



## Code of Ethical Fair Trading

HAWK is committed to Ethical Fair Trading utilising the Anti-Slavery Principles to ensure our workforce are paid a fair days pay for a fair day's work. Our pursuit of excellence in the delivery of these principles is not an option, but a business necessity which will be achieved by ensuring that we and our suppliers safeguard the following:

- Employment is freely chosen there will be no bonded, involuntary or forced labour. Employees can freely leave our employment by giving reasonable notice.
- Our workforce has the freedom and right to collective bargaining to join or form trade unions and recognise those unions and their activates without discrimination.
- Workers enjoy safe and healthy working conditions and they are inducted, trained and provided with welfare facilities.
- Child labour is not to be used and persons under the age of 18 are not unsupervised or in hazardous conditions.
- Living wages are paid at the national legal standards or industry benchmarks. All workers are given information of their employment terms and conditions in respect of benefits and pay.
- Working hours are not excessive and comply with the national legal requirements, overtime will be voluntary and paid at a premium rate.
- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- There will be no physical or verbal abuse or threat of physical or verbal abuse, sexual or any other types of abuse, harassment or intimidation.

This policy will be brought to the attention of all employees and persons working on behalf of the company and will be reviewed annually.

Signed on behalf of The Hawk Group:

Mike Hawkins  
Chairman and Managing Director

Date: 14.07.2016

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