



Eden Caterers Ethical Policy

Summary Statement

At Eden Caterers, we believe strongly in ethical principles, fairness and good stewardship. We recognise our responsibility to our employees, suppliers, customers, communities and the environment, and we are committed to operating with integrity in all aspects of our business.

We guarantee that we trade according to the following ethical principles:

All employment is freely chosen

Staff have the right to belong to trade unions

Working conditions are safe, hygienic and conducive to wellbeing

Child labour is not used

Wages are fair and are a minimum of the London Living Wage

Deductions from wages as a disciplinary measure are not permitted

Working hours are reasonable and not excessive

No discrimination is practiced

Regular and meaningful employment is provided where permanent roles exist

No harsh, cruel or degrading treatment or practices are permitted

No bribery, corruption, blackmailing or bullying is tolerated

Good environmental stewardship is practiced, including active work to reduce environmental impact, carbon emissions and waste

We are compliant with the Modern Slavery Act 2015

Diversity, equity and inclusion principles are actively supported and embedded across our practices

Mental health and wellbeing are prioritised and supported

I. Policy Statement

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

Products manufactured and sourced by Eden are produced under working conditions that are safe, hygienic and conducive to wellbeing

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 ethical trading and the measures we take to uphold these principles.

2. Commitment to Employees and Suppliers

Employees

Eden is committed to ensuring that our employment practices protect the rights of all who work for us. Where possible, we operate above minimum legal standards to ensure employees are safe, fairly rewarded and valued.

We prioritise mental health and wellbeing by fostering a supportive working environment, promoting work life balance and ensuring managers and leaders take responsibility for supporting staff wellbeing.

Suppliers

Eden is committed to treating suppliers fairly by:

Agreeing fair and transparent pricing

Paying suppliers on time and in line with agreed terms

Maintaining clear and respectful written communication, including during disputes

Actively engaging with suppliers to reduce environmental impact and improve sustainability

3. Ethical Trading Code of Practice

3.1 Scope

This Code of Practice applies to:

Staff directly employed by Eden

Staff employed or supplied by contractors or employment agencies to work on Eden premises or on Eden's behalf

3.2 Forced labour

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 after reasonable notice

3.3 Child labour

No child labour shall be used.

Children or persons under 16 are not employed at any time

Children or persons under 18 are not employed full time

3.4 Freedom of association

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

Union representatives may carry out their duties without hindrance

Eden maintains an open and constructive attitude towards trade unions

4. Working Conditions

Working conditions at Eden are safe, hygienic and conducive to wellbeing.

We take appropriate measures to prevent accidents and minimise hazards

Staff receive regular health and safety training

Staff have unrestricted access to toilet facilities and drinking water

Eden maintains a published Health and Safety Policy

5. Working Hours, Pay and Employment Security

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

Pay rates are a minimum of the London Living Wage as set annually by the Living Wage Foundation

Staff are not required to work more than 48 hours per week unless they have voluntarily opted out

Staff are provided with appropriate rest days

Written terms and conditions of employment are provided

No deductions are made from wages as a disciplinary measure

Payslips clearly show lawful deductions

Labour only contracting or fixed term arrangements are not used to avoid legal obligations

6. Equality and Non Discrimination

No discrimination is practiced.

There is no discrimination in recruitment, pay, training, promotion or termination 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. Harassment and Dignity at Work

Harassment, abuse, threats or intimidation are not tolerated.

Physical, verbal or sexual harassment or abuse is expressly prohibited and may result in disciplinary action, including dismissal.

8. Employment Agencies

Employment agencies supplying staff to Eden must demonstrate compliance with this policy and all applicable UK employment, immigration and right to work legislation.

Agencies must ensure all staff supplied:

Are legally entitled to work in the UK

Have sufficient command of English to understand health and safety, food safety and employment requirements

Receive written employment particulars or equivalent information in a language they understand

9. Modern Slavery and Human Trafficking

Eden is committed to preventing modern slavery and human trafficking within our operations and supply chain. We take a proportionate approach to due diligence, expect suppliers to uphold equivalent standards, and will take appropriate action where risks are identified.

10. Whistleblowing and Reporting Concerns

Eden encourages employees, contractors and suppliers to raise concerns about unethical or unlawful behaviour without fear of retaliation. Concerns will be handled confidentially and investigated fairly.

11. Governance

Eden's Directors have overall responsibility for ethical trading within the business. Senior management are responsible for implementation and day to day compliance with this policy.

12. Transparency and Reporting

Eden commits to reporting on ethical practices and improvements annually where appropriate, including progress towards sustainability and carbon reduction goals.

Updates

This policy was last reviewed and updated in January 2026 and will be reviewed annually.

Nick Mead
Managing Director
January 2026