


Document Reference HR 005	HR Quality Management System HR 7 Corporate and Social responsibility policy	
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Meatsnacks Group Limited (the Company) ***Vision and Values*** recognises the importance of integrating its values and business operations to meet the interests and expectations of all stakeholders be they investors, employees, customers and suppliers or vendors as well as the community and environment in which we operate.

Our Principles:

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business
- We aim to demonstrate these responsibilities through our actions and within our polices and processes
- We shall be open in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development
- We take seriously feedback received from our stakeholders
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. Our performance with regard to this policy rests with all our employees.

Business Conduct and Corporate Governance

- We are committed to ensuring that our business is conducted according to ethical, professional and legal standards - ***Ethical Trading & Modern Slavery Policy; Ethical Trading Policy; Forced Labour Policy***
- We shall operate in a way that safeguards against unfair business practices and our contracts set out the terms, conditions and the basis of our relationship;
- All the laws and regulations that apply will be complied with – such as the Bribery Act;
- We endeavour to ensure that stakeholders have confidence in the management processes of the business by the conduct and professionalism of our employees. We train and develop our staff to achieve this;
- All parties with whom we have a business relationship with will be treated in a fair and respectful manner – ***see our Equality & Diversity policy***
- We ask our customers for feedback on our performance to continually improve our service and ensure that comments are reviewed and acted upon.
- We endeavour to reduce our impact on the environment by promoting environmentally friendly solutions whilst maintaining a successful and competitive business;
- We are adopting and implementing an ***Environmental Management System*** which is designed to meet and comply with the requirements of ISO14001:2004;
- We aim to dispose of waste in the most environmentally friendly way;
- Through the use of our technology we aim to reduce the environmental impact of unnecessary power consumption and more efficient business travel;
- We seek to minimise the effect of employees travelling to and from our offices by considering flexible working where appropriate;
- Further information on approach to the environment can be found in our ***Environmental Policy***.

Our People

- Our success depends on recruiting and retaining the best people – ***see our Recruitment & Selection Policy***;
- Our employees deliver the customer service that our business relies on and we believe in investing in our people is the right way to promote and support excellent service;
- We support the development of our employees with personal development plans, training and induction programmes – ***see our Company Training Plan***
- We communicate with and get feedback from our employees through many channels including employee surveys, noticeboards, workforce forum, workforce briefings and team meetings – ***see our Internal Communications Strategy***

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- We aim to support the protection of internationally proclaimed human rights;
- We aim to eliminate discrimination on any grounds and promote equality of opportunity, diversity and inclusiveness – *see our Equality & Diversity section in the Employee Handbook*
- We will ensure that all employees are treated with respect and dignity and free from harassment;
- We aim to provide a clean, healthy and safe working environment in line with our health and safety policy, safe systems of work and approach to wellbeing - *see our Health & Safety Handbook*

Charitable Giving

- We support our employees who wish to raise money for charity and do this by contributing to fundraising activities, and enabling the promotion of such activities;
- We support charitable giving by providing gifts and donations to charities supported by our stakeholders
- We encourage our employees to volunteer for recognised national or local voluntary agencies and where practicable and reasonable allow flexibility in working arrangements to allow employees time off to undertake volunteering duties

The Consumer Community

Through our product design, marketing and sales we aim to deliver products that are safe to eat, are contributing to healthy lifestyles, and enhance overall well-being.

Suppliers and Partners

- We favour long-term relationships and seek to get the best value from our suppliers and vendors on behalf of our customers. We do this in a responsible way and work within statutory and voluntary codes of practice;
- Securing the best price is a critical part of what we do in order to pass the benefits on to our customers. But whilst we negotiate hard on price, we will never compromise on a commitment to ethical practices;
- Our ethical trading policy and our commitment to undertaking our Modern Slavery Act responsibilities requires our suppliers to observe and comply with our policies, in particular in relation to recruitment of labour, employment practices, child labour, environmental impact and worker safety;
- Our procurement activity takes into consideration value as well as factors relating to the
- Environment, sustainability, safety and employment.

Our Trading Customers

We aim to meet and support our main trading customers’ ethical trading, human rights and environmental standards by submitting to regular audits.

We commit to acting upon any recommendations made following audits that improve and enhance our ethical approach, or to improve workplace practice and the wellbeing of our employees.

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