

Corporate Social Responsibility Policy

1 Statement of Policy

- 1.1 This Statement defines how Nobisco Limited takes account of its economic, social and environmental impact in the way it operates as a business. By demonstrating our commitment to Corporate Social Responsibility, we aim to align our business values, purpose and strategy with the needs of our clients, whilst embedding such responsible and ethical principles into everything we do.

2 Environment

- 2.1 Protection of the environment in which we live and operate is part of Nobisco Limited's values and principles and we consider it to be sound business practice. Care for the environment is one of our key responsibilities and an important part of the way in which we do business. We have implemented and gained external certification of our environmental management system against ISO 14001, and our policy toward the environment is defined in a separate, specific policy document.
- 2.2 The Directors will ensure that the Company reduces its environmental impact by:
- Reducing our transportation requirements wherever possible
 - 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 is switched off when not required
 - Recycling all waste where possible
 - Sourcing recycled materials where viable in the market
 - Working with like-minded suppliers who take steps to minimise their environmental impact

3 Local Community

- 3.1 The Directors will also ensure that our work with the local community involves:
- Supporting local and national charities
 - Encouraging volunteer work in community activities
 - Supporting local schools

4 Clients

- 4.1 The Directors will also ensure that we deal responsibly, openly and fairly with clients and potential clients 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.

5 Suppliers

- 5.1 The Directors will also ensure that we deal responsibly, openly and fairly with suppliers by:
- Ensuring that we use local suppliers where viable in our markets
 - That we will endeavour to pay on time
 - Not expecting any discounts to have a detrimental effect on their business

6 Responsibility

- 6.1 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.
- 6.2 The effectiveness of this Policy 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.