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Ethical and Human rights policy

ETHICAL AND HUMAN RIGHTS

At James T Blakeman & Co Ltd, including James T Blakeman & Co Ltd (Services), (together known as “the Company”), we understand the importance of employing responsible ethical trading practices, both within our own operations and in our supply chains. The Directors and the entire Management Team support a policy of responsible ethical trading. The Company is committed to the development of a positive policy that supports achievement of the objectives below.

Objectives

- Embed the internal Ethical and Human Rights Team and Governance Structure.
- Work within the ETI base code principles as far as possible and where feasible.
- Engage our colleagues across the business to raise awareness of the principles of the ETI Base Code and roll out training for key personnel.
- Effectively challenge and fight Modern Slavery within our business and supply chains.
- Maintain and enhance our reputation as an ethically responsible business.
- Continuously improve supply chain transparency and traceability.
- Risk assess our site and our supply chain.
- Put measures in place to mitigate and eliminate identified risks as soon as possible.
- Develop and build on the Supply Chain Risk Management Model.
- Establish a compulsory Pre-Qualification Questionnaire process for all suppliers to result in uploading of key supplier data onto the SEDEX Platform.
- All suppliers to adhere to the expectations outlined in our Supplier Code of Conduct.
- Collaborate with customers, stakeholders, governance bodies and supplier peer groups on key themes and to promote and integrate best practice.

Child Labour

The Company uses the following definition of a child:

Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

The Company shall not engage in or support any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

Forced or compulsory labour

The Company shall not engage in or support the use of forced or compulsory labour, including prison labour, as defined in Convention 29, shall not retain original identification papers and shall not require personnel to pay ‘deposits’ to the organisation upon commencing employment.

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Health and safety

The Company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work. It shall minimise or eliminate, so far as is reasonably practicable, the causes of all hazards in the workplace environment, based upon the prevailing safety and health knowledge of the industry sector and of any specific hazards. The Company will act according applicable legislation in all countries where it is located.

Freedom of association & right to collection bargaining

All personnel shall have the right to form, join and organize trade union(s) of their choice and to bargain collectively on their behalf with the Company. The Company shall respect this right and shall effectively inform personnel that they are free to join a worker organization of their choosing without any negative consequences or retaliation from the organization. The organization shall not interfere in any way with the establishment, functioning or administration of workers' organization(s) or collective bargaining.

Discrimination

The Company does not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.

Disciplinary practices

The Company treats all personnel with dignity and respect. The Company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

Working Hours

The Company shall comply with applicable laws, collective bargaining agreements (where applicable) and industry standards on working hours, breaks and public holidays. The normal work week, not including overtime, shall be defined by law but shall not exceed 48 hours averaged over a 17-week period.

Remuneration

The Company respects the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, shall always meet at least legal or industry minimum standards,

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or collective bargaining agreements (where applicable). Wages shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

Modern Slavery

The Company are working towards elimination of Modern Slavery within our work-place and the wider food industry. We are committed to act with integrity in all our business dealing and relationships as well as implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place within our business and also our supply chains.

- Training - HR teams will ensure that all staff are trained in relevant aspects of modern slavery and Stronger Together. Our HR Team and agency recruitment partners are also trained to spot the signs of modern slavery during the recruitment process. Additional training will be given to managers, HR and other staff as required.

Phil Blakeman

CEO

Sign:

