



Foyle Food Group			
Human Resources Procedures Manual			
FFG			
Corporate Social Responsibility (CSR) – FFG HR - ER06			
Issue No: 2	Date Effective: 20/05/2010 Current version: 18/08/2022 Reviewed: 17/08/2022	Page 1 of 4	Authorisation Signature 

Corporate Social Responsibility (CSR) Policy

As a responsible employer we believe business should be both profitable and beneficial to society. Through our Corporate social responsibility (CSR) we want to support not only our workforce but the communities in which we are part of. Through our CSR policy we have set ourselves key targets to ensure we our operating responsibly for our employees and the wider society.

Group Values:

Our values are at the centre of our Organisation.

Passion

We're passionate about moving forward as a team, always innovating, and improving

Quality



We pride ourselves on maintaining the highest of standards in what we produce and in the service we provide, day after day.

Respect

We value different views and fresh thinking, putting people at the heart of everything we do

Success

We take ownership to deliver the very best in all that we do to continually grow our business

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Responsibility for delivery



We ensure that effective systems are in place to manage and monitor compliance with our CSR policy, communicating openly and honestly about our performance responding to the needs of shareholders and building good relationships is an integral part of ensuring the long term success of the Group. Overall responsibility rests with the CEO and the Board. Within our individual operating companies, the Factory Managers will be responsible for implementation at local site level. Any employee undertaking a CSR activity is expected to behave in a professional manner in line with the Companies policies and procedures. To every extent possible work performed on behalf of the company shall be based on a recognised employment relationship established in accordance with national law and recognised business practice.

The raw materials that we use and the products we produce adhered to the following group policies:

- Food Safety & Quality Policy
- Animal Welfare Policy
- Allergen Policy
- HACCP Policy

Our Supply Chain:

We will work with our business partners and customers to establish and maintain social and environmental compliance standards throughout our supply chain.

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Corporate Social Responsibility (CSR) – FFG HR - ER06			
Issue No: 2	Date Effective: 20/05/2010 Current version: 18/08/2022 Reviewed: 17/08/2022	Page 3 of 4	Authorisation Signature 

Environment:

As part of our Foyle Sustainability strategy (Shaping our Future 2020-2025) we have signed up to the Science Based Targets. (SBTi).



We have committed to the SBTi to reduce our emissions by 2030 and use the lens of the UN Sustainable Goals to ensure we are outward focused and contributing to Global efforts for a better world.

- We continuously measure environmental impacts at our facilities taking action to reduce these effects.
- Through our Producers Clubs we liaise with our farmers on environmental solutions, legislation, animal health and best industry practices.
- We have implemented a programme of continuous improvement for all environmental impacts and continued commitment to ISO 14001/ 50001.

For further information see the Group Environmental Policy

Employment:

- We are committed to promoting equality of opportunity for all employees / potential employees regardless of ethnic or national origin, gender, religion, disability, age, sexual orientation or marital status
- We are committed to ensuring a safe working environment by providing the highest standards of health and safety in the work place.
- Employees will be fairly and equitably rewarded and provided with opportunities for development to their full potential in a respectful working environment
- We have a duty of care to look after the physical and mental wellbeing of our employees. To fulfil this we offer a number of schemes, policies and programmes to support our employees each day.

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Issue No: 2	Date Effective: 20/05/2010 Current version: 18/08/2022 Reviewed: 17/08/2022	Page 4 of 4	Authorisation Signature 

Our Employment policies and procedures manual provides more details on these principles

Community involvement:

As an agri food business, involvement in the local community is embedded within our culture. We invest in these communities, adding value and sharing our skills and resources where they can be of most use. As a business we commit to support our producers by sharing best practices, supporting local charities and the wider community in which we are part of including sports clubs and organisations.

We actively encourage our employees to get involved with volunteering activities and fundraising.

Budget:

We have a dedicated budget for the implementation of our CSR strategy at both Group and site level. Each of our sites have provision to draw down funds for site specific CSR activities.

Operational Team:

An operational Team, including a Director, will have responsibility for the development of a CSR Action Plan and ensuring the targets set are reviewed each quarter and being actioned.

Review:

The Foyle Food Group CSR policy will form part of our “Shaping our Future 2020-2025 strategy” and will be reviewed annually or earlier depending on business requirements.