



// SASB REPORTING FOR BUNZL'S SUSTAINABILITY METRICS

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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 materiality assessments. The data provided below is from 2024 unless otherwise stated.

SASB metric	Bunzl disclosures
Product lifecycle management	
Revenue from products that are reusable, recyclable, and/or compostable	In 2024, £2.0bn revenue was generated from packaging and products made from materials that are recyclable, compostable, reusable or made from renewable sources.
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 Insight Series presentations. Pages 55 to 59.

SASB metric	Bunzl disclosures
Greenhouse gas emissions	
Gross global scope 1 emissions	89,199 tonnes of CO ₂ e
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	<p>Our climate change/carbon strategy has been detailed in the sustainability section of our Annual Report on pages 45 to 51.</p> <p>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 46 to 51 and 207.</p> <p>Our integrated process for identifying and assessing risks is detailed in the Strategic report section of our Annual Report on pages 66 to 74.</p> <p>Our carbon reduction targets can be found on pages page 37 of our Annual Report with our performance shown on page 50.</p> <p>The targets are (baseline year: 2019):</p> <ul style="list-style-type: none"> • scope 1 & 2 – 50% more carbon efficient (equivalent to a 27.5% absolute reduction by 2030) • scope 3 – 80% of suppliers by emissions will have science-based targets by 2027 • scope 1, 2 & 3 – 90% absolute reduction in emissions by 2050 • net zero emissions by 2050 at the latest <p>We have committed to the Business Ambition for 1.5°C initiative & Race to Zero campaign. Our net zero plan was approved by the SBTi in 2024. All our targets have now been approved by the SBTi.</p>
(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	(1) Total fuel consumed: 1,445,985 GJ (2) Percentage natural gas: 25% (3) Percentage renewable fuel: 1%
(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Operational energy consumed: 1,793,919 GJ (2) Percentage grid electricity: 19% (3) Percentage renewable: 6.3% (total energy), 28% (total electricity)



// SASB REPORTING FOR BUNZL'S SUSTAINABILITY METRICS *continued*

SASB metric	Bunzl disclosures
Labour conditions in the supply chain	
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 will 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 (representing c.15% of our global supply chain) 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: 12%. For more information see: Pages 42 to 44 Bunzl Supplier Code of Conduct Bunzl Modern Slavery Statement</p>
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	<p>During 2024, our Global Supply Chain Solutions team assessed 1,175 suppliers:</p> <ul style="list-style-type: none"> • 1,075 had no critical issues (c.91% suppliers assessed). • 100 underwent remediation efforts to bring them up to the required standard (c.9% suppliers assessed). • Following these remediation efforts, we terminated relationships with eight suppliers who failed to make enough progress (c.0.7% of suppliers assessed, c.8% of suppliers requiring remediation). • Corrective action rate for suppliers requiring remediation: c.92%.

SASB metric	Bunzl disclosures
Labour conditions in the supply chain	
Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	<p>Our Global Supply Chain Solutions team and external risk assessment exercise has identified the following risks:</p> <p>(1) Labour:</p> <ul style="list-style-type: none"> • Forced Labour • Child Labour • Freedom of Association • Unfair discrimination • Continuous work for more than 30 consecutive days without at least one day's rest <p>(2) Environmental, health and safety risks:</p> <ul style="list-style-type: none"> • Evacuation routes and safety exits unsafe or blocked • Firefighting equipment difficult to access • Dormitories not located in buildings separate from the production facilities • Structurally unsafe buildings • Poor management systems
Workforce diversity and inclusion	
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 total workforce of c.25,000 employees, 61% of them are male and 39% are female. In our senior management population (c.530 leaders) there are 25% females and 75% 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 2024.
Voluntary and involuntary turnover rates for employees	Voluntary turnover was 14.8%.