

Drive Change

Our sustainability journey

carbonneutral.applegreen.com

SUSTAINABILITY REVIEW

**We will leave a positive legacy
for future generations**

Applegreen considers economic, environmental and social responsibility as an integral part of its corporate philosophy and understand the contribution Applegreen can make to a more sustainable development.

Today, we are deeply committed to leaving a positive and lasting legacy for future generations, with a clear and committed approach to sustainability in every area of our business, and by bringing our partners on this journey with us.

We have made significant progress on several initiatives across the business such as charity and community, environment, healthy food alternatives, and transition to cleaner energy, to name but a few. We have invested significantly in defining our sustainability commitments and creating a sustainability strategy. Through a collaborative process with our stakeholders, we have identified material issues that will form the roadmap for our sustainability journey. We will continue to keep these topics under review, particularly with respect to emerging themes.

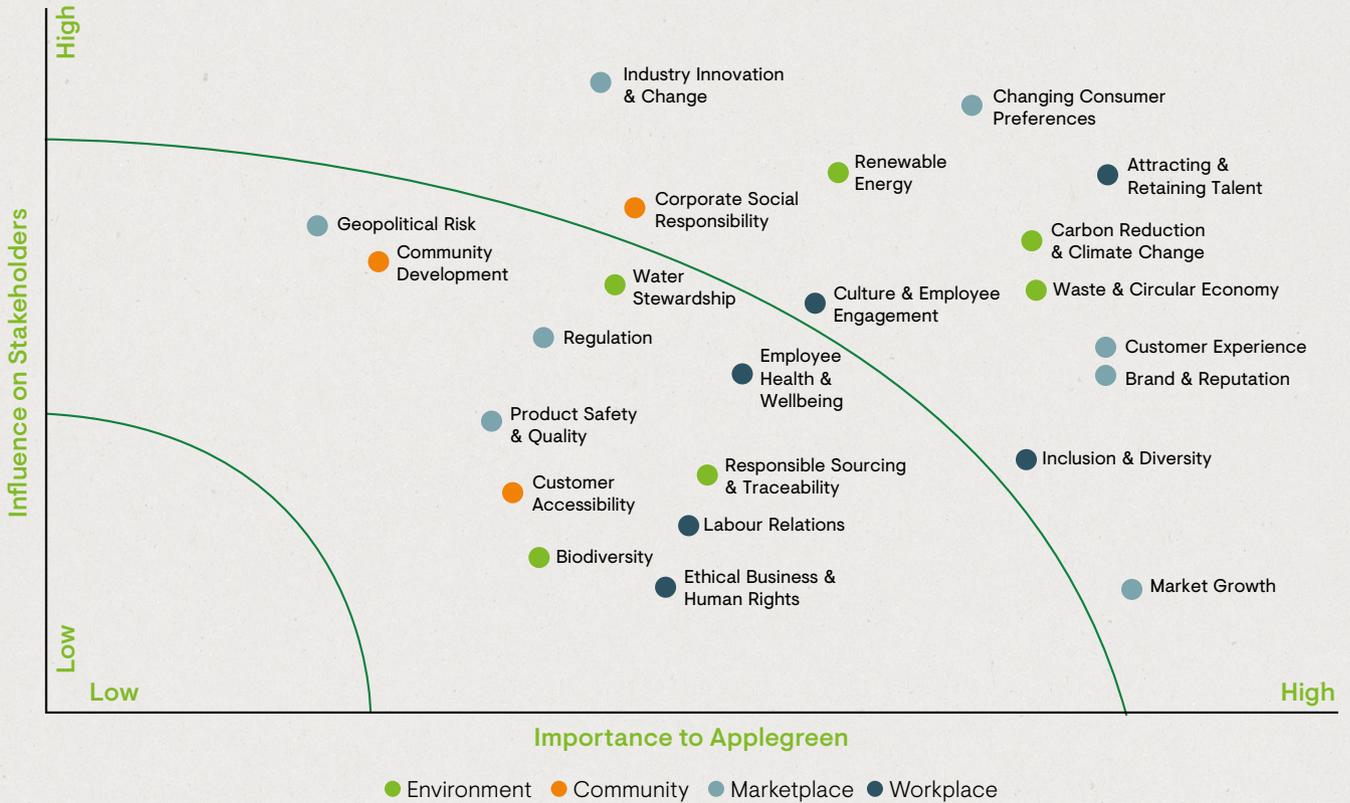
Materiality

Our approach to sustainability is centred on addressing and reporting on the most material issues for Applegreen and its stakeholders. In 2019, we undertook a comprehensive review of material topics to reaffirm that our Sustainability Strategy will be adequately positioned to address the most significant sustainability issues.

As part of the revised materiality assessment, we engaged with a wide range of stakeholders through a number of channels. In-depth interviews with key internal and external stakeholders were critical in confirming priority areas and for better understanding our stakeholders' expectations. The outputs from these interviews were supported by a survey of a broader stakeholder group. The survey findings helped to validate the information received through the interview process and provided an opportunity for input from a larger and more diverse stakeholder group.



Sustainability Materiality Matrix



The outcome of the assessment has confirmed good alignment among internal and external stakeholders across a range of sustainability topics and confirmed that the strategy will be well placed to address our most material issues. The assessment also supported feedback received through ongoing engagement with stakeholders, particularly regarding the evolution in some topic areas, for example, fast charging for electric vehicles, recycled rainwater in car washes and ethically sourced coffee beans. All of these topics are reviewed as part of the broader risk assessment process, however, at this point not all are considered to be principal risks for the Group.

The Applegreen Sustainability Strategy is aligned to the Group business strategy and reflects the ambitions of the United Nations Sustainable Development Goals. Key focus areas emerged from the prioritisation of material issues and were used to develop four pillars;

- Enabling a Low Carbon Future
- Embracing Cleaner Energy
- Nurturing our People
- Investing in our Customers and Communities

 **We will continue to be successful, while playing a positive role in the broader sustainable development agenda**

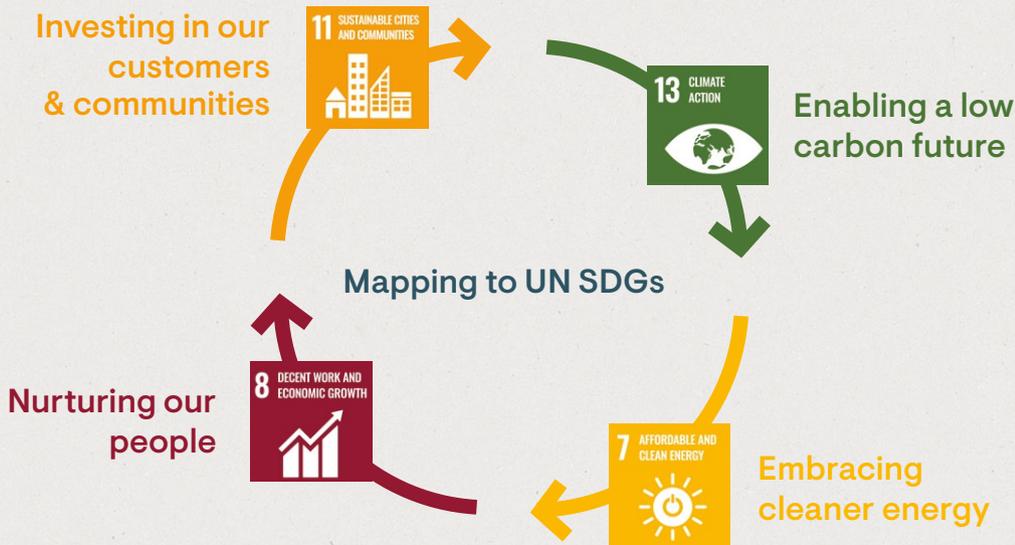
Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide a globally accepted roadmap for addressing many of the most urgent global economic, environmental and social challenges. Although the seventeen goals were agreed at international level, the challenges we face require broad participation and there is a crucial need for the private sector to play its part. As a leader in the roadside retailing industry, our most significant contribution to the SDGs will come through enabling our customers reduce their fuel emissions and improve the nutritional value of products consumed and doing so in a way that does not compromise the environment, the rights of others or the long-term effectiveness of our business. We will continue to be successful, while playing a positive role in the broader sustainable development agenda.

We highlight the SDGs we impact on under each pillar. While we touch on a number of the goals, we identify below the SDGs that have greater strategic relevance for our business and we see the greatest potential for impact and opportunity in SDGs 7, 8, 11 and 13 – Affordable & Clean Energy (SDG 7), Decent Work & Economic Growth (SDG 8), Sustainable Cities & Communities (SDG 11) and Climate Action (SDG 13).

Sustainability Strategy Pillars and Alignment to UN SDGs

Our strategy aims to protect the natural environment, enhance the lives of our employees and the people who avail of our products and services, and connect us with the communities in which we operate.



The pace of change and the scale of the challenges within our industry require that we work collaboratively to develop shared understanding and common solutions for many of the issues identified.

Stakeholder Engagement

We are committed to ongoing and constructive engagement with our key internal and external stakeholders and through a process of two-way engagement, we incorporate their views into our business activities. We are engaged in partnerships with key stakeholder groups and relevant third parties to help achieve our goals. Applegreen is also a member of a number of trade organisations and multi-stakeholder initiatives, through which we seek to advance fuel and food initiatives.

Before undertaking the materiality assessment in 2019, we revisited the process for stakeholder analysis to ensure we continue to interact appropriately with various stakeholder groups. Having clearly identified those who we impact, and those groups that can influence and impact Applegreen, we tailored our materiality assessment to ensure input from diverse stakeholder groups. Among our key stakeholders are employees, shareholders, communities, customers, consumers, government and suppliers including farmers. We understand that among and within these groups, there can be different and sometimes conflicting views. As part of our engagement we seek to balance these competing stakeholder interests and respond in a way that maximises the value for all those connected with the organisation.

Stakeholder Groups

We use a variety of channels to support the engagement process, many of which are tailored for specific stakeholder groups. Our ability to demonstrate a robust engagement process is a core part of the process and previously we have mentioned how we engage and work with the various stakeholders.

Governance

Accountability for implementing our sustainability strategy and our sustainability performance sits at the highest level of governance within our organisation. Our Board of Directors are committed to effective governance and sustainable growth, and have made the further evolution, development and execution of our sustainability agenda a priority for the organisation. To this end we have established a governance structure to ensure our sustainability strategy is fully embedded and implemented across the wider business. Our governance structure is shown below.





Proud of Our Achievements to Date

Applegreen are deeply committed to leaving a positive and lasting legacy for future generations, with a dedicated approach to sustainability in every area of our business. Sustainability has been at the heart of what we do for many years and we are now stepping up our efforts.



€3.9 million

donated to charity through Applegreen Charitable Fund



Accessibility

focus with FuelService App and disability parking, toilets and facilities



Zero Waste

goes to landfill across our Ireland operations



Water Harvesting

& recycling at car washes in Ireland



100% Green

Electricity in Ireland operations



Low Energy

lighting and LED used on canopy and external forecourt displays



FoodCloud Partnership

to facilitate redistribution of surplus food, reducing food waste



100% Certified

Rainforest Alliance Coffee in Ireland



Sustainable

Commitment to 100% RSPO certified Palm Oil



100% Recyclable

coffee cups and discount for reusable cups



Largest Grid

of EV fast charging points on UK motorway network across the Welcome Break estate



Over 30% Female

representation on senior leadership team



Fuelgood Fuel

contains additives to make our petrol and diesel better for your engine and the environment



Inclusion & Diversity

strategy developed



Culture & Values

programme now underway



Graduates

and intern programmes launched

Fuel Initiatives

We utilise full-stage two vapour recovery pumps, which collect the vapours from the nozzle and vacuum them back into the tank, minimising vapour release into the atmosphere. We also employ a system on all sites which monitors fuel stock at all times ensuring any risk of contamination is minimised.

Water Initiatives

There are several initiatives we engage in while developing our sites to help significantly reduce our water consumption and energy usage including the harvesting of rainwater from our forecourt canopy which is used in car washes. This used water is then cleaned via the water recycling centre and reused. We continue on the journey to roll out this initiative to further sites across the estate.

Suppliers

Applegreen aim to use environmentally friendly suppliers. For example, Applegreen only uses Tierra Lavazza in all our coffee machines. This is 100% Rainforest Alliance coffee, which is both environmentally friendly and practices non-exploitation of the workforce. In addition to this, we aim to source much of our food produce within the respective region to reduce its carbon footprint.

Applegreen Charitable Fund



The Charitable Fund was set up in December 2009 with the aim to give back to the communities in which Applegreen operates throughout Ireland. Over the past 10 years, over €3.9 Million Euro has been raised for our chosen causes as result of the support and engagement shown by our customers, suppliers and employees. We take pride in our commitment to making a meaningful and long-term impact in our local community by leveraging our position as one of the biggest corporate philanthropists in the country.



The Next Chapter in Our Sustainability Journey



At Applegreen, we are deeply committed to creating an inclusive and sustainable future for our employees, customers and communities as we drive change across our business today.

Whilst we can reflect on these achievements, we recognise that much more needs to be done. To us, it's about evolving our business whilst reducing our environmental impacts. We will continue to be successful while playing a positive and proactive role in the broader sustainable development agenda. The sustainability strategy continues to come to life and is having a real impact across the business, and this is evident in some of the new initiatives being undertaken to drive change.



Our Commitments

Sustainability Focus Area

Sustainable Development Goal

Our Commitment

Enabling a Low Carbon Future



- Reduce our environmental footprint; driving down CO2 emissions; and increase our energy efficiency across our operations.
- Offset a minimum of 100,000 tonnes of carbon each year against PowerPlus fuel in Ireland as a step forward on our journey to more sustainable fuel options.

Embracing Cleaner Energy



- Offer our customers the most sustainable transport solutions by growing our network of fast EV charger points.

Nurturing Our People



- Promote a culture of diversity and inclusion in which our people can thrive.
- Nurture and empower our people to ensure opportunities for personal and professional growth.

Investing in Our Customers & Communities



- Deliver the highest environmental, food safety & trading standards.
- Continued support for our charity partners through fundraising, volunteerism, and advocacy.