

## Group Corporate Social Responsibility

Cranswick was formed in the 1970's by a group of farmers in East Yorkshire to produce animal feed and market pigs, and has subsequently evolved into a business focussed on the food sector, joining the Stock Market in 1985. We operate from a number of farms and processing sites that collectively produce fresh pork and poultry, gourmet sausage and bacon, cooked meats, charcuterie, food to go, and pastry products which are supplied to leading food retailers, food service companies and other food manufacturers.

This policy recognises Cranswick's economic, social and environmental impact, whilst seeking to maximise the benefits and minimise and effectively manage any risk.

We aim to integrate business values and operations with honesty, partnership and fairness in order to meet the expectation of our stakeholders and in our relationships with them. This includes our customers, employees, regulators, investors, suppliers, the local community and the environment.

In order to define the scope of our commitment, this policy can be divided into several core values.

### **Our Ethical Business Conduct:**

We value the principles of openness and honesty in all aspects of our business and are committed to communicating our strategies, targets, performance and governance to our stakeholders.

We aim to ensure a high level of business performance and the best possible level of service to our customers and this is driven by our expectation that every employee should adhere to the group's core values and to uphold them in the workplace.

We will meet and where possible exceed all legislative requirements throughout the business and maintain internal controls to ensure that these standards are met.

We are committed to acting ethically and fairly at all times and to having the measures in place to report any instances where this commitment is not being met.

### **Our People:**

We are committed to the highest standards of responsible behaviour, dignity and integrity in our relationships with fellow employees, customers, business partners and authorities and in so doing endorse the principals of the Ethical Trading Initiative.

We will respect the rights and dignity of every employee and treat them fairly and without discrimination regardless of their employment status and in line with our Equal Opportunities policies.

We recognise that the people that we employ either on a temporary or permanent basis are our biggest asset. We will therefore strive to ensure that the standards detailed above are implemented throughout the business and at all levels.

We believe in team working and the sharing of knowledge throughout the organisation, communication is key to the development and progression of our business.

We recognise Health and Safety in the workplace as one of our highest priorities and we are committed to the training of all staff in this area starting from induction and carried throughout their employment.

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To every extent possible work performed on behalf of the company shall be based on a recognised employment relationship established in accordance with national law and recognised business practice.

### **Our Products & Raw Materials:**

Our core values with regard to the safety, legality, quality and integrity of the raw materials we use and the products we produce are stated in the following Group Policies:

Food Safety & Quality Policy

HACCP Policy

Animal Welfare Policy

Allergen Policy

GMO Policy

Food Adulteration, Residues & Contamination Avoidance Policy

### **Our Suppliers & Producers:**

We believe that integrity and trust in our dealings with our suppliers and producers is essential in building long term supply relationships which will ultimately benefit our products.

We will always articulate our expectations and requirements prior to supply.

We will work with our business partners to establish and maintain social and environmental compliance standards throughout our supply chain.

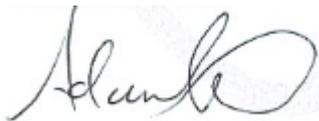
### **Our Impact on the Environment:**

Our core values regarding the impact that our business has on the environment and the key environmental targets set for the business are clearly stated in the Group Environmental Policy

### **Our Customers & Consumers:**

We are committed to a policy of working with our retail customers to ensure clear informative labelling of product so that consumers can make an informed purchase decision based on the origin, authenticity, provenance and nutritional values of the foods we produce.

### **For Cranswick plc:**



**Adam Couch**  
**Chief Executive**  
**Cranswick plc**

**Dated: 1<sup>st</sup> April 2021**

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