

Modern Slavery and Ethical Policy

It is the policy of East Riding Sacks Limited to conduct business in an honest and ethical manner in compliance with the Ethical Trading Initiative (ETI) base code. East Riding Sacks Limited will comply to the Modern Slavery Act through:

- Only using reputable suppliers in the supply chain, who comply with the policy, and adhere to the good practice outlined within the Ethical Trading Initiative and Sedex guidelines
- All practices will be monitored; ensuring all personnel employed by East Riding Sacks Limited are paid at least the minimum wage and have the right to work
- East Riding Sacks Limited, actively encourages the reporting of incidents / concerns and the protection of whistle blowers
- The company will not knowingly support or deal with any business involved in slavery or human trafficking
- East Riding Sacks Limited has a zero tolerance to slavery and human trafficking. This requirement is a pre-requisite for all companies in our supply chain.

Employment is freely chosen

- East Riding Sacks Limited does not use forced, bonded or involuntary prison labour
- Personnel at East Riding Sacks Limited are not required to lodge "deposits" or their identity papers or passport and are free to leave after reasonable notice.

Freedom of association

- All workers have the right to join, or not to join, a trade union of their own choosing.

Working conditions are safe and hygienic

- A safe and hygienic working environment is provided and risks are continually reviewed and assessed. Adequate steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring during work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment
- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers. Records of training are retained
- Access to clean toilet facilities, portable water and sanitary facilities for food storage are provided by East Riding Sacks Limited.
- Locker rooms are cleaned on a regular basis and work wear is laundered by 3rd party laundries.

Child labour is not used

- East Riding Sacks Limited does not use child labour, persons under 18 are not employed at night or in hazardous conditions.

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Living wages are paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standard
- All workers are provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid
- Deductions from wages as a disciplinary measure are not permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures are recorded.

Working hours are not excessive

- Working hours comply with national laws and benchmark industry standards.

Discrimination is not practised

- There is no discrimination 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.

Regular employment is provided

- Work performed is based on recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

No harsh or inhumane treatment is allowed

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are strictly prohibited.

For and on behalf of East Riding Sacks Limited



Name: Robert Mabbett
Position: Managing Director
Date: 21st February 2019