



CORPORATE SOCIAL RESPONSIBILITY POLICY

Pow Food Ltd

Financial year ending April 2025

Introduction to Corporate Social Responsibility (CSR)

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

POW Food are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Who we are and what we do

Pow Food offers nutritious and delicious food designed to support physical and mental wellbeing. Our award winning catering services for businesses, and chef prepared ready meals for home delivery operate across London and Nationwide.

Our Pow Food culinary team is composed of leading nutritionists and chefs dedicated to creating high-quality meals using only the finest, responsibly sourced ingredients available. Our impact-driven approach means we maintain high standards across our value chain, from ingredient sourcing to charity and business partnerships, aiming to have a positive impact every step of the way. We buy 100% British meat and fish, and as many British vegetables, fruits and salads as possible to help support the British economy and local businesses. City Harvest have been one of our valued Charity partners for over 3 years and for every meal purchased through POW, we donate 30p to City Harvest to help feed under-privileged children, as well as support the charity's operations. We re-use, recycle and use eco-friendly materials wherever possible. Additionally, for our inedible food waste we've partnered with Re-Food, the UK's only fully integrated food chain recycler. Over 80% of our workforce is female.

Looking after Employees

- We are committed to providing a high standard of ethical conduct within our business. We take our responsibility under the Modern Slavery Act 2015 ("the Act") very seriously.
- We have strict HR policies and standards to ensure compliance with legislation, including Right to Work, Barred List check, safeguarding awareness, and reference checks for all employees.
- We ensure we meet the requirements The Equalities Act 2010
- Our risk assessment concluded that the main areas of risk of Modern Slavery are in our supply chain and potentially with certain members of staff. Training has taken place to ensure that relevant members of staff are aware of Modern Slavery, how to identify it and what to do if they suspect modern slavery.
- All Pow Food staff retain health and safety, and food health and safety certification, and training if required. All required members of staff receive on-the-job training (one week to one month). We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)



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- We have written policies and practices to minimise on-the-job employee accidents and injuries
- All staff are paid correctly and on time, wages meet the London living Wage and over 70% of employees receive healthcare coverage.
- All staff receive access to an employee wellness programme and access to private healthcare
- All staff receive free nutritionally designed food daily, as well as a monthly wellbeing budget.

Looking after Customers

- POW Food have formal quality control mechanisms, third party quality certifications or accreditations, as well as written policies in place for ethical marketing, advertisement and customer engagement; and we assess the outcomes produced for our customers through the use of our product or service.
- Customer satisfaction reviews and feedback are able to view publicly.
- POW Food take onboard all customer feedback and are always working towards improving the service offering.
- We have a formal program to incorporate customer testing and feedback into product design and development.

Suppliers' Standards

- We are committed to providing a high standard of ethical conduct within our business. We take our responsibility under the Modern Slavery Act 2015 ("the Act") and the Bribery Act 2010 very seriously. We are committed to working with our suppliers to build greater transparency. We are committed to acting ethically and we expect the same from our suppliers. We have a dedicated Purchasing Manager who oversees all purchase relationships.
- As a minimum we require our suppliers to commit to comply with all applicable laws and regulations. Furthermore, suppliers are subject to our due diligence checks.
- Should any existing suppliers fail to meet standards as set out in the Act, and such a situation is not rectified within a reasonable timeframe, this may result in terminating the relationship with the supplier.
- If a potential new supplier does not meet the standards, they shall not become a supplier until we receive confirmation that this is rectified.
- We continue to review, audit and develop our supply chain due diligence and risk assessment to ensure a robust approach to supply chain risks. We will continue to make efforts to identify any significant risks in our business and supply chain and implement any actions appropriate or necessary directly with suppliers.
- We buy 100% British meat and fish, and as many British vegetables, fruits and salads as possible to help support the British economy and local businesses. We purchase locally sourced produce wherever we can.
- All POW Food suppliers are paid fairly and on time.

Protecting the Environment

Our impact-driven approach means we maintain high standards across our value chain, from ingredient sourcing to charity and business partnerships, aiming to have a positive impact every step of the way.

- We re-use, recycle and use eco friendly materials wherever possible.
- Our inedible food waste is recycled into fertiliser for crops on local farms through our partnership with Re-Food, the UK's only fully integrated food chain recycler.
- Over 50% of our employees cycle to work and we help support the purchase of bicycles to cycle to and from work.



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Community Engagement

- City Harvest have been one of our valued Charity partners for over 3 years and for every meal purchased through Pow Food, we donate 30p to City Harvest to help feed under-privileged children, as well as support the charity's operations.
- Food waste from client jobs gets packaged and donated to homeless individuals via The Marylebone Project, supporting women facing homelessness in Central London.

Measurement

We are a BCorp registered company, and we continue to review, audit and develop our CSR areas, making efforts to identify any areas that require improvement, any additional ways we can improve our strategies and impact; as well as risks in our business and supply chain. We commit to implement any actions appropriate or necessary directly within our business, with suppliers or with our partners.

Review

This statement shall be reviewed by our Board of Directors on a regular basis (at least annually) and may be amended from time to time.

Ali Warburton

Managing Director

1 March 2025

Emily Warburton-Adams

Co Founder

1 March 2025