**Environmental Statement and Commitment**

Panificio Italiano Ltd is a brand new, purpose-built factory, which is located on a small industrial estate situated between two villages. Whilst being in a semi-rural area, the site is close to London Heathrow Airport and Slough Trading Estate, so whilst we recognise the need for sustainable development, we work closely with our community groups, to protect the environment and continuously improve the environmental effects of our activities.

The company demonstrates commitment by being a SEDEX member to ensure all our customers and suppliers can share their company documentation and audit reports. This eludes transparency and encourages best practice in all areas of our manufacturing and retail chain.

The company has been awarded British Retail Consortium (BRC) double AA rating, which provides assurance to our customers that we set and achieve high standards in our practices.

**Working environment**

Being a newly built, state of the art factory, with new equipment and machinery, we strive to maintain a clean and comfortable environment, in which our staff enjoy working in. We provide clean and relaxing rest areas with feature provisions for food storage. We have vending and drinks machines for employees’ use, when they are on a break.

**Allergens**

The site is nut and sesame free and the company take precautions not to contaminate the site with allergens. We ensure personnel are trained, inspections are carried out regularly and disciplinary action for any breach, to ensure that all employee take our company pledge seriously.

**Waste**

We have reviewed the waste coming from our bakery and as part of review and reduce our impact of waste going into the landfill started sorting them internally. Waste generated from different sources are now broken down into – Food waste, General Waste and Packaging waste.

Food waste is supplied to contractors to be converted to Electricity.

General waste is supplied in reduced quantity to go to landfill and

Packaging waste which can be recycled mainly cardboard is compacted and sent out for recycling.

**Environmental Management of Sound**

The company meet or improves upon relevant legislative, regulatory and environmental codes of practice determined by the Environmental Agency.

We develop company objectives that target environmental improvements and monitor performance by regular review, for example; factory machineries has been purchased with careful consideration, not only to the environmental atmosphere in terms of air pollution and omissions, we studied the noise levels produced, so that the machinery can be operated at a comfortable sound level to ensure staff are safe and comfortable, where necessary ear defenders or plugs are provided.

Considering the environmental issues, the decision-making process is a key indicator to any purchases and any works order.

The company develop relationship with customer suppliers and contractors so that we all recognise our environmental responsibilities, our commitments are shown through compliance, for example; being members of SEDEX to ensure compliance and control of processes and procedures and achieving BRC Membership, which expects high quality, standard and compliance in all areas of food manufacturing and retail businesses.

**Training**

We provide a robust induction which covers; Personal Protection Equipment, allergen awareness, Food hygiene and safety, personal hygiene, being safe at work, including the basics of Health and safety in the workplace, Manual Handling, Working at heights (where appropriate).

We then offer additional training to support each role; for example; Oven tray cleaning procedure, Hazardous substances, computer training, operating machinery safely, night worker safety, driver awareness and safety.

We strive to improve through training and encourage our workforce to become multi-skilled which boosts confidence, improves skills and is an engagement tool.

Updating employee knowledge of changing factors in their environment and staff so that they carry out their activities in an environmentally responsible manner.

**Encourage personal awareness and encourage responsible use and purchases**

Promote waste minimisation by, encouraging employees’ to be aware of their choices in usage, the recycling and responsible disposal of waste. Promoting waste minimisation by finding other uses for by-products wherever economically viable. Promoting the efficient use of resources, energy and fuel throughout the organisation’s operations. Use of bio-degradable products wherever possible.