

Appendix 7 – Ethical Trading Policy

Introduction

At Dairy Partners, we strongly believe that we share, with our suppliers, the responsibility to source products in a morally acceptable manner.

We want our customers to be confident that our employees, who make Dairy Partner products, are treated fairly; are not exploited and are not exposed to unsafe working practices.

As a Company, we recognise that our commercial activities have the potential to impact our suppliers and members of the local community.

Our Ethical Trading Policy is a core element of the Company’s commitment to buy and sell its products responsibly.

Dairy Partners will ensure all of its dealings with suppliers, from the point of search and selection, through to supply and payment will be conducted in accordance with the guiding principles of responsible and ethical trading (Dairy Partners Ethical Trading Code of Practice).

Dairy Partners are therefore proud to guarantee that we operate our business according to the following criteria:

- All employment is freely chosen.
- Working conditions are safe and hygienic.
- Child labour is not used.
- Wages are fair and comparable to the industry standard always exceeding the minimum wage.
- Deductions from wages as a disciplinary measure is not permitted.
- Freedom of association and the right to representation is respected.
- Working hours are not excessive.
- No discrimination is practised.
- Regular employment is provided for those who are employed on a permanent contract.
- No harsh, cruel or degrading treatment is tolerated.
- No bribery, corruption, blackmail or bullying is permitted.
- No harassment, threats, abuse or intimidation shall be allowed to be carried out.
- Third party suppliers and buyers are both free to sell or buy from any number of other businesses. No restrictions as a way of guaranteeing business are allowed.
- Employment agencies contracted to supply temporary staff shall ensure all staff supplied to work at Dairy Partners group of companies are eligible to work in the United Kingdom and have sufficient command of the English language to understand employment requirements.

Scope

This policy applies to all employees of the Company and suppliers to Dairy Partners.

Employees:

Dairy Partners is intent to ensure the protection of rights of all staff working for the Company through well-established personnel policies. Dairy Partners aims to operate above minimum standards required by law, ensuring employees are valued and kept safe at work.

Consumers:

Dairy Partners is committed to demonstrating its ethical and social responsibility values to enable clients to make informed choices about products they purchase from the Company.

Document No:	ETHICAL TRADING POLICY	Issue Number	2
Issue Authority:	RP	Issue Date:	JULY 17

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Suppliers:

The Company encourages its suppliers to operate to the same ethical standards used by Dairy Partners.

Dairy Partners Directors have overall responsibility for all aspects of ‘ethical trading at work’ within the business.

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