



SUPPLIERS

Ethical Trading Policy

Ligare regards suppliers as partners and works with them to help us achieve our policy aspirations in the delivery of our products and services. Specifically, Ligare is committed to working with its suppliers of products and services to ensure that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.

Each Department / Section is responsible for ensuring that all those affected by their supply chain are producing goods and services which adequately meet internationally recognised minimum requirements for worker welfare and conditions of employment. The minimum requirements are those defined by the International Fair Labour Organization (IFLO) or based on the Ethical Trading Initiative dependent on the business jurisdiction.

Each Department / Section is responsible for implementing appropriate processes to assess supplier's compliance with the laid down standards and monitor performance and improvements against the standards. Suppliers who are unable to meet all the requirements after an initial assessment/audit will be given the opportunity to fully comply within a period which is deemed appropriate for the circumstances. An action plan should be documented and the supplier expected to commit to addressing all the areas where discrepancies have been identified. The process of improvement via this method is principally down to the commitment of the supplier's management team/owner/agent to ensure that all areas are addressed. If Ligare has reason to believe that the supplier is not making sufficient or committed progress, then this could lead to a closure in the relationship until such time that Ligare were confident that all areas had been satisfactorily addressed.

Ligare companies reserve the right to cease a relationship with a supplier if it is subsequently found that unacceptable practices are being employed within any manufacturing sites used for Ligare products. These include use of child labour, forced or bonded labour as well as physical abuse or discipline and extreme forms of intimidation.