

Our Corporate Social Responsibility

As part of the Agrial Group we are committed to sustainable development. Agrial are signatories on the United Nations Global Compact and Sustainable Development Goals.

At Agrial Fresh Produce Ltd, we endeavour to positively impact the environment in which we operate and with the people and organisations we engage with as a business, by striving for excellence across these six key areas of responsibility.



Our Employees



Our Environment



Our Community



Our Suppliers



Our Consumers



Our Customers

GOLD

2020
ecovadis
Sustainability
Rating

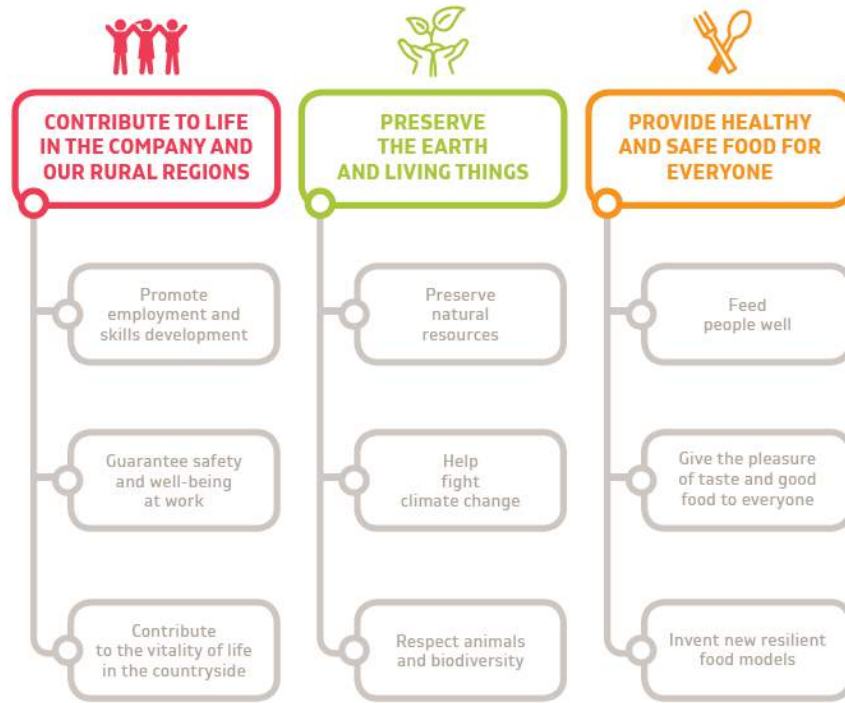


Our Corporate Social Responsibility



As part of its corporate responsibility initiative, since 2018 Agrial has been a signatory of the United Nations Global Compact and its 10 principles covering human rights, standards in the workplace, the environment and fighting corruption.

As well as the Global Compact, our policies and action plans associated with our sustainable development progress project contribute to the 10 United Nations Sustainable Development Goals.



In the UK, Agrial Fresh Produce's CSR Pillars flow down from the wider Agrial Group's commitment to People, Earth & Food.





Our Employees

Health & Wellbeing of our Employees

Agrial Fresh Produce is committed to providing good workplace standards, assuring the health and wellbeing of all our employees. We expect all our employees to follow the Agrial Code of Conduct.

- Healthcare cash plans
- Discounted shopping benefits
- Financial savings and loan schemes
- Regular wellbeing promotions at all sites
- Employee Assistance Programme for all employees and their immediate family
- Free health checks and advice provided by community healthcare organisations





Our Employees

Employee Communication

We believe that effective employee communication and consultation is particularly important in achieving our business objectives.

Employee Forums

We value employees' opinions and seek to actively involve them in the decision making process. Meetings are held monthly with the aim of gathering employee feedback and putting forward suggestions to make our company an even better place to work.

Employee Recognition

Recognition schemes are also in place throughout the business to ensure we recognise great examples of employees going the extra mile.



Employee Forums





Our Employees

Training & Development

It is our policy to invest in our people and provide training and career development so they can grow and progress within the company.

Employee training includes:

- Management training
- Team leader development
- Apprenticeships
- Food Hygiene and H & S training
- First Aid

Equal Opportunities

Our employment policies are designed to attract and retain high-calibre people, regardless of age, gender, race, religion, disability, nationality or sexual orientation



Invest in Our People





Our Employees

Our Modern Slavery Statement

We take a holistic approach to human rights. Addressing modern slavery and people trafficking is part of a wider focus on safeguarding human rights within our business and supply chains.

The policy clarifies our position on diversity, freedom of association, workplace health, safety and security, working hours, wages and benefits, child labour and modern slavery. It also prohibits the use of all forms of forced labour including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.





Our Employees

Safety in the Work Place

Under the Health & Safety at Work Act 1974, our business has a responsibility not to injure its workers whilst they are at work. Equally, employees have a responsibility to co-operate with safety measures and not to do anything that will cause themselves or their colleagues harm.

As part of our ongoing commitment to health and safety, we have a number of initiatives in place, including:

- Health & Safety induction
- Safety updates & briefs
- Policies & procedures
- Safety Starts With Me
- Training & Standard Operating Procedures
- Safety meetings
- Golden Rules

The sites run a 'Safety Starts with Me' program which offers employees the chance to raise safety issues in an open and honest forum with their line manager. This helps to identify behaviours which could be dangerous and also gives employees the opportunity to suggest improvements.





Our Employees

Employee Benefits

We strive towards providing our employees with a great place to work.

Flexible working hours to suit the needs of individual employees to help them achieve a better work-life balance.

Retailer & Leisure discounts available through a discounted shopping platform – myepicrewards

Benefits to encourage healthy lifestyle: cycle to work scheme and discounted gym membership scheme

On site canteen areas providing subsidised food and drink.

Volunteering days - opportunity to volunteer a day a year paid for a charity.

Product samples





Our Employees

Giving Back

Fundraising and Charity

We encourage our employees to get involved in fundraising and charitable activities throughout the year, particularly those that promote a healthy and active lifestyle. Our employees regularly take part in community sporting events including;

- **Community walks and runs**
- **Cycle event**
- **Mud runs**

Christmas

In the Christmas spirit, all of our employees receive a Christmas gift to say thank you for their hard work over the year. We also host a complimentary festive events in our canteens.





Our Community

Keeping it Local

The Company is an active member of the areas in which we operate and aims to make a positive contribution to local communities by getting involved in local events, by bringing jobs for local people and supporting neighbouring businesses and organisations.

We sponsor a local school in partnership with a supplier to ensure every child gets the opportunity of a breakfast each day

Community Events

We are an active member of the local community in the areas we operate in.

As examples, our Lichfield site supports the Fradley 10k, our Wigan site works closely with the local Wigan Youth Zone and our Axgro site fundraises for the local hospice.





Our Community

Encouraging New Talent

By developing links with Universities, Colleges, Apprentice Providers and Schools, we are a promoter of STEM (Science, Technology, Engineering and Manufacturing) based careers and also employ a significant number of local people in the areas in which our businesses operate.

We offer a range of programmes for students and those looking to develop their career including;

- Engineering apprenticeships
- Graduate scheme
- Work experience
- Internships





Our Community

Local charities

As part of our support to local nominated charities, our employees participate in fundraising events and raise money for good causes.

All sites support local charities, for example Lindsey Lodge Hospice in Scunthorpe, St Giles Hospice in Lichfield and The Brick Project in Wigan. We work closely with these charities and sponsor some of their fundraising events throughout the year including St Giles yearly Solstice walk event.

As a Company we support Fareshare to redistribute surplus food to front line charities.

All sites offer all employees volunteering days to support local charities.





Our Consumers

We deliver healthy, great tasting food to help our consumers lead a healthy lifestyle. To ensure our products always meet the highest quality standards, we;

- Enforce demanding procedures and controls
- Adopt high food safety standards
- Conduct daily taste and quality panels to ensure our products are always fresh, appetising and tasty throughout their life-cycle

We are committed to having no red traffic lights on the food we produce.

We supply our Freshbox via a direct to consumer model from our Lichfield site where customers can have a box of fresh salad delivered locally direct to their door.





Our Consumers

Consumer Health

Our products are part of your 5 a day, where there are added health benefits, we add these to the pack as we do on our Power of Plants Range.

Recipes

We offer healthy and delicious tasting recipe inspiration for all of our products in the salad recipes section on our consumer website. These are to inspire you to eat healthy food by making it tasty and great looking as possible. The recipes include both our leafy salads and our beetroot products

<https://www.florettesalad.co.uk/salad-recipes>



• PART OF YOUR 5 A DAY •





Our Consumers

Freshness Guarantee

As part of a farmer owned business we can source the very best quality leaves

At Florette, we believe our products should always be fresh. That's why we are offering consumers the chance to claim their money back, if they are dissatisfied with the freshness of their Florette product.

Consumer Feedback

We always welcome feedback on our products, and consumers can contact us in a variety of ways.

**Agrial Fresh Produce, Florette House,
Wood End Lane, Lichfield, Staffordshire WS13 8NF.**

**Tel: 01543 250 050
madewithsunshine@florette.com**





Our Environment

Accreditation

Leaf certification guarantees that we bring you food grown by farmers who care about the environment, protecting and enhancing the countryside and promoting sustainable farming methods. Our farm in Essex has the Leaf Marque accreditation.

- **Leaf certification:** 100% of programmed leaf product used in the UK come from certified farmers (UK, Spain, France)

<https://leafuk.org/>

Our Farm is also accredited with Red Tractor, GRASP and GlobalGap





Our Environment

Raw Material Growing - Caring for the earth

- **Biodiversity:** As part of the leaf certification, we encourage wild life in farms
- **Greenhouse:** Our farm in the UK, Agrial Fresh Farms captures rain water to reuse for tunnel irrigation
- **Green waste:** We send all production waste back to farmers which they use to feed livestock

Transformation of Raw Material

We use Ultra-Sonic Sealing where possible to keep our salad fresher for longer and reduce film waste





Our Environment

Energy Reduction

We are working with the wider group on a project to reduce energy throughout the sites

Lighting is being changed to more energy efficient lighting.

More efficient equipment that reduces energy usage is being installed as part of our ongoing capital plans.



Clean Dry Safe

Our Initiative to ensure a safe working environment and reduce both product and water loss by working in a lean, effective way.

We aim to reduce water and electricity usage by 10% by 2025





Our Environment

Reducing Emissions

Supply Chain

In order to reduce our CO2 emissions we minimise empty lorries by collecting raw materials on the way back from delivering to our customers.

Investing in Innovation in UK Agriculture to reduce the need to import outside of the summer season

At our Lichfield site we have restricted on site car parking and a limited number of cars allowed onto our Lichfield site. We offer a complimentary door to door minibus service to facilitate our employees' journey to and from work to help reduce gas emissions.





Our Environment



Food Waste

Food waste contributes significantly to deforestation and global warming - the more food wasted, the more food packaging wasted. We are working hard to reduce food waste, not only in our factories but also by educating our consumers.

Packaging

As part of our commitment to reduce packaging we are looking at packaging alternatives that are either re-cyclable, bio-degradable or compostable. We are also looking at eliminating any unnecessary plastic use. Current initiatives aim to reduce this by 50% per year. All our unused film is sent back for recycling

As a Group we support the Reduce, Recycle, Reuse Campaign





Our Suppliers

We are a Farmer Owned Company

Agrial Fresh Produce is part of a cooperative therefore 50% of the farmers who grow our tasty salad are stakeholders within our business.

We benefit from;

- Investment in the future and longevity of our business
- A stable financial background
- A community feel within our company
- Flexibility within our supply chain





Our Suppliers

The Company works closely with their growers with many long established relationships. Being a member of LEAF we work to support sustainable food, agriculture and farming. All primary suppliers are SEDEX registered. Our aim is for all programmed suppliers to have GRASP accreditation.

As a company we have a robust supplier approval process which involves ethical audits to ensure our supplier's ethical stance is aligned with ours. We audit compliance against our code of practice which are in line with the Global Gap standards and Sedex (Supplier Ethical Data Exchange). As a Co-operative we aim to build long term sustainable relationships. We work with suppliers accredited by Global GAP. All of our key suppliers commit to Agrial's Responsible Purchasing Charter.

Working in partnership with the GLAA (Gangmasters Labour Abuse Authority), ALP (Association of Labour Providers) and Stronger Together helps us support our growers and employees throughout our supply chain to minimise the risk of exploitation and risk of modern slavery.





Our Customers

We work in partnership with our customers to ensure we deliver;

- **A sustainable supply chain** giving us the opportunity to partner with our customers to ensure we are delivering a responsible service.
- **Commitment to improvement** of our procedures to ensure we grow alongside our customers.
- **Re-usable crates**
- **Optimised transport to and from our customers**
- **No empty lorries**
- **Minimal wastage**





Our Customers

Customer partnerships

The company has worked in partnership with customers as part of their farm to fork initiatives and hosted school children in its NPD kitchens to encourage healthy eating.

Working with a key customer we have sponsored a local primary school in Wigan as part of their Breakfast club programme to help school children have a nutritious start to their school day.

