



CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

INTRODUCTION

We commit to reduce our impact on the environment and increase the social value offered through our operation. This is delivered through a Group Corporate Social Responsibility (CSR) strategy programme. The Group CSR strategy is founded on an ethos of transparency and accountability utilising best available technique and collaborating across the industry to innovate and shape change. The CSR strategy is genuine, practical and focusses on providing for our employees (People), clients and customers. It is a vision to grow the business and ensure that all operations are economically, socially, and environmentally sustainable.

RESPONSIBILITIES

The CEO has overall and final responsibility for CSR.

All our people have a personal responsibility to ensure the delivery of the policy, with their conduct contributing to the success of the CSR strategy and are provided with the tools to support this via comprehensive learning and development opportunities.

STATEMENT

This Policy and the CSR strategy serve as a guide to business operations, ensuring consideration is given to people and planet and the legacy our practices will leave. The strategy has been developed with the United Nations Sustainable Development Goals in mind and ensuring we can continue to contribute to these amongst other globally agreed targets and aims.

In circumstance where we are not in control of topics covered by the CSR Policy, (for example. where we operate on a client premises), we will offer advice and influence within the remit of our contract with the organisation.

The CSR Strategy covers four key areas: Zero By 30, Waste Minimisation, Greenest Supply Chain Solution and Create a Culture of CSR. In addition, it is our policy to always act in a socially responsible manner, considering relevant social and environmental factors and to promote this attitude across our business. Our CSR Policy along with those related are reviewed and updated on an annual basis.

1. Climate Change

We respect the environment and drive continual improvement across our business to reduce our impact in line with our Energy and Environment Policy. Our aims:

- To set Science Based Targets by 2023
- To transparently and accurately monitor and measure our impact on climate change
- Reduce total energy use year on year and achieving Net Zero by 2030
- Encourage site level activity to promote behaviour change that promotes low impact operations

2. Waste

We work in partnership with our clients and stakeholders to reduce, reuse and recycle waste in accordance with the waste hierarchy and our Procurement & Waste Policies. Our aims:

- To transparently and accurately monitor and measure our waste
- To actively reduce waste
- To achieve zero waste to landfill for CH&CO sites and to support our clients to do the same
- To work alongside our strategic supply partner to remove disposables where possible or to close the loop
- To contribute to wider industry action on waste reduction through our Courtauld 2030 commitment

3. Procurement

We work closely with our suppliers to create a fair and sustainable supply chain, building strong reciprocal and sustainable partnerships with our suppliers and producers in line with our Procurement Policy. Our supplier selection criteria falls in line with our CSR approach and by being selective, CH&CO ensure that this system is fair to our suppliers without compromising any of the high standards we set for the products and produce we purchase. All procurement is in accordance with our management systems including our IMS, EMS, EnMS and QMS all maintained and certified to ISO standards. Our aims:

- To monitor and measure our impact via our supply chains transparently and accurately



- Ensure a minimum 33% MSME procurement
- Increase supplier diversity by 2023
- Increase annual spend with VCSE's by 2023
- Increase value of raw ingredients from UK or Irish origin by 2023 to above industry average
- Increase food and drink are from certified ethical or sustainable sources by 2023
- Raise animal welfare standards beyond the industry average by 2026
- Ensure all fish is sustainably sourced (MCS 1-3 rated) and increase the volumes from certified sources by 2023
- At least 50% of non-food procurement is from certified ethical or sustainable sources by 2023

4. People & Social Responsibility

Our employees (People) are at the heart of our company. In line with our [HR Policies](#) we encourage diversity and inclusion, provide equal opportunities for all individuals who are employed or who may become employed anywhere within our business. We provide first class development programmes, genuine career progression and excellent support for the mental and physical wellbeing of our People. We are committed to the provision of safety training for all of our team members, in line with their duties, to allow them to effectively exercise their responsibility to the business, colleagues, customers, suppliers and to themselves in ensuring that a safe working environment is maintained at all times. Our aims:

- To monitor and measure our impact on social value transparently and accurately
- Achieve 70% participation in our annual workplace survey by 2023
- Achieve a People retention rate of 82% by 2023
- Pay the Real Living Wage to 100% of our direct employees by 2023
- Achieve a 0% Gender Wage Gap by 2024
- Increase Health and Wellbeing of our team members through a program of training and resource delivery
- Promote a balanced diet through our recipe development and on-site delivery raising the awareness of the value of good nutrition. Public health is everyone's responsibility, and this includes us as a business.
- Continue to partner with multiple local, national, and international charities and provide support via fundraising, donations, and expertise and physical resource provision. By 2023 we will increase charity donations and the number of utilised volunteer days in line with our [Charity and Community Policy](#).

REQUIREMENTS

CH&Co are fully committed in satisfying legislation, regulations, and other compliance obligations.

A handwritten signature in black ink, appearing to read 'Bill Toner', is positioned above the printed name.

Bill Toner - CEO

Date – 28th October 2021