

TOTS TO TEAMS LIMITED

ETHICAL SOURCING POLICY 2021/22

DATE OF LAST REVIEW 9/9/2021

NEXT DATE FOR REVIEW 9/9/2022

Whilst we are not a manufacturer of clothing, we expect all our suppliers to meet our high standards of environmental care and responsibly. We expect our suppliers to have a sustainable manufacturing policies, this includes where possible the offering of fair trade products. We expect the suppliers to have an ethical policy in place which should include the following to form part of their company policy

- Health & Safety procedures are in place to promote safe working environment
- Minimising the impact on local and global environment
- Adhering to the legal minimum age of employment
- Adhering to legal minimum wage, including any overtime pay, maximum hours of work, holiday entitlement and maternity leave
- No forced labour or imprisonment is to be used
- Employees are allowed freedom of association and collective bargaining
- Employees are not discriminated against