



THERMOFORMING LIMITED

Policy

Ethical Trading Policy

Summary Statement

At Propac we believe strongly in ethical principles and good stewardship. Where possible we trade according to the following Ethical Trading Criteria:

1. All employment is freely chosen.
2. Working conditions are safe and hygienic.
3. Child labour is not used.
4. Wages are fair and comparable to industry standard and wherever possible exceed the minimum wage.
5. Deductions from wages as a disciplinary measure shall not be permitted.
6. Working hours are not excessive.
7. No discrimination is practiced.
8. Regular employment is provided for those who are employed on a permanent contract.
9. No harsh, cruel or degrading treatment or practices are allowed.
10. No bribery, corruption, blackmailing or bullying is permitted.
11. Good environmental stewardship is practiced.

Our Full Ethical Trade Policy Statement

Propac recognises that our commercial activities have potential to impact on our suppliers, customers and our locality.

As a socially responsible small business our suppliers, local community and customers have a right to expect:

- Products manufactured and sourced by Propac are produced under working conditions that are hygienic and safe.
- All workers involved in the production of products sold by Propac are treated with full consideration to their basic human rights.
- Propac acts in an ethical manner above and beyond basic legal requirements.
- Propac recognises that its ethical and social performance and reputation is a key part of its overall commercial success.

M. Gillies

Signed.....

Managing Director.