

# ETHICAL TRADING POLICY



Suncream Dairies Ltd adhere to the ETI Base Code (Ethical Trading Initiative) and expect all suppliers to commit to trading under the ETI standards. It is founded upon the International Labour Organisation and is an internationally recognised code of good labour practices. The International Labour Organisation and is an internationally recognised code of good labour practices. The ETI Base Code is considered a minimum not a maximum standard and in addition to the above it is expected that all suppliers comply with their local and national laws.

The Code is as follows:

1. EMPLOYMENT IS FREELY CHOSEN
2. FREEDOM OF ASSOCIATION AND THE RIGHTS TO COLLECTIVE BARGAINING ARE RESPECTED
3. WORKING CONDITIONS ARE SAFE AND HYGIENIC
4. CHILD LABOUR SHALL NOT BE USED
5. LIVING WAGES ARE PAID
6. WORKING HOURS ARE NOT EXCESSIVE
7. NO DISCRIMINATION IS PRACTISED
8. REGULAR EMPLOYMENT IS PROVIDED
9. NO HARSH OR INHUMANE TREATMENT IS ALLOWED

Where possible suppliers are encouraged to audit themselves against an ethical standard such as SMETA.