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# Annual Report and Accounts 2013

## Our Responsibility

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ARYZTA is committed to building a successful and sustainable business for the long term.

The ARYZTA Transformation Initiative (ATI) brings about fundamental change in how we manage our business. On completion of ATI, our commitment to sustainability will be centrally led and locally lived by.

ARYZTA Cares is the initiative aimed at promoting active employee engagement in pursuit of our corporate responsibility goals. As we complete the ATI process, ARYZTA will establish ARYZTA Cares teams with local leadership in every location.

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### Our Approach

Sustainability requires a balanced approach to an organisation's business strategies. Our vision is to be a socially responsible organisation.

- Social: Health, safety and individual growth of employees.
- Economic: Positive impact on the communities in which we do business, engaging in equitable trade practices.
- Environmental: Careful use of natural resources throughout the food's life cycle. Reduction in carbon emissions, water usage and waste.

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### Community

ARYZTA believes in building long-term relationships with its stakeholders, which include consumers, customers, employees, shareholders and regulatory bodies. The Group understands its responsibilities as an important member of the communities in which it operates and encourages its business units to play an active role within them. As well as providing employment opportunities, the Group aims to make positive contributions to its community, by building relationships and earning a positive reputation as a good employer, neighbour and corporate citizen.

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### Workplace

ARYZTA recognises that its continued success is dependent on the quality, commitment and responsible behaviour of its people. The Group provides equal opportunities in recruitment, selection, promotion, employee development, succession planning, training and reward policies and procedures.

ARYZTA provides industry-comparable benefits to support the health and well-being of its employees and their families.

ARYZTA complies with applicable national laws and industry standards on working hours and workplace environment. Safety is of paramount importance for ARYZTA. The Group pursues comprehensive internal safety management procedures, including policy manuals, verification of regulatory compliance, risk assessments, individual site action plans, safety audits, training, formal accident investigation and the provision of occupational health services.

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## Our Responsibility (continued)

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The Group also maintains a strong focus on the use of key performance indicators, internal and external auditing and achieving exacting external health and safety accreditation for its operations.

ARYZTA expects all commercial dealings by or on behalf of the Group to be conducted with integrity and respect for all parties, as well as in compliance with local and national legislation.

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### Marketplace

ARYZTA intends to be a proactive leader in expanding food options, particularly those which incorporate nutritional and healthy ingredients. We also have the goal of providing best in class food, with the minimum number of ingredients.

ARYZTA's commitment to quality includes strict policies, rigorous employee training, and adherence to customer and internal specifications.

ARYZTA believes in developing long-term sustainable sources of raw materials, making sure we address the social, economic, and environmental aspects as part of our sourcing strategies. As part of our efforts towards sustainable sourcing, we engage with our suppliers to work on long-term solutions.

ARYZTA expects suppliers to be compliant with workplace standards and business practices as listed in our Global Supplier Code of Conduct. Suppliers are audited utilising an independent third-party.

To ensure all our food products are manufactured with the highest level of food safety, all of ARYZTA's food processing facilities operate under comprehensive HACCP-systems (Hazard Analysis and Critical Control Point) based on Codex Alimentarius Principles, GMP (Good Manufacturing Practice) and in compliance with all related food laws in force. To this end, ARYZTA contributes to various voluntary initiatives on food and product safety by industry associations such as the British Retail Consortium, International Featured Standards (IFS-Food and IFS-Logistics), AIB International (formerly American Institute of Baking) and the US Food and Drug Administration. All food safety and quality systems are certified by independent third-parties in accordance with the latest versions of the above-mentioned standards.

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### Environment

ARYZTA is committed to a policy of sustainable economic development. It is aware that the Earth's ecosystems are both fragile and vulnerable, and that protecting the environment is critical to the continued well-being of the planet and its citizens. ARYZTA complies with all applicable laws and industry standards related to the environment. ARYZTA works in partnership with its key customers and suppliers in promoting responsible environmental management practices. This includes minimising the use of natural resources and impact on the environment through reducing energy and water intensity, and waste to landfill. In the design and building of facilities, we will incorporate LEED principles under the U.S. Green Building Council guidelines, which aim to conserve water, energy, and other resources, provide a healthier and safer environment for employees, as well as lowering operating costs and increasing asset value.