

Ethical Trading Policy

Introduction

We have a shared responsibility with our suppliers to source products in an ethical manner.

We want our customers to be confident that we treat people fairly, are not exploited or exposed to any unsafe working conditions. Through our Ethical Trading Policy, we want all our suppliers to abide by the same code. If they fail to meet the same standards we reserve the right to terminate our contractual relationship with them.

The standards we set

That employment is freely chosen with workers not being required to lodge any monetary deposits in exchange for the offer of work.

Workers have the right to join any trade unions/ organisations based on improving workers' rights.

There are no discriminatory practices in hiring, wages, access to training and development such that the workplace operates on an equal basis to all workers.

Working conditions are safe and hygienic within prevailing industry standards and with regard to specific hazards, with senior management taking responsibility for general health and safety.

Workers are provided with access to clean toilet facilities and safe drinking water.

Child labour shall not be used. Any use of young labour(under 18) shall be in accordance with International Labour Organisation Standards.

Wages / benefits meet any minimum national rates or industry benchmarks.

Working hours are not excessive and comply with national/ local laws or industry benchmarks.

No harsh or inhumane treatment of workers is practiced whether employment is via a direct worker/ employer relationship OR if via a Labour Provider. If the latter, we require the trading organisation to have a service level agreement which meet all the national legal requirements or accepted industry benchmarks.

A handwritten signature in black ink, appearing to read 'S Tycker'.

S Tycker
Managing Director