

## Ethical Trade Policy



Where possible we trade according to the following ethical trading criteria: -

- All employment is freely chosen.
- Working conditions are safe and hygienic.
- Child labor is not used.
- Wages are fair and comparable to industry standard and will always exceed the minimum wage.
- Deductions from wages as a disciplinary measure shall not be permitted.
- Working hours are not excessive.
- No discrimination is practiced.
- No harsh, cruel or degrading treatment or practices are allowed.
- No bribery, corruption, blackmailing, or bullying is permitted.

**Vaibhav Agrawal**



**Managing Director**