

POLICY FOR SUSTAINABLE DEVELOPMENT

Our business philosophy is based on delivering sustainable development together with our commitment to be a benefit to the local community of Saschiz and to the wider rural communities in Mures, Brasov and Sibiu Counties. The Charter for Sustainable Development developed in 2015 by the International Chamber of Commerce provides the matrix for our policy.

GOVERNANCE & COLLABORATION		ENVIRONMENTAL INNOVATION
Sustainable Development as a business priority		
Transparency, Communications & Reporting		Collaboration & Partnerships for Continuous Improvement
Responsibility Towards People & Societies		Environmental Responsibility & Management
Products & Services		
Inclusive Economic Growth and Development		Value Chain Approach
SOCIETAL INNOVATION		ECONOMIC INNOVATION

1. Sustainable Development as a Business Priority

- We registered the Food Development Company to promote impact investment as our shareholders recognised that project funded enterprise development was not sustainable;
- We recognised that sustainable business development takes much longer than the typical donor funded project and our shareholders have committed to our long term approach;
- We strive to build the necessary awareness and understanding of sustainability amongst our employees, customers and other stakeholders;
- We have integrated sustainability into our business strategies, leadership, principles, ethics, operations and activities;
- We govern with integrity and promote best practice and ethical conduct¹ in every aspect of our business, including fighting corruption.

2. Inclusive Economic Growth & Development

- We promote business practices that contribute to sustainable economic growth in the community by creating jobs, promoting sustainable wild harvesting, providing a route to market for local farm produce and promoting food safety;
- As Founders of the Transylvania Business Network, we encourage entrepreneurship and empower and enable enterprise development throughout the area in which we operate.

3. Environmental Responsibility & Management

- We commission annual EIA's in Mures, Brasov and Sibiu counties by the Institute of Biological Science, Cluj and these are then approved by the Environment Agency and the Town Halls in each commune where we collect wild flowers, fruit and berries;
- Sustainable wild harvesting techniques are promoted to each local community in order to preserve these natural resources for future generations;
- We reduce our waste by composting, re-cycling where possible;
- We have a thermally efficient process facility;

¹ See our Guiding Principles

- We pay a landfill tax paid to compensate for how customers throughout Romania dispose of our product packaging;

4. Responsibility Towards People & Societies

- We recognise the importance of people, both employees and external stakeholders, as critical to the success of our business;
- We offer fair terms, develop skills and work place behaviour² through in-house training;
- We respect and follow human rights guidelines, health & safety and employment law;
- We understand and can verify the social impact of our business.

5. Products & Services

- We aim to develop quality products that provide good value for the customer, are safe and are compliant with applicable laws and regulations, provide outstanding customer service and to minimise any adverse environmental and / or societal impacts from our activities;
- We endeavour to maximise the economic, societal and environmental benefits of our products by considering the whole product life cycle;
- We seek to be innovative, to identify hidden opportunities, to develop sustainable products and to avoid unintended consequences.

6. Value Chain Approach

- We aim to source local products wherever possible and pay a fair market price for quality;
- We aim to encourage local farmers to diversify by providing them a route to market;
- We buy beet sugar from factory 100km away rather than import organic cane sugar;
- We collaborate with all actors in the value chain to promote responsible, sustainable and ethical behaviour across the entire product life cycle.

7. Transparency, Communications & Reporting

- We update our business plan annually, set goals and objectives;
- We develop staff skills through annual appraisals and constructive feedback;
- We regularly report and communicate progress to staff and shareholders.

8. Collaboration & Partnership for Continuous Improvement

- We are founders of Transylvania Business Network and Slow Food Tarnava Mare;
- Through these networks, we foster collaboration, help provide routes to market that create jobs, and promote innovative business models and solutions;
- We engage with employees, shareholders, customers, suppliers and followers through regular dialogue and communication. In doing so, we aim to engender trust between the business and our various stakeholders;
- We encourage our staff to share our commitment to sustainability with our customers, suppliers and other stakeholders as it is an important part of our story;
- We encourage our staff and invite all interested stakeholders, to suggest ways to further achieve sustainable development.

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² See our Golden Rules