

Ethical Policy

Summary Statement

At Eden, we believe strongly in ethical principles and good stewardship. We are proud to guarantee that we trade according to the following Ethical Criteria:



1. All employment is freely chosen.
2. Staff are entitled to belong to trade unions.
3. Working conditions are safe, hygienic, and conducive to well-being.
4. Child labour is not used.
5. Wages are fair and are a minimum of the London Living Wage.
6. Deductions from wages as a disciplinary measure are not permitted.
7. Working hours are not excessive.
8. No discrimination is practiced.
9. Regular and meaningful employment is provided for those who are employed on a permanent contract.
10. No harsh, cruel, or degrading treatment or practices are allowed.
11. No bribery, corruption, blackmailing, or bullying is permitted.
12. Good environmental stewardship is practiced.
13. Modern Slavery Act 2015 compliant.
14. Diversity, Equity, and Inclusion principles are actively supported and integrated into our practices.
15. Mental health and well-being resources are prioritised and accessible.

Full Ethical Trade Policy Statement

I. Policy Statement

Eden recognises that our commercial activities have the potential to impact our suppliers and our locality. As a socially responsible small business, our suppliers, local community, and customers have a right to expect:

- Products manufactured and sourced by Eden are produced under working conditions that are safe, hygienic, and conducive to well-being.
- Eden acts in an ethical manner above and beyond basic legal requirements.
- Eden is committed to implementing the principles of the Ethical Trading Initiative Base Code (although we are not members of the ETI).
- This policy sets out Eden's commitment to its suppliers and customers, detailing the measures we take to ensure we act ethically.

2. Eden's Commitment to Employees and Suppliers:

Employees: Eden is committed to ensuring that our employment practices and the enforcement of corporate regulations protect the rights of all who work for us. In many areas, we aim to operate above the minimum standards required by law to ensure our employees are safe, rewarded, and valued. Eden prioritizes mental health and well-being by providing access to resources, fostering a supportive work environment, and promoting work-life balance.

Suppliers: Eden is committed to treating its suppliers fairly by:

- Agreeing to fair prices for products purchased.
- Paying suppliers on time and regularly.
- Maintaining clear, written communication, including during any disputes.
- Actively engaging with suppliers to reduce environmental impact and ensure sustainable practices.

3. Eden Ethical Trading Code of Practice

3.1 This Code of Practice applies to:

- Staff directly employed by Eden.

- Staff employed or provided by contractors or employment agencies to work on Eden premises or to undertake work for or on behalf of Eden.

3.2 No forced, bonded, or involuntary labour shall be used.

- All employment with Eden is freely chosen.
- Staff are not required to lodge deposits.
- Staff are free to leave Eden after reasonable notice.

3.3 No child labour shall be used.

- There shall be no recruitment of child labour.
- Children or persons under 16 are not employed at any time, day or night.
- Children or persons under 18 are not employed full-time.

3.4 All employees have the right to join a recognised trade union.

- Union representatives can carry out their duties without hindrance.
- Eden has an open attitude towards the activities of trade unions.

4. Working conditions are safe, hygienic, and conducive to well-being.

- Eden takes adequate measures to prevent accidents and minimise potential hazards.
- Staff receive regular health and safety training.
- Staff have unrestricted access to toilet facilities and drinking water.
- Eden has a published Health & Safety Policy.

5. Working hours and remuneration are reasonable and comparable to other companies in our sector, and regular employment is provided.

- Staff pay rates are a minimum of the London Living Wage as determined by the Living Wage Foundation each year.
- Staff are not forced to work more than 48 hours per week; a voluntary opt-out agreement is available for those wishing to work beyond this limit.
- Staff are provided two days off per week.
- Staff are given written terms and conditions of employment detailing the employment relationship, rates of pay, working hours, grievance and disciplinary procedures, holiday

entitlement, absence and sick pay rules, and notice periods for termination of employment.

- No deductions are made from wages as a disciplinary measure and pay slips detailing lawful deductions are provided for each pay period.
- Labour-only contracting, subcontracting, and fixed-term contracts are not used to avoid obligations under labour or social security laws.

6. No discrimination is practiced:

- There is no discrimination in pay, hiring, compensation, access to training, promotion, and termination of employment or retirement on the grounds of race, nationality, religion, age, disability, marital status, sexual orientation, union membership, or political affiliation.
- Opportunities for personal and career development are equally available to all employees.

7. No harassment, threats, abuse, or intimidation shall be practiced.

- Physical, verbal, and sexual threats, abuse, harassment, or intimidation is expressly prohibited and grounds for summary dismissal if proved.

8. Employment Agencies

- Employment agencies contracted to supply temporary staff shall demonstrate commitment to and application of the requirements of this code.
- Employment agencies contracted to supply temporary staff shall ensure that all staff supplied to Eden are eligible to work in the UK by:
 - Following Immigration and Nationality Directorate Guidelines on Amendments to Section 8 of the Asylum and Immigration Act 1996.
 - Ensuring that the requirements of the Immigration and Asylum Act 1999 Section 22 Code of Practice are met.
 - Retaining copies of identity papers, work permits, or passport stamps as detailed in the Home Office List of Specified Documents and UK Passport Stamps.

Employment agencies contracted to supply temporary staff shall ensure that all staff supplied to Eden have sufficient command of English to understand:

- The agency's responsibilities under this code of practice.

- Eden Health & Safety requirements.
- Eden Food Safety requirements.
- Written statements of employment particulars or have other measures to ensure these requirements are communicated in the employee's native language.

9. Organisation

Eden's Directors have overall responsibility for all aspects of ethical trading within the business.

10. Transparency and Reporting

Eden commits to publicly reporting on ethical practices and improvements annually, including progress toward sustainability and carbon reduction goals.

UPDATES

This policy was last updated in January 2025.

Nick Mead
Managing Director
January 2025