



Declaration on the Fundamental Principles and Rights at Work.

With its supply partners More Than Safety recognize the importance of the International Labour Organization (ILO) 1998 Declaration on the Fundamental Principles and Rights at Work.

The International Labour Organization (ILO) is a United Nations agency dealing with labour issues. In general terms this means the securing of labour freedom, rights and standards.

The Declaration commits the key tripartite bodies (governments, employers' and workers' organizations) to uphold the labour values detailed below. The Declaration covers four fundamental principles and rights at work;

- Freedom of association and the recognition of the right to collective bargaining
- Elimination of all forms of forced or compulsory labour
- Effective abolition of child labour
- Elimination of discrimination in respect of employment and occupation

MTS also seeks to work with its employees and employs the external HR services of Peninsula to ensure we are fully compliant with EU legislation. Whilst there are no current active union operations, MTS fully supports statutory employment rights covering;

- the right to a written statement of employment particulars
- the right to be paid the National Minimum Wage
- protection from unlawful deductions from wages
- the right to paid holiday
- limits on your working hours
- the right to join a trade union

When sourcing suppliers and partners, MTS will check and encourage the same level of commitment.

When assessing suppliers and manufacturers MTS always try to ensure the following values are positively upheld.

Child labour

MTS define this as work that deprives children of their childhood, dignity and is harmful to them.

Forced labour

MTS accepts the definition of forced labour defined in section 73.2 of the Criminal Code Act 1995 (Cth) namely the "condition of a person who provides labour or services and who, because of the use of force or threats is not free to cease providing labour. MTS can provide example evidence from key Business Partners in our supply chain upon request. Documentation such as an audit of an overseas manufacturer (Using the SMETA auditing system) can be made available. Reports will show social, ethical & environmental audit details together with any corrective action measures.

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