

# King Edward Catering Equipment

## Ethical Policy & Human Rights Statement



At King Edward Catering Equipment, we take our responsibilities as an employer, manufacturer, and supplier seriously. We are committed to operating with integrity, fairness, and respect for people, communities, and the environment. This policy outlines our approach to human rights, labour practices, equality, health and safety, sustainability, and supply chain responsibility.

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### 1. Human Rights

- We respect and uphold the fundamental human rights of all individuals connected to our business.
- We do not tolerate forced labour, child labour, human trafficking, or any form of exploitation.
- We support fair treatment, dignity, and respect for everyone in our workplace and wider supply chain.

### 2. Modern Slavery & Human Trafficking

- We are committed to ensuring that modern slavery and human trafficking have no place in our operations or supply chains.
- We conduct due diligence on suppliers and partners where appropriate and expect them to uphold the same standards.
- Concerns raised about unethical practices will be investigated and acted upon promptly.

### 3. Equal Opportunities & Diversity

- We provide equal opportunities for all employees and applicants, regardless of age, disability, gender, marital status, pregnancy, race, religion, or sexual orientation.
- We are committed to creating a working environment free from discrimination, harassment, or victimisation.
- We value diversity and recognise the benefits it brings to our business and community.

#### 4. Health & Safety

- We maintain a safe and healthy workplace in line with UK legislation and best practice.
- Employees are trained and equipped to carry out their work safely.
- We are committed to continuous improvement in health and safety standards across our factory and offices.

#### 5. Environment & Sustainability

- We recognise our responsibility to minimise environmental impact and are committed to sustainable manufacturing.
- We aim to reduce waste, increase recycling, and improve energy efficiency wherever possible.
- Our ovens are designed to be durable, energy-efficient, and long-lasting, helping customers reduce waste and energy use in their operations.

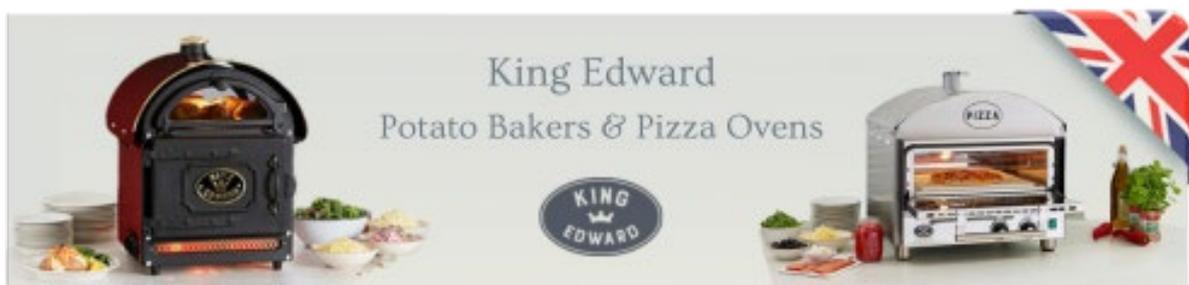
#### 6. Supply Chain Responsibility

- We work closely with trusted suppliers who share our values.
- We expect suppliers to adhere to ethical standards, including compliance with labour laws, fair pay, safe working conditions, and environmental responsibility.
- We seek transparency in our supply chains and will act on any concerns raised.

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#### Continuous Improvement

We review our policies regularly to ensure they remain effective and relevant. We welcome feedback from employees, customers, and partners as part of our ongoing commitment to responsible business practices.



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