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<p>Subject: Stakeholder Engagement Policy</p>	<p>Approved By John O'Brien</p>

O'Brien Fine Foods Stakeholder Engagement Policy

The purpose of this Stakeholder Engagement Policy is to establish a structured, transparent, and consistent approach to engaging with stakeholders who influence or are affected by O'Brien Fine Food's activities as a producer of cooked meat products in the British Isles.

This policy supports our commitments to:

- Ethical and sustainable business conduct
- Food safety and regulatory compliance
- Environmental responsibility and community well-being
- Continuous improvement through meaningful dialogue

Our Stakeholders


We recognise the following as our key stakeholder groups:

- **Customers & Retailers** – to meet quality, safety, and sustainability expectations.
- **Consumers** – to provide transparent product information and gather feedback.
- **Employees** – to ensure a safe, inclusive, and rewarding workplace.
- **Suppliers & Third Party Provides** – to pursue continuous improvement opportunities whilst meeting sustainability expectations.
- **Regulators & Agencies** – to maintain full compliance with FSAI, DAFM, EPA, and other Irish and EU standards BRC and ISO.
- **Local Communities** – to support employment, minimise environmental impact, and foster positive relationships.
- **Investors** – to ensure the sustainable growth of the business.
- **Industry & Sustainability Partners** – including Bord Bia, Origin Green, industry associations, NGOs, and Accreditation Bodies (Sedex; B Corp; BRC; etc).

Our Approach

We engage with our stakeholders through:

- Regular customer and supplier meetings, audits, and surveys.
- Employee communication forums, safety briefings, and development programmes.
- Open dialogue with regulators and local communities.

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- Transparent public reporting through the likes of our Origin Green sustainability plan and annual updates.

Responsibilities

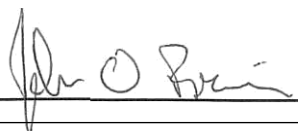
- **Managing Director & Senior Leadership Team** – Oversight and approval of engagement strategy and key outcomes.
- **ESG Manager** – Lead coordination of stakeholder engagement activities around sustainability impacts & reporting.
- **Quality & Technical Manager** – Ensure all regulatory and food safety communications are accurate and timely.
- **People & Culture Department** – Lead internal engagement and employee development initiatives.
- **Marketing and Commercial Team** – Manage external communications and community engagement.
- **Advisory Board** – Provides updates and reports to OBFF Investors.

Governance & Reporting

- The **SLT** coordinates engagement activities and reports progress to **Advisory Board**.
- Key feedback and actions are reviewed annually through a number of reporting platforms, as well as published in our sustainability report performed every 2 years.
- We align our approach with national and EU frameworks, including the **UN Corporate Sustainability Reporting Directive 'CSRD'**.

Policy Review

This policy is reviewed annually to ensure it remains relevant, compliant, and responsive to stakeholder expectations.



John O'Brien, **Managing Director**

Date: 01/01/2026