

**Labour Standards Policy**

**70050**

**Our labour standards policy outlines to all affected parties the labour standards and ethics that we follow and require all suppliers to adhere to as a contractual obligation.**

WFP is an established supplier of workplace consumables to the foodservice industry in the UK.

We seek and develop long-term business partnerships with reputable suppliers. These partnerships can only be successful if suppliers have mutual respect for our ethical standards. Our supplier relationships are based on the principles of trust, integrity and honesty; and believe this mutual respect must be extended to everyone along the supply chain including employees, sub-contractors and other third parties.

We recognise that within some countries there are legal and cultural differences from our own, but it is essential that all involved in supplying WFP meet the local labour laws and carry out their business practices with good ethics, with each factory specifically required to have an effective health & safety policy.

Detailed below are some areas we require all our suppliers to respect and adhere to:

* All premises must comply to all applicable laws regarding structural and electrical safety, fire and risk protection, sanitation and welfare, working conditions and health & safety.
* Wages, overtime, holiday pay and working hours/days must be compliant with all local laws and meet local industry standards or the legal minimum wage, whichever is greater.
* Human trafficking and modern slavery risks identified, with all issues reported and eliminated throughout the supply chain.
* Forced or involuntary labour and the exploitation of any individual or group is unacceptable.
* Child labour is unacceptable. Employees within factories must meet the minimum legal working age and be over 14 years of age, whichever is the greater.
* All forms of physical abuse to coerce or punish workers is not accepted; nor the use of non-physical abuse such as threat of violence, verbal abuse or sexual harassment.
* Discrimination against a person or group as a result of nationality, colour, race, religion, age, gender, maternity, marital status or disability is not tolerated.

WFP expect cooperation and understanding from new and existing suppliers in providing requested information to enable us to successfully maintain our standards. We are committed to these standards and will supply relevant resources to implement them. Suppliers are regularly reviewed, including a labour standards assurance scheme within our assessments which is regularly reviewed and audited.

To report any violation of these standards, please email supplychain@wfpgroup.com, thank you.

Valid: 01/01/2021 – 31/12/2021

Approved by: Mark Hicks