



## **ETHICAL TRADING INITIATIVE**

Ethical trading looks beyond economic objectives and minimum legal requirements to consider the wider implications of our business approach.

We ensure that our manufacturing operation and its supply chain adhere to the following:

- Employment is freely chosen
- Freedom of association and the right of collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

We comply with this, however, to drive it down the supply chain is more complex. We achieve this by using reputable suppliers who have policies in place and are diligent in their approach to the Modern Slavery Act 2015.

Our purchasing department are fully aware of the act and ensure that all suppliers are taking steps to meet their ethical responsibilities.

It is the responsibility of the Officers of the company to ensure this policy is understood and upheld.

Tony Hague

CEO

September 2016