

ETHICAL TRADING POLICY

Aim

It is the Intention of Campania Foods Ltd, to follow the Ethical Trading Initiative and practice the Base Code of Practice where reasonably practicable. We also expect all our suppliers to follow the ETI base code. To this end Campania Foods Ltd adopt the following principles:

EMPLOYMENT IS FREELY CHOSEN.

There is no forced, bonded or involuntary prison labour.
Workers are not required to lodge “deposits” or their identity papers with the company and are free to leave after reasonable notice.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED.

Workers, without distinction, have the right to join or form Trade Unions of their own choosing and bargain collectively.
The Company adopts an open attitude towards the activities of Trade Unions and their organisational activities.
Workers representatives are not discriminated against and have access to carry out their representative functions in the work place.

WORKING CONDITIONS ARE SAFE AND HYGIENIC.

A safe and hygienic working environment shall be provided. Adequate steps shall be taken to prevent accidents and Injury to Health.
Workers shall receive regular and recorded Health and Safety Training, and such training shall be repeated for new or reassigned workers.
Access to clean toilet facilities and to potable water, and sanitary facilities for food storage shall be provided.
The responsibility for Health & Safety shall be assigned to a senior management representative.

CHILD LABOUR SHALL NOT BE USED.

There shall be no recruitment of child labour.
Children and persons under 18 of age, shall not be employed at night or in hazardous conditions.

LIVING WAGES ARE PAID.

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher .
All workers shall be provided with written and understandable information about their employment conditions, in respect to Wages, before they enter employment and about the particulars of their wages for the period concerned, each time that they are paid.

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 shall be recorded.

WORKING HOURS ARE NOT EXCESSIVE.

Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.

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 seven-day period, on average. Overtime shall be voluntary and shall not exceed 12 hours per week and shall not be demanded on a regular basis.

NO DISCRIMINATION IS PRACTISED.

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

REGULAR EMPLOYMENT IS PROVIDED.

To every extent possible, work performed must be on the basis of recognised employment relationships, 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 obligation 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, shall be prohibited.

Document number :	QM03/2015	Issue number:	01/15
Date created:	11.11.15	Issued by:	J. Doody