

Greengrocer (UK) Limited

Code of Standards for Ethical Production and Procurement

At Greengrocer (UK) Limited our products were invented to provide British consumers with a socially responsible, practical, low cost, high quality, environment-friendly and recyclable alternative to single use plastic carrier bags.



We are committed to ensuring that the products we provide are procured from suppliers who maintain satisfactory working conditions and, at a minimum, comply fully with all legal requirements and the labour, health and safety standards where production processes or procurement takes place. We believe that ethical sourcing, procurement and production is essential and we require all of our suppliers and producers to sign up to this code. As such, our suppliers and producers agree to:

1. Prohibit Child Labour:

Having no workers under the age of 15; minimum lowered to 14 for countries operating under the ILO Convention 138 developing-country exception; remediation and support of any child found to be working;

2. Avoid Forced Labour:

Disallowing forced labour, including imprisonment or debt bondage labour; no lodging of deposits or identity papers by employers or illegal outside recruiters shall be used;

3. Uphold Health and Safety Standards and Practices:

By providing a safe and healthy work environment; and to take steps to: prevent injuries; provide regular health and safety worker training; implement a system to detect threats to health and safety; provide access to bathrooms and potable water;

4. Allow Freedom of Association and the Right to Collective Bargaining:

Allowing and respecting the right of workers to form and join trade unions and bargain collectively (where law prohibits these freedoms, facilitate parallel means of association and bargaining);

5. Discourage Discrimination:

As far as possible, prevent discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age and permit no sexual harassment;

6. Ban Harsh Discipline:

Disallowing corporal punishment, mental or physical coercion or verbal threats or abuse in the work place;

7. Set Reasonable Working Hours:

Comply with the applicable law but, in any event, permit to be worked no more than 48 hours per week with at least one day off for every seven day period; pay voluntary overtime pay at an agreed rate and not to exceed 12 hours per week on a regular basis; overtime may be mandatory if part of a collective bargaining agreement;

8. Remuneration and Compensation:

Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families; no disciplinary, unlawful or unjust deductions;

9. Utilise Human Resources and General Business Management Systems:

By integrating the above standards into management systems and practices; to keep them under review and allow Greengrocer (UK) Limited to monitor compliance with this code.

Supplementary Notes:

(i) We will take all reasonable, practical steps and reserve the right to assess our suppliers to ensure that the required standards are being met.

(ii) We will only trade with those suppliers who are open to the process of assessment and in compliance or working towards compliance with our code if they do not already do so. In the event of any supplier failing to do so, we maintain the right to end the business relationship and cancel outstanding orders.

(iii) We do however recognize that in the event of non-compliance, withdrawal of our business may cause severe hardship to those employed and in cases where this situation applies we will therefore seek to work with our suppliers to achieve compliance.

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