



Environmental Services Ltd

Morfa Clwyd Business Centre, Marsh Road, Rhyl, Denbighshire, North Wales, LL18 2AF
Telephone: 01745 356295 Fax: 01745 353033 Email:enquiries@sevenways.co.uk

Ethical Trading Policy.

The Company is committed to operate all activities within the spirit and letter of all laws and regulations affecting its businesses and employees. Employees must exercise the highest level of integrity, ethics, and objectivity in their actions and relationships which may affect the Company. Employees must not misuse their authority or influence of their positions in these relationships. Moreover, an employee has the duty to act in the best interest of the company at all times.

The principles adopted by Seven Ways Environmental Services Limited in this policy document are based on the International accepted standards set out in the Ethical Trading Initiative (ETI) Base Code of Labour Standards.

Seven Ways Environmental Services Limited will, as far as is reasonably practicable, ensure that they and their suppliers and their sub-contractors, comply with the stated policy requirements.

1. **Employment is freely chosen**

There is no forced, bonded or involuntary prison labour. Workers are not required to leave deposits or their identity papers with their employer and are free to leave their employer after a reasonable notice.

2. **Working Conditions Are Safe and Hygienic**

A safe and hygienic working environment shall be provided. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with or occurring in the course of work. Workers shall receive appropriate health and safety training, and such training shall be repeated for new or reassigned workers. Accommodation, where provided, shall be clean, safe and meet the basic needs of the workers.

3. **Child Labour Shall not be Used**

There shall be no use of child labour which shall be exploitative or shall jeopardise the health, safety, educational development or morals of any child. Persons under 18 shall not be employed to work at night or in hazardous conditions, and as a minimum meet National legal Standards.

4. **Living Wages Are Paid**

Wages and benefits paid for a standard working week must meet; at a minimum, National legal Standards or Industry benchmark Standards, whichever is higher. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5. **Working hours are not excessive**
Working hours comply with national laws and known benchmark industry standards.
6. **No Discrimination Is Practiced**
There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, or political affiliation.
7. **No Harsh Or Inhumane Treatment Is Allowed**
Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
8. **No bribery or corruption is permitted**
No bribes shall be paid or accepted to give or receive business.
9. **Follow good environmental practice**
To meet all relevant national and international environmental laws and regulations and to continuously improve environmental practice.

Signed: 

Steve Wilson Director Date: 1st September 2009

Signed: 

Michael Connolly Director Date: 1st September 2009