



Ethical Trading Initiative

Respect for workers worldwide

Hardscape are Full Members of the ETI alliance with 'Leader Status'. Verification of membership may be secured by contacting ETI Head of Membership: refer www.ethicaltrade.org or Stephen Duce Our Operations Manager within Hardscape.

The Ethical Trading Initiative (ETI) is a unique alliance of Companies, Trade Unions (TU) and non-governmental organizations (NGOs), working in partnership to improve conditions for workers who supply goods to the UK & Ireland market. Our vision is a world where all workers are free from exploitation and discrimination, and work in conditions of freedom, security & equity.

Our commitment is to tackle working conditions in our supply chain ensuring our workforce are free from exploitation or discrimination working in conditions of freedom, security and equity. As 'achiever' status members we have adopted the ETI Base Codes and collaborate with the ETI Directorate on expanding workers rights throughout supply chains. We implement this code with all foreign staff and work with suppliers on the process of implementation. We report annually on our progress in implementing it.

Hardscape are committed to:

- 1) **Ensuring employment is freely chosen**
- 2) **Ensuring Freedom of association and the right to collective bargaining by our work force is respected.**
- 3) **Ensuring that working conditions are safe and hygienic**
- 4) **Ensuring that Child labour will not be used in our production process.**
- 5) **Ensuring that living wages are paid**
- 6) **Ensuring that working hours are not excessive**
- 7) **Ensuring that no discrimination or caste system is practiced in the work force.**
- 8) **Ensuring that regular employment is provided**
- 9) **Ensuring that no harsh or inhuman treatment is allowed.**



HARDSCAPE

Inspire. Select. Supply.

To view the base code principles in full please visit <http://www.ethicaltrade.org/eti-base-code> or contact our Operations Manager, Stephen Duce on 01204 565 500. If further clarification of our Ethical practice is needed please feel free to contact ETI Member Services on 0207 841 4356 and Hardscape welcome independent customer verification of their producing sites.

www.hardscape.co.uk