

<b>CORPORATE SOCIAL AND ENVIRONMENTAL RESPONSIBILITY POLICY</b>		
Ref: <b>CSERP19</b>	Issued: <b>20.01.2012</b>	Reviewed: <b>02.01.2019</b>
Issued By: <b>J. Baker</b> Reviewed by <b>A. Maxwell</b>		Authorised By: <b>N. Welsh</b>

The Yearsley Group are involved in cold storage, distribution and food sales. Our business operations have an impact on the environment, local communities and other groups including our employees, suppliers and customers. We are committed to managing these impacts.

Our approach to CSER is about managing our social and environmental impacts and our other responsibilities while creating economic value. We use the ISO 26000 Guidance on Social Responsibility to guide our CSER activities and strategy.

We want to minimise any potential negative and maximise any positive impacts our business activities have. As such we are committed to:

- Manage our business in a responsible way, with appropriate governance structures and due consideration for sustainability;
- Meet or exceed all legislation, regulations and other requirements applicable to our business;
- Regularly review and report on our CSER performance and continue to strive to improve;
- Raise awareness and encourage active participation by our employees in our CSER activities;
- Communicate this policy to staff, customers, regulators and other interested parties;
- Respect and uphold the human rights of our staff, suppliers, customers and other stakeholders and not discriminate against them on any illegitimate grounds;
- Treat our employees fairly including providing secure employment, fair conditions of work, protecting health and safety at work, providing equal opportunities, respecting rights to collective bargaining and providing opportunities for training and development;
- Manage and reduce our environmental impacts including implementing an environmental management system certified to ISO 14001, preventing pollution, and protecting the environment and biodiversity. Our full approach to managing our environmental impacts can be found in our Environmental Policy;

- Adhere to the principles of sustainable waste management by applying the waste hierarchy to eliminate, minimise and prevent waste production, to re-use or recycle or recover waste where possible and only to send waste to landfill and incineration only when other alternatives have been explored.
- Operate in a fair and transparent way, promoting fair competition, anticorruption and social responsibility in our value chain;
- Provide our customers with high levels of customer support and service, resolve disputes quickly and fairly, market our products fairly and provide fair contracts, protect our consumers' health and safety and promote sustainable consumption;
- Strive to be a good corporate citizen by providing employment and supporting local communities and charities;

CSER is managed by the CSER management committee, which consists of members of staff from various areas of the business to form a multi-disciplinary team. The team meets as required to ensure that projects are progressing and to ensure that any overlaps are captured. This will also enable us to monitor, assess progress and report any results to the business. The Environment Management and Social Responsibility Management teams will also feed into the committee.

Finally, in addition to the CSER management committee, our Managing Director and the Board of Directors have given their full support to this policy and approach.

For and on behalf of  
Yearsley Group



Tim Moran  
Managing Director  
Logistics