

J R Wholesale

CSR/Sustainable Food and Farming Policy

Overview

We acknowledge that running our business has an effect on society. We have a responsibility to our employees, and customers, big or small.

We are committed to taking responsibility for our actions and encourage a positive contribution towards improving standards for our customers and employees, minimising our impact on the environment.

Sustainable development can be defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

By putting this policy into practice, we are committed, wherever possible, to:

- Conducting ourselves responsibly and in an ethical manner
- Creating a positive and supportive working environment
- Supporting local communities
- Improving service levels to customers
- Acting fairly in our dealings with suppliers and other third parties
- Minimising the impact on our environment.

We are fully committed to the highest possible standards of openness, honesty and accountability. In line with that commitment, in accordance with our Whistleblowing Policy, we actively encourage all staff members who have serious concerns about any real or perceived departure from the high ethical standard that we set to voice those concerns openly. Our Whistleblowing Policy can be found in our Office Manual.

Our conduct and working environment.

We aim to adopt the highest professional standards and not to act in such a way as to compromise our firm's integrity.

We actively promote respect between our staff members in their dealings with each other, our customers, suppliers and other third parties.

We recognise that our staff are our most important resource. We actively seek to offer our staff a positive and healthy working environment and ensure that they have rewarding careers and job satisfaction.

We seek to ensure that all staff have access to the training they need both for their own development and to enable them to deliver a high-quality service.

We consider all staff members to be equal and we aim to create a working environment which is free of unlawful discrimination. In this regard, we maintain an Equality and Diversity Policy.

Our community

In considering our impact on the community we offer to sponsor numerous people when enrolling on charity fund raising events.

We will allow members of staff time off work to enable them to carry out work in support of their chosen charity and to encourage dialogue with local communities and groups for mutual benefit.

Our customers

We are committed to delivering a high level of service to all our customers. We understand that our business exists in a very competitive market and in order to retain our customers we need to deliver a professional and courteous service.

Suppliers

The suppliers we choose play a very big role within our business, we want them to share the same values as us, we want to offer safe and healthy products to our customers, and therefore they are to ALL hold the correct certifications.

We are committed to eliminating unlawful discrimination and to promoting equality and diversity in our professional dealings with suppliers and other third parties. Our Equality and Diversity Policy can be found in our Office Manual.

We endeavour to enter clear and fair contracts with our suppliers.

We commit to the timely settlement of suppliers' invoices.

Wherever possible, we aim to support the local economy by contracting with local suppliers to keep the food miles to a minimum.

Farm & Environment

We are committed to behaving responsibly and to minimising our impact on the environment. We aim to minimise our impact on the environment.

On our farm we will:

- Only plant organically grown, locally sourced plantlets
- Avoid the use of pesticides, herbicides, fungicides, and other chemicals which can be toxic to the soil.

- Only use naturally sourced water or recycled water to irrigate our crops. Our drains lead to a large tank under the premises that is then syphoned out to be spread across our fields.
- Be proactive in soil conservation and only use organic fertiliser. Majority of our food waste is to be taken up to our fields and ploughed back into the ground. Some local farmers also collect our peelings to feed their animals.
- Reducing Carbon Monoxide from farm equipment and machinery
- Protect wildlife and wildlife habitat.

Within the work premises we will:

- Minimising waste and adopting sensible recycling policies in respect of our paper, plastic, water, and food. For example: - Plastic is stored until a large quantity is collected, it is then loaded and taken to our nearest recycling plant Haulaways.
- Providing safe and comfortable working conditions.
- Encouraging staff to carpool or cycle to work (rural area).
- Ensuring that electrical equipment and lights within the warehouse are switched off when not in use. There are signs around the premises to ensure that all machinery and lights are turned off when not in use.
- Ensuring that heating is turned off outside office hours. We only have storage heating within the offices, these are to be turned off at the end of each shift.

We are committed to ensuring our policy remains effective. As part of our ongoing commitment, this policy is reviewed at least annually to verify its effective operation. Records of the reviews are maintained, and any necessary amendments are made to the policy, as appropriate.

Signed: Roland (Managing Director)

Dated: 27/04/2024