



# Ethical Trading & Human Rights Policy

Green Lighting Ltd.

GL (Green Lighting Ltd.) is committed to ensuring that, throughout our supply chain, we continuously improve and comply with all relevant legislation (as defined in the Code of Conduct). A process of self-evaluation, independent audit and training is in place to ensure that continuous improvement is made. Within our supply chain we require all trading to be ethical (by following the guidelines defined below) and all human rights (as defined in The Human Rights Act 1998) are respected.

## 1. Employment is freely chosen

- a. There is no forced, bonded or involuntary prison labour.
- b. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

## 2. Freedom of association and the right to collective bargaining are respected

- a. Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- b. The employer adopts an open attitude towards the activities of trade unions and their organisational activities. Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- c. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

## 3. Working conditions are safe and hygienic

- a. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- b. Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- c. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- d. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers. A member of senior management shall assign responsibility for health and safety.

## 4. Child labour shall not be used

- a. There shall be no recruitment of child labour.
- b. Where child labour is found, the employer shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable them to attend and remain in quality education until no longer a child; "child" and "child labour" being defined below.
- c. Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- d. The policies and procedures relating to the employment of children shall conform to the provisions of the relevant ILO standards.





**5. Living wages are paid**

- a. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- b. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- c. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

**6. Working hours are not excessive**

- a. Working hours comply with national laws and benchmark industry standards, which ever affords greater protection.
- b. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7-day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

**7. No discrimination is practised**

- a. There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

**8. Regular employment is provided**

- a. To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

**9. No harsh or inhumane treatment is allowed**

- a. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

**10. Environmental impact is managed**

- a. Suppliers should measure and where appropriate, seek to reduce the environmental impacts of their business activities. In addition to complying with local laws, steps should be taken to optimise the use of energy and natural resources and reduce the generation of waste.

**11. All fundamental human rights, as defined in the Human Rights Act 1998 are ensured**

Signed: ..... (Anthony Ottway, Managing Director)

Date: ..... 02/08/23 ..... Review Date: ..... 01/08/24 .....