



Company Guide and detailed Social and Environmental Policy

Contents

- 1.Guiding Principles
- 2.Our Ambition
- 3.Our Responsibilities
- 4.Core Business Principles
- 5.Human Rights
- 6.Health and Safety
- 7.Environment
- 8.Ethical Business Conduct
- 9.Cultural Diversity in the Workplace
- 10.Community Support
- 11.Innovation
- 12.Openness and Transparency

Environmental policy

Horizon Foodservice Equipment Limited Tel: 01733 246392 info@hfse.co.uk

1.Guiding Principles

The challenge to Horizon Foodservice Equipment Limited and its people is to develop a profitable, sustainable business that delivers a balance of positive economic, social and environmental benefits.

This document sets out our ambition, responsibilities and core business principles in meeting this challenge. Together, these define a common purpose for the rich and diverse resources of the Company.

2.Our Ambition

Our ambition is to develop a leading business engaged in the provision of catering equipment and associated services to all sectors of the food service industry.

We will pursue this ambition by:

- anticipating and responding to the needs of our customers throughout the full life of their capital assets
- differentiating ourselves through innovation and the ability to add value
- taking a broad, long-term view of our relationships with customers
- striving for continuous performance improvement and demonstrating professionalism and excellence in all our activities
- encouraging our people to develop and contribute to their full potential

We are committed to pursuing this ambition responsibly, contributing to the sustainable development of the economies, societies and environments in which we operate.

3.Our Responsibilities

We acknowledge our fundamental responsibility to conduct our operations in a manner consistent with the development of the social and natural systems impacted by our operations, demonstrating respect for human rights and operating within all applicable laws. Within this framework, we acknowledge the following responsibilities to our immediate stakeholders:

To Customers

To work closely with them to understand and help them address their current and future needs, delivering high quality value for money solutions through our own efforts and those of our supply chain partners.

To Employees

To offer competitive terms of service, encourage personal and career development on an equal opportunities basis and promote dialogue as a way of evolution and progress. To promote high standards of health and safety, respect employment rights and provide a workplace free from harassment.

4.Our Core Business Principles

In meeting our responsibilities, we will, as a company and as individuals, uphold the core business principles set out here.

We will incorporate these principles into our management policies and processes and show leadership and example in applying them in our day-to-day actions and behaviours. We invite our people to support these core business principles by raising concerns, in a responsible manner and without fear of prejudice for so doing, where they believe practices may fall short of our expected standards.

We will seek to influence our business partners to achieve the same standards we have set for ourselves.

5.Human Rights

We respect the human rights and dignity of those affected by our operations in a manner consistent with the obligations and commitments of the international jurisdictions in which we operate and without discrimination of any kind.

6.Health and Safety

We will pursue an absolute goal of causing no harm to our employees or those affected by our activities. We will implement effective health and safety management systems, encourage and promote the adoption of safe working practices and engage our people and business partners in driving continuous performance improvement.

7.Environment

We will pursue an absolute goal of causing no harm to the environment. We will implement effective environmental management systems, encourage and promote the adoption of environmentally sensitive practices and engage our people and business partners in driving continuous performance improvement.

8.Ethical Business Conduct

Our relationships are underpinned by our reputation for being reliable, trustworthy and fair. We will apply consistently high standards of ethics in all we do, acting in ways that meet or exceed applicable legal standards, meeting our contractual commitments, avoiding conflicts of interest, keeping Company data accurate, confidential and secure and abstaining from all forms of corruption.

9.Cultural Diversity in the Workplace

We value the diversity of our people and will use this to develop the Company. We respect the rights of our people to equal opportunity and non-discrimination in the workplace, to organise for the purposes of collective representation in accordance with the laws in the jurisdictions where they are employed, to be advised of and be afforded fair opportunity to respond to actions and decisions adversely affecting them in the workplace and to confidentiality relating to personal data held by the Company.

10.Community Support

We will support the local, national and international communities in which we work. We will engage in consultation on matters of importance to them connected with our activities and seek to contribute to their economic and social well being, within the framework of local laws and in context with the Company's roles and responsibilities.

11.Innovation

Professionalism underpins all our activities. In addition, we will demonstrate a dynamic and co-operative approach, helping customers in their search for new solutions and methods of working. We believe innovation and creativity are essential for the future of the Company by enhancing our capacity for growth and progress.

12.Openness and Transparency

Openness and transparency are values underpinning all aspects of our external and internal relationships. We will build trust in clients, and other interested parties through the publication of accurate reliable data. We will foster teamwork and encourage synergies across the Company through the sharing of knowledge and best practices.

This document is intended to provoke thoughtful discussion and promote participation in the responsible development of the Company. It is not intended nor should it be taken to create or form the basis for any legal rights or obligations.

Horizon Foodservice Equipment Limited Environmental Policy.

Horizon Foodservice Equipment Limited is committed to conducting its business in a manner that is both professional and ethical whilst at all times paying particular attention to its environmental responsibilities.

These responsibilities will be discharged by implementing the following:

- Strict compliance with all relevant legal requirements, codes of practice and regulations
- The organisation of our operations in order to minimise pollution and disturbance to our neighbours and the general public
- The efficient use of materials and resources with particular regard to the long term sustainability of consumable items
- The establishment and maintenance of management structures within our operating companies and divisions with specific responsibility for the implementation of environmental policy
- The establishment of targets to measure the continuous improvement in our environmental performance in key areas
- Regular management reviews of the content and implementation of environmental policy with the objective of achieving continuous improvement in performance through the ongoing establishment of best practice

Commitment

We are committed to our environmental policy, to environmental protection and improved performance. The policy will be implemented in all that we do via the aims and objectives stated in this document

The objectives set out in this policy cannot be met effectively without the full co-operation of our staff, our clients and other business associates. Such co-operation is required from all Horizon personnel and requested from all those with whom we interact.

Environmental aims and objectives

As one of the UK's leading catering equipment supply companies, we recognise the significant part we have to play in the protection of the environment in which we live and work. Wherever possible we promote the use of sustainable resources whilst going about our day-to-day activities. In our capacity as a major group and employer, we aim to:

- Ensure the effective management of resources thus reducing our impact on the natural environment
- Influence design and construction processes to ensure environmentally effective selection of materials and working methods
- Foster employees' environmental awareness and concern, and integrate environmental management into training
- Encourage the participation of our subcontractors, suppliers and clients in our environmental goals
- Improve our performance year-on-year

Management activities

For us to aim to improve our performance year-on-year, we must set in place strategies and processes against which we can measure ourselves and provide useful feedback into the learning loop. Although not exclusive, the following list indicates some of the key issues that will be considered in our business units:

- Seek to prevent pollution
- Seek to minimise waste
- Identify and manage environmental risks and hazards
- Seek to influence the choice of construction material and working methods to make efficient use of resources
- Set our own standards when none are in place
- Provide prompt response to environmental incidents or emergencies
- Encourage proactive response to government and other sponsored environmental initiatives
- Promote the achievement of environmental awards and accreditation by our operating companies and divisions

We will record and measure our performance against considered targets appropriate to the business units and to report on these achievements.



Health & Safety Policy Statement

The Directors of Horizon Foodservice Equipment Limited recognise the fact that health and safety has positive benefits to the Company and a commitment to a high level of safety makes sound business sense. We accept that an active and practical leadership in respect of health and safety matters is a business function and that a concerted approach must be adopted to continually progress and adapt to changes.

Horizon Foodservice Equipment Limited values the contribution made by its employees and seeks to conduct its activities in a manner that is committed to their health, safety and well-being. It is the policy of the Company to ensure, as far as is reasonably practicable, the provision and maintenance of:

- Safe and health working conditions, equipment and systems of work for all employees
- Such resources, information, training and supervision as are needed for these purposes
- A health and safety ethos that is fully integrated into the management and decision-making processes within the organisation

Horizon Foodservice Equipment Limited also accepts its responsibilities for the health and safety of other people who may be affected by its activities.

To this end, Horizon Foodservice Equipment Limited will comply with the requirements of the Health and Safety at Work Act 1974, all other relevant statutory provisions and recognised Codes of Practice. The standards that will be adopted are those required by Law although the Company will seek always to exceed these where there is a demonstrable benefit. The Company recognises that safety is the responsibility of everyone within the organisation and is not just a function of management.

Contractors and their employees will be required to comply with the policy and other relevant statutory requirements when on company premises, sites or carrying out work for the Company.

This statement will be reviewed annually unless significant changes in health and safety legislation are forthcoming.

Dominic Falco

Director.

Signed on behalf of Horizon Foodservice Equipment Limited.

June 2007.