



## Diversity and Inclusion Statement

As a supplier of meat products through Ireland, the United Kingdom, Continental Europe and other global markets, we understand the importance of embracing diversity in the workforce. The directors and the entire management team support a policy of equal opportunities for all team members. Dawn Meats is committed to the development of a culture that ensures team members are recruited, developed, remunerated and promoted on the basis of skills, knowledge and competencies and that all team members are treated both equitably and fairly.

At Dawn Meats:

- We aim to attract and retain the best talent by striving to maintain a workplace that encourages mutual employee respect and promotes harmonious productive relationships.
- We recognise that our talented and diverse workforce reflects the diversity of our customers and markets and assists in developing and retaining the widest range of skills, knowledge and experience in our business.
- Discrimination according to nationality, gender, civil status, family status, age, sexual orientation, disability, religious belief or membership of the travelling community, will not be tolerated.
- We are committed to the principle of non- discrimination at every stage of human resources processes and in particular, the recruitment, training, promotion and career development of team members.
- We understand, appreciate and value the diversity of team members' sets of skills and abilities, and utilise their talents for the best results.
- We will encourage an inclusive environment where people from all backgrounds and experiences feel valued and appreciated and take measures in supporting people to be their true self.
- Team members with disabilities will be entitled to the same opportunities for training and promotion, recognition, exposure to work and opportunities to gain experience, unless doing so imposes a disproportionate burden on the company.
- Management will deal promptly with any complaints or observations of discrimination and harassment.
- We will ensure team members conduct themselves in a manner consistent with the company mission, values, and culture.
- We will track and report on diversity and inclusion progress across the organisation.

Niall Browne  
Chief Executive  
May 2019

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