



Seath Rd Rutherglen Industrial Estate Glasgow G73 1RW

Ethical Policy

Sackmaker J&HM Dickson Ltd need customers to know they are buying our products supplied without exploitation and in acceptable & sustainable working conditions, whether manufactured in the UK or sourced from one of our approved overseas mills.

The aim of this policy is to ensure that all suppliers, both direct and domestic should source or manufacture products under a minimum set of internationally acceptable conditions.

We are committed to maintaining this through the strict application of this Policy, which is designed to be ethical, achievable, auditable and universal.

Suppliers to Sackmaker must comply with this Policy, and operate in such a way that is consistent with our high standards of business practice and in accordance with both European legislation, national laws and regulations of the supplier's country.

Sackmaker reserves the right to cancel any outstanding orders, refuse or return any shipment and otherwise cease doing business with the supplier should they be found to be in breach of legislation including use of forced or bonded labour as well as physical abuse or discipline, and extreme forms of intimidation.

Suppliers may be audited at any time by Sackmaker or its agents who will be permitted access to inspect against compliance with this policy.

Suppliers standards

1. Employment is freely chosen
2. Freedom of association & right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour (under 16 years of age) is not permitted
5. Working hours are not excessive
6. Living wages are paid
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed
10. National law and Health & Safety regulations are adhered to
11. Suppliers run their businesses legally with honesty & integrity

Integrity & Standards

Sackmaker expects all of its staff & suppliers to operate with integrity and to high standards of ethical conduct when carrying out their duties in connection with or on behalf of the company.

In particular they are expected to:

- Behave honestly and fairly.
- Comply with all legal and regulatory requirements.
- Conduct themselves in a manner that will enhance the reputation of Sackmaker.
- Treat others with respect.
- Safeguard the assets and property of Sackmaker.

Staff must not:

- Use their authority or office for personal gain.
- Recruit or promote employees other than on their ability.
- Take unfair advantage of others through dishonest, unethical or illegal practices.
- Take or offer bribes, kickbacks or be involved in any corrupt practices.
- Knowingly make any false or misleading statements.
- Mis-appropriate the assets or property of Sackmaker.
- Vary from this Policy simply on the basis of "commercial necessity".

Sackmaker's relations with employees, suppliers & customers are based on respect. We are committed to a working environment where there is mutual trust and where everyone is accountable for their own actions and share responsibility for the performance and reputation of the company.

Our aim is to ensure there are equal opportunities for all employees with no discrimination on account of race, age, gender, sexual orientation, disability, and political or religious beliefs. In return, employees are expected to act with integrity and maintain high ethical standards.

Ability and contribution are the determining factors in the selection, training, career development and promotion of all employees. Sackmaker is committed to continuing professional development, managing individual and team performance and developing and valuing core skills. Having the right skills-mix ensures our business grows through producing innovative products that meet or exceed customer requirements.

Alan Dickson **Managing Director**