

Willow & Finch – Human Rights & Ethics Policy

1. Purpose

Willow & Finch is committed to conducting business in a manner that respects human rights, promotes ethical behaviour, and ensures fair and responsible treatment of all employees, suppliers, and stakeholders. This Human Rights & Ethics Policy reflects our values as a family-run artisan bakery and provides assurance to customers, partners, and suppliers that ethical practices underpin all aspects of our operations.

2. Commitment to Human Rights

We respect and uphold **all legally recognised human rights** within our operations and supply chain. This includes compliance with UK law and internationally recognised labour standards. We are committed to ensuring that every individual involved in our business is treated with dignity, fairness, and respect.

3. Employment Practices

Willow & Finch is dedicated to maintaining a safe, supportive, and fair working environment:

- **Fair pay** above the National Minimum Wage for all staff
 - **Flexible working options** to support wellbeing and work-life balance
 - Provision of **training and development opportunities** for all employees
 - **Health, safety, and wellbeing measures** embedded in daily operations
 - Staff are trained to a minimum of **Level 2 Food Hygiene**, with production managers trained to Level 3
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4. Ethical Sourcing and Supplier Standards

We carefully select suppliers who share our commitment to ethical and responsible business practices:

- Ingredients are sourced with **full traceability** where possible
 - We prioritise **UK-based and local suppliers** to support domestic communities and reduce environmental impact
 - **Palm oil is not used in any product**, reflecting our ethical sourcing principles
 - Suppliers are expected to comply with all applicable labour, environmental, and ethical standards
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5. Anti-Slavery and Modern Slavery

Willow & Finch maintains a zero-tolerance approach to slavery, forced labour, and human trafficking:

- No child, forced, or exploitative labour is used in any part of our operations or supply chain

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- Compliance with the **UK Modern Slavery Act** is embedded in our supplier due diligence and operational practices
 - Staff are encouraged to report any concerns related to modern slavery or unethical practices
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6. Ethical Business Conduct

Our business is guided by integrity, honesty, and transparency:

- Marketing and communications are **accurate and not misleading**
 - Customer and supplier relationships are managed responsibly and ethically
 - Decisions about operations, sourcing, and partnerships are guided by our core values of quality, authenticity, and sustainability
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7. Monitoring and Review

- The policy is **regularly reviewed** to ensure continued relevance and effectiveness
 - Staff are provided with ongoing training to maintain awareness of human rights and ethical responsibilities
 - Suppliers are periodically assessed to ensure continued compliance with ethical standards
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8. Conclusion

Willow & Finch is committed to embedding human rights and ethical principles into all aspects of our business. This policy ensures that our practices are consistent, transparent, and credible, supporting our role as a responsible supplier and artisan bakery.