

## Ethical Trading Policy

First Corporate Clothing Limited recognises that as a corporate member of society, enjoying certain rights to do business. We are committed to developing a profitable, stable company. However this must be compatible with the interests of our stakeholders, including our customers, employees, suppliers and contractors, business partners and the communities where we carry on our business. As well as applying standards to our own business we apply them to those with whom we trade and in deciding with whom to trade. Thus our own code of ethics is incorporated in and applied to this our Ethical Trading Policy.

First Corporate Clothing is a member of Sedex which is a not for profit membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chain.

We are totally committed to a code of ethics designed to promote honesty, integrity, fairness and mutual respect and we will demonstrate our commitment by:

- Employment is freely chosen
- No forced, bonded or involuntary prison labour
- Working conditions are safe and hygienic
- Child ( a person aged 15 years or less) labour shall not be used
- No person under the age of 18 years to be employed on hazardous work
- Living wages are paid
- Working hours are not excessive
- There is no enforced over time
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is practiced.

It is a requirement of all those with whom we do business to demonstrate that they have in place policies with respect to:

- Business Ethics generally
- Education and training
- Environmental compliance and best practice
- Equality, diversity, non-discrimination, and prevention of harassment
- Health and safety

This policy will be reviewed annually as part of Management Review procedures. All staff are invited to input. The board of director's overview the policy.



Malcolm Davies  
Managing Director

Dated 8th January 2024