



## Community Foods Ltd. Labour Standards Policy

Community Foods Ltd is an importer, distributor and packer of ambient stable foodstuffs, the vast majority of products traded are not grown in the United Kingdom.

Within the confines of these operations, the directors and management are committed to operating in a manner which respects and protects the rights of workers both internally and within the operations of our supply partners.

We aim to meet these expectations as follows:

### Internally


- The company shall ensure that its terms and conditions of service reflect best practice in its business sector
- Management are expected to encourage and facilitate the development of staff
- Bullying or discrimination shall not be tolerated
- We will operate a "whistleblower" procedure to ensure poor practice can be brought to the attention of the senior management without fear of recrimination.

### Externally

- All new suppliers shall be expected to comply with the ETI base code within six months of trading
- Existing suppliers will be reviewed for compliance on a regular basis
- All suppliers will be encouraged to share information on labour management practices via SEDEX in order to ensure compliance
- Where this is not possible, Self Audit Questionnaires will be used and where it is deemed necessary, site auditing.

Community Foods Ltd. will make this policy and performance measures available to staff through monthly management meetings.

This policy will be pursued by senior management and made available to all interested parties.

Signed:   
(Jamie Chambers)  
Position: Technical Director

Date: 6<sup>th</sup> January 2021

## Community Foods Limited

Registered in England No. 1328083

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