

MODERN SLAVERY POLICY AND SOURCING PRINCIPLES

I Grunweg Ltd is committed to ensuring that its products are ethically sourced from factories with good working conditions. Workers should be treated with respect and the factories themselves should be efficient and well managed. Working with good suppliers ensures that we in turn are able to supply our customers with quality products at good prices.

1 – Product Specifications

We establish a set list of standards appropriate to the specific product. It is the supplier's responsibility to achieve and maintain these standards.

2 - Workforce Rights

Factory workers, working for our suppliers must be treated with respect with regards to their health, safety and basic human rights. Suppliers must also adhere and comply with all local laws and regulations with regards to, working age, freely chosen employment, health and safety, right to collective bargaining, discrimination, discipline, working hours, rates of pay and terms of employment. We look to see that standards set by the International Labour Organisation and the Ethical Trading Initiative are met at all times. We will not tolerate any slavery or forced labour in our supply chain.

3 – Supplier's Legal Responsibilities

We expect that our suppliers meet all local and national regulations including employment, corruption and environmental laws.

4 - Factory Accreditation and Assessment

We prefer to deal with factories that meet strict international standards on quality management such as the ISO 9001 standards.

5 -Quality Control Management

We insist that goods are checked by the supplier or that we are able to check shipments with our own agent at both production stage and prior to shipment. Different types of goods are checked for various common problems associated with the type of good being supplied. Goods are checked to ensure that the description of the product is accurate and that it conforms to the existing technical and physical specifications of that product. Packaging is also checked to make sure that the goods are secure, clean and in a saleable condition. Labelling is checked to ensure that the goods are labelled correctly and that the outside cartons are correctly marked up. Goods are then inspected on arrival in the UK by our own warehouse staff. In very rare cases where goods received are not up to the promised specification, the goods can be repaired, sent back or destroyed.

6 - Subcontracting and Principles Through the supply Chain

We expect that our suppliers follow these guidelines themselves through their own supply chain.

7 - Site Visits

All factories are regularly visited by members of the management team to ensure that they generally comply with our principles to a reasonable level. Suppliers must apply these principles at all time and be able to demonstrate that they are doing so. Where suppliers do not comply with these standards up to a reasonable level we may take action which involves supporting their efforts to change or cancelling orders.

In order to enforce these principles, I Grunweg Ltd is a member of Sedex. Sedex provides information sharing on suppliers to enable responsible sourcing through the supply chain.

Signed



Benjamin Grunweg – Managing Director

Dated 12/08/22