Introduction

The Thomas Franks ethos is to use family owned, local, independent and regional suppliers for fresh food and produce wherever possible. We are committed to the highest possible lawful, ethical and sustainable standards and values and work with our suppliers to adhere to and strive towards a positive social and environmental impact across a range of areas.

This is reflected in our Supplier Code of Conduct that we require our suppliers to sign up to and monitor on an ongoing basis. It is also reflected in how we work with our supply chain as our extended Thomas Franks 'family', gathering information and addressing environmental, social and governance challenges together.

Our Ethical Trading Policy

This policy provides a framework for which we operate our sustainable procurement practices and the principles we expect to be replicated throughout the supply chain. Whilst these are the minimum standards we expect, we always ensure that our requirements are relevant to the size and context of our supplier's organisation and aim to work in partnership to continuously improve our shared social and environmental impact.

Thomas Franks Ethical Trading Principles

To uphold our Ethical Trading Principles as well as ensure compliance with regulatory requirements we commit to:

- Endeavouring to procure our products and services in a sustainable manner, achieving our business objectives, without compromising the ability of future generations to meet their own needs;
- Whenever possible, sourcing from independent, sustainable suppliers that reflect the Thomas Franks ethics and way of working;
- Procuring our products and services as locally and regionally (if possible within a 50-200 mile radius) to our client locations to reduce environmental impact and stimulate the local economic growth of producers, farmers and manufacturers;
- Working with suppliers who set measurable social and environmental targets and take demonstratable action towards achieving these as measured in our annual supplier survey;
- Working with suppliers to reduce the amount of packaging and waste generated from our supply chain and be as circular as possible in the use of resources;
- Sourcing equipment and services from energy and carbon efficient suppliers to mitigate the environmental impact of our operations;
- Creating a culture of mutual learning and impact, sharing key environmental data between Thomas Franks and our suppliers to collaborate and reduce our shared environmental impact (carbon, water, waste, packaging, chemicals, pollutants etc);
- Connecting our local suppliers to our clients and location teams to bring to life local food cultures, community initiatives and regional food traditions through regular pop up's and events;
- Working closely with our suppliers to continually assess, understand, and positively impact our wider global supply chain to drive social and environmental impact and performance.

Supplier Ethical Trading Principles

Our supplier Code of Conduct sets out in detail the Ethical Trading Principles that we expect our suppliers to uphold, practice, monitor and improve upon in their partnership with us. You can find the link to this document above. Our supplier Ethical Trading Principles are aligned to four core areas of sustainable procurement practices which are:

- Good governance and business practice including regulatory and legislative compliance, anti-corruption and transparency.
- Fair working practices and employee wellbeing, including the monitoring of modern slavery, forced labour, labour law compliance and diversity, equity, inclusion and belonging.
- Health, safety and food safety – role modelling the highest standards of food safety and worker protection.
- Social and environmental impact – utilising accurate and transparent data to measure, manage and improve sustainability targets and work collectively towards mitigating risk and enhancing the positive social and environmental impact of supply chains.

Responsibility for monitoring and improvement

The overall responsibility for the development, monitoring and implementation of this policy sits with the Thomas Franks Procurement & Sustainability teams however, every person within our business has a responsibility to understand these principles and work with our supplier family to continuously improve them. It is expected that all persons carrying out work upon our behalf, share these values.

This policy statement shall be made available to the public on our company website and subject to annual review to ensure its continued suitability. It is available internally on The Feed for all Thomas Franks employees.



Frank Bothwell
Founder & Group CEO