

## **Group Ethical Trading Policy**

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Cranswick was formed in the 1970's by a group of farmers in East Yorkshire to produce animal feed and market pigs, and has subsequently evolved into a business focussed on the food sector, joining the Stock Market in 1985. We operate from a number of farms and processing sites that collectively produce fresh pork and poultry, gourmet sausage and bacon, cooked meats, charcuterie, food to go, and pastry products which are supplied to leading food retailers, food service companies and other food manufacturers.

Cranswick plc is committed to a code of practice which ensures the welfare and wellbeing of every individual that works for or within the business, and also throughout its supply chain. The company is dedicated to behaving responsibly towards its workers and recognises the requirement to integrate ethical policies into core business decisions.

Cranswick plc understands that managing the needs of its workforce is an ongoing process that requires regular evaluation and scrutiny, to develop widespread workplace improvements. Practices affecting workers are regularly assessed and audited both internally and externally.

Cranswick plc openly communicates its Ethical Trading policies to its Workers, Customers and Suppliers in order to gain their buy-in to the principles of Ethical Trading, and ensure they are understood and adhered to by all parties.

Cranswick plc's code of conduct is consistent with the Ethical Trading Initiative Base Code:

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

1.1 There is no forced, bonded or involuntary prison labour.

1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

### **2. 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 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.

2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

### **3. 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





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9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

**For Cranswick plc:**



Cranswick