

Ethical Policy

Business Ethics Policy Statement

Herbert Walkers insists on all employees and Directors to have the highest ethical standards in all duties and business practices, in compliance with all relevant legal principles. This standard of behaviour and performance is maintained in the company's dealings with employees, customers, suppliers, and all other stakeholders.

General Principles

The company and its employees will at all times demonstrate the highest levels of integrity, truthfulness, and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions. The company will conduct its business in a competent, fair, impartial, and efficient manner.

Confidentiality

Herbert Walkers holds personal data about its staff which will only be used for the purposes for which it was gathered and will not be disclosed to anyone outside of the organisation without prior permission. All personal paper-based and electronic data will be stored in accordance with the Data Protection Act 2018 and must be secured against unauthorised access, accidental disclosure, loss or destruction

Human Rights

The company understands that Human Rights are fundamental in providing a secure and sustainable working environment for both employees, and the wider community in which it interacts. The policy is guided by international human rights principles included in the Universal Declaration of Human Rights. The company ensures that these principles are upheld through signing up to the ETI Base code and employing its standards throughout the business. Herbert Walkers is committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

Health and Safety

The company is committed to providing a safe and healthy working environment for all of its employees both on and off its sites. There is a programme of regular health and safety audits and safety training. The company applies its standards to all visitors to its sites.

Environment

The company respects the environment and the need to protect it and minimise the impact its operations have on it. It is engaged in a continuous programme of improvement on environmental issues and opens itself to independent third party verification, inspection, and certification of its progress.

Employees

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. Employees are offered a safe and healthy workplace and the company will not tolerate any form of harassment. Workers must ensure that they read, understand and comply with this policy. We are committed to ensuring that our employees understand and adhere to our policy. It is a disciplinary offence. Employees must notify their manager as soon as possible if they have any reason to believe that modern slavery, of any form, may exist within our organisation, or our supply chain, or may occur in the future, or have any concerns or suspicions relating to compliance with this policy.

Customers

The company will take all reasonable care to avoid misleading statements, concealment, and overstatement in all of its advertising and public statements. It will seek to build long term partnerships with its customers by being honest and straightforward in its dealings at all times. It will respect the confidentiality of any information that it might obtain in relation to its customers.

Suppliers

Suppliers will be chosen on the basis of factors such as price, quality, delivery, service, and integrity. The company's choice of suppliers will be made objectively. Honesty and openness will be paramount in the company's dealings with its suppliers. Suppliers engaging workers through a third party are also required to obtain third parties' agreement to adhere to this ethical performance and this anti slavery and trafficking policy. Herbert Walkers are committed to working with our suppliers to educate them on the risks of modern slavery occurring. We shall audit and carry out due diligence on our suppliers.

Competitors

The company will build its reputation on the basis of its performance alone. It will compete vigorously and lawfully and will not compete unfairly with others. It will not seek to damage the reputation of its competitors either directly or by implication.



Government, Regulators, and Legislators

The company will seek to comply with all international, national, and local legislation affecting its operations. It will strive to follow the best practice in corporate governance. It will meet its tax obligations.

Bribes and Corrupt Practice

The company does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. The company makes it clear that any employee found to be involved in any kind of corrupt practice is likely to be immediately dismissed and may well have committed a criminal act which could lead to prosecution.

ETI Base Code



The ETI Base Code is an internationally recognised set of labour standards based on ILO conventions. It is used by ETI members and others to drive improvements in working conditions around the world.

www.ethicaltrade.org



Employment is freely chosen



Freedom of association and the right to collective bargaining are respected



Working conditions are safe and hygienic



Child labour shall not be used



Living wages are paid



Working hours are not excessive



No discrimination is practised



Regular employment is provided



No harsh or inhumane treatment is allowed