



Supplier Code of Conduct

Welcome

to our Supplier Code of Conduct

About SSP

We are the food travel experts. We design, create and operate restaurants, bars, cafes, lounges and convenience retail outlets in locations around the world where people are on the move.

Whether our customers are flying abroad on holiday or commuting to work by train, we are committed to making their food and drink experience the best part of the journey.

It is this purpose that drives our strategy, culture and aspiration to be the world's best travel food and beverage company.

We have a wide portfolio of brands, including our own and those we franchise. These cater to a variety of customer needs – from well-known grab 'n' go sandwich shops and cafés to casual dining restaurants and bespoke high-end concepts.

1. Includes all references to "SSP Group", "SSP", "we", "us" or "our".
2. Includes all third-party vendors, business partners, consultants, contractors, agents, intermediaries, sub-agents, manufacturers, primary producers, sub-contractors, distributors and wholesalers. Collectively referred to as "Suppliers" throughout this document.

About this Supplier Code of Conduct

This Supplier Code of Conduct ('Supplier Code') outlines the standards we expect of all suppliers of goods and services for SSP Group¹.

It is effective from 1 Oct 2025 and replaces all previous versions of our Supplier Code.

This Supplier Code applies to all business partners, vendors and suppliers of goods and services², whether directly contracted or engaged via our brand partners, to SSP Group companies including:

- **All SSP majority-owned businesses**, including subsidiaries and joint ventures.
- **All businesses where SSP has operational oversight or responsibilities**, including instances where SSP does not hold a majority ownership stake.

Suppliers are expected to meet the standards set out in this Supplier Code or demonstrate their own equal or better standards.

We expect our brand partners to act in a manner consistent with the standards set out in this Supplier Code. Where brand partners stipulate that we use their suppliers, they must ensure appropriate standards and due diligence have been applied to those suppliers, consistent with the standards set out in this Supplier Code.

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A message from our Group CEO



Dear Supplier,

I am pleased to introduce you to the latest version of our Supplier Code. This complements our own Code of Conduct which defines the behaviours and operating standards we are committed to upholding across our global business.

Acting ethically and with integrity isn't just the right thing to do; it's essential to our lasting success and to our purpose at SSP: to be the best part of every journey.

As a global business, our supply chains are highly diversified with a large supplier base, managed by our local purchasing teams in each market. We see you, our Supplier, as a valued partner. We are committed to treating you fairly and fostering long-term, mutually beneficial relationships.

We take care to source our products and services in a way that is ethical, responsible, and sustainable, with respect for both the environment and the people at every stage of production. This Supplier Code provides a clear framework for the global standards we expect you as a Supplier to adhere to.

We also encourage you to go further where possible, striving for best practice and continuous improvement. To this end, we seek to give preference to Suppliers that share our values and demonstrate strong performance against our standards and environmental, social and governance priorities. This is core to how we work and grow together.

Open communication is fundamental to our relationship. If you ever see, know of or suspect wrongdoing – whether a breach of this Supplier Code, our own Code of Conduct or other Group policies – I urge you to speak up.

I offer my personal assurance that all concerns raised will be treated seriously and in strict confidence. You will not face reprisals for speaking up, even if you turn out to be mistaken.

Thank you for your ongoing commitment to, and partnership with, SSP. By working together, I believe we can raise standards and drive ethical and sustainable practices across our supply chains.

A handwritten signature in black ink, appearing to read 'P Coveney'.

Patrick Coveney,
Group Chief Executive Officer (CEO)
October 2025

“We see you, our Supplier, as a valued partner. We are committed to treating you fairly and fostering long-term, mutually beneficial relationships.”

“By working together, I believe we can raise standards and drive ethical and sustainable practices across our supply chains.”

Supplier standards

The standards we expect of our suppliers include, but are not restricted to:

Legal compliance

Suppliers must comply with all applicable laws and industry codes. This includes, but is not limited to, laws covering:

- Human rights and modern slavery;
- Product quality, safety and consumer protection, including food safety standards;
- Workplace health and safety;
- Anti-bribery and corruption;
- Sanctions and trade controls;
- Anti-money laundering;
- Fair competition and anti-trust;
- Tax compliance;
- Fraud prevention;
- Product traceability and due diligence;
- Environmental protection and sustainability.

Human rights

SSP Group is committed to respecting and promoting human rights in all areas of our business, including our operations, supply chains and partnerships, as outlined in our **Human Rights Policy**. Our approach is guided by internationally recognised standards, including:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs);
- The International Labour Organization (ILO) Core Conventions;

- The ILO Declaration on Fundamental Principles and Rights at Work;
- The Ethical Trading Initiative (ETI) Base Code;
- The OECD Due Diligence Guidance for Responsible Business Conduct;
- The Dhaka Principles for Migration with Dignity developed by the Institute for Human Rights and Business (IHRB).

We expect our Suppliers to respect the human rights of all workers and individuals involved in the production and supply of goods or services to SSP, including having appropriate controls in place for:

- Identifying, assessing and remedying human rights and modern slavery risks and impacts in their business operations and supply chains;
- Preventing all forms of modern slavery and exploitation, including slavery, servitude, forced or compulsory labour and human trafficking;
- Adopting the Employer Pays Principle, as defined in the IHRB Dhaka Principles for Migration with Dignity, where no worker should be charged recruitment fees or related costs to secure employment;
- Ensuring employment is freely chosen and freedom of movement is respected;
- Preventing child labour and applying a minimum age policy in accordance with ILO Convention No.138 on Minimum Age;
- Respecting workers' rights for freedom of association and collective bargaining without fear of retaliation or discrimination for exercising those rights;

- Providing a safe and healthy working environment;
- Ensuring fair pay, benefits and working hours (including overtime) in accordance with national laws;
- Promoting diversity, equity and inclusion and striving to eliminate all forms of discrimination, harassment and bullying, ensuring all workers are treated with dignity and respect;
- Protecting vulnerable groups who may face increased risks of discrimination, exploitation and abuse;
- Respecting land, natural resources, and indigenous peoples' rights.

Suppliers must ensure they have appropriate controls, training and due diligence procedures for managing and integrating human rights considerations into decision-making and risk management.

SSP uses the **Supplier Ethical Data Exchange**, known as Sedex, as the primary means to conduct supply chain human rights due diligence. As such, we require our contracted suppliers to become members of Sedex.

 See **Compliance monitoring** for details of our due diligence expectations for Suppliers.

Supplier standards continued

Product quality and food safety

It is critical the safety of our customers and the public is protected. We focus on maintaining the highest standards of food safety, as outlined in our [Global Safety Policy](#).

At a minimum, Suppliers are expected to:

- Have documented allergen controls in place;
- Provide SSP with ingredient, allergen and nutritional information, as required;
- Where relevant, provide SSP with verifiable evidence for any product labelled as 'free from';
- Not make any ingredient changes or product substitutions without prior agreement with SSP;
- Meet all product quality and food safety standards mandated by applicable laws and regulations;
- Implement appropriate controls for food safety, such as the Hazard Analysis Critical Control Point (HACCP) management system, an internationally recognised standard for food safety;
- Comply with our product quality, food safety, nutritional, and accurate labelling requirements;
- Maintain a third-party accreditation recognised by the Global Food Safety initiative (GFSI) such as: BRC, FSSC 22000, IFS Food, Salsa or other local accreditation, provided this has been approved in advance by SSP.

- When requested, provide relevant product information promptly, securely and in SSP's preferred digital format.

Environmental sustainability

Protecting our environment is a key pillar of SSP's Sustainability Strategy and we have an ambitious target to achieve net zero greenhouse gas (GHG) across our value chain (Scope 1, 2 and 3).

We are committed to minimising our environmental impacts, as outlined in our [Environment, Sourcing and Farm Animal Welfare Policy](#).

Environmental impacts include (but are not limited to) GHG emissions, energy use, vehicle emissions, packaging materials and single-use plastics, waste management, food waste, water use and disposal, natural resource consumption, and deforestation and biodiversity loss.

At a minimum, Suppliers are expected to:

- Work to identify, understand and take steps towards avoiding, minimising and mitigating their associated impacts on the natural environment;
- Where practicable, establish an environmental policy and management system;
- Manage, monitor, record and take steps to reduce GHG emissions associated with the ingredients, products, goods or services supplied to SSP and share relevant GHG data with SSP (when requested);

- Provide SSP (where requested) with information relating to their environmental performance and reasonable assistance as we seek to reduce the environmental impacts of our products and services, and to reduce Scope 3 GHG emissions associated with purchased goods and services.
- Where relevant, work to prevent and reduce food waste associated with products supplied to SSP through applying the food waste mitigation hierarchy;
- Where relevant, take steps to support a circular economy through transitioning away from virgin resources and single-use materials, increasing the use of recycled and renewable resources, and designing for reuse, recyclability and/or compostability;
- Where relevant, conduct appropriate due diligence on primary deforestation-linked commodities³ to ensure they were not produced on land that has been subject to deforestation;
- Where relevant and practicable, work towards understanding biodiversity dependencies and impacts in their own operations and their value chains and take steps to mitigate negative impacts;
- Where relevant, make SSP aware of alternative, new and innovative products, goods and services that support our sustainability objectives.



Sustainability at SSP

Sustainability is a key strategic priority at SSP. We see it as essential for our long-term success and to fulfilling our purpose.

Our Sustainability Strategy focuses on the three key strategic areas of Product, Planet and People, supported by high standards of governance.

We have clear and measurable targets and metrics to measure our progress, including our ambitious science-based net-zero targets.



Find details of SSP's global **Sustainability Strategy**, targets and performance at: foodtravelexperts.com/sustainability

³ Relates to cattle (beef and leather), cocoa, coffee, palm oil, rubber, soy (including soy in animal feed) and wood products, such as timber and paper

Supplier standards continued

Animal welfare

We are committed to supporting animal welfare, as outlined in our **Environment, Sourcing and Farm Animal Welfare Policy**.

At a minimum, we expect Suppliers of products containing meat, fish, egg and dairy to:

- Align their products with the internationally-recognised 'Five Freedoms' for animal welfare;
- Ensure traceability to the farm-level;
- Use only licensed slaughter premises;
- Avoid using antibiotics routinely to promote growth and prevent disease in healthy animals, in accordance with the *WHO Guidelines on Use of Medically Important Antimicrobials in Food-Producing Animals*;
- Avoid routine mutilations, including (but not limited to) castration, teeth clipping, tail docking, toe clipping, beak clipping and dehorning;
- Avoid meat from animals that have not been subjected to pre-slaughter stunning, or (in the case of finfish) meat from animals that have not been rendered insensible;
- Ensure ethical standards for animal transportation;
- Exclude animals that have been produced through genetic engineering or cloning;

- Source fish from well-managed marine sources that avoid over-fishing and are species classified as 'Least Concern' in the International Union for Conservation of Nature (IUCN) Red List of threatened species;
- Source products that are aligned to [Global Animal Partnership \(GAP\)](#) standards for those species.
- Meet or exceed applicable industry or national standards for supplies of eggs, such as [the Lion Code of Practice by the British Egg Industry Council](#), [European Regulation \(EU\) No. 1308/2013](#), and [USDA Shell Egg Grade and Standards](#).

Anti-Bribery and corruption

We are committed to conducting business with integrity and in full compliance with our **Anti-Bribery and Anti-Corruption (ABC) Policy** and all applicable laws.

Suppliers must uphold the same standards and ensure that bribery and corruption in any form are strictly prohibited, whether involving a public official, private individual, or any associated party.

Specifically, suppliers must:

- Never offer, provide, request, or accept bribes of any kind, whether directly or indirectly, including facilitation payments, kickbacks, or improper payments;

- Refrain from offering or accepting gifts or hospitality during, or in anticipation of, a tender, bid, or contract negotiation.
- Prohibit employees, agents, contractors, and associated third parties from engaging in corrupt practices on their behalf;
- Ensure that all relevant personnel receive appropriate training, and guidance on anti-bribery and corruption requirements;
- Maintain effective policies, systems, and internal controls to prevent, detect and address bribery and corruption risks and incidents;
- Apply proportionate due diligence when engaging business partners to ensure they uphold the same standards.

Fair Competition

We are committed to competing fairly and in compliance with all applicable competition and antitrust laws. Suppliers must uphold these same standards and avoid any practices that restrict or distort fair competition.

Specifically, suppliers must:

- Never engage in anti-competitive conduct such as price-fixing, bid-rigging, market or customer allocation, or the exchange of commercially sensitive information with competitors;
- Compete honestly and independently in all tenders, bids, and commercial negotiations;



Five Freedoms for animal welfare

The Five Freedoms were first developed by Britain's Farm Animal Welfare Council in 1965 and have been adopted internationally and endorsed by organisations including the World Organisation for Animal Health.

The Five Freedoms are:

- **Freedom from hunger and thirst** by ready access to fresh water and a diet to maintain their full health and vigour;
- **Freedom from discomfort** by providing an appropriate environment including shelter and a comfortable resting area;
- **Freedom from pain, injury or disease** by prevention or rapid diagnosis and treatment;
- **Freedom to express normal behaviour** by providing sufficient space, proper facilities and company of the animals own kind;
- **Freedom from fear and distress** by ensuring conditions and treatment which avoid mental suffering.



Supplier standards continued

Fair competition (continued)

- Ensure that their employees, agents, and representatives are aware of and comply with competition and antitrust obligations;
- Maintain controls and training to prevent, detect, and address anti-competitive behaviour within their operations.

Conflicts of interest

Suppliers must ensure that their business dealings with SSP are free from conflicts of interest.

Suppliers are expected to

- Avoid situations where personal or business interests could compromise their objectivity in dealings with SSP;
- Inform their SSP contact immediately if any actual or potential conflict of interest arises;
- Take steps to manage or resolve conflicts where they cannot be avoided.

Money laundering, terrorist financing, and sanctions violations

Suppliers must not engage in, or facilitate, any form of:

- Money laundering or the financing of terrorism;
- Economic or trade sanctions violations;
- Tax evasion or the facilitation of tax evasion, or any form of fraudulent activity.

Suppliers must adhere to all applicable laws and regulations aimed at preventing these activities, and ensure that they are not complicit in any illegal or unethical conduct.

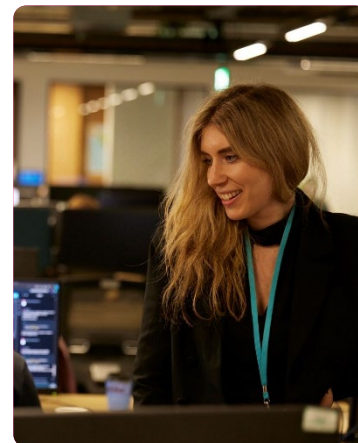
Cyber security and data privacy

At SSP, we are committed to ensuring the confidentiality, integrity and availability of information and data for all our stakeholders .

At a minimum, Suppliers are expected to:

- Protect all confidential, personal, and sensitive information relating to SSP and its employees, business partners, suppliers and customers;
- Implement and maintain appropriate administrative, technical, and physical security controls to safeguard the information against unauthorized access, use, disclosure, modification, corruption, loss or destruction, in compliance with industry standards and best practices;
- Ensure any downstream suppliers or sub-contractors are informed and aware of security responsibilities and are aligned with industry standards and best practice;
- Notify SSP as soon as possible of any actual or suspected data breach and cooperate with any inquiries to support investigation activities, and report data breaches to the supervisory authority when necessary;

- Always maintain data and information integrity, where relevant to services and dealings with SSP;
- Ensure that any use of artificial intelligence (AI) solutions will not cause the Supplier or SSP to breach any of the standards set out in this Supplier Code;
- Comply, and support SSP's compliance, with all applicable laws, regulations, and contractual obligations related to cyber security and privacy, and provide any necessary attestations, certifications, or audits to demonstrate compliance;
- Maintain robust data protection and security processes and, where required, follow appropriate SSP policies, including IT and data protection policies.



Responsibilities and governance

We are committed to working with our Suppliers to ensure effective application of the standards set out in this Supplier Code.

SSP supplier engagement and support

We are dedicated to clearly communicating and integrating this Supplier Code across our business relationships and supply chains.

We will work towards making sure that all relevant stakeholders, including employees, suppliers and business partners, are aware of this Supplier Code and understand its expectations.

We recognise the different circumstances of our Suppliers worldwide, and that some will face legitimate challenges in immediately meeting every facet of this Supplier Code.

As our ultimate goal is to drive the continuous improvement and to raise standards across our supply chains, we are committed to working with such Suppliers over time, to help them achieve adherence with the standards of this Supplier Code.

Supplier responsibilities

To effectively apply and implement the standards set out in this Supplier Code, we expect Suppliers to:

- Take steps to ensure that all their workers, suppliers, agents, sub-agents, sub-contractors and other relevant third parties understand and adhere to the standards in this Supplier Code, including (where appropriate in terms of the nature of supplier and the goods or services provided) maintaining adequate policies, procedures, due diligence, training and support;
- Promote adherence to the standards of this Supplier Code down their supply chains, and conduct appropriate due diligence for their own suppliers and business partners;
- Have effective whistleblowing, grievance or equivalent procedures in place to enable their workers, in confidence and without fear of reprisal, to ask questions, raise concerns and/or report suspected or actual wrongdoing;
- Promptly investigate any credible concerns about suspected or actual breaches of the standards of this Supplier Code;
- Report, and encourage its workers to report, any suspected or actual breaches of the standards of this Supplier Code to SSP as soon as they become aware of them.

 Find details on how to **speak up and report concerns** on the following page.



SSP governance, accountability and review

This Supplier Code has been approved by the Board of Directors of SSP Group plc.

We are committed to reviewing this Supplier Code periodically. We reserve the right to reasonably change and update the standards set out in this Supplier Code as necessary to keep up with relevant legislation, best practice, emerging risks and issues, and evolving business priorities.

As the policy owner, the SSP Group Director of Strategy and Business Services is responsible for setting the standards and overseeing compliance monitoring.

SSP regional CEOs and country managing directors are accountable for integrating this Supplier Code into their operations and ensuring its compliance. This includes incorporating an obligation to meet the standards of this Supplier Code into contractual agreements or purchasing terms and, where relevant, conducting appropriate due diligence.



See **Compliance monitoring** for details of our due diligence procedures.

Compliance monitoring and due diligence



We are committed to monitoring Suppliers' compliance with the standards set out in this Supplier Code, and ensuring any issues identified are investigated and remediated.

Compliance monitoring

SSP reserves the right to visit, assess or verify new and existing Suppliers' compliance with the standards of this Supplier Code through internal and/or external assessment, due diligence and audit mechanisms.

Suppliers are expected to provide all reasonable cooperation to support such compliance monitoring; including, where required, access to relevant personnel and sites, and provision of relevant information, documentation and data.

Suppliers must also ensure that any subcontractors, agents, or business partners engaged in delivering goods or services to SSP are contractually required to comply with the standards set out in this Supplier Code and to provide equivalent rights of access for audits and assessments.

Due diligence

We use the Supplier Ethical Data Exchange, known as Sedex, as the primary means to conduct human rights due diligence on our contracted suppliers. We require our contracted suppliers to be members of Sedex. Using the platform, we conduct our key due diligence steps as outlined in the graphic on page 10. This may include reviewing the Self Assessment Questionnaire (SAQ) results against Sedex criteria.

Suppliers are expected to cooperate fully with SSP and, where applicable, provide information and/or documentation to support due diligence activities, including additional checks on suppliers, third-party partners, and sub-contractors to ensure compliance.

Investigations

We take any concerns, allegations or reports of suspected or actual breaches of this Supplier Code seriously. Where appropriate, we will investigate such matters fairly and objectively in accordance with our internal policies and procedures.

In other cases, we may ask a Supplier to lead an investigation of the matter in accordance with its own procedures.

Where required, the Supplier is expected to liaise with SSP and keep us informed as to the scope, progress and outcome of its investigation, or corrective actions, where appropriate (subject to confidentiality or other applicable legal requirements).

Consequences of a breach

Suppliers are expected to comply with all standards set out in this Supplier Code. In the event of a non-compliance, SSP may require the supplier to:

- Demonstrate material progress towards compliance with the relevant standard(s) within a defined and reasonable timeframe and/or
- Achieve full compliance with the relevant standard(s) within a defined and reasonable timeframe.

Where non-compliance is serious, material, persistent, or where a supplier shows inadequate commitment, repeated inaction, or failure to improve, SSP reserves the right to terminate the business relationship with the supplier.



Speaking up and reporting concerns

SSP expects suppliers, their workers, and subcontractors to raise concerns if they become aware of any actual or potential breach of this Supplier Code, SSP's Code of Conduct, Group Policies, or applicable law. Speaking up helps to protect people, uphold ethical standards, and safeguard our business relationships.

Concerns may be reported through SSP's independently operated Speak-Up channel, which is confidential, available in multiple languages, and – where legally permitted – allows for anonymous reporting.

Concerns can also be raised directly:

- With your SSP contact or contract manager; or
- In writing to: Group General Counsel & Company Secretary, SSP Group plc, 32 Jamestown Road, London NW1 7HW, United Kingdom.

All reports will be taken seriously, reviewed carefully, and investigated where necessary. Appropriate actions will be taken based on the findings.

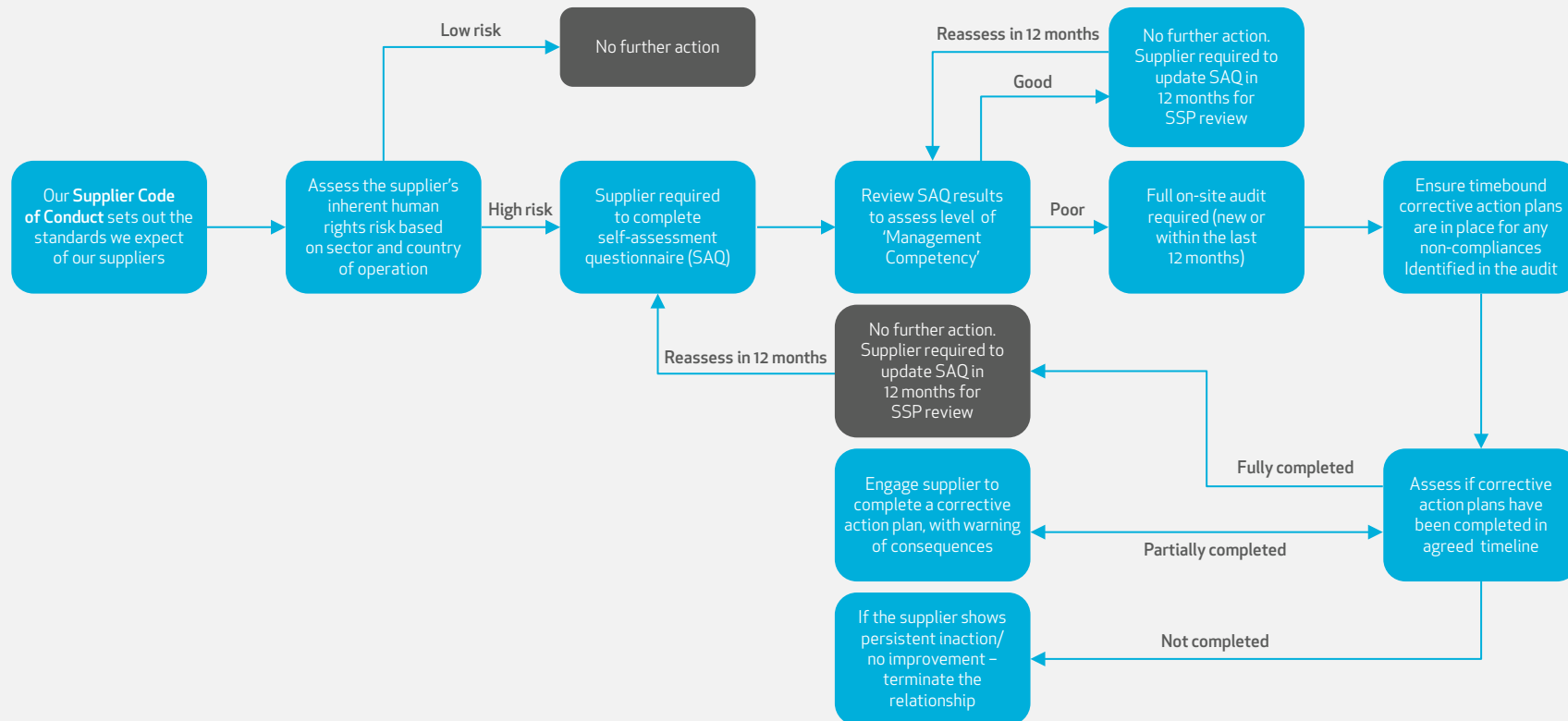
SSP strictly prohibits retaliation against anyone raising a genuine concern. We expect full co-operation and openness from suppliers, workers, and sub-contractors in any investigation or review carried out in response to a report.



Our Speak Up channels can be accessed at sspgroup.ethicspoint.com and our **Group Speak Up Policy** at: foodtravellexperts.com/who-we-are/policies-and-statements/

Compliance monitoring and due diligence continued

Our supply chain human rights due diligence procedure



Additional resources

Related Group policies

- **Colleague Code of Conduct** which sets out the principles and standards that are expected of all employees regardless of where they work.
- **Speak Up Policy** which sets out how concerns about suspected wrongdoing at work can be raised, how they will be investigated and protection and support for whistleblowers.
- **Human Rights Policy** which provides a clear framework for identifying, preventing, and addressing human rights risks, while outlining our expectations for ethical behaviour by employees, suppliers and business partners.
- **Anti-Bribery & Anti-Corruption Policy** sets out the Group's policy against bribery and other corrupt practices and the standards and procedures required to ensure compliance.
- **Diversity, Equity & Inclusion Policy** sets out our commitment to encouraging diversity, equity and inclusion, and eliminating discrimination.
- **Global Safety Policy** describes our commitment to managing safety across our global operations and sets out our Global Safety Standards and responsibilities.
- **Environment, Sourcing and Animal Welfare Policy** sets out our approach to protecting our environment, sourcing our ingredients and products responsibly and sustainably, and supporting animal welfare.
- **Community Engagement Policy** sets out our approach to support the communities where we operate.

- **Responsible Marketing Principles** sets out our commitments to ensure our marketing communications are transparent, truthful, ethical and legal.

Download our **Group policies** from our website at: foodtravelexperts.com/who-we-are/policies-and-statements/



Links to external standards and resources

- Better Chicken Commitment.
- Ethical Trading Initiative (ETI) Base Code.
- Global Animal Partnership (GAP) standards.
- Global Food Safety Initiative (GFSI).
- Hazard Analysis Critical Control Point (HACCP) management system.
- IHRB Employer Pays Principle.
- ILO Convention 138 on Minimum Age.
- ILO Declaration on Fundamental Principles and Rights at Work.
- International Bill of Human Rights.
- UN Guiding Principles on Business and Human Rights.
- OECD Due Diligence Guidance for Responsible Business Conduct.
- Supplier Ethical Data Exchange (Sedex).
- WHO Guidelines on Use of Medically Important Antimicrobials in Food-Producing Animals.

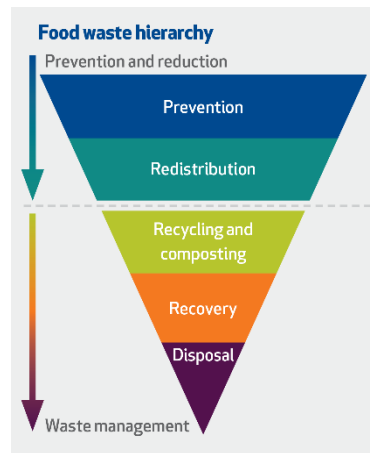
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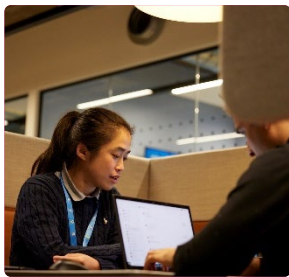
Definitions of key terms used in this Supplier Code

- **Client:** operators of travel locations, including airports and railway stations, with whom SSP has contracts.
- **Brand partner:** a brand that SSP operates as a franchise.
- **Child:** any person less than 15 years of age unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply.
- **Food waste mitigation hierarchy:** a best practice approaching to reducing food waste that begins with prioritising prevention and redistribution, followed by responsible waste management (e.g. recycling) to avoid disposal in landfill.
- **Greenhouse gas (GHG) emissions:** gases that trap heat in the atmosphere and contribute to climate change, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and fluorinated gases (f-gases). GHG emissions are categorised across an organisation's value chain into three scopes:
 - **Scope 1** relates to direct emissions that occur from sources controlled or owned by an organisation, such as fuel burnt on-site and company vehicles.
 - **Scope 2** relates to indirect emissions from the generation of purchased energy.
 - **Scope 3** relates to all indirect emissions – not included in Scope 2 – that occur across the value chain, including upstream supply chain and downstream end use.
- **Primary deforestation-linked commodities:** relates to cattle (beef and leather), cocoa, coffee, palm oil, rubber, soy (including soy in animal feed) and wood products, such as timber and paper.
- **BRCGS (Brand Reputation through Compliance Global Standard):** A GFSI-recognised scheme widely used in the UK and internationally to ensure food is safe, legal and of high quality.
- **FSSC 22000 (Food Safety System Certification 22000):** A GFSI-recognised scheme based on ISO standards, used globally to manage food safety risks across the supply chain.
- **IFS Food (International Featured Standards – Food):** A GFSI-recognised scheme focusing on food safety and quality, widely used by retailers and brand owners, especially in Europe.
- **SALSA (Safe and Local Supplier Approval):** A UK food safety standard designed for smaller producers and suppliers, not benchmarked by GFSI but often accepted in local supply chains.
- **SSP own brands:** proprietary brands and bespoke concepts that SSP operates.
- **SSP employees:** including senior managers, officers, directors, employees, consultants, contractors, homeworkers, part-time and fixed-term workers, casual and agency staff.
- **Suppliers:** all third-party vendors, business partners, consultants, contractors, agents, intermediaries, sub-agents, manufacturers, primary producers, sub-contractors, distributors

and wholesalers, whether directly contracted or engaged via our brand partners.

- **Supplier's workers:** employees and contractors of Suppliers, including permanent, full-time, part-time, temporary, contingent, sub-contracted, agency and migrant workers.
- **Vulnerable groups:** people who may face increased risks of discrimination, exploitation and abuse, including minorities, migrant workers, young people, women and people with disabilities.
- **Young person:** any worker over the age of a child (as defined previously) and under the age of 18.





Contact us
sustainability@ssp-intl.com

SSP Group plc
32 Jamestown Wharf, London NW1 7HW
Company number: 05735966

www.foodtravelexperts.com