

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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Ethical Stone Register 

