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## Ethical Trading Initiative

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

- 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

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



A handwritten signature in black ink, appearing to read 'R. P. Breakwell'.

**R. P Breakwell**  
Managing Director

A handwritten signature in black ink, appearing to read 'Pol Baliana'.

**Pol Baliana**  
Production Director

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