



TOMORROW MATTERS

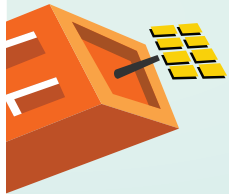
PEOPLE • PLACE • PLANET





Contents

- [04] What is Tomorrow Matters?
- [06] People
- [10] Place
- [16] Planet
- [20] How do we measure our success?
- [21] What will you start today to help make a better tomorrow?
- [23] Finding out about opportunities available



What is Tomorrow Matters?

Tomorrow Matters is the Corporate Social Responsibility Strategy for our organisation as a whole.

Our company has a strong belief in the importance of reinvesting in its business, staff and local community in Northern Ireland!

The Tomorrow Matters initiatives will encourage and support the continued efforts of our staff across the whole business in the pursuit of creating a better future for all.

Tomorrow Matters will be led by teams from across the Group, and opportunities to get involved in 'Tomorrow Matters' projects will be communicated via Staff Matters, HORIS, Marketing Bulletins, Conferences and your support team.

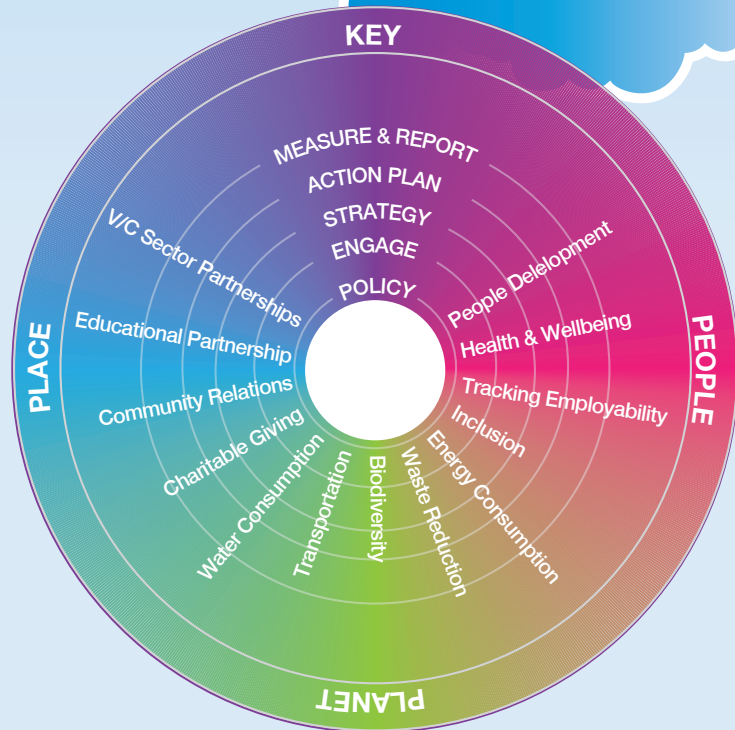
We need your help as
Tomorrow Matters....

There are three strands to Tomorrow Matters: People, Place & Planet

People: We actively implement programmes focused on developing the skills of our retailers, managers and staff to deliver outstanding service – always.

Place: We strive to play a very active role in supporting our local communities.

Planet: We actively seek to minimise our impact on the environment, by reducing our carbon footprint and by focusing on sustainability in all aspects of our supply chain.





People

People Development,
Health & Wellbeing,
Tackling Employability,
Inclusion

EXAMPLE TARGET AREAS:

- Recruitment & Retention
- Communication & Employee Involvement
- Training & Development
- Wellness & Nutrition
- Improve Outreach to Future Workforce

PEOPLE DEVELOPMENT

Our people are important to us....as without you we couldn't make our business work...therefore we will work together with our staff to create a great place to work. It is our aim to ensure staff feel valued, have opportunities to provide feedback and suggestions, opportunities to fulfil their potential and rewarded for their hard work and dedication.





WELLNESS & NUTRITION:

Health & Wellbeing is important for both our staff and customers and we believe we have an important role to play in helping and encouraging our staff and customers to eat well and lead healthy, active lifestyles. We are committed to thinking about different ways of working that will help our staff achieve a healthy work life balance.

TACKLING EMPLOYABILITY:

We will work with the various external organisations to target the workless or long-term unemployed, with the aims of getting them back into full or part-time employment through training, work experience and employment placement initiatives directly at our stores and Head Office departments.





INCLUSION

Henderson Group recognises the importance of employee involvement in creating a working environment where people have an impact on decisions affecting the business. The more information shared within the organisation, the more our people are involved and committed to contributing to continuous improvement and ongoing success at work. Opportunities to get involved in various projects will be communicated via the intranet, HORIS and Staff Matters.



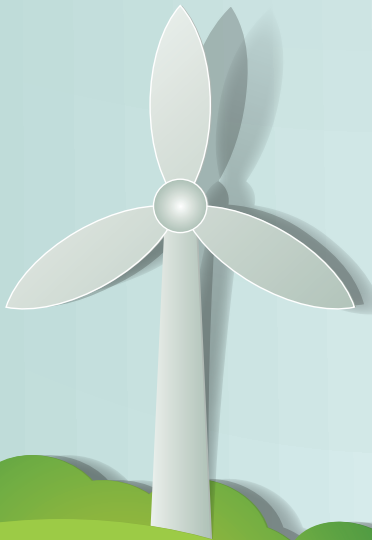


Place

Charitable Giving,
Community Retailer,
Educational Partnerships,
Sector Partnerships

EXAMPLE TARGET AREAS:

- Improve effectiveness for supporting key charities and the contribution of employees in Payroll Giving activities
- Increase the time spent by employees on volunteering for community projects
- Build links with schools
- Develop relationship with Business in the Community and other similar organisations



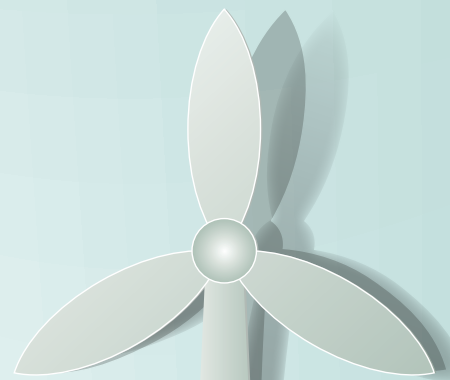
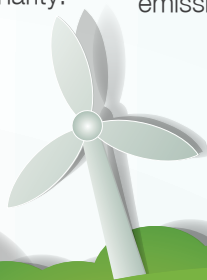


Research by Business in the Community shows that the public believe businesses should play their part in the community, particularly through using the power of its brand and products to support charities and causes.

We are committed to encouraging our employees to use their skills to support their local community and we aim to lead the sector in raising money for charity.

EDUCATIONAL PARTNERSHIPS

Henderson Group actively communicates its belief in the importance of being a responsible retailer through the products we offer in our stores; through our communication in relation to healthy eating and nutrition; and through creating awareness of the challenge facing society from CO2 emissions.







CHARITABLE GIVING

Henderson Group have programmes which operate at different levels: at Group level we select a charity and, with support from our retail partners make regular donations; we encourage teams within the business to run charitable events, either for the Group charity or for another cause

that is important to the area of the people involved; and we offer support to employees to undertake sponsored activities.

Our employees also have the opportunity to donate regularly to a charity of their choice through the payroll Giving Scheme.



COMMUNITY RETAILER

Our stores and staff have been making a real difference to local communities. Whether this is by building charity partnerships, donating money, supporting local charity events or selling products with charity donations – we are able to work together to make a better community.

In recent years there has been increased interest by individuals to help others in need. This is not only in the form of financial support but also by active and personal involvement. Henderson Group actively promotes volunteering and motivates employees to leave their workplace during work to go into their community and give help wherever it is needed.







Planet

Water Consumption,
Transportation,
Biodiversity, Waste
Reduction and Energy
Consumption

**EXAMPLE TARGET
AREAS:**

- Make our operations more energy efficient, reduce waste across the Group and involve employees

- Minimise environmental impacts associated with our transport activities
- Work in partnership with our clients, suppliers and distributors to reduce the impact of your business on the environment.
- Increase the amount of locally sourced products sold across the Group



WATER CONSUMPTION

Even though the retail and wholesale sector is not a major consumer of water, the implementation of programmes to reduce the use of mains water is an important part of any responsible retailing programme. Retailers are investing in a variety of initiatives to reduce water consumption including taps that automatically switch off after a few minutes as well as installing rainwater recovery systems.

ENERGY CONSUMPTION

The reduction in greenhouse gas emissions is recognised as playing a key role in reducing global warming. Henderson Group is already committed to seeking measures to reduce our CO2 footprint. We are focused on improving the whole supply chain in order to conduct business in an environmentally friendly way.



Reduce
Your
Carbon
Footprint



CONSTRUCTION

The world is focusing on sustainable construction in order to reduce CO2 footprint. Henderson Group is committed to maximising environmentally friendly designs for new stores and distribution centres. The eco store at SPAR Lagan Valley is an example of how this is being implemented at store level, with rainwater harvesting and a living roof for wildlife.

The Henderson Foodservice building also introduced several eco-friendly measures such as under-floor heating systems and temperature-control doors on the cold stores; efficient motion-sensitive lighting systems, hot water generated by the air-conditioning system and individually monitored electricity and water meters, plus recycling facilities throughout the building. In addition, SPAR Shandon in Belfast, boasts intelligent chilling systems that are energy saving and environmentally friendly

ENERGY

Energy has the greatest impact on the environment in terms of greenhouse gases. Lighting and refrigeration constitute over 50% of total energy use in the average supermarket. Consequently, supermarket retailers are focusing on energy saving monitoring systems and energy saving initiatives such as LED (light – emitting diode) lighting, sustainable cooling and heating systems as well as overall energy efficient store management.

RECYCLING

The costs of waste collection and disposal have become major factors in our business. This has prompted an intensive focus throughout the whole food industry on eliminating, reducing and recycling waste within the EU. There are mandatory targets in relation to recycling and recovery and failure to comply with these goals results in substantial penalties.

A leading local recycling company, NWP, has partnered with the Henderson Group, in a major drive to increase its recycling levels.



How we measure our success

Each year we will establish targets across our 3 CSR strands People, Place and Planet to identify which measures will best help us manage the way we work in order to make continual improvements in our Corporate Social Responsibility performance.

We will regularly communicate our achievements against target in addition to our future targets to ensure all staff are aware of our performance and have the opportunity of becoming involved to make an impact and a difference.



What will you start today to make a better tomorrow?

How can you get involved? You don't have to give up a lot of time... as some of the simplest ideas can make a BIG difference, and can be easily integrated into your day-to-day activities... such as volunteering, recycling, turning off lights after use or encouraging shoppers to donate to our charities of the year. We would love to get members of staff involved in the local community.

We believe that acting responsibly in all aspects of our operations is the right thing to do, for our colleagues, the communities in which we exist, and most importantly for our customers.

We need your help...tell us...

- How can we help the environment by using energy more efficiently?
- How can we help local community groups, schools and charities?

- How can we boost team morale?
- How can we promote healthy lifestyles in our stores?
- How can we support local producers and suppliers?
- How can we recycle better?

...we promise to listen.





**TOMORROW
MATTERS**

PEOPLE • PLACE • PLANET

Finding out about Opportunities Available

Throughout the year, the Tomorrow Matters team will be publicising details of all the events and volunteering opportunities available for staff to get involved. So please keep an eye out for notices on the intranet, staff matters and HORIS.

Alternatively email the Tomorrow Matters team on tomorrowmatters@henderson-group.com for details on the latest opportunities.

Alternatively, if you are looking to publicise your efforts through the local press, please get in touch today, with the PR department on 028 90343395.

Remember every minute and penny counts.... so please help us make 'Tomorrow Matter'!

As one of Northern Ireland's largest employers and a family-run business, Henderson Group understands the importance of being socially responsible... it doesn't just make good business sense; it's the right thing to do.

