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Supporting Irish SMEs on their sustainability journey

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## Case Studies

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## Carambola Kidz: 95% staff retention through flexible workplace policies



***“We are proud of our happy workforce that continues to grow along with the organisation”***

### What the company did

**Carambola Kidz** achieved a fantastic 95% retention rate in an industry with typically high staff turnover by putting in place flexible workplace policies. These included giving staff the opportunity to develop from one role to another, operating a cross-training policy in all areas and ensuring production processes are well organised to ensure workers are not overly taxed. It also promotes a ‘Family First’ attitude and aims to accommodate staff members’ lifestyles by offering various work shifts and arranging job-sharing where possible.

## ➔ DHR

Communications:  
strong company  
values for a  
powerful reputation

➔ Earth's Edge:  
industry-leading  
health and safety  
policies give  
competitive  
advantage

➔ Fuzion: boosting  
brand image by  
making a social  
impact

➔ IQuTech: closing  
the loop for a  
sustainable  
economy

## Topics

### awards

Business Chambers.

CSR strategy

### community

CSR DHR

Communications Earth's

Edge energy enterprise

## environment

event free fund

green ISME KDD

manufacturing

## marketplace

## responsible

## business SEAI

seminar SFA SME

## SMEs SMEs.

CSR stakeholder

## The business benefits

The company created a resilient workforce that's capable of adapting to change and growth in a seasonal, 24-hour business environment.

## The company

**Carambola Kidz** is an award winning, medium-sized company employing 70 people at its headquarters in Limerick. It produces and delivers 15,000 healthy, bespoke school lunches every day to children in 99 primary schools across Ireland.

## The report



Read more about Carambola Kidz' sustainable business practices in its 2014 sustainability report.

The report gives more detail on Carambola's responsible and sustainable business practices across workplace, environment, marketplace and community themes. Here are the highlights:

Number 1 SME in Ireland for Corporate Social Responsibility in 2013

- The Carambola Kidz Foundation has contributed more than €500,000 to schools to provide services for which they had no budget
- All our ingredients are sourced in Ireland
- We offer healthy lifestyles seminars to school children on sports nutrition, cosmetic nutrition, antibullying, etc
- We deliver an education inclusion programme focused on achieving higher rates of school completion We have a 95% staff retention rate



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engagement supply

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