
Ethical Policy Statement

Due to the nature of our business we recognise the fact that our actions can have impacts on people's lives all over the world. As such we believe it is essential that for business to be successful and run efficiently that high standards are kept, good health and safety regimes are adopted and fair pay and employment conditions are provided. It is therefore our policy to:

- Only work with suppliers who meet our critical points
- Only work with suppliers who share our aims and values
- Ensure we know where every product we supply has come from
- Assess workplaces at least once a year to ensure our critical points are being met
- Provide guidance and help to factories who may require it.

Our critical points are:

- The factory does not employ children below the age of 15 (or the minimum legal age for the country if higher than 15).
- Bonded/slave labour is not used.
- Workers are not required to lodge unreasonable deposits or their identity papers thus making it impossible for them to leave of their own free will.
- Workers are not subject to physical abuse or intimidating behaviour.
- Any accommodation provided is safe and separate from the production site.
- Fire exits are accessible and fire fighting equipment is provided.
- There is a health and safety policy in place and this is adhered to at all times.
- The factory does not knowingly contravene local and national environmental legislation.
- The factory management show a willingness to improve any down falls.

Aims for the coming year:

- To develop further the staff handbook and in house training
- To develop working conditions so all members of staff work in an environment that exceeds expectations.
- To support any staff member with any external training they may require to further their career.

Eric Lane
Managing Director
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