

# Ethical Trading Policy

Effective: 23 June 2010

Stuart Turner Limited is committed to building and maintaining an organisation which works within ethical trading values. The Company's Ethical Trading Policy, introduced in June 2010, endorses our commitment to helping promote recognised policies for human rights, ethical rights and environmental issues within our supply chain.

We will apply the values and practices contained within the Policy to all employees, job applicants, persons and organisations working on behalf of the company and all suppliers, contractors, recruitment agencies who have business dealings with us.

The Company purchases goods and services from many different sources. We are committed to ensuring that all our suppliers follow respected practices with both **their** employment and **their** environmental policies and within the framework of relevant legislation, principally by:

- not using forced, bonded or involuntary prison labour
- not using child labour outside of what is deemed acceptable for purposes associated with education
- workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employment after reasonable notice
- allow all workers to be a member of legally recognised trade unions without prejudice.
- providing safe and hygienic working environment by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment in order to prevent accident or injury.
- ensuring wages and benefits paid for an employee's normal working week meet, at a minimum, national legal standards.
- providing all workers with written and understandable information about their employment conditions.
- ensuring working hours are not excessive and comply with national laws.
- there is no discrimination practised in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- no harsh or inhumane treatment is allowed
- we will not allow our suppliers, contractors or agencies to seek unfair advantage by the payment of bribes.
- we treat all our customers fairly, honestly and with respect at all times.

It is the responsibility of Directors and Managers of Stuart Turner Limited to ensure that the minimum standards established within this Policy are applied and adhered to within their area of responsibility in a consistent manner.

Employees are requested to familiarise themselves with this Policy and co-operate with any measures introduced to ensure compliance with ethical trading standards.