

IVERK **PRODUCE**



WE CARE ABOUT WHERE WE LIVE AND WHAT WE DO...

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Executive Statement

The O'Shea family have farmed on the banks of the River Suir for six generations, working their land in a sustainable way and preparing it for the next generation.

Four O'Shea brothers established Iverk Produce in partnership in 1980 to market their crops. Beginning with a chain of greengrocer shops, the business has adjusted several times throughout the last forty five years to meet the demands of the discerning consumer. Today the next generation of O'Shea's run a modern distribution business at the same site.

From an established base in Piltown, Co Kilkenny, daily deliveries are made to wholesalers, retailers and food manufacturers across Ireland. Modern facilities include temperature controlled storage, warehousing and packing facilities.

As part of our mission we take corporate and social responsibilities seriously and we endeavour to show our commitment to the environment, our staff, and the community we live in.

We are socially conscious of the way in which we operate as a business. As a leading player in Ireland's fresh food production and distribution, we believe we have a responsibility to continually seek out technological advances that can help our company to become more efficient, thus reducing our environmental impact.

We work actively to limit any potential climate or other environmental impact of our operations through the creation and implementation of policies and management systems.

Our strength is in our staff. We endeavour to provide the best working conditions possible for our hardworking teams. We support diversity and inclusion within our workforce. Safety, continuous training, and professional development are core principles for our business. We strongly encourage internal promotion as a means of motivating our employees.

Responsible governance is essential for us. We have implemented a corporate-governance model to ensure a long-term vision, based on the principles of compliance, independence, and transparency. Innovation is integrated across all our business units. It drives our business, contributing to the group's growth and ongoing development. We work to create and improve open communication channels so that we can respond quickly and effectively to our stakeholders' requirements and expectations.

Please read on to hear more about our policies

Jason Dunphy (General Manager)

Our Vision

We strive constantly to improve our position as a leading supplier of fresh produce in Ireland. We continue to demonstrate our commitment to the environment, the people we work with, and the community we live in. Our policies are regularly monitored and reviewed to remain current and effective.

We have identified four cornerstones of our ESG planning:

- The people who work with us
- Our customers and suppliers
- The environment we work in
- The community we live in

Our Values

Protecting People

Our strength is in our staff, many of whom have worked loyally with us over many years. We acknowledge that without them there would be no business. Many of our staff have worked in the business for over twenty years, some for over thirty years.

We endeavor to:

- Look after the health, safety, and well-being of our employees
- Cultivate good morale within the business
- Support diversity and inclusion
- Promote work/life balance
- Comply with legislation set out by the Irish government
- Provide good working conditions
- Maintain communication channels



Business Ethics

We conduct our business with integrity and respect.
We aspire to:

- The supply top quality produce
- Satisfying our customers' requirements
- Trade ethically and fairly in the global market
- Use sustainable supply chains
- Responsible sourcing of inputs

Protecting the environment

We recognize the need to protect and enhance the natural environment. Our businesses rely on the environment and its natural resources, so we strive to mitigate their impact on our surroundings by the following:

- Treating our wastewater onsite
- Working towards self-sufficiency in energy consumption
- Adhering to Bord Bia's Origin Green sustainability programme
- Integrated pest management principles
- Reusable crates, pallets, and boxes
- Segregation and recycling of all waste
- Fresh water from an on-site well
- Low energy lighting

Our Local Community

Our business is based in a rural area located centrally between three large towns – Clonmel, Kilkenny and Waterford. Piltown Parish has a population of approx. 3,500 and Carrick-on-Suir, which is just 9km away, has a population of 6,000. Our workforce consists mainly of members of our local community.

- 70% of staff at Iverk Produce live within 12km of the workplace
- 30% live within 6km of the workplace

As part of our social responsibility we aim to:

- Minimize the impact of our business on our local community
- Support community projects
- Sponsor local clubs and organisations
- Assist and encourage educational activities
- Co-operate with improvements in local infrastructure



Our Staff

The staff of Iverk Produce are the “cogs of the wheels” that run our business. We recognise and value their contribution to producing a high-quality product and service.

We are committed to developing the skills of all members of our teams, as well as creating an engaging workplace culture that is fair, safe and recognises hard work and success. Over seventy percent of our staff live within a 12km radius of our workplace premises. This contributes to a reduction in overall traffic, emissions and travelling time created by our employment of over one hundred people.

Employee Benefits

Retention and appreciation of staff is especially important to Iverk Produce. In line with our core values Iverk Produce offer a range of benefits to its employees in order to remain competitive and to encourage loyalty. This is in recognition and reward for the continued hard work of everyone involved. Several measures have been put in place endeavouring to fulfil this area such as:

- Health and Safety policies and procedures keep employees' welfare to the fore
- Renewal of PPE workwear on an annual basis
- On-site training courses
- Internal promotion opportunities
- Mechanical aids for manual handling activities
- Health screening
- Pension scheme
- Flexible annual leave
- End of year bonus
- Social events throughout the year

Health & Safety

We promote our companies as responsible employers. We comply with all Health & Safety legislation but always aim to surpass basic standards within the workplace to achieve industry leadership in our Health and Safety performance. We provide a safe and healthy working environment for our staff, both onsite and on the land.

- We are fully committed to achieving this through a programme of continuous improvement, monitoring, review and positively promoting a proactive approach.
- We believe that effective health and safety practices contribute directly to better performance of the company as a whole.
- All levels of management and operations have a duty to employ safe systems of work.
- Staff hold the ultimate responsibility for their safety through implementation of our Health and Safety policies and behavioural safety standards.

Learning and Development

Training is provided in the following categories:

- Health and Safety
- Manual handling
- Technical skills
- IT skills
- Forklift and Pallet Truck driving
- Food Safety
- First Aid
- Defibrillator use

We invest in both the personal and professional development of our staff, facilitating continued excellence in what we do. Within our group of companies, we aim to bring individuals together with the sharing of knowledge, skills, and experiences, whilst focusing on key areas of business and developmental needs. We believe a happy and motivated workforce is an efficient and productive one.

Responsible Sourcing and Ethical Trading

We aim to source local Irish produce and trade with the highest integrity and ethical standards. We encourage and promote honesty and fairness throughout our supply chain. This facilitates our commitment to ensuring everyone involved in producing our products work in conditions that meet or exceed the Ethical Trading Initiative Base Code and the International Labour Organisation Conventions.

Ethical Policy

Our Ethical Policy represents our dedication to doing business in the correct manner, improving our good reputation, and developing strong business relationships.

Iverk Produce is a member of the international group Sedex, one of the world's leading ethical trade service providers. Sedex has over 60,000 members in 180 countries across 35 industry sectors including food, agriculture, financial services, clothing and apparel, packaging, and chemicals. Buying produce from around the world poses problems, such as the working conditions of the workforce within the supply chain. Sedex hosts a global community of leaders in responsible sourcing. Membership increases our social, environmental, and ethical sustainability, and enhances and protects our corporate reputation. We complete a self-audit annually which is posted on the Sedex website.

Supporting Irish Farmers and Local Produce

We are committed to sourcing local Irish produce

- Only when the Irish equivalent is not available do we source imported fruit and vegetables
- We believe the quality and taste of Irish produce cannot be beaten
- We are ideally structured to ensure we provide the best local Irish produce
- We have a strong network of buying, marketing and technical teams who ensure the best quality produce is available all year round

We adopt the following measures:

- All of our Irish growers must have Bord Bia accreditation
- We are continuously reducing the levels of pesticide used
- Our produce is tested each month for pesticide residue
- Each of our growers and suppliers signs a pesticide and supplier questionnaire declaration.
- We conduct an internal audit on growers and suppliers annually

Working with our Customers

- Iverk Produce is accredited to Bord Bia, BRC and Irish Organic Association. We endeavour to ensure the supply of best quality produce to our customers.
- Our businesses have commercial teams in place to look after customer queries and ensure satisfaction. We meet with customers regularly to ensure a strong relationship. Queries and tasks from our customers are dealt with as quickly as possible by the relevant teams.



Suppliers Standards

We have built up long-standing relationships with many of our suppliers/growers and they have been supplying the business over a number of years. As well as maintaining our solid relationship with current suppliers and growers, we strive to build new relationships for the future.

We use local suppliers and growers where possible, taking into consideration the environmental impact of the distance our produce has to travel.

We are committed to maintaining our healthy relationships with our suppliers and growers as they are a vital link to the success of the businesses. Simple ways of maintaining this relationship are ensuring prompt payment of invoices each month, clear communication with our suppliers and sharing of resources.

Working in partnership with Meadowfresh Foods and O'Shea Farms

O'Shea Farms is a sixth generation family farm, with interests in potatoes, carrots, cereals and dairying. Their vegetables have been sold through Iverk Produce since its establishment by the O'Shea family in 1980. Nine members of the family work in active roles in every part of the business, which began with a few tenant acres in the 1820's and today consists of 1600 acres. O'Shea Farms are committed to farming in a sustainable manner that has minimum impact on both the local and global environment. Over eighty dedicated staff work with the family in farming, packing and office roles to support the business.



Meadowfresh Foods is a well-established producer and supplier of prepared potatoes and vegetable products to the retail, wholesale, manufacturing, and catering industries. Run by the Geary family, they are based in Tallow, Co Waterford, and also grow their own top quality potatoes. Iverk Produce and O'Shea Farms have worked in partnership with Meadowfresh Foods since the 1990's to create synergies in their businesses and reduce food waste.

Meadowfresh Foods process and distribute approximately 20,000 tonnes per annum of locally grown fresh potatoes, fruit and vegetables. They currently employ 50 staff and distribute their range of over 150 prepared products almost nationwide.



In 2021 our companies formed Ireland's first dedicated fresh chipping potato packing and distribution outlet. The Irish Chipping Potato Distribution Centre was established in collaboration with Bord Bia, Teagasc and the IFA to challenge the importation of potatoes for this niche market. Five brands are now available throughout the year for distribution in the Southeast, with ambitions for nationwide expansion in the future.



Protecting our Environment

Iverk Produce are proactive and innovative. Environmental planning is at the core of the way we do business. By focusing on water, carbon and waste we commit to reducing our environmental impact. Our Farm to Fork ethos influences the way we operate as a business day-to-day.



Ireland's food and drink sustainability programme



Origin Green is Ireland's food and drink sustainability programme. It is a voluntary programme, led by Bord Bia, that brings together our food industry with the common goal of sustainable food production. This programme enables Ireland's food industry to set and achieve measurable sustainability targets that respect the environment and serve local communities more effectively. Crucially, Origin Green is about measuring and improving how we do this on an ongoing basis.

Iverk Produce has also been a long-standing member of Bord Bia and complies with the HQAS standard. They are also fully HACCP compliant and hold BRC Accreditation.

Waste Management

We have taken several measures to reduce our packaging waste, such as introducing re-usable crates and pallets. All our cardboard and plastic waste is segregated and recycled for greater efficiency and sustainability. Wood, metals, electrical equipment, and glass are all reused or recycled. Household recycling is supported with segregated bins in all areas. We aim to reduce waste further with innovative ideas in the near future.



Food Packaging

We have taken several measures to reduce our packaging waste, such as introducing re-usable crates and pallets. All our cardboard and plastic waste is segregated and recycled for greater efficiency and sustainability. Plastic packaging for the retail industry has been reduced by over 30% and further reductions are imminent. Some plastics have been replaced by hessian and cardboard. Others have been replaced by plant-based products.

Energy Consumption

We have replaced our light fittings with energy efficient LED lights, many with motion sensors, and we have replaced the motors on our production equipment with lower kwh variable speed drives. This has reduced energy usage by almost 30%

Elimination of Food Waste

Potatoes and carrots which do not meet the criteria for supermarket packaging are processed through our sister company, Meadowfresh Foods, to reduce waste streams.

Both Iverk Produce and O'Shea Farms collaborate with Food Cloud to ensure fruit and vegetables are distributed through local charities. This produce is delivered weekly to Waterford Food Bank and FoodCloud Hub in Cork.



Integrated Constructed Wetland

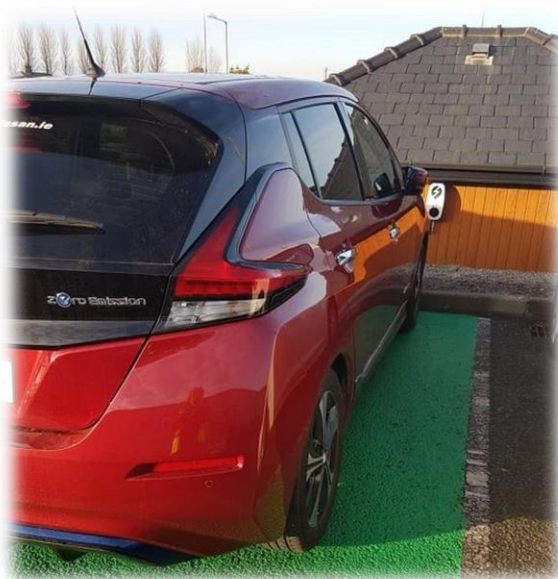
A wastewater management system treats our wastewater in a 13-acre reed bed system. Reed beds are a natural, environmentally friendly, ecologically sustainable solution to the treatment of wastewater. Five ponds, containing reeds, rushes and sedges support the breakdown of solids and nutrients over twenty five days in a gravity flow system. Clean recycled water enters the River Suir when the cleaning process is complete. A licence to treat wastewater in this way is supplied by Kilkenny County Council.

Benefits of installing this type of System:

- Low running costs - less than 10% of a conventional treatment plant
- Low maintenance costs and attention
- Supports biodiverse ecosystems for native plants and animals
- Reduces energy consumption
- No chemicals required



We encourage greener transport through the introduction of accessible Electric charging points for staff. A minibus transports some staff to and from work daily, reducing traffic on site by 12%.



We promote greener transport by:

- Encouraging staff to walk, cycle, car share or use public transport to get to work if possible.
- Providing a staff minibus collection morning and evening
- Facilitating the Bike to Work Scheme
- Supplying Electric car charging points in our staff car parks
- Converting our forklifts to electric power
- Ensuring transport is economical and loads are full

Investment in our Local Community

We acknowledge that our business is based in a rural area and its disproportionate size effects the local community in several ways. We provide employment in the area both directly and indirectly, support local services and industries, and support various local charities and organisations. This circle of support is completed with local communities supporting our business and we believe this circle of support is a relationship that should be fortified and constantly built upon.

Iverk Produce are committed to supporting our local community and projects undertaken by community groups. We also support charitable projects locally, nationally, and internationally that relate to the type of business we operate.

Supporting Charities

Iverk Produce and O'Shea Farms support numerous projects in Ireland and further afield. National interests include Pieta House, Suicide Youth, and FoodCloud. Some International projects include Chernobyl Children's Project, Zelda's House Capetown, Outreach Moldova, and VITA.

VITA

VITA works with communities in Africa to fight hunger and climate change. Their mission is to enable communities to build sustainable livelihoods in Eritrea and Ethiopia, two developing countries with pressing needs but remarkable potential. Members of the Irish Potato Federation, of which O'Shea Farms is a member, share their expertise to help maximise the effective growing of potatoes. A Potato Centre of Excellence has been established in the Gama Gofa region to educate and improve the daily lives of over 100,000 farmers. John O'Shea made many trips to the area to help first-hand with the establishment of good farming practices among local farmers.

The potato provides high nutrition and is an adaptive crop for climate change. They use less water per nutritional output than all other major food sources and can be grown across Africa. Potatoes have the potential to vastly improve current food yields using improved varieties and farm practices, providing nutrition to families and increased farm income.

To learn more, visit their website: <https://vitaimpact.org/>



Supporting our Community

Local Sponsorship

Iverk Produce have sponsored numerous projects in the surrounding areas for many years, including the following:

Kilkenny Hurler's Co-Op Draw - raising funds since 1983 for all GAA Clubs in Kilkenny and beyond – and all local GAA, Camogie and Ladies Gaelic Football Associations



Piltown and Fiddown Tidy Towns – enhancing our villages with green spaces, streetscapes and community amenities.



Local Interests and Societies –

Owning Care for the Elderly, Vintage Clubs, Ploughing Associations, St Vincent de Paul, Iverk Show, Lions Club, Clancy Festival, Clonmel Show, Carrick-on-Suir Musical Society, Portlaw Musical Society, National Schools, Secondary Schools.

Local sporting bodies –

GAA clubs and competitions, Camogie clubs and competitions, Ladies Gaelic Football, Soccer, Cycling, Swimming, Rugby, Motorsport, Tennis, Karate, Golf, Tug of War.



Piltown Community Enterprise

During the recession of the mid 80's, when Piltown GAA Club was losing players to emigration, some club members felt the time had come to be proactive and tackle the problem of job creation.

Piltown Community Enterprise board was officially established in 1987 with John O'Shea as chairman. Along with local business representatives, including Iverk Produce, they raised funds to build a 6,000 square foot Enterprise Centre in Fiddown. The initial project was remarkably successful and upwards of 60 jobs were created, many of which expanded further afield.



In 2012, a derelict site and old heritage building in Piltown was restored as the Old Creamery Enterprise Centre with three business units, and in 2019 two more units were built on the same site. All units are occupied by small businesses. Iverk Produce and O'Shea Farms have supported Piltown Community Enterprise since its inception.

To learn more visit their website – www.piltown.ie

Pil River Park

With a local population of over 3,500 and three national schools in the area, disappointment was often expressed by young families that there was no park in the area. A project to provide a park amenity for all residents of the Piltown area began in 2018. Pil River Park includes a Sensory Garden, a seating area and a children's' playground. A site for the park was donated by the late John O'Shea and fundraising, supported by Iverk Produce, was completed with terrific community support in 2022.



Better Broadband for Piltown

Good quality broadband has been a hot topic in rural Ireland for several years. Most towns and cities have good quality, high speed fibre connections, while many rural areas rely on satellite access or phone line connections supplying 1-5mbps.



Instigated by Piltown Community Enterprise in 2019, a small group of interested volunteers was formed to study the feasibility of a community owned broadband scheme which could provide the same service and speeds enjoyed in towns and cities.

B4OC was then established to run the project with the support of funding through Kilkenny LEADER Partnership, with sponsorship and assistance from Iverk Produce and O'Shea Farms. Access to the national fibre grid connection and electricity requirements were provided, along with storage areas for equipment.



B4OC is a not-for-profit company whose mission is to deliver affordable, reliable fast broadband Iverk Produce was the first business to be connected to the grid in March 2022.

To learn more you can visit www.betterbroadbandforpiltown.com