

# CREED

THE FOODSERVICE COMPANY

## Charity Charter

- Our target is to donate 2% of our annual profit to charitable causes.
- Our commitment to charitable work will be reviewed and discussed at our CSER (Corporate, Social and Environmental Responsibility) committee meeting.
- The charities that we choose to support will be UK based and those that are focussed on supporting either children or vulnerable people, health issues, food and sustainability related or an active lifestyle.
- All employees are encouraged to take a paid day's leave each year to support an agreed registered charity of their choice.
- The CSER committee meetings will be held bi-monthly with all dates publicised to all within our communication plan.
- To ensure leadership CSER is an agenda point for discussion at the quarterly Creed Board meetings.
- We will commit to corporate support of an agreed number of charities each year as the main focus of our charitable commitment and these will be communicated throughout the company and externally as appropriate.
- All additional requests for charitable support from external sources or from employees of Creed will be reviewed at our CSER committee meeting.
- Each depot will have charity champions who will support local activities and represent their depot at the CSER committee.
- Each depot within our network will have an agreed budget to support local charitable activities.
- We will arrange and publicise events throughout the year to provide opportunities for all employees to be involved in supporting our nominated charities.
- Our Creed lottery is available for all employees (with the exception of Directors) to enter. All monies raised from the lottery are donated to our agreed charities.
- We maintain a record of all of our charitable activities and the monies raised.
- We hold an annual employee survey and measure our employees' engagement with our commitment to charitable activities through the results within the "Giving Something Back" factor of the survey. Action plans are developed to address any opportunities identified from the feedback.
- We communicate our charitable activities via our website, social media, internal announcements and employee briefings, employee voice, the Creed Digest employee newsletter and our annual CSER report.



To find out more about our charity activity, visit our website [www.creedfoodservice.co.uk](http://www.creedfoodservice.co.uk) or follow us on our social media pages:



CreedFS



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