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## **ETHICAL TRADING**

As a company we do not have, at present, a formal policy on Ethical Trading, although the company complies with all UK and EC Legislation and is registered on SEDEX (Company Reference ZC1027707).

As a responsible employer we meet the Ethical Trading Initiative (ETI) Base Code as follows:

### **Employment is freely chosen.**

There is no forced, bonded or involuntary prison labour. Workers are not required to lodge deposits or identity papers and they are free to leave employment after reasonable notice.

### **Freedom of Association and collective bargaining.**

Workers, without distinction, are free to associate and join or form workers organisations or trade unions of their own choosing and to bargain collectively. We do not, at present, have any recognised trade unions.

### **Working Conditions are safe & hygienic.**

The company has a manual, an inspection and risk assessment schedule and a management review process. As part of induction training, all new employees receive Health & Safety Training.

### **We do not recruit Child Labour.**

### **Living Wages are paid.**

Wage and benefits paid for a standard working week meet minimum national legal standards and/or Industry Benchmark Standard. All employees are provided with clear details about terms and conditions of employment including pay and benefits.

### **Working hours are not excessive.**

Working hours comply with national law and Industry Benchmark Standards. Workers are not required to work more than 48 hours per week on a regular basis and all overtime is voluntary.

### **No Discrimination is practiced.**

There is no discrimination in employing, training, promotion or retirement based on race, caste, national origin, religion, age, disability, gender etc.

### **Regular employment is provided.**

We comply with the obligations to employees under labour or social security laws and regulations arising from the regular employment relationship.

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**No Harsh or Inhumane Treatment is allowed.**

In summary, the company meets the basic standards and procedures regarding health & safety, the use of child labour, forced labour, working hours and conditions, remuneration together with the management system to deliver them.

As a responsible company we mainly deal with established reputable suppliers who comply with all local legislation.

World of Spice does not engage in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4, of the **Modern Slavery Act 2015**, that describe Slavery, servitude and forced or compulsory labour and Human trafficking.