

Ethical Trading Policy

Mulberry Innovations Ltd recognizes that our commercial activities have potential to impact our suppliers and our locality. As a socially responsible business, our suppliers, local community and customers have a right to expect:

- All workers involved in the delivery of services provided by Mulberry Innovations Ltd are treated with full consideration to their basic human rights
- Mulberry Innovations Ltd acts in ethical manner above and beyond basic legal requirements
- Mulberry Innovations Ltd is committed to implementing the principles of the Ethical Trading Initiative Base Code

Employment is freely chosen

- No forced, bonded or involuntary labour
- Workers are not required to lodge 'deposits' or their identity papers with their employer
- Workers are free to leave their employer after reasonable notice

Freedom of association and the right to collective bargaining are respected

- Workers have the right to join or form trade unions of their own choosing and to bargain collectively, without distinction.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- The representatives of workers are not discriminated against and have access to carry out their representative functions in the workplace

Working conditions are safe and hygienic

- A safe and hygienic working environment is provided, with consideration of prevailing knowledge of the industry and of any specific hazards.
- Adequate steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, as is reasonably practicable, the causes of hazards inherently in the workplace.
- Workers will receive regular health and safety, and data protection training, with this training being repeated for new or reassigned workers.
- Access to clean toilet facilities, and if appropriate, sanitary facilities for food storage shall be provided.

Child labour shall not be used

- There shall be no recruitment of child labour
- Children and young persons under 16 are not employed at any time, day or night.

Living wages are paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher.
- All workers are provided with written and understandable info regarding their employment conditions in respect to wages before they enter employment. This shall detail the particulars of their wages for the pay period concerned with each time that they are paid.
- Deductions from wages as a disciplinary measure is not permitted and payslips detailing any lawful deductions are provided for each pay period.

Working hours are not excessive

- Working hours shall be defined by contract and shall not exceed 48 hours per week- this does not include overtime.
- All overtime shall be voluntary and shall be used responsibly. This means considering the extent, frequency and hours worked by the individual workers and the business as a whole.
- Workers will be provided with minimum one day off every seven-day period.

No discrimination is practiced

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, sexual orientation etc.

Regular employment is provided

- To every extent possible, work performed must be on the basis of recognised employment relationship established through national law and practice.

No harsh or inhumane treatment is allowed

- Physical abuse or discipline and the threat of physical abuse is prohibited.
- Sexual or other harassment and verbal abuse is not prohibited.
- Other forms of intimidation and harassment not already mentioned above is not prohibited.