

19th December 2012

Ethical Trading Initiative - Code of Practice.

At Rosderra Irish Meats Group we strongly believe in ethical principles and good stewardship. As a socially responsible business our suppliers, customers and local communities have a right to expect guarantees that the services we provide to them have been ethically designed, managed and implemented. We are therefore proud that we trade in accordance with the following Ethical Trading Initiative - Code of Practice:

1. Employment is freely chosen

- 1.1 There is no forced, bonded or involuntary labour, all employment is freely chosen
- 1.2 Workers are not required to lodge "deposits" or their identity papers with Rosderra Irish Meats Group and are free to leave their employer after agreed reasonable & statutory notice.

2. Freedom of association/dissociation and the right to collective bargaining are respected

- 2.1 Workers, without distinction, have the right to association or dissociation to trade and to bargain individually or collectively within the framework of the Company.
- 2.2 Rosderra Irish Meats Group adopts an open policy towards the activities of trade unions and their organizational activities.
- 2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace where reasonably practicable.
- 2.4 Where the right to freedom of association/dissociation and collective bargaining is restricted under law, Rosderra Irish Meats Group facilitates and will not hinder, the development of parallel means for independent and free association and bargaining.

3. Working conditions are safe and hygienic

- 3.1 Rosderra Irish Meats Group has a published Health & Safety Policy. A safe and hygienic working environment is provided, bearing in mind the prevailing requirements of the food processing industry including specific hazards. Adequate steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded Health and Safety training, food hygiene training and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to potable water, and appropriate sanitary facilities for food storage is provided.
- 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5 Rosderra Irish Meats Group has assigned responsibility for Health and Safety on all sites to Senior Management representative.

4. Child labour shall not be used

- 4.1 Rosderra Irish Meats Group does not support recruitment of child labour.
- 4.2 Children and young people/students under 18 shall not be employed at night or in hazardous conditions.

- 4.3 Unless restricted by statutory requirements these policies and procedures shall conform to the provisions of the relevant ILO standards.

Living wages are paid

- 5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. Wages/hourly rates are always enough to meet basic needs and to provide some discretionary income.
- 5.2 Staff are given written Terms and Conditions of employment that details the employment relationship between and the respective obligations of the employee and employer, rates of pay, working hours, grievance and disciplinary procedures, holiday entitlement, absence and Sick pay rules and notice periods for termination of employment.
- 5.3 No deductions are made from wages as a disciplinary measure, and pay slips detailing lawful deductions are provided for each pay period.

6. Working Hours are not excessive

- 6.1 Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.
- 6.2 In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on an ongoing regular basis and shall be compensated at a premium rate where applicable.

7. Discrimination.

- 7.1 There is no discrimination in pay hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- 7.2 Opportunities for personal and career development are equally available to all employees

8. Regular employment is provided.

- 8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- 8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

9. No harsh or inhumane treatment is allowed.

- 9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Rosderra Directors have overall responsibility for all aspects of ethical trading at work within the business.

Signed:  _____

Michael Slevin – HR Director