

## Supply Chain Ethical Policy


Lemon Groundwork Solutions (The Company) is committed to ensuring a high standard of Ethical and Environmental Trade Practices, including the provision of safe working conditions and the protection of its workers' rights.

To that end, The Company expects its suppliers to observe this Supply Chain Ethical Policy to demonstrate a similar commitment to an ongoing programme of ensuring, and where necessary, improving Ethical and Environmental Practices.

Lemon Groundwork Solutions therefore expect our Suppliers to be committed to the following core requirements:

- Suppliers will not use any form of forced, bonded or involuntary labour and workers will not be required to lodge identity papers or pay any deposit as a condition of work
- Supplier's workers will not be subject to physical or verbal abuse or threats or intimidation of any description
- Suppliers will comply with the laws on working hours in the countries in which they operate.
- Suppliers will not employ workers under the age of 16 or below the legal minimum age (where this is higher) in countries in which they operate.
- Suppliers' factories should comply with all applicable local environmental, safety and health regulations. They should provide a safe and healthy workplace, presenting no immediate hazards to their staff
- Suppliers should provide each employee with at least the minimum wage, or prevailing industry wage (whichever is higher) and provide each employee with all legally mandated benefits
- Suppliers should not discriminate against any worker on any grounds including age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation in the regions in which they operate
- Suppliers should comply with all relevant environmental legislation in the regions in which they operate. They should identify all the hazardous or toxic waste they produce and are confident that it is disposed of by competent bodies via authorised disposal routes
- Suppliers should support the right for workers to form and join trade unions and are free to meet without hindrance

Paul Hart  
Managing Director



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