



Slaney Foods International Ethical Trading Policy

Employment is Freely Chosen

- 1.1 There is no forced bonded or imprisoned labour.
- 1.2 Workers are not required to lodge "deposits" or their identity papers with employer and are free to leave their employer after reasonable notice.

Freedom of Association and the Right to Collective Bargaining are Respected

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.3 Workers representatives

Working Conditions are Safe and Hygienic

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to drinking water, and, if appropriate, facilities for food storage shall be provided.
- 3.4 The company observing the code shall assign responsibility for health and safety to a senior management representative.

Child Labour Shall Not Be Used

- 4.1 There shall be no recruitment of child labour.
- 4.2 Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- 4.3 These policies and procedures shall conform to the provisions of the relevant legal standards.



Living Wages Are Paid

- 5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards.
- 5.2 All workers shall be provided with written and understandable about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- 5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

Working Hours Are Not Excessive

- 6.1 Working hours comply with national laws.
- 6.2 In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period on average.

Worker Welfare Facilities

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| 7.1 Toilets: | There are separate toilets for male and female workers. |
| 7.2 Wash Basins: | These are provided at the entrance to every part of factory. Hot and cold water is provided. |
| 7.3 Locker Rooms: | These are provided separately for male and female employees. |
| 7.4 Changing Facilities: | These rooms are provided for all employees |
| 7.5 Smoking: | Smoking is only allowed in the designated smoking areas. |
| 7.6 Pregnant women and nursing mothers: | Facilities are available to allow pregnant women to lie down to rest. |
| 7.7 Canteen: | There are two canteens on-site. |

No Discrimination is Practised

- 8.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation or membership of travelling community.

Slaney Foods International is an equal opportunities employer. This is stated in clearly within the Company's Recruitment Policy. This is with the specific purpose of ensuring appointment decisions result from the application of fair and objective procedures which afford candidates adequate opportunity to submit and progress their applications.

ETI Membership

ETI members accept the following as general principles upon which to develop or refine their search for best practice.

Commitment

- Slaney Foods International gives its membership of ETI, the code and its implementation process an informed and explicit endorsement.
- This commitment is communicated throughout the company and to its suppliers and sub-contractors (including closely associated self-employed staff)
- A member of senior management is assigned responsibility for the implementation of compliance with the code.
- The code and the implementation process is integrated into the core business relationships and culture.
- The Company will ensure that human and financial resources are made available to enable it to meet its stated commitments.

Monitoring, Independent Verification and Reporting

- Member companies accept the principle that the implementation of codes will be assessed through monitoring and independent verification; and that performance with regard to monitoring practice and implementation of codes will be reported annually.
- Companies will engage with other members in the design, implementation and analysis of pilot schemes to identify good practice in monitoring and independent verification and share this experience with other members.
- Company members will draw on this experience in establishing, where relevant, with other ETI members' work plans to implement programmes of monitoring, independent verification, and reporting, and will report progress against these programmes to and through the ETI in a format and timing to be agreed.
- Workers covered by the code shall be provided with a confidential means to report failure to observe the code and shall be otherwise protected in this respect.

Awareness Raising and Training

All relevant personnel are provided appropriate training and guidelines that will enable them to apply the code in their work.

Regular Employment Provided

- To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

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 be prohibited. Where there is evidence of such behaviour, the company will take appropriate disciplinary action utilising its established and documented disciplinary procedures.
- The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and, where the provisions of law and this Base Code address the same subject, to apply that provision which affords the greater protection.

ETI Base Code Principles of Implementation

The purpose of the ETI is to identify, develop and promote good practice with respect to implementing codes of labour practice. Critical areas include monitoring and independent verification, and transparency.

Rory Fanning
Managing Director

Date: 1st January 2011