

Sustainability Update

April 2024



Sustainability Strategy

Sysco Ireland 's sustainability strategy aligns with and supports our global sustainability goals.



Generating \$500 million of good in the communities where we operate



We have set a science based target to reduce scope 1 & 2 emissions by 27.5% by 2030



Embed Responsible Sourcing Practices into Sysco Brand Products

NOTE: Sysco Global are currently working on an updated Sustainability Strategy for 2025-2035. Ireland's sustainability strategy will be aligned to support these goals.

In order to make our global strategy more relevant to our local market, we have selected the following four priority areas of focus.



People:
Community & Charity Partners, Diversity, Equity & Inclusion

- 1 To lead the foodservice distribution industry by giving back, doing good and changing lives to support the communities where we live and work.
- 2 To build a diverse and inclusive work environment that reflects the customers and communities we serve.



Planet:
Energy & Waste

- 3 Reduce the carbon footprint of our fleet and operations. Minimize waste generated in our direct operations.

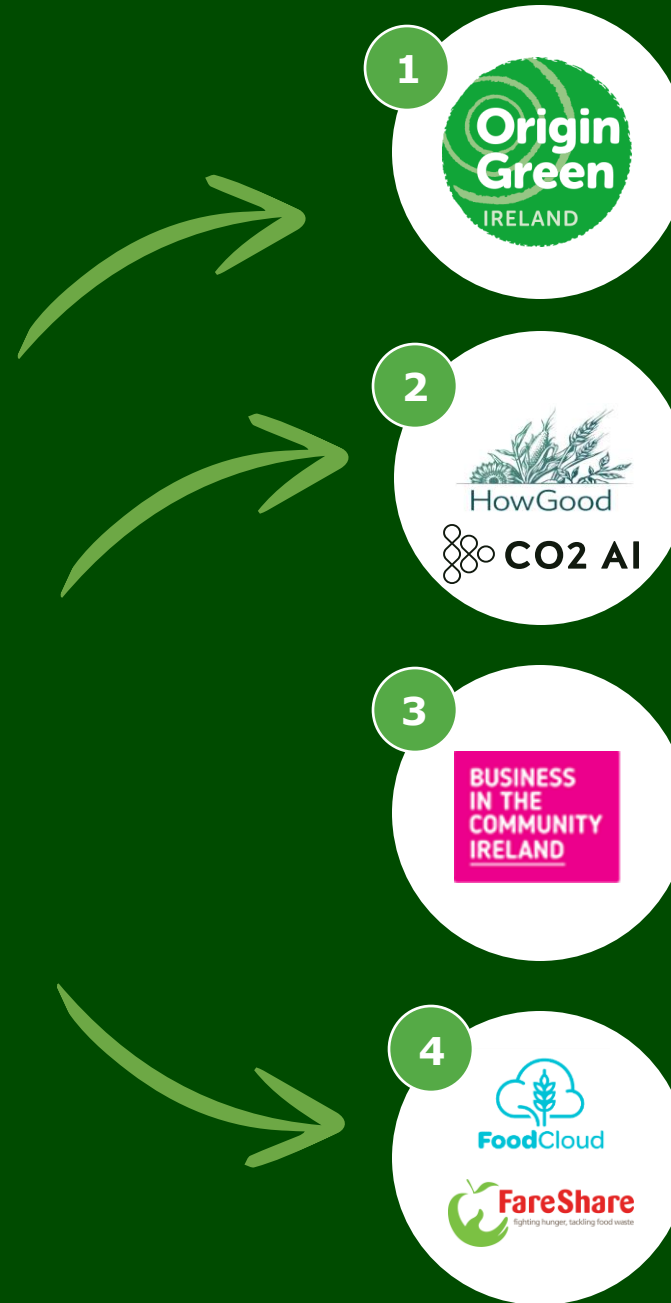


Product:
Responsible Procurement

- 4 To continuously improve our responsible sourcing practices to minimize negative environmental, social or ethical impacts.

Collaboration

To help us achieve our goals we are working with the following organisations to create a robust, tangible and measurable strategy for Sysco Ireland for the coming years.



We have are working with Origin Green and have agreed a new action plan for Sysco Ireland to 2027. The action plan sets eight targets and performance metrics in emissions, packaging, waste, sustainable procurement, social, DEI and community.

We are leveraging new powerful technology platforms that will accurately track our environmental and social impact, and carbon footprint across all parts of the business. These platforms will analyse our data to identify and implement effective reduction strategies.

We are members of Business in the Community Ireland, Ireland's only sustainability network, working with over 100 of the top companies in Ireland in developing and driving robust sustainability strategies that contribute to low carbon economy and inclusive societies that are supported by sustainable businesses.

We work with Food Cloud & FareShare NI to manage any surplus food we have. We share Food Cloud's vision that no good food should go to waste and so we work closely to ensure that the majority of our surplus food is shared with community organisations through Food Cloud, helping to support those in need across Ireland



Social Impact

People:

Community Engagement

As part of our global giving goal, Ireland will generate **€1,000,000** of good in the communities where we operate by 2025. To date, we have generated **€773,071** of good*

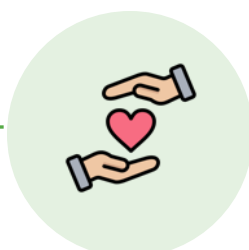


*from baseline FY 21

How?



Food Donations



Volunteering



Cash donations

Activity to date

- Partnerships with Food Cloud Ireland and FareShare, to redistribute food to communities in need
 - Contributed over 1,101,830 meals to community organisations
 - Avoided over 1,491.2 tonnes of CO2 emissions from food waste.
- Colleague volunteer hours
 - Over 360 hours to community projects.
- Purpose Partners with COPE Foundation and WALK, supporting people with intellectual disabilities and autism
 - Supporting Workability programmes with training modules in culinary skills, food safety, manual handling, warehouse, employability and office skills
 - Offering employment opportunities to trainee graduates (3 employed in Classic Drinks Cork)
 - Supporting partners' fundraising plans
- Working with Business in the Community Ireland to identify more partners in the west of Ireland and in Northern Ireland.





Social Impact People:

Diversity, Equity & Inclusion

Sysco Ireland is committing to creating a diverse workforce that reflects the communities that we serve and

we want to create an environment where everyone feels empowered and comfortable to bring their whole self to work.

Activity to date

- Elevate Pledge- Year 1 progress submitted to Business in the Community. As a signatory, Sysco Ireland commits to:



Record the diversity profile of the workforce



Participate in a BITC report which will publish the diversity profile of the collective workforce of all signatory companies



Develop one tangible action each year that ensures the recruitment or retention of diverse talent.

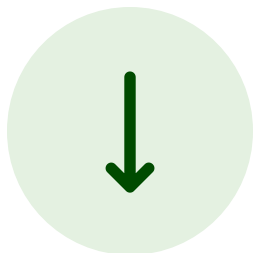
- DEI Council Ireland established Feb. 2023. The council is Director led
 - Organisation wide colleague DEI survey to establish interests & concerns
 - Cultural Club CRG (College Resource Group) to be established in March 2024 to celebrate the 52 different nationalities employed by Sysco Ireland.
- Purpose Partners engagement supported and increased diversity
 - New training modules for Cope Foundation and WALK to support the Ability@ Work programmes
 - Employing three 'graduates' from training programmes in our Cork depot



Net Zero Roadmap

Planet: Energy & Waste

As a global business we are working to



We have set a Science Based Target to reduce Scope 1 & 2 Emissions by 27.5% by 2030



Source 100% renewable energy for all our global operations by 2030

Ireland will set its decarbonisation strategy following the confirmation of the new Global sustainability Strategy 2025- 2035. Ireland's sustainability strategy will be aligned to support these goals.

Activity to date

• Renewable energy

- 100% renewable energy purchased FY24 (4000 tCO2e)

• Dublin site:

- 2249 PV panels (1,000 kwh output) generated 847MWh of electricity in 2023 (280 tCO2e)
- LED lighting retrofit
- 20 EV car chargers installed

1



• NCW site:

- LED lighting retrofit
- 8 EV car chargers (2024)

• Belfast (opening Q1 2025) Built to BREEAM standards.

- EV chargers x 20 Sysco Belfast
- Co2 Refrigeration- GWP (Lisburn-800KG of F-gas decommissioned)
- Heat recovery from CO2 plant for hot water
- Rainwater Harvesting
- LED lighting

2



• Fleet and Fuel

- 100% sales fleet either Electric or Hybrid
- Following a successful HVO trial in 2022, we will transition 100 trucks to HVO this year and a further 75 trucks in 2025, saving over 8,128 tonnes of CO2 emissions, (90% per truck)
- RoadNet and Jigsaw are platforms we use to increase mileage and fuel efficiencies.

3

Waste

- Ireland is zero waste to landfill
- Hierarchical approach to reducing food waste
 - 'War on Waste' programme reduces waste at source 30% reduction since inception in 2022
 - Redistribution for human consumption
 - Redistribution for animal consumption
 - Anaerobic digestion for energy to grid





Responsible Sourcing

As the largest food service provider on the island of Ireland, and our position in the middle of the supply chain, we are committed to working with our suppliers and customers to improve the social and environmental footprint of our business operations

Activity to date and plans

- Updated supplier application & onboarding pack for all new suppliers
 - New sustainability fields to include Deforestation scoping
 - Product certifications
- Sustainable procurement questionnaire for existing suppliers
 - Sustainable credentials
 - Supplier decarbonisation ambitions. Sign up to STBi
- Supporting Sustainable and Regenerative Farming
 - 5-year sponsorship pilot project transitioning a beef farmer to Regenerative practices
- Share with clients
 - Empower more sustainable purchasing decisions
 - Work together and collaborate where possible on projects
 - Aim to have a sustainable assortment of products to offer clients
 - Reduce all of our Scope 3 emissions



Local Sourcing



Our island-wide network is built on local expertise

Growers, bakers, roasters and cheesemakers; the island of Ireland boasts a wealth of talent when it comes to local producers and makers. We at Sysco are proud to work with a top-class network of local suppliers to bring you and your business the very best of Irish ingredients and flavour.

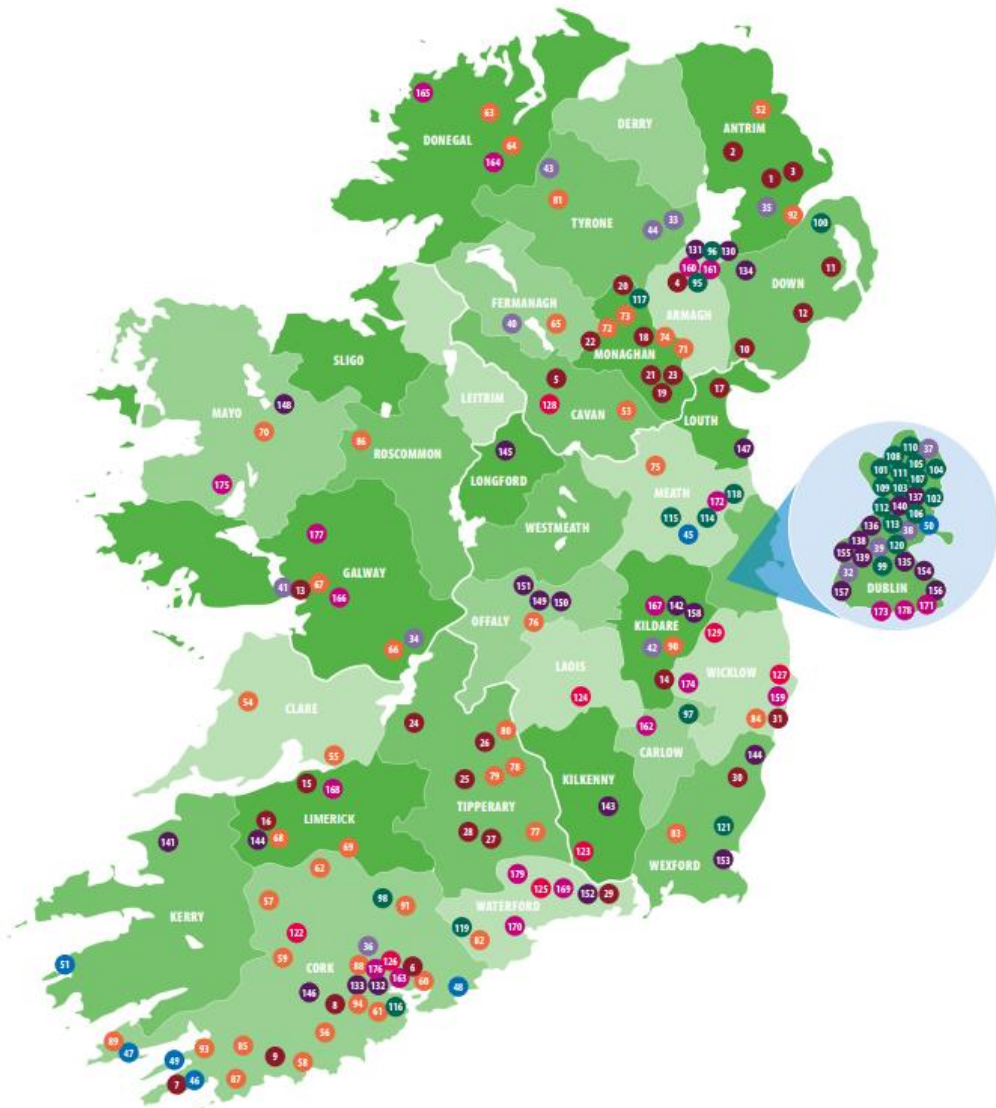
Browse the [Love Local](#) section of our website to learn more about our suppliers and how their products can support your menu needs



MEET THE MAKERS



Quality ingredients are essential in a quality kitchen – and our network of local and artisan suppliers is nothing short of incredible. Feast your eyes on a selection of wonderful Irish produces that we are delighted to work with



PROTEIN

- 1 Fred C Robinson | Antrim
- 2 McKeown Fine Foods | Antrim
- 3 Robinsons | Antrim
- 4 Elliotts Traditional | Armagh
- 5 McCarren Meats | Cavan
- 6 Clonakilty Food Company | Cork
- 7 Gubbeen Smokehouse | Cork
- 8 Irish Bacon Slicers | Cork
- 9 Shannonvale | Cork
- 10 ABP - Newry | Down
- 11 GB Poultry | Down
- 12 TS Foods | Down
- 13 Loughnanes | Galway
- 14 Wild Irish Game | Kildare
- 15 ABP - Rathkeale | Limerick
- 16 Tom Brouder | Limerick
- 17 German Salami Co | Louth
- 18 McCaughey Foods | Monaghan
- 19 Farney Foods | Monaghan
- 20 Silverhill Foods | Monaghan
- 21 Malone Food Products | Monaghan
- 22 ABP - Clones | Monaghan
- 23 Rangeland Foods | Monaghan
- 24 ABP - Cahir | Tipperary
- 25 ABP - Nenagh | Tipperary
- 26 Dew Valley Foods | Tipperary
- 27 Good Herdsmen | Tipperary
- 28 Oakpark Foods | Tipperary
- 29 Jack & Keith Molloy Brothers | Waterford
- 30 Irish Country Meats | Wexford
- 31 Glenhaven Foods Arklow | Wicklow

READY TO EAT

- 32 Wonderfoods | Dublin
- 33 Big Pot Co | Tyrone
- 34 Portumna Pastry | Galway
- 35 Tom & Ollie NI | Antrim
- 36 Ballineen Fine Foods | Cork
- 37 Ballymaguire Foods | Dublin
- 38 Freshcut Food Services | Dublin
- 39 Aveo Foods | Dublin
- 40 Crust & Crumb Bakery | Fermanagh
- 41 Galmere Fresh Food | Galway
- 42 Newbridge Foods | Kildare
- 43 McCollgans Quality Foods | Tyrone
- 44 Cloughbane Farm Foods | Tyrone

SEAFOOD

- 45 Cheflink | Meath
- 46 Community Supported Seafood | Cork
- 47 Shellfish De La Mer | Cork

- 48 Ballycotton Seafood | Cork
- 49 Bantry Bay Premium Seafoods | Cork
- 50 Mark Wright & Sons Seafood | Dublin
- 51 Daly's Seafoods | Kerry

DAIRY & EGGS

- 52 Ballygarvey Eggs | Antrim
- 53 Lakeland Dairies | Cavan
- 54 Inagh Farmhouse Cheese | Clare
- 55 Cratloe Hills Sheeps Cheese | Clare
- 56 Bandon Vale Farmhouse Cheese | Cork
- 57 Riverview Eggs | Cork
- 58 Irish Yogurts | Cork
- 59 Macroom Buffalo Cheese Products | Cork
- 60 Ardsallagh Goat Products | Cork
- 61 Carrigaline Farmhouse Cheese | Cork
- 62 Bluebell Falls | Cork
- 63 Donegal Creameries | Donegal
- 64 Green Pastures | Donegal
- 65 Ready Egg Products | Fermanagh
- 66 Killeen Farmhouse Cheese | Galway
- 67 Galway Free Range Eggs | Galway
- 68 Cahills Farm Cheeses | Limerick
- 69 Jod Food Products | Limerick
- 70 Guinneog | Mayo
- 71 Annalitten Foods | Monaghan
- 72 Greenfield Foods | Monaghan
- 73 Connollys Organic Eggs | Monaghan
- 74 The Nestbox Egg Company | Monaghan
- 75 Sheridan's Cheesemongers | Meath
- 76 Glenisk | Offaly
- 77 Compsey Creamery Society | Tipperary
- 78 Tipperary Cheese Co | Tipperary
- 79 J & L Grubb | Tipperary
- 80 Cooleeney Farmhouse Cheese | Tipperary
- 81 Strathroy Dairy | Tyrone
- 82 Knockanore Farmhouse Cheese | Waterford
- 83 Green Valley Farms | Wexford
- 84 Wicklow Farmhouse Cheese | Wicklow
- 85 Glenilen Farm | Cork
- 86 Aurivo Consumer Foods | Roscommon
- 87 Gubbeen Farm House Products | Cork
- 88 Hegarty's Cheese | Cork
- 89 Milleens Cheese | Cork
- 90 Kerry Dairy Consumer Foods | Cork
- 91 Silver Pail Dairy | Cork
- 92 Dale Farm | Antrim
- 93 Durrus Cheese | Cork
- 94 JDS Foods | Cork

FRESH PRODUCE

Availability dependent on Irish season

- 95 Chapman Foods | Armagh

- 96 Wilsons Country | Armagh
- 97 Codd Mushrooms | Carlow
- 98 TJ Sheehan | Cork
- 99 Sam Dennigan & Co Oldtown | Dublin
- 100 Willowbrook Foods | Down
- 101 GDL Harford | Dublin
- 102 William Snow & Sons | Dublin
- 103 Mark Taylor & Sons | Dublin
- 104 John Donnelly & Sons | Dublin
- 105 Ready Chef | Dublin
- 106 Glendawn Herbs | Dublin
- 107 Nosebag Fine Foods | Dublin
- 108 Robert Carrick | Dublin
- 109 Mark Archer | Dublin
- 110 Seed Potato | Dublin
- 111 Charlie Foy | Dublin
- 112 Global Fruit Company | Dublin
- 113 A&E Weldon | Dublin
- 114 Global Fresh Exotics | Meath
- 115 McCormack Farm | Meath
- 116 Griffins Potatoes | Cork
- 117 Goldcircle Mushrooms | Monaghan
- 118 Clarkes Fresh Fruit | Meath
- 119 Meadow Fresh Foods | Waterford
- 120 K&K Produce | Dublin
- 121 John B Dockrell | Wexford

CANNED & DRIED

- 122 Folláin Teoranta | Cork
- 123 Mileeven | Kilkenny
- 124 G's Gourmet Jam | Laois
- 125 Flahavans | Waterford
- 126 Ballymaloe Foods (Hyde Ltd) | Cork
- 127 Wicklow Rapeseed Oil | Wicklow
- 128 Mixers Sauces | Cavan
- 129 Totally Innovative Foods | Wicklow

BAKERY & DESSERT

- 130 New Found Joy | Armagh
- 131 Irwins Bakery | Armagh
- 132 Wildberry Bakery | Cork
- 133 Irish Country Cuisine | Cork
- 134 Grahams Home Bakery | Down
- 135 Fusco Foods | Dublin
- 136 Gem Pack Foods | Dublin
- 137 Golden Bake | Dublin
- 138 Milish Foods | Dublin
- 139 Ina's Kitchen Desserts | Dublin
- 140 M&M Products | Dublin
- 141 Prestige Foods | Kerry
- 142 Coghlan's Bakery | Kildare
- 143 Kells Wholemeal | Kilkenny
- 144 Marguerites Bakery | Limerick

- 145 Goodness Grains | Longford
- 146 Irish Roll Company | Cork
- 147 P McCloskey & Sons | Louth
- 148 O'Haras Of Foxford | Mayo
- 149 The Flatbread Company | Offaly
- 150 O'Donohues Bakery | Offaly
- 151 Clara Fields | Offaly
- 152 Sunshine Bread & Confectionery | Waterford
- 153 Coolhull Farm | Wexford
- 154 Valeo Foods Group | Dublin
- 155 ARYZTA Food Solutions | Dublin
- 156 Johnston Mooney & O'Brien | Dublin
- 157 The Bretzel Trading Company | Dublin
- 158 Newbridge Foods | Kildare

BEVERAGE & IMPULSE

- 159 Sisu Juices | Wicklow
- 160 Armagh Cider Company | Armagh
- 161 The Classic Mineral Water Company | Armagh
- 162 Sunshine Juice | Cork
- 163 Classic Drinks | Carlow
- 164 P. Mulrine & Sons | Donegal
- 165 Kombucha Eireannach | Donegal
- 166 The Foods Of Atherry | Galway
- 167 Dale Farm Ireland | Kildare
- 168 Attyflin Estate | Limerick
- 169 E. Flahavan & Sons | Waterford
- 170 Dungarvan Brewing Company | Waterford
- 171 Butlers Chocolates | Dublin
- 172 Tayto Snacks | Meath
- 173 Keogh's Crisps | Dublin
- 174 Pure Irish Ice | Wicklow
- 175 Fíor Uisce Tourmakeady Teoranta | Mayo
- 176 Velo Coffee Roasters | Cork
- 177 The Galway Roast | Galway
- 178 Two Spots Coffee | Dublin
- 179 Tea & Coffee Warehouse | Waterford

