

# Ethical Sourcing Policy

The GRS Group are established business's that recognise the need to carry out all aspects of work in an ethical manner that takes full account of the requirements of the Modern Slavery Act 2015.

In accordance with the expectations of our customers, the community, and the requirements of the Law, we are committed to always operating responsibly within the community, and we expect the same from our suppliers.

Maintaining a reputation for the highest legal, moral and ethical standards in our dealings with our customers and other key stakeholders is critical for our ongoing success. This Policy has been developed to complement our Core Values of integrity, trust and acting responsibly.

We are committed to working with our suppliers to help improve their labour and environmental practices.

We expect our suppliers to support the ethical standards set out in this Policy regarding workplace safety, environment, and fair pay and employment conditions.

Our Policy sets out the standards that we expect all our suppliers to comply with when producing and supplying products for the GRS Group no matter where they operate in the world. We recognise that full compliance with these criteria may take time for some suppliers, and we are committed to working with our suppliers to implement improvement plans and help them achieve compliance.

Our suppliers must commit to complying with the following requirements, many of which are drawn from the Ethical Trading Initiative (ETI) and International Labour Organisation (ILO) Conventions. These requirements represent minimum standards based on the principles of the United Nations Universal Declaration of Human Rights.

Our belief in this means that we will seek to source and purchase goods which are produced and delivered under conditions that do not involve the abuse or exploitation of any persons, as outlined in the Ethical Trading Initiative (ETI) Base Codes:

- The prohibition of forced labour,
- the right to freely chosen employment,
- safe and hygienic working conditions,
- Child labour shall not be used,
- the payment of living wages,
- the protection of working hours and benefits,
- the prohibition of discrimination harassment or abuse in the workplace, ensuring of no harsh or inhumane treatment.

Our approach will encompass the following key aspects:

- Safe and hygienic conditions of work - bearing in mind the prevailing knowledge of the industry and of any specific hazards.
- Health and Safety- Adequate steps should be taken to prevent accidents and injury to health in the working environment.
- Providing Regular Employment, with the freedom to terminate.

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- Freedom of association and the right to collective bargaining are respected.
- Freedom of movement.
- Living Wages - Wages and benefits paid for a standard working week meet, as a minimum, national legal standards or industry benchmark standards, whichever is higher.
- Hours of work comply with any Law and benchmark industry standards, whichever affords greater protection.
- Environment- Each facility shall comply with national and local environmental laws and regulations.

The GRS Group is opposed to working with any Suppliers which engage in any of the following practices:

- Discrimination – on any grounds.
- Retention by the employer of identity documents or other valuable personal possessions.
- Child Labour - the GRS Group supports ILO Convention 138 regarding the appropriate age of workers and will not work with suppliers who use child labour.
- Forced labour- on any grounds
- Deceptive recruitment processes, including the use of worker-paid recruitment fees.

The GRS Group is committed to working in partnership with its suppliers to help achieve compliance with this Policy. In the event where any supplier is unwilling or unable to demonstrate continuous improvement towards full compliance with our standards, the trading agreement between the GRS Group and the supplier will be terminated.

This Policy will be reviewed on an annual basis and amended as required in accordance with the requirements of the Modern Slavery Act 2015.



Jon Fisher – GRS Group CEO

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