

BETTYS & TAYLORS GROUP

A GREAT YORKSHIRE FAMILY BUSINESS

Ethical Trade and Human Rights Policy

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1. Introduction

Bettys & Taylors Group Ltd (“BTG”) has complex supply chains that are dependent on millions of people around the globe. As a values-based, family owned business we recognise the need to protect the rights of both the individuals and the communities touched by our trading activities. This policy sets out the ethical standards expected by BTG in order to protect human rights across our global supply chains.

2. Policy objectives / purpose

This policy outlines the minimum standard we expect to be in place throughout our supply chains in order to protect human rights. It further outlines our approach to trading fairly.

3. Related policies

This document is part of a broad suite of policies that ensure we treat all our stakeholders in line with our values, whilst minimising the impact our business activities have in the world. It should be read in conjunction with the following BTG policies:

- Anti-bribery & Corruption Policy
- Anti-Slavery & Human Trafficking Policy
- Whistleblowing Policy
- Environmental Policy
- Purchasing Policy

4. Who this policy applies to

This policy applies to all key stakeholders engaged in our business activities, including directors, employees, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

5. Our sourcing approach

BTG’s values and ways of doing business are clearly defined, live strongly across our Group and are recognised as improving the lives of people, communities and the planet. Central to these ways of working is our commitment to developing enduring, mutually beneficial relationships with suppliers who share our values and maintain the highest standards of quality and ethics.

Our approach to sourcing is based on collaboration; we work in close partnership with our suppliers to build long-term sustainable relationships, improve quality, and invest in addressing material sustainability challenges. We commit to paying sustainable prices for quality products, based on fair terms of trade.

6. Human rights

As a minimum standard, our sourcing activities ensure that the conventions of the International Labour Organisation (ILO) are adhered to by following the Ethical Trading Initiative (ETI) Base Code. The ETI Base Code is accepted as a global reference standard and is widely used as a benchmark against which to conduct social audits and develop ethical trade action plans. By adopting the ETI Base Code, we commit to the following:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

7. Ethical assurance

As part of our human rights due diligence process, our sources of supply are assessed to understand the human rights risks inherent in our supply base. Based on this risk assessment, several approaches are taken. We adopt third party certification schemes when sourcing high risk tropical agricultural commodities, where these are applicable and conduct our internal due diligence processes where they are not.

BTG are members of SEDEX (Supplier Ethical Data Exchange) which is a web-based system for suppliers to share ethical trading information with their customers. Suppliers identified as carrying risks associated with human rights are expected to have ethical processes in place throughout their own supply chains. It is our requirement that they become SEDEX members and share with us their most recent ethical audit data. Based on our assessment of this data we may require independent ethical audits to be undertaken at appropriate intervals.

If suppliers are found to be in violation of local and other applicable laws and/or BTG's policies, then we reserve the right to take appropriate action. This may include, but not be limited to, the timebound completion of corrective actions, temporary suspension of supply or in some cases, termination of supply. BTG reserve the right to disengage with suppliers who do not take appropriate measures to remedy non-compliance.