



# Corporate Social Responsibility

This Corporate Social Responsibility (CSR) Policy shall demonstrate JS Agriculture Ltd's ('JSA') commitment to behaving fairly and responsibly, contributing to economic development while improving the quality of life for our staff, as well as contributing to our local communities and society. We recognise that our social economic and environmental responsibilities are integral to our mission, vision, values and business success.

Our mission to enhance the sustainability of the land-based industries is at the heart of our CSR policy. We aim to improve the competitiveness of the land-based sector, and thereby enhance livelihoods.

JSA operate nationwide, and aim to provide support into communities in a range of ways including partnership with other businesses and community organisations, and encourage sharing the use of our resources.

Alongside our financial success as a business, we recognise our responsibility to work in ways that add value to the lives of our stakeholders, and improve the world in which we live, where company core values guide our working practices

## Business Ethics

JSA will conduct every aspect of our business with honesty, integrity, transparency and professionalism, respecting human rights and the interest of our employees, clients, supply chains and members of the public. Our business and livelihood depend upon our customers, and as such, every employee is responsible for ensuring that any contact with our customers and the public at large reflects professionalism.

Definitions of ethics usually include 'relating to morals or rules of conduct in certain aspects of human life'. JSA understands we have the responsibility to ensure that in all our work we respect rights, health, safety, dignity and well-being. We will seek to maintain the highest standards, for example, we will not promise more than we can reasonably deliver, or make commitments we either cannot or do not intend to keep.

The principles that JSA will adhere to include:

- ✚ Compliance with all the laws that regulate and apply to the company, its systems, and the conduct of its business;
- ✚ Treating all groups and individuals with whom we have a business relationship in a fair, open and respectful manner;
- ✚ Showing respect for the individual, treating everyone in a consistent way and honouring commitments made within appropriate levels of authority;
- ✚ Sharing and declaring information of either personal or corporate conflicts of interest
- ✚ Being honest in all representations. Where withholding information is necessary we will provide a clear explanation as to why this is necessary; and
- ✚ Attempting to ensure that competition is fair, being based upon quality and value of our products and services

## Employment and Welfare

JSA recognises that people in the workplace are the company's greatest asset. Policies are therefore directed at creating an environment that will attract, develop, motivate and reward employees of high calibre. As such, key features of our company's employment policies and practices are:

- ✚ We are an equal opportunities employer and embrace a diverse and multi-cultural workforce. Our aim is to ensure that no employee receives less favourable treatment on the grounds of sex, race, colour, nationality, ethnic or national origins, marital status, having dependents, sexual orientation, age, disability, trade union activity, political or religious belief. Our employment policies actively value and promote diversity;
- ✚ Respect and support for the Human Rights Act, including an employee's right to freedom of expression, privacy and family life;
- ✚ Flexibility in working time for all employees, wherever practicable, to reflect changing family/personal circumstances;
- ✚ Provision of lifestyle friendly policies and practices such as the right to request flexible working, parental leave, enhanced maternity, paternity and adoption pay leave, career break and job share;
- ✚ Support and help for employees who become disabled during their working life.
- ✚ Structured approach to personal and career development through the performance management system and the provision of training programmes. It is the company's policy to promote, wherever possible, from within;
- ✚ Adherence to high standards of ethical conduct and professional business conduct; and
- ✚ Paying a fair wage reflecting industry standards, always meeting any national minimum wage

JSA believes in the value of employing people with a diverse range of cultures and backgrounds and we support the UN Universal Declaration of Human Rights. We recognise the obligation to promote universal respect for an observance of human rights and fundamental freedoms for all, without distinction as to ethnicity, origin, religion, gender, language or disability.

JSA enables employees to undertake civic duties, including jury service, membership of public authorities, etc., as long as such duties do not prevent/limit proper performance of staff duties or which may otherwise conflict with the company's business objectives. Community involvement may also include charitable activities, which JSA facilitates by providing employees special leave to help such charitable events.

## Health and Safety

We place great importance on health, safety and welfare matters, and we undertake to conduct our business in such a way as to ensure the health, safety and welfare of all our employees, visitors and the public.

JSA has established and continues to develop a working environment in which there is an awareness of the importance of health, safety and welfare. All employees have a duty of care and are encouraged to participate in developing safe working methods and to have a regard for the health, safety and welfare of themselves and others. We seek continuous improvement and compliance with legislation, having proper regard to the protection of people, premises, property and the environment.

Our fundamental health and safety principles are:

- ✚ All injuries can be prevented;
- ✚ The goal is zero;
- ✚ Safety is the responsibility of all our employees; and
- ✚ Working safely is a condition of employment

We monitor health and safety performance of our operations which are subject to periodic safety audits to assess performance. We hold quarterly Safety Council Meetings with representatives from across the company, giving an opportunity to discuss relevant current legislative information, which can then be disseminated throughout the company.

## Environment

JSA is committed to a programme of best practice in the context of environmental management. To achieve this objective, we will aim at reducing our greenhouse gas emissions by introducing energy efficiency measures, promoting the use of clean or public transport, purchasing renewable energy, increasing recycling and the use of recycled materials.

Whenever feasible, we will use our influence to promote the adoption of modern and cleaner technologies by actively assisting our clients in minimising the environmental impacts of their operations. Additionally, we aim to encourage our clients and suppliers to adhere to the same principles and values that we adopt ourselves.

We recognise that our business activities have direct and indirect impacts on the societies in which we operate. We endeavour to manage these in a responsible manner, believing that sound and demonstrable performance in relation to corporate social responsibility policies and practices is a fundamental part of today's business success.

JSA are committed to:

- ✚ Preventing pollution and reducing the overall impact of our operations on the environment;
- ✚ Maintaining an internal management structure for the management of environmental issues; and
- ✚ Complying with, and where possible exceeding, applicable legal requirements

JSA also strive to enhance bio-diversity where practicable, conserving and promoting biodiversity which reflects our commitment to furthering the aims of sustainable development in the management of our business. We operate at sites which are designated as being of importance due to their natural habitats, and we work with relevant local authorities and affected parties to ensure protection of these habitats through effective pollution control measures and management plans, with the aim of conserving or enhancing the biodiversity of such sites.

Where significant areas of landscaping are proposed, we will aim to promote biodiversity through, for example, sensitivity of planting, taking into account any local biodiversity networks or action plans

Signed John Straka Managing Director	<i>John Straka</i>
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