

This policy has been developed to further support our stated corporate values. In the course of our business we aim to uphold basic rights, to set a good example in our working practices, and where possible to influence those with whom we engage to do likewise. We aim to:

- Actively contribute where we can to improving economic, environmental and social conditions.
- Support and respect the protection of internationally proclaimed human rights through our employees, suppliers and contractors.
- Ensure that minors are properly protected; and not to employ children or support the use of child labour.
- Ensure that all employees enter our employment of their own free will; and not to support any form of forced or compulsory labour.
- Provide a safe and healthy working environment and to take adequate steps to prevent accidents and injury to health by minimising, as far as is reasonably practicable, the causes of workplace hazards.
- Hold regular consultations with all employees to discuss any areas of concern.
- Offer equality of opportunity to all employees and not engage in or support discrimination in hiring, compensation, access to training, promotion, termination or retirement based on ethnic and national origin, caste, religion, disability, sex, age, sexual orientation, union membership, or political affiliation.
- Promote exemplary standards of behaviour and prevent the use of coercion, verbal abuse or physical punishment; challenge unacceptable behaviour in whatever form. Develop and maintain equitable employee grievance and disciplinary procedures.
- Comply with applicable laws on working hours, including over-time.
- Ensure that wages paid meet or exceed the national minimum wage and are sufficient to meet basic needs and to provide some discretionary income. Ensure that employees understand how their pay and benefits package is made up and that payment is made in line with applicable laws and in a manner convenient to workers.
- Establish and maintain appropriate procedures to evaluate and select major suppliers and contractors which include ongoing demonstration of their ability to meet the requirements of our social policy, values and principles.
- Participate in community activities that actively foster economic, environmental, social and educational development.
- Uphold the highest standards in business ethics, honesty and integrity and support the establishment of high ethical standards for all businesses.

Signed on behalf of BACA Workwear & Safety Ltd:

Position: *MD*

Ben Calder

Date: 25/8/2021

25/8/2021

BCSRP v.1

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