



## **Bartholomews Group Corporate Social Responsibility Policy**

### **Introduction**

The Bartholomews Group of Companies is committed to undertaking its activities in a responsible fashion and to adopting socially responsibility environmental employment policies as set out in this Policy.

### **Organisational Structure (“the Group”)**

Bartholomews (Holdings) Limited, with its head office in United Kingdom, is the ultimate parent company of the Bartholomews Group, with five trading subsidiaries:

- Bartholomews Agri Food Limited – an agricultural merchant
- Shoreham Silo Services Limited – a grain storage and export facility working with customers of Bartholomews Agri Food Limited
- Ultimate Fertilizers Limited – a deep water import facility importing and bagging bulk fertiliser for to Bartholomews Agri Food Limited
- Churchill Freight Services Limited – a transport company operating a fleet of HGVs to service both the Bartholomews Group and third parties
- Bartholomews Specialist Distribution Limited – a storage and distribution company

### **Policy brief & purpose**

Our Group Corporate Social Responsibility (CSR) policy acknowledges our responsibility toward our environment.

Our Group does not operate in isolation, but is part of a larger ecosystem of people, values, other organizations and the environment. As a socially responsible Group we acknowledge a responsibility to those third parties and at all times we aspire to undertake our activities in an ethical and responsible manner.

This Policy outlines the steps we will take to make that aspiration reality.

## Scope

This policy applies to all our Group and may also refer to suppliers and partners.

## Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our Group's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our continuing commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

## Compliance

### Legality

Our Group will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

## Business ethics

We will always conduct business with integrity and respect to human rights, following our Modern Slavery Policy.

We will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices, including anti money laundering

## Examples of Corporate Social Responsibility

### Protecting the environment

Our company recognizes the need to protect and foster the natural environment through the work of our agronomy team. Preserving our environment is a benefit to all. We always follow best practices in the advice that we give and also when disposing of refuse and advising on the use of chemical substances and artificial fertilizers, identifying opportunities to recycle where possible. We store our products in a manner that prevents the inadvertent escape of chemicals and the risk of pollution and damage to others.

Stewardship also plays an important role. Our agronomy team is engaged in advising on regenerative farming practices to increase the environmental outcomes from our customers' activities.

## **Protecting people**

We'll ensure that we:

- Don't risk the health and safety of our employees and our community
- Do not discriminate on the grounds of age, gender, sexual orientation, ethnicity, religion, disability or any other protected characteristic
- Support diversity and inclusion.

## **Human rights**

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair employment practices. We will follow our Modern Slavery Policy and ensure our activities do not directly or indirectly violate human rights in any country.

## **Proactiveness**

### **Volunteering**

Our Group recognises the importance of engagement with the community and will encourage its employees to volunteer. They can volunteer through external programs and we will consider requests to sponsor events from other organizations in our business sector.

### **Preserving the environment**

Apart from legal obligations, we proactively protect the environment. Examples of relevant activities include:

- Recycling
- Installation of solar panels to reduce our fossil fuel usage
- Conserving energy and water
- Planting
- Looking to ensure any new investment is as carbon efficient as possible and we are exploring the migration from carbon-based fuels and reduce our Scope 1 and 2 greenhouse gas emissions

### **Selection of suppliers and business partners**

We can affect the world around us not just by how we act and react, but also by the demands that we put on our suppliers and business partners. In deciding with whom we work we will consider a wide range of factors, including, not limited to:

- Legal compliance
- Business and labour ethics, fairness and transparency
- High quality and deep knowledge, including R&D
- Environmental efforts

## Learning

We will actively invest in research and development with programs based on plant varieties, soil health and wider input efficiencies, which we share with our customers to improve outcomes. We are open to suggestions and listen carefully to ideas. Our Group strives to continuously improve the way it operates.

## What more can we do?

As a Group we are committed to the Ten Principles of the United Nations Global Impact and we will readily promote our identity as a socially aware and responsible business.

This policy was adopted for the Group by the Board of Bartholomews (Holdings) Limited at a meeting on 23<sup>rd</sup> February 2023

*Gary Herman*

Gary Herman  
**Chief Executive**

## Ten Principles of the United Nations Global Impact [www.unglobalcompact.org/what-is-gc/mission/principles](http://www.unglobalcompact.org/what-is-gc/mission/principles)

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

### Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

### Labour

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

### **Environment**

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

### **Anti-Corruption**

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.