



ETHICAL TRADING POLICY

AIM AND PURPOSE

Ioma Clothing source quality products in the UK, EU and Asia using the assessment systems and good standing criteria set by the 2014 EU Public Contract Directives and the Public Contract Regulation Act 2015. Additionally, we recognise our corporate responsibility to respect and uphold human rights, as expressed in the Universal Declaration of Human Rights.

As a consequence, we are committed to ensuring that the merchandise we source is obtained from manufacturers and suppliers that are fully compliant to all legislative standards as well as our values of open, transparent and ethical trading. The company is also fully aware of its duty to comply with other legislative obligations and guidance required under the:-

- 2010 Bribery Act
- Modern Slavery Act 2015
- The Universal Declaration of Human Rights & UN Global Compact's 10 Principles
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work

STATEMENT OF POLICY

This Ethical Trading Policy sets out the procedures and systems for assessing and selecting garment manufacturers and suppliers to Ioma Clothing as well as other related duties contained within our Environmental Policy and our Anti-Bribery and Corruption Policy. The Sales Director of Ioma Clothing is responsible maintaining business systems with stringent procedures for ensuring approved suppliers are compliant to all ethical, human rights, employment as well as environmental standards that govern the supply of services to public and private customers.

USING INDEPENDENT ASSESSMENT BODY AND AUDITORS TO RATE SUPPLIERS

Our procedures are based upon the Base Code of the Ethical Trading Initiative and our Membership of the Sedex Global, a not for profit membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chains.

We will embed in our garment and product supplier assessment practices and our Management Information System (Apparel) systems to validate and check the ethical trading credentials and the overall suitability of manufacturers and suppliers listed within our supply chain database. In addition, our policies and practices also relate to our social value



measures, sustainability and environmental management standards, based on our ISO14001 accreditation.

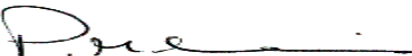
With regard to adherence to human rights, IOMA will ensure that all suppliers have appropriate policies and practices declaring that:-

- Employment must be freely chosen, no use made of forced bonded or involuntary labour;
- The right to freedom of association and the right to collective bargaining is respected;
- Employees must not be below the legal age for employment in the country in which the company operates and we will not condone the use of child labour;
- Working hours should comply with the national laws and benchmark industry standards;
- The right to a living wage and a fair days pay for a fair days work. Employees pay and benefits should meet, at least, the minimum, national legal standards;
- Equality of opportunity with no discrimination on the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation;
- Employees should be treated with respect and their health and safety and basic human rights will be protected and promoted, no harsh or inhumane treatment is allowed;
- Workplace, machinery, equipment, production processes and materials used must not knowingly represent safety or health hazards for employees and preventative Health & Safety measures applied.

REGULARLY REVIEWING AND REPORTING ON OUR POLICY COMMITMENT

We regularly review our policies and procedures to ensure that we avoid infringing on the human rights of others in our own operations, and support and respect the protection of internationally proclaimed human rights within our supply chain. The Sales Director will ensure that the Approved Supplier List contained both within the Apparel and Sage Accounting software systems are reviewed annually.

Any supplier not conforming to this policy and/or our values will be removed from the IOMA Approved Supplier List, until such time that they have submitted satisfactory evidence of compliance to national and international standards that govern the supply of products under the public and private sector procurement regulations. The Sales Director will also be responsible for co-ordinating and implementing improvements to any business process where required and making recommendations directly to the Managing Director as part of our continuous improvement on supplier evaluation, ethical trading and quality assurance procedures.

Signed: 

Name: **Paul Levinson**

Title: MANAGING DIRECTOR

Date: 5 June 2020 Author: Adrian Thomas: Sales Director. Next Review Date: June 2024