



Ripon Select Foods Limited

Food Ingredient Manufacturers

Ethical Trading Policy

Ripon Select Foods Limited have adopted the Ethical Trading Initiative (ETI) base code as the foundation for our standards of business. We believe in social accountability, providing a safe and hygienic working environment and adhering to ethical principles. We recognise that our business activities have a potential impact on our key stakeholders – employees, contractors, suppliers, customers, and the local and wider community which our business draws its resources. Adopting the ETI base code gives us the confidence that we are ensuring all our employees enjoy fair and decent treatment and that their human rights are protected.

An Ethical Supplier

- Ethical operation as part of a sustainability strategy is central to our business.
- We are committed to being ethical ourselves and require the same standard of our suppliers.
- We strongly believe that business can be both profitable and responsible.

Compliance with Applicable Laws and Standards

Ripon Select Foods Limited keeps abreast of legislation through links with professional and trade bodies, official Internet websites and business and case law updates. Compliance with laws on health and safety, environment and other applicable law are given high priority at executive level via review at our board meetings. We share our information through the Supplier Ethical Data Exchange (SEDEX).

Equal Opportunity

Ripon Select Foods Limited is an equal opportunity employer with respect to race, religion, gender, sexual orientation, pregnancy, or maternity, marital or family status, disability, age, or national origin as described in our staff handbook. We do not tolerate sexual harassment or bullying at work.

Health and Safety

Ripon Select Foods Limited has a high regard for the health and safety of its employees. A board director is responsible for Health and Safety implementation within the business. Health and Safety, Hygiene and Food Safety is fully communicated through staff induction and company policies and procedures.

Purchasing and Procurement Policy

Ripon Select Foods Limited has an Ethical Procurement Policy and Supplier Expectation form. When purchasing on behalf of the Company, employees are always expected to act professionally and be fair, ethical, and legal. The same standards apply to our suppliers. We monitor our suppliers for their sustainability and ethical activities.

Anti-Bribery and Corruption

Ripon Select Foods Limited values its reputation for ethical behaviour and for financial probity and reliability. It is our policy to conduct business in an honest and ethical way, without the use of corrupt practices or acts of bribery to obtain an unfair advantage. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships. We follow the law of the UK Bribery Act 2010, in all our markets.

Fair Employment Terms

Ripon Select Foods takes great care to ensure that employment terms and conditions are fair and equitable. 100% of employees are paid a living wage. Permanent employment is promoted and established. Advancement of employees within the Company is encouraged by giving access to internal and external training as appropriate for the job and for wider personal development within their chosen career. We always advertise vacancies within the Company. We are compliant with the Working Time Directive and closely monitor the hours that our employees work.

Environmental Practice

Ripon Select Foods is passionate about environmental protection. We achieve our Climate Change emissions targets set by government through a comprehensive energy saving programme drawing on numerous initiatives throughout the supply chain. We have committed to our industry target of net-zero by 2040.

Food Safety and Hygiene

We supply into the food industry and take hygiene very seriously. Our production plants are certificated to British Retail Consortium Global Standard Food Safety AA+ grade; and certified to the Feed Materials Accreditation Scheme (FEMAS) to protect the co-products we sell as animal feed. For the protection of the food supply chain, we only purchase ingredients from approved suppliers and have strict traceability.

The company shall whenever possible will ensure that its customers and suppliers follow a similar policy. This policy will be reviewed annually.



Name: Laura Wilcock

Position: Operations & Administration Manager

Date: 05/03/2024

Version: 2