

## 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 2022 unless otherwise stated.

| SASB metric                                                                                                                                                                                                                                                            | Bunzl Disclosures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <b>Product lifecycle management</b>                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Revenue from products that are reusable, recyclable, and/or compostable                                                                                                                                                                                                | In 2022, £2.3bn revenue was generated from packaging and products made from materials that are recyclable, compostable, reusable or made from renewable sources<br>Page 64                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 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<br>Pages 64 and 65<br>Pages 23 to 37: Capital Markets Day                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Greenhouse Gas Emissions</b>                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Gross global Scope 1 emissions                                                                                                                                                                                                                                         | 93,405 <sup>o</sup> tonnes of CO <sub>2</sub> e<br>Our climate change/carbon strategy has been detailed in the sustainability section of our Annual Report on pages 56 to 63                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 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 Index and associated reporting. Pages 69, 56 to 63, 242 and 243<br>Our integrated process for identifying and assessing risks is detailed in the strategic report section of our Annual Report on pages 74 to 76<br>Our carbon reduction targets can be found on pages 17 and 51 of our Annual Report with our performance shown on pages 56 and 243<br>The targets are (baseline year: 2019): <ul style="list-style-type: none"> <li>• Scope 1 &amp; 2 – 50% more carbon efficient (equivalent to a 27.5% absolute reduction by 2030)*</li> <li>• Scope 3 – 79% of suppliers by emissions will have science-based targets by 2027*</li> <li>• Net zero emissions by 2050 at the latest</li> </ul> We have also committed to the Business Ambition for 1.5°C initiative and joined the UN Race to Zero campaign |
| * These targets have been approved by the Science-Based Targets initiative (SBTi).<br>◊ Included in the external auditors limited assurance scope. See Data Assurance statement, which is available on our website, <a href="http://www.bunzl.com">www.bunzl.com</a> . |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| (1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable                                                                                                                                                                                          | (1) Total fuel consumed: 1,495,373 GJ<br>(2) percentage natural gas: 26%<br>(3) percentage renewable fuel: 0.3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| (1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable                                                                                                                                                                             | (1) Operational energy consumed: 1,837,885 GJ<br>(2) percentage grid electricity: 18%<br>(3) percentage renewable: 3.3% (total energy), 17% (total electricity)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| SASB metric                                                                                                                                                                                                  | Bunzl Disclosures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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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 two years. We 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 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: 20% due to Covid-19 related travel restrictions impacting our Global Supply Chain Solutions team.</p> <p>For more information see:<br/>Pages 52 and 53<br/>Bunzl Supplier Code of Conduct<br/>Bunzl Modern Slavery Statement</p> |
| Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits                                                                                             | <p>During 2022, our Global Supply Chain Solutions team audited 930 suppliers:</p> <ul style="list-style-type: none"> <li>• 834 had no critical issues (89.7% of suppliers audited).</li> <li>• 96 underwent remediation efforts to bring them up to the required standard (10.3% of suppliers audited).</li> <li>• Following these remediation efforts, we terminated relationships with 16 suppliers who failed to make enough progress (1.7% of suppliers audited, 16.7% of suppliers requiring remediation).</li> <li>• Corrective action rate for suppliers requiring remediation: 83.3%.</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>• Forced Labour (Modern Slavery) – including the use of recruitment fees.</li> <li>• Continuous work for more than 30 consecutive days without at least one day's rest.</li> <li>• Unfair discrimination.</li> <li>• Wages not meeting local legal minimum requirements.</li> <li>• Child Labour.</li> </ul> <p>(2) Environmental, health and safety risks:</p> <ul style="list-style-type: none"> <li>• Whether the supplier has 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 is 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 a total workforce of over 22,000 employees, 63% of them male and 37% are female. In our senior management population (c. 470 leaders) there are 21% females and 79% 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                                                                                                   | No compensation costs were paid in 2022.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Voluntary and involuntary turnover rates for employees                                                                                                                                                       | Voluntary turnover was 17.1%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |