

# Humphrey & Stretton plc

## Ethical Sourcing Statement

The Humphrey & Stretton plc is committed to provide our customers with the highest quality products and we believe, the best method of meeting this commitment is to build a strong relationship with a likeminded suppliers who share our values, ethical standards and agree to our standards of business conduct. Our relationships with our suppliers are based on the principle of trust and candid dealings and therefore the principle must be extended to everyone along the supply chain, including employees and sub-contractors.

We recognise that within some countries there are legal and cultural differences from our own but all factories must meet the following International Labour Organisation (ILO) and United Nations' (UN) standards:

- The use of child labour is not acceptable. Employees, within the factories, must meet the minimum legal working age and must not be less than 15 years of age, whichever is the greater.
- Discrimination against an individual or a group as a result of colour, race, religion, gender, nationality, age, maternity or marital status is not acceptable.
- The exploitation of an individual or group is not acceptable.
- The use of any form of physical abuse to intimidate or discipline workers is not acceptable. Additionally, the use of non-physical abuse, for example, threat of violence, sexual harassment or verbal abuse is also not acceptable.
- The use of forced labour or involuntary labour of any kind is not acceptable.
- Workers must be allowed to lawfully join or organise associations (providing organisations are legal in their own country) and employers must not penalise or interfere with the workers lawful efforts to do so.
- Working hours / days, wages, over-time pay and holiday pay must be in compliance with all local laws and must meet the legal minimum wage or a wage that meets local industry standards, whichever is greater.
- Suppliers must ensure that all working premises comply with all applicable laws regarding working conditions, worker health and safety, fire safety, sanitation, risk protection, electrical and structural safety.
- Suppliers disciplinary procedures must be fair towards the employee and documented for the future reference.
- Suppliers are encouraged to promote employee training and education to ensure and promote a greater understanding of their jobs and safety within their working environment.