

## Ethical Trading Policy

### Summary Statement

J R Wholesale Ltd believes strongly in ethical principles and good stewardship.

It is, therefore, proud to guarantee that it trades according to the following Ethical Trading Initiative Criteria:

1. All employment is freely chosen
2. All staff are entitled to belong to trade unions and collective bargaining is respected, to the extent permitted by local law.
3. Working conditions are safe and hygienic.
4. Child labour is not used.
5. Wages are fair and comparable to other similar businesses and, wherever possible, exceed the minimum wage.
6. Deductions from wages, as a disciplinary measure, shall not be permitted.
7. Working hours are not excessive.
8. No discrimination is practiced.
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.
12. Good environmental stewardship is practiced.

Signed: Roland MD

Date: 20/06/2021

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Management	J R Wholesale	Issued by WCS	Originator date 27/04/2024	Roland