



## 2025 FLEXIBLE WORKING STATEMENT

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Dawn Meats acknowledges that team members are most productive when they can achieve a work life balance which enables them to meet their responsibilities outside work. Management recognises that managing a job and personal life can be complex. Our employee well-being is essential to our Mission, Vision and Values, and our goal 'to be Europe's most sustainable meat company'.

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It must be recognised that because of the nature of the company's business, it is vital that most team members are available to sites during production hours and accordingly certain flexible working arrangements for most team members will be limited.

At Dawn Meats flexible working arrangements are assessed through the lens of when, where, what and how. Senior Management and Heads of Departments will be responsible for ensuring that the policy is fairly and consistently managed throughout the company.

The company recognises that;

A good life balance is in place when:

- Team members have and take advantage of proper rest and eating periods within their working day/night;
- Team members know in advance what shifts/days they are scheduled to work;
- Team members can enjoy interests & pursuits outside of the workplace.

- Outside of one off flexibility requests, any approved request for revised working arrangements will, unless otherwise agreed at the outset, mean a permanent change to the individual's terms and conditions of employment, on completion of a trial period and there will be no right to revert to the former hours of work.

- Working hours will be set out in line with Dawn Meats production requirements and business needs and as such Dawn Meats operate a variety of working hours and patterns.

- We will support local events where team members can volunteer to support such activity and the business operations can facilitate their involvement.

- We operate a scheme called 'One little thing' which is designed to encourage team members to communicate with their direct line managers if they think there is some small change that can be made that will make their lives better and either have no negative impact or have a positive impact on the company.

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**Niall Browne,**  
*Chief Executive*  
June 2025