



# The Ethical Fruit Company - Code of Conduct

## Introduction

The mission of **The Ethical Fruit Company** is to be dedicated to providing our customers with organic produce of only the highest integrity and quality. We aim to drive the growth within the organic market by supporting and developing our organic grower base and increase customer and consumer awareness of the benefits of organic produce. We aim to be the market leaders through pioneering procurement, technical excellence and operational efficiency.

One of the key values is to operate ethically, keeping the environment and social issues at the core of our thinking and belief.

The Ethical Fruit Company is committed to:

- Providing continuous supply of the highest quality organic and ethically sourced produce. The Ethical Fruit Company is committed to the development and maintenance of business relationships based on fair treatment of all workers in the supply chain
- Protecting and enhancing the environment, we are committed to the proper management of waste and the reduction of pollution and compliance with all current legislation through effective staff training.
- Supporting our employees to develop their potential. Our policy is to exceed the minimum requirements of the law where possible and to do this we will provide sufficient resources to make this commitment. We will also ensure that systems are in place which will allow us to maintain, monitor and, where necessary, improve safety performance. Included in these systems will be means to allow communication and consultation on Health and Safety matters between all levels of the business.
- Delivering sufficient profits to finance the sound and steady growth of our business while providing shareholders with an excellent return on their investment and providing staff with the opportunity to share the benefits.

## Code of Conduct

### ***Our People***

We require our employees to comply with our core value of acting ethically, lawfully and with integrity, honesty and fairness.

We recruit and invest in committed employees, regardless of age, gender, race, disability, religion or sexual orientation.

We provide our staff with the necessary skills to fulfill their job and develop, providing tools and information for employees to improve efficiency and customer service.

Proactive management of risks to health and safety protects the health and wellbeing of our employees; we encourage a sensible work-life balance.

We monitor market conditions and ensure our pay and conditions are competitive, we ensure remuneration is fair, rewarding employees for achievements and contributions.

We have in place a Whistle blowing policy, enabling staff feedback which can be anonymous if desired and the system protects those who wish to raise concerns about the business that they believe is unethical.

### ***Our Customers***

The company is dedicated to providing our customers with organic produce of only the highest integrity and quality, ensuring we meet or exceed legal and regulatory standards.

The quality management system ensures we are dedicated to improve customer service and reduce customer complaints.

Pioneering procurement, technical excellence and operational efficiency ensures we meet needs of our customers, balancing the need for investment and affordability to our customers.

### ***Our Suppliers***

The Ethical Fruit Company is committed to the development and maintenance of business relationships based on fair treatment of all workers in the supply chain.

Furthermore, we also expect all suppliers to conform with all local and national laws relating to employment and social issues. This policy applies to all sites operated by Ethical Fruit Company and to the operatives that supply products to Ethical Fruit Company or to customers on our behalf. Suppliers are encouraged to extend similar policies to their sub suppliers and growers. Immediate remedial action will be required for any supplier found disregarding any aspect of socially responsible trading. We expect our suppliers to be registered and complete the self assessment on SEDEX, an on-line ethical trading database. The commercial relationship will be reviewed with any supplier that refuses to implement measures regarding socially responsible trading and in extreme cases this will result in the termination of our trading relationship.

The Ethical Fruit Company believes that all workers should be treated equally, irrespective of race, sex, sexual orientation, religion, disability, age, marital status, ethnic origin, political affiliation and union membership and they have a right to fair and safe employment conditions. We believe that the implementation of this policy will help deliver this objective for our staff and customers.

We will pay suppliers on time and according to agreed terms.

### ***Our Shareholders***

We aim to provide an appropriate return for shareholders and meet our commitments to providers of debt finance by ensuring our business generates an appropriate level of profit and is sustainable.

We prepare accounting statements on a timely basis and in accordance with the applicable accounting standards.

### ***Our Community***

The Ethical Fruit Company is committed to serving our local community by providing employment opportunities and enhancing our environment.

We report publicly our achievements on our website and through other appropriate channels

## ***Our Environment***

We are committed to maintaining operational standards to protect the environment.

We are committed to the proper management of waste and the reduction of pollution and compliance with all current legislation through effective staff training.

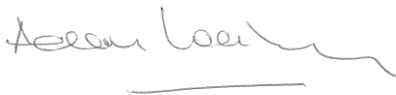
It is our policy to reuse, recycle/compost, recover energy from and/or dispose of waste that is produced in a responsible manner. We believe that by implementing this policy will help to deliver this objective for our staff and customers.

## **Law and political parties**

We comply with all applicable laws and regulatory standards.

We comply with statutory obligations in relation to direct and indirect taxes, maintaining a professional relationship with all authorities and regulatory bodies.

We do not favour or make donations to any one political party.



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***Adam Wakeley, Managing Director***



Supplier Ethical Data Exchange