

Ethical Purchasing Policy

Summary Statement

We believe strongly in ethical principles and are therefore proud to guarantee that we trade according to the following Ethical Trading Criteria:

- All employment is freely chosen
- All staff are entitled to belong to trade unions and collective bargaining is respected, to the extent permitted by local law.
- Working conditions are safe and hygienic.
- Child labour is not used.
- Wages are fair and comparable to others in our industry and wherever possible exceed the minimum wage.
- Deductions from wages as a disciplinary measure shall not be permitted.
- Working hours are not excessive.
- No discrimination is practised.
- Regular employment is provided for those who are employed on a permanent contract.
- No harsh, cruel or degrading treatment or practices are allowed.
- No bribery, corruption, blackmailing or bullying is permitted.
- Good environmental stewardship is practiced.
- Suppliers and buyers are both free to sell and buy from any number of other businesses or outlets. No restrictions, as a way of guaranteeing business, are allowed.

Our Full Ethical Trade Policy Statement

1. Policy Statement

We recognise that our commercial activities have potential to impact on our suppliers and our locality.

As a socially responsible business our suppliers, local community and customers have a right to expect:

- We purchase our consumables ethically and that they are produced and sourced under working conditions that are hygienic and safe.
- All workers involved with our company, direct suppliers, indirect suppliers and our own service providers are treated with full consideration to their basic human rights.
- We act in an ethical manner above and beyond basic legal requirements.
- We are therefore committed to implementing the principals of the Ethical Trading Initiative Base Code (although we are not members of the ETI).
- This policy sets out our commitment to our suppliers and customers, setting out the measures we are taking to ensure that we are acting in an ethical manner.

2. Our Commitment to suppliers, service providers and customers:

We recognise that our ethical and social performance and reputation is a key part of our overall commercial success

Employees

We are committed to ensuring that our employment practices and the enforcement of corporate regulations ensure the protection of the rights of all those who work for us. In many areas we aim to operate above the minimum standards required by law to ensure our employees are safe, rewarded and valued. As we of course expand and become larger we will be able to offer more opportunities for our staff.

We are committed to monitoring social standards in our supply chain, and we encourage our suppliers to operate to the same ethical standards we employ ourselves.

We are keen to learn from others and would ask if anyone has any ideas or feedback regarding our policy or practice to contact us.

Signed:

Name:

Position:

Date: