



2025 SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE





The Sustainability Accounting Standards Board (SASB) is an independent non-profit organisation that sets out industry specific standards intended to aid in the disclosure of information about sustainability-related risks and opportunities. Following the Food Retailers and Distributor standards, this is our third disclosure against the SASB reporting framework.

Table 1 – Food Retailers and Distributors Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Category	Reference	Unit of Measurement	Performance 2025	Further Information
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	Quantitative	FB-FR-110a.1	Gigajoules (GJ), Percentage (%)	(1) Fleet fuel consumed = 362,471 GJ (2) % Renewable = 27.7%	To discover more about our initiatives to enhance the sustainability of our fleet, please refer to pages 32-33 in our Pledge report.
Air Emissions from Refrigeration	Gross Global Scope 1 Emissions from refrigerants	Quantitative	FB-FR-110b.1	Metric tons (t) CO ₂ e	4,239 tonnes	To explore how we're transforming our refrigeration systems to be more environmentally responsible across our supply chain and in our Eco-Shop, please refer to pages 35-36 in our Pledge report.
	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	FB-FR-110b.2	Percentage (%) by weight	0%	Refrigerants consumed are zero ozone-depleting.
	Average refrigerant emissions rate	Quantitative	FB-FR-110b.3	Percentage (%)	10.2%	
Energy Management	(1) Operational energy consumed (2) Percentage grid electricity and (3) Percentage renewable	Quantitative	FB-FR-130a.1	Gigajoules (GJ), Percentage (%)	(1) 1,257,185 GJ (2) 84.8% grid electricity (3) 89.3% renewable	To discover more about our initiatives to help us achieve carbon neutrality and our journey to using 100% renewable energy across all of our operations, please refer to pages 30-36 in our Pledge report.
Food Waste Management	Amount of food waste generated, percentage diverted from the waste stream	Quantitative	FB-FR-150a.1	Metric tons (t), Percentage (%)	(1) 34,758 tonnes (2) 100% redistributed	To discover more about how we are increasing the redistribution of unsold and surplus food across our retail and supply sites, please refer to pages 19-23 in our Pledge report.



Table 1 – Food Retailers and Distributors Disclosure Topics and Accounting Metrics continued

Topic	Accounting Metric	Category	Reference	Unit of Measurement	Performance 2025	Further Information
Data Security	(1) Number of data breaches	Quantitative	FB-FR-230a.1	Number,	(1) 0	All incidents related to data security are monitored and recorded. Any incidents as such would be reported to the appropriate authorities and any individuals impacted would be contacted as required in accordance with applicable laws.
	(2) Percentage involving personally identifiable information (PII)			Percentage(%)	(2) 0	
	(3) Number of customers affected				(3) 0	
	Description of approach to identifying and addressing data security risks	Discussion and Analysis	FB-FR-230a.2			<p>Technology continues to revolutionise our daily lives and our working environment. Technology has allowed Greggs to generate, collect and store ever greater amounts of information and we have a duty to protect that information. The quantity of valuable information we hold and process is growing and we are increasingly reliant on this information. We must safeguard and protect the data and the systems that hold it, which are vital to our success and future growth. By identifying the risks to our information, we can find ways to better protect it against the specific threats it faces. This helps us to direct our budgets and efforts toward countermeasures, information security controls and projects that will provide the greatest impact and the best level of protection for our valuable data. By implementing the right security measures, Greggs puts in place great foundations for growth, expansion and becoming the customers’ favourite for food-on-the-go.</p> <p>The risk assessment process is workshop based and led by the Information Security Manager. The process is as follows:</p> <p>Workshop 1 – Identify: The purpose of the first workshop is to agree on a common definition of the information asset, to identify the systems and processes that it touches - where is the information stored and processed, who by? - and to identify the information security risks affecting the information asset. The workshop participants will be a cross-functional group of colleagues who work with the information asset - the people best placed to identify the risks.</p> <p>Workshop 2 – Assess: The purpose of the second workshop is to agree on the severity of the risks that were identified. The most important aspect of this workshop is the discussion that happens as we agree the severity of the risks. This helps us to prioritise which risks we must address first and begins the conversation on how we can mitigate these risks.</p> <p>Workshop 3 – Play back and agree plan: The final workshop serves to present the plan that has been developed to address the risks identified. This is an opportunity for participants to review the risk treatment plan and to share their feedback and voice any concerns they may have about the recommended countermeasures. Once the plan is agreed, departments will then implement the countermeasures to control the identified risks and will monitor the controls that are put into place to ensure that they function effectively.</p>



Table 1 – Food Retailers and Distributors Disclosure Topics and Accounting Metrics continued

Topic	Accounting Metric	Category	Reference	Unit of Measurement	Performance 2025	Further Information
Food Safety	High-risk food safety violation rate	Quantitative	FB-FR-250a.1	Rate	(1) 0	For the year 2025, we had no Food Safety violations. We have a dedicated primary authority partnership with Newcastle City Council and Denbighshire County Council. We regularly challenge our own food safety systems internally to ensure that we adhere to regulatory requirements and audit across all areas of the business including retail and our internal supply sites.
	(1) Number of recalls	Quantitative	FB-FR-	Number,	(1) 1	For the year 2025, we had one public recall. We regularly monitor incidents internally; our due diligence process commits us to withdraw products from sale if we believe there is a food safety concern.
	(2) Number of units recalled		250a.2	Percentage(%)	(2) 200	
(3) Percentage of units recalled that are private-label products				(3) 0%		
Product Health & Nutrition	Revenue from products labelled and/or marketed to promote health and nutrition attributes	Quantitative	FB-FR-260a.1	Presentation currency		Not consolidated for this financial year
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	FB-FR-260a.2	N/A		To discover more on how we're supporting a sustainable food system by providing a menu that gives our customers affordable, healthier and balanced choices at every time of day, please refer to pages 25-27 in our Pledge report.
Product Labelling & Marketing	Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes	Quantitative	FB-FR-270a.1	Number	0	No significant incidents.
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labelling practices	Quantitative	FB-FR-270a.2	Presentation currency	0	No regulatory fines or settlements this year.



Table 1 – Food Retailers and Distributors Disclosure Topics and Accounting Metrics continued

Topic	Accounting Metric	Category	Reference	Unit of Measurement	Performance 2025	Further Information
Product Labelling & Marketing (continued)	Revenue from products labelled as (1) Containing genetically modified organisms (GMOs) and (2) Non-GMO	Quantitative	FB-FR-270a.3	Presentation currency		We do not use genetically modified ingredients.
Labour Practices	(1) Average hourly wage (2) Percentage of in-store and distribution centre employees earning minimum wage, by region	Quantitative	FB-FR-310a.1	Presentation currency, Percentage (%)	(1) £12.56 (from 4th January 2026) and £12.91 (from 1st April 2026) (2) 100% of our colleagues are paid above the National Minimum Wage level	<p>We believe that rewarding colleagues for their contribution and allowing them to share in the success of the business is critical to support our growth. Each year, 10% of profits is shared with colleagues who have at least six months' service.</p> <p>Every year, to determine the annual pay award, we undertake negotiations with the relevant trade unions representing those colleagues covered by a collective bargaining agreement. In 2026, as part of our pay award settlement, we agreed to change the implementation of our pay award to April moving forward. To support this transition, in 2026, the agreed pay award for our teams will be implemented in two stages – stage one in January 2026 and stage two in April 2026.</p> <p>We pay our Retail and Supply colleagues weekly, which helps them with budgeting and managing their bills on a week-to-week basis. We do not offer zero hours contracts, and we regularly review worked hours, increasing contracts for colleagues where they have consistently worked above their contract base and wish to increase their contractual hours. We are proud to be one of the few employers that continues to provide paid breaks.</p> <p>To support colleagues to save for their future, we further increased our matched contribution rates for our Greggs pension in 2025, meaning that all our colleagues can now access up to 7% employer contributions.</p>
	Percentage of active workforce covered under collective bargaining agreements	Quantitative	FB-FR-310a.2	Percentage (%)	97.24%	<p>As part of Greggs' longstanding national recognition agreement with the Bakers Food and Allied Workers Union ('BFAWU') and Union of Shop, Distributive and Allied Workers ('USDAW') in Scotland, regular meetings are held covering a variety of topics, including trading, strategic initiatives, The Greggs Pledge, and annual pay negotiations.</p> <p>The Greggs Negotiating Committee (GNC) is our national union forum and is attended by the General Secretary of the Bakers Food & Allied Workers Union, a colleague representative from USDAW, and union representatives from across our business. We have two regional forums, the Retail Partnership Forum and Supply Partnership Forum to discuss operational issues across the retail estate and our supply sites which are attended by union representatives from these areas of the business. More locally, every retail region and supply site has a Joint Consultative Committee where we discuss matters which are specifically relevant to that region or site.</p>
	Number of work stoppages and total days idle	Quantitative	FB-FR-310a.3	Number, Days idle	0	We have not had any work stoppages or days idle as a result of industrial action in FY 2025.



Table 1 – Food Retailers and Distributors Disclosure Topics and Accounting Metrics continued

Topic	Accounting Metric	Category	Reference	Unit of Measurement	Performance 2025	Further Information
Labour Practices (continued)	Total amount of monetary losses as a result of legal proceedings associated with: labour law violations and employment discrimination	Quantitative	FB-FR-310a.4	Presentation currency	0	<p>Our people are what makes Greggs successful. We want to provide a great place to work, where our colleagues feel valued, can be themselves, and want to stay with us – and a business where new people are excited to join us. Our culture and our values are what makes Greggs, Greggs. As we grow, we keep these at the heart of every decision we make. We talk about our unique culture being our ‘secret sauce’ because when people enjoy coming into work, they do a better job, and that makes Greggs a stronger, better business. We concentrate on treating people well, supporting their development and wellbeing, and valuing everyone’s contribution.</p> <p>Like most large employers, we receive employment tribunal claims from colleagues alleging general (non-discrimination related) labour law violations and employment discrimination claims. In FY 2025, we can confirm that monetary losses for each of these were not material.</p>
Management of Environmental & Social Impacts in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standards	Quantitative	FB-FR-430a.1	Presentation currency	Not consolidated for this financial year.	To discover more on our initiatives to source responsibly and support communities around the world, please refer to pages 47-50 in our Pledge report. For further information, you can also view our full Responsible Procurement Report here: https://assets.greggs.com/f/162306/x/11cf611094/greggs-responsible-procurement-report-2025.pdf
	Percentage of revenue from (1) Eggs that originated from a cage-free environment and (2) Pork produced without the use of gestation crates	Quantitative	FB-FR-430a.2	Percentage (%) by revenue	(1) 100% (2) 100%	To discover more on our commitment to improve farm animal welfare and transition to a more sustainable and ethical food system, please refer to pages 51-53 in our Pledge report.
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion and Analysis	FB-FR-430a.3	N/A		<p>Greggs manages environmental and social risks in its supply chain through strict supplier onboarding, ongoing monitoring and the enforcement of policies covering environmental performance, human rights, ethical conduct and modern slavery. These processes are supported by third-party platforms such as EcoVadis and Sedex, which provide deeper risk assessments and benchmark supplier performance.</p> <p>Animal welfare risks are addressed through a comprehensive Farm Animal Welfare Strategy and Standards, requiring suppliers to meet or exceed the Five Freedoms, comply with specific welfare commitments and undergo audits, traceability checks and regular compliance reviews.</p> <p>For further information, please refer to pages 47-53 in our Pledge report. You can also view our full Responsible Procurement Report here: https://assets.greggs.com/f/162306/x/11cf611094/greggs-responsible-procurement-report-2025.pdf</p>



Table 1 – Food Retailers and Distributors Disclosure Topics and Accounting Metrics continued

Topic	Accounting Metric	Category	Reference	Unit of Measurement	Performance 2025	Further Information
Management of Environmental & Social Impacts in the Supply Chain (continued)	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	FB-FR-430a.4	N/A		<p>Greggs has implemented several targeted packaging-reduction initiatives to reduce the environmental impact of its supply chain. The redesign of the Cream Slice transit packaging, shifting from two thermoformed acetate components to a single base with a heat-seal film lid, has reduced plastic use by 7.76 tonnes annually. A procurement initiative replacing corrugated-case-packed 5kg cheese bags with bulk returnable pallets has eliminated a further 110 tonnes of cardboard each year. Investment in new flow-wrapping machines at the Manchester rolls site has enabled a reduction in film width, saving an additional 31.1 tonnes of plastic film annually. Greggs has also removed shop-applied allergen labels on 3 key volume lines by integrating printed information directly at supplier level, avoiding 35 tonnes of label waste per year. Collectively, these initiatives demonstrate a clear commitment to lightweighting packaging and removing unnecessary components across the product lifecycle. In total, these actions reduce packaging consumption by more than 183 tonnes annually, strengthening Greggs’ progress towards a lower-impact, resource-efficient supply chain.</p> <p>To discover more on our commitment to reduce the weight of our packaging as a % of sales and to ensure the rest is more ‘easily recyclable’, please refer to pages 37-39 in our Pledge report.</p>



Table 2 – Food Retailers and Distributors Activity Metrics

Activity Metric	Category	Unit of Measurement	Performance 2025
Number of (1) Retail locations and (2) Distribution centres	Quantitative	Number	(1) 2,739 (2,136 Retail Locations excluding franchise) (2) 10 Distribution Centres
Total area of (1) Retail space and (2) Distribution centres	Quantitative	Square metres (m ²)	Not consolidated for this financial year
Number of vehicles in commercial fleet	Quantitative	Number	244 Rigid HGVs 90 Tractor Unit HGVs
Tonne-kilometres travelled	Quantitative	Tonne-kilometres	310,500,000 Tonne-kilometres excluding light commercials



Greggs House
Quorum Business Park
Newcastle upon Tyne
NE12 8BU

[greggs.co.uk](https://www.greggs.co.uk)

Designed and produced by **emperor** 
Visit us at [emperor.works](https://www.emperor.works)