decadent

CATERING LTD
CATERING FOR ALL OCCASIONS

Supplier & Procurement Standards

1. Policy Statement

Decadent Catering Ltd is committed to conducting business ethically, responsibly, and sustainably. We expect all suppliers, contractors, and service providers to operate to standards that reflect our values and comply with applicable laws and regulations.

These standards set out the minimum requirements expected of all suppliers engaged by Decadent Catering Ltd.

2. Scope

This policy applies to all suppliers, subcontractors, consultants, agents, and service providers ("Suppliers") who provide goods or services to Decadent Catering Ltd, including food producers, wholesalers, equipment suppliers, agency staff providers, and logistics partners.

3. Legal & Ethical Compliance

Suppliers must:

- Comply with all applicable UK laws and regulations, including employment, health and safety, food safety, and environmental legislation
- Operate in accordance with the Modern Slavery Act 2015
- Conduct business with honesty, integrity, and transparency
- Not engage in bribery, corruption, or unethical business practices

4. Labour & Human Rights Standards

Suppliers must:

- Ensure all employment is freely chosen and not forced
- Prohibit child labour and comply with minimum legal working age requirements
- Pay workers at least the National Minimum Wage or National Living Wage
- Comply with working time, rest break, and holiday entitlements
- Respect workers' rights to dignity, equality, and freedom from discrimination or harassment
- Ensure lawful right-to-work checks are carried out

5. Health & Safety

Suppliers must:

- Provide safe working conditions in line with relevant health and safety legislation
- Maintain appropriate risk assessments and safety controls
- Ensure staff are competent, trained, and supervised
- Report any serious incidents that may affect Decadent Catering Ltd or its customers

6. Food Safety & Quality (Where Applicable)

Food and beverage suppliers must:

- Comply with all food safety legislation and industry standards
- Maintain appropriate food safety management systems (e.g. HACCP)
- Ensure full traceability of ingredients
- Clearly identify allergens in accordance with UK food labelling requirements
- Maintain appropriate temperature controls, hygiene standards, and delivery practices

7. Environmental Responsibility

Suppliers are encouraged to:

- Minimise waste and reduce environmental impact
- Use sustainable and responsibly sourced products where practicable
- Reduce packaging and use recyclable or compostable materials
- Comply with all environmental laws and regulations

8. Equality, Diversity & Dignity

Suppliers must:

- Treat all individuals with dignity and respect
- Not unlawfully discriminate, harass, or victimise workers
- Promote equality and inclusion within their workforce
- Uphold standards consistent with Decadent Catering Ltd’s Equal Opportunities and Dignity at Work policies

9. Data Protection & Confidentiality

Where suppliers process or have access to personal or confidential information, they must:

- Comply with UK GDPR and data protection legislation
- Protect information against unauthorised access or misuse
- Use information only for agreed contractual purposes

10. Monitoring & Compliance

Decadent Catering Ltd reserves the right to:

- Request evidence of compliance with these standards
- Conduct reviews or audits where appropriate
- Investigate any concerns regarding supplier conduct

Failure to meet these standards may result in corrective action, suspension, or termination of the supplier relationship.

11. Reporting Concerns

Suppliers and third parties are encouraged to raise concerns regarding unethical behaviour, labour practices, or breaches of these standards. Reports may be made confidentially to Decadent Catering Ltd management.

12. Review of Standards

These Supplier & Procurement Standards will be reviewed periodically to ensure ongoing relevance, effectiveness, and legal compliance.