



Design : Create : Inspire

Unions and Freedom of Association

Our Policy

BBS Brick and Stone Ltd has a transparent supply chain which is tied back to the BBS due diligence framework and the UN guiding principles for human rights as a minimum standard of acceptability.

- BBS Brick and Stone Ltd will not use any European factory that does not allow union membership and freedom of association.
- BBS Brick and Stone Ltd will not use any Chinese factory that does not adhere to a minimum of freely elected representation, aligned to the BBS additions explained below.

At BBS Brick and Stone Ltd, the subject of Union membership and Freedom of Association within our supply chains has always been of the utmost importance. We have held meetings here in the UK with the Trade Union Congress (TUC) to ascertain what we should be checking for and how best to approach the whole subject. This information has been used in our discussions throughout our supply chains.

Through our strong bonds with our trusted supply chains which have been built since 2008 and in some cases prior to this date, we are able to discuss any topics with factory/facility owners and management which includes Union membership and Freedom of Association. We have held union meetings with many of our European partners, which included the workers, the company owners and in some cases union representatives. BBS have been given access to the collective bargaining agreements at each facility and had these verified by all parties. At BBS we are happy that all our suppliers have an open and clear culture regarding Unions and Freedom of association. Through our own- and third-party auditing processes, we have been able to openly discuss wage structures, overtime payments and working conditions with the work teams. At all times, the workers have been happy and satisfied with how the supplier approaches their rights.

At BBS, we believe in ensuring that the supply chain is transparent, and we include our logistics part of the chain. We have taken advice from the International Transport Workers Federation (ITF) and held meetings in Portugal with our freight forwarding company and its team to visit and audit the company and speak with the workers to ascertain how Unions and Freedom of association is dealt with. Following the visit/meeting, BBS are happy that all aspects of the workers rights are in order. BBS also met with...

the dock workers and the union representatives of the Federacao Nacional dos Sindicatos de Trabalhadores (FNSTP) The Union is affiliated with the NATIONAL FEDERATION OF PORT WORKERS' UNIONS. BBS gained access to all aspects of the dock workers rights and contracts, and were able to conclude that everything is in order. BBS have received written confirmation from the union that they are happy with how the dock workers are treated and paid. The next step for BBS was to ensure that the workers on the vessels used to transport our products to the UK were also treated fairly, paid correctly. Enlisting the advice and help of the ITF, BBS had checks carried out by the ITF on all vessels used by our company over a 12 month period examining the protection of Seafarers in an effort to ensure fair human rights due diligence be undertaken as part of our companies' supply chain accountability. BBS and the ITF are happy with the vessels used by BBS to transport its goods.

Our work regarding Unions and Freedom of association is also continuing in China. Prior to the Covid-19 pandemic BBS were holding localised meetings throughout China, with most being based in Fujian and Shandong Provinces. These meetings were held with the All-China Federation of Trade Unions (ACFTU) All of the suppliers used in China by BBS allow their workforce to be a member of any given trade union, although the ACFTU is the union recognised by Beijing. At a local level, BBS have arranged for all its factories to have freely elected representatives appointed to create an open channel of dialogue between the work force and the factory owners/management. We have created monthly management and worker meetings with notes and actions recorded and kept by both parties. BBS have also installed suggestion boxes at its factories, with the contents being collected weekly. BBS will continue its work with the ACFTU during our regular and planned visits to the Far East.

Kevin Hives

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