

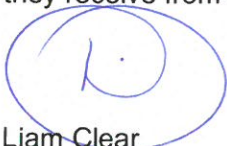
## POL016 Ethical Trading Policy Statement

As Managing Director of Pyramid Builders Ltd, I believe strongly in ethical principles and good stewardship.

I am therefore proud to guarantee that the company shall trade according to the following Ethical Trading Criteria:

- All employment is freely chosen
- My Employees are entitled to belong to trade unions and collective bargaining is respected, to the extent permitted by local law.
- Working conditions for my Employees are safe and hygienic.
- Child labour is not used.
- Wages are fair and comparable to other retailers and wherever possible exceed the minimum wage.
- Deductions from wages as a disciplinary measure shall not be permitted.
- Working hours are not excessive and when unavoidable exceedances of working hours are necessary a risk assessment shall be undertaken.
- No discrimination of any description is practised.
- Regular employment is provided for those who are employed on a permanent contract.
- No harsh, cruel or degrading treatment or practices are allowed.
- No bribery, corruption, blackmailing or bullying is permitted.
- Good environmental stewardship is practiced.
- External and buyers are both free to sell and buy from any number of other businesses or outlets.
- No restrictions, as a way of guaranteeing business, are allowed.
- We also request of all our External Providers that their businesses are also built on these ethical criteria.
- Not take advantage of lower employment or manufacturing costs in developing countries;
- Adhere to any Government recognised trading sanctions;
- Not to trade with those countries which we believe are violators of human rights.
- Refuse to work with any client or prospective client which we have reason to consider exploits humans, animals or the environment unfairly.

I shall always endeavour to offer strong guarantees to my customers that the products and services they receive from my company have been ethically produced and traded.



Liam Clear  
Managing Director  
Pyramid Builders Ltd

September 2019