s Net Zero Delivery Manager, Director of Sustainability, and Chief Sustainability Officer, alongside ESG representatives from WSH’s sister companies.

This structure combines BM’s operational knowledge and client relationships with specialist group-level expertise in carbon accounting, target setting, responsible sourcing and environmental reporting.

MEASURING & REPORTING OUR PROGRESS

BM measures and reports its ESG targets, activities and results through its annual Second Nature report. WSH publishes a separate annual Second Nature report covering group-wide performance, targets and progress.

These reports provide transparency around carbon performance and reduction activity, including sustainable menu development, food waste prevention, renewable electricity, responsible sourcing, reusable packaging, supplier engagement and the transition towards more detailed carbon data.

BM’s 2025 report explains that absolute emissions increased by 10.71% during the year, influenced by 18.83% growth in turnover and a more granular approach to categorising purchased goods and services. At the same time, BM’s economic emissions intensity decreased by 6.83%, indicating that the business generated fewer emissions relative to its economic activity.

The report also acknowledges the limitations of using expenditure-based data and average emission factors. In a period of growth and inflation, higher expenditure can increase reported emissions even where BM has moved towards more sustainable products or suppliers. For example, the environmental benefits of lower-carbon products may not yet be fully reflected where the carbon calculation is driven by their purchase cost rather than product-specific activity data.

BM is therefore working with WSH to improve the quality and granularity of its carbon information. This includes moving progressively towards primary, activity-based and product-level data so that the effect of supplier improvements, lower-impact ingredients and operational carbon-reduction projects can be measured more accurately. Purchased goods and services remain the most material part of BM’s footprint, reinforcing the importance of collaborative action across food sourcing, farming, production and distribution.

Our annual reports provide further detail on this progress:



BM Second Nature ESG Report 2025



WSH Second Nature Sustainability Report 2025

7.2 Baseline emissions footprint

Baseline emissions are the greenhouse gas emissions produced before, or at the start of, the implementation of reduction activity. They provide the reference point against which future performance will be measured.

Baseline year: 2025; 1 January to 31 December 2025.

BM has measured carbon emissions since 2019. The footprint was recalculated using a 2025 base year following material structural and methodological changes, including changes to group composition, improved categorisation of purchased goods and services, and a revised carbon-accounting approach. These changes mean that earlier reported footprints are not directly comparable with the 2025 calculation. BM will use 2025 as the baseline for future reporting and will explain any subsequent material recalculation.

Organisational boundary: BM has prepared its footprint using the operational control approach.

The footprint includes emissions arising from BM’s head office activities, business travel and the procurement of goods and services for client-site operations.

Where energy and capital-goods data was held only at WSH level, the relevant emissions were allocated to BM using its proportion of group turnover, approximately 4.7%.

Geographic boundary: This Carbon Reduction Plan covers emissions arising from BM’s UK operations and relevant UK activities and procurement for the period 1 January to 31 December 2025.

BASELINE YEAR EMISSIONS	2025 TCO ₂ E
Scope 1	36.64
Scope 2 Market-based	34.37
Scope 2 Location-based	40.71
Scope 3	66,008.1
1 Purchased goods and services	64,231.00
2 Capital goods	305.00
3 Fuel and energy-related activities (market based)	35.74
4 Upstream transportation and distribution	Already included in our CEDA FLAG emissions factors, part of our 2026 plans are to be able to separate these out
5 Waste	0; Outside BM’s scope as generally managed by clients
6 Business travel	422.00
7 Employee commuting	1,014.39
8 Upstream leased assets –	0; BM doesn’t have leased assets
9 Downstream transportation and distribution	0; BM doesn’t have downstream products
TOTAL EMISSIONS, MARKET-BASED	66,079.15

The market-based total uses market-based Scope 2 emissions. The location-based total would be 66,085.48 tCO₂e.

Purchased goods and services account for approximately 99.9% of BM’s total market-based footprint and 99.8% of the included Scope 3 total. This means the most material opportunity is to reduce emissions associated with food and operating purchases, supported by action on directly controlled energy and travel emissions.

Additional details: BM’s footprint has been calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are expressed as tonnes of carbon dioxide equivalent and cover the seven greenhouse gases identified by the Kyoto Protocol. The calculation uses the applicable UK Government greenhouse gas conversion factors alongside relevant spend-based and supplier-specific factors for purchased goods and services.

7.3 Current emissions reporting

2025 is BM’s first reporting period under this Carbon Reduction Plan and is therefore shown as both the baseline and current reporting year. The current reported emissions are therefore the same as the baseline figures in 7.2.

As 2025 is BM’s first completed footprint, it is presented as both the baseline and current reporting year. Future plans will report subsequent reporting years against this baseline.

REPORTING YEAR	2025 TCO ₂ E
Scope 1	36.64
Scope 2 market-based	34.37
Scope 2 location-based	40.71
Scope 3 included sources	66,008.1
TOTAL, MARKET-BASED	66,079.15

7.4 Emissions reduction targets

BM projects its emissions to reduce from 66,079.15 tCO₂e in 2025 to approximately 42,946 tCO₂e by 2030, representing a projected reduction of approximately 35% against our 2025 baseline. This projection reflects the intensity-based treatment of Scope 3 emissions and BM's forecast economic activity.

REPORTING YEAR	2025 (TCO ₂ E)	PROJECTED 2030 (TCO ₂ E)
Scope 1	36.64	21.25
Scope 2, market-based	34.37	19.93
Scope 3, included sources	66,008.10	42,905.30
TOTAL	66,079.11	42,946.48

BM adopts the WSH SBTi-validated targets as the framework for its own emissions reduction. We will measure progress from our 2025 entity-level baseline and establish annual carbon budgets consistent with the group pathway.

BM's projected emissions pathway

Total greenhouse gas emissions, tCO₂e



Projected 35% reduction in total tCO₂e by 2030, supporting BM's pathway to net zero across the value chain by 2040.

Because 2025 is BM's new baseline year, a verified aggregate reduction against that baseline is not yet available. During 2026, BM will establish project-level measurement methods and annual carbon budgets, enabling progress to be tracked consistently against the baseline. Our next Carbon Reduction Plan will report realised reductions where reliable data is available.

BM's ESG Project Manager will lead this work with BM's Senior Leadership Team and WSH's Net Zero Delivery Manager.

7.5 Carbon reduction projects

Completed carbon reduction initiatives

BM, working with WSH Group through our shared Second Nature framework, has implemented a range of measures that support emissions reduction across our operations, menus and supply chain.

- As part of WSH, BM is covered by the group's 2040 net-zero, near-term and FLAG targets, validated by SBTi Services in July 2026. This provides an independently assessed pathway for reducing greenhouse gas emissions across operations and the wider value chain
- We calculated BM's 2025 Scope 1, Scope 2 and selected Scope 3 footprint, using turnover-based apportionment of WSH data where BM-specific information was unavailable. We also increased the granularity of purchased-goods-and-services reporting, improving visibility of higher-impact categories and supporting more targeted action
- Our Food Waste Costing the Earth programme helps operational teams measure, prevent and reduce food waste through reporting, training and practical action. This reduces the emissions associated with producing, transporting and disposing of food that is not consumed
- Our Proper Local campaign promotes seasonal British produce, shorter supply chains and the avoidance of air-freighted out-of-season ingredients where suitable alternatives are available
- Sustainable-diet and plant-forward menu development, supported by chef training and environmental learning, helps reduce reliance on higher-impact ingredients and embeds carbon awareness into menu and purchasing decisions
- We work with suppliers on responsible sourcing, regenerative farming, environmental baselining and improved product-level data. Our engagement with Lake District Farmers has helped BM teams understand how rotational grazing, soil-health improvement, peatland restoration, reforestation and land stewardship can reduce environmental impacts and improve resilience

- In 2025, we held two responsible-sourcing roundtables in London and Manchester, bringing clients, suppliers and sustainability specialists together to explore regenerative agriculture, ethical supply chains, biodiversity and seasonal sourcing
- Electricity directly procured for our shared office premises is sourced from renewable sources. Across the wider group, WSH continues to transition newly acquired operations to renewable electricity, with full compliance targeted by 2027
- BM operates within WSH's ISO 14001 Environmental Management System and ISO 50001 Energy Management System, independently assessed by BSI and covering shared office premises and procurement activities.
- Five BM sites achieved the Soil Association Green Kitchen Standard in 2025, with a collective audit score of 78%. Two further sites achieved Food for Life Bronze accreditation, independently recognising progress in environmental management, responsible sourcing and sustainable kitchen operations
- Training will continue with a target for all senior leadership and operations managers to complete certified ISEP Environmental Sustainability Skills for Managers training, in addition to site managers and supervisors, strengthening the capability of operational teams to identify and deliver improvements in food waste, energy, packaging and resource use
- We apply the waste hierarchy across our operations, prioritising prevention and reuse before recycling and recovery. This includes reducing avoidable packaging, segregating unavoidable food waste and identifying opportunities to reuse equipment and materials where local arrangements allow.

The quantified aggregate reduction since the 2025 baseline is not yet available because 2025 is the baseline year and no completed subsequent footprint has been supplied.

BM's 2026 project plan will establish measurable targets and methodologies for quantifying savings from priority carbon reduction initiatives.

Future carbon reduction initiatives

BM intends to prioritise the following measures, subject to operational feasibility, client requirements and the final BM carbon-budget delivery plan:

- Apply annual BM carbon budgets through to 2040 and report progress against the 2025 baseline
- Increase primary, activity-based and product-level carbon data, focusing first on purchased goods and services
- Map high-emission suppliers and work with priority partners on farm-level, production and distribution decarbonisation plans
- Expand recipe and menu carbon assessment, using data to support lower-emission menu engineering and customer choice
- Reduce the impact of animal protein through lower-impact and regeneratively produced meat, plant-forward alternatives and supplier net-zero engagement
- Relaunch and extend food waste prevention using relevant technology, training and regular reporting
- Expand reusable packaging and remove avoidable single-use packaging, prioritising prevention and reuse
- Promote seasonal sourcing, local supply chains and air-freight avoidance
- Improve energy and water efficiency through equipment selection, preventative maintenance, behaviour change, sub-metering and building-management optimisation where BM has influence
- Support verified deforestation-free supply chains, including action on soy and palm oil, in line with the validated 31 December 2026 target
- Continue sustainability training through Step Up and accredited ISEP programmes, creating a network of operational sustainability champions.

7.6 Declaration and sign off

Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard and use the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, where required, and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

Approval body

This Carbon Reduction Plan has been reviewed and signed off by BM’s Managing Director Angus Brydon and BM’s Senior Leadership Team.

Tuesday, 14 July 2026

7.7 Signed on behalf of the supplier

Name Angus Brydon
Signature 
Date 14 July 2026