



Social Value Policy

Prepared by	Jane Pritchard	October 2024
Reviewed by	Mark Pritchard	October 2024
Next Review	Management	October 2025
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Introduction

The purpose of this policy is to clearly set out how Marillo Foods Limited (MFL) will ensure social value is embedded throughout its business practices. In creating this policy MFL recognises its dedication to creating positive social, economic and environmental impacts throughout all operations. This policy aligns with the Public Services (Social Value) Act 2012 and our commitment to sustainable and ethical practices in the food import industry.

This policy sets out MFL's approach to social values and identifies the key principles which to the Company will apply to ensure both compliance with regulatory frameworks and the promotion of an ethos of social values in practice. This policy applies to all employees, directors and other stakeholders. It outlines our approach to integrating social value into our business practices and decision-making processes.

MFL's Social Value Policy is supported by their sustainability strategy. MFL believes that environmental sustainability is the foundation to a wider economic and social sustainability and is an integral part of good Company practice. MFL therefore has a duty to satisfy itself that all of its operations and activities are conducted with proper regard for the environment.

MFL is committed to maintaining, and whenever possible, improving the impact of its social values, for both our customers, staff who work in the Company and the wider community now and in the future. MFL seeks to make the most effective and efficient use of all resources, encouraging all members of staff to develop a sustainable approach to their work with regard to social values and by working collaboratively with our customers and supply chain.

Aims and Objectives

MFL aims to:

1. Create employment opportunities which enable MFL to maintain a diverse and inclusive workforce; removing barriers to employment particularly for those from underrepresented groups.
2. Provide employees with opportunities to develop their skills, experience, and careers within a healthy and encouraging work environment.
3. Work with suppliers who actively manage diversity and inclusion in their workforce and carry out a notable level of community engagement.
4. Carry out volunteer work and other activities that deliver benefits to local charities and communities and help to address local needs.
5. Partner with community organisations to support their operations by donating surplus food stocks and sponsorship schemes.
6. Deliver environmental benefits, in conjunction with the net zero aims and objectives prescribed within the MFL Environmental Policy.
7. Adopt best-practice to ensure MFL's contribution to social values is in line with government guidelines.

Aims and Objectives continued.....

8. Establish measurable social value and business objectives that are consistent with the context and strategic direction of the Company; addressing risks and opportunities associated with them.
9. Induct and educate employees on social value and how they can contribute.
10. Make our Social Values Policy available to Customers, Suppliers and other interested parties.

To achieve these aims MFL will:

1. Continue to recruit a diverse and inclusive workforce as demonstrated through our current employee base, supported by the policies and procedures in place to support diversity and inclusion, and as monitored via approved key performance indicators.
2. Conduct regular benchmarking exercises which give reassurance that MFL's contractual working terms and conditions are both fair and favourable when compared to similar roles in comparable companies.
3. Provide a safe working environment by ensuring all health and safety policies remain up-to-date, in line with current legislation and run regular training sessions to ensure all staff are aware of their responsibilities pertaining to health and safety requirements.
4. Continue to provide training to staff by funding career-enhancing courses, hosting an annual awayday and delivering regular on-the-job training.
5. Maintain a healthy and supportive work environment realised by flexible working arrangements, promoting teamwork, keeping staff informed and encouraging input into working practices and business decision-making processes.
6. Continue employee access to medical and cash-plan schemes which aid health and well-being. In addition, continue to conduct annual appraisals, regular formal and informal meetings to monitor and support the well-being of the staff base.
7. Work together with customers, suppliers and other key stakeholders to expand the reach of our positive social values impact; both in isolation as a company and in collaboration with others.
8. Keep donating a significant amount of surplus food stocks to charitable organisations to help reduce poverty in the local community; supporting such initiatives as cooking food for the homeless, showing people how to cook low-cost healthy meals and general distribution of supplies via food banks.
9. Make financial donations to several organisations, some as a rolling annual contribution and some one-off donations which address sponsorship and exceptional need.

10. Continue to assist start up and established local charities by providing free business advice, mentoring and training sessions to supplement their knowledge base as very small organisations with limited funding streams.
11. Maintain an Environmental Management System (EMS) that is compliant with ISO 14001:2015; net zero emission have been achieved for scope 1 and MFL has made a commitment to achieve net zero emission for scope 2 by 2030. Moreover, by 2045, MFL intends to obtain net zero emissions across the scope 3 areas of upstream and downstream transportation and distribution, waste generated in operations, business travel and employee commuting.
12. Maintain an environmental performance improvement programme to enable the company's objectives to be achieved in conjunction with the approved Environmental Policy.
13. Ensure that its employees, suppliers and customers are aware of their role in supporting the company's social values and environmental objectives;
14. Train its employees in good social value practices and encouraging employee involvement in community initiatives;
15. Continue to monitor the social value impact of its business activities and making improvements where possible.

The implementation of this policy is fundamental to the success of the company's business and must be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties on request and is reviewed and updated on an annual basis.

Signed on behalf of Marillo Foods Limited

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M.J. Pritchard
Managing Director
22 October 2024