



Minimum Standards to Trade

- All suppliers must complete the HMB Supplier Questionnaire.
- All suppliers must have a valid third-party ethical audit, either Sedex or BSCI-certified and corrective action plan in place with agreed time frame.
- All suppliers must comply with national and other applicable law. Where there is no national law, suppliers must refer to the International Labour Organisation (ILO) conventions.
- All Suppliers must read and sign the HMB Supplier Code of Conduct. These terms must be agreed to before carrying out any production.
- Suppliers must not subcontract any part of the product without prior consent from HMB. Suppliers must disclose all subcontractors used for HMB production, and both suppliers and subcontractors must not refuse inspection from any HMB or third-party auditor.
- All suppliers must have effective grievance mechanisms in place which are accessible to all workers.
- All suppliers must be open and transparent about the working conditions in the HMB supply chain, and provide information requested by HMB to enable assessment.
- Suppliers must Inform HMB if purchasing practices are undermining their ability to uphold decent working conditions in factories.
- Suppliers must provide clear, understandable written information to workers, in their own language on wages, working hours, benefits, terms of employment and their rights as workers.
- Suppliers must follow and comply with the current REACH Restricted substances list.
- Suppliers must consistently show the highest level of ethical integrity when dealing with all workers and colleagues across the entire supply chain.

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