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Reviewed:	21.02.24	Prep'd By:	J Maddock	
Rev No:	001	Auth. By:	E Griffiths	

Oaklands Farm Eggs Ltd Responsible Sourcing Policy

This Responsible Sourcing Policy defines both Oaklands Farm Eggs Ltd minimum standards and the basic principles of cooperation that we expect from all of our suppliers and business partners

This policy constitutes minimum and not maximum standards and should not be used to prevent suppliers from exceeding these standards. Suppliers applying this policy are expected to comply with national and other applicable law and, where the provisions of law and this policy address the same subject, to apply that provision which affords the greater protection to workers.

1. Employment is freely chosen

- 1.1. There is no forced, bonded or involuntary prison labour
- 1.2. Employees are not required to lodge "deposits" or their identity papers with the company and are free to leave the business after reasonable notice

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

- 2.1. Employees, without distinction, have the right to join or form trade unions of their own choosing
- 2.2. The employer adopts an open attitude towards the activities of trade unions and their organisational activities
- 2.3. Employee representatives are not discriminated against and have access to carry out their representative functions in the workplace
- 2.4. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining

3. Working conditions are safe and hygienic

- 3.1. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment
- 3.2. Employees shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned employees
- 3.3. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided
- 3.4. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers
- 3.5. The company observing the code shall assign responsibility for health and safety to a senior management representative

4. Child labour shall not be used


- 4.1. There shall be no new recruitment of child labour
- 4.2. Young persons under 18 shall not be employed at night or in hazardous conditions.

5. 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. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

6. Working hours are not excessive

- 6.1. Working hours comply with national laws and benchmark industry standards, whichever affords greater protection
- 6.2. The Company recognises the Working Time Directive (WTD); employees shall not on a regular basis be required to work in excess of 48 hours per week (measured over a rolling 17 week

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period) and shall be provided with at least one day off for every 7 day period on average. Employees are entitled to opt out of, or back into the WTD at any time during their employment.

7. No discrimination is practised

7.1. There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation

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

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

10. Ethical Corporate Practices

10.1. All relevant national and international legal requirements must be complied with.

10.2. Oaklands Farm Eggs Ltd must be informed of any serious breaches of compliance or investigations by authorities into potential breaches.

10.3. Suppliers must not take part in:

- Money laundering
- Insider trading
- Fraud, bribery and corruption and other improper payments or gifts
- Unauthorised access to personal and business information

10.4. Suppliers will adhere to the principle of free, prior and informed consent of local and indigenous communities where sourcing takes place, ensuring rights and access to land is not abused

10.5. Suppliers are required to act in accordance with the UK Bribery Act

10.6. Suppliers are required to act in accordance with the UK Modern Slavery Act 2015 where relevant.

11. Environmental Stewardship

11.1. Suppliers must comply with all relevant local, national and international legal requirements regarding environmental stewardship.

11.2. Suppliers are required to conduct an environmental risk assessment at the facility level.


11.3. As appropriate to the size and complexity of the business, suppliers must be able to demonstrate environmental policies and management systems sufficient to ensure continuous improvement in environmental performance.

11.4. Suppliers should comply with any additional sub-policies or standards that Oaklands Farm Eggs Ltd introduces to improve environmental stewardship.

12. Animal Welfare & Environmental Consideration – agriculture specific

12.1. Suppliers are required to comply with the five freedoms of the World Organisation for Animal Health (OIE), to protect the welfare of animals. Refer to the Oaklands Farm Eggs Ltd Animal Welfare Policy for further information.

12.2. Suppliers must operate to the Lion Code of Practice

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13. Family Farm Work – agriculture specific

In accordance with international labour standards, a minor, between the age of 12 and 15 may work, in parallel with studying, on a farm owned or operated by that parent or person standing in place of their parents [a guardian] as long as the following conditions are met:

- The minor freely reports their wish to help and learn at the family farm if interviewed outside the farm
- Work takes place outside of schooling
- Work is supervised
- The health and safety of the minor is not compromised



J Griffiths

Director / Business Owner, Griffiths Family Farms

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