



# Ethical Trading Statement

THE ETHICAL TRADING INITIATIVE (ETI) IS A LEADING ALLIANCE OF COMPANIES, TRADE UNIONS AND NGOS THAT PROMOTES RESPECT FOR WORKERS' RIGHTS AROUND THE GLOBE. ITS VISION IS A WORLD WHERE ALL WORKERS ARE FREE FROM EXPLOITATION AND DISCRIMINATION, AND ENJOY CONDITIONS OF FREEDOM, SECURITY AND EQUITY.

The work BBS have done towards compliance has enabled us to gain full membership to the Ethical Trading Initiative. We are fully committed to ethical trade, and adopt a code of labour practice and expect all our suppliers to work towards this too. The codes address issues like wages, hours of work, health and safety and the right to join free trade unions.

The ETI base code covers 9 topics which are:

1. Employment is freely chosen
2. Freedom of association
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

Our commitment to responsible sourcing practices is total, and our plans and objectives are continually monitored to ensure our due diligence practices are maintained. We work closely with our supply chains and with the employees as well as the employers.

BBS is committed to improve its knowledge of worker's rights and actively engages with NGOs in the UK and directly with workers unions in the Far East. This new and often changing knowledge enables BBS to engage fully with its supply chain workforces and their representatives to ensure all parties are fully aware of their rights.

Our goals and needs for the ETI are communicated to our supply chains, and the need for our suppliers to buy in to the work we are undertaking is fixed.

## **Our employees**

BBS Natural Stone holds regular in-house training for all employees, enabling everyone to be up to speed with the latest initiatives and guidelines. Our commitment at BBS Natural Stone in expanding and encouraging knowledge on human rights, ethical trading and modern slavery is continuous

Kevin Hives - Director