

## Ethical Trading Policy

Gadsby choose only to form trade partnerships with suppliers of products who commit to our Code of Ethical Conduct, which we have adopted from the Base Code of the Ethical Trading Initiative (ETI).

### THE ETHICAL TRADING INITIATIVE BASE CODE STIPULATES

1. Employment is freely chosen.
2. Freedom of association and the right to collective bargaining are respected.
3. Working conditions are safe and hygienic.
4. Child labour shall not be used.
5. Living wages are paid.
6. Working hours are not excessive.
7. No discrimination is practised.
8. Regular employment is provided.
9. No harsh or inhumane treatment is allowed.

### HOW WE ENSURE AWARENESS OF AND COMPLIANCE WITH OUR ETHICAL TRADING POLICY

We communicate our code of conduct clearly to our supply partners and their workers, often in their own language.

We carry out regular visits to all of our production sites to ensure that standards are being maintained and improved. Sites are also monitored independently through use of the SEDEX system, which ensures transparency.

We aim to treat our suppliers as partners, and work collaboratively on a system of continuous improvement. Our links with many supply partners are extremely long-standing, with relationships nurtured positively over decades.

We continually use our expertise to balance production at our factories, aiming to pre-empt annual spikes in production that can have a potential negative impact. Instead, we offer our partners the opportunity to produce items for us during quieter periods of the year, helping to offer year round guaranteed employment to a greater number of people.

For more information please contact our Technical department, or visit our website at [www.gadsby.co.uk](http://www.gadsby.co.uk)

