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Recognised as a leading, growing and innovative food company, Moy Park supplies fresh, high quality, locally-farmed poultry and complementary convenience food products to leading retailers and foodservice providers throughout the UK, Ireland and mainland Europe and is the industry leading provider of organic, free-range and higher welfare chicken and turkey.

Moy Park began life as a modest farming company in 1943 in Moygashel, a small village and townland in County Tyrone, Northern Ireland, with interests in many aspects of farming including dairy, potatoes and egg production.

Moy Park fulfils its commitment to deliver the highest quality product offering to our customers and consumers by continually investing in the infrastructure to underpin growth.

Our vertically integrated poultry operation comprises farms (either owned or partnership suppliers), hatcheries, feed mills, production and processing facilities. This integration strengthens Moy Park's biosecurity, traceability and product integrity across grandparent stock through to broilers, based on the solid foundation of our long-term relationships with over 800 farmers, which form an integral part of our supply chain.

The agriculture operations feed into our four well-invested primary processing plants in Northern Ireland and England.

Moy Park’s 10 convenience facilities are located in the UK, Ireland, France and Holland, providing fresh, ready-to-cook, coated and ready-to-eat poultry products and complementary convenience foods products.
MOY PARK TODAY

- One of the UK’s Top 15 leading food companies.
- Top 5 European poultry company.
- Northern Ireland’s largest company.
- Vertically integrated poultry producer delivering locally sourced products.
- Employing more than 12,000 people.
- 14 production sites in the UK, Ireland, France and Holland.
- Production of 5 million birds per week.
- Producing 8 million consumer products per week.
- Industry leading welfare and farming standards.
- Supplying top 10 UK retailers and major European Quick Service Restaurant clients.
- Feeding families for over 70 years.

MARFRIG

Moy Park is a wholly-owned subsidiary of Marfrig Global Foods, one of the world’s largest protein producers serving more than 110 markets globally. Marfrig is listed on the São Paulo stock exchange and operates through three business units: Marfrig Beef in South America, Moy Park in Europe, and Keystone Foods in the United States and Asia.

Moy Park has been part of Marfrig since 2008 and has responsibility for the leadership of Marfrig’s entire European operations.

- Marfrig is one of the largest and most diversified global food companies.
- World’s third largest beef producer and one of South America’s largest lamb suppliers.
- Across the business units – Marfrig Beef, Keystone Foods and Moy Park – Marfrig has a diversified geographic presence in animal protein, serving the Retail and Food Service Channels.
- More than 45,000 employees.
- 78 commercial production and distribution units.
- Serving global retail and food chains in over 110 countries.
OUR FACILITIES

Agri-Fresh
UK Convenience
Continental Europe
PRODUCTS
With the customer and consumer at the heart of our business, we strive to continually evolve and improve, building upon our broad product base of high quality innovative products and versatile brand portfolio to satisfy our customers. Moy Park delivers a range of fresh, ready-to-cook, coated and ready-to-eat poultry products to major retailers and large foodservice customers throughout the UK, Ireland and Continental Europe.

PRIMARY FRESH
A comprehensive range of whole birds and cuts from Standard, Higher Welfare, Free Range and Organic farms.

- Quality product
- Consistent and fresh
- Perfect for the whole family
- Healthy options for all
- Locally sourced
  - In Ireland and Great Britain
- Turkey and chicken

PRIMARY ADDED VALUE / JUST COOK

PRIMARY ADDED VALUE
Primary added value products add simple ingredients to help the consumer enhance flavour.

JUST COOK
Just Cook products take added value a step further by adding more ingredients to provide the consumer with a convenient full meal solution which can simply be popped into the oven.

COATED
A comprehensive range of kievs, escalopes, burgers, breaded wings/drums, dippers, nuggets, fingers and pops.

- Juicy, tender and delicious
- Perfect for the whole family
- Convenience and value for money
READY TO EAT
Our Ready to Eat products encompass a range of convenient fully cooked, roasted products including:
- Cooked whole birds
- Marinated chicken
- Snacking products
- Cooked sliced meats
- Roast portions

BEEF, PORK AND BACON
A comprehensive range of marinated chunks, meatballs, cooked/raw beef burgers, bacon rounds, slices, lamb tagine and pork ribsteaks.

MEAT FREE AND BAKERY
A meat free and bakery range of coated cheese, coated vegetable products, grilled onions, taquitos, spring rolls, donuts and sweet pies.
Moy Park continues to grow and develop as a leading European food company operating with significant size and scale. This brings with it the responsibility of taking care of our resources, people and the community in which we operate. As ever, our team is committed to acting both responsibly and sustainably across Moy Park.

This report showcases a sample of our recent progress and successes. Our approach to continuous improvement in safety reflects our commitment to ensure the highest possible level of safety across our sites. Our corporate responsibility initiatives have received national acclaim through awards, and your enthusiastic engagement in supporting community charity endeavours is outstanding.

We have been honoured with a number of awards reflecting our high standards and progress in corporate responsibility and sustainability. Most recently these were for operational excellence at the EFQM Ireland Awards, an International Safety Merit Award from the British Safety Council, and winning both the Food & Drink Manufacturing Industry Sector and MORR:Bronze awards from The Royal Society for the Prevention of Accidents.

Particularly noteworthy is the independent recognition of our high standards with a ‘3 Star’ ranking in the Corporate Responsibility Index – the UK’s leading and most in-depth voluntary benchmark of corporate responsibility by Business in the Community.
This great recognition is down to our exceptional team at Moy Park who have continued to show outstanding commitment, dedication, passion and energy.

We are continuing to get closer to our customers; investing in our operations, our farming base and our people; and we are making great progress on our safety drive to zero harm.

Having achieved the ambitious goal of sending zero waste to landfill, we continue determinedly with broader efforts to minimise our environmental footprint. In a true demonstration of partnership we have worked closely with our farmers and supply chain partners to secure investment in transformational biomass technology and renewable fuel supply.

The supply chain via our agricultural farming base remains one of our core strengths enabling us to provide market leading fresh locally farmed poultry.

We are committed to making a positive contribution to the communities in which we operate, and our employees continue to raise vital funds for local charitable projects, as well as contributing towards our Farm Africa partnership, which aims to raise an ambitious £100,000 for the charity over three years.

We also continue to engage with young people through our community engagement programme which supports and develops youth employment in the rural economy, through youth training and education outreach, bursaries, scholarships, work placements and experiences.

Our people are what sets Moy Park apart, and we strive to help all employees to reach their full potential through ongoing training and development programmes. We recruited nearly 35 new graduate management trainees in 2013/2014, all of whom are currently undergoing a bespoke management development programme, which will arm them with the skills necessary to become future industry leaders.

We continue to build our business based on the highest quality standards of animal husbandry, production and processing and aim to meet and exceed the ever changing requirements of our customers and consumers. Through investing in our high quality asset base today we will ensure we have the capacity in place to facilitate further efficient growth in the future.

Richard Macdonald, Chair, Corporate Responsibility Committee
KEY HIGHLIGHTS

RoSPA
Winner of food and drink manufacturing industry sector safety award

SAFETY INDEX
Improved from 11.5 (2012) to 2.5 (2014) in the UK

ZERO WASTE
Achieved zero waste to landfill

OHSAS 18001
Certification for Health & Safety

PRODUCE AROUND 25%
of the total Western European chicken parent stock market

1,700 BROILER HOUSES

17 BURSARIES AND SCHOLARSHIPS
Awarded via the Moy Park Academy at CAFRE

14.6% REDUCTION
in CO2e intensity from 2010 to 2014

3RD YEAR
of work placements through the ‘Get into Food Processing’ programme with The Prince’s Trust

ZERO WASTE
Achieved zero waste to landfill

74% EMPLOYEE ENGAGEMENT
Score up 5%

OVER 12,000
permanent employees and agency workers

EFQM
Operational Excellence Award 2015

OVER 12,000
permanent employees and agency workers
£20,000 RAISED for Yellow Ribbon Suicide Prevention charity

800 PRIMARY 6 PUPILS receive business education through the Moy Park Challenge

11% REDUCTION in water intensity from 2010 to 2014

34 MILLION CHICKENS on the ground at any given time

150 NEW BROILER HOUSES 2014/15

BRITISH SAFETY COUNCIL International Safety Awards 2015

CAREERS PRESENTATIONS to school pupils including Tasty Careers

1,430 TONNES REDUCTION of carbon emissions by tonnes of CO2e in heat recovery project

800 FARMERS working in partnership

600,000 LITRES REDUCTION in oil usage, per annum in heat recovery project

3 STAR RANKING in the Corporate Responsibility Index
LEADERSHIP

Moy Park’s definition of corporate responsibility is to make a positive impact on society and the environment, through our operations and products and with key stakeholders such as company colleagues, customers, communities and suppliers.

MOY PARK EXECUTIVE TEAM:

Janet McCollum  
Chief Executive

Barry McGrane  
Chief Finance Officer

Keith Irvine  
Supply Chain Director Europe

Mike Mullan  
HR Director Europe

Eric Forin  
Director Europe

Alan Gibson  
UK & Ireland Director

Ursula Lavery  
Technical Director Europe

Richard Macdonald  
Non-Executive Director
CORPORATE RESPONSIBILITY

Moy Park has carefully planned and coordinated its approach to Corporate Responsibility to align with key priority areas.

MISSION

Through the skills, energy and commitment of its people, Moy Park aims to be a world-class organisation committed to providing market-leading, fresh, locally farmed poultry and innovative complementary convenience food products and brands, developed and delivered at the highest standards of quality and service while being responsive to the ever-changing needs of our customer, consumer and the market.

VISION

To be a leading and highly regarded Food Company providing fresh high quality locally farmed poultry and complementary convenience food products and brands to customers and consumers by being the most effective and efficient organisation of our kind in the industry.

VALUES

Determination, Accountability, Teamwork, Integrity, Relationships, Mutual Respect
CR COMMITTEE

Our corporate responsibility committee provides leadership for Moy Park’s CR approach, meeting regularly to lead and guide the business’s CR activity. The CR Committee is chaired by a Non-Executive Director and includes Directors and senior managers to be effective in challenging and monitoring CR activities across the business, ensuring Moy Park behaves as a responsible business.

THE COMMITTEE MEMBERSHIP:

Richard Macdonald
Non-Executive Director, Chair

Mike Mullan
HR Director Europe

Keith Irvine
Supply Chain Director Europe

Ursula Lavery
Technical Director Europe

Paul Burch
Director of Sales

John Cromie
Head of HR, Engagement and Resourcing

Declan Cunningham
Head of Sustainability and Risk

David Fahey
Sustainability and Business Continuity Support Manager GB

John Kennedy
Sustainability and Business Continuity Support Manager NI

Brian Moreland
CR Manager

The Committee is strengthened by the inclusion of Dr Lisa McIlvena, BITC NI Deputy Managing Director, who participates fully in providing advice and guidance.

TAKING PRIDE IN WHO WE ARE, WHAT WE DO, AND HOW WE DO IT...

TO CHAMPION, EMBED AND DELIVER VALUE FOR THE COMPANY ACROSS FIVE KEY CORPORATE RESPONSIBILITY PILLARS
The foundation of Moy Park’s business is the integrity of its supply chain and the hundreds of farmers who help us fulfil our Vision of “providing fresh high quality locally farmed poultry”. Our vertically integrated poultry production operation, which encompasses three generations of birds raised in the UK, has allowed us to meet growing demand for traceable, locally sourced poultry reared to a high standard, with our high levels of animal welfare as a prerequisite.
Moy Park is proud to be one of Europe’s leading poultry companies, as well as the UK's largest producer of organic and free range chicken.

Supplying more than 1,500 products to leading retail and foodservice customers, our farmers are as passionate about chicken as we are, ensuring the best quality from day one.

In line with our customer and consumer quality expectations for high quality products, we produce better tasting, more succulent meat and the peace of mind that our birds have been treated with absolute care.

THE MOY PARK FARMING WAY

The Moy Park Farming Way summarises what we believe makes us unique in the poultry industry:

- a pioneer of breeding and farming standards in the development of higher welfare chicken; and
- a clear agriculture focus to help ensure a strong and sustainable supply of fresh, high quality and locally farmed poultry.

As part of our core principles, we are committed to providing the highest standards of animal husbandry, welfare and biosecurity.
ANIMAL WELFARE

Stockmanship, plus the training and supervision necessary to achieve required standards, are key factors in the handling and care of our birds. A management system may be acceptable in principle but without competent, diligent stockmanship, the welfare of our birds cannot be adequately safeguarded.

PIONEERING INITIATIVES

We are committed to pioneering industry-leading initiatives to continually improve our farms and the welfare of our birds such as:

- Environmental enrichment
- Windowed housing
- Provision of activities e.g. perches and bales
- Feed mills and organic feed
- Welfare friendly de-loading
- Tree planting – hedges, fences, trees
- Setting the standards with higher welfare farm development and investment
- Organic and free range birds

FIVE FREEDOMS

We are committed to ensuring that all our birds experience the best conditions possible and we work closely with our farmers to support them in providing the best welfare for our birds. We follow the ‘Five Freedoms’ as the essential basis upon which to build our animal welfare standards.

‘FIVE FREEDOMS’:

1. Freedom to express natural behaviour
2. Freedom from injury and disease
3. Freedom from discomfort
4. Freedom from thirst and hunger
5. Freedom from fear and distress
HERITAGE AT OUR CORE

CHICKENS
We raise our chickens in a variety of ways to meet our customer and consumer preferences. These include classic indoor chicken, indoor environment enriched with windows, straw bales and perches, and a full complement of speciality free range, organic and corn fed free range. For these speciality birds we use a slower growing breed of chicken, which ensures that our chicken has even more flavour and succulence. Setting the standards with higher welfare development and investment, Moy Park is the largest producer of organic and free range in the UK and Ireland with over 110 small farms producing organic and free range chicken. Our free range chickens grow on specially selected farms where birds have full access to pastures during daytime hours. Because birds are able to forage out on pasture and exercise more than conventional chickens they develop a much fuller flavour.

TURKEYS
We also grow both white and bronze feathered turkey strains from different growing systems including classic indoor, windowed houses, free range and organic. Our turkeys are predominantly grown in naturally ventilated houses and fed a wholesome wheat and soya diet. Our free range turkeys enjoy continuous daytime access to pasture and are fed our own cereal based diets, which combine to produce quality turkeys with superb flavour and succulence.

UNIQUE INTEGRATED SYSTEM
We are the only UK and European poultry company with a totally integrated livestock system encompassing three generations of livestock:
- Grandparents (used for breeding)
- Parents (used for breeding)
- Broilers (used for meat production)

FARMS
With our unique integrated farming system, biosecurity is at the forefront of our business. To consistently ensure the integrity of our flocks, we have implemented strict procedures throughout our farming base. These measures include a formal written, strict biosecurity plan at all farms and a regular review and update of procedures to reflect the latest best practice.

OUR DEDICATED FARMERS ARE AN INTEGRAL PART OF OUR SUCCESS
PLAN TO GROW

Technical field advisors work in partnership with our farmers to provide support and guidance. These close relationships enable us to assist and advise the farmers to invest in sustainable farming methods. Farm expansion projects are professionally managed for company farms and we act as an advisor for contracted farmers. Our expansion projects have a particular focus on efficient resource consumption – covering environmental controls, energy usage, low-energy fans, PV solar panels, wind turbines, rain water harvesting, LED lights and biomass burners. Buildings are planned and constructed with options for future sustainable enhancements in mind.

Moy Park’s major grower expansion programme aims to increase breeder and broiler growing capacity with 250 new poultry houses expected to be under construction in Northern Ireland by the end of 2015, as part of the overall strategic plan to grow our fresh locally farmed chicken supply for our UK and Ireland customers.

This is my first venture into poultry farming. I felt this opportunity with Moy Park was the perfect first step in making farming a long-term career for me.

Moy Park grower, Clive Marshall

FARMER AWARDS

Farming is at the heart of our business and we’re extremely proud to work with over 800 of the very best poultry farmers from across the UK. We recognise and celebrate the high standards of our top performing farmers at special regional awards ceremonies. The Moy Park Annual Farmer Awards recognised those who have delivered continuous and sustained improvement in agriculture standards. Awards include the ‘Innovation Award’, ‘Higher Welfare Award’ and ‘Young Grower of the Year’. The farmers have demonstrated a commitment to sustainability, welfare and quality; an ethos that we consider incredibly important at Moy Park.
The growth of the poultry market is due to a number of factors, including the product attributes of chicken as an affordable, versatile and healthy food product, and its sustainability.

Moy Park has provided customers with great quality products, satisfying customer demand for high animal welfare standards, providing consistently punctual delivery service, scale with flexible production planning, new product innovation and technologically advanced facilities.

Our marketing strategies and priorities are underpinned by detailed research and development support including consumer and retailer insight, product tasting and food development – where we have invested in employing dedicated executive chefs to design and develop innovative products.
At Moy Park we take pride in the food we produce. Food safety is at the heart of our business – along with quality, integrity and trust. Our farming, production, supply chain and distribution activities are undertaken with absolute commitment to safety and quality.

We continue to build upon our strong culture of food safety, using ongoing training, education and personal development programmes to create competent, high performing teams.

Our independent Technical Auditing team audits all our sites to the most stringent industry standards to ensure the highest level of food safety and quality practices as well as compliance with our customers’ requirements.

Working in close partnership with customers, government and industry bodies, academic experts and university research groups across the UK, we are working on new and innovative ways to support the development of methods to reduce pathogens.

In addition, we have our own bespoke Food Safety Forum, which comprises leading external experts to help us to proactively challenge the status quo and bring new ideas, technologies and opportunities to the fore.

FOOD SECURITY AND AUTHENTICITY

Moy Park is committed to the effective management and continuous improvement of its entire supply chain, production and distribution to ensure the security and authenticity of our food products. In addition to having a robust supplier approval and management system, we also have a dedicated Food Security Risk Management System which is continuously evolving. The Food Security System, is based on the seven principle pillars in the Elliott report.

- Industry leading independent food safety and quality standards
  - British Retail Consortium Global Food Standard for Food Safety, all facilities score A or A*
  - Bord Bia (Irish Food Board)
  - Red Tractor
  - Quality British Turkey
  - Organic Farmers & Growers
  - Customer standards and audits
MOY PARK CAMPYLOBACTER ACTION PLAN

Moy Park fully supports the Food Standards Agency’s campaign to reduce the levels of Campylobacter on chicken. As a business we have spearheaded pro-active, industry-leading, innovative work to achieve this goal.

To date we have completed over 30 initiatives throughout our supply chain using the very latest research, data analysis and insights, which complement our industry-leading investment in our farms, people and processes.

OUR RESPONSE

Moy Park has established seven Principle Pillars which are the foundation of our Campylobacter plan and are underpinned by the commitment of the business to better the FSA targets.

DEDICATED RESEARCH AND ANALYSIS

- Moy Park’s dedicated Campylobacter team have collaborated with leading scientists and academics in the UK & Ireland and benchmarked with producers globally into the Campylobacter challenge
- More than 12 months of on-farm PCR testing have been completed with our PhD analysts using sophisticated software for data mining to determine trends and insights

FARMING FOR THE FUTURE

- Moy Park has invested to have the youngest farming estate in the industry
- All new farms are built to meet specific Campylobacter control systems
- Moy Park has established long-term partnerships with our dedicated farmers

FARM BIOSECURITY

- Enhanced biosecurity across our entire farming estate
- Double barrier access controls in place
- Continuous farmer engagement and training measurement

FARMER INCENTIVES

- Moy Park works closely with our farmers to incentivise great farming practices around:
  - Animal welfare
  - Biosecurity
  - Agricultural Compliance

FLOCK MANAGEMENT

- Optimised ‘thin’ and ‘clear’ management protocol
- Whole birds supplied from non-thinned flocks
- Tailored flock management systems for ‘roasters’

STATE-OF-THE-ART PROCESSING

- Trialling advanced and innovative technologies that could significantly reduce campylobacter levels
- Optimised factory procedures and segregation of packing lines

PACKAGING INNOVATIONS AND CONSUMER COMMUNICATION

- First to market with ‘no need to wash’ labelling on Moy Park whole birds
- Consumer information on safe handling and cooking of poultry
- Cook-in-the-bag products, hermetically sealed and leak-proof packaging
QUALITY INDEX

Our Food Safety & Quality Index (FSQI) provides a measure of how good our systems are, what our internal checks tell us and our customer's view. The FSQI is a composite of Key Performance Measures (KPIs), which help guide continuous improvement. It provides a means to objectively evaluate a factory's performance and its ability to provide safe products that meet the customer's specification. The monthly score provides the opportunity to compare and contrast site performance, learn from each other and set targets to drive continuous improvement.

IGFS

Moy Park is a board member of the Institute of Global Food Security (IGFS) Industrial Advisory Board, a role performed by Ursula Lavery, Technical Director Europe. The board is a mix of industry and academic representatives focused on setting research and development priorities and sharing food safety knowledge and research applicable to our industry. Moy Park's contribution is to support and drive improved technologies and ideas from other food industries.

WALK THE SUPPLY CHAIN

The Food Standards Agency Board and their directors, together with staff from IGD and a number of Moy Park customers, availed of the opportunity to 'walk the supply chain' in 2014 with a tour of the Grantham Hatchery, Monksthorpe Farm and Anwick factory. This visit clearly showed the high standards consistently applied across Moy Park's agriculture supply chain and factories to provide safe and nutritious food to the end consumer.

MEMBERSHIP OF TRADE ORGANISATIONS

We engage with the FSA, DEFRA, DARDNI, Home Authority, Local Authorities and FSAI, as well as Safefood in the Republic of Ireland.

The company has an approved HACCP based food safety and quality management system in place in all our production units and we are members of:

- British Poultry Council
- Northern Ireland Poultry Federation
- Chilled Food Association
- British Frozen Food Federation
- Northern Ireland Food and Drink Association
- Campden BRI
- International Meat Trade Association
- FNICGV; French Meat (beef & pork) Federation
- FIA; French Poultry Federation
- UECBV; European Federation for Beef & Pork Meat
INNOVATION

The resources required to successfully bring innovative new products to the market – whether technical, scientific or creative, can be considerable. Product innovation is a major focus for Moy Park and we are extremely proud of our successes in this area. A great example of successful product innovation is the Moy Park Good Kitchen range, which won the ‘2015 Product Developer of the Year’ award at the Meat & Poultry Processing Awards. This product was deemed outstanding due to:

- Thoughtful development and design process – validated with consumers.
- Relevant products for today’s consumer – quick, convenient and easy solutions – for main meals and eating on the go!
- High quality ingredients, chef inspired and on trend flavours, with British and Irish provenance.
- Differentiated packaging – doy bags/snack packs that are designed to stand upright – maximising shelf visibility and impact.
- Strong branding and messaging.

SOUTH AMERICAN CULINARY TOUR

As part of Moy Park’s ongoing focus on innovation and NPD, Product Innovation & Development Executive Chef Aaron Dixon went on a food safari to South America. This journey of discovery encompassed a range of locations – from street markets in São Paulo, to supermarkets and fast food outlets in Lima, to meetings with the head chefs of some of the top restaurants in Argentina. This type of research brings innovation to the wider Moy Park team to incorporate some of the diverse flavours, ingredients and findings into new product development projects, which will delight our customers.
ENVIRONMENTAL SUSTAINABILITY

Moy Park has always been guided by the principle of doing the right things, to minimise our impact on the environment and to work in partnership with our stakeholders. In doing business and in our stewardship of resources we are committed to acting both responsibly and sustainably, and across Moy Park we have taken an active approach to managing and reducing our environmental impact, including:

- reducing energy usage and the resultant greenhouse gas emissions;
- decreasing water consumption and the discharge of effluent; and
- recycling or diverting waste away from landfill.

DEFINITION OF SUSTAINABILITY

TO MINIMISE OUR ENVIRONMENTAL FOOTPRINT, OPTIMISE OUR COMPLIANCE AND TO BUILD CREDIBILITY IN OUR PERFORMANCE

ACTING RESPONSIBLY
Behaving as a responsible business with robust compliance

GROWING FOOD SUSTAINABLY

RESOURCE EFFICIENCY
Operating Efficiently & Effectively through Operational Excellence

MINIMISING OUR ENVIRONMENTAL IMPACT

CONTRIBUTING POSITIVELY TO THE WAY PEOPLE LIVE

Ian Hickey, Engineering Manager and Paul Hickey, Factory Manager
Our efforts to ensure environmental sustainability are driven by the desire to act as a responsible business with robust compliance and to grow our food sustainably. This is actioned through operating efficiently and effectively through operational excellence, thereby minimising our environmental impact.

Our Sustainability Agenda focuses on:

- Waste Reduction Reuse Recycle Recovery
- Energy Conservation
- Water Management
- Emissions Reduction

Our processing facilities, hatcheries and mills all operate an Environmental Management System (EMS) which will be externally certified to, or will be in alignment with, ISO 14001 standard. This EMS encompasses the relevant environmental aspects and sets out the sites’ annual improvement plans, and monitors progress towards these to continually improve our environmental footprint performance. Moy Park internal auditors annually audit the EMS and report on all sites’ performance.
INDUSTRY LEADERSHIP IN SUSTAINABILITY

Excellence in Sustainability:

- Investment in renewables and alternative fuels including biomass
- Zero Waste To Landfill – across all 14 manufacturing sites and agricultural base throughout the UK and Europe
- Consumer Council recognition with a Water Champion Award
- Achieved highest ever ‘Platinum’ level result in Northern Ireland ARENA environmental benchmark
- Champion of WRAP’s Courtauld Commitment 3 on waste reduction
- Federation House Commitment to reduce water intensity 20% by 2020
- 100,000 m³ water saved in 2014 – c.17% reduction in last four years.

ENVIRONMENTAL FOOTPRINT

ZERO WASTE
Achieved zero waste to landfill

11% REDUCTION
in water intensity from 2010 to 2014

14.6% REDUCTION
in CO2e intensity from 2010 to 2014

Lowering our CO2e intensity footprint by:

- Conversions from oil and LPG to natural gas
- Strategic replacement of refrigerant gases with sustainable cooling systems based on zero CO2e refrigerant gases
- Effective water management strategy – relating to steam generation, water heating, cooling and volume intensity improvements
- Converting LPG fuelled systems to Biomass fuelled systems on farms
- Deploying low carbon lighting
Moy Park has proudly achieved the ambitious goal of sending zero waste to landfill across all 14 manufacturing sites and our agricultural base throughout the UK and Europe. This goal was achieved in 2014 and announced on World Environment Day. In reality many companies find it difficult to reach zero status, so this is genuinely exceptional and has helped cement our position as a leader in sustainability.

BIOMASS

Across our agricultural supply base Moy Park has secured major partnership investments in biomass technology and long-term biomass fuel supply to improve sustainable fuel efficiency and low carbon rearing.

As a responsible business sustainable production is central to our long-term strategy. The biomass project’s aims were to achieve more sustainable production by:

- Deployment of zero emission biomass fuelled heating solution in poultry houses throughout our agriculture supply chain, by replacing traditional LPG heating systems
- Moving from fossil to renewable fuel, by replacing LPG with sustainably sourced wood pellets
- Reducing our carbon footprint.

We are living out our sustainable values; values which we share with our supply chain partners, customers and consumers.

Results:

- This initiative replaces LPG fuel with sustainably sourced wood pellets and will reduce Moy Park’s emissions by over 25,000 tonnes of CO2e per annum.
- Animal welfare benefits through enhanced environmental conditions on farm. The biomass heating technology provides a less humid heat than LPG which improves animal welfare.

SUSTAINABILITY AWARD

In the annual Moy Park awards, the Sustainability Award was presented to the Agriculture Team for demonstrating best-in-class performance in Environmental and Energy Management and Compliance, reflected in the significant fossil fuel conservation due to fuel switching to biomass, with Sustainable Biomass (chip) fuel sourcing.
600,000 LITRES REDUCTION in oil usage, per annum

1,430 TONNES REDUCTION of carbon emissions by tonnes of CO2e

HEAT RECOVERY SYSTEM

The Moy Park team at Anwick has vastly reduced fuel-oil consumption following the installation of a state-of-the-art heat recovery system at the site. The revolutionary heating system – which delivers environmental, financial and efficiency benefits – was installed and uniquely configured by a specialist engineering firm, making it the first system of its kind in the world.

The new heat recovery system has reduced oil usage by 600,000 litres per annum, and reduced carbon emissions by 1,430 tonnes of CO2e – equivalent to 185 UK homes. The system has also increased water storage, improved cleaning processes and reduced noise at the Anwick site. The heating system’s exclusive configuration means that the Anwick factory utilises waste refrigeration heat, which would normally be discarded outdoors. The recovered heat is then used instead of boilers to heat water for processing. The system has also lowered water and chemical consumption from the site’s cooling towers resulting in less waste.

WATER CHAMPION

In Northern Ireland Moy Park received the Consumer Council’s Water Champion Award in 2014 for reducing water use by 100,000m³, equivalent to 52 Olympic sized swimming pools. Actions to reduce use include using recycled water for lorry washing and outdoor areas, and significant investment in sub metering technology and software to enable measurement, monitoring and management of this valuable resource.

Moy Park joins a growing list of Water Champions who are making a real difference to both the environment and their water bills with the measures they are taking to reduce water consumption.

Graham Smith
Consumer Council
Moy Park joined a brand new initiative called ‘Working on Waste’, which brought together food and grocery companies in a bid to help employees reduce household food waste in their homes. Spearheaded by food and grocery research and training charity, IGD, the campaign leverages people across our industry to reduce waste.

A ‘leftovers’ recipe competition ran in the company magazine and was highlighted on IGD’s website.

PUSHING WASTE UP THE WASTE HIERARCHY

Having achieved the zero waste to landfill goal, the teams at each site continue to improve their environmental performance with a focus on moving waste up the Waste Hierarchy, putting it to a more productive use. At Anwick and Grantham the teams initiated line side segregation, capturing what is a more attractive waste product to recyclers.

IGD WORKING ON WASTE

Moy Park joined a brand new initiative called ‘Working on Waste’, which brought together food and grocery companies in a bid to help employees reduce household food waste in their homes. Spearheaded by food and grocery research and training charity, IGD, the campaign leverages people across our industry to reduce waste. A ‘leftovers’ recipe competition ran in the company magazine and was highlighted on IGD’s website.
WORKPLACE

We strive to create an inclusive and learning working environment for all employees and to ensure that every employee is adequately trained and supported to carry out their role in a safe, friendly and caring environment.

This is reflected in our approach to:

- Ethical standards
- Health and safety
- Healthy living and wellbeing
- Training
- Communication
OUR BENEFITS

We offer highly competitive packages that reflect the commitment and success of our people. In addition to market based terms, our team are also entitled to a range of benefits which includes: 25 days holiday plus statutory days, life assurance, company pension schemes, secure on-site parking, canteen facilities, childcare voucher scheme, and discounted products at all our factory shops.

ETHICAL STANDARDS

As a truly responsible business, we are committed to the principles of the Ethical Trading Initiative (ETI) Base Code in respect of Employment Practices. We are working with all our employees and suppliers to maintain, develop and continuously improve standards using the principles of the ETI Base Code.

The ethical approach is overseen by an Ethical Trade Leadership Forum co-chaired by three Executive Directors who meet regularly to ensure ethical and legal compliance of systems and processes and to maintaining strong ethical partnerships. Moy Park has introduced a new commitment to move to mandatory SEDEX registration for our key Meat, Ingredients and Packaging suppliers.

ETHICAL TRADING INITIATIVE AND STANDARDS

- Employment is freely chosen
- Freedom of Association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed
HEALTH & SAFETY

SAFETY INDEX (SI)

Moy Park operates a Safety Index (SI) driven key performance indicator, which is tailored to the safety performance of each operational site. The SI figure is calculated by looking at each operational site’s reportable injury frequency rate, number of lost time accidents and lost days.

Addressing health and safety and reducing our SI score towards zero has multiple benefits including fewer accidents, lower absence, an engaged workforce and better workplace organisation.

Our progress is reflected in an impressive track record of continuous improvement in our SI scores and independent recognition from leading safety authorities:

- Safety Index improvement from 11.5 (2012) to 2.5 (2014) in UK
- British Safety Council International Safety Awards with Merit in 2014 and 2015
- Winner of the Food & Drink Manufacturing Industry Sector Award and the Management of Occupational Road Risk (MORR): Bronze award from The Royal Society for the Prevention of Accidents
THE MEERKAT WAY

To engage our colleagues in occupational health and safety, Moy Park has implemented a safety improvement scheme group wide called ‘The Meerkat Way’. While this branding may initially sound curious, Meerkats are considered one of the safest creatures on the planet due to their unique way of looking out for one another and continual hazard spotting within their environment. ‘The Meerkat Way’ of working as a team to spot hazards inspired the new safety drive to engage our colleagues to take positive steps to improve their workplace environment.

The scheme has resulted in a high level of employee engagement across the group, with more and more personnel actively taking up issues in their area but also engaging more with their operational teams, recognising the role health and safety plays in improving operational and workplace standards.

Moy Park has driven the scheme consistently to communicate the benefits to employees and encourage them to get involved; using poster campaigns, rewarding teams with good health and safety performance and even site appearances from the Moy Park Meerkat himself at site functions, breaks and meetings.

DRIVING SAFETY ACROSS MOY PARK

As part of a strategy to target and improve Fork Lift Truck (FLT) Driver behaviour Moy Park has actively promoted driving safety through engagement and education. Wisbech hosted the grand final of the “FLT Operator of the Year Competition” which pitted the competitors in two separate FLT competitions. In the first session drivers negotiated a course carrying a basketball on their forks and performed manoeuvres, then the next session saw them skilfully transfer balls from one traffic cone to another at varying heights around the arena. Ballymena’s Shane McMullan won the inaugural competition.

RESILIENCE AND EMERGENCY PREPAREDNESS

As part of our drive to develop our fire safety systems, a number of individuals have completed the training programme for the NEBOSH Certificate in Fire Safety and Risk Management. This course is designed to provide a broad understanding of fire safety issues that affect workplaces; it also assists with the delivery of proactive and preventative programmes. The training will support the implementation of a multi-site fire safety steering team, which will assist in a co-ordinated approach to the risk management programme.

The teams at each site are proactively engaged with their local emergency services. Both Ashbourne Mill and AvZ have staged Emergency Response and Crisis Management exercises with their local fire brigade.
MILLIONS OF HOURS OF SAFETY

Four sites have each accrued over 1,000,000 hours without a Lost Time Incident.

Some outstanding safety milestones have been achieved on our journey towards zero harm. With the focus and support of all employees working together, both Ballymena and Craigavon surpassed one million hours without a Lost Time Incident for the first time in 2014 and Anwick in 2015. At Dungannon they celebrated the milestone of one million worked hours without a Lost Time Incident for the second time. The increase in proactive reporting of near misses is considered to be the biggest single contributor to the reduced accident rate. Peterborough has achieved over two years without a lost time incident. Without the help and support of each and every employee we could not have made such significant improvements.

HEALTH, SAFETY & ENVIRONMENT TRAINING

Whilst safety is everyone’s responsibility, Moy Park is investing in safety leaders across the company to hone their skills and drive continuous improvement. High achieving individuals have completed qualifications in a range of NEBOSH courses including NEBOSH Specialist Certificate in Construction Safety Management, NEBOSH Certificate Management of Health & Safety, NEBOSH General Certificate in Health & Safety.

Through a combination of exams and practical study the courses covered subjects including management of H&S, controlling workplace hazards, and H&S practical application. Similarly in environmental management, Edward Ruddell, Craigavon Environmental Coordinator has achieved a Level 3 Award in Environmental Management from the Chartered Institute of Environmental Management. The qualification covers areas including sustainability, planning for environmental improvement, and reviewing and reporting environmental performance. This will help ensure the Craigavon ERMS is effectively implemented and maintained and the environmental performance of the site can continually improve.
SAFETY STANDARDS

The Royal Society for the Prevention of Accidents has recognised Moy Park as winner of their Food & Drink Manufacturing Industry Sector Award for Occupational Health and Safety. This was our first time to enter and a great achievement to be recognised. Additionally, Moy Park has been recognised with an “International Safety Award” as part of the British Safety Council’s awards scheme, acknowledging best practice and a strong commitment to workplace health and safety practices. This prestigious accolade recognises the sites for their outstanding employee health, safety and wellbeing record and for outperforming the national average when measured against other companies within the processing sector.

HEALTHY LIVING & WELLBEING

Moy Park is committed to providing resources and programmes to underpin the wellbeing of staff through a range of wellbeing initiatives. We help colleagues to look after their own wellbeing and lead and maintain a healthy lifestyle, which will contribute positively to their engagement, performance and attendance at work.

WELLBEING WEEKS

Wellbeing Weeks offer a diverse selection of health and relaxation treatments, and provide information to encourage a healthy, engaged and motivated workforce. The aim is to get everyone actively involved and thoroughly enjoy the events.

The Action Cancer Big Bus is a highlight of Wellbeing Week and provides a valuable health screening service to colleagues with digital breast screening, health promotion and health checks for men and women. During the appointments several people were referred on to their GP for further advice which could help change their lifestyle for the better.

Occupational health consultants and technicians ensure employees receive regular health screening, relevant support following injuries or ill health issues, guidance on return to work capability assessments and access to help and advice on a number of health issues.
IMPROVED SHIFT WORKING PATTERNS

Across all our primary sites colleagues are taking advantage of new shift patterns introduced during 2014, benefiting from an improved work/life balance. Following an extensive consultation and briefing process, we introduced new shift patterns, which give people a greater number of days off during the year and a shorter, more concentrated working week. These positive changes to shift patterns enable the business to strengthen its processing capabilities at primary sites, creating a platform for future growth and expansion.

The key benefits include:

- Fewer working days per year.
- Less travelling to work, saving travel costs.
- Longer runs of consecutive days off work.
TRAINING
Moy Park supports an extensive range of initiatives to ensure employees are actively engaged at work and supported in developing their skills and competence.

DEVELOPING TALENT
Moy Park’s growth is very much driven by the great people in the business, therefore supporting our colleagues through learning and development is a top priority. This underpins our culture, which is based on fundamental team working, collaboration and interdependency.

To facilitate people development we work to a leadership development framework covering performance management, talent development, internal and external learning programmes, graduate intakes and succession planning. The Accelerate Future Leaders Programme launched in 2014 is a new addition to our suite of development activities to support emerging leaders and talent development. The first cohort consisted of 21 participants who reflect the breadth of coverage across all the functions and the talent within the business.

Accelerate is comprised of eight residential modules delivered over a 12 month period with elements covering:

- Self-Awareness and Personal Impact
- The Role of a Moy Park Leader and Thinking Strategically
- Managing Commercially – Business Simulation
- World Class Leadership
- Project Management
- Operational Excellence
- Building High Performing Teams
- End of Programme Presentations

This programme is another first for Moy Park in recent years and builds on the graduate and Edge programmes.

LEADERSHIP DEVELOPMENT
Moy Park has a unique approach to developing “Leadership and High Performance”. This investment in building leadership and high performance capability has delivered transformational results for the business in a number of ways, improving company performance, safety performance and employee engagement.

The graduate pipeline encompasses bursaries and sandwich placement students, particularly through the Moy Park Academy at Loughry and our Graduate Management Programme (GMP). The GMP has close to 35 trainees recruited in 2013 and 2014, working through a series of structured training modules and work placements to gain a real insight into the company, supported by a bespoke management development programme and mentoring from senior management.
CONTINUOUS IMPROVEMENT

One of the key strategic objectives within our ‘Focus to Win’ strategy for Moy Park is “to be the most effective, efficient and safe organisation of our kind in Europe”. Through continuous improvement all employees can be actively engaged to help drive change across all sites.

Our Craigavon Coated Factory has undergone considerable improvement in terms of delivering financial savings, improved efficiency, and most importantly the engagement of employees in improvement activities and teamwork at all levels. A range of Continuous Improvement tools are deployed within the factory such as Line Optimisation (incorporating Waste Awareness, Changeover Improvements, 5S Workplace organisation and A3 Root Cause Problem Solving), Kaizen Events and Total Asset Care.

The effectiveness of this approach at Craigavon Coated has been recognised with a prestige EFQM Ireland Excellence Award. Craigavon Coated also received Five-Star Excellence Status from the EFQM – the highest star rating that can be awarded – for the high performance standards of the factory.

- Say no to status quo and implement new methods and assume they will work – keep an open mind.
- If something is wrong – correct it.
- Accept no excuses and make things happen – if there’s a will there’s a way.
- Fault the process not the people.
- Be economical. Save money through small improvements and spend the savings on further improvements.
- Abolish old, traditional methods – find the simple answer to solve complex issues.
- Remember improvement has no limits. Never stop trying to improve.
- Improve everything continuously – problems are a springboard for opportunities.
- Empower everyone to take part in problem solving.
- Before making decisions ask why five times.
- Get information and opinions from multiple people.
MOY PARK EMPLOYEES ‘TOP OF THE CLASS’

The leadership skills developed through the ‘Leaders in Industry Programme’ are specific to the growing food sector. Three employees have successfully completed the ‘Leaders in Industry Programme’ at Queen’s University Belfast, each achieving a Level 5 accreditation from the Institute of Leadership and Management. Consisting of four core modules, the students participated in a six month course examining the strategic issues within the food industry, through classroom and workplace based learning. Tutors from Queen’s University Belfast and Cranfield University supported participants with personal development plans and regular feedback and coaching.

COMMUNICATION

Moy Park publishes a quarterly newsletter – Moy Magazine – to share stories and inform our colleagues about items of interest around the company. Whatever the project, the magazine has always endeavoured to capture the essence of life at Moy Park and the impact of new innovations on improving culture. Whether it is safety projects, environmental drives, safety achievements, charity and community engagement – the Moy Magazine will ensure that the benefits are shared and communicated across the group.

A mixture of further communication channels supplement the magazine across the company. This includes notice board announcements, team briefs and cascade briefings, to ensure everyone receives relevant and timely information on the latest developments across the company.

LONG SERVICE AWARDS

Moy Park has a sizeable cohort of loyal, long serving employees spending most of their working lives at the company. We are committed to supporting our staff members and building a strong sense of community across our sites and enjoy hosting our annual Long Service Awards to say thank you for the huge effort they continue to put in year after year.

ANNUAL RECOGNITION AWARDS

The annual recognition awards, which are presented at the annual Senior Managers’ Conference, highlight and recognise the terrific work being carried out across the business. The 2014 awards were presented by Janet McCollum, Chief Executive along with special guest, David Meade. The teams have excelled in areas including health and safety performance, sustainability, operational excellence and team achievements, as well as technical and quality standards.
COMMUNITY ENGAGEMENT

We draw most of our employees from the areas surrounding our facilities and we see our communities as important partners. Our community engagement programme is focused on two key priority areas – core programmes in youth employment and education, and charitable activities.

At Moy Park we truly believe our business is a people focused organisation. We invest heavily in the learning and development of our colleagues to help them to do their jobs more effectively, and in return they perform exceptionally. The community initiatives we engage in are a natural extension of this approach, also investing in the learning and development of young people in the local community of which we are an integral part.

OUR AIM IS TO ENGAGE IN OUR LOCAL COMMUNITY, WHICH IS AN IMPORTANT STAKEHOLDER GROUP

- **3rd Year** of work placements through the ‘Get into Food Processing’ programme with The Prince’s Trust
- **800 Primary 6 Pupils** receive business education through the Moy Park Challenge
- **17 Bursaries and Scholarships** awarded via the Moy Park Academy at CAFRE
- **£20,000 Raised** for Yellow Ribbon Suicide Prevention charity
- **Careers Presentations** to school pupils including Tasty Careers
CORE COMMUNITY PROGRAMMES

Moy Park has invested in its community to bring bursaries, scholarships and work placements to young people, delivering enterprise education to school pupils, and has adopted a leadership position in supporting and developing youth employment in the rural economy.

The programme has various strands to reach across a wide range and leverage partnership resources, including youth training and education, bursaries and scholarships and work placements and experiences.

- Improve youth opportunities for gaining employment
- Provide decent employment
- Education and training

Focused on developing young people in rural areas through our work with:
- The Prince’s Trust
- Young Enterprise
- Young Farmers’ Clubs of Ulster
- Tasty Careers
- Harper Adams
- IGD initiative – Feeding Britain’s Future

OPPORTUNITIES
- Scholarships
- Bursaries
- Work placements
- Education
- Inspire creativity and entrepreneurial skills
- Careers awareness
MOY PARK ACADEMY

The Moy Park Academy at Loughry supports students with bursaries and placements to invest in the economy’s knowledge base, as well as providing practical input in the form of assignments and dissertation topics to make students’ education more practical and relevant to potential employers. A total of 60 second year Food Design Module students competed in the 2014 ‘Moy Park Challenge’.

Six new students were welcomed in 2014 for a variety of summer and 48-week work placements in the NPD and Technical teams as part of their bursary award. The students are building their experience to complement formal studies, as we continue to invest in developing capabilities and promoting careers in the food industry.

MOY PARK SUPPORTS RURAL YOUTH

As a major player in the agri-food industry, we understand the importance of encouraging the next generation of poultry farmers and farmers in general. Moy Park’s initiative with the Young Farmers’ Clubs of Ulster (YFCU) aims to drive employment by supporting young people in their career development and raising their awareness of agri-food sector opportunities. We have done this through delivering a series of farm visit experiences, expert seminars at YFCU events and targeted communication reinforcing the key messages.

Moy Park farmers Graham McIlroy and Gareth Murray hosted visits from Young Farmers’ Clubs of Ulster (YFCU) members at their farms. The YFCU members gained an insight into the poultry industry and the use of cutting-edge sustainable initiatives including enhanced biosecurity controls, biomass hot water heating system, solar panels and Graham’s innovative use of local wood chips to fuel biomass boilers. These visits provided a fantastic opportunity to engage with members. By showcasing the farms as best practice examples, the tours provided an insight into daily life on a working poultry farm and showcased the use of state-of-the-art technologies in sustainable poultry farming.
STEM CAREERS

Ballymena hosted a visit for 20 careers teachers as part of the ‘STEM in ACTION Conference’, which aims to provide teachers with up-to-date STEM careers information. The visiting teachers viewed operations in the retail packing and processing areas, and spoke with the STEM graduates who work there. Earlier in the day Ballymena HR Officer Marie Wilson presented at the Conference to explain all the careers opportunities in our industry.

Visit from STEM careers teachers

FEEDING BRITAIN’S FUTURE

Moy Park wholeheartedly participated in the IGD initiative ‘Feeding Britain’s Future’ to help provide young unemployed people with employability skills, training and insight into working in the food and grocery industry.

During Skills for Work month we held workshops on CV writing, application skills and interview techniques.

Feeding Britain’s Future 2014 saw more than 200 food and grocery companies across our industry open their doors. There were 2,300 workshops across 1,300 locations throughout England, Scotland and Wales during Skills for Work Month. We look forward to taking part again in future.

FEEDING BRITAIN’S FUTURE

Skills for Work Month

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EDUCATIONAL VISITS

To celebrate Open Farm days, families have visited Monksthorpe Poultry Farm and Barr Farm in Billinghay to meet our team of people – from those who make the feed that our chickens eat, to those who look after the birds and create the tasty dishes we provide for our customers. All our chickens are kept in large barns provided with natural light and are fed a balanced diet with an enriched environment including play bales, pecking objects and perches. Hundreds of visitors had the opportunity to use the specially constructed viewing gallery so they could see our chickens without disturbing them and learn more about life on a working farm.

These farm visits are great for learning about where our food comes from and have attracted interest from several schools including 30 pupils from St Mary’s Primary School who visited Moy Park farmer Oliver McElvogue’s poultry farm outside Dungannon. The children were able to learn about the ‘farm to fork’ message and farm safety, and experience a taste of daily life on a working farm.

In partnership with the Environmental Agency, Moy Park Hénin hosted a meeting with a group of students from the “Ecole des Mines” (engineering school). The wastewater treatment plant and the water management system implemented by Moy Park were of great interest to the students who were delighted to have the opportunity to see the equipment in operation first hand.

Open Farm Sunday hosted by Moy Park at Monksthorpe Poultry Farm

Engineering school visit hosted by Hénin

Enjoying Barr Farm Open Day were: Ian Hempsall, Senior Food Technologist; Martyn Lee, Senior Development Chef; Polly Vinson Assistant Food Technologist and Michael Charlesworth, Assistant Food Technologist
THE PRINCE’S TRUST ‘GET INTO FOOD PROCESSING’

Seven local young people have successfully completed the third year of The Prince’s Trust ‘Get into Food Processing’ programme with Moy Park to help improve their employability. The fourth programme in this series saw the group take part in bespoke work placements at Moy Park’s Ballymena and Craigavon sites.

The four-week programme was delivered by The Prince’s Trust and specifically tailored to give unemployed 16 to 25 year olds the confidence, skills and training to embark on a career in the food processing industry. The young people gained accredited qualifications in food safety, manual handling, health and safety at work and first aid, with a total of 35 welcomed by Moy Park over the three years.

MOY PARK CHALLENGE

Moy Park teamed up with leading business education charity, Young Enterprise Northern Ireland to inspire primary six pupils to get involved in business and enterprise. We promote enterprise education to nearly 200 primary school children via the annual Moy Park Challenge where pupils participate in an interactive, business-related competition designed to inspire their creativity and entrepreneurial skills. As part of the challenge young people formulate business plans, as well as test their marketing skills by producing a poster for Moy Park products. This helps local children understand the role that companies such as ours play in local communities, and we believe it provides a great opportunity to show them how the business works as well as the vast range of interesting and rewarding careers available. These young people are now better prepared for their futures and the world of work as a direct result of our engagement.

It is fantastic to see such a successful local business encouraging innovation and I would hope the competition will inspire the next generation of young entrepreneurs.

Carol Fitzsimons
Chief Executive, Young Enterprise Northern Ireland

Working in partnership with The Prince’s Trust, Moy Park has been the driving force for ‘Get into Food Processing’ – a pioneering programme enabling young people to gain the qualifications, work experience and skills necessary to move into a career in food manufacturing. As Northern Ireland’s leading employer we very much value Moy Park’s commitment to provide vital employment opportunities for young people in a rural economy.

Ian Jeffers
Director, The Prince’s Trust

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Employees across the company enjoy volunteering, supporting and engaging in charitable activities connecting directly with our communities in a personal and meaningful way. As a group we are proud of our three-year partnership with Farm Africa and will enthusiastically continue to support other charities in our community, where we will ensure the momentum and focus continues on our range of existing charity initiatives at each site.

FARM AFRICA CHARITY PARTNERSHIP

Moy Park has launched a charity partnership with Farm Africa, which aims to raise an ambitious £100,000 for the charity over three years.

Farm Africa is a different kind of charity, working to end hunger and bring prosperity in rural Africa. They work shoulder-to-shoulder with farmers and local communities, providing them with the right seeds, tools and technical support. They empower farmers to transform their lives and grow enough food to feed their families – not just this harvest, but every harvest.

We have planned some imaginative and challenging fundraising events over the next three years, where Moy Park employees will have the opportunity to take part in a variety of fundraising activities including a trek through some of Ethiopia’s most challenging countryside, marathons and a range of site level fundraising activities including a ‘welly-wanging’ competition and African-themed coffee mornings.

Follow our progress at
www.justgiving.com/teams/moy-park
**WORLD RECORD FOR THE HUDDERSFIELD MARATHON BAND**

A Guinness World Record has been achieved in pursuit of charity. Edward Carr, Ashbourne Hatchery Engineer and 30 other bandsmen broke the record for the fastest marching band to ever march the London marathon with a time of 6:56:44. The money raised through this record-breaking endeavour was donated to Sense, a national charity supporting and campaigning for deaf blind people.

**BRITISH HEART FOUNDATION**

Ashbourne’s Jane Sowter (Hygiene Manager), Geoffrey Clowes (Hygiene Operative) and John Sullivan (Engineer) all took part in the British Heart Foundation sponsored bike ride raising much needed funds. The bike ride involved cycling 52 miles from Manchester to Blackpool, riding throughout the night. On reaching Blackpool all the illuminations were on and even the tower had a big red heart on the side, which was a fitting end to a challenging journey.

**LONDON TO PARIS CHARITY BIKE RIDE**

Prostate Cancer UK and Anna’s Hope, a Lincolnshire based charity supporting children with brain tumours, benefited from a London to Paris Charity Bike Ride challenge undertaken by Senior Agricultural Planner GB, Alex Lambert. Alex prepared for the challenge with thousands of miles training, which enabled him to endure three days, 19 hours in the saddle over 260 miles, 5.1 vertical kilometres of ascents and every kind of weather imaginable.

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YELLOW RIBBON

Following a two-year partnership, Moy Park’s charity partnership with Yellow Ribbon Suicide Prevention has raised enough to continue their ongoing programme of support to the local community. The Charity Committee at Craigavon and Dungannon enthusiastically organised events including a ‘Night at the Races’, bingo, raffles and coffee mornings, which raised over £20,000 in total. Every penny raised goes directly into the running costs for Yellow Ribbon’s services and clinic, so they can continue to offer the local community support and advice around these important and life-changing issues.

Portadown-based Yellow Ribbon NI provides suicide awareness and support to the local community. With a dedicated 24/7 information line, volunteers offer support and advice on stress, bereavement, anxiety, acute and chronic depression, alcoholism and relationship issues. Yellow Ribbon NI also runs a range of community programmes including a Depression Support Group for men, a fishing project with Angling First Dromore and a Wildlife Group.

Moy Park volunteers tidy up White Bridge – Photo: Grantham Journal

VOLUNTEERING WHITEWASH

Moy Park Grantham provided the materials and volunteers who gave up a Saturday to get the historic White Bridge gleaming again, which is the showpiece entrance to the local town’s 91-year-old Wyndham Park. Volunteers Bruce Vincent, Antony Leone, organiser Darren Abbott, Jon Foss and daughter Isabella were joined by the local Town Mayor Ian Selby as part of a project to coincide with the formal opening ceremony of the newly refurbished paddling pool.

Rotary Club charity challenge at Orléans

ORLÉANS INTER-COMPANIES CHALLENGE

For the fourth consecutive year, McKey teams have participated in the ‘Orléans inter-companies challenge’ organised by Rotary Club. This year the aim was to raise money for a community project, medical research on autism. Each team had four people doing challenges including two rowers (800m), one runner (3km) and one biker (5km). Our K-Win “blue” team finished first and our “green” team ended 58th in the mixed category of 72 teams.

Mary Daly with Dr Arthur Cassidy of Yellow Ribbon

Moy Park’s fundraising activities have been instrumental in saving lives in our community and creating a warm user-friendly environment in which troubled clients find human compassion, emotional support and a pathway to a new life, new hope and renewed ambitions.

Dr Arthur Cassidy
Yellow Ribbon Suicide Prevention
AWARDS 2014/15

INTERNATIONAL SAFETY MERIT AWARD
British Safety Council
April 2014

PIG & POULTRY MARKETING AWARDS, Highly Commended Processor of the Year
May 2014

BEST MARKETING CAMPAIGN, ULSTER GROCER, HIGHLY COMMENDED
May 2014

WATER CHAMPION AWARD, CONSUMER COUNCIL
June 2014

TOP RESULTS ACHIEVED BY MOY PARK TEAM AT AVIAGEN BREEDER SCHOOL
September 2014

ULSTER BANK BUSINESS ACHIEVERS AWARD
Women Led Business, October 2014

WOMEN IN BUSINESS NI “OUTSTANDING BUSINESS WOMAN OF THE YEAR”
November 2014

BITC ARENA NETWORK ENVIRONMENTAL BENCHMARK (NI) achieved a top ‘Platinum’ level result for the second time
November 2014

IOD NI LEADERSHIP IN CORPORATE RESPONSIBILITY
December 2014

ULSTER BANK BUSINESS ACHIEVERS AWARD
Judges’ Special Recognition Award
December 2014

BPC, MID-CAREER SERVICE AWARD, ALAN HUSTON
December 2014

PRODUCT DEVELOPER OF THE YEAR
Meat & Poultry Processing Award
February 2015

EFQM IRELAND EXCELLENCE AWARD
February 2015

TRAINING EXCELLENCE AWARD WINNER
Northern Ireland Food and Drink Awards
March 2015

UNION LEARNING REPRESENTATIVE AWARD
Carmina Kaszoni
March 2015

INTERNATIONAL SAFETY MERIT AWARD
British Safety Council
April 2015

THREE-STAR RATING in Business in the Community’s annual CR Index
April 2015

OHSAS 18001 CERTIFICATION FOR HEALTH & SAFETY at our Continental Europe facility McKey France
June 2015

DAIRY CREST RURAL ACTION AWARD reaccredited at the 2015 BITC Responsible Business Awards
June 2015

ROSPA AWARD
Winner of the Food & Drink Manufacturing Industry Sector Award and (MORR): Bronze award
July 2015
EXTERNAL ENGAGEMENT

Moy Park regularly meets with a diverse range of stakeholders to engage in meaningful dialogue and exchange ideas. These have included meetings with the Environment Agency, shareholders, customers, employees, trade unions, business partners, lenders and insurers, investors and analysts, sector/industry experts, government, regulators, host communities, local and international NGOs, the media and suppliers.

These organisations include:

- a.v.e.c. – Membership of European poultry trade association
- Bord Bia – Member
- British Frozen Food Federation
- British Poultry Council – Membership of UK poultry trade association
- Business in the Community (BiTC) – Membership of a business-led charity that advises and supports sustainable activities
- Campden BRI – Membership; Member of Scientific & Technical Committee
- CBI – Membership of the UK’s top business lobbying organisation
- CBI Northern Ireland – Chair Employment and Skills Committee
- Chilled Food Association – Membership of organisation to promote common standards in the production of food quality and safety
- Courtauld Commitment 3 – To improve resource efficiency and reduce CO2 impact
- Department of Agriculture and Rural Development – Member of Poultry Industry Working Group
- FIA (Fédération des Industries Avicoles); French Poultry Federation – Membership
- FNICGV (Fédération des Industriels et du Commerce en Gros de la Viande); French Meat (beef & pork) Federation – Membership
- Future Skills Action Group – Member
- IGD – Member of Technical Leadership Forum
- Improve – Board member of National UK Skills Council for Food and Drink
- International Meat Trade Association – Member
- Institute of Global Food Security – Board Member
- Northern Ireland Chamber of Commerce – Board Member and Patron
- Northern Ireland Food and Drink Sector Skills – Chairperson
- Northern Ireland Food and Drink Association (NIFDA) – Membership
- Red Tractor – Membership of quality assurance scheme;
  - Member of Red Tractor Chicken Technical Committee (TAC)
- Round Table on Sustainable Palm Oil (RSPO) – To advance the production, procurement and use of sustainable palm oil
- RSPCA - Chicken Standards Technical Advisory Group (STAG)
- Sedex Information Exchange – Membership
- UECBV (Union Européenne du Commerce du Bétail et de la Viande); European Federation for Beef & Pork Meat – Membership