

# Corporate Responsibility at GWF



“As a responsible food business our purpose is to ‘delight people everyday with the simple pleasure of good food’. One of our values is accountability and this means always looking to improve what we do for the benefit of our customers, our people, our communities, our environment and our business - for the long term.”

Andrew Reeves,  
Chief Executive, GWF

## Our quality promise

GWF is an active member of the food industry

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### Reducing salt

GWF is one of Australia’s first companies to establish a sodium criteria as part of the National Heart Foundation Heart Tick program and Voluntary Sodium Reduction Roundtable initiative. Since 2007, we’ve reduced salt across our breads and small goods, contributing to the removal of more than 340 tonnes of salt from Australian diets.



### Helping consumers make healthy choices

GWF is a member of the GoScan program, which helps consumers access trusted product information from their mobile phone.



### Sharing expert advice

GWF is a member of the Australian Food and Grocery Council’s Committee of Health, Nutrition and Scientific Affairs, providing expert advice on regulatory issues that affect the food and grocery industry. GWF is also a member of the Allergen Bureau, sharing information and experience to ensure consumers receive relevant, consistent and easy to understand information on food allergens.



### Ensuring product safety

As the manufacturers of many household brands, we work hard to ensure our products reach consumers in their optimum condition. All our manufacturing facilities are certified to local regulatory requirements, with some facilities achieving internationally recognised standards, and our dedicated quality and operational team work every day to achieve our strict quality standards.

For more information on any of these topics, please contact us at [responsibility@gwf.com.au](mailto:responsibility@gwf.com.au)

# Our supply chain

We have a robust supply chain that we can trust

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## Ensuring our suppliers share our values

We require our suppliers to comply with our Responsible Sourcing Code of Conduct, capturing our expectations regarding ethical labour standards, anti-bribery and corruption and sourcing of ingredients and materials.



## Sustainable palm oil

Along with our parent, Associated British Foods, George Weston Foods has made a commitment to the responsible sourcing of palm oil by 2015. From 1 January 2015, our aim is to only source and supply products that include Certified Sustainable Palm Oil.



## Animal welfare

We require all suppliers of animal products and services to comply with local animal welfare laws, regulations and standards and demonstrate compliance, certification and traceability of their published standards at all times.



## Chain of responsibility

The achievement of a safe transport and warehouse traffic management environment is a collective responsibility. We have an independently audited Chain of Responsibility management system for all supply chains across our national business.



## Audit program

We have a certified Vendor Assurance Program, where suppliers are audited against relevant regulatory, industry and customer standards.

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# Our people

We employ more than 6,500 people across 60 sites in Australia and New Zealand

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## Safety

Safety is our first priority. We operate a world class safety program and require all our people and those who work with us to be relentless in ensuring the safety of each other.



### **Developing our people**

We are committed to developing our people to ‘be yourself – at your best’. From literacy and numeracy training, to leadership and behavioural programs, we have a suite of programs to continually enhance the way we work with each other.



### **Diversity**

We believe harnessing the diverse skills, capabilities and perspectives of all our people is vital to our future success. An important aspect of leveraging our diversity is inclusion, where we embrace a broad range of views, as they can lead to improved decision making in our business. Our current initiatives include round table discussions with leaders and training in ‘unconscious bias’, mentoring, regular contact with people on parental leave and creating opportunities for people with disabilities.



### **A great place to work**

Our people policies mirror our values – from our Code of Conduct, to standards of Workplace Behaviour so that our workplace remains a great place to work, to our Flexible Workplace Policy, to help our people balance work and family commitments.

For more information on any of these topics, please contact us at [responsibility@gwf.com.au](mailto:responsibility@gwf.com.au)

## **Our communities**

GWF is active in supporting the communities that support us, our customers and our consumers

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### **Donating our products**

The largest hunger relief organisation in Australia and acts as a conduit between the food and grocery industry’s donations and the welfare sector’s needs. They distribute food to over 2,500 charities & community groups and over 1,000 schools around Australia. GWF’s primary contribution is through significant product donations – 2.3 million meals and growing.



### **KidsCan**

A GWF initiative with a focus on nourishing New Zealand kids who experience hunger and poor nourishment. NOK works directly with schools as well as organisations such as KidsCan Charity, City Mission and Lunches for Less, to feed and educate kids and communities about affordable nourishment and help those in need.



### **The Smith Family**

GWF provides direct funding and support through our sites and people to help deliver our innovative caring everyday Career Program. The program aims to empower disadvantaged Australian High School students and introduce them to the ‘world of work’.



### **Supporting our people to volunteer**

Our people volunteer their time as iTrack online mentors, a program to help disadvantaged children realise their potential in their critical leaving school year. Our people are also able to take two paid leave days per year to volunteer with nominated charities as well as their own. We also encourage and support our automatic Payroll Giving Program.

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## **Our environment**

We include environmental targets as part of our business performance measurements

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### **Conserving water**

GWF set a goal to reduce water consumption per tonne of goods by 20% by 2020, relative to a 2010-11 baseline. At the end of 2013, GWF's overall water consumption was down by just over 12% compared to our baseline year due to a variety of initiatives including water recirculation, more efficient cleaning practices and rainwater harvesting.



### **Australian Packaging Covenant**

GWF is a signatory to the Australian Packaging Covenant, an agreement between companies in the supply chain and all levels of Government to reduce the environmental impacts of consumer packaging. Tip Top is also a partner of the REDcycle program. REDcycle collects flexible packaging from drop off points in participating supermarkets and reprocesses the packaging into durable furniture for Australian communities.



### **Sustainable palm oil**

GWF uses palm oil, but has committed to the responsible sourcing of palm oil and by 2015, we aim to only use Certified Sustainable or RSPO endorsed trading schemes.



### **Energy efficiency and greenhouse**

GWF has taken steps to reduce greenhouse gas emissions from our operations and monitor our performance against internal targets. Since 2008/09, our Australian operations have achieved an 18.9% decrease in reportable greenhouse gas emissions.



### **Ensuring our suppliers share our values**

We require our suppliers to comply with our Responsible Sourcing Code of Conduct, capturing our expectations regarding sustainable sourcing practices.

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