

Ivory & Ledoux

Quality Management System

IL004 Ethical Trading Policy

Ivory & Ledoux is committed to the principle of ethical trading and the fundamental workers rights outlined by the International Labour Organisation (ILO) and in the Ethical Trading Initiative (ETI) code of practice.

In particular the company encourages all of its suppliers to comply with the following and to work within the local labour legislation:

- **Employment is freely chosen**
- **Employees are allowed freedom of association and collective bargaining**
- **Working conditions are safe and hygienic**
- **Protection of young persons at work and no child labour**
- **Fair, living wages are paid**
- **Working hours are not excessive**
- **No discrimination**
- **Encouragement of long term employment**
- **No cruelty or inhumane treatment of workers**

It is not the company's policy to interfere with foreign economic policy or to take on responsibility and management of its supplier's workers' rights and conditions of employment. Suppliers are actively encouraged to recognise their responsibility to ensure compliance with these requirements and this is considered when selecting suppliers and conducting trade, demonstrating their commitments through returning signed copies of Ivory and Ledoux's Ethical Trading Policy as part of our approval procedures.

Ivory and Ledoux complies with the Modern Slavery Act 2015 and has produced a statement that is available on the company website. The company has a zero tolerance approach to modern slavery, both within its own company and in its dealings with other organisations.

The company's Ethical Trading Policy will be subject to continuous review and revision, to drive improvements in meeting these standards.

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Amendment History

Version	Date	Amendments Made	By Whom
1	22.06.08	New policy created	John Currie
2	22.01.14	Addition of supplier signature section	Nicky Martin
3	18.02.15	Revise reference link	Phyu Khaing
4	15.12.16	Updated policy with MSA 2015	Victoria Lawrence