

Sustainability and Energy Policy

Keelings, the 100% Irish-owned family business, started producing fruits and salads on their farm in the 1930's supplying produce to local Dublin markets. With such a long history of growing, we have developed a vast experience and passion for growing. We now employ almost 2,000 people in our business and supply a wide range of fresh fruits, salads and vegetables to our customers in Ireland and abroad.

As the quality of our products benefit significantly from the quality of the Irish environment and resources, we recognise our close partnership with nature. Here at Keelings we understand that our operations have an impact on the environment, the economy and the community. We, as a team, are committed to doing everything we can to promote the positive impacts of our operations, while identifying and minimising any negative impacts, through the adoption and promotion of sustainability principles across all our activities.

Recognising that this will require the support of all stakeholders, Keelings is committed to engaging with our customers, suppliers and employees to deliver a more sustainable solution to our consumers and society in general. We have launched a sustainability project using the Origin Green framework to deliver a cleaner and greener environment through the reduction of emissions, pollution and resource use. We have identified the key areas of Energy, Emissions, Waste, Water, Raw Material Sourcing, Food Safety and Nutrition, and Employee Welfare as key aspects of our sustainability plan.

Food Safety and hygiene is of paramount importance to Keelings and the highest standards are maintained and monitored across all our operations. Employee welfare and safety is a primary concern for Keelings, treating employees with fairness, equality and respect at all times. We encourage all employees to participate in our programs including energy, waste and water efficiency under our ISO50001 project. We also actively engage with our local community to achieve our goals.

Keelings has a long and proud family history of conducting our business both lawfully and ethically and to holding those who supply us to an equally high standard. We will continue to conduct our business in a transparent & accountable manner. Adherence to this policy is

evaluated on a regular basis. Our Management team lead by example and regularly review progress against our sustainability targets.

Join with us on our sustainability journey to reduce the greenhouse gases such as carbon dioxide emission, which is the result of excess use and generation of electricity, transport and heating.

Keelings would like to invite all employees to participate in the program through the efficient use of energy and/or electricity in order to minimize our carbon footprint.

Keelings are committed to:

- Responsible Energy Management and will practice Energy Efficiency throughout the business, and the Standard (ISO50001);
- To improve energy performance;
- To comply with all legal requirements and others related to energy use, consumption and efficiency;
- To support the purchase of energy-efficient products and services, and design for energy performance improvement;
- To provide the framework for setting and reviewing energy objectives and targets;
- To communicate policy to all personals within the organization, and make information available and the necessary resources to achieve energy objectives and targets.