

Corporate Social Responsibility (CSR) Policy

At **The Flavourworks** we recognise that we have a corporate responsibility to ensure that we operate in an ethical and moral manner at all times and that we are conscious of, and aim to minimise, our impact upon the world around us.

Within the last 12 months we have become a zero-to-landfill company and seen significant reduction in water usage by improving our cleaning regime.

We want colleagues, customers, suppliers and visitors to know that we monitor and target key areas of impact and that, where practical, we are working on identifying ways of reducing our footprint.

We have 4 key principles that govern our thinking:

1. We **expect** colleagues, suppliers and contractors to operate at all times to the **highest moral and ethical standards** (as recognised by the Ethical Trading Initiative and their Base Code Principles - refer to page 2).
 - a. If it doesn't feel right, **don't do it** - or question it.
2. We want to be able to **measure** our environmental impact in specific areas.
 - a. And once measured, we will work to minimise.
3. We will always aim to be amongst the **best in class**.
 - a. We will learn from **anyone**.
4. CSR is an important part of our business culture, and we will meet **regularly** to review progress and identify areas for improvement.
 - a. It will form part of our senior management agenda.

This year we are focusing our efforts on the following key areas:

1. **Electricity and Gas Consumption.**
 - a. We want to reduce our usage per kg of product produced.
2. **Plastic usage.**
 - a. We want to continue to remove, reduce or reformulate the plastics that we use.
 - b. We will drive awareness of usage by holding an annual Plastic Awareness Week in October
3. **Carbon Footprint.**
 - a. We will measure and understand our footprint.
 - b. We will assess our ability to respond and agree a way forward

In addition, each year The Flavourworks will choose a local charity and commit to raising a substantive sum for them. Details of our charitable work will be published in full on the company website.

We will review this policy on an annual basis.



Ethical Trading Initiative (ETI) Principles

1. Employment is freely chosen.
2. Freedom of association and the right to collective bargaining are respected.
3. Working conditions are safe and hygienic.
4. Child labour shall not be used.
5. Living wages are paid.
6. Working hours are not excessive.
7. No discrimination is practised.
8. Regular employment is provided.
9. No harsh or inhumane treatment is allowed.

For more information refer to: <https://www.ethicaltrade.org/>