As a proud family run, global business, Thomas Franks prides ourselves on integrating our ethics both within our group policies and six ESG pillars, which are guided by internationally recognised human rights principles and best practice frameworks.

Key aspects of our Thomas Franks Ethics Policies include -

- **Good Governance**: The Thomas Group Board oversees our ESG (environmental, social and governance) policies and programmes, driven across our business through multi-stakeholder engagement and collaboration. We utilise the Wates Governance model to integrate transparency and ethics at every level of our organisation.
- **Anti-Bribery and Corruption**: Our company Ethics Statement and related policies outline our zero-tolerance approach to Modern Slavery, Bribery & Corruption and to upholding the UN Right of The Child. We provide ongoing training and awareness to our employees across the world allowing us to embed accountability for managing this in every team across our business.
- **Human Rights**: The company adheres to core International Labour Organisation (ILO) standards and our policies include freely chosen employment, safe working conditions, zero tolerance for modern slavery or child labour, the provision of living wages, reasonable working hours, and non-discrimination.
- **Sustainable Supply Chains**: The Thomas Franks ethos is to use family owned local 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.
- **Social and Environmental Impact**: We work to use our business as a force for good both socially and environmentally, from how we source to planning sustainable menus, zero waste kitchen practices and circular resource use systems.
- **Charity and Community –** The Thomas Franks Foundation exists to tackle food poverty in every community within which we provide our services, diverting surplus food from landfill to be transformed into delicious, nutrition meals for those in need.