



GraceKennedy Limited Policy Document					
Policy	<b>CORPORATE SOCIAL RESPONSIBILITY</b>				
Policy #		Version #	2	Classification	CORPORATE
Approval	BOARD OF DIRECTORS	Approval Date	2019 November 7	Effective Date	2019 November 7

GraceKennedy Limited is a Jamaican owned Company with a global reach, which was founded on the ethos, “We Care”. Our ethos is the heart of who we are as a global corporate citizen, which means that we pursue causes that are important to our staff, our customers and consumers, shareholders, communities and the countries in which we operate, guided by our principles of Honesty, Integrity and Trust. As we work towards becoming a Global Consumer Group, we aspire to show we care by building communities, empowering people through education and sports and securing the environment now, for the future.

### **Employment**

Our commitment to our employees is to create a healthy and safe working environment conducive to their well-being, and to foster an atmosphere of cooperation and harmony in the workplace.

We will also respect their rights and dignity and treat them fairly and without discrimination. We are tolerant of each other’s differences. We believe in team work, the sharing of knowledge throughout our organization, and we recognize the contribution of every team member. We offer our employees clear and fair terms of employment, and provide resources to enable their continued development. We provide our employees with opportunities to offer feedback and participate in discussions on issues in the workplace that affect their health, well-being or productivity.

### **Education, Community Development and Nation Building**

Education is the single greatest way to empower people to be agents of change, and promote economic and social development. As such, we are driven to invest in educational, training and employment initiatives that will give young people an opportunity to change their lives and communities. Our initiatives include scholarships and bursaries, food banks for students at universities, education assistance programmes involving student tutoring, internships, and mentorship programmes.

We build the communities in and around which we operate, by establishing Homework Centres, fostering programmes for youth in these communities to advance in the STEAM subject areas, and by offering financial support and counselling to parents and their children. These investments lay a solid foundation for strengthening community development, and the actualisation of the full potential of community members, so that they can contribute positively to national development. In addition to these focal areas, GraceKennedy supports national development and nation-building through government social programmes that are geared towards crime and poverty reduction, youth development and arts and culture.

## Sports

Jamaica has had iconic success in the sporting arena globally, and GraceKennedy is aware of the importance of sport as a tool in national development. We believe that sports can play an integral role in promoting peace and unifying communities. It is also a viable vehicle for many young people to nurture their interests, harness their talents and exponentially improve their lives, through local, and ultimately global achievements. To that end, GraceKennedy invests heavily in sporting initiatives and activities, mainly at the youth level. So committed are we to Sports, that our single, largest sponsorship of any kind annually is allocated to Track and Field at the youth level. We are also extensively involved in schoolboy cricket. We consider our involvement in sport as an investment in our schools, youth and in our country Jamaica. We believe the return on that investment will be there for our country and GraceKennedy in the medium to long term.

## Sustainability

GraceKennedy's success is also measured by how we help to improve the health of our planet and people through sustainable business practices. It is our responsibility to grow sustainably and reduce our environmental impact, while promoting the health and well-being of all persons who use our products and services. Our nutritional programmes in schools, and the expansion of our food and beverage product lines to introduce more nutritious offerings, foster wholesome living. Responsible supply chain management, public environmental education, and recycling and energy conservation to reduce our Company's carbon footprint, are some of the ways in which we aspire to be responsible and act responsibly for the future of our planet.

## Our Partnerships

We believe that our Foundations, staff, customers, consumers and other partners can work with us to advance our purpose as a good global corporate citizen by giving of their resources, time and talent. We continue to encourage all our partners to help us to achieve our corporate social responsibility mandate.

POLICY HISTORY	DATES			
	VERSION	RELEASED	REAFFIRMED	REVISED
1	September 30, 2010		November 7, 2019	<a href="#">Corporate Social Responsibility - September 30, 2010.doc</a>