



## Ethical Trading Policy

### Policy Statement

Natural Cement Distribution Ltd (Natural Cement) believe strongly in ethical principles and good stewardship.

Natural Cement recognises that our commercial activities have potential to impact on our suppliers and our locality.

As a socially responsible business our suppliers, local community and customers have a right to expect:

- Products manufactured and sourced by Natural Cement are produced under working conditions that are hygienic and safe.
- All workers involved in the delivery of services provided by Natural Cement are treated with full consideration to their basic human rights.

Natural Cement acts in an ethical manner above and beyond basic legal requirements.

We are therefore proud to guarantee that we trade according to the following Ethical Trading Criteria:

1. All employment is freely chosen
2. Working conditions are safe and hygienic.
3. Child labour is not used.
4. Wages are fair and comparable to industry standard and will always exceed the minimum wage.
5. Deductions from wages as a disciplinary measure shall not be permitted.
6. Working hours are not excessive.
7. No discrimination is practised.
8. Regular employment is provided for those who are employed on a permanent contract.
9. No harsh, cruel or degrading treatment or practices are allowed.
10. No bribery, corruption, blackmailing or bullying is permitted.
11. Third Party Suppliers and buyers are both free to sell and buy from any number of other businesses. No restrictions, as a way of guaranteeing business, are allowed.

A handwritten signature in black ink, appearing to read "V. Richardson", is written over a light blue rectangular background.

Vicki Richardson  
Director

March 2024