

Haygrove Ltd
Integrated Farm Management Plan

The Haygrove IMP forms one of the company's highest-level documents. Compiled by the Company Directors and Senior Management Team, it is reviewed regularly within management meetings.

The objective of the IMP is to commit to an ongoing process of continuous improvement, captured in one integrated plan and reviewed at management level to ensure it happens.

The IMP is divided into 3 sections:

| | |
|--------------------------|--|
| Operational: | Operational Aims, where business practices have a potential human health or environmental impact |
| Conservation: | Haygrove Conservation Plan, with targets to preserve or enhance the environment |
| Haygrove Purpose: | Specific targets promoting Development, Community Links & Staff Development |

Signed: _____
James Waltham, Company Director

January 2011

OPERATIONAL AREAS

SUMMARY

Company Policies are detailed in the Statements that form the backbone of the Nature's Choice Code of Practice. In addition to these Haygrove have an on-going commitment to Organic Production & a clear set of Business Practice Targets for the 2011 season.

ORGANIC PRODUCTION TARGETS

Haygrove aim to maintain their organic area at it's current level following substantial declines in the organic market, driven by adverse economic conditions.

BUSINESS PRACTICE

The following areas of business practice identified with current targets, review dates & responsibilities:

1. PPP Usage

| Target | Target Completion | Responsibility |
|---|-------------------|--------------------|
| 1.1 Review HG policies for 2011 season in line with new BG guidelines | March 2011 | J. Waltham |
| 1.2 Evaluation of electrostatic spraying | January 2011 | Douw Kruger |
| 1.3 Sprayer calibration & MOT for 2010 season | March 2011 | Douw Kruger |
| 1.4 Completion of all COSHH documentation | January 2011 | Evelina Perminiene |
| 1.5 Updating Spray Operators Handbook | January 2011 | Evelina Perminiene |

2. Fertiliser Usage

| Target | Review Dates | Responsibility |
|---|--------------|--------------------|
| 2.1 Review HG policies for 2011 season in line with new BG guidelines | March 2011 | J. Waltham |
| 2.2 Calibration of machinery for 2010 | March 2011 | Douw Kruger |
| 2.3 Updated assessment of contamination/pollution risk | January 2011 | James Waltham |
| 2.4 Target that 100% of fertiliser is used by plant | January 2011 | James Waltham |
| 2.5 Evaluate & Expand composting facility | On going | James Waltham |
| 2.6 FYM Plan | April 2011 | Euan Keenan |
| 2.7 Completion of all COSHH documentation | January 2011 | Evelina Perminiene |

3. Water Use/Irrigation

| Target | Review Dates | Responsibility |
|---|--------------|----------------|
| 3.1 Review HG policies for 2011 season in line with new BG guidelines | January 2011 | J. Waltham |
| 3.2 2011 target that soil moisture deficit should be within 10% of target | On-going | Adrian Pop |
| 3.3 Invest in continuous measuring probes to target water usage | On-going | J. Waltham |
| 3.4 Minimising run-off for substrate blocks | On-going | Adrian Pop |
| 3.5 Maintain water budget | On-going | Adrian Pop |

4. Pollution Prevention

| Target | Review Dates | Responsibility |
|--|---------------------|----------------|
| 4.1 Review HG policies for 2011 season in line with new BG guidelines | March 2011 | J. Waltham |
| 4.2 Proactive in continued feedback to Environment Agency on water usage | On going | S.Roberts |
| 4.3 Landscape and visual impact assessments for all farm sites | February 2011 | J. Waltham |
| 4.4 Compile noise nuisance management policy | Review January 2011 | J. Waltham |
| 4.5 Analysis of energy usage / carbon emissions | Review January 2011 | J. waltham |
| 4.6 Water management audit incorporating water resources and flood risk assessments for all poly tunnels farming sites, in compliance with Environment Agency requirements | On-going | J. Waltham |

5. Staff Development & Protection

| Target | Review Dates | Responsibility |
|---|---------------|-----------------------------|
| 5.1 Review HG policies for 2011 season in line with new BG guidelines & current legislation | March 2011 | J. Waltham |
| 5.2 Completion of temporary staff Welfare Policy & Welcome Documentation | February 2011 | S. Roberts |
| 5.3 Completion of staff accommodation repairs, gas heater testing etc | March 2011 | S. Roberts |
| 5.4 Review of Risk Assessments with H&S Consultant | February 2011 | Sara Robert (Mike Dower) |

6. Resources Management

| Target | Review Dates | Responsibility |
|---|----------------------|----------------|
| 6.1 Update review on fuel & electricity usage | February 2011 | J. Waltham |
| 6.2 Complete water budget | February 2011 | Adrian Pop |
| 6.3 Implement recycling opportunity for all accommodation sites | Review February 2011 | S. Robert |
| 6.4 Evaluate solar, PV and heat exchange opportunities | On-going | J. Waltham |

CONSERVATION

SUMMARY

In addition to our commitment to National Legislation and Customer Specifications, Haygrove is proactive in undertaking its' environmental responsibilities and actively seeks opportunities to improve our surroundings on an ongoing basis. The Haygrove Directors are responsible for meeting the targets outlined below, which reviewed on an on-going basis.

**HAYGROVE LTD 2011 SEASON
CONSERVATION / ENVIRONMENTAL PLAN**

| Item | Target Date | Review Date |
|--|-------------|-------------|
| Continued enhancement of hedgerows, shelter belts, arboretum & woodlands | Ongoing | - |
| Maintenance of refuges/banks for predators of aphids | Ongoing | - |
| Maintenance of Conservation strips on all farming sites | Ongoing | - |
| Reduction of residual herbicide run off & use by covering leg rows of all new tunnelled fields with mypex or polythene | Ongoing | - |
| Maintenance of 6m field margins | Ongoing | - |
| Hedge cutting programme now every 2 years, cutting where necessary within specified times | On-going | Jan 2011 |
| Planning applications to be submitted for: <ul style="list-style-type: none"> • Tunnels at Whitehouse • Tunnels at Kington | On-going | Jan 2011 |
| Student waste recycling system to be operational | On-going | Jan 2011 |
| High mileage company cars to be sourced using EU emission guidelines | On-going | - |
| More effective use of transport to reduce fruit transfer journeys | On-going | Jan 2011 |
| Aim to source PH fridge compressors that cool by water which is recycled in the adjacent student shower block | On-going | - |
| Investigate alternatives to oil boiler system / glass house heating at Newent | On-going | - |

HAYGROVE PURPOSE

- To lead profitably in specialist areas, consistently & pleasingly surprising all who deal with us
- To be a preferred employer & an excellent business partner
- To create profitable & challenging opportunities; inspire trust & commitment; develop genuine mutually beneficial long-term relationships with staff & partners
- To back honest hardworking people with ability & ambition to excel in their life
- To create an innovative & practical example of the integration of specialist business & specialist charity, with their different for profit & not for profit aims, but where both prosper uniquely by working together. To influence other organisations by this
- To enjoy it!

Written by: S.Berry
Date: January 2011

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Authorized: J. Waltham
Review: January 2012

2011 PURPOSE TARGETS

1. Haygrove Development

The company aim to create a long-term legacy beyond the supply of first class fruit & since July 2003 have been actively involved in the creation of Gambia is Good! GiG is a fair trade marketing operation allowing local Gambian growers to access the tourist trade by ensuring the continued supply of quality produce. By partnering with DFID & a specialist charity Concern Universal, Haygrove Development has created a production, distribution & sales company, trading over 80 tonnes of fresh produce in the last 5 months.

Targets:

- To establish a GiG demonstration farm
- To maintain market share through remainder of season
- To continue to recruit & train local growers
- Continued commitment of % of Haygrove profits & management hours to project

2. Staff Development

Haygrove aim to be the employer of choice, where we back hardworking people with ability & ambition to excel in their life & reward their success.

Targets:

- Annual reviews of all full-time staff with clear objectives & training plan
- Scheme of Continued Professional Development
- Company Profit Sharing Scheme
- Leadership Training Programme for all Senior Staff
- Loyalty Holiday & Sabbatical Scheme

3. Support Staff Charitable Initiatives

Haygrove are keen to encourage staff through both volunteer work & financial giving in a variety of charitable projects.

Targets:

- To expand company GAYE scheme & finance it's administration
- To support Zambian Mission Orphanage through in country tunnel sales

4. Support of Community

Haygrove actively seek areas in which the company can link with the community, especially where this acts as an educational opportunity.

Targets:

- To welcome over 500 visitors to the farm, including local schools & farming groups
- To run a series of successful farm open days
- To back local initiatives involved in health care
- To support local sports programmes

| No | Area | Name Surname | Signature |
|----|------------------------|---------------------|-----------|
| 1 | Training & Recruitment | Evelina Pemiene | |
| 2 | Harvest | Dobri Dunchev | |
| 3 | Irrigation | Adrian Pop | |
| 4 | HR | Sara Roberts | |
| 5 | Packhouse | Robert Bartha | |
| 6 | Production | Cristian Marmandiu | |
| 7 | Propagation | Andrejus Lysovas | |
| 8 | Machinery & Sparying | Douw Kruger | |
| 9 | Tunnels | Cezary Napierajczyk | |

