

Ethical Trade Policy

Employment is Freely Chosen

Walker's celebrates being an employer of choice and promotes a positive working environment for all employees. We ensure that there is no forced, bonded or involuntary labour within our workforce and employees are not required to lodge deposits or their identity papers with us. All staff are free to leave employment in line with the notice period stated in their contract of employment.

Definition

Ethical Trade is having confidence that the products made by us, and the suppliers we use, have not been made at the expense of the employees who made them. It includes working hours, health and safety, and wages.

Responsibilities

The Directors of Walker's have overall responsibility for all aspects of ethical trade. The HR Team are responsible for producing and communicating procedures, providing advice and supporting in audits.

Working Conditions

Walker's holds a Health and Safety Policy which details all employees health and safety responsibilities at work. This ensures that measures are taken to prevent accidents and protect the health, safety and welfare of all employees and visitors on site.

Walker's also ensures all employees receive health and safety training appropriate to their role. All employees have access to clean toilet facilities, food storage facilities and drinking water.

Child Labour

Walker's only employs people over the age of 16 years old. Young people under the age of 18 are not employed at night and are to carry out activities in line with the Health & Safety requirements for their age.

Living Wage

Walker's is a Living Wage employer, meaning all employees are paid at rates which meet or exceed the national legal standards.

All employees are issued with a Contract of Employment before their start date which states their pay, working hours, holiday entitlement, grievance and disciplinary procedures and notice of termination of employment by either party.

Employees are also given a payslip at each pay period, which shows all deductions to their pay, such as tax, national insurance and pension contributions.

Freedom of Association and the Right to Collective Bargaining are Respected

Employees have the right to join or form trade unions of their choosing and bargain collectively. Union representatives are able to represent their trade union whilst at work.

Working Hours

Under the Working Time Regulations 1998, employees are able to limit their working hours to 48 hours per week or can sign to be exempt from this limit. Employees are limited to working 60 hours across 6 days per week. This limit can only be exceeded with Director approval if a short term emergency occurs and employees agree to work extra hours on a voluntary basis, and . It cannot become routine.

During peak season overtime is likely to be available so we can meet customers demands.



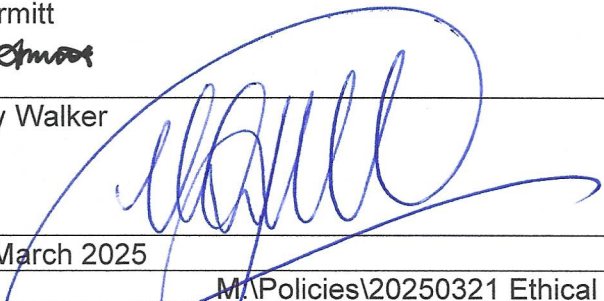
Overtime is voluntary and paid at a premium rate.



Regular employment is provided to all employees in line with national law and practice.

Equal Opportunities

Walker's has an Equality, Diversity and Inclusion (EDI) Policy in place to promote diversity and inclusion in the workplace. There is no discrimination at any stage of employment on the grounds of any protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation). Opportunities for any personal or career development are equally available to all employees. Walker's does not tolerate any abuse, harassment or intimidation towards our employees.

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