

## Oscar Mayer Corporate Social Responsibility (CSR) Policy Statement

### CSR Principles:

Oscar Mayer is committed to conducting our business in a responsible and sustainable way. Expectations are for us to be part of a sustainable supply chain, fully understanding our customers and consumers. *Producing food responsibly*

It is our belief that a sustainable business model is achieving commercial success, whilst delivering social value all within environmental limits.

Oscar Mayer's CSR Commitments are built on 3 critical pillars:

### People & Communities

Oscar Mayer's cornerstone is our people; their loyalty, dedication and long service all contribute to the continuing success of our company. We focus heavily on development, not only for the future success of our employees but to ensure the sustainability of our business in the future. We work in partnership with local charities and organisations nominated by our people, to have a positive impact on the communities where we live and work

### Product & Supply Chain

We are committed to supplying outstanding quality, value and service to all our customers. Oscar Mayer is committed to ensuring a high standard of ethical trade practices, including the provision of safe working conditions and the protection of workers' rights, across our supply chain. We purchase goods and/or services globally in accordance with our Ethical Trading Policy; which contains all the principles of the Ethical Trading Initiative Base Code. We seek to engage with suppliers who adhere to socially responsible business practices.

### Environment

Our environmental pillar is centred on resource efficiency. Reducing waste in every part of our business. Eliminating the unnecessary waste makes economic sense and reduces our impact on the environment. Improving the environmental sustainability of our operations means we are more resilient and enhances the sustainability of Oscar Mayer as a company and, ultimately the products we produce.

### Focus Areas:

- 1. Our People & Communities**
  - Building and developing a highly motivated, skilled and stable workforce
  - Identifying our colleagues' potentials through training and development
  - Working with educational and social support organisations
  - Ensuring our activities, and our supplier activities, do not directly or indirectly violate human rights
  - Proactive behavioural observation & near miss system in place
  - R/A & Safe System of Work Reviews (SSOW)

- Behavioural safety leadership training for managers and supervisors
- Support of Local and National Charities (Grocery Aid, Fareshare)
- Supporting Global Charity Initiatives (Farm Africa)

### 2. Our Products & Supply Chain

Ethical Trading Initiative Base Code.

- SEDEX buyer membership
- SEDEX risk assessment of our Supply Chain
- Developing healthier meals
- Contributing towards closed loop packaging solutions
- Responsible sourcing aligned to our customers

### 3. Environment

- Operational Energy Use – resource efficiency
- Water Reduction
- Waste Management and zero to landfill
- Food Waste reduction and redistribution
- Pollution Prevention

### How do we deliver?

All the elements of the CSR policy are directed at a group level, delivered by the site teams and are backed up by Company policies including; Oscar Mayer Policy on Ethical Trading, site H&S policy, site HR policies and our site Environmental Policies.

### Key Performance indicators

Site targets include KPIS covering H&S, Ethical Compliance, HR & Environment with best practice shared across the group


Where we deem longer term vision necessary we have time bound targets which we report annually which include:

- Energy efficiency 30% improvement by 2020/21 against our base year 2008/09
- Water usage 50% improvement by 2020/21 against our base year 2008/09
- Zero landfill 2018

### Supporting Documents:

Ethical Trade Policy, H&S policy, Site Environmental Policies

Signed:



Chief Executive

Date:

24.05.2018