



## ETHICAL SOURCING POLICY

### Principles

We take our social responsibilities very seriously and strive to ensure that all workers in our supply chain have working terms and conditions that meet or exceed the standards set by the Ethical Trading Initiative (ETI).

#### Key principles:

- No-one should be forced to work
- Workers are free to join and form trade unions and bargain with management
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

These principles are not only important from an ethical point of view; we believe we can offer customers an even better product and service if we improve working conditions and have strong relationships with our suppliers.

We actively engage with our suppliers to address and monitor any areas for improvement.

Signed by: *A Ellis* \_\_\_\_\_ Date: \_\_\_\_\_  
On behalf of Cognisco Limited