



LRCS

Ethical and Respect for Workers Policy

Ethical Trading Policy

Policy Statement

- The Lincoln Red Cattle Society recognise that our activities have potential to impact on our suppliers and our local environment. As a socially responsible Society our suppliers, local community and Members have a right to expect;
- All workers and volunteers employed directly or indirectly within the Society are treated with full consideration to their basic human rights.
- The Lincoln Red Cattle Society acts in an ethical manner above and beyond basic legal requirements.
- The Lincoln Red Cattle Society is committed to implementing the principles of the Ethical Trading Initiative.

Code of Practice

- This Code of Practice applies to:
- Staff directly employed by The Lincoln Red Cattle Society on temporary or permanent contracts.
- Staff employed or provided by contractors or employment agencies to work on The Lincoln Red Cattle Society premises.

Employment Is Freely Chosen

- No forced, bonded or involuntary labour shall be used.
- Staff are not required to lodge deposits or identity papers with us.
- Staff are free to leave The Lincoln Red Cattle Society after reasonable notice. Temporary staff are free to leave at any time during the day.

Working Conditions Are Safe and Hygienic

- Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring during work by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Staff receive health & safety information.
- Staff have access to toilet facilities and drinking water.
- The Lincoln Red Cattle Society has a Health & Safety Policy.

Child Labour Shall Not Be Used

- There shall be no recruitment of child labour.
- Children or persons under 16 are not employed at any time.

Living Wages Are Paid

- Staff pay rates are equal to or above the national legal minimum standards.
- Staff are given information about their employment conditions in respect to wages
- No deductions are made from wages as a disciplinary measure, and pay slips detailing lawful deductions are provided for each pay period.
- Staff are given clearly understandable written terms and conditions of employment that details the employment relationship and the respective obligations of the employee and employer.
- Collective bargaining is allowed and wages are agreed with the supplier of temporary staff prior to work starting.
- Checks are carried out with temporary staff to check the wages that they are paid is at or above national legal minimum.

Working Hours Are Not Excessive

- Staff are not forced to work more than 48 hours per week, a voluntary opt out agreement is available for those wishing to work more than 48 hours per week.

No Discrimination Is Practised

- There is no discrimination in pay, hiring, compensation, access to training, promotion and termination of employment or retirement on the grounds of race, nationality, religion, age, disability, marital status, sexual orientation, union membership or political affiliation.
- Opportunities for personal and career development are equally available to all employees.
- Training and refresher courses are offered to all staff.

No Harsh or Inhumane Treatment Is Allowed

- Physical, verbal and sexual threats, abuse, harassment or intimidation is expressly prohibited.

The Lincoln Red Cattle Society Charitable Trading Policy

Bribery and Corruption

Aims

- The Lincoln Red Cattle Society has a zero-tolerance policy to bribery and corruption. We are committed to complying with applicable anti-corruption laws.

Actions

- Comply with all applicable anti-bribery and anti-corruption laws, including the UK Bribery Act 2010.
- Prohibit all forms of bribery, including through third parties such as agents.
- Implement an anti-bribery and anti-corruption code of conduct.
- The Lincoln Red Cattle Society Members and employees are prohibited from soliciting, arranging or accepting bribes intended for personal benefit or that of family, friends, associates and acquaintances.