



PELICAN NEWS

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UK Government leaves industry in limbo over tariffs

Tariff bombshell looms if vital trade deals aren't signed

Blue Skies is facing the prospect of having to pay steep tariffs on some of its products if the UK government fails to agree trade agreements in a number of its key markets.

Of particular concern is Ghana where the UK and Ghana governments have been unable to agree a deal that would ensure the continuation of tariff free market access from 2021, after the current Brexit transition period comes to an end. This would mean tariffs being applied in the UK on fruits like pineapple, placing Ghana at a disadvantage to wealthier pineapple exporters like Costa Rica where continuity agreements have already been signed.

CEO Hugh Pile said "A deal is critical; not only to ensure the sustainability of our business, but also to protect an already struggling agricultural industry in Ghana where tens of thousands of livelihoods are at risk. We urge politicians in both countries to find a solution which surely brings benefits to all, and quickly."

UK Immigration Policy response shows lack of understanding of industry

Blue Skies have expressed disappointment and frustration in the UK government's response to its call for Ministers to recognise and support the rights of its European colleagues to live and work in the UK. Blue Skies believes the UK's proposed new immigration policy will have detrimental impact on the food industry and lead to more uncertainty among its European workforce. CEO Hugh Pile said "We have a duty to protect the rights of our people and ensure we can continue attracting the very best talent to our business. Unfortunately the response we have received from the UK Government suggests a lack of understanding of our business and how we operate. We shall keep fighting until our voice is heard."

Blueprint Award winners announced

This month our Blueprint Awards were held during our virtual 2020 Group Conference. Awards were presented in four categories: Respect for the Environment, Care for People, Driving Efficiencies and Innovation. Find out the winners on page 3.



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Perfect result in Sedex and Fairtrade audits



Congratulations to Blue Skies Ghana on more excellent audit results, this time for Sedex and Fairtrade. The team passed both audits with zero non conformances, demonstrating once again the exceptionally high standards the business operates to. A very well done to everyone involved in this success and continuing to ensure we live by our values of fairness, trust and respect.

Blue Skies achieves silver in Weetabix sustainability award



Blue Skies have won silver in the 2020/21 Weetabix Sustainability Awards. The award recognises the Blue Skies approach to sustainability and the impact that it has, particularly in how the business benefits communities in the countries from where it sources its fruit.

Blue Skies virtual conference is our most inclusive yet



November would usually be the month when all our sites come together to discuss their plans for the year ahead. COVID-19 has made that difficult this year, and so the Blue Skies Conference was held virtually! Titled 'Strong Foundations, Enduring Innovations' this was the first ever conference to take place online; and although you can't beat face-to-face contact, this year's format enabled more people to participate than ever before, ensuring some richer debates and a wider variety of ideas. Hugh Pile and Indre Vaitkeviciute (pictured above) hosted the first day of the conference from a studio set which beamed the conference across the world.

Sabine makes finals for Grocer UK Factory Manager of the Year

Congratulations to our very own Sabine Hill for making it through as a finalist in the Grocer magazine's UK Factory Manager of the Year Award. Sabine was short-listed from a huge number of entries received by the Grocer, showing just how much she has achieved with her team in Corby during what has been an immensely challenging year. Well done Sabine, a true Blue Skies hero.



BLUEPRINT 2020

Introducing our 2020 Blueprint Award Winners

This year our Blueprint Awards went virtual with Head of Technical, Hella Lipper-Morse, revealing our 2020 winners from a glamorous studio set in St Albans.

Our Blueprint Awards aim to celebrate our achievements and share best practice in how we care for people, respect the environment and strive for efficiency. Over 30 nominations demonstrating the variety of incredible achievements taking place across the business. Congratulations to all the nominees. Below we highlight the winners in each of the categories.



Diana and Kacper bowled over by Corby welcome



Blue Skies UK recently welcomed two new members to the Technical team, Diana (pictured above in black mask, black top) and Kacper (white T-shirt). The team managed to squeeze in a quick bowling session prior to the current lockdown. Technical Manager Marta Gozdzik said "It was great fun, and they are a great asset to tech bowling team as they both beat us. We wish them great future in technical team, we could see the strive for success is in their blood!"

Blue Skies UK introduces Cycling Club



Blue Skies UK have started a cycling group. Formed by their engineer, Piotr Wrana, members of their group meet every 3-4 days and cycle a distance of up to 42km! Everyone with a bike is welcome to join and where necessary, transport is provided to and back from the starting points including in Corby, Pitsford and even Rutland. Cycling is a great way to stay healthy and positive. The group have suspended activities during lockdown but can't wait already to restart!



Respect for the Environment

Winner: Technical Team (Ghana) for the BSmart Paperless System. Using technology to reduce the need for paper record keeping



Care for People

Winner: Perpetual Ofasi Francisco (Ghana) for the Heart Healthy Programme. A diet and exercise programme for our staff.



Driving Efficiencies

Winners: Rafal Owczarczak (Corby) and Rubens Kaminski (Brazil) for taking initiative to rapidly implement new fruit processing technologies during the height of lockdowns.



Innovation

Winners: Hospice Tossou, Andyl Morou & Charles Adu (Benin & Ghana) for the validation of the new ozone fruit washing system in Benin to eliminate chemical use.

Send us your big ideas

Do you have an idea that could help us improve how we work, develop new products and reach new markets? If the answer is yes, we'd love to hear from you. Send us your idea using the form at the bottom of this page. We'll enter the best ideas in to our Big Idea Awards at the end of the

Send your ideas to:
<https://www.blueskies.com/ideas/>



Dairy-Free Ice cream launched in USA



Blue Skies have launched dairy-free ice cream in the USA having secured distribution through KeHe. In its first week, the brand has been listed by 6 outlets and there is an ambition to achieve listings with 50 outlets by early 2021.

Ice cream now available from Booker and Stratford Fine Foods



2020 has been a tough year for food service companies, however Blue Skies are delighted to have launched their dairy-free ice cream with Booker and Stratford Fine Foods in the UK. You can find out more about where to buy our products by going to our website and clicking 'Where to Buy'.

Fresh Juice launched at 33 branches of Buffalo Burger



Blue Skies have launched fresh orange juice in 33 branches of the Buffalo burger chain in Egypt. Blue Skies juice is available to buy and is also included with the kids meals instead of cartoned juice, helping ensure healthy products get out to more families.

Egypt approved to supply luxury hotel chain



Blue Skies Egypt recently passed a successful audit by the luxury Kempinski Hotel group, paving the way for the business to start supplying fresh juices to Kempinski in November.

Blue Skies Juice Technical Manager Mohamed Mosaad, said "the audit team were delightful and amazed by the working environment and the high quality level we maintain through the entire process of producing fresh juices."

2020 Chairman's Award given to all our heroes



There's never been any shortage of heroes at Blue Skies, but especially so in 2020, a year that will likely go down as the most challenging in its history. It has been a year that has seen our teams having to transform logistics, reorganise factories, move production, update sales forecasts and procurement plans and go above and beyond to meet unpredictable order patterns. To choose just one recipient of the Chairman's Award when so many people have given their all is just not possible, therefore this year our Chairman, Anthony Pile, has dedicated this award to every single person throughout the business that has played a part, no matter how small, in helping Blue Skies get through this incredible year. Anthony says "You are ALL heroes, and you ALL deserve to receive our 2020 Chairman's Award". However, while there is no single recipient of our 2020 award, special commendation is given to everyone that has been nominated. They are:

- Red, Dealer, Charles, Babson and Andy (Ghana Despatch)
- Gloria Asare (Senegal and Ivory Coast)
- Claire Manton & Parlaad Nandhra (Pitsford)
- Adam Sitek (Corby)
- Susan Brightwell (Pitsford)
- Ebenezer Kawkaw (Ghana, Senegal and Ivory Coast)
- Indre Vaitkeviciute (Corby)
- Vijay Gulati (Pitsford)
- Hella Lipper (Pitsford)

Congratulations to all our nominees and congratulations too to everyone who has supported our business to help us get through the most challenging year in our history. And finally, thank you to our Chairman who continues to lead and inspire us to achieve the seemingly impossible.

Blue Skies SA blood donors help to save over 60 lives



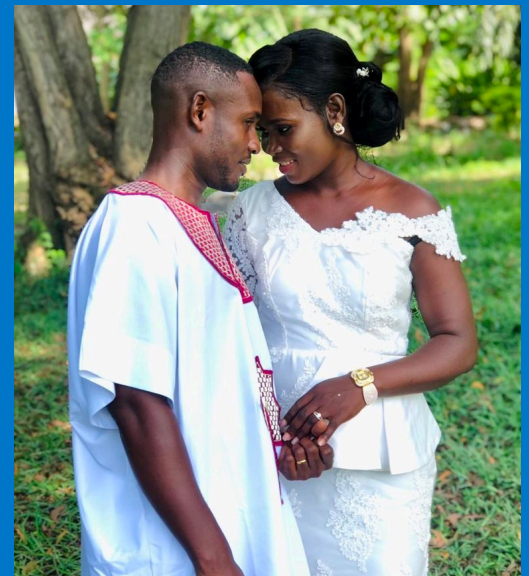
Staff Blue Skies South Africa have been volunteering in a blood donor programme organised by the South African National Blood Service (SANBS) and hosted by Blue Skies. Twenty staff participated in the most recent blood drive. According to SANBS this has helped to, save up to 6 lives in the month of October. SANBS also report they recruited an astonishing 45% new donors at Blue Skies compared to the average at any blood drive during the Covid-19 period of around 3-5%. The report from SANBS commends Blue Skies for assisting the community by creating awareness and giving SANBS the opportunity to host frequent blood drives resulting in saving up to 312 lives in 2020. Well done to all our blood donors. You are all heroes.

Happy Birthday!



Happy birthday to Roulla (known as 'The Pink Lady') who celebrated her birthday this month. Roulla has two boys who are her world but she thoroughly loves her extended family at Blue Skies UK, and is a lovely lady. Roulla (pictured above) work's in Low Risk doing technical checks, Supporting the Technical Department and managing the men! Thank you Angela Johnston for sending in the photo and the report.

Congratulations!



Congratulations Samuel and Harriet Anakwah of Blue Skies Ghana who married on the 14th of November. We wish the newly weds a lifetime of happiness as they embark on their lives together.

NEXT MONTH...

- A review of our Foundation projects completed in 2020
- An update on our new Blueprint Commitments