THE FENDALE GROUP

Climate Action Plan

This Climate Action Plan builds on The Fendale Group's Double Materiality Assessment (DMA), supplier due diligence, Swap Scheme and environmental data collection. It sets out how the business will act on its most material environmental impacts; Energy, Biodiversity and Materials, with Emissions and Waste as closely related priorities, in line with the global ambition to limit warming to 1.5°C.

Our Commitment

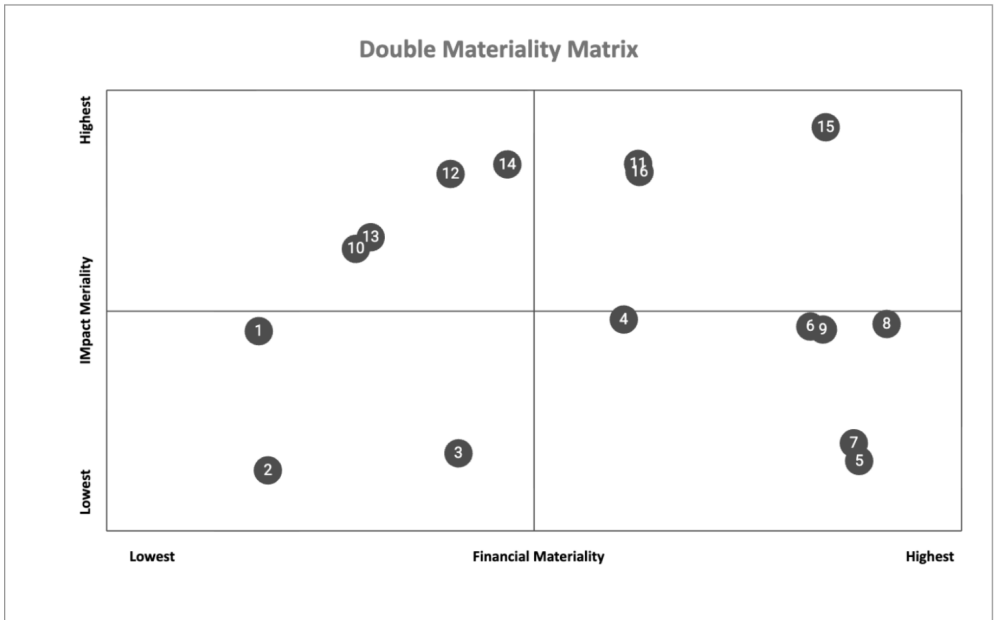
Recognising that climate change poses a threat to the economy, nature and society at large, and that immediate action can ensure business competitiveness and resilience, our company commits to:

- Halve our greenhouse gas emissions within ten years from a 2026 baseline
- Achieve net zero emissions before 2050
- Disclose our progress on a yearly basis

In doing so, we are proud to be recognized by the UN Climate Change's Global Climate Action portal for having ambition in line with the global Race to Zero campaign. The portal joins governments, businesses, cities, and regions around the world that share the same mission.

1. What We Know: Double Materiality Findings

The Double Materiality Assessment (DMA) revealed The Fendale Group's most material sustainability topics — those that matter both in terms of the business's impact on people and the environment, and the sustainability risks that could affect the business.



Most Material Topics
Energy
Materials
Biodiversity

Next most material topics

- Emissions
- Waste

These material impacts sit largely within The Fendale Group's supply chain — the DMA found supply chain environmental questions were consistently rated 'agree' or 'strongly agree'. This Climate Action Plan therefore focuses on **Energy**, **Materials and Biodiversity** as material impacts to assess and improve, with a particular focus on the supply chain.

2. Who We Are & What This Plan Covers

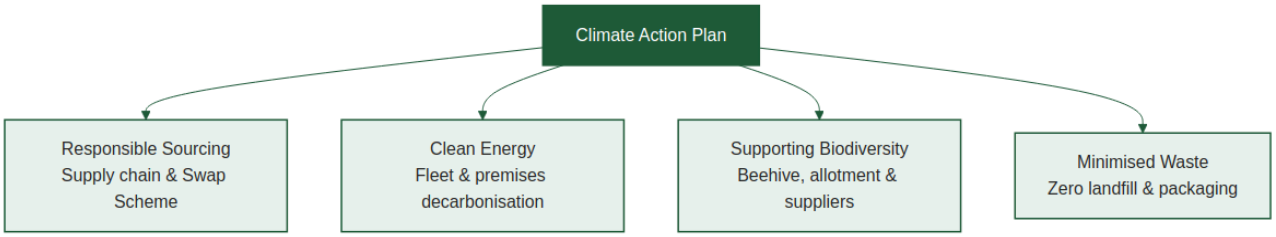
At The Fendale Group, sustainability isn't something that sits separately from the way we run our businesses. It's in the ingredients we choose, the suppliers we support, the miles our food travels, what happens to our waste and the decisions our teams make every day.

As an independent hospitality group, we know we won't solve the climate crisis alone. But we also know that thousands of decisions made across hundreds of events add up.

Our **Climate Action Plan** is our commitment to making those decisions more consciously. It gives us a framework to reduce our environmental impact, challenge ourselves and our supply chain, measure what we're doing and focus our efforts where they can make the greatest difference.

What this plan covers

This plan is built around four pillars, each targeting a material impact identified through our 'Double Materiality Assessment' and supply chain due diligence. Together, they cover how we source goods, how we power our operations and services, how we regenerate nature, and how we manage waste.



- Responsible Sourcing — the supply chain, particularly food & drink, through the Swap Scheme.
- Clean Energy — decarbonising our fleet, kitchens and premises.
- Supporting Biodiversity — the beehive, allotment and regenerative growing practices.
- Minimised Waste — cutting waste to landfill and improving packaging across the group.

3. Detailed Action Plans

Each priority area below follows the same structure: objective, ownership, improvement actions, KPIs, stakeholders, resources and review and current status.

1. Responsible Sourcing

Objective	The Fendale Group's supply chain — particularly food and drink produce — is the single greatest lever for reducing climate and nature impacts. The Fendale Group will continue and scale the Swap Scheme, aligning supplier transitions with measurable targets.
Who is responsible?	● Karim Bouakkaz, Account & Procurement Exec — owns supplier onboarding, the Sustainability Survey and the Swap Scheme tracker. ● Dan Murphy, Head Chef — manages produce choice and supplier selection ● Alix Caiger, CEO — carries out overall annual review and leads the Swap Scheme
How can we improve?	• Expand the Sustainability Survey to cover 100% of active suppliers. • Through the Swap Scheme, continue to prioritise B Corp-certified or equivalent suppliers when transitioning the remaining materially significant Food & Drink categories (meat, dairy, fish, coffee, chocolate, tea, dry goods, vegan products). • Clearer, consistent tracking of current suppliers and swapped suppliers within the supply chain management sheet. Focus on reviewing, completing screening and engagement with butchers and fish mongers to minimise risks and negative impacts. • Publish an annual summary of Swap Scheme progress to suppliers and internal stakeholders.
What KPI can we set?	• Swap at least 5 suppliers annually until all suppliers are ESG-aligned Note: in some categories, like event equipment and wholesalers, local ESG suppliers may not be available. However, ESG brands will always be prioritised from within wholesale catalogues.
How will we engage with stakeholders?	● Procurement team: offer relevant procurement training and understand where new practices and policies are needed. ● Kitchen & culinary leadership: brief them with this plan so they can continue to bring knowledge to the swap scheme. ● Existing and prospective suppliers: engaged via email with audit survey and sustainability survey. Some suppliers met in person. ● Senior leadership: Ownership over this plan, review at board meetings. ● The environment impacted through the supply chain: sustainability survey and supplier suggestions to improve/reduce environmental impacts and policy. ● Communities impacted through the supply chain: sustainability survey and supplier suggestions to improve/reduce community and human rights impacts and policy.
Resources & Review	The swap scheme has been embedded in the kitchen's processes since 2024. Swaps consider a number of ESG topics alongside expenses and therefore sometimes budgets for some suppliers increase while others

	may decrease. The supplier sheet is a new resource to help with continued screening, identifying any suppliers not aligning to standards. Sourcing reviews usually take place around February and September but it is subject to geopolitical and economic changes.
Status	**In Progress**

2. Clean Energy

Objective	The Fendale Group has the opportunity to build on its green energy practices to decarbonise its value chain, reducing pollution and environmental impact.
Who is responsible?	● Karim Bouakkaz,Account & Procurement Exec—works with Procurement on the renewable energy contract. ● William Deal, Managing Director —owns fleet transition and premises energy management ● Martina, Event Operations—event temporary energy
How can we improve?	• William to have ownership over plan to transition to 100% electric fleet by 2030 • Request a smart meter install from the provider and review energy usage regularly to understand efficiency options and any hikes in usage due to possible equipment changes. • Prioritise E Generators at pop-up events to reduce event energy emissions (Martina). • Measure GHG Emissions annually to decarbonise towards net zero by 2027..
What KPI can we set?	• 100% electric fleet by 2030. • 100% renewable energy procured (maintain current position). • 2027 Baseline year carbon footprint set, reports taken year on year and reported through the SME Climate Hub.
How will we engage with stakeholders?	● Operations & Events teams: engage with fossil free initiatives and ensure easy access to energy accounts to properly manage ● Fleet/logistics partners: emails and conversations to understand opportunities for more EV use, e.g. London events ● Energy supplier: online portals to help understand energy data ● Finance (capital planning for vehicle transition): discuss in leadership meeting as well as board meetings ● The environment impacted through energy emissions: only procure 100% renewable energy. ● Communities impacted through energy pollution: consider the harsh impacts of mineral mining for battery storage.
Resources & Review	Financial resources were put aside a few years ago to transition to a 100% renewable energy tariff and to procure two electric vehicles.

	Finances will be reviewed at Board Level to determine the best time to transition the last diesel vehicle to an EV. Annual start of year review.
Status	**In Progress**

3. Supporting Biodiversity

Objective	The Fendale Group will continue to support biodiversity through its beehive, allotment and regenerative suppliers, with clearer targets and more data collected to track impact over time.
Who is responsible?	Alix Caiger
How can we improve?	• Log allotment yield and beehive health data each season to build a baseline for future targets. • Extend biodiversity criteria into the supplier screening process used by the Swap Scheme. • Use the seasonal dinner as an internal and external engagement moment to communicate biodiversity progress. • Explore additional habitat creation (e.g. wildflower margins, insect hotels) on the allotment site.
What KPI can we set?	• 1 annual team visits to the beehive and allotment. • 100% pesticide-free, pollinator-friendly and biodiversity-led growing practices maintained annually. • 1 seasonal showcase dinner annually showcasing allotment produce as a part of the menu and the speech to clients to explain it.
How will we engage with stakeholders?	Kitchen & events team: annual visits to engage. Share information and stories on the allotment and bee hive in the internal newsletter. Council (landowner relationship): engage via email e.g. new ops, comms Local community / volunteers: in-person engagement e.g. collaboration Guests attending the seasonal dinner: intro speech to share stories of biodiversity, provenance and nature initiatives. Nature & the environment: continue to monitor biodiversity on site
Resources & Review	Continue to allocate and review the bee hive and allotment resources: time spent at the allotment, reviews of impact on biodiversity, and sharing inspiring stories with stakeholders. Review data and working documents at annual board meetings.
Status	**In Progress**

4. Minimised Waste

Objective	The Fendale Group will continue to minimise waste at its premises, improve waste management at the shop, and investigate and improve waste performance across the value chain.
Who is responsible?	• Karim Bouakkaz,Account & Procurement Exec—works with Procurement on the renewable energy contract. • William Deal, Managing Director —owns fleet transition and premises energy management • Martina, Event Operations—event temporary energy • Shop Manager - Daisy Marshall
How can we improve?	• Introduce food waste separation at the shop (currently not separated), mirroring the kitchen's 0% landfill performance via Veolia. • Assess whether food donation is more impactful than diversion/composting for shop food waste, and pilot the preferred route. • Set a shop-specific waste reduction target given its higher 'Other' waste volume (5.8 tonnes) relative to Kitchen.
What KPI can we set?	• Zero waste to landfill across all sites by 2030. • 100% recyclable/compostable packaging used across the group by 2029. • Food waste separated and measured at all sites by 2030.
How will we engage with stakeholders?	Shop team: in-person visit to brief on update and to understand together ideas for improvement Kitchen team: discuss waste topics as part of regular meetings, understand opportunities for improvements. Continue with waste audits with chefs. Waste management partners: engage via email and platforms to understand data with more clarity (council especially) Packaging suppliers: complete screening via public info and email to understand areas of opportunity and improvement The environment affected by waste pollution: closely monitor waste at events as well at the premises.
Resources & Review	Money has been allocated for reliable waste provider Veolia and to maintain 0 waste to landfill status. The shop should be the next area of focus, more financial resources may need to be allocated to add food waste or non-council services. Annual start of year review.
Status	**In Progress**

Declaration & Sign Off

This plan has been written with the support of a third-party B Corp & Sustainability Consultant. It was created in accordance with B Labs Climate Action Topic (CA2.1) and will be updated at least every 36 months.

Signature:



Date Signed: September 2026
Signed by: CEO, Alix Caiger