



SUSTAINABILITY AND THE ENVIRONMENT 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.

Our strategy is to reduce our impact on the environment and to adapt our business to the consequences of climate change and depletion of natural resources by incorporating sustainability issues in our business plans and decisions and by our commitment to conduct our business according to the following principles:

- Compliance with, and surpassing where possible, all relevant legislative requirements and industry standards and using the best practicable means to continually improve our environmental performance in recognition of the need for a sustainable future.
- Consideration of environmental issues and choice of energy efficient solutions in our business decisions, manufacturing processes and product development programmes provided they are commercially viable.
- Minimising the environmental impact of products in manufacture, use and disposal where such changes can be agreed with our customers.
- Driving down energy consumption and carbon emissions by proactively searching for, and identifying, energy and CO2 efficient solutions, by initiatives on process plant, ongoing investment in energy efficient equipment, optimisation of vehicle loading levels and by raising awareness of all our employees to the need for energy conservation.
- Reducing waste in all processes from the specification of incoming raw materials, the use of materials on site and the transmission of materials into the supply chain in the form of packaging. Where waste is unavoidably created we will take steps to manage the re-use, recycling, recovery and disposal in the most appropriate manner giving full consideration to environmental issues.
- Recognising the importance of minimising and controlling the discharge of liquid and atmospheric effluents from our sites. Where appropriate, discharges will be monitored, minimised so far as is reasonably practicable and controlled so as to comply with legislation and consent agreements.
- Motivating and educating employees to work in a sustainable manner.
- Assessing sustainability performance of suppliers and working in preference with those suppliers with strong environmental and ethical policies
- Establishing and maintaining Management Systems and audits which are accredited to appropriate external standards to regularly monitor and enhance environmental performance.

- Sharing experience and practice across all locations to apply internal best practice in the Company
- Providing adequate resource for the management of sustainability, including external resources when required.
- Monitoring performance against relevant, measurable environmental and sustainability objectives including the following published targets:
 - 20% improvement in eco-efficiency measured in output volume per Gjoule of energy and per tonne CO2 by 2020
 - Achieve a minimum of 20% of energy from renewable sources by 2020

RESPONSIBILITIES

The Chief Executive Officer and the Executive Leadership Team are ultimately responsible for ensuring that the Group operates in accordance with this policy. Responsibility is delegated to the relevant member of the executive team for implementing the principles and taking measures to achieve the targets.

REVIEW

This policy, along with other related policies, sits within the remit of group Business Sustainability Policy, all of which are published on the Company web site (www.mcbride.co.uk). Policies are reviewed annually by the Executive Leadership Team.

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

Rik de Vos
Chief Executive Officer

Chris Smith
Chief Finance Officer

Carole Barnet
Company Secretary

Matthias Kreysel
Chief R&D Officer