

PUNCH

Inspiring those moments

Environmental Policy

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Introduction

Punch Pubs & Co Ltd is committed to responsible, ethical business practices that minimise our environmental impact and support the global transition to a sustainable economy.

Our commitments are underpinned by compliance with relevant UK environmental legislation, including the Climate Change Act 2008 and Environment Act 2021. Our emissions are calculated according to GHG Protocol Corporate Accounting and Reporting. We also align with international frameworks and standards such as the Sustainability Development Goals (SDGs) and Global Reporting Initiative (GRI).

Scope of This Policy

This policy applies to all persons working for Punch, including Punch team members at all levels, including but not limited to joint venture partners, agency workers, seconded workers, volunteers, interns, contractors, external consultants, third-party representatives and business partners, sponsors or any other person associated with us, wherever located.

Our Commitment

Several years ago, we made a promise to be a modern, diverse, inclusive and environmentally friendly pub company.

Those ambitions crystallised as our Doing Well, By Doing Good programme, one of four key values that support our aim of being *the* 5 Star pub company.

Our strategy is delivered through three core pillars: People, Planet and Pubs. This policy sets out targets relevant to our Planet and Pubs pillars. Alongside our other sustainability goals, the targets have been defined through materiality assessments, with context provided by the Sustainability Development Goals (SDGs).

Our Environmental Targets

Having completed most of the targets set out in the last version of our Environmental Policy (for details of progress, see Punch Promise 2026), we have set the following new commitments and measurable targets to reduce our environmental impact, consistent with the outcomes of the double materiality assessment completed in 2025.

Strategic objective 1 - Planet: We will reduce our Scope 1 & 2 emissions by 80% by 2032 and achieve net zero by the end of 2040.

Target	We will reduce energy consumption in our MP pubs and at our Support Centre by 30% by the end of 2028.
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Strategic objective 2 - Planet: We will become a zero-waste business.

Target	We will send zero waste to landfill by the end of 2028, faster if we can.
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Strategic objective 3 - Planet: We will source from our suppliers sustainably and ethically.

Target 1	We will prioritise local British suppliers and continue to only use 100% MSC-certified fish and British meats sourced to recognised assurance standards, whilst working towards 80% of our core menu ingredients coming from suppliers within the UK and Ireland by 2027.
Target 2	We will ensure that a minimum of 15% of all MP main menu dishes are plant based by 2027.

Strategic objective 1 - Pubs: We will encourage healthier lives and greener, more biodiverse places across our communities.

Target	We will implement biodiversity features in at least 150 pub gardens by the end of 2027, creating habitats that support pollinators and local wildlife, and report progress annually.
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Roles, Responsibilities & Governance

We align our corporate governance practices with the UN Global Compact (UNGC).

Each of our strategic pillars has one or more executive sponsors focused on monitoring progress, while a dedicated working group leads efforts to enhance our environmental performance.

The Executive Team also has oversight and ultimate responsibility for reviewing and approving reported information.

Environmental performance is communicated to internal and external stakeholders via the Punch Promise, our annual sustainability report, and a variety of other communication channels.

Environmental Education & Awareness

Our employees and operators receive a range of environment-related training and other information to support our sustainability initiatives. These include:

- Training and engagement with waste partner Biffa to improve segregation and labelling, to help make waste management an integral part of our operational culture.
- Site visits to provide on-the-spot support and hub training to embed best practice within operational culture.
- An industry blueprint (in collaboration with the British Beer & Pub Association) that helps organisations assess and improve their suppliers' commitment to sustainability.
- Regulatory compliance support through introducing simplified, targeted guidance for pubs needing help.
- Participation in pilot exercises to help test energy reduction tactics.
- Sharing practical ideas to improve energy efficiency within our pubs via our Pub Heroes and Pineapples with Purpose working group events, Thirst - our gamified learning platform, Punch Buying Club (intranet), the Punch Promise and The Round, our bi-monthly magazine for Publicans.

Monitoring, Reporting & Continuous Improvement

We will:

- Monitor and review emissions, waste, and resource use annually.
- Measure and transparently report our carbon footprint annually (using the GHG Protocol)
- Review progress against targets annually and set new targets as existing ones are achieved.
- Encourage all employees and suppliers to report environmental concerns via channels identified in our [Whistleblowing Policy](#). We will investigate all reports and implement corrective action where appropriate.

Policy Review & Compliance

This policy will be reviewed annually, or sooner if legislation, organisational priorities, or B Corp standards change. Reviews will ensure compliance with the UK's:

- Environment Act 2021
- Climate Change Act 2008
- Packaging Waste & WEEE Regulations
- Paris Agreement & other international frameworks

Acknowledgement & Agreement

By working with or for Punch Pubs & Co Ltd, employees, suppliers, and partners agree to:

- Uphold the principles of this policy.
- Actively contribute to reducing environmental impact.
- Engage with training, support and information designed to help employees, supplier partners and other stakeholders reduce their environmental impact.
- Support Punch's commitment to responsible business practices.

In addition to the principles outlined in this policy, suppliers and partners will be expected to acknowledge and comply with our Supplier Charter and any other [applicable policies](#).

Created by	Jon Dale, Strategic Corporate Affairs, External Relations & ESG Lead, Punch Pubs & Co
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For questions regarding this policy, please contact Angela Smith, Sustainability Specialist, at angela.smith@punchpubs.com