

When a business is recruiting employees they must consider ethical behaviour. Some of the things they must consider are honest advertisements, using the same criteria for all applicants, ensuring all applicants get asked the same questions, maintaining confidentiality throughout the process and asking applicants to disclose if family or friends work for the same business. Having false advertisements can make the person feel they are being cheated and it's not an honest firm. All applicants must be asked the same questions so that they all have equal opportunity of being successful in the interview, asking different or harder questions can make the process unfair and biased. All of these are not required by law, however by doing this it makes sure that everyone is treated fairly and it also protects employees so that legal action can be taken against them for unequal opportunity.

However there is a law which all businesses must follow when recruiting and that is The Equality Act 2010, this law protects employees against discrimination when applying for a job for things such as age, gender, relationship status, disability, race, religion, sexual orientation. So when a business is going through the recruitment and selection process at no point can they ask or include any of these factors, they can't do it during the job advertisement or even during the interview. This protects the employee and gives the opportunity and is not at a disadvantage before they even apply. If an individual feels that they have faced discrimination then legal action can be taken against them, so it's important for businesses to make sure this doesn't so as not to ruin their image and reputation. Employees are another factor which must be taken into account as wages should be differentiated by a person's skills, worth ethic and their responsibilities. Unfortunately in 2018 Tesco there was a row that women who had the same comparable job are being paid less than the other men by up to £3 less per hour. Now tesco claims that quality, diversity and inclusion is important to them and they focus on creating a workplace where differences are valued and all are given equal opportunities. One of the ways Tesco do this is by having networks such as LGBTI, BAME and women network where colleagues can socialise with each other.

Being ethical has many advantages but it also has other advantages. One of the advantages is that not only does it protect the business from any legal action but it can boost their image and options showing that they are an ethical business who give everyone equal opportunities, this positivity can lead to more revenues because customers would be confident buying products from the business. The workforce can boost motivation and more people may be inclined to apply for jobs, they can also get additional finance from investors who are ethical because they believe the business is worth the investment.

The disadvantages of being ethical is that there can be high costs, the costs come from training and communication ethical policy, especially for Tesco who are a retailer it can cost more to get products from fair trade suppliers whereas they could get a lower price.

When considering ethics it can plan some of the decisions a business might make, such as the network, wages and equal opportunity that Tesco offers. This can help them in the long term to reach their aim and objectives because the attitude of the business affects the whole

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