

# **CEVaC Ltd**

## **Ethical Trading and Human Rights Policy**



CEVaC Ltd has a number of fundamental principles and values which we consider are essential to uphold in our business operations. These are outlined in the CEVaC Business Ethics Policy.

We have examined our responsibilities in dealing with Suppliers, Customers and Service providers. This review led us to the production of this Ethical Trading and Human Rights Policy. This policy is supported by the Owners/Directors and has been guided by Industry and International standards.

The policy covers the main issues that may be found in relation to product sourcing and supply. It provides standards of integrity and professionalism that all individuals should follow in the company's operations. The policy supports the standards concerning safe and fair working conditions, not only within the company but also the management of social and environmental issues that apply both internally, nationally and within the international supply chain within which we operate.

As a company we support Human Rights in principle and in fact where we have any control or influence. We accept the internationally recognised standards for Human Rights and understand the need not to violate these rights either directly or indirectly.

We aim to promote human rights through our employment policies, through our supply chain and through the responsible use of our products and services. This is the core part of our Business Plan.

### **Ethical Trading Principles-Humans**

The following are the basis for our development of long-term partnerships and what we expect these businesses to maintain.

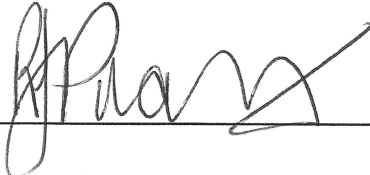
1. Employment is freely chosen. There is no forced, bonded or involuntary labour and workers are free to leave our employmeny after reasonable notice.
2. Freedom of association and right to collective bargaining are respected.
3. Working conditions are safe and hygienic.
4. Child labour should not be used.
5. Living wages must be paid in line with local laws
6. Working hours are not excessive and comply with national laws and benchmark industry standards.
7. No discrimination is practised for any reason.

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- 8. Regular employment is provided to comply with national laws and practice.
- 9. No harsh or inhumane treatment is allowed, be it physical or verbal in nature.
- 10. Environmental impact is managed by optimising the use of energy and natural resources and reducing the generation of waste.

Specifically in respect of our relationship with our suppliers we will not seek to exert undue pressure in terms of price, discount, payments terms or other financial inducements which may jeopardise the long-term liability of those enterprises.

Signature:  Date: 1st January 2022  
Name: Mr Richard Pratt Position: Chairman and Director