

Muntons plc - A Responsible and Ethical Supplier



Sustainability is the common objective that links all aspects of Muntons business activities. Our objective is to minimise the impact of our business activity on the environment wherever possible. This is achieved by talking with our suppliers to ensure that they likewise take their corporate social responsibility seriously. Muntons has an underlying and long-standing commitment based on the belief that business can be both profitable and responsible. This is achieved by building long-lasting relationships with our employees, across the supply chain and with the local community.

Compliance with applicable laws and standards

Muntons keeps abreast of legislation through links with professional and trade bodies, official Internet websites and business and case law updates. Compliance with laws on health and safety, environment and other applicable law are given high priority at executive level via review at our board meetings. We share our information through SEDEX.

Equal opportunity

Muntons plc is an equal opportunity employer with respect to race, religion, sex, colour, physical ability, marital status and age as described in our staff handbook. We do not tolerate sexual harassment or bullying at work.

Health and Safety

Muntons plc has a high regard for the health and safety of its employees. A Company director is responsible for Health and Safety implementation within the group, shadowed by a non-executive director. We also have a diploma-qualified Safety Advisor. At each of our sites we have local safety representatives appointed by the unions and representatives of employee safety selected from our workforce. These are organised into committees meeting monthly. Performance is monitored and reported at divisional board meetings each month. We are members of the British Safety Council.

Trade Union Membership

Our employees are free to join a trade union. We have good relations with our main unions and provide adequate facilities for them to meet and administer their business on site.

Purchasing and Procurement Policy

Muntons plc has an ethical purchasing and supply policy. When purchasing on behalf of the Company, employees are always expected to act professionally and selflessly and be fair, ethical and legal. The same standards apply to our vendors. We monitor our suppliers for their CSR initiatives.

Financial and Procurement Ethics, Anti Bribery and Corruption

Muntons plc values its reputation for ethical behaviour and for financial probity and reliability. It is our policy to conduct business in an honest and ethical way, without the use of corrupt practices or acts of bribery to obtain an unfair advantage. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships. We follow the law of the UK Bribery Act 2010, in all our markets.

Fair employment terms

Muntons plc takes great care to ensure that employment terms and conditions are fair and equitable. These are also reviewed with our union representatives and legal advisors. Wages are set with reference to market rate for the job. Advancement of employees within the Company is encouraged by giving access to internal and external training as appropriate for the job and for wider personal development within their chosen career. We always advertise vacancies within the Company before looking externally. We are compliant with the Working Time Directive and closely monitor the hours that our employees work. We support many local and national educational initiatives.

Environmental Practice

Muntons is passionate about environmental protection. We have environmental standards ISO14001 and ISO50001 and have won many sustainability awards. We consistently outperform our Climate Change emissions targets set by government through a comprehensive carbon reduction programme drawing on numerous initiatives throughout the supply chain. We strongly champion carbon reduction in the supply chain and are members of the Sustainable Agriculture Initiative and the Centre of Excellence for UK Farming.

Food Safety and Hygiene

We supply into the food and beverage industries and take hygiene very seriously. All our employees are trained in basic food safety and hygiene with specific reference to the production of malt and malted ingredients. Our plants are certificated to British Retail Consortium Global Standard Food at the highest 'A' grade and to ISO22000 and the American Institute of Baking and the externally accredited Assured UK Malt standard. We are certificated to provide Kosher and Organic products. For the protection of the food supply chain we only purchase grain from approved suppliers and the Feed Materials Accreditation Scheme (FEMAS) to protect the co-products we sell as animal feed.

This information together with copies of certificates can be found on our website: <http://www.muntons.com/quality-assurance/>

