



FULLER'S

FY2026

SUSTAINABILITY  
HALF YEAR REVIEW





“Our sustainability programme, *Life is too good to waste*, underpins everything we do here at Fuller’s. The programme is made up of three pillars – Our Planet, Our People and Our Communities.

“I’m proud of the sustainability-led achievements our teams have made and I’m excited about the upcoming initiatives that will help protect what’s important to us as a business. A big part of my role is collaborating with colleagues across Fuller’s and ensuring that everything we do takes place with our people, planet and communities in mind. I also work closely with the Our Planet Steering Committee and Working Group – both chaired by Chief Operating Officer, Fred Turner.

“I was delighted to work with colleagues on the new Kitchen Academy which opened at the end of September. The training kitchen is fully electric and powered by 100% renewable electricity.

“We are getting close to our target of recycling 70% of our waste. At the start of the financial year, we were at 58% – but through our teams’ hard work and focus, we’re currently at 66%. This is a great achievement and I know we can achieve that extra 4%. To help inspire our teams, we worked with Veolia to create a video for Recycle Week with James at The Churchill – who managed to take his recycling rate from zero to nearly 83%.”

**Ollie Rosevear**  
Sustainability Director



**‘We’ve made great progress**

*with our recycling target’*

# Journey to Net Zero

## OPERATIONAL CARBON EMISSIONS (SCOPE 1 AND 2)

Our Net Zero 2030 target is to reduce our Scope 1 and 2 operational carbon emissions by 90% (compared to 2020) – by reducing gas usage over 50% by 2030 and procuring 100% renewable electricity, which we have done since 2022.

Hitting our 50% gas reduction target is dependent on three things:

- Installing electric equipment in our kitchens
- Upgrading our boilers and using heat recovered from cellars to generate hot water
- Encouraging teams to use gas more efficiently

### In 2025:

- **Eight kitchens converted** to primarily electric equipment – taking us to **41** in total. 12 more electric kitchens are planned for the second half of this year.
- **Upgraded four sites** to more efficient gas or electric boilers

## Electricity reduction

All our electricity is sourced from renewable sources such as wind, solar and hydro and is therefore zero carbon. But we are always keen to ensure we reduce the volume of electricity used at our sites as well as releasing more capacity from the grid to electrify our kitchen and heating systems.

To support this, we've installed voltage optimisation technology in several of our sites including The Still & West, The Chamberlain, The Sanctuary House and The Fox & Goose. We're really pleased that this technology is reducing our electricity consumption by over 7% on average and are looking at rolling it out further in the estate.

## Electric Vehicle Charging Points

We've installed new electric vehicle (EV) charging points in a number of our sites. Most recently, we've added rapid charging points at The Hampshire Hog and The Red Lion in Hillingdon.

Since then we've seen an increase of approximately 120 cars visiting The Hampshire Hog every month. The charging points at The Red Lion, along with its Green Tourism Gold Award, led to a corporate partnership with a local business.

Corporate partners often require venues to have sustainability credentials.



## CASE STUDY

# The Chamberlain



As part of The Chamberlain's refurbishment, the kitchen was converted to fully electric equipment and new energy efficient boilers were installed – with a heat recovery system, where we take the heat created by the site and use it to heat the hot water.

**In the first five months of reopening, The Chamberlain has seen a 65% reduction in its gas usage**

The Wellington is also due to have new electric equipment so we expect further reductions in the second half of the year.



# Net Zero by 2040

## INDIRECT CARBON EMISSIONS (SCOPE 3)

### Reduce, reuse, recycle

We are really close to achieving our 70% recycling rate – thanks to our teams' hard work.

We've increased the percentage of food waste diverted from general waste to 66%. Sending food waste to the correct facility ensures it's composted – returning nutrients to the soil.

Through our partnerships with Veolia and Reconomy Connect, we will continue to send zero waste to landfill – with all of our general waste sent to an energy from waste facility.

66%

Recycling rate



## Only in the Pub

Our cask ale campaign, *Only in the Pub*, has allowed us to showcase the incredible work our teams do to keep our cask ales in the cellar – ready for the perfect pour.

Even better news for the planet is that the Griffin Brewery in Chiswick, where Asahi UK brews these brilliant cask ales, is powered in part by 100% power purchase agreement-backed renewable electricity.

Asahi also uses 100% British barley in its Fuller's brands and often delivers its cask ales to our pubs using the 100% electric-powered drays. All part of Asahi UK's journey to Net Zero by 2040 – supporting our own Net Zero commitments.

## Sustainable sourcing

Our suppliers play a big role in us reaching our Net Zero by 2040 target. It's important that their sustainability commitments align with our own Life is too good to waste programme.

This year, we launched a new partnership with coffee brand, illy. illy has strong sustainability credentials and an impressive programme that puts social and environmental responsibility at its core. illy is a certified B Corp and has been since 2021 – focusing on responsible sourcing, regenerative farming practices, recyclable packaging, renewable energy and community enrichment.

We are also rolling out Clipper tea in the second half of the year. Clipper's parent company, Ecotone, is a B Corp.

## Did you know?

A life-cycle assessment study showed that a pint served in a pub is probably the most sustainable alcoholic drink you can have. This is partly due to one of the oldest reuse systems ever – the beer barrel.





# Sunday's Pride

## Roasts: provenance and sustainability

In September, we launched our Roasts campaign – highlighting the provenance and sustainability of some of our ingredients and suppliers...

### St Ewe eggs

The eggs that go into our freshly cooked Yorkshire puddings come from St Ewe, a family-run producer based in Cornwall – and Europe's first B Corp egg packer. By partnering with St Ewe, we can rest assured knowing that our eggs come from a business that prioritises sustainability, ethical farming and transparency at every level.

St Ewe's eggs are free range from British farms and are hand selected – to ensure quality every time. High welfare values and specialist nutrition for its hens gives St Ewe's eggs a rich flavour and vibrant yolk.

### Wookey Hole Cheddar

Our cauliflower cheese is made with cave-aged Wookey Hole Cheddar. Wookey Hole harnesses the power of nature – maturing the Cheddar in the naturally cool environment of ancient limestone caves. Carried there by hand underground, the caves offer a constant temperature and humidity – ideal for aging cheddar.



## CASE STUDY: Supplier collaboration

We have worked with our supplier, Owton's, to create specifications for products to ensure consistency and to reduce wastage. For example, a maximum and minimum fat ratio on the striploin beef that is in our roasts has been agreed – along with the ideal amount of marbling. Owton's now trim the fat down to the agreed amount which can then be used in a number of other products – instead of it being trimmed by our chefs onsite and it potentially going to waste.

By ensuring the correct amount of fat is on the cut, we're reducing waste – plus, it saves time and energy for our teams.



# Spotlight:

## BEL & THE DRAGON

### Boutique Country Inns

"Bel & The Dragon has been serving Grassroots beef in a number of its dishes for over a year. Grassroots beef is reared using regenerative farming practices which produces half the amount of carbon compared to typical UK beef herds. It's also great quality and we've had such positive feedback from our customers.

"On our menus, you'll also find Wildfarmed bread which is made with regeneratively farmed grain. Wildfarmed works with a network of over 150 British farmers to improve soil health and increase biodiversity.

And the perfect accompaniment for these dishes? A refreshing glass of English fizz. An English crémant-style wine from Silverhand Estate has replaced Prosecco in our Bel & The Dragon sites.

The English fizz is made in Kent – travelling a much shorter distance than imported Prosecco – making it a more sustainable option. Plus, Silverhand Estate is the UK's largest organic vineyard and is the first carbon-negative vineyard in the UK."

### Matt Maidment

Operations Manager for Bel & The Dragon and Our Planet Working Group Ops Lead

# Our People

## Call Time On It

Last year, we launched *Call Time On It* – our bold, long-term commitment to creating safe, welcoming spaces and taking a stand against unacceptable behaviour.

We have continued to embed *Call Time On It* across the business – asking all team members to pledge to the *Call Time On It* charter. The charter serves as a roadmap for everyone to understand that everyone has a voice, both colleagues and customers, and that discrimination and harassment have no place at Fuller's.

## Inclusion calendar

We've been working on an Inclusion Calendar which has led to us dialling up the celebrations of key moments – such as key cultural, wellbeing, religious, and inclusion events throughout the year. In October, we held Black History Month celebrations through informative and educational communications shared with our teams – highlighting Black art, culture and cuisine.

In September, we celebrated National Inclusion Week. We launched a digital inclusion wall where team members were encouraged to share content – photos, stories, quotes etc – about their culture or country.



## Neurodiversity in the workplace

We continue to support neurodiversity in the workplace at Fuller's. Having led the way with this in 2024 by launching our recruitment guide to hiring people who are neurodivergent or have intellectual disabilities (IDs), we're proud to continue this work. We have 23 team members with IDs in the business.

## INTRODUCTION

### Whitney Yllobre

Our Inclusion Action Plan is led by Monique Samra, People Experience Manager. Whitney Yllobre recently joined Monique's team as People Experience Lead.



#### 1. How long have you been at Fuller's and where have you joined us from?

I've been at Fuller's for around four months now (though it already feels like I've been part of the team much longer!) and my background has always been in hospitality.

#### 2. What does your role entail?

My role is all about people and culture at Fuller's. It's about listening – through our forums, our engagement survey, My Voice, and everyday conversations – and making sure our teams feel engaged, included, and supported. Ultimately, it's about creating a place where everyone feels they belong and making work as enjoyable and fulfilling as possible.

#### 3. What projects are you working on and what should we expect to see in the coming months from the People Experience team?

Right now, I'm working on a couple of exciting projects. One of them is the creation of our 2026 Inclusion Calendar. We want to recognise and celebrate the things that matter most to our colleagues, supporting our *True to You* promise and ensuring Fuller's remains a company where everyone feels they belong.

Another project I'm excited about is our Colleague Networks – including the re-launch of *Thrive Together*, our wellbeing network, and the launch of a brand-new LGBTQ+ group. These networks are colleague-led communities that bring people together around shared experiences and interests and have the power to influence real change across the business. I can't wait to see them grow.



# Our Communities

## Special Olympics GB

This year, following a full review of our charity partnerships, we have committed to working with Special Olympics GB for at least another two years. The team at Special Olympics put forward a compelling case to renew, develop and improve our relationship and, having raised £1 million already, we are looking forward to raising the next million.



This year's main fundraising activities were the Bridge Walk and the Charity Football Tournament. Setting off from The King's Head, Wickham and ending at The Ship at Langstone, the Bridge Walk raised £19,000 for Special Olympics. While this year's football tournament raised £15,000.



## WEST Youth Zone

In 2019, Fuller's donated an initial £150,000 to facilitate the building of WEST Youth Zone ('Where Everyone Sticks Together', named by local young people) and have committed to an ongoing partnership, donating £30,000 a year for the next three years.

We have been working with WEST and looking at ways to build the partnership. Handeline Morency, former Sous Chef at The Plough in East Sheen, led a session with some of the junior members (ages 8-12) – bringing the flavours of Grenada to West London and teaching the young people how to make delicious Grenadian beef and cheese pasties.

The session was not only a lesson on making nutritional food, but an opportunity to inspire some young chefs of the future.

## Dreams Come True

We have launched a new partnership with Dreams Come True. Dreams Come True is a national wish granting charity that solely supports children with a disability, serious illness or a life-limiting condition and who live in the highest areas of social deprivation in the UK today.

As part of this new partnership, 50p from every children's meal sold in a number of our country pubs will be donated to Dreams Come True – while 50p from the sale of kids' meals in the rest of the estate will continue to go to Special Olympics GB.

In the first half of this financial year, through the sale of kids' meals, we've donated:



Dreams Come True



Special Olympics GB