



COMPANY ETHICAL TRADING POLICY

1. Summary Statement

At Grey Simmonds Food Service Equipment Ltd we believe strongly in ethical principles and good stewardship. We are therefore proud to guarantee that we trade according to the following Ethical Trading Criteria (although we are not members of the ETI):

1. All employment is freely chosen.
2. Working conditions are safe and hygienic.
3. Child labour is not used.
4. Wages are fair and comparable to industry standard and will always exceed the minimum wage.
5. Deductions from wages as a disciplinary measure shall not be permitted.
6. Working hours are not excessive.
7. No discrimination is practised.
8. Regular employment is provided for those who are employed on a permanent contract.
9. No harsh, cruel or degrading treatment or practices are allowed.
10. No bribery, corruption, blackmailing or bullying is permitted.
11. Third Party Suppliers and buyers are both free to sell and buy from any number of other businesses. No restrictions, as a way of guaranteeing business, are allowed.

We also ask all our suppliers to affirm in writing to us that their businesses are also built on these ethical criteria. We have developed a full policy statement outlining how we at Grey Simmonds Food Service Equipment Ltd expect our practice to develop in order to be able to offer strong guarantees to our Clients, that the services they receive from us have been ethically designed, managed and implemented.



Signed:
Scott Dackombe
Managing Director

DATE: 1st January 2025

LATEST DATE FOR NEXT REVIEW: 31st December 2025

2. Policy

Grey Simmonds Food Service Equipment Ltd recognises that our commercial activities have potential to impact on our suppliers and our locality. As a socially responsible business our suppliers, local community and Clients have a right to expect:

- Products used and sourced by Grey Simmonds Food Service Equipment Ltd are produced under working conditions that are hygienic and safe.
- All workers involved in the delivery of services provided by Grey Simmonds Food Service Equipment Ltd are treated with full consideration to their basic human rights.
- Grey Simmonds Food Service Equipment Ltd acts in an ethical manner above and beyond basic legal requirements.
- Grey Simmonds Food Service Equipment Ltd. is therefore committed to implementing the principles of the Ethical Trading Initiative Base Code (although we are not members of the ETI).
- This policy sets out Grey Simmonds Food Service Equipment Ltd commitment to its suppliers and customer's; setting out the measures we are taking to ensure that we are acting in an ethical manner.

3. Grey Simmonds Food Service Equipment Ltd. commitment to its suppliers, service providers and Clients

Grey Simmonds Food Service Equipment Ltd recognises that our ethical and social performance and reputation is a key part of our overall success.

3.1 Employees

Grey Simmonds Food Service Equipment Ltd is committed to ensuring that our employment practices and the enforcement of corporate regulations ensure the protection of the rights of all those who work for us. In many areas we aim to operate above the minimum standards required by law to ensure our employees are safe, rewarded and valued. As we of course expand and become larger we will be able to offer more opportunities for our staff.

3.2 Clients

Grey Simmonds Food Service Equipment Ltd is committed to demonstrating its ethical and social responsibility credentials to enable Clients to make informed choices about whose services they purchase.

3.3 Suppliers

Grey Simmonds Food Service Equipment Ltd is committed to monitoring social standards in our supply chain, and we encourage our suppliers to operate to the same ethical standards we employ ourselves.

4. Grey Simmonds Food Service Equipment Ltd. Ethical Trading Code of Practice

4.1 Code of Practice

This code of practice applies to;

- Staff directly employed by Grey Simmonds Food Service Equipment Ltd on temporary or permanent contracts.
- Staff employed or provided by contractors or employment agencies to work on Grey Simmonds Food Service Equipment Ltd premises or to undertake work for or on behalf of Grey Simmonds Food Service Equipment Ltd.

4.2 Forced, bonded or involuntary labour

- No forced, bonded or involuntary labour shall be used.
- All employment with Grey Simmonds Food Service Equipment Ltd is freely chosen.
- Staff are not required to lodge deposits or identity papers with us.
- Staff are free to leave Grey Simmonds Food Service Equipment Ltd after reasonable notice.

4.3 Child labour

- There shall be no recruitment of child labour.
- Children or persons under 16 are not employed at any time, day or night.
- Children or persons under 18 are not employed full-time.

4.4 Working conditions

- Grey Simmonds Food Service Equipment Ltd takes adequate measures to prevent accidents and minimise potential hazards.
- Staff receive regular health & safety training.
- Staff have unrestricted access to toilet facilities and drinking water.
- Grey Simmonds Food Service Equipment Ltd has a Health & Safety Policy.

4.5 Working hours and remuneration

- Staff pay rates are above the national legal minimum standards.
- Staff are not forced to work in excess of 48 hours per week, a voluntary opt out agreement is available for those wishing to work in excess of 48 hours per week.
- Staff are provided 2 days off per week
- Staff are given written terms and conditions of employment that details the employment relationship between and the respective obligations of the employee and employer, rates of pay, working hours, grievance and disciplinary procedures, holiday entitlement, absence and sick pay rules and notice periods for termination of employment.
- No deductions are made from wages as a disciplinary measure, and pay slips detailing lawful deductions are provided for each pay period.
- Labour only contracting, sub contracting and fixed term contracts are not used as a means to avoid obligations under labour or social security laws.

4.6 Discrimination:

- There is no discrimination in pay, hiring, compensation, access to training, promotion, and termination of employment or retirement on the grounds of race, nationality, religion, age, disability, marital status, sexual orientation, union membership or political affiliation.
- Opportunities for personal and career development are equally available to all employees.

4.7 Harassment

- No harassment, threats, abuse or intimidation shall be practised. Physical, verbal and sexual threats, abuse, harassment or intimidation is expressly prohibited and grounds for summary dismissal, if proved.

4.8 Organisation

- Grey Simmonds Food Service Equipment Ltd Directors have overall responsibility for all aspects of ethical trading at work within the business.

4.9 Further improvement

- Grey Simmonds Food Service Equipment Ltd are keen to learn from others and would ask if anyone has any ideas or feedback regarding our policy or practice to contact us.



Signed:
Scott Dackombe
Managing Director

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