

# ETHICAL TRADE POLICY

Earth's Crust Resources incorporating Hardscape, Hardscape Ireland and Stockscape, hereafter referred collectively as Hardscape is committed to the fair treatment of anyone involved in the manufacture of its products. Hardscape will not sell materials where workers have been exploited through labour or human rights abuse to manufacture products at a very low cost, and we will not procure raw commodities from black market quarry sources that often use modern slavery (including child, forced prison or bonded labour) to extract natural stone at a very low cost.

Hardscape are committed to excellent corporate citizenship, and actively seek to prove and evidence that reality via transparent processes that demonstrate we actively challenge labour and human rights abuse in our supply chain. Hardscape complete this by working with industry experts, for example, the Ethical Trading Initiative, the Dalit Solidarity Network and Anti-Slavery International to take responsibility for labour and human rights practices within our supply chain. We encourage and actively support with 'boots on the ground' activity at the origin of our materials our quarries and process factories to adopt the 9 Base Code Principles of the Ethical Trading Initiative. The Ethical Trading Initiative (ETI) is a unique alliance of companies, trade unions and non-governmental organisations, working in partnership to improve conditions for workers who supply goods to the British and Irish consumer market. Our joint vision is of a world where all workers are free from exploitation and discrimination, and work in conditions of freedom, security and equity.

## The 9 Base Code Principles of ETI are:

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|--|------------------------------------|
| 1. No forced labour  | 5. Living wages are paid           |
| 2. Freedom of association and the right to collective bargaining are respected | 6. Working hours are not excessive |
| 3. Safe and hygienic working conditions  | 7. No discrimination is practised  |
| 4. Child labour shall not be used  | 8. Regular employment is provided  |
|  | 9. No harsh or inhumane treatment  |

Hardscape, with ETI support, identify good practice through practical research and projects at the origin of our materials to roll out the 9 Base Code Principles of ETI. Hardscape, provide training courses and resources, to help our staff and supply chain partners and workers put the ETI principles into practice. Hardscape support local alliances that tackle workers' conditions or human rights abuse, lobbying governments to change their laws and building supply chain workers skills & capacity. Hardscape encourage and practically help to build coalitions between ourselves, our supply chain masons, trade unions and non-governmental organisations and other key players to promote joint action on workers & human rights. The 9 Base Code Principles of the ETI and the processes mentioned are recognised by the UK Government and the United Nations High Commission for Human Rights as the leading credible and valid critical path to achieve ethical transparency in a corporate supply chain. Hardscape are a full member of ETI and have graduated to **'achiever' ranking** in the membership category grading. Our membership is confirmed here <http://www.ethicaltrade.org/about-eti/our-members#block-views-our-members-table-block>. Further information on our Ethical Trade activity may be found by contacting ETI [www.ethicaltrade.org](http://www.ethicaltrade.org) or the Dalit Solidarity Network [www.dsnu.org](http://www.dsnu.org) or Anti Slavery International [www.antislavery.org](http://www.antislavery.org) or our Group Ethical Trade Manager <http://www.hardscape.co.uk/people/glenn-j-bradley/>

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