
Annual Report and Accounts 2009

Our Responsibility

ARYZTA is committed to building a successful and sustainable business for the long term. At the heart of this commitment is a focus on corporate responsibility. ARYZTA pursues a decentralised approach to corporate responsibility through its various businesses and the different markets within which it operates.

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

With regard to business ethics, 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.

ARYZTA recognises that its continued success is dependent on the quality, commitment and behaviour of its people. It therefore provides clear policies and direction to the management teams of its operating businesses, and strives to achieve the highest standards in management practices. The Group provides equal opportunities for all in recruitment, selection, promotion, employee development, training and reward policies and procedures. ARYZTA also complies with applicable national laws and industry standards on working hours.

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

To ensure food and product safety, all of ARYZTA's food processing facilities operate under proprietary HACCP (Hazard Analysis and Critical Control Point) systems, or similar. These are reviewed and validated by qualified third parties. ARYZTA's businesses also contribute to various voluntary initiatives on food and product safety by industry associations such as the International Food Standard (IFS), the US Food and Drug Administration (USFDA), the British Retail Consortium (BRC), and the Fertiliser Industries Assurance Scheme (FIAS).

The Earth's ecosystems are both fragile and vulnerable, and the Group realises that protecting the environment is critical to the continued health of the planet. ARYZTA endeavours to comply with and surpass all relevant legislative requirements and industry standards and use the best practicable means to continually improve its environmental performance.

ARYZTA is engaged in a group-wide process to evaluate and reduce its carbon emissions. This incorporates a review of both production and distribution methods, to provide a basis for measuring its performance in reducing the Group's carbon footprint over time. The Group's businesses are also reviewing their water and energy consumption as part of this process, with the aim of increasing efficiencies and lowering the overall environmental impact.