

## Community and Charity Statement

Dunbia as a family owned company, has a long tradition of support for charities and giving back to the communities where we operate. All sites have a Community and Charity Champion (CCC) who coordinates activities and is identified on site noticeboards. All employees are expected to reflect Dunbia's mission, vision and values in any community and charity (C&C) activity and the following themes are generally supported:

- Agriculture, food & related charity and community events
- Health & well-being related charity and community events
- Local charities and community events
- Scientific or academic research on livestock production/meat protein challenges
- Youth and older persons' charity and community events

Dunbia will support C&C activity in the following ways<sup>1</sup>. Ideas may be brought to the site CCC or Head of CSR and Sustainability.

- Group Fundraising Activity: We have a Group Calendar of Events and sites will organize fundraising activity for a select few of these events each year. Additionally, employees are invited to propose ideas they feel might be suitable for site level or group involvement. Examples in the past are fundraising in relation to Macmillan and Christmas jumper photo appeals. Activities will be agreed with the Group Head of CSR and Sustainability.
- Supporting Local C&C Activity: Funding is possible for approved local C&C activity agreed by the site operations manager and site CCC, subject to budgetary limits. Ideas for consideration should be forwarded to the site CCC.
- Employee Organised Fundraising: Support is offered, and employees are encouraged, to raise funds for agreed worthwhile causes. This activity must be balanced with the responsibility to protect the business, public and employee concerned. Such activity will be eligible for the Dunbia semi-annual draw for matched funding.
- Volunteering: Employees are encouraged to volunteer for C&C events. Volunteering outside of working hours will be eligible for the Dunbia semi-annual drawn for matched funding. Volunteering within working hours may be considered subject to agreement with site operations manager and CCC, once it does not impact operations.
- Other: If you feel you have an idea worthy of consideration and it doesn't directly fall under a heading outlined above for financial support or volunteer hour support, please feel free to contact the site CCC or [csr@dawnmeats.com](mailto:csr@dawnmeats.com).

### Important Things to Know:

- All C&C Activity where employees are being asked to donate to or partake in fundraising must be agreed in advance with the site CCC and must be registered on the Community and Charity Account Register (CCAR). To qualify for the draw for matched funding, the C&C Activity must be on the CCAR. This applies equally to events organized on or off site.
- Dunbia does not ordinarily support personal fundraising or fundraising undertaken by/for individual employees' family members. However, under certain exceptional circumstances, approval may be given to do so on compassionate grounds and must be obtained from the Head of CSR and Sustainability via the site CCC.
- All communication in relation to fundraising must be through the CCC. Emails should be sent by the CCC. Posters or other communication should be agreed with the CCC. All external communication is through the Head of CSR and Sustainability.
- Customers or suppliers must not be contacted for sponsorship in relation to fundraising, unless and under exceptional circumstances, approval to do so has been given in advance, by the Head of CSR and Sustainability.
- Dunbia will not cover costs associated with fundraising activity e.g. travel or accommodation cost.



Niall Browne  
Chief Executive Officer  
April 2020

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	2.0	April 2020	1 of 1	Gill Higgins	Richard Clinton

<sup>1</sup> Note all funding and volunteer hours supported by Dunbia will be subject to limits