



Ethical & Equal Opportunities Trading Policy

Summary Statement

At 365 we believe strongly in ethical principles, equal opportunity and good stewardship. We are therefore proud to guarantee that we trade according to the following Trading Criteria:

1. All employment is freely chosen
2. All staff members are entitled to belong to trade unions and collective bargaining is respected, to the extent permitted by local law.
3. Working conditions are safe and hygienic.
4. Child labour is not used.
5. Wages are fair and comparable to other employers and wherever possible exceed the minimum wage.
6. Deductions from wages as a disciplinary measure shall not be permitted.
7. Working hours are not excessive.
8. No discrimination is practised.
9. Regular employment is provided for those who are employed on a permanent contract.
10. No harsh, cruel or degrading treatment or practices are allowed.
11. No bribery, corruption, blackmailing or bullying is permitted.
12. Good environmental stewardship is practiced.
13. Suppliers and buyers are both free to sell and buy from any number of other businesses or outlets. No restrictions, as a way of guaranteeing business, are allowed.

Simon Thomson

Managing Director
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