

## Corporate social responsibility

For Tate & Lyle, corporate social responsibility equates to applying our four core values – safety, integrity, knowledge and innovation – to the way we run our business. This means continuous progress in achieving the highest standards of safety; considering the environmental impact of every aspect of what we do; and treating our employees, suppliers and the communities in which we work as long-term partners.

Putting these concerns at the centre of our business requires proactive management at every level within the Group. The Board reviews Tate & Lyle's policies and performance annually, and the Chief Executive is the Board member accountable for all aspects of corporate social responsibility.

### Business Code of Conduct

Our Business Code of Conduct (the Code of Conduct) governs our approach to corporate social responsibility. The Code of Conduct applies unconditionally to all parts of the wholly-owned Group, and we also aim to apply the Code of Conduct in those operations in which we have a 50% stake or more. Where we have a minority stake, we encourage our partners to adopt the Code of Conduct.

A copy of the Code of Conduct can be found on our website, [www.tateandlyle.com](http://www.tateandlyle.com). The Code of Conduct sets out how we do business, explains what stakeholders can expect from us and what we require from our employees and look for in our business partners. Doing business in a responsible manner is not only in our long-term interests, but is in the interests of all our stakeholders and of the environment. This means operating to high social, ethical and environmental standards in all circumstances.

**Safety** Tate & Lyle has no priority higher than safety, which we believe is fundamental to running a successful business. This means ensuring safe and healthy conditions for everyone at our sites: employees, contractors and visitors. By reporting, recognising and rewarding safety performance, we aim to ensure that all our operations focus on continuous improvement.

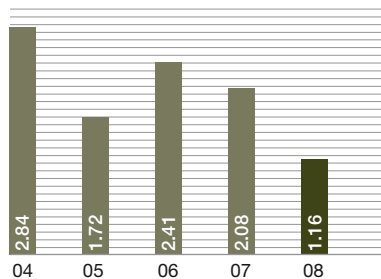
### Overview

Overall, our employee safety performance showed good progress in 2008, particularly in reducing the severity rate. During another year of heavy construction activity, we were pleased that our overall contractor safety index also improved significantly, although our lost-time and recordable injury rates for contractors both worsened.

### *Employee safety results for calendar year 2008*

Most locations equalled or improved on their 2007 performance, including 20 that reported no lost-time accidents and 10 that reported no recordable injuries for the year. Overall, we were pleased that our results improved considerably compared with calendar year 2007 with all our measures showing an improved performance other than the lost-time accident rate which worsened slightly.

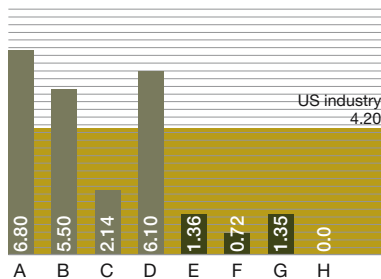
### Group safety index



The smaller the index, the better the performance.

Our target is zero for every Tate & Lyle operation.

### Benchmark safety recordable injury rate<sup>1</sup>

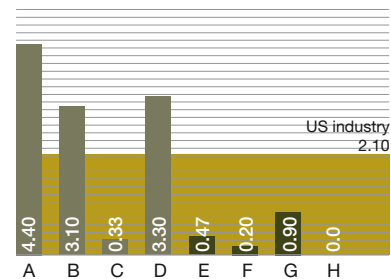


- A US food manufacturing
- B US grain milling
- C US corn refiners
- D US sugar industry
- Tate & Lyle
- E Food & Industrial Ingredients, Americas
- F Food & Industrial Ingredients, Europe
- G Sugars
- H Sucralose

<sup>1</sup> Number of injuries per 200,000 employee hours requiring more than first aid

US industry statistics as reported by the US Bureau of Labor Statistics

### Benchmarking safety lost-time accident rate<sup>2</sup>



- A US food manufacturing
- B US grain milling
- C US corn refiners
- D US sugar industry
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<sup>2</sup> Rate of accidents sufficiently serious to result in lost workdays or restricted work activities

US industry statistics as reported by the US Bureau of Labor Statistics

- **Group safety index** (weighted average of injuries sustained in the workplace across Tate & Lyle, with more severe incidents having greater impact) improved by 44.2%;
- **Recordable injury rate** (injury requiring treatment beyond first aid) improved by 6.6%;
- **Lost-time accident rate** (recordable injury sufficiently severe to result in lost work days or to restrict the employee's ability to perform his/her job) worsened by 4.6%; and
- **Severity rate** (number of work days lost due to injuries per 200,000 employee hours) improved by 63.4%.

### Benchmarking results

The USA and Europe compile safety statistics differently and therefore comparisons are difficult. However, we can compare the performance of each of our divisions with results from the US Bureau of Labor Statistics. The most recent results available from the Bureau are from 2007 with the exception of the US corn refiners whose results are from 2008. Again this year, our divisions are outperforming the average reported standard for their peers in their respective sectors and in the US private sector as a whole.

### Contractor safety results for calendar year 2008

During another year of heavy construction activity, we made significant efforts to improve our contractor safety performance. Overall our contractor safety index rates improved significantly, with all divisions reporting improvements on the previous year. In particular, the severity rate improved considerably, although both our lost-time accident and recordable injury rates worsened this year. We are pleased, however, that our contractor safety statistics continue to compare favourably with those reported by the US Bureau of Labor Statistics.

Compared with the 2007 calendar year results:

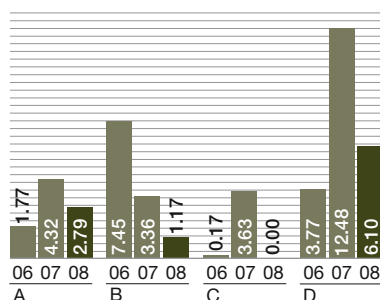
- Contractor safety index improved by 28.6%;
- Recordable injury rate worsened by 14.9%;
- Lost-time accident rate worsened by 37.6%; and
- Severity rate improved by 44.2%.

### Benchmarking results

Contractor safety continues to compare well with the US Bureau of Labor Statistics 2007 (the most recent data available). The Bureau reports the overall recordable injury rate per 200,000 employee hours for US contractors to be 5.40 against 1.92 at Tate & Lyle, and the overall lost-time accident rate to be 2.80 against our 0.76.

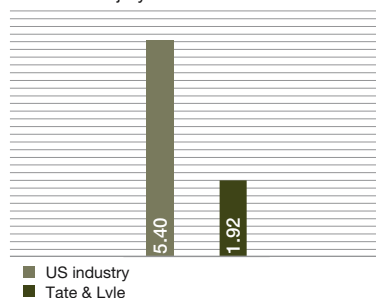
# Corporate social responsibility continued

**Contractor safety index**



A Food & Industrial Ingredients, Americas  
 B Food & Industrial Ingredients, Europe  
 C Sucralose  
 D Sugars

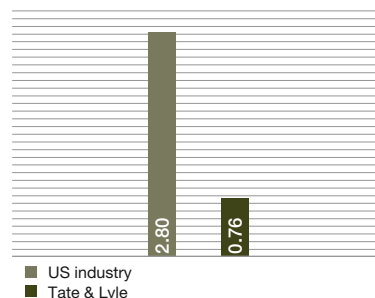
**Benchmarking contractor safety recordable injury rate<sup>1</sup>**



1 Number of injuries per 200,000 employee hours requiring more than first aid

US industry statistics as reported by the US Bureau of Labor Statistics

**Benchmarking contractor safety lost-time accident rate<sup>2</sup>**



2 Rate of accidents sufficiently serious to result in lost workdays or restricted work activities

US industry statistics as reported by the US Bureau of Labor Statistics

## Managing safety

Maintaining a consistently safe and healthy workplace for our people requires effective, proactive management. We operate network safety committees in the Americas and Europe that share knowledge and experience between plants with the aim of ensuring consistently high standards of safety across Tate & Lyle. The core elements of our approach to safety are:

- emphasis on the importance of behaviour by encouraging a culture of safety at all locations;
- improving communications and sharing best practice throughout the Group;
- the auditing of safety and loss control programmes; and
- the active involvement of senior executives in auditing and promoting safety.

## Projects and activities

The driving force behind our performance continues to be our emphasis on behaviour, networking and sharing best practice, auditing and the active involvement of senior management to promote and audit safety programmes. Our network safety committees focused on a number of activities this year, including:

- Group-wide training and behavioural auditing;
- continuing to develop policies and procedures; and
- recognising and rewarding outstanding safety performance through award schemes and by marking significant milestones, both for employees and contractors.

## Awards

To qualify for entry to our 'World Class Safety Excellence' awards programme, plants must:

- operate the entire year without lost time;
- have active employee participation in their safety programme;
- have an active auditing programme; and
- demonstrate adherence to Tate & Lyle's standards during executive, management and network audits.

2008 winners were:

- Large plant (over 250,000 employee hours per year): Amylum Nisasta (Turkey)
- Small plant (fewer than 250,000 employee hours per year): Dayton, Ohio (US)
- Most improved safety performance
  - Europe: Amylum Nisasta (Turkey)
  - Americas: Jurong Island (Singapore, part of Sucralose division).

## Outlook

We will concentrate on developing global safety policies and procedures that can be easily shared and referenced by all Tate & Lyle sites, and also audited consistently. We will also review our benchmarking and accident reporting procedures to ensure that accurate data and comparisons can continue to be made across our business units and to related outside industries. Contractor safety training and physical and behavioural auditing will continue to be key activities at our sites.

**Environment**

Tate & Lyle believes that companies must take steps to manage their impact on the natural environment. As a consequence, we are committed to conducting our business in a manner that is sensitive to the environmental needs of the communities within which we operate. We aim to achieve this by upholding defined environmental standards in all of our operations, and we actively encourage our business partners to demonstrate similar levels of commitment.

**Overview**

All our locations fully integrate environmental management into their operational systems and procedures. The Board reviews environmental performance and the policy annually. Managing our impacts to produce a more positive result is good for the environment and also brings economic benefits to Tate & Lyle. When reviewing our environmental footprint, it has always been Tate & Lyle's policy to focus particularly on those impacts which have most effect on the environment and over which we have direct control. Our three most significant environmental impacts are, in order of magnitude, energy use, water use and non-hazardous solid waste production.

Energy use is by far our most significant impact, and we therefore give it the highest priority. Our particular focus in 2008 was to minimise unit energy consumption during start-up and expansion activities across the Group, and the successful implementation of a wide range of environment-related capital expenditure projects in many of our plants.

**Environmental policy and mission statement**

Tate & Lyle's environmental policy applies to all parts of the Group. A copy of the policy can be found on our website, [www.tateandlyle.com](http://www.tateandlyle.com). The principles of the policy are summarised in an environmental mission statement which covers the following points:

- as a minimum, we comply with all applicable laws and regulations, and we exceed local requirements or legislation where commercially feasible;
- we make continuous efforts to prevent pollution and improve environmental performance throughout all our activities;
- we seek to minimise our use of energy, materials and natural resources;
- we strive to develop renewable sources for energy and materials used in our processes;
- we assess environmental risks associated with existing and new activities (or when decommissioning facilities), and establish controls to ensure that any risks remain at an acceptable level;
- we develop renewable products for our customers to help them reduce their impact on the natural environment;
- we encourage all employees to respect and have concern for the environment through procedures and training; and
- we have clearly defined and communicated procedures as part of our management systems for achieving these commitments.

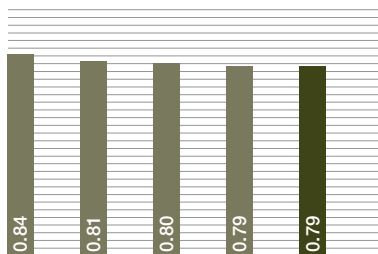
**Calendar year 2008 results**

We focus our measurement and our improvement efforts on the areas that have most environmental and financial impact. Compared with 2007 results:

- Energy consumption remained the same
- Water consumption increased by 3.7%
- Non-hazardous solid waste production increased by 62%

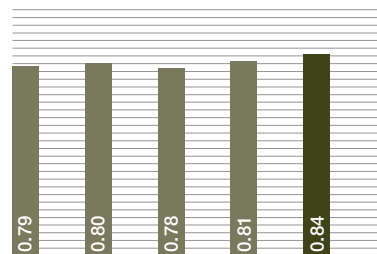
Our energy consumption in 2008 remained the same and, therefore, we did not meet our target of a per unit 3% reduction. Increased energy usage in our Americas and European ingredients businesses due to construction and expansion activities was offset by better performances in our Sugars and Sucralose plants.

**Group energy index**



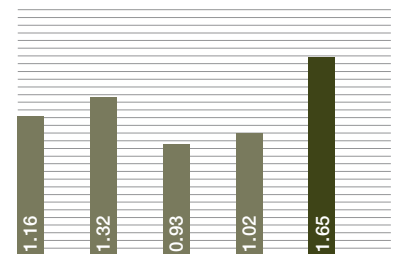
The smaller the index, the better the performance

**Group water index**



The smaller the index, the better the performance

**Group non-hazardous solid waste index**



The smaller the index, the better the performance

# Corporate social responsibility continued

Both the Group water and non-hazardous solid waste production indices increased during the year. Improvements to both these indices are important targets for 2009, not only because of the environmental impacts, but also because improvements offer cost savings. Every 1% improvement in our energy index would save an estimated £2.3 million. An equivalent improvement in the water index would save £120,000 and, in the non-hazardous solid waste index, £14,000. These savings are per annum at 2008 input prices.

### Carbon footprint

In 2007, with the help of environmental consultancy URS, we developed a carbon footprint model to measure the impact of our operations on the environment. We began by measuring the carbon footprint of our UK cane sugar refining business from sugar cane field to supermarket shelf. This is known as secondary carbon footprint data, as it measures indirect as well as direct emissions from the entire lifecycle of a product or service.

We then rolled out a model to measure the primary carbon footprint of our large sites across all our business divisions. A primary carbon footprint measures the carbon associated with production at a specific site, covering emissions generated through the combustion of fossil fuels and transport. The primary footprint is the most applicable measure for a business-to-business company, since the ingredients produced are then used in a wide range of other goods.

### Primary carbon footprint

Tate & Lyle's primary carbon footprint in the 2008 calendar year across all its large sites was 0.33 tonnes of CO<sub>2</sub> per tonne of production. This represents a 15% reduction from 0.39 tonnes in the 2007 calendar year.

Because this is a relatively new area of analysis, it is difficult at this stage to benchmark our performance against others. However, we expect that, by calculating our carbon footprint, we will be much better able to manage our overall impact on the environment as well as using it to benchmark our own performance year on year.

### Secondary footprint – cane sugar

Raw cane sugar milling is almost carbon neutral. Cane grows in the field, waste fibre from the cane powers the factory and the cane regrows each year, usually up to five times without the need for replanting. It is then transported to our European refineries by ship. Our current secondary carbon footprint is around 0.43 tonnes of CO<sub>2</sub> per one tonne of sugar produced, which means that the carbon footprint of a bag of sugar made from cane sugar is currently about half that of beet sugar. The carbon footprint of cane sugar produced at our London refinery will be reduced by more than 20% when our new biomass boiler comes on stream in 2009.

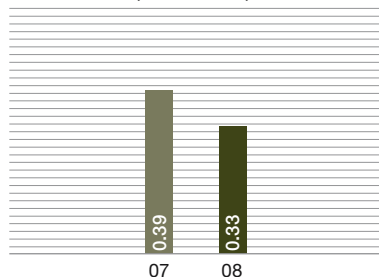
### Investing in renewable energy sources

Reducing energy consumption gets more difficult each year as we produce more value added products, which typically use more energy than producing our traditional products. Energy is a particular concern for us, because not only is it a big contributor to our overall carbon footprint, but it is one of the most significant costs in our business.

To help reduce energy costs and to improve our environmental performance, we have developed proprietary technology to use renewable energy sources (biomass) in our plants. In 2009, our new £20 million biomass boiler at our London refinery will come on stream. This boiler will supply 70% of the refinery's energy requirements. Similar technology will be used at our new corn wet mill at Fort Dodge, Iowa, when it is completed and opened.

### Carbon footprint<sup>1</sup>

Tonnes of CO<sub>2</sub> per tonne of production



1 The primary carbon footprint of Tate & Lyle's large sites

### ***FDF's Five-fold Environmental Ambition***

In 2008, as part of the UK Food and Drink Federation's (FDF) Five-fold Environmental Ambition, Tate & Lyle signed up to two major environmental initiatives. In January 2008, Tate & Lyle was one of 20 leading food and drink companies to agree to a UK industry-wide commitment to improve water efficiency and reduce water use. This agreement was jointly developed by the FDF and resource efficiency experts Envirowise. Then, in July 2008, Tate & Lyle was one of 40 companies to sign up to the FDF's environmental 'Checklist and Clause for Greener Food Transport' which encourages companies to achieve fewer and friendlier food miles.

### ***Violation, abatement and compliance orders***

The vast majority of our operations completed 2008 without incident. Where Tate & Lyle inadvertently contravened regulations, largely to do with emission levels, we reacted immediately to correct the problems.

### ***Managing environmental impacts***

Managing environmental impacts is very important at Tate & Lyle. Environmental risks are included in the Group-wide risk management process, and are reviewed and assessed regularly. For more information, see 'External environment and risk management' on page 27 and 'Corporate Governance' on page 68.

### ***Measuring data***

We collect detailed data and report results from each operating unit quarterly, using a comprehensive system that has been validated by our internal audit function. We then normalise the data to reflect the amount of product manufactured. This protects the commercial sensitivities of the data while allowing us to report publicly on our progress, and make comparisons between years. The results are then aggregated to create a single set of indices for the Group, adjusted to take account of acquisitions and disposals.

### ***Management systems***

Every operating unit has an environmental management system. Each unit is required to assess its environmental impact and develop an improvement plan based on identified areas of priority, focus and opportunity, in line with the Group's overall environmental management strategy. Capital projects are assessed for their environmental impact, and we investigate whether there are more environmentally sound ways of achieving our aims.

Each operating unit has incident, emergency and contingency plans. These are regularly updated to meet new conditions and requirements. We have crisis management procedures to provide an effective response in case of incident or emergency, including escalation to the Group Crisis Management Team when appropriate.

### ***Training***

Employees receive regular training on managing environmental impacts and changes in legislation, so that they are always aware of relevant issues. Many operating units have environmental management committees that meet regularly to discuss progress.

### ***Customers and suppliers***

We work closely with our customers to ensure our systems meet their requirements. We brief all contractors on key environmental issues to make sure that we and they are managing our environmental impact effectively.

### ***Outlook***

Reducing per unit energy consumption and carbon emissions will continue to be our major environmental challenges in the year ahead. By continuing to invest in reducing consumption per unit, exploring alternative energy sources and technology, and encouraging a culture of concern for environmental issues at all our plants, we aim both to control costs and improve our impact on the environment.

### ***Reducing road miles***

Our target is to reduce road miles in the UK by 2.1 million miles by the end of 2009, as part of the UK Food and Drink Federation's aim to reduce the impact of food transport by 20% by 2012. A significant user of road transport, we have already moved bulk sugar distribution between our London refinery and Glasgow from road to rail freight, saving over 1.6 million road miles per year.



## Corporate social responsibility continued

### Employee health and wellbeing

At Tate & Lyle, we aim to lead the way in employee health. Programmes will differ across the Group according to local needs, but all are based on the principle that the Company has a role to play in helping employees improve their health by providing information, advice and other support on health and wellbeing.

### Calendar year 2008 highlights

#### UK

Tate & Lyle's nurse-led occupational health programme emphasises education and prevention and has often been referred to as a model for other businesses and public sector organisations in the UK. Key initiatives include educating employees in health and wellbeing, and providing vocational rehabilitation as an alternative to sickness absence certificates, as well as health promotion activities, an occupational health clinic, advice on healthy eating, and counselling services.

We also share elements of our programme with partners. For example, we have helped two community partners with absence management training and advice, and we host regular visits from groups of trainee GPs and doctors from Occupational Health Diploma courses to help their understanding of occupational health in a factory environment. We also offer work experience for trainee occupational health nurses from South Bank and Brunel Universities.

We were proud to receive external recognition of the quality and benefits of our programme, winning Gold in the UK Food and Drink Federation's Community Partnerships Awards for our Rehabilitation & Absence Management Programme.

#### Europe

Many of our mainland Europe plants offer similar health programmes to the UK. These include: Company-sponsored fitness programmes; health and wellbeing awareness campaigns; healthy menu options in employee restaurants and annual health and fitness check-ups.

#### US

Tate & Lyle continues to provide programmes and tools to help employees become better informed consumers of their own healthcare services, as well as encouraging them to adopt healthy lifestyles. Some examples of our programmes include:

- **'Blue Points' system:** we offer this web-based system to all employees via our healthcare provider. It provides a platform for employees to initiate and track healthy behaviours. Employees earn points for meeting certain health targets, which can be redeemed online for health-related items such as yoga mats and gym bags.
- **Health risk self-assessment:** we encourage employees to complete this online self-assessment, which is then reviewed by medical experts from our healthcare provider. These experts then give feedback and recommendations to employees.
- **Health and fitness:** many plants offer exercise facilities or Company-sponsored fitness programmes.
- **Stopping smoking/weight management:** employees enrolled in the Blue Cross Blue Shield health plan have access to various programmes either to help stop smoking or to manage their weight.

#### Outlook

Our long-term goal continues to be to raise the standards of employee health and wellbeing throughout Tate & Lyle, through sharing best practice and ideas across the Company and with healthcare partners. A particular focus for 2009 will be to make further improvements to our successful UK active back care management programme.

### **Commercial partners/suppliers**

Good, long-term relationships with our partners and suppliers are very important at Tate & Lyle. We have a consistent, Group-wide approach, based on our Code of Conduct, which covers purchasing strategies at global, regional and local levels. Supply chain ethics are important to us, and we are committed to sharing best practice and improving standards amongst suppliers.

### **Raw material suppliers**

Growers and producers of corn and sugar cane, the raw materials we use to make our products, are our biggest suppliers, and we have developed long-standing and mutually beneficial relationships with them over many years. We apply rigorous standards to our raw materials suppliers, and survey many of them on their ethical commitment. We work closely with them to ensure compliance with our needs, implementing traceability and ensuring that our customers' requirements are fully met.

### **Sugar cane**

Cane sugar suppliers are key to the supply chains for our EU sugar refineries. These are typically countries that have preferential access to the EU sugar market, implemented through the EU Sugar Regime. These suppliers include those that we have long-standing relationships with, such as the African, Caribbean and Pacific (ACP) countries, as well as new suppliers resulting from recent changes to EU legislation, such as in the Lao People's Democratic Republic.

In Vietnam, our suppliers are the sugar cane growers themselves. Meanwhile, in our molasses business our suppliers can be the same businesses that supply our sugar refineries, or suppliers from other parts of the world.

### **Auditing the supply chain**

Our auditing programme, introduced in 2007, is designed to evaluate the social, ethical and environmental performance of our suppliers and to identify any shortcomings. Where these are found, we work with that supplier to encourage the necessary improvement. We do not purchase our raw sugar from farmers or sugar mills, but from contracting parties which are government organisations, co-operatives etc. Auditing the contract party alone will not necessarily determine or improve conditions in the mills supplying sugar for our refining operations, or of the farmers themselves. We therefore audit our second tier suppliers including with some random sampling of farmers.

To ensure transparency, our audit programme is run by Cert ID, an internationally recognised European auditing body, which assesses our suppliers against a range of social, ethical and sustainable criteria. During 2009 we will continue to use the process to address any outstanding issues that arise from the audits, and ensure that the process continues to help our suppliers improve. Our aim is to have audited all suppliers at least once by the end of 2010.

### **Fairtrade**

Tate & Lyle's ongoing commitment to Fairtrade saw small-scale farmers in Belize receive nearly US\$4 million in Fairtrade premiums in 2008. The investment of this premium has been divided between production, education and social programmes that have had a direct benefit to the 6,000 producers and their families. Looking forward, there are plans to invest in longer-term projects to develop the quality of the sugar cane as well as the quantity of cane produced per acre.

### **Better Sugarcane Initiative**

Tate & Lyle continues to work with Non Governmental Organisations (NGOs), growers, unions, biofuels companies, food manufacturers and other end users to improve the social impact of sugar cane worldwide through the Better Sugarcane Initiative (BSI).

Tate & Lyle chaired the BSI in 2008, which is developing a practical standard that will make a real global contribution towards reducing the environmental impact of sugar cane production, the social aspects associated with it and the products – mainly ethanol and sugar – derived from it.

### **Corn**

We purchase around 2% of the US corn crop each year. The long-term relationships we have built up over the years with the family-owned grain businesses, local farmers and other commercial partners who provide us with corn ensure we have the supplies we need for our corn wet mills. See page 16 in the 'Sustainable Sourcing' section for more details.

### **Sustainable procurement**

Aside from our raw material suppliers, we continue to review procurement to look at how we can encompass sustainability more fully in our strategies.

### **Outlook**

We aim to continue to improve standards in our supply chain through developing our work on supply chain ethics, risk management and sustainable procurement, and by working increasingly closely with suppliers to share best practice on a range of issues. We will continue to develop our supplier audit programme to ensure consistently high standards across the Group.



## Corporate social responsibility continued

### Communities

Tate & Lyle aims to play a positive role in all the communities in which we operate. Over the years we have developed a Group-wide community involvement policy that forms one of the core components underpinning our ethical behaviour. Our programme involves building long-term relationships with local partners to deliver a shared objective: establishing strong, safe and healthy communities by investing time and resources into projects that directly address local needs.

### Overview

Our community partnerships are well supported by employees, many of whom take part in our programmes. Tate & Lyle's community involvement benefits our employees by enhancing their own local community, offering significant personal development opportunities and making Tate & Lyle a company for which they are proud to work.

Each year we support around 300 organisations, ranging from long-established charities to fledgling community organisations. Community support takes many forms, depending on the needs of the organisation, and includes funding, employee volunteering, consultancy, donation of products and equipment and, for selected partners, free use of the Company's warehousing, office accommodation and meeting room facilities.

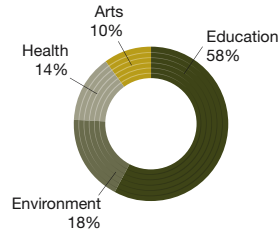
### Charitable donations

Our Corporate Donations Committee oversees community policy throughout the world. Our aims are to select projects that target local needs and deliver the most positive impact, and to ensure that ultimately our community involvement work reflects our broader responsibilities as a company. Our guidelines for funding and support are:

- Education - 50%;
- Environment - 25%;
- Health - 15%;
- Arts - 10%.

### Actual community spend by allocation

Year ended 31 March 2009



In the financial year ended 31 March 2009, Tate & Lyle's total worldwide charitable donations were £674,000, up from £642,000 in the previous year, while our total global pro bono contribution in goods and services is estimated to have been £221,000, down from £254,000 in the previous year. We support many initiatives and local organisations involved in community regeneration all around the world. Listed here is a selection from each region in 2008.

### UK

- **Community Links:** a local charity working to regenerate the area of Newham in East London.
- **Community Food Enterprise:** a social food outlet improving community access to fresh fruit and vegetables in the East London area.
- **Richard House Children's Hospice:** London's first hospice for terminally ill children, which we have supported since it was founded in 1996.
- **East London Business Alliance:** a regeneration agency for East London which connects business to local people, alongside public and community partners, to enable social, economic and infrastructure change.

### Americas

- **United Way:** employees from across the USA donate through the payroll to this organisation which gives money to local causes.
- **Education:** Tate & Lyle gives regular support to a number of educational institutions including Brush College, Associated Colleges of Illinois, and Millikin and Purdue Universities.
- **Boys & Girls Club:** sponsorship of a Decatur programme designed to inspire and enable young people to realise their full potential.

### Vietnam

Our sugar business in Vietnam, Nghe An Tate & Lyle (NAT&L), supports the following programmes:

- **Roads:** provincial and communal road maintenance in the NAT&L cane catchment area.
- **Schools:** supplying text books and school stationery for under-privileged children and funding for outstanding students in primary, middle and high school.
- **University scholarships:** funding for outstanding students studying agriculture disciplines.
- **Housing:** contributing funds towards housing units for farmers and their families.

### Employee volunteering

Tate & Lyle employees around the world make huge efforts to support their local communities. Their involvement is vital to maintain the long-term good relationships we have developed with these communities; volunteering also brings skills and experience from the workplace into the community that corporate funding alone cannot achieve. Several of the organisations we support have been partners for over a decade.

Volunteering also brings benefits to Tate & Lyle. Employees tell us that they benefit hugely from community work, which helps them develop their skills and become more rounded as individuals. A strong volunteer network is vital to the success of our community involvement programme, and developing that network across Tate & Lyle is an important ongoing aim. Here we highlight some of our employees' volunteering activities from around the world.

### UK

- **Educational visits:** 1,000 students and 100 teachers visited Thames Refinery, Plaistow and Sugar Quay during 50 curriculum-based visits.
- **Gifted & Talented:** Tate & Lyle continues to support the UK Government's programme for gifted and talented children including, for secondary school students, a 'Science Challenge' and for primary school children a maths workshop.

### Actively supporting local charities and communities

From helping disabled children ride horses in Singapore, to sponsored walks in the US and climbing mountains in the UK (pictured, employees doing the UK's Three Peaks Challenge), our employees everywhere can be found supporting local charities and communities. As well as Group-organised events, many employees take part in activities on their own initiative, helping to ensure that we play a full and positive part in the local communities in which we operate.



### US

- **Supporting universities:** Tate & Lyle supports a number of research initiatives at local universities.
- **Agricultural Day at Lafayette:** employees from our plants in Lafayette South and Sagamore volunteer to help run the local agricultural day each year.
- **Local fundraising and donations:** many employees from across our plants support local causes with activities such as sponsored walks, food drives, and donating clothing, gifts and supplies for schools.

### Managing our impact

Our aim is to ensure that all our sites around the world develop programmes in line with our community involvement policy, which is ratified by the Board. We continue to make progress in this, but there are different levels of activity reflecting the history of Tate & Lyle's involvement in the area and the size of our presence.

In locations where we have operated for a long time, such as the East End of London, and the Decatur, Illinois area, we have long-running partnerships with local organisations and make a considerable contribution. In other areas where we have recently acquired sites or built new plants, our involvement is at an earlier stage. Our aim continues to be to share best practice and improve internal standards and reporting around the world so that all parts of the Group develop mutually beneficial long-term community partnerships.

### Awards

While we do not actively seek or measure success in terms of awards won, we value the external recognition such awards convey. In 2008 we received a Silver Payroll Giving Award in the UK which is given to businesses who actively promote payroll giving in the workplace. We also received a bronze award for our support for Caravan, a UK charity set up to help support former employees of the food manufacturing and retail sales industries.

### Outlook

We continue to progress with integrating our community efforts around the world, and to focus particularly on sharing the benefits of our programmes with those operations newer to the Group.