

ETHICAL AND SOCIAL RESPONSIBILITY POLICY

SESI Food and Household Refill LLP is committed to match best practice within the social enterprise sector in terms of social and ethical standards within the partnership, in its business relationships and as a member of the local and global community.

Within this policy we will:

S1 Adhere to all occupational health and safety, fire, environmental health, home office, and sector specific manufacturing regulations and legislation.

S2 Proactively support gender equality and racial diversity in our workforce and eliminate any practices that put that principle under threat, helping our team to become aware of their biases, unconscious or otherwise.

S3 Not tolerate discrimination against any protected characteristic in our company or within our trading partners.

S4 Not condone or participate in trading any product that may involve forced, compulsory or child labour, nor involves breaches of human rights, basic labour standards or a risk of modern slavery.

S5. Not tolerate sexual harassment.

S6 Support and assist in freedom of association, the right to organise and for collective bargaining in the company and throughout the supply chain, as exemplified by the 8 Fundamental Conventions of the International Labour Organisation.

S7 Be a responsible employer by giving all employees a formal employment contract that includes pay in excess of the Real Living Wage, a functional grievance procedure for employees, and providing a generous pension and leave provision, and adequate insurance policies that cover industrial injury.

S8 Promote worker engagement by regular open meetings with management and voting participation as partners of all qualifying employees.

S9 Strive to build loyalty and a sense of community and progress for employees by a range of measures not limited to encouraging and supporting training and upskilling of employees and the provision of benefits and social events.

S10 Work with local charities to support them with donations and goods as and when opportunity arises.

S11 Foster long term relationships with schools and community groups locally to promote engagement, education and sharing our knowledge and vision.

S12 Maintain a global vision and critique on the democratisation of workplaces and other issues of equity and justice and communicate these via our social media and through international collaborations.

S13 Always be protective of the health and welfare of the end consumers that use our products.

S14 Keep abreast of current learning and research in the product sectors we work in, aiming to increasingly be an active researcher and innovator yourself, and communicate new learning or concerns to our consumer audience, adjusting our formulations to maximise effect without magnifying harm to the consumer or environment.