


Title: Leading Edge Ethical Trading and Anti-Slavery Policy						
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Leading Edge Labels Ltd. recognises the importance of operating ethically and responsibly. The following policy sets out the Leading Edge Ethical Trading Framework and Identified a number of key areas in which the business has committed to ensure it operates to the highest possible standards.

Leading Edge is also committed to upholding and complying with the requirements of Ethical Trade Initiative (ETI) Base Code.

- Employment is freely chosen; there is no forced, bonded, involuntary or slave labour. This applies to the company and its supply chain..
- Workers have the right to join (or not join) or form trade unions and to bargain collectively. Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace. The company will respect collective bargaining where agreed by the workforce. Workers will not face discrimination for joining trade unions.
- A safe and hygienic working environment is provided. Adequate steps are taken to prevent workplace accidents and engage with the workforce at all levels to ensure a safe working environment for everyone. All workers receive appropriate health and safety training. Access to clean toilet facilities, potable water, and sanitary facilities for food storage are provided.
- Child labour is not used. The minimum age for a Leading Edge Labels Employee is 18 years.
- Living wages are paid and meet national legal standards. Deductions are made in accordance with national law. No wages are withheld for any reason. Passports are not held as a condition of employment and workers have freedom of movement at all times.
- Working hours must comply with national law, any overtime shall be voluntary.
- No discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Work provided is on the basis of recognised employment relationship established through national law and practice.
- No physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be tolerated.

Leading Edge Labels is also a member of Sedex and shares when requested, its Sedex profile.

Signed:

Peter Westrop
Managing Director

Date: