

Business Ethics (UK)

Purpose

This policy outlines our ethical stance towards carrying out business and helps to communicate this to all employees of Kepak.

This policy is applied in conjunction with our Core Values, Anti Bribery and Corruption Policy, Modern Slavery Statement, and the employee handbook.

Definition

Ethical considerations affect our treatment and stance towards all employees, suppliers, and customers.

Kepak has principles and ideals that we follow and uphold in all our interactions, whether internal or external. Kepak ensures through its management and employees that it adheres to these principles.

Our Ethical Stance

Our ethical stance is intrinsically linked to our Core Values:

Responsibility

We are a responsible employer, respectful of our employees and local communities. We espouse sustainability in all our processes and throughout our supply chain. We empower employees to be responsible for their actions. We are a responsible supplier to our customers and consumers and abide by legislation at all times.

Ambition

We strive to grow our business in our chosen markets. We develop employees from within and enable them to achieve their ambitions.

Passion for Food

We pioneer innovative insight led concepts in meat and meat products. We endeavour to source ethically produced and traceable ingredients. We work to continually improve our product quality. We champion meat as a valuable source of dietary protein.

Team Work

We support one another in achieving our common goals. We partner with suppliers and customers to benefit consumers, ensuring consistently fair and best practices throughout our supply chain.

Any deliberate failures to comply with, or decisions to deliberately deviate from, the ethical principles of Kepak may trigger the need for disciplinary action to be taken.

Induction

During the standard Company induction, the Company's ethical stance is communicated to all employees. Responsibility for the provision of the induction programme lies with the Training department and manager.



Training

To ensure that our employees continue to understand and apply the principles of our ethical stance, we carry out periodic training sessions to ensure employees understand the ethical positions taken by Kepak on a wide range of subjects and areas and can apply these when carrying out their role.

Interactions with third parties, customers and suppliers

The key touch points outside Kepak should be governed by the ethical guidelines laid out above, as set out during induction and re-emphasised in training. Customer interactions should always apply our ethical practices, as should all dealings with suppliers and other third parties.

Product Development

Internal research and development of new Company products will take place in accordance with our ethical guidelines.

Communication

Any communication carried out by employees on behalf of Kepak or to carry out their job role must apply the our ethical stance, as set out above.

