



## ETHICAL TRADING STATEMENT

Whilst Worldwide Fruit operates principally in the UK and Europe, we do source products from other sources around the world in order to satisfy the needs and specifications of our customers.

Like our UK multiple customers, WWF has become increasingly conscious of the challenges presented by operating and sourcing fruit from around the world. Although WWF recognises it is clearly inappropriate to dictate Western values on developing countries, it is Worldwide Fruit's aim to work with suppliers and sources who understand the need for social development and responsible worker welfare. These sources will be ones who respect their personnel, provide respectable working conditions, fair rates of pay and, most importantly, they will be suppliers who have a policy of continual improvement.

Where a product is manufactured for a customer under that customer's 'own label' we follow the guidelines and principles set by that customer providing that customer accepts liability to apply the legal requirements and guidelines set by H.M. Government.

Where a product is produced and sold under a Worldwide Fruit brand, the following principles apply.

### **Fair Trading**

With each supplier a standard or specification will be agreed prior to the season or commencement of business. It is our business aim to build long term partnerships with suppliers by offering technical and market support. It is a supplier's responsibility to maintain the agreed standards.

### **Health & Safety**

Health and safety standards must comply with local regulations and be appropriate for the industry. In the absence of local regulations, it is expected that the supplier



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will have a policy of respect for the working conditions, health and safety of the workforce.

### **Remuneration**

Pay should not be lower than that required by local law and in the absence of law it should have regard to what is needed to maintain family life above subsistence level.

### **Age of Employment**

Adherence to local labour laws with regard to the age of employment is required. In the absence of local law, workers should normally be at least 15 years old. Children, if employed, must be safeguarded against exploitation, moral or physical hazard, and any long term damage to their health.

### **Freedom of Association**

Employees should be free to join lawful worker associations and the principles of equal opportunity are advised.

### **Dedicated Production Units**

Worldwide Fruit's products must be produced and packed in designated facilities in order to ensure accessibility for technical auditing and total product traceability.

In support of Worldwide Fruit's position on Ethical Trading we will:

- Monitor supplier performance through our ongoing supplier visit and approval programme.
- Strive towards continual improvement.

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