

## Premier Foods Policy - 'zero hours' contracts



Premier Foods is committed to employing colleagues on contracts of employment where there is a stated number of contracted hours. The organisation does not directly employ any colleagues on what is often referred to as a 'zero hours' contract.

However in order to allow the organisation to be flexible and respond to changes in demand for its products, and to serve its customers and consumers responsively, Premier Foods does employ colleagues on a temporary and interim basis.

Where this is necessary colleagues may be employed by a third party, and in all of these circumstances Premier Foods expects the third party supplier to fully adhere to all employment legislation, and with specific reference to zero hours contracts must adhere to the ACAS code of conduct and Government guidance.

<http://www.acas.org.uk>

<https://www.gov.uk/contract-types-and-employer-responsibilities/zero-hour-contracts>

It is important that all Premier Foods suppliers understand that where a zero hours contract exists, not only is the employer not obliged to provide any minimum working hours, but neither is the employee obliged to accept any work offered.

In May 2015, new regulations about zero hours contracts were brought in. The law prevents employers from enforcing 'exclusivity clauses' in a zero hours contract. An exclusivity clause would be where an employer restricts workers from working for other employers. The exclusivity terms in the Zero Hours Regulations 2015 state:

- it will be automatically unfair if someone is dismissed if they have breached a contractual clause stopping them from working for another employer
- it is unlawful for a worker to suffer a detriment because they work for another employer.

In addition zero hour workers are entitled to statutory annual leave and the National Minimum Wage in the same way as regular workers.

### Coverage

This policy statement applies to all sites owned and operated by Premier Foods.



## Responsibility

The Group HR Director, has overall responsibility for this policy with the respective Heads of HR being responsible are responsible for the implementation, development, and ongoing maintenance of this policy within their respective business units.

## Policy Commitments

- Where **Premier Foods** does not offer permanent contracts of employment, and uses temporary labour, there will be no mutuality of obligation from the employee or Premier Foods to offer or accept work
- All recruitment and worker placement processes for **Premier Foods** will be within the control of trained and competent colleagues
- **Premier Foods** encourages employees and agency workers to report any employment exploitation that they experience, through their local HR representative, Line Manager, or Safecall line
- All labour providers and other organisations in the **Premier Foods** labour supply chain must follow the approach set out in this document; failure to do so will result the supplier being de-listed on a permanent basis

