

Tiger Supplies Ethical Trading Policy

Tiger Supplies Limited is committed to trading relationships which are both commercially and ethically viable. We will support fair trade and only operate with suppliers, manufacturers and Sub-contractors who comply with our ethical trading policy. We will appraise these suppliers against the following standards.

This policy sets out the minimum labour standards that we expect our suppliers to comply with:

- There is no forced labour
- Child labour is not used
- No racial or sexual discrimination is practiced
- Working hours comply with local national standards
- Wages meet the minimum local standards
- Human and civil rights are respected
- Bribery either to customers or from suppliers is not acceptable

Forced, bonded or involuntary labour

Any work or service that is extracted from any person under the threat of a penalty or where they have not entered voluntarily into an employment contract. Examples include slave or indentured labour, bonded labour, involuntary labour, involuntary or unpaid prison labour. Workers should not be required to lodge “deposit” or their identity papers with their employer and are free to leave their employer after reasonable notice.

Child labour

Child labour is not to be used in any stage of manufacturing. The term “child” refers to any person under the age for completing compulsory education or under the minimum age for employment in the country. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 shall not perform work that is likely to jeopardise their health or safety.

Discrimination

Tiger Supplies is committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and in employment practices such as promotions, rewards, and access to training. In addition, workers or potential workers should not be subjected to medical tests that could be used in a discriminatory way.

Working Hours

Working hours must comply with the national laws and benchmark industry standards, whichever affords greater protection. Workers should not be required to work more than 48 hours per week (or less in accordance with local/national laws); should not work more than 12 hours of voluntary overtime; and should get one day off in 7. Overtime should not be demanded on a regular basis and should always be compensated at a premium rate. Where the company is party to a collective bargaining agreement freely negotiated with worker organisations it may require overtime work in accordance with the agreement to meet short term demand.

Remuneration

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates.

Deductions from wages as a disciplinary measure shall not be permitted. The basis on which workers are being paid is to be provided.

Human and Civil Rights

There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated.

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. The rights of workers to associate freely, join or not join labour unions, seek representation, and join workers' councils in accordance with local laws shall be respected. Workers shall be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation, or harassment.

Signed by CEO

Dated as per the original policy