



CORPORATE SOCIAL RESPONSIBILITY POLICY

WE CARE ABOUT WHAT WE DO...

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Executive Statement

Our family have farmed on the banks of the River Suir for six generations. We have a responsibility to work our land in a sustainable way and prepare it for the next generation. As part of our remit we take corporate social responsibility seriously and we endeavour to show our commitment to the environment, our staff, and the community around us.

We are socially conscious of the way in which we operate as a business. As a leading player in Ireland's fresh food production and distribution, we believe we have a responsibility to continually seek out technological advances that can help our companies to become more efficient, thus reducing our collective environmental impact. As temporary custodians of the land it is our duty to care for the environment we work in and pass it on to the next generation in good condition.

We work actively to limit any potential climate or other environmental impact of our operations through the creation and implementation of policies and management systems.

Our strength is in our staff. We endeavour to provide the best working conditions possible for our hardworking teams, many of whom are working with us for many years. We support diversity and inclusion within our workforce. Safety, continuous training, and professional development are core principles for our business. We strongly encourage internal promotion as a means of motivating our employees.

Responsible governance is essential for us. We have implemented a corporate-governance model to ensure a long-term vision based on the principles of compliance, independence, and transparency.

Innovation is integrated across all our business units. It drives our business, contributing to the group's growth and ongoing development.

We work to create and improve open communication channels so that we can respond quickly and effectively to our stakeholders' requirements and expectations.

Please read on to hear more about our policies

James O'Shea *77 O'Shea*

Our Vision

We strive constantly to improve our position as a leading supplier of fresh produce in Ireland. We continue to demonstrate our commitment to the environment, the people we work with, and the community we live amongst. Our policy is regularly monitored and reviewed to remain current and effective.

We have identified four cornerstones of our CSR planning:

- The people who work with us
- Our customers and suppliers
- The environment we work in
- The community we live in

Our Values

Protecting People

Our strength is in our staff, many of whom have worked loyally with us over many years. We acknowledge that without them there would be no business. Many of our staff have worked in the business for over twenty years, some for over thirty years.

We endeavor to:

- Look after the health, safety, and well-being of our employees
- Cultivate good morale within the business
- Support diversity and inclusion
- Promote work/life balance
- Comply with legislation set out by the Irish government
- Provide good working conditions
- Maintain communication channels



Business Ethics

We conduct our business with integrity and respect.

We aspire to:

- The supply top quality produce
- Satisfying our customers' requirements
- Trade ethically and fairly in the global market
- Use sustainable supply chains
- Responsible sourcing of inputs

Protecting the environment

We recognize the need to protect and enhance the natural environment. Our businesses rely on the environment and its natural resources, so we strive to mitigate their impact on our surroundings by the following:

- Treating our wastewater onsite
- Working towards self-sufficiency in energy consumption
- Adhering to Bord Bia's Origin Green sustainability programme
- Integrated pest management principles
- Chemical free storage of potatoes
- Reusable crates, pallets, and boxes
- Segregation and recycling of all waste
- Fresh water from an on-site well
- Low energy lighting

Our Local Community

Our business is based in a rural area located centrally between three large towns – Clonmel, Kilkenny and Waterford. Piltown Parish has a population of approx. 3,500 and Carrick-on-Suir, which is just 9km away, has a population of 6,000. Our workforce consists mainly of members of our local community.

- 70% of staff at O'Shea Farms live within 12km of the workplace
- 30% live within 6km of the workplace

As part of our social responsibility we aim to:

- Minimize the impact of our business on our local community
- Support community projects
- Sponsor local clubs and organisations
- Assist and encourage educational activities
- Cooperate with improvements in local infrastructure



Our Employees

The staff of O'Shea Farms are the “cogs of the wheels” that run our business. We recognise and value their contribution to producing a high-quality product and service.

We are committed to developing the skills of all members of our teams, as well as creating an engaging workplace culture that is fair, safe and recognises hard work and success. Over seventy percent of our staff live within a 12km radius of our workplace premises. This contributes to a reduction in overall traffic, emissions and travelling time created by our employment of over two hundred people.

Staff Benefits

Retention and appreciation of staff is especially important to O'Shea Farms. In line with our core values we offer a range of benefits to its employees in order to remain competitive and to encourage loyalty. This is in recognition and reward for the continued hard work of everyone involved.

Several measures have been put in place endeavouring to fulfil this area such as:

- Health and Safety policies and procedures keep employees' welfare to the fore
- Renewal of PPE workwear on an annual basis
- On-site training courses
- Internal promotion opportunities
- Mechanical aids for manual handling activities
- Health screening and eye testing
- Pension scheme
- Flexible annual leave
- End of year bonus
- Social events throughout the year

Health & Safety

We comply with all Health & Safety legislation but always aim to surpass basic standards within the workplace to achieve industry leadership in our Health and Safety performance. We provide a safe and healthy working environment for our staff, both onsite and on the land.

- We are fully committed to achieving this through a programme of continuous improvement, monitoring, review and positively promoting a proactive approach.
- We believe that effective health and safety practices contribute directly to better performance of the company as a whole.
- All levels of management and operations have a duty to employ safe systems of work.
- Staff hold the ultimate responsibility for their safety through implementation of our Health and Safety policies and behavioural safety standards.

Learning and Development

Training is provided in the following categories:

- Health and Safety
- Manual handling
- Technical skills
- IT skills
- Forklift and Pallet Truck training
- Food Safety
- Spraying
- First Aid
- Defibrillator use

We invest in both the personal and professional development of our staff, promoting internal promotion and constant upskilling where appropriate.

Within our group of companies (including Iverk Produce and Meadowfresh Foods), we aim to bring individuals together with the sharing of knowledge, skills, and experiences, whilst focusing on key areas of business and developmental needs. We believe a happy and motivated workforce is an efficient and productive one.



The O'Shea Family

Working in partnership with Meadowfresh Foods and Iverk Produce



Chris Stafford
General Manager



Jason Dunphy
Assistant General Manager



Iverk Produce was established by the O'Shea family in 1980 to market the large variety of crops they were growing at the time. Employing over 50 staff today, they supply retailers and wholesalers with locally grown and imported fruits and vegetables. They also provide logistical and storage services from their modern temperature-controlled premises to fresh produce retailers. Iverk Produce work closely with Dole, Europe's largest fresh Produce supplier.

Meadowfresh Foods is a well-established producer and supplier of prepared potatoes and vegetable products to the retail, wholesale, manufacturing, and catering industries. Run by the Geary family, they are based in Tallow, Co Waterford, and also grow their own top quality potatoes. Meadowfresh Foods process and distribute approximately 20,000 tonnes per annum of locally grown fresh potatoes, fruit and vegetables. They currently employ 50 staff and distribute their range of over 150 prepared products almost nationwide.

O'Shea Farms and Iverk Produce have worked in partnership with Meadowfresh Foods since the 1990's to create synergies in their businesses and reduce food waste.



In 2021 our companies formed Ireland's first dedicated fresh chipping potato packing and distribution outlet. The Irish Chipping Potato Distribution Centre was established in collaboration with Bord Bia, Teagasc and the IFA to challenge the importation of potatoes for this niche market. Five brands are now available throughout the year for distribution in the Southeast, with ambitions for nationwide expansion in the future.

Working in partnership with our growers

We believe that solid, longstanding relationships with our grower base are a fundamental element in our success.

- Our relationships with our growers are mutually beneficial so it is central to our planning that we help each other to continuously improve our farming methods as a team
- We acknowledge that supporting the agronomic skills development of our growers ensures their crops meet and exceed customer and consumer expectations, whilst still operating in an efficient and sustainable manner.
- We understand our grower's operations and ambitions, and we encourage an open and honest approach to business with them
- This allows us to offer good terms and conditions, while also providing the best value for our customers



We provide grower meetings, quality control training days and technical skills classes for our associates, continuously improving our relationships, products, and services.

Responsible Sourcing and Ethical Trading

We aim to source local Irish produce and trade with the highest integrity and ethical standards.

We encourage and promote honesty and fairness throughout our supply chain. This facilitates our commitment to ensuring everyone involved in producing our products work in conditions that meet or exceed the Ethical Trading Initiative Base Code and the International Labour Organisation Conventions.

Our Ethical Policy represents our dedication to doing business in the correct manner, improving our good reputation, and developing strong business relationships.

Supporting Irish Farmers and Local Produce

We are committed to sourcing local Irish produce

- Only when the Irish equivalent is not available do we source imported fruit and vegetables
- We believe the quality and taste of Irish produce cannot be beaten

- We work towards a 100% procurement rate for Irish potatoes, which supports local farmers, local economies and is better for the environment, reducing our carbon footprint and food miles
- We are ideally structured to ensure we provide the best local Irish produce
- We have a strong network of buying, marketing and technical teams who ensure the best quality produce is available all year round

We adopt the following measures:

- All of our growers must have Bord Bia accreditation
- We are continuously reducing the levels of pesticide used
- Our produce is tested each month for pesticide residue
- Each of our growers and suppliers signs a pesticide and supplier questionnaire declaration.
- We conduct an internal audit on growers and suppliers annually

Working with our Customers

- Our businesses have commercial teams in place to look after customer queries and ensure satisfaction. We meet with customers regularly to ensure a strong relationship. Queries and tasks from our customers are dealt with as quickly as possible by the relevant teams.
- O Shea Farms are accredited to Bord Bia and the Irish Organic Association. We endeavour to ensure the supply of best quality produce to our customers.



Suppliers Standards

We have built up long-standing relationships with many of our suppliers/growers and they have been supplying the business over a number of years. As well as maintaining our solid relationship with current suppliers and growers, we strive to strike up new relationships for the future

We use local suppliers and growers where possible, taking into consideration the environmental impact of the distance our produce has to travel.

We are committed to maintaining our healthy relationships with our suppliers and growers as they are a vital link to the success of the businesses. Simple ways of maintaining this relationship are ensuring prompt payment of invoices each month, clear communication with our suppliers and where possible sharing of resources.

Protecting our Environment

O'Shea Farms are committed to farming in a sustainable manner that has a minimum impact on both the local and global environment. We are proactive and innovative. Environmental planning is at the core of the way we do business. By focusing on water, carbon, and waste we commit to reducing their environmental impact. Our short Farm to Fork ethos influences the way we operate as a business day-to-day.

Origin Green is Ireland's food and drink sustainability programme. It is a voluntary programme, led by Bord Bia, that brings together our food industry with the common goal of sustainable food production. This programme enables Ireland's food industry to set and achieve measurable sustainability targets that respect the environment and serve local communities more effectively.



**Ireland's food and drink
sustainability programme**



Crucially, Origin Green is about measuring and improving how we do this on an ongoing basis. O'Shea Farms attained Gold Membership of the programme in 2021. Our business also works closely with the Department of Agriculture and Teagasc.

All produce grown and marketed by O'Shea Farms adheres to strict criteria outlined in its own environmental management policy which is based on the ISO14001 standard. From soil preparation for planting to delivery of produce – every aspect of our influence on our environment is considered. We market our carrots and potatoes through Iverk Produce. They have accreditation to BRC, Bord Bia and the Irish Organic Association. They are also HACCP compliant.

We aim to grow in a sustainable manner, and the company has several initiatives that minimise environmental impacts including:

- Continual reduction of inputs year on year
- Reduce, Re-use and Recycle' approach to waste
- Wildlife and landscape conservation and enhancement
- Transport is loaded in both directions when feasible, and with double-decked containers in most cases
- Only renewable energy sources are used to generate electricity
- Introduction of battery operated multi-grab forklifts
- Introduction of solar-powered refrigerated trucking

Growing our crops without harming the planet

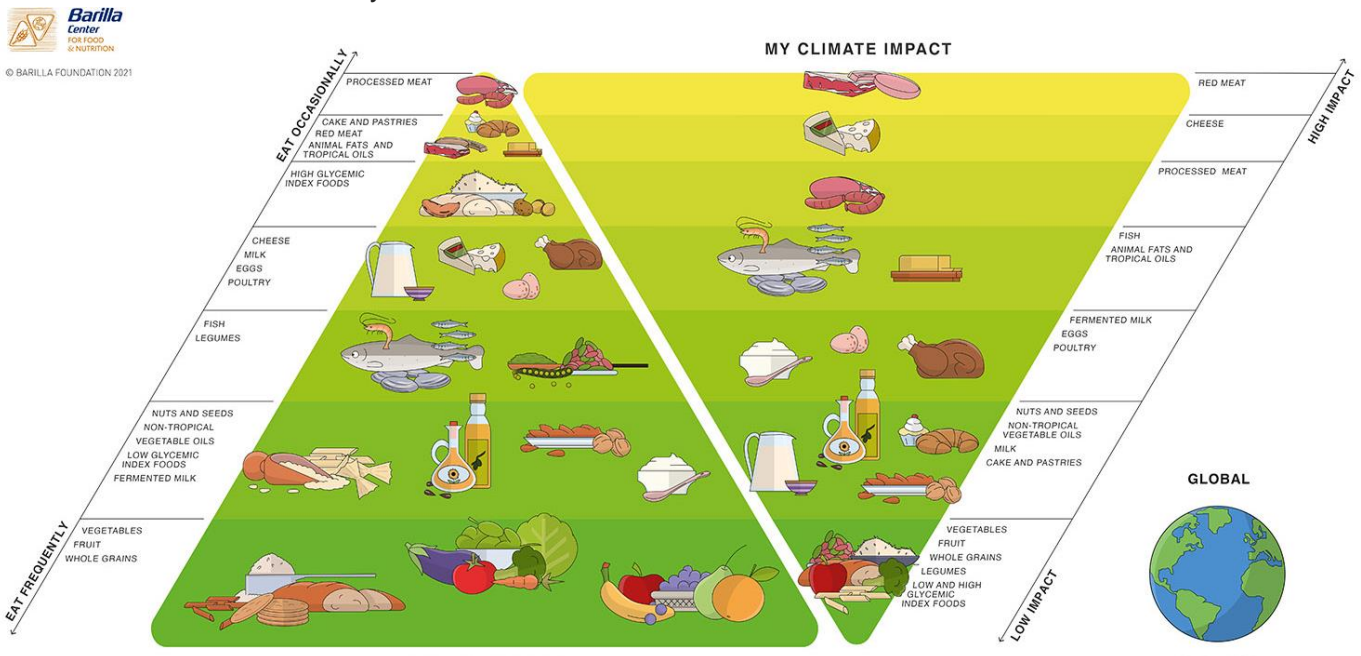
The **double food and environmental pyramid** model developed by the BCFN Foundation emerged from research and an evolution of the food pyramid, which forms the basis of the Mediterranean diet.

This double pyramid highlights the extremely close links between two aspects of every food:

- 1) Its nutritional value
- 2) The environmental impact it has through the stages of its production and consumption

Foods with a lower environmental impact are also recommended by nutritionists for their health benefits, while foods with a high environmental impact should be consumed with moderation because of the effects they can have on our health.

All the foods we produce at O'Shea Farms – carrots, potatoes, milk, cereals - have a low environmental impact and are recommended by nutritionists for their health benefits.



Waste Management

We have taken several measures to reduce our packaging and distribution waste to promote greater efficiency and sustainability:

- All our cardboard and plastic waste is segregated and recycled
- Wood, metals, electrical equipment and glass are all reused or recycled
- Household recycling is supported with segregated bins in all areas
- All crop storage boxes are made from wood – reusable for many years, and then recyclable



Plastic packaging for the retail industry has been reduced by over 30% and further reductions are imminent. Some plastics have been replaced by hessian and cardboard. Others have been replaced by plant-based products.

- All our packaging is fully recyclable.
- All PE plastic film contains 30% recyclable material
- Most of our secondary packaging is reusable crates
- Most of our tertiary packaging is reusable shippers' pallets

Automation

Large volumes of potatoes are stored onsite, allowing agronomy, quality control and procurement teams to constantly monitor the temperature and ventilation of crops, and select the best quality options for packing. We are continually learning how to improve the efficiency and productivity of our automated lines. Fanuc robots, optical sorters, and high quality weighing and packaging equipment all help to ensure our crops reach the consumer in top condition while using minimal energy and inputs. Staff who previously performed manual packing have become highly skilled operators of technological equipment.

Elimination of Food Waste

Potatoes and carrots which do not meet the criteria for supermarket packaging are processed through our sister company, Meadowfresh Foods, to reduce waste streams.

O'Shea Farms and Iverk Produce collaborate with Food Cloud to ensure fruit and vegetables are distributed through local charities. This produce is delivered weekly to Waterford Food Bank and FoodCloud Hub in Cork.



Integrated Wetland Wastewater Management System

All our wastewater is treated in a 13-acre reed bed system. Reed beds are a natural, environmentally friendly, ecologically sustainable solution to the treatment of wastewater. A licence to treat wastewater in this way is supplied by Kilkenny County Council. Clean recycled water enters the River Suir when the cleaning process is complete. Benefits of installing this type of system include:

- Low running costs - less than 10% of a conventional treatment plant
- Low maintenance costs and attention
- Supports biodiverse ecosystems for native plants and animals
- Reduces energy consumption
- No chemicals required

Wildlife thrives in the environment of this habitat



Energy Consumption

In 2015 we installed 960 solar panels, which at the time was Ireland's largest private solar farm. We installed a 250kw solar photovoltaic system producing on average 210,000 kWh of electricity per annum, which is approximately 12% of our annual electricity needs. We hope to increase our renewable energy production in the coming years as energy storage technology improves.



We have a large electricity demand and are interested in promoting a sustainable energy practice while continuing to meet our daily business objectives.

We have replaced all light fittings with energy efficient LED lights, many with motion sensors, and we have replaced the motors on our production equipment with lower kwh variable speed drives.

We encourage greener transport through the introduction of accessible Electric charging points for staff. A minibus transports some staff to and from work daily, reducing traffic on site by 12%.

We promote greener transport by:

- *Encouraging staff to walk, cycle, car share or use public transport to get to work if possible.*
- *Providing a staff minibus collection morning and evening*
- *Facilitating the Bike to Work Scheme*
- *Supplying Electric car charging points in our staff car parks*
- *Converting our forklifts to electric power*
- *Ensuring transport is economical and loads are full*

Investment in our Local Community

We acknowledge that our business is based in a rural area and its disproportionate size effects the local community in several ways. We provide employment in the area both directly and indirectly, support local services and industries, and support various local charities and organisations. This circle of support is completed with local communities supporting our business and we believe this circle of support is a relationship that should be fortified and constantly built upon.

O'Shea Farms are committed to supporting our local community and projects undertaken by community groups. We also support charitable projects locally, nationally, and internationally that relate to the type of business we operate.

Supporting Charities

O'Shea Farms support numerous projects in Ireland and further afield. National interests include Pieta House, Suicide Youth, The National Ploughing Competition, and FoodCloud (see below). Some International projects include Chernobyl Children's Project, Zelda's House Capetown, Outreach Moldova, and VITA (see below)

Food charities

As part of our commitment to eliminating food waste throughout our production lines both Iverk Produce and O'Shea Farms collaborate with FoodCloud to ensure fruit and vegetables are distributed through local charities. This produce is delivered weekly to Waterford Food Bank and FoodCloud Hub in Cork. We also collect and distribute some food on behalf of FoodCloud. To learn more, visit their website: <https://food.cloud/>



VITA works with communities in Africa to fight hunger and climate change. Their mission is to enable communities to build sustainable livelihoods in Eritrea and Ethiopia, two developing countries with pressing needs but remarkable potential. Members of the Irish Potato Federation, of which O'Shea Farms is a member, share their expertise to help maximise the effective growing of potatoes. A Potato Centre of Excellence has been established in the Gama Gofa region to educate and improve the daily lives of over 100,000 farmers. John O'Shea made many trips to the area to help first-hand with the establishment of good farming practices among local farmers.

The potato provides high nutrition and is an adaptive crop for climate change. They use less water per nutritional output than all other major food sources and can be grown across Africa. Potatoes have the potential to vastly improve current food yields using improved varieties and farm practices, providing nutrition to families and increased farm income. To learn more, visit their website: <https://vitaimpact.org/>

Supporting our Communities

Kingsriver Community

This social care service facility in Stoneyford, Co Kilkenny, provides day and residential services to clients with a various range of disabilities and life challenges.

O'Shea Farms supports Kingsriver's Allotment Project with equipment and expertise. An ETB tutor provides services, and trained staff support participants in growing numerous vegetables and learning new skills.

The fresh organic produce is supplied to local businesses and also used for all cooking activities on site.



<https://www.kingsriver.ie/dayservice>

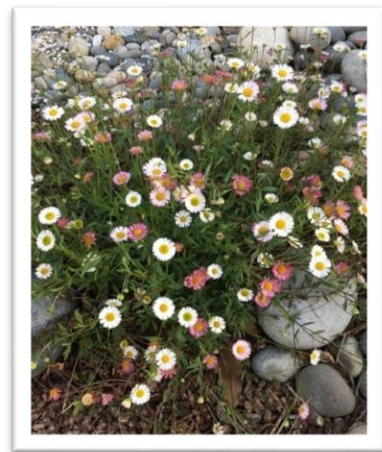
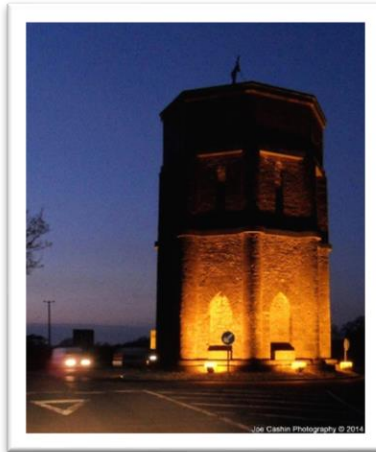
Local Sponsorship

O'Shea Farms have sponsored numerous projects in the local area for many years, including the following:

Kilkenny Hurler's Co-Op Draw - raising funds for all GAA, Camogie and Ladies Football clubs since 1987

The Iverk Show – Ireland's oldest agricultural show

Piltown and Fiddown Tidy Towns



Other local Interests and Societies –

Owning Care for the Elderly, Vintage Clubs, Ploughing Associations, St Vincent de Paul, Lions Club, Clancy Festival, Clonmel Show, Carrick-on-Suir Musical Society, Portlaw Musical Society, National Schools, Secondary Schools

Local sporting bodies –

GAA & camogie clubs and competitions, Ladies Gaelic Football, Soccer, Cycling, Swimming, Rugby, Motorsport, Tennis, Karate, Golf, Tug of War.



Piltown Community Enterprise

During the recession of the mid 80's, when Piltown GAA Club was losing players to emigration, some club members felt the time had come to be proactive and tackle the problem of job creation. Along with local business representatives, including O'Shea Farms, they raised funds to build a 6,000 square foot Enterprise Centre. The Piltown Community Enterprise board was officially established in 1987 with John O'Shea as chairman.



The initial project was remarkably successful and upwards of 60 jobs were created, many of which expanded further afield. This building was eventually sold to an incumbent tenant and a second project began.

In 2012, a derelict site and old heritage building were restored as the Old Creamery Enterprise Centre with three units, and in 2019 a further two units were built on the same site. O'Shea Farms has supported Piltown Community Enterprise since its inception.

To learn more, visit their website – <https://piltown.ie/>

Pil River Park

A project to provide a park amenity for all residents of the Piltown area came to fruition in 2021. Pil River Park includes a Sensory Garden, a seating area and a children's' playground. A site for the park was donated by the late John O'Shea and various fundraising projects undertaken by local groups were supported by O'Shea Farms and Iverk Produce.



Better Broadband for Piltown

Good quality broadband has been a hot topic in rural Ireland for several years. Most towns and cities have good quality, high speed fibre connections, while many rural areas rely on satellite access or phone line connections supplying 1-5mbps.



Instigated by Piltown Community Enterprise in 2019, a small group of interested volunteers was formed to study the feasibility of a community owned broadband scheme which could provide the same service and speeds enjoyed in towns and cities.

B4OC was then established to run the project with the support of funding through Kilkenny LEADER Partnership, with sponsorship and assistance from O'Shea Farms. Access to the national fibre grid connection and electricity requirements were provided, along with storage areas for equipment.



B4OC is a not-for-profit company whose mission is to deliver affordable, reliable fast broadband Iverk Produce was the first business to be connected to the grid in March 2022.

To learn more you can visit www.betterbroadbandforpiltown.com