

Slavery and Human Trafficking Statement

At Ridgeons, we recognise that we should endeavour to ensure that we have a positive impact on the working conditions of those working directly or indirectly for our members.

We try to ensure that our suppliers share our vision of fair and safe working conditions.

The **Ridgeons Supplier Code of Conduct** covers our minimum requirements in these areas and all our suppliers, and their supply chains, are asked to confirm their adherence to our standards.

Ridgeons reserve the right to request access to our suppliers manufacturing facilities at any time for members of our Buying Team or our member's representatives to check compliance with the **Ridgeons Supplier Code of Conduct**.

Ridgeons Supplier Code of Conduct

All of our suppliers are asked to confirm their adherence to the following standards:

1. Child Labour

Child labour **MUST NOT BE** used by a supplier.

A child is defined as any person under the age at which the local minimum age law stipulates for work or mandatory schooling. As a general rule this would be anyone under fifteen years of age.

2. Slavery, Forced, Bonded* or Involuntary Labour

* Bonded Labour, e.g. a person becomes a bonded labourer when their labour is demanded as a means of repayment for a loan.

There **MUST NOT BE** any slavery, forced, bonded or involuntary labour in use across a supplier's operation.

To ensure compliance, workers should have the legal right to work at the premises, to leave the premises at the end of their working day and the freedom to terminate employment at any time in accordance with the agreed notice period.

3. Human Trafficking and Exploitation

There **MUST NOT BE** any labour who could be considered to have been subject to Human Trafficking.

To ensure compliance, workers cannot be recruited through a person who arranges or facilitates the travel of another person with a view to that person being exploited. It is irrelevant whether that person has consented to travel.

4. Health and Safety Hazards

Workers **MUST BE** prevented from exposure to any health and safety hazards that are likely to pose an immediate risk of causing death, permanent injury or illness.

5. Working Hours

A reliable system for recording working hours and wages for each individual employed **MUST BE** in place within a supplier and these should be available for audit.

6. Business Ethics

There **MUST NOT BE** any form of bribery offered or used in relation to the Ridgeons business.