

## **Community Policy**

Dairy Crest has five factories, a national distribution centre and a head office based in different locations around the UK, employing a total of over 1,100 people. As a key employer in these areas, we believe we can play an important role in supporting our local communities.

We aim to support and enhance the communities in which we work and live through three key priorities:

- Supporting rural communities by working with The Prince's Countryside Fund (PCF);
- Supporting local communities;
- Employee volunteering.

We ensure that the projects we support are aligned with our corporate Vision and Values and by engaging with the PCF and our local communities we are able to influence and protect our reputation among these important audiences.

### **Supporting rural communities**

Dairy Crest recognises that the countryside continues to face significant challenges across a wide range of complex social and economic issues. We have a long standing relationship with The Prince's Countryside Fund, a charity set up by HRH The Prince of Wales, which strives to improve the prospects of family farm businesses and the quality of rural life.

We pledge to raise £50,000 for The Prince's Countryside Fund each year and help to raise awareness of the priorities and successes of the charity, including The Prince's Farm Resilience Programme.

### **Supporting local communities**

Dairy Crest is committed to supporting local good causes in the communities where we work and live that improve health, education, youth engagement & employability skills, the environment and the countryside.

Each of our sites is allocated a budget each year to support its local community. All requests for charitable contributions are submitted to a local Site Community Coordinator and must be authorised by the local Site Manager. This ensures that community initiatives align with our Vision, Values and Corporate Responsibility strategy. All donations and the reasoning behind them are recorded and documented centrally.

### **Employee volunteering**

Dairy Crest employees are entitled to one fully paid day of volunteering each year and everyone is actively encouraged to take up this opportunity.

Employees are offered the opportunity to work with a number of organisations and/or specific projects with the support of, or under the sponsorship of, Dairy Crest. Employees can also identify local groups with which they wish to volunteer. Volunteers must first ensure that the activity is consistent with our Volunteering Policy, discuss their objectives with their individual line managers and then contact the local Site Community Coordinator for final

approval. All volunteering projects and the hours dedicated to them are recorded and logged centrally.