

# SASB Reporting for Bunzl Sustainability Metrics

The Sustainability Accounting Standards Board (SASB) has industry-specific sustainability standards which identify material topics and associated metrics. The table below summarises where relevant SASB disclosures can be found throughout Bunzl's annual reporting. This is based on several standards from the materiality map as Bunzl does not fall within one clear sector. We have based our disclosure on the most relevant standards for the business that align to and cover the key sustainability themes arising from our recent materiality assessment. All of the data provided below is from 2021 unless otherwise stated.

SASB Metric	Bunzl Disclosures
<b>Product lifecycle management</b>	
Revenue from products that are reusable, recyclable, and/or compostable	In 2021, £1.8bn revenue was generated from packaging and products made from materials that are recyclable, compostable, reusable or made from renewable sources. Page 47: Annual Report.
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	We have discussed how we work with our suppliers and customers to reduce the environmental impact of packaging and products in both our annual report and Capital Markets Day material. Pages 56 to 57: Annual Report. Pages 23-37: Capital Markets Day 2021.
<b>Greenhouse Gas Emissions</b>	
Gross global Scope 1 emissions	87,125 tonnes of CO <sub>2</sub> e Our climate change/carbon strategy has been detailed in the sustainability section of our annual report on pages 54 to 55: Annual Report.
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	A comprehensive view into how we understand, assess and manage the risks and opportunities associated with climate change can be found in our TCFD statement: TCFD Statement. Our integrated process for identifying and assessing risks is detailed in the strategic report section of our annual report on pages 64 to 72: Annual Report. Our carbon reduction targets can be found on pages 13 and 54 of our annual report (Annual Report) with our performance shown on pages 86 to 88. The targets are (baseline year: 2019): <ul style="list-style-type: none"> <li>• 2025: Reduce emission intensity by 25% (scope 1 and 2)</li> <li>• 2030: Reduce emission intensity by 50% (scope 1 and 2)</li> <li>• 100% Group-wide renewable energy procurement by 2030</li> <li>• Net zero by 2050 at the latest (scope 1, 2 and 3)</li> </ul> We have also committed to the Business Ambition for 1.5°C initiative & joined the Race to Zero campaign.
(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	(1) Total fuel consumed: 1,402,986 GJ (2) percentage natural gas: 23% (3) percentage renewable fuel: 0.2%
(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Operational energy consumed: 1,695,386 GJ (2) percentage grid electricity: 17% (3) percentage renewable: 2.5% (total energy), 14% (total electricity)

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<b>Labour conditions in the supply chain</b>	
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	<p>Our auditing process is our first line of defence to prevent defective products being shipped and to ensure products comply with our ethical standards.</p> <p>(1) Tier 1 suppliers: All products supplied directly from Asia are through suppliers that are verified by our Global Supply Chain Solutions team and our audits typically cover c.98% of Bunzl spend across 13 Asian countries every 2 years.</p> <p>We will take a proactive, risk-based approach to responsible sourcing, identifying common issues in our supply chain and working closely with suppliers to reduce the future incidences of these. The spend coverage above (representing c.15% of our global supply chain) relates to our suppliers based in regions identified as very high risk in international rankings of human rights issues (e.g. Global Slavery Index).</p> <p>(2) Tier 2 suppliers: None audited as we are taking a risk based approach to working through our supply chain with our programme (and focusing on Tier 1 as a priority). Our audits and Supplier Code of Conduct demand that our Tier 1 suppliers ensure that the Code is maintained and enforced within their own supply chains, including by any sub-contractors used in executing any orders received from our Company.</p> <p>(3) Percentage of total audits conducted by a third-party auditor: c.3%, although this increased to c.15% during the pandemic due to travel restrictions impacting our Global Supply Chain Solutions team.</p> <p>For more information see: Pages 50 to 51: Annual Report. Bunzl Supplier Code of Conduct Bunzl Modern Slavery Statement</p>
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	<p>During 2021, our Global Supply Chain Solutions team audited 754 suppliers:</p> <ul style="list-style-type: none"> <li>• 677 had no critical issues (89.8% suppliers audited).</li> <li>• 77 underwent remediation efforts to bring them up to the required standard (10.2% suppliers audited).</li> <li>• Following these remediation efforts, we terminated relationships with 10 suppliers who failed to make enough progress (1.3% of suppliers audited, 13% of suppliers requiring remediation).</li> <li>• Corrective action rate for suppliers requiring remediation: 87%.</li> </ul>
Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	<p>Our Global Supply Chain Solutions team have identified the following risks:</p> <p>(1) Labour:</p> <ul style="list-style-type: none"> <li>• Child Labour.</li> <li>• Forced Labour (Modern Slavery) – including the use of recruitment fees.</li> <li>• Unfair discrimination.</li> <li>• Wages not meeting local legal minimum requirements.</li> <li>• Continuous work for more than 30 consecutive days without at least one day's rest.</li> </ul> <p>(2) Environmental, health and safety risks:</p> <ul style="list-style-type: none"> <li>• Whether the supplier have an Environmental Policy and an appointed business owner.</li> <li>• Are evacuation routes and safety exits kept clear and unblocked, and firefighting equipment easy to access.</li> <li>• Whether the dormitory located in a building separate from the workshops and warehouses.</li> <li>• Are the production/warehouse buildings structurally safe.</li> </ul>
<b>Workforce diversity and inclusion</b>	
Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	<p>We monitor the percentage of our workforce by gender and have total workforce of just over 21,000 employees, 63% of them are male and 37% are female. In our senior management population (c.450 leaders) there are 19% females and 81% males.</p> <p>We cannot monitor ethnicity of our total workforce or senior management population due to restrictions on capturing data in certain countries in which we operate.</p>
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	<p>In 2021 compensation costs of c.£3,000 were incurred for one legal case in Latin America associated with alleged employment discrimination.</p>
Voluntary and involuntary turnover rates for employees	<p>Voluntary turnover for 2021 was 17.3%.</p>