

## ETHICAL TRADING INITIATIVE (ETI) POLICY STATEMENT

Southdowns confirms compliance with the ETI as follows:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practised
8. Regular employment is provided
9. No harsh or inhuman treatment is allowed

Signed on behalf of Southdowns Environmental Consultants Ltd



Rick Method

Director

24<sup>th</sup> January 2023



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