

Corporate Governance Statement

Issue 2

This Statement defines how Nobisco takes into account its economic, social and environmental impact whilst engaged in its business activities. Nobisco is committed to corporate social responsibility and we align our business values, purpose and strategy with the needs of the wider community whilst embedding responsible and ethical principles into everything we do.

The Nobisco CGS is communicated to customers and stakeholders through the Nobisco website. Hard copies and further supporting information is available on request.

Environment

Protection of the environment is a key element of Nobisco Limited's values and principles and this constitutes sound long term business practice. Nobisco has achieved external certification of our environmental management system against ISO 14001; our policy toward the environment is defined in a separate, specific policy document. The Directors will ensure that the Company reduces its environmental impact by:

- Reducing the distance travelled and weight transported by our distribution operation.
- Ensuring our vehicles are regularly serviced, emission levels and fuel use monitored and minimised.
- Sourcing and buying locally to save fuel costs where commercially viable.
- Ensuring that all lights and equipment are energy efficient and switched off when not required.
- Where possible all waste is recycled including batteries, toners paper card and polythene.
- To measure monthly carbon emissions in order to show a downward trend per unit of sales.
- Sourcing and supplying sustainable products which can be composted or recycled after use.
- Working with like-minded business partners to take steps to minimise their environmental impact.

Local Community

The Directors will also ensure that our work with the local community involves:

- Supporting local and national charities.
- Encouraging volunteer work in community activities – staff are given additional days away from work.
- Supporting local schools.
- Offering apprenticeships and other training opportunities.
- Nobisco participates in a number of Charter initiatives and was one of the first pioneering companies to meet the Birmingham Business Charter for Social Responsibility.
- Nobisco is engaged with Social Value +, a social value company.

Customers

The Directors will also ensure that we deal responsibly, openly and fairly with customers by:

- Ensuring that all our advertising and documentation about the business and its activities are clear, informative, legal, decent, honest and truthful.
- Being open and honest about our products and services and telling customers what they want to know, including what we do to be socially responsible.
- Ensuring that we benchmark and evaluate what we do in order to constantly improve our competitive edge in the marketplace.

Suppliers

Suppliers are identified on the basis of the quality and price of the service and / or goods they offer and on their compliance with legislation and the welfare afforded to their staff. Directors will also ensure that Nobisco deals responsibly, openly and fairly with suppliers by:

- Ensuring that we use local suppliers where viable in our markets.
- Nobisco will pay suppliers in accordance with agreed terms.

Employees

Nobisco is committed to adhering to all prevailing legislation and providing a safe and fair working environment in which employees are encouraged to reach their full potential. The Directors of Nobisco are committed to the welfare of the staff and have in place the following:

- Nobisco has reached and operates to the 18001 safety standard.
- Nobisco is a member of the Living Wage Foundation.
- Nobisco has reached the Investors in People standard.
- Nobisco complies fully with all employment legislation.
- Nobisco maintains appropriate policies where required.
- Policies such as Equal Opportunities and Whistle Blowing are communicated to all staff at induction training. Copies are also maintained in the company handbook.
- Nobisco has in place lines of communication and mentoring systems to ensure that any concerns relating to the welfare of employees is elevated immediately to senior staff.

The operational responsibility for our commitment to our corporate social responsibility principles lies with the Directors of Nobisco Ltd. Every employee of Nobisco Ltd is expected to give their full co-operation to the above principles in their activities at work.

The effectiveness of the Policy Statement will be monitored and reviewed at least annually by the Directors to ensure the Company's continuing compliance with any relevant legislation, to meet new business requirements and identify areas in need of improvement.



Andrew Morrison
Managing Director
January 2018