

# Corporate Social Responsibility

The QAF Group is a major food producer and manufacturer with businesses in bakery, primary production, and the trading and distribution of food products in Singapore, Malaysia, the Philippines, Australia and China.

We believe sustainable business practices will enhance the recognition and value of our brands.

Our corporate social responsibility initiatives include the promotion of healthy eating and lifestyles, support for society and the local community, conservation of the environment, and the development and welfare of our employees.

## (A) PROMOTING HEALTHY EATING AND LIFESTYLES

We believe that our wide range of bakery products are value-for-money and cater to consumers' varying nutritional needs and tastes.

Our range of products includes bread with low Glycemic Index suitable for diabetics, bread fortified with L-carnitine to aid in weight management, bread containing Beta-Glucans to help lower cholesterol, bread with prebiotic properties, and bread made from Canadian purple wheat, an ingredient high in anti-oxidants.

In Singapore, Gardenia's Whole-grains range of high-fibre bakery products carries the Health Promotion Board's 'Healthier Choice Symbol' to help consumers make healthier food choices. Gardenia has been a partner of the Singapore Health Promotion Board since 1992.



Singapore Home Nursing Foundation Community Awareness Carnival.



Falls prevention awareness event organized by the Singapore Health Promotion Board.

## Health promotion initiatives

Gardenia plays an active role in health promotion initiatives to spread the benefits of a healthy diet and lifestyle to the community. In 2016, Gardenia took part in the following initiatives:

- Falls prevention awareness events for the elderly in collaboration with the Singapore Health Promotion Board, Home Nursing Foundation and Tan Tock Seng Hospital.
- Health events in collaboration with the Singapore Heart Foundation to encourage the public to consume more fibre in their diet to reduce their risk of cardiovascular disease. Gardenia also supported World Heart Day 2016 by carrying the healthy heart diet message on the packaging of the Gardenia Fine Grain Wholemeal Bread.



World Heart Day 2016 event, Singapore.



Nutrition Month Malaysia 2016.

- Two major health campaigns in Singapore, the 'Eat, Drink, Shop Healthy' campaign and 'Healthy Lifestyle Festival SG' campaign, to promote the importance of whole-grains in the daily diet.
- Nutrition Month Malaysia 2016 health carnival in partnership with the Nutrition Society of Malaysia, Malaysian Dietitians' Association and the Malaysian Association for the Study of Obesity. Gardenia co-sponsored the carnival, which carried the theme, 'Eat Right, Get Fit & Feel Great'.
- 'Trim n Fit 2016', a nation-wide 6-month program set up by the Ministry of Health, Malaysia and the Royal Malaysia Police to help police officers participating in the program to achieve their weight loss goals.
- Gardenia's Corporate Wellness Movement program for households, market shoppers and office workers in the Philippines. Under the program, Gardenia's Nutrition and Wellness team provided



Participants of the Healthy Sandwich Workshop organised by the Ministry of Health, Malaysia.

free nutrition counselling on health and wellness, diet prescriptions and bread samples to more than 80,000 office workers.

### School health outreach

To take the message of healthy eating to the young, the following school outreach initiatives were undertaken in 2016:

- KidsWorld 2016, in partnership with Mummy's Market. Under the program, more than 20,000 primary school students in Singapore were taught the importance of eating a healthy breakfast through a 'Healthy Habits Make Happy Kids' school skit.
- Gardenia's School Nutri-Tour program in the Philippines. The program featured a nutrition lecture, recipe demonstration, games and bread sampling, and benefitted more than 140,000 school students.



Recipe demonstration using Gardenia bread at the World Diabetes Day event, Singapore.



Prize-giving ceremony for the Gardenia Sandwich Making Competition at KidsWorld Fair, Singapore.

# Corporate Social Responsibility



Gardenia's primary school outreach, Singapore.

## Educational bread plant tours

As part of its outreach to the larger community, Gardenia provides free tours of its bread production facilities. Visitors learn the bread production process, listen to nutrition talks and sample Gardenia's products. During the year:

- More than 30,000 visitors, including students, youths and the elderly, visited the Gardenia plant in Singapore.
- In Malaysia, the Gardenia plant welcomed more than 40,000 visitors from all walks of life.
- In the Philippines, the Gardenia plant at Laguna played host to some 300,000 visitors.

## (B) PRODUCT RESPONSIBILITY

We take steps to ensure that our products and production processes are safe, hygienic and nutritious, and comply with accepted specifications and government regulations.

- The Group maintains laboratories that focus on the development of new products, selection of the nutritional values of specific products, product shelf life testing and provision of technical inputs and equipment specification for new production equipment. The laboratories are responsible for the selection and testing of raw materials and ingredients, trial bakes, sensory evaluation, refining of nutritional values of products, establishment of production process parameters and product costing.

They are also responsible for ensuring that new products and ingredients comply with local food legislation provisions, including labelling requirements, and initiating the Halal certification process. The laboratories are equipped to undertake bread quality assessment, packaging, and other Quality Control parameters, and for conducting basic microbiological testing. The Group's research and development division employs a total of 28 people, consisting of 15 professional staff, 8 laboratory technicians and 5 baking technologists.

- All our operations in Singapore, Malaysia, the Philippines and Australia meet the stringent requirements of the HACCP international certifications. HACCP certification instantly demonstrates to consumers our commitment to manufacture and control stringent food safety procedures in our products.
- The Gardenia operations in Singapore, Malaysia and the Philippines have attained ISO 9001:2008 food safety and quality control accreditations. In addition, all our Gardenia operations also comply with GMP hazard management procedures to ensure our products are consistently produced and controlled according to quality standards.
- In Singapore, Gardenia achieved Grade A status in the Food Safety Excellence Scheme under the Agri-Food & Veterinary Authority for the 21st consecutive year, in 2016. The award is a recognition of Gardenia's consistently high standards in food hygiene, sanitation and processing.
- In Australia, Rivalea possesses Export Registered Establishment, SQF 2000, Australian Animal Welfare Certification, Australian Industry Quality Assurance Program and FeedSafe accreditations, as well as accreditations with many of Australia's leading supermarket chains.
- Many of our products are tested and verified by recognised independent sources. In Malaysia, the nutritional information on all Gardenia products is verified by the American Institute of Baking, and the GI values of its sandwich loaves are tested by the University of Sydney.
- In Singapore, all Gardenia and Bonjour bakery products are certified Halal. In Australia, most of

Bakers Maison's products have been certified Halal by The Australian Federation of Islamic Councils Inc, Australia's National Islamic Organisation, with plans to certify more products in future.

- In Malaysia, all Gardenia production plants and products have received Halal certification by The Department of Islamic Development Malaysia (JAKIM). In 1994, Gardenia had taken a proactive role to set up a special Internal Halal Committee to ensure that all requirements were stringently adhered to and every aspect of the Halal regulations was complied with. This initiative was taken before the introduction of the 'Halal' certification and logo in Malaysia, and reiterates Gardenia's commitment in serving its customers to the best of its ability.
- In Australia, Rivalea's team of food safety and quality assurance officers at its on-site microbiology laboratory undertakes daily testing of both products and equipment to ensure compliance with food safety and customer standards. The laboratory is accredited with the National Association of Testing Authorities.

### (C) COMMUNITIES IN NEED

We contribute our resources towards the welfare of the less fortunate through our support of various philanthropic, community and charitable causes. During the year, we supported the following causes:

- In Singapore, the Group supported Wild Rice, a local theatre company and registered charity



Teachers and students of Tadika Al-Amin show off their gaily decorated Gardenia Quick Bites muffins during the World Teachers' Day 2016 celebrations in Malaysia.

that nurtures and develops local talent to build a distinctively Singaporean theatre culture.

In collaboration with some of its customers, Ben Foods made donations to the Association for Persons with Special Needs. The Association helps to equip persons with mild intellectual disabilities with pre-vocational skills and work opportunities that will enable them to lead normal and independent lives.

Gardenia collaborated with the Rotary Club of Singapore North to distribute heavily subsidized bread loaves to less fortunate families staying in the Teck Ghee area, on a weekly basis. In addition, Gardenia also distributed more than 100,000 complimentary loaves and buns to the needy in Singapore.

- In Malaysia, Gardenia donated more than 300,000 units of bakery products to various charitable causes. For the 4th year running, Gardenia donated fresh bakery products to schoolchildren from 320 underprivileged families. It also supported more than 65 charity homes with regular bread donations, an initiative it undertook since 1991.

Gardenia's 'Bag-to-School' school bag distribution program also benefitted more than 500 families, with special attention given to abandoned and abused children, and children from single-parent families.



Children at SJK (C) Sam Yoke, Sungai Besi, Kuala Lumpur, receive free school bags under Gardenia's 'Bag-to-School' distribution program.

# Corporate Social Responsibility



Almost 400 schoolchildren from Victoria Elementary School, Laguna, Philippines, take part in Gardenia's health advocacy and feeding program.

- In the Philippines, Gardenia supported 50 charities with regular bread donations, giving more than 10,000 loaves a week. In addition, Gardenia donated some 5,000 loaves a month to other worthy causes and organisations.

During its annual 'I Shared Bread' charity campaign, Gardenia donated more than 10,000 loaves of bread to Habitat for Humanity Philippines, an international non-profit organization that seeks to serve families in need of decent housing.

Gardenia partnered with the Philippine Red Cross and the Department of Education - Division of Laguna in a program to fight malnutrition in more than 10,000 public elementary schoolchildren. Gardenia hopes to be able to take the message of proper hygiene, nutrition and healthy lifestyle to more schools.

Gardenia also continued its Nutrition Assistance Program, a one school-year bread feeding program that benefitted more than 1,700 undernourished public elementary students in Laguna, Bulacan, Tarlac and Cebu. Under the program, the nutritional status of the children and their performance in school were regularly monitored for signs of improvement.

- In Australia, Rivalea sponsored the Corowa Council's New Year's Eve 2016 Children's Fireworks Display. It also made monetary donations to the Amaranth Foundation, for the 5th year running. The Amaranth Foundation provides therapeutic and psychosocial support for people coping with advanced chronic and terminal illness.

Rivalea also made donations to Corowa Pre School, towards the school fees of children from disadvantaged backgrounds, and to the Wahgunyah Country Fire Authority, a volunteer and community-based fire and emergency service.

Bakers Maison collaborated with Mission Providence to develop a short training course for the unemployed, with successful candidates being offered employment at Bakers Maison. Mission Providence is a government-owned agency that helps unemployed people up-skill and re-enter the work force.

Bakers Maison also partnered with 'Youth Off The Streets' in an educational sponsorship program that provides the necessary financial support to see a student through his studies, to his chosen career path. 'Youth Off The Streets' is a community organisation that helps disadvantaged young people get back on their feet.

Bakers Maison also continued to support Foodbank with product donations. Foodbank is a central distributor of food items to charities in New South Wales.

## Responding to calamities and disaster relief efforts

During the year, Gardenia distributed bread to over 2,000 families in the Philippines who were victims of fires under its Response Agad (Quick Response) for Fire Victims program. The program is a partnership established between the Rotary Club Alabang and Gardenia.

## Supporting government-initiated consumer programs

In 2016, Gardenia continued its support of the Diskwento Caravan programs in Rizal, Parañaque, Pasay, Makati, Mandaluyong, Albay and Pampanga, Philippines. The program is an initiative between the Department of Trade and Industry and local food manufacturing companies to sell goods and basic commodities at discounted prices.

## Transforming lives through sponsorships of underprivileged children

We bring hope and cheer into the lives of underprivileged children.

In the Philippines, Gardenia celebrates Beneficiaries' Day each year with children from selected charities and foundations. In 2016, Gardenia invited more than 100 children from three charitable institutions to celebrate Beneficiaries' Day at its Laguna bread plant. The children were from the SOS Children's Village in Alabang, Fishgate Foundation in Cavite, and Bantay Bata 163 in Calauan, Laguna. The children were taken on a tour of the plant before they enjoyed the fun-filled games and activities specially planned for them.



*Gardenia helps to fight malnutrition in schoolchildren through a partnership program with the Philippine Red Cross and Department of Education - Division of Laguna.*

## (D) COMMUNITY INVOLVEMENT

We take an active part in community activities to foster close relationships and strong ties within the communities in which we operate.

- In Singapore, Gardenia partnered with the Singapore Kindness Movement ('SKM') for the 12th year to promote SKM's Kindness message, 'Kindness. It is up to us'.

Gardenia promoted the Kindness message on the bread packaging of the Gardenia Fruit & Nut Loaf and Gardenia California Raisin Loaf. The bread loaves were sold at more than 3,000 retail outlets, reaching out to thousands of households across Singapore. Gardenia also supported SKM's digital campaign on YouTube through product sponsorships.

- In Australia, Bakers Maison supports local farmers with donations of edible waste from production, and discontinued products with a short shelf life. The products are mixed with grains and recycled into animal feed.

## Providing valuable work experience for the young

We invest in the young by providing them with opportunities to undertake a work stint in our facilities.

- In Singapore, Gardenia works closely with tertiary institutions like Temasek Polytechnic, Nanyang Polytechnic and the Institute of Technical Education to provide industrial attachment opportunities to selected students pursuing food science and other related studies. These attachments enable students to acquire real-life working experience in the bakery industry.
- In Malaysia, undergraduate students are given an opportunity to undertake work experience at Gardenia.
- In Australia, local high school and university students can gain work experience in Rivalea's production facilities and participate in key research projects. This initiative has often led to students becoming valued future employees.

Rivalea also offers a Graduate program with an 18-month rotation scheme to enable new graduates to experience different areas of the business. The program helps to develop a cross-skilled, knowledgeable workforce.

# Corporate Social Responsibility

## (E) ENVIRONMENT

We take measures to optimise our operations to be more sustainable.

- In Singapore, NCS Cold Stores (S) Pte Ltd uses a National Environment Agency ('NEA') licensed pest control company to maintain the pest-free status of its cold store, and a NEA-accredited trade affluent service company to dispose of trade affluent on a regular basis.
- In Australia, Bakers Maison purchases from environmentally friendly and sustainable sources. Bakers Maison also helps to reduce waste in landfills by enabling farmers to utilise the edible waste from its bakery to be recycled into animal feed.

### Environmental Management System

- In Australia, Rivalea is committed to the continuous improvement of all environmental aspects of its operations, and continues to work towards a comprehensive Environmental Management System.
- Rivalea constantly reviews its incident response management plans. Staff training, hazard identification and risk assessments form key parts of this plan. This approach ensures that Rivalea is well prepared to mitigate and respond to any potential incidents should they arise.

### Recovering nutrients and water from waste

To meet its environmental and sustainability objectives, Rivalea recovers nutrients and water from its farming operations. Its farm at Corowa uses treated waste water to grow crops, which are either used in its operations, or sold to other primary production users. It also processes co-products into other products, such as compost.

### Community environmental meetings

We keep our neighbours informed of our operations through community environmental meetings.

- In Malaysia, Gardenia takes a pro-active approach to maintaining open lines of communication with the community heads of the locations where it has production facilities. This has led to close

relationships and better understanding within the communities and has contributed positively to Gardenia's image.

- In Australia, Rivalea holds regular community meetings to discuss environmental matters and updates the community on operational impacts at its sites.

### Biogas to energy

Rivalea is focused on reducing emissions and has taken steps to contribute to global carbon emissions reduction.

- Rivalea has two biogas facilities that capture and burn methane, reducing its impact on global warming. In 2016, the biogas facilities enabled Rivalea to deliver its first tranche of 22,000 tonnes of Australian Carbon Credit Units under a seven-year contract with the Australian Government.
- Rivalea is currently constructing a 500kW biogas generator at its Corowa farm. When commissioned in 2017, the generator will have the capacity to supply around 25% of site power requirements, further offsetting emissions associated with grid electricity.



Rivalea's biogas facility at Corowa.

## Energy saving projects

We have undertaken measures to use cleaner and more cost-efficient energy sources.

- In Singapore, Gardenia uses natural gas for most of its ovens.
- In Malaysia, Gardenia uses electrical-powered steam generators in its plants. During the year, the halogen lights on the production floors were replaced with LED high-efficiency lights to lower energy consumption costs.
- In the Philippines, Gardenia strictly implements recycling and waste segregation guidelines in its plant operations. It uses LPG in its baking processes, and a Waste Water Facility treats used water before it is discharged into the sewers. All delivery trucks also undergo regular maintenance to reduce air pollution.
- In Australia, Bakers Maison uses natural gas, instead of electricity, in its ovens. Its new factory building has been designed to maximize the use of renewable energy sources. Over 1,000 sq. m. of solar panels will be fitted to the roof to deliver an extra 166kW of electricity. The building will also be installed with energy-efficient LED and sensor-activated lighting.

## Initiatives to reduce the use of plastic shopping bags

Gardenia actively encourages consumers to reduce the use of plastic bags. During the year, it gave away more than 200,000 reusable shopping bags and sandwich boxes at various retail outlets in Singapore. The reusable shopping bags are also sold in Gardenia's vending machines.

## Animal Welfare

Rivalea is committed to caring for every animal, every day. This means a commitment to the respectful and humane treatment of all animals is maintained throughout their entire life cycle.

- Rivalea breeds and raises animals within systems that deliver high standards of animal welfare, and is implementing systems and living environments that offer enhanced welfare.



*Rivalea employees receive a Recognition Award for designing and implementing a successful environment improvement idea.*

- In 2016, Rivalea updated their Animal Welfare Policy to reflect implementation of systems that enrich the lives of the animals. Rivalea also developed and launched an Animal Welfare Program devoted to recognising the contributions of people who strive to deliver high standards of welfare and are committed to continuous improvement in this area. The program has recognised 11 award winners, including one overall Annual Animal Welfare Champion.
- Rivalea is a proactive leader in welfare and is leading the Australian industry in the research and development of many aspects of animal welfare. With growing consumer awareness in the way animals are raised, Rivalea had embarked on a number of major programs. It removed all pregnant sow stalls and established two free range farming sites. Rivalea is developing loose farrowing pen systems and best practice systems for humane slaughter systems.
- Rivalea is amongst the largest private sector organisations in Australia in research directed towards enhanced welfare systems. The results and practical experiences we are gaining through this research is valuable to the industry. Rivalea works alongside industry bodies, universities and animal welfare groups to conduct research, produce recommendations and establish best practices.

# Corporate Social Responsibility

## (F) OUR PEOPLE

Our people are the key driving force behind our successes and achievements. The Group employs more than 6,000 people in Singapore, Malaysia, the Philippines, Australia and China.

### Investing in training and education

We offer various career development programs that enable our employees to enhance their skills and capabilities and meet the changing needs of the business.

- The Gardenia operations in Singapore, Malaysia and the Philippines provide local and overseas training and exposure for employees.
- At Rivalea, employees have access to various training, development and career opportunities, including tertiary education. Rivalea has an in-house learning and development team, and is equipped with its own dedicated training facilities and tailored resources.

In 2016, Rivalea supported 7 employees with bachelor and post-graduate studies, and over 100 employees with nationally-accredited qualifications. It also conducted many workshops, training sessions and courses. Rivalea supports employees who are studying, not only with financial assistance, but also by providing resources and access to its internal learning and development specialists, who are able to offer mentoring and advice.

During the year, Rivalea delivered the 'Manager to Leader (M2L)' program, specifically designed to develop leadership skills in coaching, mentoring, emotional intelligence and communication.

### Investing in occupational health and safety

We have implemented a number of initiatives to ensure the safety, health and well-being of our employees:

- In Australia, after a comprehensive review of all its safety related operations, Rivalea adopted a strategic approach to Workplace Health and Safety in 2016. All areas of the business contributed to the process, which is centred round the four key



Rivalea supports R U OK, a suicide prevention charity in Australia.

areas of systems and processes; ownership and engagement; key risks and compliance; and health and well-being.

Rivalea expanded its 'Healthy Start' program, which is designed to encourage improved employee health and well-being. Its Health Champions support the program by being advocates for health and wellness, creating awareness programs, and providing hands-on assistance in running events throughout the year.

Rivalea also introduced the use of an on-site physiotherapist to enable proactive management of injuries, as well as facilitate treatment and stay-at-work and early return-to-work programs. This program not only had a positive impact on Rivalea's employees, but has also reduced Workers Compensation costs.

During the year, Rivalea supported 'R U OK?' Day, a campaign to remind people to 'check in' with their family, friends and work mates and ask the question "R U OK?" RUOK is a suicide prevention charity that reminds people that having meaningful conversations with mates and loved ones can save lives.

- In 2016, Bakers Maison kick-started its staff wellness program by engaging a medical practitioner to come on-site to provide free influenza vaccinations for all interested employees.



*An employee of Bakers Maison getting a free influenza vaccination.*

As part of Safe Work Month in October 2016, Bakers Maison held a social event at which a range of different potential hazards in the workplace were highlighted to the staff to raise an increased awareness amongst employees and promote safe working practices.

### Investing in family work-life balance

We value the importance of family bonds and strive to provide a caring and family-oriented work environment that promotes family time and work-life balance.

- In Singapore, Gardenia provides complimentary transportation, meals, and a loaf of fresh bread daily to all employees to help to defray the costs of living. The free daily transportation also helps

cut down on travelling time for employees, allowing them to spend more time with their families.

Gardenia's complimentary meals include healthy salads, fruits and vegetables. The communal dining in its in-house cafeteria enables employees to bond with fellow colleagues from different departments during meal times.

To encourage employees to consume more whole-grains, complimentary wholemeal loaves are also distributed every Friday. On special occasions, speciality loaves like the premium Gardenia Fruit & Nut Loaf are given to all employees.

Employees and their families also enjoy benefits such as free corporate admission passes to the Singapore Zoo and River Safari. Specially-packed mini-hampers are given to employees every year to celebrate Singapore's National Day, and also to employees who welcome the birth of a new born into their family.

- In Malaysia, in addition to free daily transportation and complimentary meals, Gardenia organises four plant tours a year for employees and their families. The tours encourage family bonding and give family members a better understanding of the working environment of their loved ones.

Gardenia also maintains a staff welfare fund to provide financial assistance to families of deceased employees, and employees who are victims of natural disasters.



*Employees of Gardenia distribute bread to needy families in Singapore during World Bread Day 2016.*

# Corporate Social Responsibility

- In the Philippines, Gardenia provides programs and activities that focus on the welfare and development of its employees. Its popular annual Wellness Week, a week-long health and wellness campaign for employees, is now held quarterly instead of twice a year. Gardenia's annual family plant tour takes place every summer. The visits have proven to be a morale booster for the staff.
- In Australia, Rivalea funds an Employee Assistance Program that provides confidential and free support and counselling on a wide range of personal matters for employees and their family members.

Christmas is a time for family and Rivalea supports its staff with assistance in holding social events across the festive season, including Children's Christmas parties at its various farm sites.

## Diversity

We are an equal-opportunity, multi-cultural employer with employees from a diverse range of nationalities. We adhere to fair practices in relation to all employment issues.

- In Malaysia, Gardenia takes pride in understanding the diversity of each ethnic group and ensures that each group is given due respect and appreciation.
- In Australia, Rivalea's Equality Committee represents the interests of all its employees.



Employees of Gardenia, together with volunteers from Project Awareness, distribute loaves to the elderly during World Bread Day 2016 in Singapore.

At Bakers Maison, employees from 30 countries came together in 2016 to celebrate Harmony Day, a celebration of Australia's cultural diversity. Employees brought a dish from their home countries to share with their colleagues and were encouraged to wear something that represented their country.

## Promoting staff volunteerism for a good cause

We believe that helping others contributes towards living a fulfilling and enriching life. During the year, our employees took part in the following activities:

- In Singapore, Gardenia employees volunteered to distribute 1,000 loaves of Gardenia wholemeal bread to needy families living in the Beach Road



Bakers Maison's employees from 30 countries, celebrate Harmony Day in Australia.



Gardenia volunteers plant 2,000 seedlings in Cavinti, Laguna, Philippines, as part of their environmental protection and conservation activities.

and North Bridge Road areas. The loaves had been pledged by the online community in celebration of World Bread Day 2016.

- In the Philippines, many Gardenia employees voluntarily donate blood and make donations to victims of flash floods through the Philippine Red Cross, on a regular basis. In celebration of National Blood Donors' Month 2016, Gardenia Bakeries (Philippines) Inc was awarded the '8 Years of Service Award' by the Philippine Red Cross in recognition of its support and contribution in the promotion of voluntary, non-remunerated blood donation and untiring mobilization of blood donors in the conduct of Mobile Blood Donation for the last eight consecutive years.

Sixty Gardenia employees initiated a tree-planting event and planted 2,000 tree seedlings in Cavinti, Laguna. The exercise encouraged teamwork, one of Gardenia's core values, and provided employees with a shared, memorable experience.

Gardenia staff volunteers also took part in a community outreach activity with the children of Bahay Tuluyan ng mga Bata in Dasmarinas, Cavite, a residential facility for sexually-abused children, the indigent families in Brgy. Manaol, Nagcarlan,

Laguna and the less fortunate students of Pulong Mindanao Elementary School, Sta. Maria, Laguna.

- In Australia, Bakers Maison employees participated in a team-building activity to support Variety – the Children's Charity of Australia. Variety provides vital equipment and services for children who are sick, disadvantaged, or have special needs, helping them to live life to the fullest. In celebration of We Care Day 2016, Bakers Maison employees also chipped in to make a monetary donation towards the work of 'Youth Off The Streets'.



Bakers Maison employees in a team-building activity to collect items for Variety – the Children's Charity of Australia.