



Warden Plastics

Code of Ethics

Employment is freely chosen

The Warden Plastics contract of employment allows all employees to give a period of reasonable notice to terminate their employment should they wish to do so. Employees are free to either decline or accept an offer of employment during the recruitment process. We take copies of right to work documentation on commencement of employment and we do not retain the original employee's proof of identity. During the probationary period the employee is entitled to a shorter notice period if they decide that the role is not suitable for them.

Freedom of association and the right to collective bargaining are respected

All of our employees have the right to join or form trade unions of their own choosing and to bargain collectively. We work in consultation with representatives and comply with the legal requirements to allow representation in the disciplinary and grievance procedure. We have an employee representative group who meet with senior management regularly to communicate issues and feedback to their colleague employees. Warden Plastics takes this feedback seriously and senior management always endeavors to proactively respond to issues raised.

Working conditions are safe and hygienic

Employees are expected to follow all safety rules and practices. They are encouraged to cooperate with health and safety managers and staff who enforce these rules and practices and to take necessary steps to protect themselves and other employees. They are required to attend safety training and report immediately all accidents, injuries and unsafe practices or conditions. In order to enhance workplace security, employees should be familiar with and follow any work safety information and training provided to them.

Warden Plastics has a rigorous set of Health and safety procedures which are monitored regularly by our health and safety managers.

Child labour shall not be used

At Warden Plastics we carry out all the necessary checks to make sure that we do not employ anyone under the legal age as outlined in UK employment law. This includes checking right to work documentation before we employ permanent or agency staff. We do not employ anyone under the age of 18 due to the nature of the working environment.

Living wages are paid

We ensure that we comply with UK minimum wage legislation and all employees have a contract of employment, which clearly confirms hours of work and rate of pay. Pay slips provide up to date wage information for the period including statutory deductions. Warden Plastics follows the procedural code as outlined in the employee handbook.



Working hours are not excessive

Our working hours and breaks are in line with UK law and industry standards. All employees are actively encouraged to take their holiday entitlement. Warden Plastics will ensure staff have a minimum of one day off in every seven days worked. Overtime is agreed by mutual consent and does not exceed 20 hours per week. Overtime pay is paid at a premium rate.

No discrimination is practiced

We actively create and promote an environment that is inclusive of all people and their unique abilities, strengths and differences, and we promote diversity as a strategic and competitive business advantage for the company.

As we continue to grow, embracing diversity in every aspect of our business vital to our long-term success. We respect diversity in each other, our customers and suppliers and all others with whom we interact.

Regular employment is provided

Warden Plastics ensures that all permanent employees are provided with regular working patterns as outlined in UK law. We do not use zero hour contracts.

No harsh or inhumane treatment is allowed

At Warden Plastics we treat each other with respect and dignity. This means that all employees are entitled to work in an environment that is free of harassment, bullying and discrimination.

The Company takes all reports of possible misconduct seriously. We will investigate the matter confidentially, make a determination whether the Code or the law has been violated, and take appropriate corrective action. If you become involved in a Code of ethics investigation, cooperate fully and answer all questions completely and honestly.

The Company values the help of employees who identify potential problems that the Company needs to address. Any retaliation against an employee who raises an issue honestly is a violation of the Code. If an employee has raised a concern honestly, or participated in an investigation, this cannot be the basis for any adverse employment action, including separation, demotion, suspension, loss of benefits, threats, harassment or discrimination.