



BUSINESS SUSTAINABILITY POLICY

McBride plc is committed to achieving long-term sustainability in line with our vision of becoming the most successful private label company in the world. Our vision for Sustainable Development is to manage our operations and develop and sell products which enable all people throughout the world to satisfy their basic needs and to enjoy a better quality of life, without compromising the ability of future generations to meet their own needs.

We appreciate the importance of social responsibility in our business and the contribution it makes to our success. The company recognises its obligations to all those with whom it has dealings; our approach to the environment, product safety and how we treat our people, our customers, our suppliers, our local communities and other key stakeholders is embedded in our company culture and values. We demand and maintain high ethical standards in carrying out our business activities. In order to support these values we have a series of policies which give further detail of the values we espouse.

We also recognise the importance of transparency and openness with all our stakeholders. Our Annual Sustainability Reports and all of the policies mentioned below are published and available on the company web-site - www.mcbride.co.uk.

Sustainability Strategy

In the longer term, we will be looking to improved sustainability via reducing our operational carbon, water and waste footprints and working to minimise the impact of the products we manufacture throughout their life cycle.

In the short to medium term we recognise that economic factors limit some sustainability activity. However there are opportunities for improved performance in energy, product and plant efficiency and through better utilisation of our assets and raw materials. We will therefore support the business drive for growth and efficiency by focussing on improving our performance against targets as measured by KPIs and by integrating sustainability more fully into business processes, particularly NPD.

We will achieve our short – medium term goal via the following activities;

1. Integration of Sustainability into business activities.
We will do this via our sustainability roadmap and we will use the elements of the AISE Charter for Sustainable Cleaning as a mechanism to audit and ensure that our operations and processes encompass sustainability principles.
2. Identify customer specific and good practice sustainability initiatives and targets and work to integrate these into category and key account plans
3. Design, create and supply value products which are safe to use, whilst minimising environmental impact.
4. Maximise operational efficiency and value through the pursuit of operational excellence to minimise our environmental impact and reduce emissions
5. Create a working environment where people want to work and are able to give of their best
6. Work to ensure McBride products and operations benefit the local communities in which we operate and the wider society as a whole

These activities are supported by our policies and the detailed action plans which are developed and monitored by the Sustainability Steering Group.

SUPPORTING POLICIES

1. SUSTAINABILITY AND THE ENVIRONMENT

Our aim is to ensure that our manufacturing processes, facilities, distribution practices and our products have the least possible impact on the environment by having an effective Environmental Management System at every manufacturing site and by auditing activities using independent accredited organisations.

We have established sustainability targets and monitor performance against these targets and publish the results annually in our Sustainability Report.

We ensure that colleagues and contractors are made aware of the Group's **Environmental Sustainability Policy** and are involved in Continuous Improvement programmes in our operations and supply chains.

2. HEALTH AND SAFETY

We have a separate **Health and Safety Policy** and management systems that provide safe working environments and ensure that human rights are respected and that local laws relating to health and safety in the workplace are met. This management system is audited and independently accredited. We involve colleagues widely in health and safety issues and encourage actions to ensure the safety of staff and visitors to our sites. We also have an **Enzyme Management Policy** that directs our activity in this important area.

3. BUSINESS ETHICS POLICY

McBride expects high standards to be observed in all of its business dealings. The Business Ethics Policy includes statements of our policies on the ethical practices we expect of all colleagues. Colleagues will at all times treat competitors with respect. Confidential information will not be discussed with competitors and no attempt will be made to improperly acquire trade secrets or any other confidential information from competitors.

Whilst there may be some geographical variation due to local legislation and business practice, the following standards are common to all business activities:-

- Compliance with Legislation
- Compliance with **Anti-bribery and Corruption Policy, Competitive Behaviour Practices, Gifts & Hospitality Guidelines, Political Donations, Whistle Blowing Policy and Guidelines on Insider Dealings.**
- The Policy, which includes details of all of the elements above, is published on the company web site – www.mcbride.co.uk.

Colleagues are encouraged to advise their managers as soon as possible where they either suspect or believe there has been a breach of the Group's social & ethical standards. Any such communication will be handled confidentially and may be registered anonymously if the employee so desires.

Colleagues are encouraged to report serious malpractices such as fraud, corruption, bribery and criminal activities to either their line manager or independently to the Company Secretary. The **Whistle blowing Policy** is published on the company web site – www.mcbride.co.uk

4. SUPPLY CHAIN

We are committed to providing high quality products and services to our customers. Customer service is considered to be the primary operational goal across the Group. We employ purchasing procedures that, where possible, select suppliers on the basis of specification, quality, service and economic factors and favour those who operate in an ethical and socially responsible manner and who are committed to minimising the impact of their operations on the environment. An annual Business Risk Review is conducted to help ensure continuity of supply.

5. EMPLOYMENT PRACTICES

The quality and effectiveness of the management of the Group's people is critical to the attainment of our business objectives. We therefore strive to ensure equal opportunity for all in recruitment, selection, promotion, employee development, training and reward policies and procedures. We do not tolerate discrimination and other unacceptable behaviours and do not condone the use of child labour.

We follow all employment laws and regulations in the countries in which we operate.

We respect the rights of colleagues to form and join Trade Unions of their choice and to bargain collectively. We strive to retain and develop employees and to help them to fulfil their career potential. We pay fair wages for a standard working week that will meet at least legal or industry minimum standards which will be sufficient to meet basic needs of personnel and provide some discretionary income.

6. PRODUCT RESPONSIBILITY

McBride is committed to high standards of product safety; we take care to understand safety issues related to products and ensure they are suitable and safe for their intended use. This is achieved without testing on animals, in line with our separately published policy on Animal Testing. We also strive for best options for minimising packaging and using recycled/recyclable packaging. Our **Packaging Policy**, **Product Responsibility Policy** and **Animal Testing Policy** are all available on our web site.

7. THE COMMUNITY

We will work closely with the communities in which we operate to reduce any adverse impact of our activities on the lives of local people and to make a positive contribution where possible. We help to support the efforts of colleagues in voluntary work they undertake in the local community and work to forge positive relationships with local authorities and regulatory agencies.

8. THE ECONOMY

Our 3 year strategic corporate plans are developed recognising the long term interests of all stakeholders – colleagues, consumers, customers, suppliers and investors. This takes into account all relevant operational and financial factors which could have short and long term implications for the group. Plans are supported by strong fiscal and accounting control policies and procedures.

9. REVIEW

This policy is approved by the Board and reviewed annually. The Chief Executive Officer is accountable for ensuring that the Group operates in accordance with the policy. This policy and other associated policies are published on the Company web site (www.mcbride.co.uk) to communicate widely the behaviours and practices we expect in all business dealings transacted by McBride.

This policy was reviewed and approved by the ELT on 15th June 2016 and is signed on its behalf by:

Rik de Vos
Chief Executive Officer

Chris Smith
Chief Finance Officer

Carole Barnet
Company Secretary