

FOOD SAFETY POLICY STATEMENT

It is the policy of Marston's PLC, "the Company", that their operations will be conducted in such a manner as to comply with all relevant legislation and, wherever reasonably practicable, with all Codes of Practice regarding Food Safety.

Marston's PLC owns in the region of 1,000 pubs across England, Wales and Scotland. These are operated as managed, franchise or retail agreement businesses.

We have developed a documented Health, Safety & Food Hygiene Policy. The key documents of which are as follows:

- The Health & Safety Policy – including a policy statement, organisational structure and arrangements for ensuring health and safety.
- The Risk Assessment Scheme – outlines the main hazards identified by the organisation and the subsequent control measures.
- The Food Hygiene Policy – outlines the procedures that will be implemented to ensure food safety and features cross contamination controls within each section.
- The Food Safety Risk Assessment (HACCP) – forms the foundation of our Food Hygiene Policy.
- Records are kept to show the effective implementation of our health, safety & food hygiene controls. These documents include Temperature Controls, Cleaning Schedules, Fire Logs, Health & Safety Risk Assessments, Play Area Checklists (where appropriate) and Staff Training Records.

The above policy and documentation undergo an annual review and are re-issued as necessary to pubs each October. All of our policies and procedures are approved by our lead authority, City of Wolverhampton Council. (We are currently developing this into a Primary Authority Partnership).

We provide a clear definition of responsibilities for Head Office and Line Management. Reference to these responsibilities will be included in job descriptions.

We have a thorough staff training programme to ensure our staff understand what is required of them. This covers induction and refresher training which is provided via e-learning, classroom based courses and practical on-the-job training. All training is recorded on the staff training record cards. This training has to be refreshed every 12 months in October.

Our Franchise and Retail pubs are not run like managed pubs in some respects. The Franchisee or Retailer is a tenant and therefore the responsibility for staff and staff training remains with the Franchisee or Retailer. Marston's offer all of our Retailers and Franchisees a thorough training programme to ensure they understand what is required of them. This includes induction training (InterFace) for the Franchisee or Retailer, supported by bolt-on development courses which are all classroom based. Following the induction training, the incoming Retailer or Franchisee can request (via their Area Operations Manager) for further on-site support from one of our Retail Support Coaches (RSCs) plus other training & development opportunities are available (such as CPL E-Learning & LifeTime Apprenticeships).

The Company employs the services of external consultants to complete hygiene audits. They carry out audits of all our managed and franchise pubs, audit our food suppliers and provide advice on policies and procedures.

A copy of this statement will be posted in all of the Company's catering outlets and the Food Safety Policy will be made known and available to all employees.

To enable the Company to respond to any issues raised as swiftly and effectively as possible we request that all visit reports and requests for further information are directed to head office as follows:

Company Secretary
Marston's PLC
Marston's House
Brewery Road
Wolverhampton
WV1 4JT



CEO
Marston's PLC