



Subject: Responsible Business Policy

Approved By John O'Brien

O'Brien Fine Foods Responsible Business Policy

O'Brien Fine Foods is a primary supplier of high-quality meat products to the Irish and UK Markets. Our purpose is to bring better quality food to everyone, every day, and to do this in a safe and responsible manner.

We acknowledge that our resource use and activities have environmental and social impacts and we are committed to identifying and minimising negative risks and impacts, while promoting the positives.

As part of our good corporate governance approach and commitment to our stakeholders, we have identified the following Responsible Business Pillars as material to our responsible business practice:

- **Better Sourced:** Recognising the products we source have an impact on the environment and society around us we are committed to implementing responsible sourcing. We work with suppliers to ensure the highest levels of quality and animal welfare, environmental & social standards, and locally sourced produce where reasonable.
- **Better Made:** We are committed to reducing the environmental impact of our operations through continuous improvement, resource efficiency, and innovative solutions. Diversity & inclusion is embedded in our culture, providing a safe working environment where employees are treated with dignity and respect, given equal opportunities to grow and thrive, where health and wellbeing are actively promoted, and providing a welcoming environment for individuals and stakeholders.
- **Better for You:** We are committed to making foods for our consumers that are good for them and our planet. By offering healthier and more sustainable choices we want to have a positive impact on our consumers diets and to help to build a more sustainable food system.

O'Brien Fine Foods is a family run business with close ties to the local community. We believe in creating an environment that encourages open communication with all our stakeholders, from farmers to leading retailers, our employees and the wider society. We know this will ultimately guarantee the future success of the business.

O'Brien Fine Foods will be using the UN Sustainability Goals (SDGs) as part of the framework for our Responsible business strategy. The SDGs provide a shared plan for peace and prosperity for people and the planet.

As part of our commitment to responsible and transparent governance, O'Brien Fine Foods does not engage in political lobbying and does not attempt to influence public policy or legislation.

Our management team will continue to conduct all business in a transparent & accountable manner, ensuring sufficient resources and attention are given to our pillars. We are committed to communicating our responsible business policy. Adherence to this policy is evaluated on a regular basis and feedback on our key material issues is sought from stakeholders. Our Management team leads by example and regularly reviews progress against our responsible business targets and sustainability commitments.

John O' Brien

Managing Director

December 2025