SOLVING YOUR FACILITIES NEEDS 24/7

Ethical Sourcing Policy

UK Facilities Solutions

Registered Office

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ETHICAL SOURCING POLICY

Issue No	Date of Issue	Date to be reviewed	Record of Amendments
1	April 2013	April 2018	
2	November 2018	November 2019	• Internal Directive to review all policies annually. •

Ethical Sourcing Policy

UK Facilities Solutions Ltd, Ethical Sourcing Policy (ESP) aim is to ensure that our suppliers meet appropriate minimum ethical and social standards. The ESP is designed to ensure that the company buys its products from suppliers that can demonstrate awareness and adherence to relevant and appropriate social and ethical standards, the company will also seek to ensure that its suppliers are aware of the impact of their operations on the environment and will encourage its suppliers to monitor any such impacts with a view to adopting minimisation measures.

The company will take reasonable and practical steps to monitor supplier activity in order to ensure that standards, which could impact adversely upon the local or global environment, are not compromised.

Basic human rights

This ESP is based on the internationally recognised Social Accountability 8000 (SA 8000) criteria. SA8000:2014 is an auditable certification standard based on the UN Universal Declaration of Human Rights, Convention on the Rights of the Child and various International Labour Organization (ILO) conventions. The company ESP covers the following areas of accountability:

• Child labour: No workers under the age of 15; minimum lowered to 14 for countries operating under the ILO Convention

• Forced labour: No forced labour, including prison or debt bondage labour; no lodging of deposits or identity papers by employers or outside recruiters.

• Health and Safety: Provide a safe and healthy work environment; take steps to prevent injuries; regular health and safety worker training; system to detect threats to health and safety; access to bathrooms and drinking water.

• Freedom of Association and Right to Collective Bargaining: Respect the right to form and join trade unions and bargain collectively

• Discrimination: No discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age; no sexual harassment.

• Discipline: No corporal punishment, mental or physical coercion or verbal abuse

• Compensation: Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families.

Legal Requirements

All of our suppliers must, in all activities, obey national and regional statutory requirements in the countries in which they are operating. Should any of the requirements stated in this document be in violation of the law in any country or territory, the local law should always take precedence.

Audit

Audit of the approved company suppliers will be carried out annually, the approved supplier database will be monitored and reviewed annually

James Jenkins – Managing Director – UK Facilities Solutions Ltd