

CORPORATE SOCIAL RESPONSIBILITY POLICY
FOR
SALADA FOODS JAMAICA LIMITED

SALADA FOODS JAMAICA LIMITED seeks to be a good corporate citizen in all aspects of its operation and activities. To this end we have brought together a series of operating principles under the broad heading of Corporate Social Responsibility (CSR) to serve as a guide to employees in all aspects of their work for the company.

The principles cover all areas of the Company's operations and have been developed with Reference to the relevant codes of Corporate Governance and best practices, taken together, these principles, form our CSR policy. The policy can be divided into six main areas:

1. Ethical Business Conduct
2. Policies Specific to Employees
3. Policies Specific to the Company
4. Workplace Health and Safety
5. Environmental Policy and
6. Community outreach development

1. ETHICAL BUSINESS CONDUCT

a. Our Principles

We value the principles of accountability, honesty and integrity in all aspects of our business. Our policy is to conduct our business in a manner which ensures:

- Fair treatment of all employees and clients
- Transparency of our business policies and practices
- High standards in all matters relating to health, safety and the environment

2. POLICIES SPECIFIC TO EMPLOYEES

b. Ethical business practices throughout our operations

We recognize that the involvement of our employees is key to the future success of the business and we have for many years adopted a policy of keeping employees fully informed on all matters affecting them. We have consistently operated remuneration strategy that recognizes both corporate and individual performance. We are also committed to best practice in employment matters, recognizing the role this plays in attracting and retaining staff.

To succeed in delivering the best possible service to our clients, every employee is expected to adhere to the group's core values and to uphold them in the workplace.

Employees are expected at all times, to exercise the highest ethical judgment and comply with laws applicable to their duties.

Compliance with Codes and Regulations

In addition to the Company's internal operating principles employees shall adhere to all company regulations and national laws and regulations. Managers will be required to familiarize themselves with the codes of practice in the domains for which they are responsible as well as those codes and regulations in force. These will include the rules of the FSC, IAS and other financial services regulators, and HACCP rules.

3. POLICIES SPECIFIC TO THE COMPANY

c. Dealing with Customers, Stakeholders and External Parties

The Company is committed to the provision of accurate information and fairness in all its dealings with customers, stakeholders, officials and any other external party having direct business with the company.

The company has been committed to values of integrity, transparency, honesty and accountability, and these values form the basis of optimum corporate governance. The company

is committed to complying with good corporate governance policies and to listening to and acting in accordance with the wishes of its shareholders as is necessary.

Shareholder Relations

The company's aim is to keep shareholders informed by means of regular communication through the company's website, the press and electronic media throughout the year. Annual and Interim reports are distributed to shareholders and other parties who may have an interest in the company's performance.

4. WORKPLACE HEALTH & SAFETY

The Company aims to provide each employee with a safe place to work.

ELEMENT 1: TO IDENTIFY THE HAZARDS AND EVALUATE THE RISKS IN OUR WORKPLACE

Performance criteria

We must ensure that:

1. we correctly name and locate the persons responsible for health and safety in the workplace;
2. we identify which workplace policies are relevant to our working practices;
3. we identify those working practices in any part of our job role which could harm ourselves or other persons;
4. we evaluate which of the potentially harmful working practices and the potentially harmful aspects of the workplace which are those with the highest risk to us or to others;
6. we report those hazards which present a high risk to the persons responsible for health and safety in the workplace;
7. we deal with hazards with low risks in accordance with workplace policies and legal requirements.

Risks resulting from:

- I. the use and maintenance of machinery or equipment;
- II. the use of materials or substances;
- III. working practices which do not conform to laid down policies;
- IV. unsafe behaviour;
- V. accidental breakages and spillages;
- VI. environmental factors.

Specific knowledge for this element

We must know and understand:

- a agreed workplace policies relating to controlling risks to health and safety;
- b responsibilities for health and safety in your job description;
- c the responsible persons to whom to report health and safety matters.

Evidence requirements

Evidence must be provided to demonstrate competence in identifying hazards with reference to working activities or aspects of the workplace and acting upon your decisions as to whether the hazard presents a high or low risk.

Performance evidence must be provided against each of the performance criteria. The assessor will also need to be satisfied that you have the necessary knowledge and understanding to perform competently in respect of all the range items listed in this unit.

Performance evidence must be provided from real working practices.

ELEMENT 2: REDUCE THE RISKS TO HEALTH AND SAFETY IN YOUR WORKPLACE

Performance criteria

We must ensure that:

1. we carry out our working practices in accordance with legal requirements;
2. we follow the most recent workplace policies for our job role;
3. we rectify those health and safety risks within our capability and the scope of your job responsibilities;
4. we pass on any suggestions for reducing risks to health and safety within your job role to the responsible persons;
5. our personal conduct in the workplace does not endanger the health and safety of ourselves or other persons;
6. we follow the workplace policies and suppliers' or manufacturers' instructions for the safe use of equipment, materials and products;

7. you report any differences between workplace policies and suppliers' or manufacturers' instructions as appropriate;

Our personal presentation at work:

- ensures the health and safety of ourselves and others
- meets any legal duties, and
- is in accordance with workplace policies.

Workplace policies covering:

- I. the use of safe working methods and equipment;
- II. the safe use of hazardous substances;
- III. smoking, eating, drinking and drugs;
- IV. what to do in the event of an emergency;
- V. personal presentation.

Specific knowledge for this element

We must know and understand:

- a. the specific workplace policies covering our job role;
- b. suppliers' and manufacturers' instruction for the safe use of equipment, materials and products;
- c. safe working practices for your own job role;
- d. the importance of personal presentation in maintaining health and safety in the workplace;
- e. the importance of personal conduct in maintaining the health and safety of yourself and others;
- f. your scope and responsibility for rectifying risks;
- g. workplace procedures for handling risks which we are unable to deal with.

Evidence requirements

Evidence must be provided to demonstrate competence in reducing the risk to health and safety. Performance evidence must be provided against each of the performance criteria. The assessor will need to be satisfied that you have the necessary knowledge and understanding to perform competently in respect of all the range of items listed in this element.

5. ENVIRONMENTAL POLICY

The Committee may seek advice from external specialists as and when required.

- seek to improve the energy efficiency of buildings and to manage energy wisely in all operations;
- reduce, wherever practicable, the level of harmful emissions from our office premises;
- introduce programmes that aim to minimize waste;
- dispose of waste and effluents in a responsible manner;
- promote the ownership and control of environmental issues at business level.
- provide the necessary training and support in order to ensure that staff fulfills their requirements.

6. COMMUNITY OUTREACH DEVELOPMENT

The Community Investment Programme has two main components, charitable giving and the adoption of the Jebb Memorial Basic School adopted over 20 years ago. The Company may from time to time make specific one-off donations to support a worthy cause.

The amount allocated is proposed by the Corporate Governance Committee. The committee will consider proposals put forward by the Board, Managers or employees for the use of the funds. Each proposal will be considered on its merit.