

Rhubarb
HOSPITALITY
COLLECTION

Planet, *People*,
Progress.

JANUARY 2026



A note from PB

At RHC, we believe that our success is not only measured by guest satisfaction but also by our impact on the environment, our social responsibility, and our commitment to diversity and inclusion.

As I reflect on Rhubarb's remarkable growth and transformation over the last couple of years, I'm proud to share a brief update on our sustainability journey. Following our acquisition by Oak View Group, we've entered a new chapter - one defined by ambition, scale and a deepened commitment to responsible leadership.

A key milestone in this evolution has been the appointment of our Director of Sustainability, Clare Clark, whose expertise is shaping our strategic direction and embedding sustainability at the heart of our operations.

While this update is intentionally high-level, I want to assure you that a comprehensive, data-led report will follow in Q3 2026. It will detail our progress, challenges, and the measurable impact of our initiatives as we continue to grow with purpose.

Thank you for your continued support.



PB Jacobse
CEO

Our Future Positive Strategy

A photograph of a restaurant table setting. In the foreground, a pink cocktail with a white foam top sits in a coupe glass. To its left is a small, lit lamp with a textured shade on a gold stand. Further left is a clear glass vase with a single pink flower. In the background, a plate of food and another cocktail are visible. The overall atmosphere is warm and elegant.

At Rhubarb, we are aiming beyond zero, towards a positive future for our planet and our people. We are committed to accelerating action across every part of our business.

Our strategy centres on the four themes most material to our operations, which you will find outlined on the following page. However, our work extends beyond these pillars, recognising that our sustainability journey will continue to evolve.

We look forward to adapting over time while remaining steadfast in our commitment to creating positive impact.



Implementing Our Future Positive Strategy

1

2

3

4

Achieve net zero emissions

Climate change poses a significant threat to current and future generations. We are actively working to reduce the greenhouse gas emissions associated with all operations of our business.

Champion water stewardship

Everyone deserves access to clean water. We are focusing on improving water efficiency at our venues, taking a localised approach with an emphasis on water-scarce regions.

Advance waste diversion

The live events industry generates significant waste. We prioritise waste reduction solutions and aim to donate, reuse, compost, and recycle across our portfolio.

Strengthen community resilience

Every community faces unique challenges when it comes to building resilience. We aim for our positive impact to go beyond the walls of our facilities and into the communities we are a part of.

Rhubarb Powered by Green Energy

In 2025, we began our transition to 100% green energy. Wherever we directly procure energy, we are switching to renewable electricity generated from wind and solar. For sites that rely on gas, we are moving to carbon-neutral supply, offset through verified carbon projects managed by our energy partners, Ecotricity.

WHAT DOES THIS MEAN?

- Our main production kitchen and warehouse, which deliver the majority of our operations, will run on green power.
- A number of other direct energy contracts will transition over the course of the next year as existing contracts come up for renewal.
- The carbon associated with our directly procured energy will decrease.



Carbon Impact

RHUBARB ARE WORKING TO REBASELINE OUR EMISSIONS FOR OUR LATEST FINANCIAL YEAR

Rhubarb's last scope 1-3 carbon impact assessment baseline was completed in 2022. However, given the significant changes in our business structure and operations since then, continuing to use 2022 as our baseline would not accurately reflect our current footprint.

To maintain transparency and integrity in our reporting, we are establishing a new baseline year: FY24/25 (July 2024-June 2025). This rebaselining ensures our carbon reduction strategy is grounded in data that truly represents our present-day operations.

We are working with Ecologi and Foodsteps to ensure robust, substantiated data for our most material impact area: food and beverage procurement under Scope 3.1. This updated baseline will underpin our revised carbon reduction roadmap to 2040.

WHAT DOES THIS MEAN?

- Rhubarb are transparent with our scope 1, 2 and 3 emissions, reporting annually from 2025.
- Our baseline year will be FY24/25 (July 2024-June 2025).
- We are partnered with experts who check our data and ensure the completeness of our reporting.
- We will have a net zero target aligned to (but not validated by) the Science Based Targets Initiative recommended 1.5c warming.



Action through our business



PARTNERSHIPS

At Rhubarb, we are proud to have relaunched our partnership with the Sustainable Restaurant Association in 2025. As part of this work we are embedding their 'Food Made Good' framework across every site. The framework measures action and celebrates progress via a biannual analysis of a sites operations. The framework covers sourcing, society & environment, and is recognised globally.

WHAT DOES THIS MEAN?

- Each of our catered sites will have a bespoke sustainability report delivered by experts.
- All our sites have an Impact Manager, who is responsible for day-to-day sustainability action and tracking on site.
- All teams have access to training, case studies and industry insights.
- Each site is benchmarked against the best in the industry.

THE
SUSTAINABLE
RESTAURANT
ASSOCIATION



ISO14001

As a business, we are working to deliver new and updated integrated management systems covering quality, health and safety and environmental. We have contracted BSI to certify our management system to ISO9001, ISO45001 and ISO14001 standards. Whilst this is an ongoing process, our timelines are to have completed our phase one and two audits and be fully certified by Q4 2026. Our Environmental management system incorporates water and energy management.

WHAT DOES THIS MEAN?

- Our environmental management is to be audited and certified by a third party annually.
- As a business, we have a structured approach to managing our environmental responsibilities, including legal compliance.
- We are committed to continually improving our performance and managing risk.



Supporting our community

At Rhubarb, we are supporting **Chefs in Schools'** mission to transform kids' health through food. Our new strategic charity partner for 2025 aims to provide delicious, mind-opening food available in every school. Rhubarb have committed to raising £150k in 2026.

We are putting a halt to hunger with our partnership with **The Felix Project**. Our Invisible Guest campaign aims to raise money by inviting our clients to host an invisible guest donation for their event, which Rhubarb match fund. The Felix Project use these funds to fund resource and food for approximately 600 charities and schools waiting for Felix food. We also donate surplus food from our venues to The Felix Project via their Green Scheme.

WHAT DOES THIS MEAN?

- Rhubarb are committed to giving back to our community and embedding social impact into our business culture.
- We are working to implement systemic change to food education and access to food in schools.
- We are tackling food insecurity.

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A top-down view of a wooden tray containing two oysters on ice and a steamed dumpling. The oysters are served on a bed of crushed ice in a shallow metal bowl. Each oyster is topped with a green sauce, a red garnish, and a small purple flower. The steamed dumpling is in a bamboo steamer basket, filled with a yellow filling and topped with a red garnish. The tray is set on a wooden surface with a patterned shadow cast over it.

Thank you