

	Document No.	Issue No	Title	Author	Approval Date
	FEI.POL.1.4	1	LABOUR STANDARDS & HUMAN RIGHTS POLICY	AJ	29/01/2024

## FEI Foods Ltd Labour Standards & Human Rights Code of Conduct Policy

As a food manufacturing organisation within an international supply chain, maintaining ethical labour standards and human rights internally and across our supply chain is of paramount importance. FEI Foods Ltd is committed to fulfilling its obligations detailed within the Ethical Trading Initiative (ETI) Base Code. The Ethical Trading Initiative Base Code is founded on the principles of the International Labour Organisation and is an internationally recognised code of labour practice. We proactively work with SEDEX to maintain awareness of our obligations to the people and organisations working within our supply chain, and continuously strive for improvement. This policy statement outlines our commitment to this agenda and is aligned with the ETI Base Code:

- **Leadership Commitment:** We fully subscribe to our obligations under the ETI base code and commit to solely establish business practices that comply with the nine fundamentals of the code. We will display the ETI base code in recognition of this commitment and to ensure our employees are fully aware of it. The Head of Human Resources is responsible for the organisation's commitment to labour standards and human rights.
- **Employment is freely chosen:** We will not tolerate slavery or bonded labour of any kind, maintaining due diligence to ensure it does not exist within our organisation or at any stage within our supply chain in line with our Modern Slavery Policy.
- **Freedom of association and the right to collective bargaining are respected:** Employees at FEI Foods Ltd have the right to join or form trade unions of their own choosing and bargain collectively.
- **Working Conditions are safe and hygienic:** We will maintain a safe and hygienic working environment for all workers, fully abiding by the principles detailed in our Health and Safety policy, and ensure suitable training is delivered to all workers to ensure their safety is secured.
- **Child labour shall not be used:** No individual under the age of 16 will be recruited by FEI Foods Ltd to undertake work on its behalf. Individuals under the age of 18 will not undertake any night shift working nor work in hazardous conditions.
- **Living wages are paid:** We are committed to ensuring all workers are paid, at a minimum, national legal standards or industry benchmark standards, whichever is higher.
- **Working Hours are not excessive:** Working hours will be routinely monitored for all workers and shall not be excessive, compliant with the conditions detailed in our Working Hours & Overtime Policy.
- **No discrimination is practiced:** We will ensure that discrimination of any kind is prohibited, ensuring fairness and parity with respect to recruitment, remuneration, training, promotion, termination and retirement.
- **Regular employment is provided:** In every circumstance possible, work must be performed on the basis a recognised worker relationship established through national law and practice.
- **No harsh or inhumane treatment is allowed:** Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

**Commitment, motivation, and involvement of each employee from the top down is the guarantee for the success of this policy.**

Signed:



Simon Lewis  
Managing Director

Date:

29/1/24

Signed:



Aled Jones  
Head of HR

Date:

29/1/24