

Heron Foods Ltd's Workplace Policy Statement

June 2023

Scope

The Heron Foods Ltd is committed to the promotion of ethical business practice in our own business operations and throughout our supply chain and the fair treatment of workers in all parts of that chain.

This statement sets out Heron Foods Ltd policy on the standards and principles in relation to ethical business practises and the fair treatment of workers to be applied in our dealings with our supply chain and which we expect our suppliers, contractors and other third parties with whom we have business dealings to adhere to.

Principles and standards

As a statement of overriding principle, the B&M group of companies has a zero-tolerance approach to any form of slavery, forced labour, child labour or human trafficking in relation to our business and in our supply chain.

We therefore expect all businesses in our supply chain to adhere to this principle in relation to their own businesses to protect workers throughout our supply chain against any such abuse.

This also means that we expect suppliers to operate effective means of disclosure within their own organisations and to us or (where applicable) our sourcing agents in the event of any suspected breach of this principle.

The standards which we expect businesses in our supply chain to maintain include:

- no forced, bonded, or other involuntary labour, slavery or human trafficking;
- no child labour, which means any person under the age of 15 or (if higher) the mandatory school leaving age under local laws, and workers under the age of 18 should not perform any form of hazardous work;
- not to discriminate against workers or prospective recruits on any basis (including without limitation) in relation to race, colour, religion, sexual orientation, pregnancy, age, disability, political opinions, or other personal characteristics;
- ensure that all workers are treated with respect and human dignity and prohibit all forms of violence, physical abuse, harassment or intimidation;
- comply with local laws on working hours and time periods;
- workers' pay must comply with applicable local laws, including in relation to minimum wage requirements;
- providing equal opportunities and diversity in the workplace;

- observe the freedom and rights of workers to join labour organisations and to collective bargaining arrangements under local laws;
- provide a safe and hygienic place of work, operate a safe system of work and comply with all local health and safety and environmental laws;
- avoid any action in relation to its labour practices which might bring its or Heron Foods Ltd reputation into disrepute;
- act at all time with openness, honesty and integrity in relation to audits; inspections and compliance enquiries made by us, our sourcing agents and/or inspection bodies appointed to report to us;
- adopt a transparent, open book, prompt and co-operative approach with us, our representatives and agents in relation to the investigation of any suspected breach of this policy and of all remedial action and mitigating steps taken to address any such circumstances;
- not engage in any form of bribery or corruption or offer or accept any bribes in relation to business dealing at any time in relation to Heron Foods Ltd, its employee, representatives, agents, contractors or any other third parties.