



BrandArt Ltd Ethical Trading Policy Statement

BrandArt's Ethical Trading Policy Statement sets out the core principles that suppliers and supply chain partners must follow to maintain high standards of integrity and professionalism in their working practices.

Ethical Responsibilities

This statement is based upon the Ethical Trading Initiative (ETI) Base Code which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice.

A full copy, including translation, is available to download at:

<http://www.ethicaltrade.org/resources/key-eti-resources/eti-base-code>.

1 Employment is freely chosen

- 1.1 There is no forced, bonded or involuntary prison labour
- 1.2 Workers are not required to lodge 'deposits' or their identity papers with their employer and they are free to leave their employer after reasonable notice.

2 Freedom of association and the right to collective bargaining are respected

- 2.1 Workers, without distinction, have the right to join or form trade unions and to bargain collectively.
- 2.2 The employer must adopt an open attitude towards the activities of trade unions and their activities
- 2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer should facilitate and not hinder the development of parallel means for independent and free association and bargaining.

3 Working conditions are safe and hygienic

- 3.1 A safe and hygienic working environment shall be provided. Adequate steps shall be taken to prevent accidents and injury arising out of or



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occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the workplace.

- 3.2 Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities with soap or sanitizer, potable water and sanitary facilities for food storage if appropriate shall be provided.
- 3.4 Accommodation provided, shall be clean, safe and meet all basic needs.

4 Child labour shall not be used

- 4.1 There shall be no recruitment of child labour.
- 4.2 Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- 4.3 brandart reserves the right to terminate relationships with suppliers who are suspected of using child labour within its organization.

5 Living wages are paid

- 5.1 Wages and benefits paid for a standard working week must meet, at minimum, national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to fulfill basic needs and to provide some discretionary income.
- 5.2 Deductions from wages as a disciplinary measure are not permitted nor shall any deductions not provided for by national law be permitted without the prior permission of the worker concerned.

6 Working hours are not excessive

- 6.1 Working hours must comply with national laws and collective agreements, whichever affords the greater protection for workers.
- 6.2 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account the extent, frequency and hours worked by individuals and the workforce as a whole. It shall not be used to replace regular employment.



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6.3 The total hours worked in any seven-day period shall not exceed 60 hours, except for exceptional circumstances, where all the following are met:

- It is allowed by national law
- It is allowed by a collective agreement freely negotiated and representing a significant portion of the workforce
- Appropriate safeguards are taken to protect the workers' health and safety
- The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies

6.4 Workers shall be provided with at least one day off in every seven-day period or, where allowed by national law, two days off in every 14-day period.

7 No discrimination is practiced

7.1 There should be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8 Regular employment is provided

8.1 All work performed must be on the basis of recognised employment relationship established through national law and practice.

8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.



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9 No harsh or inhumane treatment is allowed

- 9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Signed:

A handwritten signature in dark blue ink, appearing to read "Billy Naphine".

Name: Billy Naphine

Position: Managing Director

Date: 23rd September 2026