

Corporate Social Responsibility Policy

Seymour Valentine is committed to ensuring that all of its employees are treated with fairness, dignity and respect. Seymour Valentine operates an Equal Opportunities Policy for all employees.

Seymour Valentine aims to:

- Facilitate flexible working where appropriate at site/company level.
- Develop further our reward, recognition and retention strategy.
- Develop smarter working through technology.
- Improve and update the training and induction processes to ensure policies are fully understood and implemented throughout the business, and extend the program of refresher training.
- Continue to explore innovative ways to make training more effective.

Growing and valuing our customers

We recognise that our customers are at the heart of our success and that we need to look to nurture and grow them. We are about offering brands and services that customers want with great service and interaction.

Suppliers – ethical and legal trading

We will continue to review our procedures to ensure that they are robust and aim to gain a greater understanding of our supply chain to ensure that we are protected against potential food fraud and to ensure that our suppliers are complying with our Supplier Code of Conduct including provisions relating to modern day slavery throughout their own supply chains.

Protecting our environment

We shall continue to strive to improve our environmental performance, and will actively assess and manage the environmental impacts of all our operations with a view to reducing environmental impact in accordance with our Health and Safety, and Energy Policies.

Future work will include:

- Developing a 'greener' vehicle fleet.
- Improving access to e-charging points for vehicles.
- Improving recycling rates/waste reduction targets.
- Improving site energy efficiency performance.

Delivering Safely

We will continue to strive to achieve best practice, operating at all times in accordance with the Seymour Valentine Quality Management System and FORS affiliation.

In order to achieve this, for example, we will be working towards the following:

- Continuing to reduce the 'total cost of risk' to Seymour Valentine through improved audit, accident and claims reduction and efficiencies in the insurance programme.
- Ongoing reductions in accidents and therefore claims cost.
- Improved and smarter employee training.

Our priorities for corporate social responsibility for the coming years reflect the business priorities and our business Mission Statement. These are:

- Improving recruitment and retention.
- Developing smarter compliance systems.
- Improving risk management through partnership working with insurers, insurance brokers FORS, The AVA and Safe Contractor.
- Improving and updating training throughout the business to ensure policies are fully understood and implemented. Refreshing Data Protection and Competition Law Training across the business.
- Revising and extending induction processes to include training in these areas (in process).

Reviewing performance

We see our Corporate Social Responsibility as an ongoing process and our aim is to continue to improve in all of the key areas outlined above, and to develop innovative strategies to ensure that we can achieve our Goals.

Seymour Valentine will review our Corporate Social Responsibility performance annually and report progress against key business Corporate Social Responsibility priorities.