

Greencore

COMMUNITY POLICY

Introduction & Purpose

We understand that our business depends on the communities where we live and work and can only be as healthy and sustainable as they are. We see it as our responsibility to actively engage with and support our local communities and this policy helps us to define how we do that.

Food is the heart of our business and we believe that everyone should have access to good food. Food impacts health, loneliness and dietary diversity and helps to create friendlier, stronger, healthier communities. By working together across Greencore, we will build partnerships to increase the social value of food and we will commit to ensuring our surplus food is put to use in the communities in which we operate. As well as offering food to our local community we will also endeavour to support through education, volunteering and working with local charities.

We recognise that our colleagues form communities at work, and play an important role in developing our Greencore culture. It is important to us that our work with external communities also recognises the important role that our colleagues play, in and outside of work, therefore, we acknowledge and celebrate the power of internal community too, supporting colleagues to thrive, support one another and build meaningful connections with each other as part of our work on inclusion.

Our policy helps us support United Nations Sustainable Development Goals:



Our Commitments

We will invest in our local communities to help them thrive, by helping to alleviate food poverty and providing economic opportunity. We have committed to our **#StartsWithFood** project, to help our communities prosper:

- By 2021, we will have a community engagement #StartsWithFood plan at every site
- By 2022, we will ensure 100% of surplus product is donated to our communities
- By 2025, we will have increased the positive impact we have on our local communities

We will be focusing our efforts on:

- Local community relationships – supporting the communities we live and work in
- Food surplus redistribution – between our sites for internal colleagues and externally to charities and community projects
- Food charity partnerships – not just providing food, but sharing our professional skills (health & safety assessments, IT support, Engineering, Supply Chain, Finance Planning)
- Food partnerships with schools – encouraging careers in food, supporting career days / CV coaching, New Product Development workshops designing new products
- Food education – teaching cookery to disadvantaged groups (Ingredients for Life programme)
- Internal community - along with our commitment to external community, our work on inclusion ensures that we commit to celebrate, recognise and mark the community events important to our people, through our annual Inclusion Calendar. We facilitate these events through Colleague Catalyst Groups, made up of colleagues from around the business who help us to plan and deliver important internal colleague community activity. We encourage sites to consider internal community in the context of their plans to ensure that colleague communities are also strengthened. More can be explored in our Inclusion & Diversity Policy.

Who does the Policy apply to?

This policy applies to all Greencore sites and colleagues across the business. This policy is non-contractual and may be amended from time to time to reflect best practice and any changes in legislation.

How does it work?

Roles and Responsibilities

Group level responsibilities:

- Activities will be reported and tracked at Group level. The output of this collated information will be shared both within our sustainability and regulatory reporting and also via Greencore's external communications channels, including Greencore.com and social media.
- Group will also support sites in making community connections, completing basic compliance checks and advising on relationships, where required.
- We will present an annual Good Neighbour Award to the site or individual that has made the most impact. The Good Neighbour Award is awarded at our Annual Colleague Awards to the site or individual that has made the most impact in the community. More information on this is available from colleague.communications@greencore.com.

Site level responsibilities:

- Each site has a Community Engagement Plan that defines the projects they support on an annual basis. These plans reflect our group policy i.e. split between #Startswithfood + Local community initiatives, but enable local ownership and deployment of activities.
- Each site will have a nominated community champion, responsible for the overall development and management of the Site Community Engagement Plan. The Champion can be appointed by the site and come from any technical background.
- Each site will record activity on a central tracker database to aid group reporting and communication and to measure our impact. All community activities and food surplus donations are to be logged in the tracker document, which is available via the [Sustainability Hub](#) on SharePoint.

Delivery

Key principles when developing Community Engagement Plans:

- We will be useful in all that we do, creating active partnerships that aim to leave a lasting legacy.
- Align our charitable actions and activities to focus on "making everyday taste better", using expertise within our business to help deliver action on food related programmes #StartsWithFood and local community initiatives.
- Support our partnerships and community activities with fundraising, employee time and in-kind contributions.
- Deliver maximum return on investment, create positive, sustainable change and deliver a measurable positive impact to the business.
- Measure, communicate and report on our community activities, in line with our sustainability reporting structures.
- Encouraging colleagues to give their time and expertise to support local community and community partner organisation and to donate their time and expertise to support their core activities.

Volunteering

- Volunteering involves spending time during working hours, doing something that aims to benefit an individual or a group of people / organisation. This can include formal activity through public, private and voluntary organisations as well as informal community participation.
- Volunteering can be an invaluable way to build our Greencore brand and get to know our local communities as well as being a development opportunity for colleagues. Volunteering isn't compulsory, but it allows colleagues to gain new skills outside of the work environment. It can drive engagement and is a rewarding way to contribute knowledge and skills.
- Every year we commit to delivering volunteering opportunities for Greencore colleagues to support their community during working hours. Colleagues can volunteer to help local community and community partner organisations, as well as donate their professional time and expertise to support non-government organisations in their core activities.
- The management of volunteering will be undertaken at a local (site) level.
- Each site will be "awarded" a number of volunteering days as a minimum commitment of days for site to hit. Individual teams can bid for volunteering opportunities and sites can award days based on the best applications.

How will the policy be monitored?

This policy will be monitored annually by the Company to review its effectiveness and will be updated in accordance with legislative changes.

We have established a Sustainability Steering Committee comprising of leaders from across the business that has overall responsibility for the delivery of our sustainability strategy, including our framework for community engagement.

Implementation of our community policy is tracked via our Community Committee who meet at least four times a year, to exchange knowledge and best practice, to align strategic thinking and to provide recommendations for the Sustainable Steering Committee to consider. This includes the tracking of key performance indicators for community engagement.

Related documents I may need to know?

- Inclusion and Diversity Policy
- Food Surplus Policy
- Manager and Colleague Guides

Issue	Issue Date	Author	Revision Notes
1	April 2021	Community Committee	New policy