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Workplace: Clad Safety Limited

Document: Ethical Supply Chain Policy

Reference: E21

Our policy and related guidance are designed to ensure we meet our compliance obligations while also supporting our stakeholders in meeting theirs.

At the core of our mission is the goal to enhance the working lives and productivity of our customers by providing innovative and protective clothing solutions. We believe in delivering high-quality, compliant products that are ethically sourced through a responsible and sustainable supply chain.

We are committed to using our network to improve compliance, quality, and ethical practices in the areas where we operate.

What is Ethical Trade?

Ethical trade is about having confidence that the products and services we buy have not been made at the expense of workers in global supply chains enjoying their rights. It encompasses a breadth of international labour rights such as working hours, health and safety, freedom of association, and wages. Ethical trade involves companies taking a series of recognised steps to identify problems and improve working conditions, with a focus on continuous improvement over time.

- Ethical Trade Initiative

Our Policy

We take great pride in being a company that values the well-being and rights of all our employees, supply chain partners, and the communities we operate in. We are committed to preventing any form of modern-day slavery or human trafficking and are dedicated to creating a safe and healthy supply chain. We firmly believe in promoting the rights of our workers to freedom of association and collective bargaining, and we strive to create a diverse and inclusive workforce. Our values align with the principles outlined in the UN Guiding Principles on Business and Human Rights, and we are proud to support our Diversity, Equality & Inclusion Policy, which further underscores our commitment to creating a fair and just workplace for all.

Although we are not currently members of the Ethical Trading Initiative (ETI), we have committed ourselves to adopting the principles of its base code into our own standards of practice. Our code of conduct has been aligned with the ETI base code, and we remain steadfast in our efforts to implement these principles into our everyday operations.

Application of this Policy

All CLAD colleagues must read, apply, and comply with this Policy and guidance to uphold our commitment to promoting the well-being, dignity, and human rights of our employees, supply chain partners, and communities. Together, we can create a safe, fair, and inclusive work environment where everyone feels valued and respected.



Signed: *N. Trevett*

Designation: Managing Director

Date: 28th March 2025

Approved By: N Trevett

Version: 2

Issue Date: 28th March 2025

Review Date: 28th March 2026