

### ETHICAL STATEMENT

At More Than Safety we do not purchase from a supplier we haven't either inspected and approved personally or have viewed documented evidence from our approved wholesale supply chain.

Our key supply chain partners have state-of-the-art overseas offices and / or representation where the focus of local staff is to assure total compliance of strict ethical standards.

Our products are crafted to give outstanding service and our experience in ethical sourcing ensures you can have total confidence in the brands we supply.

### OUR STANDARDS FOR SUPPLIERS

Our products are manufactured by different supplier organisations employing thousands of people in many countries. We recognise that we have a duty to protect workforces used in the manufacture of our products and we work with our suppliers to ensure the provision of fair wages and working hours, safe and hygienic working conditions, regular employment and no discrimination or harsh or inhumane treatment of employees.

Each approved supplier must comply with national and other applicable laws and conform to the following terms as a minimum requirement;

- Children must not be employed below the legal minimum age required by the law of the individual country.
- Employees are to be paid no less than the legal minimum wage as required by the law of the individual country and maternity leave must be made available to all female employees.
- Working hours must not exceed those set out by local legislation and overtime must be voluntary and always paid at a premium rate.
- Employment is freely chosen and no discrimination is practiced. There is no use of forced or involuntary labour and employees are free to leave their employment after reasonable notice.
- Good working conditions must prevail. The provision of adequate wash room facilities and a canteen are essential.
- Primary medical care must be provided on site.
- Workers' representatives are not discriminated against and are allowed access to the workplace to carry out their representative functions.