

F.J. CHURCH & SONS LTD ETHICAL POLICY.



At F.J. Church and Sons Limited, we are devoted to conducting our business responsibly and accountably. We strive always to be chosen by our existing and new customers to do business with repeatedly based on our accountability and responsibility.

Our Ethical policy reviews our existing policies and principles that corroborate our dedication to this cause.

We ask that you please take your time to read and understand it and your responsibility to sustain it.

Modern Slavery & Labour rights.

We condemn slavery of any form, human trafficking, servitude, exploitation, child labour, forced and compulsory labour.

Therefore, we maintain a zero-tolerance procedure for any breach of national labour laws.

F.J. Church's remains dedicated to maintaining professionalism and fairness in all our connections and business transactions.

Our statutory Modern Slavery Act Statement is published yearly on our website, which details the principles and procedures adopted throughout the financial year to ensure slavery and human trafficking are not occurring in our organisation and any of our supply chains.

Fair Treatment of Employees & Equal Opportunities.

F.J. Church places high value on its employees and advocates for fair and equal treatment.

Therefore, we have implemented policies like our Equal Opportunity Policy to uphold the legal requirements associated with running our business and continuously promote fairness and equality throughout our organisation.

We also hold our customers and supplier in high esteem, so we operate with integrity ensuring we render quality and high standard services at all times.

Anti-corruption & Bribery.

We are committed to standing against corruption and bribery at F.J. Church continuously. We expect every member of staff and every entity or individual we are connected to act with integrity and take a stance against corruption and bribery.

We have put in place policies and procedures to ensure that every relationship and business activity F.J. Church is involved in is free of corruption and bribery.

Sourcing of Suppliers.

From individuals to large corporations, all of our suppliers are subjected to checks to make sure our values and ethics align.

There are different stages of checks for various suppliers; for example, an individual non-VAT registered supplier goes through a separate process to more prominent VAT-registered corporations. Our Know Your Customer (KYC) form contains questionnaires that consider the Modern Slavery Act 2015.

Training.

We regularly train our employees on the risk of modern slavery and human trafficking to the organisation and society.

The training ensures employees can recognise what part of the business internally or externally (supply chain) is considered high risk and how to ensure compliance to company policies and national laws.

Fair Competition.

F.J. Church complies with domestic and international competition laws.

Our fair competition policy details our dedication to fairness in all our business relationships and dealings. Fair competition is vital to our brand, reputation and success.

Ian Magson.

Managing Director.

www.fjchurch.co.uk