

# Corporate Social Responsibility Statement



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March Foods Ltd believes that Corporate Social Responsibility is integral to our business. We are dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impacts.

- People
- Environment
- Community

## OUR PEOPLE

March Foods Ltd is committed to providing

- Good Workplace Standards
- The highest standards of health and safety and provide a safe and healthy working environment for all our activities.
- Fair pay and conditions

We aim to employ a local workforce that reflects the diversity of our customers. Our employment policies, including our commitment to equal opportunities are designed to attract and retain high quality employees regardless of age, gender, race, religion, disability, nationality or sexual orientation. It is our policy to provide staff with training and career development so they can grow and develop within the company. March Foods Ltd believes effective employee communication and consultation is particularly important in achieving our business objectives. We value employees opinions and seek to actively involve them in the decision making process.

March Foods Ltd expects every member of staff to take responsibility for their performance and to work together to achieve our goals along with aligning their behaviour to our values whilst acting with:

- Trustworthiness, integrity and honesty
- Reliability
- Respect, dignity, tolerance, privacy and courtesy
- Fairness and equality

## OUR ENVIRONMENT

March Foods Ltd aims to sustain and improve our natural environment for the benefit of all. We are committed to continual improvement in our

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environmental performance by improving the efficiency with which we use resources. We aim to comply with all relevant environmental regulations and legislation, We operate an environmental management system to ensure environmental issues are integrated into our business practices and processes. March Foods Ltd encourages all employees to participate in activities that aim to minimise our environmental impact.

## OUR COMMUNITIES

March Foods Ltd aims to be an active member of the community in which we operate and strives at all times to be a good neighbour. We make a positive contribution to local communities from bringing jobs for local people and families to supporting local projects and events.

## Conclusion

At March Foods Ltd we view Corporate Social Responsibility and high standards of business ethics as critical to the successful long term relationships with our employees, customers, suppliers and the wider community.

We believe that sustainable business practice is about ensuring we conduct our business in a compliant and ethical way taking into account our impact economically, socially, environmentally and with respect to individual human rights.

We understand that our business actions affect local communities and we take care to ensure our impact is positive.

This statement is supported by a detailed action plan which describes our aims and approach to achieving the above obligations through our values, our employees, our work our commitment to sustainability and the integrity of our business practices.