



Ethical Trading And Corporate Social Responsibility Policy

The Company recognises that our commercial activities have potential to impact on our suppliers and our environment. As a socially responsible business our suppliers, local community and customers have a right to expect:

- All workers involved in the delivery of services provided by the Company are treated with full consideration to their basic human rights
- The Company acts in an ethical manner above and beyond basic legal requirements

The Company is committed to implementing the principles of the Ethical Trading Initiative Base Code.

This policy applies to:

- Staff directly employed by the Company on temporary or permanent contracts.
- Staff employed or provided by contractors or employment agencies to work on Company premises or to undertake work for or on behalf of the Company

Employment Is Freely Chosen:

- No forced, bonded or involuntary labour shall be used
- Staff are not required to lodge deposits or identity papers with us
- Staff are free to leave the Company after reasonable notice

Working Conditions Are Safe and Hygienic:

- Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment
- Staff receive health & safety information
- Staff have access to toilet facilities and drinking water
- The Company has a published Health & Safety Policy

Child Labour Shall Not Be Used:

- There shall be no recruitment of child labour
- Children or persons under 16 are not employed at any time, day or night



- Young persons under 18 shall not be employed at night or in hazardous conditions

Living Wages Are Paid:

- Staff pay rates are equal to or above the national legal minimum standards
- Staff are given information about their employment conditions in respect to wages
- No deductions are made from wages as a disciplinary measure, and pay slips detailing lawful deductions are provided for each pay period
- Staff are given clearly understandable written terms and conditions of employment that details the employment relationship and the respective obligations of the employee and employer. Working hours are not excessive
- Staff are not forced to work in excess of 48 hours per week, a voluntary opt out agreement is available for those wishing to work in excess of 48 hours per week

No Discrimination Is Practised:

- There is no discrimination in pay, hiring, compensation, access to training, promotion, and termination of employment or retirement on the grounds of race, nationality, religion, age, disability, marital status, sexual orientation, union membership or political affiliation
- Opportunities for personal and career development are equally available to all employees.

No Harsh or Inhumane Treatment Is Allowed:

- Physical, verbal and sexual threats, abuse, harassment or intimidation is expressly prohibited and grounds for summary dismissal, if proved.

