



**KERFOOT**

**Avril** GROUP

# Kerfoot Ethical Trading Policy

## Purpose

The purpose of this policy is to outline the commitment of the Kerfoot Group to ensure that its commercial objectives are achieved in complete compliance with local, notational and international ethical trading requirements.

## Scope

This policy applies to all Kerfoot Group storage and manufacturing sites. The fundamental requirements of this policy and more specifically the ETI base code of practice also apply to the whole of our supply chain.

## Policy

The Kerfoot Group is committed to high ethical standards of business. We expect integrity from our employees, from our suppliers and our customers.

The Kerfoot Group supports the United Nations' Universal Declaration of Human Rights and the core conventions of the International Labour Organisation. As a minimum we comply and expect our suppliers to comply with all relevant local and national laws particularly with respect to working hours and conditions, health and safety, pay and minimum age of employment.

The Kerfoot Group have subscribed to the ETI base code since March 2007 and are members of SEDEX under registration number **ZC1023339**.

The Kerfoot Group work closely with suppliers and customers to ensure that labour standards are improved through the supply chain. In the SEDEX system trading relationships between The Kerfoot Group, suppliers and customers have been established to ensure transparency of information.

- Employment is freely chosen
- Freedom of association and the right to 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

The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and, where the provisions of law and this Base Code address the same subject, to apply that provision which affords the greater protection.