



Human Rights Policy

The purpose of the Human Rights Policy is to communicate to our employees, customers, suppliers, shareholders, and the communities we serve, the ethical and social values we respect and our commitment to uphold human rights by promoting our values of delivering the highest standard of products and service to our customers. Provide a safe and inspiring working environment and monitor the environmental impact of our business. Through these principles we aim to be an aspiring business for people to join and be associated with.

Laura Thompson has overall responsibility for implementing Human Rights Standards within J & J Thompson and Sons Ltd.

J & J Thompson and Sons Ltd is a leading British grower of Radish and Bedding Plants, and employ a large number of overseas nationals. We are dedicated to the adoption of internationally recognised human rights standards in all our operations.

Human Rights are the universal rights that every human being is entitled to enjoy and to have protected. They are most appropriately defined as those rights that require us to treat others as we ourselves would want to be treated, and which protect us – as individuals and groups – from abuses of power.

General Principles

- We are committed to performing our business to the highest standard of ethics and in accordance with our values.
- We are open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties.
- We respect all fundamental human rights and will be guided in the conduct of our business by the provisions of the United Nations Declaration of Human right, the International Labour Organisations Core labour standards and national legislation.

Employee Relations

- All our employees shall conduct themselves in accordance with the highest ethical standards.
- We aim to ensure that no form of discrimination is practiced in any area of our business including; recruitment, compensation, promotion, training, termination or retirement based on race, colour, ethnic origin, gender, age, religious beliefs, disability, marital status, social class, nationality, sexual orientation, gender reassignment or employment status.
- We recognise our employee's right to join trade unions.
- We are committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly such action actions are forbidden.
- In accordance with best practice, legislation and a prevailing knowledge of our industry we shall take all reasonable steps to prevent accidents and injury to health arising out of, associated with or in the course of work, by minimising so far as is reasonably practicable the causes of hazards inherent in the working environment.
- All employees shall receive an appropriate level of training to enable them to perform their duties.

Social Responsibility

Environmental impact

- Conserving and protecting the environment is a principle of high importance. We shall not engage in activities that have unacceptable risks and such risks shall be identified as early as possible with a view to facilitating timely and appropriate actions.
- We shall seek to avoid methods of operation which give rise to environmental risks and where there are suitable alternatives available and shall endeavour, within our remit, to ensure our clients and supply chain strive for environment positive options whenever possible.
- We shall adopt systems which allow the impact of our work on the environment and communities be evaluated and considered with a view to minimising any negative impact.

Community Relations

- We recognise our impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from, and taking into account their views as we conduct our business. We are a local business and value the support of our local community
- We believe that local issues are most appropriately addressed at the local level. We are committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Communication

We undertake to ensure that our Human Rights Policy and those policies which derive from it are communicated effectively to Directors, Management and Employees including but not limited to:

- Company Handbook, Induction packs, noticeboards and if necessary, a program of training courses aimed at ensuring acceptable levels of understanding within management.

Responsibilities

- We comply with the Ethical Trading Initiative (ETI) We support their aims and expect our employees, managers and supply chain to maintain the highest standards in conformity with our principles.
- These requirements extend to full time, part-time and temporary employees and are fully laid out in the ETI Base Code which has been adopted by J & J Thompson.
- It is management's responsibility to communicate the expected standards to our employees, stakeholders and supply chain and ensure that they conduct themselves in an appropriate manner. Disciplinary sanctions shall be enforced against any employee who is in breach of human rights principles.
- Within our Supply Chain we will not knowingly tolerate illegal child, forced or bonded labour by any supplier or contractor. We will actively look for any child, forced or bonded labour when conducting audits or supplier visit. If we become aware of a problem, we will take appropriate action and this may result in the supplier being de-listed.

Reporting

Concerns regarding Human Rights Issues within our organisation can be confidentially reported as per our Whistle Blowing Policy to office@grassroots.co.uk or directly to laura@jjthompsonandsons.co.uk

This policy shall be reviewed on an annual basis and as and when necessary to reflect changes in relevant legislation.

This Policy has been approved & authorised by

Name:

Position:

Date:

Signature: