



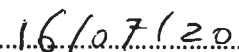
## Speedy Products Limited Ethical Trading

Speedy Products are proud to say that we believe strongly in ethical principles and therefore we trade to the following ethical criteria:

- a) All employment is freely chosen.
- b) Working conditions are safe and hygienic.
- c) Child labour is not used.
- d) Working hours and remuneration are reasonable and comparable to other companies in our sector and regular employment is provided.
- e) Deductions from wages as a disciplinary measure shall not be permitted.
- f) Working hours are not excessive.
- g) Regular employment is provided for those who are employed on a permanent contract.
- h) No harsh, cruel or degrading treatment or practices are allowed.
- i) No bribery, corruption, blackmailing or bullying is permitted.
- j) We do not use forced labour in any form (prison, indentured bonded or otherwise) and staff are not required to lodge papers or deposits on starting work.
- k) We do not discriminate against any worker on any grounds (including race, religion, disability or gender) within the laws and customs in the regions in which we operate.
- l) We are member of various ethical organisations (SEDEX, BSCI).

Signed.....

Position.....

Date.....

Reviewed January 2018

Last Reviewed July 2020