

Purpose

Bill's is committed to being a sustainable business that respects the environment, supports our employees, our communities and provides high-quality hospitality to our guests. This commitment is at the heart of how we operate and deliver our service to our employees and guests which is vital to our long-term success.

Effective leadership, management and continual improvement in our environmental and social endeavours is of key importance and a fundamental ingredient to the success of our business.

Policy Scope

This Bill's sustainability policy is reviewed regularly and communicated through our Executive Leadership Team.

Environment

Our environmental commitments are to reduce our use of natural resources and impact on our planet. These commitments include:

- Within new and existing assets, adopt energy management measures to reduce usage, improve efficiency and promote use of renewable energy sources.
- Adopting water efficiency measures at all our restaurants, monitoring our water usage, and protecting water quality.
- Adopting the waste hierarchy by preventing waste in the first instance, reusing materials where possible and prioritising recycling, with a focus on minimising food waste.
- Report our organisational carbon emissions annually and seek continual reductions in scope 1 and 2 carbon emissions aligned to industry standards.

As a minimum, we comply with all applicable environmental legal and regulatory requirements as well as voluntary commitments where appropriate to the environment.

Key to delivering our commitments is our continual improvement in measuring and reporting our environmental impact. We will continue to develop our management systems to ensure consistency, comparability, completeness and accuracy in environmental data and reporting.

Sustainable Procurement

Our approach to sustainable procurement will foster continual improvement in our supply chain including:

- Applying high standards for food quality, meeting animal welfare requirements, as per our Animal Welfare Policy and nutrition requirements.
- Engaging with our supply chain to support them on their journey to more sustainable business practices.
- Focusing on good sourcing practices such as local, seasonal sourcing and responsible sourcing of meat and fish.
- Ensure all new construction and refurbishment projects are assessed through our in-house environmental standards criteria.

Our commitment is to procure goods, food and services that match our values to reduce all our impacts and deliver positive outcomes for the environment and society.

Employee Engagement

We are committed to creating a safe, healthy, happy and supportive environment within our teams, addressing a range of topics including diversity, inclusion, health and safety and wellbeing. We are also committed to giving back to our local communities, engaging with charities and good causes. Our commitments include:

- Prohibiting slavery and the use of forced, bonded or child labour across our supply chain, in accordance with our Modern Slavery Policy.
- Promote a work environment that fosters and supports the mental and physical health of our employees.
- Promote diversity, equity, and inclusion in our teams, including accountability in leadership employee training.
- Ensuring equal pay for equal roles and working on key actions following yearly Gender Pay reporting.
- Positively support our employees to enable efforts to support their communities through volunteering and charitable giving at a local, national and international level.
- Incentivise managers and executives to deliver sustainable performance.

We will continue to comply with all laws and regulation to promote fair working conditions, opportunities for development, high ethical standards and a culture of integrity to provide a workplace that is safe and inclusive.

Sustainability Governance

The Governance Committee is responsible for ensuring compliance of the sustainability policies across the Bill's. The Governance Committee is comprised of:

| | |
|--|----------------|
| Group Chief Financial Officer | Chris Robinson |
| Group Chief People, Culture and Sustainability Officer | Una O'Reilly |
| Group Procurement Director | Paul Jenkins |
| Group Executive | George Jones |
| Shareholder | Chris Benians |

The Sustainability Committee is responsible for setting relevant team objectives across Bill's, raising awareness in these teams and being supportive champions for sustainability.

The Sustainability Committee, meeting quarterly, is comprised of the Governance Committee, as well as:

- Chief Marketing Officer - Piers Walker
- Sales Director for The Ivy Collection and Caprice Holdings - Tony Rimbault
- Group Chief Technology Officer – Jon Davis
- Managing Director The Ivy Collection – Laura Mills
- COO The Birley Club – Edoardo Minoli
- Managing Director Bill's – Tom James
- Commercial Finance Director - Dylan Ramsay
- Director of Project Planning - Richard Chin
- Head of Safety - Eunan Baird

The sustainability committee have oversight of the evolution of the group sustainability policy and its application into Bill's.