

## **Section 24: HUMAN RIGHTS POLICY**

### **POLICY**

Statement of Commitment.

The Serious Sweet Co Ltd will seek to act at all times in accordance with all internationally recognised human rights including those in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business & Human Rights, and making them integral to the way the business operates.

We will work to guard against being complicit in human rights violations and to uphold the human rights of our people and those individuals we come into contact with, either directly or indirectly.

### Scope

The Human Rights Policy applies to all employees of the Serious Sweet Co Ltd and we expect all parties in our supply chain to respect and adhere to this policy.

### Specific Commitments

- The Serious Sweet Co Ltd will ensure fair & safe working practices.
- We will not use forced, bonded or involuntary labour. Workers are not required to lodge 'deposits' or identity papers with the company and can leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.
- We will ensure safe & healthy working conditions for all employees, contractors and others working on behalf of the company, in line with our Health & Safety Policy.
- The Serious Sweet Co Ltd prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and communicated to all employees in our Employee Manual. All disciplinary measures of a serious nature are recorded and actioned.
- We will provide a fair "living wage" for all employees and ensure working hours comply with UK law and industry standards. We will provide employees with clear written information on their pay and conditions. The company prohibits deductions on employees' wages as a disciplinary measure. We are committed to equal pay and benefits for men and women for work of equal value.
- We are fully committed to equality for all employees and eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and to promoting equality of opportunity and treatment as outlined in the Employee Handbook.
- We will ensure a work environment free from bullying, harassment and victimization.
- We respect all employees' rights to form or join trade unions and to collective bargaining without fear of reprisal.
- We will provide written and clear contracts which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is on the basis of recognised employment law and practice.



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THE  
**SERIOUS**  
Sweet  
COMPANY

### Due Diligence

The Serious Sweet Co Ltd will assess its direct and supply chain operations for risks relating to human rights abuses and modern slavery and work to mitigate any risks that may emerge. This includes working with strategic suppliers to ensure human rights risks are considered and appropriate action is being taken. We have a number of measures in place to prevent human rights abuses within our supply chain, including clear requirements on modern slavery in supplier registration and prequalification questions. We also have a commitment to collaborate with our suppliers, peers and other organisations within the food sector.

### Supplier Expectations

We require all our suppliers, business partners and labour providers to comply with the company's human rights policy. We also expect suppliers to monitor their own supply chains and communicate any risks or concerns they identify within the supply chain. The Human Rights Policy can be viewed on the company's website [www.seriousweets.co.uk](http://www.seriousweets.co.uk)

### Grievance & Remedy

Where a human rights violation is identified, we will work with all parties involved to seek access to remedy, compensation and justice for the victim. We'll also investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring.

Within our company we operate a confidential whistle blowing procedure where colleagues can communicate any concerns via: [wb@seriousweets.co.uk](mailto:wb@seriousweets.co.uk) or any of the 3<sup>rd</sup> party whistle blowing schemes we detail within our whistle blowing procedure.

### Implementation

This policy will be routinely reviewed to ensure relevance & effectiveness and improvements made where necessary. Ultimate responsibility for implementation of the Human Rights policy is undertaken by CEO and owner: Rob Whitehead.

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Rob Whitehead  
Owner

V2 Nov 2025

