



ready **egg** products

FOR YOUR CONVENIENCE



Corporate Social Responsibility Report

2018/19

OUR MISSION

At Ready Egg Products our overall vision is to be a dynamic and progressive company committed to delivering the highest quality egg products, with a dedicated focus on trust and integrity throughout the supply chain, positioning us as a supplier of choice.



Core Values

Our culture is shaped around a set of core values deeply embedded in the day to day operations at Ready Egg Products. We believe these values set us apart in creating a workplace and supply chain where everyone is valued.

- Committed to operating with the highest quality standards and guidelines
- Committed to creating a work environment where all employees can excel
- Committed to doing business in a fair and ethical way for all supply chain partners
- Committed to investing in innovation, research and development
- Committed to investing in our local communities and charity work

“Ready Egg Products has enjoyed continued growth in the past 12 months. Operating across two sites with over 180 employees our approach to business growth is long term.

To achieve continual growth Ready Egg Products works in close partnership with many supply chain partners. Preserving these partners whilst meeting future demand requires a sustainability strategy through more Company Owned Egg Production which is outlined within this report.”

Charles Crawford
(MD, Ready Egg Products)



ready egg products





"Our egg product goes on to be used as a key ingredient in a variety of savoury and sweet end products enjoyed by consumers, so we are extremely selective in partnering with the best farmers and investing in state-of-the-art equipment."

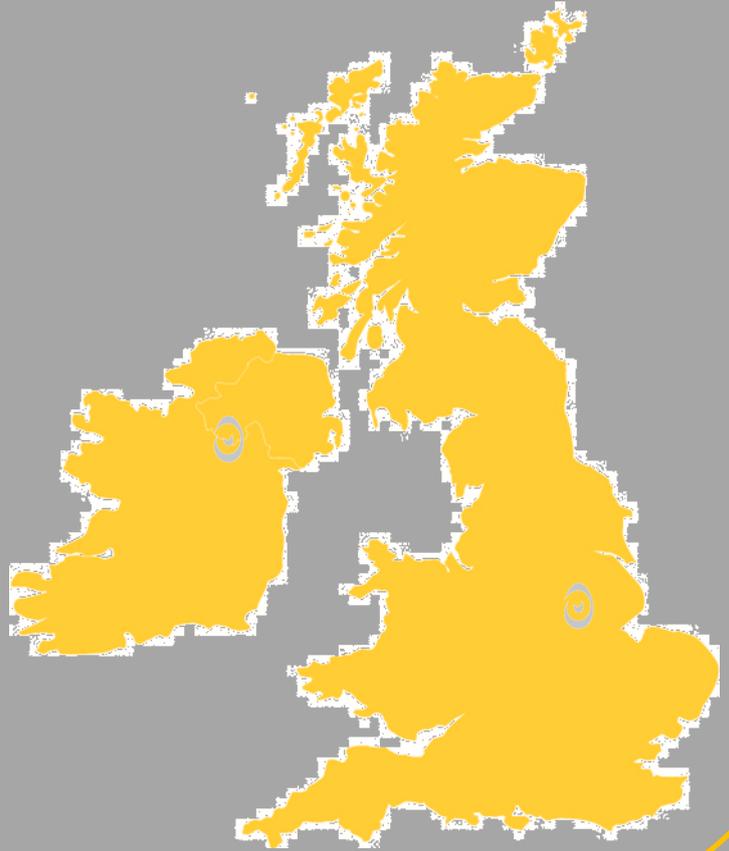
Richard Cummings, Agriculture Manager

OUR COMPANY

Founded in 1975 by Charles Crawford, Ready Egg Products has since developed to become one of the UK's most progressive and quality driven egg suppliers.

Based on the principles of hard work, commitment and a well-considered growth strategy, Ready Egg Products now employs over 180 people across two operating sites; Lisnaskea in Northern Ireland and Chesterfield England.

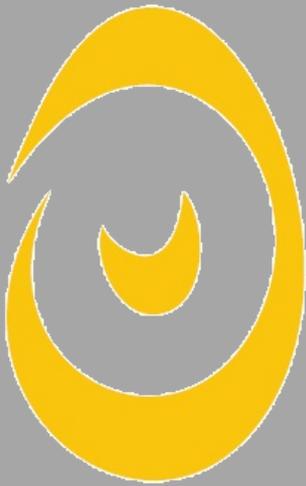
Diversification from shell egg into egg products commenced in 2004. Product development coupled with business growth has continued over the years and remains a key strategic element going forward.



“We continue to look at innovative ways to add value to egg and increase our product range”

Richard Crawford, Operations Manager





ETHICAL CODE

Ready Eggs is committed to ensuring high standards of ethical and environmental practices. We are a member of the Supplier Ethical Data Exchange (SEDEX), and have regular SMETA 2 pillar (Lisnaskea site) and 4 pillar (Chesterfield site) audits. We audit compliance with the Ethical Trading Initiative (ETI) base code.

We encourage our suppliers to adopt the same ethical standards. As part of our supplier approval process, supplier questionnaires must be completed prior to supply commencing; this includes a section on ethical and environmental practices.

MODERN SLAVERY

The Modern Slavery Act was introduced in the UK in 2015. This piece of legislation requires businesses to make public the steps being taken to ensure that slavery and human trafficking do not exist in their supply chain. Our Modern Slavery statement is available on our website. 'Stronger Together' is an initiative aimed at preventing forced labour. Both our sites have the poster (provided by the campaign) prominently displayed. Training has been completed with those involved in the recruitment and induction process on this topic. A delegate attended the workshop "Tackling Modern day Slavery in UK Businesses".



UN Sustainable Development Goals

Ready Egg Products is a progressive company striving to deliver exacting customer requirements, and we believe embedding Corporate Social Responsibility within all areas of the business will ensure we achieve this. As a generic blueprint we follow the UN Sustainable Development Goals, but more specifically our CSR approach is categorised in three areas.

[Everyday Excellence](#) | [Employees](#) | [Enriching our Communities](#)



"CSR has become a major element of how we do business and is firmly embedded into our company culture"

Therese Toleman, Sales Manager



Ready Egg Products donates to over 8 different charitable causes annually.



OUR STAKEHOLDERS

GOVERNMENT / REGULATORY

NIEA	Northern Ireland Environment Agency
HSENI	Health & Safety Executive NI
BRC	British Retail Consortium
DARD	Department of Agriculture & Rural Development
BEIC	British Egg Industry Council
FSA	Food Safety Authority
INVEST NI	Invest Northern Ireland
RSPCA	Royal Society for the Protection of Cruelty to Animals
	Freedom Foods

ETHICAL

Sedex	Supplier Ethical Data Exchange
BITC	Business in the Community
	Stronger Together



"We have invested over £5m in the last three years in plant and equipment; this includes a second boiling line and our new state-of-the-art packing centre."
Norman Liddle, General Manager

EVERYDAY EXCELLENCE

AGRICULTURE

Agriculture is at the heart of our business and we depend on small family farms in Northern Ireland to supply up to 60% of our eggs. These farms are all members of RSPCA and actively embrace the British Lion Code for egg production. The role of our Agriculture Manager is to ensure we have a two way, open and transparent relationship with our farmers so they remain educated on changing regulations within the industry and continue to supply the high-quality eggs that we, and our customers demand.

Due to the continued growth of Ready Egg Products there is a business requirement for more company owned hen houses and this is a key strategic element for the next two years. Planning permission for the first company owned Free-Range Houses is expected in Summer 2019 which will include higher welfare housing with winter gardens. The new Free-Range Houses will result in very low ammonia emissions due to in-house manure drying and will boast state-of-the-art ventilation and egg collection systems.

ENVIRONMENT

Aware of our business impact on the environment we have a clear strategy to care for our most precious resource. Since installing solar panels in 2013, CO² has been reduced by 134,575.96kg which is the equivalent to an average car being driven constantly for 219 days.

We are also committed to reducing food miles and 60% of our contracted egg supply is sourced from within 30 miles of our Lisnaskea facility.

Water reduction is high on our agenda and in 2018 a focused project on Water Recovery from the Hard Boiled Egg Peeler now saves approximately 20m³ of water daily.

PRODUCTS

We are extremely proud of our products and strive to ensure we achieve everyday excellence for every customer we serve. Continual investment in technical knowledge and smarter technologies enables us to reach the level of product quality we are renowned for. We have invested in the region of £2.6m in a Lion Packing Centre and Farm Packer for leaner, more efficient production.

TECHNICAL QUALITY & FOOD SAFETY

The Ready Egg Product range has grown over the years now supplying shell eggs, hard boiled eggs, liquid eggs and scrambled eggs, all produced to exacting standards and customer specifications.

We are fully committed to meeting and exceeding industry standards. Our sites are BRC Accredited to Grade AA standard, our laboratory is CLAS certified, and our eggs are BEIC Lion Code, and our Free range eggs are RSPCA Freedom Food Approved.

HEALTH & SAFETY

We are a member of the NISG (Northern Ireland Safety Group) and had no RIDDOR reportable accidents in 2018. Our Health & Safety Committee meet quarterly and regularly attend seminars to stay informed on any relevant changes.

Ready Egg Products invested in a defibrillator in 2017 with 12 staff successfully trained in its use.



FUTURE GOALS

Launch the Company Owned Free-Range Houses Project

Research and implement more sustainable methods of manure disposal to reduce ammonia emissions

Continue no RIDDOR reports

"We are committed to our employees, and they are committed to us. This year two employees will celebrate 30 years service and one employee will celebrate 42 years service."

Jenna Crawford, HSE Manager



TRAINING

Training is paramount to our employees professional learning and development across all areas of the business. In 2018 four of our employees were awarded the Institute of Occupational Safety and Health (IOSH) Managing Safely Certificate; a huge achievement and the knowledge benefits will be realised throughout all Ready Egg facilities.

We will continue to proactively invest in training and development over the next 2 years to ensure our employees have an opportunity to progress and enhance their knowledge and skill base, which will in turn, further enhance the forward thinking and highly skilled workforce we have.

AWARD WINNING

In 2018 our management team were awarded a highly sought-after Deloitte 'Best Managed Company' award. Such an accolade is awarded to management teams who display an unwavering strength to manage, an ability to innovate and successfully implement strategic initiatives as well as showing a solid overall financial performance. This award demonstrates the quality of our people and it is therefore in our interest to take the best care of them in their place of work.

EMPLOYEE WELFARE

Ready Egg Products invests in the services of an external Occupational Nurse once a year for free health checks for employees. These checks include, eye and hearing tests, lung function tests, fitness to work in a food environment screening, and random bi-annual drug and alcohol testing.

"We believe the good physical and mental health of our employees brings a happier, more productive workforce which in turn delivers on product quality and customer satisfaction."

CASE STUDY

John Fawcett, Maintenance Manager

John started working for the company when it was called 'Erne Eggs' in 1986 after he finished school.

John initially worked on the egg grading machine on a part-time basis, before moving into full time employment in the Hen Houses with responsibility for the hens welfare and for the house maintenance.

Whilst studying part time with City & Guilds in the evenings, John was recognised for his exceptional skill and ability in problem solving and fixing machines and was employed in a full time maintenance position in 2004 when the factory expanded into egg pasteurisation.

Since that time John has achieved various training certifications and now manages a skilled team who ensure the smooth running of the factories on a daily basis.

"We are extremely proud of employees like John who have been with us from the early days. John is not only skilled and extremely knowledgeable in his area of expertise but he understands the Ready Egg Culture and is a vital component of delivering on customer satisfaction everyday."

Charles Crawford, Managing Director



FUTURE GOALS

Commit to invest in training & development over the next two years

Focus on product award recognition to highlight the quality of our products

Establish an Employee Forum



ENRICHING OUR COMMUNITIES

BUSINESS IN THE COMMUNITY

Ready Egg is a proud member of Business in the Community. Working together with other member companies we are focused on undertaking projects and initiatives that will build a better society and a more sustainable future. This year we were presented a 'Bronze Award' from the Business in the Community Environmental Benchmarking Survey.

"Our aim is to be socially responsible so that Ready Egg Products is not only a happy place to work but has a positive impact on the communities that we work in."

WORK PLACEMENTS

At Ready Egg Products we fully appreciate that work placements are an essential part of many students programme of study and we value the input such students bring to the company. What we provide to them in terms of building their knowledge base and extending their skillset in a real working environment, is matched by the enthusiasm and exciting new ideas and concepts often presented to us.

In 2018 we employed a Veterinary Student on a work placement basis allowing him to apply his subject knowledge and technical skill in a professional environment. Following the success of this placement we aim to offer more students placements in various departments in 2019/20.

CHAIRTABLE GIVING

At Ready Egg Products we believe charitable giving goes beyond monetary donations and as such we have invested time and resources to causes that have had an impact on current or previous employees.

Our 2018 charity of the year was Cancer Connect NI. Employees raised a total of £1130 which was matched by the company to donate a total of £2260.

Other charities that benefited from donations from Ready Egg Products in 2018 include; The NI Deaf Youth Association, Fermanagh County Show, Macmillan Cancer Support, Lisnaskea and Enniskillen Foodbank, St David's Hospice and The Candlelighter's Trust.

We actively encourage our employees and farmers fundraising and charity efforts and this year we have employees organising tractor runs, supporting Downs Syndrome Support Groups and providing financial support to a building project in Africa. Pictured right is Stephen Rafferty who cycled 50km raising £537 for the Primary Care & Renal Unit in Omagh Hospital.



FUTURE GOALS

Raise £5k for local charitable causes

Offer 2 Work Placements to students across various departments



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