



Ethical Trading Policy

At Harpers Environmental Ltd we believe strongly in ethical principles and good stewardship.

We seek to ensure we only purchase goods that are produced and delivered under conditions that do not involve the abuse or exploitation of anyone and that those goods, services or products provided do not have a significant adverse effect on the environmental.

We are therefore proud to guarantee that we trade according to the following Ethical Trading Criteria:

1. All employment is freely chosen
2. Working conditions are safe and hygienic.
3. Child labour is not used.
4. Wages are fair and comparable to industry standard
5. Deductions from wages as a disciplinary measure shall not be permitted.
6. Working hours are not excessive.
7. No discrimination is practised.
8. Regular employment is provided for those who are employed on a permanent contract.
9. No harsh, cruel or degrading treatment or practices are allowed.
10. No bribery, corruption, blackmailing or bullying is permitted.
11. Foster and promote good labour standards forming part of ethical supply chains for goods and services.
12. Raise awareness of fair and ethical trading amongst staff, clients, suppliers, contractors, employees and business venture partners.
13. Ensure the company continue to maintain the company's credibility as a purchaser of fair trading practices and ethically traded goods and services whilst ensuring no Human Trafficking, Use of Child Labour or Slavery is in any part to do with Harpers supply chains.
14. Third Party Suppliers and buyers are both free to sell and buy from any number of other businesses. No restrictions, as a way of guaranteeing business, are allowed.

Signed by the Director with overall responsibility.

Gordon Mackay

A handwritten signature in black ink, appearing to read "Gordon Mackay", written over a horizontal line.

Managing Director

Dated 17 June 2020