



## **Ethical Labour Standards Policy Document 42**

Contract Furnishings Ltd, the manufacturer of soft furnishings, is committed to safeguarding the principle of applying ethical labour standards, both directly in our company and throughout our supply chain. To help achieve this we shall comply with both employment and human rights legislation and other relevant voluntary obligations; and encourage and where practicable require our key suppliers to ensure that their relevant national employment legislations are upheld.

The scope of this policy primarily relates to our supply chain for the NHS amongst others, and in particular, the following framework agreement that applies to Contract Furnishings Ltd:

### Supply of Textiles and Associated Products (Direct)

In addition to compliance with the main principles within the NHS Supplier code of Conduct and for the sake of completeness, we shall endeavour to consider all aspects of enhanced labour standards for our soft furnishing activities.

These minimum standards we require typically include the following:

- Abolition of child labour (ETI Base Code No4)
- Elimination of forced or compulsory labour (ETI Base Code No1)
- Allow freedom of association and agree workers' rights to collective bargaining (ETI Base Code No2)
- Eradicate discriminative practices (ETI Base Code No7)
- Not to adopt physical or sexual abuses (ETI Base Code No9)
- Improve health and safety in the work place (ETI Base Code No3)
- Work within the legal limits of maximum working hours (ETI Base Code No6)
- Provide a fair living wage (remuneration) to the worker (ETI Base Code No5)
- The provision of regular employment (ETI Base Code No8)

For additional information and clarity, these standards shall be read in conjunction with the ETI Base Code.

To achieve our policy we shall:

- Train our staff relating to the ETI (Ethical Trading Initiative) Base Code
- Communicate to all interested parties (suppliers, contractors etc) our labour standard policy and requirements
- Set objectives and targets for the continual improvement of our Labour Standards Assurance System
- Annually reviews this Ethical Labour Standards Policy to ensure it remains adequate, suitable and effective
- Arrange for our LSAS (Labour Standards Assurance Systems) to be independently verified.

Our objective is to continually improve upon our minimum labour standards, with specific and additional objectives and targets set, which include:

- To comply (within our company) with the principles contained within the Ethical Trading Initiative Base Code by May 2017
- To confirm with our key suppliers that they comply with the minimum standards listed above by July 2017
- To achieve Level 2 against the NHS Labour Standards Assurance System (LSAS) by July 2017.
- To encourage our supply chain to improve their existing labour standards (if applicable) on an ongoing basis

To achieve this, the company will provide adequate resources in terms of both allocating a financial budget and to make available time to continually maintain the LSAS.

Signed

A handwritten signature in black ink, appearing to read 'Rachel Bettinson', with a stylized, wavy line extending to the right.

Rachel Bettinson

Director

25/04/17

Note: For a copy of the Ethical Trading Initiative (ETI) Base Code or the NHS Supplier Code of Conduct, contact [info@contractfurnishingsltd.co.uk](mailto:info@contractfurnishingsltd.co.uk)

