



corporate
responsibility
Policy



CRS Policy

As a responsible employer, we believe that our long-term future is best served by respecting the interest of all our stakeholders:

- Partners
- Customers
- Suppliers
- The wider community

We look actively for opportunities to improve the environment and to contribute to the wellbeing of the communities in which we trade. Our CRS policy sets out the principles we follow and the programs we have developed to focus on the areas where we have significant impact or influence.

Our Principles

Shared responsibilities

Social and environmental responsibility involves everyone. We aim to develop and implement social and environmental policies, which fit in with our partner's everyday activities and responsibilities.

Honesty and accountability

Democratic ownership means sharing profit, knowledge and power. We will communicate our environmental policies, objectives and performance openly and honestly to our partners and others with an interest in our activities, including customers and suppliers. We will encourage them to communicate with us and will seek their views.



Sustainable Progress

We are committed to improving our performance. We will take into account technical developments, changing scientific evidence, costs and customer concerns and expectations in the development and implementation of all new social and environmental policies and procedures. We will monitor our performance, set objectives for improvements and report our progress.

Demonstrable compliance

As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists we will seek to develop and implement our appropriate standards.



Programs

Environment

We will take all reasonable steps to manage our operations to minimize our environmental impact and to promote good environmental practice. We will set and follow high standards in food production, quality and safety. We review regularly our business practices and performance to identify how we can improve our:

- energy efficiency
- minimize packaging
- reduce water usage
- waste disposal
- air emissions

Relationships

We will conduct our business relationships with integrity and courtesy and honour our trading commitments. We aim to build long-term relationships with our suppliers and provide support for small, local, specialist producers. We are committed to trading fairly with all our suppliers and will communicate our responsible sourcing expectations to them in the areas of health, safety and worker welfare, sustainable and profitable agriculture, high animal welfare standards, biodiversity and good environmental practice.



Communities

We will build relationships with our customers, suppliers and the local communities we are part of by encouraging our partners to consider the needs of others and involve themselves in public service. We will obtain a wide range of views on our social and environmental policies and performance.

Partners

We will respect our partners and encourage their development and training. We will promote equality as differences in responsibilities permit and consider the interests of our partners including their welfare, health and safety. We aim to empower our partners and we will recognise individual contributions and reward our partners fairly.

Our ultimate aim is the happiness of our members through their worthwhile and satisfying employment in a successful business.

