



# TAYYIB- CSR POLICY

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**LEGAL:** Tayyib Foods is a trading name of Saahtain Foods FZ-LLC., trading as Saahtain Foods FZ-LLC, a Freezone limited liability company incorporated in Dubai, United Arab Emirates, and having its head office at Dubai International Humanitarian City.

## Tayyib Foods

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Saahtain foods as a responsible corporate entity aim to be a socially responsible company. The company is signified as a decentralized structure, with its operating methodologies compliant with domestic culture, conditions and local laws but steered by company values.

# TAYYIB- CSR POLICY

Saahtain Foods devises Corporate Social Responsibility policy to highlight rites and culture that escorts core operating procedures of Saahtain. Saahtain's methodology brings to light its commitment to sustainable development, profitable growth and integrity. Companies' core principles include promoting fair and ethical transactions with other companies as well as its customers.

Saahtain ensures all of its activities are duly conducted with appropriate rules and regulations and accompanied by a high ethical code of conduct.

Corporate responsibility, in its multitude roles and functions, is taken seriously across the company. Company is committed to comprehend and monitor its social and economic impact on the society as an ethical duty, more than responsibility. Learning and growing in this context of conscience guides Saahtain to act responsibly within a broader corporate policy.

We focus our CSR activities in the following key impact areas:

- Food Donation
- Workplace
- Fairness-Tayyib
- Health & Safety
- Environment
- Community
- Customers

## Food Donation

Being a leading manufacturer of Ready to Eat Meals, Saahtain is committed to share a portion of its profit with the under privileged communities around the world.

We have a commitment to ourselves to provide over 10,000 meals per year FREE to underprivileged communities around the globe. Our goal is to make Saahtain Foods - a role model for Social Entrepreneurs.

## Workplace

Workforce is the indispensable capital of Saahtain Foods. A talented diligent workforce is foundation of a thriving culture that inspires its employees to deliver quality and healthy food. Saahtain aims to provide an environment where its adept employees can rise to higher levels of expertise draped in our core principles and objectives. Our focus is to:

- Ensure equal employment policy as opposed to nepotism
- Provide a congenial working environment with fair employment terms and necessary resources to ensure a definite commitment of employees
- Offer exclusive and explicit remuneration policy and employee relationship management

## Fairness-Tayyib

Tayyib is from taa-ya-ba and it literally means to be pleasant, agreeable, and lawful. The word 'tayyib' itself means to be good, clean, wholesome, gentle, fair and lawful. From these meanings we get the general meaning for Tayyib of anything that is nutritional and pure.

## Health & Safety

- Our food production environment is HACCP certified.
- Ensuring good Safety and health of our employees is our highest obligation. We make sure our employees, being the most vulnerable part of the company, are dealt fairly and promptly.
- Saahtain conducts audit and inspections based appropriately on prescribed information, ensuring accurate Food safety management operations in accordance with ISO 9001-2008 standards.

Following are the nine principles of safety duly complied by employees of Saahtain Foods.

### **1- Avoid hazards of health perils**

Notify any unsafe and unhealthy practice/condition that may, under any circumstance, be of harm to a person, place or atmosphere.

### **2- Comply with company rules**

Better to speak to manager in an ambivalent situation than to act on your own.

### **3- Organize your work area**

Disorganization can lead to extra efforts spent organizing unnecessary chores. Keep your work environment confined to your core job.

**4- Obligatory safety equipment**

Avoid any perils to your health by putting on safety equipment.

**5- Manager as the first resort**

Report any, no matter how mundane, incidents and mishaps to your supervisor.

**6- Repair/modification**

Avoid any modification or repair in work equipment without appropriate authority

**7- Symmetrical tools and equipment**

Avoid incompatible tools and equipment, ask supervisor for further guidance.

**8- Assess the weight**

Use when necessary, the provided tools for lifting weight that exceeds your physical potential, ask for one incase not provided.

**9- Suggestions**

Provide, if helpful, your supervisor/manager with information/suggestion relevant to workplace safety.

Company obliges contractors to follow the guidelines, while working in company's premises.

**Environment**

Through our core business activities, we are committed to providing good quality, reliable and cost effective Halal food solutions to all our customers. We are committed to help our customers in minimizing the risk of Food Wastage which has direct effects on environment.

At the same time we recognize the environmental impacts arising from our business activities and are committed to reducing these through effective environmental management.

Our policy is to strive to achieve continual improvement in environmental performance.

Our meal pouches are Code 7 recyclable.

We are committed to:

- Preventing pollution and reducing the overall impact of our operations on the environment. Our sterilization process uses steam rather than water in order to minimum water waste.

- Maintaining an internal management structure for the management of environmental issues which includes clearly defined responsibilities for environmental management capable of delivering this policy commitment
- Complying with, and where possible exceeding applicable legal and other requirements relating to the organization.
- Monitoring our environmental performance and setting objectives and targets for improvement
- Providing appropriate training and awareness programs for our staff

### Community

- We are committed to making a sustainable positive impact on the communities in which we operate.
- We aim to make a distinctive contribution to inequality and social development through the establishment of effective partnerships and programs that make best use of the energies and skills of our employees.
- We support our employees in fundraising for charities and voluntary work, recognizing both the benefit to the community and to the employees themselves.

### Customers

Sahtain is committed to providing safe, value for money, high quality, consistent, accessible and reliable products to its customers.