



# ETHICAL TRADING POLICY

## **Summary Statement**

Banham Group Limited believes strongly in ethical principles and good employer/employee relations.

We are committed to trading according to the ETI Code of Practice which ensures that:

1. 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 and are in line with the national living wage
5. Deductions from wages as a disciplinary measure will not be permitted
6. Working hours are not excessive
7. Overtime is not forced
8. No discrimination is practised
9. Regular employment is provided for those who are employed on a permanent contract
10. No harsh, cruel or degrading treatment or practices are allowed
11. No bribery, corruption, blackmailing or bullying is permitted.

We also expect all our suppliers to affirm, in writing to us that their businesses are also built on these ethical criteria.

We have developed a full policy statement outlining how we meet the ETI Code of Practice to enable us to offer strong guarantees to our customers that the services they receive from us have been ethically designed, managed and implemented.

Copies of our full Ethical Trading Policy are available from the HR & Technical Departments.

Martyn Bromley  
**Chief Executive**

January 2016