

# CORPORATE RESPONSIBILITY COMMITTEE REPORT

## Introduction

### Dear shareholder

As explained in the Corporate Responsibility section on page 33, the Group has no higher priority than safety, so we were all shocked and saddened by the tragic fatalities at three of our plants over the last year. In each case, we investigated the circumstances surrounding the accidents and the actions taken by management based on the preliminary findings of these investigations immediately after the events, as well as ensuring all necessary co-operation was given to the local regulatory investigations. We also worked with management to ensure all necessary assistance was available to support the families and others affected by these incidents.

We are sponsoring a management initiative to refocus and refresh our approach to safety. The oversight of ongoing safety initiatives will continue to be a key focus for the Committee this year.

We undertook a detailed review of the Group's approach to tackling cyber security and received a report on progress in this regard during the year. We will continue to monitor the ongoing efforts to mitigate this risk across the Group.

The annual review of Committee effectiveness, undertaken by Schneider Ross, indicated that the Committee continues to operate effectively. It recommended some areas for process improvement, such as the timing of meetings where the discussion topics overlap with the interests of the Audit Committee, for example IT security. In addition, the review highlighted topics for increased focus, such as initiatives to drive and embed inclusion across the organisation, and we have adjusted our agenda to address these suggestions.

Last, but by no means least, we welcome Virginia Kamsky as an additional Committee member from 1 April 2014 and we have put in place an induction programme for her, reflecting our wide remit.

I look forward to meeting with shareholders at the forthcoming AGM.

**William Camp**  
Chairman of the CR Committee



William Camp

## Composition and constitution

The Committee comprises four non-executive directors and the Chairman of the Company. The Committee oversees the Group's processes and measures used to manage social, environmental and ethical risks and associated internal controls.

The Committee's terms of reference, which are reviewed annually, can be found on the Company's website, [www.tateandlyle.com](http://www.tateandlyle.com).

## Meetings during the year ended 31 March 2014

The Committee met four times during the year. Membership of the Committee and attendance during the year were as follows:

Directors as at 31 March 2014	Number of meetings	Number of meetings attended
William Camp <sup>1</sup>	4	4
Liz Airey	4	4
Sir Peter Gershon	4	4
Dr Ajai Puri	4	4

1 Committee Chairman.

Virginia Kamsky joined the committee on 1 April 2014. As she did not serve during the year under review, she is excluded from the above analysis.

## Work undertaken during the year

During the year and up to the date of this Annual Report, in addition to the work outlined in the Committee Chairman's letter, the work undertaken by the CR Committee included the following:

## Main responsibilities of the Corporate Responsibility Committee

These include:

- Monitoring the Group's approach to corporate responsibility and ensuring it aligns with Group strategy
- Reviewing the effectiveness of the Group's policies and procedures relating to a safe working environment
- Approving, or recommending to the Board for approval, CR policies
- Reviewing the implementation of appropriate environmental policies
- Monitoring the effectiveness of workplace policies concerning employee relations, equal opportunities, travel, entertainment and conflicts of interest
- Reviewing whistleblowing arrangements
- Satisfying itself that the Group has appropriate policies, systems and controls in place in respect of the risks falling within the Committee's remit.

## Safety

The Committee discussed the Group's initiatives to improve workplace safety performance and received regular reports from the VP, Global Safety.

Product safety continued to be an area of focus and the VP, Global Quality and Food Safety provided regular updates on the operation of the Group's quality assurance processes.

## Diversity and inclusion

The Committee received an update on the implementation of diversity and inclusion initiatives and agreed further refinements to the external reporting of the Group's gender diversity.

## Business practices

The Committee reviewed the effectiveness of the independent confidential reporting (whistleblowing) line. Further information on this is on page 45.

## Charitable donations

The Committee received an update on implementation of the global community involvement programme, and also approved a proposed education partnership strategy as set out on page 37.

## Environment

The VP, Sustainability provided the Committee with updates on the Group's environmental performance and initiatives on a regular basis.

## Internal control

The Committee received regular reports from management and the VP, Group Audit and Assurance in respect of the policies, systems and controls in place in respect of the risks falling within the Committee's remit. The Committee reviewed the output from the annual review of the effectiveness of controls falling within its terms of reference and then reported to the Board on this review.