



Policy and Scope

This report sets out how the statutory directors ('Directors') of the company (together the 'Board') comply with the requirements of Section 172 Companies Act 2006 and how these requirements have impacted the Board's decision making throughout 2019.

Gist Ltd Section 172 (1) Statement for the year ended 31 December 2019

Company number: 00502669

Section 172 Companies Act 2006 section

The Board recognises the importance of stakeholder engagement in delivering the long-term and sustainable success of the company. When making decisions, particularly of a strategic nature, the directors have regard to the likely long-term impact of those decisions and also their responsibilities and duties to stakeholders.

Gist Limited's stakeholders are its ultimate parent company, Linde plc, its employees, customers, suppliers, the communities in which it operates and the environment. Views of stakeholders inform the decisions made Board meetings. The stakeholders are impacted by, or benefit from, decisions made by the Board in different ways.

Directors receive training as part of their induction, which is refreshed on an ongoing basis as necessary.

The following section outlines how we engage with, and have regard to, each of our stakeholder groups and the key decisions made during 2019.

Linde Plc

The Board members and senior management maintain regular dialogue with Gist's ultimate parent company, Linde plc, through regular meetings and monthly reporting to ensure that Gist remains aligned with Linde strategy and to report on performance, delivery of strategy, material initiatives and company news.

Employees

People are our most important asset within Gist. They are key to our vision of working in long-term partnership with our customers to develop and transform their supply chain and delivery of a consistent, high quality robust service.

The key strategic priority of the Board during 2019 was to ensure that it engaged, educated and communicated effectively on the need and benefits of closing the Gist Limited Pension Scheme to future accrual and moving all employees, including the Directors, to 'one pension scheme for all' defined contribution scheme.

Employees received a comprehensive communication package before, during and after the pension consultation period, supported by access to pension briefings and videos, individual modeller sessions, help line and website support. Feedback and questions from individuals, via the FAQ process and employee representatives, through the consultation process, influenced the Board's post consultation considerations and shaped the final pension scheme which was implemented in July 2019.

The Board's ongoing priorities across the workforce, including those on permanent contracts, temporary contracts and agency staff is to:

- Ensure the Gist workforce have the skills, knowledge and training to perform their roles safely and effectively;
- Embed Gist's 'ways of working' culture, standard and values throughout the organisation;
- Ensure all key positions are filled with the best person for the job.

Safety of Gist's employees (and other stakeholders) are reviewed with senior management as a standing item on a monthly basis, with a rolling safety program of targeted activities and initiatives. During 2019, the company committed to further investment in our vehicle camera and warning system technology, with the primary aim of improving safety for drivers and others.

Regular communications and engagement with employees is made through a monthly cascade of performance briefings, internal company wide emails, regular newsletters, website updates, social media and circulation of printed material for site notice boards.

An annual anonymous employee survey is undertaken to allow employees to provide honest feedback and suggestions. The survey results are reviewed by members of the Board with senior management and targeted local and companywide action is taken where required.

Regular visits from senior management, including Board directors are made to the company's sites to meet and gain feedback from employees.

Recruitment and performance management across Gist has been developed according to critical performance requirements ('CPR') linked to the Gist's six key focus areas of "Living the Code of Ethics", 'Involve', Safety, Winning People, Differentiating Values and Transforming Supply Chains ('Standard). All job descriptions, interview packs, periodic performance reviews and key performance indications are based upon these CPR to ensure a consistent approach to recruitment and performance management.

Customers

Our customers are primarily operating within the food industry and include major UK food retailers. They rely on Gist to run all or part of their supply chain and our relationship with our customers, and our expertise in this field, allows us to meet these needs.

Directors and senior management are involved in regular meetings with key customers to ensure their views and plans are reflected in the planning and decision making processes.

Suppliers

Meetings are held with key suppliers on a regular basis to review performance and ensure a fair proposition for both parties.

Pension Scheme Trustees

During 2019, meetings were held with trustees of both our pension schemes, as part of the pension scheme changes. On an ongoing basis, directors annually brief the trustees on the company's prospects and performance.

Community

Gist runs a corporate social responsibility programme and is committed to contributing to those communities local to our sites, with Gist's national child road safety programme and community volunteering programme.

Gist's national child road safety programme has been running since 2011 and continues to deliver road safety education to local schools across the UK. Our community volunteering programme encourages employees to get involved in a variety of projects from transforming gardens and outdoor spaces to visiting local schools to provide reading support.

Sites are encouraged to arrange local community activities and these are frequently reported in the company wide Gist World magazine.

Environment

The company's ongoing priority to pioneer leading environmental initiatives, such as the efficient use and design of its vehicles, reducing fuel consumption and emissions, and improving recycling schemes for packaging and waste.

Gist was an early adopter of Euro 6 lower emission vehicles, double decker trailers and liquid nitrogen refrigerated units.

During 2019, the Board initiated an investment programme at some of its older sites to replace its warehouse refrigeration systems giving high Global Warming Potential (GWP) gases with new zero GWP refrigeration systems. These zero GWP refrigeration systems are more energy efficient and have a lower carbon output, resulting in both electricity savings and a reduction in our environmental impact.

End.