

# Organico

ORGANICO REALFOODS LIMITED

Company Number: 2610753

## General Ethical Policy

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*Last Update: 02/2021*

### Mission Statement

At Organico we buy and sell good food. Good food is food that's well made and tasty but also that's good for the planet and fair to the people we work with and who work for us... from farm to fork and from boat to plate.

### On Buying & Selling

- We will NOT negotiate primarily on price. This allows values driven producers the room and margin for better practice and better outcomes.
- We aim to privilege products from makers, growers and fishers who are themselves dedicated to a higher standard of socially responsible and sustainable practices.
- We aim to work long terms in partnership with our suppliers so we can work in confidence together over time.

### Affirmation/Declaration

We comply with:-

- Accounting laws and company governance regulations
- Food laws, labelling laws, advertising regulations and organic regulations.
- Health & safety regulations
- Anti-corruption and anti-bribery regulations and practices
- Laws on equal opportunities, non-discrimination and employee rights

We are not currently, and have never been previously, the subject of any legal investigation for any of the above. We keep ourselves informed and up-to-date with all legal requirements and aim to mirror and represent best practice.

## Colleagues/Employees

We are an inclusive company with a culture that allows employees to be themselves, feel valued and be fairly compensated without bias. We are not the sort of company that would monitor activities of employees, micro manage people, impose a dress code or encourage a culture of back-biting and egotistic self-promotion. The words “team” and “family” define our corporate style and we aspire to work together and support each other whilst also been quite autonomous in managing our own personal tasks and workflow.

In terms of specifics:

- Organico commits to pay everyone above the minimum wage and is an accredited Living Wage employer.
- The maximum spread or income ratio between the highest and lowest paid wage in our company will never exceed 10 (a).
- We support hyper flexible working hours, a mixture of home and office working and a healthy live-work balance.
- We aim to offer genuine flexibility to support the changing needs of our colleagues that fits changing life circumstances or priorities.
- We run a work place pension with the People’s Pension and encourage all employees to join the pension. We also offer life insurance and a generous discount on all the products we sell.
- We aim to develop a profit share/bonus plan which we are in the process of trialing. This is ad hoc and fixed parameters have not been established (b).
- We do not support zero hour contracts or fake self-employment schemes.

(a) The Organisation for Ethical Pay (US) {[www.ethicalpay.org](http://www.ethicalpay.org)} states that “if the income of the top earner of a company is no more than thirty times that of the lowest earner (or fifty times, for “significant investors” or “creative members”), then the company is deemed to have an ethical wage practice.” In the UK an analysis published in December 2020 by the High Pay Centre {[www.highpaycentre.org](http://www.highpaycentre.org)} on the pay differentials between the median CEO salary and the lowest quartile, so not even versus the lowest paid, reported an average ratio of 109:1 for FTSE350 companies. At Organico the current ratio is below 5:1 but we commit to a maximum pay no more than 10x’s higher than the lowest paid.

(b) The plan is not performance related and is intended to match our financial year end to be paid out annually between October and December. The intention is to pay out a minimum of 3% of the annual salary but because our profitability is not easy to predict, and so many factors come into play, we are not sufficiently confident to establish a firm policy.

## Contractors

At Organico we work with a number of different contractors. This can be project based but is often for a long term ongoing relationship. Our contractors are not fake employees but people who have other jobs, provide specialist services or, in the case of our warehouses and freight partners, are sizeable independent companies.

Our policy for contractors:

- We will always pay fast
- We will give at least 3 months' notice in the event of a termination
- We will work fairly and openly and resolve problems and challenges working together genuinely, without resorting to threats or duress.

Where we contract to work with people through a freelancer website then the Terms & Conditions of the website/platform we are using prevails.

## Our Suppliers of Goods

The world of food supply is traditionally structured in an abusive way with vast inequalities in power depending on both the size of businesses and one's position in the supply chain. At the bottom of the pile are the producers of the food that we all, everybody, eats: the farmers, growers and fishers, the artisan makers and small scale producers. Margins are extremely tight in the food business and it is absolutely no surprise that there are frequent ethical corners been cut, be it with regards to labour abuse, quality or ecological damage. This is not accidental or as a result of some occasional larceny but as a direct consequence of the deep structural inequalities and abuse which exist in the food supply system.

At Organico we try to work in opposition to this prevailing business model.

- Our suppliers are small and medium sized companies, often family owned or co-operatives. However they are of a sufficient size to be very well managed in terms of quality controls and manufacturing processes.
- We work collaboratively and transparently with our suppliers, sharing pertinent information, working in a spirit of partnership and co-operation.
- We will not habitually hop around from one supplier to another and therefore our supply chain is fixed and established which encourages the nurturing of good practise, a better understanding and fair relationships.
- We prefer to work with suppliers who are 100% organic in terms of our organic food ranges and entirely dedicated to a specific sourcing approach in terms of our Fish4Ever brand.
- We seek to work with manufacturers who are simultaneously growers of their own raw material in the agricultural products we buy. In fish we seek to work with long established companies that are close to the fishermen of the fish which they process. This implies expert and committed knowledge

of the products grown and/or the fish caught which of course is a big plus of and by itself. More important from a socio-economic point of view this way of sourcing ensures that a higher % of value is maintained at the bottom of the supply chain.

- We will never demand or manipulate suppliers into agreeing unfair terms or pricing. Disputes and problems are resolved insofar as possible amicably and co-operatively.

### The Services we Buy

- Wherever possible our office supplies, our banking, our phone system, the electricity contract, the paper we use and the items we need in the office are sourced from other ethical suppliers. We vet products by reference to the analysis performed by the Ethical Consumer Organisation and endeavour to buy from the highest rated companies.
- Unfortunately we have a “blind spot” with respect to technology providers, both in terms of hardware, software and platforms and services. As a company we are particularly concerned about the abuse which the Silicon Valley technology giants are responsible for: the promotion of political lies and discriminatory views, the social harm in the form of bullying, hidden political lobbying, labour issues, pay disparities, conflict minerals... and to top it all massive tax evasion. In some cases, for example mobile phones, we could buy better but know this would mean a drop in quality - but in the large amount of cases there are no realistic alternatives. This is an issue we feel can only be properly or fully addressed at government level and is a negative feature of how global capitalism works in the present era.