



John West Foods Ltd

Statement to Suppliers and Distributors on Compliance with Laws, Anti-Bribery, Corruption, Gifts and Entertainment

John West Foods Ltd (JW) is determined to ensure the highest standards of behaviour throughout its Supply and Distribution Chain. There follows a statement of principles to be adopted by JW distributors and suppliers (JW partners) and communicated throughout the supply and distribution chains of those partners

Compliance with Laws

JW partners shall comply with any and all applicable laws and regulations currently in effect or which may be enacted in the future, relating to (but not limited to) the supply or distribution of JW goods or products and, in particular, but not limited to, the UK Bribery Act 2010.

Anti-Bribery and Corruption Policy

John West Foods Ltd adopts a zero tolerance approach to bribery and corruption and conducts all of its business in an honest and ethical manner. The business is committed to acting professionally, fairly and with integrity in all business dealings and relationships and implementing and enforcing effective systems to counter bribery wherever it operates.

Any persons or companies providing services for John West Foods Ltd or on its behalf shall not offer or receive any money, securities, goods or any other gifts to or from any individual employed by any of its customers, suppliers or trade partners for the purpose of inducing an undue advantage or other favourable business treatment, contrary to the principles of honesty and integrity. John West Foods Ltd employees shall not provide any public official with any money, security or goods for any improper or illegal purpose.

All John West Foods Ltd employees will uphold all laws relevant to countering bribery and corruption, including the Bribery Act 2010, in all jurisdictions in which the company operates.

John West Foods Ltd will cease trading immediately with any organisation or individual who engages in bribery or other corrupt activity and, if appropriate, will report the matter to the relevant authorities.

Gifts and Entertainment Policy

The giving and receiving of gifts and entertainment can cause conflict of interest between personal interests and professional duty but can also build understanding and expand relationships in everyday business life.



John West Foods Ltd is committed to a policy of transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure.

The acceptance or offer of any gift or entertainment regardless of value, that makes a recipient feel obliged (or could be construed as a means to make the recipient feel obliged) to start or continue a business relationship, is unacceptable and will be considered a breach of this policy.

The giving and receiving of promotional items of nominal value or modest entertainment is acceptable provided such hospitality is in accordance with reasonable norms for the industry in which we operate.

We appreciate the co-operation of our trading partners in respect of the above policies.