



COTTON BAG ETHICS & SOCIAL COMPLIANCE POLICY

Last Reviewed: 10.03.2020 Next Review : 10.03.2021

If you're happy then so are we! It may sound very simple, but that is the foundation of our ethical approach at Cotton Bag Co, for both people and the environment. We care about the world being a happier place and we recognise Cotton Bag Co's responsibility as a global business to do all we can to have a positive impact and to reduce any negative impacts of our trade producing cotton bags.

Cotton Bag Co will conduct its business honestly and ethically wherever we operate in the world. We will continue to improve the quality of our products, service and operations and will strive to create a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgement. Cotton Bag Co will not compromise its principles for short-term advantage. The ethical performance of this company is the result of the employees who work here. We adhere to all applicable laws and work regulations and respect the industry's best practices.

Cotton Bag Co is working towards a more ethical and sustainable world. As a company, we are committed to making sure that everything we do is carried out ethically and we expect no less from our suppliers. All of our suppliers are accredited with social compliance audits such as SEDEX or SA8000

Employees are encouraged to follow best practices regarding environmental issues and we encourage feedback on how we can continue to cut down on and recycle waste, along with reducing energy use within the workplace.

Directors, employees and all affiliates of the company must never permit their personal interests to conflict, or appear to conflict, with the interest of the company, its customers or any affiliates.

This Ethical & Social Compliance policy serves to guide employees and affiliates in all areas, covering employment standards, audits as well as environmental custodianship.

All employees and affiliates of Cotton Bag Co will encounter, or have access to confidential, business sensitive information. It is their responsibility to ensure that such information is strictly safeguarded. Alongside this information, employees will also have access to supplier, customer and affiliates confidential, business sensitive information, and should be treated with sensitivity and discretion.

Cotton Bag Co are dedicated to:

- o Working conditions are safe and hygienic
- o Employment is freely chosen. Child labour and forced labour is not used
- o Wages and Benefits meet the minimum national legal standards
- o Working hours comply with national laws
- o No discrimination is practiced, and human and civil rights are respected
- o Continually improve our social management systems and review the policy every 12 months
- o Support employees with respect to health and wellbeing
- o Working with our suppliers to ensure all standards are met and continually improved
- o Partner factories have globally recognised social compliance audits, either SEDEX or SA8000
- o We aim to visit each partner factory every 12 months

Signed.....*J. Marling*.....Position.....**Managing Director**.....Date.....**10.03.20**.....