



2025 INTERNAL COMMUNICATION STATEMENT

Dawn Meats is committed to continually improving communications by assisting team members to better understand the organisations objectives and reasons behind them. Dawn Meats recognises that good communication is essential to our Mission, Vision and Values, and our goal 'to be Europe's most sustainable meat company'.

All communications activity should:

- Reflect a commitment to use the appropriate language, taking into account the relevant stakeholders;
- Be open and honest;
- Be relevant, accurate, sensitive and timely;
- Enable meaningful engagement;
- Ensure that the organisation listens to stakeholders and acts on information received where appropriate;
- Reflect the principles of confidentiality, data protection and transparency.

Dawn Meats is committed to using the LEAN framework to drive communication at operations level.

Dawn Meats will leverage a wide array of communication channels such as: works council; training and induction; one to one meetings; suggestions boxes/emails; newsletter; employee surveys; intranet & whistleblowing mechanisms. We value our employees and their opinions and recognise that employee awareness and involvement is essential to the ongoing success of our business.

At Dawn Meats:

- The HR and operations Directors will have overall responsibility in relation to internal communication and prior agreement for new communication messages must be received.
- We will monitor the benefits gained through the communication policy to ensure its success.
- Communication will be conducted free of discrimination, harassment and bullying.
- We will provide accurate, relevant and up-to-date information.
- All team members will use internal and external communication systems and equipment for Dawn Meats purposes only. Dawn Meats team members, will comply with the law when using company communication systems and equipment.
- The Social Media policy which supports use of company equipment for work purposes. Using company IT resources to seek out, access, store or send any material of an offensive, obscene or defamatory nature is prohibited and will result in disciplinary action

Niall Browne,
Chief Executive
June 2025