

Our ESG Framework

At gategroup, we take our ESG responsibilities seriously.

This strategy and its goals are the result of an in-depth analysis of our material issues, challenges and opportunities. We are committed to following the principles of the United Nations Global Compact and regular, meaningful and transparent reporting.






RESPONSIBLE ADVOCACY

As one of the world's most diversified food companies, our responsibility is to use our influence and proactively engage with key stakeholders along our value chain to drive change and improve sustainability of food as well as reduce waste and associated impacts.



Addressing environmental matters at gategroup

We are committed to reducing our environmental impacts across our operations by developing systems to monitor and reduce water use, waste production and GHGs.

	AMBITION	TARGET REDUCTION (in %)					
		for 2024	by YE 2025	by YE 2030	by YE 2035	by YE 2040	
 Water	Cut water usage by 50% across our locations in water-stressed areas by 2035.	5	10	30	50		
 Waste	Zero food waste solution across our production operations and promotion of recycling and circular solutions to reduce waste to landfill & incineration by 50% by 2040.	4*	8*	25*	35*	50*	
		Tracking of % of gategroup units that have put in place a composting solution for their kitchen and back-office waste					
 Energy & GHG emissions	Become a Net Zero business by 2050	4**	tbd based on SBT path	tbd based on SBT path	tbd based on SBT path	tbd based on SBT path	Net Zero
		Science Based Targets (SBT) to be defined during 2024					

* target on reduction of waste sent to landfill & incineration **target on reduction of Scope 1&2 GHG footprint

Addressing social matters at gategroup

Our communities matter. We commit to creating a responsible and caring culture that supports our people and communities from the grassroots level.

	 Occupational health & safety (OHS)	 Diversity, equity, & inclusion (DE&I)	 Community, social impact & labor rights
AMBITION	Create an accountable, zero-incident culture.	Create an industry-leading DE&I action plan and implement by 2025.	Create a group-wide community engagement strategy to foster social impact in our locations.
TARGETS	Cultivate a safe and welcoming working environment to continually reduce incidents with a target of 50% reduction on 2022 baseline by 2030.	<ul style="list-style-type: none"> By EoY 2025, establish a framework to recognize, support, and uplift the diversity and communities within our organization Increase gender balance at all levels, targeting over one third representation of women in top 100 executives and lower/middle management by 2030. 	Engage with our host communities to provide good work opportunities and a sustainable path for professional growth.

Addressing governance matters at gategroup

Transparency builds trust and accountability. As an industry leader we must ensure everything we do aligns with best practices and applicable international reporting frameworks.

	 Transparent governance	 Responsible supply chain management	 Product stewardship & innovation
AMBITION	Develop exemplary, transparent, and auditable reporting and governance standards by 2025.	Develop transparent, audited responsible group supply chain by 2040.	Establish gategroup as a sustainability- focused leader in the catering service industry through innovative culinary product stewardship.
TARGETS	Align sustainability reporting to international best practice standards.	<ul style="list-style-type: none"> Gain transparency on sustainability performance of our Tier 1 suppliers covering 70% of procurement spend by the end of 2025. Use 100% cage-free eggs by 2025. 	<ul style="list-style-type: none"> To improve animal welfare and emission impact in our supply chain, offer 50% of hot dishes with plant protein in our newly designed menus by the end of 2025. To eliminate single use plastics in our product offering, use 100% reusable, recyclable, or compostable packaging by the end of 2025.