

	Global Growers Technical Manual		<b>Applies to:</b> Global Growers
	CORPORATE SOCIAL RESPONSIBILITY POLICY		<b>Issued by:</b> Harvey Sansome
			<b>Approved by:</b> Jonathan Tremayne
	<b>Ref. No:</b> G0129	<b>Version:</b> 01	<b>Date:</b> 01 March 2021

## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **Policy & Scope**

In alignment with our customers, Global supports the United Nations Sustainable Development Goals (SDGs) as the blueprint to achieving a better and more sustainable future for all. The SDG's address the challenges humanity faces, including poverty, inequality, climate change, environmental degradation, peace and justice.

As an importer our approach to Corporate Social Responsibility is to implement our core values of Integrity, Service, Innovation & People throughout our supply chains from farm to customer. Transparency in the supply chain is critical to understand all the points that touch people, product and place, and to ensure we act responsibly towards them with the most efficient processes. To act with honesty in an ethical and fair manner at all times and to sustain a culture within the business that is collaborative, respectful, enjoyable and engaging for our people. This approach is critical in serving customers at a fair and sustainable price.

Our aim is to sustainably & efficiently source and deliver fresh fruit of the highest possible quality standards from around the world to our customers. We take responsibility for our supply chain choices, and commit to using suppliers and service providers who share our values and CSR Principles which focus on:

- Resources & Carbon Emissions
- Human Rights & Communities

### **Standards, Policies & Organisations**

*Resources & Carbon Emissions* – Efficient, considerate use of natural resources is paramount for a sustainable production of fresh fruit and vegetables. As a pre-requisite to supply, all growers in our supply chain must meet Global Gap standards annually. The standard not only verifies a growers ability to produce fruit that is safe to eat but also to produce food sustainably through the efficient use of natural resources available to them. Service providers such as pack houses are encouraged to operate to internationally recognised standards such as ISO 14001 Environmental Management Systems & ISO 50001 Energy Management.

We aim to reduce our corporate carbon emissions by at least 25% by 2025 and plan to achieve this by working closely with Climate Partner to establish our base line CO2e, then

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identify areas within our business and our supply chains where there are opportunities to reduce CO2 emissions in accordance with the Science Based Targets initiative (SBTi).

*Human Rights & Communities-* we are committed to meet our responsibilities towards human rights. Our Ethical Policy reflects the standards and policies of our customers and follows the principles of the Ethical Trade Initiatives (ETI) Base Code, the backbone of our commitment. Supported through the training of buying and non-buying staff in Modern Slavery & transparency in supply chains, this awareness is translated onto the ground with suppliers by our source based teams of procurement, technical & quality personnel. We also strive to actively contribute to the achievements of FNET & Stronger Together as well as attending and participating in source country ethical forums. We support the United Nations Sustainable Development Goals (SDGs) in the context of human rights, and the Fundamental Principles and Rights at Work of the International Labour Organisation. We commit to working fully within the UK law regarding pay, hours, statutory & annual holidays as well as parental leave and encourage all suppliers and service providers in our supply chains to do likewise in accordance with national laws in their country.

The communities we, our service providers and suppliers globally operate in are important to us and we aim to impact them in a positive way. We encourage our suppliers to have their own CSR Policies and update us annually with initiatives that impact their local communities. We direct our colleagues towards organisations such as Mental Health UK for guidance and support on such issues they may face. Local & national food banks are supported whenever possible rather than send surplus produce to waste streams. We also encourage our IT service providers to donate old mobile phones, laptops and PC's to charity. Where facilities exist, we provide gym membership to colleagues to promote physical & mental health. Global is an equal opportunities employer, offers fair and equitable pay to all colleagues.

### **Implementation**

Our due diligence program continually risk assesses our service provider and suppliers understanding and adherence to our Policies. This includes pre-season documentation checks and site visits to verify continual compliance. We strive to prevent and mitigate the impact of any risks that we identify in our processes. This may include review of procurement practices, evidence of remediation with those affected and the re-training of suppliers and colleagues.

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### Structure & Responsibilities

The senior management of Global oversee the implementation of the CSR Policy. The senior team consists of group departmental leaders from key areas of the business including Technical, Procurement, Finance, Operations & Commercial, including the company's Chief Executive. Engaging senior managers who have the capacity to influence colleagues, service providers & suppliers throughout our supply chain is essential in delivering our policies. In country managers assume operational responsibility for the implementation of the company's policies at supplier & service provider levels.

All senior managers report directly to the Chief Executive and a CSR update is built into the monthly senior management meetings. This process ensures the Chief Executive is closely involved in our CSR strategy and can closely monitor new developments and regularly review and approve measures on key issues. These may include emerging human rights issues and actions, changes to our risk analysis, training and raising awareness, CR Initiatives at source and in the UK, cost benefits of initiatives for customers, our carbon status and journey in reducing emissions, our staff well-being and mental health.

### Monitoring & Continuous Improvement

We commit to the principles of continuous improvement and in order to do so will periodically evaluate our suppliers, service providers and our own contribution to this Policy which will also be reviewed at regular intervals.

Name: Jonathan Tremayne

Position: Chief Executive

Signed:



Date: 1<sup>st</sup> March 2021