

Dropshipzone

Ethical Sourcing Policy

Reference: 200323001

Issued: 1 June 2023

1. Dropshipzone's commitment to environmental and social responsibility

Dropshipzone is committed to a culture of integrity, respect and care for our customers, our people, the environment, and the communities in which we operate.

Dropshipzone is committed to provide its clients with quality products and value for money while at the same time, working with Suppliers to promote ethical business practices and uphold human rights in all aspects of our operations.

2. To whom does this apply?

Dropshipzone expects Suppliers to:

- Confirm they meet the standards or are working towards compliance within a reasonable period;
- Assist Dropshipzone to meet its compliance obligations with respect to this Policy relating to modern slavery and other legislation, including cooperating with any audit Dropshipzone may require and/or providing documentation such as procurement records where reasonably requested; and
- Taking corrective action if there is any non-compliance of these standards, including reporting such instances to Dropshipzone

3. What are Dropshipzone's standards?

Employment is freely chosen

- There must be no forced, bonded, or involuntary labour within the Supplier's supply chain, including for those employed through recruitment agencies or third-party labour providers;
- Employees must not be required to lodge identity papers or deposits with the Supplier; and
- Employees must be free to leave their employment after giving the employer reasonable notice

Freedom of association and the right to collective bargaining

- Suppliers are expected to allow workers to associate with others, form and join (or refrain from joining) industrial organisations or association of their choice and bargain collectively, or engage in any lawful industrial activity without interference, discrimination, retaliation or harassment.

No child labour

- Suppliers must not employ individuals below the minimum age permitted by law;
- Suppliers must operate in compliance with local laws and the core ILO standards regarding child labour including the International Labour Organisation (ILO) Convention 138;
- Where local laws and the ILO Convention 138 are in conflict, the Supplier will operate in accordance with the ILO Convention 138. ILO Convention 138 provides that the minimum employment age for employment should not be less than the compulsory schooling age of the country in which the individual is employed and in any case, not less than 15 years (except for certain developing countries, where a minimum age of 14 years may be applied), subject to permitted exceptions under national law and consistent with the ILO Convention 138 or with related ILO guidance regarding family farms; and
- Suppliers must have policies and practices in place to verify the age and identity of their employees

Wages and benefits are paid

- Suppliers must provide workers with pay and benefits in a timely manner as required by local law and/or by any collective agreement or contract that governs workers, including compliance with minimum wage and overtime requirements;
- Wages must be enough to meet basic needs and to provide some discretionary income;
- Suppliers should provide workers with understandable information about their rights, responsibilities, and employment conditions, including working hours, remuneration and terms of payment;
- Employees must have at least one day off in 7 days;
- Any overtime should be voluntary and employees must be compensated; and
- Written documentation of employment relationships should be maintained by the Supplier to demonstrate compliance with this Policy

Safe and clean working conditions

- Employees must be provided with safe and hygienic conditions at work;
- Working conditions must be suited to industry standards depending on the product being manufactured or service provided and considering the safety of staff and any legal requirements;
- Suppliers are expected to comply with all applicable laws and regulations relating to workplace health and safety in their operations and supply chain;
- Suppliers are expected to have processes in place to prevent and minimise occupational health and safety risks;
- Employees must be trained to undertake their work in a safe manner and must be provided with protective equipment; and
- Employees must be provided with access to drinkable water, facilities for food storage and preparation, and access to clean toilets.

No harsh or inhumane treatment

- No inhumane or harsh treatment, abuse or any form of harassment or intimidation will be tolerated at the workplace.

Environmental responsibility

- Suppliers must comply with all applicable laws and regulations relating to the environment, including management and reporting obligations;
- Any required environmental permits, approvals and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed in accordance with local laws;
- Suppliers are expected to manage the environmental impact of their operations by -
 - Ensuring the safe storage, transportation and disposal of hazardous substances including hazardous waste;
 - Maintaining policies and practices for the efficient use of energy, water and natural resource consumption; and
 - Maintaining policies and practices that reduce the risk of pollution, loss of biodiversity, deforestation, damage to ecosystems and greenhouse gas emissions

- Suppliers are expected to understand the environmental impact of their business and consider community expectations regarding impact; and
- Suppliers commit to reducing waste products, purchasing reusable products wherever possible and recycling relevant products