



ENVIRONMENTAL POLICY & ACTION PLAN

June 2015

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1. Environmental Policy Statement

Foodspeed Ltd. is aware about our impact on the environment and is committed to leading the dairy and bakery supply chain industry in minimising the impact of its activities on the environment. In order to address this impact and identify ways to mitigate this, we have developed this policy and action plan.

Foodspeed prides itself on its willingness to shoulder responsibility for its actions, and strives for sustainable and continued improvement in environmental performance where practical and appropriate.

At Foodspeed, we carry out our operations in a manner designed to minimise environmental impact on our surroundings and maintain compliance with current legislation, best practice and client specifications, while ensuring a balance between economic, environmental and social issues.

This environmental policy has senior management's full support and is reviewed on an ongoing basis as developments and improvements are made, to ensure it remains relevant. The Managing Director and all senior managers at Foodspeed have the responsibility and authority to monitor the implementation and effectiveness of our environmental procedures and to take necessary action to resolve issues.

The M.D. Manpreet Bawa is Foodspeed's nominated environmental champion and has a role to ensure that the policy is understood, implemented and maintained at all levels of the organisation, directing all employees to comply with its requirements and procedures.

We will periodically review our environmental policy and action plan and refine, in the light of practical experience gained and feedback received, the aspects, objectives, indicators, metrics, and targets of sustainability to which it refers.

We shall establish and maintain a procedure to identify and annually review all legal, and other requirements to which we subscribe, that are applicable to the sustainability aspects of our activities, products and service. We shall conduct periodic reviews of all training programmes we have initiated in respect of sustainability in order to evaluate the effectiveness of the training provided, taking into account of feedback from trainees and responding to the changing training needs of the organisation.

Signed:

M. S. Bawa

Name & Position:

Manpreet Bawa, Managing Director, Foodspeed

Date: June 2015

Review Date: June 2016

2. Commitment

We are committed to ensuring all members of staff; external stakeholders and our clients and other associates have appropriate levels of understanding of our environmental policy and the actions and their responsibilities in supporting the implementation of these for Foodspeed.

Foodspeed makes a commitment to:

- Regularly assess and understand the impact of our processes and objectives with a view towards recycling, reducing, elimination and control of these impacts;
- Continually review and keep records of site specific environmental procedures and issues as they arise;
- Achieve higher standards of environmental performance through setting realistic and achievable targets appropriate to our business circumstances;
- Dispose off processed waste in accordance with our duty of care or control of pollution regulations as applicable while reducing landfill waste and transport costs;
- Operate a sustainable buying process selecting where possible materials and services less damaging to the environment;
- Improve energy efficiency and reduce energy consumption through:
- Continue to monitor our carbon emissions, calculate our carbon footprint and offset the impact with suitable developmental and environmental projects.
- Manage our buildings and any external sites (where we have control of) so as to create the least environmental impact;
- Reduce environmental pollution through reducing the effects of noise, dust disturbance and public inconvenience from our services and premises;
- Adopt the policy of meeting the needs of the present without compromising the ability of future generations to satisfy their own needs;
- Consider whole life costing and energy efficient methods to maximise the efficiency of building premises and reducing running costs;
- Ensure understanding of environmental issues amongst staff, clients, sub-contractors and suppliers as well as any other party affected. Raise awareness of partners of their impact on and responsibilities to the environment;
- Maintain a healthy working environment for employees

3. Consultation

We will, with regard to all aspects of our environmental policy and in-house management systems, establish and maintain effective procedures for:

- a) Internal recommendations between the various levels and functions of the organisation;
- b) Inviting, receiving, documenting and responding to relevant recommendations from external stakeholders.

We will continue to engage the services of external consultants (Sustainable Environmental Solutions – SENs) to provide us with advice and assistance on environmental and sustainability issues. Over the past years, SENs has assisted Foodspeed in undertaking annual environmental audits and drafting and reviewing policy documents.

Management Support & Empowerment of Employees

The approach to sustainable business practice is supported and endorsed by Foodspeed's Senior Management. It is communicated to employees, who are encouraged to provide input into the practices and environmental performance of the company. Ideas are taken on board by Senior Management and used to inform the ongoing review of the organisation's performance.

4. Action Plan for Improvement

We shall establish and maintain procedures necessary to identify the environmental issues which are most significant in terms of our activities, products or services and over which we can be expected to exercise an appropriate level of control and influence.

Areas of significant environmental impact include the consumption of resources including material, energy and water; the use of transport and fuel; the production of waste, emissions to the environment through air, land and water and wider impacts of our activities on the natural and built environment.

We will carry out an assessment of key issues in order to determine those aspects that have or can have significant impacts on the environment. We shall ensure that the aspects related to these significant impacts are considered in setting our objectives. All objectives and targets set shall be fully consistent with the environmental policy, sustainability policy and with each other and shall, wherever possible, be measurable.

We will continue to monitor and record our carbon footprint and offset the impact with suitable developmental and positive environmental projects.

We will address the environmental issues identified as priority areas as a matter of importance and use the principle of Best Practicable Environmental Option in implementing these.

We work with our in-house Environmental champion and our external environmental consultant to identify areas of key priority and set ourselves a plan of action to reduce our impacts. We aim to prioritise actions that show a higher environmental impact on the company's Annual Environmental Report. In the next few years, we plan to build a register of 'Environmental Aspects and Impacts' and a corresponding 'Objectives & Targets' plan and establish and maintain a prioritised programme of action for achieving our agreed objectives and targets.

The action plan will include:

- Key objective
- Action required to achieve the objective
- Designation of responsibility for achieving the objectives and targets set at each relevant function and level of the organisation
- The means and time-frame by which they are to be achieved

On a regular basis, we will review our action plans and modify them as appropriate to ensure that agreed objectives are effectively addressed. For significant development- or modernisation-related investment decisions we will carry out as appropriate a whole life cost-benefit analysis.

5. Current Environmental Practices & Plans for Improvement

Resource Efficiency & Waste Management

Legal compliance: Arrangements are made with our registered Waste Carrier to ensure legal compliance for the disposal of waste. We have a **Duty of Care** towards Waste Electronic and Electrical Equipment (WEEE) including Hazardous WEEE and will take necessary actions for suitable end of life treatment/disposal of any such products.

Waste Hierarchy: At Foodspeed, disposal of waste (to landfill) is seen as the last resort. Where possible, we follow the waste hierarchy with an aim to have zero waste to landfill in the next ten years. Our procurement team works to ensure that only we work closely with our suppliers and reuse packaging material wherever possible.

Waste arising from the office is recycled, in particular paper, plastic (shrink wrap) and cardboard. Staff are encouraged to recycle the waste they produce, and to limit their waste production by printing as little as possible. We also maximise correspondence by e-mail and electronic storage to reduce waste paper.

At Foodspeed, we are aware of the high environmental impact of non-biodegradable materials such as plastic (e.g. shrink wrap). We aim to work towards minimising this impact over the coming years by understanding our 'plastic footprint' and implementing a strategy to reduce our dependency on such materials.

Transport/Fuel

Employees are encouraged to use public transport or car-share where possible. About a third of the employees either walk or take public transport to work. Foodspeed also encourages employees to cycle to work. Where possible, public transport is the preferred mode of transport for all work related journeys.

Foodspeed owns a fleet of vehicles (vans) which have a significant environmental impact in terms of fuel use (use of natural resources) and emissions (generation of GreenHouse Gases). The company and its Directors are aware of the significant impact and are working towards minimising this:

- All vehicles are upgraded regularly with more fuel efficient options
- Vehicles are maintained to improve fuel efficiency
- Foodspeed have installed 'Fleetmatics' – a fleet management software programme that tracks vehicles and is able to monitor and report on distance travelled, fuel consumed, driving behaviour (e.g. harsh braking, speeding) as well as Carbon Footprint of individual vehicles.

To further reduce our emissions, Foodspeed will:

- Continue exploring options for fuel efficient vehicles including electric and hybrid options.
- Organise toolbox talks or similar for drivers on 'Smart Driving' for best practices in fuel efficiency
- Monitor vehicle performance through data available on fleetmatics and work to reduce emissions

Energy Use

All employees are encouraged to limit energy use as far as possible. Motion sensor/PIR lights are installed in the new offices. In the older offices, the energy efficient T5 lights will also be updated with PIR sensors within the next 18 months.

Most of our offices have sufficient access to windows helping us make maximum use of natural light. Computer equipment, appliances and lights are turned off when not in use; windows are kept closed when heating or cooling is required.

This year, the company procured a new refrigeration unit which is significantly more energy efficient than the previous one.

In order to ensure we implement best practice in energy management in our offices and warehouse, Foodspeed will:

- Procure electrical and electrical goods and equipment (e.g. IT equipment, cooling and chilling equipment) of high energy rating.
- Consider green tariffs where possible
- Explore options for installing Renewable Energy technology where practicable

Sustainable Procurement

We have a 'Sustainable and Responsible Sourcing policy; whereby a majority of our materials are procured from suppliers who offer the 'green' or ethical (fair trade, organic, etc.) option, where possible.

In order to reduce Foodspeed's environmental impact through its supply chain, we aim to:

- Procure environmentally friendly materials/goods where possible e.g. FSC certified paper/card, Energy efficient office equipment (computers, photocopier)
- Consider green tariffs when procuring energy
- Promote the use of ethical products (fair trade, organic) in our supply chain

Carbon footprint and Offset

Foodspeed has been calculating its Carbon Footprint for the past 4 years using Scopes 1 and 2 of Defra's GHG protocol. In 2014, Foodspeed's total Greenhouse Gas (GHG) footprint was approximately of **298.61 tonnes CO₂e**, which equates to **5.972 tonnes CO₂e per employee** (using an average of 50 FTE employees for 2014).

The company has offset its Carbon Emissions for the year 2014 by contributing to two projects:

1) Sustainable Deployment of the LifeStraw Rural Family in Rural Kenya

The Lifestraw® Family units treat contaminated drinking water via a special microbiological filter. This reduces the demand for conventional water treatment, which is achieved through boiling water with non-renewable fuels. With the assistance of carbon finance, this project becomes economically sustainable and, moreover, provides a significant improvement in public health.

2) YESIL Hydroelectric Power Plant

The YESIL Hydro Electric Power Plant (HEPP) is a grid-connected small-scale hydropower plant with a run-of-river reservoir in Sivas province, Turkey. The total installed capacity of the Project is 14 MW, comprising three 4.666 MW turbines, with a predicted electricity supply to the grid of 56.16 GWh per annum.

6. Objectives & Targets

We shall establish and maintain documented sustainability objectives and targets, at each relevant function and level within the organisation. All objectives and targets set shall be fully consistent with the Environmental policy and shall be, wherever possible, measurable. We will benchmark ourselves against best practice standards established for the sector and seek to continuously improve our performance over the longer period by reviewing and revising the targets set at regular intervals. We will continue to monitor and offset the company's carbon footprint.

7. Continual Review

Foodspeed is deeply committed to sustainable practice across all aspects of its operations. The organisation and its management team recognise that there is always room for improvement. The activities of Foodspeed are continuously reviewed and analysed to find areas that could be refined and improved. This review is conducted on both a formal and informal basis by external consultants, Senior Management and all employees of the company to ensure that Foodspeed never stands still and continues to strive for complete sustainability.

This Environmental Policy is consistent with our other policies and is available to members of the public and other interested parties on request.

Signed:

M. S. Bawa

Name & Position:

Manpreet Bawa, Managing Director, Foodspeed

Date: June 2015

Review Date: June 2016