

## 2021 AGM Written Questions and Responses

***Q: Throughout the COVID-19 pandemic there have been concerns about transmission of COVID-19 between workers working in the food manufacture sector in the UK after a number of outbreaks have been reported to have started in factories, including Cranswick factories.***

***I read in your annual report that the companies reported RIDDOR rate of 0.37 in 2020, compared to a rate of 0.52 in the food manufacture sector as a whole in the UK. However, the TUC have expressed concerns regarding widespread under-reporting of COVID-related instances in the food manufacturing sector. Would Cranswick also give full disclosure of COVID-related cases and fatalities among their workforce, including agency workers?***

A: Cranswick does not publicly disclose details of positive tests and fatalities in its business, although Cranswick does provide full details of positive cases to PHE and other relevant regulatory bodies in accordance with legal requirements.

Where the Group has positive COVID cases identified at its facilities these are reported to PHE and any further details requested provided in accordance with relevant legal requirements. Where an outbreak has occurred at a facility and testing is undertaken an Incident Management Team is usually formed which includes representatives of the Company, PHE, HSE, the local authority and other relevant Government agencies at which all relevant data (including test results) are fully disclosed by the Company to the relevant agencies.

In relation to the requirement to formally report cases of COVID as a RIDDOR, HSE guidance makes it clear that this only applies where a case is attributed to an occupational exposure to COVID (as opposed, for example, to where COVID has been contracted in the community). Cranswick has worked closely with PHE and HSE during investigations which have confirmed that Cranswick has in place sufficient measures to reduce/control the risk of transmission of COVID in the workplace. In such circumstances, where COVID is a community related issue, the Group has been advised that it would be inappropriate to report cases as a RIDDOR given the likelihood that the relevant employee may have contracted the virus in the community (particularly in light of the extensive controls and preventative measures Cranswick has in place at its facilities).

***Q: Would Cranswick also commit to appointing union elected health and safety reps?***

A: Cranswick has a Health & Safety Committee at each of its sites which include worker representatives. This is open to any employee to participate in. The Group does not enquire whether individual members of the committees are union members (who are free to participate in the same way as any other employee).

***Q: Secondly, to ensure that staff can afford to self-isolate it is essential that they are entitled to sick pay. However, the TUC have raised concerns that statutory sick pay (SSP) at £96 per week, is not enough to live on. Their research shows that 43 per cent of workers would have to go into debt or not pay bills if they were on SSP for two weeks. Best practice would be to ensure all workers, including any agency staff, receive full pay if they were to have time off ill or to self isolate.***

***Can the board please explain the company's current sick pay provision, and will they commit to providing workers with full rate sick pay?***

Where Cranswick has temporarily closed facilities and/or employees have been requested by the Group to self-isolate as a result of the occurrence of an outbreak, all employees and agency staff (full time and part time) have continued to be paid their full contractual rate of pay. Cranswick also encourages its contractors to do likewise.

More generally, the Group pays statutory sick pay where employees are not at work, although this would be reviewed in the case of an outbreak and, where appropriate, contractual rates would be paid.

It is worth also noting that last year Cranswick paid a bonus of £500 to all production staff and this year paid a further bonus of £400 to all staff to recognise their contribution throughout the pandemic