



Wells & Co. Food Standards Policy

Introduction

Wells & Co.'s Triple Bottom Line ethos commits us to balancing people, planet and profit concerns. As committed members of the Sustainable Restaurant Association, our family business is dedicated to operating in a way that prioritises our impact both on the natural environment and the communities around us, including our own colleagues.

This policy outlines our commitment to:

- Ensure responsible animal welfare standards throughout our supply chain.
- Work with suppliers who make animal welfare management an integral part of their way of doing business.
- Collaborate with our suppliers to reduce our collective environmental impact.
- Promote human rights, sustainable agricultural practices, plant-based dishes, and all other elements which comprise a genuinely sustainable food supply chain.
- Communicate these commitments to our consumers, colleagues, and other stakeholders.

Procurement Standards – Environmental

Wells & Co. encourage all of our suppliers to strive to measure and mitigate their environmental impact. Our procurement activity must not contribute to a reduction in biodiversity or ecosystem welfare; deforestation, land use change and water stress must be minimised, with soil health prioritised. We expect sustainable manufacturing and agricultural practices to be employed throughout our supply chain.

Food miles should be minimised wherever possible; we expect suppliers to promote the use of local, British and Irish produce.

Wherever commercially viable, Wells & Co. will preferentially purchase products – particularly in categories identified as 'high risk' such as sugar, tea or coffee – that meet a recognised third-party standard such as Fairtrade, Rainforest Alliance, or other similar certifications or schemes that prioritise the welfare of farmers, their local communities and the natural habitats they operate in.

We give particular focus to specific standards for the following ingredients:

Palm Oil – our primary catering supplier has committed to supplying Roundtable on Sustainable Palm Oil (RSPO) product. The RSPO has established criteria to enable palm oil-producing plantations to be certified as sustainable. Our supplier will also give all due consideration to the use of alternative vegetable oils, such as sunflower or rapeseed, in products where this is viable.

Eggs – all the shell eggs we purchase are sourced from hens certified as free range. Our egg suppliers must demonstrate an effective salmonella control policy.

Seafood – our primary seafood supplier has held Chain of Custody certification with the Marine Stewardship Council (MSC) since 2007; they are also longstanding supporters of the Marine Conservation Society (MCS), and work in accordance with Monterey Bay Aquarium's Seafood Watch programme for species of fish more common in the United States.

As a core part of our commitment to sourcing sustainable seafood, Wells & Co. will only purchase and serve fish species that are either currently rated 1-3 in the MCS Good Fish Guide, classified as "Best Choice" by Monterey Bay Aquarium Seafood Watch, or certified by the MSC.

We only serve seaweed that has been farmed to a sustainable standard, such as the ASC-MSC Sustainable Seafood Standard

Packaging – where possible, we require our suppliers to prioritise the use of packaging that is made from recycled materials, reusable and/or recyclable. The quantity of any packaging should be minimised whilst remaining fit for purpose.

Procurement Standards – People

Community Support – wherever commercially viable, Wells & Co. are motivated to make purchasing decisions that support small-scale suppliers, social enterprises, charities, cooperatives, or other community organisations.

Modern Slavery - Our Modern Slavery Policy sets out the systems and controls that we have in place to identify, understand, and prevent risk of slavery or human trafficking in both our business and our supply chain.

Other Ethical Standards – Wells & Co. believe that every person involved in the manufacture or provision of goods or services that we procure is entitled to fair recompense alongside a sense of safety and respect in their place of work.

In our eyes, this sense of ethical business incorporates:

- The right to freedom of association and collective bargaining, where permitted by law.
- A safe, hygienic, and dignified working environment.
- The absence of any form of child labour.
- Wages and benefits that meet national legal standards as a minimum.
- Working hours that comply to national laws as a minimum.
- A discrimination-free mindset when hiring, providing compensation or access to training. Age, race, gender, national origin, caste, religion, disability, marital status, sexual orientation, political affiliation or union membership must never influence promotion, termination or retirement processes.
- The absence of any form of harsh or inhumane treatment, including verbal or physical abuse (or the threat thereof), sexual harassment, or any other form of intimidation.
- A documented, fair, proportionate disciplinary process that complies with local laws.
- A clearly communicated whistleblowing policy.
- Where provided, accommodation that complies with all relevant local laws.
- Production sites or facilities that undergo regular and comprehensive environmental risk assessments.

Nutrition

Plant-Based Ingredients and Dishes

Wells & Co. recognise and endorse the potential environmental and animal welfare benefits that a plant-based diet can offer. Our menus feature a dedicated 'Plant-Based' symbol; all dishes marked with this symbol are either plant-based or can be made plant-based by swapping a few ingredients.

We commit to continuing the expansion of plant-based options on our menus, offering attractive alternatives to customers motivated to reduce their consumption of meat or other animal products.

Plant-based alternatives to dairy milk are offered across our estate at no extra cost to our customers.

Allergens

We provide our customers with allergen information in accordance with the relevant legislation. All of our suppliers are required to have robust allergen management controls in place. Our menus feature clear labelling for each of the fourteen allergens identified by the Food Standards Agency, and where possible we highlight modifications that can be made to our dishes to accommodate specific health-related or cultural dietary needs. Since 2021, any food offered pre-packed for direct sale by Wells & Co. features clearly labelled ingredients in compliance with Natasha's Law.

Healthy Eating

Wells & Co. believe in offering a menu that balances mindful food consumption with freedom of choice for our customers, many of whom visits our pubs on special, celebratory occasions. Whether our guests seek a calorie-controlled dish or something more indulgent, our colleagues are trained to discuss our menus with confidence and guide them to an appropriate choice. Our menus either indicate portion size or offer a range of sizes; their varied nature ensures there is never a shortage of healthy options to choose from.

We remain conscious of the salt, sugar, and calorie content in every one of our dishes, ensuring compliance with relevant Public Health England guidelines at all times.

We offer a dedicated children's menu, featuring limited use of salt, a multitude of plant-rich options and smaller portion sizes than equivalent adult dishes.

We never market less healthy menu choices specifically to disadvantaged or underserved populations, and our healthy menu choices are as accessible in terms of price as our more indulgent options.

Implementation of Wells & Co's Food Standards Policy

We are committed to working with our suppliers to enforce and maintain all the standards outlined above. We reserve the right to cease trading with any supplier who either breaches these standards or demonstrates unwillingness to adopt them.

This policy will remain available on the Wells & Co. central website for our colleagues, customers and the wider public to review at any point in time.