

ETHICAL TRADE POLICY

Hardscape Group Ltd incorporating Hardscape Products Ltd and IP Surfaces Ltd hereafter referred collectively as Hardscape Group Ltd is committed to the fair treatment of anyone involved in the manufacture and supply of its products.

Hardscape Group Ltd 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 Group Ltd 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 Group Ltd complete this by working with industry experts, such as the Ethical Trading Initiative, to take responsibility for labour and human rights practices within our supply chain. We encourage and actively support 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:

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

Hardscape Group Ltd, 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 Group Ltd, provide training courses and resources, to help our staff and supply chain partners and workers put the ETI principles into practice.

Hardscape Group Ltd 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 Group Ltd encourage and practically help to build coalitions between ourselves, our supply chain partners, 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 Group Ltd are full members of the ETI. Our membership can be confirmed at www.ethicaltrade.org/about-eti/our-members#member-list. Further information on our Ethical Trade activity may be found by contacting ETI <https://www.ethicaltrade.org/>.



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