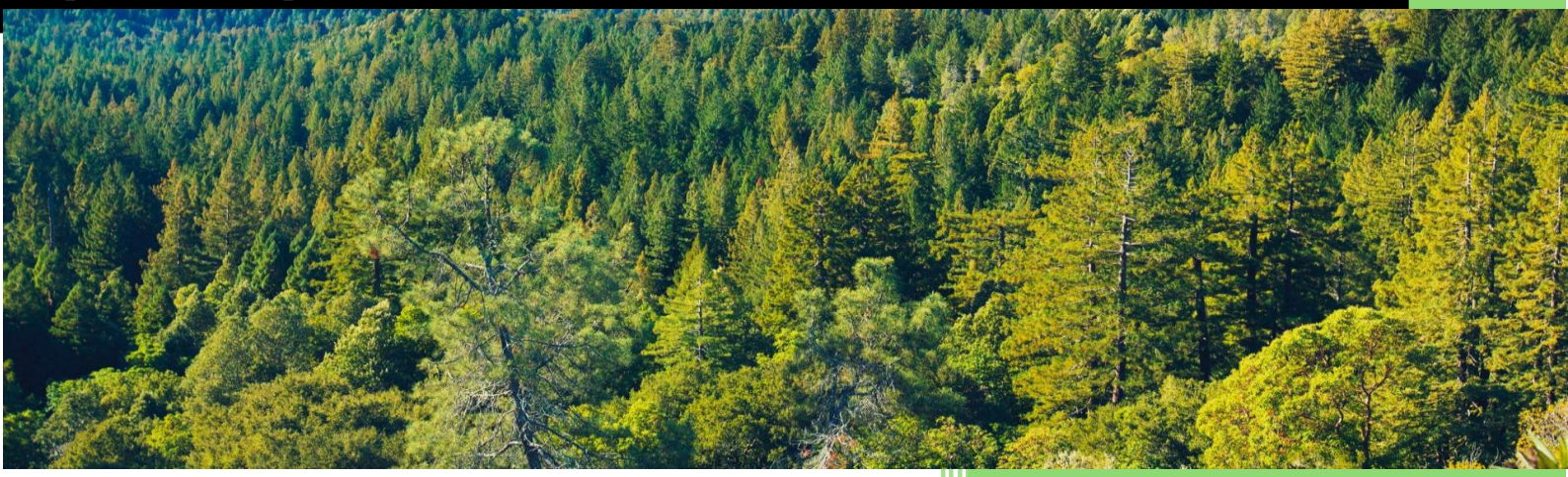
OSCAR MAYER

‘Inspiring the nation with ever more innovative meals all day every day!’

Summary of Environment, Social and Governance (ESG) Policies



Document:	Summary of Environment, Social and Governance (ESG) Policies
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This policy applies to all individuals working for or on behalf of OM UK Holdco Limited and its subsidiary companies from time to time, including employees, workers, directors, agency workers and contractors, unless otherwise specified

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1. Policy Statement

Oscar Mayer is a leading manufacturer of chilled prepared meals, proudly supplying major UK brands and supermarkets. We collaborate closely with our brand and retail partners to produce popular, high quality meal solutions that meet the evolving tastes and needs of our customers. We're experts in the sector, with 90 years' experience in the UK grocery market we bring a strong heritage to everything we do. But while our roots run deep, our focus is firmly on the future. We are continuously innovating – enhancing our operations, our products, and the way we work – to remain at the forefront of the industry.

To act with integrity is one of our core company values and we are considerate of colleagues, customers, suppliers, the environment, and our local communities in everything we do. We support and uphold the **Ten Principles of the UN Global Compact** and act to positively contribute to the **UN Sustainable Development Goals.**

2. Policy Commitments

A summary of our policy commitments in relation to core sustainability, and environment, social and governance ('ESG') issues, is set out below:

Anti-Competition

Anti-competitive practices including market-sharing, price-fixing, non-respect of confidentiality agreements, industrial espionage and abuse of dominant position are prohibited.

Bribery and Corruption

We prohibit corruption in all its forms, including bribery, extortion, fraud, embezzlement, money laundering and facilitation payments. Gifts and

hospitality are not accepted if they are in any way thought or perceived to be in return for either doing/not doing something or showing favour/disfavour to a person or organisation.

Business Ethics

We always act with the utmost integrity and comply with all relevant legislation.

Charitable Giving

We strive to positively contribute to our local communities and support charitable causes. We support GroceryAid and all employees are eligible for one day's paid leave for volunteering per annum.

Conflicts of Interest

Conflicts of interest and/or the appearance of a conflict of interest are actively avoided. Potential financial or non-financial conflicts of interest should be declared and are reviewed on a case-by-case base to determine and implement an appropriate course of action.

Environment

We strive to reduce our environmental impacts, notably those associated with energy use, climate change, packaging, waste and water use, and those of our supply chain. We work with Company Shop Group that manages our surplus (to reduce food waste).

Health & Safety

High standards of health and safety are paramount to our business and a management priority. In line with our Health and Safety Policy we are committed to implementing measures that are designed to minimise, or where reasonably practicable to eradicate, health and safety risks arising from our activities. We manage these through our H&S

management system, which includes a zero-tolerance approach to the use of illegal drugs and alcohol at work.

Human Rights

We respect human rights and operate in accordance with the fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. This includes upholding freedom of association and collective bargaining, not using forced or child labour, eliminating discrimination and providing a safe and healthy working environment. In accordance with our Human Rights Policy, we are committed to the fair and equitable remediation of any human rights negatively impacted by our business activities.

Inclusion & Discrimination

We are committed to fostering a diverse, vibrant workplace where people from all backgrounds can thrive. Our Equal Opportunities Policy sets out our commitment to valuing and celebrating diversity, maintaining an inclusive environment, and providing equal opportunities in relation to all aspects of employment and work conditions. Direct discrimination, indirect discrimination, harassment, and victimisation in relation to age; disability (mental or physical); ethnicity (including race, racial group, colour and nationality); gender, gender identity or gender reassignment status; marriage or civil partnership status; pregnancy and maternity; paternity, religion or belief; sexual orientation; and participation in worker representative organisations are all prohibited. We have a zero-tolerance approach to discrimination.

Information Security & Data Privacy

Safeguarding and protecting our data, and any data entrusted to us, is extremely important and we take cyber security very seriously. Roles

and responsibilities in relation to information security are set out in our Information Security Policy.

Labour Standards

We pay equal and fair remuneration, above the applicable National Living Wage/National Minimum Wage. Working hours are in line with working time regulations and opt-out agreements. Employees receive far in excess of the ILO recommended paid holiday and we do not operate zero hours contracts.

Modern Slavery

We are committed to preventing slavery and human trafficking in our operations and in our supply chains. Modern Slavery Awareness training forms part of the induction process and the **Stronger Together** contact details are promoted on all sites. We do not employ anyone under the age of 18. More information on our approach is detailed in our **Modern Slavery Statement**.

Political Lobbying

We do not give political donations, and we prohibit lobbying in contradiction of the standards upheld in this policy.

Product Quality

Consistently produced and quality products are core to our business. We adhere to good manufacturing practices and all operational activities are conducted in a manner designed to maintain the integrity and quality of our products. Details of responsibilities, training, culture and continuous improvement are detailed in our **Group Food Safety and Quality Policy.**

Supply Chain

We expect the highest standards of business ethics from our supply chain and both suppliers and products are carefully selected. Our Supplier Code of Conduct requires compliance with all requirements of the **Ethical Trading Initiative (ETI) Base Code.** We assess and monitor supply chain sustainability standards through **SEDEX** and we use third party certification schemes such as the Roundtable on Sustainable Palm Oil (RSPO), Marine Stewardship Council (MSC), RSPCA and Red Tractor to verify product standards. We do not use ingredients that have been grown on land subject to legal or illegal deforestation (see our **Deforestation Policy**).

Tax

We are committed to being a responsible and compliant taxpayer in the UK and we do this through robust governance, not engaging in tax avoidance and being transparent in our relationship with the tax office.

Whistleblowing

Any serious concerns about the company can be raised by employees, suppliers or other third parties 24/7 and confidentially via an independent third-party whistleblowing hotline.

The policies above apply to all employees, contractors, casual workers and agency workers of Oscar Mayer Limited and its subsidiaries. This includes operations under the trading names of Rowan Foods Limited and Ferndale Foods Limited. Employees are made aware of their responsibilities during the induction process are asked to sign their compliance to a Code of Conduct & Ethics. We encourage any suspected non-conformities to be raised confidentially and without fear of reprisal through our Grievance Procedure or Whistleblowing Policy.

Anyone who violates the law, our Code of Conduct & Ethics and/or our policies may be subject to disciplinary action, up to and including termination, in accordance with applicable law.

Signed:

Ian Toal, Chief Executive Officer

Date: 20 October 2026