



**LINOSTOUCH**  
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## **Modern Slavery Act 2015 - Ethical Trading Policy**

We recognise the responsibility that we share with our suppliers to source products in an ethical manner. We want our customers to be confident that the people who make our products are treated fairly, are not exploited and are not exposed to unsafe working conditions.

We expect all our suppliers to have ethical processes and policies in place throughout their supply chain as part of our commitment to ethical trading.

Linostouch Global Services will, as far as is reasonably practicable, ensure that they, and their suppliers and their sub-contractors, comply with the stated policy requirements.

### **1. Employment is freely chosen**

There is no forced, bonded, or involuntary prison labour. Workers are not required to leave deposits or their identity papers with their employer and are free to leave their employer after reasonable notice.

### **2. Working conditions are safe and hygienic**

A safe and hygienic working environment shall be provided. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work. Access to clean toilet facilities, potable water and sanitary facilities for food storage shall be provided.

### **3. Child labour shall not be used**

There shall be no recruitment of child labour. Companies shall develop or participate in programmes which provide for the transition of any child found to be performing child labour, to enable that child to attend and remain in quality education until no longer a child. Children and young persons under 18 shall not be employed at night or in hazardous conditions or as a minimum meet Local National Legal Standards.

### **4. Living wages are paid**

Wages and benefits paid for a standard working week must meet; at a minimum, National Legal Standards. Workers shall be made aware of their employment conditions.

### **5. Working hours are not excessive**

Working hours shall comply with National Laws. Workers shall be provided with at least one day off for every 7-day period. Overtime shall always be compensated at a premium rate or with time off in lieu of the extra hours worked.

### **6. No discrimination is practised**

There shall be no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race (including colour, nationality or ethnic origin), religion, belief, age, disability, gender, gender re-assignment, marital status, sexual orientation, or political affiliation.

### **7. Employment**

To every extent possible work performed must be on the basis of a recognised employment relationship established through national law and practice.

### **8. No harsh or inhumane treatment is allowed**

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment verbal abuse or other forms of intimidation shall be prohibited. The provisions of this policy constitute minimum and not maximum standards.